

# SUSTAINABILITY REPORT

# 2025

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- GRI CONTENT INDEX
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## ABOUT THE REPORT

(GRI 2-1, 2-2, 2-3)

This fifth **Sustainability Report of Exportadora de Café Guaxupé** brings together the activities and results for the period from January 1 to December 31, 2025.

Continuing the work begun in the previous cycle, we have maintained the **Standards of the Global Reporting Initiative (GRI)** as the reference for reporting our environmental, social, and economic impacts. Internationally recognized as a benchmark of good corporate transparency practices, the GRI Standards continue to guide the way we communicate our performance. The *Stakeholder Capitalism Metrics* framework of the International Business Council (IBC) of the World Economic Forum also continues to organize our ESG commitments and actions across its four pillars: Governance, People, Planet, and Prosperity.

This is the second year of reporting under the GRI standard, allowing us to further consolidate the indicators presented in the previous edition and expand the depth of the information shared. The 2024 report established a baseline, and the current cycle builds on that process with greater maturity in data collection and reported analysis.

We reaffirm our commitment to the continuous evolution of our reporting practices and to fulfilling the **Sustainable Development Goals (SDGs)**, recognizing transparency as an essential part of our responsible performance.





## MESSAGE FROM LEADERSHIP



**Flavia Barbosa**

Executive Director

“

The year 2025 was, once again, a challenging year for the coffee market. We began the year with greater optimism regarding the harvest. Despite the climate adversities faced in 2024, we believed we would not face, for the fifth consecutive year, production below expectations. However, that is exactly what happened: once again, we harvested less than projected.

With lower volumes, coffee prices reached historic highs, reinforcing the importance of careful and disciplined risk management. At Exportadora de Café Guaxupé, we have always worked conservatively, carefully assessing financial exposure, cash flow, and commercial commitments. In a scenario of extreme volatility, this approach became even more important to ensure predictability and security in our operations.

This scenario also required increased attention to actually available qualities, delivery deadlines, and transparency with customers.

U.S. tariffs further increased market instability. Although the direct impact on Exportadora de Café Guaxupé was limited, due to the solid and reliable customer base we have built over the years, they contributed significantly to greater price volatility.

In the sustainability area, we expanded our due diligence and made progress in mapping the supply chain. We also consolidated important social programs, intensifying visits and inspections at properties with housing for temporary workers. Through training and economic incentives, we observed meaningful improvements in how these workers were received during the harvest period.

We also invested in research and training in the regenerative area. Showing producers, and the world, that conserving the soil, investing in cover crops, and carrying out efficient pest management contributed not only to the environment but also to more sustainable economic results was one of the great satisfactions of this year.

”



# OUR 2025 HIGHLIGHTS

(GRI 2-6)

4,464

Partner  
Coffee Growers



984,256

Bags of Coffee Traded

34

Partner Countries  
Served



122

Brazilian Municipalities  
Covered



12,592

Hectares of Cultivation  
of Coffee Certified under  
Guaxupé Planet Sustainable  
Coffee



459

Participations in  
Planeta Água Project  
Training Sessions

470 tCO<sub>2</sub>

Carbon  
Offset



205

Producers Certified  
under Guaxupé Planet  
Sustainable Coffee

1,687,923

kWh Generated by our  
solar panels



# Our Company

## In this chapter:

- Who We Are
- Social Media
- Our History
- Value Chain
- Coffee Trading
- Storage and Logistics
- Quality Management and Classification
- Exports
- Resilience and Global Operations
- Our Presence



Who We Are

(GRI 2-1, 2-6)

We are **Exportadora de Café Guaxupé**, a family-founded organization with more than five decades of consistent operation in the Brazilian coffee sector, always innovating and supporting coffee growers. Founded in 1970 in the municipality of **Guaxupé**, in the state of Minas Gerais, the company was born from the entrepreneurial vision of its founder, Mr. Olavo Barbosa. Today, under the leadership of Executive Director Flavia Barbosa, the company preserves and strengthens this important family legacy, combining its widely recognized tradition with a continuous, structured, and professional expansion strategy.

Our purpose is to bring producers closer to the international market, promoting Brazilian coffee in various countries and highlighting its authenticity and excellence. We guide our activities by the principles of quality, innovation, and social and environmental responsibility.

We recognize producers as central to our operations, which is why we invest in developing lasting partnerships built on mutual trust, transparent dialogue, and the promotion of market best agricultural practices, generating benefits for the entire value chain.

To ensure the efficiency and scale of our operations, we maintain a solid and strategically located operational structure. Our headquarters occupies an area of 40,000 m<sup>2</sup> and operates in an integrated manner with our branches in **São José do Rio Pardo**, in the state of São Paulo, and in **Manhuaçu**, in the Matas de Minas region, an important producing area. We have a team of more than 300 qualified professionals and modern facilities equipped with advanced technology and specialized laboratories, enabling the receiving, processing, and storage of more than one million bags of coffee, ensuring operational precision, logistical fluidity, and high quality-control standards.

We deeply value the path we have taken throughout our history and maintain a solid commitment to the future of the sector and of society. Accordingly, we act responsibly in building more sustainable and balanced development. Our certifications, practices, and social and environmental initiatives demonstrate the company's alignment with the UN Sustainable Development Goals, reaffirming that it is possible to compete in a globalized market with ethics, excellence, and respect for people and the environment.

📍 Guaxupé - MG

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Rua Amélio Gaino, 01 -  
Distrito Industrial

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+55 (35) 3551-2800



Social Media

(GRI 2-1, 2-6)

We are present on the leading digital platforms, such as **Instagram**, **LinkedIn** and **Facebook**, using these channels to share information about job openings, projects, events, and company initiatives. Social media remains a relevant channel for keeping producers, customers, and partners updated on our activities.

Our official website ([www.guaxupe.com.br](http://www.guaxupe.com.br)) brings together information about the brand, history, products, and services, also serving as a repository of data of direct interest to our audiences, such as guidance on buying and selling coffee, documentation, codes of conduct, and market indicators such as coffee prices and exchange rates.

The website is also a dedicated space for the company's sustainability practices, where we detail our actions related to the environment, social responsibility, and governance. The goal is to offer a transparent and accessible channel for everyone who wants to better understand how we operate and evolve across our areas of activity.

Our *institutional blog* complements this communication with periodic publications on strategic topics and company initiatives. Among the highlights of 2025 are the editions of the Pay Transparency and Gender Pay Equity Report, released in March and September.



Instagram

👁️ 22M annual reach

👤 6K followers



Facebook

👁️ 1,1M views

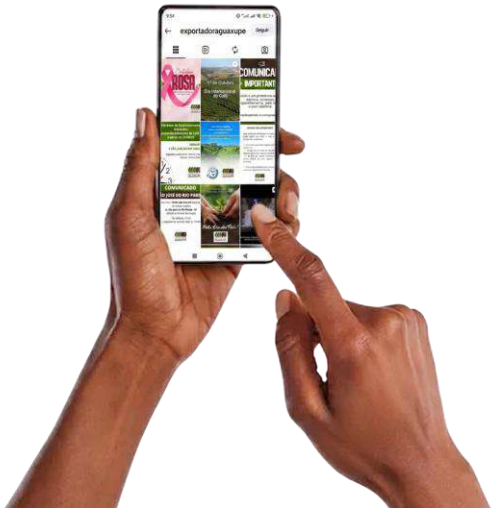
👤 9,6K followers



LinkedIn

👁️ 249K impressions

👤 17,5K followers





## Digital Platform - Seu Café

(GRI 2-1, 2-6)



Seu café

We offer **Seu Café** portal and app, a technology developed by Exportadora de Café Guaxupé to strengthen transparency and build closer relationships with producers. Through this digital platform, we provide coffee growers with online access to the movement and operations of their deposited coffee, in a practical and secure way.

This relationship tool offers convenience and security, bringing together important information that is accessible at any time. Key features include:

- **Access to Operations:** enabling online monitoring of coffee movement in storage, ensuring greater control and visibility;
- **Producer Dashboard:** providing a complete data center where the history of transactions, balances, and properties is recorded clearly and in an organized manner;
- **Support Services:** integrating, in addition to harvest tracking, relevant information such as price quotes, weather conditions, and sustainability reports, supporting day-to-day decision-making.

Through this platform, we reinforce our commitment to offering innovative solutions that promote transparency, trust, and efficiency for producers.

### Platform structure:

Clique em sua opção

Altera Produtor

Sol.NF/Transporte

Cons.NF/Transporte

Consulta Estoques

Consulta Descarga

Consulta FIX e Mutuos

Consulta Warrants

Consulta Contr.Futuros

Consulta Debitos

Extrato Imposto de Renda

NOVO

Sair



● **Timeline**

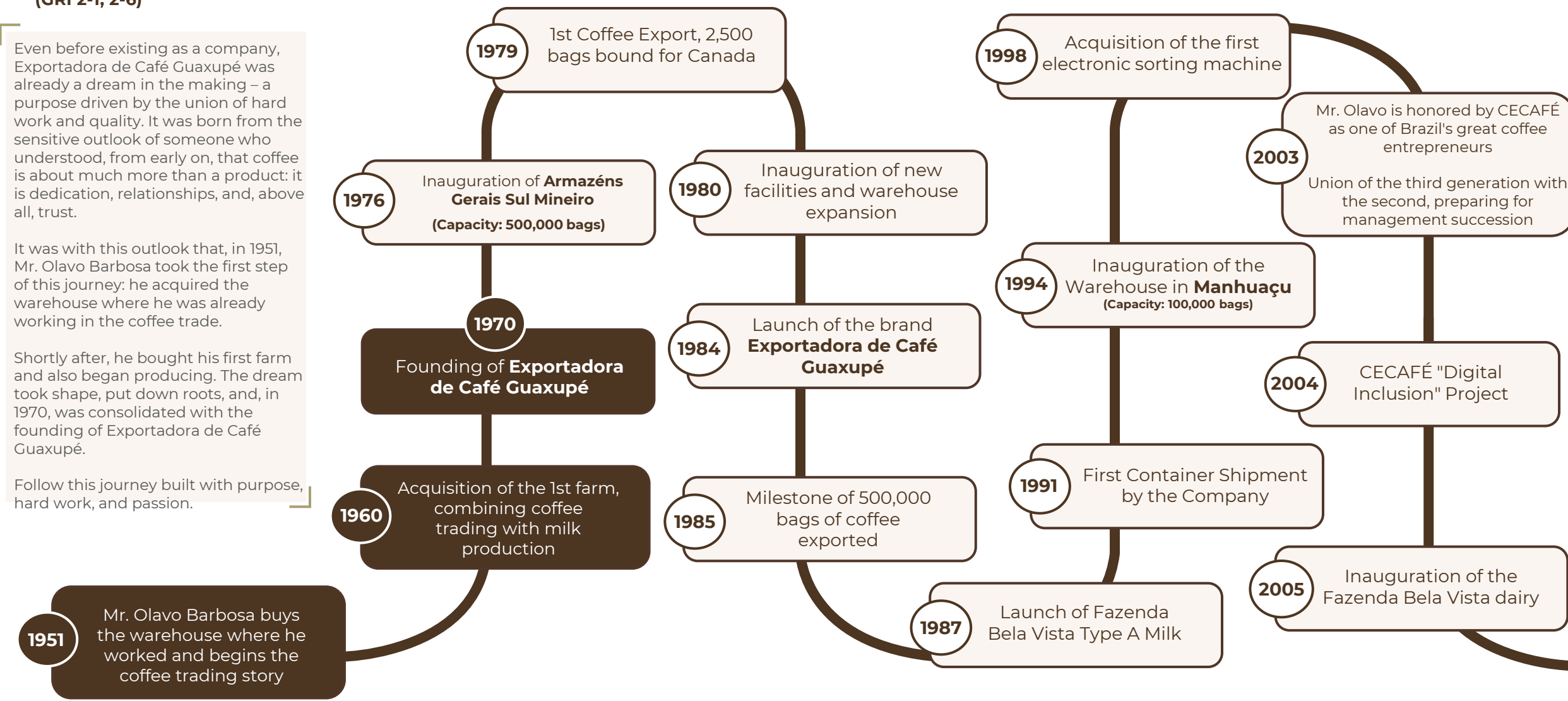
(GRI 2-1, 2-6)

Even before existing as a company, Exportadora de Café Guaxupé was already a dream in the making – a purpose driven by the union of hard work and quality. It was born from the sensitive outlook of someone who understood, from early on, that coffee is about much more than a product: it is dedication, relationships, and, above all, trust.

It was with this outlook that, in 1951, Mr. Olavo Barbosa took the first step of this journey: he acquired the warehouse where he was already working in the coffee trade.

