2025 Sustainability Group Data

April 2026

What is the purpose of this document?

We aim to provide detailed and transparent information about the progress we are making against the commitments and targets outlined in our sustainability action plan, This is Forward.

In this document we share our performance over the past 12 months against a wide variety of sustainability KPIs, including our greenhouse gas (GHG) emissions, our packaging footprint and the progress we are making to reduce sugar in our drinks.

In 2025, we updated our This is Forward sustainability action plan to include the Philippines, and to focus on the social and environmental issues which matter most to our stakeholders and where we can make the biggest difference across our markets. While some metrics excluded the Philippines in our 2024 Annual Report and Group data tables, in this document all disclosed metrics are reported at a Group level, unless otherwise indicated.

Who is this document for?

We aim to share our sustainability data in an accessible format, enabling anyone to gain deeper insight into the progress we are making on specific topics.

External assurance of our sustainability disclosures

Ernst & Young LLP (EY) was engaged to perform limited assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 (revised), to report if the Sustainability Statement for year ended 31 December 2025 as set out on pages 221 to 287 of our Annual Report is in all material respects in accordance with the European Sustainability Reporting Standards (ESRS) as adopted by the European Commission excluding references to Article 8 of Regulation (EU)2020/852 (Taxonomy Regulation). A table of all sustainability metrics subject to assurance is available within our Sustainability Statement in the Annual Report on pages 253 to 257.

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For more details on our reporting boundaries and methodology see our 2025 Methodology document.
cocacolaep.com/sustainability/download-centre/

2025 Sustainability key performance data summary

Metric		Europe		APS		Group		
		2019 baseline	**2025**	2019 baseline	**2025**	2019 baseline	2024	**2025**
Climate	**Target**							
Scope 1, 2 and 3 GHG emissions								
Scope 1 GHG emissions (tonnes of CO_2e)		229,439	**173,413**	195,308	**155,558**	424,747	354,479	**328,971**
Scope 2 GHG emissions — market based approach (tonnes of CO_2e)		8,007	**4,584**	379,652	**139,378**	387,659	347,567	**143,961**
Scope 2 GHG emissions — location based approach (tonnes of CO_2e)		169,921	**104,148**	379,566	**389,266**	549,487	526,622	**493,414**
Scope 3 GHG emissions (tonnes of CO_2e)		3,972,779	**3,200,989**	3,694,732	**3,201,437**	7,667,510	6,695,802	**6,402,425**
Scope 3 categories[A]								
Scope 3 — Category 1: purchased goods and services (tonnes of CO_2e) (including packaging and ingredients used in our products)						4,992,320	4,773,793	**4,604,801**
Scope 3 — Category 3: fuel and energy related activities (tonnes of CO_2e)						210,178	205,192	**191,392**
Scope 3 — Category 4: upstream transport and distribution (tonnes of CO_2e) (including transportation of finished products paid for by CCEP)						591,986	543,304	**567,934**
Scope 3 — Category 5: waste generated in operations (tonnes of CO_2e)						12,963	8,381	**8,415**
Scope 3 — Category 6: business travel (tonnes of CO_2e)						19,846	23,048	**14,651**
Scope 3 — Category 7: employee commuting (tonnes of CO_2e)						37,905	31,453	**27,169**
Scope 3 — Category 8: upstream leased assets (tonnes of CO_2e) (including the home charging of company plug-in hybrid electric vehicles and battery electric vehicles)						514	4,895	**6,142**
Scope 3 — Category 11: use of sold products (tonnes of CO_2e)						95,787	94,480	**86,013**
Scope 3 — Category 12: end-of-life treatment of sold products (tonnes of CO_2e)						47,213	46,780	**43,780**
Scope 3 — Category 13: downstream leased assets (tonnes of CO_2e) (including electricity used by our hot and cold drink equipment)						1,658,799	964,477	**852,128**
FLAG emissions								
Scope 3 FLAG emissions		454,442	**478,119**	768,521	**765,535**	1,222,963	1,257,383	**1,243,654**
Scope 3 non-FLAG emissions		3,518,336	**2,722,870**	2,926,211	**2,435,902**	6,444,547	5,438,419	**5,158,772**
Total GHG emissions								
Scope 1, 2 and 3 GHG emissions – Full value chain (tonnes of CO_2e) (market based approach)		4,210,225	**3,378,985**	4,269,692	**3,496,373**	8,479,917	7,397,848	**6,875,358**
Scope 1, 2 and 3 GHG emissions – Full value chain (tonnes of CO_2e) (location based approach)		4,372,139	**3,478,549**	4,269,606	**3,746,261**	8,641,744	7,576,904	**7,224,810**
Absolute reduction in total value chain[B] GHG emissions (Scope 1, 2 and 3) since 2019 (%)	-30% by 2030	N/A	**19.7**	N/A	**18.1**	N/A	12.8	**18.9**

2025 Sustainability key performance data summary continued

Metric	Target	Europe 2019 baseline	Europe 2025	APS 2019 baseline	APS 2025	Group 2019 baseline	Group 2024	Group 2025
Climate continued	**Target**							
GHG intensity ratios								
GHG Scope 1 and 2[B] emissions per litre of product produced (CO_2e per litre)		N/A	**13.7**	N/A	**41.9**	N/A	34.7	**23.6**
Manufacturing energy use ratio (MJ per litre of finished product produced)		N/A	**0.30**	N/A	**0.45**	N/A	0.36	**0.35**
Scope 1, 2 and 3 GHG emissions – Full value chain[A] per litre (gCO_2e per litre)		295.0	**230.2**	582.3	**449.7**	392.5	329.1	**306.2**
Relative reduction in total value chain[B] GHG emissions (Scope 1, 2 and 3) per litre since 2019 (%)		N/A	**22.0**	N/A	**22.8**	N/A	16.2	**22.0**
Total GHG emissions								
Emissions from biologically sequestered carbon		N/A	**68,682**	N/A	**49,002**	N/A	102,120	**117,684**
Tonnes of CO_2e offset through carbon credits (tonnes of CO_2e)		N/A	**N/A**	N/A	**N/A**	N/A	20,484	**11,011**
Percentage of electricity purchased that comes from renewable sources (%)		N/A	**100.0**	N/A	**66.8**	N/A	61.0	**84.0**
Percentage of electricity consumed that comes from renewable sources (%)		N/A	**99.3**	N/A	**68.1**	N/A	61.0	**84.1**
Percentage of carbon strategic suppliers which have SBTi approved targets (%)		N/A	**83.0**	N/A	**41.0**	N/A	45.0	**58.0**

