

Equatorial Coca-Cola Bottling Company

ESG Report 2024



Index

1	Chairman and CEO Message	Letter from our Chairman	4
		Letter from our Chief Executive Officer	6
2	Executive Summary Our ESG goals		8
3	Our Company	At a glance	14
		Our operations	22
		ESG Governance and Management	26
		ESG Stakeholder Engagement and Partnership	29
4	ESG Impact Strategy 2030	Our Strategy	36
		Packaging	42
		Water	50
		Climate	56
		Communities	64
		Sourcing	70
		People	76
5	Enabling Sustainability at ECCBC	ESG Delivery Unit	84
		ESG Academy	86
		Diversity & Inclusion Day	91
6	ECCBC & The Sustainable Development Goals		92

Letters from our Chairman and CEO

Letter from our Chairman

Letter from our Chief Executive Officer



**Alfonso Libano
Daurella**

Chairman of the
Board of Directors

Two years after the launch of our ESG Impact Strategy 2030, I am proud to say that our commitment to sustainability has become deeply embedded in the way we operate and grow. In 2024, we not only stayed the course, but we accelerated our impact.

Across our different Business Units, we have continued to turn our ESG ambitions into measurable outcomes. We have strengthened our efforts to manage resources responsibly, advance our circular economy model, and reduce emissions.

Our focus on social responsibility remains a central pillar of our strategy. This year, we expanded initiatives aimed at empowering young people, supporting education and health, and promoting equity in the workplace. We believe that the strength of our business lies in the well-being and resilience of our people and communities.

At the same time, we have reinforced our governance practices, ensuring that transparency, ethics, and accountability remain at the heart of our decision-making. We are strengthening our data management, controls, and oversight processes to support better, faster, and more responsible business outcomes.

This year, we also partnered with an external firm to assess the environmental and social value created through our ESG initiatives. The findings confirmed that our Sustainability investments are delivering strong returns—not just in financial terms, but in lives improved, emissions avoided, and resources preserved.

These results reinforce what we have always believed: that sustainability is not just a responsibility, but an opportunity. An opportunity to lead with purpose, to innovate with integrity, and to create long-term value for Africa and beyond.

I want to sincerely thank our leaders and teams, communities, customers, and partners for their continued trust and support. Your dedication inspires our mission and drives our shared success.

Together, we are building a better future—for business, for people, and for the planet.



Alfonso Bosch

Chief Executive Officer

In a year marked by economic uncertainty, ECCBC has continued to move forward with determination and purpose. Our commitment to sustainability, local impact, and long-term value creation has remained unwavering.

We know that the communities we serve are facing challenges, and our role has never been more important. In 2024, we placed a strong focus on affordability, ensuring that our products remain accessible even in times of inflation and financial pressure. At the same time, we are driving operational efficiency and innovation to meet these demands without compromising on quality or sustainability.

Our strong local presence continues to be one of our greatest strengths. By working closely with local suppliers, investing in community partnerships, and adapting our business models to local realities, we are reinforcing our impact where it matters most. We source, employ, produce and serve locally.

This year, we continued implementing our ESG Impact Strategy, which is based on a consolidated governance model that includes an ESG Board Committee and an Executive Steering Committee. It also marked the 21st edition of Dar L'Ftour, a Ramadan solidarity initiative that supports over 50,000 families. For more than twenty years, this program has aimed to foster values such as generosity, care, and local connection.

Regarding water, this year marks a significant milestone with the launch of the Coca-Cola System “Refresh Africa 2030” project, in partnership with the Global Water Challenge (GWC). This initiative aims to address critical water-related challenges in local communities across 20 African countries, including ECCBC markets. In terms of packaging, we have collaborated with the industry in Ghana to establish rPET standards, thereby promoting a circular economy for our bottles.

We are also proud to be recognized as the Best Place to Work in 2024, ranking of 29th position of the entire globe. This recognition reflects our commitment to creating a supportive, inclusive, and empowering workplace for our people. Our teams are the foundation of our success, and their dedication continues to inspire our progress.

I am personally proud of our outstanding achievements in ensuring people's safety. ECCBC maintains a leading position within the Africa Coca-Cola System regarding safety and our commitment to the “zero is possible”.

Looking ahead, we remain focused on building a more agile and sustainable ECCBC.







I would like to thank all our collaborators, partners, and stakeholders for their trust and engagement in maximizing together our positive impact on the communities we serve. Together, we will continue to deliver value, act with integrity, and create a positive future for our business and the communities.

Executive summary

At Equatorial Coca-Cola Bottling Company (ECCBC), our deep-rooted commitment to Environmental, Social, and Governance (ESG) excellence remains steadfast as we navigate the complex landscape of sustainability challenges. Guided by our core values, we focus on the most relevant ESG issues to our company, stakeholders, and communities. In close collaboration with trusted partners, we continuously assess and refine our ESG priorities to ensure that they remain meaningful and effective. These priorities are fully integrated into our business strategy and daily operations, forming a solid foundation for long-term resilience and sustainable 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, 2024.

							
	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.	40% female in managerial positions 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.				40k of young people skills development by 2030.	
						30% employees taking part in volunteering activities by 2030.	
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 by fostering an inclusive culture	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 Youth 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	Foster a Culture of Volunteering by partnering with communities projects and recognizing employee contributions.	
	Introduce rPET in our key markets.	Ensure availability of water from the watershed			Sustainable agriculture (sugar)		

Our Company



At a glance

Our operations

ESG Governance and Management

ESG Stakeholder Engagement and Partnership



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 distribute 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 168 million consumers and servicing in excess of 254,000 retail outlets, facilitating approximately 2.3 billion transactions annually.

COMPANY FACTS



+30
years



Head office
**Casablanca,
Morocco**



13
operational
markets



24
brands

ECCBC



+168 million
consumers



+254 000
points of sale



Above 2.3 billion
transactions per
year



+50 000
indirect jobs
creation in Africa

2024 PERFORMANCE



1 billion \$
turnover



2.3 billion
transactions



+5 000
total employees



10
bottling plants



42
production lines



24
brands

OUR ESG IMPACT STRATEGY



Packaging



Water



Climate



Communities



Sourcing



People

ECCBC'S MARKETS



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.



1989

Operations were discontinued due to conflict, 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.



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).



2005

ECCBC acquires Fruitall 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.



