

# SUSTAINABILITY REPORT 2021 - 2023



**Coca-Cola HBC**  
Slovenia

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# 1

## Welcome Statement<sup>1</sup>

Dear colleagues, partners, and friends,  
It is my pleasure to present to you the second consecutive Coca-Cola HBC Slovenia Sustainability Report, highlighting the results of our sustainability efforts from 2021 to 2023.

This report holds special meaning for me, as it is the first I have the honor of presenting in Slovenia as Managing Director. I believe it also carries significance for all of us connected by Coca-Cola. It is a privilege to continue the tradition of transparency that we initiated in 2022 with the publication of our first Sustainability Report in the Slovenian market.

<sup>1</sup> GRI 2-22





As we emerge from the shadow of the COVID-19 pandemic, amidst geopolitical instabilities and the visible effects of climate change, this legacy carries with it greater responsibility than ever before. It is our duty to embed purpose into every business process, decision, and activity while seeking new ways to achieve a shared vision of a sustainable future.

While Slovenia does not host production facilities, we remain committed to minimizing our environmental impact. In 2023, 62% of the energy used in our offices came from sustainable sources, and nearly 4% rPET was included in our PET packaging. By 2025, we aim to surpass 25% rPET, despite challenges in feed-stock availability. Additionally, 82% of our equipment is now HFC-free, a testament to our sustainable operations. We are also active advocates for Deposit Return Schemes (DRS) in Slovenia, emphasizing their crucial role in achieving ambitious EU sustainability goals. We proudly align with industry-wide initiatives, including the Liability Commitments and the Sugar Pledge, developed in collaboration with the Industry of Beverage Producers at GZS. These commitments reflect our dedication to public health and responsible business practices.

Our social contributions are equally impactful. Through partnerships with Mercator, OKS, and others, initiatives like *Urban Afforestation* and *Recycle Me. Give Me New Life.* are fostering zero-waste communities. Despite the devastating floods in Slovenia in 2023, we adapted

by donating €100,000 to the Red Cross, aiding recovery efforts. We continue investing €50,000 annually in youth education, empowering 200 young people locally and contributing to the Group's broader goal of reaching 1 million youth by 2025.

Tracking and measuring contributions through sustainable business growth is central to our purpose. In 2023, we achieved a 25.5% carbon reduction since 2021. Moreover, 40% of leadership roles in Slovenia are now held by women, showcasing our commitment to inclusivity and gender equality. These accomplishments reflect steady progress toward the Coca-Cola HBC Group's 2025 sustainability targets and our vision of achieving net-zero emissions across the value chain by 2040.

Our progress and achievements are the result of the dedication of our teams and the strength of our partnerships. We have grown more resilient through challenges and remain confident in overcoming those that lie ahead. Together, we look forward to shaping new chapters of our shared story—creating value not only for our business but also for the communities we serve, the planet we share, and the generations to come. I invite you to explore the following pages for insights into our efforts and activities that marked this transformative period.

Dora Strezova-Nikolova  
*Managing Director, Coca-Cola HBC Adria*

# About Our Sustainability Report<sup>2</sup>

## This is the 2nd Sustainability Report for Coca-Cola HBC Slovenia.

Following the publication of our inaugural sustainability report in 2022, we are proud to present the Coca-Cola HBC Slovenia Sustainability Report for 2021–2023. Sustainability and social responsibility have long been integral to the mission and strategy of The Coca-Cola Company and its partner organizations worldwide. While we may be a smaller entity within the broader Group, we take pride in the meaningful impact we make on the Slovenian market. This report showcases our efforts to drive positive change and highlights the responsible initiatives undertaken by our Group, our business unit, and ourselves. Our shared commitment is to reduce our environmental footprint while enhancing our contributions to our employees, customers, and the community at large.

<sup>2</sup> GRI 2-1, 2-2, 2-3, 2-4



**Organization covered:** This report covers the company Coca-Cola HBC Slovenia, which is a member of Coca-Cola HBC and a strategic partner to The Coca-Cola Company. The report covers only Coca-Cola HBC Slovenia and no full business unit. The same is true for our financial report, which was released in September.

**Period covered:** This report focuses primarily on activities between 2021 and 2023. In some parts the report also includes past background information.

**Last report:** Coca-Cola HBC Slovenia reports about sustainability indicators every two years. The last report, covering 2019 and 2020, was published in September 2022. There are no restatements of information from our previous reports unless it's a part of sequence data.

**Standards:** This report has been prepared with reference to GRI standards, using GRI 1: Foundation 2021. References to GRI disclosures are stated as footnotes: GRI 2-1, 2-3, 3-1, 403-2. The GRI index can be found on page 77 of this report.

**Report preparation:** The report was prepared in collaboration with the WISE Institute at IEDC Bled School of Management and Ekvilib Inštitut as external consultants.

**External assurance:** By CCH Group standards, Coca-Cola HBC Slovenia is not obliged to seek external assurance for reports. The company is, however, regularly audited by external auditors with regard to the Group Integrated Annual Report. The Audit is performed annually in selected CCH markets.

**Contact person for further information on the report:**  
Public Affairs & Communications Department at  
[odnosisjavnoscu@cchellenic.com](mailto:odnosisjavnoscu@cchellenic.com)





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# About Coca-Cola HBC Slovenia



## WHO ARE WE?

**We are a medium-sized company, operating locally, yet a part of the global Coca-Cola story.<sup>3</sup>**

Coca Cola HBC Slovenia is part of Coca Cola HBC, one of the world's largest bottlers and partner of The Coca Cola Company. We are employing 76<sup>4</sup> people in Slovenia and we are immensely proud of our contribution to local economy and the community we serve.

<sup>3</sup> GRI 2-1, 2-28

<sup>4</sup> 2023 data.



Coca-Cola HBC Slovenia d.o.o. is a private limited liability company registered in the Republic of Slovenia. It is wholly owned by Coca-Cola Beverages Holdings II B.V. based in the Netherlands and is a member of Coca-Cola Hellenic Bottling Company (CCHBC Group), one of the biggest bottlers of The Coca-Cola Company products. Coca-Cola Hellenic Bottling Company serves 740 million consumers across 29 countries and have proven routes to market and leading market positions in a unique geographic footprint across Western, Central and Eastern Europe, and Africa. CCHBC Slovenia is part of Region 2 and forms a single business unit BU Adria, together with Coca-Cola HBC Croatia and Coca-Cola HBC B-H Sarajevo.

Coca-Cola HBC Slovenia is proud to be a member of several prominent organizations that reflect our commitment to industry collaboration and community engagement. We are a member of the **American Chamber of Commerce in Slovenia** and the **Chamber of Agricultural and Food Companies at the Chamber of Commerce and Industry (GZS - Zbornica kmetijskih in živilskih podjetij)**. Through these affiliations, we are

also connected to the **UNESDA, the Industry of Beverage Producers at GZS** (Združenja industrije pijač pri GZS - Zbornica kmetijskih in živilskih podjetij) and the **Slovenian Chamber of Commerce** (Trgovinska zbornica Slovenije).

As one of the founders and owners of **Slopak**, we actively contribute to the advocacy of responsible packaging waste management. Our commitment to sustainability is further demonstrated through our membership in the **ODEM GIZ** association, which champions packaging waste advocacy in Slovenia. We are also proud to hold the **Family Friendly certificate** from the Ekvilib Institute, reflecting our dedication to fostering a balanced and supportive work environment for our employees. In addition to these industry efforts, we are honored to be sponsors of the **Olympic Committee of Slovenia – Association of Sports Federations** (Olimpijski Komite Slovenije - Združenje športnih zavez), supporting Slovenian athletes and contributing to the growth of sports in the country.

## CONTACT INFORMATION

Coca-Cola HBC Slovenija d.o.o.

### ADDRESS

Brnčičeva ulica 41G 1231 Ljubljana-Črnuče, Slovenia

### CONSUMER CONTACT



infoslo@cchellenic.com; 080 1230

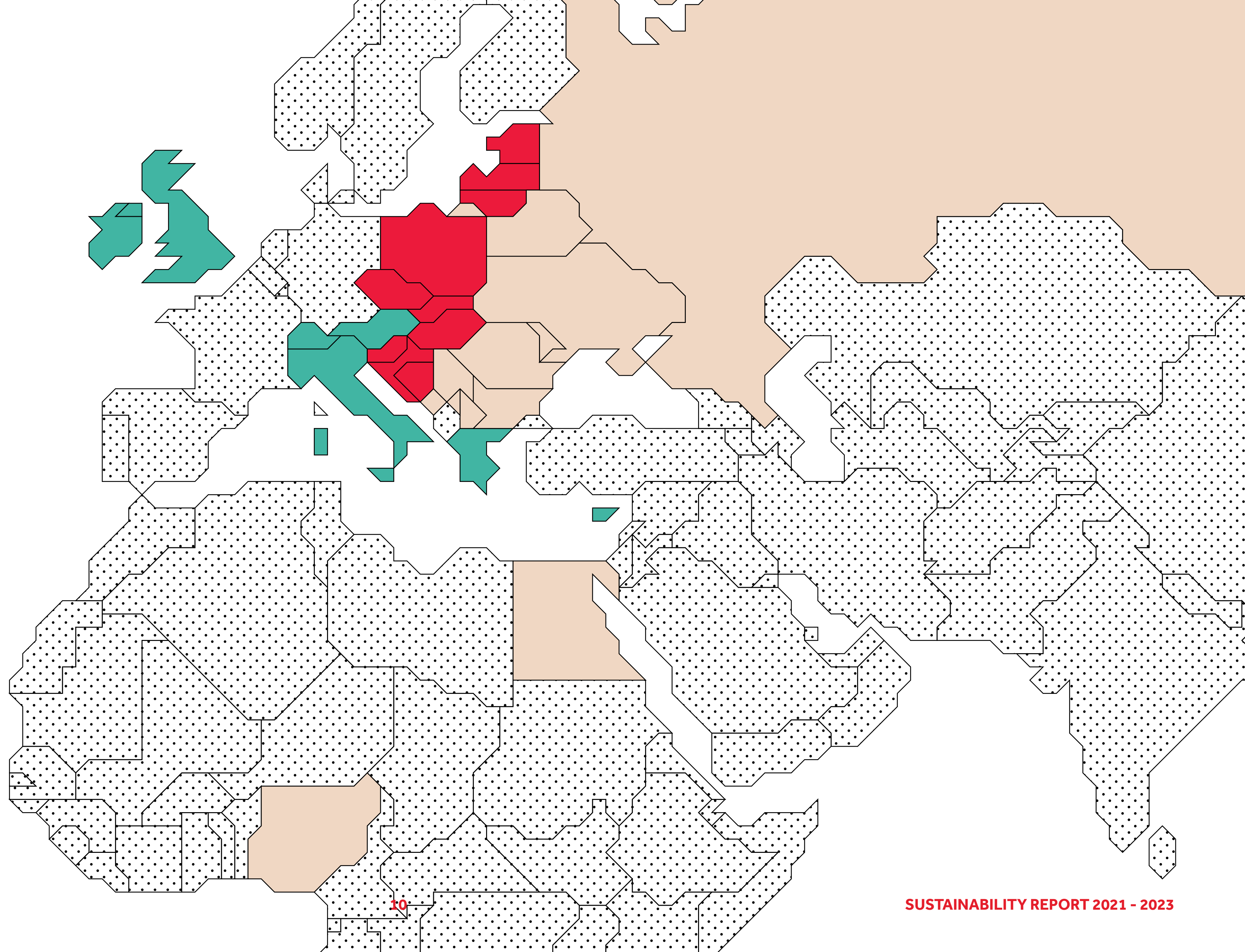
### CUSTOMER CONTACT

customer.service.si@cchellenic.com; 0800 200 126

### MEDIA CONTACT

infoslo@cchellenic.com; 080 1230

-  **Established Markets**
-  **Developing Markets**
-  **Emerging Markets**



## WHAT WE DO?

**Coca-Cola HBC Slovenia has proudly been the primary distributor of The Coca-Cola Company's products in Slovenia since 1968. As one of the leading players in the Slovenian soft drink industry, we are authorized to sell and distribute non-alcoholic beverages under The Coca-Cola Company trademark.<sup>5</sup>**



# 1968

<sup>5</sup> GRI 2-6



### A Diverse and Unparalleled Portfolio

Our portfolio includes some of the world's best-known beverages, catering to every customer, consumer, and occasion. We produce and sell a diverse range of beverage brands, including:

**Beverages:** We offer a diverse range of products, including carbonated drinks, non-carbonated beverages, water, and energy drinks.

**Spirits:** We manage the sales and distribution of spirits from renowned brands, including Bacardi Limited, Finlandia, The Edrington Group, Rémy Cointreau and MB Impex.

**Other Brands:** In addition to beverages, we also handle the sales and distribution of Costa Coffee, Coffee Vergnano and products from Bambi.

### Driving Growth with a 24/7 Portfolio

Our 24/7 portfolio holds significant growth potential, driven by our strategic focus on **key categories** such as **Sparkling, Energy, and Coffee**. With this dynamic offering, we continue to adapt to market needs and deliver value to customers and consumers alike.

Actively engaging with our diverse stakeholders is essential to our sustainability efforts. Their perspectives offer valuable insights that help shape our business. By fostering open dialogue, we gain critical feedback, strengthen trust, and enhance our decision-making.

# Sparkling Juice



# Coffee Energy



# Hydraton Snacks



# Premium Spirits



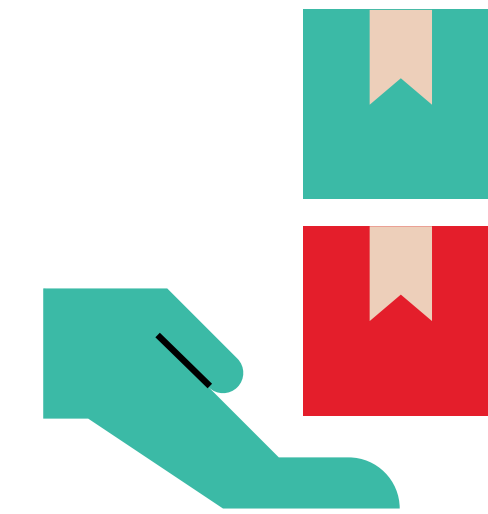


## HOW WE DO IT?

**Our supply chain function plays a central role in our business, ensuring that in all our processes and activities we minimize our environmental impact and secure sustainability in our value chain, all the way from sourcing raw materials to manufacturing the end product and distributing it to our customers.<sup>6</sup>**

Our route to market includes a wide range of consumer channels – from supermarkets, convenience stores and vending machines to hotels, cafés and restaurants (Ho-ReCa) – and encompasses more customers than any competitor. Customer centricity is critical for our business and we are devoted to helping our customers grow their businesses, which in turn grows ours.

The value chain of Coca-Cola HBC Slovenia comprises a set of activities performed by the organization in order to deliver its products. It is a collection of various inputs, processes, and outputs. As business cannot be done in isolation, Coca-Cola HBC Slovenia looks for opportunities to collaborate with stakeholders to scale its positive impact in the entire value chain. We work with our suppliers to procure high-quality ingredients, sustainably sourced raw materials, equipment, and services required to produce beverages. Producing beverages efficiently and sustainably using concentrates by The Coca-Cola Company along with other ingredients, we prepare, package, and deliver products with optimized manufacturing, infrastructure, and logistics network. While serving our consumers and communities and contributing to the Slovenian economy, we grow together with our customers, suppliers, and partners.



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**We distribute and sell an unparalleled portfolio of beverage brands relevant to every customer, consumer and occasion.**

<sup>6</sup> GRI 2-6

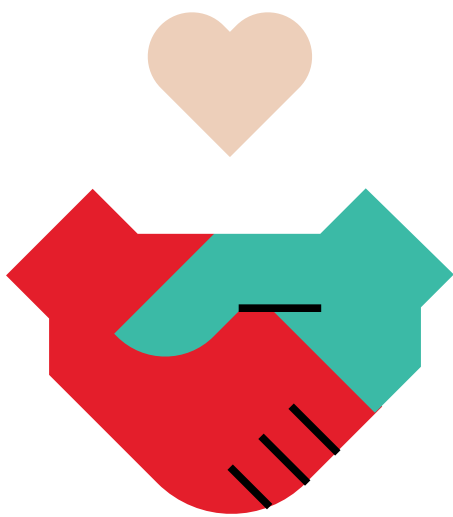


# OUR STAKEHOLDER

**Partnering with people, businesses and organisations that share our commitment to a sustainable future and have a stake in our business is essential for our success.**

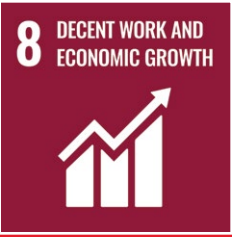



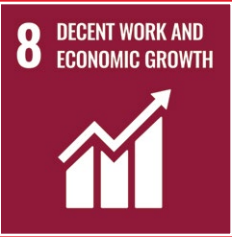



We strive for long-term partnerships with non-governmental organisations, customers, suppliers and other stakeholders to maximise the impact of community programmes.

