



Julius Meinl

Vienna 1862

SUSTAINABILITY REPORT 2025

A SHARED COMMITMENT TO PROGRESS



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IMPRINT

PUBLISHER
Julius Meinl 1862 GmbH
Julius-Meinl-Gasse 3-7, 1160 Vienna, Austria
<https://juliusmeinl.com>

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PHOTO CREDITS
Julius Meinl, Sean Hawkey, Succden Coffee, Hanns R. Neumann Stiftung (HRNS), FEDECOS, NKG Vietnam Co., Ltd., Fundación Aldea, Comexim, Sucafina, Exportadora de Café Guaxupé Ltda., NAPP Fairtrade 2026, Beneficio de Café Montecristo S.A., Walter Matter, Tim Mossholder/ Unsplash, iStock.

LAYOUT AND INFOGRAPHICS
AD-Ventures, Graz
www.ad-ventures.at

INFORMATION
Selected text passages of this report were prepared with the assistance of AI-based language tools, including ChatGPT, and were subsequently reviewed, verified and approved by the responsible authors.

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DATE OF PUBLICATION
May 2026

COVER PICTURE
Ndaawula Joseph, one of the youth project beneficiaries from our Generations Programme project in Uganda.



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INTRODUCTORY WORDS



Marcel Löffler
CEO Julius Meinl 1862 GmbH

2025 has been a defining year in our ongoing process of translating ambition into action. Challenges such as unprecedented volatility in coffee markets, driven by climate change as well as broader macroeconomic pressures, have led to record coffee prices and increased procurement risks. In this environment, our responsibility goes beyond managing short-term impacts. It is about staying consistent in how we act and staying true to our long-term commitments.

Against this backdrop, having reached 100% 'Responsibly Selected Coffee' in our production sites in Vienna and Vicenza by the end of 2025, is not just a milestone, it is clear evidence. It demonstrates that Julius Meinl 1862 delivers on its commitments even under the most challenging conditions. It reflects our long-term dedication to origin, planet, and people as well as our belief that sustainable sourcing is fundamental to securing the future of coffee.

At the same time, 2025 has also been a record year from a business performance perspective. This underlines a conviction we strongly hold: sustainability and business growth are not trade-offs. When truly embedded and owned by the people of an organisation, they go hand in hand and reinforce each other.

Beyond our sourcing achievements, we are equally proud of the strong external recognition of our progress. This includes top-level ESG ratings from our financing partners as well as significant improvements in our EcoVadis performance: clear signals that our approach is recognised and well-regarded by external partners.

What makes me most proud, however, is how sustainability is lived across our organisation. Our people embed it in their daily work, in how they collaborate with partners and in how they engage with customers and consumers. This shared mindset is what drives meaningful progress. By continuing to empower our teams, we ensure that sustainability remains deeply anchored in our decisions and actions, today and in the future.



Carina Needham
Global Sustainability Director

The year 2025 stands out as one of tangible progress and strong collective action. We reached a major milestone by our commitment to the Responsibly Selected Coffee Initiative, expanded our Generations Programme ahead of schedule to Honduras and India, while advancing our decarbonisation efforts with the installation of catalytic converters at two additional roasters.

What makes these achievements meaningful is their connection to the people behind them. Our Responsibly Selected Coffee Initiative provides a broad framework for all green coffee roasted in Vienna and Vicenza, supporting sustainable farming practices in line with the globally recognised sustainability criteria of the Global Coffee Platform. The Generations Programme on the other hand allows us to work closely with selected origins and communities aiming to build resilience and contribute to coffee production becoming a

more viable and attractive livelihood for future generations. The implementation of catalytic converters in our roasteries complements these efforts by reducing emissions and contributing to a healthier environment for the communities we are connected to.

None of this would be possible without the close collaboration across our value chain. From partners at origin to teams across our organisation, it is this shared commitment that enables us to drive meaningful progress and create lasting impact.



Christina Meinl
Fifth Generation Family Member

As a family-owned business, we think in generations rather than in single years. This long-term perspective has shaped our company from the very beginning, building it to last, to grow responsibly, and to be passed on to future generations. In that sense, sustainability has always been part of how we operate. Today, this understanding extends beyond economic resilience to include our responsibility for people, communities, and the environment, forming the foundation of our broader approach to sustainability.

In 2025, this mindset continued to guide us, as we bring our values to life through more structured commitments and tangible actions across our business and value chain.



ABOUT THIS REPORT

Since publishing our first sustainability report in 2019 for the financial year 2018, we have continuously strengthened the way we measure, manage and communicate our impacts. What began as a structured commitment to transparency has evolved into an integral part of how we steer our business. This sixth sustainability report reflects that ongoing journey and our determination to provide transparent and insightful information to our stakeholders.

This report covers the period from 1 January to 31 December, 2025. It has been prepared in accordance with the financial control approach defined in ESRS 1 and covers 100% of our consolidated Net Sales Revenue. The reporting boundary includes all 19 operating subsidiaries with offices in 20 countries: Austria, Italy, Croatia, Germany, Romania, France, Bosnia and Herzegovina, Bulgaria, China, Hungary, Kazakhstan, Poland, Russia, Serbia, Slovakia with an additional operating site in the Czech Republic, Slovenia, Turkey, the United Arab Emirates, and the United States of America. The reporting boundary is consistent with the financial consolidation perimeter used in our statutory financial statements, with the following exception:

In the financial year 2025, the Group subsidiary Julius Meinl Italia S.p.A. established two subsidiaries, Robo S.r.l. and Noire S.r.l. These entities were created in preparation for the potential future acquisition of operational business activities from external companies.

For this purpose, the newly established companies each entered into short-term lease agreements, covering the operational business activities of external companies. These lease arrangements were concluded with a view to a possible subsequent acquisition of these operations. Employee data, energy consumption data and other key figures do not take these entities into account, with the exception of the Net Sales Revenue.

In recent years, the European Union (EU) has introduced new regulations to strengthen and harmonise sustainability reporting, most notably through the Corporate Sustainability Reporting Directive (CSRD). Following the latest developments under the EU Omnibus initiative, Julius Meinl is currently outside the scope of the CSRD due to the revised thresholds.

Reporting, thus, not being mandatory for us at this stage, we continue to use the CSRD as a guidance for this report, while not yet fully being aligned with its requirements. This ensures that we remain prepared for future regulatory developments and further strengthen the transparency and structure of our sustainability reporting. The here presented approaches, measures and targets are aligned with most material impacts, risks, and opportunities, as per our **double materiality outcomes**. Therefore, where relevant, we focus on certain business segments or geographies.

This report was approved by our Chief Executive Officer and Chief Financial Officer. While the report as a whole has not been subject to external assurance, selected key performance indicators have been reviewed by an independent third party and received limited assurance. Further details can be found **on page 17**. In parallel, we are preparing for future mandatory limited assurance requirements through structured validation procedures and enhanced internal plausibility checks.

OUR ESG REPORTING JOURNEY

2017

Start of preparation phase for voluntary sustainability reporting.

2019

Launch of 1st sustainability report covering year 2018.

2021

2nd sustainability report covering years 2019/2020.

2023

3rd sustainability report covering years 2021/2022 including five subsidiaries representing 50 % of NSR.

2024

4th sustainability report covering year 2023, first time adopting ESRS structure and including subsidiaries representing 99 % of NSR.

2025

5th sustainability report, covering year 2024, including all operating subsidiaries in the report for the first time.

2026

6th sustainability report, covering year 2025

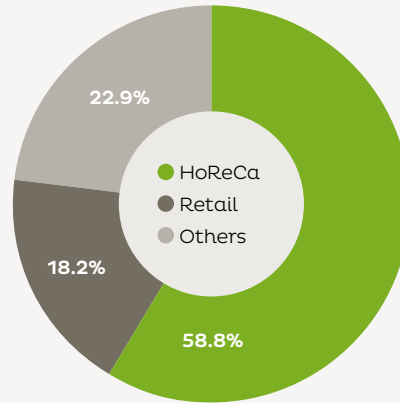


OUR YEAR AT A GLANCE

Julius Meinl, an Austrian family company founded in 1862, is one of the oldest coffee roasters in the world and an iconic Vienna coffeehouse brand.

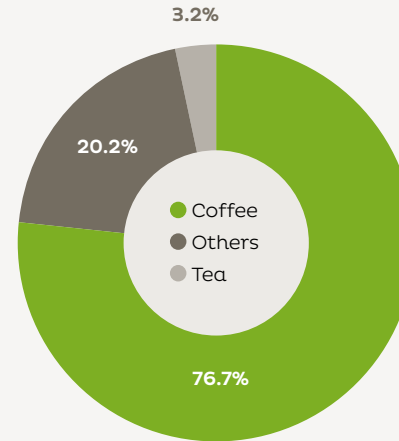
Dedication to quality has been a family trademark for five generations. With more than 160 years of experience in sourcing, blending, and roasting, Julius Meinl is a preferred coffee supplier for Vienna's leading coffeehouses. Today, Julius Meinl coffees and teas help create meaningful moments for customers and consumers across the globe and are sold in over 50,000 hotels, coffeehouses, and restaurants, plus a growing number of retail outlets worldwide.

Revenues per segment



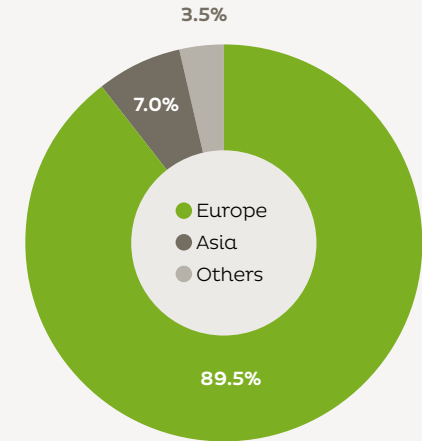
By distribution channels

Following previous years' patterns, HoReCa (Hotels, Restaurants and Cafés) remains our core channel, while retail continues to gain importance and supports future growth.



By product categories

Coffee is our main business segment, complemented by a stable tea segment and other revenues such as coffee machine sales.



By regions

Historically, the Group was founded in Europe, which until today remains our key market. In 2025, the Group continued its gradual expansion in Asia and North America, supporting our international growth.

351

2024: 260

Net sales revenues in million EUR

66

2024: 56

Number of countries with distribution

20

2024: 20

Number of countries with own operations

1,140

2024: 1,127

Total number of employees (headcount by year-end)

Read more about our employees in [chapter S1](#).



14,406

Coffee roasted in tons*
2024: 14,100

243

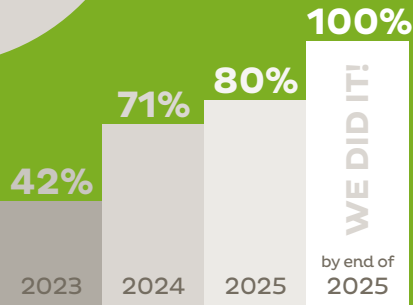
Tea sold in tons
2024: 254

EUDR-ready

Coffee roasted in Vienna and Vicenza does not contribute to deforestation and is prepared for compliance with EUDR requirements, despite the revised timeline.

4.8%

Share of globally purchased organic and Fairtrade-certified green coffee*
2024: 3.6%



Share of 'Responsibly Selected' green coffee purchases*

We are proud to share that since the end of 2025, all coffee in products roasted at our two production plants in Vienna and Vicenza is now 'Responsibly Selected', through GCP-recognised schemes aligned with the Coffee Sustainability Reference Code.

26%

Share of organic tea volume
2024: 24%

100%

Share of renewable electricity in production in Vienna and Vicenza

81%

Share of renewable electricity across our operations globally

201,943

2024: 189,631

Total Scope 1-3**

7,787

2024: 7,836

Scope 1-2**

194,156

2024: 181,795

Scope 3

GHG Emissions
tCO₂e

0.54

2024: 0.56

Scope 1-2**

14.02

2024: 13.45

Scope 1-3**

GHG Emissions intensity
tCO₂e/t roasted coffee

* All coffee-related figures refer to globally purchased green coffee that is roasted in our production sites in Vienna and Vicenza.

**Using market-based method in Scope 2



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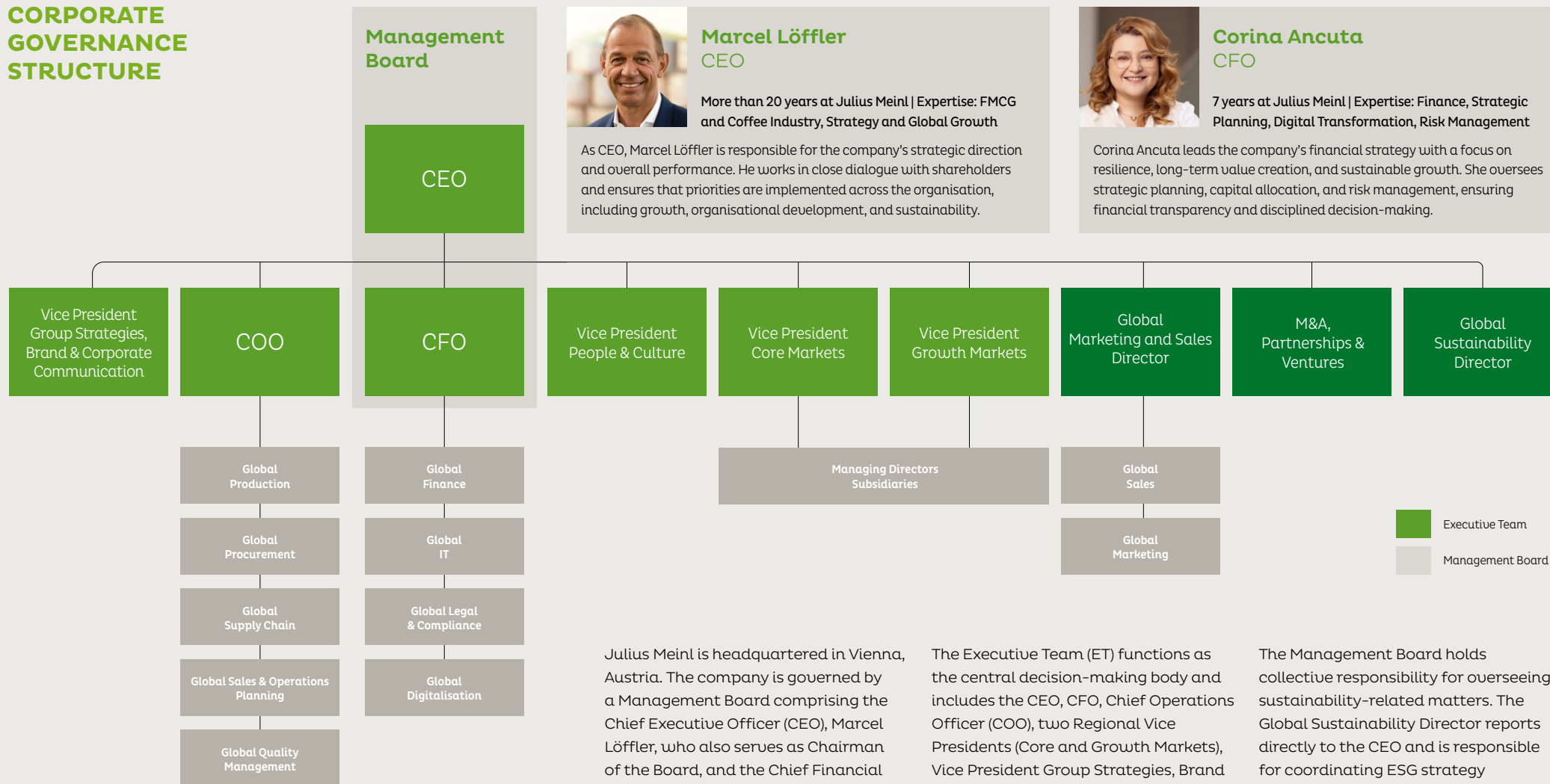
GOVERNANCE INFORMATION





GOVERNANCE

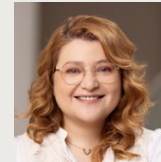
CORPORATE GOVERNANCE STRUCTURE



Marcel Löffler
CEO

More than 20 years at Julius Meinl | Expertise: FMCG and Coffee Industry, Strategy and Global Growth

As CEO, Marcel Löffler is responsible for the company's strategic direction and overall performance. He works in close dialogue with shareholders and ensures that priorities are implemented across the organisation, including growth, organisational development, and sustainability.



Corina Ancuta
CFO

7 years at Julius Meinl | Expertise: Finance, Strategic Planning, Digital Transformation, Risk Management

Corina Ancuta leads the company's financial strategy with a focus on resilience, long-term value creation, and sustainable growth. She oversees strategic planning, capital allocation, and risk management, ensuring financial transparency and disciplined decision-making.

Julius Meinl is headquartered in Vienna, Austria. The company is governed by a Management Board comprising the Chief Executive Officer (CEO), Marcel Löffler, who also serves as Chairman of the Board, and the Chief Financial Officer (CFO), Corina Ancuta since October 2025 (Jörg Hönemann until September 2025).

The Executive Team (ET) functions as the central decision-making body and includes the CEO, CFO, Chief Operations Officer (COO), two Regional Vice Presidents (Core and Growth Markets), Vice President Group Strategies, Brand and Corporate Communication, and Vice President People & Culture.

The Management Board holds collective responsibility for overseeing sustainability-related matters. The Global Sustainability Director reports directly to the CEO and is responsible for coordinating ESG strategy implementation across all subsidiaries.

Executive Team
 Management Board



SUSTAINABILITY GOVERNANCE STRUCTURE

At Julius Meinl, we feel a strong sense of responsibility for our planet as well as for those involved at every stage of our coffee journey as we work together to bring premium quality to every cup. As a fifth-generation family business, it is up to us to enhance sustainability efforts with the aim to positively impact the entire coffee industry.

With the commitment to contribute to a better planet for future generations at the

heart of the company, we continue to embed sustainability in the long-term strategic vision as well as in daily operations. The Management Board, supported by the Executive Team (ET) and the Global Sustainability Director, ensures that sustainability is integrated into corporate strategy, decision-making, and risk management.

The Management Board receives regular updates on sustainability impacts, risks, and

opportunities, with the CEO meeting bi-weekly with the Global Sustainability Director and the ET being updated and involved ad-hoc for specific topics or projects. The ET oversees the implementation of strategic initiatives, ensuring alignment across departments, while the Global Sustainability Director drives forward the company's sustainability agenda. Investment decisions are reviewed for environmental and social impact, with sustainable alternatives actively pursued where applicable.



Carina Needham
Global Sustainability Director

More than 10 years at Julius Meinl
Expertise: Sustainability Strategy,
Corporate Responsibility, Impact
Assessment

Carina Needham leads Julius Meinl's global sustainability efforts, ensuring alignment with international frameworks such as the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). With extensive experience in developing and implementing sustainability strategies, she drives impact assessments, stakeholder engagement, and the execution of key sustainability initiatives across the organisation.

Our Sustainability Ambassadors

Each Julius Meinl subsidiary has a Sustainability Ambassador, acting as a local point of contact for sustainability-related topics. They embed sustainability into daily business across all our subsidiaries, encourage awareness and engagement within their teams, support the global sustainability team with reporting requirements and lead local projects that turn our global commitments into practical action.



Sustainability Ambassador Meeting,
held in Vienna in February 2025



SUSTAINABILITY STRATEGY AND CORE COFFEE INITIATIVES

SUSTAINABILITY STRATEGY

Our Sustainability Strategy is built on three core pillars: Origin, Planet and Julius Meinl People. Our **Sustainability Agenda 2030** defines time-bound targets across these pillars. The targets are reviewed regularly and adjusted where necessary to reflect regulatory developments, stakeholder expectations, and scientific benchmarks.

Initiatives like our Responsibly Selected Coffee Initiative (RSCI), the Generations Programme, and a growing portfolio of organic Fairtrade-certified products highlight our commitment to responsible sourcing and supporting coffee farmers. Our membership in the Global Coffee Platform (GCP) further strengthens these efforts, with the RSCI based on the 12 principles of the GCP's Coffee Sustainability Reference Code. We also co-finance GCP's efforts to address barriers to farmer prosperity and promote sustainable coffee production in several countries of coffee origin.

In addition to these initiatives related to coffee origin, we focus on significantly reducing

our carbon footprint and advancing circular economy practices. We strive to create a supportive and engaging workplace where employees thrive, empowering them to lead sustainability efforts across the company. This ensures sustainable practices are integrated at every level, championed by everyone from management to each individual contributor.

Our Sustainability Strategy is fully embedded in the company's long-term business strategy. It is aligned with Julius Meinl's mission and contributes to the resilience of our business model in the face of environmental and social challenges.

Our sustainability efforts are guided by our Sustainability Policy, which incorporates our Code of Business Conduct and Supplier Code of Conduct, setting clear expectations for ethical behaviour, environmental stewardship, and social responsibility.

OUR COMPANY MISSION

Bringing Vienna's Coffeehouse Culture to the world and contributing to a better planet for future generations.

OUR KEY SUSTAINABILITY PILLARS



ORIGIN

BUILDING A SUSTAINABLE COFFEE SUPPLY CHAIN

Responsible sourcing practices in coffee origins



PLANET

PROTECTING OUR PLANET

Reducing our corporate carbon footprint and strengthening circular economy



JULIUS MEINL PEOPLE

DRIVING HIGH ENGAGEMENT

"Together we grow" – Sustainable business development through healthy organisation





Julius Meinl Sustainability Agenda 2030

	ORIGIN 	PLANET 	JULIUS MEINL PEOPLE 
How are we building a sustainable and responsible business?	<p>Building a Sustainable Coffee Supply Chain We strive to support people across our value chain in building decent and resilient livelihoods, promoting good agricultural practices, and conserving biodiversity. The health, safety, and well-being of coffee farmers, their families, and other workers and communities along our supply chains are central to our responsible sourcing efforts.</p>	<p>Protecting Our Planet As a global company being reliant on agricultural raw materials, responsible resource use and preserving a healthy environment are essential to us. We are committed to minimising our environmental footprint throughout the entire value chain by creating value with fewer resources and reducing the climate impact of our products.</p>	<p>Driving High Engagement Among Our Employees Sustainable business development is only possible through a healthy organisation with highly engaged employees. We are committed to create a winning culture and a supportive and engaging workplace where our employees can thrive.</p>
What are our key areas of action?	<ul style="list-style-type: none"> ▶ Responsibly Selected Coffee Initiative: ensuring baseline sustainability standards along our coffee supply chains ▶ Generations Programme: our impact programme, supporting targeted groups of coffee farmers ▶ Organic Fairtrade-certified portfolio 	<ul style="list-style-type: none"> ▶ Reducing our corporate carbon footprint ▶ Strengthening circular economy practices 	<ul style="list-style-type: none"> ▶ Rolling out Performance and Development Plans globally ▶ Enhancing fulfilment of our employees ▶ Empowerment of our employees
What are our targets?	<ul style="list-style-type: none"> ▶ 100% 'Responsibly Selected Coffee' by the end of 2025 ▶ Expanding the Generations Programme from two to four countries by 2026 ▶ Increasing the organic Fairtrade-certified product lines to reach a double-digit share within the coffee portfolio by 2030 	<ul style="list-style-type: none"> ▶ Science based targets: Reducing our corporate GHG emissions significantly by 2030 compared to the 2022 baseline <ul style="list-style-type: none"> • Scope 1/2: -42% • Scope 3: -30% ▶ Strengthening circular economy with focus on packaging and coffee machines 	<ul style="list-style-type: none"> ▶ Julius Meinl Gallup Engagement Score: reaching the top 25% in the Gallup European benchmark by performing above the 75th percentile by 2027. ▶ Including 100% of employees in a structured Performance and Development Cycle by 2026 ▶ Strengthening our culture by fully embedding "Together We Grow" across the group by 2028



Compliance with legal requirements along with **strong partnerships** with various multi-stakeholder and global sustainability initiatives, forms the foundation for achieving our targets, because we believe that genuine progress is only possible through collaborative efforts.





