



Sustainability Report 2025



About this Report

This Sustainability Report covers the period from January to December 2025 and has been prepared with reference to the GRI Standards.

The report focuses on the sustainability topics most relevant to RGC Coffee's operations and the coffee supply chain, including responsible sourcing, traceability, due diligence, human rights, producer prosperity, climate, water, forests, soil and biodiversity.

The report is structured around our material topics and impact dimensions, connecting our sustainability management systems, field implementation and available 2025 data. Where information is preliminary, limited or not fully comparable, we clearly identify this throughout the report.



Ron Gabbay

Founder and Chairman of RGC Coffee

At RGC Coffee, we believe sustainability is not a destination, but a continuous journey built on partnership, transparency and shared responsibility. For more than 20 years, we have worked alongside producers, suppliers, customers and industry partners to build stronger, more resilient coffee supply chains that create long-term value for coffee-growing and communities.

Throughout 2025, we continued this work through the expansion of our 3E platform, which remains at the core of our responsible sourcing strategy. 3E goes beyond verification. It helps us better understand risks, identify opportunities for improvement and work with our partners at origin to turn sustainability commitments into measurable action. In 2025, 3E covered 17 supply chains, supporting more than 21,000 coffee-producing and approximately 40,000 people.

This year also marked an important step forward for 3E. Through Impact 3E, we introduced an additional level of review to strengthen the credibility, traceability and transparency of our reported sustainability results. We also continued developing BIO3E and Regen3E, two tools designed to bring greater visibility and measurement to biodiversity conservation and regenerative agriculture within coffee-growing landscapes.

The results shared in this report are only possible through collaboration with producers, suppliers, our teams at origin, customers and partners. From coffee tree renovation and regenerative agriculture to producer livelihoods, worker wellbeing, biodiversity protection and climate initiatives, this work reflects what can be achieved when we work together toward shared goals.

At the same time, we know there is more work to do. Climate change, biodiversity loss, changing regulatory expectations and economic pressures continue to challenge coffee-producing communities and the coffee supply chain. We remain focused on strengthening traceability and risk management, supporting producer resilience, and improving the quality and transparency of the information that guides our work.

Looking ahead, our goal is to continue expanding the reach and impact of 3E while strengthening the partnerships that have made this work possible. We are grateful to every producer, employee, supplier, customer and partner who continues to be part of this work.

Together, we will continue building a more resilient and sustainable future for coffee.

Ron Gabbay

*We are a purpose-driven company committed to **promoting sustainable coffee production and responsible sourcing.***

About us

RGC Coffee is a family-owned and operated, full-service coffee trading company headquartered in Montreal, Canada, with subsidiaries in Bogotá, Colombia, and Culver City, United States.

With over 50 years of experience in coffee trading and more than 20 years designing and implementing responsible sourcing programs, we have become a trusted advisor and strategic sustainability partner to coffee suppliers, roasters, retailers and brands around the world.



Products and Services we offer

Green Coffee

We source high-quality green coffee to meet the quality and sourcing needs of our customers. Our services include futures and risk management, direct trade, forward and spot coffee, logistics and other solutions that support our customers throughout the coffee supply chain.

Certified Coffee

RGC Coffee sources coffee certified and verified under globally recognized sustainability standards, including Rainforest Alliance, Fairtrade, Fair Trade USA, 4C and C.A.F.E. Practices, among others. These options help our customers meet their responsible sourcing commitments and sustainability requirements.

Consulting services

RGC Coffee provides a structured consulting service designed to help companies achieve 100% responsible sourcing through tailor-made solutions. We evaluate supply chain practices, conduct comprehensive risk analyses, and develop business-driven sustainability initiatives that deliver measurable impact, strengthen communities, and enhance long-term sustainable growth.

3E Third Party Verified Coffee

3E is RGC Coffee's responsible sourcing and sustainability platform, implemented across our coffee supply chains in partnership with suppliers and producers at origin.

3E has been recognized by the Global Coffee Platform (GCP) as equivalent to the Coffee Sustainability Reference Code under second-party assurance. In 2025, 3E included supply chains in Colombia, Honduras, Nicaragua, Brazil, Peru and Guatemala.

Our team at a glance

Our team at origin is one of our greatest strengths. Many of our team members come from the rural communities and coffee growing regions where we work, bringing firsthand knowledge of the local context, priorities and challenges.

This local knowledge helps us work closely with producers to understand their needs and support solutions that reflect their realities and goals. It also allows us to better understand and track progress over time, because **our sustainability solutions are designed with producers and for producers.**

08

Sustainability

team members globally
4 women and 4 men

05

Quality

team members
4 women and 1 man

07

Logistics

team members globally
4 women and 3 men

06

Finance

team members globally
6 women

122

Boots on the ground

Implementing our 3E programs in the field in our sourcing regions:
Colombia, Honduras, Nicaragua,
Brazil, Peru, and Guatemala
81 men and 41 women

06

Sales

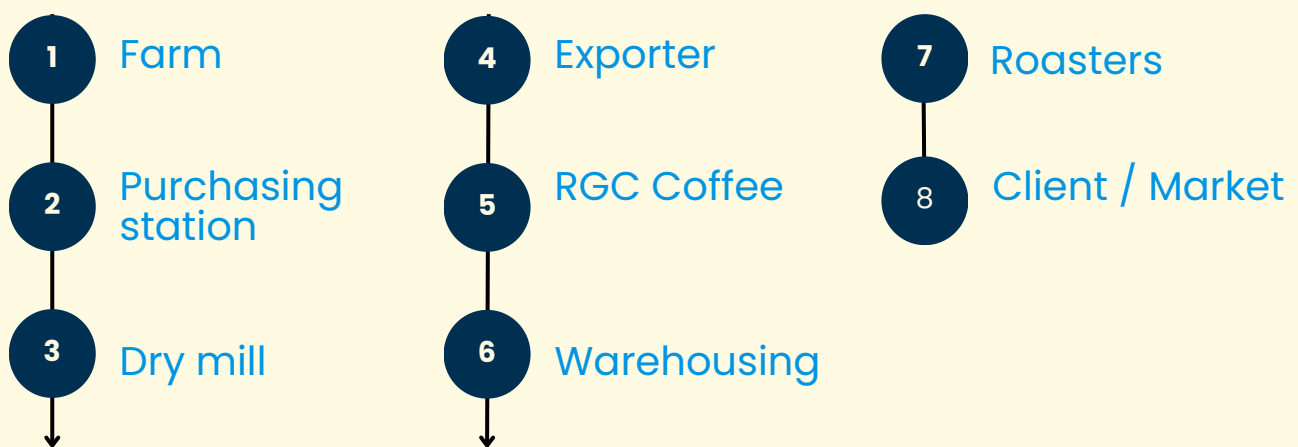
team members globally
3 women and 3 men



RGC Coffee's Role in the Coffee Value Chain

RGC Coffee connects coffee origins with global markets. Our role begins with sourcing relationships and sustainability collaboration at origin and extends through quality control, logistics, documentation, risk management and customer delivery.