Engaging with our numerous and diverse stakeholders is a crucial part of our commitment to sustainability. They provide valuable insights into our business, so listening to them not only provides vital feedback, but also allows us to improve and make better informed decisions. Our key stakeholders, their importance and the ways how we address their concerns and work with them to create shared values for all are listed here.<sup>7</sup>



**Engaging with our stakeholders strengthens our relationships and helps us make better business decisions and deliver on our commitments.**

<sup>7</sup> GRI 2-29

Our Stakeholders	Main Interests	Value Created by CCHBC Slovenia	
<p><b>THE COCA-COLA COMPANY AND COCA-COLA HBC GROUP</b></p>	<p>Support for consumers, customers and communities; Profitable growth opportunities; Value share in our markets; Sustainable sourcing</p>	<p>As a result of our Group strategy and vision, our business and sustainability achievements create value for our company and our strategic partners. Our partnership added to the strength and depth of our 24/7 portfolio.</p>	<ul style="list-style-type: none"> <li>Our income and net profit have risen by 47% and 29% respectively since 2019</li> </ul> <div>   </div>
<p><b>CONSUMERS</b></p>	<p>Ensuring product safety and supply; Continuously evolving our products to meet consumers' needs for healthy hydration, quality, taste, innovation and convenience</p>	<p>We continued to evolve our portfolio to address changing consumer moments; We innovate to provide our consumers with beverages of the highest quality, ever more healthy choices and sustainable packaging.</p>	<ul style="list-style-type: none"> <li>We provide high-quality beverages and healthy options. Since 2015, we reduced per 100ml calories of our soft sparkling drinks by 19% as part of CCHBC Group, and 14% as part of Industry of Beverage producers</li> </ul> <div>   </div>
<p><b>BUSINESS PARTNERS</b></p>	<p>Identifying products, channels and other opportunities offering growth and value creation for us and our customers; Minimizing the environmental impact; Introducing new packaging types in the assortment and supporting packaging collection</p>	<p>Our suppliers, customers and contractors are an integral part of our value chain. Our business activities generate revenues across our value chain. We are a customer-centric business aiming to provide value to our customers by growing their business and ensuring perfect execution in the marketplace. We are working with our suppliers to support their sustainable practices and emission reduction plans.</p>	<ul style="list-style-type: none"> <li>Our business activities generate revenue for our suppliers and contractors and their extended value chain</li> </ul> <div>     </div>

Our Stakeholders

Main Interests

Value Created by CCHBC Slovenia

EMPLOYEES

Building the best teams in the industry;  
Engagement as remote working  
continues; Mental wellbeing

We employ 76 people across Slovenia while  
fostering diversity and creating an inclusive  
work environment. We improve their functional  
capabilities and leadership capacities through  
different company programmes.

- A gender distribution included 36 women and 40 men
- We had no accidents in 2023
- Our average salary (excl. bonuses and additional benefits)  
is 11% higher than Slovenian average
- 40% of leadership position are held by women



POLICYMAKERS IN  
GOVERNMENT AND  
REGULATORY AGENCIES

Industry and or product-specific  
policies such as taxes and regulations;  
Environmental policies; Consumer health  
and public health policies

By strictly following policies and regulations that  
apply to our business, we help to strengthen public  
institutions. We are paying taxes that support  
government revenues.

- We implement management system standards that  
exceed Slovenian legal requirements
- We share our expertise and best practices with regulators  
to support DRS implementation and advance sustainable  
packaging initiatives
- We had no instances of non-compliance with laws and  
regulations
- We identified the need to update the declaration text for  
Smartwater to align with regulatory requirements





Our Stakeholders

Main Interests

Value Created by CCHBC Slovenia

CIVIL SOCIETY AND  
NON-GOVERNMENTAL  
ORGANISATIONS

Wide range of issues affecting our business, including energy and water use, packaging waste reduction to human rights and diversity

Civil societies contribute to social and environmental value creation in the community. We support their work and progress through partnerships, round-tables, forums and by responding to their demands.

- We reduced our emissions by 25.5% since 2021
- All our packaging is 100% recyclable
- We strictly adhere to our Human Rights and Inclusion and Diversity policies



COMMUNITIES

Water use and conservation; Packaging waste; Empowering young people and women; Climate change

We are an important contributor to Slovenia's economy by means of direct contributions through employment and indirect contributions through the value chain. We also invest in the community to address key societal and environmental concerns and specific community needs. We provide community support and relief in crises situations and disasters.

- We have trained 2,265 people in our #YouthEmpowered and Raise the Bar Programmes since 2018
- After the devastating floods of 2023, €100,000 and Römerquelle water were provided to the Red Cross Slovenia to support relief efforts

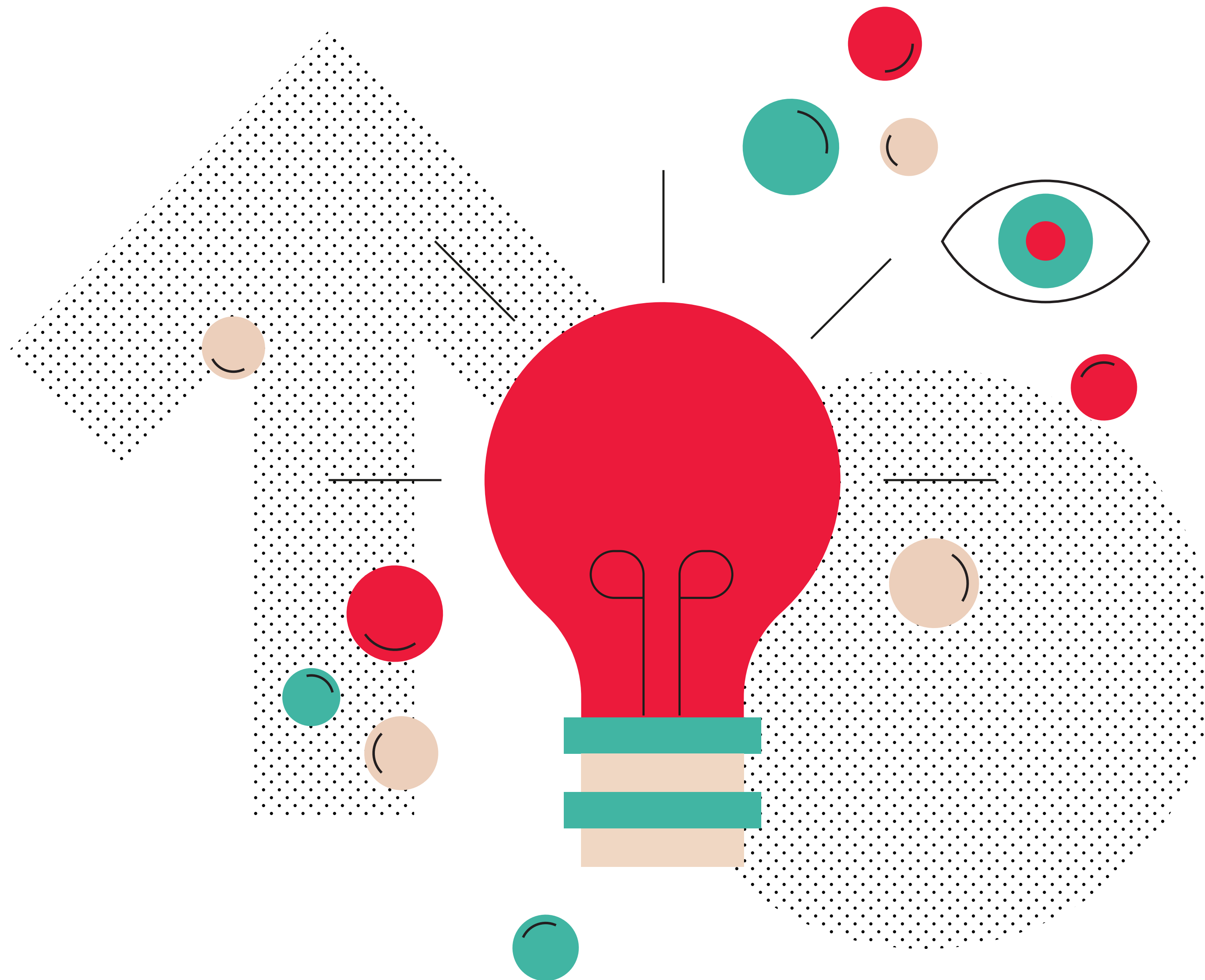


Our Stakeholders	Main Interests	Value Created by CCHBC Slovenia	
<p><b>BUSINESS ASSOCIATIONS</b></p>	<p>Wide range of business-specific issues that contribute to the creation of a favourable business environment</p>	<p>Through legitimate representatives of other companies, we advocate industry positions towards the government and policymakers to improve the business environment. We support the work of associations through direct participation in their work, by sharing best practice examples and supporting documents and other materials.</p>	<ul style="list-style-type: none"> <li>• We are a member of the <b>American Chamber of Commerce in Slovenia</b> and the <b>Chamber of Agricultural and Food Companies at the Chamber of Commerce and Industry (GZS - Zbornica kmetijskih in živilskih podjetij)</b>. Through these affiliations, we are also connected to the <b>UNESDA, the Industry of Beverage Producers at GZS</b> (Združenja industrije pijač pri GZS - Zbornica kmetijskih in živilskih podjetij) and the <b>Slovenian Chamber of Commerce</b> (Trgovinska zbornica Slovenije).</li> </ul> <div>   </div>

## Following The Group Mission

In 2023, we asked, why?  
Why do we exist?

When we thought about the answer, we realised that, for an organisation that puts so much into everything we do, our impact happens only when we let it out, when we open up. And our **new purpose** was born: to **'open up moments that refresh us all'**.






## OUR PURPOSE

A PURPOSE IS  
A POWERFUL  
FORCE. IT DEFINES  
WHY WE EXIST.



2022 saw us develop our new purpose. As a bottler, our work requires sealing refreshment in, but we believe that it is the moments that we open up that matter most. Though our purpose is new, the optimistic spirit that drives our work remains steadfast, and our vision and strategy remain consistent. Our new purpose further drives us to build on our Growth Story towards 2025.

Our focus will therefore be to **open up** opportunities for our customers and partners and ensure we open up employees to their full potential, whilst opening up life to experiences that refresh and delight, and never losing sight of the opportunities to make a difference.



## OUR VISION

...TO BE THE  
LEADING 24/7  
BEVERAGE  
PARTNER..

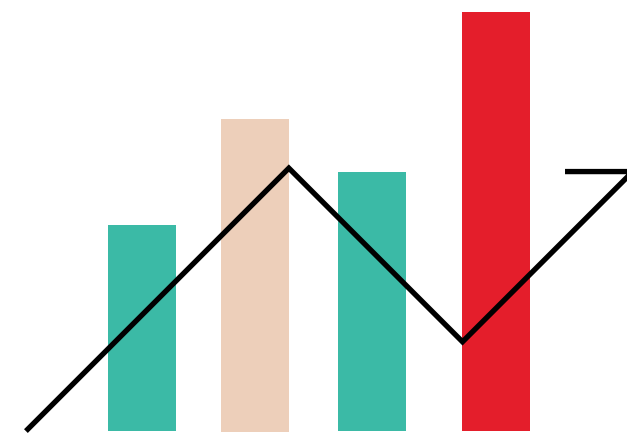


..delivered through our strategy...

Built on **five key growth pillars**, each represents a core strength or competitive advantage. Our 2025 strategy is underpinned by new growth mindset values and guided by ambitious targets. However, as we grow our business, we also strive for long-term sustainability to preserve ecosystems for future generations.

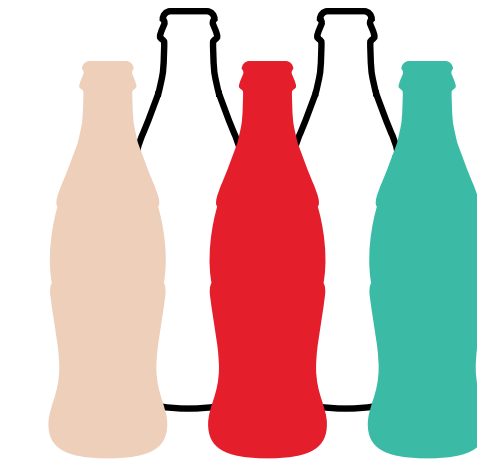
## OUR GROWTH PILLARS

WE ARE WELL  
POSITIONED  
FOR  
SUSTAINABLE  
GROWTH



### Leader in the growing non-alcoholic ready-to-drink category

As part of the Coca-Cola HBC Group, we are proud to be a leader in the dynamic and growing non-alcoholic-ready-to-drink (NARTD) category. The projected compound annual growth rate (CAGR) for the NARTD segment between 2024 and 2028 is estimated at 4-6%. Across the Group, we hold the number one position in the Sparkling category in 23 out of our 24 measured markets. The Energy category continues to grow rapidly, supported by a diverse portfolio of brands designed to appeal to a wide range of consumers across many price points. Coca-Cola HBC Slovenia actively contributes to these achievements with strong local performance and market alignment.



### The strongest, broadest portfolio of brands, anchored around an exceptional partnership with The Coca-Cola Company

Within the Coca-Cola HBC Group, we capitalize on high-growth opportunities across high-value occasions and categories. Our extensive and flexible portfolio caters to a wide range of tastes and preferences, offering options that balance affordability with premium quality, as well as healthier choices.

Our Sparkling portfolio continues to evolve, driven by innovation such as zero-sugar and light variants, single-serve packs, and broader flavor diversity. Slovenia plays a key role in expanding these offerings locally, ensuring alignment with consumer preferences and Group priorities.



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### **A diverse, balanced country portfolio with strong exposure to attractive growth markets**

As part of the Group's extensive geographic footprint, we benefit from a well-balanced presence in fast-growing Emerging and Developing markets, alongside a strong foundation in Established markets.

Coca-Cola HBC Slovenia contributes to this balance by operating successfully as established market and reinforcing the Group's resilience.

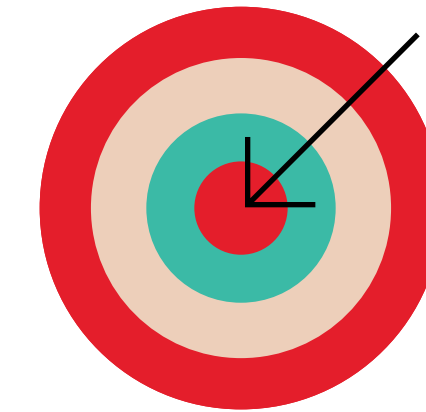


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### **Strong capital allocation framework to drive growth, underpinned by relentless focus on cost and efficiency**

The Coca-Cola HBC Group has a proven track record of driving cost efficiencies, which remain a critical part of our strategy. Digital transformation is a key enabler, helping to enhance supply chain and sales execution processes.

Slovenia is actively contributing to these Group-wide efforts by adopting digital tools and innovations to optimize local operations, creating capacity for accelerated growth and ensuring the business is future-ready.



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### **A clear vision, strategy, and targets**

The Coca-Cola HBC Group continues to see strong growth opportunities within its evolving brand portfolio and diverse markets. By driving local implementation of the five key pillars of growth – leverage our unique 24/7 portfolio, win in the marketplace, fuel growth through competitiveness and investment, cultivate the potential of our people, and earn our license to operate – Slovenia remains an integral part of the Coca-Cola HBC Group's mission and achievements.



## OUR FIVE STRATEGIC GROWTH PILLARS

- 1. Leverage our  unique 24/7 portfolio**
- 2. Win in the marketplace**
- 3. Fuel growth through  competitiveness and investment**
- 4. Cultivate the potential of our people**
- 5. Earn our license to  operate**

# OUR CORPORATE GOVERNANCE

Coca-Cola HBC Slovenia is an integral part of the BU Adria business unit, which encompasses Coca-Cola HBC operations in Croatia and B-H Sarajevo. This alignment allows the three entities to operate cohesively, leveraging synergies across markets while maintaining a strong local presence. As part of this unified business unit, Coca-Cola HBC Slovenia benefits from shared resources, streamlined decision-making, and a collaborative approach to meeting the diverse needs of our consumers and stakeholders across the region.