CORE COFFEE INITIATIVES

Green coffee is at the core of our Sustainability Strategy, as it has the most significant impact on both climate and people within our business activities. Consequently, we focus our efforts on our upstream value chain, emphasising sustainable sourcing practices. Our coffee suppliers are our key supply chain partners in working towards our goal of building a sustainable coffee supply chain. In 2025, we sourced coffee from 16 countries, reinforcing our commitment to building long-term relationships with our suppliers and coffee producers while building a diversified coffee origin portfolio to preserve the distinct blends that define our brand.



Green coffee refers to the processed seed of the coffee tree fruit. All of a coffee's taste and flavour potential is held within this green seed. This potential is ultimately unleashed through roasting the green coffee.

Julius Meinl's Responsibly Selected Coffee Initiative

WHAT IS 'RESPONSIBLY SELECTED COFFEE'? 'Responsibly Selected Coffee' at Julius Meinl refers to green coffee which is globally purchased and roasted in our plants in Vienna and Vicenza and is sourced through GCP-recognised schemes aligned with the Coffee Sustainability Reference Code. This framework sets baseline principles and practices across economic, social, and environmental aspects

through 12 dimensions depicted on the next page.

The GCP recognises both second-party verified supplier sustainability schemes and third-party certified programmes, such as Fairtrade and Rainforest Alliance, as aligned with the Coffee Sustainability Reference Code. While third-party certification includes an additional level of independent assessment, conducted by an external certification body, both approaches form part of our Responsibly Selected Coffee Initiative.

We are proud to share that as of the end of 2025, we have reached 100% 'Responsibly Selected Coffee' for our products roasted in Vienna and Vicenza.

In times of coffee price volatility and increasing climate pressures, maintaining this commitment remains a key challenge. Nevertheless, we firmly stand behind it and aim at further expanding this approach to all Julius Meinl branded coffee products by 2028.

A big thank you to our green coffee suppliers for joining the effort that allowed us to achieve this goal by the end of 2025 and ensuring that we can maintain this standard in the future!

In the following chapters, some of our green coffee suppliers offer insights into how our Responsibly Selected Coffee Initiative comes to life in their supply chains.

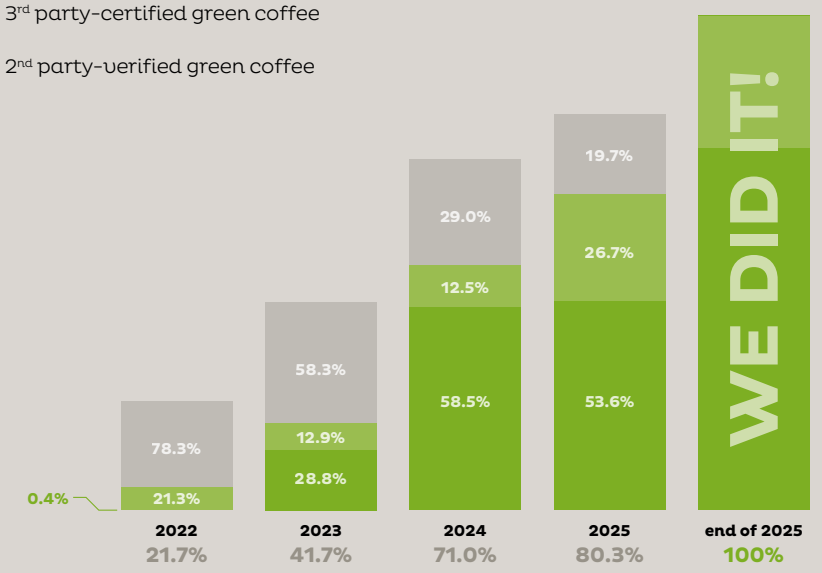


Reaching 100% 'Responsibly Selected Coffee' in our own roasteries marks an important step in our sustainability journey. It reflects years of close collaboration with our partners and our commitment to continuous improvement across our supply chain, from the farms where coffee is grown to the cups enjoyed every day. Through our Responsibly Selected Coffee Initiative, we give coffee lovers our commitment that every bean roasted in Vienna and Vicenza is sourced with respect for people, communities, and the environment.

Nicolas Charmillot
Director Green Coffee Sourcing

ANNUAL PROGRESS OF OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

- Conventional green coffee
- 3rd party-certified green coffee
- 2nd party-verified green coffee



WE DID IT!

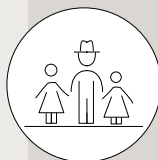


THE 12 DIMENSIONS OF THE GLOBAL COFFEE PLATFORM'S COFFEE SUSTAINABILITY REFERENCE CODE



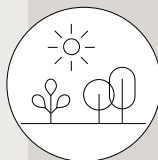
ECONOMIC DIMENSION

- 1 Business Management
- 2 Agricultural Services
- 3 Business Integrity



SOCIAL DIMENSION

- 4 Right to Childhood
- 5 Human Rights
- 6 Working Conditions
- 7 Community



ENVIRONMENTAL DIMENSION

- 8 Biodiversity
- 9 Pest and Weed Management
- 10 Resource Conservation
- 11 Pollution Prevention
- 12 Climate

ADDITIONAL DUE DILIGENCE STEPS IN OUR COFFEE SUPPLY CHAIN

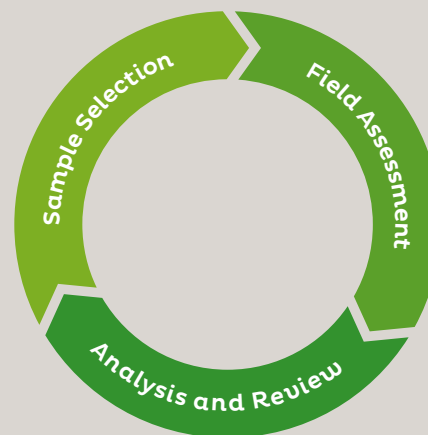
Sustainability is about continuously improving the current status to create a more positive impact on both people and the planet, rather than striving for perfection. Even when our green coffee suppliers work closely with farmers in their supply chain, challenges in the coffee sector remain. Addressing them openly is essential to enable meaningful progress.

That is why we regularly assess farms in our supply chains to understand where farmers meet the principles and practices of the Coffee Sustainability Reference Code through schemes recognised by the Global Coffee Platform as equivalent against the Coffee Sustainability Reference Code, and to find out where more support is still needed. These assessments are carried out by Enveritas, an independent non-profit organisation.

As 3rd party-certified schemes such as Fairtrade and Rainforest Alliance already undergo an external assessment, we focus on our 2nd party-verified supply chains with the Enveritas assessments. Different 2nd party-verified supply chains are assessed every year, and we ensure to circle back to each supply chain after three years to ensure up-to-date reference values and check on improvements made as well as remaining challenges.

The detailed reports provided by Enveritas help us and our suppliers address challenges proactively and drive continuous improvement where it matters most: on farms.

THIRD-PARTY ASSESSMENTS THROUGH ENVERITAS



Enveritas is a non-profit organisation that provides sustainability verification services on farm level, using data-driven methods to assess and improve social, economic, and environmental practices across the supply chain.



The **Global Coffee Platform (GCP)** unites coffee sector stakeholders to drive sustainability, scale local initiatives, and expand the market for sustainable coffee. Its Coffee Sustainability Reference Code provides a shared understanding of baseline sustainability in coffee production and primary processing. This framework, built on 12 key dimensions, forms the foundation of our Responsibly Selected Coffee Initiative.

- ➔ GCP's Coffee Sustainability Reference Code
- ➔ GCP's Equivalence Mechanism



Julius Meinl's Generations Programme

At Julius Meinl, we believe that a sustainable coffee future begins with the farmers who grow it. Our Generations Programme, launched in 2018, is a central pillar of our Sustainability Strategy. It is designed to strengthen farmer livelihoods, promote regenerative agricultural practices, and preserve coffee growing knowledge for future generations. While our Responsibly Selected Coffee Initiative provides a broad sustainability foundation, the Generations Programme allows us to engage deeper with farming communities in specific regions.

468

Coffee farmers and their families supported through the Generations Programme since 2018

1,500+

Coffee farmers and their families are currently involved in ongoing and planned project activities

What started in Colombia has evolved into a multi-country programme. Today, the Generations Programme is active in Colombia, Uganda, India, and Honduras. Across these origins, we work with our supply chain partners to address region-specific challenges, from soil health and climate resilience to income diversification and youth empowerment.

By combining environmental stewardship with economic resilience and community development, the Generations Programme aims at strengthening coffee farming families' resilience against climate and market risks while contributing to make coffee farming a viable livelihood for the next generation of farmers.

Since 2025, we have launched two new projects in Honduras and India. [Dive into more insights](#) on all four of our projects!

BUILDING A CLIMATE-SMART COFFEE REGION

Promoting agroforestry, soil and water conservation in coffee farming, and supporting households with fuel-efficient stoves and financial literacy training.

HONDURAS

Hanns R. Neumann Stiftung

THE J.M. SMUCKER Co. Tchibo Julius Meinl

EMPOWERING YOUNG COFFEE FARMERS

Supporting climate-smart farming, biodiversity and soil health, combined with digital tools for farm management and market access.

INDIA

FAIRTRADE Julius Meinl

IMPROVING SOIL HEALTH

Advancing regenerative practices such as composting and responsible fertiliser use to strengthen soil health and climate resilience.

COLOMBIA

LDC. Louis Dreyfus Company Julius Meinl

INCOME DIVERSIFICATION

Enabling farmers to diversify income and improve yields through new skills and good agricultural practices.

UGANDA

sawaworld solutions from within SUCAFINA Julius Meinl



TRANSPARENCY AND ACCOUNTABILITY

OUR POLICY FRAMEWORK FOR STRENGTHENING SUSTAINABILITY

Strong governance is the foundation of credible sustainability performance. Throughout 2025 we further strengthened our governance framework through the formalisation of key policies

that guide our actions across the value chain and in our own operations. These policies outline our principles and targets across environmental stewardship, responsible sourcing, and the protection

of human rights throughout our operations and value chain, and ensure alignment with evolving regulatory requirements, stakeholder expectations and our long-term strategic objectives.



SUSTAINABLE DEVELOPMENT GOALS



We promote fair working conditions, actively address any form of illegal labour practices and work towards strengthening the livelihoods of farmers and workers across our value chain.



We take responsibility for our supply chains and communicate our sustainability efforts transparently, enabling stakeholders to make informed decisions.



We continuously work on reducing our carbon footprint and support farmers in building resilience to climate change to help secure a sustainable future for coffee.



We promote regenerative agricultural practices that protect soil health, enhance biodiversity and preserve ecosystems in coffee growing regions.



We collaborate with partners across the value chain because meaningful progress in the coffee sector and beyond can only be achieved together.



EXTERNAL VALIDATION

Independent Validation: EcoVadis Rating

In 2024, we underwent our first EcoVadis assessment. Since February 2026, Julius Meinl has been awarded a Bronze rating, placing us in the 77th percentile of all companies assessed with a score of 68/100.

Being in the 77th percentile means that we perform better than 77% of all companies assessed by EcoVadis. For us, this provides independent confirmation of the robustness of our governance and sustainability management systems. For our customers and partners, it offers transparency, comparability and assurance that our sustainability commitments are backed by structured processes and measurable performance.

The rating also serves as a benchmark and improvement tool, helping us identify gaps and continuously strengthen our governance approach.



➔ **EcoVadis** is a globally recognised sustainability rating platform that evaluates companies across four areas: environment, labour and human rights, ethics, and sustainable procurement. The assessment is based on international standards and requires structured documentation and evidence of implemented practices.



77th
percentile
in our EcoVadis
sustainability
rating



ESG-Linked Financing

Our ESG-linked loan directly connects financial conditions to measurable sustainability performance. The loan is tied to clearly defined KPIs, each subject to external audit with limited assurance to verify accuracy and transparency. In the reporting year, we achieved and/or exceeded all agreed targets:

- ✓ GHG emission intensity (Scope 1 and Scope 2 market-based, per t roasted coffee) reduced to 0.54 tCO₂e/t roasted coffee, outperforming the target of 0.55 tCO₂e/t roasted coffee
- ✓ 80.3% 'Responsibly Selected Coffee', meeting the target of 80%
- ✓ Gallup Engagement Score of 3.95, exceeding the target of 3.93

This structure embeds sustainability into financial decision making and reinforces accountability at management level.

ESG-linked financing allows us to directly connect our financial decisions with our sustainability ambitions. It is something we are proud of as it reflects our commitment to measurable progress, transparency, and long-term value creation, while holding ourselves accountable to the standards we set.

Corina Ancuta
CFO

Farmers of a Fairtrade cooperative in Honduras drying coffee beans



ENGAGING ALONG OUR VALUE CHAIN

Our value chain is built on long-term partnerships, responsible sourcing, and a commitment to premium quality. From coffee farmers and suppliers to employees, customers and consumers, our business relies on strong relationships across every stage of the value chain.

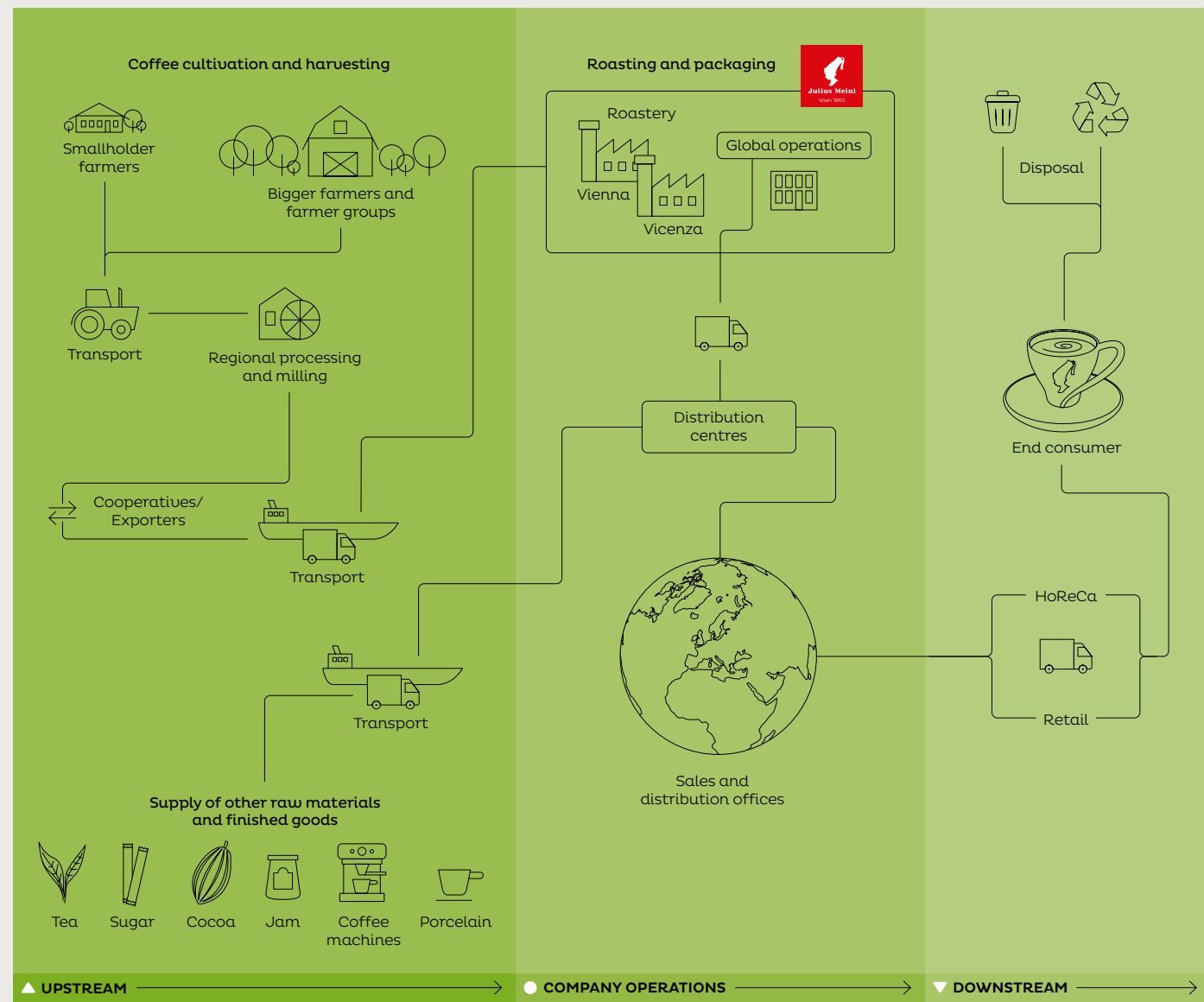
We recognise that our activities have wide-ranging impacts. Through regular dialogue with key stakeholders, we seek to understand their perspectives, address concerns, and integrate their insights into our sustainability initiatives, operational processes, and due diligence efforts.

Our value chain includes the sourcing of green coffee, tea, and other ingredients, partnerships with equipment and trade food suppliers, and the distribution of our products through HoReCa partners, retailers, and distributors worldwide. To further strengthen transparency and accountability, we are implementing a global supply chain risk management system to better identify and manage environmental, social, and governance risks.

In addition, our **Integrity Line** provides a secure and anonymous channel for stakeholders to report concerns related to actual or suspected misconduct within our operations or supply chains.

The overview on the next page highlights how we engage with stakeholders along our value chain and how this dialogue informs our actions.

Our Value Chain





Stakeholder Engagement

	 Employees	 HoReCa and retail customers and other business partners	 Suppliers	 Shareholders and financial institutions	 Civic and non-profit organisations, multi-stakeholder platforms, and public authorities	 Consumers, media, and the public
How we engage	<ul style="list-style-type: none"> ▶ Personal development dialogues ▶ Quarterly company-wide update meetings (Global Coffee House) ▶ Annual employee survey and workplace assessments ▶ Local work councils ▶ Company-wide intranet (MeinlConnect) 	<ul style="list-style-type: none"> ▶ Customer support and guidance ▶ Trade fairs ▶ Social media ▶ Surveys ▶ Annual Sustainability Report ▶ Website ▶ Marketing events 	<ul style="list-style-type: none"> ▶ Joint initiatives and value chain projects ▶ Regular communication with the Julius Meinl procurement team ▶ Supplier due diligence (e.g. Enveritas) ▶ On-site visits ▶ Multi-stakeholder platforms 	<ul style="list-style-type: none"> ▶ Regular shareholder update meetings ▶ Financial reports ▶ ESG ratings ▶ Annual meetings 	<ul style="list-style-type: none"> ▶ Joint initiatives and projects ▶ Annual meetings and events ▶ Regular workshops ▶ Certification systems ▶ Adaptation of regulatory requirements ▶ Industry associations and multi-stakeholder forums (e.g. Austrian Coffee and Tea Association, Global Coffee Platform etc.) 	<ul style="list-style-type: none"> ▶ Annual Sustainability Report ▶ Marketing events ▶ Surveys ▶ Social media ▶ Interviews and press release ▶ Website
Purpose of engagement	<ul style="list-style-type: none"> ▶ Fostering meaningful interactions and ensuring a high level of employee engagement ▶ Providing updates on strategies and achievements while enabling interactive participation ▶ Identifying areas for improvement, setting learning goals, and optimising workflows 	<ul style="list-style-type: none"> ▶ Strengthening customer loyalty ▶ Staying on top of market trends and demands ▶ Meeting (and surpassing) customers' expectations ▶ Improving products and services ▶ Driving demand for sustainable products and services 	<ul style="list-style-type: none"> ▶ Building strong partnerships ▶ Holding suppliers accountable ▶ Driving joint action toward sustainability and innovation 	<ul style="list-style-type: none"> ▶ Ensuring transparency ▶ Understanding expectations around sustainability ▶ Aligning financial strategies according to external reviews ▶ Gathering an outside perspective on our sustainability efforts 	<ul style="list-style-type: none"> ▶ Participating in peer-learning ▶ Fostering pre-competitive collaboration to promote ethical practices and sustainability across the coffee industry ▶ Building good relationships with local and state authorities 	<ul style="list-style-type: none"> ▶ Building brand loyalty and increasing brand recognition ▶ Strengthening community ties ▶ Enhancing public image
Examples of outcome of engagement	<ul style="list-style-type: none"> ▶ Internal policy updates ▶ Improvement of action plans ▶ Global and local initiatives and campaigns to strengthen employee engagement 	<ul style="list-style-type: none"> ▶ Improvement of product and service development ▶ Adaptation of marketing strategies 	<ul style="list-style-type: none"> ▶ Design and monitoring of value chain projects ▶ Informed selection of suppliers ▶ Input for strategy design 	<ul style="list-style-type: none"> ▶ Input for strategy design ▶ ESG-linked loan 	<ul style="list-style-type: none"> ▶ Alignment with sustainability practices ▶ Design of value chain projects ▶ Input for strategy design 	<ul style="list-style-type: none"> ▶ Improvement of product and service development ▶ Adaptation of marketing strategies

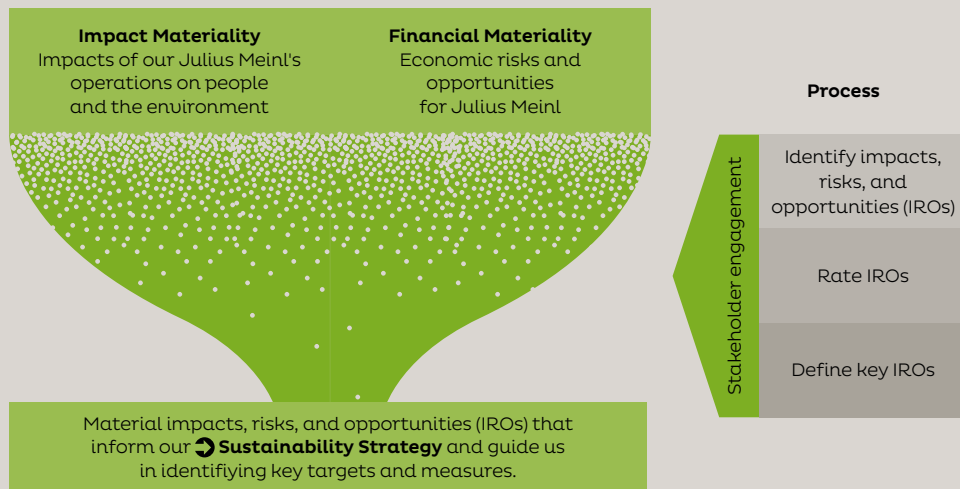


IMPACT, RISK AND OPPORTUNITY MANAGEMENT

In preparation for the EU's CSRD, we conducted a double materiality assessment (DMA) to understand the most significant issues impacting our operations and contributing to sustainable development across our value chain. We began our DMA in 2023 and concluded it in 2024, referencing the following version of the ESRS: Delegated Regulation (EU) 2023/2772.