2020

2020

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



2022

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



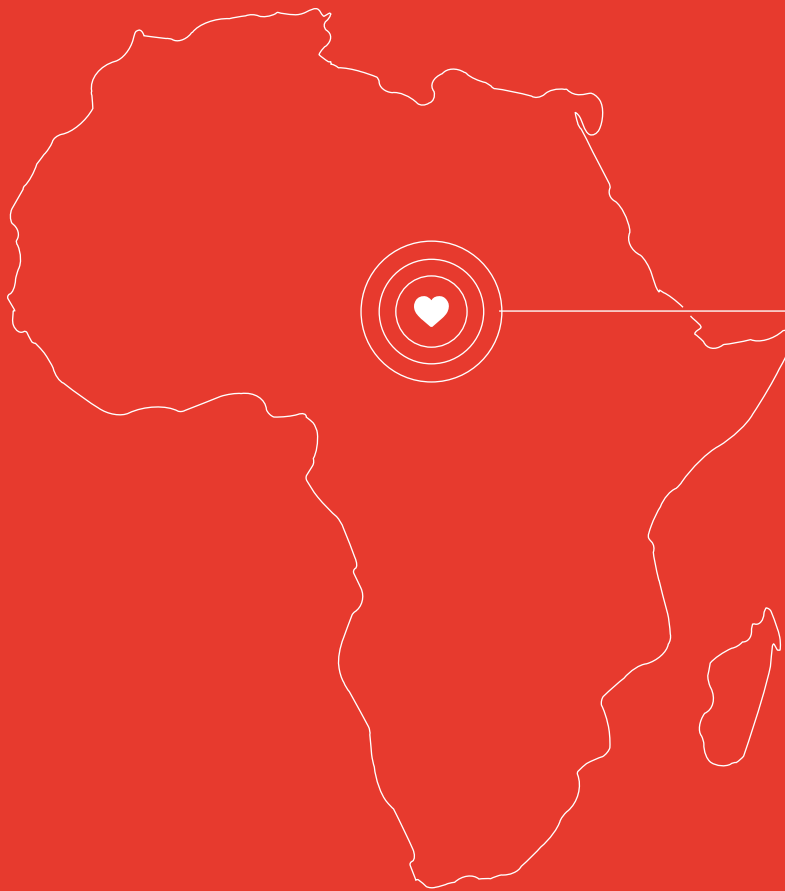
2024

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



OUR VISION

To be the best FMCG company in each of the markets that we operate, lead Africa system growth and become the most important Coca-Cola anchor partner in Africa.



DIVERSITY

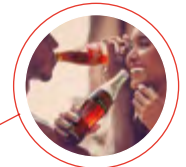
As a leading company in Africa with roots in the family business, we understand the tough realities of the countries where we operate and respect both their diversity and their heritage.

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 refreshment, consumers, customers and people.

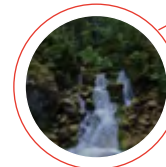
ACCOUNTABILITY

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



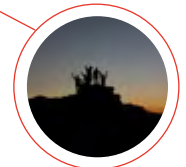
SUSTAINABILITY

We work together in harmony with our communities in order to preserve the natural environment for future generations.



A WINNING TEAM

We are more than the sum of our parts through trust, collaboration and dedication. We don't just work hard, we work smart.



EXCELLENCE

Whilst our production, quality and execution are consistently excellent, we can adjust to the challenges of our markets with speed and agility.

Our Company

Our operations

After more than 30 years
reaching over 168 million consumers
serving more than 254 000 points of sale with
above 2.3 billion transactions per year, and
creating indirect jobs to over
35 000 people in Africa.



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

This includes initiatives aimed at lowering the sugar content in our products and increasing the availability of options with or without sugar, demonstrating our commitment to fostering healthier lifestyle choices among our consumers.

Currently, ECCBC 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.



Our Company

ESG Governance and Management

At ECCBC, sustainability and ESG principles are firmly embedded in our corporate governance framework. These topics are prioritized at the highest levels of the organization, supported by dedicated governance structures that address their strategic importance. Our dynamic and collaborative culture is underpinned by a comprehensive set of policies and procedures designed to promote ethical behavior, accountability, and transparency across all our operations.

The Board of Directors plays a pivotal role in steering this governance framework, recognizing sustainability as a fundamental element of risk management. Through consistent oversight and active involvement, the Board ensures that ESG and sustainability considerations are fully integrated into our strategic decision-making, reaffirming our steadfast commitment to responsible business practices and long-term value creation.

ESG Governance

At ECCBC, we believe that cross-functional collaboration is essential to achieving our sustainability goals. In 2021, we established a high-level Cross-Functional Workgroup. It was first launched at the Board level to ensure strategic oversight and leadership involvement. Shortly after, it was implemented across the Group to embed sustainability practices into daily operations.

Led by the Public Affairs, Communications & Sustainability (PACS) department, the workgroup is responsible for coordinating, monitoring, and aligning efforts across all departments. It also supports initiatives that encourage a shared commitment to building a more sustainable future.

This collaborative structure has enabled ECCBC to develop a clear roadmap and targeted action plans aligned with the six pillars of our ESG Impact Strategy 2030.

Oversight of ESG matters is thoughtfully distributed across several Board committees, each contributing its own area of expertise. The Corporate Governance and ESG Committee holds primary responsibility for supervising the company's sustainability agenda and managing associated risks related to environmental, social, legal, regulatory, and public policy topics. These committees play a key role in shaping ECCBC's sustainability approach by considering emerging environmental and social issues, stakeholder expectations, and human rights practices.

In 2023, ECCBC further strengthened its governance framework by establishing the ESG Steering Committee. This structure enhances our ability to respond to the evolving ESG landscape and reinforces the integration of sustainability into all aspects of our operations.

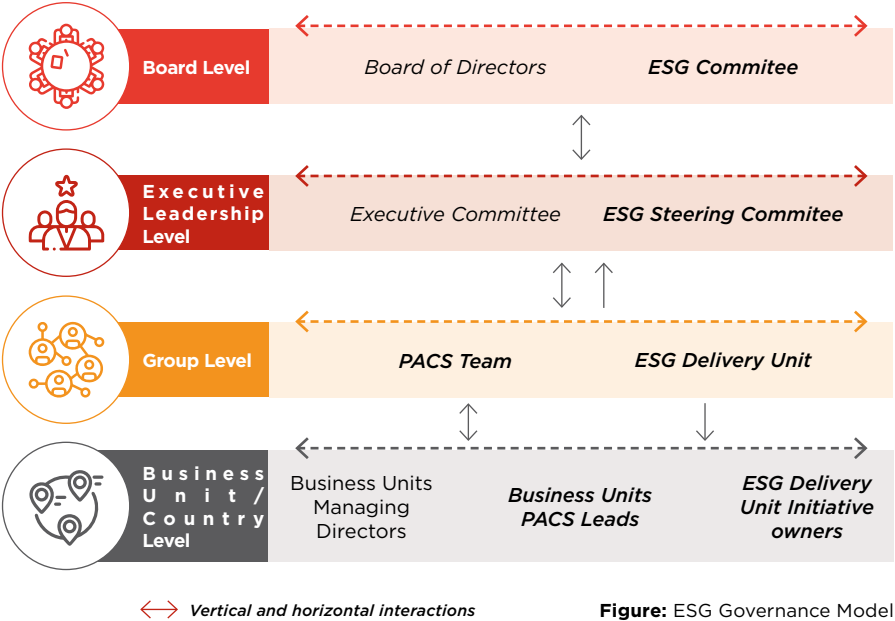


Figure: ESG Governance Model

Our approach to disclosure

The 2024 ESG Voluntary Report is intended to give stakeholders a clear view of ECCBC's performance, priorities, and actions across all areas of its operations. Though not mandatory, this report reflects ECCBC's ongoing commitment to transparency and responsible business conduct.