Coca-Cola HBC Slovenia is officially registered as a limited liability company under the ownership of a sole shareholder, CC Beverages Holdings II B.V., based in the Netherlands. This governance structure ensures clear accountability, robust oversight, and compliance with international standards. Our corporate policies and practices are guided by the principles of transparency, sustainability, and ethical business conduct, in line with global and local regulations.<sup>8</sup>

<sup>8</sup> GRI 2-9

## MANAGEMENT BOARD

Dora Strezova-Nikolova  
(General Manager of Coca-Cola HBC Adria)

Nina Juvanc  
(Sales Manager for Slovenia)

## DEPARTMENTS

- Finance
- Integrated Competitive Supply Chain (ICSC)
- Sales
- Marketing
- Commercial Excellence
- Coffee & Premium Spirits

## OUR NET ZERO BY 40 COMMITMENTS

As we grow, we aim to do so sustainably, **preserving ecosystems for future generations.**

We are committed to achieving net zero emissions across our value chain by 2040. To meet this goal, we will minimize direct emissions and collaborate with suppliers to address the 90% of our carbon footprint linked to third parties. Where emissions cannot be eliminated, we will invest in climate protection measures.

Our focus remains on systematic emissions reduction. By 2030, using science-based targets, we will cut value chain emissions (Scopes 1, 2, and 3) by 25%, with an additional 50% reduction by 2040. To reinforce this commitment, Coca-Cola HBC has integrated CO2 reduction targets into its long-term management incentive plans.

## MISSION 2025 SUSTAINABILITY COMMITMENTS

Sustainability is central to our business strategy, driving value creation for all stakeholders. To address global challenges impacting our industry, communities, and planet, we collaborate across functions to find solutions. In 2018, Coca-Cola HBC launched its **Mission 2025 Sustainability Commitments**, focusing on 17 goals across six key areas of our value chain, including emissions reduction and community support. As part of Coca-Cola HBC, we actively support these commitments and report our country-level progress where relevant.



	Our consolidated group goals	Our achievements
Emissions reduction	Reduce direct carbon emissions ratio by 30%	In 2023 we have achieved al 25.5% reduction of our carbon emissions from 2021. This is how Slovenia is contributing to overall Group goals.
	50% of our refrigerators in customer outlets will be energy efficient	The share of HFC-free equipment in Slovenia in 2023 was 82%.
	50%of total energy used in our plants will be from renewable and clean sources	There are no production plants in Slovenia, only offices. 62% of energy we used in our offices was from sustainable sources. Thermal energy consumption is calculated based on square footage of each tenant. It is not calculated according to actual consumption.
Water stewardship	Reduce water use in plants located in water risk areas by 20%	We do not operate in areas with high water risk in Slovenia. However, we are still dedicated to minimizing the water usage in our offices.
	Help secure water availability for all our communities in water risk areas.	
World without waste	100% of our consumer packaging will be recyclable	100%
	Source 35% of the total PET we use from recycled PETand/or PET from renewable material	In 2023, we included nearly 4% rPET in our PET packaging. However, through 2024, during which we prepared this report, we identified new sourcing opportunities (despite the lack of existing feedstock in Slovenia), and we are on track to achieve over 25% rPET in our packaging by 2025.
	Help collect the equivalent of 75% of our primary packaging	We are advocating for the implementation of Deposit Return Schemes (DRS) in Slovenia, emphasizing it's crutial role in achieving ambitious EU targets. Through our active involvement, we are aligned with UNESDA and the Beverage Producers Industry Association at GZS (Združenja industrije pijač pri GZS), supporting the expansion of these systems.

# Sourcing Nutrition

# Our people & communities

	Our consolidated group goals	Our achievements
Sourcing	Source 100% of key agricultural ingredients in line with sustainable agricultural principles	The group result in 2023 was 79%.
	Reduce by 25% the calories per 100ml of sparkling soft drinks	On group level, we have achieved a 19% reduction since 2015.
Our people & communities	Target zero fatalities and reduce (lost time) accident rate by 50%	We had 0 deaths and 0 work related accidents in 2023.
	50% of manager positions will be held by women	40% of manager positions were held by women in 2023.
	10% community participants will join first-time managers' development programmes	
	#Youth Empowered – train 1 million young people	In Slovenia, we invest nearly €50,000 annually in the education of an additional 200 young people, contributing to our broader Group target of reaching 1 million young individuals.
	Engage in 20 Zero Waste partnerships	Since 2021, through our partnerships with leading customers Mercator, OKS, and our agency Idejal, as well as our recovery organization Slopak, we successfully executed three community projects focused on zero-waste cities: Recycle Me. Give Me New Life., Urban Afforestation, and Raise the Bar - Youth. These initiatives have led to positive outcomes, contributing to sustainable practices and enhancing the well-being of our communities.
	10% of employees will take part in volunteering initiatives	Due to the devastating floods in Slovenia in 2023, we temporarily paused our employee volunteering activities and instead the Slovenian Red Cross received support, including a donation of Römerquelle water and €100,000, to help ensure access to clean drinking water and aid in restoring vital infrastructure. Our goal in the coming years is to increase the number of different voluntary initiatives through which we will have the opportunity to involve more employees and reach the goal of 10% active volunteers.

**25.5%**

al 25.5% reduction of  
our carbon emissions  
from 2021

**62%**

62% of energy we used  
in our offices was from  
sustainable sources

**100%**

100% of our consumer  
packaging will be  
recyclable

**4%**

4% rPET in our  
PET packaging

**0**

0 deaths and  
0 work related  
accidents in 2023

**40%**

40% of manager  
positions were held  
by women in 2023

**50,000**

we invest nearly €50,000  
annually in the education  
of an additional 200  
young people

**€100,000**

and Römerquelle water  
were provided to the  
Red Cross Slovenia to  
support emergency  
relief efforts



# POLICY COMMITMENTS

We are committed to conducting all business activities with integrity, respect for society, and care for the environment. In the workplace, we foster an inclusive and fair environment, valuing every team member's contributions. Success for us means upholding respect, fairness, and ethical practices.

**Our *Code of Business Conduct* is the foundation of compliance at Coca-Cola HBC, supported by our Anti-Bribery and Gifts and Entertainment Policy, "Whistleblower" Programme, Anti-Corruption Policy, Human Rights and Inclusion and Diversity Policy.**

These mandatory policies, available to all employees via the intranet, are regularly updated to reflect new developments, such as privacy and data protection. In 2022, we launched a revised Code to clarify common issues like conflicts of interest and provide practical, straightforward guidance for employees.

Suppliers, distributors, consultants, and contractors must also adhere to our principles through our **Supplier Guiding Principles**. Our zero-tolerance Anti-Bribery Policy, Whistleblower Program, and Anti-Corruption Policy further ensure ethical business practices.

Respecting human rights is central to our operations. We are guided by international principles, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. We actively engage stakeholders to address human rights and community concerns, recognizing the impact of our operations.

We value diversity and equal opportunity, rejecting discrimination or harassment of any kind. Recruitment, training, and advancement are based on merit, performance, and skills, ensuring fairness for all, regardless of race, gender, religion, or other protected statuses.<sup>10</sup>

<sup>10</sup> GRI 2-23, 2-24, 205-2

POLICY	Anti-Bribery Policy (ABP) and Gifts and Entertainment Policy	“Whistleblower” Programme	Anti-Corruption Policy	Human Rights Policy and Inclusion and Diversity Policy
<b>Responsibility on Group level</b>	Group Chief Compliance Officer; Group Internal Controls Manager; Compliance Legal Director		The tone at the top communication is set by the country CEO, General Manager and Finance management team.	Group Labour Relations Director
<b>Responsibility at Coca-Cola HBC Slovenia</b>	Country Legal Manager; Line managers; People & Culture Department			
<b>Our Implementation</b>	<ul style="list-style-type: none"> <li>• Group training and awareness programme;</li> <li>• Targeted training based on Group training guidelines;</li> <li>• Preparation and execution of additional local training, awareness initiatives as well as “train the trainers” sessions at country level;</li> <li>• Providing advice to employees on matters related to our ABP;</li> <li>• When providing or receiving gifts, meals and entertainments to/from customers, suppliers and public officials (as such term is defined in the ABP), the relevant Ethics and Compliance Officer gives approval.</li> </ul>	<ul style="list-style-type: none"> <li>• All employees and external partners (suppliers) are properly informed on how to report relevant complaints and concerns.</li> </ul>	<ul style="list-style-type: none"> <li>• All of the ten Lead Team members have been informed about and received training regarding anti-corruption policies.;</li> <li>• The tone at the top is translated into local languages by local PA&amp;C teams and published on the company's intranet, where it can be accessed by all employees.;</li> <li>• All CC employees are required to receive COBC and ABP training upon hire and to renew COBC training every other year, while approx. 80 “risk zone employees” have to renew ABP training every year;</li> </ul>	<ul style="list-style-type: none"> <li>• Provides employees with training, guidelines and advice at country level;</li> <li>• Our human rights, diversity and inclusion programmes are assessed at least once every two years, which includes proposals on how to improve our policies, internal controls, training, awareness and enforcement.;</li> </ul>

# RESPONSIBILITY FOR SUSTAINABILITY

At the Coca-Cola HBC Group, our sustainability strategy has been endorsed at the highest level in our business and is being embedded into all our operations. The Social Responsibility Committee of the Board of Directors establishes principles governing social and environmental management and oversees the performance management to achieve our sustainability goals (social, environmental). It approves our sustainability strategy, commitments, targets, and policies.

Group's CEO and the Executive Leadership Team (ELT) are ultimately accountable for performance against our sustainability goals. Group's Sustainability Steering Committee led by the CEO, with members from Supply Chain, Procurement, Corporate Affairs & Sustainability, Finance, Risk, Commercial functions meets quarterly and discusses performance, approves new strategic initiatives and allocates resources.

At the Business Unit level, our BU General Managers (GMs) have frontline responsibility. They monitor our sustainability performance regularly, localize sustainability strategy for their market/BU, prioritise the initiatives, and together with the local leadership teams are responsible for the execution of sustainability goals. GMs are supported by our Group functions, Regional Directors, and ELT members.

Sustainability responsibility is distributed across all management structures and functions, but the lead responsibility is shared between the Corporate Affairs & Sustainability Department, which reports directly to the General Manager, and the Quality, Safety and Environment stream led by a Quality, Safety and Environment Manager reporting to the ICSC Director. Lines of responsibility can be national, regional, global and, indeed, on an intermediate level through sub-regional structures.

Coca-Cola HBC Slovenia requires that leadership must demonstrate familiarity with and respect for good corporate governance practices, sustainability and responsible approaches to social issues. Management employees are given the opportunity to attend training to ensure that they are kept up to date on relevant legal, accounting and corporate governance developments. All employees, in line with their positions, can individually attend seminars, forums, conferences and working groups on relevant topics.

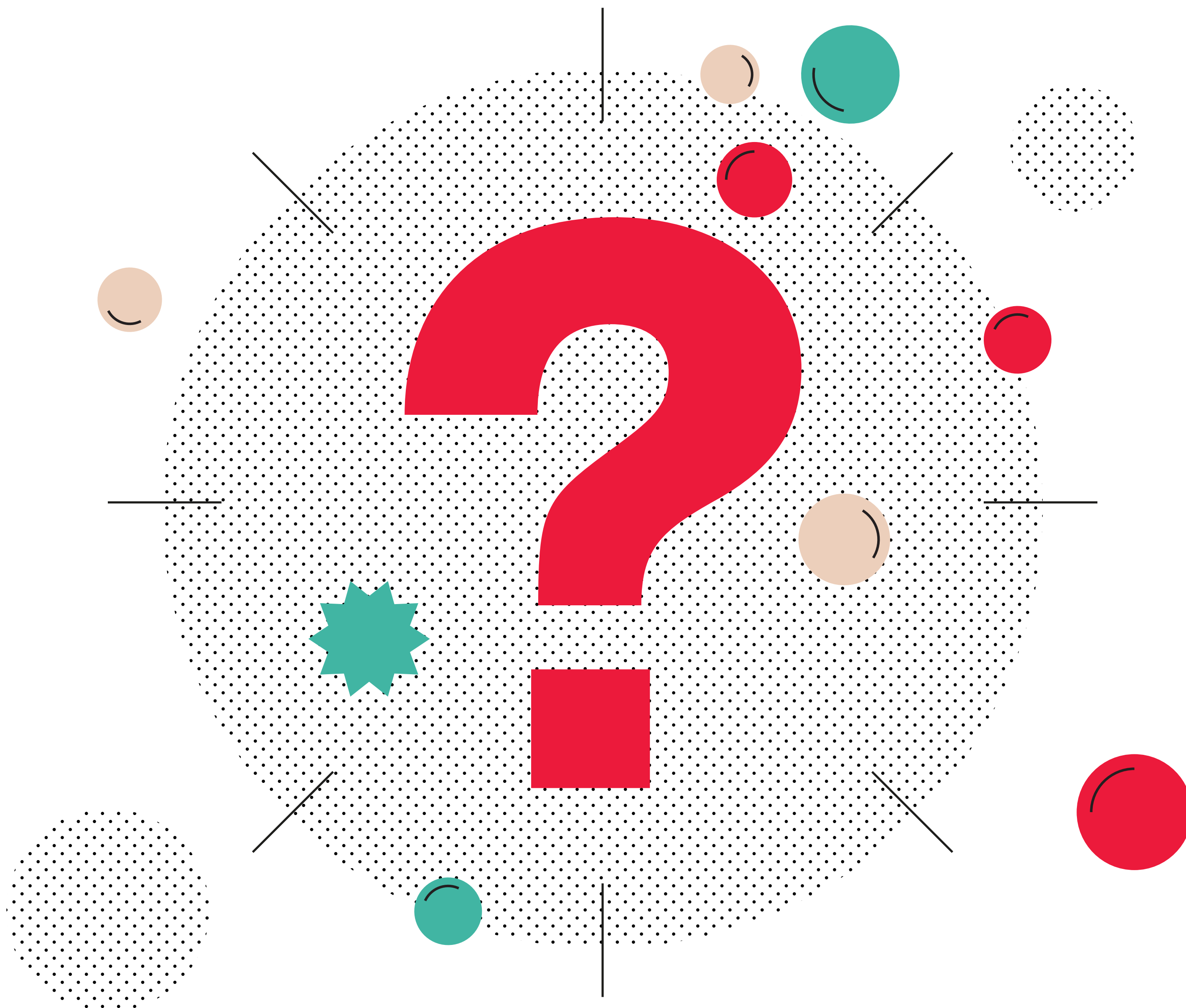
Our unwavering commitment to best practices in corporate governance is central to effectively managing risks, seizing opportunities, and upholding the trust of our stakeholders. Since the Group's inception, we have consistently monitored and embraced best practices in governance, resulting in no reported instances of non-compliance with laws or regulations from 2021 to 2023. In line with this commitment, we identified the need to update the declaration text for Smartwater to align with regulatory requirements. This update was successfully implemented without incurring any fines, penalties, or the need for further action.<sup>11</sup>

<sup>11</sup> GRI 2-12, 2-13, 2-14, 2-17, 2-27



## What Is The Materiality For Coca-Cola HBC Slovenia?

To assess sustainability, we conduct a **bi-annual materiality assessment**, considering both our impact on stakeholders, communities, and the environment, and their influence on our activities. This process identifies key topics for our business, factoring in emerging ESG trends. The findings are integrated into our Growth Story 2025 strategy, aligning with short-, medium-, and long-term goals, and informing our risk management and disclosures, including our Sustainability Report being part of Group Integrated Annual Report.



