

# About This 2023 Workplace Representation 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 metrics. It should not be relied upon in making investment decisions.

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 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 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 Representation Update



Year ended December 31,	2021	2022	2023
<b>GENDER REPRESENTATION BY LEVEL (GLOBAL)<sup>1</sup></b> (The Coca-Cola Company)			
<b>Female (global)</b>			
Senior Leadership	38.7%	39.0%	<b>41.5%</b>
Middle Management	50.5%	51.3%	<b>52.3%</b>
Professionals	35.3%	36.0%	<b>37.3%</b>
<b>Total</b>	42.9%	44.0%	<b>45.4%</b>
<b>Male (global)</b>			
Senior Leadership	61.3%	61.0%	<b>58.5%</b>
Middle Management	49.5%	48.7%	<b>47.7%</b>
Professionals	64.7%	64.0%	<b>62.6%</b>
<b>Total</b>	57.1%	56.0%	<b>54.6%</b>

<sup>1</sup> Data as of December 31, 2023 for salaried and hourly employees.  
Please view the criteria in Appendix A to the [Independent Accountants' Review Report](#).

NOTE: The percentages displayed may not add to 100% due to rounding.

SEE NEXT PAGE FOR CONSOLIDATED BUSINESS EXCLUSIONS RELATED TO THIS DATA.

# 2023 Workplace Representation Update (continued)



## CONSOLIDATED BUSINESS EXCLUSIONS

METRIC	GENDER REPRESENTATION BY LEVEL <small>(all levels) (GLOBAL)</small>
<b>REPORTING BOUNDARY</b>	The Coca-Cola Company
<b>EXCLUSIONS</b>	
Costa: retail coffee stores	excluded
Costa: rest of business	excluded
innocent	excluded
doğadan	excluded
fairlife	excluded
BODYARMOR	excluded
BIG (or CBOs)	excluded
Other Consolidated Operations	excluded
Co-packers	n/a

### 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)

# 2023 Workplace Representation Update (continued)



Year ended December 31,	2021	2022	2023
<b>RACE/ETHNICITY REPRESENTATION BY LEVEL (U.S. only)<sup>2</sup></b> <small>(The Coca-Cola Company)</small>			
<b>Senior Leadership</b>			
Asian	10.0%	10.0%	<b>11.4%</b>
Hispanic/Latino	9.4%	9.9%	<b>10.8%</b>
Black/African American	8.2%	8.6%	<b>8.7%</b>
American Indian/Alaskan Native	0.2%	0.0%	<b>0.2%</b>
Native Hawaiian/Other Pacific Islander	0.2%	0.1%	<b>0.0%</b>
White	62.7%	61.4%	<b>56.6%</b>
Two or more races	0.9%	0.9%	<b>1.2%</b>
Not specified	8.4%	9.1%	<b>11.1%</b>
<b>Middle Management</b>			
Asian	10.4%	10.4%	<b>11.2%</b>
Hispanic/Latino	8.9%	8.7%	<b>8.6%</b>
Black/African American	15.4%	16.1%	<b>16.0%</b>
American Indian/Alaskan Native	0.3%	0.3%	<b>0.3%</b>
Native Hawaiian/Other Pacific Islander	0.2%	0.1%	<b>0.2%</b>
White	58.0%	57.1%	<b>56.5%</b>
Two or more races	2.0%	2.2%	<b>2.2%</b>
Not specified	4.8%	5.2%	<b>5.0%</b>

Year ended December 31,	2021	2022	2023
<b>Professionals</b>			
Asian	4.2%	5.4%	<b>5.3%</b>
Hispanic/Latino	20.6%	21.2%	<b>21.2%</b>
Black/African American	27.4%	30.3%	<b>32.5%</b>
American Indian/Alaskan Native	0.6%	0.4%	<b>0.3%</b>
Native Hawaiian/Other Pacific Islander	0.3%	0.5%	<b>0.4%</b>
White	42.3%	36.7%	<b>35.0%</b>
Two or more races	2.5%	3.0%	<b>2.9%</b>
Not specified	2.1%	2.4%	<b>2.4%</b>
<b>Total</b>			
Asian	7.2%	8.1%	<b>8.6%</b>
Hispanic/Latino	14.8%	14.6%	<b>14.4%</b>
Black/African American	20.9%	22.0%	<b>22.6%</b>
American Indian/Alaskan Native	0.5%	0.3%	<b>0.3%</b>
Native Hawaiian/Other Pacific Islander	0.2%	0.3%	<b>0.2%</b>
White	50.4%	48.1%	<b>47.0%</b>
Two or more races	2.2%	2.5%	<b>2.4%</b>
Not specified	3.8%	4.3%	<b>4.4%</b>

<sup>2</sup> Data as of December 31, 2023 for salaried and hourly employees. Race/ethnicity data is for U.S. workforce only. Please view the criteria in Appendix A to the [Independent Accountants' Review Report](#).

SEE NEXT PAGE FOR CONSOLIDATED BUSINESS EXCLUSIONS RELATED TO THIS DATA.

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