Our level of direct control varies across the coffee value chain. At origin, we work through supplier engagement, 3E implementation, traceability systems, sustainability programs, technical partnerships and continuous improvement plans.



GRI Reference Approach

This report has been prepared with reference to the GRI Standards. We use the GRI framework to structure our disclosures, strengthen transparency and report on RGC Coffee's most relevant impacts across the coffee supply chain.

Selected GRI disclosures are used to present information on our organizational profile, reporting practices, value chain, governance, stakeholder engagement, material topics and management of impacts.

- GRI 2: General Disclosures
- GRI 3: Material Topics
- GRI 13: Agriculture, Aquaculture and Fishing Sectors
- Relevant GRI Topic Standards covering climate, biodiversity, water, emissions, labor and human rights, where applicable

Material Topics and Impact Dimensions

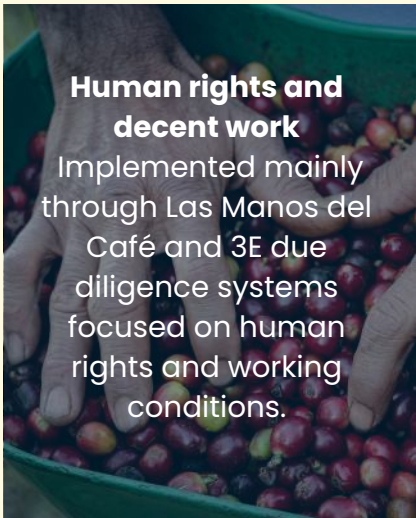
RGC Coffee organizes its sustainability reporting around material topics and impact dimensions that reflect the most relevant sustainability issues across RGC Coffee's operations and the coffee supply chain.

Implemented through



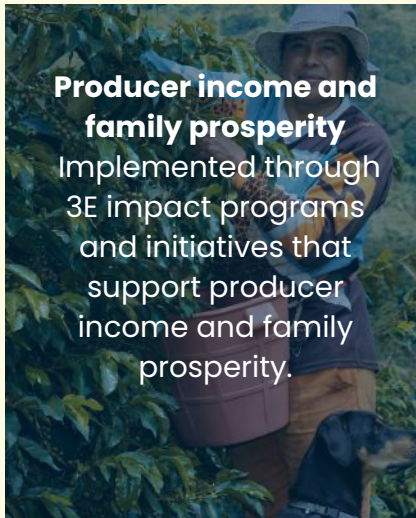
Responsible sourcing, traceability and due diligence

Implemented through the 3E sustainability platform, including traceability, risk assessment, verification and continuous improvement.



Human rights and decent work

Implemented mainly through Las Manos del Café and 3E due diligence systems focused on human rights and working conditions.



Producer income and family prosperity

Implemented through 3E impact programs and initiatives that support producer income and family prosperity.



Climate practices and positive nature

Implemented mainly through Todos al Agua, Regen3E and BIO3E, with a focus on regenerative agriculture, climate resilience and biodiversity.



Governance, partnerships and continuous improvement

Implemented through policies, committees, external validation and strategic partnerships.

Double materiality helps RGC Coffee identify and prioritize the sustainability topics that matter most across our operations and the coffee supply chain. The assessment considers both our impacts on people, communities and the environment, and the financial risks and opportunities these topics may present to RGC Coffee.

The materiality matrix is a 2x2 grid with 'Important' (yellow), 'Major' (light green), and 'Critical' (dark blue) zones. The vertical axis is 'SOCIAL AND ENVIRONMENTAL IMPACT' and the horizontal axis is 'FINANCIAL IMPACT FOR RGC'. A legend at the bottom identifies four categories: Economic (orange), People (pink), Community (blue), and Environment (green).

Category	Impact	Zone
Economic	Producer income	Important
Environment	Water Use and Management	Important
Environment	Logistics Emissions (Scope 3)	Important
Environment	Waste Management	Important
Community	Transparency and Traceability	Major
Environment	Biodiversity	Major
Community	Regulatory Compliance	Major
People	Decent work	Critical
People	Occupational Health and Safety	Critical
Community	Human Rights	Critical
Community	Child Labor	Critical
Environment	Deforestation	Critical
Environment	Climate change	Critical
Economic	Reputation	Important

How Our Materiality Matrix Was Built

Inside -Out

How our operations and sourcing relationships impact people and the environment across the coffee supply chain

From an impact materiality perspective, the matrix considers how RGC Coffee's operations and sourcing relationships may affect people, rural communities, workers, producers and ecosystems across the coffee supply chain.

This approach aligns with GRI's focus on identifying an organization's most significant impacts and explaining how those impacts are managed.

Key topics



Human Rights and Decent Work

- Child labor risk
- Labor conditions at origin
- Worker wellbeing
- Access to grievance and remediation mechanisms



Producer Prosperity and Rural Resilience

- Producer income
- Family livelihoods
- Women and youth inclusion
- Access to training and wellbeing services



Environmental Impacts at Origin

- Deforestation and land-use change
- Water management
- Biodiversity protection
- Climate resilience and soil health

These topics reflect the most significant social and environmental impacts linked to coffee sourcing, production and field implementation.

How Our Materiality Matrix Was Built

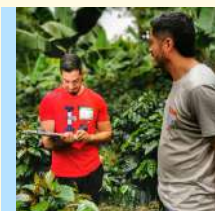
Outside-In

How sustainability topics affect RGC Coffee

From a financial materiality perspective, the matrix considers how sustainability topics may affect RGC Coffee's business performance, market access, customer relationships, reputation and supply chain continuity.

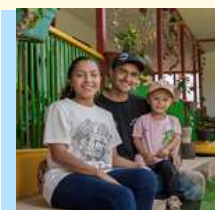
Environmental, social and governance risks across the coffee supply chain can have direct consequences for RGC Coffee's operations, commercial relationships and long-term resilience. Understanding these risks and opportunities helps inform our sourcing strategy, risk management and sustainability priorities.