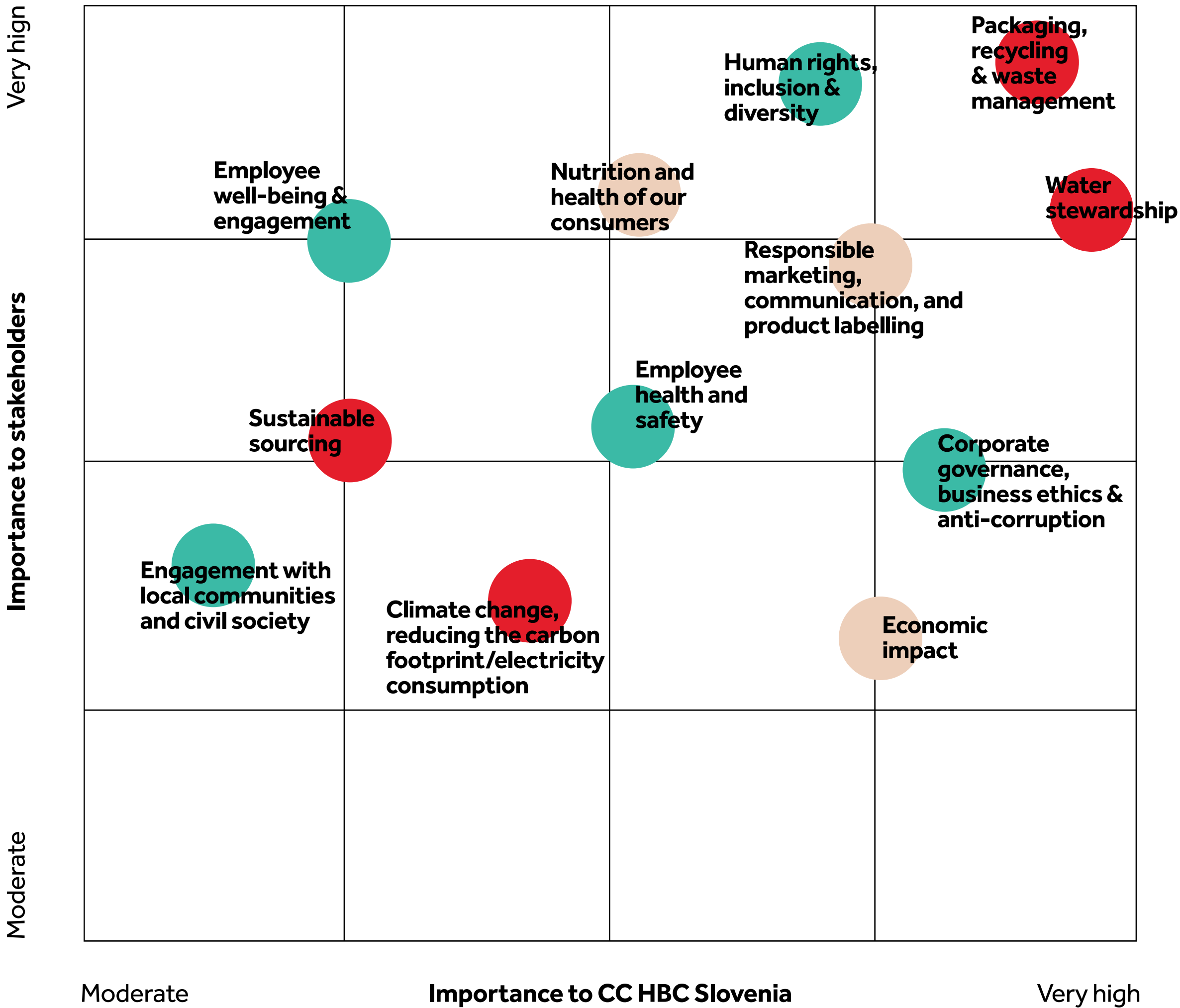
In November 2024, we conducted a stakeholder survey to refine our understanding of critical economic, social, and environmental topics. This survey expanded on the 2021 study, which engaged 6 internal and 10 external stakeholders, including customers, suppliers, and NGOs. In 2024, we focused on ranking individual impacts, which provided more accurate insights than averaging rankings of material topics.

Internally, we identified 50 key impacts - 8 environmental, 12 economic, and 30 social - through workshops. Despite their smaller number, environmental issues were significant in scope. These impacts were grouped into 12 material topics. Using stakeholder feedback from 2024, we ranked these topics based on impact severity and financial materiality, prioritizing the highest-ranked impacts and considering the volume of significant impacts.

The most critical topics for the company were Water Stewardship, Packaging & Waste Management, Corporate Governance & Ethics, and Responsible Marketing. For stakeholders, the top priorities included Packaging & Waste Management, Human Rights & Inclusion, Consumer Nutrition & Health, and Water Stewardship. All 12 material topics are explored in this report. This assessment is vital for our continued contribution to global efforts such as the UN Sustainable Development Goals (SDGs) and UN Global Compact. It also supports our Mission 2025 sustainability commitments, including our NetZeroBy40 goal. The results are mapped to the SDGs, helping guide our actions and shape our future sustainability strategies. Further details on our material issues can be found in our GRI Content Index and online.<sup>12</sup>

<sup>12</sup> GRI 3-1, 3-2

Figure : Coca-Cola HBC  
Slovenia Materiality Matrix





## Operating in Slovenian Market

**We have been present in Slovenia for over 55 years, maintaining a leading market position in sparkling beverages.**

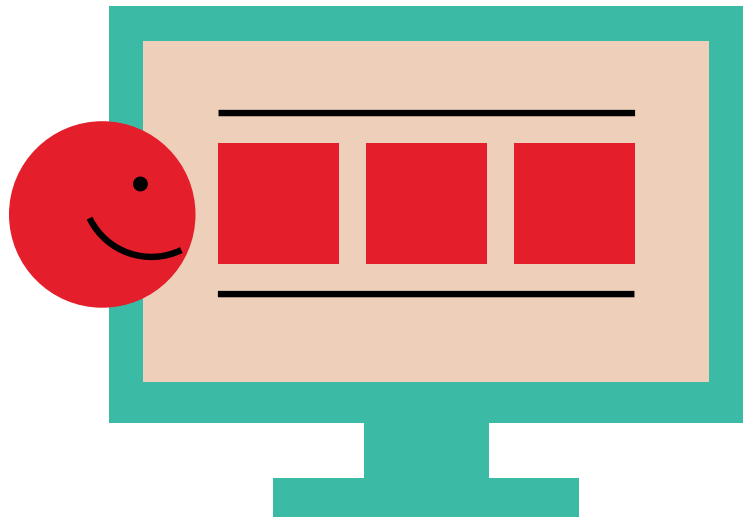
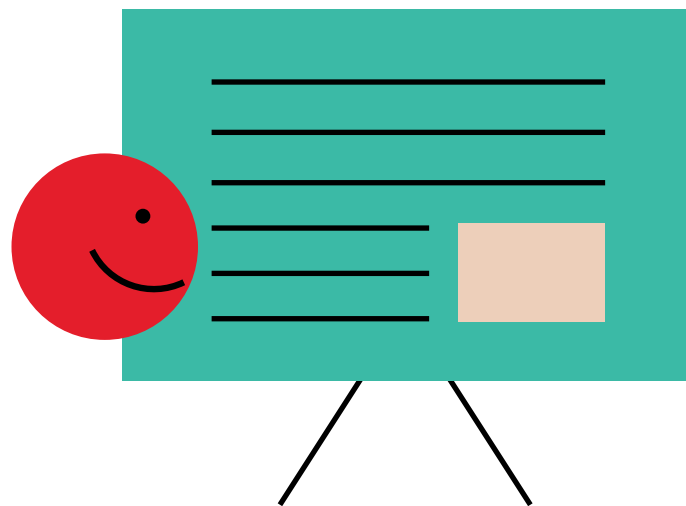
Our revenues, reputation, and customer trust are built on the quality and integrity of our products. To stay competitive in an ever-evolving market, we must consistently meet the changing demands and expectations of our consumers. We operate in attractive categories, driven by long-term trends such as population growth and rising spending power, fostering strong brand loyalty. The Non-Alcoholic Ready-to-Drink (NARTD) and coffee sectors are both resilient and expanding, presenting promising opportunities. We expect continued growth in these categories, fueled by changing consumer tastes and population growth. By tracking consumption trends and purchasing power, we tailor our offerings to meet affordability and consumer needs.

Although geopolitical and economic factors influence market growth, we concentrate on five key areas—retail, consumer, digital, sustainability, and regulatory—to create long-term value for all stakeholders.<sup>13</sup>

<sup>13</sup> GRI 3-3



# RETAIL



## TRENDS IN OUR PORTFOLIO

In 2023, category value growth rose significantly due to price hikes and a shift to single-serve packs. However, volume growth slowed compared to 2022, driven by weaker consumer spending and lower demand in hotels, restaurants, and cafes. The impact of private labels was modest, mainly affecting the water category.

### How We Are Responding

We focused on enhancing the single-serve mix and shifting from multi-serve to single-serve packs across all channels. Investments in digital tools and data analytics provided valuable insights to retail customers, improving our NPS, optimizing pack mix, and gaining value and volume share in key markets.

## CONSUMER TRENDS

The ongoing cost of living and high food inflation are pressuring consumer budgets. Despite this, volumes in our NARTD and Sparkling categories have remained stable. While affordability is a concern, there are still opportunities for premiumisation as consumers seek small treats.

### How We Are Responding:

We share our expertise and best practices with regulators to support DRS implementation and advance sustainable packaging initiatives. Our focus on single-serve and multi-serve options allows us to compete effectively at attractive price points.

## DIGITAL TRENDS

2023 saw continued digitalisation, with consumers embracing e-commerce and online shopping. Advancements in technology, particularly AI, improved convenience and operational efficiency for businesses.

### How We Are Responding:

Our digital investments focus on customer-centricity, personalised services, and operational efficiency. Platforms like Customer Portal help strengthen relationships and improve purchasing processes. We're also investing in AI tools.



## SUSTAINABILITY TRENDS

The sustainability landscape is rapidly evolving, with increasing net-zero commitments and a shift towards a nature-positive world. COP 28 in 2023 marked a significant move towards transitioning away from fossil fuels.

### How We Are Responding:

We're committed to decarbonising our value chain and achieving a net-positive impact on biodiversity by 2040. We're advancing our deforestation-free goal from 2030 to 2025 and expanding partnerships to drive collective action on sustainability.



## REGULATORY TRENDS

Policymakers introduced inflation-counteracting measures like price caps and tax policies. Sustainability remains a focus in the EU, with key regulations like PPWR and green transition initiatives, alongside progress on Deposit Return Systems (DRS).

### How We Are Responding:

We share our expertise and best practices with regulators to support DRS implementation and advance sustainable packaging initiatives. We're expanding low- and no-sugar variants and remain active in supporting the EU's sustainability goals through our Mission 2025 commitments.



## ECONOMIC PERFORMANCE

Through our operations in Slovenia, we make a positive socioeconomic contribution, enhancing the quality of life in our communities. We measure our impact by the income we generate locally, including wages, taxes, payments to suppliers and contractors, and investments in community-based initiatives that support social and environmental causes. By adapting best business practices to the unique context of the Slovenian market, we aim to drive long-term positive change.

While CCHBC Slovenia does not have its own bottling plant or finished product warehouse, we source from Coca-Cola bottling plants through a highly efficient supply chain. Our commitment to product quality and integrity ensures that we consistently meet the needs of our customers and consumers. This trust is reinforced by our ongoing investments in health, safety, and product excellence. Rather than viewing the absence of a plant as a limitation, we embrace Slovenia's strategic geopolitical location as an opportunity. This allows us to swiftly and reliably source products from neighboring countries, often within 24 hours, ensuring a flexible and responsive supply chain to meet market demands and being leading 24/7 Beverage Partner.



**LEADING**  
**24/7**  
**BEVERAGE**  
**PARTNER**



# ECONOMIC PERFORMANCE IS A CORE FOCUS FOR THE COMPANY, REGULARLY REVIEWED AT BOARD MEETINGS AND SHARED IN OUR ANNUAL REPORT.

The economic performance from 2019 to 2023 reflects robust growth and resilience despite challenges posed by the COVID-19 pandemic and the subsequent post-pandemic period. Revenues exhibited significant growth over the period, with a temporary decline in 2020 (falling to EUR 31.56 million from EUR 35.53 million in 2019) due to the disruptions caused by the pandemic. However, a strong recovery followed, with **a compound annual growth rate of approximately 13.3% from 2020 to 2023, reaching EUR 52.44 million.**

Economic value distributed closely tracked revenue trends, averaging 85%-88% of revenues annually, with operating costs forming the largest component. These costs rose sharply in the post-pandemic period, particularly in 2023, increasing by 35.5% compared to 2022, due to inflationary pressures, higher input costs, and increased logistics activities.

Employee wages grew steadily throughout the period, reflecting workforce stability, while “other” costs showed significant volatility, peaking in 2021 due to one-off pandemic-related expenses.

Despite these challenges, net profit remained positive, highlighting strong financial management. Profit margins peaked at 15.6% in 2022, benefiting from the post-pandemic recovery, but fell to 12.7% in 2023 as costs increased.<sup>14</sup>

Overall, the company demonstrated resilience during the pandemic and capitalized on growth opportunities in the recovery period, though managing operating costs and stabilizing irregular expenses will be critical for sustained long-term value creation.

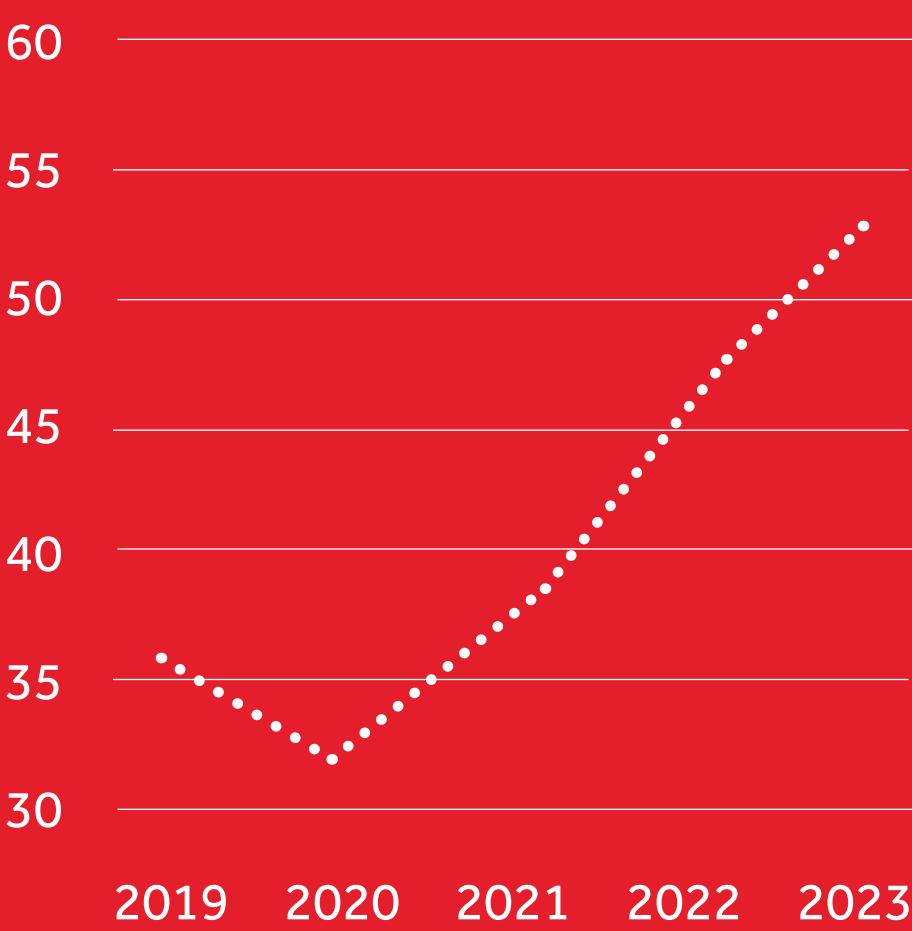
<sup>14</sup> GRI 201-1

In 2023, Coca-Cola HBC Slovenia **allocated EUR 3,034,861 to wages and salaries for its 76 employees**, representing both the year-end and average work-force size based on working hours. The company's **base gross salary averaged EUR 2,471.69 per month, exceeding the national average gross salary of EUR 2,220.95. Additional rewards, bonuses, and benefits further elevated the average total remuneration to EUR 3,327.69 per month.** This significant difference highlights Coca-Cola HBC Slovenia's dedication to providing competitive and above-average compensation to its employees.<sup>15</sup>

