

Annual
Sustainability
Report

20
22



About the Report

GRI 2-1, 2-2, 2-3, 2-5, 2-14

This is the Annual Sustainability Report of Montesanto Tavares Group Participações S/A, a holding company representing the association of three trading companies: Atlantica Coffee, Cafebras and Ally Coffee. It was produced in accordance with the guidelines of the Global Reporting Initiative (GRI) and provides information for the period from January 1 to December 31, 2022.

All the content presented here was produced and approved by the Group's highest Governance body, involving the participation of members of the Executive Board and the Board of Directors.

The information presented does not undergo an external assurance process, but all financial data is audited by an independent company, and its social, environmental and governance results are subject to audits based on certifications.

The Report details the year's major accomplishments, developments, and results, along with projections for the following years. All actions are guided by ethics and socio-environmental responsibility and are intended to promote the sustainable development of all production chain links.

For more information, comments, questions or suggestions, please contact us here



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Message from **the Chairman**

Message from the Chairman

GRI 2-22

We are passionate about coffee. We take care of all of our coffees right from genesis, accompanying them through the production, storage and export stages until they arrive at our clients' premises in immaculate condition. Furthermore, we make certain that the correct coffee is delivered to the correct customer. Few businesses possess a structure capable of monitoring the coffee production chain from beginning to end. The fact that our entire team is engaged and passionate about their work makes all the difference. Our executive corps grew up professionally among the coffee plants, and they all share these same roots. Our mission is to communicate this passion and the flavors we select with the whole world, so we have assembled a team of coffee aficionados.

The year 2022 was extremely rewarding. We met our targets and reorganized ourselves with future performance in mind. The previous three years were turbulent for the coffee market, and a

number of variables were particularly significant in this context: the bad weather in Brazil, especially the drought of 2020 and a severe frost that occurred in 2021; the scars of a post-pandemic world, which directly impacted logistics operations; the war involving Russia, the largest exporter of fertilizers, which raised the prices of the input; and the economic instability, reflected directly in the form of high inflation, high interest rates, swings in stock exchanges, a high dollar and, consequently, higher coffee prices. All of these factors considerably influenced the contracts and transactions of our trading companies. At the same time that we had to respond to all of this, we were resilient; we maintained our unity, strength, engagement, determination, and consistency, ensuring that our price, quality, and delivery remained consistent. We prevailed, despite all of these complications. In fact, we grow precisely in times of crisis. Everything we have endured over the past three years has strengthened us and demonstrated the importance of being part of a large Group.



We were able to maintain our cohesion, strength, commitment, resolve, and consistency while remaining resilient and ensuring the regularity of our pricing, quality and deliveries. We prevailed, despite all of these complications. We grow precisely during times of crisis.



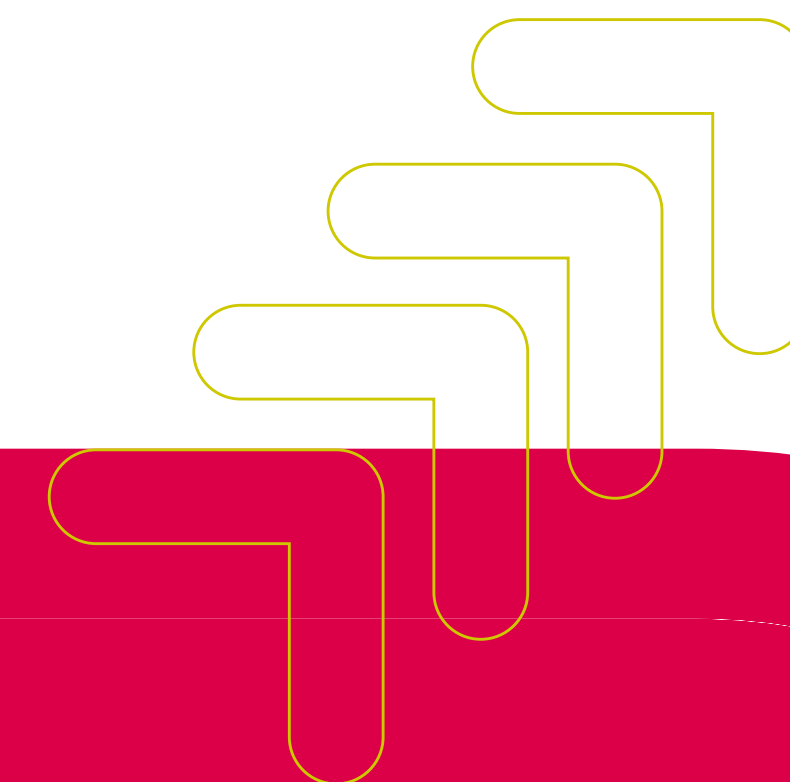
Our company is of Brazilian ancestry, so we make it a priority to be in close proximity to the Brazilian growers from whom our coffee is sourced. We acknowledge that building relationships is essential to achieving our goals in order to promote sustainable development for the coffee industry and all of its stakeholders. Our objective for the next few years is to move even closer to our producers. As a result, we believe we will bring about more favorable changes in the industry, thereby advancing our mission. In 2022, we introduced GMT Green, a private label that will support our suppliers' growth by allowing them to add value to their products and conquer more competitive markets. In this regard, another initiative was the Mutua – Matas e Nascentes Project, which finances environmental protection and recovery actions on small farms. It is our way of contributing to the sustainable development of the coffee chain and promoting prosperity for our partners.

Ricardo Tavares

*Chairman of the Montesanto
Tavares Group's
Board of Directors*

The review of our strategic planning in 2022 enabled us to capitalize on our Group's strength as well as the uniqueness of each company. By drafting a new line of business intelligence for our *trading companies*, we add the expertise of all companies and determine which one best fits each client's specific profile. Being assertive in delivery and meeting the expectations of each buyer reinforces our relationship-building strategy.

This is our vision of the future: sustainability, that is, perpetuity. We are fortifying our foundations, enhancing our successes, and analyzing our missteps to ensure that future generations will continue our mission: to introduce the world to the flavors of Brazilian coffee.





The Montesanto Tavares Group





In 2000, we embarked on a mission to promote sustainability in the Brazilian coffee supply chain by exporting its aromas and flavors to all continents.

Passion for **Coffee**

GRI 2-1

We are passionate about coffee. Our goal is to nurture the coffee production chain in pursuit of the best practices to furnish the world with the finest Brazilian coffee. The Montesanto Tavares Group, also referred to as GMT, represents the association of three *trading companies*: Atlantica Coffee, Cafebras and Ally Coffee. They are responsible for distributing our coffee in over 60 countries around the planet.

GMT is a privately held company with a Canadian institutional investor whose headquarters are in Belo Horizonte, Minas Gerais, Brazil.

We began our journey in 2000, with the goal of promoting the Brazilian coffee chain's sustainability by spreading its aromas and flavors to all continents.



