

# SUSTAINABILITY REPORT

Exportadora de Café Guaxupé

## 2024



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# About the Report

GRI 2-1, 2-2, 2-3

We are pleased to present the Sustainability Report of Exportadora de Café Guaxupé, regarding our activities from January 1st to December 31st, 2024.

In order to prepare this report, we followed the framework suggested by the Stakeholder Capitalism Metrics, launched by the International Business Council (IBC) of the World Economic Forum, which brings together all our commitments and actions in environmental, social and governance (ESG) aspects presented in four categories: Governance, People, Planet and Prosperity.

We follow the Global Reporting Initiative (GRI) Standards, recognized as best practices for the public reporting of different environmental, social and economic impacts. These are referenced throughout the report.

As a first report by the GRI, we bring indicators and data surveys of the company's current reality as a snapshot and report of the actions already carried out and that can be developed for the next year. Thus, we will not bring comparative performance data at this time, but we are committed to advancing in the reporting of actions and data related to our operations and reaffirm our commitment to meeting the United Nations Sustainable Development Goals.



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**Flavia Barbosa**

Executive Director

## Leadership Statement

GRI 2-22, 2-24

It is with great satisfaction that we present this Sustainability Report, which reflects the progress, achievements, and commitments of **Exportadora de Café Guaxupé** throughout 2024.

In a year marked by significant challenges — such as disruptions in international logistics, interruptions in trade routes, rising freight costs, and adverse weather conditions, including intense heatwaves and prolonged droughts that directly affected coffee production — we have remained steadfast, acting with resilience, responsibility, and a long-term focus.

We ensured consistency in deliveries and the quality of services provided to our clients, even amid global uncertainties. We continue to build lasting and transparent relationships, grounded in responsibility, operational efficiency, and the constant delivery of value.

We also reaffirm our tradition as an important support hub for coffee growers. We strengthened our proximity to producers, listening closely to their needs, offering specialized technical assistance, and promoting good agricultural practices. This approach led to an increase in the number of growers who entrusted **Exportadora de Café Guaxupé** with the storage and commercialization of their coffees. Along with this expansion, we began the construction of a new warehouse, which will allow us to increase our storage capacity and serve even more producers, further strengthening our bonds with them.

## Leadership Statement

We developed dozens of projects throughout the year, strengthened alliances with roasters, and expanded the reach of initiatives with tangible impacts across our supply chain. Among the highlights is the consolidation of **GUAXUPÉ PLANET Sustainable Coffee**, our supply chain certification protocol, which reached its third year with significant results. We advanced in technical consulting, encouraged good agricultural practices, and promoted decent living and working conditions in rural areas.

Our commitment to sustainability is a collective journey. Through partnerships with roasters and institutions, we generated concrete impacts to mitigate the effects of climate change, such as the implementation of regenerative agriculture certification, which encourages the adoption of good agricultural practices like the use of biological products, soil cover, and forest conservation and restoration. We promoted improvements in living and working conditions by donating biodigesters and carrying out capacity-building activities and training programs.

We implemented practical solutions to welcome workers during the coffee harvest season with comfort, health, and safety, such as donating furniture and construction materials for the renovation and adaptation of housing facilities. To facilitate access to drinking water, we donated water fountains and conducted water potability analyses.

Within the company, we continued to strengthen the foundations that sustain our daily operations. We invested in structural improvements, such as the beginning of construction of a new warehouse and the renovation of the administrative building, with a focus on efficiency, hospitality, and a corporate governance model that cares for people, promotes transparency, and prepares **Exportadora de Café Guaxupé** for the future.

At the same time, we continued to invest in the growth of our team through ongoing training, opportunities for internal development, and the strengthening of female leadership. We also moved forward with the implementation of the Profit-Sharing Program, linked to the achievement of targets, which distributes part of the gains obtained, recognizing the commitment and dedication of our employees to the company's results. This recognition of our team reinforces our collaborative work environment and fosters engagement across all areas.

We are aware that, despite our achievements, much remains to be done. Challenges are constant, but it is with the same spirit of innovation, responsibility, and partnership that we continue to move forward, cultivating improvements and harvesting results at every stage. This report is a living showcase of our work, our choices, and the dedication of everyone who is part of **Exportadora de Café Guaxupé**. May we continue together, building a more sustainable future for coffee growing, for people, and for the planet.



**Thank you to everyone who walked  
alongside us in 2024!**

# 2024 Highlights GRI 2-6



**1 million  
coffee bags**

Our storage  
capacity



**4.000+  
coffee growers**

Our partner  
client network



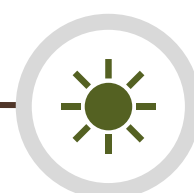
**50+ partner  
countries**

Destinations to which  
we have exported  
coffee in recent years



**150+  
cities**

Coffee-producing  
regions engaged  
in our network



**2.560 solar  
panels installed**

Covering an area  
of 6,580 m<sup>2</sup> at our  
Photovoltaic Plant



**54 years of  
operations**

In the coffee  
trading market





We are proud of our journey of development and of our commitment to our clients, partners, and sustainability. Our mission is to bring high-quality coffees to the world, cultivated with respect for the environment and the communities involved.

This chapter presents our history, values, and ongoing efforts toward a more sustainable future.

## Who we are

GRI 2-1, 2-2, 2-6



We are **Exportadora de Café Guaxupé**, a family-owned company with over half a century of dedication to Brazilian coffee. Our journey began in 1970 under the visionary leadership of Mr. Olavo Barbosa in Guaxupé, Minas Gerais. Since then, we have strived to connect local producers to international markets, always guided by excellence, innovation, and sustainability.

Our headquarters is strategically located on a 50,000 m<sup>2</sup> site and is supported by a team of approximately 250 highly qualified employees. Together, we operate an infrastructure that encompasses transportation, reception, storage, processing, and coffee shipment. Our storage capacity reaches up to 1 million coffee bags, ensuring efficiency and agility at every stage of the production chain.

Over the years, we have continuously invested in cutting-edge technology to enhance our processes. Our advanced facilities allow for meticulous coffee preparation, ensuring that every batch meets the strictest quality standards demanded by the market. In addition, we have well-equipped laboratories and a specialized team for detailed coffee analyses.

We believe that producers are the essence of our business. Therefore, we cultivate partnerships based on respect and trust, providing ongoing support and valuing their sustainable practices. Our commitment to sustainability is demonstrated through the certifications we have obtained, reinforcing our environmental and social responsibility in all operations.

For years, we have been working with specialty coffees, closely following the evolution of a

constantly changing market. This vision has allowed us to expand our global presence, bringing the taste and quality of Brazilian coffee to numerous countries worldwide and benefiting thousands of local producers over the years.

Our history is marked by significant milestones, such as the inauguration of Warehouse 10, which increased our storage capacity by 300,000 coffee bags and strengthened our position in the coffee sector. Each achievement reflects our unwavering commitment to excellence and to the satisfaction of our clients and partners.

We are constantly seeking new opportunities and solutions that promote sustainable development. Our goal is to continue being a reference in the coffee market, contributing to the economic, social, and environmental growth of the communities with which we interact.

Since our origins, innovation has always been at the heart of our activities!

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55 (33) 3331-3603

### São José do Rio Pardo São Paulo

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Distrito industrial - ZIP  
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+55 (35) 3559-5800  
+55 (35) 3551-2800



## A Family for Over 50 Years...



**Exportadora de Café Guaxupé** is proud of its journey and the relationships built over the years. Our mission is to provide clients with high-quality coffees while promoting sustainable practices and strengthening producer communities. We believe that through collaboration and innovation, we can continue to grow and overcome the challenges of the global market.

Our commitment to sustainability is reflected in various initiatives, including the neutralization of CO<sub>2</sub> emissions and the implementation of social projects that benefit local communities. We are dedicated to promoting a greener and fairer future for the coming generations, aligning our operations with the United Nations Sustainable Development Goals (SDGs).

We are grateful for the trust of our partners, employees, and clients who accompany us on this journey. Together, we will continue to write the story of our company, always focusing on quality, sustainability, and innovation. We are enthusiastic about the future and committed to maintaining our position as a responsible company in the coffee sector, honoring the tradition and legacy that have brought us this far.

We are proud to contribute to the coffee industry, both nationally and internationally, promoting responsible practices and maintaining the quality that makes us a market reference. To learn more about our journey, our sustainability initiatives, and the infrastructure that supports our operations, we invite you to visit our official website at [www.guaxupe.com.br](http://www.guaxupe.com.br). Together, we continue cultivating a more promising future for the coffee value chain and for the generations to come.

## Our Media

GRI 2-1, 2-6

We are present on the main social media platforms, such as Instagram, LinkedIn, and Facebook, using these channels as sources of information about our work. Through these media, we share information about job openings and opportunities within the company, as well as news about relevant projects and events in which we participate. These social networks have proven essential for keeping our community informed and engaged with internal processes and the company's development.



### Facebook

♥ 7,2 mil likes

👤 8,3 mil followers



### Instagram

👤 4151 followers



### LinkedIn

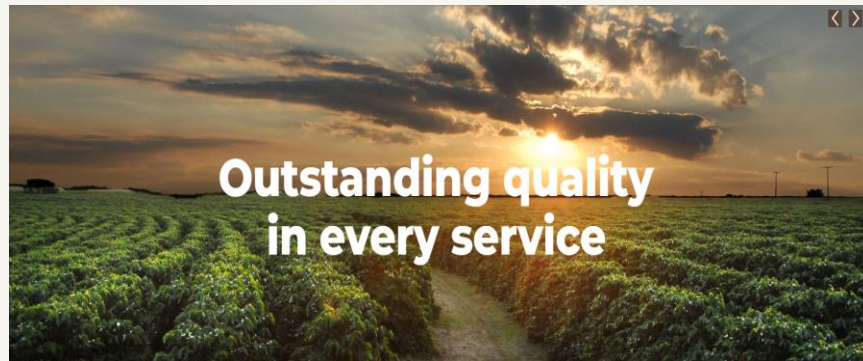
👤 13.896 followers

We also provide detailed guidance on coffee buying and selling services, documentation and codes of conduct, as well as essential data on climate, coffee market prices, and the U.S. dollar — factors that impact the market.

In addition, we also maintain our official website (access at: [www.guaxupe.com.br](http://www.guaxupe.com.br)), a portal with information about our brand, history, products, and services, aimed at both producers and our clients. The website includes detailed information about the sustainability practices adopted by the company, reinforcing our commitment to the environment and social responsibility. In this way, we aim to provide a transparent and accessible website for all those interested in learning more about our areas of work.

## Our Website

Our official platform is designed to support producers with updated and accurate information, helping them make more informed and strategic decisions in the development of their activities. The website is not only used to promote the company but also serves as a repository of items of interest for our main partners: our clients and producers.

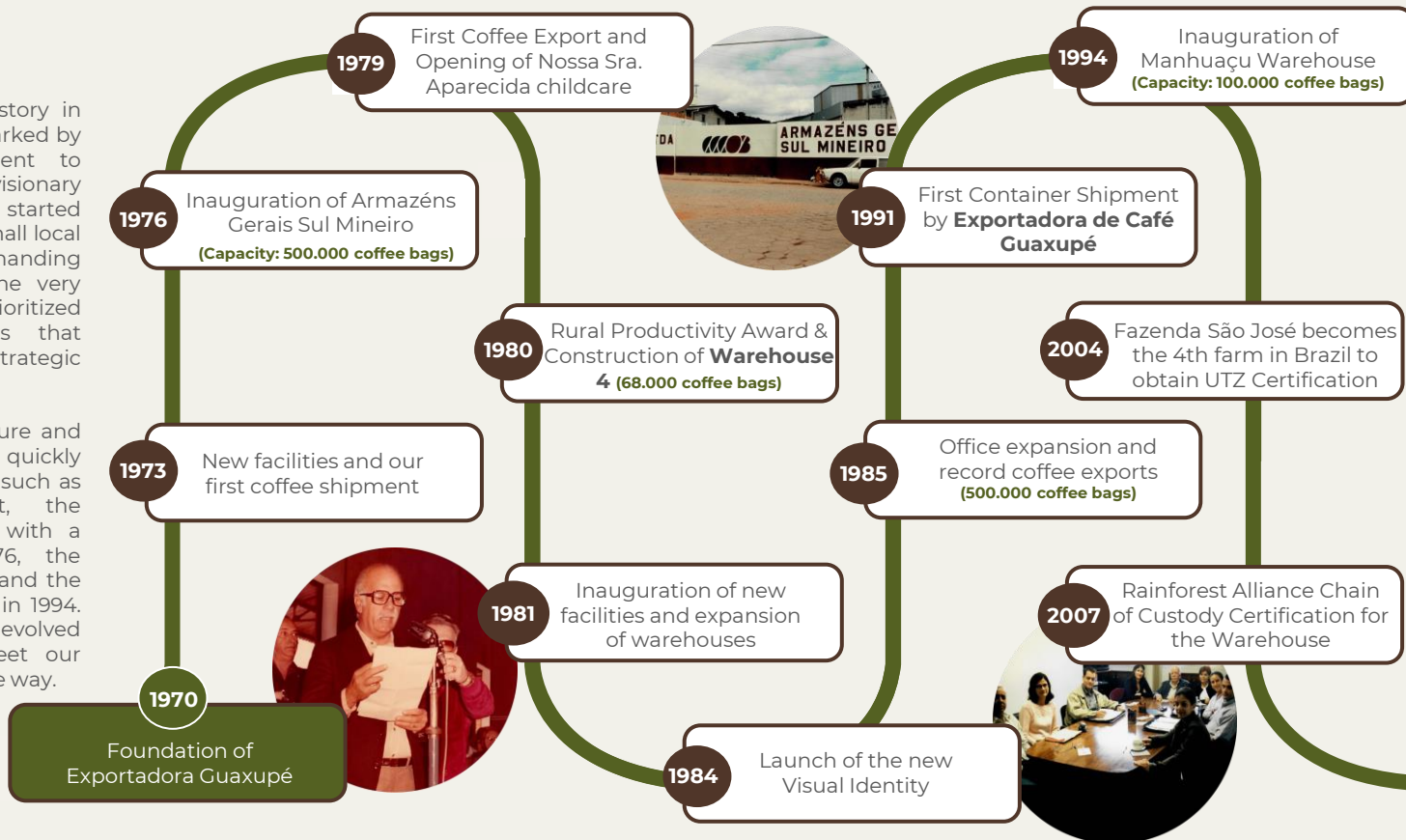


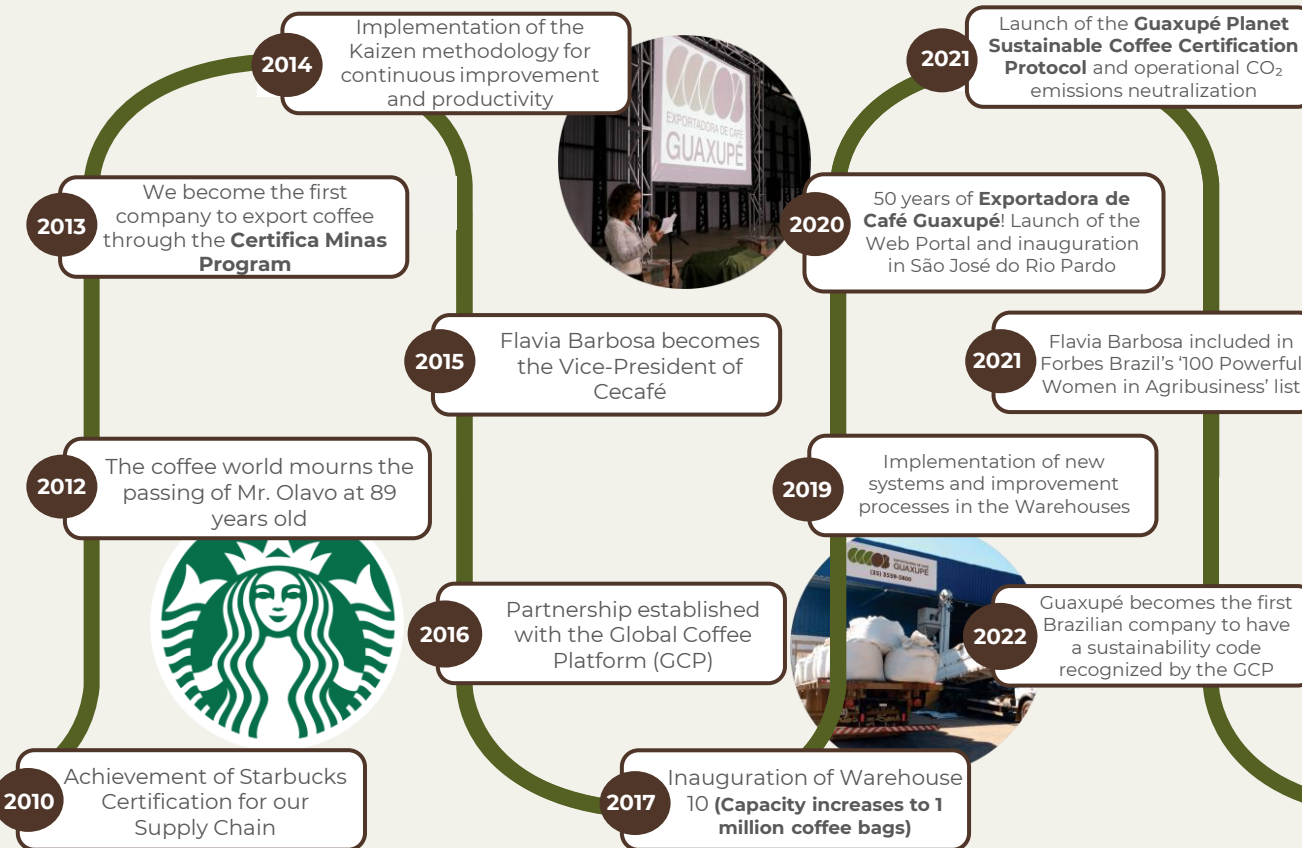
Additionally, we maintain a blog, where we share updates and relevant content about the company and its processes. Notably, we highlight the publication of important reports, such as the Transparency and Gender Pay Equality Report, which were released in March and September 2024. This space allows for the dissemination of strategic information in a more accessible and reader-friendly format, including advances in equity issues and Guaxupé's ongoing actions to promote a more inclusive and equitable work environment.

