



*Equatorial Coca-Cola
Bottling Company*

ESG Report 2023





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Letter from our Chairman

01

Chairman and CEO Message



Since we launched our ESG Impact Strategy 2030 in 2022 with the vision to create lasting value for our communities and investing in a better future for Africa, we have exceeded our targets every year. Today, my confidence in our future is stronger than ever. Our strategy is well-defined and centered on our people—our consumers and employees—and on developing sustainable solutions that strengthen our business against current and future challenges while protecting our planet.

Our dedication to ESG principles is a fundamental aspect of our business strategy. We emphasize three main areas: Environmental Sustainability, Social Responsibility, and Robust Governance. These pillars guide our actions, ensuring we operate with integrity and a clear sense of purpose.

Protecting our environment is at the core of our mission. Over the past year, we have made significant progress in reducing our environmental footprint. We have improved our water and energy management practices and enhanced our circular economy initiatives, while working on a decarbonation roadmap.

We believe in creating a positive social impact both within our organization and in the communities where we operate. Our commitment to our employees is reflected in our initiative to foster a diverse, inclusive, and equitable workplace. We continue to invest in programs that support the health, education, and well-being of our em-

ployees and their families. Additionally, our community outreach programs focus on empowering local communities through education, health services, and economic development.

One of the highlights of the year was the devastating earthquake that hit Al Haouz in Morocco, we acted quickly, giving immediate help and continued support to the affected communities. We are still involved in the area, committed to supporting long-term recovery and resilience projects.

Strong governance is essential to our success. We are dedicated to maintaining the highest standards of transparency, accountability, and ethical conduct. Our governance framework ensures that we are proactive in managing risks and seizing opportunities.

The accomplishments detailed in this report are a testament to the hard work and dedication of our entire team. While we are proud of our progress, we recognize that our journey towards sustainability is ongoing. We are committed to continuous improvement and innovation, always seeking new ways to enhance our impact.

In closing, I would like to extend my heartfelt thanks to all our stakeholders—our employees, customers, partners, and communities—for their unwavering support and trust. Together, we are building a sustainable and prosperous future.

Thank you for your continued partnership and confidence in ECCBC.

Alfonso Libano Daurella

Chairman of the Board of Directors

Letter from our Chief Executive



As we look back on our recent achievements, ECCBC has made significant progress while staying true to our ESG Impact Strategy. Even as we navigate the complexities of integrating new businesses, our commitment to sustainable practices remains strong.

To align with our strategic priorities and emphasize our focus on Sustainability, ECCBC has established the ESG Board Committee and the ESG Steering Committee. These initiatives highlight the importance of ESG in our organization and its role in driving our relevance and transformation.

Throughout 2023, ECCBC has integrated sustainability principles into our core business strategies and decision-making processes. The creation of the ESG Delivery Unit (DU) has been pivotal, with around 70 cross-functional members dedicated to implementing and advancing our ESG strategy across all functions and business units.

Moreover, the launch of the ESG Academy underscores our commitment to educating all ECCBC employees, from executives to operational staff, about ESG values. This learning initiative aims to align our global operations with our ESG goals through training and development programs.

This year, ECCBC has received

numerous awards in ESG practices, these include the Middle East & North Africa Stevie Awards, Communitas Awards, Ghana CSR Excellence Awards, and being a finalist for the World Sustainability Awards 2023.

Our collaborations with strategic partners, locally and internationally, have been instrumental, allowing us to amplify the impact of our efforts. Notably, our partnership with PowerAfrica, United Nations Industrial Development Organization (UNIDO) and multiple development institutions, as well as NGOs.

Looking ahead, our focus on sustainable innovation and strengthening community ties remains central to our strategy. We are committed to working with local suppliers and leveraging our local business model to enhance efficiency and community impact. These efforts are essential for setting industry benchmarks for a sustainable future.

I would like to thank our teams, partners, and stakeholders for their unwavering support and contributions to our achievements this year. As we anticipate future opportunities, I am confident that ECCBC will continue to adapt with integrity and agility, making a meaningful impact in the communities we serve.

Alfonso Bosch
Chief Executive Officer

02

Executive Summary

Executive summary

At Equatorial Coca-Cola Bottling Company (ECCBC), our dedication to Environmental, Social, and Governance (ESG) excellence remains unwavering as we navigate the complex landscape of sustainability challenges. In alignment with our core values, we prioritize the most pertinent ESG issues facing our company, stakeholders, and communities, recognizing their pivotal role in shaping our collective future.







Through close collaboration with esteemed partners, we continually evaluate and evolve our ESG priorities, ensuring they remain relevant and impactful. These priorities are seamlessly integrated into our business strategy and operational practices, serving as the bedrock upon which we build resilience and foster growth.



Our commitment to ESG excellence extends beyond rhetoric to tangible action. We have set ambitious ESG targets that reflect our dedication to measurable progress and accountability.

This report serves as a testament to our transparency and commitment to reporting on our journey towards achieving these targets up to December 31st, 2023.

Our ESG Goals

							
	Packaging	Water	Climate	Communities	Sourcing	People	
TARGETS 2030	Collect one bottle or can for each one we sell by 2030.	Improve water use efficiency by 20% by 2030: Water Use Ratio (WUR l/l).	Improve energy efficiency by 25% by 2030: Energy Use Ratio (EUR Mj/l).	Have a positive impact on the lives of 1 million people by 2030	Source 100% of our strategic materials and packagings from sustainable sources by 2030.	Reach 20% female presence across the company by 2030.	TARGETS 2030
	Use at least 50% recycled material in our packaging by 2030.	100% local replenishment of water used in our beverages by 2030.				More presence of young talent : average age reduced by 5 years	
LEVERS OF CHANGE	Redesign our packaging to reduce waste generation and recyclability.	Water optimization in our operations processes to reach 1,2L/L beverage.	Ensure use of Renewable Energy where feasible.	Provide education opportunities for women and youth.	Strategic suppliers sustainability assessment	Promote Diversity & Inclusion in the company	LEVERS OF CHANGE
	Implement Circular Economy practices in plastic bottles.	Facilitate access to safe and drinkable water to the communities	Reduce total energy consumed by our coolers by expanding solar and optimization.	Deliver health programs to improve welfare in areas in need.	Strategic suppliers CO₂ footprint action plan	Empower women and increase the female presence in the company	
	Support the creation of collection and recycling schemes in our territories.	Leverage our Wastewater Treatment Plants (WWTP) to recycle and reuse.	Incorporate electric and hybrid vehicles alternatives to our fleet.		Sourcing localisation of materials and packaging	Adapt the company recruitment and retirement policies and processes	
	Introduce rPET in our key markets.	Ensure availability of water from the watershed			Sustainable agriculture (sugar)		

03

Our Company



03

Our Company

At a glance

We are the bottling partner of The Coca-Cola Company across North and West Africa, where our teams produce, commercialize, and distributes the world's most-loved brands and a wide choice of high-quality beverages including Coca-Cola, Fanta, and Sprite. Equatorial Coca-Cola's (ECCBC) story began in 1989 in Equatorial Guinea, before expanding to other countries including Guinea Conakry, Mauritania, Cape Verde, Guinea Bissau, and The Gambia. In 1997, ECCBC was re-founded as a Group to serve as a platform for growth into new territories like Ghana, Morocco, and Algeria.

Presently, ECCBC operates across 13 African countries, effectively reaching more than 160 million consumers and servicing in excess of 250,000 retail outlets, facilitating approximately 2.4 billion transactions annually.

About us

Company facts



+30
years



Head office
**Casablanca,
Morocco**



13
operational
markets



24
brands

ECCBC



+5 000
total FTE
associates



+250 000
points of sale



+160 million
consumers



+35 000
indirect jobs
creation in Africa



Above 2.4 billion
transactions per year

2023 Performance



1 billion \$
turnover



2.4 billion
transactions



42
production lines



10
bottling plants

Our ESG Impact strategy



Packaging



Water



Climate



Communities



Sourcing



People

ECCBC's markets



Our history

Since
1951

The Daurella Family has maintained a remarkable, long standing partnership with Coca-Cola since 1951.

Along the way, they acquired the rights to distribute Coca-Cola in Equatorial Guinea.



1993-1996

COBEGA's African business expanded to new territories: Guinea Conakry, Guinea Bissau, Mauritania, Cape Verde and the Gambia.



2000

2002

The first investments are made in Morocco. The full number of acquisitions in Morocco are completed in 2005.



2010

2010

ECCBC reached 100 million unit cases (570 million liters).



2020

2020

Equatorial Coca-Cola establishes the group's Head Office in Casablanca, Morocco.



2023

ECCBC reached above 200 million unit cases (1.14 billion liters).



1989

Operations were discontinued due to war, but they were restarted in 1989, with just 6 employees and 50,000 cases.



1997

ECCBC was founded, along with the acquisitions in Ghana and Sierra Leone.

Soon afterwards, Liberia and São Tomé were added to company's growing footprint.



2004

ECCBC acquires Ceris S.A., a Cape Verdean brewery.



2005

ECCBC acquires Fruital S.A., a Coca-Cola bottler in central Algeria.



2012

ECCBC reached 150 million unit cases (851 million liters).



2013

ECCBC started the first Coca-Cola franchise in South Sudan.