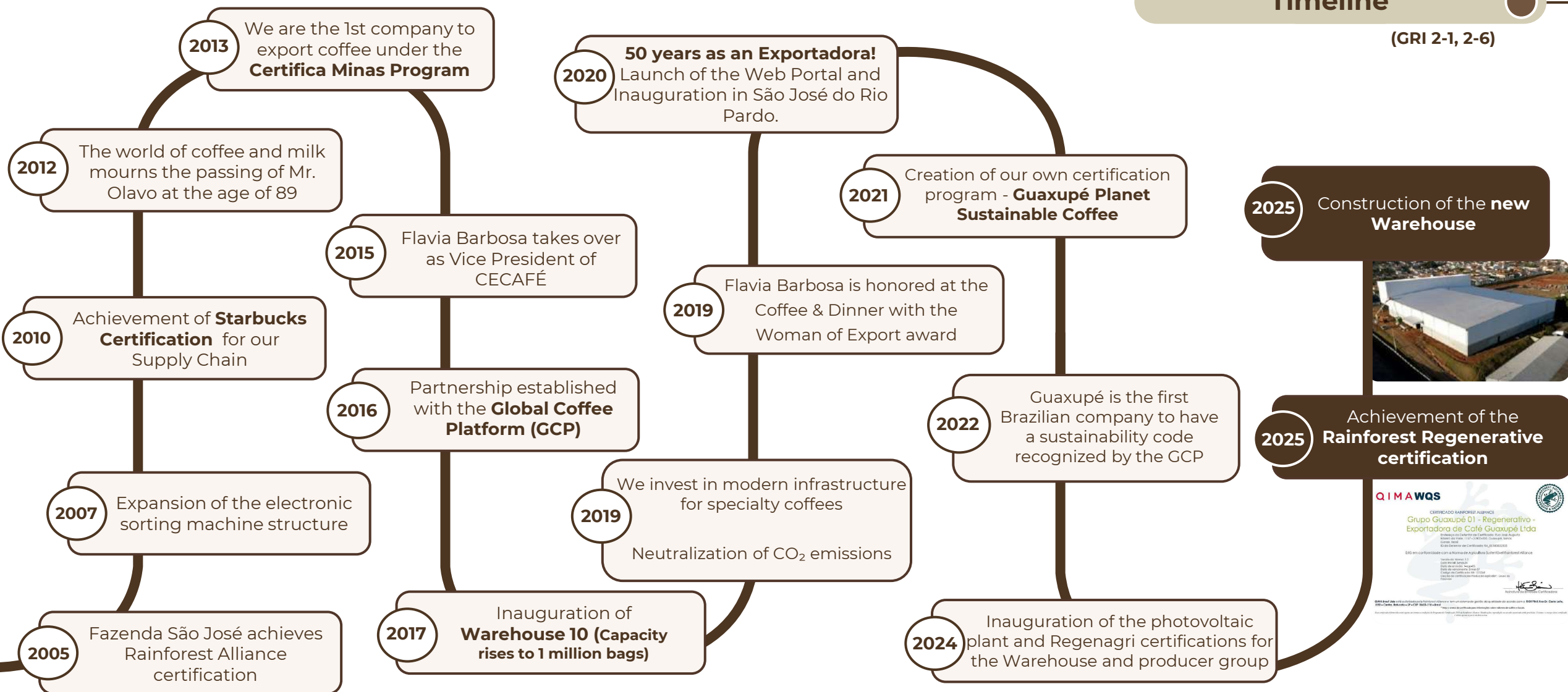
Shortly after, he bought his first farm and also began producing. The dream took shape, put down roots, and, in 1970, was consolidated with the founding of Exportadora de Café Guaxupé.

Follow this journey built with purpose, hard work, and passion.



## Timeline

**(GRI 2-1, 2-6)**





## Value Chain

(GRI 2-1, 2-6)

We operate strategically across the **coffee chain**, connecting local producers to certification bodies, importers, and distributors serving the international market. In doing so, we purchase and trade coffee lots from small, medium, and large producers, prioritizing sustainable practices and recognized certifications such as *Rainforest Alliance*, *Guaxupé Planet Sustainable Coffee* and *CAFE Practices - Starbucks*.

We rely on modern storage and logistics solutions that ensure the quality and traceability of the beans at every stage, along with a structured export operation serving customers in Europe, North America, and Asia.



Our value chain is structured in **interdependent stages** that ensure the quality and traceability of coffee throughout its journey. Starting with producers, we move through certifications and best practices, advance to the purchase and trading of lots, continue to storage and quality control, and finally reach logistics and export.

From there, coffee reaches the domestic market and importers and distributors around the world, consolidating our presence in numerous international markets with responsibility and transparency throughout the process.





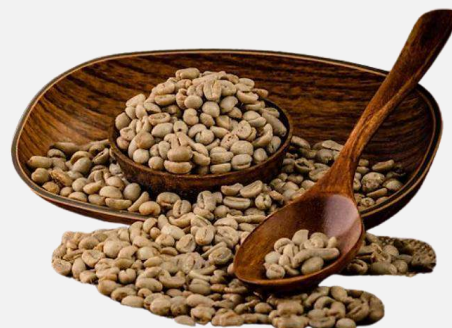
## Coffee Trading

(GRI 2-1, 2-6)

We trade arabica coffees of various varieties and qualities, always focused on excellence, consistency, and meeting market demands. Our portfolio includes both large volumes and more specific requirements, according to customer needs.

We maintain long-term partnerships with producers, valuing the adoption of good agricultural and environmental practices, which allows us to deliver a reliable and differentiated product. Our commercial operations cover the domestic market as well as important international markets, such as the United States, Europe, and Asia, with negotiations based on transparency, trust, and alignment with buyer expectations.

In addition to traditional coffees, we develop our own *blends* recognized for their balance and versatility, capable of meeting different consumption profiles and beverage preferences. To ensure agility and security in operations, we structure our trading process based on technical analyses of quality, moisture, and beverage type. When the coffee is already stored in our facilities, analyses are carried out more quickly; otherwise, we evaluate samples sent by producers. In this way, we ensure operational efficiency and favorable conditions for all parties involved.



### Sales Options adopted by Exportadora de Café Guaxupé:

#### Sales Option - 01

If the producer has coffee in storage

Since the qualitative analysis is already carried out when the coffee is unloaded, simply indicate the lot and/or quantity to negotiate with us.

#### Sales Option - 02

If the producer does not have coffee in storage and does not have coffee quality information:

Negotiation is done through a sample:

- The producer may deliver in person or send a sample per lot (minimum of 300g);
- Odorless, colorless plastic packaging labeled with name and contact information;
- After the sample is sent, a classification analysis is carried out and, within 24 hours, the producer can already contact us for the result and begin negotiations quickly, conveniently, and securely.

#### Sales Option - 03

If the producer does not have coffee in storage but does have coffee quality information

Simply fill out our form and negotiate with us. The information will be verified afterward.



## Storage and Logistics

(GRI 2-1, 2-6)



**From origin to destination, every bean carries the trust of a process built with responsibility and excellence**

The Storage and Logistics area of Exportadora de Café Guaxupé has its own infrastructure and capacity to store up to one million bags of coffee in *big bags*, ensuring the preservation, security, and quality of the product throughout the entire storage period. All operations are carefully monitored from receipt of the coffee through shipment.

Processes follow strict organization and control standards, allowing us to efficiently meet both large volumes and specific demands through lot separation and proper preparation for shipment. This standardization ensures operational agility and precision in serving different customer profiles.

Transport logistics are carried out with a tracked fleet, sealed loads, and insurance policies, ensuring integrity and reliability at every stage. For export, coffee is packaged according to market requirements, with weight and security control, with the Port of Santos as the main shipping point.

Shipments can take place in different modes, such as *bulk liner*, or bagged, allowing operational flexibility. The entire process is carried out with responsibility and excellence, reinforcing the trust of partners and customers from Brazil to the international market.

**We have a broad, professional storage structure with capacity for more than 1 million bags of coffee. In addition, the construction of a new warehouse will expand our storage capacity in 2026, increasing the operational efficiency of Exportadora de Café Guaxupé.**



## Quality Management

(GRI 2-1, 2-6)

Coffee quality is ensured by a complete laboratory structure and a team of specialized professionals who carry out rigorous analyses to assess the physical and sensory characteristics of each lot.

Physical evaluations consider aspects such as moisture, appearance, and purity of the coffee, contributing to the standardization and reliability of results. All records are kept systematically, ensuring traceability and control throughout the process.

Specialty coffees undergo more in-depth sensory analysis in a dedicated laboratory. In addition to checking for the absence of defects, attributes such as sweetness, acidity, aroma, fragrance, body, flavor, aftertaste, balance, and overall score are evaluated, allowing a detailed characterization of the beverage's quality.

Traceability enables complete monitoring of lots from origin to final destination, meeting certification requirements and sustainable practices. In this context, the company is able to trace the lot sold back to its original classification, ensuring transparency and consistency of information. In addition, the process is integrated with the ERP system (TOTVS), strengthening data management, traceability, and operational reliability.

**15,783**  
samples

Classified over  
the course of  
2025

**08:56**  
hours

Average time  
between receipt  
and classification





## Exports

Our **Export (Foreign Market) area** plays an essential role in connecting Brazilian producers to the international market, ensuring compliance with global social, environmental, and commercial requirements. Exports account for the largest share of the volume traded by the company, carried out through a solid structure with strict control and compliance standards.

The logistics process is structured and standardized, beginning with the recording of information in the Integrated Coffee System (SIC), which consolidates relevant operational data

The main shipping route is the Port of Santos, followed by the ports of Rio de Janeiro and Sepetiba.

The following steps include issuing the Shipping Order, technically defining the lots in coordination with the quality area, and organizing loading, which can take place in different modes, such as jute bags, *big bags* or bulk, according to each customer's requirements.

During loading, verification and inspection procedures are carried out, including a full *checklist* of vehicles and carriers, a step that also allows for ongoing evaluation of logistics partners.

The entire flow is monitored through delivery at the port, ensuring compliance with established shipping deadlines, in an operation characterized by largely standardized routes.

We always operate in regulatory compliance, which is reflected in the absence of customs fines or penalties. In addition, our financial statements undergo external audits, with specific tests of internal controls applied to exports, reinforcing transparency and reliability.

In 2025, we expanded our international presence, serving **34 countries** and recording **857 shipping processes** with bills of lading (BL). During the period, we exported **984,256 bags of coffee**, corresponding to **2,792 containers** moved.

Also noteworthy is our strategic progress in new markets, with significant growth in exports to **Turkey**, demonstrating our commitment to sustainable expansion and the strengthening of our global operations.



## Resilience and Global Operations



The year 2025 was marked by a challenging business environment in the coffee sector, impacted mainly by the global shortage of beans. Although adverse for much of the market, this context proved to be a strategic opportunity for Exportadora de Café Guaxupé, as we were able to expand our international presence and gain significant market share in markets where we previously had limited activity.

**Amid widespread supply constraints, we maintained full compliance with our contracts, honoring every commitment made to our international partners. This consistency, which was rare in the context of the period given the market's serious supply difficulties at the time, was decisive in strengthening our reputation with partners across different regions of the world and in opening new business fronts**

Among the advances achieved during the year, particular note goes to our entry into and consolidation in the Turkish market. This move, initiated between late 2024 and throughout 2025, was marked by precise and consistent operational execution. Reliability in meeting shipping deadlines, with deliveries made within established schedules, was a decisive differentiator in building solid relationships with local importers.

Operations in the foreign market remain a structural pillar for us, historically representing approximately 85% of our total business volume.





## Our Presence

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

Our operations are built from the **Sul de Minas Gerais region**, one of the world's leading coffee-producing regions. With our headquarters in Guaxupé and our strategic units in São José do Rio Pardo and Manhuaçu, we maintain our proximity to producers and customers, ensuring operational efficiency, quality standardization, and integrated logistics.

Our operations are supported by a solid organizational structure, made up of technical and multidisciplinary teams that operate in an integrated manner across all areas of the business. Areas such as trading, sustainability, information technology, internal control, and quality work in a coordinated manner to ensure consistent, secure processes aligned with market requirements. We value people development, promoting **a collaborative, innovative environment geared toward excellence**.

In addition to our presence in the field, at ports, and in logistics operations, we actively participate in strategic dialogue and decision-making forums in the coffee sector. We maintain solid partnerships with institutions such as Sebrae, Emater, and research centers, contributing to strengthening the production chain, disseminating best practices, and advancing sustainability in the field.



5

Continents

34

Countries

44,898m<sup>2</sup>

Area of  
Guaxupé and  
S. José facilities

# Our ESG Strategy

## In this chapter:

- Our Materiality Matrix



● Our Materiality

(GRI 3-1, 3-2, 2-29)

In 2024, we developed our **Materiality Matrix** as a fundamental part of strengthening our sustainability and governance strategy. The process aimed to identify and prioritize relevant topics for the business, considering risks, opportunities, and impacts throughout the value chain. The methodology included analysis of market references, *benchmarks* from the coffee sector and global guidelines, as well as the definition of clear evaluation criteria based on the real impact of each topic on Exportadora de Café Guaxupé itself and on our stakeholders.

Active listening to internal and external *stakeholders* was a pillar of this work. We assessed the perceptions of employees, partner producers, customers, and suppliers through forms and structured consultations, ensuring diversity of views and impartiality. The results were consolidated, analyzed, and validated with leadership, serving as the basis for defining strategic priorities and guiding future actions, reinforcing our commitment to transparency, responsibility, and long-term sustainability.

|                                                                                      | Material Topics                               | GRI Indicator   | Sustainable Development Goal                                                                      |
|--------------------------------------------------------------------------------------|-----------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------|
|    | Combating Child, Forced, and Slave-like Labor | GRI 408 and 409 | SDG 8: Decent Work and Economic Growth.<br>SDG 16: Peace, Justice and Strong Institutions         |
|    | Water and Effluents                           | GRI 303         | SDG 6: Clean Water and Sanitation<br>SDG 12: Responsible Consumption and Production               |
|    | Occupational Health and Safety                | GRI 403         | SDG 3: Good Health and Well-being<br>SDG 8: Decent Work and Economic Growth.                      |
|    | Food Safety and Quality                       | GRI 13.10       | SDG 2: Zero Hunger and Sustainable Agriculture.<br>SDG 12: Responsible Consumption and Production |
|    | Soil Health                                   | GRI 13.5        | SDG 2: Zero Hunger and Sustainable Agriculture<br>SDG 15: Life on Land                            |
|   | Use of Agrochemicals                          | GRI 13.6        | SDG 2: Zero Hunger and Sustainable Agriculture<br>SDG 12: Responsible Consumption and Production  |
|  | Supply Chain Traceability                     | GRI 13.23       | SDG 12: Responsible Consumption and Production.<br>SDG 17: Partnerships for the Goals             |
|  | Climate Adaptation and Resilience             | GRI 13.2        | SDG 13: Climate Action.<br>SDG 15: Life on Land.                                                  |

# Our Governance

## In this chapter:

- Institutional Statements
- Our Governance Structure
- Our Governance Practices
- Our Codes of Conduct
- Supplier Management Policies
- Data Protection
- Information Security and Innovation
- Internal Practices





## Institutional Statements

(GRI 2-1, 2-23, 2-24)