Sharing Value

GRI 3-3

More than just a trader, GMT understands its business as being a strategic link between the fields and the factories. The Group does not like to refer to its business as that of a commodity exporter; it exports coffee. Its coffees are special, because they are produced in a special manner, for special clients. In origination, the Group supports the growth and improvement of its partner producers by providing them with the knowledge and direction necessary to achieve greater success and, as a result, deliver higher-quality coffees and earn higher compensation. The primary responsibility of its mission is to understand the origins of each type of coffee it acquires and to prove, catalog, and understand who the potential customer is for each type of coffee it acquires. Due to this, the varieties are not treated as commodities, but rather as specialty coffees for discerning clients. On the other hand, understanding both the business and customer demand is critical because only then can the coffees they seek and require be offered. The Group recognizes that it serves as a strategic link between demand and production, bringing the two together and generating satisfaction and value for the entire chain.

Supporting growers with their teams' technical knowledge and expertise promotes the sustainable development of its partner suppliers. This unceasing quest to foster improvements in the

supply chain and in the lives of coffee producers drives GMT to seek innovation in all of its actions, to be at the forefront of processes, and to distinguish itself as a supporter of its partners, clients and suppliers. Innovation is in the DNA of the projects that the Group creates. In 2022, for instance, it developed the Mutua – Matas e Nascentes Project as part of the Mutua Program and GMT Green, two of its own initiatives that support the improvement of properties and contribute to the evolution of the coffee supply chain.

This is a way for GMT to share its greatest value: all the knowledge of the coffee world offered for the development of a more sustainable and fair production chain, so that the full commitment by growers is recognized through higher remuneration and better quality of life.



Ally Coffee

We are a green coffee company whose mission is to serve as the link between roasters and select specialty coffee producers from various countries. Our expertise enables a strategic vision that fosters the right connections between what our customers seek and what our growers produce. We build long-lasting and trusting relationships, at the point of origin and in the industry, to reveal an even more interesting selection of specialty coffees to consumers. We promote the culture of specialty coffees, from origination to the final consumer.

Offices: Lausanne, Switzerland/ Hamburg, Germany/ Greenville, United States/Bogotá, Colombia/San José, Costa Rica/Gothenburg, Sweden.



Atlantica Coffee

We are a coffee company focused on the people who work with coffee: growers, buyers, partners, roasters and consumers. We always view coffee as more than just a product. For us, in addition to a ritual, it is a factor of connection and involvement at all times: production, selection, sales and tasting.

We are one of the largest exporters of Arabica coffee in green beans, "Superior" and "Commercial" lines, from Brazil. We work with coffees originating in the regions of Matas de Minas, Sul de Minas, Cerrado, Mogiana, Norte de Minas and Chapada de Minas, all in Minas Gerais, in addition to São Paulo and Western Bahia.

Offices: Varginha, Manhuaçu, Alto Jequitibá, Caparaó, all in MG.



Cafebras

We are Brazilian coffee specialists. A team with extensive experience in specialty coffee aims to bring Brazilian coffee production closer to the world's most discerning markets, industries, and consumers. Our mission is to promote the high quality and authentic flavors of domestic coffees while disseminating the cultivation history and culture that contributed to the growth of our nation. We pay special attention and care to guarantee quality and excellence in all of our products and services. Our precision enables us to match demands with the appropriate producers, thereby assuring all production or product individualities. We also work with precious, extremely special and highly qualified coffees to meet the demands of the most competitive markets.

Offices: Patrocínio, Varginha and Alto Caparaó, in MG, and Franca, in SP.

Where We Are

GRI 2-1

Brazil



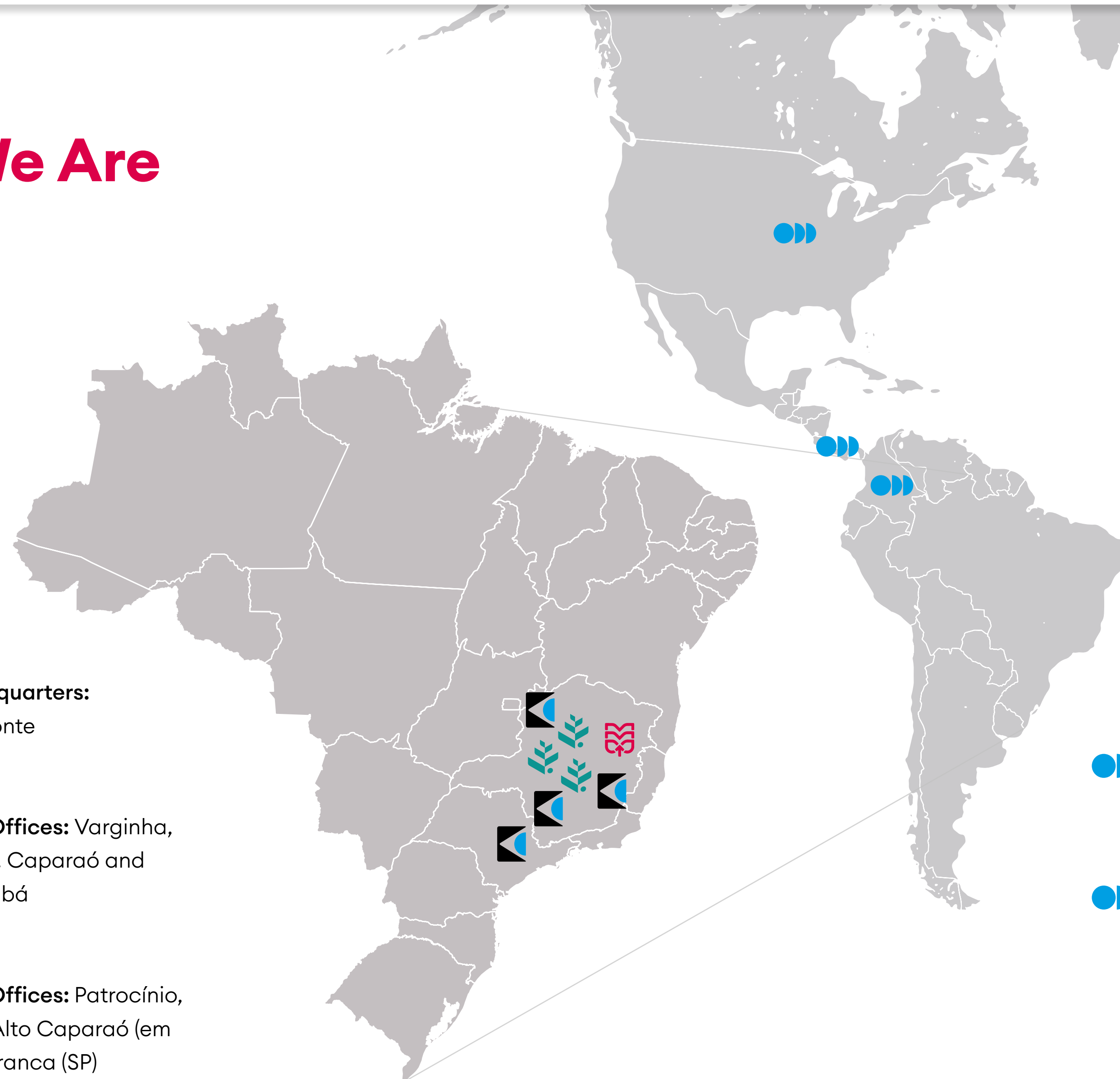
GMT Headquarters:
Belo Horizonte



Atlantica Offices: Varginha, Manhuaçu, Caparaó and Alto Jequitibá



Cafebras Offices: Patrocínio, Varginha, Alto Caparaó (em MG), and Franca (SP)