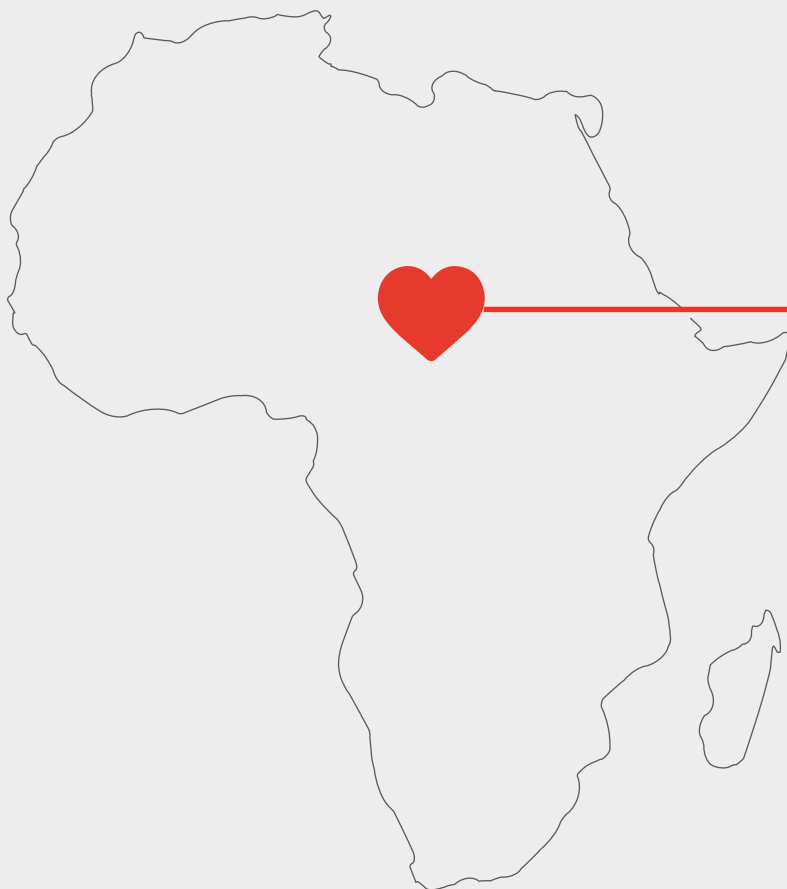
2022

Equatorial Coca-Cola integrated East and West territories in Algeria.



Our vision

To become the best beverage company in each of the countries that we operate in and a leading Coca-Cola system bottler in Africa.



Our values

Diversity

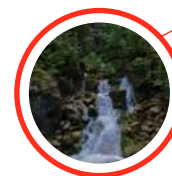
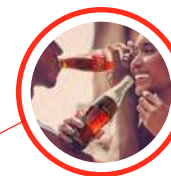
Diversity is part of our DNA. We create inclusive environments, valuing and championing uniqueness, and promoting inclusive leadership to drive excellence.

Passion

We share the hopes and aspirations of our local communities and we believe in what we do. We have fun at work and we are passionate about refreshments, consumers, customers and people.

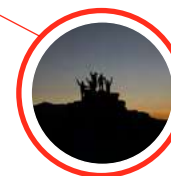
Accountability

We are accountable and transparent in everything we do. As responsible members of our communities, we think globally and act locally.



Sustainability

We work collaboratively with our stakeholders and communities to preserve the planet, support people, and ensure prosperity for future generations.



A winning team

Through trust, collaboration, and dedication, we achieve more than the sum of our parts. We working together to achieve our shared goals.



Excellence

Our production, quality and execution are consistently seeking excellence, we are adapting swiftly to market challenges with a constructive mindset. We strive for excellence in production, quality, and execution, maintaining a constructive mindset to swiftly adapt to market challenges.

03 Our Company

Our operations

Our different markets

After more than **30** years
reaching over **160** million consumers
serving more than **250 000** points of sale
with above **2.4** billion transactions per year,
and creating indirect jobs to over
30 000 people in Africa.



Our brands portfolio

In our commitment to providing a diverse portfolio of high-quality beverages to meet the various preferences and occasions of our consumers, ECCBC is focused on enhancing our core product lines as well as introducing innovative offerings. This initiative is supported by our commercial team, which plays a pivotal role in ensuring our brands are effectively presented and supported, thereby optimizing value for our stakeholders across the spectrum.

In addition, we are steadfast in our efforts to reduce our environmental footprint through sustainable practices in production, distribution, and packaging.

Currently, Equatorial Coca-Cola produces and distributes 5 product categories (soft drinks, juices, water, energy drinks, beer/malt), which include 24 beverage brands: Coca-Cola, Coca-Cola Zero, Fanta, Sprite, Sprite Zero, Schweppes, Aquarius, Burn, Hawaii, Bonaqua, Ceris, Strella, Actimalt, Parrot Energy, Vimto, Ciel, POMS, Tops, Cappy Pulpy, Monster, Power Play, Predator Gold Energy, Club Sparletta, Minute Maid.



03 Our Company

ESG Governance and Management

At ECCBC, our commitment to sustainability and ESG principles is deeply ingrained in our corporate governance framework. Sustainability and ESG topics are prioritized at the highest level of our organization, with dedicated governance structures in place to address these critical issues. Our dynamic and collaborative environment is supported by a robust framework of policies and procedures aimed at fostering ethical conduct, responsibility, and transparency in all aspects of our operations. The Board of Directors plays a central role in overseeing this governance structure, recognizing sustainability as a key aspect of its risk management duties. Through active engagement and oversight, our Board ensures that sustainability and ESG considerations are integrated into our strategic decision-making processes, reflecting our unwavering commitment to responsible business practices and long-term value creation.

ESG Governance

In laying the foundation of ECCBC's sustainability strategy, it is evident that the collaboration of every department is pivotal to attaining our ambitious sustainability objec-

tives. Recognizing this imperative, we have established a high-level Cross-Functional Workgroup, initiated at both the Board and Group levels in 2021.

This Workgroup, spearheaded by the Public Affairs, Communications & Sustainability (PACS) Department, assumes the responsibility of overseeing, reporting on, and harmonizing the endeavors of all departments. Additionally, it lends support to initiatives aimed at fostering a collective commitment to shaping a better future. Through this concerted effort, ECCBC has delineated a comprehensive roadmap and action plans for each of the six pillars outlined in our new ESG Impact Strategy 2030.

As a result of these efforts, ECCBC has successfully crafted a comprehensive roadmap delineating initiatives for each of the six pillars outlined in our new ESG Impact Strategy 2030.

The oversight of ESG matters within ECCBC is methodically delegated across various board committees, leveraging their distinct expertise to address the multifaceted and intricate dimensions of sustainability. Notably, the Corporate Governance and ESG Committee assumes

ESG Governance

primary responsibility for supervising our sustainability strategies and operations, along with managing associated risks spanning environmental, social, legal, regulatory, and public policy domains.

These committees play an integral role in steering our sustainability agenda, assessing an array of pertinent factors relevant to our operations, stakeholders, and broader societal context. This encompasses evaluation of social, political, and

environmental trends, as well as the implementation of sustainable objectives and human rights practices.

In 2023, ECCBC further fortified its commitment to sustainability by establishing the ESG Steering Committee. This strategic addition to our governance structure enhances our capacity to navigate the complexities of ESG matters and reinforces our dedication to advancing sustainability across all facets of our operations.

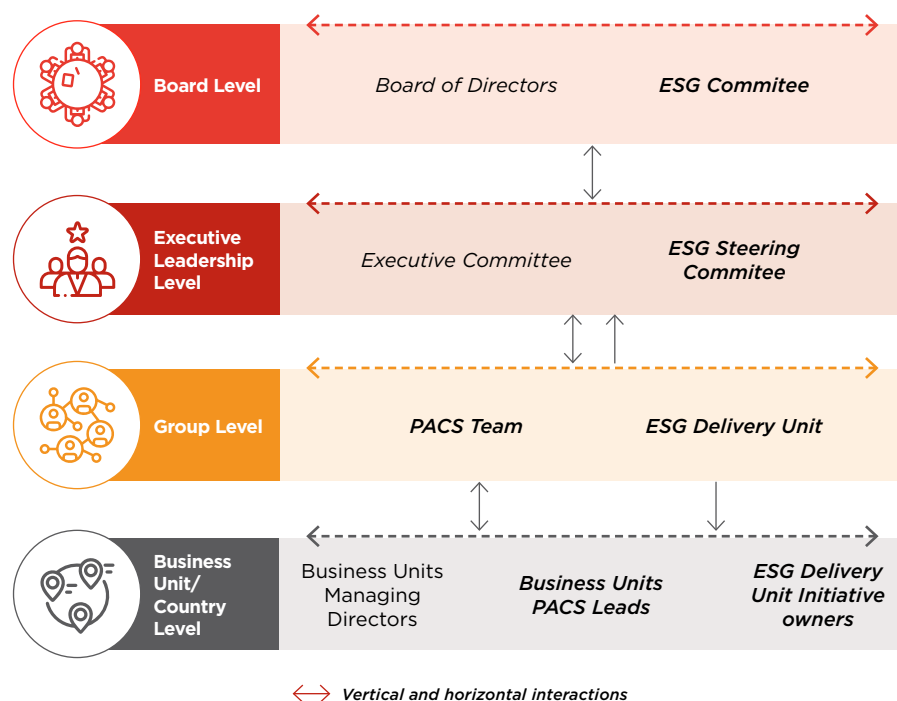


Figure: ESG Governance Model

ESG Stakeholder Engagement & Partnerships

Our approach to disclosure

The 2023 ESG Voluntary Report for Equatorial Coca-Cola Bottling Company (ECCBC) is crafted with the objective of enhancing transparency and accountability in our environmental, social, and governance (ESG) practices. While this report is voluntarily undertaken, it seeks to echo the commitment of ECCBC towards sustainable development and corporate responsibility, drawing inspiration from globally recognized standards and frameworks.