Metric	Target	Europe 2024	Europe 2025	APS 2024	APS 2025	Group 2024	Group 2025
Packaging	**Target**						
Percentage of all primary packaging that is recyclable (%, based on unit case)		99.8	**100.0**	99.5	**99.6**	99.7	**99.8**
Percentage of PET used which is rPET (%, based on tonnes of material)	30% by 2030	63.2	**64.5**	23.0	**22.5**	46.0	**45.9**
Primary packaging collected for recycling as a percentage of total primary packaging (%, based on individual units)[C]	85% by 2030	75.8	**75.9**	75.6	**75.3**	75.7	**75.7**

2025 Sustainability key performance data summary continued

Metric		Europe		APS		Group	
		2024	**2025**	2024	**2025**	2024	**2025**
Water and nature	**Target**						
Total water withdrawal (1,000 m³)		21,989	**21,517**	14,751	**14,579**	36,740	**36,095**
Total water withdrawal from areas of high or extremely high baseline water stress (1,000 m³)[(D)]		11,373	**10,995**	2,905	**2,700**	14,278	**13,695**
Percentage of water withdrawn from areas of high or extremely high baseline water stress (%)[(D)]		51.9	**51.3**	20.0	**18.8**	39.2	**38.3**
Total volume of water replenished (1,000 m³)		18,160	**18,172**	6,528	**5,449**	24,688	**23,621**
Water replenished as percentage of total sales volumes (%)	100% by 2030	123.1	**123.8**	84.5	**70.1**	109.8	**105.2**
Water replenished as percentage of total water used at high risk locations (%)[(E)]	85% by 2030	N/A	**46.3**	N/A	**88.4**	N/A	**56.0**
Manufacturing water use ratio (litres of water per litre of finished product produced)		1.59	**1.59**	2.09	**2.07**	1.76	**1.76**
Total water consumed (1,000 m³)		13,480	**13,293**	9,091	**9,159**	22,570	**22,453**
Total water consumption from areas of high or extremely high baseline water stress (1,000 m³)[(D)]		6,776	**6,714**	1,976	**1,855**	8,753	**8,570**
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)		99.9	**100.0**	46.9	**68.6**	80.1	**87.8**
Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		99.9	**100.0**	94.7	**96.4**	97.8	**98.6**
Percentage of total supplier spend covered by Supplier Guiding Principles (%)		98.8	**99.0**	98.1	**98.2**	98.6	**98.8**
Own workforce[(F)]	**Target**						
Safety – Total incident rate (TIR) (number per 100 full time equivalent employees)		0.79	**0.88**	N/A	**0.66**	N/A	**0.77**
Safety – Lost time incident rate (LTIR) (number per 100 full time equivalent employees)		0.62	**0.75**	N/A	**0.30**	N/A	**0.53**
Percentage of women in management positions (senior manager level and above) (%)[(G)]	45% by 2030	41.4	**42.6**	37.4	**37.2**	40.1	**41.2**
Percentage of women in total workforce (%)	30% by 2030	27.4	**27.8**	20.5	**21.9**	24.3	**25.2**
Communities	**Target**						
Total number of volunteering hours (number of hours)[(H)]		38,300	**34,600**	3,500	**7,100**	41,800	**41,700**
Total community investment contribution (millions of €)		12.9	**12.7**	2.1	**3.0**	15.0	**15.7**
Number of people supported in skills development (cumulative number since base year 2023)[(H)]	500,00 by 2030	N/A	**N/A**	N/A	**N/A**	N/A	**146,100**
Drinks[(F)]	**Target**						
Percentage of volume sold which is low or no calorie (%)		49.9	**52.0**	N/A	**38.8**	N/A	**47.6**

(A) The following Scope 3 categories are not included in our current SBTi target boundary: category 1: purchased goods and services (additional purchased goods and services, that are not included above), category 2: capital goods, category 15: investments (including investments in joint venture recycling facilities and CCEP Ventures investments). All other Scope 3 categories (9, 10 and 14) are not currently applicable to CCEP.
(B) Market based approach only.
(C) This metric has not been restated for 2024. In 2025, back-cast data for prior years was calculated via Eunomia, and was used in the re-baselining of our GHG emissions.
(D) As defined by WRI-Aqueduct 4.0.
(E) As defined by TCCC Facility Water Vulnerability Assessment (FAWVA) process.
(F) The data for the Philippines was integrated in 2025, no data available for 2024.
(G) Excludes Fiji and Samoa, as aligned role grades are not available for 2024 reporting.
(H) We aim to be accurate in our reporting and continue to enhance the way we capture our community data. Figures have been rounded to the nearest 100.

2025 Sustainability key performance data summary continued

These table relates metrics associated with our previous This is Forward targets which excluded the Philippines.

Metric		Europe		APS excluding the Philippines		Group excluding the Philippines
		2024	2025	2024	2025	2025
Safety	**Target**					
Safety – Total incident rate (TIR) (number per 100 full time equivalent employees)		0.79	**0.88**	0.93	**1.10**	**0.95**
Safety – Lost time incident rate (LTIR) (number per 100 full time equivalent employees)		0.62	**0.75**	0.62	**0.56**	**0.69**
Drinks	**Target**					
Europe: Reduction in average sugar per litre in soft drinks(A)(B) portfolio since 2019 (%)		6.8	**10.2**	N/A	**N/A**	**N/A**
New Zealand: Reduction in average sugar per litre in NARTD(A)(C) portfolio since 2015 (%)		N/A	**N/A**	17.1	**20.7**	**N/A**
Australia: Reduction in average sugar per litre in NARTD(A)(C) portfolio since 2015 (%)		N/A	**N/A**	15.1	**16.5**	**N/A**
Indonesia: Reduction in average sugar per litre in NARTD(A)(C) portfolio since 2015 (%)		N/A	**N/A**	38.9	**39.4**	**N/A**
Percentage of volume sold which is low or no calorie (%)		49.9	**52.0**	49.7	**51.2**	**51.9**