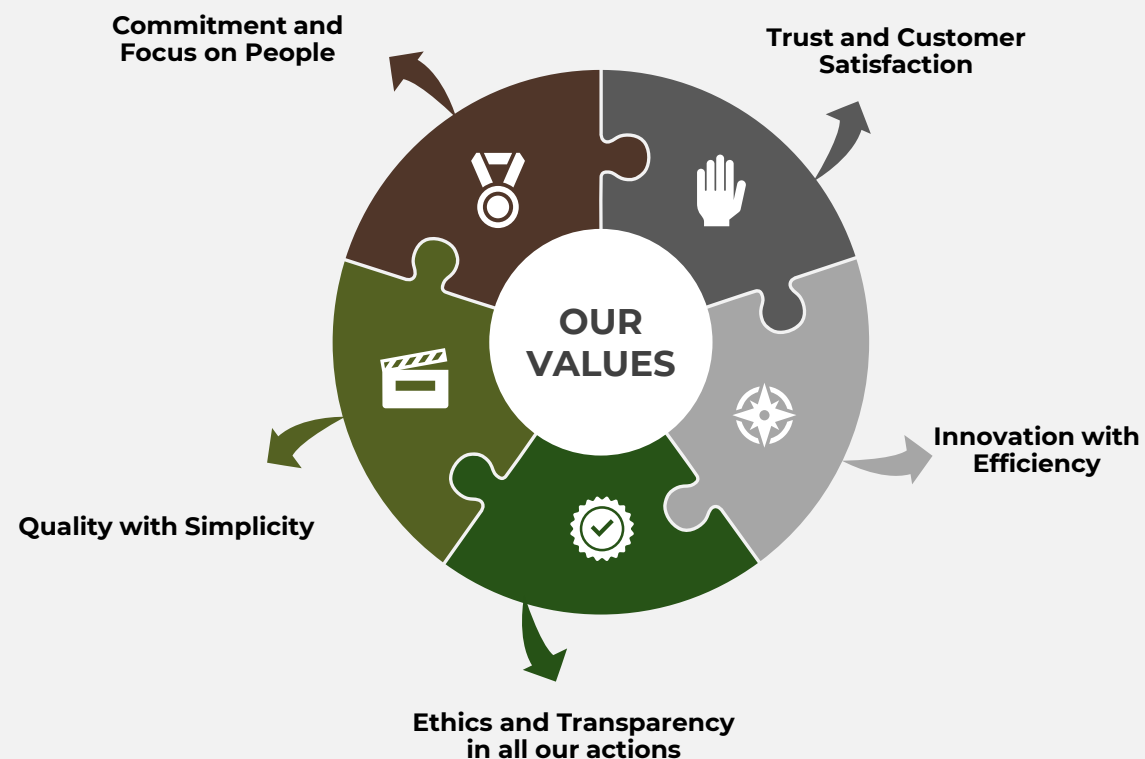
Our **mission** is to be the link between the coffee producer and the consumer, with **excellence** and **sustainability**!

At Exportadora de Café Guaxupé, we believe coffee is much more than 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 link between those who grow with dedication and those who consume with passion. And we do this with excellence, responsibility, and respect for the environment, our partner producers, and future generations.

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

We want to be recognized globally not only for the quality of the coffee we deliver, but for the way we operate: with ethics, transparency, and commitment to sustainable development. It is this vision that inspires us to move forward steadily, connecting producers and consumers with purpose and responsibility.

More than exporting coffee, we want to deliver trust, generate positive impact, and build, together, a more sustainable future for the entire coffee-growing chain.





## An Employee's Perspective



**João Paulo Ferreira**

Senior Trader

“

Anyone who works here knows: **the values are real!**

I work in a market that never sleeps, that shifts with the weather, with the dollar, with geopolitics, with a frost that falls on the other side of the world and reaches your screen in seconds. It is a market that demands quick decisions, but, above all, firm principles.

I have been with Exportadora de Café Guaxupé for 22 years, and when I'm asked to talk about the company's values, **I don't need to think much, because I have lived them** - harvest after harvest.

I see **commitment to people** in our relationship with producers, people who plant with dedication, who depend on fair negotiations, who need to trust the person on the other side of the table. That responsibility has never been treated here as a minor detail!

**Quality with simplicity** is part of our essence. The coffee that leaves here has a standard recognized abroad, but what sustains that is not complication: it is a well-executed process, committed people, and clarity about what we want to deliver.

**Ethics and transparency** in the *commodities* market are not optional. Every deal I've made here has been guided by the certainty that what we agree on is what happens. No surprises, no double games: that builds a reputation that no price can buy!

I have closely followed **innovation with efficiency**, from spreadsheets to platforms, from manual traceability to precise *blockchain*, from paper-based customs procedures to digital integrations with ports and shippers, among others. The company has evolved without losing touch with the ground, without trading experience for technology, but using both together.

And **trust and customer satisfaction** in the export market is essential, because reputation is everything. From the overseas buyer who has maintained a relationship with us for decades and refers the company, to the potential new customer who visits us and comes back, they are not just buying coffee, they are buying the word of the people who work here.

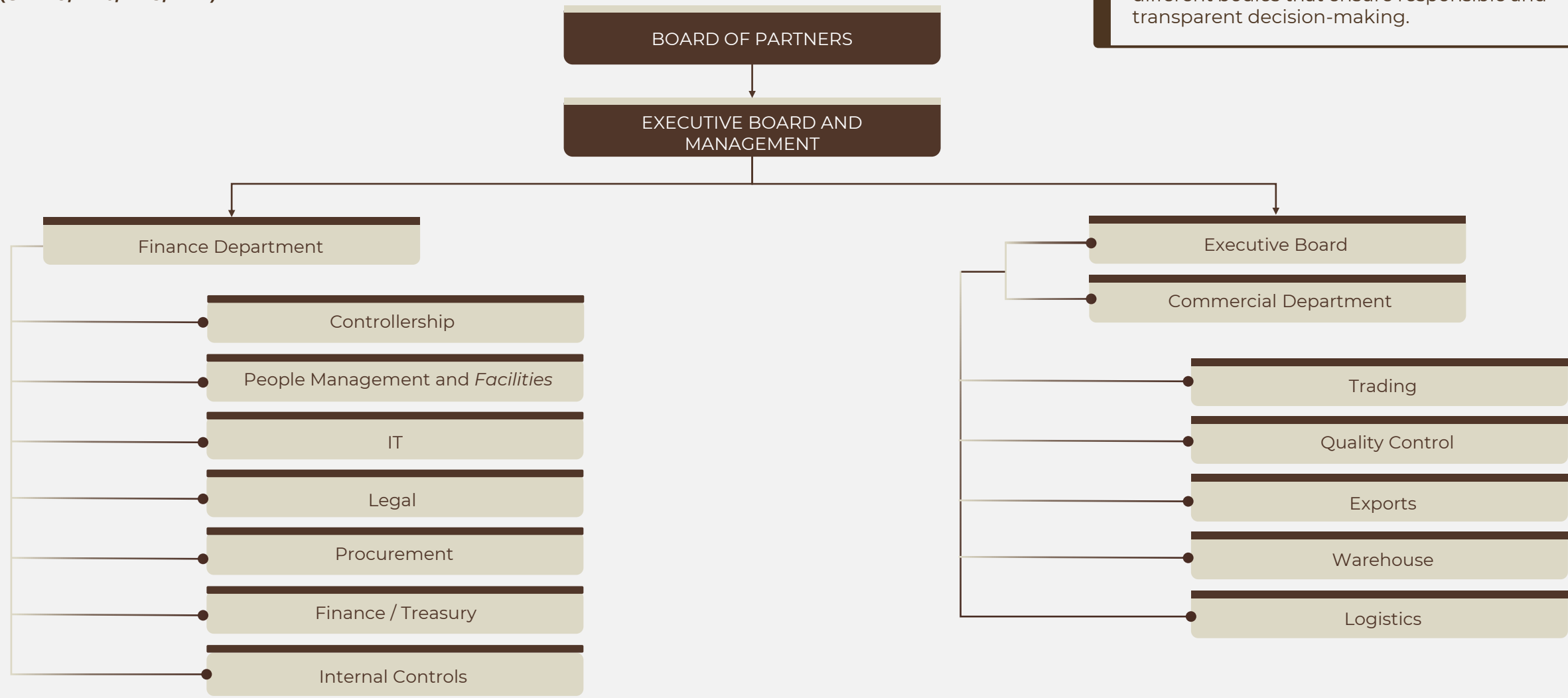
I am proud of what Exportadora de Café Guaxupé has built and of having been part of it for so long. The coffee we export carries a bit of each of us, and these values are what ensure it arrives safely anywhere in the world.

”

## Our Governance Structure

(GRI 2-9, 2-10, 2-13, 2-14)

Our Governance Structure is made up of different bodies that ensure responsible and transparent decision-making.





## Our Governance Practices

(GRI 2-12, 2-14)

### Board of Partners Meeting

- ❌ Serves as the main forum for strategic decision-making.
- ❌ Meets weekly to discuss risks, evaluate results, and approve relevant decisions.
- ❌ Functions as the central governance body, even without a formal structure of chairmanship, voting, or secretariat.
- ❌ Includes presentation of monthly results, analysis of future investments, and, annually, a strategic outlook focused on growth.

### Risk Management Committee

- ❌ Meets quarterly (or as needed).
- ❌ Assesses mitigated risks, new exposures, and action plans.
- ❌ Conducts monthly monitoring of market, cash flow, and financial risks by the managing partners.
- ❌ Has already identified and addressed 57 organizational risks, all with defined action plans.

### Executive Board and Management Meeting

- ❌ Periodic meetings between the Executive Board and managers.
- ❌ Has an informative and operational nature.
- ❌ Essential for alignment between Strategy and Execution.
- ❌ Weekly meetings on administrative matters, progress of internal projects, and handling of new demands.
- ❌ The Executive Board meets weekly to analyze performance indicators by area.

### Complaints, Gender, and Assess and Address Committee

- ❌ Responsible for implementing complaint mechanisms related to forced labor, child labor, harassment, and discrimination, as well as promoting gender equality and women's empowerment.
- ❌ Manages the Whistleblowing Channel, ensuring that all complaints are reviewed in accordance with internal procedures.
- ❌ All complaints are reported directly to the Executive Board.



## Our Codes of Conduct

(GRI 2-16, 2-23, 2-26)

### Supplier Conduct

We require all our suppliers to act responsibly and in line with the principles established in our **Code of Conduct**, ensuring respect for human rights, labor and environmental laws, and ethics in business relationships.

We work to enable decent working conditions, with prevention of child and involuntary labor, fair compensation, appropriate working hours, occupational health and safety, and clear communication about risks and best practices.

In addition, suppliers must fully comply with environmental legislation, respect intellectual property, act with integrity in business, maintain ethical relationships with local communities, and implement corrective actions for non-conformities.

### Producer Conduct

The producers who supply us with coffee commit to fully complying with contractual requirements, adopting **responsible, socially fair, and environmentally sustainable agricultural practices**.

This includes the prohibition of illegal or discriminatory practices, proper formalization of labor, respect for workers' right of association, and ensuring decent and safe working conditions throughout the workday.

Producers must also **safeguard the environment**, preserving protected areas, using agrochemicals responsibly, making conscious use of natural resources, and complying with all requirements of national legislation applicable to coffee production.

### Internal Conduct

Guaxupé maintains an **Internal Code of Conduct** that guides the conduct of its employees, with the goal of ensuring an organized, ethical, safe, and respectful work environment.

**It establishes rules related to discipline, professional conduct, occupational health and safety, and compliance with the company's internal policies.**

It also defines guidelines on the handling and protection of information, including personal data, administrative processes, and technical standards, in support of due transparency, confidentiality, standardization of procedures, and the proper functioning of activities, aiming at professionalism as well as corporate responsibility.





## Supplier Management Policy

(GRI 2-6, 3-3)

The **Supplier Management Policy** is reviewed annually and guides our relationship with our partners, in support of ethics, social responsibility, and sustainability across the supply chain.

**Supplier evaluation considers social, environmental, and labor criteria**, with the goal of mitigating risks and ensuring compliance with legislation, health, safety, and environmental standards, as well as technical and quality standards. Respect for the environment and social responsibility is an essential part of this process.

When necessary, audits and integrity *Due Diligence* processes are carried out, including verification of corruption risks, unethical or illegal conduct, history of involvement in irregularities, and checks against official restrictive lists. The existence of a code of conduct, an anti-corruption policy, and a whistleblowing channel is also assessed.



We reinforce our commitment to sustainability by **not tolerating practices such as child or forced labor, discrimination, harassment, environmental exploitation, corruption, or any violation of human rights**, promoting responsible, transparent relationships aligned with the principles of sustainable development.

In addition, we continuously monitor the performance of our suppliers, considering the quality of the products traded and services provided, as well as delivery times, technical capacity, and compliance with social and environmental requirements.



Data Protection

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

We prioritize the protection of personal and sensitive data as a strategic priority, aiming to maintain the trust of customers, employees, and partners. We operate in compliance with the **General Data Protection Law (LGPD)**, investing in policies, processes, and technologies that ensure the confidentiality, integrity, security, and transparency of information handling across all our operations. We have a **Data Protection Officer (DPO)**, responsible for overseeing the handling of personal data, providing guidance on best practices, and acting as a point of contact between Guaxupé, data subjects, and the ANPD (Brazilian data protection authority).