Double Materiality Assessment Methodology

For our company operations, we identified and assessed impacts on people and the environment as well as actual and potential risks to our business. Furthermore, we assessed our value chain impacts and risks, primarily focusing on our upstream activities. The assessment focused on coffee as our main commodity, but also included tea, trade foods such as cocoa and sugar as well as equipment, e.g. our coffee machines and grinders.



Our impact assessment considered both positive and negative impacts as well as actual and potential impacts related to sustainability matters. For our financial assessment, we evaluated potential sustainability-related risks that could impact our business negatively and opportunities that could have a positive financial impact.

STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

For our DMA, we engaged internal and external stakeholders who influence or are directly affected by our business. This included employees, management, shareholders, customers, suppliers, and NGOs, the latter in particular as proxies for the coffee farmers in our supply chains. Engagement with these stakeholders was conducted through surveys, interviews, and workshops, allowing us to gather diverse perspectives on material issues from both financial and ESG standpoints.

At Julius Meinl, stakeholder engagement is not only used to inform our materiality analysis, but also to validate its outcomes and guide the prioritisation of actions. We are continuously strengthening our mechanisms for stakeholder feedback, including awareness raising on accessible grievance channels and regular review cycles to ensure we receive timely, up-to-date input that reflects the evolving needs and expectations of our stakeholders.

THRESHOLD

We assessed each impact, risk, and opportunity, rating them by use of various parameters on a scale of 1 to 6. Further details can be found on the next page. We set the materiality threshold at 3.5. Impacts and scores from 3.5 upwards, and their associated ESRS topics, were deemed material and are therefore included in this report.

PROCESS

We defined process steps for conducting our DMA for impact materiality and financial materiality, respectively. The impact assessment was our starting point, and once we had the preliminary results, we initiated the financial assessment. We followed the five key steps below as further elaborated on the next page:

- ▶ Engagement of stakeholders
- ▶ Scoping of impacts/risks/opportunities
- ▶ Assessment of individual impacts/risks/opportunities
- ▶ Calibration of material impacts/risks/opportunities
- ▶ Determination of the materiality threshold



PROCESS STEPS IMPACT MATERIALITY

1. ENGAGEMENT OF STAKEHOLDERS

We identified internal subject-matter experts with insights into the ten ESRS topics and in-depth knowledge of our daily operations. Onboarding sessions ensured a shared understanding of the new regulations and the goals of the double materiality assessment. A first stakeholder engagement survey informed us about their perception of relevant key impact areas.

2. SCOPING OF IMPACTS

Prior to the materiality assessment workshops, we reviewed relevant information such as internal company reports, policies, the results of the stakeholder survey, and industry-specific reports to scope and identify impacts for each ESRS sub-topic and sub-sub-topic. An extensive list of both potential and actual positive and negative impacts was subsequently developed based on these inputs.

3. ASSESSMENT OF INDIVIDUAL IMPACTS

In an interactive workshop, participants adjusted and supplemented the pre-defined impacts. All impacts (both negative and positive) within our operations and the value chain were scored according to our scoring methodology, using the three parameters 'scale', 'scope', and 'remediability'. For potential impacts, we added the parameter of 'likelihood'.

- ▶ **Scale:** assesses the magnitude of the impact on the environment or people, considering existing mitigation actions. The assessment was made on a scale from 1 (insignificant) to 6 (catastrophic).
- ▶ **Scope:** evaluates the extent of the impact based on parameters such as the number of people or sites affected. The assessment was made on a scale from 1 (individual) to 6 (global/total).
- ▶ **Remediability:** considers the difficulty of reversing the damage in terms of cost and time. The assessment was made on a scale from 1 (very easy to remedy) to 6 (irreversible).

In total, 73 impacts were identified and scored.

4. CALIBRATION OF MATERIAL IMPACTS

The final scores based on the workshop input were aggregated using a tool to calculate the 'degree of materiality'. Participants were consulted again for validation of preliminary results, with rationales for any adjustments documented. Further calibration across topics was conducted before finalising the impact assessment.

5. DETERMINATION OF THE MATERIALITY THRESHOLD

A materiality threshold of 3.5 (out of 6) was established, resulting in a final list of 33 material impacts.

PROCESS STEPS FINANCIAL MATERIALITY

1. ENGAGEMENT OF STAKEHOLDERS

We engaged relevant internal stakeholders to ensure appropriate consideration of sustainability risks. This encompassed internal subject-matter experts in the business, including the CEO and CFO of our company, the sustainability team, and our corporate risk assessment lead.

2. SCOPING OF RISKS AND OPPORTUNITIES

Results from the impact materiality assessment, supplemented with additional internal resources, formed the basis for scoping sustainability risks within the context of financial materiality. A total of 43 scenarios was identified to capture the financial effects of the identified sustainability risks and opportunities.

3. ASSESSMENT OF INDIVIDUAL RISKS AND OPPORTUNITIES

The assessment scored the risks and opportunities through an online survey. In scoring risks, we assessed the 'potential extent of the impact' on the business model, financial targets, and enterprise value as well as the 'probability of occurrence'. Assessments took existing risk mitigation actions into consideration.

- ▶ **Potential extent of the impact:** The impact on the company's cash flows, development, performance, position, cost of capital, or access to finance was assessed on a scale from 1 (insignificant) to 6 (extreme). Quantification in monetary terms was largely qualitative due to the complexity of defining exact values for potential sustainability risk scenarios.
- ▶ **Probability of occurrence:** The assessment was made on a scale from 1 (almost impossible) to 6 (almost certain) over relevant time horizons (short-, mid-, or long-term).

4. CALIBRATION OF MATERIAL RISKS AND OPPORTUNITIES

The final scores based on the workshop input were aggregated using a tool to calculate the 'degree of materiality'. In a final workshop, participants were consulted again for validation of preliminary results, with rationales for any adjustments documented. Further calibration across topics was conducted before finalising the assessment.

5. DETERMINATION OF THE MATERIALITY THRESHOLD

The scoring and respective materiality threshold of 3.5 (out of 6) yielded a final list of 16 sustainability-related financially material risks and two opportunities.



Double Materiality Assessment Outcome

We identified 33 sustainability-related impacts and 18 financial risks and opportunities across nine ESRS topics material to Julius Meinl. More detailed descriptions of our material impacts, risks, and opportunities can be found [here](#). Our respective response strategies are outlined in the following chapters.

Environment · E1 – Climate Change

Material impact, risk, or opportunity	VC
Climate change mitigation	
⊖ GHG emissions (Scope 1, 2 and 3)**	▲●▼
⚠ Legislation regarding deforestation	▲●▼
⚠ Insufficient decarbonisation	▲●▼
⚠ Costs of transition to lower emissions / substitution of existing products and services	▲●▼
Climate change adaptation	
⊖ Sourcing practices**	▲●▼
⊕ Supply chain resilience**	▲●▼
⚠ Rising costs of raw materials	▲●▼
⚠ Agricultural shifts	▲●▼
Energy	
⊖ Non-renewable energy consumption**	▲●▼

Environment · E2 – Pollution

Material impact, risk, or opportunity	VC
Pollution of air	
⊖ Agricultural air/water/soil pollution**	▲●▼
⊖ Transport-related air pollution**	▲●▼
⊖ Industry-related air pollution**	▲●▼
Substances of high concern	
⊖ Agrochemicals	▲●▼
⚠ Stronger regulations on the usage of fertilisers and pesticides	▲●▼
Microplastics	
⊖ End-of-life of packaging materials	▲●▼
⊖ Tire abrasion during transport	▲●▼

**IRO highly relevant for stakeholders

Environment · E3 – Water and Marine Resources

Material impact, risk, or opportunity	VC
Water consumption	
⊖ Water consumption and withdrawal during coffee and tea cultivation and processing	▲●▼
⚠ Water shortages in coffee production due to extreme weather events	▲●▼

Environment · E4 – Biodiversity and Ecosystems

Material impact, risk, or opportunity	VC
Direct impact drivers of biodiversity loss	
⊖ GHG emissions	▲●▼
Impact on the state of species	
⚠ Spread of pests and crop diseases	▲●▼

Environment · E5 – Resource Use and Circular Economy

Material impact, risk, or opportunity	VC
Resource inflows, including resource use	
⊖ Non-renewable raw material sourcing	▲●▼
Resource outflows related to products and services	
⚠ Stronger regulations on the use of packaging material	▲●▼

⚠ Financial risk	Value Chain
⊕ Financial opportunity	▲ Upstream
⊕ Positive impact	● Company operations
⊖ Negative impact	▼ Downstream
⊖ Potential negative impact	



Social · S1 – Our Workforce

Material impact, risk, or opportunity	VC
Equal treatment and opportunities for all	
⊕ Employee development through training and mentoring	▲●▼
⊕ Employee retention through training and development	▲●▼
⚠ Inadequate diversity management	▲●▼
Working conditions	
⊕ Attractive employer	▲●▼

Social · S2 – Workers in the Value Chain

Material impact, risk, or opportunity	VC
Equal treatment and opportunities for all	
⊖ Empowerment constraints and gender inequities**	▲●▼
⊕ Sustainable farming and resilient livelihoods of farmers**	▲●▼
Working conditions	
⊖ Ethical concerns about farmers' and workers' working conditions upstream**	▲●▼
⊖ Lack of protective equipment and safe usage training**	▲●▼
⊖ Supply-and-demand dynamics and their consequence for farmers/workers in agricultural supply chains**	▲●▼
⚠ Yield loss due to decreasing workforce	▲●▼
Other work-related rights	
⊖ Physical and psychological harm for children and youth**	▲●▼

Social · S3 – Affected Communities

Material impact, risk, or opportunity	VC
Land-related impacts	
⊖ Loss of fertile land for local communities	▲●▼
⊖ Expropriation of land	▲●▼
Communities' economic, social and cultural rights	
⊖ Economic, social or cultural damage	▲●▼
Water and sanitation	
⊖ Water quality risk from non-sustainable activities	▲●▼

**IRO highly relevant for stakeholders

Governance · G1 – Business Conduct

Material impact, risk, or opportunity	VC
Corporate culture	
⊖ Limited integration of sustainability across the company**	▲●▼
⊕ Fostering success and a healthy work environment through a supportive company culture	▲●▼
Management of relationships with suppliers, including payment practices	
⚠ Disruption of international supply chains	▲●▼
Other	
⚠ Rising taxes on GHG emissions	▲●▼
⚠ Rising energy costs in operation	▲●▼
⚠ Rising compensation payments for GHG emissions	▲●▼

⚠ Financial risk	Value Chain
⊕ Financial opportunity	▲ Upstream
⊕ Positive impact	● Company operations
⊖ Negative impact	▼ Downstream
⊖ Potential negative impact	

INTRO

GENERAL INFORMATION

ENVIRONMENTAL INFORMATION

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SOCIAL INFORMATION

GOVERNANCE INFORMATION



(ESRS E1) CLIMATE CHANGE

OUR APPROACH AND POLICIES

Reducing greenhouse gas (GHG) emissions across our operations and value chain is a key priority in addressing our climate impact and contributing to a low carbon future. We have established the main levers of our transition plan, however, additional work is continuing to finalise the details required for full CSRD compliance. While this remains work in progress, we have set ambitious 2030 reduction targets, aligned with the methodology of the Science-Based-Targets initiative (SBTi), based on our 2022 baseline: a 42% cut in Scope 1 and 2* emissions and a 30% reduction in Scope 3. Our decarbonisation strategy includes energy efficiency measures, supplier engagement, and product innovation. Progress is tracked and disclosed annually under ESRS E1-5 and E1-6.

Since 2025, our Environmental Policy has further reinforced this approach by formalising our commitment to climate action and the continuous reduction of environmental impacts across our operations and value chain.

Our Corporate Carbon Footprint

After first calculating our Corporate Carbon Footprint (CCF) using 2019 data, we updated it in alignment with the Greenhouse Gas Protocol in 2023 with 2022 numbers as the new base-

*Scope 2 market-based

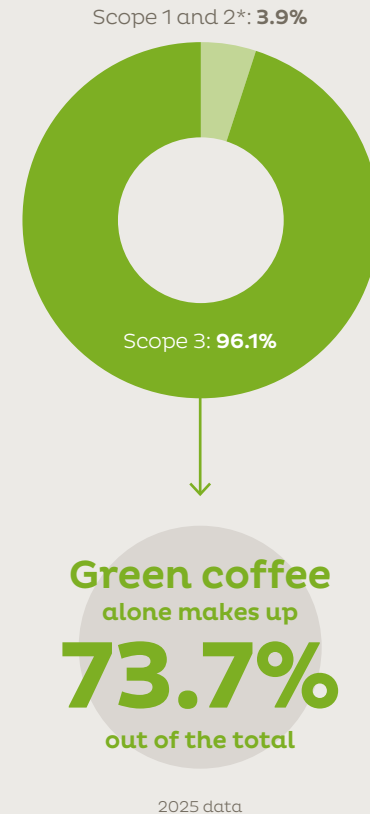
line, covering 18 subsidiaries and additional Scope 3 categories. Since 2024, the numbers include all our 19 subsidiaries in 20 countries, and we have updated our 2022 baseline accordingly. We have also refined our previous calculations, leading to slight adjustments in the figures presented (for more details see [E1-5](#) and [E1-6](#)). Looking ahead, we aim to replace database estimates with primary data from suppliers, particularly for green coffee, to intensify our emission reduction efforts.

SCOPE 1 AND 2 EMISSIONS

Our direct GHG emissions (Scope 1) contribute to a relatively small share of our CCF, while Scope 2 market-based emissions, from purchased electricity and district heating and cooling are even more minimal. This is primarily thanks to our strong focus on renewable energy, particularly at our production sites.

SCOPE 3 EMISSIONS

Our Scope 3 emissions account for the vast majority of our total CCF, with green coffee alone representing by far the largest share. As a result, green coffee procurement is central to our Sustainability Strategy. Our measures to contribute to climate change mitigation and adaptation in our coffee supply chain primarily revolve around our Responsibly Selected Coffee Initiative and our Generations Programme. The energy demand of sold coffee machines represents the second largest contributor to our CCF.



Our climate-related material impacts and risks

Our value chain faces various impacts and risks related to climate change, which can occur in our company operations, upstream or downstream. These impacts, whether actual or potential, might be limited to specific parts of our value chain or geographically restricted areas. Learn more about our responses to the climate-related material topics in this chapter.

- ⊖ ▶ GHG emissions (Scope 1, 2, and 3)
- ▶ Sourcing practices
- ▶ Non-renewable energy consumption
- ⊕ ▶ Supply chain resilience
- ⚠ ▶ Legislation regarding deforestation
- ▶ Lack of decarbonisation
- ▶ Costs of transition to lower emissions / substitution of existing products and services
- ▶ Agricultural shifts
- ▶ Rising costs of raw materials, especially coffee

- ⊕ Positive impact
- ⊖ Negative impact
- ⊖ Potential negative impact
- ⚠ Financial risk
- ⊕ Financial opportunity



UNDERSTANDING OUR EMISSIONS

Scope 1, 2, and 3 emissions classify a company's carbon footprint:

- **Scope 1:** Direct emissions from sources owned or controlled by Julius Meinl such as fuel used in our roasting plants, office heating, and company vehicles.
- **Scope 2:** Indirect emissions from purchased energy such as electricity and district heating/cooling used in production and offices.
- **Scope 3:** All other indirect emissions in the value chain including green coffee and tea cultivation, packaging and other raw materials, upstream and downstream transportation, and the energy use of sold coffee machines. As Scope 3 represents the largest share of our footprint, it is a major focus of our sustainability approach.

OVERVIEW OF CARBON EMISSION SOURCES AND TARGETS

For more details on the year-by-year progress to achieve these targets, see [Metrics](#).

JULIUS MEINL'S CARBON EMISSION SOURCES 2022 BASELINE*

SCOPE 3: 95.4%

- ▶ Purchased goods and services 80.1%
 - ▶▶ Green coffee73.7%
 - ▶▶ Other raw materials/finished products4.3%
 - ▶▶ Packaging materials2.1%
- ▶ Upstream transportation1.8%
- ▶ Fuel- and energy-related activities1.1%

UPSTREAM

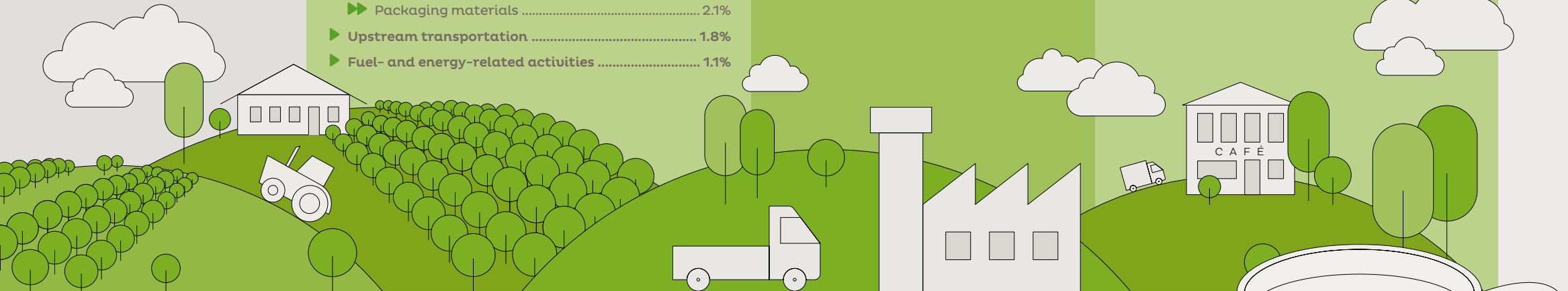
SCOPE 1 AND 2: 4.6%

- ▶ Transport2.5%
- ▶ Production (roasting), heating1.6%
- ▶ Purchased energy*0.4%

DOWNSTREAM

SCOPE 3 (continued)

- ▶ Downstream transportation1.9%
- ▶ Use of sold products10.5%



JULIUS MEINL'S CARBON EMISSION REDUCTION TARGETS 2030

-30%

Scope 3 emission reductions

Our Scope 3 science-based target is mainly related to reducing the carbon footprint of our green coffee at farm level.

-42%

Scope 1 and 2 emission reductions

Our Scope 1 and 2 science-based target is focusing on reducing our impact significantly in our roastery as well as within our company-owned fleet.

* For the calculations of the emission shares, Scope 2 market-based method was used



Decarbonising our Production

Over the past years, we have made significant strides in reducing our environmental footprint and adapting to climate change effects across our production sites in Vienna and Vicenza. By optimising energy use, improving resource efficiency, and integrating sustainable practices, we have steadily decreased GHG emissions.

Since 2015, our Vicenza plant has been ISO 14001-certified, enabling structured progress tracking in energy efficiency and emission reduction. We aim to extend this systematic approach to our Vienna site by 2026.

We are working to quantify the environmental and financial impacts of our energy and

emissions reduction measures, and to disclose progress transparently. Our production-related emissions are integrated into our Scope 1 and 2 reduction targets, and we are preparing for future assurance requirements by improving data quality and documentation processes.



SUSTAINABILITY MILESTONES IN OUR PRODUCTION

- 2010-15** Flexible material optimisation: reduced aluminium thickness and PE weight
- 2015** ISO 14001 certification for environmental management (Italian production)
Installation of heat exchange system using energy from roaster chimneys
- 2016-20** Improved bean selection and roasting profile systems to reduce waste and boost efficiency
- 2020** Switched N-compatible capsule portfolio from PBT (non-recyclable) to home-compostable materials
- 2023** Installed catalytic converters on roasters in Vicenza (Italy) and Vienna (Austria)
Installed solar panels at Italian production site, up to 30% of electricity now self-produced
- 2024** Launched project to convert professional capsules from PP/aluminium to compostable material
Began production of flexible packaging with recyclable mono-material for selected items
- 2025** Completed catalytic converter installation on all roasting equipment, now saving up to 50% of carbon emissions in each roasting batch
- Outlook** ISO 14001 certification for environmental management (Austrian production)
Piloting of emission-reduced/free roasting technologies
Development of a Packaging Policy

Climate Change Mitigation and Adaptation in Green Coffee

A key focus of our approach to climate change mitigation and adaptation lies in how we source our green coffee. By the end of 2025, we successfully completed the transition of our coffee roasted in our Vienna and Vicenza plants to be 100% 'Responsibly Selected'. This approach is guided by the Global Coffee Platform's Coffee Sustainability Reference Code, which lays out practices that support both climate mitigation and adaptation. By encouraging more resilient farming systems and sustainable land management, it helps strengthen the ability of farms and communities to respond to the impacts of climate change.

Through their sustainability schemes, and in alignment with our RSCI, our suppliers promote and implement practical solutions such as:

- **Climate-smart farming techniques** like better shade and water management, agroforestry, crop diversification, and the use of resilient coffee plant varieties
- **Soil-friendly practices** that boost carbon storage such as planting cover crops, reducing tillage, and promoting intercropping
- **Cleaner energy use** by cutting fossil fuel consumption both on farms and during processing
- **Lower emissions** by identifying key sources of greenhouse gases and putting targeted reduction plans in place

Recognising that preventing deforestation is a critical factor in reducing emissions and protecting carbon sinks, we are closely collaborating with our suppliers to meet the requirements set by the EU Deforestation Regulation (EUDR), which aims to ensure that products placed on the EU market are not linked to deforestation. Despite the delay of the EUDR, we remain dedicated to make sure our products are made without contributing to deforestation already now.