It covers the period from January 1 to December 31, 2024, and draws on widely recognized frameworks, including ISO 26000 and the UN Sustainable Development Goals. The data and initiatives shared span all geographies within ECCBC's scope.

Partnerships highlight

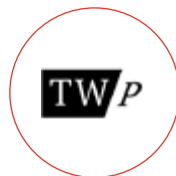
As one of the largest bottlers in Africa, ECCBC recognizes its significant role in addressing challenges and advancing sustainability across the various countries where we operate. Leveraging our extensive presence and expertise in these diverse regions, we are committed to driving positive change through 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.

- In 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.
- In 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 been working with **ThirdWay Partners** (TWP) since 2020. Throughout this collaboration, TWP has supported ECCBC in developing and implementing a range of sustainability-focused projects across the business.
- ECCBC has partnered with **UNIDO 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

Through the integration of sustainable finance principles, ECCBC strengthens its focus on generating positive environmental and social outcomes, while enhancing long-term resilience and competitiveness in a constantly evolving global context.

- **IFC:** In 2023, ECCBC partnered with the International Finance Corporation (IFC) to strengthen its sustainability initiatives. With IFC's support, ECCBC is working to reduce its water and energy footprint through different measures, such as upgrading production lines and installing solar panels, further reinforcing its commitment to environmental sustainability and innovation.



- **Sustainability linked loan BNP:** BMCI, a subsidiary of BNP Paribas Group, has introduced a Sustainability Linked Loan (SLL) 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 esteemed platforms. Our dedication to excellence and positive impact has been underscored by several notable awards:



Best Places to Work Certification

Equatorial Coca-Cola Bottling Company has been ranked the 29th Best Place to Work in the world and 16th in Africa. A recognition that reflects our strong people-centric culture. This follows the certification of two of our Business Units, Algeria and Cabo Verde, as Best Places to Work.



Ghana Beverage Awards 2024

ECCBC was named Corporate Social Responsibility Company of the Year in recognition of the contribution to sustainable development and its social and environmental support across the industry and the communities we serve.



Ghana National FMCG Award 2024

ECCBC won The CSR Campaign of the Year in recognition of the commitment to sustainable development through the women empowerment initiatives, reflecting our dedication to social progress and support for the communities we serve.



Communitas Award 2024

ECCBC has won the Communitas Award in the category of *Leadership in Community Service and Corporate Social Responsibility* for the exceptional mobilization in the earthquake affecting the Haouz Region in Morocco. This award celebrates the quick response and exceptional mobilization of our Group, the ECCBC Morocco team, and the broader Coca-Cola system.



2024 Casablanca Plant VP Award

The Casablanca plant was recognized for its outstanding safety measures and strict adherence to safety protocols, thereby contributing to a safer working environment for all employees.



2024 Accra Plant VP Award

The Accra plant received the 2024 VP Award, recognizing its continued commitment to enhancing and maintaining the highest standards of safety practices.



These recognitions reflect ECCBC's continued dedication to sustainability and our drive to make a meaningful difference, both in the communities we serve and beyond.



ESG IMPACT STRATEGY 2030

Shared value, shared future

ESG Impact Strategy



Our strategy
Packaging
Water
Climate
Communities
Sourcing
People

In line with our vision *“To be the best FMCG company in each of the markets that we operate, lead Africa system growth and become the most important Coca-Cola anchor partner in Africa,”* ECCBC put in place its ESG Impact Strategy at the end of 2020. This marked a key step in building a more structured and accountable approach to managing our environmental and social impact, while staying aligned with the expectations of our stakeholders.

The strategy was developed following a single materiality assessment, which brought together insights from both internal and external stakeholders. The results of this assessment helped define ECCBC’s ESG priorities and shaped the roadmap that guides our work today.

The ESG Impact Strategy is designed to create long-term value by aligning business decisions with ESG considerations. We recognise that our success is closely tied to the wellbeing of the communities we serve. Their progress is essential to ours.

The strategy remains guided by the UN Sustainable Development Goals and Coca-Cola’s global 2030 targets.

Consequently, our updated strategy will center around six key pillars where ECCBC holds considerable influence and can deliver substantial value. Each pillar is underpinned by a set of commitments, action plans, and initiatives designed to drive progress toward our 2030 Sustainability Goals.

ESG Pillars



Packaging

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.



Water

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.



Climate

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.



Communities

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.



Sourcing

Make responsible decisions for our communities and our planet by supporting sustainable businesses across our value chain, from the farm to the table.



People

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.





ESG Value Creation

In line with our ESG Impact Strategy 2030, ECCBC partnered with Tecnoambiente to carry out a rigorous assessment of the environmental and social value created through our key sustainability initiatives. Using internationally recognized methodologies—specifically Environmental and Social Return on Investment (ESROI) and Life Cycle Assessment (LCA) ReCiPe2016—the study measured the real-world impact of nine strategic projects across our operations.

These initiatives, which focus on circular economy, clean energy, water access, health, and youth empowerment, delivered strong outcomes: from reducing greenhouse gas emissions and preserving natural resources to enhancing health and generating employment opportunities.

The findings confirm that integrating sustainability into our core business strategy generates meaningful shared value. For every euro invested, the projects created an estimated **2.35 times** their value in environmental and social benefits—equivalent to a **135% return** beyond the original investment.



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.

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 in plastic bottles



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



Introduce **rPET** in our key markets

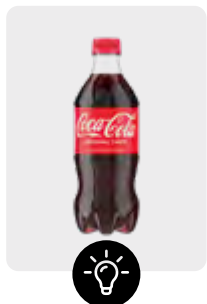
DESIGN



Refillable Glass Bottles

Our strategy places a strong emphasis on the use of returnable glass bottles (RGB), signaling a major shift in our packaging approach. We now offer select brands in RGB, supported by a deposit system. This innovative move replaces single-use glass bottles with durable ones that can be reused up to 25 times, significantly reducing the need for energy and raw materials.

This system enables a substantial decrease in our carbon footprint, as RGBs generate up to three times fewer greenhouse gas (GHG) emissions compared to single-use bottles. The standardized bottle format also makes returns easier for outlets and wholesalers, improving operational efficiency while reinforcing our commitment to sustainability.



Light weighting

One of our primary initiatives involves reducing the use of plastic in our packaging. For the past few years, we have consistently advanced our lightweighting efforts, which focus on decreasing the PET content in our bottles while maintaining stringent quality standards. As a result of these continued efforts, last year we achieved a reduction in PET content equivalent to 2% of the total preforms sourced. This milestone underscores our ongoing commitment to sustainability and responsible resource management across our operations.