Data processing for non-employees takes place across different areas, such as access to facilities, commercial area, contact channels, recruitment processes, *marketing*, as well as social and welfare initiatives, always observing specific purpose, consent when required, and the company's Code of Conduct. Regarding data lifecycle management, we adopt defined retention periods, keeping information only for as long as necessary to fulfill its legal or contractual purposes, such as two years for contact-channel and resume data. Sharing data with third parties is restricted and occurs only when required by law or for technical support, always with contractual confidentiality clauses.

| What data do we process?                                                                                                                                                                                                                                                                                                                                                                                                                                  | For what purpose?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name, property, municipality, email, contact phone number (with WhatsApp), the data subject's individual taxpayer ID (CPF), state registration, and banking details.                                                                                                                                                                                                                                                                                      | We collect this data through relationship sections on our website for sales relationship activities with the producer, mostly family farmers.                                                                                                                                                                                                                                                                                                                                                               |
| Name, individual/corporate taxpayer ID (CPF/CNPJ), properties, contact phone number (with WhatsApp), the data subject's CPF, state registration, banking details                                                                                                                                                                                                                                                                                          | We collect this data through relationship sections on our website for sales relationship activities with the producer regarding their deposited coffee. The personal data collected during the producer's registration process, when negotiating the deposit or sale of the product and when signing the Supplier Code of Conduct, is summarized into an access code and password for access to the producer portal ( <a href="http://produtor.guaxupe.com.br/portal">produtor.guaxupe.com.br/portal</a> ). |
| Name, CPF/CNPJ, properties, address, municipality, phone (with WhatsApp), email.                                                                                                                                                                                                                                                                                                                                                                          | We collect this data through relationship sections on our website for relationship activities with the seller of the product (broker).                                                                                                                                                                                                                                                                                                                                                                      |
| Name, properties, municipality, email, and contact phone number.                                                                                                                                                                                                                                                                                                                                                                                          | We collect this data through contacts with our Sustainability team, in order to initiate property certification processes.                                                                                                                                                                                                                                                                                                                                                                                  |
| Name, properties, email, and contact phone number.                                                                                                                                                                                                                                                                                                                                                                                                        | We collect this data to respond to questions, complaints, and suggestions.                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Name, CPF, email, address, contact phone number, ID card (RG), professional license number, driver's license, military reservist certificate, voter registration card, father's and mother's names, number of children, gender, marital status, place of birth, date of birth, most recent salary, expected salary, PIS (social security number), smoker status, disability status (PNE), type of disability, and fluency in English and other languages. | We collect this data to receive resumes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



## Information Security and Innovation

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



We have adopted an advanced cybersecurity approach, with continuous monitoring through a **Security Operations Center (SOC)** and the use of specialized tools such as XDR and FortiAnalyzer. This ecosystem allows us to act preventively against threats, blocking risks before they impact our operations. In a single analysis period, we prevented 11 critical alerts related to credential theft attempts and 4 alerts of malicious code injection associated with the use of artificial intelligence. Our monitoring also enables precise identification of attack targets, allowing fast, targeted responses, as evidenced by the concentration of attempts on specific addresses within our internal network.

In the field of innovation, we adopt new technologies responsibly and under monitoring. The use of artificial intelligence (AI) tools is managed in a structured way, ensuring productivity with security.

In terms of *compliance*, we ensure the effective application of information security policies. Our technology environment undergoes rigorous monitoring, with analysis of millions of connections, including more than 2 million sessions recorded in DNS services alone. This control allows us to actively block unauthorized access and mitigate operational risks, covering categories such as *unapproved* software, proxy evasion, spam, malicious content, and other deviations from corporate guidelines.

Additionally, we ensure a secure infrastructure for remote access, with controlled use of VPNs (SSL and IPsec) and continuous monitoring of authentication attempts. This structure ensures that external access occurs in an encrypted and protected manner, preserving the integrity of information and contributing to the continuity of our operations.





## Internal Practices

(GRI 3-3)



We understand that operational discipline and internal practices are essential to ensure safety, the well-being of our people, and the sustainability of operations. For this reason, we maintain a structured routine of on-site follow-up in the workplace, with emphasis on the **Gemba Walk** practice, which brings leadership closer to employees' daily activities.

Carried out at strategic times, the Gemba Walk enables direct identification of risks, deviations, and improvement opportunities, supporting faster and more assertive decisions. During these visits, non-conformities and critical situations are addressed immediately, strengthening a culture of prevention, shared responsibility, and quick response.

In addition to the daily routine, monthly meetings are held focused on occupational health and safety, involving different areas to analyze incidents, review procedures, and reinforce prevention campaigns. Topics such as commuting accidents, correct use of equipment, safe behavior, and workplace organization are constantly addressed, contributing to a safer work environment.

The company also has internal committees and permanent dialogue channels that encourage employees' active participation by submitting suggestions and observations. These mechanisms strengthen internal governance, increase team engagement, and promote continuous improvement of operational processes.

# Our People

## In this chapter:

- Our People
- Diversity
- Employee Distribution
- Investing in People
- Our Benefits
- Occupational Health and Safety



Our People

(GRI 2-7, 2-8, 405-1, 401-1)

GENDER AND WORKING HOURS

| WOMEN                                    | MEN | OTHER | NOT REPORTED | TOTAL | VAR (%)<br>2025 vs. 2024 |
|------------------------------------------|-----|-------|--------------|-------|--------------------------|
| TOTAL EMPLOYEES                          |     |       |              |       |                          |
| 60                                       | 249 | -     | -            | 309   | +10.36%                  |
| TOTAL PERMANENT EMPLOYEES                |     |       |              |       |                          |
| 54                                       | 246 | -     | -            | 300   | +12.78%                  |
| TOTAL TEMPORARY EMPLOYEES                |     |       |              |       |                          |
| 06                                       | 03  | -     | -            | 09    | -35.71%                  |
| TOTAL EMPLOYEES WITHOUT GUARANTEED HOURS |     |       |              |       |                          |
| 08                                       | 27  | -     | -            | 35    | +25.00%                  |
| TOTAL FULL-TIME EMPLOYEES                |     |       |              |       |                          |
| 54                                       | 246 | -     | -            | 300   | +9.89%                   |
| TOTAL PART-TIME EMPLOYEES                |     |       |              |       |                          |
| 06                                       | 03  | -     | -            | 09    | +28.57%                  |

We recognize that our employees are the foundation of our strength, valuing both team longevity and the attraction of new talent. We have invested in modernizing people management with the adoption of the Gupy digital platform, which brought greater efficiency and eliminated the use of paper.

We have made progress in promoting diversity, expanding female representation, adapting our infrastructure for People with Disabilities, and investing in youth development through the **Jovem Aprendiz (Young Apprentice)** program, which had 9 participants in 2025.

We have strengthened performance recognition with **the Profit-Sharing Program**, linked to corporate and departmental targets, in addition to benefits such as education subsidies. We are also implementing the *Nine Box* methodology to strengthen career development and management.

We maintain a structured succession plan for employees between the ages of 62 and 65, ensuring knowledge transfer and a humane transition, with incentives and recognition.

Lastly, we reaffirm our commitment to health, safety, and well-being, with the restructuring of the Occupational Health and Safety (OHS) area, preventive actions, and mental health initiatives, promoting a safe, inclusive, and balanced work environment.

● Diversity

(GRI 2-7, 405-1)

We continue to consistently encourage diversity within our teams, focusing on increasing female representation in management positions. We remain committed to advancing on diversity and to expanding transparency, monitoring and publishing our Pay Transparency and Gender Pay Equity Report on our *blog*.

We already have gender diversity in our senior leadership, with active participation by women on the executive board and in the ownership structure, reflecting a more plural and representative decision-making environment.

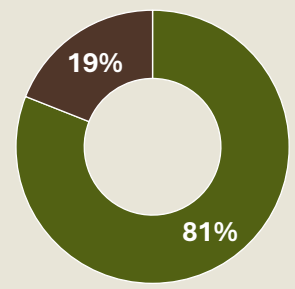


*There was no change in the proportion of men and women between 2024 and 2025*

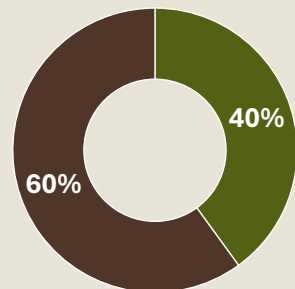
PAY RATIO

| Job Category      | Women/Men Ratio |
|-------------------|-----------------|
| Support Staff     | 88.42%          |
| Operational       | 76.33%          |
| Assistant         | 92.75%          |
| Junior Analyst    | 94.51%          |
| Mid-Level Analyst | 75.87%          |
| Senior Analyst    | 64.27%          |
| Supervision       | 145.54%         |
| Coordination      | 85.29%          |
| Management        | 69.49%          |

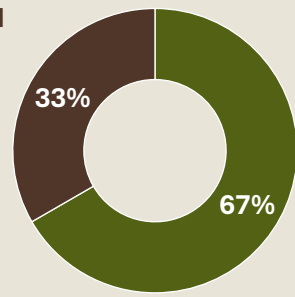
Total



Board



Executive Board



Employee Distribution

(GRI 2-7, 2-8, 405-1)

We recognize that generational diversity and the strong regional presence of our workforce are fundamental pillars for the continuity and sustainability of the business.

Our workforce is strategically distributed, ensuring proximity to the main coffee-producing regions. Our employees are located in Guaxupé (MG), home to the administrative headquarters and main warehouse complex, as well as our branches in São José do Rio Pardo (SP), which serves the Média Mogiana region, and Manhuaçu (MG), located in the strategic Matas de Minas region.



# LOCATION AND WORKING HOURS

| GUAXUPÉ                                  | MANHUAÇU | SÃO JOSÉ DO RIO PARDO | TOTAL |
|------------------------------------------|----------|-----------------------|-------|
| TOTAL EMPLOYEES                          |          |                       |       |
| 272                                      | 04       | 33                    | 309   |
| TOTAL PERMANENT EMPLOYEES                |          |                       |       |
| 263                                      | 04       | 33                    | 300   |
| TOTAL TEMPORARY EMPLOYEES                |          |                       |       |
| 09                                       | 0        | 0                     | 09    |
| TOTAL EMPLOYEES WITHOUT GUARANTEED HOURS |          |                       |       |
| 34                                       | 01       | 0                     | 35    |
| TOTAL FULL-TIME EMPLOYEES                |          |                       |       |
| 263                                      | 04       | 33                    | 300   |
| TOTAL PART-TIME EMPLOYEES                |          |                       |       |
| 09                                       | 0        | 0                     | 09    |

● Employee Distribution

(GRI 2-7, 405-1, 401-1)

We maintain a workforce that balances the dynamism of young professionals with the experience and technical knowledge of more senior generations. Currently, 31.4% of employees are up to 30 years old, 50.5% are between 30 and 50 years old, and 18.1% are over 50 years old, reflecting a balanced and sustainable age structure.

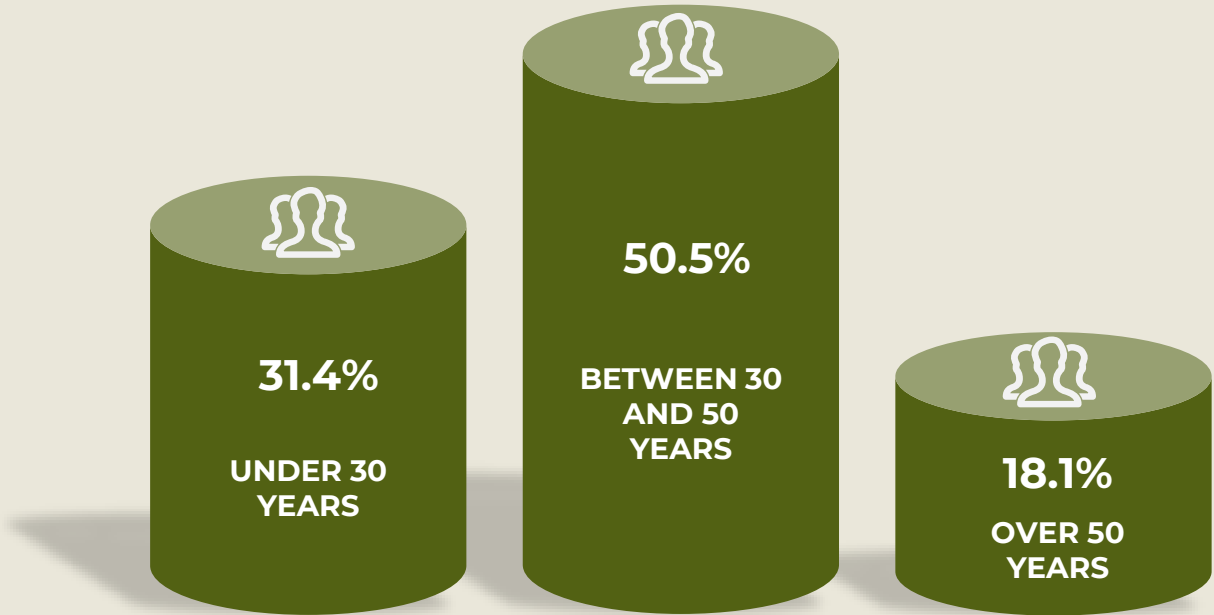
To ensure a structured and responsible transition, we have a **Succession and Career Plan** aimed at employees approaching retirement, between the ages of 62 and 65. This process ensures the transfer of critical knowledge over periods ranging from 90 days to 12 months, depending on the seniority of the role. The conclusion of this cycle is marked by a humane offboarding process, with due institutional recognition and formal tributes, honoring the journey and contribution of these professionals to Guaxupé's history.



2025 HIRES

| UNDER 30 YEARS |       | BETWEEN 30 AND 50 YEARS |       | OVER 50 YEARS |       |
|----------------|-------|-------------------------|-------|---------------|-------|
| Men            | Women | Men                     | Women | Men           | Women |
| 39             | 14    | 19                      | 06    | 04            | 0     |
| Total: 44      |       | Total: 22               |       | Total: 04     |       |

2025 EMPLOYEES



Investing in People

(GRI 404-1, 404-2, 404-3)

We treat employee training as a strategic investment, essential to the company's sustainable growth and to strengthening the people who are part of our business. We believe continuous development drives operational efficiency, innovation, and competitiveness, which is why we promote technical and behavioral training aligned with the needs of each area and our strategic objectives.

We have a structured process to map training needs in a participatory way, ensuring alignment with operational realities. This commitment was reinforced with the implementation of education subsidies and initiatives that integrate professional development with career and succession policies.

Among the main initiatives, notable examples include the **business-immersion programs**, such as the in-house coffee classification course, which has already trained more than 120 employees from administrative areas, reducing operational risks and improving process quality.