Note: For a full list of CCEP's headline sustainability commitments as part of our This is Forward sustainability action plan, please refer to "This is Forward - our sustainability action plan" on page 26 of the 2025 Integrated Report.
For details on our approach to reporting and methodology see our 2025 Sustainability reporting methodology document on cocacolaep.com/sustainability/download-centre.
Throughout the document N/A indicates non-applicable.
(A) Volumes are based on ready to drink (RTD) litre sales to CCEP customers and reflect changes for new product launches, cessation of products as they occur based on sales timings. Reformulations are captured on a half-yearly basis given high number of beverage formulas across Europe. Reformulations made in the first half of the year are reflected in the current reporting period calculation. Second half reformulations are reflected in the next reporting period. Please note the data source and methodology on when to apply recipe changes differ from the calculation of the GHG emissions of our ingredients.
(B) Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include water or juice.
(C) Non-alcoholic ready to drink (NARTD), including dairy. Does not include coffee, alcohol, beer or Freestyle.

Climate

GHG emissions[A][B]

Total carbon footprint - 2025 (GRI 305-1 / GRI 305-2 / GRI 305-3 / GRI 305-6 / GRI 305-7)

Scope	Carbon dioxide (CO_2) (tonnes CO_2e)	Nitrous oxide (N_2O) (tonnes CO_2e)	Methane (CH4) (tonnes CO_2e)	Hydrofluoro carbons (HFC) (tonnes CO_2e)	% of footprint	Total (tonnes CO_2e)
1. Direct emissions (e.g. fuel used in manufacturing, own vehicle fleet, as well as process and fugitive emissions)	320,843	1,503	277	6,348	**4.8**	**328,971**
2a. Indirect emissions – market based approach[C] (e.g. electricity)	142,832	344	786	0	**2.1**	**143,961**
2b. Indirect emissions – location based approach[C] (e.g. electricity)	489,233	1,338	2,842	0	**N/A**	**493,414**
3. Third party emissions, including those related to our ingredients, packaging, cold drink equipment, third party transportation and distribution, waste in our operations and business travel	6,353,168	27,019	19,356	2,882	**93.1**	**6,402,425**
Total GHG emissions Scope 1, 2 and 3 (Full value chain)[D]	**6,816,843**	**28,866**	**20,419**	**9,230**		**6,875,358**

Our operational carbon footprint[D][E] (GRI 305-1 / GRI 305-2 / GRI 305-3)

Scope 1	2019 (tonnes CO_2e)	2023 (tonnes CO2e)	2024 (tonnes CO_2e)	**2025 (tonnes CO_2e)**
Operations and commercial sites	305,491	262,308	262,426	**247,804**
CCEP fleet	119,256	97,858	92,053	**81,167**
Total Scope 1	**424,747**	**360,166**	**354,479**	**328,971**
Scope 2				
Operations and commercial sites	387,659	353,266	347,567	**143,961**
Total Scope 2	**387,659**	**353,266**	**347,567**	**143,961**
Scope 3				
Ingredients	2,014,224	2,014,703	2,018,077	**1,966,762**
Packaging	2,924,894	2,783,066	2,687,477	**2,581,794**
Operations and commercial sites	296,629	283,175	288,071	**269,591**
Transportation	641,429	606,172	594,456	**608,929**
Cold drink equipment	1,658,799	1,037,802	964,477	**852,128**
Other[F]	131,535	130,452	143,245	**123,222**
Total Scope 3	**7,667,510**	**6,855,370**	**6,695,802**	**6,402,425**
Total GHG emissions Scope 1, 2 and 3 (full value chain)[D]	**8,479,917**	**7,568,802**	**7,397,848**	**6,875,358**

Climate continued

Total value chain carbon footprint[E]

Percentage	2025 %
Ingredients	**28.6**
Packaging	**37.6**
Operations	**9.6**
Transportation	**10.0**
Cold drink equipment	**12.4**
Other[F]	**1.8**

GHG emissions intensity ratio[D][E] (GRI 305-4)

Metric tonnes CO_2e by emission source	2019	2023	2024	2025
GHG Scope 1 and 2 emissions per litre of product produced (gCO_2e/litre)	42.5	36.1	34.7	**23.6**
GHG Scope 1 and 2 emissions per Euro of revenue (gCO_2e/Euro)[G]	19.8	23.6	34.4	**22.6**
GHG Scope 1, 2 and 3 (full value chain)[D] emissions per litre of product sold (gCO_2e/litre)	392.5	339.5	329.1	**306.2**

GHG emission reductions (absolute and normalised)[D] (GRI 305-5)

Metric tonnes CO_2e by emission source	2025
Absolute reduction in total value chain[D] GHG emissions (Scope 1, 2, 3) since 2019 (% change)	**18.9**
Relative reduction in total value chain[D] GHG emissions (Scope 1, 2, 3) since 2019 (% change in tonnes gCO_2e/litre)	**22.0**

Climate continued

Energy and renewable energy

Energy consumption within the organisation from non-renewable sources[E] (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019		2025	
	MWh	GJ	MWh	GJ
Light fuel oil/site diesel	173,900	626,040	**200,598**	**722,153**
Natural gas	741,044	2,667,757	**553,312**	**1,991,924**
Propane and liquefied natural gas	129,830	467,386	**87,297**	**314,271**
Other (site petrol and compressed natural gas)	48	171	**0**	**0**
Heavy fuel oil	28,362	102,105	**0**	**0**
Non-renewable heat and steam	13,246	47,687	**13,083**	**47,097**
Non-renewable fuel consumption (stationary)	**1,086,430**	**3,911,146**	**854,290**	**3,075,445**
Diesel (CCEP fleet)	393,518	1,416,664	**245,925**	**885,330**
Petrol (CCEP fleet)	86,541	311,547	**96,217**	**346,380**
Non-renewable fuel consumption (mobile)	**480,059**	**1,728,211**	**342,142**	**1,231,711**
Total non-renewable fuel consumption	**1,566,488**	**5,639,358**	**1,196,432**	**4,307,156**
Purchased electricity from non-renewable sources	541,655	1,949,958	**189,625**	**682,650**
Non-renewable electricity consumption	**541,655**	**1,949,958**	**189,625**	**682,650**
Total energy consumption within the organisation from non-renewable sources	**2,108,143**	**7,589,316**	**1,386,057**	**4,989,805**