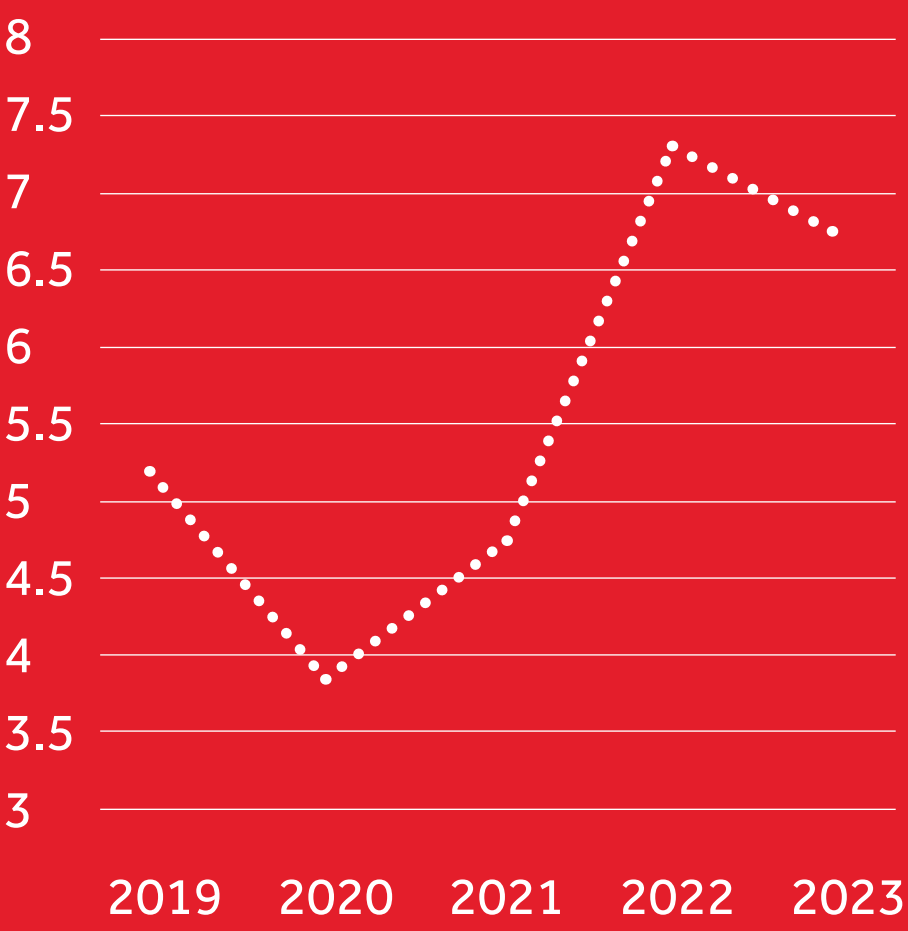
Table: Generated Economic Value

(all amounts are expressed in EUR)	2019	2020	2021	2022	2023
Revenues	35,532,338	31,562,714	38,028,424	46,615,282	52,436,592
Economic value distributed	30,362,476	27,726,930	33,231,351	39,329,125	45,766,489
Operating costs	26,895,499	24,492,053	25,206,298	30,558,283	41,392,075
Employee wages	2,833,728	2,728,675	2,919,652	2,994,935	3,034,861
Other	633,249	506,202	5,105,401	5,775,907	1,339,553
Net profit	5,169,862	3,835,784	4,797,073	7,286,157	6,670,103

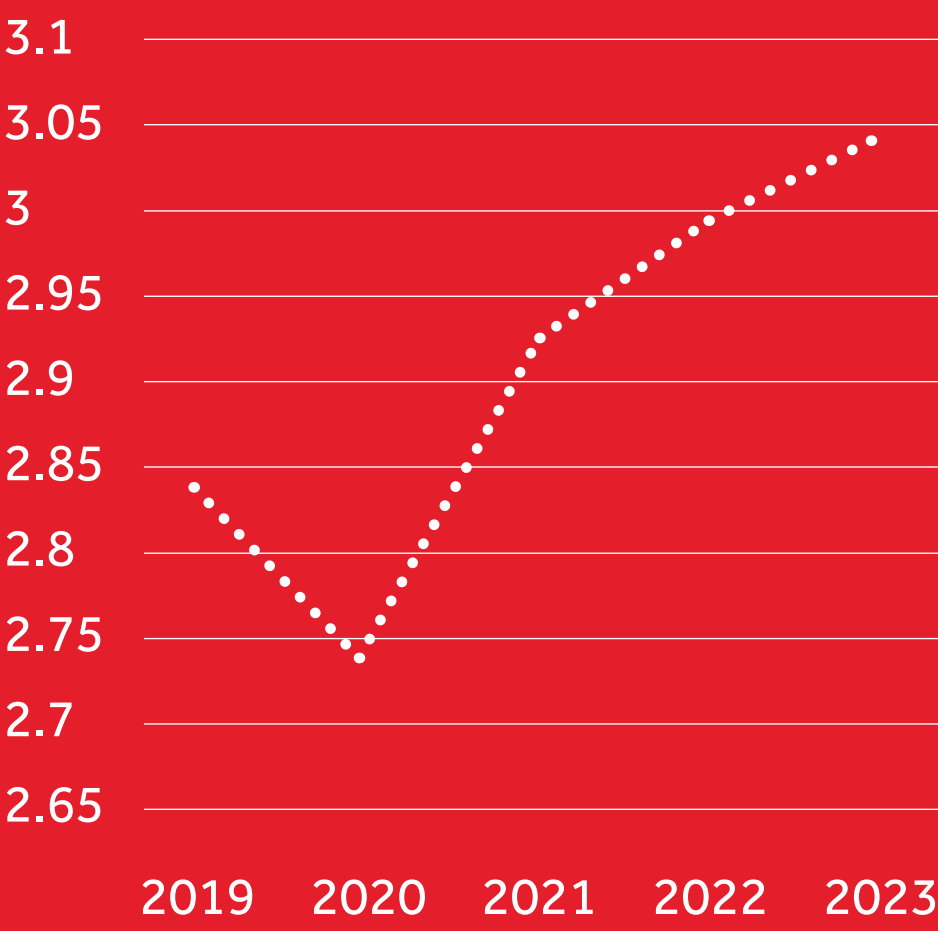
Graph: Revenue in mio EUR



Graph: Net profit in EUR



Graph: Employee wages in mio EUR



<sup>15</sup> GRI 202-1



# RESPONSIBLE MARKETING AND HEALTH OF OUR CONSUMERS<sup>16</sup>

**We take great pride in serving consumers across Slovenia with some of the world's most loved beverage brands. With this privilege comes the responsibility to uphold the highest standards in ethical business practices and responsible marketing, aligned with our purpose of being the leading 24/7 beverage partner.**

## **Leverage our unique 24/7 portfolio**

As a strategic bottling partner of The Coca-Cola Company (TCCC), we adhere to its Global Responsible Marketing Policies, including the longstanding commitment since 1956 to avoid marketing targeted at children. Additionally, we comply with our own Coca-Cola HBC (CCH) Responsible Marketing Policy for Alcoholic Beverages.

These policies, including the TCCC Global Responsible Marketing Policy, Global School Beverage Policy, and Global Responsible Alcohol Marketing Policy, set clear guidelines that govern all aspects of our operations. To ensure compliance, we monitor our practices closely and make these policies accessible for all employees.

Key highlights of these policies include:

***Global Responsible Marketing Policy:*** We do not market any products to children under 13 or in media where children constitute 30% or more of the audience.

***Global School Beverage Policy:*** We commit to commercial-free primary schools, only offering specific beverages like water, 100% juices, and low/no-fat dairy or plant-based drinks. Marketing in secondary schools is conducted in collaboration with school authorities.

***Global Responsible Alcohol Marketing Policy:*** As we expand into alcoholic beverages, we follow strict guidelines for co-marketing alcohol and non-alcohol products, ensuring responsible practices across all channels.

This is why, throughout 2023, we remained steadfast in our commitment not to sell our sparkling portfolio through direct distribution in primary schools. Additionally, we refrained from placing any branding or branded coolers within primary educational settings.

<sup>16</sup> GRI 2-27, 3-3, 416-1, 416-2, 417-1, 417-2

## Ensuring fresh, quality products

At Coca-Cola HBC Slovenia, we prioritize quality and food safety as part of our unwavering commitment to our **Quality Policy**. We ensure transparency by providing product specifications upon request to vendors, customers, consumers, and other relevant stakeholders. These specifications include:

**The origin of ingredients (raw materials)** to ensure traceability and authenticity.

**Detailed product composition**, including components with potential environmental or public health impacts.

**Guidelines for safe product use and storage** to maintain quality and safety.

**Insights into the environmental and societal impact of waste disposal** to support sustainable practices.

**Key product information** prominently displayed on labels, complemented by in-depth details available on our company website.

Coca-Cola HBC Slovenia strictly adheres to all local legal requirements regarding product labeling and consumer information. Each product package clearly displays nutritional information per 100 ml and per serving, detailing energy, fat, saturated fatty acids, carbohydrates, sugars, protein, and salt.

We are proud to report that in 2023, there were no incidents of non-compliance with labeling or product information regulations. These efforts underscore our commitment to providing consumers with transparent, accurate, and comprehensive product information.

The trust of our consumers is rooted in our unwavering commitment to health, safety, and product quality, regardless of whether our products are produced domestically or imported. Our production process follows rigorous quality control criteria at every stage, ensuring the highest standards of safety and excellence. Key steps in the process include water and syrup preparation, as well as the filling and packaging of products, all conducted under stringent supervision and subject to comprehensive quality parameter testing in our internal laboratory.

All ingredients used in production are sourced exclusively from authorized and approved suppliers. To maintain consumer trust, both ingredients and finished products undergo daily testing in our internal laboratory, annual checks in external accredited laboratories, and additional testing in an international laboratory in Germany. Furthermore, we ensure product quality through random market testing.



## We implement management system standards that exceed Slovenian legal requirements, including:

- ISO 9001: Quality Management System
- ISO 22000 and FSSC 22000: Food Safety Management Systems
- ISO 14001: Environmental Management System
- ISO 45001: Occupational Health and Safety
- EWS: European Water and Water Resources Management System





## Helping consumers make the right choices for their diet and lifestyle

Our purpose is to open up moments that refresh us all, and to achieve this, we actively listen to the needs and preferences of our consumers and customers. First and foremost, consumers want drinks that taste great, while increasingly seeking options with less sugar and more nutritional benefits.

Since 2015, as part of the **UNESDA initiatives**, Coca-Cola HBC Slovenia has been committed to promoting consumer health and safety through proactive self-regulation and industry collaboration. We proudly adhere to initiatives such as the **Liability Commitments** and the **Sugar Pledge**, developed alongside other beverage producers as part of the Industry of Beverage Producers at GZS.

These efforts reflect our dedication to offering beverages that align with evolving consumer expectations while contributing to a healthier and more sustainable future.

These efforts focus on front-of-pack (FOP) energy labelling, increasing the availability of low or no-sugar beverages, and reformulating products to reduce sugar content while maintaining quality.

**In 2023, Industry of Beverage Producers at GZS had the 49.3% of 580 SKUs in the BAP category (soft drinks, including carbonated drinks, syrups, energy drinks, and isotonic beverages) that featured FOP energy labels, and 34.3% included descriptors like "low sugar" or "no sugar," with 61.3% of those prominently displayed on packaging. CCHBC Slovenia is one of the proud members contributing to this achievements.**

**We at Coca-Cola HBC Slovenia are proud to have contributed to the Industry's FOP achievement in 2023 for BAP category.**

# 49.3%



As part of the Beverage Producers Industry, Coca-Cola HBC Slovenia proudly contributes to key achievements. Of the 86 new products launched, 57% had energy values under 34 kcal/100 ml, with 22.1% reformulated and 52.3% improved. Notable progress includes an 11% reduction in average sugar content and a 14% decrease in average energy content since 2015, alongside a 5% drop in energy for BAP and isotonic drinks since 2020.

**Contributing to Industry achievements of:**

**57%**  
**ENERGY VALUES**  
**BELOW 34**  
**KCAL/100ML**

**11%**  
**REDUCTION IN**  
**AVERAGE SUGAR**  
**CONTENT**



## Compliance and Oversight

Coca-Cola HBC Croatia, as the producer and supplier for Slovenia, implements the **Total Age Management (TAM)** programme to monitor the product life cycle. Compliance with regulations is ensured through regular audits by **Lloyd's Register Quality Assurance Limited (LRQA)**, strict controls at every stage of the product life cycle, and preventive measures, internal and external inspections, and supervision, all of which directly reflect on the products supplied to Slovenia.

Finished products undergo external analysis at Slovenia's National Laboratory of Health, Environment, and Food to verify compliance with local and EU legislation, including product declaration accuracy for clear consumer information. Back in 2019, Coca-Cola HBC Slovenia obtained an **Organic Certificate**, which has been successfully renewed annually by the external auditing firm TÜV-SÜD Sava d.o.o.

## Handling Consumer and Customer Feedback

We operate a robust system for reporting and resolving consumer and customer complaints. Any quality-related concerns are promptly analyzed and addressed, with trends monitored monthly and reported to the CCH Group and BU Adria management. Feedback is collected through a free infoline (Tango communications), ensuring every complaint is resolved according to procedure.

In 2023, we recorded 48 quality-related complaints (e.g., product and packaging issues), none of which escalated to crisis management. There were no product recalls related to health and safety, nor any compliance issues with regulations or voluntary codes.

Coca-Cola HBC Slovenia's proactive approach to quality assurance reflects our dedication to delivering safe, high-quality products that meet the expectations of our customers and consumers across all markets.

## Cultivate The Potential Of Our People

To achieve our vision and growth objectives, we recognize the importance of rapidly and effectively developing our people, fostering our culture, and building critical organizational capabilities. A cornerstone of our success lies in our value-driven culture, grounded in 4 growth mindset values that define who we are and how we operate.





Our goal is to assemble the best team in the industry and cultivate an inclusive, growth-oriented culture driven by empowered individuals. The Culture Story, which encapsulates our purpose, vision, values, and the behaviors we commit to, is a reflection of our journey. It integrates our purpose with a leadership model and values that emphasize collaboration, curiosity, focus, sustainability, and a customer-first approach:



**WE OVER I**

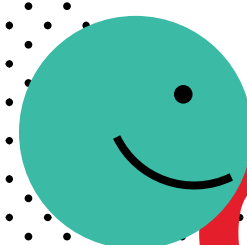
**We value teamwork, believing in the collective power to achieve what individuals alone cannot.**

**MAKE IT  
SIMPLE**

**We embrace curiosity and agility, reducing complexity by focusing on what matters most with discipline and courage.**

**DELIVER  
SUSTAINABLY**

**We are built to last, driving sustainable outcomes that create and share value for our people, environment, shareholders, and communities.**



**CUSTOMER  
FIRST**

**We are customer-centric, listening to understand and acting to exceed expectations.**



To bring our Culture Story to life, we've implemented initiatives such as townhall events, culture labs, Coke and chat meetings with our GM, and localized approaches like internal commercial events. These efforts connect our culture with business goals and ensure its relevance across regions.

In 2023, we conducted a culture and engagement survey, listening to colleagues' thoughts and experiences. The results revealed that employees feel proud to be part of Coca-Cola HBC, respected in their roles, and confident about working in a safe environment. By fostering these values and engaging our teams, we continue to drive impact and achieve sustainable growth.<sup>17</sup>



76

**Workforce Overview:**  
In 2023, Coca-Cola HBC Slovenia employed 76 people (at the year end), with a gender distribution of 36 women and 40 men.

0

**Safety Goals:**  
Coca-Cola HBC Slovenia recorded zero fatalities during the 2023 and achieved a milestone of zero accidents in same period, with only two accidents reported earlier in the reporting period.

50%

**Gender Balance Goals:**  
Group 2025 commitment targets 50% of managerial roles to be held by women, while Coca-Cola HBC Slovenia contributed to this goal by achieving 40% female representation in management positions in 2023.

<sup>17</sup> GRI 3-3

**SUCCESSION PLANING → BOARD  
COMPOSITION → RECRUITMENT  
→ SHORTLISTING → INTERVIEW →  
BALANCE OF SKILLS ASSESMENT  
→ APPOINTMENT → INDUCTION**



# TRAININGS & DEVELOPMENT<sup>18</sup>

**At Coca-Cola HBC Slovenia, we prioritize employee wellbeing from recruitment to retirement.**

**From day one, employees receive comprehensive Health and Safety training and are introduced to company policies, including the Code of Business Conduct and Anti-Corruption Instructions.**



**Employee Benefits:**

Full-time employees enjoy benefits such as disability coverage, parental leave, and retirement provisions. As part of our Family-Friendly Certificate, employees can take additional leave for milestones like their children’s first school day or parent-teacher meetings.

**Operational Changes:**

We provide a minimum four-week notice for significant operational changes, adhering to legal requirements and consultation protocols.

**Training & Development:**

Employees participate in tailored training based on business needs, with individual annual development plans (IDP) updated through the Performace for Growth (P4G) self-assessment. On-the-job learning is a key focus, supplemented by: Personal Learning Cloud: Access to hundreds of eLearning courses, video playlists, and external resources.

**Classroom Trainings:**

Delivered by our Leadership & Culture team. Mentoring & Coaching Platforms: Employees can engage with international mentors and coaches via the HELO (Hiring, Empowering, Learning, Online) system. External Training & Coaches: Available upon request and management approval.