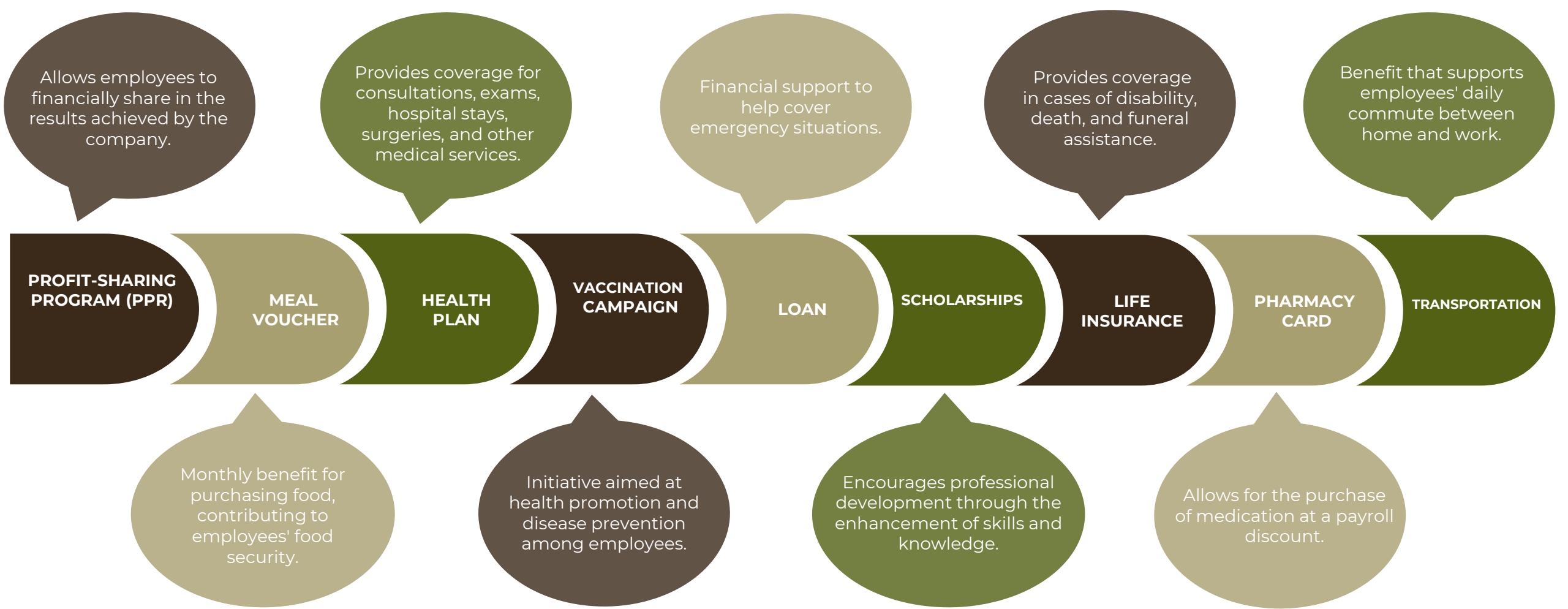
We also promote training focused on updates in tax, technology, and information security topics, in addition to encouraging the use of analytical tools and specialization in corporate systems.

We also invest in technical development and in relationships with the international market, encouraging language learning and specialized certifications. On the behavioral side, we strengthen leadership development and prepare managers to address relevant topics such as mental health and team management.



| Average by category |             |           |            |                |                   |                |             |              |            |                 |
|---------------------|-------------|-----------|------------|----------------|-------------------|----------------|-------------|--------------|------------|-----------------|
| Support Staff       | Operational | Assistant | Technician | Junior Analyst | Mid-Level Analyst | Senior Analyst | Supervision | Coordination | Management | Executive Board |
| 0.80h               | 7.23h       | 0.62h     | 0.92h      | 0.49h          | 0.33              | 0.28h          | 0.73h       | 0.71h        | 0.24       | 0.03h           |

## Our Benefits



Occupational Health and Safety



We treat Occupational Health and Safety as a strategic and preventive pillar, working both in our operations and with partners in the field. Throughout 2025, we strengthened this area by consolidating our safety coordination team and bringing an occupational physician in-house, advancing the implementation of a structured long-term plan focused on standardization, risk management, and prevention.

We promote ongoing awareness initiatives, with particular emphasis on **SIPAT** (Internal Week for Accident Prevention), which addresses real everyday risks, such as road safety and the interaction between pedestrians and forklifts in our warehouses. We use participatory methodologies to engage employees and reinforce learning.

We have also expanded our attention to mental health, especially through the **Yellow September** (Setembro Amarelo) initiatives, training managers to identify, support, and refer situations of vulnerability, strengthening our internal support network.

On the inclusion front, we continue to promote adaptations to our infrastructure to accommodate **People with Disabilities** and employees with restrictions, ensuring appropriate accessibility and ergonomics.

Our safety efforts also extend to the field, through initiatives such as the **Planeta Água Project**, in partnership with JDE, which promotes training for rural workers in essential safety practices. **In 2025, 81 professionals were trained in topics such as first aid, machine operation, and safe use of inputs.**

PARENTAL LEAVE

| Indicators                                               | Women | Men |
|----------------------------------------------------------|-------|-----|
| Total number of employees who took parental leave        | 01    | 0   |
| Total number of employees who returned from leave        | 01    | 0   |
| Total number of employees expected to return             | 0     | 0   |
| Return-to-work rate of employees who took parental leave | 01    | 0   |

ACCIDENTS

| Absolute Number of Accidents |               | 2024 | 2025 |
|------------------------------|---------------|------|------|
| Commuting accident           | Without leave | 01   | 01   |
| Commuting accident           | With leave    | 01   | 04   |
| Typical accident             | Without leave | 02   | 01   |
| Typical accident             | With leave    | 01   | 03   |

# Sustainable Projects

## In this chapter:

- Guaxupé Planet Sustainable Coffee
- Rainforest Alliance
- Rainforest Regenerative
- C.A.F.E. Practices
- Educampo Project
- Sustainable Landscapes Project
- Regenerative Agriculture Project
- Worker Housing Adequacy Project
- Planeta Água Project
- Cecafé – Waste Monitoring
- Guaxupé Carbon Coffee
- Related SDGs





## Guaxupé Planet Sustainable Coffee



Launched in 2021, Guaxupé Planet Sustainable Coffee is **Exportadora de Café Guaxupé's own sustainability certification protocol**, created to strengthen the environmental and social management of partner coffee growers and promote continuous improvement in the field. In April 2022, the program reached a significant milestone by making the company the first in Brazil to achieve Equivalence to the Coffee Baseline Common Code, granted by the Global Coffee Platform, reinforcing its recognition in the international market.



The main goal of the certification is to ensure that the coffee produced meets global requirements for traceability, sustainability, and social responsibility. To this end, the protocol guides and supports producers in adopting best practices, complying with legal requirements, and improving property management, adding value to the product and strengthening the credibility of the production chain.

The program is structured around four pillars. The **Management, Transparency, and Ethics** pillar addresses topics such as traceability, legal right to land use, property control, and professionalization of financial management, in addition to adopting zero tolerance for corruption. These requirements promote greater organization, transparency, and compliance in production activities.

The **Good Agricultural Practices and Environment** pillar establishes strict guidelines for the responsible use of inputs, soil conservation, biodiversity protection, water resource preservation, and waste management. The **Human Rights and Working Conditions** pillar reinforces the commitment to decent work, requiring formalized employment relationships, fair and safe conditions, compliance with legislation, zero tolerance for child or forced labor, and the promotion of inclusive, discrimination-free environments.

The fourth pillar, **Consulting, Training, and Impact**, sets Guaxupé Planet apart through its advisory and educational focus, with technical visits, training, and free consulting provided by a specialized team.

# 12,592

hectares of certified coffee cultivation

# 36,928

hectares sustainably managed

# 237

farms/sites served

# 205

producers certified



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## Guaxupé Planet Sustainable Coffee

Training is one of the program's pillars, with training sessions on the protocol, good agricultural practices, crop management, post-harvest handling, and property management. This approach ensures the adoption of high standards, strengthening efficiency, traceability, and production quality.

On the environmental front, we encourage sustainable soil management, responsible use of inputs, and monitoring of crop fertility. We adopt strict practices in the use of agrochemicals, including compliance with legislation, prohibition of unauthorized products, integrated pest management, and proper disposal of packaging. We also promote environmental conservation, wildlife protection, waste management, and impact reduction, encouraging the use of renewable energy.

On the social front, we ensure decent working conditions, with fair compensation, equal treatment, prohibition of any form of discrimination, child or forced labor, and compliance with labor legislation. Relationships are formalized through contracts, guaranteeing rights, freedom of association, and alignment with International Labour Organization guidelines.

Health and safety are treated as a priority, requiring adequate environments, use of PPE, access to drinking water, and decent working and housing conditions where applicable. Properties must identify risks, adopt preventive measures, and maintain emergency procedures.

In terms of governance, we promote financial control, production planning, periodic inspections, and continuous improvement. Traceability ensures documented control of production, guaranteeing transparency, quality, and trust throughout the entire chain.



The program embodies our commitment to sustainability across the entire coffee chain, integrating environmental, social, and governance practices. We work directly with partner producers through technical monitoring, training, and ongoing support, promoting improvements on farms and strengthening sustainable development in the regions where we operate.

With **Guaxupé Planet Sustainable Coffee**, we reinforce our commitment to responsible coffee growing, based on knowledge, efficient management, and the generation of sustainable value for producers, the market, and society.



## Participant Testimonials

**“The visits and training help us build a culture where we should always seek to improve our knowledge”**

**“The certification process was quite smooth for us, only a few small adjustments were needed”**

**“Guaxupé gives us step-by-step guidance and full support so we know which path to follow”**

**“The bonus at the time of sale is a major differentiator”**

**“Knowing that the team is well trained for the job and its potential challenges, in accordance with our country's regulations and legislation, is truly reassuring”**



**“The partnership is extremely valuable, it helps us a great deal in better managing worker hygiene and safety”**

**“The visits highlighted key production points that often go unnoticed by those managing day-to-day operations”**

**“The changes are slow but necessary, since they aim to ensure compliance with labor and environmental laws”**



Heber Helves Bueno Alves &  
Maria Carolina Cruvinel Monteiro  
Bueno  
– Sítio Morro Agudo –

**“We received several benefits, training sessions, partnerships, financial support.... I believe the greatest benefit is better management of the property”**



Beatriz Dias Marchi – Fazenda Modelo



## Rainforest Alliance



The Rainforest Alliance certification is one of the main sustainability programs recognized and prioritized by Exportadora de Café Guaxupé in sourcing its beans. Its central goal is to foster the development of a fairer, more responsible, and more resilient production chain, aligned with the coffee sector's best environmental and social practices.

The program focuses on protecting forests, improving the livelihoods of farmers and local communities, promoting human rights, and supporting rural areas in mitigating and adapting to the effects of the climate crisis. In this way, the certification contributes to strengthening more sustainable agricultural production that is integrated with social development.

The company's relationship with the Rainforest Alliance seal is well established and longstanding, with a key milestone being the achievement of Rainforest Alliance Chain of Custody Certification for the warehouse, achieved in 2007. Since then, the company has reinforced its commitment to traceability and process integrity throughout the production chain.

In practice, through the program, Exportadora de Café Guaxupé offers consulting and training that guide producers in adopting conservation and sustainability techniques. These practices include the use of cover crops, integrated pest management, and environmentally appropriate disposal of household waste, electronics, oils, and agrochemical packaging.

From a commercial and value-adding standpoint, producers certified under the Rainforest Alliance program receive incentives in negotiation and direct pricing of their coffee with the exporter, which recognizes their commitment to responsible practices and encourages continued production improvement.

### Coverage

- Engaged partner producers: **44**
- Certified rural properties: **69**
- Total area under program management and protection: **18,658** hectares
- Area exclusively dedicated to certified coffee cultivation: **6,248** hectares

### Certified





## Rainforest Regenerative



In 2025, we reached a historic milestone in our sustainability pillar by becoming the first group of farms in Brazil to achieve Rainforest Regenerative certification.

We recognize that the traditional Rainforest Alliance certification is already among the most comprehensive and demanding in the coffee industry. By achieving the seal with the “Regenerative” scope, we advanced even further in our commitment to sustainable agricultural practices, dedicated to restoring and maintaining the health of the ecosystems where we operate.

### Certified



### Coverage

- Engaged partner producers: **18**
- Certified rural properties: **23**
- Total area under program management and protection: **4,333** hectares
- Area exclusively dedicated to certified coffee cultivation: **1,781** hectares

To enable and encourage adherence to such rigorous standards, we act as financial facilitators throughout the entire process. We initially cover the costs of the Rainforest group audits, conducted by the certification body QIMA – WQS, reinforcing our commitment to inclusion and sustainable development.

Afterward, we split these costs among the producers, ensuring that the final investment is significantly more accessible than in individual processes. In this way, we promote greater adoption of certifications and collectively strengthen the sustainability of the coffee chain.



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## C.A.F.E. Practices



The **C.A.F.E. Practices** program is one of the leading sustainability certifications we have adopted at Exportadora de Café Guaxupé, standing out for its comprehensive, rigorous, and transparent approach throughout the entire coffee production chain. The certification reflects the company's commitment to responsible practices and to generating sustainable value for everyone involved in the process.

**C.A.F.E. Practices** encompasses a robust set of more than two hundred social, economic, and environmental indicators. Its distinguishing feature lies in its comprehensive assessment of the supply chain, covering everything from the producer in the field to the final steps that bring coffee to the consumer. This scope ensures a complete view of the practices adopted, promoting greater control, accountability, and continuous improvement.

The program's main goal is to **ensure transparency, sustainability, and the consistent application of best practices across all stages of the exporter's coffee supply**. Through this certification, Guaxupé reinforces its commitment to high standards of quality, ethics, and social and environmental responsibility.

The program achieved high adoption across the company's network, involving **136 producers** distributed across **166 properties**. This number demonstrates the engagement of Guaxupé's partners with the principles of **C.A.F.E. Practices** and with the adoption of sustainable practices in coffee growing and trading.

The certified properties total an area of **24,671 hectares**, of which **5,780 hectares** are dedicated exclusively to coffee cultivation. This data demonstrates the program's territorial relevance and its positive impact on environmental preservation and responsible management of production areas.