COLLECTION



UNIDO Switch2CE

In 2024, ECCBC continued to make strong progress on Morocco's first bottle-to-bottle recycling pilot, led in partnership with the United Nations Industrial Development Organization (UNIDO). The initiative is also supported by Right Execution Daily (RED), Roots for Sustainability (R4S), ThirdWay Partners, and La Générale de Recyclage (LGR). This three-year project is focused on building a local circular economy for PET plastic by collecting, sorting, and recycling used bottles into new ones.

Over the past year, efforts have been scaled through innovative collection models targeting both households and points of sale, designed to boost recovery rates and secure a steady stream of high-quality material for recycling. These developments mark a critical step toward closing the loop on plastic packaging.



COLLECTION



Guinea Conakry Recycling Project

With support from The Coca-Cola Foundation (TCCF), ECCBC launched a recycling project in Conakry, Guinea, in 2021. In collaboration with Roots for Sustainability, the project is focused on developing an organized waste collection system by empowering waste pickers through the formation of cooperatives and integrating them into the municipal waste management framework. As of 2024, the initiative has collected approximately 30 tonnes of PET plastic waste, reflecting steady progress in improving local recycling infrastructure and supporting inclusive, community-based waste management solutions.



Guinea Conakry



Nrecycli

ECCBC Algeria has partnered with Nrecycli, a startup that connects citizens to local recycling points through its digital platform Nrecycli.com.

Users are rewarded for recycling, while associations hosting collection points receive quarterly sponsorships to support their activities. Moreover, partner companies reward citizens with products/services for their CSR efforts, creating measurable social and environmental impact.

This partnership will be integrated into ECCBC's bottle-to-bottle project, enhancing our commitment to circularity and community engagement.



Algeria

COLLECTION



Polyrec

ECCBC Algeria has established a partnership with POLYREC in the western region, specifically in the Wilaya of Oran. Through this collaboration, more than 200 Smart Recyclable Bottles (SRBs) have been installed to collect plastic bottles in strategically selected locations, including universities, shopping centers, event halls, and more. This partnership will be integrated into ECCBC Algeria's "bottle-to-bottle" project, further strengthening our impact on sustainability and community engagement.



Algeria



Cap Challenge

Since 2022, ECCBC Algeria has supported the Algerian Cap Challenge, a bottle cap collection campaign benefiting children with xeroderma pigmentosum.

Through the active involvement of our teams and their families, we help gather caps later sold for recycling, with proceeds funding medication, school supplies, and Ramadan baskets. In 2024, the initiative reached a major milestone with over 3,000 tons of caps collected, underscoring our commitment to environmental action and community support.



Algeria



COLLECTION

Beach cleaning



As in previous years, ECCBC reaffirmed its commitment to environmental stewardship through a series of beach clean-up initiatives across multiple countries. These events, led by our dedicated team of volunteers, aimed not only to remove waste from coastal areas but also to raise awareness about the importance of protecting our natural environment. Volunteers in, Morocco, and Cape Verde played a central role in organizing and participating in these efforts. By actively involving local communities, ECCBC demonstrated its ongoing dedication to environmental protection and the promotion of sustainable practices. These initiatives continue to have a meaningful impact on coastal ecosystems while fostering greater environmental consciousness in the regions where we operate.



Morocco



Guinea Conakry



Cape Verde



PARTNERS

GRIFE



In 2017, Equatorial Coca-Cola joined seven other private companies to co-found Ghana Recycling Initiative by Private Enterprises (GRIFE), a private-sector coalition committed to tackling the environmental impact of plastic waste in Ghana. GRIFE brings together industry players, government bodies, NGOs, and informal waste collectors to drive local, collaborative solutions to this global issue.

By 2024, GRIFE had made notable progress in its waste management efforts. Through a series of community clean-up campaigns, the coalition collected 8,410 tonnes of plastic waste, playing a key role in advancing environmental protection and sustainable waste practices in the country.



Ghana



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 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.

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

OPERATIONS



Water optimization (Plants level)

Water conservation is critically important, especially given the ongoing water scarcity challenges across Africa. Addressing this issue requires urgent and collaborative actions to secure a sustainable water future for communities throughout the continent. In response, ECCBC plants have taken proactive steps to reduce water consumption and promote conservation. Our dedicated factory teams have implemented a range of initiatives, including the installation of water-efficient technologies, leak detection and repair programs, and the integration of best practices in water management across all production stages. Moreover, we conduct continuous monitoring and analysis of water usage data to pinpoint opportunities for further improvement and enhance our conservation strategies. These initiatives reflect our strong commitment to responsible water stewardship and align with our broader sustainability goals. This initiative represents a key milestone in our efforts to reduce the environmental impact of our packaging.



WasteWater Treatment Plants

At ECCBC, our wastewater management system is designed to meet the highest environmental and quality standards, in line with The Coca-Cola Company's KORE requirements, which often go beyond local regulatory obligations. All wastewater generated from our operations undergoes thorough treatment and continuous monitoring to ensure it is safely returned to the environment. This process not only supports aquatic life, but it also reflects our broader commitment to water stewardship and sustainable resource management. By maintaining strict controls and investing in advanced

treatment technologies, we ensure that our wastewater practices contribute positively to local ecosystems and align with our sustainability goals.



Morocco



Cape Verde



Ghana



Algeria



Guinea

OPERATIONS



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

At ECCBC, we are strongly committed to tackling the challenges of water scarcity and ensuring the long-term sustainability of water resources. To support this commitment, we have launched a comprehensive study to assess the potential for mobilizing water resources. This initiative evaluates current water availability, usage patterns, and future needs to guide our sustainable water management strategies. By gaining a deeper understanding of water resource dynamics, we can proactively mitigate risks, optimize resource allocation, and help secure water access for both communities and ecosystems. Through efforts like this, we reinforce our dedication to responsible water stewardship and our broader environmental and social impact goals.



Morocco



Algeria

WATER ACCESS



Replenish Africa 2030

As part of our commitment to water replenishment, The Coca-Cola Company and ECCBC are actively engaged in the “Replenish Africa 2030” project, implemented in collaboration with the Global Water Challenge (GWC). The initiative is currently underway in Morocco, Algeria, and Cape Verde, where it aims to address water scarcity and ecosystem degradation through community-led wetland restoration and nature-based solutions. It also supports local communities through training in sustainable agriculture, water monitoring, and conservation practices.



Morocco



Cape Verde



Algeria



Piped Water for Communities

In São Pedro Latada, Cape Verde, ECCBC led a project to provide drinking water access to the community. In partnership with Águas de Santiago (AdS), the initiative benefited around 20 families. This project reinforces ECCBC’s ESG Strategic Impact Plan and its commitment to ensuring essential services for vulnerable communities, improving living conditions, and fostering sustainable development.



Cape Verde

WATER ACCESS



Provision of a Borehole

In line with our Odyssey mission to create shared value, PMSU-UNICOF, in collaboration with the company, launched an initiative to enhance water access and sanitation facilities for the 710 pupils of the Mampong School for the Deaf. This effort reinforces our commitment to supporting vulnerable communities and promoting health and well-being through sustainable water stewardship.