Energy consumption within the organisation from renewable sources[E] (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

	2019 MWh	2019 GJ	2025 MWh	2025 GJ
Geothermal, ground source heat and anaerobic biogas heating	8,615	31,014	**3,358**	**12,089**
Purchased heat and steam	14,965	53,875	**14,926**	**53,732**
Renewable heat and steam	**23,580**	**84,889**	**18,284**	**65,822**
Biomass (wood and rice husk)	9,174	33,028	**5,851**	**21,063**
Site biodiesel	0	0	**5,465**	**19,673**
Renewable fuel consumption (Stationary)	**9,174**	**33,028**	**11,316**	**40,736**
Biodiesel (CCEP fleet)	300	1,080	**0**	**0**
Renewable fuel consumption (Mobile)	**300**	**1,080**	**0**	**0**
Total renewable fuel consumption	**9,474**	**34,108**	**11,316**	**40,736**
Electricity solar	2,172	7,818	**23,900**	**86,040**
Renewable generation from biogas	0	0	**170**	**612**
Renewable self-generated electricity	**2,172**	**7,818**	**24,070**	**86,652**
Purchased renewable electricity	**635,662**	**2,288,381**	**976,065**	**3,513,834**
Electricity consumption from renewable sources	**637,834**	**2,296,199**	**1,000,135**	**3,600,485**
Total energy consumption within the organisation from renewable sources	**670,888**	**2,415,197**	**1,029,734**	**3,707,043**
Total energy consumption within the organisation (renewable and non-renewable sources)	**2,779,031**	**10,004,512**	**2,415,791**	**8,696,848**

Climate continued

Summary of energy consumption within the organisation(E) (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019 MWh	2019 GJ	2025 MWh	2025 GJ
Non-renewable fuel consumption	1,566,488	5,639,358	**1,196,432**	**4,307,156**
Non-renewable electricity consumption	541,655	1,949,958	**189,625**	**682,650**
Total energy consumption within the organisation from non-renewable sources	**2,108,143**	**7,589,316**	**1,386,057**	**4,989,805**
Renewable heat and steam	23,580	84,889	**18,284**	**65,822**
Renewable fuel consumption	9,474	34,108	**11,316**	**40,736**
Renewable electricity consumption	637,834	2,296,199	**1,000,135**	**3,600,485**
Total energy consumption within the organisation from renewable sources	**670,888**	**2,415,197**	**1,029,734**	**3,707,043**
Total energy consumption within the organisation (renewable and non-renewable sources)	**2,779,031**	**10,004,512**	**2,415,791**	**8,696,848**
Total electricity consumption within the organisation (renewable and non-renewable sources)	**1,179,489**	**4,246,157**	**1,189,760**	**4,283,135**

Energy consumption outside the organisation (Scope 3)(E) (GRI 302-2)

	2019 MWh	2019 GJ	2025 MWh	2025 GJ
Diesel (third party road fleet)	1,776,237	6,394,453	**1,674,617**	**6,028,621**
HVO100 (third party road fleet)	6,256	22,523	**60,293**	**217,054**
Biodiesel100 (third party road fleet)	0	0	**0**	**1**
Liquefied natural gas (third party road fleet)	0	0	**12,312**	**44,324**
Compressed natural gas (third party road fleet)	50	181	**11,308**	**40,709**
Electricity (third party road fleet)	N/A	N/A	**1,074**	**3,866**
Energy (fuel) consumption from third party fleet(H)	**1,782,544**	**6,417,157**	**1,759,604**	**6,334,576**
Electricity use in cold drink equipment	**3,123,533**	**11,244,720**	**1,931,031**	**6,951,712**
Total energy consumption outside the organisation	**4,906,077**	**17,661,877**	**3,690,635**	**13,286,288**

Energy use ratio (GRI 302-3)

	2019	2025
Energy use in manufacturing (GJ)	7,479,525	**7,030,975**
Manufacturing energy consumed (MJ per litre of product produced)	0.39	**0.35**

Note: Any differences between totals and sums of components are due to rounding. Throughout the document N/A indicates non-applicable.
(A) Under the WRI/WBCSD GHG Protocol, we measure our emissions in three Scopes, except CO_2e from biologically sequestered carbon, which is reported separately.
(B) We do not have PFCs or SF6 emissions.
(C) Includes on and off site solar, geothermal, biomass, and combined heat and power (CHP) generation.
(D) Calculated using the Scope 2 market based approach.
(E) In line with the WRI/WBCSD GHG Protocol, our baseline figures for 2019 and prior years 2020-2024 have been restated to include updated emissions factors and more accurate data. Calculated based upon the Scope 1, 2 and 3 emissions from each area. See our methodology document on cocacolaep.com/sustainability/download-centre.
(F) Other includes employee commuting, and IT and marketing spend.
(G) Data for Group 2019 only includes Europe (this was prior to the acquisition of Coca-Cola Amatil Limited (CCL)), and for Group 2023 excludes the Philippines (this was prior to the acquisition of CCBPI).
(H) Relates to road fleet only, does not include rail transportation.

