



2023 Corporate Responsibility Report

WHO WE ARE

A leading beverage company in North America, with a portfolio of more than 125 owned, licensed and partner brands and powerful distribution capabilities.



\$14.8B Total Net Sales



~28,000 Employees



30 Manufacturing Locations



150+ Principal Warehouses/
Distribution Centers

North American Category Leadership



#1 single-serve coffee brewing systems in the U.S. and Canada



#2 shelf-stable premium ready-to-drink teas in the U.S.



#1 flavored carbonated soft drinks in the U.S. and Canada;
#2 in Mexico



#1 apple juice in the U.S.;
#1 tomato seafood cocktail in Canada and Mexico



#2 premium waters in the U.S.;
#1 mineral water in Mexico



#1 mixers in the U.S.;
#1 low alcohol cocktail in Canada

OUR PURPOSE

Drink Well. Do Good.

OUR VISION

A beverage for every need, anytime, anywhere.

OUR CULTURE

Top beverage talent with a challenger mindset.



TEAM FIRST

Win together. Be the kind of person you want on your team.



THINK BOLD

Challenge the usual.
Dare to try something



DELIVER BIG

Achieve our commitments.
Then push beyond the expected.



BE FEARLESS & FAIR

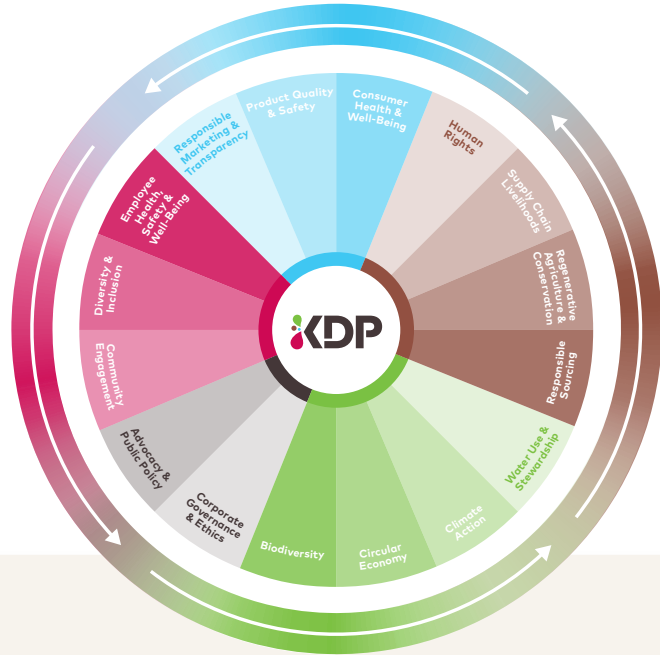
Tell the truth with courage.
Listen and act with respect.

Corporate Responsibility

AN INTEGRATED APPROACH

We aim to enhance every beverage occasion to make a positive impact for people, communities and the planet.

Corporate responsibility issues are fundamentally integrated - the work in one area can create a positive outcome in another.



ENVIRONMENT



We are committed to reducing our environmental impacts and restoring resources in support of a regenerative and circular economy. We partner to accelerate and amplify our efforts, supporting climate resilience within our value chain.

SUPPLY CHAIN



We aim to use our buying power for good through responsible sourcing actions in key supply chains and focused work with suppliers. We collaborate with a range of innovative partners around the world with the goal of improving livelihoods and supporting regenerative agriculture and conservation.

HEALTH & WELL-BEING



We strive to offer a broad, well-balanced portfolio of quality products that is accessible to all consumers and marketed responsibly. We aim to understand root causes of health inequities and look for opportunities to address them through our portfolio and partnerships.

PEOPLE & COMMUNITIES



We aim to cultivate top beverage talent with a challenger mindset. We are committed to creating an inclusive, high-performing work environment in which all employees feel supported and talent can thrive. We also engage locally by investing in meaningful social impact programs to build strong, vibrant communities.



Environment

KEY HIGHLIGHTS

21% reduction in Scope 1 and 2 emissions and a **12%** reduction in Scope 3 emissions in select categories

95% of our packaging is recyclable or compostable*

15% virgin plastic reduction across our plastic packaging portfolio

**Updated to include the addition of plastic packaging that are categorized as "recyclable with detrimental qualities" per the Association of Plastic Recyclers (APR).*