## Our History GRI 2-1, 2-6

Since the beginning of our history in 1970, we have built a journey marked by innovation and a commitment to excellence. Guided by our visionary founder, Mr. Olavo Barbosa, we started our operations by connecting small local producers to the most demanding international markets. From the very start of our journey, we prioritized quality and efficiency—values that continue to guide every strategic decision.

With state-of-the-art infrastructure and a highly skilled team, we quickly achieved important milestones, such as our first coffee shipment, the inauguration of a warehouse with a 500,000-bag capacity in 1976, the expansion of our office in 1985, and the opening of our Manhuaçu unit in 1994. Our structure has continuously evolved over the years to always meet our clients' needs in the best possible way.





In 1984, we launched our new visual identity, marking a phase of renewal and growth. In the following years, we achieved quality certifications such as UTZ, Rainforest Alliance, Starbucks, and even our own sustainability code.

Unfortunately, in 2012, our founder passed away, leaving a strong and inspiring legacy, followed by all our employees. Leadership remained within the Barbosa family, with Flavia Barbosa assuming the Executive Director role and operational leadership of **Exportadora de Café Guaxupé**. Under her management, the company continues to develop socio-environmental practices aligned with strategic and professional growth.

In recent years, we have implemented several initiatives in the field of sustainable development, such as the neutralization of our operational CO<sub>2</sub> emissions, as well as the inauguration of our photovoltaic plant.

This GRI-standard report reflects our commitment to maintaining a transparent trajectory, focused on ESG results, and aligned with best market practices.



## Activities, Value Chain and Markets Served GRI 2-6, 2-29

**Exportadora de Café Guaxupé** plays a central role in the coffee value chain, connecting local producers with certifiers, importers, and distributors across various countries. Our main activities include:

- **Coffee procurement and trading:** We purchase coffee from small, medium, and large producers, prioritizing sustainable agricultural practices and recognized certifications such as Rainforest Alliance and **Guaxupé Planet Sustainable Coffee**.
- **Storage and logistics:** We provide advanced storage solutions, ensuring the quality and traceability of the beans at every stage.
- **Export services:** We facilitate access to international markets, serving clients in regions such as Europe, North America, and Asia.

Additionally, we offer digital tools, such as the Producer Portal, which provides access to information on climate, market prices, and the monitoring of trading operations. This service adds transparency and efficiency for all our partners and stakeholders.

In terms of markets, we export coffee to dozens of countries, meeting specific demands for quality, sustainability, and traceability. Our focus on innovation, combined with investment in infrastructure and certifications, ensures that we remain a reliable and strategic partner for the world's most demanding markets. Our commitment to sustainability and social inclusion has led us to implement pioneering practices, such as CO<sub>2</sub> emissions neutralization and the use of renewable energy in our operations.



## Coffee Procurement and Trading

We work with Arabica coffees of different profiles, ranging from commercial to specialty grades, serving both large volumes and more specific demands. Our goal is to offer coffees that precisely match each client's requirements, ensuring quality and consistency. To achieve this, we rely on partner producers who follow sound agricultural and environmental practices, resulting in a differentiated final product.

Our client network includes importers and roasters in Brazil and several countries, such as the United States, Germany, Italy, France, Japan, and South Korea. These long-term relationships are built on transparency and trust, essential factors in the coffee market. We always strive to understand each buyer's needs to provide lots that meet their expectations.

In addition to traditional coffees, we develop our own blends that have gained market recognition. These include São José, Guaxupé Dulce, and Mineiro Quality, each with unique characteristics. They offer balanced and versatile flavor profiles that appeal to those seeking smooth and sweet coffees as well as those preferring more intense beverages.

For producers wishing to sell coffee to us, the process is simple and straightforward. First, a quality analysis is conducted, considering factors such as moisture, type, and taste. Based on this evaluation, pricing is determined in a fair and transparent manner. Producers holding certifications, such as Rainforest Alliance, receive incentives during negotiations.

If the coffee is already stored with us, sales can be completed quickly. Otherwise, the producer can send a sample for analysis and receive pricing feedback within approximately 24 hours. Our commitment is to ensure a secure, agile, and beneficial process for all parties involved.

## Sale Option 01

### Coffee Already Stored:

Since the qualitative analysis is already performed upon delivery, the producer only needs to indicate the lot and/or quantity to negotiate with us.

## Sale Option 02

### Coffee Not Stored, No Quality Information:

- Negotiations can be made through samples:
  - a) The producer can deliver the sample in person or send a lot sample (minimum 300 g);
  - b) Packaging should be a neutral, odorless plastic bag, with name and contact details clearly indicated;
  - c) After submission, a classification analysis is performed, and within 24 hours, the producer can contact us for the results and start the negotiation in a fast, practical, and secure manner

## Sale Option 03

### Coffee Not Stored, Quality Information Available:

- The producer simply fills out our form and negotiates with us. The information will be verified afterward.



## Storage and Logistics GRI 2-6, 3-3

Our warehouses have the capacity of up to 1 million coffee bags, receiving coffee in big bags, bulk, and traditional sacks. The entire structure is designed to ensure that coffee is stored safely, preserving its quality over time. Operations are carefully controlled, from the arrival of the coffee to the moment of dispatch.

The storage system follows a strict standard to maintain lot traceability. Each entry is recorded and monitored, which facilitates organization and preparation for shipment. In this way, we efficiently serve both clients purchasing large volumes and those requiring specific lots.



In order to facilitate the coffee transportation to our warehouses, we offer a comprehensive logistics service. Trucks are tracked, and loads are sealed at the farms, ensuring they arrive at their destination without any interference. In addition, all transported coffee is insured, providing greater peace of mind for the producer. When coffee is intended for export, we offer different shipping options to meet buyers' requirements.

Containers can be loaded in the following modalities: bulk, bulk liner (container lining), alpha bag (polypropylene bags), zipper bag (waterproof plastic bag), or traditional sacks (jute or polypropylene), according to buyers' preferences and requirements.

The entire process is conducted with weight control and security seals, ensuring that the goods arrive at the port intact. Most of our exports are shipped through the Port of Santos, where containers undergo inspection before departure. This careful handling prevents issues during cargo release and ensures that coffee is shipped in accordance with international market standards, always prioritizing the peace of mind of our clients.

From origin to destination, each coffee bean carries the trust of a process conducted with responsibility and excellence.





## Quality and Reprocessing

The quality of the coffee we export is built long before shipment. It begins with the care taken at every stage of the process, starting from the arrival of the lots at our facilities. Upon receipt, the coffee undergoes strict quality controls and assessments conducted by professionals with extensive experience and expertise. This meticulous screening ensures that the standards required by our clients — increasingly attentive to excellence and consistency — are fully met.

Reprocessing, one of the most important stages of our operation, is where the coffee goes through cleaning, standardization, and final selection. At this stage, impurities are removed, bean classification is adjusted according to technical criteria, and lots are prepared in line with the specifications agreed upon with buyers. This customization, combined with rigorous quality control, enables us to deliver a uniform, reliable product ready to meet the demands of discerning markets worldwide.

Complementing this physical evaluation, we carry out sensory tests conducted by our team of cuppers, highly skilled professionals who follow internationally recognized protocols. They assess attributes such as aroma, acidity, body, and flavor, ensuring that only coffees that meet our quality standards are cleared for export.

Another pillar of our process is traceability. Each lot can be tracked from its origin on farms to its final destination, fostering greater transparency, safety, and reliability in our relationship with clients. Traceability is also essential for meeting the requirements of different certifications and for demonstrating the sustainable and ethical practices adopted throughout all the entire supply chain.



To ensure consistency in delivering specialty coffees, we invest in technology and in the continuous training of the teams involved in quality control and reprocessing. Our facilities are equipped with modern machinery that allows precise processing, respecting the particularities of each harvest and origin. This attention to detail provides us with the flexibility to serve different client profiles, from major international buyers to microlots with unique characteristics. For us, the focus on quality is not merely a market requirement, but a commitment to excellence that guides every stage of our work.



## Presence in Brazil

GRI 2-1, 2-4, 2-6, 2-7,

**Exportadora de Café Guaxupé** has its roots in Southern Minas Gerais, one of the world's leading coffee-producing regions. With headquarters in Guaxupé, a second commercial and storage facility in São José do Rio Pardo (SP), and a commercial branch in Manhuaçu (MG), the company consolidates its regional presence through a robust infrastructure, broad coverage, and an efficient, interconnected logistics network.



**Exportadora de Café Guaxupé's** operations across its three locations — Guaxupé (MG), Manhuaçu (MG), and São José do Rio Pardo (SP) — strengthen its strategic presence in one of Brazil's most important coffee-growing areas. These units operate in an integrated manner, ensuring smooth operations, agile logistics, and excellence in serving both producers and clients. This connected structure allows the company to efficiently meet market demands while maintaining the high quality standards that have established it as a reference in the sector.

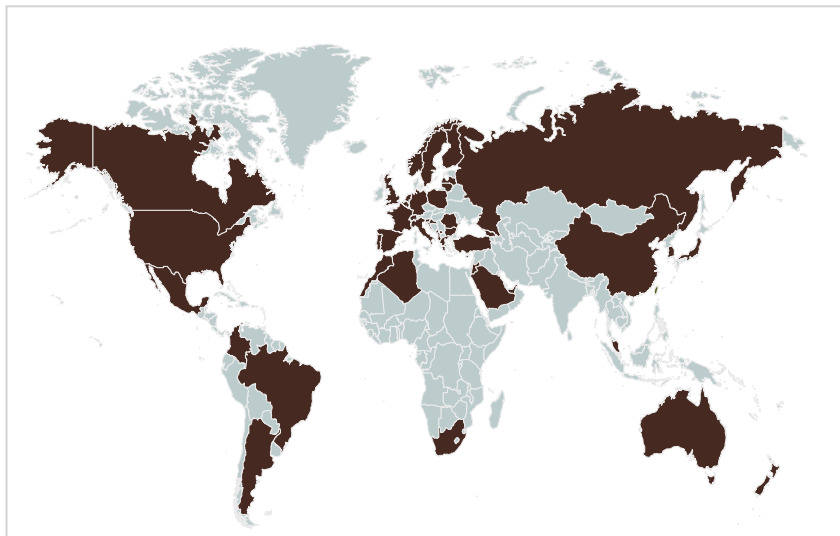
Our strength goes far beyond physical infrastructure — it lies in the people who build Guaxupé every day. We rely on a skilled, multidisciplinary team working in an integrated way across all areas of our business. From commercial, sustainability, and quality departments to legal, Information Technology, and Internal Controls, each team contributes with excellence to ensure our operations follow the highest standards. We value people development by encouraging training, recognizing talent, and fostering a work environment that respects, engages, and retains our professionals for many years.

We are present not only in the fields and ports, but also in the main forums of dialogue and decision-making in the coffee sector. We actively participate in strategic platforms such as Cecafé and the Global Coffee Platform, and maintain strong partnerships with institutions such as Sebrae, Emater, and research centers. We believe these connections reinforce our mission to promote sustainability in the field, foster regenerative practices, and deliver technical training to producers.

More than exporting coffee, we seek to generate positive impact throughout the ecosystem where we operate. We encourage women's leadership in the field and within organizations, provide benefits and support structures to our employees, invest in innovation, and promote the development of a more sustainable and fair coffee culture. Our commitment is daily: we aim to grow alongside those who walk with us and to leave a legacy for generations.

## Global Presence GRI 2-1, 2-6

Operating globally allows us to understand and respond to the dynamics of each market, adapting our offerings to local preferences and requirements. We bring Brazilian coffee to destinations as diverse as Australia, Morocco, Taiwan, Argentina, and the United Arab Emirates, always with the same standard of traceability, sustainability, and respect for origin. Every country we reach represents a direct connection between producer and final consumer, strengthening our mission to enhance Brazilian coffee farming and responsibly expand the frontiers of our work.



Our global presence is the result of continuous adaptation, market knowledge, and operational capacity. Being active in different regions of the world requires product quality and sensitivity to the particularities of each destination, such as regulatory, logistical, and cultural standards. This broad reach demands an operating model that respects local specificities while maintaining the consistency that sustains the trust of our business partners.

By operating across five continents, we have built a strong network of relationships based on long-term commitments and the supply of coffees with a recognized technical standard. Presence in such diverse markets broadens our company's strategic vision and strengthens our ability to anticipate trends, understand new demands, and respond quickly to shifts in the international coffee trade.

We recognize Brazil's strategic role on the global stage, as well as our responsibility to represent the values of sustainability, traceability, and respect for producers that guide our work. Our connection with different markets further reinforces our commitment to delivering a product with identity and added value. To serve so many markets, we rely on a structured operation, consistent processes, and the ability to adapt to diverse contexts. This global presence is the outcome of a trajectory built on efficiency and on delivering products aligned with the requirements of each destination.

**Present in more than 50 countries, Exportadora de Café Guaxupé's coffee connects flavors, cultures, and people around the world — harvested with tradition, exported with excellence.**

## Sustainable Development GRI 2-22, 2-23, 2-29

In a global context increasingly guided by environmental, social, and governance (ESG) criteria, we believe that the future of organizations will be led by those capable of balancing financial performance with positive impact and systemic responsibility. Adopting the principles of the Stakeholder Capitalism Metrics, developed by the World Economic Forum, and aligning our communication with the internationally recognized GRI Standards reflects our commitment to act with transparency, align purpose and performance, and generate value for all stakeholders with whom we engage.

This choice enables us to translate our sustainable actions into comparable, reliable, and strategic indicators — reinforcing the integrity of our governance, the centrality of people, respect for the planet, and the pursuit of shared prosperity.



### 1. Corporate Governance

Refers to the systems of leadership, control, and corporate ethics that ensure transparency, compliance, and accountability. It includes the clear definition of responsibilities, risk management, integrity in decision-making processes, and strategic alignment.

### 2. People

Involves valuing human capital and promoting fundamental rights in all work relationships. This includes respect for diversity, inclusion, equal opportunities, professional development, health, safety, and employee well-being.

### 3. Planet

Addresses the environmental responsibility of organizations regarding the use of natural resources, biodiversity preservation, and climate change mitigation. It includes practices such as efficient water management, waste management, emissions reduction, and energy transition.

### 4. Prosperity

Relates to companies' contribution to inclusive and sustainable economic growth. It encompasses the creation of quality jobs, support for local development, promotion of innovation, strengthening of the value chain, and the generation of long-term value for society.

## Sustainable Development Goals

We are committed to the **17 Sustainable Development Goals (SDGs)** established by the United Nations, as we believe that the business sector plays a key role in building a fairer, more balanced, and more resilient future. We see the SDGs as a clear global agenda that guides our decisions, investments, and practices across all ESG dimensions. By integrating these goals into our strategy, we reinforce our commitment to a business model that generates value beyond the economic sphere — actively contributing to the sustainable development of people, communities, and the regions where we operate.

In our sector, the challenges and opportunities of sustainability manifest themselves in a concrete and everyday way.



Among the 17 Sustainable Development Goals, we have prioritized eight that are most directly related to our activities:

02

Zero Hunger and  
Sustainable Agriculture

It is essential to promote sustainable agriculture to ensure proper food security for our clients.

03

Good Health and Well-Being

We aim to ensure the health and well-being of all people, of all ages, within our sphere of influence.

04

Quality Education

We seek to expand access to quality education and foster learning opportunities in our relationships.

06

Clean Water and Sanitation

We focus on efficient water use and sanitation throughout our operations, from upstream to downstream.

07

Affordable and Clean  
Energy

We work to expand access to clean, safe, and affordable energy through both individual and collective initiatives.

08

Decent Work and  
Economic Growth

Decent work, aligned with inclusive and sustainable economic growth, is a fundamental premise for us.

13

Climate Action

We are fully aware of the urgency to act against climate change and its impacts across all spheres of society.

15

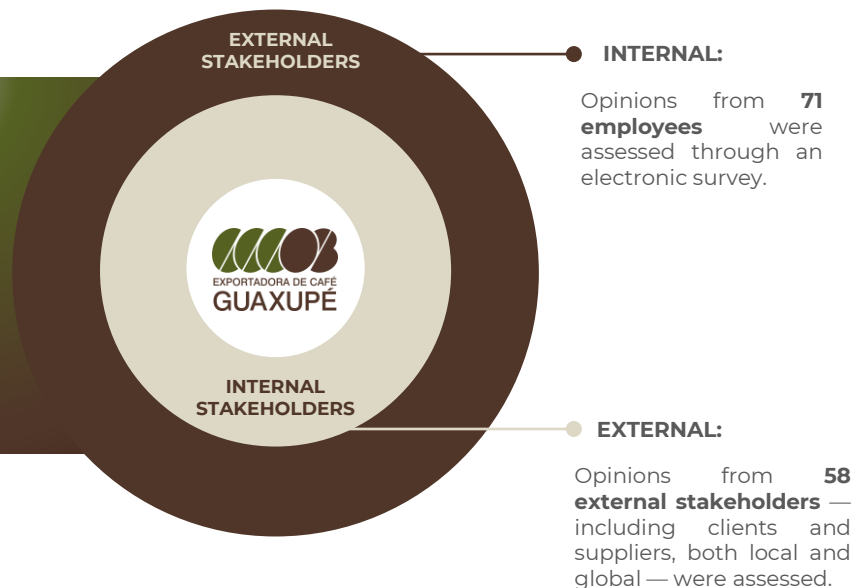
Life on Land

We are committed to conserving terrestrial ecosystems and combating environmental degradation.