Packaging

Materials

Materials used by weight (GRI 301-1)(SASB FB-NB-410a.1)

	Europe		APS		Group	
	2025	2025	2025	2025	2025	2025
	Metric tonnes	Packaging footprint %	Metric tonnes	Packaging footprint %	Metric tonnes	Packaging footprint %
Primary packaging						
PET (Virgin, recycled PET (rPET))	**189,560**	**30.5**	**146,195**	**40.7**	**335,755**	**34.2**
Glass	**126,907**	**20.4**	**70,308**	**19.6**	**197,215**	**20.1**
Steel	**6,696**	**1.1**	**5,479**	**1.5**	**12,175**	**1.2**
Aluminium	**169,040**	**27.2**	**40,743**	**11.3**	**209,783**	**21.4**
Carton	**764**	**0.1**	**1,294**	**0.4**	**2,059**	**0.2**
Pouches / Multifilm	**1,281**	**0.2**	**708**	**0.2**	**1,988**	**0.2**
LDPE	**32**	**0.0**	**227**	**0.1**	**259**	**0.0**
HDPE	**14,591**	**2.3**	**18,676**	**5.2**	**33,267**	**3.4**
PP	**6,120**	**1.0**	**3,127**	**0.9**	**9,247**	**0.9**
Paper	**2,898**	**0.5**	**147**	**0.0**	**3,045**	**0.3**
Secondary packaging						
LDPE	**24,236**	**3.9**	**11,307**	**3.1**	**35,543**	**3.6**
HDPE	**13,360**	**2.1**	**9,475**	**2.6**	**22,835**	**2.3**
Cardboard	**59,858**	**9.6**	**49,468**	**13.8**	**109,326**	**11.1**
PP	**53**	**0.0**	**0**	**0.0**	**53**	**0.0**
Tertiary packaging						
LDPE	**6,313**	**1.0**	**2,442**	**0.7**	**8,755**	**0.9**
Total packaging weight	**621,709**		**359,595**		**981,305**	
Total non-recycled content packaging weight	**271,755**	**43.7**	**230,007**	**64.0**	**501,761**	**51.1**
Total recycled content packaging material weight	**349,955**	**56.3**	**129,589**	**36.0**	**479,543**	**48.9**

Recycled input materials used (GRI 301-2)

	Europe			APS			Group	
	2023	2024	2025	2023	2024	2025	2024	2025
PET that is rPET (%)	59.3	63.2	**64.5**	26.7	23.0	**22.5**	46.0	**45.9**
Aluminium that is recycled aluminium (%)[(A)]	60.9	66.5	**72.2**	67.7	71.3	**73.6**	67.4	**72.5**
Glass that is recycled glass (%)[(A)]	45.6	52.1	**51.0**	49.9	47.0	**46.8**	50.2	**49.5**

Packaging continued

Number of packages introduced into the marketplace[B]

	Europe		APS		Group	
	2025 Number (millions)	**2025 %**	**2025 Number (millions)**	**2025 %**	**2025 Number (millions)**	**2025 %**
PET	**6,830**	**24.5**	**7,105**	**44.5**	**13,935**	**31.8**
Refillable PET	**940**	**3.4**	**0**	**0.0**	**940**	**2.1**
Glass	**445**	**1.6**	**75**	**0.5**	**520**	**1.2**
Refillable glass	**2,989**	**10.7**	**3,635**	**22.8**	**6,624**	**15.1**
Aluminium can	**13,906**	**49.9**	**3,212**	**20.1**	**17,119**	**39.1**
Steel	**0**	**0.0**	**0**	**0.0**	**0**	**0.0**
Pouch	**1**	**0.0**	**0**	**0.0**	**1**	**0.0**
Carton	**51**	**0.2**	**187**	**1.2**	**238**	**0.5**
Other	**143**	**0.5**	**320**	**2.0**	**463**	**1.1**
Dispensed (including Freestyle and fountain)[C]	**2,545**	**9.1**	**1,441**	**9.0**	**3,986**	**9.1**
Total packaging units introduced	**27,850**	**100**	**15,975**	**100**	**43,824**	**100**
Total refillable bottles (PET and glass)	**3,929**	**14.1**	**3,635**	**22.8**	**7,563**	**17.3**
Percentage of PET packaging that is refillable PET		**12.1**		**0.0**		**6.3**
Percentage of glass packaging that is refillable glass		**87.1**		**98.0**		**92.7**

Collection

Reclaimed products (GRI 301-3)

	Europe	APS	Group
	2025	**2025**	**2025**
Primary packaging collected for recycling as a percentage of total primary packaging (%, based on individual units)	**75.9**	**75.3**	**75.7**

	Europe	APS	Group
	2025	**2025**	**2025**
Percentage of all primary packaging that is recyclable (%, based on unit case[D])(SASB FB-NB-410a.1)	**100.0**	**99.6**	**99.8**

	Europe			APS			Group
	2023	2024	**2025**	2023	2024	**2025**	**2025**
Packaging use ratio[E]	42.7	42.3	**42.4**	49.1	48.7	**47.0**	**44.0**

Packaging continued

Waste

Waste generated by composition of waste (GRI 306-3) and disposal type (GRI 306-4 - GRI 306-5)

	2023		2024[F]		**2025**	
	Metric tonnes	% of total waste	metric tonnes	% of total waste	**Metric tonnes**	**% of total waste**
Recycled	161,703	89.5	181,052	90.0	**180,016**	**89.3**
Composting	5,482	3.0	5,932	2.9	**5,461**	**2.7**
Incineration	187	0.1	209	0.1	**455**	**0.2**
Waste to energy recovery	4,789	2.6	4,762	2.4	**5,207**	**2.6**
Landfill	8,602	4.8	9,314	4.6	**10,390**	**5.2**
Total waste produced at CCEP manufacturing operations	**180,763**		**201,269**		**201,529**	
Total hazardous waste	**420**	**0.2**	**501**	**0.2**	**1,620**	**0.8**
Total non-hazardous waste	**180,344**	**99.8**	**200,768**	**99.8**	**199,909**	**99.2**

Note: Any differences between totals and sums of components are due to rounding. Throughout the document N/A indicates non-applicable.
(A) Based upon supplier-provided data.
(B) Our packaging footprint includes the breakdown of the number of packages we introduce into the marketplace. This is based on individual units of packaging sold.
(C) Based on 500ml servings.
(D) A unit case equals approximately 5.678 litres or 24 eight ounce servings, a typical volume measure used in our industry.
(E) Packaging use ratio: calculated based upon total packaging weight (including trippage for refillable packaging) divided by the total litres sold. This excludes litres for products with no specifications (e.g. coffee bags and sachets), representing 0.61% of total RTD litres sales volume. Packaging includes all primary packaging (bottles and closures, cans, beverage cartons and pouches), secondary packaging (e.g. cardboard trays and LDPE wrap for cases), and tertiary packaging (LPDE pallet wrap).
(F) FY24 data was updated to reflect more accurate data.