Key topics



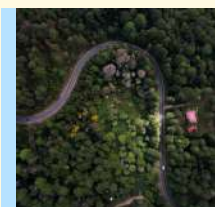
Market Access and Regulatory Readiness

- EUDR readiness
- Regulatory compliance
- Customer sustainability requirements
- Verified responsible sourcing



Producer Prosperity and Rural Resilience

- Climate change and productivity
- Supply availability
- Coffee quality and consistency
- Price and contract stability



Trust and Competitive Positioning

- Traceability and transparency
- Reputation management
- Customer trust
- Preferred sourcing partner positioning

These topics reflect the main sustainability-related risks and opportunities that may influence RGC Coffee's competitiveness, commercial relationships and long-term resilience.

Scale and reach

133.5 lbs verified in 2025, across 17 supply chains and 6 countries, reaching 21,156 coffee producing .

Colombia



57.5 million pounds

11,429 producers

Honduras



31 million pounds

4,304 producers

Brazil



21 million pounds

50 producers

Peru



14 million pounds

4,039 producers

Guatemala



4 million pounds

618 producers

Nicaragua



6 million pounds

716 producers



Platform



The 3E Platform is RGC Coffee's sustainability platform, designed to strengthen responsible sourcing across coffee supply chains. Built on farm-level traceability, risk assessment, third-party verification and continuous improvement, 3E connects our sustainability commitments with sourcing practices and measurable impact.

Through its three dimensions, 3E guides and monitors sustainability practices across farms, suppliers and coffee-growing communities, while supporting long-term resilience, transparency and compliance readiness.

**Learn more
about the 3E
Platform**



The Three Dimensions

Climate Practices

Measures the adoption of practices that support climate resilience, regenerative agriculture, water conservation, soil health and carbon footprint reduction across coffee supply chains.



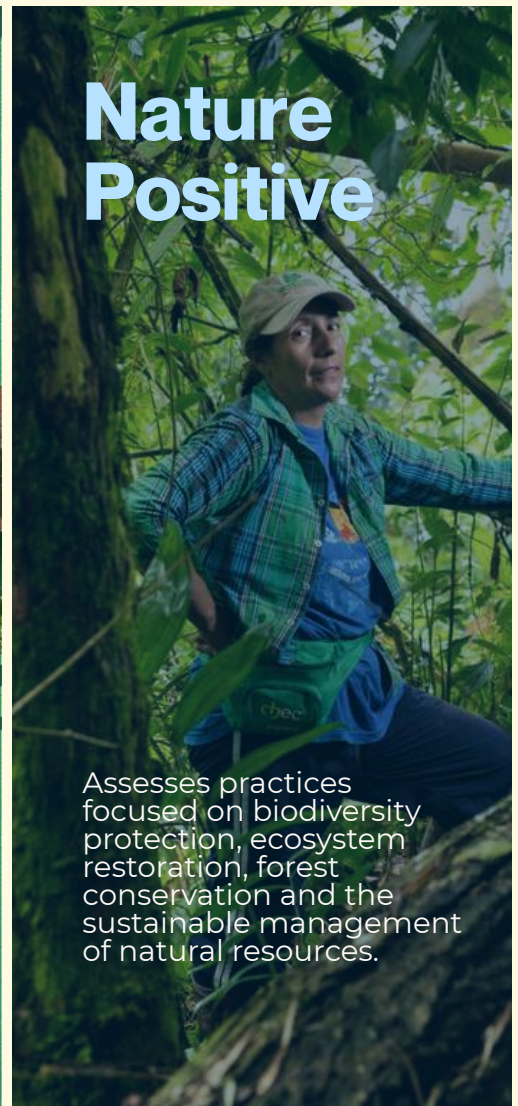
Social Prosperity

Evaluates indicators related to producer livelihoods, worker wellbeing, labor conditions, inclusion, training opportunities and long-term prosperity for coffee-growing and communities.



Nature Positive

Assesses practices focused on biodiversity protection, ecosystem restoration, forest conservation and the sustainable management of natural resources.



3E as an Implementation System

3E is RGC Coffee's sustainability platform. It connects responsible sourcing, traceability, risk assessment, supplier engagement and continuous improvement across coffee supply chains.

3E goes beyond reporting. It is used to evaluate suppliers and farm groups, identify sustainability risks, develop improvement plans and connect field programs with measurable impact indicators.

3E Supplier Baseline Assessment

45 indicators

Sustainability and compliance indicators covering traceability, environmental management, social prosperity and continuous improvement.

88 indicators

Environmental, social, operational and risk management indicators at the farm level.

3E Farm Group Baseline Assessment

Evaluation frequency: Biennial

Classification categories: Evaluated, Essential and Strategic

Core pillars:

ELEVATE | EMPOWER | EDUCATE

3E Platform

Theory of change

Elevate the performance of coffee supply chains across Climate Practices, Social Prosperity and Nature Positive through the implementation of transformative and measurable practices.

Impact Dimensions	Strategy	Methodology	Intended Impact	Commitment
Climate Practices	Support producers in adopting agricultural practices that build resilience to climate change and reduce environmental impact.	1. 3E Sustainability Practices.	By 2050, 60,000 coffee-producing families will be adopting at least 80% of the sustainability practices measured across the three 3E dimensions.	By 2030, 3E will engage at least 45,000 coffee-producing families across its supply chains, supporting the adoption of sustainable practices and creating long-term value for people, communities and the environment.
Social Prosperity	Empower coffee-producing families and workers through solutions that improve livelihoods, wellbeing and opportunities.	2. Collaborative work with industry stakeholders 3. Community-based approach		
Nature Positive	Support practices that protect biodiversity, conserve ecosystems and strengthen the role of coffee farms as stewards of nature.			