This comprehensive ESG disclosure provides insight into ECCBC's initiatives and performance across all operational dimensions and locations within our scope, for the period spanning January 1 to December 31, 2023. The report is structured to reflect ECCBC's adherence to best practices in sustainability, incorporating elements from the ISO 26000 guidelines on social responsibility and the Sustainable Development Goals (SDGs).

ECCBC's voluntary commitment to this extensive reporting exercise underscores our proactive approach to ESG matters. Through this report, we aim to furnish our stakeholders with a clear and detailed view of our efforts to manage risks and embrace our responsibility

ity towards the environment, our employees, communities, and all other stakeholders. The data and indicators presented herein encompass the entirety of ECCBC's operations, underscoring our holistic approach to sustainability and governance.

Partnerships highlight

As one of the largest bottlers in Africa, ECCBC recognizes its significant role in addressing challenges and advancing sustainability across the various countries where we operate. Leveraging our extensive presence and expertise in these diverse regions, we are committed to driving positive change through impactful initiatives focused on areas such as water stewardship, packaging circularity, and climate action. Collaborating with a diverse array of stakeholders in each country, including governments, NGOs, communities, and industry partners, we strive to foster partnerships that amplify our collective impact and contribute to the sustainable development of each nation. Upholding principles of transparency, accountability, and integrity, ECCBC remains steadfast in its commitment to making a meaningful difference in the social, environmental, and economic landscapes of the countries in which we operate.

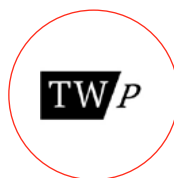
ESG Stakeholder Engagement & Partnerships



- Since 2022, ECCBC joined the **Ellen MacArthur Foundation** community. Thanks to being part of this community, we will work together to accelerate the global transition to a circular economy and make a better and more sustainable future.



- Since 2021, ECCBC entered into a partnership with **Power Africa**, a US Government institution. Through it, ECCBC plans to collaborate to improve energy access and refrigeration across sub-Saharan Africa.



- ECCBC has partnered with **Third-Way Partners (TWP)** since 2020. Throughout this collaboration, TWP has supported ECCBC in the implementation of the 6 Development Partnership Initiatives that are focused on cross-cutting projects, packaging, water, climate, sourcing, and communities.



- ECCBC has partnered with **Switch2CE** to drive collective action toward a circular economy. This collaboration aims to accelerate the transition to circular practices, contributing to a more sustainable future.

Sustainable Finance

Sustainable finance plays a pivotal role in ECCBC's commitment to environmental and social responsibility. Through strategic partnerships and financing arrangements, ECCBC channels resources towards initiatives aimed at reducing its environmental footprint, enhancing community

ESG Stakeholder Engagement & Partnerships

well-being, and fostering innovation across its operations. By embracing sustainable finance principles, ECCBC reinforces its dedication to driving positive social and environmental impact while ensuring long-term business resilience and competitiveness in a rapidly evolving global landscape.

- **IFC:** ECCBC partnered with the International Finance Corporation (IFC) to enhance its sustainability efforts. With IFC's support, ECCBC aims to reduce its water and energy footprint through initiatives like production line upgrades and solar panel installations, reinforcing its commitment to environmental sustainability and innovation.



- **Sustainability linked loan BNP:** BMCI, a subsidiary of BNP Paribas Group, has introduced **the first-ever Sustainability Linked Loan (SLL)** in Morocco to finance ECCBC Morocco's acquisition of Atlas Bottling Company. This groundbreaking financing aligns with ECCBC's ambitious ESG strategy until 2030, underscoring its commitment to sustainability and environmental impact. The loan's terms, tied to sustainability criteria, reflect ECCBC's dedication to driving positive change in its operations. This partnership highlights ECCBC's leadership in promoting sustainability within the beverage industry and reinforces BMCI's role as a key player in supporting energy transition and territorial development.



Awards

ECCBC takes immense pride in our commitment to sustainability, which has garnered recognition and acclaim across various es-

teemed platforms. Our dedication to excellence and positive impact has been underscored by several notable awards:



Middle East & North Africa Stevie Awards

Achieving the Bronze Winner status at these prestigious awards highlights our commitment to excellence within the region.



Communitas Awards

ECCBC has emerged victorious in the Leadership in Ethical and Environmental Responsibility category for the Communitas Awards. These awards acknowledge exceptional individuals, organizations, and businesses that contribute their resources to benefit their local communities. Our ESG Delivery Unit project paved the way for this prestigious award. This project exemplifies our commitment to seamlessly intertwining social, economic, and environmental elements into our daily operations.



Ghana CSR Excellence Awards

ECCBC Ghana has been distinguished with the prestigious

accolade of CSR Manufacturing Company of the Year at the 10th edition of the Ghana CSR Excellence Awards (GHACEA). This accolade underscores ECCBC's dedication to sustainable practices and its efforts to effectuate a beneficial influence within the communities it serves.



Word Sustainability Awards 2023

Our leadership in advancing sustainable practices has been globally acknowledged with a distinguished win at the Word Sustainability Awards 2023.

ECCBC's legacy of innovation and commitment to sustainability continues to shine. Finalists for these awards must have demonstrated vision, resilience, an entrepreneurial spirit, an innovative mindset, and a deep commitment to bringing about positive change:

- **Diversity & Inclusion Award Finalist**
This category recognizes organizations that have

embedded diversity and inclusion into how they run their business. ECCBC was selected for its "We All Have a Special Talent" project.

- **Profit With Purpose Award Finalist**

This category recognizes companies that have put sustainable growth at the heart of how they do business. ECCBC was selected in this category for its ESG Delivery Unit project, which is part of our ESG Impact Strategy 2030.



KO Africa OU Safety Awards

ECCBC is honored to have received multiple prestigious awards under the KO Africa OU Safety Awards, recognizing our continuous commitment to maintaining the highest safety standards across our operations. Our path in safety has been progressively advancing since 2021, demonstrating our dedication to creating a safe working environment.

- **2021 Conakry Plant VP Award**

This award acknowledges the exceptional safety performance and practices implemented at our Conakry plant, setting a bench-

mark for safety excellence in the region.

- **2022 Casablanca VP Award**
Our Casablanca plant was recognized for its outstanding safety measures and adherence to safety protocols, contributing to a safer working environment for all employees.
- **2023 Marrakech President Award**
The Marrakech plant achieved the highest accolade, the President Award, for its exemplary safety standards, innovative safety initiatives, and unwavering commitment to protecting the well-being of its workforce.
- **2023 Conakry Plant VP Award**
For the second time, the Conakry plant was awarded the VP Award, reaffirming its continued dedication to maintaining and enhancing its safety practices.

These awards highlight ECCBC's dedication to fostering a culture of safety and excellence throughout our operations in Africa.



ESG IMPACT STRATEGY 2030

Shared value, shared future

04 ESG Impact Strategy












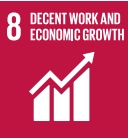
In alignment with our vision to excel as the premier beverage company in each country of operation and the leading Coca-Cola system bottler in Africa, ECCBC reinforced its sustainability strategy at the close of 2020. This strategic enhancement aims to ensure that our business remains responsive to the evolving expectations of both internal and external stakeholders while safeguarding our shared environment. The core objective of this strategy is to generate value for ECCBC by embedding Environmental, Social, and Governance (ESG) considerations into our fundamental business approach. Central to this ethos is our conviction that our

prosperity is intricately linked with the well-being of our local communities; hence, their prosperity is pivotal to our own success. Despite its expanding scope, our strategy remains anchored in the UN's Sustainable Development Goals for 2030 and Coca-Cola's global targets for the same period. As part of this strategic evolution, ECCBC conducted a Materiality Assessment to underpin our ESG strategy, drawing insights from both internal and external stakeholders. This process has refined our ESG vision, delineated the pillars of our strategy, and provided the framework for our implementation roadmap.



Consequently, our revamped strategy will center around six key pillars where ECCBC holds considerable influence and can deliver substantial value. Each pillar is underpinned by a myriad of commitments, action plans, and initiatives designed to propel us towards achieving our 2030 Sustainability Goals.

ESG Pillars

 Packaging	<p>Preserve the value of our packaging materials and our environment by increasing the reduction, reuse and recycling of our packaging and ensuring that it does not end up in our shared waterways or in the environment.</p>	
 Water	<p>Maximize the value of our shared water resources by being responsible of our use of water inside the business and by helping our communities to access and better manage their water resources.</p>	
 Climate	<p>Preserve our shared environment by driving efficiencies and innovation, so that we create more value with less energy, both in the business and in our communities.</p>	
 Communities	<p>We will create lasting value for our communities by investing in them and in their future, focusing on improving their health and livelihoods, and by investing in the employability and skills of women and young people.</p>	
 Sourcing	<p>Make responsible decisions for our communities and our planet by supporting sustainable businesses across our value chain, from the farm to the table.</p>	
 People	<p>We will give equal value to all our people, providing them with the tools and opportunities to grow professionally and eliminating barriers to their progress.</p>	



Packaging

At ECCBC, we acknowledge our duty to address the intricate challenges posed by plastic waste, both to our planet and society. In response, we are part of the strategy launched by The Coca-Cola Company “World Without Waste”.

