

About This 2023 Workplace & Safety Data Update



SCOPE OF THE UPDATE

Except as otherwise noted, this data update covers certain data of The Coca-Cola Company and our wholly owned bottling partners, as applicable, for 2023. References to “currently,” “to date” or similar expressions reflect data and information as of December 31, 2023.

This update is provided to transparently share data on certain workplace and safety-related initiatives. It should not be relied upon in making investment decisions.

Our processes and controls may not always comply with evolving standards and regulations for identifying, measuring and reporting certain metrics included in this update; our interpretation of reporting standards and regulations may differ from those of others; and such standards and regulations may change over time.

Historical performance data may be revised due to reasons such as new data availability; industry driven changes to methodologies; improvement in data collection and measuring systems; or activities such as joint ventures, mergers and acquisitions or divestitures. In cases where historical information is revised substantially, we will footnote the change with a clear explanation. Statements about future developments and past occurrences are based on information and assumptions available as of the date of publication. While we are committed to providing timely updates, the company holds no obligation to update any such information or statements.

Review level of assurance under attestation standards of the American Institute of Certified Public Accountants over Lost-Time Incidence Rate was obtained from Ernst & Young LLP (as indicated in the [Independent Accountants’ Review Report](#).)

FORWARD-LOOKING STATEMENTS

This data update may contain statements, estimates or projections that constitute “forward-looking statements” as defined under U.S. federal securities laws. Generally, the words “believe,” “expect,” “intend,” “estimate,” “anticipate,” “project,” “will” and similar expressions identify forward-looking statements, which generally are not historical in nature. Forward-looking statements are subject to certain risks and uncertainties that could cause The Coca-Cola Company’s actual results to differ materially from its historical experience and our present expectations or projections. These risks include, but are not limited to, evolving regulatory requirements and expectations, including evolving processes, controls and methodologies data; an inability to attract or retain a highly skilled and diverse workforce; disruption of our supply chain, including increased commodity, raw material, packaging, energy, transportation and other input costs; an inability to successfully integrate and manage our acquired businesses, brands or bottling operations or an inability to realize a significant portion of the anticipated benefits of our joint ventures or strategic relationships; failure by our third-party service providers and business partners to satisfactorily fulfill their commitments

and responsibilities; an inability to renew collective bargaining agreements on satisfactory terms, or we or our bottling partners experience strikes, work stoppages, labor shortages or labor unrest; obesity and other health-related concerns; evolving consumer product and shopping preferences; product safety and quality concerns; perceived negative health consequences of certain ingredients, such as non-nutritive sweeteners and biotechnology-derived substances, and of other substances present in our beverage products or packaging materials; failure to digitalize the Coca-Cola system; damage to our brand image, corporate reputation and social license to operate from negative publicity, whether or not warranted, concerning product safety or quality, workplace and human rights, obesity or other issues; and other risks discussed in our filings with the Securities and Exchange Commission (the SEC), including our Annual Report on Form 10-K for the year ended December 31, 2023, and our subsequently filed Quarterly Reports on Form 10-Q, which filings are available through the SEC’s website. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. We undertake no obligation to publicly update or revise any forward-looking statements.

2023 Workplace & Safety Update



Year ended December 31,	2021	2022	2023
LOST-TIME INCIDENT RATE¹ (The Coca-Cola Company)	0.28	0.25	0.26
NUMBER OF EMPLOYEES (The Coca-Cola Company)			
Global Workforce²	79,000	82,500	79,100
North America	10,000	9,600	9,500
Bottling Investments	—	—	—
Latin America	2,400	2,600	2,700
Bottling Investments	—	—	—
Europe, Middle East & Africa	5,500	5,800	7,500
Bottling Investments	16,300	16,500	16,200
Asia Pacific	2,900	3,100	3,200
Bottling Investments	22,900	21,300	19,400
Global Ventures	19,000	23,600	20,600
HUMAN RIGHTS CASES REPORTED BY CATEGORY³ (The Coca-Cola Company)			
Ask a Workplace Rights Question	—	—	—
Child Labor	—	—	—
Discrimination	42	27	42
Forced Labor	—	1	—
Freedom of Association	—	2	—
Retaliation	22	11	23
Safe and Healthy Workplace	50	37	44
Work Hours and Wages	7	11	5
Workplace Security	8	—	—
Total Cases	129	89	114

1 The Lost-Time Incident Rate (LTIR) represents the number of reported work-related injury or illness that results in one or more days away from work per 100 employees and contractors. For additional metric scope and definitions, please view the criteria in Appendix A to the [Independent Accountants' Review Report](#).

2 Corporate employees are included in the geographic area in which they work. Bottling Investments is an operating segment with employees located in two of our four geographic operating segments. Numbers are approximate and as of December 31, 2023.

3 Includes reports and allegations raised through The Coca-Cola Company's Human Rights Policy reporting process.

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CONSOLIDATED BUSINESS EXCLUSIONS

METRIC	LOST-TIME INCIDENT RATE	NUMBER OF EMPLOYEES										HUMAN RIGHTS CASES REPORTED BY CATEGORY
		Global Workforce	North America	North America - Bottling Investments	Latin America	Latin America - Bottling Investments	Europe, Middle East & Africa	Europe, Middle East & Africa - Bottling Investments	Asia Pacific	Asia Pacific - Bottling Investments	Global Ventures	
REPORTING BOUNDARY	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company	The Coca-Cola Company
EXCLUSIONS												
Costa: retail coffee stores	excluded	included	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	included	excluded
Costa: rest of business	excluded	included	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	included	included
innocent	excluded	included	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	included	included
doğadan	included	included	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	included	excluded
fairlife	excluded	included	included	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	included
BODYARMOR	excluded	included	included	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	included
BIG (or CBOs)	included	included	n/a	n/a	n/a	n/a	n/a	included	n/a	included	n/a	included
Other Consolidated Operations	included	included	included	n/a	n/a	n/a	included	n/a	included	n/a	n/a	excluded
Co-packers	n/a	excluded	excluded	excluded	excluded	excluded	excluded	excluded	excluded	excluded	excluded	excluded

GLOSSARY
BIG: Bottling Investments Group
CBOs: Consolidated Bottling Operations
Other Consolidated Operations: a consolidated affiliate for which the company counts unit case volume managed outside the Bottling Investments Group (i.e. CHI, other tea operations, canners, bottling)