Verifications throughout the years

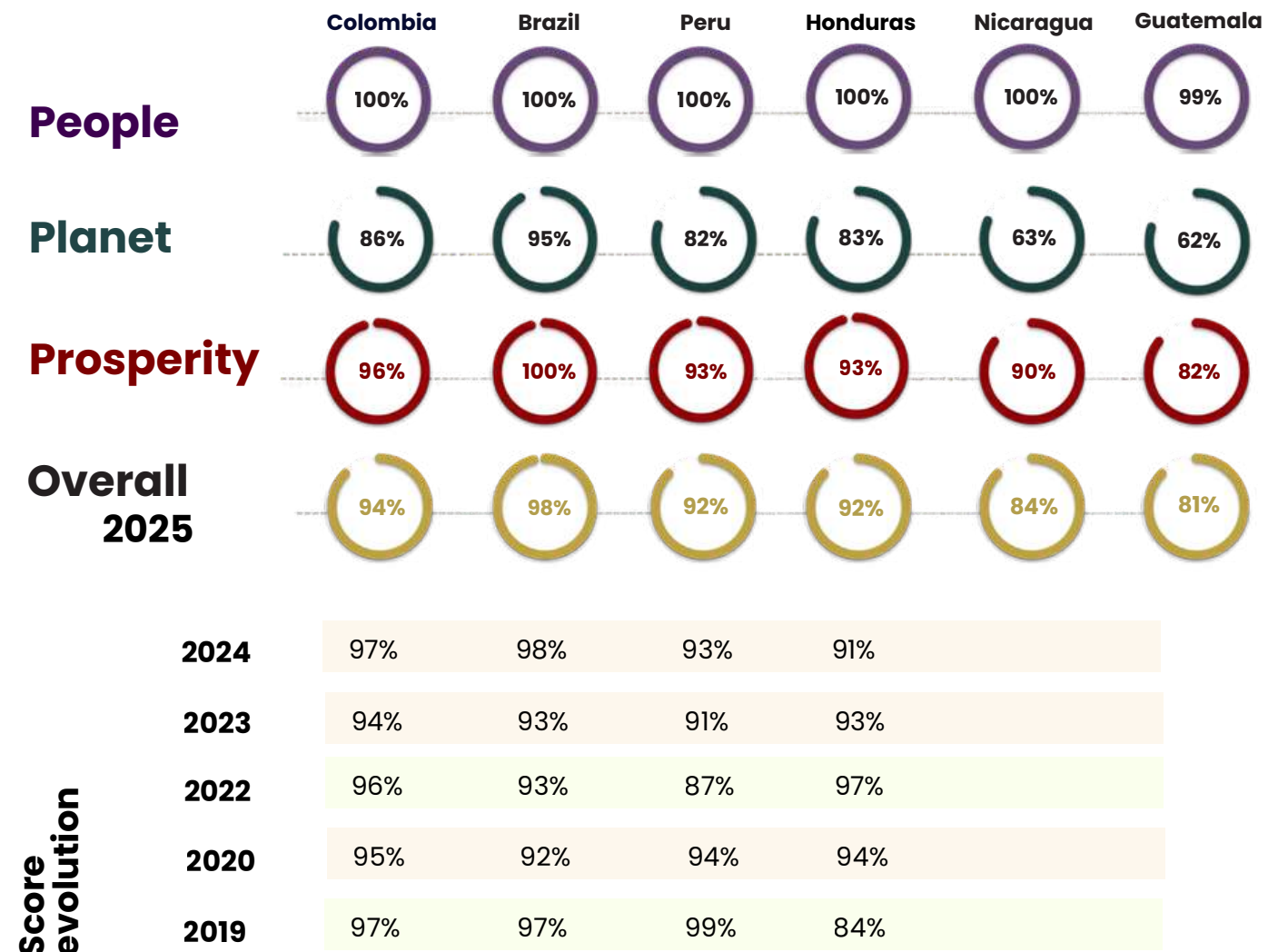


Six Years of Continuous Improvement

3E farm verifications go beyond measuring sustainability performance. They provide a structured view of how practices are being implemented at the farm level, helping identify strengths, prioritize areas for improvement and guide technical support.

Verification results are translated into actionable insights that help producers and our origin partners strengthen practices over time. This process also allows us to track progress, better direct resources and understand where additional support is needed across participating supply chains.

The 2025 results provide both a snapshot of current performance and a foundation for continued improvement across 3E supply chains.



For the Nicaraguan and Guatemalan supply chains, no prior verification results are available, as both were first verified in 2025. Therefore, 2025 serves as the baseline year for future performance comparisons.

Impact 3E

Strengthening confidence through evidence-based impact review

Impact 3E was introduced in 2025 as a third-party impact data review process designed to strengthen the credibility, traceability and transparency of RGC Coffee's sustainability impact reporting.

Using the 2025 3E indicator dashboard as a reference, Impact 3E reviewed sustainability indicators reported by participating suppliers against supporting documentation, including producer databases, training records, invoices, commitment forms, photographs and field implementation records.

The review covered eleven participating suppliers implementing programs such as Todos al Agua, Las Manos del Café and private programs developed with roaster partners.

Impact 3E does not replace the 3E verification process, which focuses on sustainability practices at the field level. Instead, it provides an additional layer of evidence review to strengthen confidence in reported results, identify strengths in documentation practices and highlight opportunities to improve data consistency across supply chains.

Dimension	Indicator	Practices	Practice Score	Dimension Score	
Climate Practices	Adaptation of climate change	Regenerative agriculture practices	92%	97.3%	Global Score 92.7%
	Mitigation of climate change	Renovation of coffee plantation	100%		
		Reduction of carbon emissions in coffee production	100%		
Social Prosperity	Living income	Income diversification	89%	88.4%	
	Inclusion	Women's empowerment and youth inclusion	80%		
	Living wage	Farmworkers' wellbeing	96%		
Nature Positive	Water	Water savings	100%	92.3%	
	Forest	Reforestation	100%		
	Biodiversity	Farm conservation and protection status	90%		
	Soil	Soil conservation	79%		

The review confirmed that sustainability results reported across participating supply chains are generally supported by implementation evidence. At the same time, opportunities were identified to strengthen documentation systems, standardize recordkeeping and improve data consistency across suppliers.