## Our Materiality GRI 3-1, 3-2, 2-29

Building our Materiality Matrix was fundamental to guiding our sustainability and governance strategies, aligning our efforts with stakeholder expectations and the key challenges of the sector. This process allowed us to identify and prioritize relevant topics, continuously improve our processes, and strengthen our position as a reference in quality, ethics, and sustainability within the coffee value chain.



## Selection of Respondents

To build our Materiality Matrix, we began with an analysis of the main stakeholders in our business. We first mapped the internal sectors of the company and then identified the external stakeholders that are strategic to our operations.

We found that the various departments of **Exportadora de Café Guaxupé** are directly related to our Materiality Matrix. With the support and approval of the Executive Board, we sent an email to all employees, inviting them to voluntarily participate in the process, while encouraging the highest possible level of engagement. As a result, we received responses from 71 participants.

At the same time, together with the sales, supply, export, and sustainability departments, we mapped which external stakeholders were most relevant to our business. We concluded that our greatest asset — our partner producers — should be consulted, along with other partners and clients, both in Brazil and abroad. We conducted an online survey with this audience and received 58 responses.



## Identification and Approach Process

The process of building our **Materiality Matrix** took place over 45 days, through both synchronous and asynchronous activities. We first identified the main topics highlighted by GRI 13, which covers the Agriculture sector, and conducted benchmarking with material topics adopted in our market as well as risks outlined in the Global Risk Report, developed by the WEF.

After mapping and initial analysis of topics related to the coffee sector, online questionnaires were developed with a detailed description of each potential topic, along with instructions to ensure respondents clearly understood that the goal of the exercise was to map which topics generate the most value for the company, its relationship with employees, clients, partners, and the market in general. The second round of assessment was therefore conducted virtually, where internal responses were cross-checked with external evaluations, and the highest-ranked topics were filtered for review by senior management and leaders.

## Assessment Criteria

For the assessment, the questionnaire applied the Likert Scale Model, rated from 1 to 7, as shown in the adjacent table. Respondents were instructed to evaluate based on the degree of impact each material topic would have on their relationship with **Exportadora de Café Guaxupé**.









From the outset, the team responsible for collecting results emphasized that, while all topics were highly relevant to the organization, the goal was to define which should be prioritized for inclusion in **Exportadora de Café Guaxupé's** Sustainable Development Strategy. Any questions regarding the content, objectives, or specificities of the pre-selected topics were clarified throughout the selection process.

In our questionnaires, we included examples of how these items could relate to the company's activities, while also leaving space for employees to identify new or even more important impacts based on their own experiences. Our intention was to encourage critical thinking among those involved in our operations and create an open space for contributions and suggestions.

Assessment	Description
No Importance	The topic has no relevant impact and may be disregarded.
Minimal Importance	The topic has very low impact and is rarely relevant.
Moderate Importance	The topic is relevant in some cases but is not essential.
Important	The topic has notable impact and should be considered, though it is not a priority.
Very Important	The topic significantly affects operations or stakeholders.
Priority	The topic is highly relevant and should be addressed with great attention.
Crítico	The topic is vital to the company's success and cannot be ignored.

Once all analyses from internal and external stakeholders had been collected, the third — and final — stage of evaluation was carried out with the Executive Board. Preliminary results were presented and reviewed alongside the company's strategy. As a result, after the full analysis process, eight material topics were selected, reflecting our operations, relationships, objectives, goals, and vision for the future of our company.

## OUR MATERIALITY MATRIX

	Material Topics	Description	GRI Index	Sustainable Development Goals (SDG)
	<b>Elimination of Child Labor, Forced and Slave-like Labor</b>	Ensure that working conditions are always in compliance with the law, employee well-being, and market best practices.	<b>GRI 408 e 409</b>	<b>SDG 8:</b> Decent Work and Economic Growth. <b>SDG 16:</b> Peace, Justice, and Strong Institutions.
	<b>Water and Effluents</b>	Ensure the responsible use of water and the proper treatment of effluents, minimizing impacts on the environment.	<b>GRI 303</b>	<b>SDG 6:</b> Clean Water and Sanitation. <b>SDG 12:</b> Responsible Consumption and Production.
	<b>Occupational Health and Safety</b>	Promote safe and healthy environments, prioritizing integrity, safety, and the well-being of all our employees.	<b>GRI 403</b>	<b>ODS 3:</b> Good Health and Well-Being. <b>ODS 8:</b> Decent work and Economic Growth.
	<b>Food Safety and Quality</b>	Ensure the quality and safety of the coffee marketed through rigorous controls across the value chain.	<b>GRI 13.10</b>	<b>ODS 2:</b> Zero Hunger and Sustainable Agriculture. <b>ODS 12:</b> Responsible Consumption and Production.
	<b>Soil Health</b>	Implement agricultural practices that preserve and improve soil quality through sustainable practices.	<b>GRI 13.5</b>	<b>ODS 2:</b> Zero Hunger and Sustainable Agriculture. <b>ODS 15:</b> Life on Land.
	<b>Use of Agrochemicals</b>	Adopt the responsible use of agrochemicals, minimizing risks to consumer health and to the environment.	<b>GRI 13.6</b>	<b>ODS 2:</b> Zero Hunger and Sustainable Agriculture. <b>ODS 12:</b> Responsible Consumption and Production
	<b>Supply Chain Traceability</b>	Ensure transparency and sustainability throughout the coffee supply chain, guaranteeing traceability and preventing illegal deforestation zones.	<b>GRI 13.23</b>	<b>ODS 12:</b> Responsible Consumption and Production <b>ODS 17:</b> Partnerships for the Goals
	<b>Climate Adaption and Resilience</b>	Implement resilient agricultural practices to address the challenges of climate change, with actions that reduce greenhouse gas emissions.	<b>GRI 13.2</b>	<b>ODS 13:</b> Climate Action. <b>ODS 15:</b> Life on Land.

# OUR GOVERNANCE



## rites and organizational processes

Our governance is guided by transparency, ethics, and responsibility. We adopt solid practices to ensure sound management, reinforcing the trust of all those who engage with us and safeguarding the sustainability of our business.

In this chapter, we share how we structure our decision-making processes, our commitments, and the initiatives that strengthen our responsible performance and alignment with our values.



## Our Purpose

GRI 2-1, 2-23, 2-24

At **Exportadora de Café Guaxupé**, we believe that coffee goes far beyond being a product: it is culture, it is connection, it is a commitment to the land and to people. Our journey is guided by a clear purpose: to be the bridge that connects those who cultivate with dedication and those who consume with passion. And we do this with excellence, responsibility and, above all, with respect for the environment, partner producers, and for future generations.



Our mission is to be the link between coffee producers and consumers, with excellence and sustainability!

Every decision we make carries the essence of who we are and the legacy we aim to build. We believe in the strength of collaborative work, in the transformative power of active listening, and in the value of relationships built on trust over time. Our daily actions are driven by conscious choices that balance results with responsibility, tradition with innovation, and growth with respect. We invest in knowledge, continuous improvement, and the appreciation of the people who are part of our value chain, because we know that excellence is born from attention to detail and from consistency between words and practice.

## Our Vision

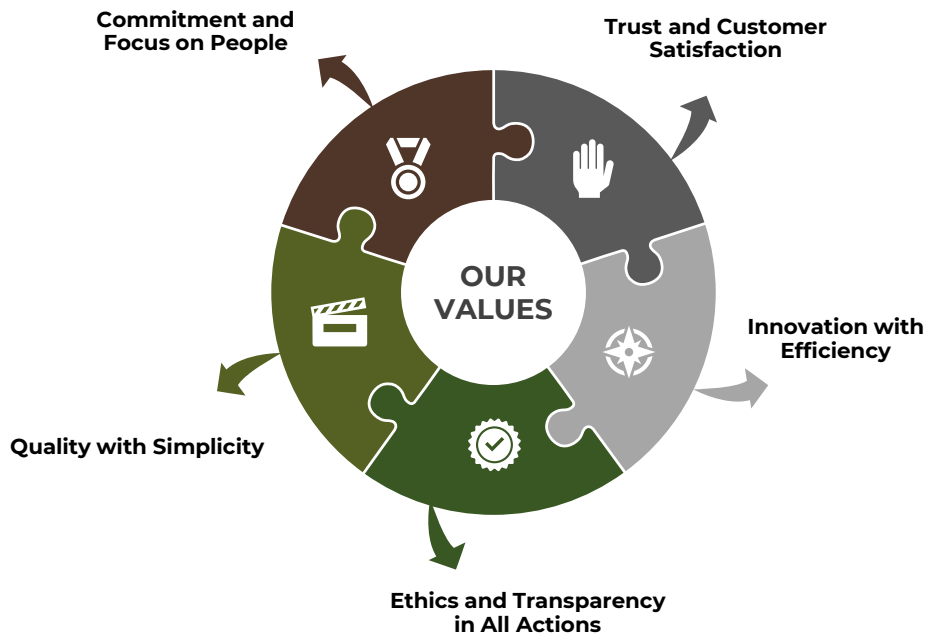
Our perspective is global. We want to be recognized not only for the quality of the coffee we deliver, but also for the way we operate: with ethics, transparency, and commitment to sustainable development. This vision inspires us to move forward with determination, connecting producers and consumers with purpose and responsibility.

We continue with the certainty that our mission and vision are reflected in every step we take, in every partnership we establish, and in every bean we deliver. More than exporting coffee, we want to deliver trust, generate positive impact, and build together a more sustainable future for the entire coffee chain.

Our vision is to be globally recognized as a company of excellence for combining knowledge, innovation, and passion for coffee growing with responsible and sustainable actions.

## Our Values GRI 2-1, 2-23, 2-24

At **Exportadora de Café Guaxupé**, we understand that institutional values are not merely statements – they are living principles that guide every decision, every relationship, and every growth strategy of our company.



Our values reflect the essence of our culture, built over more than half a century of solid, ethical performance and commitment to excellence throughout the coffee chain.

In a global context increasingly attentive to corporate conduct and the consistency between words and actions, we reaffirm our values as the pillars that support our journey toward a more sustainable, fair, and innovative business model. They are the foundation that ensures the continuity of the trust we have built with producers, clients, employees, and communities.

By communicating these values through this sustainability report, we reinforce that every action within our operations is guided by clear principles. And it is this clarity that allows us to grow responsibly, inspire trust, and deliver to the world a coffee that carries not only flavor, but also purpose throughout its value chain.

### Commitment and Focus on People

We believe that the true competitive edge lies in people. That is why we place the human being at the center of our decisions, fostering an environment where respect, dialogue, care, and recognition are daily practices. This approach is reflected in the longevity of our relationships with employees and producers, in low turnover rates, and in our constant investment in training, health, and well-being.

Our focus is on creating opportunities, strengthening bonds, and promoting shared growth. We value human capital as the driving force behind our quality and sustainability. Being committed to people means seeing each professional and partner as an essential part of the story we are building, and as a protagonist of the story we still wish to write.

## Trust and Customer Satisfaction

Trust is the most valuable attribute we hold. It sustains long-term relationships with the world's most demanding markets, which recognize Guaxupé as a synonym for reliability, traceability, and delivery of value. Over the years, we have nurtured this trust through transparency, respect for our clients and partners, ethical business practices, and consistency in the quality of the coffee we export.

Customer satisfaction goes beyond product delivery: it involves active listening, customized solutions, and attention to detail in every negotiation. Our commitment is to exceed expectations, transforming each sack of coffee into an experience of security and excellence. Where there is trust, there is partnership – and where there is partnership, there is a future.

We have earned credibility with our clients through clear commitments, personalized service, and shared trust.

## Innovation with Efficiency

We innovate with purpose. In a constantly evolving sector, we adopt technologies and practices that bring real gains in productivity, traceability, and impact reduction. Our investments in solar energy, process digitalization, and equipment replacement are examples of how we combine modernization with environmental responsibility.

Efficiency is the guiding thread of our innovation. Each technological step forward is evaluated with technical rigor and a long-term vision, respecting the company's culture, the reality of our sector, and the conditions of our greatest partners – the producers. To innovate with efficiency is to do things differently when needed, and better whenever possible.

## Ethics and Transparency in All Actions

Ethics is non-negotiable in our corporate conduct. We act with integrity across all fronts, from our relationship with producers to international trade agreements. We value clarity, compliance with regulations, and respect for commitments made, building an environment of trust and predictability.

Transparency is more than communication: it means opening processes, listening to stakeholders, being accountable, and acting with consistency. That is why we invest in certifications, reports, and audits, continuously strengthening our governance. We believe that in sustainability and in all business, it is not enough to appear ethical: it is essential to be ethical and to demonstrate it.

We operate in a sector that involves several players, from planting to the cup reaching the final consumer, which makes communication, partnership, and fairness fundamental for success throughout the entire process.

## Quality with Simplicity

Excellence is in our DNA, but it does not need to be complex. Here, we pursue quality through simple, efficient, and intelligent processes. We believe that well-executed simplicity generates clarity, agility, and control, translating into consistency in standards, productivity, and operational sustainability.

Our management model values what is lean, functional, and essential. Each employee understands that the pursuit of quality begins with doing the basics well, with care, attention, and method. This philosophy allows us to maintain high standards with controlled costs and sustainable operations, even in the face of the logistical and market challenges of the sector.

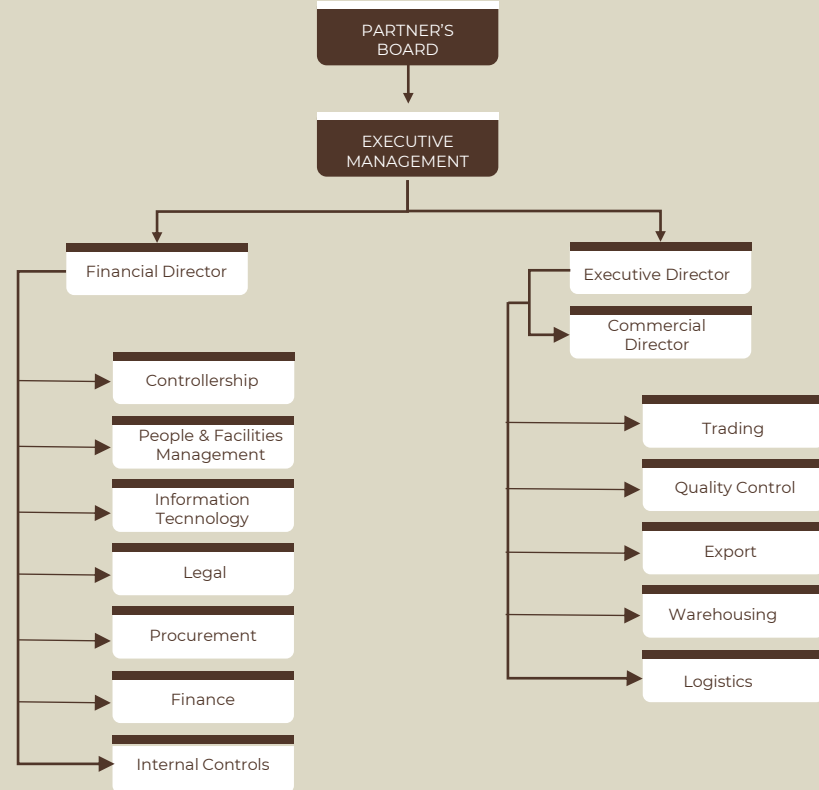
## Our Governance Structure GRI 2-9, 2-10, 2-13, 2-14

The highest governance body at **Exportadora de Café Guaxupé** is the Partners' Board, responsible for defining strategic guidelines and overseeing the company's management. This collegiate body ensures alignment with organizational values and the long-term continuity of the business.

- **Members:** The Board of **Exportadora de Café Guaxupé** is composed of five partners of the company. One of the partners also holds an executive position within the organization, while the other members remain directly linked to the Council. In terms of diversity, 60% of the Council is composed of women and 40% of men. To date, there are no external members.
- **Responsibilities:** The Board plays a central role in defining and supervising the company's strategies, ensuring alignment with its values and long-term objectives. Its duties include guiding strategic decisions, safeguarding the company's purpose and results, and directing the executives in the implementation of defined strategies. The Board also monitors organizational performance, assesses risks and opportunities, and participates in discussions on business continuity.
- **Nomination Criteria for the Highest Governance Body:** The Board was established by the company's partners, reflecting the experience and involvement of its members in managing the business over the years. As no external members have yet been appointed to the Council, the rules for nomination are still under development.

The adjacent image shows the company's current organizational chart, composed of the Council followed by the executive hierarchy.

## Our Organizational Chart





## Our Governance Practices GRI 2-12, 2-14

### Partner's board Meetings

#### Operating Dynamics:

- Although not formally established in the traditional format of a Board of Directors or Advisory Board, we have maintained for several years an operational Partners' Council structure.
- This group functions as a collegiate body for strategic deliberation, meeting weekly to discuss critical management issues, review results, and approve relevant decisions. In practice, the Council serves as a central governance body for the company, even without formal rules regarding chairmanship, voting structure, or secretariat.
- Meetings include the presentation of monthly results, analysis of relevant investments, and, once a year, a strategic presentation focused on future growth.

### Management Meetings

#### Operating Dynamics:

- Regular meetings are held between the Executive Board and management structure.
- These meetings are both informative and operational, and are essential to ensure alignment between strategy and execution.