World



Ally Headquarters:
Lausanne, Switzerland



Ally Offices:
Greenville (USA),
Hamburg (Germany),
Bogota (Colombia),
San José (Costa Rica),
Gothenburg (Sweden)



2022 Highlights

■ GRI 2-1

Coffees exported to more than

50

countries around the world.

3.3bi

of billing in reais (by the trading companies).

Approximately

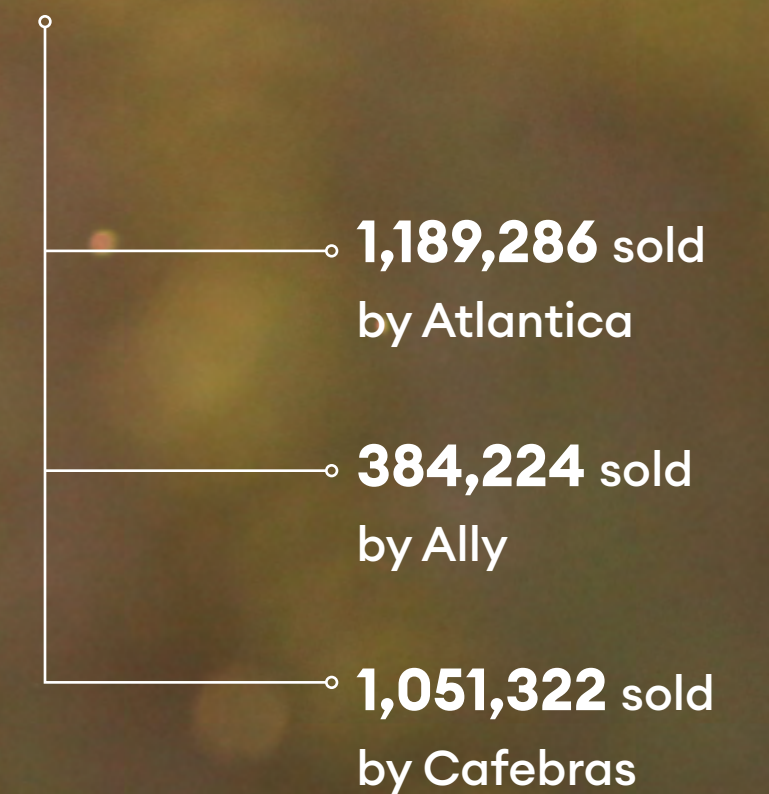
8%

of the Arabica coffee exported by Brazil is traded by GMT

- Strategic Plan 2022-2027
- Opening of Ally office in Hamburg, Germany.
- Mutua Project – Matas e Nascentes within the Mutua Program

2,624,832

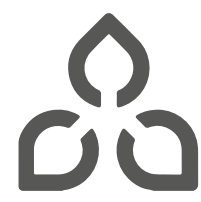
of coffee bags marketed by all the trading companies



Outlook 2023



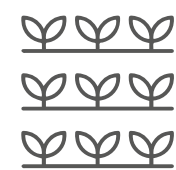
Definition of an independent member for the Board of Directors



Start of GMT Green Project, Group private standard



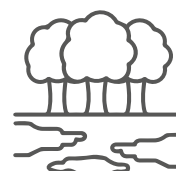
Application of the climate survey to all the Group's employees



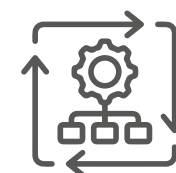
Expansion of Crop Forecast



Adjustment of the Atlântica Warehouse to the FDA standard*



Expansion of Mutua - Matas e Nascentes project



increased information and process automation

**Food and Drug Administration, Federal Agency of the United States Department of Health and Human Services.*



Achievements in 2022



Strategic Plan 2022-2027

GRI 2-22, 3-3, 13.2.1

Strategy and Sustainability together form one of GMT's material topics.

As a result, there is a committed and thorough focus on the themes. The Sustainability Program, established in 2020, guides and directs the necessary actions and developments for its implementation. For the Group, sustainability is integral to its strategy, and its strategy is sustainability. Ensuring business sustainability is the key to ensuring the longevity of businesses for future generations. In this sense, the need for a review and update of the corporate strategy was perceived following the creation of the Sustainability Program, and the year 2022 was extremely important for this evolution. Furthermore, the national and international political and economic contexts have changed significantly, necessitating eventual route adjustments in order to stay on the path that guides its purpose.

Understanding the external context, new business demands, behavioral trends and anticipating change prompted the Group to re-examine its trajectories. The first step was to look inside and rearrange our own house.

We realigned the routes of the various companies so that each is aware of the steps they must take to contribute to the Group's goals. Thus, we disclosed the corporate strategies and objectives for all of our trading companies. On the basis of our analysis of market strengths and differences, we segment markets and strengthen their institutional positioning. We have developed commercial intelligence capable of defining geographic action strategies in response to surveyed and aligned market demands





Strategic Plan 2022



Unified Corporate Governance and Management



Selection of independent Member for the BoD



Group's business intelligence



Strategic commercial performance for each trading company

for every one of our trading companies. After clarifying the distinguishing characteristics and individual potentialities, we examined the synergies, gaining an understanding of the strength that a large Group adds to individuality.

The entire governance structure was revisited in 2022, leading to a number of improvements, but 2023 will still be a year of reorganization, repositioning and joining forces.

All the companies will be working on different fronts, with varying targets and perspectives, but benefiting from solid and unified corporate governance and contributing to the results of a single Group. Strategic decisions, corporate policies and documents, personnel management, risk management, and information management will all be managed collaboratively in this scope, allowing all companies to share resources and talents. Another topic that was thoroughly discussed was the Succession Plan, which aims to increase the professionalism of the executive body. A significant achievement toward this end was the creation of a seat on the Board of Directors (BoD) for an independent member who will be chosen in the market in 2023.

Strategic planning has gradually and firmly established missions for the coming years. Each decision was carefully studied, analyzing the risks involved, the expected results and the time required to meet the target. There will be a lot of work, but everyone is eager to continue contributing to the Group's and the coffee market's overall sustainable development.