Impact 3E

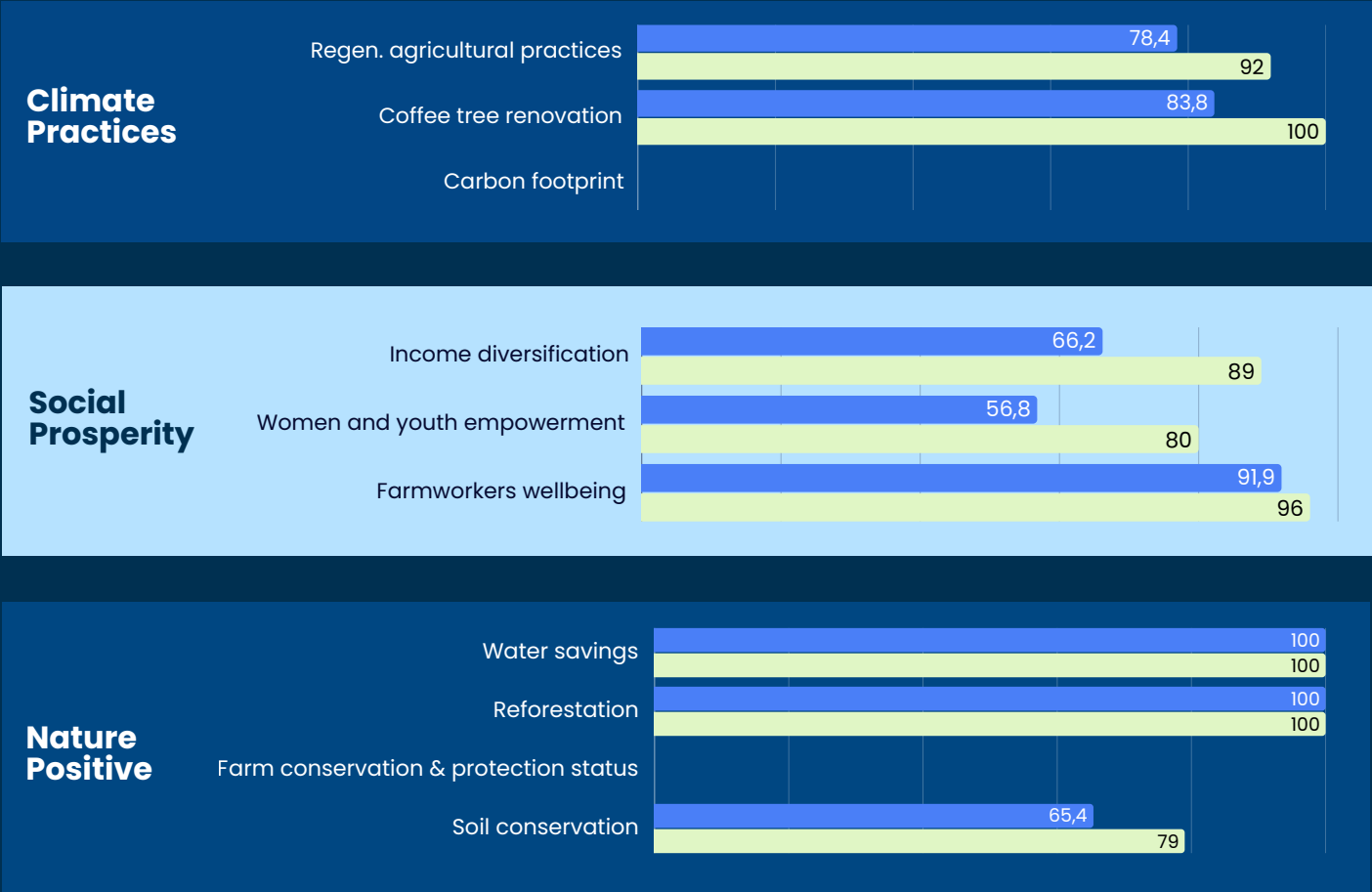
Tracking our performance over time

Comparing 2024 and 2025 results helps RGC Coffee understand how sustainability performance is evolving across Climate Practices, Social Prosperity and Nature Positive. Tracking these dimensions over time helps identify progress, emerging strengths and areas where additional support may be needed.

Figures represent the Impact Indicator Score, measured on a scale from 0 to 100, with higher scores indicating stronger performance.

2024

2025



No comparable 2024 data are available for the carbon footprint indicator. The Farm Conservation and Protection Status indicator also has no 2024 baseline, as BIO3E was developed in 2025 and first verified at the end of that year. The corresponding 2025 results for both indicators are still being calculated and consolidated during 2026 and will be incorporated once finalized and validated. These results will establish the baseline for future year-on-year comparisons.

BIO3E

Deepening biodiversity assessment within 3E

BIO3E was developed in 2025 as an add-on to 3E that assesses farms' capacity to conserve and protect biodiversity within coffee-growing landscapes. Through a structured evaluation framework, BIO3E translates biodiversity practices into measurable criteria, helping recognize conservation efforts, better understand biodiversity-related risks and opportunities, and strengthen biodiversity stewardship within coffee production.

BIO3E

What it evaluates

Recognizes and supports farms that protect biodiversity and manage productive areas in alignment with ecosystem conservation. The assessment focuses on practices related to conservation areas, protective vegetation, regeneration opportunities and biodiversity protection within coffee landscapes



Key focus areas

- Biodiversity conservation
- Protective vegetation around water bodies
- Areas designated for regeneration
- Forest and conservation areas
- Biodiversity linked incentives

How it works

BIO3E uses a two-level evaluation approach:

- **Level 1:** Determines whether the farm qualifies through exclusion criteria, mandatory compliance and biodiversity indicators.
- **Level 2:** Assesses ecosystem types and conservation relevance in the territory.

**Assesses 16
biodiversity
indicators across
three categories**

Landscape Management

Good Production Practices

Biodiversity Protection

BIO3E

Implementation

Deepening biodiversity assessment within 3E

In 2025, BIO3E advanced from framework development to field implementation through **third-party farm-level audits** across seven selected coffee supply chains. In total, **189 farms were audited** to assess their alignment with BIO3E biodiversity criteria and eligibility requirements.

Audit approach

Audits were conducted by an **independent third party** during the 2025 implementation cycle.

The audit sample included a **minimum of 30 farms per supply chain**, or the square root of the total farm population when higher.

For supply chains with fewer **than 30 farms**, **all farms were audited**.

Each farm was assessed against the minimum score and technical requirements established for BIO3E eligibility.

2025 STATUS AND NEXT STEPS

The 2025 audits established the evidence base for **determining which farms meet the criteria for BIO3E eligibility. Final results will be consolidated in 2026 as part of the third-party verification process** to confirm eligible farms, identify opportunities for improvement and strengthen biodiversity management within the 3E platform.

This third-party verification process strengthens the credibility of BIO3E by ensuring that farm eligibility is based on independent audits, documented evidence and clearly defined technical criteria.



Regen3E

Deepening regenerative agriculture assessment within 3E

Regen3E is RGC Coffee's regenerative agriculture add-on, designed to assess and recognize the implementation of regenerative agriculture practices within coffee-growing landscapes. Through a structured evaluation framework, Regen3E translates regenerative agriculture practices into measurable criteria, helping producers demonstrate progress, strengthen the long-term resilience of their farming systems and access incentives linked to the implementation of regenerative practices.