Supply Chain

KEY HIGHLIGHTS

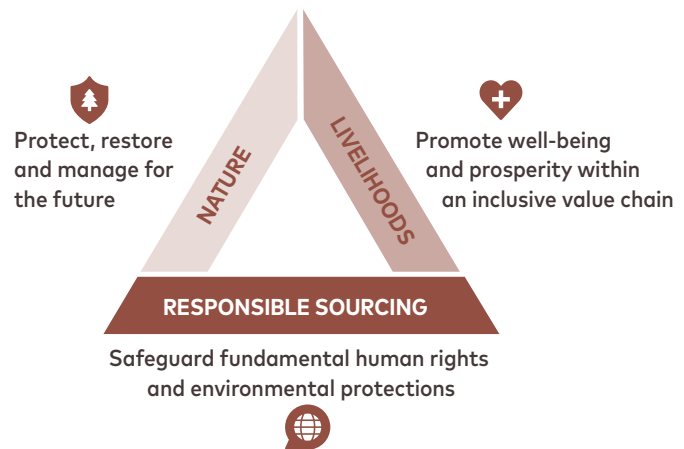
100% responsibly sourced coffee* and cocoa

14 consecutive years of being the largest buyer of Fair Trade Certified Coffee in the world

43,435 acres of land supporting regenerative agriculture and conservation

**In 2023, 0.002% of coffee (a single shipment) was received as conventional per a customer requirement.*

SUSTAINABLE SUPPLY CHAIN FRAMEWORK





Health & Well-Being



KEY HIGHLIGHTS

59% of our products provided positive hydration*

5.6% reduction in added sugar from our cold portfolio over the last three years

Expanded distribution of our better-for-you offerings in new and varied markets

**U.S. sales only; includes partner brands and fountain, excludes private label. We define a positive hydration product as one that provides a serving of fruits or vegetables (with no added sugar) OR is 40 calories or less per serving with a functional attribute or at least 10% Daily Value of a nutrient to encourage.*

A BALANCED PRODUCT PORTFOLIO

Green Mountain Coffee Horizon Blend
Natural caffeine | 0 calories



Bai Pilavo Pineapple Mango
Greater than 10% Daily Value of vitamin C | 10 calories

Mott's No Sugar Added Applesauce
Serving of fruit with no added sugar



People & Communities



KEY HIGHLIGHTS

32% female representation in Director+ positions

19% people of color representation in Director+ positions

Multi-year partnership with the Red Cross to provide support to families and communities in need across the U.S. and Canada



American Red Cross



Canadian Red Cross

2023 Goals & Progress

	Year	Goal	2021 Actual	2022 Actual	2023 Actual
ENVIRONMENT	2024	Engage bottlers and select suppliers representing 50% of Scope 3 emissions to set a science-based target	36%	44%	46%
	2025	Obtain 100% of electricity from renewable sources	62%	74%	83%
	2025	Improve our water use efficiency by 20%	7%	7%	5%
	2025	Convert 100% of packaging to be recyclable or compostable*	95%	94%	95%
	2025	Use 30% post-consumer recycled content across our packaging portfolio	24%	24%	27%
	2025	Use 25% post-consumer recycled content in our plastic packaging	11%	18%	17%
	2025	Achieve a 20% virgin plastic reduction across our plastic packaging portfolio	6%	11%	15%
	2025	Send zero waste to landfill across our operations	92%	92%	93%
	2030	Reduce Scope 1 and 2 emissions by 30%	9%	13%	21%
	2030	Reduce Scope 3 emissions in select categories by 15%	3%	5%	12%
2030	Partner with our highest water-risk operating communities to replenish 100% of water used in our beverages in those communities	49%	55%	55%	
SUPPLY CHAIN	Ongoing	Responsibly source our brewers and priority inputs			
		Responsibly source our coffee**	100%	100%	100%
		Responsibly source our cocoa***	81%	100%	100%
	2030	Support regenerative agriculture and conservation on 250,000 acres of land	N/A	11,296	43,435
HEALTH & WELL-BEING	2025	Provide positive hydration in 60% of our products	56%	57%	59%
PEOPLE & COMMUNITIES	2025	Increase female representation in Director+ positions by 25% to 33% of the total	28%	31%	32%
	2025	Increase people of color representation in Director+ positions by 25% to 21% of the total	17%	18%	19%

*Updated to include the addition of plastic packaging that are categorized as "recyclable with detrimental qualities" per the Association of Plastic Recyclers (APR).

**During 2021 and 2022, a small amount of coffee was received as conventional (0.38% and 0.36%, respectively) due to COVID-19 impacts, supplier error or shipping delays. In 2023, 0.002% of coffee (a single shipment) was received as conventional per a customer requirement.

***2021 was our final transition year, with 19% of cocoa purchased as conventional. At the end of 2021, all cocoa contracted going forward was 100% responsibly sourced through verification or third-party certification programs. This metric is updated from our 2022 Corporate Responsibility Report to reflect the percentage of responsibly sourced cocoa received during the year ended December 31, 2021.

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