- Management teams meet with the Board at the start of each week to review results by area. Last year, the company also implemented a coaching program for managers, focused on developing leadership skills.
- Meetings are held weekly to address general administrative matters, the progress of internal projects, and new demands.

### Risk Management Committee

- The Committee meets bimonthly (or as needed) to evaluate mitigated risks, new exposures, and action plans. A weekly routine is in place for reviewing market risks and cash flow, with daily monitoring carried out by the managing partners.
- In its initial phase, the Committee identified 57 organizational risks, which were addressed with their respective action plans.

### Compliance Committee

- The Committee is responsible for Compliance and Integrity within the company. It oversees the Whistleblowing Channel, through which all reports are submitted for evaluation, reviewed by Committee members, and addressed in line with internal procedures.
- All reports are forwarded directly to the Executive Director.

## Our Code of Conduct GRI 2-23, 2-16, 2-26

**Exportadora de Café Guaxupé** adopts two distinct Codes of Conduct: one for producers and another for suppliers. All producers and suppliers must sign these Codes in order to maintain business relations with the company. This ensures that both parties are aligned with the same principles of ethics, social responsibility, and environmental stewardship. Adherence to the Codes is essential to guarantee that all operations are carried out in line with high standards of quality, compliance with legislation, and a commitment to sustainable practices.

In compliance with Law No. 13.709/18 – the General Data Protection Law (LGPD), we inform rural producers how we handle their personal data, always with responsibility and transparency. We use this information for purposes such as production traceability, implementation of sustainability programs, and more agile and secure communication. We remain attentive to market best practices to ensure data protection and respect for the privacy of all stakeholders.



All our partners, suppliers, service providers, and consultants are subject to compliance with our Code of Ethics, as well as to anti-corruption measures and adherence to our best practices.

## Supplier Conduct

We require our suppliers to comply with the principles of our Code of Conduct, including compliance with labor laws, safety standards, respect for the environment, and ethical practices. Compliance is a mandatory condition for maintaining our business relationships, and we conduct regular assessments of our suppliers, subsidiaries, and subcontractors, focusing on:

- **Working conditions and human rights**
- **Prevention of forced labor**
- **Prevention of child labor**
- **Working hours, wages, and benefits**
- **Occupational health, safety, and risk prevention**
- **Health and safety communication**
- **Living and working conditions**
- **Environmental licenses**
- **Ethics**
- **Business integrity**
- **Intellectual property protection**
- **Community engagement**
- **Corrective action processes**

## Producer Conduct

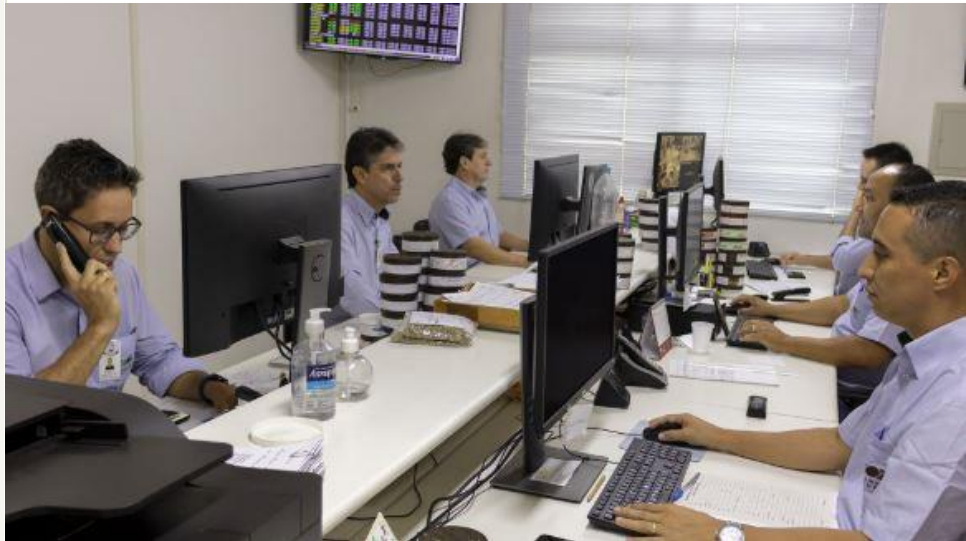
The Producers' Code of Conduct establishes the requirements demanded and monitored by **Exportadora de Café Guaxupé** to ensure a proper relationship between both parties. The contractual criteria include:

- **Unacceptable Practices:** child labor, forced labor, and any type of discrimination—whether based on color, race, creed, sexual orientation, gender, and/or role—are strictly prohibited within the property.
- **Union Association and Employment Contracts:** producers must recognize the right of workers to join collective agreements of rural unions in their region. In addition, every worker is entitled to an employment contract, whether fixed-term or open-ended.
- **Decent Working Conditions:** all workers must have dignified working conditions during their workday.
- **Respect for the Environment:** producers commit to protecting the environmental areas where they carry out any activity.
- **Good Agricultural Practices:** producers must commit to the responsible use of pesticides and must not use products that are not registered for coffee cultivation, as well as avoid reusing containers and ensure their proper disposal.
- **Energy Sources and Use:** producers pledge to use fuels, firewood, water, and electricity responsibly.
- **Compliance with National Legislation:** all legal requirements for coffee production must be fulfilled.

## Internal Conduct

We have an Internal Regulation designed to ensure a climate of harmony, good order, discipline, compliance with applicable laws and regulations, and mutual respect, always aiming for the smooth functioning of our work environment.

Our regulation covers relevant information for our team, such as: employee rights and duties; occupational health and safety instructions; procedures related to hiring, vacations, absences, and termination; guidelines to ensure order and cleanliness in the workplace; procedures for timekeeping, use of identification items and electronic equipment; procedures for working at heights and with electricity; as well as other information intended to promote standardization.



## Supplier Management Policy GRI 2-6, 3-3



Every year, the Supplier Management Policy is reviewed and shared with the employees of **Exportadora de Café Guaxupé**. The purpose of this policy is to establish relationships with our suppliers and across our supply chain based on ethical conduct, social responsibility, and sustainability.

Supplier evaluation within our company is aimed at mitigating labor, social, and environmental risks, whether arising from joint liability or from technical quality standards, compliance with legal and sanitary requirements, occupational health and safety regulations, respect for the environment, and social responsibility.

When necessary, we may carry out supplier audits and Integrity Due Diligence, either prior to engagement or on a recurring basis. This is our commitment to ensuring compliance with our standards.

For Integrity Due Diligence, we follow the guidelines of the Anti-Corruption Law (Law 12.846/2013) and other applicable legislation. For this purpose, we conduct assessments to identify and classify our suppliers according to low, medium, or high risk. These assessments include items such as:

- **History of involvement in cases of corruption, unethical or illegal conduct**
- **Administrators who are public officials or politically exposed persons**
- **Existence of a code of conduct, anti-corruption policy, and whistleblowing channel**
- **Registration in CEIS (National Register of Ineligible and Suspended Companies)**
- **Registration in CNEP (National Register of Punished Companies)**
- **Registration in CEPIM (Register of Private Non-Profit Entities Barred from Partnerships)**

In addition, we monitor the performance of suppliers of materials and services through indicators such as product delivery quality, punctuality and agility, courtesy in service, technical capacity to execute services, on-site evaluations, among others.

We also maintain Gift, Hospitality, and Entertainment Policies; Conflict of Interest assessments; Policies against child, forced, compulsory, or degrading labor; evaluations of Safe and Hygienic Working Conditions; Codes against discrimination (whether based on race, color, political views, gender, sexual orientation, religion, disability, age, marital status, or nationality), sexual harassment, sexual exploitation, and workplace harassment; as well as respect for Freedom of Association and the Right to Collective Bargaining, tax compliance, and other relevant topics.



## Data Protection

GRI 418-1, 2-23, 2-16, 2-27

At Exportadora de Café Guaxupé, we understand that the protection of personal and sensitive data is essential to maintaining the trust of our clients, employees, and partners. With increasing digitalization, information security is a top priority. Our commitment is to ensure compliance with the General Data Protection Law (LGPD) and safeguard the privacy of the data processed by our organization. We continuously invest in policies and technologies to ensure the confidentiality, integrity, and security of data, reinforcing our transparency and responsibility in all operations.



### Data Protection Officer (DPO)

We have a Data Protection Officer (DPO) who plays a key role in ensuring compliance with the LGPD. The DPO is responsible for overseeing the processing of personal data, advising the company on best practices, and acting as the point of contact between Guaxupé, data subjects, and the National Data Protection Authority (ANPD).

#### Contact email:

encarregado.dpo@guaxupe.com.br

In compliance with the General Data Protection Law (LGPD), our website features a dedicated Data Privacy section.

## Processing of Personal Data | Non-Employees

We require our suppliers to comply with the principles of our Code of Conduct, including compliance with labor laws, safety standards, environmental responsibility, and ethical practices. Compliance is essential to maintaining our business relationships, and we conduct regular assessments of our suppliers, subsidiaries, and subcontractors, focusing on:

- **Access to Company Premises:** drivers, service providers, visitors, clients, and suppliers performing contracted activities.
- **Commercial Area:** collecting data from producers, clients, and suppliers in the provision of storage/deposit services, sale, and/or export of products.
- **Contact Channels:** where we receive inquiries, requests for clarification, and complaints regarding our services and service delivery.
- **Candidate *Curriculum Vitae*:** collected through websites, recruitment agencies, or equivalents, where we require acknowledgment of the corresponding Consent Form in accordance with LGPD;
- **Marketing Area:** for prospecting new clients, retaining clients undergoing relationship closure, or re-engaging clients no longer associated with the group.
- **Registration of Minors at Creche Nossa Senhora Aparecida:** for social assistance purposes.
- **Registration of partners, dependents, and adolescents assisted by social programs:** to provide social and sports activities.

What data do we process?	Purpose
Name, property, municipality, email, contact phone (including WhatsApp), CPF of the owner, state registration, and bank details.	We collect this data in the relationship sections on our website for managing sales interactions with producers, mostly from family farms.
Name, CPF/CNPJ, properties, contact phone (including WhatsApp), CPF of the owner, state registration, bank details.	We collect this data in the relationship sections on our website for managing sales interactions with the producer regarding coffee in storage. Personal data collected during the producer registration process, when negotiating storage or product sales, and upon signing the Supplier Code of Conduct, are summarized in an access code and password to access the producer portal (produtor.guaxupe.com.br/portal).
Name, CPF/CNPJ, properties, address, municipality, phone (including WhatsApp), email.	We collect this data in the relationship sections on our website for managing interactions with the product seller (broker).
Name, properties, municipality, email, and contact phone.	We collect this data in contacts with our Sustainability team to initiate property certification processes.
Name, properties, email, and phone for contact.	We collect this data to respond to questions, complaints, and suggestions.
Name, CPF, email, address, contact phone, RG, professional license number, driver's license, military service record, voter registration, parents' names, number of children, gender, marital status, nationality, date of birth, last salary, salary expectation, PIS, smoker, PNE, type of disability, English fluency, and other languages.	We collect this data to receive Curriculum Vitae.

## Retention Period of Personal Data

We adopt specific retention periods to ensure transparency and compliance. Data is stored only for the time necessary to fulfill its purpose. Only in specific situations, such as legal obligations, security, fraud prevention, or contractual requirements, may we retain data for a longer period. Generally, we adopt the following retention periods:

### Retention Period:

- **Contact Channel:** data retention for 2 years.
- **Curricula (CVs):** retention for 2 years (received via website or agency)

## Sharing Data with Third Parties

**Exportadora de Café Guaxupé** does not share personal data of non-employees beyond the conditions established by the organization, ensuring privacy and information security. Data sharing occurs only when required by law, such as in court orders, official investigations, or labor proceedings.

An exception is data collected through the organization's websites, whose maintenance may be outsourced for technical support and delivery of information submitted in forms. In such cases, contracts include Confidentiality, Non-Disclosure, and Privacy clauses, ensuring the protection of data and the organization.

## Customer Trust and Satisfaction

Our greatest commitment is to our customers—whether they are coffee growers or those who receive our highest-quality coffee. We believe that a true success story only happens when all parties involved feel satisfied. We value hard work to deliver products that provide satisfaction to our partners, always within the established deadlines and while maintaining strong relationships.

One of our main differentiating factors is the agility with which we serve producers, while never losing focus on quality. We understand the diverse needs of our customers and always strive to meet them in the shortest possible time. This commitment has made **Exportadora de Café Guaxupé** a reference in both quality and efficiency.



## Specialty Coffees

At **Exportadora de Café Guaxupé**, we believe coffee goes far beyond a beverage: it carries stories, traditions, and care that begin at the farm. That is why we treat our specialty coffees with the same dedication that growers devote to every coffee tree. We work with different profiles and varieties, always focusing on excellence in the beans and on authenticity of origin. Each lot we export is the result of careful curation, designed to meet diverse markets and diverse palates.

Our commitment to quality begins from the very first contact with green coffee. We rely on modern facilities for analysis and reprocessing, which allow us to classify beans with precision and ensure that only the finest move forward. This includes sorting by color, density, and size, ensuring consistency and high standards in every shipment. Our specialists closely monitor each stage, because we know that when it comes to specialty coffees, every detail makes all the difference.

For us, however, quality is also linked to responsibility. We work to ensure that our coffees result from sustainable practices and ethical relationships with all stakeholders. Through internal programs and certifications, we encourage our partners to adopt practices that respect the environment, value agricultural work, and contribute to local development. This mindset is part of our daily routine and reinforces the transformative role that coffee can play.

We like to say that every cup of coffee from Guaxupé carries a story of flavor, origin, and people. We invest in projects that bring us closer to the fields and highlight the identity of each grower. By sharing these stories with the world, we strengthen connections, value those at the base of the supply chain, and reaffirm our purpose of delivering unique and authentic coffees to those who appreciate more than just a pleasant aroma.



## Internal Practices GRI 3-3

At **Exportadora de Café Guaxupé Ltda.**, we believe that operational discipline and daily process monitoring are essential to ensuring the integrity, safety, and sustainability of our activities. For this reason, we maintain a routine of hands-on and solution-oriented oversight in the workplace, with emphasis on the Gemba Walk management practice. This methodology, carried out on business days at strategic times in the morning and afternoon, promotes real immersion of leadership and key staff in the warehouse itself, enabling direct analysis of indicators, understanding of the real context, and agile, well-informed decision-making.

During Gemba Walks, any non-conformities, deviations, or opportunities for improvement are immediately discussed and addressed, strengthening accountability and a culture of quick response to challenges.

This practical and collaborative approach encourages team engagement, increases process visibility, and strengthens mutual trust across operational areas. The goal is to ensure that decisions are made based on facts observed directly on site, with a focus on excellence and safety.

In addition to this daily routine, we hold monthly meetings focused on occupational health and safety, bringing together different areas to review key events of the period, such as incidents, prevention campaigns, and behavioral alerts. These meetings raise ongoing awareness on topics such as commuting accidents, safe motorcycle use, warehouse conduct, and adherence to internal procedures. They also serve as important opportunities to align institutional messages and reinforce a culture of prevention and care for people.

Within the context of the certifications we adhere to, we have structured internal committees that serve as permanent channels for feedback, dialogue, and improvement proposals. These groups receive suggestions and observations submitted by email or in person, fostering active employee participation in decisions that affect daily operations. In 2023, we expanded these spaces by including members of the Internal Accident Prevention Commission (CIPA), formalizing the group known as CIPA+, which strengthens participatory governance and connects preventive action with the reality of our operational teams.

These control and participation mechanisms, in addition to reinforcing our commitment to safety and efficiency, are integral to our sustainability-focused management model. Direct team involvement, attention to detail in production processes, and the promotion of continuous improvement are values that uphold our internal governance practices. We believe that a sustainable organization is built daily, based on consistent practices, active listening, and responsible decision-making.



## Risk Management

Risk management is a strategic pillar for the company's long-term resilience. Given the many variables surrounding the coffee market—such as climate, logistics, and pricing—having monitoring and analysis tools allows us to act swiftly and securely. Anticipating scenarios and mitigating impacts are essential to ensuring the continuity and strength of our operations.

More than a protection measure, risk management reinforces reputation and trust with partners and customers. To this end, we have launched projects in Governance, Risk, and Compliance (GRC) to identify risks that could affect our performance. This initiative is critical for implementing a predictive, controlled, and results-oriented model that allows us to remain operational with the same principles of quality, excellence, and delivery management that have guided us throughout our history.



### Risk Committee

To begin this effort, we established a Risk Committee at the company, responsible for identifying and assessing risks across the various areas of Exportadora de Café Guaxupé. In its first phase, we selected seven strategic areas to be mapped, with additional areas to be included starting in 2025.

#### 07 mapped areas

1. Input Procurement
2. Finance (Domestic)
3. Finance (International)
4. Coffee Trading
5. Information Technology
6. Logistics
7. Exports

57 risks identified

Risk Committee created

Next areas defines

Action Plans initiated

**Anticipating risks does not mean predicting the future - it means building a safer present and a more sustainable tomorrow..**

Our goal for the coming years is to expand this initiative, not only identifying risks but also implementing mitigation measures and monitoring indicators. We recognize the relevance of this subject and are committed to a scenario-based approach, ensuring we are always equipped with effective solutions.

# OUR PEOPLE



## OUR GREATEST ASSET IS OUR PEOPLE

Our people are the essence of everything we do. We value each employee, fostering an inclusive, safe, and inspiring work environment. We invest in the professional development and well-being of our team, as we believe that together we build a more sustainable future.

In this chapter, we present our initiatives to strengthen our culture, encourage growth, and recognize the talent of those who make Exportadora de Café Guaxupé possible.