REGEN3E



What it evaluates

Regen3E recognizes and supports producers implementing regenerative agriculture practices that contribute to soil health, water stewardship, biodiversity integration and farm resilience. The assessment focuses on practices that strengthen the sustainability and productivity of coffee production systems over time.

Key focus areas

- Soil conservation
- Water source protection
- Integrated pest and disease management
- Productivity
- Agroforestry
- Water resource management

How it works

Regen3E complements the 3E farm assessment by providing a deeper evaluation of regenerative agriculture practices. The assessment includes **10 indicators and 47 associated practices**, each with defined scoring criteria to evaluate the level of implementation.

Recognition and continuous improvement

Regen3E recognition is based on the level of compliance achieved by the evaluated supply chain, with four recognition levels: Seed, Chapola, Cherry and Green.

Supply chains with compliance equal to or below 40% are not eligible for recognition and must implement an improvement plan before a new evaluation.

REGEN3E

Implementation

Deepening regenerative agriculture assessment within 3E

In December 2025, Regen3E advanced from framework development to field implementation through **third-party farm-level audits across three selected coffee supply chains**. In total, **90 farms were audited** to assess their alignment with Regen3E regenerative agriculture criteria and eligibility requirements.

Audit approach

Audits were conducted by an **independent third party** during the 2025 implementation cycle.

The audit sample included a minimum of **30 farms per supply chain**, or the square root of the total farm population when higher.

For supply chains with fewer **than 30 farms**, **all farms were audited**.

Each farm was assessed against the minimum score and technical requirements established for Regen3E eligibility.

2025 STATUS AND NEXT STEPS

The 2025 audits established the evidence base for determining which farms meet the criteria for Regen3E eligibility. **Final verified results will be consolidated in 2026** and used to confirm eligible farms, identify opportunities for improvement and strengthen regenerative agriculture practices within the 3E platform.

This third-party verification process strengthens the credibility of Regen3E by ensuring that eligibility is based on independent audits, documented evidence and clearly defined technical criteria. Regen3E recognition is applied at the supply-chain level, based on farm practices assessed by an independent third party.



Climate practices



Implemented mainly through Todos al Agua

Climate-related interventions under Todos al Agua focused on strengthening resilience across coffee landscapes through **water stewardship, regenerative agriculture, ecosystem restoration and biodiversity protection**. Activities were implemented across multiple origins and adapted to local environmental priorities and risks.

Regenerative Agriculture Adoption

82.7%

Average implementation score across active 3E supply chains

Target

90%

Measures implementation of climate adaptation and regenerative agriculture practices at the farm level.

Coffee Trees Renovated

7.36 million

Coffee trees renovated

Annual target achieved:

100%

Achievement against annual target

Carbon emissions intensity

1.65 kg CO₂e

Average annual emissions per kg of coffee produced

Reduction target achieved:

11.3%

Performance against reduction target

Relevant GRI references

GRI 302, GRI 303, GRI 305, GRI 304

Social Prosperity

Implemented through Los Sueños del Café, Las Manos del Café and income improvement initiatives

Social Prosperity initiatives focused on strengthening livelihoods, promoting inclusion, improving access to wellbeing services and supporting long-term resilience for producers, workers and rural families across participating supply chains.



9,605

Producers participating in income improvement initiatives

21,156

Coffee-producing families reached through 3E

Relevant GRI references

GRI 401, GRI 403, GRI 404, GRI 405, GRI 413



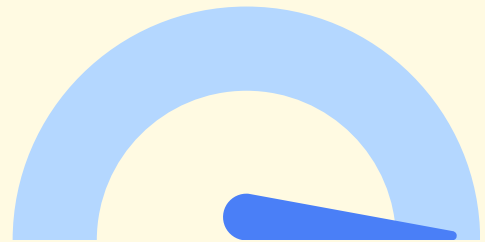
Social Prosperity

Implemented through Los Sueños del Café, Las Manos del Café and income improvement initiatives

In 2025, Social Prosperity efforts translated into concrete field-level action, connecting producers and workers with practical tools and services that strengthen livelihoods, wellbeing and participation in coffee-growing communities.

3,576

Workers reached through Las Manos del Café wellbeing services



100%

of workers reached through Las Manos del Café had access to wellbeing support services



Inclusion and Opportunities

Women participation in income improvement programs

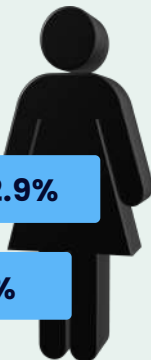
3,159

2025 Results

32.9%

Goal

30%



Youth participating in livelihood initiatives

1,300

2025 Results

13.53%

Goal

18%



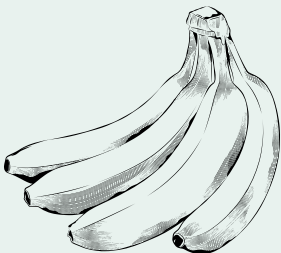
Livelihoods and Income Resilience

1,792

Farmers receiving infrastructure improvements

521

Hectares under diversification activities



966

Farmers participating in food security activities through "Merque en su Finca"



Worker wellbeing and social protection

1,328

workers participating in the BEPS savings program



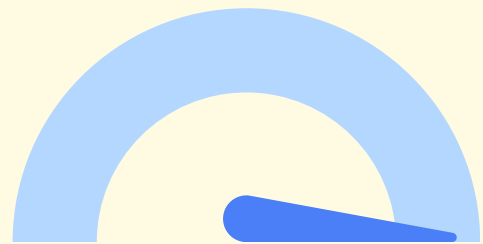
Nature Positive

Implemented through Todos al Agua and biodiversity conservation activities

Nature Positive interventions focused on ecosystem restoration, biodiversity conservation, water protection and soil health across coffee landscapes. Activities supported long-term environmental resilience through reforestation, conservation practices and sustainable natural resource management.

3,164 ha

reforested and restored across
participating supply chains



127%

of annual restoration target
achieved



Restoration and Water Stewardship

93 million

liters of water saved through coffee processing activities

2025 Results	93 million liters
Goal	84 million liters

125,224

trees planted in 2025

Soil Conservation

72.1%

implementation of soil conservation practices across active 3E supply chains

Focus: Supporting regenerative agriculture and long-term soil health.



78.9%

average biodiversity conservation performance across BIO3E supply chains



Nature Positive focus areas

Water stewardship, soil conservation, biodiversity protection, native tree integration and ecosystem restoration.