**Mandatory Legal Trainings:**

Focused on Supply Chain and Legal functions.

We have three talent programs focused on preparing employees for the next workforce segment, under the name of Fast Forward:

- FFW1 that is focused on preparing for FLL positions
- FFW2 focused on preparing for CL positions
- FFW3 focused on preparing for FH positions

<sup>18</sup> GRI 2-7, 2-8, 401-1, 402-1, 404-1, 404-2, 404-3

Our commitment ensures employees have the tools and support to grow, fostering a culture of continuous learning and development.

In 2023, Coca-Cola HBC Slovenia hired 13 new employees, resulting in a total turnover rate of 13%. A total of 12 employees left the company, comprising 7 females and 5 males. By age group, 2 were under 30, 8 were between 30–50, and 2 were over 50.

The total workforce included 67 employees on permanent contracts and 12 on temporary contracts. All employees worked full-time, with no part-time employees reported. Additionally, 13 workers were employed through an external agency.

On average, each employee at Coca-Cola HBC Slovenia received 10 hours of training during 2023, reflecting the company's commitment to continuous learning and development.

In 2020, 96% of employees at Coca-Cola HBC Slovenia received a regular career development review, demonstrating the company's strong focus on employee growth and providing ongoing opportunities for professional development.

# Our Sales Academy delivered 781 hours of training in 2023

# HEALTH AND SAFETY

At Coca-Cola HBC Slovenia, ensuring health and safety (H&S) is a shared priority, even in a non-production environment that includes marketing, warehousing, transport, and office operations. The organization adheres to comprehensive policies, such as the H&S Policy, Fleet Safety Policy, and Stop the Work Procedure, to maintain a safe working environment for all employees.

## Hazard Identification, Risk Assessment, and Incident Investigation

CCHBC Slovenia collaborates with external H&S specialists (Komplast) to conduct detailed risk assessments for each job position, task, and working environment. These assessments are shared with employees to ensure they are aware of job-related risks. When incidents occur, they are handled through a structured process:

- Reporting to a colleague, line manager, or the H&S supervisor.
- Providing first aid and, if necessary, seeking medical intervention.
- Conducting a local investigation to determine root causes and develop corrective actions.

Reporting channels include direct communication with managers, Behaviour-Based Safety observers, email for near-miss reports, and year-end H&S surveys. Information on injuries is shared with relevant departments, authorities, and the Work Safety Manager, with corrective actions followed up monthly.

To enhance workplace safety, various programmes have been implemented, including:

- Annual campaigns for workplace safety.
- The Top 10 Fatality Programme and Fall Prevention Programme.
- Axonify, a behaviour-based safety programme.
- Occupational safety discussions, near-miss reporting initiatives, and a safe driving programme.
- Ergonomic support for employees working from home, such as office chair and computer setup adjustments.

Employees play an active role in H&S management through:

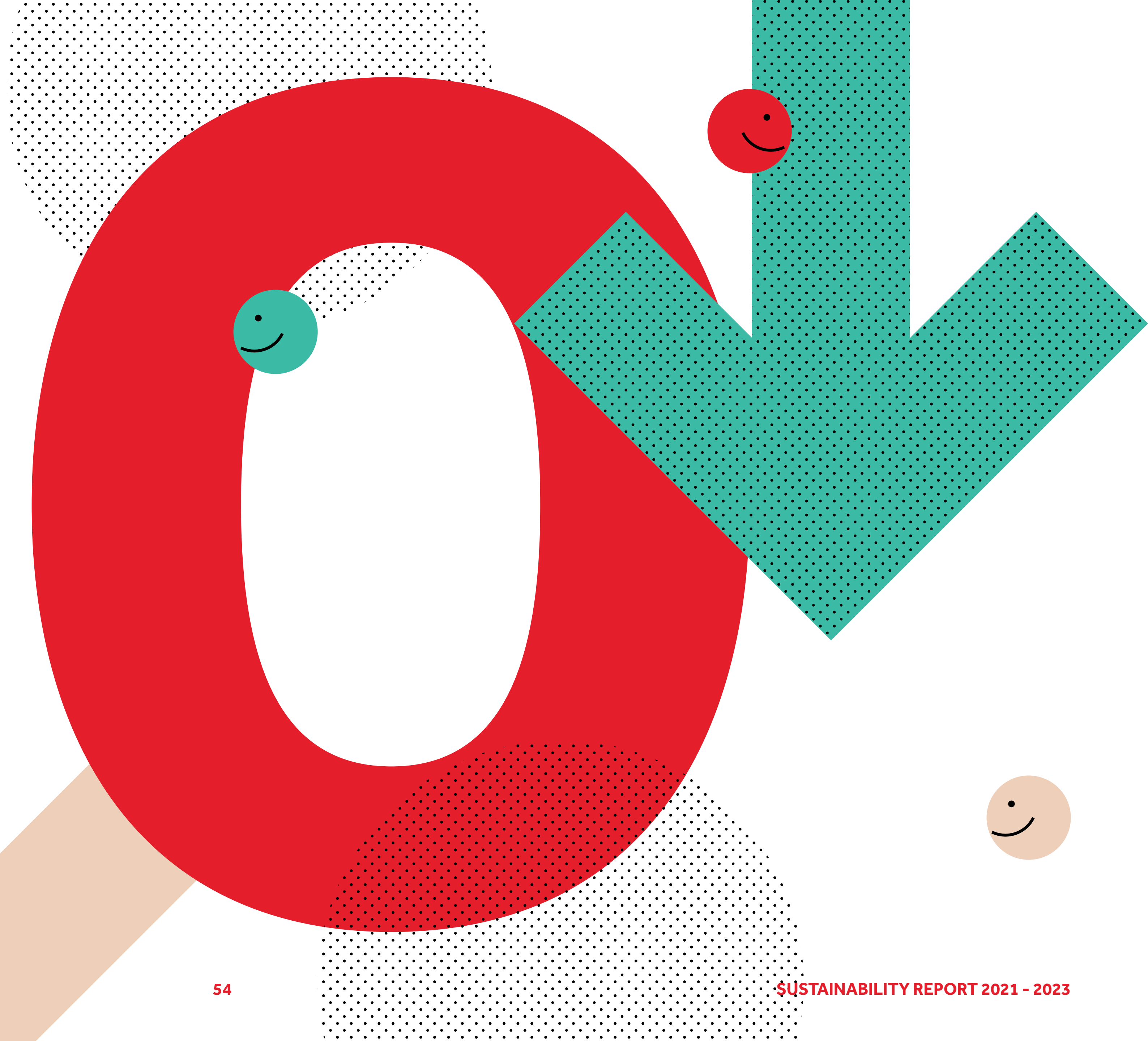
- Quarterly meetings with H&S representatives and the trade union.
- Surveys and committees dedicated to workplace safety, linking employees and management.
- Monthly assemblies with top management, providing employees an opportunity to raise concerns or ask questions, a practice formalized during the COVID-19 pandemic.

CCHBC Slovenia's proactive approach to health and safety, supported by robust programmes and active employee participation, reflects the company's commitment to a safe and healthy work environment for all.



**From 2019 to 2023, Coca-Cola HBC Slovenia has maintained a strong track record in health and safety with zero fatalities and severe injuries reported each year. In terms of lighter injuries, there were 2 incidents in 2019, none in 2020 and 2021, and no light injuries recorded in 2022 and 2023. Additionally, the company reported one incident related to contractors in 2022, but no such incidents occurred in 2023.**

**3** GOOD HEALTH  
AND WELL-BEING



# DIVERSITY AND EQUAL OPPORTUNITY<sup>20</sup>

**At Coca-Cola HBC Slovenia, equal opportunity is a cornerstone of our values.**

In 2020, we established a cross-functional Diversity & Inclusion Council to ensure all employees are respected regardless of gender, age, culture, disability, marital status, sexual orientation, religion, race, or any other unique characteristic. Our diversity and inclusion slogan, “Unique Together”, highlights our commitment to fostering an inclusive environment where every individual feels valued.

We have implemented our slogan in a Code of Business Conduct and a Speak Up! Line to report any discrimination, ensuring employees have a safe space to voice concerns. Our Human Rights Policy is easily accessible via our intranet, and no cases of discrimination were reported during the reporting period. We continue to review and update our policies and practices to comply with laws and best practices in diversity and inclusion.



**The company’s base gross salary averaged EUR 2,471.69 per month, exceeding the national average gross salary of EUR 2,220.95. Additional rewards, bonuses, and benefits further elevated the average total remuneration to EUR 3,327.69 per month.**



**Coca-Cola HBC Slovenia is committed to providing competitive compensation to its employees and offers a range of additional benefits, including:**

- **Performance-based bonuses to reward and recognize exceptional contributions.**
- **Training and professional development opportunities to support career growth.**
- **Flexible work arrangements to enhance work-life balance.**

<sup>20</sup> GRI 405-1

As part of our commitment to diversity, we champion women in leadership through our Women in Leadership programs, with 78 female leaders participating last year on a Group level, where some of them are coming from BU Adria, including Slovenia. Our “Women Leader Stories” video series, which addresses work-life balance, career growth, and leadership, has gained over 18 million views since its launch in 2021. Additionally, regional campaigns have been created to empower women, including breaking stereotypes in sales roles.

We also prioritize developing the next generation of leaders through our international leadership trainee program. Focused on Gen Z graduates, the program combines hands-on experience, mentoring, and formal learning through a partnership with Hult business school. Our marketing campaign, “Bring Your Own Magic”, reached Gen Z candidates, helping us attract the future leaders of our organization.





## Earn Our Licence To Operate

At Coca-Cola HBC, we take pride in being global leaders in sustainability, consistently earning top rankings across ten of the most respected ESG ratings. Our commitment to sustainability is both clear and ambitious, with well-defined goals guiding us toward a better future.



As part of the Coca-Cola HBC Group, Slovenia actively contributes to these efforts, ensuring local implementation of the Group's sustainability initiatives. Through our **Mission 2025 commitments**, we have set measurable targets in key areas such as climate, packaging, water, ingredients, nutrition, people, and communities. Slovenia shares the Group's ultimate ambition to achieve **net zero emissions by 2040** and to create **a net positive impact on biodiversity** across critical areas of the value chain. By aligning our local practices with the Group's vision, we play an important role in driving meaningful change, ensuring that sustainability remains at the core of everything we do.<sup>21</sup>

**We are proud to be part of bigger system that is global industry leader in sustainability. In 2023 Coca-Cola HBC was ranked – for the seventh time – as the world's most sustainable beverage company by the Dow Jones Sustainability Indices. Our score positions us in the top 1% of 9,400 companies across 62 industries.**

**2023**  
**WORLD'S MOST SUSTAINABLE BEVERAGE COMPANY ON A GROUP LEVEL**

<sup>21</sup> GRI 3-3

**These achievements reflect our clear vision and sustainability goals, our bold and entrepreneurial mindset, and our firm belief that sustainable business practices are key drivers of growth and value.**

Our ongoing investment in technology, innovation, and partnerships, along with our willingness to explore new approaches, enable us to continue on our sustainable business journey.

Together, we are making progress towards our sustainability goals and creating opportunities for a more sustainable future.

Zoran Bogdanovic  
Coca-Cola HBC CEO





Environmental protection and the sustainable use of natural resources are among the key challenges on the path to sustainable business for companies worldwide. At Coca-Cola HBC Slovenia, we focus on reducing environmental impacts on both a global and local level. We implement the internationally recognized ISO 14001 system and the European Water Stewardship (EWS) framework, alongside internal policies including our Environmental Policy, Climate Change Policy, Packaging Waste Management Policy, Water Resources Protection and Conservation Policy, and Fleet Safety Policy. Our business fully complies with all relevant laws and regulations, a commitment confirmed during a coordinated inspection at the Zagreb plant, which is primary source for Slovenian market.



# MISSION SUSTAINABILITY 2025 COMMITMENTS

## GOALS (GROUP 2025 COMMITMENTS)

## COCA-COLA HBC SLOVENIA CONTRIBUTION (2023)

<ul style="list-style-type: none"><li>• Less emissions in our operations</li><li>• Reduce direct carbon emissions ratio by 30%</li></ul>	25,5% reduction of carbon emissions compared to 2021.
<ul style="list-style-type: none"><li>• Less emissions in customer outlets</li><li>• 50% of our cooling equipment in customer outlets will be energy efficient</li></ul>	54% of our cooling equipment in customer outlets are energy efficient.
<ul style="list-style-type: none"><li>• 100% recyclable packaging</li><li>• 100% of our consumer packaging will be recyclable</li></ul>	All our beverage packaging is 100% recyclable (referring to bottle only).
<ul style="list-style-type: none"><li>• More recycled PET</li><li>• Source 35% of the total PET we use from recycled PET and/or PET from renewable material</li></ul>	This goal is calculated at the Group level. In 2023, we reached 16%. Slovenia contributed with almost 4%.
<ul style="list-style-type: none"><li>• More waste collection</li><li>• Help collect the equivalent of 75% of our primary packaging</li></ul>	We are advocating for the implementation of Deposit Return Schemes (DRS) in Slovenia, emphasizing it's crucial role in achieving ambitious EU targets. Through our active involvement, we are aligned with UNESDA and the Beverage Producers Industry Association at GZS (Združenja industrije pijač pri GZS), supporting the expansion of these systems.
<ul style="list-style-type: none"><li>• Sourcing</li><li>• Source 100% of key agricultural ingredients in line with sustainable agricultural principles</li></ul>	This goal is calculated at the Group level. In 2023, we reached 79%.

# SUSTAINABLE PACKAGING

**Packaging is central to achieving our Mission 2025 commitments and CO2 emissions reduction goals, as it represents over a third of our scope 3 emissions. Our sustainable packaging vision is built on three key pillars:**

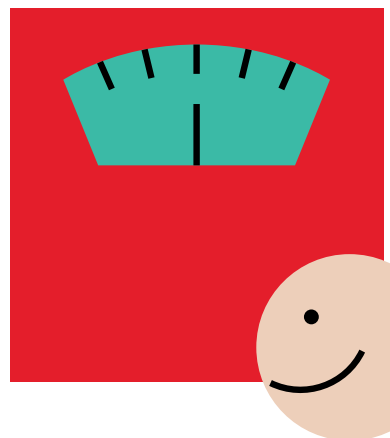
- **Recovering primary packaging for recycling or reuse.**
- **Ensuring all primary packaging is recyclable.**
- **Increasing the use of recycled PET (rPET) in our bottles.**

## Collecting and Recycling

We are committed to meeting the EU Directive 2019/904, aimed at reducing the environmental impact of plastic products. To promote recycling, we clearly label our PET bottles and cans with “RECYCLE ME. 100% READY FOR RECYCLING,” encouraging proper disposal and increasing consumer awareness. This initiative supports the circular economy by boosting recycling rates and enhancing the quality of recycled materials, helping us meet EU packaging waste recycling targets. A key initiative, the Light-Weighting program, has reduced the weight of PET packaging for finished products imported from Coca-Cola HBC Croatia by 22% for 2L bottles (since 2004) and 19% for 0.5L bottles (since 2006). Additionally, a new “1881” threaded PET bottle neck design has cut plastic cap weight by up to 15%. Since 2020, KeelClip packaging has featured the Forest Stewardship Council (FSC) symbol, ensuring it contains FSC-certified forest materials, recycled content, or wood from sustainably managed forests.

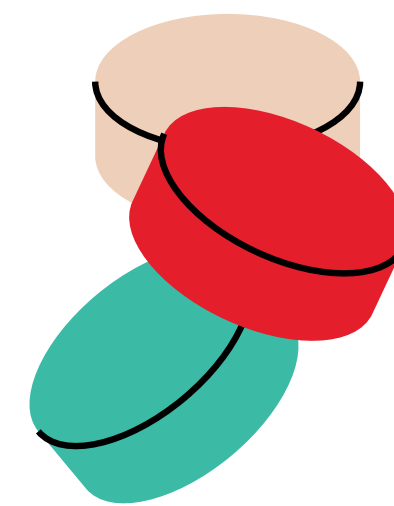
Aligned with global supply chain standards, we use the latest technologies and materials to package, distribute, and store products in line with consumer preferences. In Slovenia, we offer fast-available, 100% recyclable PET packaging (referring to bottle only), as noted on our labels. We actively support Deposit Return Schemes (DRS), which have been successful in other markets. We believe that implementing DRS in Slovenia, where the 2023 PET bottle collection rate stands at 69%, will help increase the collection rate to 90%.

# Light-Weighting program



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has reduced the weight of PET packaging by 22% for 2L bottles (since 2004) and 19% for 0.5L bottles (since 2006).