## Our People GRI 2-7, 2-8, 405-1, 401-1

We ended the year of 2024 with a workforce of 280 employees across our units in Guaxupé, Manhuaçu, and São José do Rio Pardo/SP. Of this total, 266 are permanent employees, while 14 work under temporary contracts. Most of our team is employed on a full-time basis, totaling 273 professionals, while 7 of them work part-time.

The company's workforce is predominantly male (233), while women represent 47 employees. This scenario reflects a common characteristic of the coffee sector, but we remain attentive to the need to foster a more inclusive environment with greater female representation. Diversity strengthens innovation and sustainable growth, and we remain committed to initiatives that expand these opportunities.

We value human capital as one of the main pillars of our operations. For this reason, we continuously seek to improve the work environment, promote employee development, and ensure safe and dignified conditions for all. Our commitment includes professional training initiatives, strengthening an organizational culture based on respect, transparency, and collaboration.

A clear demonstration of this healthy and welcoming environment is the number of employees who have dedicated decades of service to the company. This longevity reflects the recognition and appreciation we strive to guarantee to each of our people, building strong and lasting relationships.

## Workforce Composition

BASE YEAR 2024				
WOMEN	MEN	OTHERS	NOT INFORMED	TOTAL
<b>TOTAL EMPLOYEES</b>				
47	233	0	0	280
<b>TOTAL PERMANENT EMPLOYEES</b>				
42	224	0	0	266
<b>TOTAL TEMPORARY EMPLOYEES</b>				
5	9	0	0	14
<b>TOTAL EMPLOYEES WITHOUT GUARANTEED WORKING HOURS</b>				
3	25	0	0	28
<b>TOTAL FULL-TIME EMPLOYEES</b>				
44	229	0	0	273
<b>TOTAL PART-TIME EMPLOYEES</b>				
3	4	0	0	7

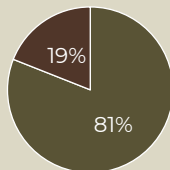
We know that a healthy and productive work environment is built through efficient and responsible management. Therefore, we continue to invest in initiatives that encourage training, well-being, and employee engagement, ensuring that everyone has access to growth opportunities within the company. We remain committed to building a more sustainable and inclusive future for all.

## Diversity in Different Governance Levels

We understand diversity as a highly relevant matter for companies in Brazil and worldwide, especially in decision-making positions. When analyzed overall, our company has a high concentration of male employees, which is common in the coffee trading sector. However, we recognize that this industry-specific trait cannot be the only and main guiding indicator for the company's future.

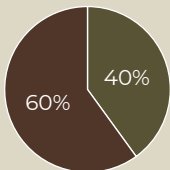
### Total

- Men
- Women



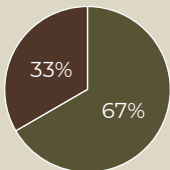
### Board

- Women
- Men



### Directors

- Men
- Women



At the same time, we have a unique feature: the company's highest governance body has a strong female presence, including executive operations led by a woman. This serves as an inspiration to all our female employees through the example set by our Board and Executive Management, where, in a predominantly male sector, strong women are making key decisions.

Our mission is to provide a workplace where men and women are recognized for their competencies, free from any form of discrimination, bias, or limitation, across all aspects of diversity.

When analyzing employee compensation, we observed that, on average, women's earnings are higher than men's. There is no gender-based distinction in remuneration: positions are evaluated based on technical and behavioral requirements defined by HR Management.

According to our Compensation Policy, approved in 2017, salary increases may occur for the following reasons:

- **Confirmation:** after the 90-day probation period, if the employee is confirmed in the position for which they were hired, a salary increase may be granted.
- **Promotion:** at the discretion of managers or supervisors, and with approval from the Executive Board, an employee may be promoted to a position of greater complexity and responsibility as a result of performance.
- **Merit Adjustment:** although the position remains the same, the employee may receive a salary adjustment within the same pay range, based on merit and according to specific criteria.
- **Internal Alignment:** this type of adjustment is granted to correct internal imbalances, aligning compensation with the appropriate pay band for the employee's functional group, position, and level.
- **External Alignment:** this type of adjustment is granted when positions are below market levels locally or regionally, bringing them into balance.
- **Collective Adjustment:** employees are guaranteed this type of adjustment as established in Collective Bargaining Agreements.



## Age Range

When analyzing the age distribution of our employees, we identified that most of our workforce falls between 30 and 50 years old.

EMPLOYEES - EXPORTADORA DE CAFÉ GUAXUPÉ - 2024					
UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD	
33%		47%		20%	

Within our team, we have employees who have been with us for decades. This demonstrates that our company creates bonds, develops careers, and generates opportunities. Our partnership-oriented culture allows us to retain professionals who have spent much of their lives with us, in an environment that is welcoming, respectful, and attentive to the well-being of our people.

In 2024, we hired 41 new employees, reinforcing our commitment to team renewal and strengthening. Most of these new hires (around 61%) were under 30 years of age.

HIRING - 2024					
UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD	
Men	Women	Men	Women	Men	Women
20	05	11	05	-	-
80,0%	20,0%	68,75%	31,25%	-	-
Total: 25		Total: 16		Total: 0	

## Geographic Distribution of Employees

We play a significant role in generating employment in the region, contributing to the strengthening of the local economy. Most of our team is based in Guaxupé, with 247 employees, while Manhuaçu accounts for 4 professionals and São José do Rio Pardo/SP has 29. Our business model reinforces our commitment to the sustainable development of the communities where we operate, by creating opportunities and fostering regional growth.

YEAR BASE 2024			
GUAXUPÉ	MANHUAÇU	SÃO JOSÉ DO RIO PARDO	TOTAL
TOTAL EMPLOYEES			
247	4	29	280
TOTAL PERMANENT EMPLOYEES			
233	4	29	266
TOTAL TEMPORARY EMPLOYEES			
14	0	0	14
TOTAL EMPLOYEES WITHOUT GUARANTEED WORKING HOURS			
27	1	0	28
TOTAL FULL-TIME EMPLOYEES			
240	4	29	273
TOTAL PART-TIME EMPLOYEES			
7	0	0	7

## Profit-Sharing Program

In 2024, we implemented a Profit-Sharing Program (PPR) as a way of financially rewarding employees for the strong results achieved, providing bonuses linked to both individual and collective performance. The metrics for granting PPR were based on a predefined corporate goal, along with departmental goals established in alignment with leadership.

The results were disclosed by the company in the first quarter of 2025.

Our goal is to continue developing the company while always generating benefits for our employees.

We believe that shared growth is a fundamental part of our history and will remain an essential factor in our future.

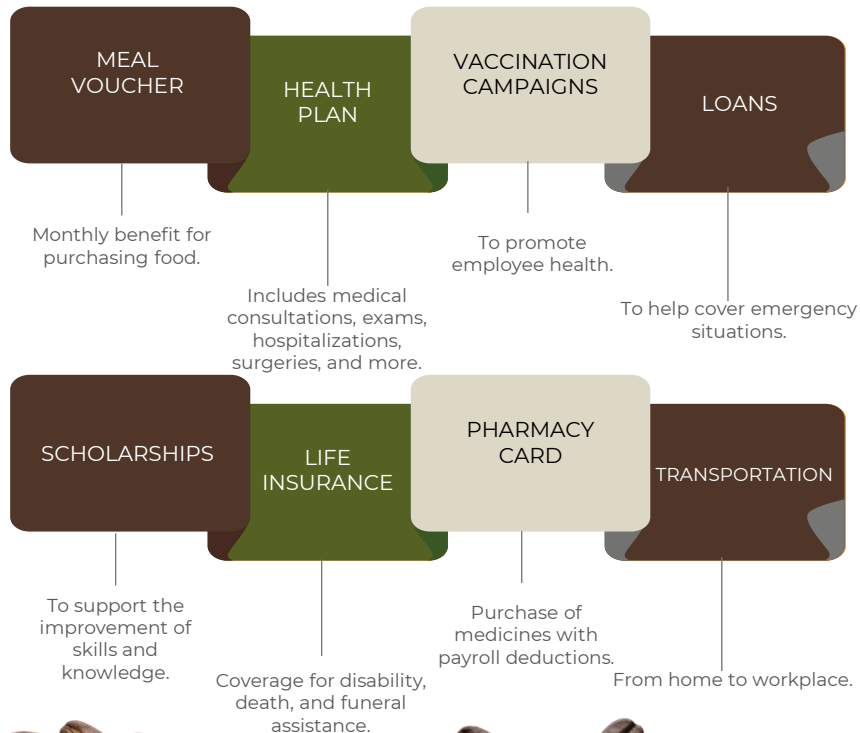


## Our Benefits GRI 401-2, 401-3

We understand the importance of having employees who feel valued and motivated, and therefore we ensure fair compensation aligned with both the market and the region where we operate, in addition to offering benefits that support our employees' needs. We regularly review compensation and benefits through market analyses to identify and address potential gaps. In line with the Sustainable Development Goals, especially SDGs 2, 3, and 8, we strive to contribute to building a better world. The illustrations below present the benefits granted to our employees.



Some of these items vary according to job level, length of service, and type of contract.



## Parental Leave

We fully comply with all legal requirements related to parental leave, ensuring our employees the right to experience this important moment with peace of mind and security. We recognize the value of the presence of both mothers and fathers in the first months of their children's lives and therefore guarantee access to maternity and paternity leave in line with current legislation, respecting deadlines and ensuring job stability upon return.

Beyond compliance with legislation, we strive to provide a supportive and welcoming environment for employees who become parents. We know that the arrival of a child brings significant changes in both personal and professional life, and therefore we encourage open dialogue with leadership, foster empathy in the workplace, and provide the necessary support to ensure this period is experienced with balance and care.

YEAR BASE 2024		
Indicators	Women	Men
Total number of employees who took parental leave	03	-
Total number of employees who returned from parental leave	01	-
Total number of employees expected to return	03	-
Return-to-work rate of employees who took parental leave	33%	-

## Training

GRI 404-1, 404-2, 404-3

We believe that investing in training is investing in the sustainable growth of our company and of the people who are part of it. We value the continuous development of our employees, recognizing that knowledge is one of the most powerful tools to improve processes, drive innovation, and strengthen our market position. For this reason, we promote technical, behavioral, and specific training programs, aligned with the demands of each area and the strategic objectives of the organization. Our organizational culture recognizes learning as an essential pillar and seeks to foster an environment that encourages curiosity, improvement, and the exchange of experiences.

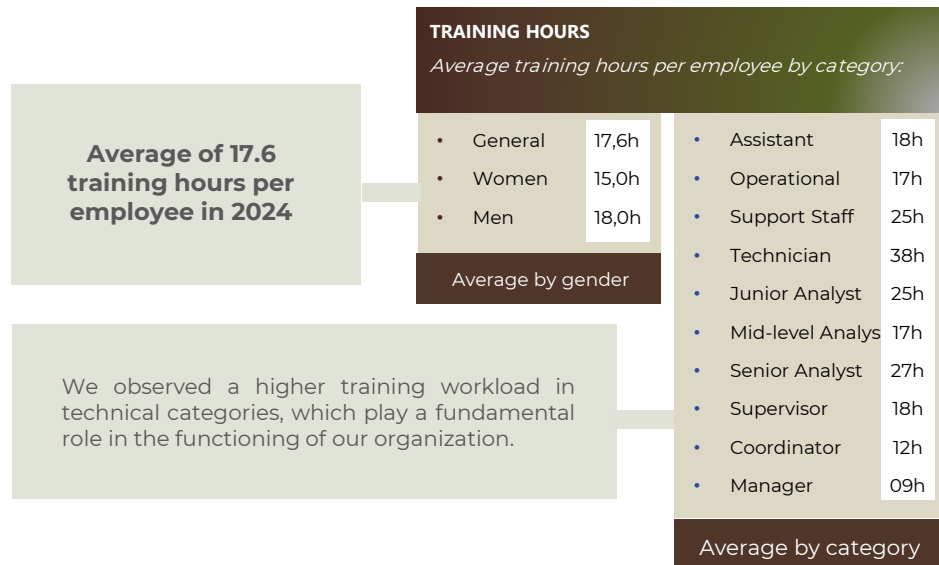


We have a structured process to map training needs in a participatory manner and in alignment with the company's reality. Each year, area leaders are invited to identify—based on their challenges and goals—which training programs would be most relevant for the development of their teams, the functioning of their departments, and for Exportadora Guaxupé as a whole.

These demands are submitted to senior management, analyzed on a case-by-case basis, and, once approved, implemented through internal programs or with the support of specialized partners of the highest quality.

This approach ensures that our development initiatives are always connected to what truly matters: strengthening the competencies that drive Guaxupé and preparing our employees for an increasingly demanding and dynamic future.

The chart below illustrates the company's average training hours, distributed by gender and job category.





## Occupational Health and Safety GRI 403

At **Exportadora de Café Guaxupé**, we prioritize the health and safety of our employees. Our Occupational Health and Safety Management System complies with the CLT (Brazilian Labor Code), the Regulatory Standards of the Ministry of Labor and Employment, state Fire and Panic Safety regulations, and the guidelines of the Military Fire Department. This structure ensures that our practices are aligned with legal requirements and industry best practices.

Our system goes beyond legal compliance, fostering a culture of prevention and care. We have an occupational physician and dedicated safety technicians who oversee processes and ensure proper implementation of standards. We conduct regular training, provide PPE, promote educational campaigns, inspect work environments, and perform preventive equipment maintenance.

The system covers both administrative and operational areas of the company. It includes employees from HR, Finance, IT, and Commercial departments, as well as machine operators, forklift drivers, and support staff. Activities involve storage, processing, reprocessing, and maintenance. Facilities are designed with safety in mind, featuring air-conditioned and well-lit offices, and warehouses with non-slip flooring, natural ventilation, and appropriate lighting.

In addition to physical infrastructure and formal processes, we maintain open channels for employees to safely report any risk situations.

In cases of imminent danger, employees are instructed to immediately notify their supervisor, warehouse management, or the SESMT team, reporting the situation verbally. We ensure that such reports are taken seriously and never subject to retaliation, reinforcing an environment of trust and shared responsibility. We believe that listening to those who operate daily on the front lines is essential to maintaining a safer workplace.

### Workplace Accidents

The investigation of workplace incidents follows a structured and collaborative approach. When a risk situation is identified, the Internal Accident Prevention Committee (CIPA) conducts an on-site assessment with the employee involved, analyzing environmental and process conditions. Incidents are reported during the committee's regular meetings, where they are discussed and addressed. In urgent cases, the SESMT team and warehouse management are immediately mobilized to ensure quick responses. Safety technicians also conduct preventive rounds and inspections triggered by employee reports. All situations are formally recorded with defined deadlines for resolution and corrective measures, following the hierarchy of controls.

In 2024, no serious workplace accidents occurred. Reported cases were related to same-level falls, impacts with coffee sacks, minor cuts, and two commuting accidents.

INDICATORS			
1	Commuting accident	Without leave of absence	-
2	Typical accident	With leave of absence	7 days
3	Commuting accident	With leave of absence	5 days
4	Typical accident	Without leave of absence	-
5	Typical accident	Without leave of absence	-
6	Typical accident	With leave of absence	1 day

Our occupational health and safety services actively work to identify risks and promote safe environments. SESMT performs regular inspections supported by CIPA, along with continuous monitoring via security cameras and spontaneous employee reports. This integration of sources provides a broader perspective on workplace conditions and strengthens our prevention capacity.

Employee participation is one of the pillars of our safety culture. Each year, we organize elections for CIPA members, with strong employee engagement. Elected representatives play a key role in listening to teams, raising concerns, and building collective solutions. Furthermore, we ensure that all health and safety information is accessible to employees, reinforcing transparency and engagement.

Health and safety training is an integral part of every employee's journey at the company. From the moment of hiring, we conduct specific onboarding sessions focused on workplace integration and compliance with safety standards. Training includes the application of NR-01, proper PPE use, and instructions on safe work procedures.

We also provide regular courses and refreshers on topics such as working at heights, confined spaces, forklift operation, and safety during pre-harvest activities, ensuring that everyone is prepared to work safely and efficiently.

Caring for the health and safety of those who make our coffee possible is not only a duty—it is a value that guides us every day.



A photograph showing a person from behind, wearing a light blue shirt and a wide-brimmed straw hat, reaching up to harvest red coffee cherries from a tree. The scene is lush with green leaves and many ripe red cherries.

# OUR PLANET

## **SUSTAINABILITY AS A PREMISE**

Our commitment to the planet is at the core of our operations. We strive to balance growth with environmental responsibility, adopting sustainable practices throughout our value chain – from cultivation to consumption. We work side by side with our producers and clients to reduce impacts, preserve natural resources, and promote a greener future.

In this chapter, we share our environmental initiatives and the results we have already achieved.

## Guaxupé Planet Sustainable Coffee

In 2022, we became the first Brazilian company to have a sustainability code recognized by the Global Coffee Platform.



In April 2022, Exportadora de Café Guaxupé reached a historic milestone by receiving GCP Equivalence with the Coffee Sustainability Reference Code for its sustainability program, *Guaxupé Planet Sustainable Coffees*. This recognition made us the first Brazilian company to achieve such status, reinforcing our commitment to environmental, social, and economic best practices in coffee farming.

Launched in 2021, Guaxupé Planet aims to strengthen the socio-environmental management of coffee growers by promoting certification, technical guidance, and continuous improvement. The program ensures that coffees produced meet the standards required by the market and consumers, who increasingly seek sustainable and traceable products.