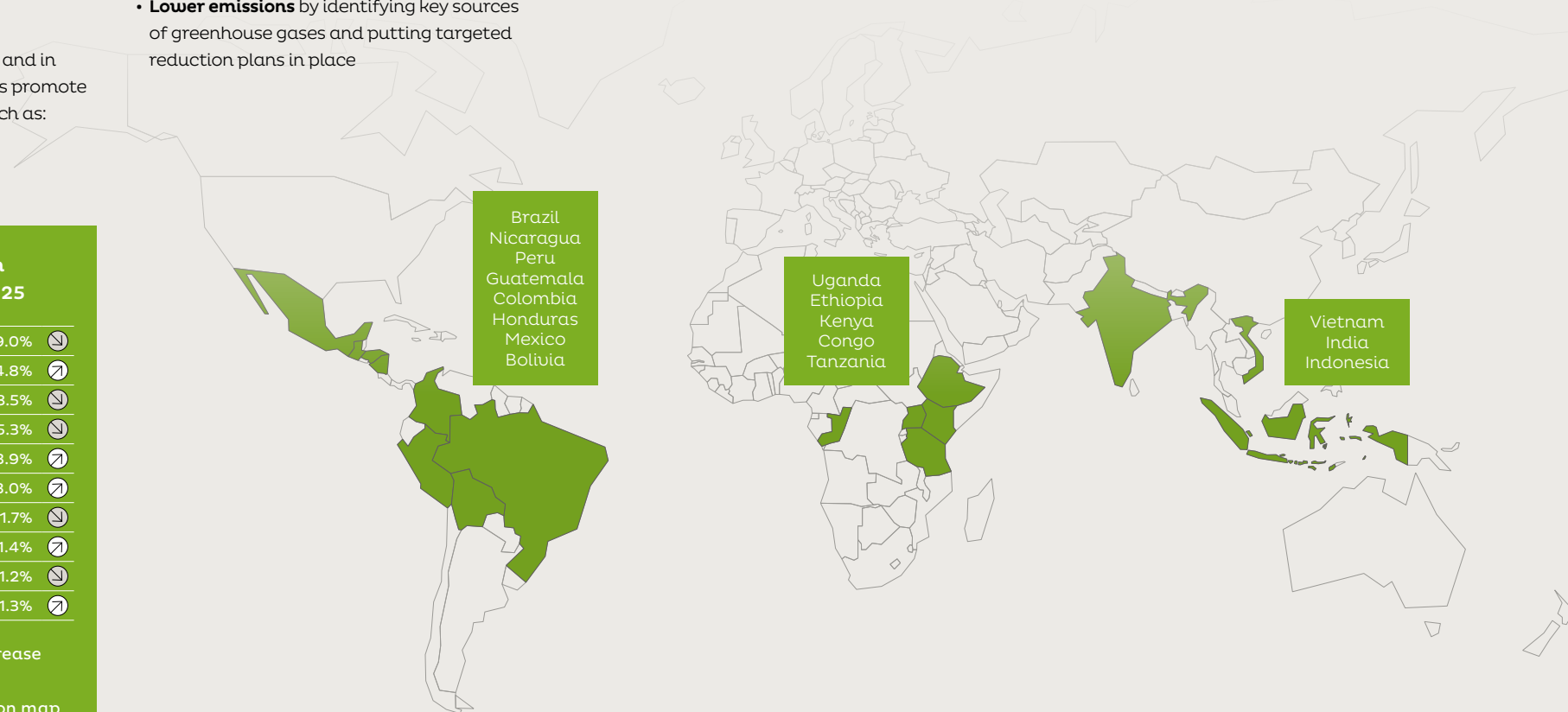
To safeguard our coffee supply against climate-related agricultural shifts, we aim to maintain a diverse sourcing strategy across multiple origins while supporting resilient farming practices through our RSCI and the environmental components of our Generations Programme. Our diversified sourcing strategy and supplier engagement efforts are designed to mitigate systemic disruptions, strengthen the adaptability of farming communities and support long-term supply chain stability.

Key countries where our green coffee was sourced from in 2025

Vietnam	39.0%	↘
Brazil	34.8%	↻
India	8.5%	↘
Nicaragua	5.3%	↘
Honduras	3.9%	↻
Uganda	3.0%	↻
Colombia	1.7%	↘
Mexico	1.4%	↻
Peru	1.2%	↘
Others	1.3%	↻

Volume share ↻ increase ↘ decrease
compared to the previous year

Smaller countries of origin shown on map



OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025. This means that since then, all coffee within this defined scope has been 'Responsibly Selected'.

This milestone reflects our commitment to sourcing coffee that meets clear social, environmental and economic sustainability criteria. Through sourcing coffee from our suppliers participating in schemes recognised by the Global Coffee Platform as aligned with its Coffee Sustainability Reference Code, **we support climate resilience at the farm level and promote practices such as agroforestry, climate risk assessments, and responsible resource management.**

The following example shows how supplier programmes support the implementation of our sustainability commitments at origin.



HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN VIETNAM



Ho Van Loi,
Sustainability Manager of
Sucden Coffee Vietnam

Sucden Coffee Verified is a 2nd party verified supplier scheme of Sucden Coffee.



How are changing weather patterns in Vietnam, such as shifts in rainfall or temperature, affecting coffee quality and yields, and how are farmers adapting their practices in response?

In Vietnam's Central Highlands, hundreds of thousands of smallholder coffee farmers are experiencing changing weather patterns. In response, farmers are adapting their production systems in different ways.

Today, farming systems range from full sun monocultures to highly diversified agroforestry landscapes that actively contribute to soil health, biodiversity, and local microclimates. This diversity reflects different levels of farmer experience and practical adaptation to evolving climate conditions.

Through Sucden Coffee Verified, we work to identify pioneering farmers who are already building more climate resilient systems and transitioning towards regenerative farming approaches.

How do pioneering farmers influence other producers in their communities to adopt regenerative practices, and what usually becomes the decisive factor for farmers to change their approach?


Pioneering farmers play an important role in demonstrating how regenerative practices work in the field. Through Sucden Coffee Verified, we document their approaches and share these experiences within farming communities to encourage wider adoption and support a gradual shift towards more sustainable coffee landscapes in Vietnam.

Seeing these practices succeed on a neighbouring farm often reduces uncertainty for other producers, because they can observe the results under the same local climate, soil conditions, and market realities. In many cases, the decisive factor for change is when farmers recognise that regenerative practices not only improve soil health and resilience but also maintain or enhance yields and income over time.



Behind the scenes of Sucden Coffee Verified's YouTube channel on inspiring farmers' journeys.


TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN
ACTION: SCALING DIGITAL FARMING GUIDANCE FOR COFFEE FARMING COMMUNITIES

As part of our engagement in the initiative for coffee&climate, which we joined in 2024 and have co-financed since then, we support amongst others the development of the  **coffee&climate toolbox**. This open-source digital platform provides coffee farmers and agronomists worldwide with practical, climate-smart guidance on topics such as soil health, water management, and plant care, helping coffee-growing communities adapt to changing climate conditions.

The toolbox is designed to be used across diverse coffee-growing regions and is continuously refined through field testing and farmer feedback. Learnings from Ethiopia with sector-wide relevance show:

- **Digital learning is possible even with limited connectivity**
Clear visuals, short videos, and actionable steps enable learning despite rural data constraints.
- **Localisation drives meaningful uptake**
Content in the local languages, clear terminology, and culturally relevant visuals significantly improve understanding and confidence.
- **Inclusive design supports wider participation**
Women often depend on shared family smartphones. They appreciate visual, easy-to-follow content - especially when women are shown as actors. This indicates that thoughtfully designed digital tools can help reach groups who face barriers in traditional extension.

Farmers described the toolbox as a “school at home”, a trusted source of visual, step-by-step support for managing soil health, water use, climate variability, and pest challenges.

By supporting the rollout and continuous improvement of the toolbox, we contribute to scaling access to climate-smart practices across coffee landscapes. In this way, we help strengthen the resilience of farming communities and support a more sustainable future for coffee production worldwide.

The c&c toolbox is like our school, it embodies the knowledge of experts.

Ethiopian Coffee Farmer



coffee & climate

Ethiopian youth coffee farmers managing climate-resilient varieties in their coffee nursery


TARGET: REDUCING OUR SCOPE 1 AND 2 EMISSIONS BY 42% AND OUR SCOPE 3 EMISSIONS BY 30% BY 2030 COMPARED TO OUR 2022 BASELINE

The following initiatives are part of our measures to decarbonise our own operations and value chain but are not an exhaustive list. Many smaller measures such as the transitioning to renewable energy sources wherever possible in our different locations, energy efficiency initiatives etc. are implemented locally. Check out the numbers behind our decarbonisation journey [here](#).

SCOPE 1 AND 2

ACTION: FINALISATION OF CATALYTIC CONVERTER IMPLEMENTATION IN ALL ROASTERS

Building on the successful implementation of catalytic converters in a few of our roasters in previous years, we completed the installation of catalytic converters across all remaining roasters by the end of 2025.

Catalytic converters enable emissions treatment at lower temperatures by accelerating chemical reactions in exhaust gases, reducing energy use compared to traditional high temperature systems. As a result, they can lower carbon emissions by up to 50%, making the roasting process significantly more energy efficient.

ACTION: ADVANCING TOWARDS ELECTRIC MOBILITY AND SMARTER LOGISTICS

In 2025, we increased the number of electric and hybrid vehicles in our fleet to 5% (+3% pt vs. 2024), helping to reduce carbon emissions by lowering reliance on fossil fuels and decreasing tailpipe emissions in daily operations. In addition, we optimised routes and logistics planning, and strengthened collaboration with local delivery partners to ensure smoother and more efficient distribution processes, further contributing to emission reductions.

ACTION: ECO-DRIVING AND ROAD SAFETY TRAINING

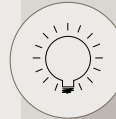
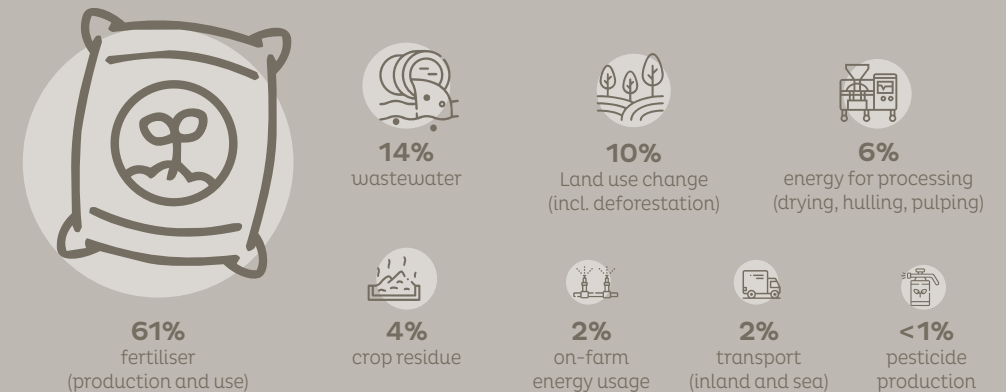
Building on the positive feedback and impact from the eco-driving and road safety trainings we received from our colleagues in Germany and Austria in 2024, the Polish and Italian teams also provided their sales teams and other functions with driving responsibilities with such training. By maintaining steady speeds, optimising braking, and ensuring proper vehicle maintenance, drivers can significantly cut emissions and fuel use, making a small yet impactful contribution to climate action.

SCOPE 3

ACTION: PROMOTING AGROFORESTRY AND RESPONSIBLE FERTILISER USE IN COFFEE ORIGINS

Through our Responsibly Selected Coffee Initiative, our Generations Programme, and our engagement in platforms such as the Global Coffee Platform and the initiative for coffee&climate, we actively support the transition towards more climate-smart coffee farming. These collaborations provide access to practical tools, such as the coffee&climate toolbox, as well as shared knowledge and country level platforms that enable coordinated action among stakeholders.

By working with local partners, farmer organisations, and, where relevant, local authorities, we contribute to raising awareness around practices such as agroforestry, soil health management, and the optimised use of fertilisers. These efforts help farmers reduce emissions, strengthen resilience and improve long-term productivity. While we do not yet have primary data to quantify these impacts across all origins, we remain committed to actively supporting and advancing these initiatives on the ground.


BIGGEST FACTORS CONTRIBUTING TO CARBON EMISSIONS IN COFFEE PRODUCTION


E1 CLIMATE CHANGE

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Achieved
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffee	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule
Annual assessment of a representative share of green coffee supply chains through Enveritas	On an annual basis	Achieved
Leverage multi-stakeholder partnerships (particularly c&c and GCP memberships) to scale climate change adaptation and mitigation measures in coffee origin countries	On an annual basis	Ongoing
Continue sourcing coffee without contributing to deforestation, for our productions in Vienna and Vicenza, despite the delayed EUDR timeline	On an annual basis	Achieved
Reducing our Scope 1 and 2 emissions by 42% and our Scope 3 emissions by 30% by 2030 compared to the 2022 baseline	2030	Status 2025: Scope 1 and 2: -5% Scope 3: +13%*
Establish environmental and energy management system (ISO 14001) in Vienna	2025	In progress, finalisation delayed to 2026
Launch production decarbonisation project: installation of PV panels in Austria	2025	Delayed
Complete catalytic converter installation on all roasting equipment	2026	Achieved ahead of schedule
Significantly increase the electrification of our fleet	2030	Status 2025: 5% (vs. 2% in 2024)
Development of a Climate Transition Plan as part of our Environmental Policy and Decarbonisation Strategy	2027	In progress

* The growth of Scope 3 emissions is primarily linked to our overall growth as a company. Currently, Scope 3 data is not yet based on primary data.



METRICS

The most significant changes in 2025 compared to 2024 were the reduction of energy consumption from fossil sources driven by the start of electrifying our company fleet as well as the installation of catalytic converters in our roasters. The share of renewable energy use is increasing, partly due to self-generated electricity from solar panels and partly due to a higher percentage of green electricity.

E1-5 ENERGY CONSUMPTION AND MIX

Energy consumption	Unit	2024	2025	+/- py
Coal and coal products	MWh	-	-	-
Crude oil and petroleum products (Diesel, Petrol)	MWh	17,116	16,810	-2%
Natural gas (Natural gas, CNG, LNG)	MWh	12,002	11,918	-1%
Other fossil sources (LPG)	MWh	831	1,042	25%
Purchased or acquired electricity, heat, steam or cooling from fossil sources	MWh	1,186	1,173	-1%
Total energy consumption from fossil sources	MWh	31,135	30,943	-1%
Share of fossil sources		90.2%	89.6%	-1%
Total energy consumption from nuclear sources	MWh	14	44	215%
Share of nuclear sources		0.04%	0.13%	214%
Renewable sources (biomass)	MWh	337	414	23%
Purchased or acquired electricity, heat, steam or cooling from renewable sources	MWh	2,476	2,530	2%
Self-generated non-fuel renewable energy	MWh	574	623	9%
Total energy consumption from renewable sources	MWh	3,386	3,567	5%
Share of renewables	%	9.8%	10.3%	5%
Total energy consumption	MWh	34,535	34,554	0.1%

Most countries receive no information from electricity suppliers about the source of electricity, so we have assumed 100% fossil in that case. Only 3 countries have the information from suppliers. This is also the case for LPG where we currently do not receive detailed information from our supplier, so we have assumed 100% fossil source.

Energy intensity	Unit	2024	2025
Energy intensity (total energy consumption per NSR in million EUR)	MWh/million EUR	133	98
Energy intensity (total energy consumption per t roasted coffee)	MWh/t roasted coffee	2.45	2.40

Electricity consumption	Unit	2024	2025
Non-renewable sources	MWh	746	704
Nuclear sources	MWh	14	44
Renewable sources	MWh	3,002	3,097
Total electricity consumed	MWh	3,762	3,844
Renewable electricity share	%	80%	81%
Renewable electricity share in production	%	100%	100%

Total energy consumption per NSR in million EUR is not fully comparable to last year given that the total Group NSR for 2025 includes an additional business which is not reflected in the energy consumption data. More details [here](#).

E1-6 GROSS SCOPES 1, 2, 3, AND TOTAL GHG EMISSIONS

Greenhouse gas emissions (Scope 1,2,3)	Unit	2022 baseline	2024	2025	+/- py	+/- baseline
Fleet	tCO ₂ e	4,514	4,643	4,559	-2%	1%
Production/Roasting, Heating	tCO ₂ e	2,956	2,615	2,646	1%	-11%
CO₂e Scope 1	tCO₂e	7,470	7,259	7,205	-1%	-4%
CO₂e Scope 2 - market-based	tCO₂e	747	577	582	1%	-22%
CO₂e Scope 1 and 2 - market-based	tCO₂e	8,217	7,836	7,787	-1%	-5%
Green Coffee	tCO ₂ e	132,186	142,474	148,812	4%	13%
Other raw materials/finished products (tea, jam, sugar, etc.)	tCO ₂ e	7,731	8,366	10,495	25%	36%
Packaging materials	tCO ₂ e	3,801	3,238	3,495	8%	-8%
Purchased good and services (category 1)	tCO₂e	143,718	154,078	162,801	6%	13%
Fuel- and energy-related activities (category 3)	tCO ₂ e	1,988	1,944	1,939	0%	-2%
Upstream transportation (category 4)	tCO ₂ e	3,214	3,431	3,590	5%	12%
Downstream transportation (category 9)	tCO ₂ e	3,420	3,481	3,587	3%	5%
Use of sold products (category 11)	tCO ₂ e	18,790	18,860	22,238	18%	18%
CO₂e Scope 3	tCO₂e	171,130	181,795	194,156	7%	13%
Total CO₂e Scope 1-3 (Scope 2 market-based)	tCO₂e	179,347	189,631	201,943	6%	13%
CO ₂ e Scope 2 - location-based	tCO ₂ e	1,692	1,447	1,458	1%	-14%
Total CO ₂ e Scope 1-3 (Scope 2 location-based)	tCO ₂ e	180,292	190,501	202,819	6%	12%

Scope 3 data is not yet based on primary data so the growth of Scope 3 emissions is linked to our overall growth as a company. We aim to replace database estimates with primary data from suppliers in the next couple of years, particularly for green coffee.

Scope 3 emissions from categories 1 (sub-category water and auxiliaries), 5, 6, 7, 12 are individually less than 1% (category 6: 1.3%) and not included in the emission figures. Aiming at a high coverage of potential environmental impacts while keeping time effort and data availability in balance, the scope of the CCF excluded categories 2, 8, 10, 13, 14, and 15 with minor impacts or because they are not relevant. Data collection efforts prioritise those activities that are expected to have the most significant impacts.

Greenhouse gas emissions intensity	Unit	2022 baseline	2024	2025
GHG emissions Scope 1 and 2 (market-based) per net revenue	tCO ₂ e/million EUR	39	30	22
GHG emissions Scope 1 and 2 (location-based) per net revenue	tCO ₂ e/million EUR	43	34	25
Total GHG emissions Scope 1-3 (market-based) per net revenue	tCO ₂ e/million EUR	844	730	575
Total GHG emissions Scope 1-3 (location-based) per net revenue	tCO ₂ e/million EUR	848	734	578
GHG emissions Scope 1 and 2 (market-based) per t roasted coffee	tCO ₂ e/t roasted coffee	0.60	0.56	0.54
GHG emissions Scope 1 and 2 (location-based) per t roasted coffee	tCO ₂ e/t roasted coffee	0.67	0.62	0.60
Total GHG emissions Scope 1-3 (market-based) per t roasted coffee	tCO ₂ e/t roasted coffee	13.10	13.45	14.02
Total GHG emissions Scope 1-3 (location-based) per t roasted coffee	tCO ₂ e/t roasted coffee	13.17	13.51	14.08

GHG emissions intensity per net revenue are not fully comparable to last year given that the total Group NSR for 2025 includes an additional business which is not reflected in the energy consumption data and emission data. More details [here](#).

(ESRS E2) POLLUTION

OUR APPROACH AND POLICIES

Agricultural activities in coffee and tea cultivation, transportation, and packaging contribute significantly to environmental impacts across our value chain.

To address this, we implement our Responsibly Selected Coffee Initiative (RSCI), promoting more sustainable farming practices and reducing reliance on agrochemicals. At the same time, we continue to increase our share of organic coffee and tea across our portfolio, optimise our logistics and transportation and ensure our production sites meet environmental standards and undergo regular external assessments.

Since 2025, our Environmental Policy further strengthens this approach by formalising our commitment to pollution prevention and resource efficiency. Complementing this, our newly introduced Sustainable Coffee Procurement Policy reinforces our commitment to sourcing coffee in line with our RSCI and to further expanding this approach by the end of 2028.

Aligned with the Global Coffee Platform's Coffee Sustainability Reference Code, this sets a consistent focus on responsible agrochemical use, including safe handling, reduced and

targeted application, and the adoption of integrated pest, weed, and disease management practices. The Code also lays out the protection of soil and water resources through measures such as buffer zones, prevention of chemical runoff, improved soil management, and responsible waste handling.

Together, these measures contribute to minimising pollution, improving resource efficiency, and strengthening environmental stewardship at farm level and across our value chain.

Our pollution-related material impacts and risks

Our value chain faces various impacts and risks related to pollution, which can occur in our company operations, upstream or downstream. These impacts might be limited to specific parts of our value chain or geographically restricted areas. Learn more about our responses to the pollution-related material topics in this chapter.

- ⊖ ▶ Agricultural air/water/soil pollution
 - ▶ Transport-related air pollution
 - ▶ Industry-related air pollution
 - ▶ End-of-life of packaging materials
 - ▶ Tire abrasion during transport
- ⊖ ▶ Agrochemicals
- ⚠ ▶ Stronger regulations on the usage of fertilisers and pesticides

- ⊕ Positive impact
- ⊖ Negative impact
- ⊖ Potential negative impact
- ⚠ Financial risk
- 🔄 Financial opportunity

OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

ACTION: INCREASING VOLUMES OF ORGANIC COFFEE

In 2025, we continued to increase the share of organic green coffee bought, guided by our ambition to achieve a double-digit share of our organic coffee within our coffee portfolio by 2030. Expanding our organic product range supports farming practices that reduce reliance on harmful pesticides and synthetic inputs. In turn, this contributes to healthier soils, protects water bodies and groundwater from contamination, and helps preserve biodiversity in and around coffee farms.



4.8%

Bio-Fairtrade certified share of green coffee bought

+1.2% pt
us. 2024

ACTION: ORGANIC TEA PORTFOLIO

We continued to increase the share of organic tea across our portfolio in 2025. In several markets, organic teas are already becoming the preferred choice rather than the exception. This supports our broader commitment to more sustainable cultivation methods and to offering products that support environmental protection at origin.

61%

Share of organic certified teas in global and local tea portfolio

+3% pt
us. 2024

26%

Share of organic certified teas in local and global tea portfolio

+2% pt
us. 2024

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025.

This means that since then, all coffee within this defined scope has been 'Responsibly Selected'.

This milestone reflects our commitment to sourcing coffee that meets clear social, environmental and economic sustainability criteria. Through sourcing coffee from suppliers participating in schemes recognised by the Global Coffee Platform as aligned with its

Coffee Sustainability Reference Code, we support responsible farming practices that meet legal requirements and promote integrated pest and nutrient management. These programmes also help prevent and reduce water and soil pollution and encourage resource efficiency.

The following examples show how supplier programmes support the implementation of our sustainability commitments at origin.



HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN MEXICO



Carlos German Gonzales Murguia
Production and Certification Coordinator
at FEDECOS

FEDECOS is a federation of cooperatives, promoting Fairtrade and organic practices. This 3rd party-certified coffee is sold to Julius Meinl via Supremo.



What measures are farmers with double Fairtrade and organic certification at the Federación de Sociedades Cooperativas Cafetaleras Costa Soconusco in Mexico implementing to prevent soil, water, and air contamination from chemical residues?

The cooperative's producers follow strict practices to prevent contamination of natural resources. Instead of synthetic chemicals, they use locally made organic fertilisers, control weeds mechanically, and manage pests with natural extracts. They also protect soil and water by maintaining ground cover and planting live barriers, which reduce erosion and prevent runoff. These practices help keep soils

fertile and support wildlife like pollinators and birds, while making the farms more resilient to climate change and disease.

How can producers reduce dependence on synthetic inputs without compromising productivity?

One of the key success factors for this is applying an integrated agroecological approach. Farmers often start by producing their own fertilisers from compost and processed coffee pulp, which is better for the environment, improves soil structure and provides plants with essential nutrients while being cost saving for farmers. This is complemented by diversified shade using native trees, helping maintain moisture and biodiversity. Instead of agrochemicals, they implement biological control methods such as plant extracts, traps, and constant monitoring, allowing preventive and precise action against pests and diseases.

When combined with technical training, this approach ensures long-term farm profitability. By restoring ecosystem balance, coffee plants

develop greater natural resistance, enabling a successful transition to sustainable, self-sufficient production.