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"1881" threaded PET bottle neck design has cut plastic cap weight by up to 15%



Aligned with global supply chain standards, we use the latest technologies and materials to package, distribute, and store products in line with consumer preferences. In Slovenia, we offer fast-available, 100% recyclable PET packaging (referring to bottle only), as noted on our labels. We actively support Deposit Return Schemes (DRS), which have been successful in other markets.

A large, bold red '100%' is the central focus. The first '0' has a teal circle with a smiley face on top. The second '0' has a light beige circle with a smiley face on its left side. The percentage sign has a red circle with a smiley face on its top right. In the background, there are large, colorful arrows: a red arrow pointing up and to the right, a teal arrow pointing down and to the right, and a light beige arrow pointing down and to the left. There are also halftone dot patterns in the top left and bottom left corners.

## rPET

Currently, Coca-Cola HBC Slovenia incorporates nearly 4% rPET in its PET bottles, with plans to exceed 25% by 2025. However, this goal depends on access to sufficient feedstock, which is currently limited in the Slovenian market. Implementing DRS will help address this issue by improving the availability of rPET.

PET bottle placement on the Slovenian market from 2019 to 2022 saw fluctuations: 5,986,826 kg in 2019, a 39% decrease to 3,654,043 kg in 2020 due to COVID-19, followed by a 14% increase in 2021 (4,162,856 kg) and a 28% rise in 2022 (5,335,455 kg). The 2022 increase reflects a return to pre-pandemic sales levels, highlighting the need for sustainable packaging strategies as the market stabilizes.

Sustainable packaging is essential for maintaining product quality and safety while minimizing environmental impact. Coca-Cola HBC Slovenia is committed to developing lighter packaging using recycled and recyclable materials and promoting consumer awareness on proper disposal practices.

**Coca-Cola HBC Slovenia  
incorporates nearly 4% rPET  
in its PET bottles**

A large, bold red '40%' is the central focus. Four small, circular, smiling faces are positioned around it: a red face at the top right, a teal face on the left side of the '4', another teal face on the right side of the second '0', and a light orange face at the bottom center. The background features a white dotted pattern on the right and bottom.

Sustainable packaging is attractive to consumers and widely accepted

Sustainable packaging contributes to reducing carbon emissions and waste



**Design**

- Lightweight
- Less packaging
- Recyclable
- Innovations

**Sell**

- Energy-efficient coolers
- Delivered by Green Fleet

**Collect**

- Deposit Return Schemes
- Packaging Recovery Organisations
- Refillables reverse logistic

**Reuse or recycle**

- Returnable glass bottles
- rPET bottles
- Dispensed solution with bag-in-box or cartridge technologies
- Reusable vessels



# WATER STEWARDSHIP<sup>22</sup>

Water resource management is crucial to the sustainability of our business. While water is a key ingredient in our products and essential for production processes and agriculture, it is important to note that we do not use water for production in Slovenia. However, responsible water management remains a top priority throughout our operations and supply chain. Having enough affordable water of suitable quality is vital for human health and ecosystems. Each Coca-Cola HBC bottling plant conducts a Source Vulnerability Assessment (SVA) to develop a Source Water Protection Plan (SWPP) for sustainability. Coca-Cola HBC Group has committed to reducing water use in facilities located in high-risk areas by 20% by 2025. Coca-Cola HBC AG is a signatory of the UN Global Compact and CEO Water Mandate, focusing on water sustainability in operations, supply systems, and communities. We also collaborate with the Water Footprint Network to promote efficient water use.

At Coca-Cola HBC Slovenia, water is solely used for office-related purposes and is supplied through the public water supply system. In 2023, our water consumption amounted to 251,830 liters.

<sup>22</sup> GRI 303-1, 303-3

**Table:**  
**Water used from the public water system**

Unit	L
2019	78,028
2020	110,130
2021	56,000
2022	186,120
2023	251,830

# CARBON EMISSIONS AND ENERGY CONSUMPTION<sup>23</sup>

**In 2021, we committed to achieving net zero emissions across our entire value chain by 2040—our most ambitious, complex, and forward-looking commitment to date. Reducing carbon emissions is a non-negotiable goal for our business, and we are focused on delivering sustainable solutions that drive meaningful progress. To achieve this, we continue to work across our value chain, prioritizing key areas such as packaging, coolers, and ingredients, where the potential for impact is greatest.**

As part of these efforts, the Coca-Cola HBC Group has set ambitious interim goals, including a 30% reduction in direct carbon emissions by 2025. Within the EU, we are committed to sourcing 100% of the electricity used in our Coca-Cola plants from renewable and clean energy. This is supported by initiatives to enhance energy efficiency, transition to clean energy sources, reduce emissions across the value chain, and adopt innovative low-CO2 technologies.

We are also raising awareness about climate change and promoting best practices within and beyond our operations. Our vehicle fleet is transitioning to more sustainable options, including plug-in hybrid electric vehicles (PHEVs) and hybrids. Additionally, the new generation of cooling equipment incorporates features like Electronic Management Devices (EMDs) and LED lighting, further enhancing energy efficiency. These initiatives reflect our unwavering dedication to leading the way in sustainability and making a positive impact on the environment.

Although we do not have production facilities in Slovenia, we actively contribute to reducing our environmental impact by transitioning to a more sustainable vehicle fleet, optimizing our logistics processes, and upgrading our cooling equipment with energy-efficient technologies.

## Towards net zero emissions

In 2023, compared to 2019, Coca-Cola HBC Slovenia successfully reduced CO2 emissions from vehicles by 13.5%, and total CO2 emissions were reduced by 25.5% compared to 2021. Energy consumption in CCHBC Slovenia also saw a significant decrease, with a 21.1% reduction in total energy usage compared to 2019.



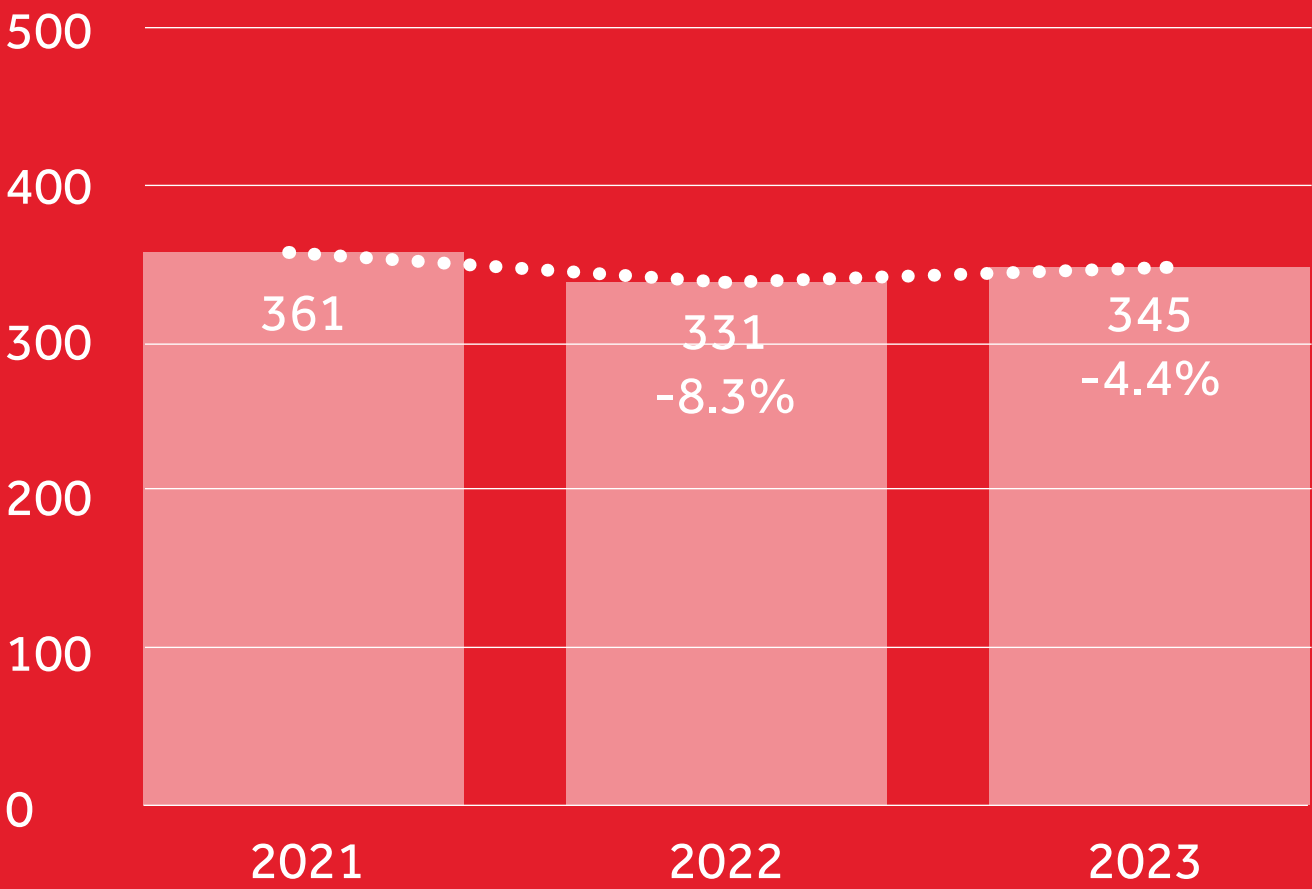
<sup>23</sup> 302-1, 302-4, 302-5, 305-1,, 305-2, 305-3, 305-5

SCOPE 1+2	2021	2022	2023
Scope 1 and 2 emissions in tons of CO2 equivalent	361	331	345
Reduction since 2021	/	-8.3%	-4.4%

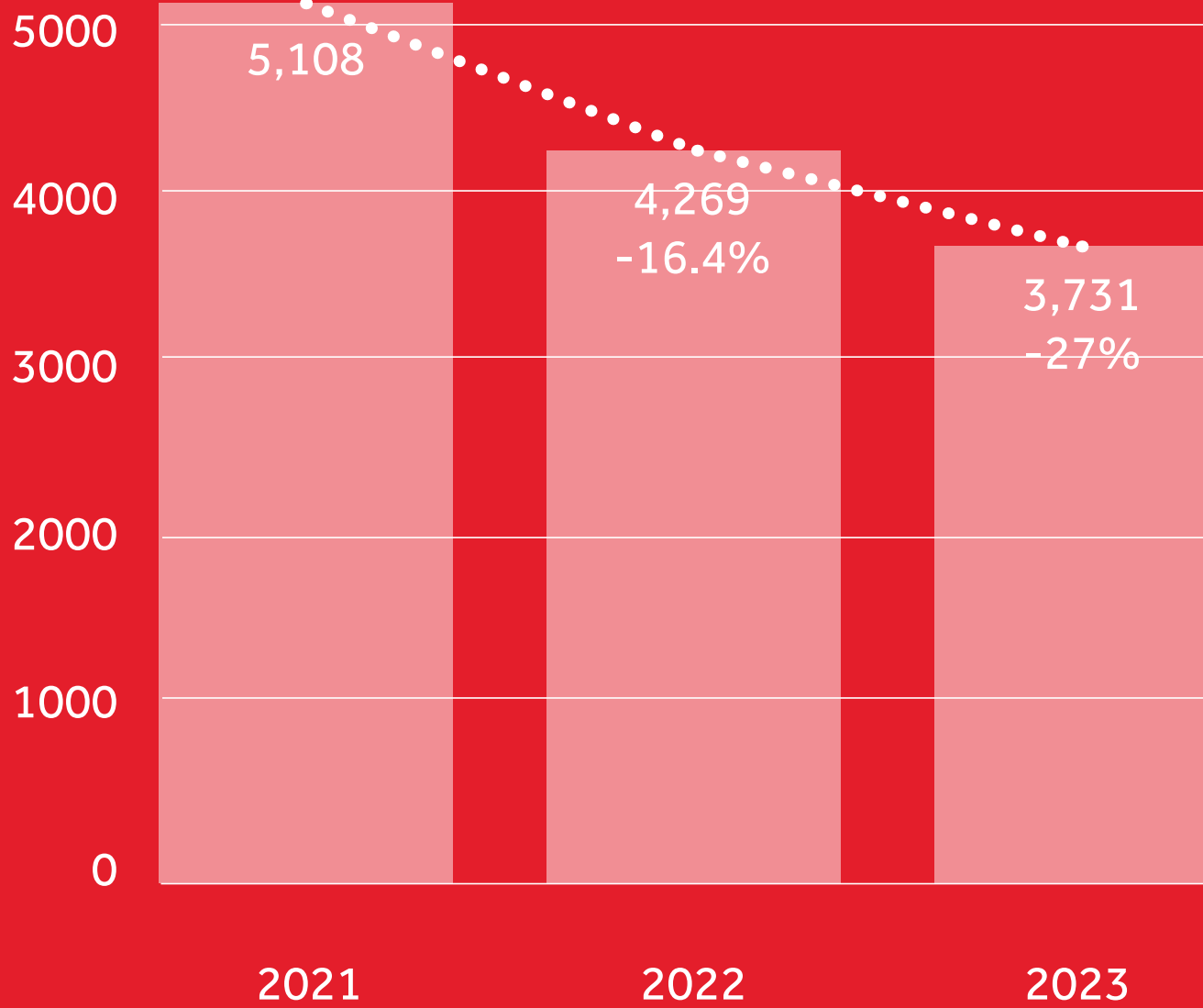
SCOPE 3	2021	2022	2023
Scope 3 emissions in tons of CO2 equivalent	5,108	4,269	3,731
Reduction since 2021	/	-16.4%	-27.0%

TOTAL EMISSIONS	2021	2022	2023
Total emissions in tons of CO2 equivalent	5,469	4,269	4,076
Reduction since 2021	/	-15.9%	-25.5%

Graph:  
Absolute  
scope 1  
and 2 CO<sub>2</sub>e  
emissions



Graph:  
Absolute  
scope 3 CO<sub>2</sub>e  
emissions





Transitioning to a green fleet

The key environmental impacts associated with the distribution of our products are fuel consumption and greenhouse gas emissions. In line with our Fleet Safety Policy, Coca-Cola HBC Slovenia ensures that all vehicles in our fleet are no older than four years and meet at least the Euro 6 emissions standard. Our fleet, which consists of light diesel vehicles, is carefully managed to monitor fuel consumption and mileage, allowing us to minimize the emission of harmful gases. By closely tracking these metrics, we are committed to reducing our environmental footprint while maintaining the efficiency of our operations.

Our Fleet	2019	2020	2021	2022	2023
Number of vehicles used by Coca-Cola HBC Slovenia	81	78	72	72	69
Total fuel consumption	142,126	112,815	120,310	113,211	119,901
Total average consumption L/100 km	6.4	6.6	6.5	6.6	6.6
Emission of CO2 by vehicles used by Coca-Cola HBC Slovenia (in tons)	380.39	301.89	322	303	292
Emission of CO2 – vehicles of subcontractors (in tons)	470.53	424.53	469	486.45	443.15
Total emission of CO2 (in tons)	850.92	726.42	791	789.45	735.15
Number of covered km - vehicles used by Coca-Cola HBC Slovenia	2,217,148	1,708,375	1,903,709	1,716,408	1,812,650
Total Mileage 3rd party trucks (km)	1,034,808	1,094,171	1,234,759	1,251,804	1,114,337

**Delivering our drinks in more sustainable ways**

Coca-Cola HBC Slovenia is committed to reducing carbon emissions by adopting hydrofluorocarbon-free (HFC-free) cooling equipment, in line with The Coca-Cola Company's sustainability goals. All new cooling units introduced in Slovenia use hydrocarbons for smaller equipment and CO<sub>2</sub> for larger systems—both energy-efficient, ozone-friendly alternatives that are significantly less harmful to the climate than HFCs. By 2025, 50% of Coca-Cola HBC's refrigerators at points of sale will be energy efficient. In 2020, 72% of our cooling equipment was HFC-free, improving by 2pp from 2019. The share of HFC-free equipment in Slovenia in 2023 was 82%. New models feature energy-saving technologies like Electronic Management Devices (EMD) and LED lighting to further cut electricity consumption.