The image shows a Starbucks C.A.F.E. Practices certification card. On the left is a vertical photo of a coffee plant. The card itself is white with green text and the Starbucks logo at the top. It confirms the status of Exportadora de Café Guaxupé - MG (M7209) as having successfully achieved the C.A.F.E. Practices status. It lists the application ID as 20747FY26, the approval status as 'verified', and the validity until May 2027. It also states the chain is committed to social and environmental practices, the date of issuance as May 25, 2026, and the certifying body as Starbucks Coffee Trading Company Sàrl in Lausanne, Switzerland. A circular C.A.F.E. Practices logo is in the bottom right corner.



### C.A.F.E. Practices

Confirmamos que:

**Exportadora de Café Guaxupé - MG (M7209)**

alcançou com sucesso o seguinte status e validade no programa C.A.F.E. Practices.

ID DO APLICATIVO 20747FY26

STATUS DE APROVAÇÃO verified

VÁLIDO ATÉ maio de 2027

Esta cadeia está comprometida com a melhoria contínua das práticas sociais e ambientais.

CONCEDIDO EM 25 de maio de 2026

Starbucks Coffee Trading Company Sàrl Lausanne, Switzerland

Como o consumidor, para verificar o status, esta certificação por si só não é suficiente para confirmar a validade desta cadeia. Para obter informações mais atualizadas, entre em contato com a equipe do C.A.F.E. Practices





## Educampo Project

The **Educampo Project**, in partnership with Sebrae, is one of our strategic sustainable initiatives, fully dedicated to education and to the technical and managerial development of our supplier network. The project's core proposal is to strengthen every aspect of farm management, training producers to become more efficient, organized, and competitive in running their businesses.

In practice, the initiative offers free technical assistance and consulting to participating producers, covering guidance in the areas of post-harvest handling, financial administration, farm management, and governance.

By promoting structural and managerial improvements in the field, we aim to reaffirm that our work goes beyond coffee trading, consistently investing in the professionalization, economic sustainability, and longevity of our partner rural producers.

Given its essentially educational and transformative nature, the Educampo Project is directly aligned with **Sustainable Development Goal 4 (Quality Education)**. The initiative ensures that high-level technical and managerial knowledge is made available free of charge and accessibly, contributing to the development of rural families and workers, as well as strengthening the production chain as a whole.



**20** producers involved



**32** rural properties served



**6,754** hectares involved in the project



**2,271** hectares of coffee cultivation



## Sustainable Landscapes Project

The **Sustainable Landscapes Project**, developed in partnership with Tchibo, a German retail and coffee company, is a strategic initiative aimed at developing and implementing technical actions and applied research in the field. The project focuses on supporting producers in adopting practices that contribute to environmental conservation and strengthening the climate resilience of coffee crops.

Through training and studies, the initiative prepares producing properties to more effectively face the impacts of climate change and anomalies, through practices that promote adaptation and mitigation of climate-related risks. In this way, the project contributes to production sustainability and the long-term continuity of agricultural activities.

The Sustainable Landscapes Project is a concrete example of how, at Exportadora de Café Guaxupé, we go beyond trading activities, investing in environmental protection, strengthening the production chain, and ensuring the longevity and sustainability of our partner coffee growers' businesses.

### COVERAGE

**06**

producers involved

**06**

partner rural properties

**617**

hectares of total project area

**255**

hectares of coffee cultivation





## Regenerative Agriculture Project

We also carry out the Regenerative Agriculture Project, an initiative developed by Exportadora de Café Guaxupé in partnership with Lavazza, a traditional Italian company in the coffee sector, with the purpose of assisting, training, and encouraging our partner producers to adopt agricultural practices aimed at environmental regeneration.

Focused on the continuous evolution of coffee growing, we seek to provide technical and scientific knowledge combined with concrete benefits, enabling the transition from the conventional model to regenerative coffee growing. This approach aims to restore the soil's original characteristics and health, reduce the use of chemical inputs in crops, and promote the biological balance of the ecosystem.

The investments required to carry out the project are made jointly by both companies, reinforcing our shared commitment to sustainability and innovation in the field.



### COVERAGE

**22**  
producers involved

**34**  
partner rural properties

**10,443**  
hectares of total project area

**3,472**  
hectares of coffee cultivation

**212.78**  
hectares with microbiological analysis performed

**54**  
people trained in biological pest and disease control and cover crop management



## Worker Housing Adequacy Project

The **Worker Housing Adequacy Project**, developed in partnership with Lavazza, is an initiative aimed at promoting better housing, health, safety, and comfort conditions for rural workers. The project's main focus is seasonal harvest workers, seeking to ensure dignity, well-being, and adequate living conditions in the field during seasonal activities.

To achieve these goals, the project offers tangible benefits, such as the **donation of furniture and construction materials for the renovation and improvement of housing at partner properties**. The initiative is carried out through a collaborative model, in which Exportadora de Café Guaxupé donates the items or contributes part of the financial resources, while the rural producer is responsible for the counterpart of installing and carrying out the improvements.

The entire process undergoes **technical monitoring**, with *on-site* verification carried out by Exportadora de Café Guaxupé's sustainability team, ensuring that the improvements meet established criteria for comfort, safety, and quality. In addition to physical and structural improvements, the project also includes training sessions for workers and producers, reinforcing best practices related to health, safety, and proper management of their respective housing.

### COVERAGE

09

producers involved

09

partner rural properties

247

hectares of total project area

149

hectares of coffee cultivation





## Planeta Água Project

The **Planeta Água Project**, developed in partnership with JDE, one of the largest global coffee and tea companies, has the primary goal of supporting the supplier network by offering tangible benefits and raising environmental awareness, promoting structural improvements that help make the coffee production chain increasingly sustainable.

Directly aligned with **Sustainable Development Goal 6**, which addresses access to Clean Water and Sanitation, the initiative focuses its efforts on overcoming structural bottlenecks on producing properties. Actions implemented include the donation and installation of biodigesters, ensuring proper sewage treatment in rural homes and contributing to improved basic sanitation in the field.

The project also has a direct social impact through training sessions, as well as by promoting the health and quality of life of rural families through the donation of water filters and periodic potability testing. These actions ensure safe water consumption, reinforcing the protection of workers and their families, in addition to contributing to the preservation of local water sources.



**81**

people trained in pesticide application, tractor operation, and first aid

**130**

people trained in labor legislation

**128**

people trained in environmental legislation

**120**

water potability tests performed

**37**

water filters donated



## Cecafé – Waste Monitoring

The **Waste Monitoring Project**, developed in partnership with Cecafé (the Brazilian Coffee Exporters Council), is a technical initiative aimed at ensuring food safety and promoting the responsible use of agrochemicals in coffee production. The project is aligned with good agricultural practices and the requirements of the most demanding consumer markets.

Its main goal is to conduct residue analyses directly on coffee bean samples from different producers in the supply network. Through rigorous laboratory assessments, the initiative verifies the maximum residue limits present in the beans, ensuring that the coffee traded complies with the regulations and legislation in force in the main international markets.

In addition to reinforcing product reliability, the project raises producer awareness about the proper handling of agrochemicals, strengthening environmental responsibility and quality throughout the entire coffee production chain.

25

samples  
analyzed

2,299

hectares of  
coffee  
cultivation  
covered



## Guaxupé Carbon Coffee

The **Guaxupé Carbon Coffee** Project, developed in partnership with Domani Ltda., a company specializing in solutions for the environmental assets and carbon credit market, is one of Exportadora de Café Guaxupé's most innovative initiatives focused on the climate agenda and sustainability. The project's main focus is the issuance of **Green Rural Product Notes (CPR Verde)**, aimed at compensating supplier properties for maintaining and conserving forest carbon stocks, while also encouraging the adoption of sustainable practices in coffee production.

Through this model, we strengthen the connection between carbon offsetting and the conservation of natural ecosystems. The environmental asset acquired is based on legally protected areas, ensuring legal and environmental robustness for the operation. The entire process is fully traceable and transparent, with the environmental assets duly registered with B3 (the Brazilian stock exchange), under code 47071CPRP000005/23.

The credibility and integrity of the project are ensured through certification and verification by an independent third party, CGS (*Global Certification System*). This process rigorously follows the guidelines established by Decree No. 10,828/2021, which regulates the Green Rural Product Note in Brazil, ensuring regulatory compliance and market reliability.



Sustainable Projects and Certifications and Related SDGs

| Activities/Actions - Guaxupé               | 1<br>NO POVERTY | 2<br>ZERO HUNGER | 3<br>GOOD HEALTH AND WELL-BEING | 4<br>QUALITY EDUCATION | 5<br>GENDER EQUALITY | 6<br>CLEAN WATER AND SANITATION | 7<br>AFFORDABLE AND CLEAN ENERGY | 8<br>DECENT WORK AND ECONOMIC GROWTH | 9<br>INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10<br>REDUCED INEQUALITIES | 11<br>SUSTAINABLE CITIES AND COMMUNITIES | 12<br>RESPONSIBLE CONSUMPTION AND PRODUCTION | 13<br>CLIMATE ACTION | 14<br>LIFE BELOW WATER | 15<br>LIFE ON LAND | 16<br>PEACE, JUSTICE AND STRONG INSTITUTIONS | 17<br>PARTNERSHIPS FOR THE GOALS |
|--------------------------------------------|-----------------|------------------|---------------------------------|------------------------|----------------------|---------------------------------|----------------------------------|--------------------------------------|----------------------------------------------|----------------------------|------------------------------------------|----------------------------------------------|----------------------|------------------------|--------------------|----------------------------------------------|----------------------------------|
| Guaxupé Carbon Coffee Project (Domani)     |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Waste Monitoring Project (Cecafé)          |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Educampo                                   |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Guaxupé Sustainable Coffee - Certification |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Rainforest Alliance - Certification        |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Rainforest Regenerative - Certification    |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Planeta Água Project (JDE)                 |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Fencing of Permanent Preservation Areas    |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Worker Housing Adequacy Project (Lavazza)  |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Regenerative Agriculture Project (Lavazza) |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| Sustainable Landscapes Project (Tchibo)    |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |
| C.A.F.E. Practices - Certification         |                 |                  |                                 |                        |                      |                                 |                                  |                                      |                                              |                            |                                          |                                              |                      |                        |                    |                                              |                                  |

# Environment

## In this chapter:

- Our Emissions
- Our Water Consumption
- Photovoltaic Plant and Transition
- Our Energy Consumption
- Waste Management
- Effluents



## Our Emissions

(GRI 305)

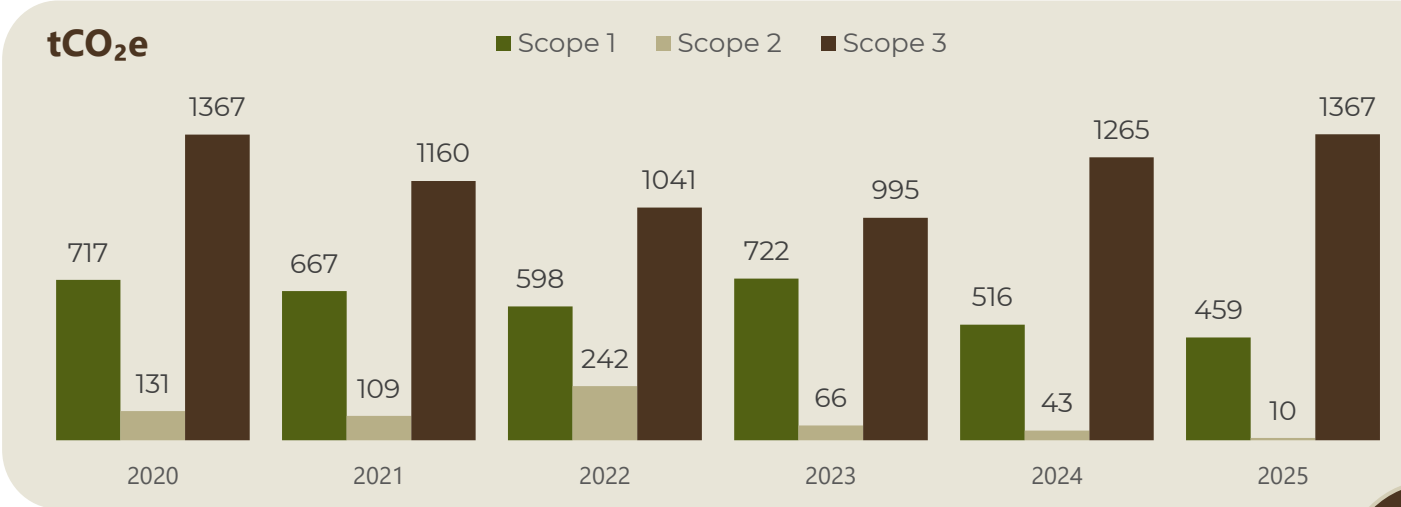
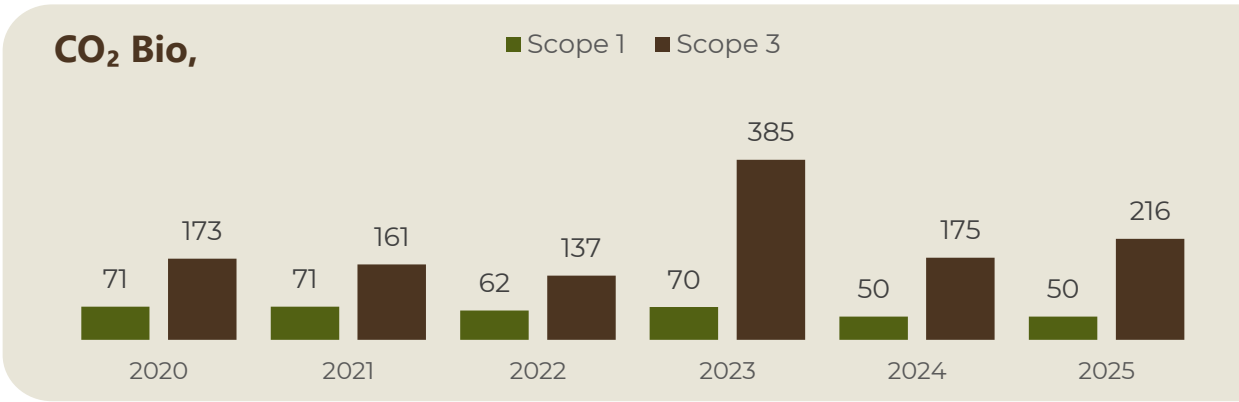
Our commitment to transparency and climate management drives the systematic monitoring of our greenhouse gas emissions. Since 2020, we have used the **GHG Protocol** methodology to consolidate a rigorous inventory of our operating units at the headquarters in Guaxupé, as well as the Manhuaçu and São José do Rio Pardo branches.