What impact has such an agroecological approach got on local ecosystems and farmers' health?

These practices have shown clear benefits for both local ecosystems and farmers' health. By replacing synthetic agrochemicals with natural inputs like compost and coffee pulp, and by using soil conservation methods such as ground cover and live barriers, producers reduce erosion and prevent contamination of water sources. This helps protect biodiversity and maintain a cleaner, more balanced environment.

At the same time, avoiding hazardous chemicals significantly improves farmers' health, reducing the risk of poisoning and respiratory issues. Combined with training on safe input handling and waste management, this creates a safer and more sustainable production system overall.



FEDECOS' team during a field visit

ACTION: PREVENTING AND REDUCING POLLUTION THROUGH OUR GENERATIONS PROGRAMME

Across our Generations Programme projects in Uganda, Colombia, Honduras, and India, together with our project partners, we closely work together with farmers to reduce pollution through practical changes in farming. Instead of relying heavily on synthetic fertilisers and pesticides, farmers learn how to use organic alternatives such as compost, crop residues, or locally produced inputs, and to overall optimise fertiliser use. This helps protect soil health and prevents harmful substances from washing into nearby water sources. At the same time,

better soil management improves fertility and reduces erosion, making farms more productive in a natural way.

These approaches also contribute to cleaner air and healthier ecosystems. By reducing the use of synthetic inputs, farmers lower emissions linked to fertilisers, one of the main sources of greenhouse gases in coffee production. Practices such as agroforestry, beekeeping, and regenerative farming support biodiversity and strengthen natural cycles on the farm. Step by step, farmers build systems that work with nature rather than against it, helping to protect their environment while contributing to improve their livelihoods.



Farmers in our Generations Programme project in Uganda during a training on producing organic fertiliser and pesticides

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Achieved
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffee	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule
Reach a double-digit share of our Bio-Fairtrade-certified coffee within our coffee portfolio	2030	Status 2025: 4.8%
Identify and tackle levers to reduce pollution in line with our Environmental Policy	Annually, in line with our 2030 Sustainability Agenda	In progress

(ESRS E3) WATER AND MARINE RESOURCES

OUR APPROACH AND POLICIES

Water plays a critical role in coffee and tea cultivation, influencing plant health and product quality. While many growing regions have traditionally relied on stable rainfall, climate change is increasingly disrupting this balance. More frequent droughts, shifting rainfall patterns, and rising pressure on local ecosystems make the efficient use and protection of water resources ever more important.

Since 2025, our Environmental Policy reinforces our commitment to responsible water

stewardship by promoting resource efficiency and pollution prevention across our operations and sourcing. In parallel, our Sustainable Coffee Procurement Policy formalises our approach to sourcing coffee in line with our Responsibly Selected Coffee Initiative (RSCI) and to further expanding this approach to all Julius Meinl-branded products by the end of 2028.



Aligned with the Global Coffee Platform's Coffee Sustainability Reference Code, this combined framework of policies and commitments promotes the conservation and






efficient use of water through practices such as protecting water sources, reducing and recycling water in processing, and improving irrigation methods. It also encourages engagement in water stressed regions and supports farmers in adopting more efficient practices.

Through this combined approach, we contribute to safeguarding local water resources, strengthening resilience to climate impacts, and supporting the long-term sustainability of coffee production.

Our water resource-related material impacts and risks

Our value chain faces various impacts and risks related to water resources, particularly in our upstream value chain. These impacts might be limited to specific supply chains or geographically restricted areas. Learn more about our responses to the water resource-related material topics in this chapter.

-  ▶ Water consumption and withdrawal during coffee and tea cultivation and processing
-  ▶ Water shortages in coffee production due to extreme weather events

-  Positive impact
-  Negative impact
-  Potential negative impact
-  Financial risk
-  Financial opportunity

OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025. This means that since then,

all coffee within this defined scope has been 'Responsibly Selected'.

This milestone reflects our commitment to sourcing coffee that meets clear social, environmental and economic sustainability criteria. Through sourcing coffee from suppliers participating in schemes recognised by the Global Coffee Platform as aligned with

its Coffee Sustainability Reference Code, we **promote efficient water use, water source protection and pollution prevention in coffee origins.**

The following example shows how supplier programmes support the implementation of our sustainability commitments at origin.





HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN VIETNAM



Tim Niepel
Head of Sustainability and
Origin Engagement

NKG Verified is a 2nd party-
verified sustainability scheme
of Bernhard Rothfos.



How are farmers in Vietnam being supported through NKG Verified to adopt efficient irrigation, water-saving processing techniques, and responsible water-use practices?

In our Vietnamese supply chains, we support responsible water use primarily through practical farmer trainings. These sessions focus on helping producers understand when irrigation is agronomically necessary and how to avoid excessive watering that can increase costs and put pressure on local water resources. The trainings use simple field examples and easy-to-apply tools that guide farmers in aligning irrigation decisions with crop needs and typical rainfall patterns.

We monitor general precipitation levels and anomalies in our NKG-managed origins. This information helps our teams adjust training content and on-farm guidance

when unusual rainfall patterns, dry periods, or wetter-than-expected conditions arise.

What measures do you promote to help farmers protect local water sources from potential contamination, for example from fertilisers or other agricultural inputs?

NKG Verified focuses on practical, low-barrier good-agricultural practices, especially the right timing and dosing of fertilisation and irrigation, so nutrients are applied only when crops can absorb them and are not being washed out. By pairing this with simple safeguards and problem sensitisation, farmers cut input waste, lower costs, and keep local water bodies clean while maintaining yields.



Increasing irrigation efficiency in Vietnam

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Achieved
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffee	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule
Reach a double-digit share of our Bio-Fairtrade -certified coffee within our coffee portfolio	2030	Status 2025: 4.8%
Tackle levers to improve the conservation and efficient use of water resources in line with our Environmental Policy	Annually, in line with our 2030 Sustainability Agenda	In progress

(ESRS E4) BIODIVERSITY AND ECOSYSTEMS

OUR APPROACH AND POLICIES

In recent years, the impacts on biodiversity and nature loss have become more apparent and more pressing to address in order to prevent permanent loss of certain species and impact our ecosystems. The biggest drivers of these impacts in coffee and tea growing regions are the use of fertiliser and agrochemicals to boost yields and protect plants from pests and diseases as well as land use changes.

To mitigate our impact and prevent further harm to ecosystems, we closely work together with our suppliers to stop deforestation and

ensure compliance with the EU Deforestation Regulation once it comes into effect, by enhancing traceability, verifying sourcing practices, and promoting sustainable land use across our coffee supply chain. Despite the delay of the EUDR, we remain dedicated to make sure our products are made without contributing to deforestation already now.

We are committed to sourcing 'Responsibly Selected Coffee', as set out in our Sustainable Green Coffee Policy and supported by our Environmental Policy. Together, these frameworks guide how we address

biodiversity and ecosystem protection in our coffee supply chain.

Our approach is aligned with the Global Coffee Platform's Coffee Sustainability Reference Code, which places a strong emphasis on protecting natural forests and ecosystems, conserving biodiversity, and promoting responsible land use. In addition, it supports sound pest and weed management by encouraging reduced pesticide use, safe handling and disposal of agrochemicals, as well as the adoption of integrated management practices.

Our biodiversity-related material impacts and risks

Our value chain faces various impacts and risks related to biodiversity, particularly in our upstream value chain. These impacts, whether actual or potential, might be limited to specific supply chains or geographically restricted areas. Learn more about our responses to the biodiversity-related material topics in this chapter.

➔ GHG emissions

⚠️ Spread of pests and crop diseases

- ⊕ Positive impact
- ⊖ Negative impact
- ⊖ Potential negative impact
- ⚠️ Financial risk
- ⊕ Financial opportunity

OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

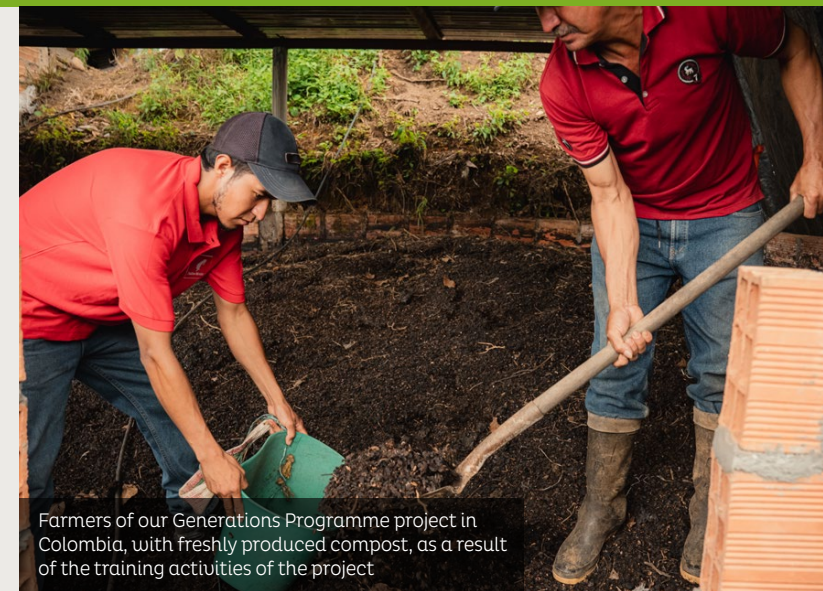
ACTION: SUPPORTING BIODIVERSITY AND ECOSYSTEM PRESERVATION THROUGH OUR GENERATIONS PROGRAMME

In 2025, our Generations Programme expanded to two additional countries, now encompassing projects, in Uganda, Colombia, India, and Honduras. Across all projects, we support farmers in adopting more sustainable and resilient practices that protect ecosystems while strengthening productivity and livelihoods.

In Colombia, producers continue to apply composting techniques, process crop residues, and improve weed management. These practices enhance soil health and contribute to more stable yields. In Uganda, farmers gain practical knowledge to produce organic fertilisers from locally available materials, reducing costs and limiting the need for external inputs.

The newly launched projects in India and Honduras broaden this approach. In India, we focus on strengthening climate-resilient farming practices and supporting knowledge transfer across generations, with an emphasis on soil health, biodiversity, and long-term farm viability. In Honduras, we take a landscape approach, promoting agroforestry systems, ecosystem restoration, and regenerative practices that protect natural resources while improving farm resilience.

By encouraging producers to reduce the use of synthetic fertilisers and adopt more regenerative approaches, we contribute to lowering emissions and supporting biodiversity and ecosystem preservation in coffee growing regions.



Farmers of our Generations Programme project in Colombia, with freshly produced compost, as a result of the training activities of the project

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025. This means that since then, all coffee within this defined scope has been 'Responsibly Selected'.

This milestone reflects our commitment to sourcing coffee that meets clear social, environmental, and economic sustainability criteria. Through sourcing coffee from suppliers participating in schemes recognised by the Global Coffee Platform as aligned with its Coffee Sustainability Reference Code, **we actively support responsible farming practices and the protection of forest ecosystems and biodiversity.**

The following examples show how supplier programmes support the implementation of our sustainability commitments at origin.



Aldea productive landscapes, San Francisco de Loma Azul community, Jinotega, Nicaragua

HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN NICARAGUA


Guillermo Sanchez
Executive Director of
Fundación Aldea

Aldea Global is a producer organisation selling coffee which is 3rd party-certified by Rainforest Alliance.



Within Aldea Global's farming communities, how are you supporting Rainforest Alliance-certified farmers to implement and protect biodiversity and natural resources?

Across Nicaragua's coffee growing communities, farmers are increasingly facing the effects of climate variability and pressure on natural resources. In response, we closely work together with them providing technical support that brings together sustainability and farm resilience.

Together, we focus on practical changes on the ground such as introducing agroforestry systems, improving soil management, protecting water sources, reducing agrochemical use, and safeguarding sensitive areas. You can already see the difference on many farms, with more shade cover, healthier soils, and better protected water sources. Step by step, farms are becoming more resilient and better aligned with the ecosystems they depend on.

What specific requirements do farmers need to meet under Rainforest Alliance certification, and how do you support their implementation in daily farm practices?

For many farmers, Rainforest Alliance certification helps turn sustainability into clear, everyday actions they must fulfil to meet the requirements. In practice, this means maintaining shade trees, protecting natural vegetation, creating buffer zones around water sources, and carefully managing or reducing agrochemical use.

Our agronomists and field teams work closely with farmers to make these requirements practical and achievable. Over time, these practices become part of daily farm work, helping farmers protect biodiversity while also improving soil health, water retention, and the long-term resilience of their farms.

HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN BRAZIL



Thiago Duarte
Sustainability Manager at Comexim

Green Trace is a 2nd party-verified sustainability scheme of Comexim.



What actions are you taking in your coffee farming communities to protect biodiversity and local ecosystems, and how are these changing farming practices and wildlife protection?

Through Green Trace, we support coffee growers in protecting native vegetation, water sources, soil, and biodiversity as part of daily farm management. In practice, our field team monitors actions such as keeping production areas mapped, preserving forest fragments and areas along rivers and streams, avoiding illegal burning, protecting springs, and reinforcing that hunting, fishing or capturing endangered fauna and flora is not allowed. These measures help farmers see biodiversity protection as part of good agricultural practice and long-term farm resilience.

How do you make sure your coffee does not contribute to deforestation, and how do traceability and transparency help protect nature in your sourcing regions?

Green Trace requires coffee to be traceable from the first purchase through to export. Farm information, field inspections, evidence, and reports are recorded, helping us verify that participating farms respect environmental requirements, and that native vegetation has not been converted into coffee areas. This transparency helps identify risks early, guide corrective actions, and give buyers a clearer visibility of the farms behind the coffee.



Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025 Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards	End of 2025	Achieved
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffee	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule
Tackle levers to enhance biodiversity and protect ecosystems in line with our Environmental Policy	Annually, in line with our 2030 Sustainability Agenda	In progress

(ESRS E5) RESOURCE USE AND CIRCULAR ECONOMY

OUR APPROACH AND POLICIES

Coffee production generates significant amounts of waste and utilises various resources throughout its value chain. From the cultivation of coffee beans to processing and packaging, various by-products are produced, depending on the chosen methods. Similarly, the production of our other products, such as tea, trade foods, POS materials, and equipment, involves the use of diverse resources, including renewable, non-renewable, and virgin materials.



By incorporating circular economy principles into our operations, we strive to optimise resource use, contributing to a more sustainable future for our industry, while proactively preparing for the upcoming EU regulations on packaging. We integrate sustainability criteria into procurement and supplier selection, guided by our Supplier Code of Conduct, and give preference, where possible, to energy efficient and durable solutions as well as recyclable or renewable materials, alongside recognised environmental and social standards and certifications.






Since 2025, our Environmental Policy has reinforced this approach by formalising our commitment to resource optimisation and waste reduction. In line with developing regulatory requirements, it emphasises reducing material use, transitioning towards recyclable packaging, and supporting recycling and reuse across the value chain.

Through innovation, collaboration, and more circular product design and packaging, we aim to gradually reduce resource use and move towards more closed material cycles.

Our resource use-related material impacts, risks, and opportunities

Our value chain faces various impacts and risks related to resource use and circular economy, which might be limited to specific supply chains or geographically restricted areas. Learn more about our responses to these material topics in this chapter.

-  ▶ Non-renewable raw material sourcing
-  ▶ Stronger regulations on the use of packaging material

-  Positive impact
-  Negative impact
-  Potential negative impact
-  Financial risk
-  Financial opportunity

OUR TARGETS AND ACTIONS

TARGET: INCREASE SHARE OF RENEWABLE MATERIALS AND IMPROVE CIRCULARITY

ACTION: COFFEE PRODUCTION RESIDUE DIVERSION

At our production sites in Vienna and Vicenza, we are finding ways to give coffee residues a second life by working with specialised partners. Instead of treating these by-products as waste, they can be reused, for example as inputs for fertiliser, returning valuable nutrients back into the soil.

130.5 t

Coffee residue
diversion in Vienna and
Vicenza in 2025



ACTION: TOWARDS SUSTAINABLE PACKAGING

In 2025, we continued to reduce the environmental impact of our packaging by further optimising material use and testing alternatives to fossil based materials while maintaining product quality. We progressed the development and testing of an industrially compostable capsule for Bio-Fairtrade coffee capsules for our HoReCa customers, with a market roll-out planned from 2026 onwards.

The decreased share of recyclable coffee packaging is related to the overall reduced weight of carton packaging. As this part of the packaging is recyclable, the overall share of recyclable packaging used has decreased. We are working on changing our primary packaging, the coffee foil, to recyclable material, which in the future will improve our share of recyclable packaging used.

56%

Recyclable share of
coffee packaging in
own production
2024: 61%

77%

Recyclable share of
tea packaging
2024: 78%

**ACTION: PHASING OUT WOODEN POS ITEMS**

In 2025, we transitioned our wooden Point of Sales (POS) materials to bamboo-based alternatives, so that we are now gradually phasing out remaining wooden items still in use across markets. Bamboo offers a more sustainable option, as it is a fast growing, renewable resource that can be harvested with lower environmental impact compared to traditional wood. This shift supports our efforts to reduce pressure on forest resources and move towards more responsible material choices in our operations.

MILESTONES IN OUR SUSTAINABLE PACKAGING JOURNEY

- 2020** 100% industrially compostable coffee-to-go cups
- 2022** Launch of our home compostable, N-compatible coffee capsules
- 2023** Launch of our Actiuitea Cascara Tea: making use of coffee harvesting residues
- 2024** Launch of our first monoplasic packaging line of our 500g Bio-Fairtrade coffee for HoReCa
Introduction of Natureflex foil (biodegradable) for our Loose Leaf Teas
- Outlook** Expansion of the monoplasic recyclable packaging to other product lines
Development of a Packaging Policy

Tea Packaging at a Glance**Loose Leaf Teas**

Carton box with a window view; inner bag made from home-compostable NatureFlex™ – cellulose-based packaging.

**Leaf Bags**

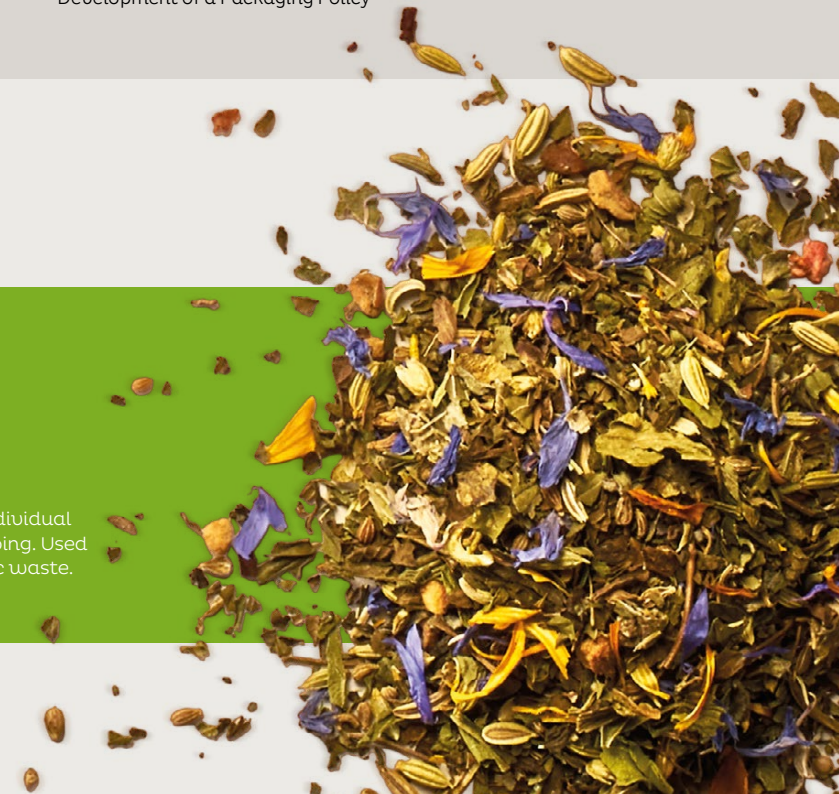
20 pyramid bags per box, each in a biodegradable sachet. Used bags go into organic waste.

**Big Bags**

20 tea bags per box, each sealed in home-compostable NatureFlex™ to lock in freshness.

**Single Bags**

25 bags per box with individual recyclable paper wrapping. Used tea bags go into organic waste.





TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025. This means that since then, all coffee within this defined scope has been 'Responsibly Selected'.

This milestone reflects our commitment to sourcing coffee that meets clear social, environmental, and economic sustainability criteria. Through sourcing coffee from suppliers participating in schemes recognised by the Global Coffee Platform as aligned with its Coffee Sustainability Reference Code, **we actively support the responsible use of resources, optimised use of agricultural inputs to reduce environmental impact, and the adoption of circular economy practices on farm.**

The following example shows how supplier programmes support the implementation of our sustainability commitments at origin.



UGANDA



Coffee farmer tending his coffee farm in Greater Masaka, Uganda, as part of Sucafina's IMPACT programme

HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN UGANDA



Robyn Hooft van Huysduynen
Global IMPACT Manager

IMPACT is a 2nd party-verified sustainability scheme of Sucafina



How are the measures implemented through IMPACT, Sucafina's responsible sourcing programme, helping farmers in Uganda use resources more efficiently in coffee cultivation?

We support coffee farmers in Uganda to use resources more efficiently and strengthen productivity through simple, low-cost practices. We provide training that focuses on practical ways to make better use of available farm resources and reduce input costs. One concrete example is integrated pest-and-disease management, which helps farmers lower their dependence on agrochemicals, saving money while maintaining crop health.

Can you share examples of how by-products from coffee production are being repurposed at farm level, and what benefits this brings for farmers and the environment?

We train farmers to repurpose coffee by-products directly on the farm. For example, coffee husks can be used as mulch or as bedding for poultry and later reused as manure, helping to improve soil health and reduce fertiliser costs. We also encourage farmers to use stumped branches for firewood or charcoal for home cooking or sale, reducing pressure on surrounding forests while creating additional on-farm value streams.

ACTION: INCREASING THE LONGEVITY OF OUR COFFEE MACHINES

As part of our commitment to circular economy principles, we work to extend the lifespan of our traditional portafilter machines through regular servicing by our technical field teams. In several markets, local repair hubs allow us to refurbish machines by replacing worn parts instead of discarding entire units, reducing waste and conserving resources. For customers, we provide hands-on training and guidance on proper cleaning and care, supported by our Barista Academy Team.

Ensuring regular maintenance, such as group head and milk system clearing, and proper filtration, helps prevent wear and tear, keeps machines running smoothly, and minimises

downtime. This approach benefits both the environment and our customers by reducing costs and ensuring reliable, high-quality coffee preparation.



Coffee machine cleaning in action during one of our events

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025 Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards	End of 2025	Achieved
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffee	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule
Launch of industrially compostable Bio-Fairtrade professional capsule for our HoReCa customers	2025	Delayed to 2026
Development of a Packaging Policy	2025	Delayed to 2026
Tackle levers to increase our share of renewable materials and improve circularity in line with our Environmental Policy	Annually, in line with our 2030 Sustainability Agenda	In progress

METRICS

The focus of this section is on the resources used in our own productions only.