Compliance Program

GRI 2-12, 2-15, 2-23, 2-27, 3-3, 13.25.1, 13.25.2, 13.26.1, 13.26.2, 13.26.4, 205-1, 205-3, 206-1, 408-1, 409-1, 414-2

A series of new corporate policies and procedures have been added to the Corporate Compliance Program. The entire new structure aims to provide greater control over the business's inherent operational risks. It entails creating tools that protect not only the Group's interests, but also the interests of investors and all stakeholders, thereby reinforcing trust in all relationships.

In 2022, Corporate Governance gained a more formal structure with the publication of a set of policies that guide the Group's positions and decision-making. The Board of Directors approves all Corporate Policies.

Conflicts of interest were revisited throughout the year through the Related Party Policy, which supplements the content and guidelines of the Code of Conduct and the Shareholders' Agreement. All Group operations were evaluated for the purpose of preparing the document. The Compliance area monitors potential situations on a monthly basis and reports any occurrences to the Board. In 2022, there were no legal proceedings related to corruption, unfair competition, trust or monopolistic practices.

Corporate Policies and Documents implemented or revised in 2022

- Risk Management Policy
- Counterparty Risk Policy
- Related Party Policy
- Purchasing Policy
- Information Security Policy
- Data Privacy Policy
- External Privacy Policy
- Physical Security Policy
- Variable Compensation Policy
- Contract Normative Instruction
- Internal Audit Instruction
- Reporting Channel Instruction
- Standardization Instruction
- Rules of Procedure of the Ethics and Compliance Committee

The Risk Management topic gained prominence and importance within the Group. Tracking the issues that, in some way, may impact the business is a defensive and protection strategy.

Anticipating situations that may have an impact on the business and planning the actions and procedures to be taken in response reflects the maturity of the Group's Governance practices. There is still room for improvement, and management is working to enhance the individual mapping of each producing property in order to better understand production forecasts and link them to business decisions.

Due to the significance of this activity to the economic performance of the business, futures contract trading has also received special attention. Much of the negotiating is done



Due to the significance of this activity to the economic performance of the business, futures contract trading has also received special attention.

in this manner, and ensuring an adequate assessment of the risks involved and the structuring of operations is critical to the success of *trading* operations. By signing the future purchase agreement, the producer guarantees the sale of his post-harvest products but does not guarantee the necessary working capital during crop development. In this regard, GMT formed a strategic trade partnership, Big Trade, to assist its producers in their search for financing. Learn more in the **Big Trade** chapter.

The social and environmental practices employed on supplier properties may involve risks analyzed by the Group. To protect against such situations, every contract signed has clauses linking practices that disrespect Human Rights to the termination of the agreement. This supplier base is subjected to a *due diligence* process on a monthly basis, where they are

checked against the Ministry of Labor and Welfare's (MTE) "black lists." In the event of a positive case, the Group reserves the right to terminate the signed contract, as inclusion in the lists constitutes a breach of contract and may result in a fine.

Although there were no cases of legal irregularities in the company's operations in 2022, an incident discovered in one of our suppliers that had a direct impact on workers' Human Rights necessitated an immediate corporate response. The batches and their locations were identified in a timely manner, thanks to information that allows precise traceability of everything marketed by the Group. GMT is vehemently opposed to any action that violates human rights, and its code of conduct clearly states the behavior and attitude that it expects from all of its business partners.

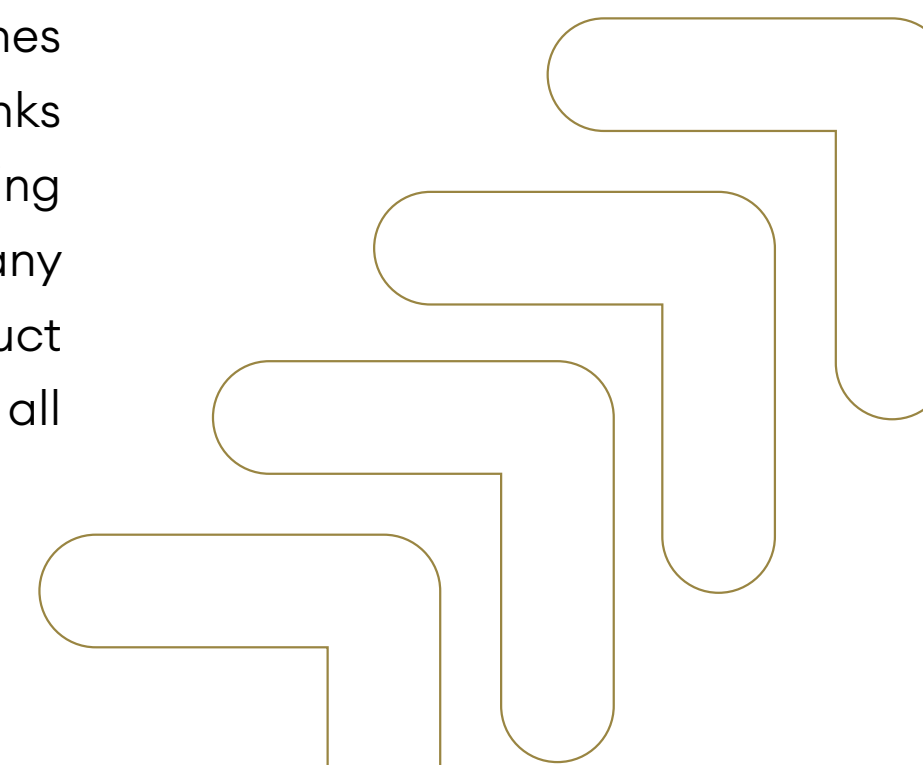
Code of Conduct

GRI 2-24, 13.26.3, 205-2

The Group Code of Conduct compiles the behavioral guidelines that GMT expects from all of its stakeholders. In-house, it is distributed to all employees, and its reflections are safeguarded through Compliance initiatives in contracts and corporate instructions.

In 2022, the Compliance Department developed a Code of Conduct training course that was disseminated to 100% of staff, including those in strategic and high-level positions. Among the topics addressed were: conflicts of interest, corruption, harassment, and all behavioral situations that can expose employees or the businesses to risk. At the time, all participants signed an individual Acceptance agreement regarding the guidelines and orientation outlined in the conduct manual.

To learn more about the attitude we expect from our employees and partners, access our Code of Conduct and Ethics, in full, here.



Complaints Channel

GRI 2-25, 2-26, 13.15.4, 406-1

As announced in the Group's previous year's report, an external company was hired in 2022 to manage an independent, exempt and impartial reporting channel. It is an exclusive communication channel for reporting violations of our Code of Conduct and Ethics or irregularities. It is a tool that aims to ensure that everyone involved with the business can send in their comments safely and with a guarantee of anonymity. It is available via telephone or internet, in English or Portuguese, 24 hours a day, seven days a week.

