

# DIVERSITY, EQUITY & INCLUSION

We help create a better shared future for everyone our brands and business system touches by working to provide access to equal opportunity and fostering belonging both in our workplaces and the communities we serve. We partner with global, national and local organizations—plus our network of bottling partners—to improve people’s lives. While we continued to make meaningful progress in 2022, our work is an ongoing journey in an ever-changing landscape. That’s why we continue to prioritize listening and learning; executing our strategy consistently; and holding ourselves accountable for continuous progress.

[READ MORE DIVERSITY, EQUITY & INCLUSION](#)

We approach our DEI strategy through the lens of three core ambitions:

- ASPIRE TO CREATE** a workforce that mirrors the markets we serve.
- ENABLE** an inclusive culture where our employees thrive.
- ADVANCE** equity within our business, communities, and the marketplace.

## 2022 Gender Representation by Level (global)<sup>1</sup>

	SENIOR LEADERSHIP	MIDDLE MANAGEMENT	PROFESSIONALS	TOTAL
Female	39.0%	51.3%	36.0%	44.0%
Male	61.0%	48.7%	64.0%	56.0%

## 2022 Race/Ethnicity Representation by Level (U.S. only)<sup>1</sup>

	SENIOR LEADERSHIP	MIDDLE MANAGEMENT	PROFESSIONALS	TOTAL
American Indian/Alaskan Native	0.0%	0.3%	0.4%	0.3%
Asian	10.0%	10.4%	5.4%	8.1%
Black/African American	8.6%	16.1%	30.3%	22.0%
Hispanic/Latino	9.9%	8.7%	21.2%	14.6%
Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.5%	0.3%
Not specified	9.1%	5.2%	2.4%	4.3%
Two or more races	0.9%	2.2%	3.0%	2.5%
White	61.4%	57.1%	36.7%	48.1%

<sup>1</sup> Data as of December 31, 2022, for salaried and hourly employees. Race/ethnicity data is for U.S. workforce only. This data excludes Bottling Investments Group (BIG), Global Ventures, fairlife and BODYARMOR. For exclusions, please view the criteria statement in the [Independent Accountants' Review Report](#).

Note: The percentages in each column in these charts may not sum to 100% due to rounding.

# GIVING BACK TO OUR COMMUNITIES

The Coca-Cola Foundation’s mission is to make a difference in communities where our company operates and where our employees live and work. As the independent philanthropic arm of The Coca-Cola Company, The Coca-Cola Foundation supports transformative ideas and institutions that address pressing and complex global challenges. Our goal is to leave a measurable and lasting impact in local communities through a focus on the environment and society. In 2022, The Coca-Cola Foundation contributed \$94.8 million to 301 organizations globally.

[READ MORE GIVING BACK TO OUR COMMUNITIES](#)

## Our Refreshed Giving Approach

As of 2022, our giving is focused on impacting these areas:

**ENVIRONMENTAL**

- Sustainable Access to Safe Water
- Circular Economy
- Climate Resilience and Disaster Preparedness and Response

**SOCIAL**

- Economic Empowerment
- Hometown
- Employee Giving

## The Coca-Cola Foundation: 2022 Contributions