This strategy is designed to catalyze systemic change by promoting a circular economy approach to packaging. “World Without Waste” serves as a comprehensive sustainable packaging platform, emphasizing measurable goals and interconnected objectives. Each goal is reinforced by a set of additional targets, ensuring a holistic approach to our commitment to sustainability.

Packaging

Goals

Collect one bottles or can for each can we sell by 2030

Use at least 50% recycled material in our packaging by 2030

Levers of change



Redesign our packaging to reduce waste generation and recyclability



Implement **circular economy** practices un plastic bottles



Support the creation of **collection and recycling schemes** in our territories



Introduce **rPET** in our key markets



Our projects

Design

Refillable Glass Bottles



Our strategy prioritizes the adoption of returnable glass bottles (RGB) in the market, representing a significant shift in our approach. We now offer some of our brands in RGB utilizing a deposit system. This transformative step replaces single-use glass bottles with new ones that can be refilled up to 25 times, thereby conserving energy and raw materials. By embracing this initiative, we anticipate a notable reduction in our carbon footprint, as RGBs can emit greenhouse gases (GHG) three times less than single-use glass bottles. Moreover, the universal format simplifies bottle returns for outlets and wholesalers, streamlining operations and enhancing sustainability efforts. This project marks a significant milestone in our journey towards minimizing the carbon footprint associated with our packaging practices.

Let's be clear Sprite



Following the successful launch of our Let's be clear! Sprite bottles in Morocco, we have expanded our campaign to Ghana. With their new transparent appearance, our Sprite bottles are now more recyclable, eliminating the need for separate recycling from other plastic bottles. This initiative underscores our commitment to sustainable packaging solutions and environmental responsibility as we continue to promote recycling efforts across our markets.

Our projects

Light weighting



One of our primary initiatives involves reducing the use of plastic in our packaging. By implementing lightweighting techniques, we have successfully decreased the PET content in our bottles while upholding stringent quality standards. As a result, last year, we achieved a reduction in PET content, equivalent to 2.25% of the total preforms sourced. This milestone highlights our ongoing commitment to sustainability and responsible resource management in our operations.

Collection

Switch-2-CE



ECCBC officially signed a partners' agreement for the implementation of the first bottle-to-bottle pilot project in Morocco.

Teaming up with RED | Right Execution Daily, Roots for Sustainability (R4S), ThirdWay Partners, and La Générale de Recyclage, ECCBC is embarking on a 3-year initiative that aims to support bottle-to-bottle value chain development through collecting and recycling plastic in Morocco. Through innovative household and points-of-sale collection models, ECCBC aims to gather plastic bottles and ensure they are properly sorted and recycled.

This reaffirms ECCBC's commitment to preserving the value of our packaging materials by reducing, reusing, and recycling our packaging and ensuring that it does not end up in the environment or our shared waterways.

Our projects



Guinea Conakry Recycling Project



With the support of The Coca-Cola Foundation (TCCF), we launched a recycling project in Conakry, Guinea, in 2021. In partnership with the Azahara Foundation, Red-Salmons, and Roots for Sustainability, this ongoing project aims to develop a waste collection system in the city of Conakry by empowering waste pickers through the creation of cooperatives and integrating them into the municipality's waste system. As of 2023, the project has already collected 23 tonnes of PET plastic waste and has benefited 35 individuals.



Nrecycli



ECCBC Algeria has partnered with Nrecycli, a startup that has developed the Nrecycli.com platform. This platform helps consumers quickly and efficiently locate nearby recycling collection points while receiving rewards for their civic actions. It allows associations with available space to receive recyclables and earn quarterly sponsorship to fund their various associative activities. The platform connects citizens to collection points managed by associations where they can deposit their recyclables. Partner companies reward citizens with products/services as part of CSR initiatives where the social and environmental impact is tangible and measurable. This partnership with Nrecycli will be integrated into ECCBC's bottle-to-bottle project, further enhancing its impact on sustainability and community engagement.

Our projects

Cap Challenge



Since 2022, ECCBC's team in Algeria has spearheaded the Algerian Cap Challenge, an annual plastic collection campaign. Through this initiative, our employees and their families collaborate to gather bottle caps, which are subsequently sold to a local recycling facility. The proceeds from these sales are then utilized to procure and donate medical supplies to children affected by xeroderma pigmentosum, a genetic disorder that diminishes the body's ability to repair DNA damage caused by UV light exposure. This condition necessitates strict avoidance of sunlight exposure, requiring affected individuals to remain indoors or don protective clothing and sunscreen while outdoors. This initiative exemplifies ECCBC's commitment to environmental stewardship, community engagement, and supporting vulnerable populations in need. This has contributed to helping the association collect 150 tons of bottle caps. With the money from recycling the bottle caps, we have been able to provide aid such as medication, Ramadan baskets, and school supplies.

Our projects

Sustainable sidewalk



The team in Cape Verde recently inaugurated the new Sustainable Sidewalk next to the EC-CBC plant. This innovative sidewalk was constructed using sustainable materials sourced from our glass waste, which was donated to the Ekonatura Foundation.

Ekonatura Foundation is a non-profit organization dedicated to promoting environmental sustainability and conservation efforts. Founded with the aim of addressing environmental challenges and promoting eco-friendly practices, Ekonatura works on various projects related to waste management, recycling, biodiversity conservation, and sustainable development.



Sprite Clear Bins Ghana



We are pleased to report that The Coca-Cola System in Ghana has enhanced the University of Ghana's recycling efforts with a donation of Sprite Clear Bins. This initiative supports our transition to clear PET plastic bottles and is part of our 'World Without Waste' vision.

Located throughout the campus, these bins will facilitate easier recycling for students and staff, aiming to reduce campus waste significantly. Our goal is to collect 2,000 tonnes of plastic waste over the next two years, fostering recycling awareness and supporting the local plastics market and economic empowerment.

Our projects



Beach Cleaning



As every year, ECCBC's commitment to environmental stewardship was demonstrated through multiple beach cleaning initiatives across several countries. Volunteers from our team took the lead in organizing these events, which aimed not only to clean up beaches but also to raise awareness about the importance of environmental conservation. These events drew participation from volunteers in each location counting Algeria, Morocco, Ghana, and Cape Verde. By engaging volunteers and communities in these beach cleaning efforts, ECCBC showcased its dedication to protecting the environment and fostering sustainable practices worldwide. Through these initiatives, ECCBC continues to make a positive impact on coastal areas and promote environmental awareness in the regions where it operates.



Our projects

Events



World Circular Economy forum



From May 30th to June 2nd, Group EC-CBC and ECCBC Morocco attended the World Circular Economy Forum! in Helsinki ECCBC was present in the SWITCH:COLAB Consultative Forum and in the African Voices Accelerator Session.



Our projects

Partners



GRIPE



In 2017, Equatorial Coca-Cola, along with seven other private companies, co-founded GRIPE, a private-sector led coalition aimed at addressing the threat posed by plastic waste to Ghana's environment. GRIPE spearheads multi-stakeholder collaboration by uniting industry, government, NGOs, and informal waste pickers to develop local solutions to this global challenge.

In 2023, GRIPE made substantial strides in waste collection efforts within the country. Through community clean-up campaigns, GRIPE successfully collected 4739 tonnes of plastic waste, contributing significantly to environmental preservation and waste management initiatives.



AIRE



ECCBC engaged in the endeavors of the Alliance for Packaging Innovation and Recycling (AIRE). This coalition is dedicated to fostering a supportive environment for Extended Producer Responsibility (EPR) in managing end-of-life packaging. The core focus of recycling plastic packaging revolves around eco-design principles aimed at minimizing waste generation and enhancing product recyclability. Additionally, AIRE prioritizes the enhancement of selective collection systems and public awareness. To steer its efforts effectively, the Alliance has devised a comprehensive roadmap to steer its initiatives.



Water

Water plays a pivotal role in our operations at Equatorial Coca-Cola Bottling Company (ECCBC), serving as the primary component in our beverages, a vital resource for our production activities, and an indispensable element in cultivating the agricultural products we depend on.

The evolving climate crisis is intensifying issues related to water, including scarcity and stress, alongside the increasing occurrence of droughts and floods. These challenges are evident in several regions crucial to our production and procurement processes.

In response to these pressing concerns, ECCBC is committed to a comprehensive approach to water stewardship. This strategy emphasizes enhancing water efficiency across our operations and dedicating efforts to safeguard the water sources essential to our business, the well-being of our communities, and the sustainability of our supply chain. Through these initiatives, we aim to mitigate our environmental impact and contribute to the resilience of the ecosystems we operate within.

Water

Goals

Improve water use efficiency by 20% by 2030

100% local replenishment of water use in our beverages by 2030

Levers of change



Water optimization in our operations processes to reach 1.2L/L beverage



Facilitate **access to safe** and drinkable water to the communities around us



Leverage our **wastewater** treatment plants to recycle and reuse



Ensure **availability of water** from the watershed



Our projects

Operations

Water optimization (Plants level)



Water conservation is of paramount importance, particularly in light of the persistent water scarcity in Africa, which demands urgent and collaborative efforts to ensure a sustainable water future for communities across the continent. To address this pressing issue, ECCBC plants have proactively undertaken several measures to promote water conservation and minimize consumption. Our dedicated factory teams have implemented multiple actions to optimize water usage, including the installation of water-efficient equipment, the implementation of leak detection and repair programs, and the adoption of best practices for water management throughout the production process. Additionally, ongoing monitoring and analysis of water usage data allow us to identify areas for further improvement and refine our strategies for water conservation. These efforts underscore our commitment to responsible water stewardship and contribute to our broader sustainability objectives.