E5-4 RESOURCE INFLOWS

Resource inflows	Unit	2024	2025
Raw materials (Green coffee, Nitrogen)	tons	16,614	17,140
Biological	tons	16,394	16,826
Biological share	%	99%	98%
Packaging material	tons	893	875
Biological	tons	467	424
Biological share	%	52%	48%
Secondary reused or recycled components	tons	373	339
Secondary reused or recycled share	%	42%	39%
Others (associated process materials)	tons	0,1	0,1
TOTAL weight	tons	17,507	18,016
Total biological weight	tons	16,861	17,250
Total biological share	%	96%	96%
Total secondary materials weight	tons	373	339
Total secondary materials share	%	2%	2%
Total secondary materials share of packaging material	%	42%	39%

E5-5 RESOURCE OUTFLOWS

Resource outflows	Unit	2024	2025
Recyclable content product	%	100%	100%
Recyclable content packaging	%	61%	56%

We have reduced our absolute weight of packaging materials used. As the reduction came primarily from carton packaging, this led to a reduction in our recycled components.

INTRO

GENERAL INFORMATION

ENVIRONMENTAL INFORMATION

SOCIAL INFORMATION

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GOVERNANCE INFORMATION



Coffee farmer and project beneficiary of our Generations Programme in Uganda

(ESRS S1) OUR WORKFORCE

At Julius Meinl, we believe everything starts with people. Our employees are the driving force behind our success. This is reflected in the core values that shape our company culture, guiding our actions and inspiring our vision for the future.

We are committed to creating meaningful moments not only for our customers and consumers enjoying a cup of coffee or tea, but also for our employees. We encourage our teams to lead with passion, support and empower one another, view challenges as opportunities, and communicate with openness and respect.

Supporting the personal and professional growth of our people is at the heart of who we are and essential to our long-term success. Our culture story, Human and Labour Rights Policy, Code of Business Conduct, and a range of global and local policies form the foundation of how we work together. These commitments, along with various initiatives, aim to foster a positive and engaging workplace where our employees can truly thrive.

Our workforce-related material impacts, risks, and opportunities

Our value chain faces various impacts and risks related to our workforce, which might partly only be associated with one or few of our business units. Learn more about our responses to the material topics related to our workforce in this chapter.

- + ▶ Advancing careers with training and development
- ⚠ ▶ Inadequate diversity management
- ↻ ▶ Employee retention through training and development
 - ▶ Being an attractive employer

- + Positive impact
- Negative impact
- Potential negative impact
- ⚠ Financial risk
- ↻ Financial opportunity



OUR CULTURE STORY

Our culture story "Together We Grow" reflects our target culture and is rooted in values that guide how we work together every day. It consists of nine values, some of which are already deeply embedded in our cultural DNA, such as "It's all about people", and others that are more aspirational, like "Communicating is caring", which we are working to further anchor in our daily practices. To ensure we live these values consistently, we track progress through a traffic light system supported by key performance indicators, measured in our bi-annual employee survey. By 2027, our ambition for all nine values is to reach a 'green' status, reflecting full alignment across the organisation.

TOGETHER WE GR W

Vienna, Austria

Our oldest office since 1911

6.8

Average working years in the company

1,140

Total number of employees (headcount by year-end)

69%

30-50 years

19%

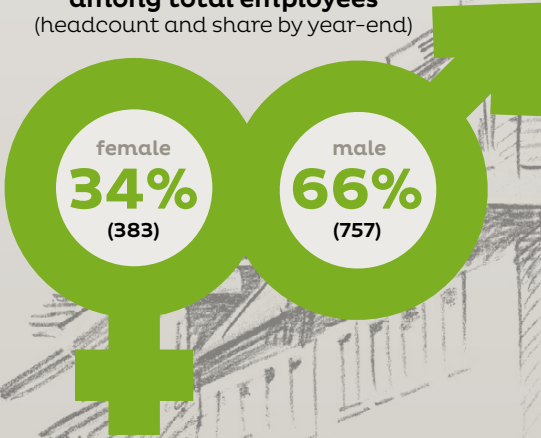
> 50 years

12%

< 30 years

Employee distribution by age group (share by year-end)

Gender representation among total employees (headcount and share by year-end)



39

Nationalities in our team globally

HUMAN AND LABOUR RIGHTS

OUR APPROACH AND POLICIES

Respecting human and labour rights begins with how we treat our own people. Ensuring ethical practices, fair treatment, and a safe, supportive work environment is essential to how we operate, within our company and throughout our supply chains.

Our commitment is grounded in the Ten Principles of the UN Global Compact (UNGC) and brought to life through our Human and Labour Rights Policy, launched in 2025, our Sustainability Policy, Code of Business Conduct, and Supplier Code of Conduct. These

frameworks define the expectations we hold for ourselves and our partners, anchored in values such as integrity, transparency, and legal compliance.

All new employees sign our Code of Business Conduct during onboarding, and we are working to expand training and awareness activities across our teams. While global policies ensure consistency, local adaptations - like the employee handbook in our US office - help us meet specific regulatory needs. We offer strong social protection in line with

national laws and agreements, including support for health, parental leave, retirement, and family-related absences. Our global Work-from-Home (WFH) policy provides added flexibility, allowing employees to work remotely up to two days per week, supporting work-life fulfilment.

These efforts are led by our People & Culture team and are part of our broader goal to create a workplace where our employees can thrive, grow, and contribute meaningfully.



Our Global HR Team at their annual team meeting

UNGC'S TEN PRINCIPLES FOR BUSINESSES

- 1 Support and respect the protection of internationally proclaimed human rights.
- 2 Ensure that business practices are not complicit in human rights abuses.
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 Eliminate all forms of forced and compulsory labour.
- 5 Abolish child labour.
- 6 Eliminate discrimination in employment and occupation.
- 7 Adopt a precautionary approach to environmental challenges.
- 8 Conduct environmentally responsible activities.
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Fight corruption in all its forms including extortion and bribery.

WE SUPPORT



OUR TARGETS AND ACTIONS

TARGET: STRENGTHEN OUR GLOBAL PEOPLE FOUNDATION – SUPPORTING COMPLIANCE, EQUITY, AND EMPLOYEE ENGAGEMENT

ACTION: FAIR AND TRANSPARENT REWARDS SYSTEM

In 2025, we took the next step towards a fair and transparent rewards system, guided by our principle of pay for performance. We introduced an additional SAP SuccessFactors module, Compensation and Variable Pay, managing compensation changes and bonus payout, directly linked to Performance and Goal Management.

Performance ratings, defined by managers and aligned with peers, now connect more clearly to salary increases and performance thresholds, helping ensure consistency and accountability across the organisation, while also supporting future reviews and improvements planned for 2026.

ACTION: CLARITY OF EXPECTATIONS: PERFORMANCE AND DEVELOPMENT FOUNDATION

The overall target of our Performance and Development cycle is to drive and reward performance while also investing in the development of our people.

As a foundation for our winning culture, we focused on creating clarity of expectations across the organisation in 2025. This starts with a shared understanding of what performance means, supported by clear targets following the SMART logic for both business KPIs and individual goals. For 2025, we set a target that 80% of employees would have defined performance goals, and we are proud to have even overachieved this.

ACTION: MOBILISING OUR GLOBAL SUSTAINABILITY AMBASSADOR NETWORK

Our global Sustainability Ambassadors play a key role in bringing our Sustainability Agenda to life across all subsidiaries. They integrate sustainability into daily operations, support data collection and reporting, act as local experts, and drive awareness and engagement among colleagues.

Following their first in person meeting in 2024, the network came together again in 2025 to share learnings, exchange ideas and further strengthen their role in advancing sustainability across the organisation.

ACTION: SUSTAINABILITY PROJECT CHALLENGE 2025

In 2025, colleagues across Julius Meinl once again demonstrated how powerful local ideas can be in driving sustainability forward. Through the Sustainability Project Challenge, Sustainability Ambassadors and their teams turned ideas into action, bringing sustainability closer to everyday work life. Initiatives ranged from greener mobility and energy saving to waste reduction and employee engagement, including projects such as eco-driving trainings, e-mobility solutions, smart energy use and creative upcycling.



RECOGNITION AS LEADING EMPLOYER

In 2025, Julius Meinl Austria GmbH and Julius Meinl 1862 GmbH were awarded the “Leading Employer” distinction for the first time. This recognition highlights the progress we have made in strengthening our People & Culture approach and creating a positive work environment. While we are proud of this achievement, we remain focused on continuously improving, especially when it comes to employee engagement and further developing our company culture across the entire organisation.



87%

Employees with defined performance goals

74th percentile

+4
vs. 2024

Employee's sustainability perception of Julius Meinl

In our 2025 Gallup Engagement Survey, employees rated our positive impact on people and the planet higher than in the previous year. This improvement was supported, among other things, by local sustainability initiatives and the awareness efforts of our Sustainability Ambassadors.



TARGET: STRENGTHEN OUR GLOBAL PEOPLE FOUNDATION – SUPPORTING COMPLIANCE, EQUITY, AND EMPLOYEE ENGAGEMENT

ACTION: LISTENING TO OUR PEOPLE AND EMPOWERING OUR LEADERS

Employee engagement and a strong company culture are key drivers of our long-term success. Therefore, we run a global Gallup Engagement Survey every year and a Culture Index every two years, to understand how our values are lived and how engaged our teams feel.

In 2025, the results of our Gallup Engagement Survey and our internal Culture Index showed that engagement remains at a solid level with a positive trend compared to the previous year, while our cultural ambition was achieved with improvements

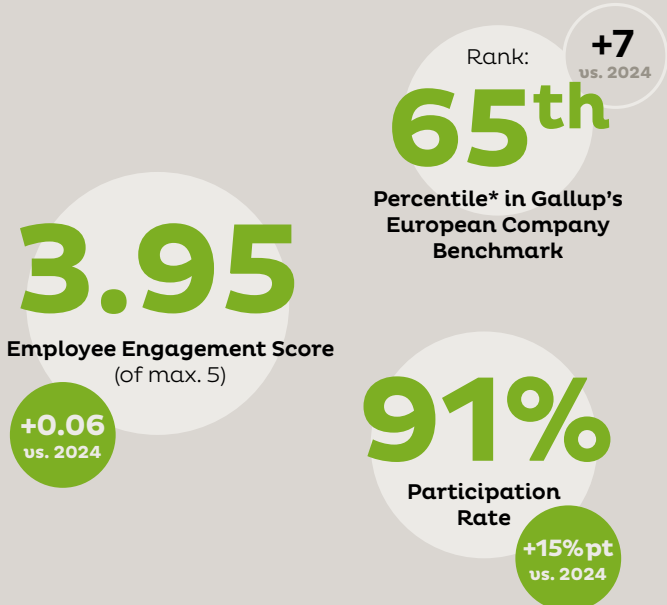
across all dimensions. Our results highlight strong performance in role clarity, purpose, and enabling people to do what they do best, while indicating room to further enhance recognition and supportive, people-centred leadership.

Building on these insights, leaders across the organisation are actively engaging with their teams to reflect on results and define targeted actions. By fostering open dialogue and encouraging teams to co-create solutions, we aim to further strengthen engagement and continuously develop our company culture in line with our ambition.

ACTION: LAUNCH OF THE SUCCESS BOOK AND BEHAVIOUR CODEX

To further strengthen our value “Passion to win”, the Executive Team developed the Julius Meinl Success Book in 2025. Based on Patrick Lencioni’s “Advantage” model, the work focused on answering six critical questions about how we operate as an organisation. As part of defining “How do we behave?”, we translated our cultural values into clear behavioural guidelines, creating a Behaviour Codex for the entire organisation and an additional one for leaders, outlining the key do’s and don’ts of our company culture.

KEY RESULTS OF OUR GALLUP ENGAGEMENT SURVEY AND THE CULTURE INDEX 2025

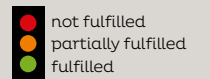


SOME OF OUR STRENGTHS (Percentile* in Gallup's European Benchmark)



* Being in, for example, the 65th percentile means that the result is better than that of 65% of companies in Gallup's respective benchmark.

TOGETHER WE GROW



HEALTH AND SAFETY

OUR APPROACH AND POLICIES

At Julius Meinl, the health and safety of our employees are essential to how we operate. We strive to foster a work environment where people feel protected, empowered, and supported, both physically and mentally.

Our commitment is anchored in a robust Occupational Health and Safety (OHS) management system, implemented across our production sites in Vicenza, Italy, and Vienna, Austria. Our Human and Labour Rights Policy, launched in 2025, further

reinforces this commitment by formally integrating occupational health and safety as a core principle and defining clear targets to continuously improve our employees' working environment.

Training on health and safety measures as well as hazard reporting are key elements of our approach. In our production plants, employees receive guidance on equipment use, emergency protocols, and safe work practices. These are framed within the ISO 45001 standard, which

also supports regular audits and continuous improvement. Beyond physical safety, we take a holistic view to ensure our employees can thrive. Annual Performance and Development Plan meetings, along with regular check-ins throughout the year, are held to ensure workloads remain balanced and employees feel mentally and emotionally supported in their roles.

At our Vienna site, monthly fire safety inspections and routine emergency training

sessions help prepare staff for potential incidents. Across our global operations, subsidiaries implement tailored health and safety measures in alignment with local legislation and regulations.

Together, these efforts reflect our dedication to creating a workplace where people feel safe, respected, and able to thrive.

OUR TARGETS AND ACTIONS

TARGET: CONTINUOUS IMPROVEMENT OF OCCUPATIONAL HEALTH AND SAFETY STANDARDS

ACTION: ENSURING SAFE OPERATIONS

In 2025, our production employees received mandatory occupational health and safety training in line with ISO 45001 requirements. The training covered amongst others the safe handling of machinery, risk awareness, and prevention measures, ensuring a safe and compliant working environment across our production sites.

ACTION: ECO AND SAFETY DRIVING TRAINING

Many of our colleagues in sales spend much of their working time on the road, visiting our customers and delivering products. Building

on the first eco and safety driving trainings conducted for colleagues in Germany and Austria, this initiative was expanded to Italy and Poland in 2025. The trainings combine practical safety exercises, such as emergency braking and vehicle control, with guidance on reducing fuel consumption and emissions.

Looking ahead, we aim to provide all employees with significant driving responsibilities with road safety and defensive driving training by 2030.



Colleagues from Poland during their eco and safety driving training

DIVERSITY AND INCLUSION

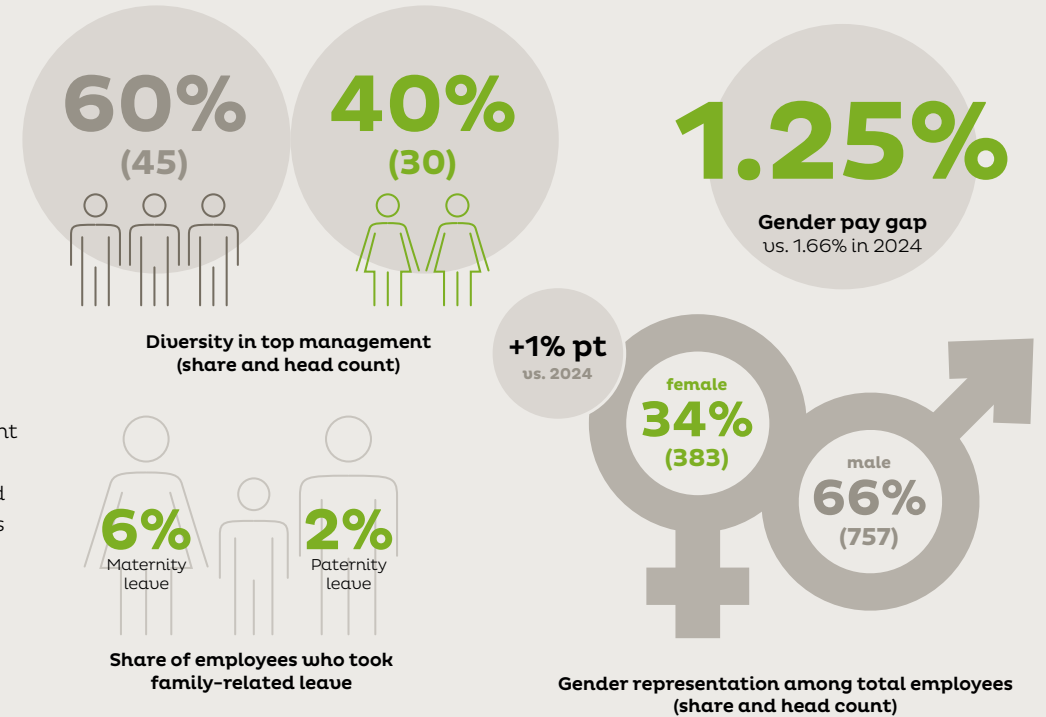
OUR APPROACH AND POLICIES

At Julius Meinl, diversity and inclusion have been part of our identity for over 160 years. These values, championed by the Meinl family for five generations, continue to shape our culture and how we work together.

We bring these principles to life through our cultural framework which champions inclusive leadership and equal opportunity for all, regardless of age, ethnicity, religion, gender identity, sexual orientation, disability, or background.

Our commitment to Diversity, Equity and Inclusion (DEI) is further formalised in our Human and Labour Rights Policy, launched in 2025, where DEI is defined as a core pillar of how we operate as a global company.

The policy outlines our commitment to equal employment opportunities, fair and inclusive recruitment practices, and workplaces free from discrimination, harassment, and disrespectful behaviour. It is reinforced by our Code of Business Conduct, which clearly prohibits discrimination, harassment or violence, and guides how we ensure a respectful and inclusive working environment across all locations.



2025 data

OUR TARGETS AND ACTIONS

TARGET: CULTIVATE A DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE

ACTION: ENHANCING DIVERSITY IN RECRUITMENT

We continue to enhance our recruitment processes to ensure that we attract a diverse pool of candidates. This includes partnering with organisations such as myAbility that focus on underrepresented groups and revising our job descriptions to eliminate biased language.

ACTION: ADVANCING GENDER BALANCE IN LEADERSHIP

In 2025, women made up around 40% of our top management positions (Mercer grades A–D out of grades within the company from A–I) globally, though distribution varies across subsidiaries. Since 2025, our Management Board reflects a gender-balanced composition, with a female CFO and a male CEO.

ACTION: UN TARGET GENDER EQUALITY ACCELERATOR

As part of the UN Target Gender Equality Accelerator, Julius Meinl, together with other companies from the UNGC Austria network, engaged in a six-month-programme to support a structured approach to gender equality, guided by international standards such as the Women's Empowerment Principles.

Through a series of workshops, we actively addressed topics such as bias-free recruitment, career development, and equal pay, reinforcing the role of gender equality in shaping a fair, high-performing, and inclusive organisation.

Building on this foundation, our focus for 2026 is to translate these insights into concrete actions across the organisation, further strengthening our approach, and raising our ambitions in terms of gender equality.

Through discussions with other companies from Germany and Austria, I was able to gain valuable insights that open up new perspectives for the further development of strategies and initiatives in the area of gender equality. Gender equality initiatives not only contribute to equal opportunities, but also strengthen a company's long-term success.



Maria Weber
Human Resources
Manager Austria

TRAINING AND SKILLS DEVELOPMENT

OUR APPROACH AND POLICIES

We believe that our people are at the heart of our success. Building a skilled, motivated, and future-ready workforce is therefore a key priority for us. By fostering a culture of continuous learning, we support our employees in developing their skill set, while strengthening innovation and adaptability across the organisation. This vision is encapsulated in our target culture "Together We Grow", which serves as the cornerstone for our long-term success and guides our teamwork and growth.

Our Group Training Menu offers a wide range of learning opportunities to support continuous development across the organisation. It is guided by the 70-20-10 learning principle:

- 10% of learning comes from formal training
- 20% comes from coaching, feedback, and exchange with others
- 70% is gained through practical experience and learning on the job

To better support employee development, we introduced a global system to track formal training hours in 2024, enabling a more structured and transparent approach to learning. This is further reinforced by our Human and Labour Rights Policy, launched in 2025, which explicitly recognises skills development as a key responsibility and outlines our commitment and targets to providing meaningful learning opportunities.

Our training activities are closely aligned with our strategic priorities, including sustainability, digital transformation, and inclusive leadership, ensuring our people are well equipped for the future.

OUR TARGETS AND ACTIONS

TARGET: EMPOWER EACH OTHER AND BECOME YOUR BEST SELF

ACTION: MOMENT MAKERS

Our Moment Makers serve as dynamic culture ambassadors who bring our nine core values to life. Each subsidiary country has a dedicated Moment Maker who collaborates closely with their Managing Director, creating a powerful blend of bottom-up and top-down cultural initiatives. Their mission is to inspire and organise activities that embody our values, fostering a vibrant and inclusive environment across all our teams.

Our 2025 "Moments" in Serbia

To celebrate a culture where appreciation is openly shared, our team in Serbia anonymously nominated colleagues who embody our company values, sharing short,

heartfelt messages that brought these values to life. During a team hike, these messages were read aloud, with everyone guessing who they described before the individuals were revealed, creating a warm moment of recognition.

Our 2025 "Moments" in Austria

Each month, the Meinl Moment Makers in Austria focused on one of our core values, bringing it to life through initiatives such as Culture Breakfasts and Culture Afternoons. Highlights included a "Passion to Win" baking challenge in May, a July focus on "Becoming Your Best Self" with activities like yoga and a latte art workshop, and an October session on "Driving Excellence", where colleagues tested their knowledge of our customers.

These initiatives are just a snapshot of how we actively embed our values into everyday work life and make our company culture tangible across the organisation.



One of our 2025 "Moments" in Serbia



One of our 2025 "Moments" in Austria


TARGET: DRIVING EXCELLENCE THROUGH LEARNING – SUPPORTING ONGOING DEVELOPMENT AND SKILL BUILDING

In 2025, we exceeded our training target of an average of 16 hours per employee with an average of 18.5 hours per employee. Throughout the year, our employees had the opportunity to participate in internal and external-led trainings ranging from technical and role-specific trainings to communication, finance, and sustainability trainings. In the following, we share a few examples of how we bring learning to life across our organisation.

18.5
Average training hours per employee
+4.5h
vs. 2024

ACTION: SCALING DIGITAL LEARNING

Following the successful pilot in 2024, we have established LinkedIn Learning as a core element of our learning ecosystem. In 2025, we signed a three year agreement for 200 licences, covering the period from 2025 to 2027.

The platform has been widely adopted across the organisation, with an average of around 185 active licences in 2025. Between June and December alone, our employees completed a total of 958 learning hours, highlighting strong engagement with digital learning formats.

Building on this momentum, we aim to further increase usage in 2026, with a focus on structured learning paths aligned with our competency model and a target of eight learning hours per user through LinkedIn Learning.

In 2025, I took part in a Finance for Non-Finance training, which I found extremely insightful and well tailored for non-finance “users”. Using plenty of practical, real-life examples, it helped me better understand the financial impact of day-to-day decisions as well as the broader financial performance shared by the leadership team.



Brian Malangiewicz
Plant Manager Vienna,
Julius Meinl Austria

In 2025, we created a group of AI heroes and a first group of pioneers exploring AI-driven solutions across business processes in marketing, finance, operations, and sales. I have had the privilege to work closely with this group, helping identify high impact use cases and translate early learnings into practical applications for the wider organisation. One example has been analysing energy consumption patterns at our Italian production site, in order to identify opportunities to shift consumption to lower demand periods and reduce energy use across selected equipment.