Analysis of our inventory between 2020 and 2025 shows significant progress in mitigating our direct operational impacts. Our Scope 1 emissions reached their lowest level in the historical series in 2025, at 459.18 tCO<sub>2</sub>e, while emissions related to purchased energy (Scope 2) showed a significant reduction, falling to just 10.44 tCO<sub>2</sub>e in the same year. Although Scope 3 accounts for the largest share of our carbon footprint, these internal reductions reflect real optimization and an ongoing pursuit of energy efficiency.

We focus our efforts on structured actions with supplier properties, promoting regenerative agriculture projects, responsible waste management, and conservation of natural resources. We reaffirm our purpose that **caring for the climate also means caring for the future of coffee**, ensuring a positive impact for the environment and for future generations.

-17.07%

reduction in CO<sub>2</sub> emissions 2025 vs. 2020



● Our Emissions

(GRI 305)

Since 2020, we have maintained full offsetting of Scope 1 and 2 emissions through the purchase of carbon credits, a commitment that was maintained in 2025 with new investments aimed at environmental conservation.

In 2025, Scope 1 emissions remained concentrated mainly in the operation of purchasing, warehouse, and transfer trucks (279.3 tCO<sub>2</sub>e) and in the use of operational equipment, such as forklifts and brush cutters (147.25 tCO<sub>2</sub>e), along with smaller contributions from shipping vehicles, generators, aircraft, and HVAC equipment. In Scope 2, emissions related to purchased electricity totaled 10.44 tCO<sub>2</sub>e. In Scope 3, the most significant emissions were associated with coffee transport in the domestic and foreign markets (1,124.56 tCO<sub>2</sub>e), along with employee transport (bus and private transport).

For the emissions cycle referring to 2024, the company used the BAESA project, based on the Barra Grande Hydroelectric Plant, which uses the hydraulic potential of the Pelotas River to generate renewable, certified energy, to offset 470 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e). In parallel, we advanced actions focused on the sustainability of the coffee chain, including projects to measure and increase carbon sequestration in crops, in partnership with specialized institutions.

EMISSIONS OFFSETTING

| Base year     | 2021                 | 2022                   | 2023                 | 2024                 | 2025                 |
|---------------|----------------------|------------------------|----------------------|----------------------|----------------------|
| Carbon credit | 778 tCO <sub>2</sub> | 1,640 tCO <sub>2</sub> | 723 tCO <sub>2</sub> | 560 tCO <sub>2</sub> | 470 tCO <sub>2</sub> |

4,171 tCO<sub>2</sub>  
offset over the  
past 5 years

EMISSIONS BY CATEGORY

| Scope 1 - Emissions (tCO <sub>2</sub> ) by category | 2025   |
|-----------------------------------------------------|--------|
| Generator (diesel oil)                              | 1.77   |
| Shipping vehicles                                   | 19.63  |
| Forklift, Sweeper, Brush Cutter, Blower             | 147.25 |
| Purchasing, Warehouse, and Transfer Trucks          | 279.3  |
| Aircraft                                            | 1.62   |
| HVAC equipment and fire extinguishers               | 9.61   |

| Scope 2 - Emissions (tCO <sub>2</sub> ) by category | 2025  |
|-----------------------------------------------------|-------|
| Total purchased electricity                         | 10.44 |

| Scope 3 - Emissions (tCO <sub>2</sub> ) by category | 2025     |
|-----------------------------------------------------|----------|
| Company transport (bus)                             | 211.7    |
| Private transport                                   | 30.95    |
| Trucks (domestic and foreign market)                | 1,124.56 |

Our Water Consumption

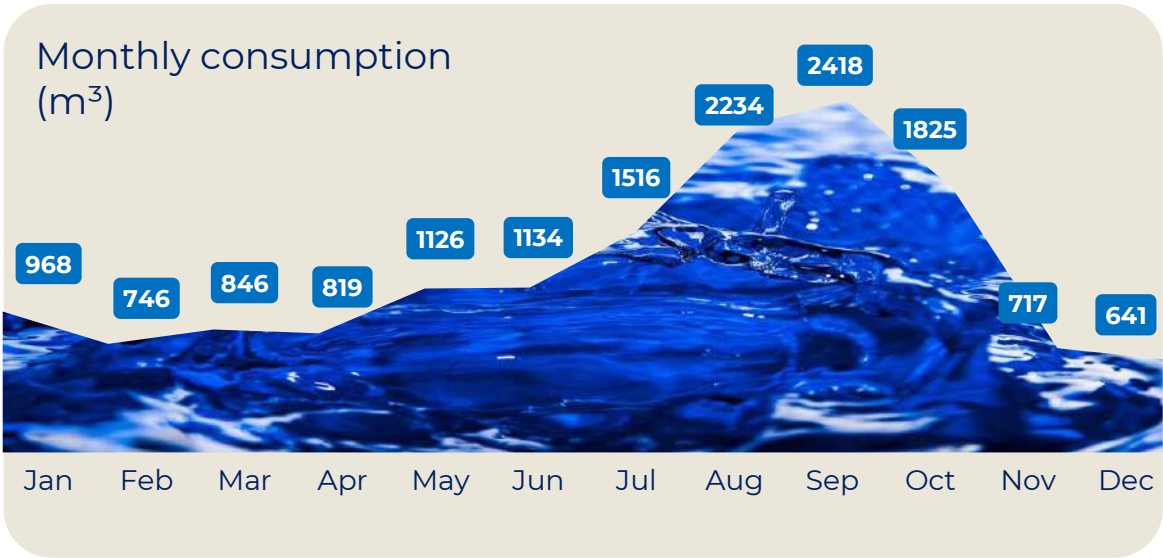
(GRI 303-5)

Looking at the 2025 data, we found that internal water consumption in Exportadora de Café Guaxupé's operations totaled 14,990 m<sup>3</sup>, with variations throughout the year; the highest volumes occurred in the second half of the year, particularly in August (2,234 m<sup>3</sup>) and September (2,418 m<sup>3</sup>).

We recognize water as a vital, shared resource essential to our operations, to the sustainability of the production chain, and to the well-being of rural communities. For this reason, we manage water resources with a high level of technical rigor, controlling internal effluents and promoting access to drinking water and sanitation in the field.

At our facilities, all water **used** undergoes treatment and monitoring before returning to the environment or the public system. In 2025, we conducted quarterly analyses through Libertas Central Analítica, monitoring industrial and sanitary effluents based on parameters such as **pH, BOD, COD, oils, greases, and suspended solids**, ensuring compliance with COPAM/CERH Normative Resolution No. 08.

**We also extend our efforts across the value chain.** Through the **Planeta Água Project**, in partnership with JDE, we conducted 120 potability tests and donated 37 filters in 2025. We also encourage the conservation of water springs, focusing on protecting Permanent Preservation Areas (APPs), and invest in rural sanitation through the Housing Project, in partnership with Lavazza, donating more than 30 biodigesters and encouraging the use of septic tanks, contributing to proper effluent treatment in the field.





## Photovoltaic Plant and Healthy Transition

**1,687,923 kWh**  
average annual energy  
generation

**6,579 m<sup>2</sup>**  
area occupied

**2,560**  
panels installed

**1,382 kWp**  
installed capacity

**100%**  
of the unit supplied

In 2025, we consolidated the results of our transition to a **clean energy matrix**, confirming the effectiveness of the photovoltaic plant that came into full operation in the previous cycle. The complex's robust infrastructure, with its large occupied area and extensive number of installed panels, allowed us to supply 100% of our facilities and buildings.

This production milestone confirms the soundness of the project, translating into a reduction in the greenhouse gas emissions once associated with the consumption of fossil sources. Combined with our ongoing energy efficiency efforts already in place, such as equipment modernization and lighting replacement, the results for the period demonstrate the definitive incorporation of environmental innovation into our business management, reaffirming our commitment to leading the way toward a greener future for the coffee chain.



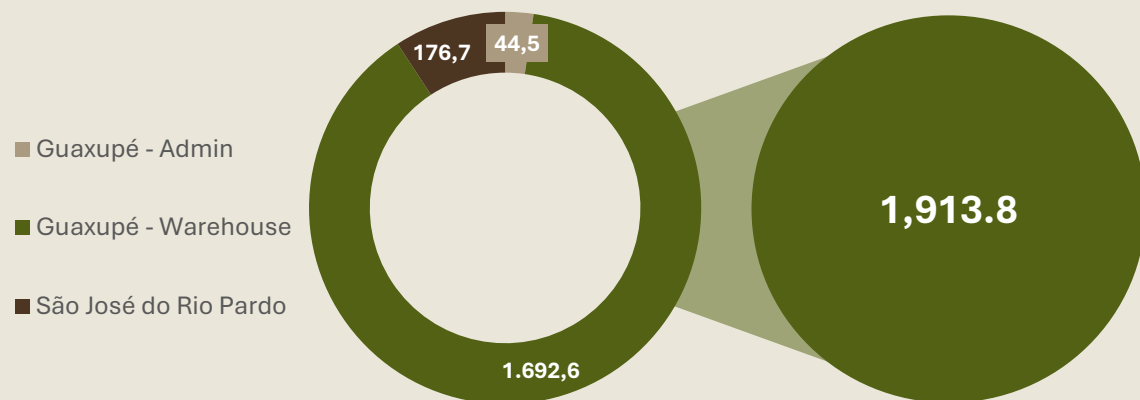


## Our Energy Consumption

(GRI 302)

We maintained our commitment to energy efficiency and to expanding the use of renewable sources in our operations. Electricity consumption varied throughout the year, with the highest consumption concentrated in storage operations, particularly in July and August, which recorded 170.7 MWh and 173.3 MWh, respectively. Administrative units showed stable consumption, ranging between 2.6 MWh and 5.2 MWh per month, while the São José do Rio Pardo unit ranged between 9.6 MWh and 18.7 MWh over the course of the year. Overall, it is clear that warehouse operations represent the company's largest energy demand.

### 2025 Energy Consumption (MWh)



Waste Management

(GRI 306)

WASTE BY COMPOSITION

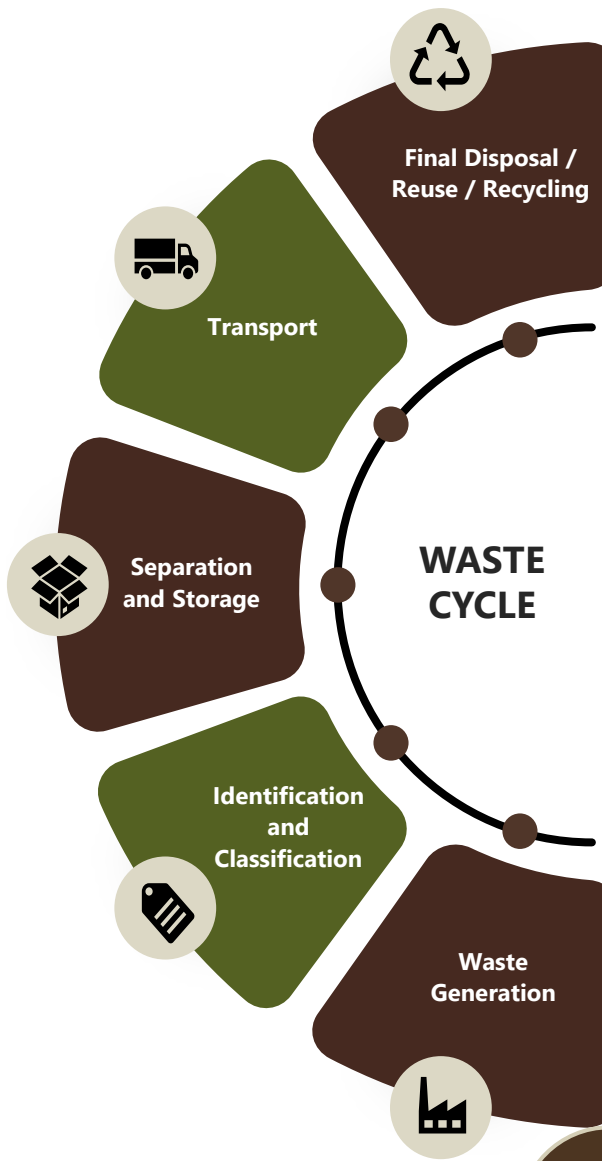
| Metric tonnes (t)  | Waste Generated | Waste not sent to final disposal | Waste sent to final disposal |
|--------------------|-----------------|----------------------------------|------------------------------|
| Conveyor Belt      | 0.62            | 0                                | 0.62                         |
| Rubble             | 198.91          | 0                                | 198.91                       |
| General Waste      | 16.07           | 0                                | 16.07                        |
| Contaminated rags  | 0.24            | 0                                | 0.24                         |
| Seotic tank sludge | 24.86           | 0                                | 24.86                        |
| Used Oil           | 0.37            | 0                                | 0.37                         |
| Cardboard          | 2.93            | 2.93                             | 0                            |
| Plastic            | 1.18            | 1.18                             | 0                            |
| Used Tire          | 1.13            | 0                                | 1.13                         |
| Dust               | 173.91          | 0                                | 173.91                       |
| Big Bag Waste      | 12.77           | 12.77                            | 0                            |
| Copper Scrap       | 0.12            | 0.12                             | 0                            |
| Iron Scrap         | 14.2            | 14.2                             | 0                            |
| Pallet Wood Scrap  | 9.29            | 0                                | 9.29                         |
| Total Waste        | 456.6           | 31.2                             | 425.4                        |

We recorded a total generation of **456.6 tonnes of waste** in our operations, reflecting systematic monitoring and structured management of this environmental aspect. Of this total, **31.2t** was sent for recycling or reuse, while **425.4t** went to environmentally appropriate final disposal.