WasteWater Treatment Plants



To further our objectives of enhancing water use efficiency and achieving 100% local replenishment of water used in our beverages by 2030, we have established a partnership with Nijhuis company. Nijhuis specializes in offering robust and adaptable solutions for sustainable and resilient water management, energy, and resource recovery. As part of this collaboration, we will conduct the first study

Our projects

at our plant in Marrakech this year. The study aims to reduce the specific water usage ratio and recycle the effluent treatment plant's output as raw fresh water for use instead of relying on a potable water network. Through this initiative, we are committed to advancing our sustainability goals while minimizing our environmental impact and promoting responsible water stewardship.

 **Morocco**

 **Algeria**

 **Ghana**



Study on Estimation and projection of the potential for mobilizing water resources by 2023/2050



At ECCBC, we are deeply committed to addressing the challenges posed by water scarcity and ensuring the long-term sustainability of water resources. Recognizing the critical importance of this issue, we have launched a comprehensive study on the estimation and projection of the potential for mobilizing water resources by 2023/2050. This study aims to assess current water availability, usage trends, and future projections to inform our strategies for sustainable water management. By understanding the dynamics of water resources and anticipating future needs, we can proactively implement measures to mitigate risks, optimize resource allocation, and safeguard water availability for communities and ecosystems. Through initiatives like this study, we reaffirm our dedication to responsible water stewardship and our commitment to making a positive impact on the environment and society.

 **Morocco**

Our projects

Water access

School refurbishment



In Marrakech, Morocco, ECCBC is spearheading a rehabilitation project aimed at upgrading the drinking water network and renewing related equipment in schools. The primary objective of this project is to achieve a minimum 30% reduction in water consumption after the completion of works. The initiative encompasses five colleges and five high schools with high levels of water consumption ratios. Collaborating with partners such as Marrakech Entraide, The Coca-Cola Foundation, and l'Agence de Bassin Hydraulique du Tensift, we are pooling resources and expertise to ensure the success of this endeavor. Through this project, ECCBC reaffirms its commitment to sustainable water management practices and to making a positive impact on the local community and environment.



Morocco



Our projects

Refugee Settlement



In Rhino and Palabek Refugee Settlements, Uganda, ECCBC has been instrumental in ensuring access to potable water for both refugee populations and host communities. The intervention will directly target 23,284 (51% female) South Sudanese refugees (22,102 water supply and 1,182 sanitation) and 50,000 indirect beneficiaries from the refugee and host communities living in and around Rhino Camp and Palabek Refugee Settlements.

- **Target Rhino Camp Refugee Settlement:** 12,322 persons
- **Target Palabek Refugee Settlement:** 10,962 persons



Uganda

Events

Sustainable Economy forum



On November 6, 2023, Equatorial Coca-Cola Bottling Company Algeria proudly served as a premium partner of the inaugural Sustainable Economy Forum in Algiers, Algeria.



Algeria



Climate

The escalating urgency of climate change presents an unprecedented challenge for humanity, underscoring the critical need for collective action.

The scientific consensus is clear: to avert the most severe impacts of global warming, a concerted effort to reach net zero emissions globally by 2050 is essential. This ambitious goal is vital to limit the temperature increase to 1.5°C above pre-industrial levels, beyond which the risks to ecosystems, human health, and economies escalate dramatically.

At Equatorial Coca-Cola Bottling Company (EC-CBC), with our extensive footprint across Africa, we are acutely aware of our responsibility in this global endeavor. Africa, with its diverse ecosystems and economies, is particularly susceptible to the adverse effects of climate change, from prolonged droughts and extreme weather events to threats to food security and water availability. Over the past years, ECCBC has been proactive in reducing our greenhouse gas (GHG) emissions throughout our value chain. Despite making significant progress, we recognize the need for continued and enhanced efforts to contribute to the sustainability of the communities we operate in and the health of the planet.

Goals

Improve energy efficiency by 25% by 2030

Levers of change



Ensure use of **renewable energy** where feasible



Reduce total energy consumed by our **coolers** by expanding solar and optimization



Incorporate **electric and hybrid vehicles** alternatives to our fleet



Our projects

Climate change governance

At ECCBC, we recognize the imperative role governance plays in addressing the challenges and opportunities presented by climate change. Our approach to climate governance is structured to ensure informed decision-making and integrated risk management, reflecting our commitment to sustainability and responsible corporate leadership. Herein, we highlight two key components of our climate change governance strategy:

Climate risk management



In recognition of the significant risks climate change poses to our operations, supply chains, and the communities we serve, ECCBC has integrated a Climate Change Risk Card within our corporate risk management framework. This initiative involves a systematic assessment of potential climate-related risks, from direct impacts on our production processes to broader supply chain vulnerabilities and regulatory changes. By incorporating climate risks into our core risk management practices, we are better positioned to anticipate, mitigate, and adapt to these challenges, ensuring the resilience and sustainability of our business in the face of climate uncertainty.

These measures underscore ECCBC's proactive stance on climate change governance and risk management, reflecting our dedication to playing a constructive role in the global effort to combat climate change, while ensuring the long-term sustainability and success of our business.

Our projects

Actions we are taking

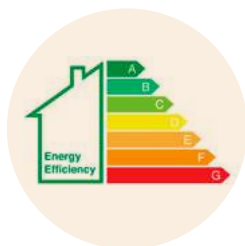
Energy efficiency certifications



ECCBC is deeply committed to sustainability and environmental stewardship, as evidenced by our active engagement with the ISO 50001 standard for energy management systems across our operations in Africa. The majority of our plants have already achieved ISO 50001 certification, showcasing our dedication to enhancing energy efficiency, reducing environmental impact, and lowering operational costs. For those facilities still on their certification journey, ECCBC is investing in employee training, infrastructure upgrades, and the implementation of rigorous energy performance tracking systems, with the aim of ensuring all plants meet this esteemed standard. This concerted effort not only re-affirms our leadership in sustainable energy management within the beverage industry but also aligns with our broader goals to minimize our carbon footprint, contribute to mitigating climate change, and promote the long-term viability of our operations through continuous improvement and investment in renewable energy initiatives.

Our projects

Energy efficiency projects



Implementing energy efficiency projects across all plants is a cornerstone of our commitment to sustainability and operational excellence. These initiatives encompass a broad spectrum of strategies aimed at reducing energy consumption, cutting carbon emissions, and optimizing production process efficiency. Key measures include upgrading to energy-efficient lighting, optimizing refrigeration systems, and introducing variable speed drives for machinery, allowing energy use to be precisely matched with demand. Additionally, comprehensive energy audits are regularly conducted to identify further opportunities for efficiency improvements. Investing in advanced technologies and promoting a culture of energy conservation among our workforce are pivotal aspects of our strategy. Through these efforts, we are not only reducing our environmental impact but also enhancing the economic sustainability of our operations, underscoring our leadership in driving sustainable practices within the beverage industry.

Our projects



Solar coolers pilot Morocco



ECCBC has initiated a forward-thinking pilot project in Morocco, introducing solar-powered coolers at select sales locations to minimize energy usage. This effort aims to assess and extend solar refrigeration technology within our distribution network, facilitating the replacement of outdated cooling equipment and achieving a substantial reduction in energy consumption. This initiative directly contributes to ECCBC's climate action targets, demonstrating our commitment to integrating renewable energy solutions into our operations. By adopting solar-powered cooling, ECCBC enhances operational efficiency and profitability across various markets, underscoring our leadership in renewable technology adoption and management within the African continent. This project not only positions ECCBC as a frontrunner in the Coca-Cola system's environmental efforts but also significantly lowers our carbon footprint. Furthermore, it bolsters economic development in communities by offering off-grid sales points and access to cutting-edge technology, highlighting ECCBC's dedication to innovative, eco-friendly business practices.

Our Decarbonation Journey

ECCBC has undertaken a critical journey in collaboration with PwC to comprehensively assess our carbon footprint, encompassing all three scopes of emissions, and to craft our inaugural roadmap for carbon emissions reduction. This significant endeavor has enabled us, at the group level, to precisely delineate our opportunities and challenges as we advance towards our ambitious carbon reduction targets.

This meticulous study laid the foundation for the subsequent phase, which involved the formulation of tailored roadmaps for each of our business units. These roadmaps are crafted to address the specific emissions profiles and operational nuances of each unit, thereby ensuring targeted and effective strategies for carbon mitigation.

Through this dual-phased study, ECCBC has not only deepened its understanding of its environmental impact but has also positioned itself to take decisive, informed action towards decarbonization. By establishing a clear strategy that encompasses both emissions reduction and carbon offsetting, ECCBC demonstrates its commitment to a sustainable business model and its leadership role in the transition towards a low-carbon economy in the beverage industry.