One example has been analysing energy consumption patterns at our Italian production site, in order to identify opportunities to shift consumption to lower demand periods and reduce energy use across selected equipment.

Livia Mouilescu
Global Digital Marketing Lead

I lead barista trainings in Croatia for both colleagues and customers, which is also quite common in many other Julius Meinl offices. Especially for our sales teams, being able to speak confidently about coffee quality, flavour profiles, and preparation makes a real difference in building trust with customers. What I find most rewarding is seeing participants realise how small details can transform the taste in the cup.



Tihomir Ivanović
Quality Manager at
Julius Meinl Croatia

I had heard great things about LinkedIn Learning, but using it myself has been genuinely valuable. There is such a wide range of expert-led content, all available in one place. It's also really easy to fit into my day as I often use the app during my commute to and from work.



Maja Jurić
Sales Support Specialist
at Julius Meinl Croatia


TARGET: DRIVING EXCELLENCE THROUGH LEARNING – SUPPORTING ONGOING DEVELOPMENT AND SKILL BUILDING
ACTION: PREPARING THE NEXT STEP OF DIGITAL LEARNING

In 2025, we set up the Learning Management System (LMS) in SAP SuccessFactors as the next step in strengthening our digital learning landscape. The system will help us structure learning content and connect it directly to annual development conversations. It is now ready and will be piloted in 2026 with selected “learning heroes” across the organisation. At the same time, we aim to further strengthen our learning culture towards a more learner-led approach, with intuitive and accessible content supporting continuous development.

ACTION: BUILDING CHANGE CAPABILITIES

We introduced the Actee Change Simulation Circle, based on the Rick Maurer model, to strengthen our organisation’s ability to lead and navigate change. After acquiring the license, our People & Culture team was certified to run Actee simulations with teams across the business. This hands-on tool supports our transformational projects by preparing employees to actively lead change, following the idea that, like pilots training in a flight simulator, people learn best by practising in a safe environment. We successfully launched the first simulation during our Global HR Conference in Belgrade in 2025.



With the introduction of the ACTEE game in our organisation, we are not only supporting our transformation projects, but also creating a shared understanding of change across teams. By enabling interactive, experience-based learning, we foster stronger collaboration, clearer decision-making, and a culture that embraces transformation with confidence and alignment.

Heba Afifi
HR Business Partner and Group Transformation and Change Manager



Our Global HR Team, testing the ACTEE game themselves for the first time

S1 OUR WORKFORCE

Targets	Planned for	Results/Status
Strengthen our global people foundation – supporting compliance, equity, and employee engagement		
Based on the 2024 baseline of our Gallup Employee Engagement of 3.89 (58 th percentile), we aim to reach the top 25% in the Gallup European benchmark by performing above the 75 th percentile by 2027.	2028	Status 2025: 65 th percentile
Perform above the 75 th percentile of the Gallup European Benchmark in how employees see the company's positive impact on people and planet	2030	Status 2025: 74 th percentile
Continuous improvement of occupational health and safety standards		
Annual zero-incident goal for workplace health and safety incidents	Annually	1 incident in 2025
Equip every office site with ergonomic workplace guidelines and awareness programmes	2027	In progress
Provide all employees with significant driving responsibilities with road safety and defensive driving support	2030	In progress
Cultivate a diverse, equitable, and inclusive workplace		
Global roll-out of our Performance Management and Variable Pay System	2025	Framework successfully implemented in 2025, roll-out throughout 2026
Development and implementation of a Diversity, Equity, and Inclusion Policy	2025	Achieved (part of our Human and Labour Rights Policy)
Reach full alignment with all nine values of our Culture Story achieving green status by 2027, with an interim milestone of only having green and orange lights from 2025 onwards	2027	Interim milestone achieved
Maintain the gender pay gap within a range of $\pm 2\%$ and take corrective measures if imbalances arise	Annually	Status 2025: 1.25%
Refine gender pay gap calculation by 2027 to define subgroups among our employees, ensuring that the results of our gender gap analysis are meaningful and can effectively inform targeted actions	2027	In progress
By 2030, in all countries where there are three or more top management positions, we aim for at least 33% to be held by women. Globally, we aim to remain at least at 40% of female representation in management positions each year	2030	In progress
Driving excellence through learning – supporting ongoing development and skill building		
Increase training hours per employee 2025: average of 16h per employee 2030: average of 24h per employee	2030	Status 2025: 18.5 hours
Empower each other and become your best self		
Annual performance and development conversations for all employees Performance Targets: 2025: 80% of employees covered 2026: 100% of employees covered	2026	Status 2025: 87%
Annual performance and development conversations for all employees Development Goals: 2026: 80% of employees covered 2027: 100% of employees covered	2027	In progress



Participants of our Barista Cup 2024

ENGAGING WITH OUR WORKERS AND WORKERS' REPRESENTATIVES ABOUT IMPACTS

At Julius Meinl, employee engagement is a key driver of our long-term success. We are committed to creating a culture of open communication, trust, and mutual empowerment. Therefore, we have established various channels for our employees on both global and local levels to engage with and provide feedback to colleagues of all hierarchical positions:

• Global Coffee House

Quarterly global information sessions with the CEO and CFO provide our employees with the opportunity for direct engagement and dialogue. Our Global Coffee House sessions are held in-person in Vienna and streamed across the entire organisation.

• Performance and Development Plan Sessions

Our Performance and Development Plans (PDPs) support employees in growing their strengths, addressing development needs, and aligning their goals with our company values. With structured annual reviews, regular feedback, and access to training, we foster continuous learning and ensure our people are equipped to thrive in a changing environment.

• Culture and Engagement Surveys

We conduct our Culture Survey every two years and our Engagement Survey annually. These global surveys help us assess how our values are lived across the organisation and gauge employee engagement, key to individual development, performance, and ultimately our business success. Find out more about the results of our 2025 [Gallup Engagement Survey and Culture Index](#).

PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OUR WORKERS TO EXPRESS CONCERNS

At Julius Meinl, ensuring fairness, justice, and protection for our employees is paramount. Access to remedy allows individuals to seek recourse and find solutions when they feel their rights have been violated, promoting a more equitable and fair workplace. Employees can report concerns confidentially and anonymously via our global [Integrity Line](#), which is accessible 24/7 or seek support through their local or global HR contact. Reports are treated

with strict confidentiality and without fear of retaliation. Our grievance and remediation processes are embedded in our Code of Business Conduct, which clearly prohibits discrimination, harassment, and retaliation.

Moving forward, we aim to take further proactive steps to ensure our employees are aware of and reminded about the available reporting channels and remediation mechanism, including respective trainings, to further our commitment to a fair and just workplace.



Colleagues from our Coffee Academy team

METRICS

S1-6 CHARACTERISTICS OF EMPLOYEES

Number of employees by gender	Unit	Number of employees by year-end		Average number of employees		Number of employees who joined company		Number of employees who left company ¹	
		2024	2025	2024	2025	2024	2025	2024	2025
Female	Head count	374	383	348	376	104	66	61	57
	%	33%	34%	32%	33%	42%	34%	32%	31%
Male	Head count	753	757	731	763	143	127	128	128
	%	67%	66%	68%	67%	58%	66%	68%	69%
Others	Head count	0	0	0	0	0	0	0	0
Not reported	Head count	0	0	0	0	0	0	0	0
Total	Head count	1,127	1,140	1,079	1,139	247	193	189	185
Fluctuation	%							18%	16%

1) Employees who left voluntarily, involuntarily, due to agreed leave by both parties, retirement or others

Number of employees in countries with 50 or more employees representing at least 10% of total number of employees	Unit	Number of employees by year-end		Average number of employees	
		2024	2025	2024	2025
Austria	Head count	180	170	170	175
Italy	Head count	120	122	115	125
Russia	Head count	224	238	219	225

Number of employees by contract type and gender	Unit	Permanent employees		Temporary employees		Non-guaranteed hours employees	
		2024	2025	2024	2025	2024	2025
Female	Head count	333	358	41	25	0	0
	%	32%	33%	53%	60%	0%	0%
Male	Head count	716	740	37	17	0	0
	%	68%	67%	47%	40%	0%	0%
Others	Head count	0	0	0	0	0	0
Not reported	Head count	0	0	0	0	0	0
Total employees	Head count	1,049	1,098	78	42	0	0

S1 OUR WORKFORCE

S1-7 CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN OUR WORKFORCE

Non-employees	Unit	2024	2025
Number of non-employees by year-end	Head count	99	170

Most common type of non-employees at Julius Meinl are external Sales Agents and temporary workers in production. Numbers in 2025 are not fully comparable to 2024 as Russia has only started to track non-employees in 2025.

S1-8 COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

Collective bargaining coverage and social dialogue	Unit	2024	% of total 2024	2025	% of total 2025
Employees covered by collective bargaining agreements	Head count	411	36%	406	36%
Employees covered by workers' representatives	Head count	403	36%	402	35%
within EEA					
Employees covered by collective bargaining agreements	Head count	411	62%	406	61%
Employees covered by workers' representatives	Head count	403	60%	402	60%
outside EEA					
Employees covered by collective bargaining agreements	Head count	0	0%	0	0%
Employees covered by workers' representatives	Head count	0	0%	0	0%

Collective bargaining agreements and workers' representatives exist in Austria, Italy, Romania, and France for 100% of all employees (in Austria only at Julius Meinl Austria GmbH, excluding our holding organisation Julius Meinl 1862 GmbH due to the small number of employees).

No agreement exists with employees for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

S1-9 DIVERSITY METRICS

Diversity at top management level* by gender	Unit	2024	2025
Female	Head count	31	30
	%	40%	40%
Male	Head count	46	45
	%	60%	60%
Others	Head count	0	0
Not reported	Head count	0	0
Total	Head count	77	75

Diversity by age group	Unit	2024	2025
under 30 years	Head count	144	132
	%	13%	12%
30-50 years	Head count	794	788
	%	70%	69%
above 50 years	Head count	189	220
	%	17%	19%
Total	Head count	1,127	1,140

* Top Management Level is defined by Mercer grades A-D out of grades within company from A-I

S1 OUR WORKFORCE

S1-10 ADEQUATE WAGES

Employees paid adequate wage, in line with applicable benchmarks	Unit	2024	2025
Total	%	100%	100%

S1-11 SOCIAL PROTECTION

All employees in own workforce covered by social protection, through public programmes or through benefits offered, against loss of income due to:	2024	2025
Sickness	yes except in USA	yes except in USA
Unemployment starting from when the own worker is working for the undertaking	yes except in USA	yes except in USA
Employment injury and acquired disability	yes	yes
Parental leave	yes except in USA	yes except in USA
Retirement	yes except in USA and UAE	yes except in USA and UAE

S1-12 PERSONS WITH DISABILITIES

Number of persons with disabilities amongst employees	Unit	2024	2025
Total	Head count	6	7
	%	0.5%	0.6%

S1-13 TRAINING AND SKILLS DEVELOPMENT METRICS

Average number of training hours per employee and by gender	Unit	2024	2025
Female	hours	14	23
Male	hours	13	16
Others	hours	0	0
Not reported	hours	0	0
Total	hours	14	18.5

Number and percentage of employees that participated in regular performance and career development reviews by gender	Unit	2024	2025
Female	Head count	212	336
	%	57%	96%
Male	Head count	398	588
	%	53%	80%
Others	Head count	0	0
Not reported	Head count	0	0
Total	Head count	610	924
	%	54%	81%

The data links to officially documented performance and career development reviews but does not yet consider other forms of performance and career development reviews. We are committed to improve the official tracking in the coming years to better reflect the actual situation.

S1 OUR WORKFORCE

S1-14 HEALTH AND SAFETY METRICS

Number of people in own workforce who are covered by a health and management system*	Unit	2024	2025
Total	Head count	1,040	1,053
	%	92%	92%

* Based on legal requirements and (or) recognised standards or guidelines

Accidents and injuries	Unit	2024	2025
Number of fatalities in own workforce and other workers as result of work-related injuries	Count	0	0
Number of fatalities in own workforce and other workers as result of work-related ill health	Count	0	0
Number of recordable work-related accidents for own workforce	Count	3	1
Number of cases of recordable work-related ill health in own workforce	Count	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health, and fatalities from ill health related to own workforce	Count	61	5

S1-15 WORK-LIFE BALANCE

Family-related leave*	Unit	Number of employees entitled to 'leave'		Number of employees that took 'leave'	
		2024	2025	2024	2025
Maternity leave					
Number of female employees entitled to leave	Head count	374	383	23	26
Percentage of female employees entitled to leave	%	100%	100%		
Percentage of entitled employees who took leave	%			6%	7%
Paternity leave					
Number of male employees entitled to leave	Head count	753	757	17	12
Percentage of male employees entitled to leave	%	100%	100%		
Percentage of entitled employees who took leave	%			2%	2%
Parental leave					
Number of employees entitled to leave	Head count	1,127	1,140	15	20
Percentage of employees entitled to leave	%	100%	100%		
Percentage of entitled employees who took leave	%			1%	2%
Carers' leave**					
Number of employees entitled to leave	Head count	1,024	1,081	24	23
Percentage of employees entitled to leave	%	91%	95%		
Percentage of entitled employees who took leave	%	2%	2%	2%	2%

*Family-related leave:

- Maternity leave: absence for employed women directly around the time of child-birth (or, in some countries adoption)
- Paternity leave: leave from work for fathers on the occasion of the birth or adoption of a child
- Parental leave: leave from work for parents on the grounds of birth or adoption to take care of the child
- Carers' leave from work: to provide personal care or support to relative or person who lives in the same household

** There is no proper tracking for this across countries. We are committed to improve the data quality in the coming reports.

S1-16 COMPENSATION METRICS

Gender pay gap*	Unit	2024	2025
Total	%	1.66	1.25

* defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees

Calculation was done country by country and then weighted by the head count per country to come to a global figure. A negative percentage indicates women are paid more on average than men. As this figure is often heavily impacted especially in small business units by the gender of a single position, in the future we are working on more detailed analysis to better understand the gender pay gap across functions, management levels, and countries.

S1-17 INCIDENTS, COMPLAINTS, AND SEVERE HUMAN RIGHTS IMPACTS

Incidents, complaints, and severe human rights impacts	Unit	2024	2025
Number of incidents of discrimination	Count	2	0
Number of complaints filed through channels for people in own workforce to express concerns	Count	0	0
Number of complaints filed through National Contact Points for OECD Multinational Enterprises	Count	0	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	EUR	0	0
Number of severe human rights issues and incidents connected to own workforce that are cases of defiance of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	Count	0	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	EUR	0	0

(ESRS S2) WORKERS IN THE VALUE CHAIN

OUR APPROACH AND POLICIES

Understanding and taking responsibility for our impact on the farmers and workers in our value chain is essential to how we do business. As a coffee roaster, our operations influence the lives of many across our supply chain, reaching thousands of farmers, workers, and local communities. In 2025, coffee accounted for over 77% of our net sales revenue, therefore being at the core of our business, and so are the people behind it. Our long-term success depends on safeguarding their well-being and continuous interest in the cultivation and production of the raw materials we depend on.

At Julius Meinl, we are committed to upholding human rights and responsible business practices across our supply chains. Guided by our Human and Labour Rights Policy, our Sustainable Green Coffee Policy, and our Supplier Code of Conduct, we align with international standards like the UN Global Compact.

HUMAN AND LABOUR RIGHTS POLICY

Introduced in 2025, this policy strengthens our approach to due diligence across the value chain. It reinforces expectations on fair treatment, safe working conditions, and respect for fundamental rights, helping us and our partners to better identify, prevent, and address risks for workers.

SUSTAINABLE GREEN COFFEE POLICY

Also established in 2025, this policy defines how we source coffee with a strong commitment to responsibility at origin. It promotes practices that support farmer livelihoods, encourage environmental stewardship, and contribute to more resilient farming communities.

SUPPLIER CODE OF CONDUCT

Our updated Supplier Code of Conduct sets clear, binding expectations for suppliers and their partners. Its roll-out supports consistent standards on labour, safety, and environmental practices, strengthening accountability and helping to safeguard workers across our supply chains.

Our material impacts and risks related to the workers in our value chain

Our value chain faces various impacts and risks related to the workers in our value chain. Learn more about our responses to the material topics related to the workers in our value chain in this chapter.

- ⊕ ▶ Sustainable farming and resilient livelihoods of farmers
- ⊖ ▶ Empowerment constraints and gender inequities
 - ▶ Ethical concerns about farmers' and workers' working conditions upstream
 - ▶ Physical and psychological harm for children and youth
- ⊖ ▶ Lack of protective equipment and safe usage training
 - ▶ Supply-and-demand dynamics and their consequence for farmers/ workers in agricultural supply chains
- ⚠ ▶ Yield loss due to decreasing workforce

- ⊕ Positive impact
- ⊖ Negative impact
- ⊖ Potential negative impact
- ⚠ Financial risk
- 🔄 Financial opportunity



Coffee farmer of a Fairtrade-certified producer organisation in Honduras

OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Improving the working conditions of coffee producers is an integral part of our Responsibly Selected Coffee Initiative. Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025. This means that since then, all coffee within this defined scope has been 'Responsibly Selected'. This milestone reflects our commitment to

sourcing coffee that meets clear social, environmental and economic sustainability criteria. Through sourcing coffee from our suppliers participating in schemes recognised by the Global Coffee Platform as aligned with its Coffee Sustainability Reference Code, **we actively support the continuous improvement of farmers' working conditions and livelihoods.**

The following example shows how supplier programmes support the implementation of our sustainability commitments at origin.



HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN BRAZIL



Lucas Pereira Carlos,
Senior Sustainability Analyst
at Guaxupé

Guaxupé Planet is a 2nd party-verified sustainability scheme of Exportadora de Café Guaxupé



What specific measures of Guaxupé Planet help address the unique challenges faced by smallholder coffee farmers in Brazil, particularly in terms of income stability, labour conditions, and long term viability?

Through Guaxupé Planet, we provide practical support that helps smallholder coffee farmers strengthen the economic resilience of their farms. We support producers in managing production costs and reducing exposure to price volatility by facilitating access to commercial tools such as futures markets, enabling more predictable and remunerative pricing. In addition, we pay a premium per bag of coffee sold, providing a direct income boost. Together, these measures help reinforce financial stability and support the long-term viability of coffee farming as a livelihood.

How do you support smallholders in improving the efficiency of their farms to increase yields and strengthen their livelihoods?

We support farmers with continuous training and technical guidance aimed at improving farm management and productivity. We encourage the adoption of good agricultural practices such as integrated pest management, soil conservation, and the efficient use of water and energy. By helping farmers optimise their resources and strengthen their production systems, we ultimately contribute to higher productivity, improved climate resilience, and more secure livelihoods for farming families.

The use of fertilisers and crop protection products can pose health and safety risks if not handled properly. How does Guaxupé Planet support farmers in using these inputs safely?

Safe working conditions are a core pillar of Guaxupé Planet. Through the programme, we organise annual training sessions focused on the responsible use of fertilisers and crop protection products. We cover correct application methods, the proper use of personal protective

equipment, safe storage practices, and basic first aid procedures. In some cases, we have also provided PPE kits directly to producers, helping ensure that the knowledge shared during training translates into safer day-to-day practices on the farm.



Coffee producers and workers who are part of Guaxupé Planet, attending a first aid training

ACTION: JULIUS MEINL GENERATIONS PROGRAMME

CONTRIBUTING TO A MORE SUSTAINABLE FUTURE FOR COFFEE FARMING COMMUNITIES

HONDURAS
BUILDING A CLIMATE-SMART COFFEE REGION

Project runs between 2025 – 2029

Project Partners:

Hanns R. Neumann Stiftung (HRNS), Tchibo and The J.M. Smuckers Co.

Project Location:

Western Honduras

What's the focus of this project?

Expanding regenerative farming practices such as agroforestry, soil and water conservation in coffee growing regions, and supporting households with fuel-efficient stoves and financial literacy training.



HONDURAS

COLOMBIA

COLOMBIA
IMPROVING SOIL HEALTH

Project runs between 2023 – 2026

Project Partner:

Louis Dreyfus Company

Project Location:

Tolima

What's the focus of this project?

Promoting regenerative agricultural practices such as composting, weeding, and the science-based use of fertilisers to protect the environment and strengthen farmers' climate resilience, guided by the belief that healthy soil is a legacy to be nurtured and handed down to future generations.


UGANDA
INCOME DIVERSIFICATION

Project runs between 2023 – 2026

Project Partners:

Ugacof (Sucafina) and Sawa World

Project Location:

Greater Masaka Area

What's the focus of this project?

Supporting coffee farmers in learning new skills to diversify their income and applying good agricultural practices for higher yields and better-quality coffee.



UGANDA

INDIA

INDIA
EMPOWERING YOUNG FARMERS

Project runs between 2025 – 2028

Project Partners:

Fairtrade Austria, Fairtrade Network of Asia and Pacific Producers (NAPP)

Project Location:

Kerala and Karnataka

What's the focus of this project?

Helping coffee farmers adapt to climate change by using climate-smart farming methods, protecting biodiversity and soil health, and to use digital tools for better marketing and farm management.



Discover the people behind the projects and how the projects are shaping daily life in coffee communities.

GENERATIONS PROGRAMME – UGANDA

INCOME DIVERSIFICATION

209

coffee farmers and their families

- ▶ Income diversification
- ▶ Business skills
- ▶ Household resilience



TIMELINE 2023 ▶ 2026 (COMPLETED)

Diversified income strengthens resilience. This project helps farming families earn income beyond coffee and improve coffee yields.

WHY THIS MATTERS

Many farmers rely on coffee as their only source of income. This creates risk when prices drop or harvests fail. Limited access to business skills makes it harder to build alternative income streams, especially for women and young people.

WHAT WE AIMED TO ACHIEVE

We equipped farmers and their families with practical business skills. The goal: generating additional income, reducing risk, and enabling reinvestment into coffee farming.

HOW WE WORKED

The project combined training for a new farmer group in Masaka with targeted mentorship for a selected group of farmers from the previous project cycle in Lwengo.

We built practical business skills

We trained farmers in activities such as poultry farming, soap making, beekeeping, piggery, goat farming, banana farming, and organic fertiliser and pesticide production.

We included the whole household

We involved family members to strengthen ownership and increase adoption of new skills.

We supported beyond training

We provided mentoring and encouraged peer learning to help farmers start and grow businesses.

We promoted good agricultural practices

We promoted skills like organic fertiliser production and beekeeping to reduce costs for farmers, improve biodiversity and soil health, and ultimately increase coffee yields and quality.



One of the project beneficiaries of our Generations Programme in Uganda, Ndawula Joseph (on the right) with his family, who expanded his beekeeping skills to support pollination, contribute to higher coffee yields, and gain additional income sources for his family

Masaka and Lwengo Districts, Uganda

GENERATIONS PROGRAMME – UGANDA

INCOME DIVERSIFICATION

WHAT WE ACHIEVED

The project delivered clear results within a short time:

- Strong uptake of new skills and business activities
- Increased and more stable household income
- Reduced dependence on coffee as the sole income source
- Particularly strong impact where mentoring continued over time

WHAT WE LEARNED

- Farmers adopt and apply skills more quickly when they directly support coffee farming and deliver visible results.
- Training that includes family members strengthens ownership, improves continuity, and supports income generation at household level.