Ghana

EVENTS



Green Talk

On November 6, 2024, Equatorial Coca-Cola Bottling Company Algeria took part in the 3rd edition of the Green Talk organized by BNP Paribas El Djazaïr.

During this event, we highlighted the initiatives implemented at the Fruitai Rouiba plant to optimize water use.



Algeria





Climate



The growing urgency of climate change presents an unparalleled challenge for humanity and highlights the pressing need for unified global action.

Scientific consensus affirms that achieving net zero emissions worldwide by 2050 is crucial to avoiding the most severe consequences of global warming. This target is essential to keep the global temperature rise below 1.5°C above pre-industrial levels, a threshold beyond which the risks to ecosystems, human health, and economies increase significantly.

At ECCBC, we recognize the weight of our responsibility, especially given our broad presence across Africa. The continent is particularly vulnerable to climate change impacts, including prolonged droughts, extreme weather, and threats to food and water security. In response, ECCBC has taken meaningful steps in recent years to reduce greenhouse gas (GHG) emissions across our entire value chain. While we have made important progress, we remain committed to intensifying our efforts to support the resilience of the communities we serve and to protect the health of our 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

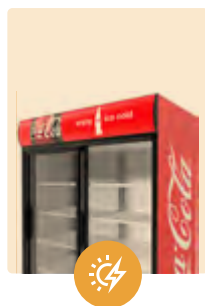


Incorporate **electric and hybrid vehicles** alternatives to our fleet



Energy efficiency certifications

Most of ECCBC's plants have already attained ISO 50001 certification, reflecting a strong focus on improving energy efficiency, minimizing environmental impact, and optimizing operational costs. For the remaining sites working toward certification, ECCBC is investing in staff training, infrastructure upgrades, and enhanced energy performance monitoring systems to ensure full compliance. This ongoing effort reinforces our leadership in sustainable energy management within the beverage industry and supports our broader goals to reduce carbon emissions, address climate change, and drive long-term operational sustainability through continuous improvement.

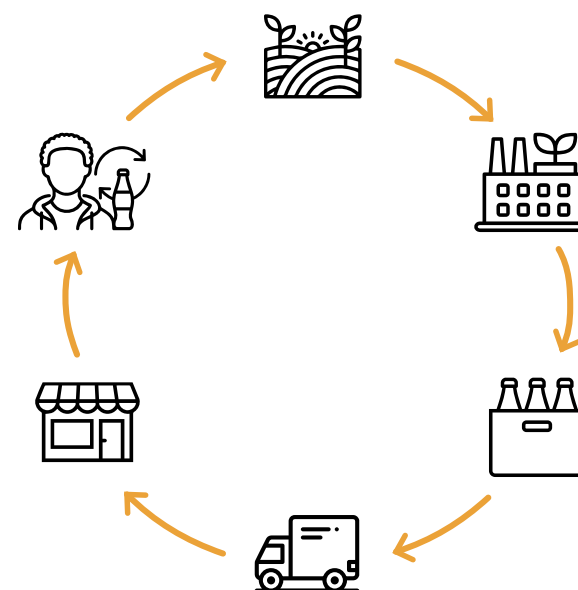


Transition to Climate-Friendly Cooling Systems

ECCBC has initiated the replacement of traditional air conditioning systems using R134a refrigerant with newer, high-efficiency units that utilize R290—a natural refrigerant with significantly lower global warming potential (GWP). This transition not only reduces energy consumption but also aligns with our sustainability objectives by minimizing the environmental impact of our cooling operations. The adoption of R290, known for its superior thermodynamic performance and reduced greenhouse gas emissions, represents a key step in decarbonizing our operations and enhancing the environmental performance of our facilities across our territories.

ADVANCING OUR DECARBONIZATION JOURNEY THROUGH STRATEGIC PARTNERSHIPS

Following an initial carbon footprint assessment and the development of a decarbonization roadmap in 2023, ECCBC has entered a deeper phase of work in collaboration with The Coca-Cola System in Africa to further strengthen our approach to emissions reduction. This phase focused on refining our understanding of emission drivers across operations and identifying pathways for more ambitious and impactful climate action. Our efforts continue in this direction, reinforcing our commitment to building a robust, data-informed decarbonization strategy across all business units and geographies.





Deployment of Internal SBTi-Aligned CO₂ Accounting Tool

To support our decarbonization efforts, ECCBC has developed an internal tool to calculate and monitor our carbon footprint across Scopes 1, 2, and 3. This tool enables each business unit to collect and consolidate emissions data in a consistent, standardized way, improving accuracy, traceability, and decision-making. By integrating emissions tracking directly into our operations, we are better positioned to identify key reduction levers, align with the GHG Protocol, and drive accountability across the organization. The tool is continuously being refined to capture more detailed data and support long-term emissions reduction planning.



Integrating Renewable Energy into Our Operations

At ECCBC, our commitment to environmental sustainability is driving the transition towards cleaner energy solutions. We are now advancing with on-site solar energy projects through Power Purchase Agreements (PPAs) at selected facilities, enabling the use of renewable electricity without the need for direct capital investment. This approach supports our efforts to diversify the energy mix across our operations while reducing reliance on fossil fuels. In parallel, we continue to assess additional opportunities to expand renewable energy use, reinforcing our ambition to lower our carbon footprint and contribute to a more sustainable and resilient energy model.





Communities



At 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.

EDUCATION



School refurbishment

ECCBC has refurbished a school block at Tema Community, Ghana, creating a safer and more supportive learning environment for students and contributing to improved educational conditions in the community. This initiative supports our commitment to promoting education and fostering sustainable community development.



Ghana

HUMANITARIAN AID



Ramadan Donation

During the holy month of Ramadan, Equatorial Coca-Cola Bottling Company (ECCBC) reaffirmed its commitment to the communities we serve through targeted food donation programs. These initiatives reflect our dedication to social responsibility and our role in supporting those in need during this important time.

In Morocco, ECCBC organized the 21st edition of the Dar Lftour food donation program. In collaboration with local NGOs, and over 44,000 food baskets were distributed across rural areas, supporting thousands of families throughout the month.

In Algeria, 2,140 Ramadan boxes were distributed in 15 Wilayas, benefiting over 10,800 people. Additionally, social media efforts extended the initiative's visibility, reaching nearly 200,000 people online.

In Guinea Conakry, ECCBC provided food donations to 95 families, reinforcing our commitment.

Through these efforts, ECCBC continues to demonstrate its commitment to making a positive impact on the local communities.



Morocco



Algeria



Guinea Conakry

HUMANITARIAN AID



Rouiba Hospital Support Initiative

As part of our commitment to supporting education and community well-being, ECCBC contributed to improving the learning environment at Rouiba Hospital by installing a video projector, projection screen, and 60 specialized chairs designed for internal medicine students. This upgrade has enhanced the quality of training sessions and lectures, creating a more functional and comfortable setting for medical education. The initiative has already benefited over 100 students, helping to strengthen practical learning opportunities for future healthcare professionals in the region.