We note that the largest volumes are concentrated in construction debris (**198.91 t**) and dust (**173.91 t**), waste directly associated with operational activities and material handling, while other categories showed smaller, controlled volumes.

We conduct **waste management** based on a structured cycle that involves the stages of generation, identification, classification, segregation, storage, transport, and final disposal. This process supports traceability and compliance with current legislation, while also enabling the adoption of more efficient practices in terms of reduction, reuse, and recycling.

**Materials such as cardboard, plastic, and metal scrap are fully directed to reuse, reinforcing our commitment to the circular economy.**





## Waste Management

(GRI 306)

In our operations, we prioritize proper segregation at the source, ensuring that each type of waste receives the correct treatment. Waste with recycling potential, such as 12.77 tonnes of *big bag* scrap, 14.2 tonnes of iron scrap, and small amounts of copper and plastic, was sent for recycling.

This approach reinforces our commitment to reducing impacts, ensuring responsible disposal, and continuously improving our processes. By integrating waste management into our sustainability strategy, we seek not only to meet legal requirements but also to generate environmental and operational value, promoting more efficient practices throughout our entire chain.

### NOT DIRECTED TO DISPOSAL, BY RECOVERY OPERATION

| Metric tonnes (t)          | Within the Organization | Outside the Organization | Total       |
|----------------------------|-------------------------|--------------------------|-------------|
| <b>Hazardous waste</b>     |                         |                          |             |
| Preparation for reuse      | 0                       | 0                        | 0           |
| Recycling                  | 0                       | 0                        | 0           |
| Other recovery operations  | 0                       | 0                        | 0           |
| <b>Total</b>               |                         |                          | <b>0</b>    |
| <b>Non-hazardous waste</b> |                         |                          |             |
| Preparation for reuse      | 0                       | 0                        | 0           |
| Recycling                  | 0                       | 31.2                     | 31.2        |
| Other recovery operations  | 0                       | 0                        | 0           |
| <b>Total</b>               |                         |                          | <b>31.2</b> |

### DIRECTED TO DISPOSAL, BY RECOVERY OPERATION

| Metric tonnes (t)                      | Within the Organization | Outside the Organization | Total        |
|----------------------------------------|-------------------------|--------------------------|--------------|
| <b>Hazardous waste</b>                 |                         |                          |              |
| Incineration (with energy recovery)    | 0                       | 0                        | 0            |
| Incineration (without energy recovery) | 0                       | 0                        | 0            |
| Landfilling                            | 0                       | 0                        | 0            |
| Other disposal operations              | 0                       | 0                        | 0            |
| <b>Total</b>                           |                         |                          | <b>0</b>     |
| <b>Non-hazardous waste</b>             |                         |                          |              |
| Incineration (with energy recovery)    | 0                       | 0                        | 0            |
| Incineration (without energy recovery) | 0                       | 183.2                    | 183.2        |
| Landfilling                            | 0                       | 214.98                   | 214.98       |
| Other disposal operations              | 0                       | 27.22                    | 27.22        |
| <b>Total</b>                           |                         |                          | <b>425.4</b> |



Effluents

(GRI 303-1, 303-2)

# ANALYSIS AND TREATMENT

|                           | 2024      |           | 2025      |           |
|---------------------------|-----------|-----------|-----------|-----------|
|                           | Inflow    | Outflow   | Inflow    | Outflow   |
| BOD                       | 8,759.00  | 1,237.00  | 13,028.00 | 580.00    |
| COD                       | 16,580.00 | 3,115.00  | 24,807.00 | 1,372.00  |
| Oils and Greases          | 460.00    | 98.00     | 517.00    | 138.00    |
| pH                        | 28.97     | 41.84     | 23.77     | 25.21     |
| Solids. Settleable        | 67.00     | 11.00     | 116.00    | 29.00     |
| Suspended Solids          | 2,655.00  | 790.00    | 3,069.00  | 1,083.00  |
| Temperature               | 93.00     | 90.00     | 92.00     | 93.00     |
| Surfactants Anionic – ABS | 52.57     | 23.62     | 20.67     | 3.82      |
| Flow Rate                 | 74,150.00 | 74,200.00 | 74,200.00 | 74,200.00 |

We treat the effluents generated by the company at our **Sewage Treatment Plant (ETE)**, which receives both sanitary and industrial effluents. We use water-oil separators and an upflow anaerobic sludge blanket reactor, ensuring proper treatment before discharge into the public system. To meet environmental requirements, we conduct periodic analyses and submit the results to SUPRAM (the Minas Gerais State Environmental Regulatory Agency).

We use water in restrooms, dining areas, water fountains, and cleaning. Treatment begins with the washing of forklifts, through a water-oil separator box, where the oil is sent for recycling and the water goes to the ETE. We also continuously monitor water use and disposal, seeking to reduce waste and environmental impacts, and making adjustments whenever necessary.



# GRI ANNEX

We believe in the importance of transparency and comparability of the information we share. For this reason, this report was prepared based on the guidelines of the *Global Reporting Initiative* (GRI), the leading international standard for sustainability reporting.

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



GRI Indicators

| GRI STANDARD               | CONTENT                                                              | PAGES WITH RELATED CONTENT               | OMISSION |
|----------------------------|----------------------------------------------------------------------|------------------------------------------|----------|
| GRI 2: General Disclosures | 2-1 Organizational details                                           | Pages 3, 7, 8, 9, 10, 11, 12, 13, 16, 20 | No       |
|                            | 2-2 Entities included in the organization's sustainability reporting | Page 3                                   | No       |
|                            | 2-3 Reporting period, frequency and contact point                    | Page 3                                   | No       |
|                            | 2-4 Restatements of information                                      | Page 16                                  | No       |
|                            | 2-5 External assurance                                               | Page 13                                  | No       |
|                            | 2-6 Activities, value chain and other business relationships         | Pages 5, 7, 8, 9, 10, 11, 12, 13, 16, 25 | No       |
|                            | 2-7 Employees                                                        | Pages 16, 30, 32, 33                     | No       |
|                            | 2-8 Workers who are not employees                                    | Page 30                                  | No       |

GRI Indicators

| GRI STANDARD               | CONTENT                                                                          | PAGES WITH RELATED CONTENT | OMISSION |
|----------------------------|----------------------------------------------------------------------------------|----------------------------|----------|
| GRI 2: General Disclosures | 2-9 Governance structure and composition                                         | Page 22                    | No       |
|                            | 2-10 Nomination and selection of the highest governance body                     | Page 22                    | No       |
|                            | 2-11 Chair of the highest governance body                                        | Pages 22, 23               | No       |
|                            | 2-12 Role of the highest governance body in overseeing the management of impacts | Page 23                    | No       |
|                            | 2-13 Delegation of responsibility for managing impacts                           | Pages 22, 23               | No       |
|                            | 2-14 Role of the highest governance body in sustainability reporting             | Pages 22, 23               | No       |
|                            | 2-15 Conflicts of interest                                                       | Pages 24, 25               | No       |
|                            | 2-16 Communication of critical concerns                                          | Pages 23, 24, 26, 27, 28   | No       |

GRI Indicators

| GRI STANDARD               | CONTENT                                                                             | PAGES WITH RELATED CONTENT | OMISSION |
|----------------------------|-------------------------------------------------------------------------------------|----------------------------|----------|
| GRI 2: General Disclosures | 2-17 Collective knowledge of the highest governance body on sustainable development | Pages 4, 23                | No       |
|                            | 2-18 Evaluation of the performance of the highest governance body                   | Page 23                    | No       |
|                            | 2-19 Remuneration policies                                                          | Pages 30, 36               | No       |
|                            | 2-20 Process to determine remuneration                                              | Pages 30, 36               | No       |
|                            | 2-21 Annual total compensation ratio                                                | Pages 30, 36               | Partial  |
|                            | 2-22 Statement on sustainable development strategy                                  | Pages 4, 20                | No       |
|                            | 2-23 Policy commitments                                                             | Pages 20, 24, 26, 27       | No       |
|                            | 2-24 Embedding policy commitments                                                   | Pages 20, 24, 28           | No       |

GRI Indicators

| GRI STANDARD               | CONTENT                                                 | PAGES WITH RELATED CONTENT | OMISSION |
|----------------------------|---------------------------------------------------------|----------------------------|----------|
| GRI 2: General Disclosures | 2-25 Processes to remediate negative impacts            | Pages 28, 30, 37           | No       |
|                            | 2-26 Mechanisms for seeking advice and raising concerns | Pages 23, 24, 28           | No       |
|                            | 2-27 Compliance with laws and regulations               | Pages 13, 26, 27           | No       |
|                            | 2-28 Membership associations                            | Pages 16, 46               | No       |
|                            | 2-29 Approach to <i>stakeholder engagement</i>          | Pages 18, 39 to 48         | No       |
|                            | 2-30 Collective bargaining agreements                   | Page 24                    | No       |

GRI Indicators

| GRI STANDARD                 | CONTENT                                             | PAGES WITH RELATED CONTENT | OMISSION |
|------------------------------|-----------------------------------------------------|----------------------------|----------|
| GRI 3: Material Topics       | 3-1 Process to determine material topics            | Page 18                    | No       |
|                              | 3-2 List of material topics                         | Page 18                    | No       |
|                              | 3-3 Management of material topics                   | Page 25, 28                | No       |
| GRI 303: Water and Effluents | 303-1 Interactions with water as a shared resource  | Page 58                    | No       |
|                              | 303-2 Management of water discharge-related impacts | Page 58                    | No       |
|                              | 303-3 Water withdrawal                              | Page 53                    | No       |
|                              | 303-4 Water discharge                               | Pages 53, 58               | No       |
|                              | 303-5 Water consumption                             | Page 53                    | No       |

GRI Indicators

| GRI STANDARD          | CONTENT                                                                               | PAGES WITH RELATED CONTENT | OMISSION |
|-----------------------|---------------------------------------------------------------------------------------|----------------------------|----------|
| GRI 305:<br>Emissions | 305-1 Direct (Scope 1) greenhouse gas (GHG) emissions                                 | Pages 51, 52               | No       |
|                       | 305-2 Energy indirect (Scope 2) greenhouse gas (GHG) emissions                        | Pages 51, 52               | No       |
|                       | 305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions                         | Pages 51, 52               | No       |
|                       | 305-4 Greenhouse gas (GHG) emissions intensity                                        | Pages 51, 52               | No       |
|                       | 305-5 Reduction of greenhouse gas (GHG) emissions                                     | Pages 51, 52               | No       |
|                       | 305-6 Emissions of ozone-depleting substances (ODS)                                   | Pages 51, 52               | No       |
|                       | 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Pages 51, 52               | Yes      |

GRI Indicators

| GRI STANDARD        | CONTENT                                                                                                  | PAGES WITH RELATED CONTENT | OMISSION |
|---------------------|----------------------------------------------------------------------------------------------------------|----------------------------|----------|
| GRI 306: Waste      | 306-1 Waste generation and significant waste-related impacts                                             | Pages 56, 57               | No       |
|                     | 306-2 Management of significant waste-related impacts                                                    | Pages 56, 57               | No       |
|                     | 306-3 Waste generated                                                                                    | Pages 56, 57               | No       |
|                     | 306-4 Waste diverted from disposal                                                                       | Pages 56, 57               | No       |
|                     | 306-5 Waste directed to disposal                                                                         | Pages 56, 57               | No       |
| GRI 401: Employment | 401-1 New employee hires and employee turnover                                                           | Pages 30, 34               | No       |
|                     | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Page 36                    | No       |
|                     | 401-3 Parental leave                                                                                     | Page 37                    | No       |

GRI Indicators

| GRI STANDARD                               | CONTENT                                                                                                             | PAGES WITH RELATED CONTENT | OMISSION |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------|----------------------------|----------|
| GRI 403:<br>Occupational Health and Safety | 403-1 Occupational health and safety management system                                                              | Pages 18, 37               | No       |
|                                            | 403-2 Hazard identification, risk assessment, and incident investigation.                                           | Pages 18, 37               | No       |
|                                            | 403-3 Occupational health services                                                                                  | Pages 18, 37               | No       |
|                                            | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | Pages 18, 37               | No       |
|                                            | 403-5 Worker training on occupational health and safety                                                             | Pages 18, 37               | No       |
|                                            | 403-6 Promotion of worker health                                                                                    | Pages 18, 37               | No       |
|                                            | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Pages 18, 37               | No       |
|                                            | 403-8 Workers covered by an occupational health and safety management system                                        | Pages 18, 37               | No       |

GRI Indicators

| GRI STANDARD                        | CONTENT                                                                                         | PAGES WITH RELATED CONTENT | OMISSION |
|-------------------------------------|-------------------------------------------------------------------------------------------------|----------------------------|----------|
| GRI 404:<br>Training and Education  | 404-1 Average hours of training per year per employee                                           | Page 34                    | No       |
|                                     | 404-2 Programs for upgrading employee skills                                                    | Page 34                    | No       |
|                                     | 403- Percentage of employees receiving regular performance reviews                              | Page 34                    | No       |
| GRI 408: Child Labor                | 408-1 Operations and suppliers at significant risk for incidents of child labor                 | Page 18                    | No       |
| GRI 409: Forced or Compulsory Labor | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor. | Page 18                    | No       |

GRI Indicators

| GRI STANDARD                       | CONTENT                                                                                            | PAGES WITH RELATED CONTENT | OMISSION |
|------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------|----------|
| GRI 417:<br>Marketing and Labeling | 417-1 Requirements for product and service information and labeling                                | Pages 13, 38, 41           | No       |
|                                    | 417-2 Incidents of non-compliance concerning product and service information and labeling          | Page 14                    | No       |
|                                    | 417-3 Incidents of non-compliance concerning marketing communications                              | Page 14                    | No       |
| GRI 418:<br>Customer Privacy       | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Pages 26, 27               | No       |

# CREDITS



**Coordination:**  
Sustainability Department

**Supervision:**  
Executive Board

**GRI Consulting and *design*:**  
Moore Belo Horizonte

**Reference Standard:**  
GRI