**The share of HFC-free equipment in Slovenia in 2023 was 82%.**

82%

**Table: Number of cooling devices on the Slovenian market by different cooling gases**

	2019	2020	2021	2022	2023
CFC / HFCF (Chlorofluorocarbon/ Hydrochlorofluorocarbon)	0	0	0	0	0
HFC (Hydrofluorocarbon)	2,981	2,653	2,352	2,060	1,796
HC (Hydrocarbon)	6,793	6,920	7,789	8,248	8,759
CO2	59	62	59	57	55
<b>Total</b>	<b>9,833</b>	<b>9,635</b>	<b>10,200</b>	<b>10,365</b>	<b>10,610</b>
% HFC - free	70	72	77	80	82

**Table: Number of refrigeration devices with higher energy efficiency on the Slovenian market different cooling gases**

		2019	2020	2021	2022	2023
EMD	With EMD	6,516	5,179	6,190	6,788	7,393
	Without EMD	3,317	4,456	4,010	3,577	3,217
LED	With LED	6,516	5,179	6,190	6,788	7,393
	Without LED	3,317	4,456	4,010	3,577	3,217

**Table: Office energy consumption**

	Unit	2019	2020	2021	2022	2023
Electricity Consumption	MJ	454.99	402.51	457.97	315.33	274.33
Thermal energy consumption	MJ	107,011	85,632	158,804	124,729	169,056
Total energy use (Electricity + Natural gas)	MJ	562.00	488.14	616.78	440.06	443.39



## GIVING BACK TO THE COMMUNITY

In 2023, we focused on making a positive impact in the communities where we operate, responding to crises and supporting long-term sustainability efforts. We provided disaster relief through product donations and volunteering, including support for the Slovenian floods with Römerquelle water and a €100,000 donation to the Slovenian Red Cross. We empowered youth through our #YouthEmpowered and Raise The Bar programs, while also advancing environmental initiatives like the Urban Afforestation Project and the “Recycle me. Give me a new life” campaign. These efforts reflect our ongoing commitment to creating a lasting, positive change.<sup>24</sup>

### **The world sadly witnessed more devastating conflicts, natural disasters and extreme weather.**

In 2023, the world tragically faced a series of devastating conflicts, natural disasters, and extreme weather events. Slovenia, a country celebrated for its breathtaking landscapes and natural beauty, was sadly not spared. The catastrophic floods that struck the nation caused extensive damage to homes and infrastructure, and critically, disrupted access to clean, safe drinking water. These floods not only impacted local communities but also posed a severe challenge to the country’s recovery.

In response, we acted swiftly, mobilizing all available resources to provide essential aid where needed most. The Slovenian Red Cross received support, including a donation of Römerquelle water and €100,000, to help ensure access to clean drinking water and aid in restoring vital infrastructure. We remain committed to standing by our colleagues and communities during times of crisis, ready to offer support and help rebuild. Together, we will restore not only the physical infrastructure but also the resilient spirit of Slovenia’s people, as they recover from this tragic disaster.

**DONATION OF  
RÖMERQUELLE  
WATER AND €100,000**

<sup>24</sup> GRI 413-1

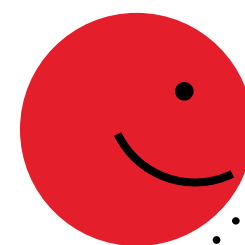
## Opening Opportunities for Young People

We firmly believe every young person has the potential to succeed. Through our **#YouthEmpowered** and **Raise the Bar Youth** programmes, we are committed to empowering the next generation by providing them with the skills, experience, and confidence needed to build a brighter future. By the end of 2023 in Slovenia, we had trained nearly 2,265 young people since the programmes launch in 2018, and we're on track to exceed our Group Mission 2025 goal of training one million young people ahead of schedule.

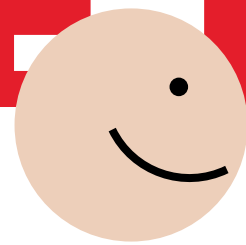
Our **#YouthEmpowered** initiatives are not just global efforts—they have a meaningful impact in the local communities where we operate. For example, in 2023, our BU Adria, including Slovenia, invested €165,000 in the Raise The Bar Youth programme. This free initiative allows young people to gain valuable skills from industry experts, preparing them for careers in catering and tourism. **To date, over 1,180 young individuals have participated in the Raise The Bar Youth programme in Slovenia only**, and we remain committed to supporting these young individuals goes beyond just providing training; we are helping them build confidence and career pathways that will set them up for long-term success.



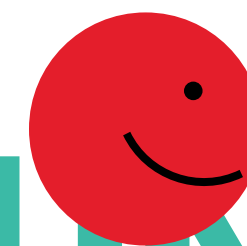
**BY THE END OF 2023  
IN SLOVENIA, WE HAD  
TRAINED NEARLY 2,265  
YOUNG PEOPLE SINCE  
THE PROGRAMMES  
LAUNCH IN 2018**



**IN 2023, OUR BU ADRIA, INCLUDING SLOVENIA, INVESTED €165,000 IN THE RAISE THE BAR YOUTH PROGRAMME**



**TO DATE, OVER 1,180 YOUNG INDIVIDUALS HAVE PARTICIPATED IN THE RAISE THE BAR YOUTH PROGRAMME**



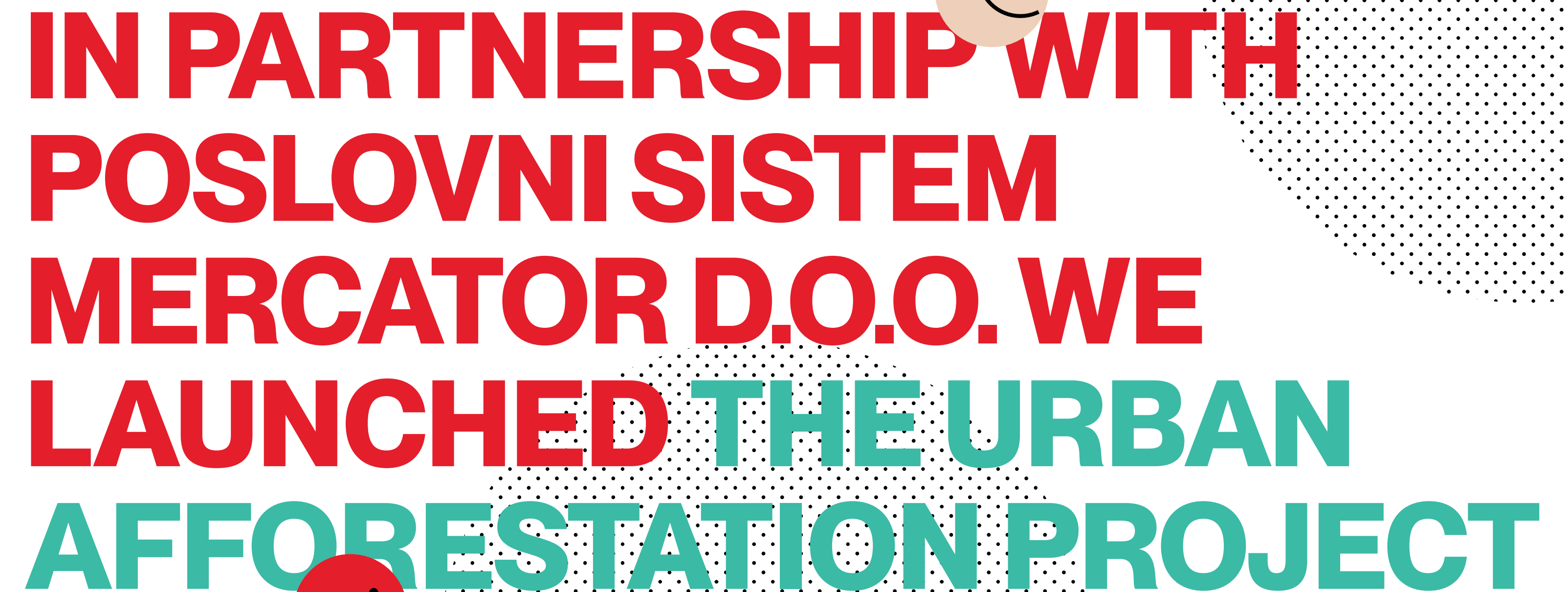


## Caring for Local Biodiversity

At Coca-Cola HBC, we are deeply committed to making a net positive impact on biodiversity by 2040 and eliminating deforestation in our supply chain by 2025. We recognize the critical importance of preserving ecosystems for future generations and are dedicated to implementing meaningful actions to protect and enhance the natural world.

As part of our commitment to sustainability, Coca-Cola HBC Slovenia, **in partnership with Poslovni sistem Mercator d.o.o., has launched the Urban Afforestation Project.** In 2023, we began planting trees across various municipalities to help combat climate change and create greener, healthier urban spaces. This initiative is not just about adding more trees, but about fostering environments that can mitigate the effects of urban heat islands, improve air quality, and enhance overall well-being in local communities. By planting trees in urban areas, we are not only providing much-needed shade and cooling but also helping to reconnect people with nature. Trees are natural air purifiers, cooling agents, and sources of shade, playing a vital role in creating more pleasant and livable urban environments. They also offer valuable social and environmental benefits that contribute to improving the quality of life for city residents.

This initiative is just one example of how we are working toward a greener future. At Coca-Cola HBC, we believe that businesses have a responsibility to lead by example, and we hope that our efforts will inspire other organizations to join us in creating a more sustainable world.



**IN PARTNERSHIP WITH  
POSLOVNI SISTEM  
MERCATOR D.O.O. WE  
LAUNCHED THE URBAN  
AFFORESTATION PROJECT**

## Impact of our sustainability performance on our reputation

In 2022, Coca-Cola launched the “Recycle me. Give me a new life.” pilot project in Slovenia, aiming to encourage sustainable packaging waste disposal. The initiative invited consumers to return their plastic bottles and cans to designated collection points at selected Mercator hypermarkets. The response was overwhelming, with over half a million items collected in just two months. The materials collected during this project were repurposed to create the victory stages for the 2023 European Youth Olympic Festival (EYOF), in collaboration with the Olympic Committee of Slovenia. This initiative is part of Coca-Cola’s broader World Without Waste program, which focuses on recycling all primary packaging and increasing the use of recycled materials. By giving beverage packaging a new life, the project highlights the importance of proper disposal and supports the transition to a circular economy. The 64 victory stages built from the collected waste by our recovery organization Slopak, were used at EYOF 2023 and later donated to local sports organizations, reinforcing the project’s long-term sustainability impact.

**IN 2022, COCA-COLA  
LAUNCHED THE  
“RECYCLE ME.  
GIVE ME A NEW LIFE.”**





# GRI INDEX

Coca-Cola HBC Slovenia's 2021 - 2023 Sustainability Report was prepared with reference to the Global Reporting Initiative's (GRI) Sustainability Standards 2021. The GRI Standards allow companies to report on their material impacts for a range of economic, environmental and social issues.

Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
GRI 2: GENERAL DISCLOSURES			
2-1	Organizational details	Coca-Cola HBC Slovenia	About Our Sustainability Report, About Coca-Cola HBC Slovenia
2-2	Entities included in the organization's sustainability reporting	Coca-Cola HBC Slovenia	About Our Sustainability Report
2-3	Reporting period, frequency and contact point		
2-4	Restatement of information	Coca-Cola HBC Slovenia	About Our Sustainability Report
2-5	External assurance	By CCH Group standards, Coca-Cola HBC Slovenia is not obliged to seek external assurance for reports. The company is, however, regularly audited by external auditors with regard to the Group Integrated Annual Report. The Audit is performed annually in selected CCH markets.	
2-6	Activities, value chain and other business relationships	Coca-Cola HBC Slovenia	What We Do? How We Do It?
2-7	Employees	Coca-Cola HBC Slovenia	Trainings & Development
2-8	Workers who are not employees		
2-9	Governance structure and composition	Coca-Cola HBC Slovenia, Coca-Cola HBC	Our Corporate Governance



Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
2-12	Role of the highest governance body in overseeing the management of impacts	Coca-Cola HBC Slovenia	Responsibility for Sustainability
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting		
2-17	Collective knowledge of the highest governance body		
2-22	Statement on sustainable development strategy	Coca-Cola HBC Slovenia	Welcome Statement
2-23	Policy commitments	Coca-Cola HBC Slovenia	Mission 2025 Sustainability Commitments, Policy Commitments
2-24	Embedding policy commitments	Coca-Cola HBC Slovenia	Policy Commitments
2-27	Compliance with laws and regulations	Coca-Cola HBC Slovenia	Responsibility for Sustainability, Responsible Marketing And Health Of Our Consumers
2-28	Membership associations	Coca-Cola HBC Slovenia	About Coca-Cola HBC Slovenia
2-29	Approach to stakeholder engagement	Coca-Cola HBC Slovenia	Our Stakeholder

Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
<b>GRI 3: MATERIAL TOPICS</b>			
3-1	Process to determine material topics	Coca-Cola HBC Slovenia	What is the Materiality for Coca-Cola HBC Slovenia?
3-2	List of material topics		
<b>GRI 200: ECONOMIC PERFORMANCE</b>			
3-3	Management approach	The company's financial statements have been prepared by the Management Board in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU.	Operating In Slovenian Market
201	Economic performance	Coca-Cola HBC Slovenia, Coca-Cola Beverages Holding II B.V. Netherlands	Economic Impact
201-1	Direct economic value		
202	Market presence	We only reported the comparison between average wage in Slovenia and average wage in the company.	Economic Impact
202-1	Ratios of standard entry level wage compared to local minimum wage		
205	Anti-corruption	Coca-Cola HBC Slovenia	Policy Commitments
205-2	Communication and training about anti-corruption policies and procedures		

Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
GRI 300: ENVIRONMENTAL PERFORMANCE			
3-3	Management approach	Coca-Cola HBC Slovenia, Coca-Cola HBC	Earn Our Licence To Operate
302	Energy	Coca-Cola HBC Slovenia	Carbon Emissions and Energy Consumption
302-1	Energy consumption within the organisation		
302-4	Reduction of energy consumption		
302-5	Reductions in energy requirements of products and services		
303	Water	Coca-Cola HBC Slovenia	Water Stewardship
303-1	Interactions with water as a shared resource		
303-3	Water withdrawal by source		
305	Emissions	Coca-Cola HBC Slovenia	Carbon Emissions and Energy Consumption
305-1	Direct (Scope 1) GHG emissions		
305-2	Energy indirect (Scope 2) GHG emissions		
305-3	Other indirect (Scope 3) GHG emissions		
305-5	Reduction of GHG emissions		



Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
306	Waste	Coca-Cola HBC Slovenia, consumers, Coca-Cola Company	The world without waste and our impact
306-1	Waste generation and significant waste-related impacts		
306-5	Waste directed to disposal		

### GRI 400: SOCIAL PERFORMANCE

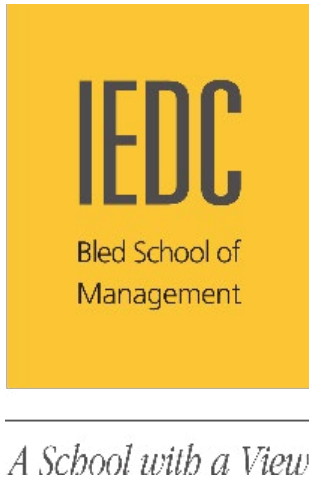
3-3	Management approach	Coca-Cola HBC Slovenia, Coca-Cola HBC	Cultivate The Potential Of Our People
401	Employment	Coca-Cola HBC Slovenia	Trainings & Development
401-1	New employee hires and employee turnover		
402	Management Relations		
402-1	Minimum notice periods regarding operational changes		

Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
403	Occupational health and safety	Coca-Cola HBC Slovenia	Health and Safety
403-1	Occupational health and safety management system		
403-2	Hazard identification, risk assessment and incident investigation		
403-3	Occupational health services		
403-4	Worker participation, consultation and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-9	Work-related injuries	Coca-Cola HBC Slovenia	Trainings & Development
404	Training and education		
404-1	Average hours of training per year per employee		
404-2	Programmes for upgrading employee skills and transition assistance programmes		
404-3	Percentage of employees receiving regular performance and career development reviews	Coca-Cola HBC Slovenia	Diversity And Equal Opportunity
405	Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees		

Disclosure number and title		COMMENTS	CHAPTER IN THE REPORT
413	Local communities	Coca-Cola HBC Slovenia, Coca-Cola HBC Croatia, The Coca-Cola Company	Giving Back To The Community
413-1	Operations with local community engagement, impact assessments and development programmes		
416	Customer health and safety	Coca-Cola HBC Slovenia, Coca-Cola HBC	Responsible Marketing And Health Of Our Consumers
416-1	Assessment of the health and safety impacts of product and service categories		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
417	Marketing and labelling	Coca-Cola HBC Slovenia, Coca-Cola HBC	Responsible Marketing And Health Of Our Consumers
417-1	Requirements for product and service information and labelling		
417-2	Incidents of non-compliance concerning product and service information and labelling		



The report was prepared  
in cooperation with:



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# Impressum

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