2025 People & Communities Update

THE Coca-Cola COMPANY

Contents

This document contains certain 2025 data for the following areas: Safety & Health, Giving Back to Communities, and Workplace Representation. Data provided in this update includes information for The Coca-Cola Company and The Coca-Cola Foundation.

About This Update 3

Data Appendix 4

- Safety & Health Update 5
- Giving Back to Communities Update 6
- Workplace Representation Update 7
- Assurance Statement 8

About This Update

SCOPE OF THE UPDATE

This update, published on August 28, 2026, covers information and certain data of The Coca-Cola Company ("the company") and The Coca-Cola Foundation, as applicable, for 2025. References to "currently," "to date" or similar expressions reflect data and information as of December 31, 2025.

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

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

Limited review level of assurance under attestation standards of the American Institute of Certified Public Accountants over select metrics 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 law. 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 specialized talent or top talent with diverse perspectives, experiences and backgrounds that reflect the broad range of consumers and markets we serve around the world; 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 processing and of certain ingredients, such as nutritive and non-nutritive sweeteners, color additives 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, 2025, 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.

Data Appendix

Safety & Health Update 5
Giving Back to Communities Update 6
Workplace Representation Update 7
Assurance Statement 8

Safety & Health Update

Year ended December 31,	Reporting Boundary	2023	2024	**2025**
Lost-Time Incident Rate[1]	• The Coca-Cola Company (includes offices)[2]	Not applicable	Not applicable	**0.25**
	• The Coca-Cola Company (partially excludes offices)[3]	Not applicable	0.33	**Not applicable**

CONSOLIDATED BUSINESS REPORTING BOUNDARIES

METRIC	Lost-Time Incident Rate
REPORTING BOUNDARY	• The Coca-Cola Company
Costa: retail coffee stores	Excluded
Costa: rest of business	Excluded
innocent	Included
doğadan	Included
fairlife	Included
BODYARMOR	Included
BIG	Included
Other Consolidated Operations	Included
CHI	Excluded[4]
Co-packers	Not applicable[2]

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

1 The Lost-Time Incident Rate (LTIR) represents the number of reported work-related injuries or illnesses that result in one or more days away from work per 100 employees and contractors.
2 The scope of reporting is limited to self-reported or witness-reported data collected for the company and active company-owned or controlled production facilities, distribution centers, route-to-market (fleet) operations, laboratories, and offices as of December 31, 2025. Costa managed sites are excluded and we are currently working to integrate them. For additional metric scope and exclusions, please view the criteria statement in the Independent Accountants' Review Report.
3 Due to a change in reporting scope, previously reported data is not directly comparable with 2025.
4 CHI was excluded given divestiture (October 2025).

Giving Back to Communities Update

Year ended December 31,	Reporting Boundary	2023	2024	**2025**
Amount of charitable contributions made by The Coca-Cola Company and The Coca-Cola Foundation (in millions)[1]	• The Coca-Cola Company • The Coca-Cola Foundation	$158.1	$174.9	**$162.5**
Percentage of the company's operating income[2]	• The Coca-Cola Company • The Coca-Cola Foundation	1.5%	1.6%	**1.7%**

CONSOLIDATED BUSINESS REPORTING BOUNDARIES

METRIC	Amount of charitable contributions made by The Coca-Cola Company and The Coca-Cola Foundation (in millions)	Percentage of the company's operating income
REPORTING BOUNDARY	• The Coca-Cola Company • The Coca-Cola Foundation	• The Coca-Cola Company • The Coca-Cola Foundation
Costa: retail coffee stores	Included	Included
Costa: rest of business	Included	Included
innocent	Included	Included
doğadan	Included	Included
fairlife	Included	Included
BODYARMOR	Included	Included
BIG	Included	Excluded
Other Consolidated Operations	Included	Included
CHI	Excluded[3]	Included[4]
Co-packers	Not applicable	Not applicable

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

1 These amounts include charitable grants awarded by The Coca-Cola Foundation and donations made by The Coca-Cola Company.
2 These percentages were calculated based on the company's prior year operating income, excluding BIG.
3 CHI was excluded given divestiture (October 2025).
4 CHI was included through date of divestiture (October 2025).

Workplace Representation Update

Year ended December 31,	Reporting Boundary	2023	2024	**2025**
GENDER REPRESENTATION BY LEVEL (GLOBAL)[1]	• The Coca-Cola Company			
Female				
Senior Leadership		41.5%	43.9%	**43.5%**
Middle Management		52.3%	52.4%	**52.4%**
Professionals		37.3%	38.2%	**38.0%**
Total		45.4%	46.1%	**46.2%**
Male				
Senior Leadership		58.5%	56.1%	**56.5%**
Middle Management		47.7%	47.6%	**47.6%**
Professionals		62.6%	61.8%	**61.9%**
Total		54.6%	53.8%	**53.8%**

CONSOLIDATED BUSINESS REPORTING BOUNDARIES

METRIC	GENDER REPRESENTATION BY LEVEL (all levels) (GLOBAL)
REPORTING BOUNDARY	• The Coca-Cola Company
Costa: retail coffee stores	Excluded
Costa: rest of business	Excluded
innocent	Excluded
doğadan	Excluded
fairlife	Excluded
BODYARMOR	Included[2]
BIG	Excluded
Other Consolidated Operations	Excluded
CHI	Excluded
Co-packers	Not applicable

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

1 This metric is the proportion of global full-time, part-time, and temporary active corporate employees by gender and management level expressed as a percentage of The Coca-Cola Company total employee count. It is reported on for all active regular employees of the company as of December 31, 2025, and does not include retirees, interns and non-graded positions. The percentages displayed may not add to 100% due to rounding.
2 2025 data is inclusive of BODYARMOR, which was excluded from 2023 and 2024 reporting. Despite this inclusion, year-over-year data remains comparable given <0.5% change.

Assurance Statement

2025 People & Communities Independent Accountants' Review Report