Every complaint that comes in through the channel is first investigated by the Compliance department before being forwarded to the appropriate Committees for review, analysis, and, if necessary, the determination of a sanction. No instances of discrimination or relevance were identified in 2022.

Complaints can be made anonymously, and the submission will be kept secret and confidential.

Access the platform, [here](#).



Or call:
0800 155 0020



Big Trade

Big Trade is a *fintech* that was born from a strategic trade partnership with GMT to provide credit to the Group's partner producers. A *fintech* is a company that uses technology and innovation to offer financial services. In the case of Big Trade, it uses artificial intelligence and machine learning to perform credit analysis through the history of the grower and his rural properties. Furthermore, satellite imagery and the best use of data are applied to monitor crops from planting to harvesting. The initiative aims to address a credit availability need for producers, particularly small and medium-sized growers, who have limited access to credit in traditional financial institutions. To receive the credit, the producer is rigorously analyzed according to socio-environmental criteria and subjected to integrity due diligence via automated integrations with over 30 different data sources. Every process takes place on a digital platform in a timely, dynamic, simple, and secure manner.

Big Trade analyzed 15 coffee growers of various profiles from six mesoregions of the state of Minas Gerais in 2022, resulting in the release of R\$ 4.5 million in credit.



This initiative reaffirms GMT's commitment to invest in innovation in order to positively impact the lives of producers, who are the foundation of its business. It is yet another way for the Group to ensure that they have access to the resources they need to do their jobs well. All these initiatives promote quality of life and prosperity, ensuring the sustainable development of these producers and generating value in the business chain.

R\$ 4.5 million
in financing for GMT's coffee growers via Big Trade

Crop Forecast

In 2022, an Atlantica team traveled through the Matas de Minas region to map approximately 600 GPS points in order to verify and monitor crop development. The initiative seeks to determine whether market information on harvest expectations is consistent with those mapped by its representatives.

This action, in addition to being highly relevant to its business, serves as a risk management tool that aids the Board of Executive Officers' decision-making. The experience was so valuable that the Group invested in hiring a specialized company to survey the information and broaden the scope of analysis to cover all areas of interest to the Group in 2023.

New Suppliers

GRI 308-1, 414-1

All the support for the trading companies derives from the supplier base. To be included on the Group's supplier list, each property must pass a stringent analysis that includes numerous operational, technical, environmental and social criteria. With the expertise accumulated over the years, the team is able to determine which suppliers have the appropriate and desired profile.

New suppliers that were selected using environmental and social criteria	Atlantica			Cafebras		
	2020	2021	2022	2020	2021	2022
Total new suppliers that were considered for contracts	624	246	303	382	502	62
Total new suppliers hired based on environmental and social criteria	36	40	8	0	127	10
Percentage of new suppliers contracted based on social criteria (%)	6%	16%	3%	0%	25%	16%



Due to the complexity that different regions of origin present, Ally's evaluation dynamics vary, but are not any less prudent. Its suppliers can be a new exporter, cooperative, association or a single farm. For most of its suppliers, an inspection visit is carried out to verify the production conditions and respect the socio-environmental criteria. It is also necessary to take into account and respect the difference between local laws that can define different parameters. To mitigate these disparities, the company has a minimum standard of care within the evaluated criteria that are considered for the addition of a new member to its supplier list. Another mechanism used to validate the production processes and responsibilities of the properties is certifications that ensure, through rigorous audits, compliance with the internationally recognized criteria established in the chosen standard.

Traceability and Certifications

GRI 2-6, 3-3, 13.22.2, 13.23.1, 13.23.3, 13.23.4, 308-2

GMT views certifications as an evolutionary tool for producers and a guarantee of traceability and quality in production processes. The evolution of the producers is directly related to management practices and property performance with regard to sustainability indicators, eventually allowing financial gains when customers offer subsidies for certified coffees. The subject is related to the Traceability material topic, Origin, and Quality Assurance, and as such is critical for the Group's operational management. As a result, certifications are closely monitored, both as a customer requirement and to ensure the standards that the Group expects from its supply chain. In this sense, 2022 can be described as difficult because it required a significant effort from the teams to guide the suppliers through the changes and updates to the standards.

Since they are responsible for supporting and preparing producers for certifications, the Group's Field Technicians assume a position of strategic importance in this context. Regular visits and internal audits are conducted for this purpose, and when nonconformities are identified, an Action Plan is developed. Technicians play a crucial role in assisting and providing technical guidance to growers so that they can

evolve their practices and meet the certification criteria. As a result of the GMT team's assistance, they are able to adjust and ensure certification. In most cases, this effort is rewarded, as certified coffee bags are typically subsidized, and they can be proud of having evolved in the management of their properties in accordance with sustainability criteria.

In 2022, the three trading companies acquired a total of over 2.6 million bags, of which more than 750,000 carried at least one or more certifications.

Traceability, from a complete and accurate record of information, maps each step of the process in a digital, secure and auditable system. In addition to ensuring respect for environmental and social concerns, this procedure satisfies a market demand that customers be informed about the origin and level of responsibility of the practices employed in the production process. The dynamics of promoting outsourced audits conducted by independent companies serves as a guarantee of obtaining unbiased reports and stringent verifications. This control has an influence on food safety, notably the proper use of agrochemicals, and enables the *recall* of products if a high-severity situation is identified. The

32%

of the coffees purchased by GMT are of certified origin, taking into account the following certifications for the purpose of this analysis:

- RFA – Rainforest Alliance
- C.A.F.É. PRACTICES
- UTZ Certified
- CMC – Certifica Minas Café
- 4C
- Organic
- Fairtrade
- Mutua – Matas e Nascentes

dynamics also make it possible to monitor the activities of the properties, thereby ensuring that their owners comply with social and environmental laws. In 2022, no adverse environmental incidents involving our suppliers were identified.

Also in 2022, in an effort to promote the sustainable development of the Group's suppliers, a material topic for the Group, an internal standard known as GMT Green was developed and is described in greater detail below.

GMT Green

GRI 3-3, 13.22.1, 13.23.4

Promoting the growth of producers, as stated, is one of GMT's material topics, and as such, it has gained prominence and significance within the Group. It is a genuine method for sharing value with the production chain's base. Origination is a strategic aspect of the coffee life cycle that merits special consideration.

The Sustainability area was the driving force behind the creation of a GMT certification standard that would incorporate, as evaluation criteria, all of the Group's concerns and aspirations regarding coffee production. Thus, with the assistance of Peterson Consultoria, a standard was developed that includes a series of criteria that are evaluated in the properties and that address governance, environmental, and social issues, with a particular focus on respect for human rights. The standard aims to raise coffee production to international levels through operational excellence, increased productivity, and sincere respect for people and the environment, rather than simply assessing risks that may have an impact on employees

and businesses. It is also a means of ensuring the increasingly stringent criteria demanded by customers and society. Raising the quality of coffee production, particularly in small and medium-sized producers, allows us to share our expertise in best practices while also monetizing our business by allowing us to reach more demanding markets in terms of productive responsibility.