Governance, Traceability and Continuous Improvement

Implemented through the 3E verification and responsible sourcing system

3E integrates traceability, supplier engagement, risk assessment and continuous improvement into a structured responsible sourcing system. Through third-party verification, farm and supplier assessments, and improvement planning, 3E helps translate sustainability commitments into measurable actions across participating supply chains.

133.5 M lbs verified under
3E in 2025

17

active
supply
chains

6

sourcing
countries

45

supplier
assessment
indicators

88

farm group
assessment
indicators

Biennial verification cycle

GCP Coffee Sustainability Reference Code equivalent under
second-party assurance

Figures reflect 2025 3E verified volumes, active supply chains and assessment system coverage. 3E supplier and farm group assessments are used to identify risks, define improvement priorities and support continuous improvement across participating supply chains

Risks Identified by Country

Using country-level findings to guide targeted action

The 2025 3E assessment process identified country-level risk areas across participating supply chains. These findings help RGC Coffee tailor technical support, strengthen supplier engagement and prioritize improvement plans based on the specific conditions of each origin.

Brazil

Main risk areas identified:

Governance and ownership of 3E commitments, access to safe water, post-harvest quality practices, water measurement in coffee processing, climate adaptation and participation in carbon footprint measurement.

Improvement focus:

Strengthen producer understanding of 3E commitments, improve training on safe water management and quality parameters, and support better water-use records and climate-related practices.



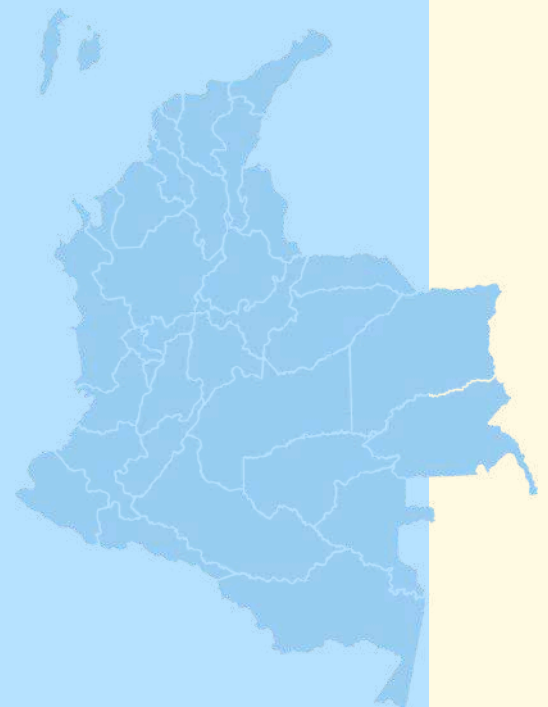
Colombia

Main risk areas identified:

Labor compliance, social benefit payments for permanent and temporary workers, worker wellbeing, health and safety conditions, and access to basic workplace welfare conditions.

Improvement focus:

Strengthen labor compliance follow-up, reinforce occupational health and safety practices, improve worker wellbeing conditions and document preventive actions more consistently.



Risks Identified by Country

Using country-level findings to guide targeted action

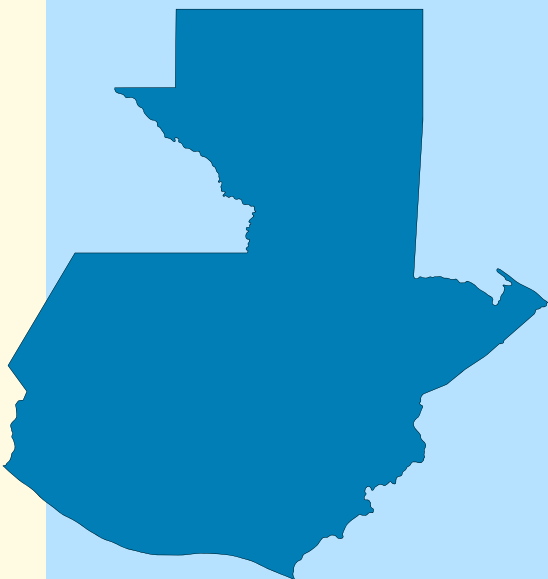
Guatemala

Main risk areas identified:

Communication and producer understanding of 3E commitments, coffee renovation planning, efficient water use, wastewater management, climate adaptation, waste separation and energy consumption records.

Improvement focus:

Reinforce producer training on 3E, strengthen renovation planning, improve environmental management practices and support better documentation of water, waste and energy management.



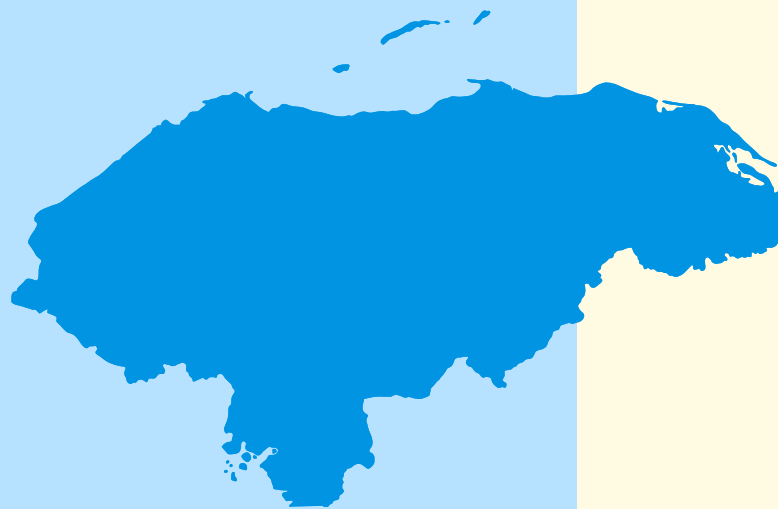
Honduras

Main risk areas identified:

Labor legislation compliance, occupational health and safety, risk prevention, emergency preparedness and gaps in farm-level energy consumption records.

Improvement focus:

Strengthen workplace safety procedures, improve signage and emergency response capacity, and support farm-level energy records as part of climate adaptation management.