Water and nature

Water stewardship

Total water withdrawal from all areas (GRI 303-3 / GRI 303-5)(SASB FB-NB-140a.1)

By source	2023 Volume (1,000m³)	2023 %	2024 Volume (1,000m³)	2024 %	**2025 Volume (1,000m³)**	**2025 %**
Municipal	20,736	59.2	21,079	57.4	**20,762**	**57.5**
Borehole	13,489	38.5	14,925	40.6	**14,478**	**40.1**
Rainwater	818	2.3	735	2.0	**855**	**2.4**
Total water withdrawn	**35,042**		**36,740**		**36,095**	
Total production volume	**19,779**		**20,205**		**20,037**	

Total water withdrawal from areas of water stress[A] (GRI 303-3 / GRI 303-5)(SASB FB-NB-140a.1)

By source	2023 Volume (1,000m³)	2023 %	2024 Volume (1,000m³)	2024 %	**2025 Volume (1,000m³)**	**2025 %**
Municipal	10,227	72.8	9,984	69.9	**9,845**	**71.9**
Borehole	3,409	24.3	3,949	27.7	**3,461**	**25.3**
Rainwater	404	2.9	345	2.4	**389**	**2.8**
Total water withdrawn in areas of water stress[A]	**14,040**		**14,278**		**13,695**	
Total production volume in areas of water stress[A]	**8,619**		**8,460**		**8,250**	

Water use ratio (GRI GRI 303-5)

	2023	2024	**2025**
Litres of water used/litre of finished product produced	1.74	1.76	**1.76**

Total wastewater discharge from all areas (GRI 303-4)

By source	2023[A] Volume (1,000m³)	2024[A] Volume (1,000m³)	**2025 Volume (1,000m³)**
Discharged for off site treatment by municipal water treatment facility	5,772	5,710	**5,628**
Treated on site and discharged for off site treatment by municipal water treatment facility	2,274	2,370	**2,400**
Treated on site and discharged to surface water	5,134	6,089	**5,614**
Total wastewater discharged	**13,180**	**14,170**	**13,642**

Water and nature continued

Total wastewater discharge from areas of water stress[A] (GRI 303-4)

By source	2023[B] Volume (1,000m³)	2024[B] Volume (1,000m³)	**2025 Volume (1,000m³)**
Discharged for off site treatment by municipal water treatment facility	2,605	2,368	**2,281**
Treated on site and discharged for off site treatment by municipal water treatment facility	1,207	1,275	**1,232**
Treated on site and discharged to surface water	1,370	1,932	**1,613**
Total wastewater discharged from areas of water stress[A]	**5,183**	**5,575**	**5,125**

Number of facilities in areas of water stress[A]

	Europe			APS		
	2023	2024	**2025**	2023	2024	**2025**
Number of production facilities located in baseline water stress[A]	21	20	**20**	5	11	**11**

Supplier compliance

	Europe		APS		Group
	2024	**2025**	2024	**2025**	**2025**
Spend with suppliers covered by our Supplier Guiding Principles (%)	98.8	**99.0**	98.1	**98.2**	**98.8**
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	99.9	**100.0**	46.9	**68.6**	**87.8**
Percentage of pulp and paper sourced through suppliers in compliance with our PSA and FSC or PEFC-certified (%)	99.9	**100.0**	94.7	**96.4**	**98.6**
Percentage of spend with suppliers based in our countries of operation (GRI 204-1)[C]	83.4	**85.7**	85.4	**86.0**	**85.8**

Water and nature continued

Water replenishment

Volume of water replenished

	2023	2024	**2025**
	Volume (1,000m³)	Volume (1,000m³)	**Volume (1,000m³)**
Belgium	415	497	**681**
France	7,334	8,231	**8,739**
Germany	45	45	**8**
Great Britain	3,189	3,622	**3,622**
Spain	4,896	5,427	**4,644**
Portugal	200	200	**200**
The Netherlands	110	138	**278**
Europe: total volume replenished	**16,189**	**18,160**	**18,172**
Europe: Water replenished as percentage of total sales volumes (%)	107.9	123.1	**123.8**
Australia	0	0	**0**
Indonesia	2,150	2,553	**2,219**
The Philippines	N/A	3,973	**3,227**
Papua New Guinea	0	3	**3**
APS: total volume replenished	**2,150**	**6,528**	**5,449**
APS: water replenished as percentage of total sales volumes (%)	60.1	84.5	**70.1**
Group: total volume replenished	**18,339**	**24,688**	**23,621**
Group: water replenished as percentage of total sales volumes (%)	98.7	109.8	**105.2**

Water and nature continued

Water replenishment at high risk locations[D][E]

Volume of water replenished at high risk locations

	2025 Number of high risk location (number)	2025 Volume (1,000m³)
Belgium	2	638
France	2	508
Great Britain	2	1,142
Spain	3	1,821
The Netherlands	1	278
Europe: total volume replenished at high risk locations		4,386
Europe: water replenished as percentage of total water used at high risk locations (%)		46.3
Europe: total high risk locations (number)	10	
Australia	2	0
Indonesia	3	772
The Philippines	3	1,727
APS: total volume replenished at high risk locations		2,499
APS: water replenished as percentage of total water used at high risk locations (%)		88.4
APS: total high risk locations (number)	8	
Group: total volume replenished at high risk locations		6,885
Group: water replenished as percentage of total water used at high risk locations (%)		56.0
Total: total high risk locations (number)	18	

Note: Any differences between totals and sums of components are due to rounding. Throughout the document N/A indicates non-applicable.
(A) As defined by WRI-Aqueduct 4.0.
(B) Data for FY24 and FY23 restated to reflect more accurate calculation of wastewater at one of our Philippines sites.
(C) Our practice is to source locally, provided that goods and services are available to meet our requirements and quality standards in an economically viable way. Calculated as weighted average of total procurement spend from 'in-country' suppliers.
(D) New metric in 2025 related to This is Forward.
(E) As defined by TCCC Facility Water Vulnerability Assessment (FAWVA) process.