ECCBC Carbon Roadmap 2030

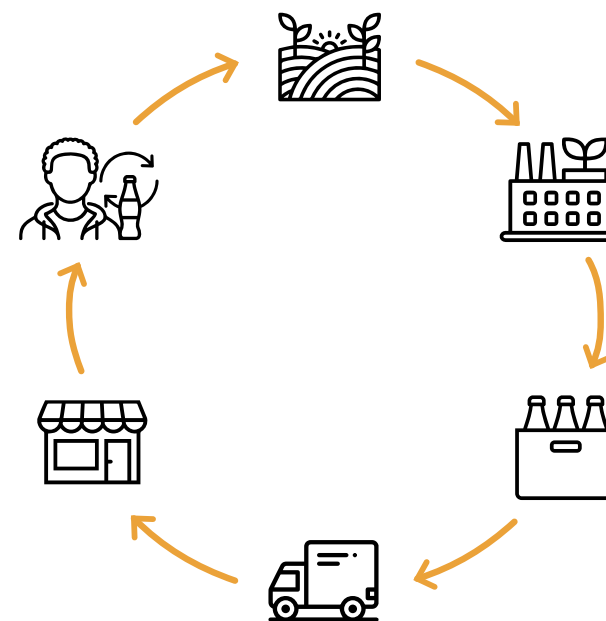
Phase 1: Initial Assessment and Roadmap Development

In this initial phase, ECCBC, together with PwC, conducted an extensive analysis of our carbon footprint. This assessment covered Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (all other indirect emissions in our value chain). The outcome was our first carbon reduction roadmap, which outlines the broader vision and sets out clear targets for ECCBC at the group level.

Phase 2: Tailored Roadmaps

Building on the insights gained, the second phase focused on the development of specific roadmaps for each business unit within ECCBC. These roadmaps are tailored to address the distinct operational characteristics and emissions profiles of each unit, providing a customized strategy for emission reduction.

By compartmentalizing our decarbonization strategy into these detailed phases, ECCBC ensures that each aspect of our carbon footprint is addressed thoughtfully and effectively. This phased approach empowers us to not only meet our current carbon reduction goals but also to set the stage for continuous improvement and sustainable growth in the future.



Exploration of energy mix including Renewable Energies

At ECCBC, we are steadfast in our commitment to environmental sustainability, which compels us to continually evaluate our operational practices. Central to this commitment is the strategic exploration of our energy mix, emphasizing the potential integration of renewable energy sources.

As part of our ongoing sustainability initiatives, we are actively investigating the feasibility of incorporating solar photovoltaic systems and other renewable technologies across our operations. This exploration is conducted with the aim of reducing our reliance on non-renewable energy sources and minimizing our carbon footprint.

Moreover, ECCBC is engaging with both local and global experts in renewable energy to assess the most effective and sustainable energy solutions that align with our business objectives and environmental commitments. These efforts are critical as we move towards a more sustainable operational model that supports our long-term goal of achieving a net-zero impact.



Communities

At Equatorial Coca-Cola Bottling Company (ECCBC), our dedication to societal growth extends beyond our business operations.

As a pillar of our ESG impact strategy, community engagement is pivotal. We are committed to enriching the communities in which we operate by leveraging the unique strengths of our workforce and fostering robust local partnerships.

To amplify our social impact, ECCBC actively promotes employee volunteering. Our programs are designed to harness the skills, passion, and enthusiasm of our employees, enabling them to contribute meaningfully to local initiatives. These volunteer efforts not only benefit our communities but also reinforce the solidarity and values within our team, creating a cohesive and motivated workforce.

In addition to volunteerism, we prioritize forming and maintaining partnerships with local community organizations. These collaborations are carefully selected to ensure alignment with our core values and to maximize societal benefit. Through these partnerships, we address key community needs, ranging from education and health to environmental sustainability, thereby creating a lasting positive impact.

ECCBC's commitment to community engagement represents a fundamental component of our ESG strategy, emphasizing our role as a responsible corporate citizen dedicated to the well-being and development of our communities.

Goals

Have a positive impact on the lives of 1 million people by 2030.

Levers of change



Provide **education opportunities** for women and youth.



Deliver **health programs** to improve welfare in areas in need.



Our projects

Disaster relief

Earthquake Morocco



Following the devastating earthquake in Morocco's Al Haouz region, ECCBC acted swiftly to support the affected communities and our employees. Our efforts included financial contributions to international NGOs and governmental relief funds, as well as donations of essential goods to the impacted populations and local heroes. We also provided logistical support by supplying trucks and coolers to aid distribution points, ensured access to safe drinking water, and facilitated employee-driven initiatives such as blood donations and volunteer work. Furthermore, ECCBC extended financial assistance and psychological support to our employees and their families affected by the disaster, underscoring our unwavering commitment to community assistance and employee welfare during crises.



Morocco

Community well-being

Let Your Eyes Enjoy!



At ECCBC, we have been deeply committed since 2014 to improving community health outcomes, with a specific focus on eye health across diverse regions. Through strategic partnerships with renowned organizations such as Fundación Elena Baraquero and Fundación Cione Ruta de la Luz, as well as collaboration with local organizations, ECCBC has spearheaded significant health initiatives in Morocco, Ghana,

Our projects

and Cape Verde. Our efforts are part of a broader commitment to ESG goals, emphasizing healthcare as a pillar of community support.



Morocco



Sierra Leone



Ghana



Cape Verde

Cumulative Impact
Achieved since
2014

4,573

cataract surgeries

8,321

eye checks

4,890

glasses donated

12,442

people impacted

8,963

people improved
vision

These initiatives have not only provided critical medical services but have also fostered local capacity building and health education, contributing to sustainable health improvements in these communities.

Notable Achievements

The project in Morocco was particularly successful, leading to ECCBC being honored as the Gold Winner in the Innovative Achievement in Thought Leadership Category at the MENA Stevie Awards 2023. This accolade reflects the innovative approach and significant impact of our initiatives.

ECCBC's efforts extend beyond immediate medical assistance, aiming to create lasting health benefits and enhance the quality of life for countless individuals. By integrating these health initiatives into our broader corporate responsibility strategy, ECCBC demonstrates an enduring commitment to fostering well-being and resilience in the communities we serve.

Our projects

Claros Expedition



This year, ECCBC proudly continued our partnership with the Clarós Foundation by hosting our second medical expedition in Cape Verde. In February, a specialized team from the Clarós Foundation provided essential maxillofacial surgical services and auditory care.



Cape Verde

Key achievements from this mission include

13

medical consultations conducted

40

audiometric tests completed

13

surgeries performed

35

hearing aids donated

This initiative underscores ECCBC's ongoing commitment to enhancing the health and well-being of our community members, affirming our dedication to investing in their future prosperity.

Humanitarian aid

Ramadan donation



During the holy month of Ramadan, ECCBC is committed to supporting the communities we serve through targeted food donation programs. These initiatives are a testament to our dedication to social responsibility and our efforts to provide essential aid during this spiritually significant

Our projects

period. Below are highlights from our 2024 Ramadan initiatives in Morocco and Algeria:

ECCBC organized the 20th edition of the Ramadan Dar Lftour food donation program. In collaboration with various NGOs, we reached rural areas across Morocco, distributing over 36,667 food baskets. This effort made a significant impact, supporting numerous communities during Ramadan and emphasizing our commitment to communal welfare.

ECCBC Algeria's Ramadan box donation initiative saw 500 boxes distributed across Algiers, Oran, and Skikda, directly benefiting 3,000 individuals with essential supplies. Additionally, our social media outreach expanded the impact of this initiative to approximately 40,000 people, further demonstrating our commitment to communal welfare during the holy month.



Morocco



Algeria

Women empowerment



Women Women's Development and Leadership Training



In partnership with the Pedro Pires Institute, ECCBC Cape Verde's training initiative has empowered approximately 100 of the targeted 300 women to advance as leaders within their professions and communities. This program encourages participants to enhance leadership abilities, confront gender barriers, and advocate for equal opportunities across various societal and professional spheres. Through interactive group activi-

Our projects

ties, practical exercises, and reflective discussions, these women are developing the confidence and skills necessary to navigate challenges and promote gender equality in leadership roles across all sectors.



Cape Verde

Education & Youth Development

Errafik sport club - Children T21



ECCBC Algeria, in partnership with Errafik Club, has initiated a groundbreaking project focused on social and educational inclusion for over 80 children with Trisomy 21 (T21). This innovative endeavor provides these children with a unique opportunity to learn and grow within an environment that adheres to international standards, a first of its kind in Algeria. Through tailored educational programs and comprehensive support, ECCBC Algeria and Erratic Club are paving the way for these children to thrive and reach their full potential. This project not only fosters inclusion but also sets a new benchmark for educational initiatives aimed at empowering individuals with diverse needs in the region.

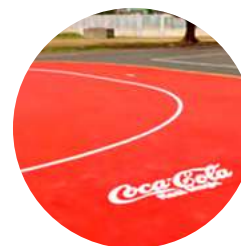


Algeria

Our projects



EG Handball School



ECCBC is thrilled to announce our sponsorship of the new Handball League in Equatorial Guinea through our Real Magic KO Branding initiative. Demonstrating our commitment to sports and community engagement, we have revitalized three different ball fields in Bata and Malabo, infusing them with vibrant new life and functionality. As the main sponsor of the league, our brand will feature prominently on all team shirts, enhancing visibility and fostering a deeper connection with the community. This sponsorship aligns with our broader ESG objectives by promoting physical health and providing exciting new opportunities for local athletes and fans alike.



Guinea Equatorial



International Day of Education



As part of our dedication to community engagement, The Coca-Cola System, in collaboration with LeadAfrique International, is proud to continue the Unearthing Greatness Workshop. This educational initiative has been active since 2018 in the Greater Accra and Ashanti regions of Ghana.

To date, this program has positively impacted 5,000 students by enhancing the capabilities of teachers across multiple schools. The initiative focuses on empowering educators to integrate innovative teaching methods that resonate with the unique environments of their students.



Ghana



Sourcing

At Equatorial Coca-Cola Bottling Company (ECCBC), we are steadfast in our commitment to sustainability, which is a core element of our operational ethos. By 2030, our goal is to ensure that all raw materials and packaging used in our production processes are sourced from sustainable practices.