COMMUNITY WELL-BEING



Let Your Eyes Enjoy!

At ECCBC, our commitment to community well-being remains steadfast. In 2024, as part of our continued efforts under the "Let Your Eyes Enjoy" initiative in Morocco, we carried out a medical caravan in Chichaoua, in collaboration with Fundación Elena Barraquer, Fundación Cione Ruta de la Luz, and local partners. During this mission, 305 cataract surgeries were performed, 597 eye checks conducted, and 609 pairs of glasses donated. A total of 902 people were positively impacted, with 914 individuals experiencing improved vision. This initiative reflects our broader ESG strategy, where health remains a cornerstone of our support to the communities we serve.



Morocco

COMMUNITY WELL-BEING



Mental Health Support

In Achada Grande Frente, Cape Verde, ECCBC supported the implementation of a “Community Mental Health” project, impacting around 2,000 people. In partnership with the Dr. Jacob Vicente Psychological Care Centre and the local football school EFAG, the initiative established a free psychological clinic, conducted home visits, and organized roundtables to raise awareness and reduce mental health stigma. This pilot project marked a milestone for mental health advocacy in the country and showcased ECCBC’s continued commitment to well-being, community development, and the Sustainable Development Goals.



Cape Verde



Driving Inclusion and Economic Empowerment

ECCBC Cape Verde, in partnership with the International Labor Organization (ILO) and CSS-Sida, trained 40 women living with HIV through the Get Ahead Gender & Entrepreneurship program. The initiative empowered participants with business, financial, and personal development skills, promoting sustainable income generation and social inclusion.



Cape Verde

WOMEN EMPOWERMENT



Women’s Development and Leadership Training

In partnership with GIZ, we organized training sessions for women traders across the Volta and Western regions in Ghana to equip them with essential skills, and address key business challenges they face in managing their enterprises. A total of 700 women benefited from the program. This initiative reflects our commitment to empowering women economically and advancing inclusive growth within our value chain as part of our ESG priorities.



Ghana

EDUCATION & YOUTH DEVELOPMENT



Errafik sport club – Individuals with Down Syndrome

ECCBC Algeria, in partnership with Errafik Club, has launched a pioneering project promoting social and educational inclusion for over 80 people with Down syndrome. This first-of-its-kind initiative in Algeria offers a learning environment aligned with international standards, creating meaningful opportunities for growth and development.

Through tailored educational programs and holistic support, the project empowers participants to reach their full potential. Beyond fostering inclusion, it sets a new standard for educational initiatives dedicated to supporting people with diverse abilities across the region.



Algeria



Sourcing



At ECCBC, sustainability is a core part of how we operate and a guiding principle in our decision-making across the business. 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.

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)

SUPPLIERS' ENGAGEMENT ON SUSTAINABILITY

ecovadis



Ecovadis

At ECCBC, our partnership with EcoVadis has proven to be a strategic enabler in advancing responsible sourcing practices and strengthening sustainability performance across our value chain. We are proud to report a strong uptake among our top suppliers, with 52% having completed their EcoVadis assessments. This milestone reflects not only growing supplier engagement but also our shared commitment to continuous improvement in environmental, social, and ethical standards. By leveraging the globally recognized EcoVadis platform, we are able to systematically evaluate supplier practices, identify areas for progress, and reinforce alignment with ECCBC's sustainability criteria. This ultimately contributes to more transparent and resilient supply chains.

WORKING WITH SUPPLIERS



Localizing Closure Sourcing for Sustainable Production

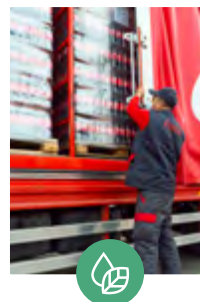
Our collaboration with ALPLA, a global leader in packaging solutions, represents a major milestone in our efforts to boost local production and reduce import dependency. Together, we are developing a local production line for plastic closures, which will significantly cut down maritime transport emissions and strengthen our supply chain resilience. The new production line is expected to be fully operational by mid-2025, reinforcing ECCBC's commitment to local value creation and environmental responsibility.

WORKING WITH SUPPLIERS



Capturing CO₂ Sourcing for beverages

Our partnership with Cosumar, Morocco's leading sugar producer, marks a pivotal step in our commitment to sustainable sourcing and local circular economy initiatives. This collaboration involves an innovative project focused on capturing and valorizing CO₂ emissions from Cosumar's operations. The captured CO₂—amounting to 200 tonnes per year—will reduce our dependence on imported CO₂ and support the production of beverages locally. The system is expected to be operational by the end of 2026. This project exemplifies ECCBC's proactive approach to environmental responsibility and highlights how strategic partnerships can drive forward-thinking solutions that benefit both industry and society.



Transforming logistics by using recyclable plastic pallets

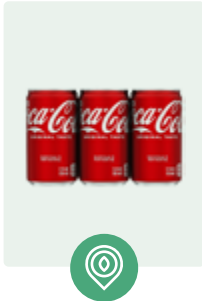
At ECCBC, we are committed to improving both sustainability and operational efficiency across our supply chain. As part of this effort, we have started replacing traditional wooden pallets with 100% recyclable plastic pallets in Morocco and Algeria. These pallets are made from recycled materials and are fully recyclable, supporting our circular economy goals and helping reduce deforestation and waste.

Plastic pallets are more durable than wooden ones, requiring fewer replacements and no chemical treatments. They are also lighter and more uniform, which improves transport efficiency, lowers shipping costs, and reduces carbon emissions. Additionally, they are better suited for automation, improving warehouse and distribution center operations.

We are currently in the assessment phase to expand this initiative to other countries within our group, aiming for a consistent and sustainable logistics solution across all our operations.

SUPPLIER ENGAGEMENT ON GHG EMISSIONS

Cans sourcing



ECCBC is advancing its sustainability agenda in North Africa through localized and regional sourcing strategies that reduce environmental impact and improve operational efficiency. In Morocco, fully localizing our sourcing has eliminated the need for long-distance transportation, resulting in a significant reduction in our carbon footprint. The shift has also been supported by local production facilities powered entirely by renewable electricity, reinforcing our efforts toward low-carbon operations. In Algeria, we have strengthened regional sourcing by primarily relying on Tunisia, which has helped streamline logistics and reduce emissions. This approach supports our ESG goals while fostering regional collaboration.

 **Morocco**

 **Algeria**

SUPPLIER ENGAGEMENT ON GHG EMISSIONS

Performs local sourcing



ECCBC has reached a significant milestone in optimizing our supply chain by increasing our local sourcing by 100 million units. This progress was made possible through strong collaborations with local partners, reinforcing our commitment to building community relationships and supporting local economies.

This shift is a key part of our sustainability strategy. By sourcing more locally, we reduce the need for long-distance transportation, which significantly improves our carbon footprint and lessens our environmental impact.

Beyond environmental benefits, enhancing local sourcing has strengthened our operational agility. It enables us to respond more swiftly to market needs, minimize production delays, and ensure a steady, efficient flow of products to meet consumer demand.