Own workforce

Employees by region, by gender and by employment contract type (GRI 2.7)

	Total	Gender				Age Group					
	Total	Male		Female		<20-29		30-50		>50	
	Number	Number	%	Number	%	Number	%	Number	%	Number	%
Group											
Total employees[A]	39,163	29,282	74.8	9,881	25.2	5,504	14.1	22,602	57.7	11,057	28.2
Permanent	37,003	27,778	75.1	9,225	24.9						
Temporary	2,160	1,504	69.6	656	30.4						
Full-time	37,591	28,530	75.9	9,061	24.1						
Part-time	1,572	752	47.8	820	52.2						
Europe											
Total employees	21,883	15,793	72.2	6,090	27.8	3,147	14.4	11,549	52.8	7,187	32.8
Permanent	20,249	14,675	72.5	5,574	27.5						
Temporary	1,634	1,118	68.4	516	31.6						
Full-time	20,615	15,180	73.6	5,435	26.4						
Part-time	1,268	613	48.3	655	51.7						
APS											
Total employees	17,280	13,489	78.1	3,791	21.9	2,357	13.6	11,053	64.0	3,870	22.4
Permanent	16,754	13,103	78.2	3,651	21.8						
Temporary	526	386	73.4	140	26.6						
Full-time	16,976	13,350	78.6	3,626	21.4						
Part-time	304	139	45.7	165	54.3						

Parental leave[B] (GRI 401-3)

	Total		Male		Female	
	Number	%	Number	%	Number	%
Employees taking parental leave	1,210	N/A	544	N/A	666	N/A
Employees returning to work after parental leave	1,203	99.4	542	99.6	661	99.2
Employees that returned to work after parental leave that were still employed 12 months after their return to work	1,148	N/A	520	N/A	628	N/A
Retention rate of employees that took parental leave	N/A	94.9	N/A	95.6	N/A	94.3

Own workforce continued

Employees covered by collective bargaining agreements (GRI 2-30)

	Total %
Group	72.8
Europe	88.4
APS	55.8

	Total		Gender				Age Group					
			Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
New employee hires (GRI 401-1)[(C)]												
Group	5,674	14.5	3,829	67.5	1,845	32.5	2,574	45.4	2,756	48.6	344	6.1
Europe	3,467	15.8	2,227	64.2	1,240	35.8	1,624	46.8	1,613	46.5	230	6.6
APS	2,207	12.8	1,602	72.6	605	27.4	950	43.0	1,143	51.8	114	5.2
Employee turnover (GRI 401-1)[(C)]												
Group	7,372	18.0	5,390	73.1	1,982	26.9	1,920	26.0	3,819	51.8	1,633	22.2
Europe	4,139	17.9	2,772	67.0	1,367	33.0	1,217	29.4	1,864	45.0	1,058	25.6
APS	3,233	18.1	2,618	81.0	615	19.0	703	21.7	1,955	60.5	575	17.8
Voluntary employee turnover (GRI 401-1)[(C)]												
Group	2,230	5.4	1,515	67.9	715	32.1	661	29.6	1,146	51.4	423	19.0
Europe	970	4.2	661	68.1	309	31.9	262	27.0	482	49.7	226	23.3
APS	1,260	7.0	854	67.8	406	32.2	399	31.7	664	52.7	197	15.6

Average hours of training per year per employee[(D)] (GRI 404-1)	Total Number	Male	Female
Group			
Senior manager and above	14	15	14
Non-management	9	10	10
Europe			
Senior manager and above	18	17	18
Non-management	12	12	13
APS[(E)]			
Senior manager and above	4	4	4
Non-management	2	4	3

Own workforce continued

Average amount spent on training per employee (GRI 404-1)

	Total
	Euro
Group	817
Europe	912
APS[(D)(E)]	559

Percentage of employees receiving regular performance and career development reviews (GRI 404-3)

	Total
	%
Group	
Senior manager and above	91.7
Non-management	48.8
Europe	
Senior manager and above	92.5
Non-management	54.8
APS[(F)]	
Senior manager and above	89.7
Non-management	41.9

Own workforce continued

Diversity of governance bodies and employees (GRI 405-1)

	Gender				Age Group					
	Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%
Group[A]										
Leadership Team	10	66.7	5	33.3	0	0	2	13.3	13	86.7
Senior Manager and Above	2,226	58.7	1,563	41.3	70	1.8	2,513	66.3	1,206	31.8
Non-Management	27,046	76.5	8,313	23.5	5,434	15.4	20,087	56.8	9,838	27.8

Ratio of basic salary and remuneration of women to men[G] (GRI 405-2)

	2025
	Male : Female
Group	
Executive level	1.07 : 1
Management level (Excl. Executive level)	1.06 : 1
Non-management	1.10 : 1
Europe	
Executive level	1.03 : 1
Management level (Excl. Executive level)	1.07 : 1
Non-management	1.20 : 1
APS	
Executive level	1.13 : 1
Management level (Excl. Executive level)	1.02 : 1
Non-management[H]	N/A

Note: Throughout the document N/A indicates non-applicable.
(A) CCEP full-time, part-time and temporary corporate employees. Full time equivalent employees as at 31 December 2025.
(B) Includes all our countries in Europe. For APS this excludes the Philippines, Samoa and Vanuatu.
(C) Percentage of new hire and employee turnover by gender and age calculated over total population of new hire/employee turnover/voluntary employee turnover.
(D) Leadership training hours are not fully captured within our learning measurement control system. Therefore this information is unavailable/incomplete.
(E) Excludes the Philippines
(F) Excludes Samoa and Vanuatu
(G) The country male/female pay ratios calculated for the purposes of this document differ in calculation methodology to those that may be required by law within each country. For the purposes of this document, country pay ratios were calculated based upon base pay, on an FTE basis, excluding contract types such as apprenticeships and internships. Management level includes ELT, Vice Presidents, Directors, Associate Directors and Senior Manager levels. Where disclosed, Executive level includes ELT and Vice Presidents.
(H) Not reported due to geographical mix within APS resulting in a skewed ratio.