This initiative is integral to our broader environmental strategy, aiming to minimize our ecological footprint and promote sustainability across the entire value chain.

To achieve this, we are actively engaging with suppliers who prioritize environmental sustainability in their operations. This includes promoting the use of recycled and recyclable materials in our packaging. We are also working on enhancing the traceability of our supply chain to ensure transparency and compliance with the highest sustainability standards.

Moreover, we are investing in partnerships and collaborations that promote innovative practices in sustainable sourcing. These collaborations aim to foster a shared commitment to reducing environmental impact, encouraging a shift towards more sustainable production practices industry wide.

Sourcing

Goals

Source 100% of our strategic materials and packaging from sustainable sources by 2030

Levers of change



Strategic suppliers' **sustainability assessment**



Strategic suppliers **CO₂ footprint** action plan



Sourcing localisation of materials and packaging



Sustainable agriculture (sugar)



Our projects

Suppliers' engagement on Sustainability

Ecovadis



At ECCBC, our partnership with EcoVadis plays a crucial role in enhancing our sustainability practices. As a globally recognized sustainability assessment platform, EcoVadis helps us evaluate and improve our environmental, social, and ethical performance. This collaboration enables us to effectively manage our supply chain, ensuring that both upstream suppliers and downstream partners adhere to our high sustainability standards. By leveraging EcoVadis' comprehensive metrics, we can monitor our performance, benchmark against peers, and maintain transparency with our stakeholders. Additionally, this partnership supports our commitment to responsible sourcing, allowing us to continuously assess and elevate the sustainability performance of our suppliers, reinforcing our dedication to environmental stewardship.



Working with suppliers

Transforming CO₂ Sourcing for beverages



Our partnership with LINDE GAS ALGERIA marks a pivotal advancement in our commitment to sustainable sourcing. This collaboration involves a pioneering project aimed at transforming CO₂ emissions management practices within the oil and gas industry. Together, we are developing a state-of-the-art system designed to capture and purify CO₂ emissions, turning them into 100% food-grade CO₂ that will be used in our beverage production by the end of 2024.



Our projects

This innovative approach not only significantly reduces the release of greenhouse gases but also utilizes these emissions as a valuable resource in our manufacturing process, effectively reducing our overall carbon footprint. By repurposing CO₂, we are not only mitigating our environmental impact but also enhancing our operational sustainability.

This project exemplifies ECCBC's proactive stance on environmental responsibility and our dedication to pioneering solutions that support both industry and community sustainability. We are excited about the potential of this initiative and look forward to sharing further developments as we continue to make strides towards a cleaner and greener future.



Transforming logistics by using recyclable plastic pallets



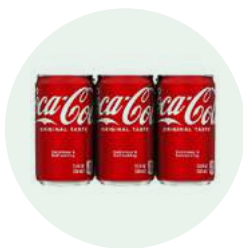
At ECCBC, we are dedicated to improving our sustainability practices and operational efficiency. A significant part of this effort is our initiative to replace traditional wooden pallets with 100% recyclable plastic pallets. This transition not only supports environmental sustainability by minimizing deforestation but also optimizes our cost structure. Plastic pallets, made from recycled materials, are fully recyclable, promoting a circular economy and reducing waste. Their durability surpasses that of wooden pallets, decreasing the need for frequent replacements and lowering maintenance costs, as they do not require treatments for pests and fungi. These pallets are lighter and more uniform in size, which enhances transport efficiency, reduces shipping costs,

Our projects

and decreases carbon emissions. Additionally, their compatibility with automated systems improves operational workflows in our warehouses and distribution centers. By adopting recyclable plastic pallets, ECCBC is taking a proactive step towards reducing our environmental impact while enhancing the efficiency and sustainability of our supply chain operations.

Supplier engagement on GHG emissions

Cans sourcing



In Morocco, ECCBC has significantly advanced our sustainability initiatives, notably reducing our carbon footprint by localizing 100% of our sourcing needs. This strategic shift has effectively eliminated the need for over 1,000 shipping containers annually, enhancing operational efficiency and reducing environmental impacts associated with long-distance transportation. Central to these efforts is our partnership with CANPACK, a major player in the beverage packaging industry. The CANPACK plant in Morocco plays a crucial role in achieving our carbon reduction targets, having transitioned to using 100% renewable electricity since 2022, thereby significantly cutting operational carbon emissions.

Similarly, in Algeria, we've aligned our sourcing strategies with our ESG objectives by sourcing 70% of our needs from Tunisia, which has also led to the reduction of over 1,000 containers annually. This not only boosts operational efficiency but also

Our projects

strengthens our commitment to responsible sourcing and environmental stewardship across the region. Together, these initiatives in Morocco and Algeria exemplify ECCBC's dedication to sustainability and our proactive approach to minimizing our environmental footprint.

Preforms local sourcing



In 2023, ECCBC achieved a significant milestone in our supply chain optimization by augmenting our local supply by 100 million units. This success was made possible through strategic collaborations with our local partners, underscoring our dedication to strengthening community ties and supporting local economies.

This initiative is a key component of our sustainability strategy, as sourcing locally reduces the need for long-distance transportation, thereby significantly improving our carbon footprint. By minimizing the distance materials and products need to travel, we not only reduce greenhouse gas emissions but also decrease our overall environmental impact.

Moreover, this increase in local sourcing has had a profound effect on our operational productivity. By relying on local supply chains, we have enhanced our ability to respond more quickly to market demands and reduce potential delays in production. This agility ensures that we can maintain a steady flow of products to meet consumer needs efficiently.



People

Our commitment to people begins with our employees at ECCBC, who serve as the custodians of our esteemed beverage brands, drive our innovation agenda, and spearhead our sustainability initiatives.

Through their dedication and expertise, they play a pivotal role in our success. We prioritize fostering a culture of diversity and inclusion, empowering women, and supporting the growth and development of youth within our organization. By providing equal opportunities for all and embracing the richness of diverse perspectives and experiences, we cultivate an environment where every individual can thrive and contribute meaningfully to our shared goals.

People

Goals

Reach 20% female presence across the company by 2030.

More presence of young talent: average age reduced by 5 years.

Levers of change



Promote **Diversity & Inclusion** in the company.



Empower women and increase the female presence in the company.



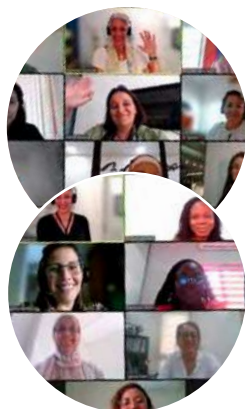
Accelerate the **youth talent acquisition** strategy



Our projects

Championing Women's Empowerment and Health Initiatives

Women's Empowering Program



The Women's Empowerment Program at ECCBC has yielded remarkable outcomes, underscoring our dedication to gender diversity and the advancement of women in the workplace. Through tailored mentorship, skill-building sessions, and networking opportunities, we have cultivated an environment that uplifts and supports our female colleagues at every stage of their professional journey. This program exemplifies ECCBC's commitment to fostering inclusivity and empowering women to thrive and excel in their careers.

Pink October



In observance of Pink October, ECCBC rallied together for breast cancer awareness, fostering a culture of well-being and solidarity across all Business Units. Through enlightening sessions led by healthcare professionals and the provision of passes for invigorating workouts, we prioritized health and unity throughout the month. This Pink October, let us continue to prioritize wellness and come together in support of those affected by breast cancer.

Our projects

Women's Day



On Women's Day, ECCBC organized a special event to celebrate and honor the invaluable contributions of women within our organization and beyond. This initiative served as a platform to recognize the achievements of women, empower them with knowledge and resources, and foster a supportive and inclusive workplace culture. By commemorating Women's Day, ECCBC reaffirmed its commitment to gender equality and the advancement of women in the workplace.

Youth talent acquisition strategy



Launch of IBDA Graduate Program



In line with our dedication to nurturing young talent and fostering innovation, we have launched the IBDA Graduate Program in Algeria. This initiative is tailored to attract and develop high-potential graduates who demonstrate exceptional academic and leadership qualities. The program offers a comprehensive curriculum that blends theoretical knowledge with practical experience, enabling participants to gain a deep understanding of our industry and operations. Through rotational assignments, mentorship, and targeted training sessions, graduates will acquire the skills and competencies necessary to drive our company's future success.

Our projects

Partnership with Tier 1 Business Schools



At the group level, we have established a partnership with IESE Business School and are currently exploring collaborations with other prestigious institutions

This initiative underscores our commitment to fostering academic excellence and leadership development within our organization. By aligning with renowned business schools, we aim to provide our employees with access to world-class educational resources and networking opportunities. This partnership is designed to enhance the strategic and managerial capabilities of our leadership team, ensuring they are equipped with cutting-edge knowledge and skills. Furthermore, these collaborations will facilitate knowledge exchange, joint research projects, and executive education programs, contributing to the continuous professional growth of our workforce.



Creation of the Project Management Squad



Recruitment of young promising talent from consulting firms from different areas

To bolster our project management capabilities, we have initiated the creation of a Project Management Squad. This specialized team comprises young, dynamic professionals recruited from leading consulting firms across various sectors. The objective is to infuse our organization with fresh perspectives, innovative approaches, and advanced project management methodol-

Our projects

ogies. These talented individuals bring with them a wealth of experience and expertise, which will be instrumental in executing complex projects, driving efficiency, and delivering strategic initiatives on time and within budget. The Project Management Squad will also play a crucial role in mentoring and upskilling our existing project management teams, fostering a culture of continuous improvement and excellence.