- Women and men prioritise different types of income activities. Tailored approaches increase relevance and overall impact.
- Without basic capital and additional input, farmers struggle to tackle promising activities beyond small scale application.
- Ongoing support and peer learning help farmers apply skills more effectively and turn them into micro-businesses.

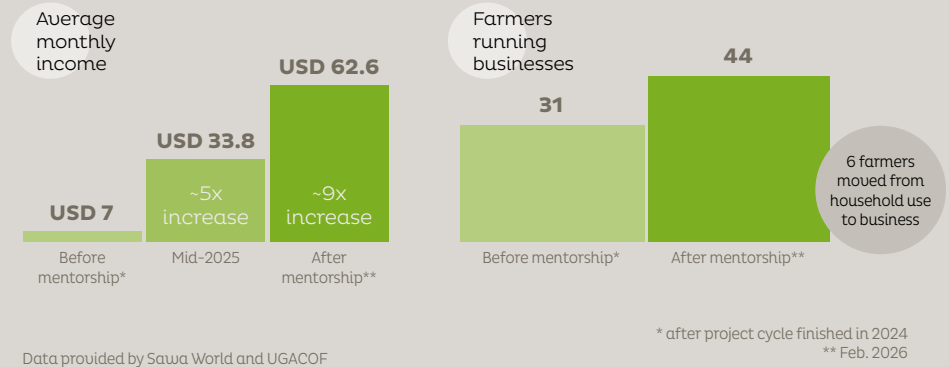
WHAT COMES NEXT

We build on this momentum. A follow-up project starts in 2026 to scale successful project components revolving around income diversification, expand mentoring, and strengthen women's participation. We will also support farmers in applying regenerative practices to improve yields and protect the environment.

Project KPIs of Farmers

in the Luengo District

(a group of project beneficiaries from previous project cycle, receiving mentorship sessions)



Project KPIs of Farmers in the Masaka District

(primary project beneficiaries of this year's project)



GENERATIONS PROGRAMME – COLOMBIA

IMPROVING SOIL HEALTH

150

coffee farmers and their families

- ▶ Climate resilience
- ▶ Regenerative agricultural practices

LDC.
Louis Dreyfus Company



TIMELINE 2023 ▶ 2026 (IN PROGRESS)

Healthy soil is the foundation of resilient coffee farming. With this project, we support farmers to restore and maintain it through regenerative agricultural practices.

WHY THIS MATTERS

Coffee farming in Colombia takes place in highly diverse and sensitive ecosystems. Soil degradation, inefficient management of organic waste, and increasing climate variability affect both productivity and environmental stability.

At the same time, many farmers lack access to practical training on how to improve soil

health and manage farm inputs more efficiently. This limits their ability to maintain yields while protecting natural resources.

WHAT WE AIM TO ACHIEVE

We support farmers in improving soil health, increasing productivity, and reducing environmental impact. The project focuses on practical solutions that farmers can apply directly on their farms.

HOW WE WORK

We improve soil health through practical methods

We train farmers in composting and the processing of crop residues to return nutrients to the soil and reduce waste. Farmers also receive the materials and expert support to build compost pits and kick-off compost production.

We strengthen day to day farm management

We support better weed management and input use, helping farmers make more efficient and informed decisions.

We promote an optimised use of fertilisers

Based on farm-level soil test results and combined with composting practices, this supports increased productivity while reducing costs and environmental impact.



Two farmers of our Generations Programme in Colombia, Nelson Durán and his son John Alexander, on their coffee farm in Tolima



Tolima, Colombia

GENERATIONS PROGRAMME – COLOMBIA

IMPROVING SOIL HEALTH

WHAT WE HAVE DONE SO FAR

We expanded the project activities to the new farmer groups, building on the achievements of the first project year and including learnings.

- Trained farmers in composting and crop residue management
- Supported the building of compost pits on each farm
- Introduced improved weed management practices
- Supported farmers in applying these methods directly on their farms
- Promoted the use of organic inputs to reduce reliance on synthetic fertilisers

WHAT COMES NEXT

We will complete the final activities with the current group of farmers and consolidate the results of this project phase. The project is aimed to come to an end in summer 2026.

At the same time, we are preparing to expand the project to a new group of farmers, building on the experience and learnings gained so far.



Project KPIs of Farmers in the Tolima Region (primary project beneficiaries of this year's project)

150

coffee farmers and their families in total

50

year one

50

year two

50

year 3
(ongoing)

150

farmers received fertilisation plans based on soil analysis

99

compost pits successfully built

54

construction still in progress

100

farmers received weed selectors and training on their usage

However, due to a low adoption rate of the weed selectors, for the last farmer group, we changed to distribute leguminous seeds and efficient microorganisms which increase the efficiency of coffee pulp composting processes. Both the legume seeds and the composted pulp enrich the soil nutritionally and support soil regeneration.

Follow-up data collection from the first two farmer groups revealed the following initial impact against the baseline collection before the project activities were implemented:

Farmer group year 1:

+12%*

profit/ha

+4%

productivity/ha

+21%

production cost/ha

+32%

fertilisation cost/ha

+17%

fertiliser used/ha

Farmer group year 2:

+90%**

profit/ha

+6%

productivity/ha

+27%

production cost/ha

+17%

fertilisation cost/ha

+11%

fertiliser used/ha

*14% increase in coffee prices from 2023 to 2024 (Solidaridad)

**51% increase in coffee prices from 2024 to 2025 (Solidaridad)

Data provided by LDC

GENERATIONS PROGRAMME – INDIA

EMPOWERING YOUNG FARMERS

230

coffee farmers and their families

15

Fairtrade producer organisations

- ▶ Youth empowerment
- ▶ Leadership development
- ▶ Income diversification
- ▶ Entrepreneurship development



TIMELINE 2025 ▶ 2028 (IN PROGRESS)

Young farmers are key to the future of coffee in India. With this project, we support them in building the skills, confidence, and opportunities to lead a more resilient and sustainable coffee sector.

WHY THIS MATTERS

Across coffee regions in India, many young people step away from farming. Those who stay often lack access to training, networks, and resources to make coffee a viable livelihood. At the same time, climate change makes farming more demanding. Rainfall patterns shift, pests increase, and soil health declines. This combination puts pressure on both incomes and motivation.

If young farmers do not see a future in coffee, the sector risks losing skills, continuity, and innovation.

WHAT WE AIM TO ACHIEVE

We support coffee farmers and Fairtrade cooperatives in building stronger, more resilient livelihoods. The focus lies on practical skills, confidence, and active participation, especially for young people and women.

HOW WE WORK

We support young farmers in becoming leaders

We offer training in leadership, financial management, and digital tools, helping young people turn coffee farming into a viable business.

We connect farmers across generations

We promote exchange between experienced farmers and young people, supported by academic and research partners.

We strengthen day to day farming decisions

We train farmers in climate adaptation, soil management, and biodiversity to strengthen resilience. We promote better plant management and introduce more resilient coffee varieties.



If we can motivate more young people to work together to build something, we can farm more land together and make a better living from agriculture. I want to set up a nursery with two friends.

Adarsh Shylan

26, Young Farmer, Receiver of the Award as “Best Farmer of the District”, Participant of the Youth Leadership Trainings



GENERATIONS PROGRAMME – INDIA

EMPOWERING YOUNG FARMERS

WHAT WE HAVE DONE SO FAR

We laid the groundwork to start working effectively with farmers and local partners:

- Identified partner cooperatives and project beneficiaries
- Developed the implementation plan and prepared for baseline data collection
- Selected participants for youth leadership training
- Established partnerships with the Coffee Board of India and the Central Coffee Research Institute

WHAT COMES NEXT

The next phase focuses on action. Training activities will be kicked off, and more young farmers will take on active roles within their cooperatives. We will track skills development, on-farm application, and changes in income to measure progress and impact of youth- and women-led businesses and services, offer household-level trainings on financial literacy and improve market access for farmer organisations.



It is important to support women. Their focus is always on ensuring food security for their families and the positive development of the whole community. For example, we have set up women's groups in the villages that meet regularly to share ideas and support one another.

Anuradha Sarang
CEO Fairtrade Alliance Kerala (FTAK)

Project partners of our Generations Programme in India during a visit of the Fairtrade cooperative FTAK in Kerala

GENERATIONS PROGRAMME – HONDURAS

BUILDING A CLIMATE-SMART COFFEE REGION

755

coffee farmers and their families

20

farmer organisations

- ▶ **Climate resilience**
- ▶ **Regenerative agricultural practices**
- ▶ **Leadership development**

Hanns R. Neumann Stiftung



TIMELINE 2025 ▶ 2029 (IN PROGRESS)

Coffee farming in Western Honduras faces increasing climate pressure. Together with our partners, we support farmers, especially young people, in building more resilient, productive, and future-ready coffee systems.

WHY THIS MATTERS

Farmers in Western Honduras already feel the effects of climate change. Rainfall has become less predictable, droughts last longer, and rising temperatures reduce yields. In some areas, farmers move coffee production into more fragile ecosystems to cope.



These changes put pressure on both livelihoods and the environment. At the same time, many communities lack access to training, resources, and opportunities to shape their own development, resulting in less and less young people staying in coffee farming.

WHAT WE AIM TO ACHIEVE

We work with farmers, organisations, and local stakeholders to strengthen livelihoods and restore ecosystems. Our goal is to support a coffee landscape that remains productive, resilient, and viable for future generations.

HOW WE WORK

We build climate smart farming skills

We train farmers in soil and water management, agroforestry, and microclimate monitoring together with partners such as Honduras' Coffee Institute (IHCAFE).

We promote regenerative production

We support practices that restore ecosystems, improve soil health, and increase biodiversity while maintaining productivity.

We empower young people and women

We put an emphasis on involving young and female farmers in training, decision making, and income generating activities to strengthen long-term sector development.

We collaborate across the value chain

Change must happen not only on one or two farms, but across an entire landscape. That's why we partnered up with other coffee roasters active in the same landscape, NGOs, research institutions, and local stakeholders to connect farms, communities and ecosystems, scale solutions, and address shared challenges. All together, the project partners aim to reach 4000 farmers and their families throughout the project duration.



In the first months, we focused on building strong partnerships across the region and engaging farmer organisations to bring participants into the project. Through our broad network, including private sector partners and local municipalities, we reached many farmers beyond traditional supply chains, who often have limited access to support.

Pablo Ruiz
CEO of HRNS in Central America



GENERATIONS PROGRAMME – HONDURAS

BUILDING A CLIMATE-SMART COFFEE REGION

WHAT WE HAVE DONE SO FAR

We built the foundation for long-term, regional impact:

- Registered 590 farmers (255 female, 335 male) as project participants, of which 118 are young adults
- Conducted a baseline assessment with 162 farmers
- Prepared implementation plans and coordination mechanisms

WHAT COMES NEXT

In the coming months we will kick-off training sessions on good agricultural and climate-smart practices, support the development of youth- and women-led businesses and services, offer household-level trainings on financial literacy and improve market access for farmer organisations.

Results of the Baseline Assessment

780
kg/ha

Average coffee yield

91.5%

Farmers reporting to experience climate-related risks

62%

Farmers having access to training

(although most indicate receiving only one visit per year, which is insufficient)

4.2%

Farmers applying climate-smart practices

12%

Women participating in key farm and income decisions

11%

Farmers maintaining farm records

Data provided by Hans R. Neumann Stiftung





Farmer Field Schools in our Generations Programme project in Honduras

ENGAGING WITH VALUE CHAIN WORKERS AND REMEDIATION CHANNELS TO EXPRESS CONCERNS

As part of our commitment to human and labour rights, we engage with farmers and workers within our value chain to understand and address potentially adverse issues, relying on organisations like Enveritas for third-party risk assessments. During Enveritas assessments, coffee farmers can voice problems or concerns through interviews with Enveritas field agents. This process helps gauge the impact of our efforts and collaborate with suppliers to address challenges transparently.

Our approach to addressing concerns and grievances within our value chain is built on the principles of transparency, trust, and effective remediation that is proportionate to the grievance that has occurred. We are committed and continuously work to strengthen our grievance mechanisms as well as those of our suppliers. Through our Supplier Code of Conduct, we set clear expectations to our suppliers, emphasising the establishment of accessible grievance mechanisms for workers in the direct and indirect value chain.

Additionally, Julius Meinl's  **Integrity Line** is accessible to workers in its supply chains. For more information on our Supplier Code of Conduct and whistleblower system, see  **section G1** on business conduct.



Fairtrade coffee farmers in Honduras sun-drying beans

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Achieved
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffees	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule

(ESRS S3) AFFECTED COMMUNITIES

OUR APPROACH AND POLICIES

The environmental impacts of green coffee and tea cultivation can impact communities upstream in the value chain. To mitigate these risks, we are committed to sourcing our raw materials from suppliers who adopt practices that benefit both the communities and the environment.

Through our Responsibly Selected Coffee Initiative we commit to source coffee from supply chains that respect land and water rights, including free, prior, and informed consent from affected communities and indigenous peoples. In addition, our Generations Programme trains farmers in income diversification, good agricultural practices, and micro-business development,

aiming to enhance their quality of life and promote overall community and environmental resilience.

We are fully committed to complying with the European Union Deforestation Regulation (EUDR) for importing deforestation-free coffee. This commitment not only supports global environmental sustainability but also has a positive impact on local communities. By sourcing coffee from areas free of deforestation, we help protect fertile land that is crucial for the livelihoods of local communities. Preserving this land prevents the loss of valuable agricultural resources and maintains the health of ecosystems that support local agriculture. This approach helps

sustain the land's productivity, which is vital for local farmers and their communities, laying the foundation for long-term food security and economic stability.

Our Supplier Code of Conduct requires that all suppliers adhere to the UN Global Compact (UNGC) Principles, International Labour Organisation conventions and other international standards, which safeguard human rights and promote environmental stewardship. By enforcing these standards, we expect our suppliers to protect the rights of communities affected by our supply chain, thereby reinforcing our dedication to ethical and responsible business practices.

Our material impacts and risks related to affected communities

Our value chain faces various potential negative impacts related to affected communities across our value chain. Learn more about our responses to the material topics related to the affected communities in this chapter.

- ⊖ ▶ Loss of fertile land for local communities
 - ▶ Expropriation of land
 - ▶ Economic, social, or cultural damage
 - ▶ Water quality risk from non-sustainable activities

- ⊕ Positive impact
- ⊖ Negative impact
- ⊖ Potential negative impact
- ⚠ Financial risk
- 🔄 Financial opportunity

OUR TARGETS AND ACTIONS

TARGET: INCREASE SHARE OF RENEWABLE MATERIALS AND IMPROVE CIRCULARITY

ACTION: OUR RESPONSIBLY SELECTED COFFEE INITIATIVE

Building on the strong progress of previous years, we successfully transitioned all our globally purchased green coffee supply chains roasted in Julius Meinl plants in Vienna and Vicenza to align with the criteria of our Responsibly Selected Coffee Initiative (RSCI) by the end of 2025. This means that since then, all coffee within this defined scope has been 'Responsibly Selected'.

This milestone reflects our commitment to sourcing coffee that meets clear social, environmental, and economic sustainability criteria. Through sourcing coffee from our suppliers participating in schemes recognised by the Global Coffee Platform as aligned with its Coffee Sustainability Reference Code, **we strengthen local farming communities in our supply chains.**

The following examples show how supplier programmes support the implementation of our sustainability commitments at origin.

HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN HONDURAS



Tim Niepel
Head of Sustainability and
Origin Engagement

NKG Bloom is a 2nd party-verified sustainability scheme of Bernhard Rothfos.



In what ways do farming communities in Honduras experience environmental and social benefits from having NKG Bloom-verified farms in their area?

NKG Bloom is designed to strengthen entire communities, not just individual farms. As farmers gain knowledge, increase incomes, and adopt better practices, a positive flywheel effect emerges: well-equipped producers become multipliers, sharing learnings with neighbours and raising the overall performance of the local farming landscape.

Our work also takes a holistic view of the value chain. Beyond supporting farmers, we

engage pickers and seasonal workers, who are essential for a functioning coffee sector. By integrating them into trainings, basic service provisions, and community activities, we ensure that benefits extend across all people contributing to coffee production.

This combination of empowered farmers, knowledge spillover, and inclusive programme design leads to broader social stability, stronger livelihoods, and more resilient rural communities.



Dissemination of Good Agricultural Practices in Honduras

HOW OUR RSCI COMES TO LIFE ON COFFEE FARMS IN VIETNAM



Dang Dinh Lap
Chairperson
of Pô Kô Farms

Pablo Rapun
Coffee Trader
at Walter Matter

Pô Kô Fair Agricultural Cooperative is a producer organisation selling coffee that is 3rd party Fairtrade-certified, sold to Julius Meinl via Walter Matter.



Beyond individual farms, how does Fairtrade certification benefit the wider farming communities in your Vietnamese supply chain?

CaféMA International SA has partnered with Pô Kô Fair Agricultural Cooperative to supply Fairtrade-certified coffee from the district of Dak Ha in Vietnam. The cooperative was founded in 2009 by 37 coffee producers and has since grown to more than 100 members.

The Fairtrade Premium supports investments that benefit the wider community. In the Pô Kô Fair Agricultural Cooperative, this included the construction of two community houses, one kindergarten, seven houses for underprivileged

families as well as a country road and a bridge. The Fairtrade Premium has also been used to provide lunches for children in remote kindergartens, scholarships for primary school pupils, support for victims of Agent Orange, Tet gifts for low-income families, and activities supporting women in the community.

These are some, but by far not all ways how Fairtrade certification can contribute to improved livelihoods and stronger community infrastructure beyond the farm level.



Pô Kô Farm members step by step trying to improve the quality of their coffee after joining the Fairtrade cooperative

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Achieved
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Expand our Responsibly Selected Coffee Initiative to include all Julius Meinl-branded coffee products, including e.g. instant coffee	End of 2028	In progress
Implementation of two further projects under the umbrella of our Generations Programme	2026	Achieved ahead of schedule

ENGAGING WITH AFFECTED COMMUNITIES ABOUT IMPACTS AND PROCESSES TO REMEDIATE NEGATIVE INFLUENCES AND TO ENABLE THEM TO EXPRESS CONCERNS

We engage with affected communities through regular Enveritas assessments of representative samples from our supply chain. These assessments help us monitor and address potential issues, ensuring that our practices align with our ethical standards and benefit the communities involved. Our **Integrity Line** is publically available on our website, providing a confidential platform to express concerns about unethical or non-compliant actions by Julius Meinl or our suppliers. This tool ensures that issues can be reported and addressed promptly, reinforcing our commitment to transparency and accountability. For further details, read on in the **next chapter**.



Manuel León, coffee farmer and member of the cooperative COCAMOL, with Thomas Angerer from Fairtrade Austria during a field visit

INTRO

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G1 BUSINESS CONDUCT82



(ESRS G1) BUSINESS CONDUCT

OUR APPROACH AND POLICIES


BUSINESS CONDUCT AND COMPANY CULTURE


At Julius Meinl, integrity, honesty, fair business practices, and respect are core values that guide our daily operations. Our Code of Business Conduct, signed by all employees, sets clear expectations for behaviour and covers topics such as anti-corruption and competition law as well as conflicts of interest.

Employees are encouraged to express concerns through their managers, HR, or designated compliance channels. All reports are taken seriously, handled confidentially, and may lead to corrective or disciplinary action where necessary. Responsibility for implementation lies with our HR and Legal and Compliance functions.


To support awareness, our policies are accessible via intranet and are complemented by regular communication and training initiatives.

SUPPLIER RELATIONSHIPS

Our  **Supplier Code of Conduct**, aligned with international standards, defines expectations for responsible business practices across our supply chain. Updated in 2025, it is being rolled out globally to strengthen accountability and consistency.

We prioritise long-term relationships with suppliers and complement our due diligence through collaboration with external partners such as Enveritas to assess sustainability risks in our coffee supply chains. For more information on this, continue reading  **here**.

WHISTLEBLOWING

Our  **Integrity Line** provides a confidential channel for reporting suspected misconduct related to our operations or supply chains. Reports can be made anonymously and without fear of retaliation.






In addition, many of our suppliers are covered by the EU Whistleblower Directive and are required to provide similar reporting mechanisms, helping to extend access to grievance channels along the value chain.

Targets	Planned for	Results/Status
Build a sustainable coffee supply chain	2030	In progress
Implementation of a global supply chain risk management system	2025	In progress, but finalisation delayed until 2026
Roll-out of our Supplier Code of Conduct to all our suppliers of our global procurement team	2025	In progress, but full roll-out delayed until 2026

Our material impacts and risks related to business conduct

Our value chain faces various impacts and risks related to the business conduct. Learn more about our responses to the material topics related to business conduct in this chapter.

-  ▶ Fostering success and a healthy work environment through a supportive company culture
-  ▶ Limited integration of sustainability across the company
-  ▶ Disruption of international supply chains
 - ▶ Rising taxes on greenhouse gas emissions
 - ▶ Rising energy costs in operation
 - ▶ Rising compensation payments for GHG emissions

-  Positive impact
-  Negative impact
-  Potential negative impact
-  Financial risk
-  Financial opportunity

METRICS

G1-4 CONFIRMED INCIDENTS OF CORRUPTION OR BRIBERY

Incidents of corruption or bribery	Unit	2024	2025
Number of convictions for violation of anti-corruption and anti-bribery laws	Count	0	0
Amount of fines for violations of anti-corruption and anti-bribery laws	€	n/a	n/a

G1-5 POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

Political contributions	Unit	2024	2025
Amount of financial political contributions made	EUR	0	0
Amount of in-kind political contributions made	EUR	0	0
Company is registered in EU Transparency Register or equivalent	yes/no	no	no

G1-6 PAYMENT PRACTICES

Political contributions	Unit	2024	2025
Number of legal proceedings currently outstanding for late payments	Count	0	0

Glossary of Abbreviations

- **CCF** Corporate Carbon Footprint
- **CO₂e** Carbon Dioxide Equivalent
- **CEO** Chief Executive Officer
- **CFO** Chief Financial Officer
- **COO** Chief Operations Officer
- **CNG** Compressed Natural Gas
- **CSRD** Corporate Sustainability Reporting Directive
- **DEI** Diversity, Equity and Inclusion
- **DMA** Double Materiality Assessment
- **EEA** European Economic Area
- **ESG** Environmental, Social, and Governance
- **ESRS** European Sustainability Reporting Standards
- **ET** Executive Team
- **EU** European Union
- **EUDR** EU Deforestation Regulation
- **GCP** Global Coffee Platform
- **GHG** Greenhouse Gas
- **HoReCa** Hotels, Restaurants, and Cafés
- **HR** Human Resources
- **IRO** Impacts, Risks, and Opportunities
- **ISO** International Organisation for Standardisation
- **KPI** Key Performance Indicator
- **kWh** Kilowatt Hour
- **LPG** Liquefied Petroleum Gas
- **LNG** Liquefied Natural Gas
- **MWh** Megawatt Hour
- **NSR** Net Sales Revenue
- **OHS** Occupational Health and Safety
- **PBT** Polybutylene Terephthalate
- **PE** Polyethylene
- **PDP** Performance and Development Plans
- **POS materials** Point of Sales materials
- **PP** Polypropylene
- **RSCI** Responsibly Selected Coffee Initiative
- **SDGs** Sustainable Development Goals
- **SBTi** Science-Based Targets Initiative
- **UNGC** United Nations Global Compact
- **WFH Policy** Work-from-Home Policy



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