People



Our commitment to people begins with our collaborators at ECCBC, who serve as the ambassadors 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.

GOALS

Reach 40% female presence in managerial positions by 2030.

Participate in the skills development of 40000 youth by 2030.

Reach 30% of the employees taking part in volunteering activities.

LEVERS OF CHANGE



Promote **Diversity & Inclusion** by fostering an inclusive culture.

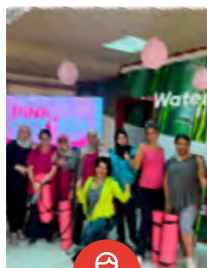


Empower Women and Youth in the company.



Foster a **Culture of Volunteering** by partnering with communities projects and recognizing employee contributions.

CHAMPIONING WOMEN'S EMPOWERMENT AND HEALTH INITIATIVES



Pink October

During Pink October, ECCBC actively promoted breast cancer awareness, fostering a strong culture of well-being and solidarity throughout all our Business Units. We prioritized health and unity by offering insightful sessions led by healthcare professionals and providing passes for invigorating workouts. As we reflect on this past October, we reaffirm our commitment to prioritizing wellness and uniting in support of those affected by breast cancer.



Women's Day

On Women's Day, ECCBC hosted a special event to celebrate and honor the invaluable contributions of women within our organization and the wider community. This initiative provided a platform to recognize women's achievements, empower them with knowledge and resources, and cultivate 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



Bridging Education and Industry Through Youth Engagement

ECCBC continues to invest in youth by opening its operations to the next generation of talent. Across the group, students and young professionals are regularly welcomed for site visits and immersion programs that offer firsthand exposure to industrial operations, sustainability practices, and innovation. These initiatives go beyond showcasing production processes, as they provide meaningful learning experiences that align with our commitment to empowering future leaders and supporting academic-industry collaboration across our markets.



ECCBC opens its doors to over 500 young interns in Morocco

ECCBC has successfully welcomed more than 500 enthusiastic young interns in Morocco, creating an inspiring environment for growth and learning. This dynamic program offers interns the opportunity to gain hands-on experience, develop new skills, and contribute to high-impact projects. By investing in youth, ECCBC fosters innovation and creates opportunities for the next generation of leaders, reinforcing its commitment to empowering communities and driving sustainable change.



Morocco

YOUTH TALENT ACQUISITION STRATEGY



Launch of IBDA Graduate Program

As part of our commitment to developing young talent and driving innovation, ECCBC Algeria has launched the IBDA Graduate Program, a strategic initiative designed to attract and nurture high-potential graduates with strong academic and leadership profiles.

This program combines hands-on experience with structured learning to provide participants with a deep and holistic understanding of our business and the broader industry. Through rotational assignments, personalized mentorship, and targeted training, graduates are equipped with the skills, insights, and mindset needed to become future leaders and contribute meaningfully to ECCBC's long-term growth.



Algeria



Partnership with Tier 1 Business Schools

At the group level, we have partnered with IESE Business School and are exploring collaborations with other leading academic institutions. This initiative reflects our commitment to academic excellence and leadership development. By connecting our teams with top-tier educational resources and global networks, we aim to strengthen strategic thinking and managerial capabilities across the organization. These partnerships also open doors to knowledge exchange, joint research, and executive training programs, supporting the continuous growth and development of our people.



YOUTH TALENT ACQUISITION STRATEGY

Expansion of the Project Management Squad

Recruitment of young promising talent from consulting firms from different areas

To strengthen our project management capabilities, we have launched a dedicated Project Management Squad. This team consists of young, high-potential professionals recruited from top consulting firms across diverse industries. They bring valuable experience and fresh perspectives that will enhance our ability to execute complex projects, improve efficiency, and ensure the timely delivery of strategic initiatives within budget. In addition to driving execution, the squad will also support the development of our internal teams by mentoring and promoting a culture of continuous improvement and excellence in project management.



Participation in International & Local Forums/Student Careers Fairs

To scale up our proximity and employer branding

To strengthen our proximity and employer brand, we actively participate in both international and local forums, including student career fairs. These engagements are key to showcasing our values, culture, and career opportunities to a broad and diverse audience. They also enable us to connect with emerging talent, academic institutions, and industry professionals, fostering meaningful relationships and potential collaborations. By positioning ourselves as an employer of choice, we aim to attract top talent aligned with our vision. These platforms also help us stay informed on evolving industry trends and talent expectations, allowing us to continuously adapt and improve our recruitment strategies.

Enabling Sustainability at ECCBC

5

ESG Delivery Unit

ESG Academy

Diversity & Inclusion Day



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.

Its creation 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.

Enabling Sustainability at ECCBC

ESG Academy



ESG Academy 2.0

Following the successful implementation of the initial ESG Academy, ECCBC has launched ESG Academy 2.0—a newly enhanced learning program hosted on the Coursera platform. This upgraded initiative is part of our broader effort to scale ESG knowledge across the organization and continuously strengthen our sustainability culture.

Designed as a structured and dedicated learning path, ESG Academy 2.0 aligns closely with ECCBC's strategic objective to equip employees at all levels with up-to-date, relevant ESG competencies. The new program builds upon the foundation established by the first edition, offering enriched content that reflects the evolving ESG landscape and ECCBC's commitment to excellence in environmental stewardship, social responsibility, and corporate sustainability.

The curriculum comprises a series of carefully curated modules, incorporating case studies, interactive tools, and real-world examples. It remains fully accessible online, enabling flexible, self-paced learning for all ECCBC associates. This version introduces advanced content tailored to deepen understanding, encourage practical application of ESG principles, and reinforce our ESG Impact Strategy pillars: packaging, water, climate, communities, sourcing, and people.

Through ESG Academy 2.0, ECCBC reaffirms its dedication to embedding ESG into daily decision-making and empowering its workforce to drive meaningful, responsible impact across our operations.

In addition to the online learning modules, the ESG Academy also includes self-assessment tools, allowing employees to assess 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.

Bi-annual training

As part of our ongoing efforts to build ESG capacity across the organization, ECCBC continues to organize bi-annual ESG training workshops, engaging cross-functional teams to deepen their understanding of key sustainability topics. The 2024 edition of these two workshops placed a strong emphasis on water, recognizing it as a critical and strategic priority within our ESG agenda.

To enrich the learning experience, the sessions featured contributions from external experts, who shared best practices, case studies, and global insights on water stewardship, risk management, and nature-based solutions. These expert-led discussions complemented internal perspectives and encouraged active dialogue on local challenges and opportunities.



The ESG Academy 2.0 enriched content reflects the evolving ESG landscape and ECCBC's commitment to excellence in environmental stewardship, social responsibility, and corporate sustainability

ESG Communication

Building on the foundations established last year, ECCBC continues to strengthen its internal ESG communication efforts by highlighting key events and initiatives related to the pillars of our ESG Impact Strategy. This communication approach is designed to raise awareness, foster engagement, and ensure that employees remain informed about the company's ongoing sustainability journey.