To obtain the *Guaxupé Planet Sustainable Coffees* certification, producers must comply with a series of requirements that ensure adherence to socio-environmental and economic best practices. These criteria guarantee traceability, compliance with legal standards, and the adoption of ethical principles in coffee production. Key requirements include:

- **Commercial Transparency:** Submission of all invoices for coffee deliveries and sales.
- **Territorial Management:** Maintenance of an updated property map, detailing areas of legal reserve, permanent preservation, coffee production, buildings, and other crops.
- **Land Rights and Risk Mitigation:** In cases of judicial orders for eviction from rural areas, the producer must present a risk mitigation and relocation plan for affected families.
- **Legal Compliance:** Full compliance with all legal and regulatory requirements applicable to coffee farming.
- **Land Use Rights:** Proof that producers have legal rights to use the land or process coffee.
- **Responsible Land Acquisition:** Any acquisition of land rights must occur with the free, prior, and informed consent of the parties involved, particularly indigenous peoples and traditional communities.
- **Ethics and Integrity:** Prohibition of receiving or providing undue advantages to secure guarantees or benefits not specified by law or international agreements.



## Sustainability Criteria

Our Sustainability Department team is responsible for monitoring, supporting, and training producers who wish to obtain *Guaxupé Planet* certification. This multidisciplinary team conducts on-site assessments to verify compliance with the criteria and, most importantly, to support the professional development of producers. Certified properties benefit financially, structurally, and commercially, fulfilling one of Exportadora de Café Guaxupé's main roles: positively impacting its region.












The tables below summarize the main points evaluated during the validation process for certification under *Guaxupé Planet*. For access to the full material, with detailed information on each criterion, please visit our website and follow us on our social media channels.






[Link – Guaxupé Planet Sustainable Coffee](#)

We believe that continuous training is essential to strengthen sustainability in coffee farming. For this reason, we developed a structured training policy based on the needs of producers and their employees, ensuring that everyone has access to the knowledge required for better execution of their activities.

The table alongside highlights key points evaluated as certification criteria under our protocol, aiming to standardize producer practices, generate socio-environmentally responsible operations, and ensure a consistent quality standard across all properties certified under our program.

Area		Assessment Points
	Compliance with National Legislation	<ul style="list-style-type: none"> <li>Invoices for coffee deliveries</li> <li>Updated property map including legal reserves and crops</li> <li>Mitigation plan in cases of forced eviction</li> <li>Compliance with legal requirements and land-use consent</li> </ul>
	Training	<ul style="list-style-type: none"> <li>Certification protocol and good agricultural practices</li> <li>Quality, post-harvest, crop management, and farm management training</li> <li>Inclusion of corporate governance best practices</li> </ul>
	Management	<ul style="list-style-type: none"> <li>Production cost control and cost-to-income statements</li> <li>Internal inspections and regular self-assessments</li> <li>Localized action plans and continuous review</li> </ul>
	Labor Practices	<ul style="list-style-type: none"> <li>Written employment contracts with awareness of rights and obligations</li> <li>Prohibition of forced labor, recruitment fees, and unlawful wage deductions</li> </ul>
	Freedom of Association	<ul style="list-style-type: none"> <li>Right to union membership</li> <li>Implementation of collective bargaining outcomes</li> </ul>

Area		Assessment Points
	Equal and Fair Treatment for All	<ul style="list-style-type: none"> <li>Fair and equal remuneration for all roles.</li> <li>Prohibition of discrimination and harassment.</li> <li>Support for diversity and inclusion.</li> <li>Accessible grievance mechanism.</li> </ul>
	Fair Compensation and Benefits	<ul style="list-style-type: none"> <li>Payment of at least the legal minimum wage or as per collective bargaining agreements.</li> <li>Salary payments via bank deposit with transparency regarding amounts paid.</li> <li>Compliance with vacation and termination legislation.</li> </ul>
	Working Hours	<ul style="list-style-type: none"> <li>Compliance with legislation on standard and overtime hours.</li> <li>Overtime on a voluntary basis, with additional pay.</li> <li>Right to 24 consecutive hours of rest every 6 working days.</li> </ul>
	Occupational Health and Safety	<ul style="list-style-type: none"> <li>Safe and hygienic workplace, with adequate restrooms and ventilation.</li> <li>Provision of PPE and health and safety training.</li> <li>Access to drinking water and decent housing conditions.</li> <li>Accident prevention plan.</li> </ul>
	Child Labor	<ul style="list-style-type: none"> <li>Prohibition of child labor (under 16 years old).</li> <li>Written consent and safe working conditions for workers aged 16 to 18.</li> </ul>

Area		Assessment Points
	Good Agricultural Practices and Use of Agrochemicals	<ul style="list-style-type: none"> <li>Techniques to prevent soil erosion and improve fertility.</li> <li>Use of organic fertilizers and pest control without chemicals.</li> <li>Proper registration and safe storage of agricultural chemicals.</li> </ul>
	Environmental Responsibility	<ul style="list-style-type: none"> <li>Registration in the Rural Environmental Registry (CAR).</li> <li>Protection of high-value environmental areas and water sources.</li> <li>Incentive for the use of renewable energy and reduction of fossil fuel consumption.</li> </ul>
	Wildlife Protection	<ul style="list-style-type: none"> <li>Identification and protection of endangered species.</li> <li>Prohibition of hunting or extraction of threatened species.</li> </ul>
	Climate Change	<ul style="list-style-type: none"> <li>Waste management plan.</li> <li>Proper separation and disposal of waste, with treatment of wastewater in compliance with legal standards.</li> </ul>
	Freedom of Association and Collective Bargaining	<ul style="list-style-type: none"> <li>Assessment of climate risks and implementation of practices to mitigate GHG emissions.</li> <li>Adaptation to climate change through good agricultural practices and diversification.</li> </ul>

## Training

We offer specific training on the *Guaxupé Planet Sustainable Coffee Protocol*, in addition to courses tailored to the roles performed on each farm. This ensures that everyone is prepared to apply best sustainable practices in their daily production routines. Our Sustainability Department team conducts on-site visits to our suppliers' farms, with the goal of disseminating the good practices established in our protocol. This close and specialized support assists in the process of continuous improvement and ensures that we are ready to help our partners on this meaningful journey.

Our training sessions cover a wide range of topics, from Good Agricultural Practices (GAP) and post-harvest management to farm management and coffee quality standards. We also provide training in corporate governance, helping producers implement more efficient and transparent administration. We believe that by sharing knowledge and encouraging continuous improvement, we strengthen not only our producers but the entire coffee value chain, ensuring a sustainable, traceable, and valued product.

## Financial Management

We ensure efficient management through practices that reinforce the sustainability and economic viability of certified farms:

- **Cost control:** Detailed monitoring of production, with cost vs. income reports for improved financial planning.
- **Internal inspection:** Periodic self-assessments that evaluate farm status, ensuring compliance with the protocol.
- **Action plan:** Customized strategies for each farm, with defined goals, deadlines, and regular reviews for continuous improvement.



See our 2024 coverage

Producers	Farms	Total Area (ha)	Coffee Area (ha)
188	252	48.552,26	13.659,37

## Freedom of Association

We guarantee that producers and workers have full freedom of association and may join trade unions, in line with ILO Conventions 87 and 98. In addition, we ensure that the results of collective bargaining are applied fairly, safeguarding rights and improving conditions for everyone involved in production.

## Working Conditions

Through Guaxupé Planet, we ensure that all workers—permanent, temporary, or paid by production—have a formal written contract, providing full transparency regarding their rights, obligations, and benefits. We guarantee that all contractual conditions comply with current labor legislation.

Our commitment to labor rights is reinforced by the prohibition of any form of forced labor (in accordance with ILO Conventions 29 and 105). We also ensure that all recruitment fees are paid exclusively by the employer, never by workers. Should any undue charge occur, the employer commits to full reimbursement. Moreover, wage deductions are not applied for disciplinary measures, tools, or equipment, except where legally permitted. We also ensure that workers ending their contracts receive all legally mandated benefits.

## Good Agricultural Practices and Use of Agrochemicals

At Exportadora de Café Guaxupé, we follow Good Agricultural Practices (GAP) to ensure sustainability and coffee quality, including:

- **Production improvement:** Pruning, skeletonizing, and stumping underperforming or unproductive plantations to improve yields.
- **Soil protection:** Preventing erosion with preservation techniques, maintaining soil health through cover crops, intercropping, and soil acidity reduction.
- **Fertility monitoring:** Assessing soil fertility and crop nutritional status at least every two years.
- **Fertilizer use:** Organic fertilizers and coffee by-products (such as husks and pulp) are used to enhance soil fertility, complemented by inorganic fertilizers when necessary.

Regarding agrochemicals, we adopt the following practices:

- **Integrated Pest and Disease Management (IPDM):** Ongoing training for producers and workers on pest, weed, and coffee disease control, prioritizing alternatives to chemical pesticides.
- **Recordkeeping and storage:** All pesticide and fertilizer applications are recorded, and agrochemicals are safely stored.
- **GMO prohibition:** Genetically modified coffee varieties (GMOs) are not used on farms.

- **Regulatory compliance:** Only pesticides registered for coffee cultivation are used, and producers strictly follow dosage and agronomic recommendations.
- **Ban on non-compliant products:** Use of pesticides prohibited by the *Guaxupé Planet Sustainable Coffee* certification is forbidden, and products on the watch list will be phased out by 2030.
- **Packaging management:** Empty pesticide containers are triple-rinsed, punctured, and safely discarded.
- **Traceability:** We maintain strict and documented traceability controls throughout the coffee process, ensuring quality and origin.



## Human Rights and Fair Treatment

Within the *Guaxupé Planet Sustainable Coffee* certification, we guarantee fair and equal treatment for all workers engaged in coffee production—whether permanent, seasonal, or paid by production. Workers performing the same role receive equal pay, and seasonal or production-based workers are entitled to the same benefits as permanent workers, where applicable, such as housing, food, transportation, and sanitation.

The certification prohibits any discrimination based on race, gender, age, religion, social class, nationality, disability, sexual orientation, family responsibilities, marital status, or any other personal condition (ILO Conventions 100 and 111). In cases of discrimination, harassment, or abusive treatment, appropriate measures are taken to uphold human rights (ILO 111). We also promote diversity, equality, and inclusion, fostering opportunities for everyone involved in coffee production.

An accessible grievance mechanism is in place for employees and community members, allowing them to report complaints or suggest workplace improvements without fear of retaliation. In addition, we ensure that all women workers enjoy their maternity rights in accordance with current legislation.

We recognize the importance of providing the necessary conditions for rural workers to perform their tasks with dignity and responsibility. Behind every harvested bean is a person who deserves to work fairly and be valued. This principle is a fundamental pillar of every relationship we establish in the market, and one we do not compromise on, regardless of where we operate.



## Working Hours

Working hours strictly comply with national legislation, ensuring that the combination of regular and overtime hours meets all legal requirements. Overtime is voluntary and paid with the premium established by law. In addition, for every six consecutive working days, workers are entitled to a 24-hour rest period, promoting balance between work and personal life.

## Occupational Health and Safety

Within the *Guaxupé Planet Sustainable Coffee* certification, we guarantee workers a safe, hygienic, and healthy workplace, with adequate restrooms, proper ventilation, and good lighting. Farms must be aware of the risks associated with workers' activities and adopt measures to minimize accident risks. Work areas are clearly identified with respect to the hazards to which workers are exposed, and emergency procedures are in place in case of any kind of accident.

Workers are also provided with Personal Protective Equipment (PPE) appropriate to their tasks. Everyone has access to drinking water, and housing provided for workers and their families must be in good condition. When necessary, the employer provides collective housing or dormitories, which must be built with suitable materials and maintained in proper condition (Critical Criterion).



## Our emissions GRI 305

At Exportadora de Café Guaxupé, we systematically monitor our greenhouse gas (GHG) emissions based on the GHG Protocol methodology, using the tool developed by the protocol since 2020. Our commitment to transparency and climate management has led us to consolidate a complete inventory covering our operational units in Guaxupé (headquarters), Manhuaçu, and São José do Rio Pardo. In 2024, total inventoried emissions amounted to 1,836.822 tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), across Scopes 1, 2, and 3.

Below we present a summary of our emissions accounting:

GEE	In gas ton			In tons of equivalent CO2 (tCO <sub>2</sub> e)		
	Scope 1	Scope 2 – based on localization	Scope 3	Scope 1	Scope 2 – based on localization	Scope 3
CO <sub>2</sub>	441,076	10,439	1.342,359	441,076	10,439	1.342,359
CH <sub>4</sub>	0,144	0,000	0,033	4,045	0,000	0,915
N <sub>2</sub> O	0,018	0,000	0,090	4,817	0,000	23,928
HFC	0,005	0,000	0,000	9,244	0,000	0.000
PFC	0,000	0,000	0,000	0,000	0,000	0.000
SF <sub>6</sub>	0,000	0,000	0,000	0,000	0,000	0.000
NF <sub>3</sub>	0,000	0,000	0,000	0,000	0,000	0.000
<b>Total</b>				459,181	10,439	1.367,202



### Scope 1 emissions by category

Category	Emissions (tCO <sub>2</sub> e)	Biogenic emissions (t)	Removal of biogenic emissions (t)
Mobile combustion	447,798	49,661	0,000
Stationary combustion	1,772	0,262	0,000
Fugitive	9,611	0,000	0,000
Total	<b>459,181</b>	49,923	0,000

### Scope 2 emissions by category

Category	Emissions (tCO <sub>2</sub> e)	Biogenic emissions (t)	Removal of biogenic emissions (t)
Purchased electricity	10,439	0,000	0,000
Total	<b>10,439</b>	0,000	0,000

### Scope 2 emissions by category

Category	Emissions (tCO <sub>2</sub> e)	Biogenic emissions (t)	Removal of biogenic emissions (t)
Employee commuting emissions	242,644	52,633	0,000
Transportation and distribution	1,124,558	163,358	0,000
Total	<b>1,367,202</b>	215,991	0,000

Below we present a summary of our emissions accounting:

- **Scope 1** (direct emissions, from stationary and mobile fuel combustion and fugitive emissions): 459.181 tCO<sub>2</sub>e
- **Scope 2** (indirect emissions from purchased electricity, location-based approach): 10.439 tCO<sub>2</sub>e
- **Scope 3** (employee commuting and downstream transport/distribution): 1,367.202 tCO<sub>2</sub>e
- **Biogenic emissions:** 49.923 tCO<sub>2</sub>e (mainly from biomass burning) and 215.991 tCO<sub>2</sub>e associated with Scope 3.

Over the past years, we have implemented several measures aimed at reducing and offsetting emissions. Since 2020, we have fully offset Scopes 1 and 2 through the acquisition of carbon credits. In 2023, we took an even more significant step by inaugurating our photovoltaic power plant, which generated 695.63 MWh of clean energy, substantially reducing dependence on non-renewable sources. This initiative allowed us to discontinue the acquisition of Renewable Energy Certificates (RECs) as of the second half of that year.

In 2024, we invested in the *CPR Verde* (Green Rural Product Certificate) to offset 2023 emissions, focusing on the maintenance and conservation of forest carbon stocks. We acquired 560 socio-environmental credits verified by a third party, equivalent to 560 tCO<sub>2</sub>e, as a way to offset unavoidable emissions and support biodiversity protection. We also conducted studies in partnership with the *Instituto Federal do Sul de Minas* and Cecafé, aimed at measuring and increasing carbon sequestration in coffee farms across our supply chain.

We are fully aware of the impacts of climate change on the coffee sector and reinforce, year after year, our commitment to mitigation and adaptation. Emissions management is part of our sustainability strategy and is integrated into a range of structured actions, such as regenerative agriculture projects, responsible waste management, and conservation of natural resources on supplier farms. Caring for the climate is also caring for the future of coffee.

## Emission Offsetting

Exportadora de Café Guaxupé understands that offsetting greenhouse gas (GHG) emissions is an essential step in its climate strategy. More than neutralizing emissions, we seek solutions aligned with our values of social and environmental responsibility. For this reason, we have adopted mechanisms that combine innovation, integrity, and real impact, such as the *Green Rural Product Certificate (CPR-V)*, an instrument that strengthens the connection between carbon offsetting and the conservation of natural ecosystems.

In 2024, we strengthened our efforts in this field by investing in CPR-V, a pioneering initiative that directly links offsetting to the preservation of native forests. The asset acquired by Exportadora de Café Guaxupé is based on the conservation of forest carbon stocks in legally protected areas. The operation was carried out in partnership with Domani Ltda., custodian of the environmental assets registered under B3 code: 4707ICPRP000005/23. This strategy enables offsetting with traceability and robustness, reinforcing our transparency and governance.

The conserved area is located in the municipality of Campo Novo do Parecis, Mato Grosso, and is managed by Santamélia Participações Ltda., responsible for ensuring the integrity of the ecosystem and the environmental services provided by standing forests. By supporting this type of active conservation, we contribute not only to climate balance but also to biodiversity protection and the resilience of Brazilian biomes in the face of environmental challenges.

The credibility of the process is ensured through independent third-party verification, in compliance with Decree No. 10.828/2021, which regulates the CPR Verde. Certification was conducted by Bureau Veritas, ensuring that all assets are validated according to established technical standards. This validation is essential to ensure that the acquired credits truly represent carbon conservation in protected natural areas.

This integrated offsetting model reflects the maturity of Exportadora de Café Guaxupé in advancing its ESG (Environmental, Social, and Governance) agenda. We combine emission neutralization, environmental conservation, and market innovation in an approach that goes beyond compliance. With this spirit, we aim not only to reduce our impacts but also to leave a positive legacy for the climate, society, and the coffee sector as a whole.