The standard is based on the Global Coffee Platform criteria and is divided into four categories: Bronze, Silver, Gold, and Diamond. The categorization of each property based on the audited performance enables the development of an action plan so that the producer can improve its processes and progress in the standard. Furthermore, action plans enable the mitigation or correction of identified nonconformities. GMT Green was created with the goal of encouraging continuous improvement in these producers; thus, Group Technicians are responsible for the individualized monitoring of each supplier, providing all the

support and guidance required for the partner's progression. The development of action plans, with the technical support and supervision of the GMT team, allows the partner to evolve so that, when it reaches the final category, it is in line with the best international production practices. The Program's continuous, progressive, and planned improvement enables small and medium-sized producers to meet the most stringent criteria of various certification standards, a feat that this producer profile would struggle to achieve without the Group's assistance.

Monitoring compliance with the actions listed in the Action Plans, in addition to promoting good practices to producers, is a tool for controlling the positive impact of this Program and one of the indicators for monitoring its effectiveness. This is yet another way GMT stays close to the growers, cultivates their relationships, and adds value to the global coffee supply chain.



A top-down photograph of four metal scoops filled with dark brown coffee beans, arranged in a row on a light-colored wooden surface. The scoops are slightly overlapping, and the beans are piled high in each. The lighting is soft, highlighting the texture of the beans and the wood grain. A semi-transparent dark grey banner is overlaid across the middle of the image, containing the text 'Our Businesses'.

Our Businesses



GRI 2-6

The Montesanto Tavares Group lives and breathes coffee, so it is always in close proximity to it in all of its stages. As a Group, the mission is to provide all the necessary structure so that each trading company can work to meet its goals. We have developed a series of actions that have an impact on and foster the business of all of them.

The Organization, through its trading companies, is responsible for the purchase, re-processing and shipment of the raw product. Only Atlantica maintains an inventory warehouse exclusively for coffees produced by the Group's companies.



COUNTRIES ATTENDED BY THE TRADING COMPANIES

Afghanistan	France	Philippines	Taiwan
Australia	Germany	Poland	Thailand
Belgium	Greece	Portugal	The Netherlands
Brazil	Indonesia	Russia	Turkey
Canada	Iran	Saudi Arabia	United Arab Emirates
Chile	Ireland	Singapore	United Kingdom
China	Israel	Slovenia	United States
Colombia	Italy	South Africa	Vietnam
Croatia	Japan	South Korea	
Dominican Republic	Jordan	Spain	
Estonia	Malaysia	Sweden	
	New Zealand	Syria	

Albania	France	Lithuania	Taiwan
Argentina	Germany	Malaysia	The Netherlands
Australia	Greece	Montenegro	Turkey
Belgium	Ireland	Poland	Ukraine
Canada	Israel	Portugal	United Arab Emirates
Colombia	Italy	Russia	United Kingdom
Croatia	Japan	Saudi Arabia	USA
Dominican Republic	Jordan	Slovenia	Vietnam
Estonia	Korea	South Africa	
Finland	Latvia	Spain	
	Lebanon	Switzerland	

Argentina	Israel	Singapore	The Netherlands
Australia	Italy	Slovenia	United Arab Emirates
Belgium	Japan	South Africa	USA
Canada	Jordan	South Korea	
England	Saudi Arabia	Spain	
Germany	Scotland	Sweden	

Coffee Originating Countries

Brazil
Colombia
Costa Rica
El Salvador
Ethiopia
Guatemala
Honduras
Indonesia
Kenya
Mexico
Nicaragua
Panama
Peru
Thailand
Vietnam

Note: In some situations, products go through a dry port, or Inland Customs Station (ICSs). It is a customs area for public use located in a secondary zone or outside the main ports. Within the dry port, operations of handling, clearance, storage and customs clearance of goods imported or to be exported are carried out, thus GMT does not have the final location of the goods delivered to a dry port.



Atlantica Coffee

GRI 2-6, 204-1

Atlantica has a very specific and genuine vision of its business; its mission is to promote the coffee market for an increasingly fair, sustainable, and prosperous relationship with growers, while always caring for and valuing their efforts. The company understands that by working in this manner, it creates the foundations that ensure the continuity of its business, ensuring its sustainability while also allowing future generations access to the same resources and generating value for itself and the following generations. Sustainability is in its DNA.

Atlantica is more than just a coffee exporter; it provides a service by focusing on relationships, both in origination and with customers. The job entails guiding, developing, contributing, proving, explaining, demonstrating, all while adding value to the product. Atlantica does not engage in price negotiations; rather, it bases its commercial operations on value, specifically the value it adds to coffee by tending to it from the seeds onward.

60%

of increase in total purchases from 2020 to 2022

Trust is established in relationships through a commitment to the signed agreements and contracts. Internally, the organization has cultivated a culture of commitment in which all employees are aware of the need to uphold deadlines, deliveries, shipments and promised quality. This is the company's strategy to retain customers and expand into new markets.

The company invests in innovations and the promotion of changes in the coffee supply chain in order to anticipate and satisfy market demands. It aspires to be a leader in everything that promotes coffee farming in general and, as a result, fosters a more sustainable system, satisfying the needs of customers and society while remaining steadfast in its mission to contribute to a better world.

ATLANTICA – TOTAL PURCHASES BY REGIONS (R\$)

Regions	2020	2021	2022
Cerrado Mineiro	63,956,797.27	46,228,981.41	84,645,071.55
South of Minas	367,290,703.49	517,387,307.16	609,631,620.10
Matas de Minas	370.572.522,75	470,818,132.53	724,307,006.80
Mogiana Mineira	11,531,054.35	5,509,433.09	7,781,222.73
North Minas	29,642,772.51	30,226,871.41	23,300,628.19
Mogiana Paulista	81,449,718.07	68,247,263.60	94,789,207.45
Bahia	12,313,663.29	10,082,585.00	12,963,404.59
Espírito Santo	421,150.04	3,178,000.00	5,749,000.00
Oeste Paulista	25,389,166.97	37,256,447.09	42,857,826.16
Chapada de Minas	1,386,712.51	14,198,094.55	9,027,751.26
Total	963,954,261.25	1,203,133,115.84	1,615,052,738.83

Local suppliers are those located in the state of Minas Gerais, Brazil.

Warehouse

GRI 2-6, 3-3, 13.10.1, 13.10.4, 13.12.3, 301-2, 301-3, 303-1, 303-3, 303-4, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5, 413-2

Atlantica is the only company in the Group that has its own warehouse. It is used to store and prepare coffee for marketing and export. All the coffee in the warehouse is earmarked for marketing of coffee originated by the Group's own *trading companies*; it does not offer storage services to third parties.