Own workforce continued

Employee work-related injuries (GRI 403-9)

	LTIR[A]			TIR[B]			Fatalities		
	2023[C]	2024[C]	**2025**	2023[C]	2024[C]	**2025**	2023[C]	2024	**2025**
Group	0.60	0.62	**0.53**	0.84	0.84	**0.77**	0	0	**0**
Europe	0.72	0.62	**0.75**	0.93	0.79	**0.88**	0	0	**0**
APS	0.41	0.62	**0.30**	0.69	0.93	**0.66**	0	0	**0**

Contractor work-related injuries (GRI 403-9)

	LTI[D]	Fatalities
	2025	**2025**
Group	**15**	**1**
Europe	**11**	**0**
APS	**4**	**1**

Percentage of production facilities certified to the safety standard OHSAS ISO45001

Group	100
Europe	100
APS	100

(A) Lost-time incident rate (LTIR) is the number of lost-time incidents per 100 full-time equivalent employees. A lost time incident is a reported work related injury or illness that results in one or more lost days. It is defined as an incident connected with work which makes an individual unfit to return to carry out a range of their normal duties for the next scheduled day or shift. The scope relates to all CCEP manufacturing and distribution/warehouse facilities.
(B) Total incident rate (TIR) is the number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment.
(C) Excludes employees in the Philippines.
(D) We track contractors' lost time incidents, but we cannot calculate their lost time incident rate as we do not have visibility into their work hours, only their hours spent on site.

For details on our approach to reporting and methodology please see our 2025 methodology document on cocacolaep.com/sustainability/download-centre.

Own workforce continued

Code of Conduct violations by type (GRI 205)

	Group	
	Number	%[(A)]
Anti-money laundering/financing of terrorism	1	0.2
Ask a question	2	0.4
Avoiding conflicts of interest	22	4.8
Creating an inclusive and respectful workplace	166	36.1
Dealing fairly with customers, business partners and suppliers	15	3.3
Delivering high quality products	6	1.3
Engaging in appropriate share dealing	1	0.2
Environmental sustainability	4	0.9
Getting involved in political activities	3	0.7
Integrity of our financial records	3	0.7
Integrity with our business records[(B)]	74	16.1
Other concerns – financial	3	0.7
Other concerns – non-financial	10	2.2
Practising fair competition	1	0.2
Preventing bribery and corruption	5	1.1
Protecting human rights	1	0.2
Protecting information	3	0.7
Responsible communications	0	0
Respecting global and local laws and customs	9	2.0
Using company assets responsibly – financial	6	1.3
Using company assets responsibly – non-financial	76	16.5
Working in a safe and healthy environment	49	10.7
Grand total	**460**	**100**
Number of employees resigned or dismissed	**150**	N/A
Number of disciplined employees still employed[(C)]	**137**	N/A

(A) % versus overall reports.
(B) Business records include records such as payroll, timecards, travel and expense reports, job applications, quality reports, field sales measures, customer agreements, and inventory and sales reports.
(C) Some cases involve more than one employee.

Communities

Community investment (GRI 203-02)

Type of investment	2024 Contribution €	2024 % of total	2025 Contribution €	2025 % of total
Cash contribution	9,573,971	63.7	**10,248,928**	**65.1**
In kind contribution	3,308,824	22.0	**3,384,860**	**21.5**
Total volunteer time	1,332,351	8.9	**1,379,967**	**8.8**
Total management costs (cash and time)	808,203	5.4	**731,119**	**4.6**
Total contribution	**15,023,348**		**15,744,875**	
% of comparable profit before tax	0.78		**0.61**	

Total volunteer hours (GRI 203-02)

	2024	2025
Total number of hours volunteered by CCEP employees	41,800	**41,700**

Number of people supported in skills development (cumulative number since base year 2023)[A]

	2024	2025
Total number of people supported in skills development	51,900	**146,100**

(A) We aim to be accurate in our reporting and continue to enhance the way we capture the total value of our community contribution. Figures quoted have been rounded to the nearest 100.

Drinks

Portfolio (SASB FB-NB-260a.1)

	Europe		APS		Group
	2024	**2025**	2024	**2025**	**2025**
Europe: Reduction in average sugar per litre in soft drinks(A)(B) portfolio since 2019 (%)	6.8	**10.2**	N/A	**N/A**	**N/A**
Europe: Reduction in average sugar per litre in soft drinks(A)(B) portfolio since 2015 (%)	18.9	**21.9**	N/A	**N/A**	**N/A**
New Zealand: Reduction in average sugar per litre in NARTD(A)(C) portfolio since 2015 (%)	N/A	**N/A**	17.1	**20.7**	**N/A**
Australia: Reduction in average sugar per litre in NARTD(A)(C) portfolio since 2015 (%)	N/A	**N/A**	15.1	**16.5**	**N/A**
Indonesia: Reduction in average sugar per litre in NARTD(A)(C) portfolio since 2015 (%)	N/A	**N/A**	38.9	**39.4**	**N/A**
Percentage of our volume sold which is low or no sugar (%)(D)	49.9	**52.0**	49.7	**38.8**	**47.6**
Number of organic products in our portfolio (number)	11	**3**	N/A	**N/A**	**N/A**
Percentage of our volume sold that is organic (%)	0.1	**0.1**	N/A	**N/A**	**N/A**
Percentage of our total sales including Fairtrade certified or Rainforest Alliance certified ingredients (%)	2.4	**3.1**	N/A	**N/A**	**N/A**
Percentage of total sparkling soft drinks volume sold in packs which are 250ml or less (%)(E)	4.7	**4.8**	N/A	**N/A**	**N/A**
Percentage of production facilities certified to the food safety standard FSSC 22000	N/A	**N/A**	N/A	**N/A**	**100**

Note: Throughout the document N/A indicates non-applicable.
(A) Volumes are based on ready to drink (RTD) litre sales to CCEP customers and reflect changes for new product launches, cessation of products as they occur based on sales timings. Reformulations are captured on a half-yearly basis given high number of beverage formulas across Europe. Reformulations made in the first half of the year are reflected in the current reporting period calculation. Second half reformulations are reflected in the next reporting period. Please note the data source and methodology on when to apply recipe changes differ from the calculation of the GHG emissions of our ingredients.
(B) Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include water or juice.
(C) Non-alcoholic ready to drink (NARTD), including dairy. Does not include coffee, alcohol, beer or Freestyle.
(D) Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml. Data for 2024 excludes the Philippines as data was not available. For APS this includes Australia, Indonesia and New Zealand only.
(E) Based upon CCEP sparkling soft drinks sales volume, at an SKU level.

For details on our approach to reporting and methodology please see our 2025 methodology document on cocacolaep.com/sustainability/download-centre.