Participation in International & Local Forums/Student Careers Fairs



To scale up our proximity and employer branding

Our active participation in international and local forums, as well as student career fairs, is a strategic effort to enhance our employer branding and strengthen our presence in the talent market. Engaging in these platforms allows us to showcase our company's values, culture, and career opportunities to a diverse audience. It also provides a unique opportunity to connect with potential candidates, industry experts, and academic institutions, fostering valuable relationships and collaborations. By positioning ourselves as an employer of choice, we aim to attract top-tier talent who align with our organizational goals and vision. These events also serve as a platform for us to stay abreast of industry trends, gather insights on emerging talent needs, and continuously refine our recruitment strategies to meet future challenges and opportunities.

05

Enabling Sustainability at ECCBC



ESG Delivery Unit

In support of the implementation of ECCBC's ESG Impact Strategy 2030, the company developed the ESG Delivery Unit (DU). This specialized unit serves as the driving force, instilling both rigor and cadence to propel the progress of initiatives. Comprising approximately 70 cross-functional members, the DU works collaboratively towards the shared objective of seamlessly integrating ECCBC's ESG Impact Strategy into daily operations.

The creation of the ESG Delivery Unit represents a pivotal step in ECCBC's commitment to sustainability and responsible business practices. By assembling a team of specialists from various disciplines, the company ensures a comprehensive approach to executing ESG objectives. With the DU at the helm, ECCBC is poised to navigate the complexities of the ESG agenda with agility and effectiveness, delivering tangible results that contribute to long-term sustainability goals.

ESG Academy

ECCBC has inaugurated the ESG Academy, an innovative online program meticulously designed to synchronize our operations with the company's overarching global strategies. This pioneering initiative is geared towards fostering a deep understanding of the importance and ramifications of ESG principles across all facets of ECCBC's operations. It is tailored to cater to the diverse needs of ECCBC employees, ranging from central to extended teams, and commences with a targeted focus on the Board and Executive levels.

The ESG Academy comprises seven comprehensive modules, strategically crafted to provide a holistic understanding of ESG principles and their direct relevance to EC-



CBC's operations. The entire program is accessible online, allowing employees to participate at their own pace and convenience. Each module incorporates interactive elements, case studies, and practical examples to enhance engagement and facilitate meaningful learning experiences.

The first module serves as an introductory overview of ESG, laying the foundation for subsequent learning. Following this introduction, the program delves into six additional

modules, each intricately aligned with ECCBC's ESG Impact Strategy pillars. These pillars encompass packaging, water, climate, communities, sourcing, and people.

In addition to the online learning modules, the ESG Academy also includes self-assessment tools, allowing employees to gauge their understanding of key concepts and identify areas for further development. Through the combination of online learning and self-assessment, ECCBC aims to empower its employees with the knowledge and tools necessary to integrate ESG considerations into their day-to-day decision-making processes.

By equipping individuals at all levels of the organization with a comprehensive understanding of ESG principles, ECCBC endeavors

to drive meaningful change and foster a culture of sustainability and responsible business practices throughout its operations. This initiative underscores ECCBC's unwavering commitment to environmental stewardship, social responsibility, and corporate sustainability.

Bi-annual training

In addition to the online ESG Academy, ECCBC complements its learning initiatives with two annual workshops designed to consolidate knowledge and engage employees with specialized experts on the various thematic areas covered. These workshops serve as invaluable opportunities for employees to delve deeper into specific ESG topics and gain insights from industry leaders and subject matter experts.



Enabling Sustainability at ECCBC

The workshops are carefully curated to address key challenges and emerging trends within the realm of environmental, social, and governance considerations. By bringing together employees from across the organization, these sessions facilitate meaningful discussions, knowledge sharing, and collaborative problem-solving.

During the workshops, participants have the opportunity to interact directly with specialized experts, ask questions, and gain practical insights into implementing ESG best practices within ECCBC's operations. The sessions are structured to encourage active participation and provide hands-on learning experiences, enabling employees to deepen their understanding and apply their knowledge effectively.

By complementing the online ESG Academy with these annual workshops, ECCBC aims to further reinforce its commitment to fostering a culture of sustainability and responsible business practices. These initiatives not only empower employees with the necessary skills and knowledge to integrate ESG considerations into their daily work but also contribute to driving positive change within the organization and beyond.

ESG Newsletters

ECCBC has launched a monthly ESG newsletter to keep associates informed about the latest news

highlights on projects and initiatives across the various pillars of our ESG Impact Strategy. This newsletter serves as a vital communication tool, providing regular updates on the progress of sustainability initiatives, key milestones, and noteworthy achievements within the organization. Through



the dissemination of relevant information and insights, the newsletter aims to foster greater awareness and engagement among ECCBC associates regarding the company's sustainability efforts. By staying informed about the latest devel-

opments in ESG-related projects and initiatives, associates are empowered to actively contribute to ECCBC's overarching sustainability goals and drive positive change within their respective roles and departments.



Sustainable Market

ECCBC recently organized a sustainable market as part of our Family Day event, inviting associates to bring their families to explore the company's ESG Impact Strategy 2030. This unique event provided an engaging platform for associates and their loved ones to discover the various pillars of ECCBC's sustainability efforts through interactive activities and exhibits. Set up at both office locations and plant facilities, the sustainable market offered a diverse range of experiences designed to raise

awareness and foster understanding of ECCBC's commitment to sustainability. From hands-on workshops highlighting each pillar of the ESG Impact Strategy to informative displays showcasing the company's sustainability initiatives, the event offered something for everyone to learn and engage with. By involving associates and their families in this immersive experience, ECCBC aimed to deepen understanding, inspire action, and strengthen collective commitment to building a more sustainable future together.

06

ECCBC & The Sustainable Development Goals

ECCBC & The Sustainable Development Goals






Introduced in 2015, the Sustainable Development Goals (SDGs) represent a collective vision crafted by the 193 member states of the United Nations, aiming to shape a future where every individual flourishes within a sustainable environment. Comprising 17 overarching goals and 169 associated targets, the SDGs outline a comprehensive framework to address a myriad of interconnected global challenges by the year 2030.

At ECCBC, we acknowledge that achieving these goals requires collaborative effort. As a global entity with an extensive supply chain and consumer base, we recognize our pivotal role in advancing numerous SDGs.





Through strategic partnerships, engagement with suppliers, and leveraging our influence, we actively seek opportunities to make meaningful contributions toward these ambitious objectives.

Outlined in the following table are the SDG goals and specific targets to which ECCBC contributes directly, along with relevant links for further information. This framework guides our efforts as we strive to align our business practices with the broader global agenda for sustainable development.





ECCBC & The Sustainable Development Goals

	Goal	Priority target	More information
	GOAL 1 End poverty in all its forms everywhere	1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Water Access, p. 54 • Disaster relief, p. 68 • Humanitarian Aid, p. 70
	GOAL 2 End hunger, achieve food security and improved nutrition and promote sustainable agriculture	2.3 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	<ul style="list-style-type: none"> • Sourcing, p. 74-79
	GOAL 3 Ensure healthy lives and promote wellbeing for all at all ages	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	<ul style="list-style-type: none"> • Communities, p. 66-73 • Water Access, p. 54
	GOAL 5 Achieve gender equality and empower all women and girl	5.1 End all forms of discrimination against all women and girls everywhere 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<ul style="list-style-type: none"> • Women Empowerment, p. 71 • Water Access, p. 54 • Education & Youth Development, p. 72 • People, p. 80-83
	GOAL 6 Ensure availability and sustainable management of water and sanitation for all	6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all 6.2 By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	<ul style="list-style-type: none"> • Water Leadership, p. 55

ECCBC & The Sustainable Development Goals

	Goal	Priority target	More information
 <p>6 CLEAN WATER AND SANITATION</p>	GOAL 6 Ensure availability and sustainable management of water and sanitation for all	<p>6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity</p> <p>6.5 By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate</p> <p>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes</p> <p>6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies</p> <p>6.b Support and strengthen the participation of local communities in improving water and sanitation management</p>	<ul style="list-style-type: none"> • Water Leadership, p. 55
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	GOAL 7 Ensure access to affordable, reliable, sustainable and modern energy for all	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<ul style="list-style-type: none"> • Climate, p. 56-65
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	GOAL 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<ul style="list-style-type: none"> • People, p. 80-83
 <p>10 REDUCED INEQUALITIES</p>	Goal 10. Reduce inequality within and among countries	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	<ul style="list-style-type: none"> • People, p. 80-83

ECCBC & The Sustainable Development Goals

	Goal	Priority target	More information
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	GOAL 12 Ensure sustainable consumption and production patterns	12.2 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature 12.a Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Packaging, p. 40-49 • Water Operations, p. 52 • Sourcing, p. 74-79 • Climate, p. 56-65
 13 CLIMATE ACTION	GOAL 13 Take urgent action to combat climate change and its impacts	2.3 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	<ul style="list-style-type: none"> • Water Operations, p. 52 • Sourcing, p. 74-79 • Climate, p. 56-65
 14 LIFE BELOW WATER	GOAL 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Water, p. 50-55 • Packaging, p. 40-49
 17 PARTNERSHIPS FOR THE GOALS	GOAL 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development	5.1 End all forms of discrimination against all women and girls everywhere 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Water, p. 50-55 • Packaging, p. 40-49 • Climate, p. 56-65

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