Having a designated location for handling and storing food products requires a stringent quality standard that ensures Food Safety. Internationally marketed products must adhere to the quality standards of the importing countries. All locations that process, package or store food for human consumption that will be marketed in the United States, for example, need to follow the safety rules of the *Food and Drug Administration (FDA)* Modernization Act. In 2022, as a result, the warehouse underwent a rigorous restructuring that included training and adjustments for the entire staff. An action plan was developed and implemented throughout the year, requiring commitment and dedication to meet the document's guidelines, with all actions to be completed over the course of 2023.

Depot processing capacity of



500
thousand

60 kg bags per year



Unlike offices, the Warehouse has a greater environmental impact in terms of resource usage and waste disposal. To contribute to the proper disposal and use of these materials, all employees are trained to correctly segregate waste and dispose of it in the appropriate Warehouse area after use. There is special care taken to ensure that everything is separated, stored, and routed in a way that does not contaminate people or the environment. Waste classified as hazardous receives greater attention. For

instance, in addition to the internal documentation, chemicals come with a safety data sheet, and the receiving companies must keep track of all of their paperwork and licenses as proof.

Among the most notable residues for the specified disposal are coffee powder and lubricating oil. The powder is donated to local producers, whereas the oil is sent to a specific business for refining.

Main Warehouse waste	Quantity	Unit of measure	Destination
Coffee powder – Vegetable powder	1,7431.50	Kilos	Donation – organic material
Lubricating oil	350.00	Liters	Refining



Waste composition 2022	Materials	Weight in metric tons
Coffee grounds	Borra de café	15,360.00
Bathroom and kitchen waste	Wet wastes	15,000.00
Recyclable waste (paper, staples and plastic)	Paper, staples and plastic	3,806.00
Big bag label	Paper	84.60
Disposable cup 200ml	Plastic	82.80
Disposable mask box	Latex	67.15
40lt garbage bag w/100	Plastic	4.97
Garbage bag 100lt	Plastic	12.50
Rubber glove	Latex	3.24
Ear protector silicone pkg w/50 pcs	Silicone	3.76
Pen 1cx w/50 pcs	Plastic	2.50
Brush	Plastic	2.06
Coffee powder	Coffee powder	17,431.50
Cardboard	Paper	25.00
Broken or damaged pieces/scrap metal	Iron	300.00
Lubricating oil	Oil	350.00
Light bulbs/metal discards/gallon can and oil filter	Oil	120.00
Total		52,656.08

10.5%

of the materials used in the Warehouse are recycled

All these wastes, considered non-hazardous, are sent to the appropriate final destination, and there is no other material in this operation that is not sent to the same location.

Water is a vital component of the process, and its consumption is continuously monitored through direct measurements so that alternatives to reduce its use can be evaluated. The Warehouse obtains all of its water from the Local Supply Company, and its annual consumption in 2022 was 302,000,000 megaliters, the same amount that was discharged into the municipal sewage system.

The operation of the Warehouse produces perceptible impacts such as: traffic, dispersion of particulate matter – dust – and noise. There were no reports of discomfort or grievances from nearby communities during the reporting period.

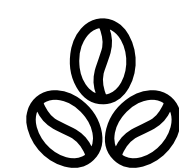


72% of increase in total purchases from 2021 to 2022

GRI 2-6, 204-1

Cafebras proposes to be the connection between Brazil's production origins, industries and consumers around the world, disseminating the knowledge, culture, values and stories of its producers. One of the company's initiatives in this regard is *Direct Trade* Cafebras, which consists of conducting direct business between a producer, or group, for a particular buyer in response to specific and exclusive demands. It also provides the option of imprinting the client's logo on the bags.

The company has three lines of commercial activity: traditional, certified and the Diamond Series. In this line, the coffees are selected, thin, have scores above 85 on the SCA scale, and are produced according to the strictest quality and excellence standards. This allows Cafebras to serve the world's most demanding markets and customers who know precisely what they want. The specialty coffee line, Diamond Series, has five main categories:



Black Diamond: chocolate notes, full-bodied, sweet and long and pleasant finishing.



Yellow Diamond: sweet notes, linked to yellow fruits, good body and excellent finishing.



Blue Diamond: higher altitudes, citrus acidity, full-bodied, long and pleasant finishing.



Rose Diamond: floral notes, balanced body and long finishing.



Red Diamond: fruity notes, balanced body, complex citrus acidity and long and pleasant finishing.

To ensure that its portfolio is differentiated, the company implements two projects that support its strategy: Quality Miners and the Champions of Origins Contest. Moreover, its primary means for ensuring the quality of the desired coffee is to be involved in origination with the producer. For this, its team of Technicians accompany and develops its suppliers using their expertise and knowledge.

CAFEBRAS – TOTAL PURCHASES BY REGIONS (R\$)

Regions	2021	2022
Cerrado Mineiro	333,160,614.44	324,549,115.37
South of Minas	302,317,049.02	408,811,087.19
Matas de Minas	98,647,726.59	191,406,937.22
Mogiana Mineira	10,046,511.48	8,733,257.00
North Minas	25,503,292.86	43,185,313.27
Mogiana Paulista	44,310,402.54	128,356,760.27
Goiás	11,242,034.16	39,222,557.82
Bahia	579,688.84	-
Espírito Santo	906,951.56	1,117,747.44
Grand Total	826,714,271.49	1,145,382,775.58

Local suppliers are those located in the state of Minas Gerais, Brazil.

Cafebras' mission is to provide the world with the opportunity to learn about the unique flavors produced in Brazil's Cerrado region. In contrast to other areas, this is a favorable region for cultivation because it allows for consistency in the quality of the coffee produced. The region is ideal for the creation of sensory and high-scoring coffees, which is Cafebras' operating niche.



GRI 2-6, 204-1

Ally is the Montesanto Tavares Group's international company. Its mission is to be a distributor of specialty coffees of the world to the world. The company, which spans all continents and offers coffees from more than 20 different origins, has no geographical boundaries.

Ally encourages connections as a genuine way of expanding the coffee chain around the world. The true purpose of its business is to find the best suppliers from various locations and connect them with customers who are looking for specific aromas and flavors. Making connections with such diverse actors is also a significant challenge, but bringing those ends together and forging unlikely alliances is what makes the job so rewarding and relevant.

Ally listens to its customers and then presents them with the best solutions. Teams are trained to guide, comprehend, and provide customers with more cost-effective and logistically feasible options. Its global presence is a strategic differentiator, as it enables it to serve customers in different regions of the world with specialized coffees; and its supply network, also sourced from different parts of the world, permits a global perspective capable of evaluating the best alternatives in terms of quality,

cost, routes and environmental impacts.

With a global presence and a team trained to provide the best solutions, Ally always presents the most cost-effective, environmentally friendly and logistically efficient option. And at this point, the environmental impact precisely quantifies the Carbon Footprint resulting from coffee displacement. This is an initiative adopted by the company to promote a process of awareness among its roaster customers so that they comprehend the environmental consequences of their decisions, begin to choose closer sources that avoid large displacements, and consequently reduce their emissions.