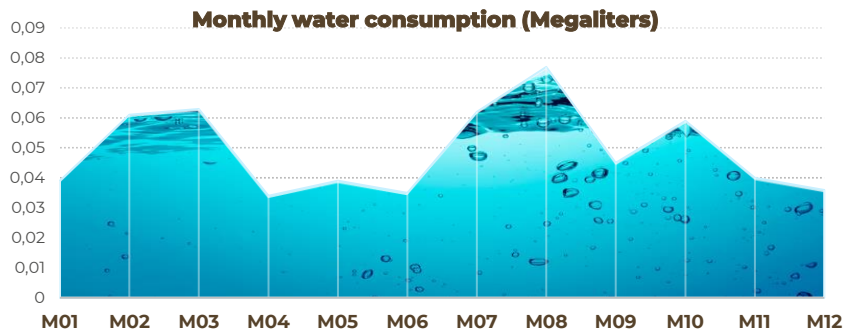


## Natural Resources GRI 303

### Our water consumption

Water consumption management at Exportadora de Café Guaxupé is guided by principles of conscious and rational use, considering the importance of this natural resource in all company operations. Although water consumption at the exporter is not directly related to industrial processes, since no stages require washing or intensive water use for processing or preparing coffee, water is used in support areas such as restrooms, kitchens, drinking fountains, and cleaning systems.

Over a 12-month period, total water consumption was 0.585 megaliters (ML), equivalent to a monthly average of approximately 0.049 ML. This relatively low volume reflects the company's operational profile, which is predominantly administrative and logistical, with a focus on coffee trading and export.



The company does not harvest rainwater nor maintain large-scale reuse systems, but it promotes water reuse in activities such as yard cleaning, contributing to optimization of this resource. In addition, the physical infrastructure includes environmental control equipment, such as oil-water separators, which reinforce the company's commitment to responsible disposal practices and the prevention of water contamination.

Water supply is concentrated in the following areas: sanitation facilities (toilets, sinks, urinals, and showers), food areas (kitchen and pantry, used only for consumption and not for meal preparation), sprinkler systems, and general cleaning. It is important to highlight that meals are provided by an external catering company, with no on-site preparation, which significantly reduces water demand associated with food consumption.

Exportadora de Café Guaxupé continues to invest in an organizational culture focused on the sustainable use of natural resources and understands that, even with relatively low water consumption, there are opportunities for continuous improvement through environmental education and the adoption of more efficient technologies.





## Natural Resources GRI 303

### Resource Management with Partners

At Exportadora de Café Guaxupé, we recognize that the sustainability of coffee farming is intrinsically linked to the preservation of natural resources on our partners' farms. For this reason, we develop collaborative actions that promote conscious water use, soil conservation, and biodiversity protection. Initiatives such as fencing Permanent Preservation Areas (APPs), conducting water potability tests, and donating filters are examples of how we work together with producers to ensure the integrity of local ecosystems.

Proper effluent management is another focus of our efforts. We support coffee growers in implementing effective sanitation solutions, such as installing biodigesters and septic tanks, to improve sanitation conditions in rural areas. These actions not only protect water resources and soil but also contribute to the health and well-being of the communities involved, reinforcing our commitment to socio-environmental responsibility.

In terms of waste management, we raise awareness and train producers on the proper disposal of agricultural and domestic waste. The donation of specific containers for pesticide packaging and training on proper handling of electronic waste and oils are part of our efforts to minimize environmental impacts and promote sustainable practices on coffee farms.

In addition, we encourage regenerative agricultural practices aimed at conserving natural resources and improving soil quality. Through certification programs such as *Rainforest Alliance* and *Guaxupé Planet Sustainable Coffee*, we provide consulting and training that guide producers in adopting techniques such as cover crops and integrated pest management. These actions strengthen crop resilience and contribute to the sustainability of the entire coffee value chain.

**We build relationships with our partners based on exchange, trust, and shared purpose. By supporting practices that value natural resources, we strengthen together a production model that respects the land, protects the environment, and ensures the longevity of Brazilian coffee.**





## Responsible Water Management

### Our commitment to water sustainability

We recognize water as a natural resource essential to life, agricultural production, and the sustainable operation of our business. Although our activities require a relatively small volume of water withdrawal and consumption, we are committed to efficient, conscious, and preventive management, aligned with best environmental practices and the Global Reporting Initiative guidelines (GRI 303).

We believe that responsibility for natural resources goes beyond legal requirements and must be integrated into organizational culture. Therefore, we maintain systematic monitoring of water use and continuously seek ways to optimize our processes, reduce waste, and prevent any type of water contamination.

### Water Sources

In the most recent reporting period, we withdrew a total of 0.59 megaliters (ML) of water, sourced exclusively from surface water, used mainly to support operations, particularly in processing and cleaning activities. No groundwater, seawater, produced water, or water supplied by third parties was withdrawn. This transparency regarding water sources reflects our commitment to control and traceability of the resources used.

### Contexto Local e Estresse Hídrico

An important factor that contributes to the sustainability of our water management is the geographical location of our facility, situated in an area classified as low water stress (<10%), according to internationally recognized references recommended by GRI. Even though our region does not present significant water scarcity risks, we adopt a preventive approach, valuing every liter withdrawn and fostering a culture of rational water use across the company.

Name	Address	City	State	Country
<input type="checkbox"/> Exportadora de Café Guaxupé Ltda	<input type="checkbox"/> Rua José Augusto Ribeiro do Vale, 1.159	<input type="checkbox"/> Guaxupé	<input type="checkbox"/> Minas Gerais	<input type="checkbox"/> Brasil
Bacia Hidrográfica Principal	Sub-Bacia	Aquífero	Quantidade de Riscos Físicos	Estresse Hídrico
<input type="checkbox"/> Bacia do Rio Paraná	<input type="checkbox"/> Rio Grande	<input type="checkbox"/> -	<input type="checkbox"/> Baixo (0-1)	<input type="checkbox"/> Baixo (<10%)
Rebaixamento do Lençol Freático	Variabilidade Interanual	Variabilidade Sazonal	Risco de Seca	Estresse por Inundação Fluvial
<input type="checkbox"/> Tendência Insignificante	<input type="checkbox"/> Baixo-Médio (0,25-0,50)	<input type="checkbox"/> Baixo-Médio (0,33-0,66)	<input type="checkbox"/> Médio (0,4-0,6)	<input type="checkbox"/> Baixo (0 a 1 em 1.000)
Risco de Inundação Costeira	Latitude	Longitude		
<input type="checkbox"/> Baixo (0 a 9 em 1.000.000)	<input type="checkbox"/> -2.129,468	<input type="checkbox"/> -467,188		

## Renewable Energy and Sustainable Transition



In 2023, Exportadora de Café Guaxupé celebrated one of the most significant milestones in its sustainability journey: the inauguration of its own photovoltaic power plant. More than an infrastructure investment, this project represents a firm and lasting commitment to transitioning to a cleaner energy matrix and reducing the environmental impacts of our operations.

The photovoltaic plant was planned and executed over 20 months, reaching full operational capacity at the beginning of 2024, marking the first year in which the company's energy needs were supplied throughout all months of activity. This initiative ensures practically the entire electricity demand of Exportadora, promoting energy self-sufficiency through a clean, renewable source. The environmental impact is substantial, as it directly reduces greenhouse gas emissions associated with fossil fuel-based energy.

In addition, the plant's implementation was preceded by a series of energy efficiency measures, such as the replacement of light fixtures and modernization of equipment. These integrated efforts reflect the company's awareness of its role in building a more sustainable future and reinforce its strategy of embedding innovation and environmental responsibility into business management.

**1.901.346 kWh**

Average annual generation

**6.580 m<sup>2</sup>**

Occupied area

**2.560 installed**

panels

**1,38 MWp**

Installed potency

**1.041 supplied**

houses

**20 months**

for implantation

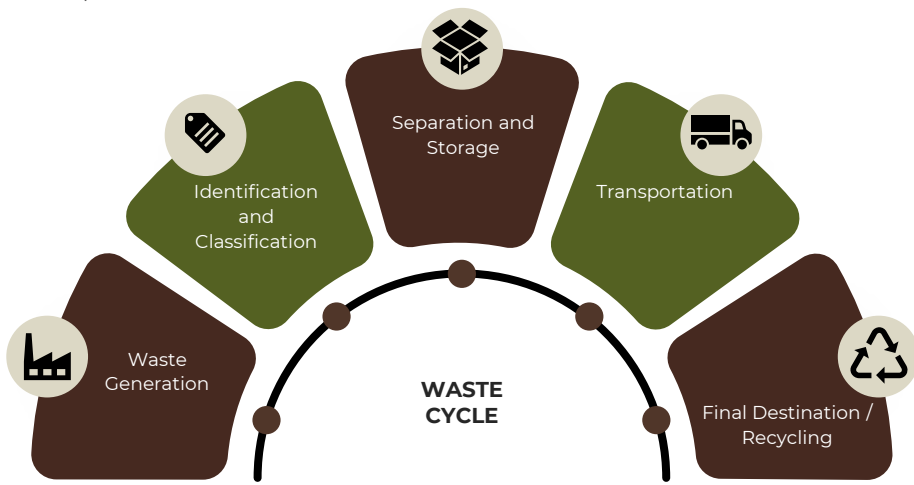
# Waste

GRI 306-1, 306-2, 306-3, 306-4, 306-5

## Waste Management

Exportadora de Café Guaxupé adopts a systematic and traceable approach to waste management, focusing on mitigating environmental impacts and complying with current environmental legislation, particularly the National Solid Waste Policy (Law No. 12.305/2010). Since 2018, the company has operated with structured environmental controls and parameterized systems to provide consistent information both to regulatory agencies and to clients who demand higher socio-environmental responsibility standards.

There is a representation of the waste cycle that passes through our operation below:



All waste generated comes from the company's direct operations (operational scope), ranging from administrative activities to industrial processes of coffee reception, storage, and processing.

Waste is classified into four categories:

- **Recyclables:** materials that can be reused by cooperatives or recyclers, such as paper, cardboard, plastics, metals, and wood.
- **Organics:** such as discarded coffee grounds, which are directed to composting or agricultural use.
- **Hazardous:** requiring specialized handling, such as used lubricating oil, fluorescent lamps, tires, and rubber.
- **Residuals:** the fraction of waste that, after all sorting efforts, cannot be reused and is sent to sanitary landfills.



## Waste Generation and Disposal

Waste generation occurs at different stages of the company's value chain and is continuously monitored through standardized practices, regular measurements, and systematized records, in compliance with environmental licensing requirements. Waste is sorted, weighed, recorded, and routed according to its nature and legal classification, ensuring traceability and accountability to regulatory bodies such as SUPRAM (Regional Environmental Superintendence).

Waste by composition, in metric tons (t)			
Type of Waste	Generated Waste	Waste not destined for final disposal	Waste destined for final disposal
Conveyor Belt	0,1	0	0,1
Debris	387,82	0	387,82
General Waste	12,63	0	12,63
Septic Sludge	14,68	0	14,68
Used Oil	0,57	0	0,57
Cardboard	2,87	2,87	0
Plastic	0,64	0,64	0
Used Tire	0,57	0	0,57
Dust	181,73	0	181,73
Big Bag Scrap	13,09	13,09	0
Copper Scrap	0,56	0,56	0
Iron Scrap	12,52	12,52	0
Total Waste	627,78	29,68	598,1

Examples of handling include:

### Hazardous Waste:

- Used oil: stored and sold to Lwart for recycling.
- Tires and rubber: collected by Fama Pneus (transport) and Barão Comércio de Pneus (final destination).
- Lamps: stored and collected on demand (BTFort / Pro Ambiental).

### Common Waste:

- Domestic waste: collected by the municipal government, with 100% of trucks weighed internally through company-owned scales and containers.
- Scrap metal (copper, aluminum, iron): separated and sold.
- Construction debris/patio sweeping: stored in rented containers and sent monthly to the Tapiratiba municipal landfill.

### Recyclables:

- Plastics and cardboard: collected by the local waste pickers' cooperative, which actively participates in internal campaigns and SIPAT programs.
- Collection volumes have more than doubled following greater employee engagement.

### Organic/Vegetable Waste:

- Coffee dust: collected by suction, stored in big bags, and sold as alternative fuel for calcination kilns.



## Control and Traceability Practices

To ensure full traceability of waste management, Exportadora de Café Guaxupé adopts the following measures:

- Annual preparation and submission of the Waste Movement Report (DMR) to SUPRAM.
- Monitoring of waste volumes by direct weighing of all trucks at the company's scale, recording net disposal weight.
- Segregated and safe storage of waste until transport, in line with best practices and applicable environmental standards.
- Compliance with environmental licensing requirements, including quarterly measurement of the Effluent Treatment Plant (ETP) efficiency and submission of annual performance reports.



Waste by composition (t)			
	Inside Company	Outside Company	Total
<b>HAZARDOUS WASTE</b>			
Preparation to be used	0	0	0
Recycling	0	0	0
Other operations	0	0	0
<b>Total</b>			0
<b>NON-HAZARDOUS WASTE</b>			
Preparation to be used	0	0	0
Recycling		627,78	627,78
Other operations	0	0	0
<b>Total</b>			627,78
Waste Destination by operation (t)			
	Inside Company	Outside Company	Total
<b>HAZARDOUS WASTE</b>			
Incineration (with energy recuperation)	0	0	0
Incineration (without energy recuperation)	0	0	0
Landfill confinement	0	0	0
Other operations			
<b>Total</b>			0
<b>NON-HAZARDOUS WASTE</b>			
Incineration (with energy recuperation)	0	0	0
Incineration (without energy recuperation)	0	181,73	181,73
Landfill confinement	0	415,13	415,13
Other operations		30,92	30,92
<b>Total</b>			627,78





The **removal of oils and greases** also maintained a consistent pattern throughout the year, even with a temporary increase in input in November. The **pH of the treated effluent** varied between analyses, requiring attention to maintain proper balance. **Settleable solids** and **total suspended solids** were efficiently reduced, with some fluctuations in the incoming load influencing results. The concentration of **anionic surfactants** peaked in August but remained within controllable levels in other samplings. **Temperature** and **flow rate** remained stable, ensuring an adequate environment for the biological treatment processes.

Overall, the results indicate that our treatment system performs well, though there is room for improvement. Continuous monitoring and operational adjustments can ensure greater stability in pollutant removal rates, reinforcing the efficiency of our process and minimizing environmental impacts.

**Quarterly monitoring** and the annual report we prepare allow continuous evaluation of the efficiency of our effluent treatment system and identification of improvement opportunities. Regular measurement of input and output parameters in the ETE helps track treatment quality, ensuring that discharged effluents meet environmental requirements.

With the current structure and controls in place, we remain committed to improving effluent management by implementing measures that reduce environmental impacts and ensure compliance with legal requirements. Periodic monitoring and process adjustments whenever necessary reinforce our commitment to sustainability and the quality of the treatment performed.

## Circular Economy

We adopt consistent **circular economy practices**, minimizing environmental impacts through proper disposal, reuse, and recycling of generated waste. **Rubber disposal** is conducted in a controlled manner through specialized companies for transport and final disposal. Although the use of the **Waste Transport Manifest (MTR)** is not mandatory for all operations, we issue the **Waste Movement Report (DMR)** to ensure compliance with environmental legislation. Collection and disposal of **tires, rubber, and lamps** are also carried out by partners as needed.

Regarding **urban waste**, we rely on municipal collection three times per week. Waste generation is monitored through weighing **100% of trucks** on our own scales. The separation of recyclables such as **plastics and cardboard** is supported by the local cooperative of waste pickers, strengthening the selective collection system in the municipality.





We maintain a structured process for **used oil recycling**, stored in plastic drums and subsequently sold to specialized recyclers. Likewise, we perform the **separation, collection, and sale of ferrous scrap**—including copper, aluminum, and iron—ensuring proper disposal and reuse.

For **construction debris**, we use contracted dumpsters, removed weekly or monthly according to demand. These wastes are sent to the **Tapiratiba landfill**, since the former open-air landfill in Guaxupé was decommissioned and converted into a controlled landfill under municipal responsibility.

## Local Partnerships

We recognize that **waste management responsibility extends beyond company boundaries**. Therefore, we integrate our actions with local initiatives, actively contributing to the sustainability of Guaxupé and the surrounding region. We maintain a solid partnership with the **Cooperative of Recyclable Material Collectors**, which collects cardboard, plastics, and other reusable materials, with which we collaborate continuously.

This relationship goes beyond waste logistics: we promote frequent dialogues, support educational campaigns, and value the work of collectors. For example, during **SIPAT**, we invite the cooperative to conduct awareness activities with employees, emphasizing correct separation and team engagement in selective collection.

As a result of this joint effort, we observed a **significant increase in the amount of materials sent for recycling**. This practice benefits not only the company but also the city, the local communities, and the cooperative members, generating income.

## Impacts and Mitigation

Although most waste generated by the company is classified as **non-hazardous**, we recognize that there are real and potential environmental impacts associated with handling, transportation, and disposal. Managing these impacts is an integral part of our environmental policy and reflects our commitment to process improvement.