Risks Identified by Country

Using country-level findings to guide targeted action

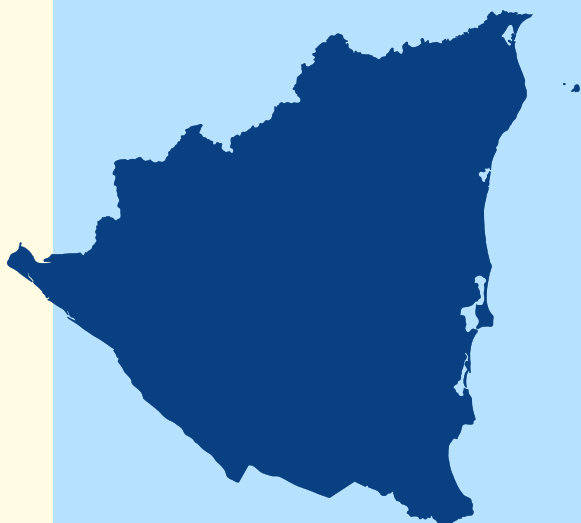
Nicaragua

Main risk areas identified:

Occupational health and safety procedures, identification and prevention of farm-level risks, water-use monitoring in coffee processing, carbon footprint measurement, integrated pest and disease management, and energy records.

Improvement focus:

Reinforce safe working procedures, improve risk prevention practices, and strengthen environmental monitoring related to water, energy, carbon footprint and pest management.



Peru

Main risk areas identified:

Risk identification and prevention, occupational health and safety, emergency preparedness, climate adaptation, carbon footprint measurement, and training on integrated pest and disease management.

Improvement focus:

Strengthen training on climate change adaptation and mitigation, improve health and safety procedures, and support producers in adopting integrated pest and disease management practices.



Corporate Carbon Footprint

RGC initiated its climate mitigation strategy in 2022 with the development of its first corporate greenhouse gas (GHG) inventory, establishing a baseline for long-term climate management. In accordance with the GHG Protocol Corporate Standard, emissions across Scope 1, Scope 2 and Scope 3 were quantified and independently verified, establishing RGC's corporate carbon footprint baseline.

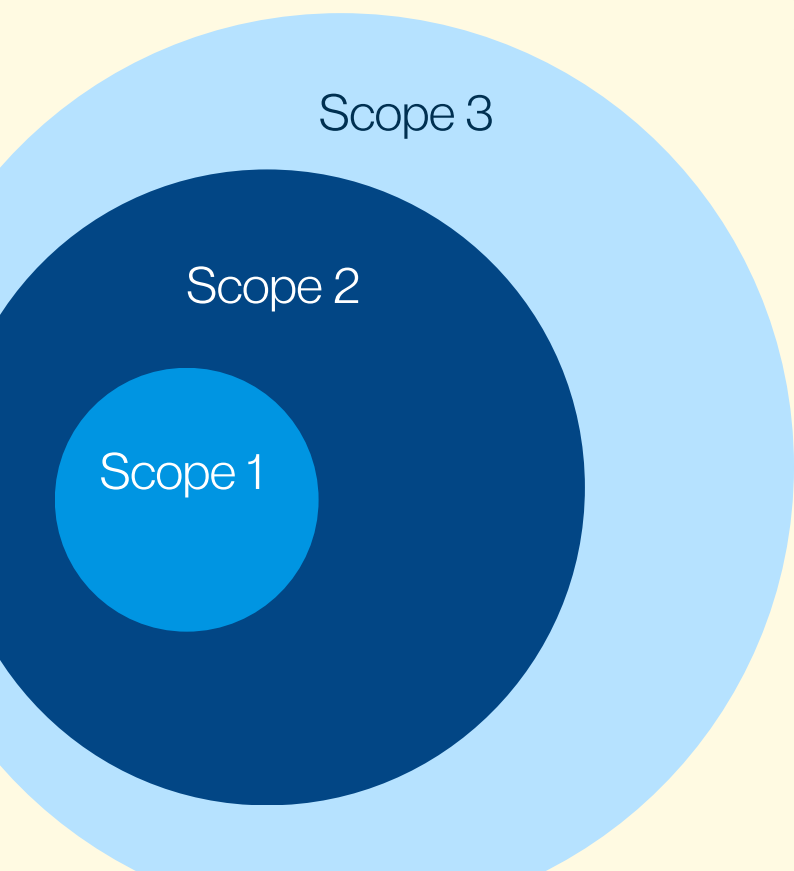
In 2023, RGC strengthened its climate commitments and governance approach:

- Achieving validation of its Science Based Targets (SBTi), committing to a 42% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2033, compared with a 2022 base year.
- Implementing a structured decarbonization roadmap aligned with SBTi requirements.
- Initiating Scope 3 emissions verification and reduction initiatives, expanding value-chain engagement.

Since 2024, RGC has continued to strengthen climate-related transparency and accountability through annual reporting to the **Carbon Disclosure Project (CDP)**, supporting consistent monitoring of climate performance and alignment with global disclosure frameworks.



Breakdown of our 2025 results



More than 99% of RGC's total reported emissions were associated with Scope 3 activities, highlighting the importance of value-chain collaboration in advancing decarbonization efforts.

Scope 1

21.76 tCO₂e

Scope 2

7.81 tCO₂e

Scope 3

308,331.23 tCO₂e

TOTAL

308,360.80 tCO₂e

The results reinforce the importance of working across the coffee value chain to address Scope 3 emissions and advance RGC's long-term climate commitments.

Carbon Neutral Coffee

Advancing low-carbon coffee production in Peru

In 2025, RGC Coffee completed its first pilot to explore carbon neutrality at the product level. **Four Fairtrade Organic (FTO) coffee lots** shipped from the Monteverde – La Flor del Café supply chain in Amazonas, Peru, were certified as carbon neutral. The process included greenhouse gas emissions measurement, independent third-party verification and compensation of the verified footprint through certified carbon credits.

How it was measured

The product carbon footprint was assessed using a cradle-to-export-port approach in accordance with ISO 14067, covering:

- Farming and processing activities
- Transportation to mills and export facilities
- Product-level greenhouse gas emissions assessment

The assessment was independently verified by ICONTEC.

Key results

Indicator	Result
Preliminary farm emissions	0.27 kg CO ₂ e/kg CPS
Product carbon footprint	1.25 kg CO ₂ e/kg green coffee
Carbon removals assessed	2.47 kg CO ₂ e/kg green coffee
Participating producers	539

This pilot demonstrates a practical approach to measuring, verifying and addressing carbon emissions across coffee supply chains. The results strengthen our understanding of emissions and removals and help build the technical foundation for future decarbonization efforts.

Farm-level carbon footprint assessments are still in progress. Consolidated results will be disclosed once data validation and verification have been completed.





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