Through a dedicated internal platform, ECCBC shares updates on relevant projects, major milestones, and notable achievements across areas such as packaging, water, climate, communities, sourcing, and people. By aligning communications with core ESG topics and strategic moments, we aim to promote a deeper understanding of our sustainability objectives and their relevance to each employee's role.

This continued effort helps embed ESG into our organizational culture, empowering collaborators to actively support and contribute to ECCBC's long-term sustainability ambitions.

Diversity & Inclusion Day

As part of the People pillar of our ESG Impact Strategy, ECCBC recently organized Diversity & Inclusion Day as a family-friendly event, bringing together associates and their children to celebrate the values of inclusion, respect, and belonging. The day aimed to raise awareness of fostering inclusion in an engaging and accessible way, highlighting their essential role in building a sustainable and cohesive workplace culture.

Through interactive activities, storytelling, and creative workshops designed for both adults and children, the event encouraged open dialogue and reflection on the richness of our diverse backgrounds and experiences. By involving families, ECCBC reinforced the message that inclusion starts with awareness and understanding, and extends beyond the workplace into our everyday lives.

This initiative reflects ECCBC's continued commitment to advancing the social dimension of ESG, fostering a culture where everyone feels seen, valued, and empowered to contribute both within the company and in their communities.



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.

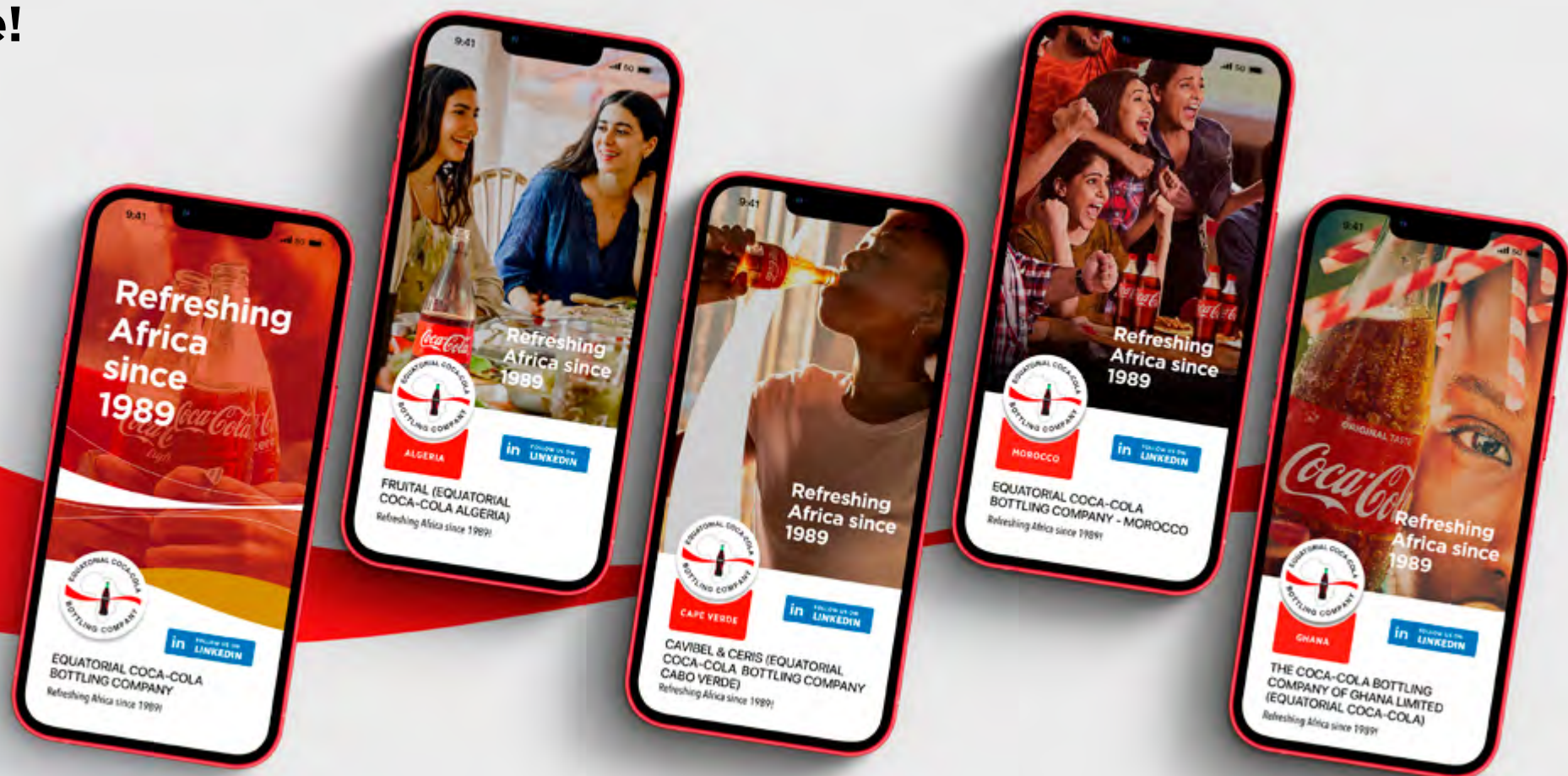
Outlined in the following table are the SDG goals and specific targets to which ECCBC contributes directly, along with relevant links for further information. This framework guides our efforts as we strive to align our business practices with the broader global agenda for sustainable development.

	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. 54-55 • Humanitarian Aid, p. 64-65
	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. 68-73
	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. 62-67 • Water Access, p. 54-55
	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. 76 • Water Access, p. 54-55 • Education & Youth Development, p. 77-79 • People, p. 76-79
	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, p. 50-55

	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, p. 50-55
 <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. 56-61
 <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. 76-79
 <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. 76-79

	GOAL	PRIORITY TARGET	MORE INFORMATION
	GOAL 12 Ensure sustainable consumption and production patterns	<p>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</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p> <p>12.a Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production</p>	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Packaging, p. 42-49 • Water Operations, p. 52-53 • Sourcing, p. 68-73 • Climate, p. 56-61
	GOAL 13 Take urgent action to combat climate change and its impacts	<p>13.1 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</p>	<ul style="list-style-type: none"> • Water Operations, p. 52-53 • Sourcing, p. 68-73 • Climate, p. 56-61
	GOAL 14 Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<p>14.1 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p>	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Water, p. 50-55 • Packaging, p. 40-49
	GOAL 17 Strengthen the means of implementation and revitalize the global partnership for sustainable development	<p>17.14 Enhance policy coherence for sustainable development</p> <p>17.16 Enhance the global partnership for sustainable development, complemented by multistakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p> <p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<ul style="list-style-type: none"> • ESG Stakeholder Engagement & Partnerships, p. 29-33 • Water, p. 50-55 • Packaging, p. 40-49 • Climate, p. 56-61

**Follow our ESG
journey on our social
media platform and
website!**





www.eccbc.com