**Waste transport** to disposal points, for example, generates **indirect greenhouse gas emissions** and requires responsible logistical planning, prioritizing local suppliers, licensed vehicles, and optimized routes. Another relevant aspect is the **temporary occupation of areas for internal waste storage**, which requires proper infrastructure, signage, impermeabilization, and access control. Mitigation measures include:

- **Segregation at the source, with appropriate signage and well-defined collection points;**
- **Secure storage structures, such as drums, metal boxes, or reinforced bags;**
- **Continuous training of operational teams on correct disposal and environmental best practices;**
- **Partnerships with specialized companies, duly licensed for transport and final disposal;**
- **Periodic review of management practices, including internal audits and monitoring of environmental conditions issued by regulatory bodies.**

## Our Sustainable Projects GRI 2-2, 2-23

	Goal	Producers	Farms	Total Area (ha)	Coffee Area (ha)
Educampo	To develop all aspects of property management, making producers more efficient and competitive.	22	50	6702,06	2544,87
Waste Monitoring - Cecafé	To conduct residue analyses on coffee bean samples from various producers to verify maximum allowable residue levels.	27	27	8312,06	2939,11
Project Planet Water – JDE	To provide tangible benefits and raise awareness to promote future improvements and make the supply chain more sustainable.	193	193	27547,01	9581,23
MI AGROQUÍMICOS Partnership with Global Coffee Platform	To offer knowledge, infrastructure, and conditions so that operations involving agrochemicals can be conducted more safely.	The project ended in 2023, there was no action in 2024.			
MI SOCIAL Partnership with Global Coffee Platform	To improve working conditions on properties through tangible benefits such as the donation of biodigesters, water potability analyses, medical examinations, and training on labor legislation.	17	17	718,82	304,87
Project Guaxupé Carbon Coffee – Domani	CPR Verde Project, focusing on the carbon stock of properties and promoting sustainable practices in coffee production.	12	27	5.795,08	1889,6
Project Sustainable Landscapes – Tchibo	The project is dedicated to the development and implementation of actions and research aimed at promoting environmental conservation practices and strengthening climate resilience.	26	26	3726,56	1648,71
Project Accomodation Adaptation – Lavazza	A project aimed at improving workers' living conditions through tangible benefits and training.	28	28	3670,24	1774,25

## Our Certifications

GRI 2-24, 3-3

	Goal	Producers	Farms	Total Area (ha)	Coffee Area (ha)
Guaxupé Planet Sustainable Coffee	With an <b>inclusive and accessible structure</b> , this certification promotes broad participation, especially among <b>small producers</b> , encouraging a continuous improvement process. The program seeks to <b>strengthen sustainable practices in coffee production</b> , integrating social, environmental, and economic responsibility.	188	252	48.552,26	13.659,37
Rainforest Alliance	The <b>Rainforest Alliance certification</b> fosters the creation of a <b>fairer and more resilient supply chain</b> . Its focus is on <b>forest protection, improving the livelihoods of farmers and local communities, promoting human rights, and actively contributing to climate crisis mitigation</b> .	60	91	22.042	7.488,59
C.A.F.E Practices	This program covers <b>social, economic, and environmental indicators</b> involving all stages of the coffee supply chain, from producer to consumer. Its goal is to ensure <b>transparency, sustainability, and good practices throughout the supply process</b> .	194	244	31.011,3	8.253,9
CERTIFICA MINAS	Geared toward compliance with <b>global trade requirements</b> , this certification seeks to validate <b>best practices on producing farms</b> , strengthening the competitiveness of <b>Minas Gerais coffee</b> and contributing to its consolidation and expansion in national and international markets.	09	09	-	-
Regenagri	The program includes an <b>international regenerative agriculture initiative</b> , focusing on practices aimed at improving <b>soil health and quality</b> , responsible use of natural resources, efficient energy management, and the <b>conservation of native vegetation and biodiversity</b> .	06	07	1.157,77	657,53



A close-up photograph of a green leaf with several water droplets resting on its surface. The leaf's veins are clearly visible, and the droplets are in sharp focus, reflecting light. The background is a soft, out-of-focus green.

# GRI CONTENT TABLE

## **GRI – Global Reporting Initiative**

We recognize the importance of transparency and comparability in the information we share. Therefore, this report has been prepared based on the guidelines of the **Global Reporting Initiative (GRI)**, the main international standard for sustainability reporting.

In this annex, we present the **GRI content table**, indicating the reported indicators, their respective locations in the report, and any justified omissions, ensuring clarity in our accountability process and reinforcing our commitment to the integrity of the information disclosed.

GRI	Content	Reference / Answer	Omission
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<b>Pages 07 and 18.</b>  <b>Exportadora de Café Guaxupé</b> (known by clients as Guaxupé and locally as Exportadora). The expression Exportadora de Café Guaxupé is a duly registered trademark at the INPI (National Institute of Industrial Property), along with its logo. ECGL is incorporated under Brazilian Business Law as a Limited Liability Company, with its main business activity being the Wholesale Trade of Green Coffee, as registered under its CNPJ with the Brazilian Federal Revenue Service, No. 20.775.003-0001-04. Headquartered at Rua José Augusto Ribeiro do Valle, Nos. 955, 1159 and 1173 – Bairro Angola – Guaxupé/MG, Brazil.	No.
	2-2 Entities included in the organization's Sustainability Report	<b>Pages 03 and 07.</b> Exportadora de Café Guaxupé	No.
	2-3 Reporting period, frequency, and contact point	<b>Page 03.</b> Reporting period: January 1, 2024 to December 31, 2024. This is the fifth Sustainability Report of Exportadora de Café Guaxupé, and the first prepared in accordance with the GRI Standards. For more information about this report, please contact us at sustentabilidade.ecgl@guaxupe.com.br and libia.flamini@guaxupe.com.br	No.
	2-4 Restatements of information	The main changes between the 2023 report and the current edition refer to the methodology used. This report follows the GRI Standards in its preparation.	No.
	2-5 External assurance	This report has not undergone external assurance.	No.
	2-6 Activities, value chain, and other business relationships	<b>Pages 13, 14, 15, 16, and 17.</b>  <b>Areas of Activity:</b> <ul style="list-style-type: none"> <li>Coffee purchasing and trading: We acquire coffee from small, medium, and large producers, prioritizing sustainable farming practices and recognized certifications such as Rainforest Alliance and Guaxupé Planet Sustainable Coffee.</li> <li>Storage and logistics: We provide advanced storage solutions, ensuring the quality and traceability of coffee beans at every stage.</li> <li>Export services: We facilitate access to the international market, serving clients in regions such as Europe, North America, and Asia.</li> </ul>	No.

GRI	Content	Reference / Answer	Omission
<b>GRI 2: General Disclosures 2021</b>	2-7 Employees	<b>Pages 39, 40, and 41.</b>	No.
	2-8 Workers who are not employees	<b>Pages 39, 40, and 41.</b>	No.
	2-9 Governance structure and composition	<b>Page 28.</b>	No.
	2-10 Nomination and selection of the highest governance body	<b>Pages 28 and 29.</b>	No.
	2-11 President of the highest governance body	At this time, there is no Board President.	No.
	2-12 Role of the highest governance body in overseeing the management of impacts	<b>Pages 28 and 29.</b>	No.
	2-13 Delegation of responsibility for managing impacts	<b>Pages 29 and 37.</b>	No.
	2-14 Role of the highest governance body in sustainability reporting	<b>Pages 04, 05, and 22.</b>  In this first Sustainability Report of Exportadora de Café Guaxupé, prepared in accordance with the GRI Standards, the Board was responsible for reviewing and approving the information reported herein	No.
	2-15 Conflicts of interest	<b>Pages 30, 31, and 32.</b>  Normative procedures have been implemented within the framework of compliance with the Brazilian LGPD (General Data Protection Law). Accordingly, certain governance mechanisms have already been established and are being monitored. In our business activity, which focuses on sourcing coffee from rural producers and selling directly to domestic and international clients, we do not engage in political participation or public interference.	No.
	2-16 Communication of critical concerns	<b>Pages 29, 32, 33, and 34.</b>  Communication of critical concerns is carried out through the governance procedures presented in this report and through grievance mechanisms such as our Ombudsman, available at: <a href="https://www.guaxupe.com.br/sugestoes-e-queixas/">https://www.guaxupe.com.br/sugestoes-e-queixas/</a> .	No.

GRI	Content	Reference / Answer	Omission
<b>GRI 2: General Disclosures 2021</b>	2-17 Collective knowledge of the highest governance body on sustainable development	<b>Pages 28 and 29.</b>  The highest governance body holds periodic meetings with the main leaders of the different sectors of Exportadora de Café Guaxupé. On these occasions, analyses and deliberations are produced and subsequently communicated to the respective departments through their leaders. Although the meetings of the highest governance body are restricted to participants and invited guests, their existence is collectively acknowledged.	No.
	2-18 Evaluation of the performance of the highest governance body	There is no established policy for evaluating the performance of the Family Council of Exportadora de Café Guaxupé.	No.
	2-19 Remuneration policies	<b>Pages 40 and 43.</b>  Regarding the remuneration policy of the Council, it does not apply. As for the company's remuneration policies, detailed information is available in the People chapter of this report. There is no remuneration policy for members of the highest governance body linked to performance in managing environmental and social impacts.	No.
	2-20 Process to determine remuneration	<b>Page 40.</b>	No.
	2-21 Annual total compensation ratio	<b>Page 41.</b>  Information provided up to the Management level.	Partial. <b>Reason:</b> confidential.
	2-22 Statement on sustainable development strategy	<b>Pages 03 and 04.</b>	No.

GRI	Content	Reference / Answer	Omission
<b>GRI 2: General Disclosures 2021</b>	2-23 Policy commitments	<p><b>Pages 30, 31, 32, 33, and 34.</b></p> <p>Our policy commitments are disclosed through our communication channels, particularly regarding the Code of Ethics and the Code of Conduct. This disclosure is also reinforced in contracts through specific clauses requiring compliance, such as:</p> <p><b>CLAUSE – CODE OF ETHICS, COMPLIANCE PROGRAM, AND OTHER DECLARATIONS</b></p> <p>The CONTRACTED PARTY declares that: (a) in the exercise of its activities, it complies and will continue to comply fully with labor, socio-environmental, and anti-terrorism legislation; and (b) it is fully aware of, understands, and agrees with the terms of the CONTRACTING PARTY's "SUPPLIER CODE OF CONDUCT," available at <a href="https://www.guaxupe.com.br">https://www.guaxupe.com.br</a>, which become an integral part of this Contract. The CONTRACTED PARTY undertakes to comply with them in full, ensure their compliance by its partners, representatives, employees, and/or subcontractors assigned to the execution of this Contract, and respect the ethical and moral principles that must govern relations between the PARTIES and with third parties. The CONTRACTED PARTY acknowledges that it may not promise, offer, give, authorize, or provide to anyone, nor accept or receive from anyone, directly or indirectly through third parties, any payments, donations, compensation, goods, or benefits of any kind, with the purpose of influencing any act/decision or securing any undue advantage. The CONTRACTED PARTY undertakes not to engage in any act constituting a violation of legislation concerning crimes/practices of corruption and money laundering, including, but not limited to, the Brazilian Anti-Corruption Law No. 12.846/2013.</p> <p>Sole Paragraph – Failure by the CONTRACTED PARTY to comply with the obligations set forth in this clause may result in the termination of this Contract, subject to the penalties provided herein.</p>	No.
	2-24 Embedding policy commitments	<b>Pages 30, 31, 32, 33, and 34.</b>	No.
	2-25 Processes to remediate negative impacts	<p><b>Pages 29 and 30.</b></p> <p>Each negative impact is addressed individually. In the case of complaints and reports, they are reviewed by the Ethics Committee, which conducts the necessary investigations, actions, and sanctions. Throughout the process, the Legal Department provides guidance and opinions on applicable laws and regulations, supporting departments in decision-making.</p>	No.
	2-26 Mechanisms for seeking advice and raising concerns	<p><b>Pages 29 and 30.</b></p> <p>Advice is primarily provided through our Code of Ethics and Code of Conduct materials. Concerns, in addition to being raised in the appropriate forums, may also be submitted through our Suggestions, Complaints, and Reports page: <a href="https://www.guaxupe.com.br/sugestoes-e-queixas/">https://www.guaxupe.com.br/sugestoes-e-queixas/</a>.</p>	No.



GRI	Content	Reference / Answer	Omission
<b>GRI 2: General Disclosures 2021</b>	2-27 Compliance with laws and regulations	There have been no reports of fines or non-compliance in the past five years for Exportadora de Café Guaxupé, whether environmental, tax-related, consumer-related, civil, or regulatory. Therefore, no monetary value of fines related to non-compliance has been recorded.	No.
	2-28 Membership associations	<b>Pages 17 and 67.</b>  Membership in Cecafé (Brazilian Coffee Exporters Council) and CCCMG (Minas Gerais Coffee Trade Center).	No.
	2-29 Approach to stakeholder engagement	<b>Pages 13, 21, and 22.</b>  The main stakeholder categories with which Exportadora de Café Guaxupé interacts are: producers, clients (domestic and international), suppliers (packaging, inputs, fuels), financial institutions, regulatory bodies (in different states and countries), competitors, business partners, employees, and distributors.	No.
	2-30 Collective bargaining agreements	<b>Pages 49 and 50</b>	No.
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<b>Pages 21, 22, and 23.</b>	<b>No.</b>
	3-2 List of material topics	<b>Page 23.</b>  Material Topics: Elimination of Child Labor, Forced Labor, and Conditions Analogous to Slavery; Water and Effluents; Occupational Health and Safety; Food Safety and Quality; Soil Health; Use of Agrochemicals; Supply Chain Traceability; and Climate Adaptation and Resilience.	No.
	3-3 Management of material topics	Details of the actions taken for each material topic can be found on the respective pages below: <ol style="list-style-type: none"> <li>1. Elimination of Child Labor, Forced Labor, and Conditions Analogous to Slavery: Pages 23, 30, 31, and 32.</li> <li>2. Water and Effluents: Pages 56, 57, 64, and 65.</li> <li>3. Occupational Health and Safety: Pages 45 and 46.</li> <li>4. Food Safety and Quality: Pages 16 and 35.</li> <li>5. Soil Health: Pages 23, 52, and 58.</li> <li>6. Use of Agrochemicals: Pages 50, 52, and 67.</li> <li>7. Supply Chain Traceability: Pages 13, 15, 16, and 52.</li> <li>8. Climate Adaptation and Resilience: Pages 54, 55, 56, and 67.</li> </ol>	No.

GRI	Content	Reference / Answer	Omission
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<b>Pages 54, 55, and 56.</b>	No.
	303-2 Management of water discharge-related impacts	<b>Pages 54, 55, and 56.</b>	No.
	303-3 Water withdrawal	<b>Pages 57 and 59.</b>	No.
	303-4 Water discharge	<b>Pages 57 and 59.</b>	No.
	303-5 Water consumption	<b>Page 57.</b>	No.
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<b>Pages 54, 55, and 56.</b>	No.
	305-2 Energy indirect (Scope 2) GHG emissions	<b>Pages 54, 55, and 56.</b>	No.
	305-3 Other indirect (Scope 3) GHG emissions	<b>Pages 54, 55, and 56.</b>	No.
	305-4 GHG emissions intensity	<b>Pages 54, 55, and 56.</b>	No.
	305-5 Reduction of GHG emissions	<b>Pages 54, 55, and 56.</b>	No.
	305-6 Emissions of ozone-depleting substances (ODS)	<b>Pages 54, 55, and 56.</b>	No.
	305-6 Emissions of ozone-depleting substances (ODS)	<b>Páginas 54, 55 e 56.</b>	Yes.

GRI	Content	Reference / Answer	Omission
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<b>Pages 61, 62, 63, 65, and 66.</b>	No.
	306-2 Management of significant waste-related impacts	<b>Pages 61, 62, 63, 65, and 66.</b>	No.
	306-3 Waste generated	<b>Pages 61, 62, 63, 65, and 66.</b>	No.
	306-4 Waste diverted from disposal	<b>Pages 61, 62, 63, 65, and 66.</b>	No.
	306-5 Waste directed to disposal	<b>Pages 61, 62, 63, 65, and 66.</b>	No.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<b>Page 41.</b>	No.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Page 43.</b>	No.
	401-3 Parental leave	<b>Page 43.</b>	No.

GRI	Content	Reference / Answer	Omission
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<b>Pages 45 and 46.</b>	<b>No.</b>
	403-2 Hazard identification, risk assessment, and incident investigation	<b>Pages 45 and 46.</b>	No.
	403-3 Occupational health services	<b>Pages 45 and 46.</b>	No.
	403-4 Worker participation, consultation, and communication on occupational health and safety	<b>Pages 45 and 46.</b>	No.
	403-5 Worker training on occupational health and safety	<b>Pages 45 and 46.</b>	No.
	403-6 Promotion of worker health	<b>Pages 45 and 46.</b>	No.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	<b>Pages 45 and 46.</b>	No.
	403-8 Workers covered by an occupational health and safety management system	<b>Pages 45 and 46.</b>	No.
	403-9 Work-related injuries	<b>Pages 45 and 46.</b>	No.
	403-10 Work-related ill health	<b>Pages 45 and 46.</b>	No.

GRI	Content	Reference / Answer	Omission
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<p><b>Page 44.</b></p> <p>Overall Total: 17.6h</p> <p><b>By Gender:</b> Women: 15.0h Men: 18.0h</p> <p><b>By Job Category:</b> Auxiliary: 18.0h Operational: 17.0h Assistant: 25.0h Technician: 38.0h Junior Analyst: 25.0h Mid-level Analyst: 17.0h Senior Analyst: 27.0h Supervisor: 18.0h Coordinator: 12.0h Manager: 9.0h</p>	No.
	404-2 Programs for upgrading employee skills	<b>Page 44.</b>	No.
	404-3 Percentage of employees receiving regular performance and career development reviews	<b>Page 44.</b>	No.
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<b>Pages 23, 30, 31 and 32.</b>	No.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<b>Pages 23, 30, 31 and 32.</b>	No.



GRI	Content	Reference / Answer	Omission
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Pages 15 and 16.	No.
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not identified	No.
	417-3 Incidents of non-compliance concerning marketing communications	Not identified	No.
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not identified	No.

## **Credits:**

### **Coordination:**

Sustentability Department

### **Supervision:**

Executive Director

### **GRI Consultancy and *design*:**

Moore Belo Horizonte

### **Reference Standard:**

GRI