Ally's ability to split orders represents an additional competitive advantage. Unlike other trading companies, Ally is not limited to selling closed containers. **In addition to offering the quality specs that the customer seeks, it also allows clients to choose the quantity they want to acquire.** Ally has expanded its clientele as a result of its adaptability. As a result, it now serves a wide range of clients, from small coffee shops to large corporations.

Ally is a young company with great growth potential because it has no geographical boundaries to limit its expansion; it grows coffee in various countries and sells it in many more.

50% of increase in total purchases from 2020 to 2022

CAFEBRAS – TOTAL PURCHASES BY REGIONS (R\$)

Region	Country	2020	2021	2022
South America	Brazil	240,885,802.09	327,108,838.96	475,423,169.77
	Colombia	31,198,227.24	64,709,962.97	64,090,645.64
	Peru	398,730.28	1,104,849.58	3,131,095.27
Africa	Ethiopia	8,587,756.70	12,963,243.06	19,023,373.88
	Kenya	-	347,127.76	2,454,682.77
Central America and Mexico	Costa Rica	3,277,211.69	7,260,258.61	7,937,361.76
	Panama	432,932.25	-	-
	Jamaica	-	-	6,306.34
	Nicaragua	1,241,357.89	1,597,699.84	1,462,160.36
	Honduras	4,365,337.33	5,495,339.97	9,466,718.04
	El Salvador	3,694,432.31	4,165,920.54	5,910,584.40
	Guatemala	6,668,025.35	7,679,147.50	10,586,984.92
Asia and Oceania	Mexico	1,099,591.72	1,229,576.75	598,485.01
	Vietnam	192,015.49	2,154,558.69	1,452,748.98
	Indonesia	14,012.37	-	-
	Thailand	351,016.93	806,282.21	745,073.60
Total		302,406,449.64	436,622,806.44	602,289,389.77

Local suppliers are those whose business has a regional office or representative.

Financial Performance

GRI 2-2, 2-6, 13.24.2, 201-1, 201-4, 415-1

Despite the challenging circumstances of the past few years, the companies met expectations. The annual budget prepared by the *trading companies* and the budget of the Group's corporate areas are approved annually at the Shareholders' Meeting. The Board of Directors determines each company's objectives, which are then delegated to the various departments and functional teams. The Group maintains a common Financial Department for all the *trading companies*, while each has its financial team that responds to this section.

The company annually prepares its publicly accessible Financial Report and all data regarding economic results are audited by an independent firm. In 2022, as well as in 2021, the company responsible for the outside evaluation was KPMG. In the year referred to in this report, neither the Group, nor any of its companies, had any support from any public or governmental institution. At the same time, in accordance with Federal Legislation and the Group Shareholders' Agreement, none of the companies made any kind of financial contributions to political parties, spheres or agents.

Monthly, the shareholders monitor the financial performance of the companies through Reports, and quarterly, the Group's Board of Directors approves the accounts and indicators.

MAIN GMT RESULTS

Economic	2020	2021	2022
Consolidated Net Revenue (R\$)	2,299,033	2,455,315	3,310,372.00
Investments (R\$)	-13,649	-47,025	-1,255
EBITDA (R\$)	154,683	170,129	99,983
EBITDA Margin	7%	7%	3%
Consolidated net income (R\$)	56,933	70,311	2,161



Relationship Actions

GMT aims to promote sustainable development and innovation in the coffee chain by focusing on the creation of actions and projects that leverage its goals. The best way to achieve this goal is to gain the trust of one's partners and engage them in the initiatives. As a result, the companies place a constant emphasis on relationships, proximity, and establishing trust-based, mutually beneficial partnerships.

- **International Coffee Week** This is the largest coffee-growers event in Brazil, where all the actors of the coffee chain convene. In addition to being a strategic event that provides opportunities for closeness and exchange, the Group uses this occasion to present its projects and initiatives. In 2022, the event was a very remarkable event, as, for the first time, the three GMT trading companies joined together for a presentation. Reflecting the institutional repositioning brought by the review of Strategic Planning, the trading companies were able to experience representing a Group and pursue commercial opportunities that will be met by one or another of the companies according to each client's profile.
- **Starbucks Workshops** Sharing knowledge is a genuine way for GMT to deliver what is most valuable to its producer base: its knowledge and experience. In 2022, in partnership

with Starbucks, two workshops were held on the subject of sustainability, attracting some 140 participants and involving teams from two of the Group's trading companies Atlantica and Cafebras. In addition to promoting knowledge on the subject, these meetings allow for the standardization of best practices for properties and reinforce the strategy of maintaining close relationships with partners and fostering their sustainable development. To carry out these actions, GMT enlisted the assistance of its entire network of suppliers in the region of Minas Gerais, in addition to organizing the necessary infrastructure to receive and execute the activities.

- **Origin Trip** Ally sponsors *Origin Trip*, supported by the *Brasilian Speciality Coffee Association* (BSCA). The Association promotes, annually, a contest in search of the best baristas in the world (specialists in classification and coffees) and the winners of the competition participate in the *Origin Trip*. This trip allows participants to learn about the origins of the specialty coffees they qualify. In 2022, they were taken to Minas Gerais, Brazil, where they got to know the properties, the growers and their lives, learning about the processes used and the difficulties and challenges encountered to deliver the coffees that will be distributed around the world.

- **Q-Grader Training** Ally is certified by the American Specialty Coffee Association, and organizes Q-Grader courses to train professionals for the qualification of specialty coffees. This initiative enables the development of small and medium-sized clients, roasters, to help them expand their businesses. In addition to benefiting its customers, Ally contributes to the growth of the specialty coffee market and the promotion of the coffee production chain as a whole through this action.
- **Matas de Minas Coffee Farming Symposium** To consistently bolster its relations with coffee growers, Atlantica participated in 2022 in the 23rd Matas de Minas Coffee Farming Symposium. It is a major event in the region that connects producers with various companies in the coffee industry. Atlantica was present and utilized the occasion to promote the Mutua Project, reiterating its commitment to sustainability through the actions of the project that brought socio-environmental benefits to the region in the 2022 cycle.
- **Coffee to Destination** Every year, a portion of the Atlantica team visits its main customers in order to establish aligned, transparent and solid business relationships. This approach occurs through cupping (tasting) sessions that help in the calibration of coffee quality and meetings that promote in-depth knowledge about the consumer market.

- **Origins Week** In 2022, Cafebras I launched Origins Week. It was a series of events held in six distinct regions with the purpose of bringing the teams closer to the producers, gaining a greater understanding of each region's particularities, visiting properties, mixing with nearby producers, receiving samples of local production, introducing the company, and promoting the Champions of Origins Competition.
- **Quality Miners:** To ensure its portfolio of specialty coffees, Cafebras has a network of 44 prospectors, who are brokers, customers, producers and professionals in the field of coffee quality. They have the difficult mission of proving, categorizing and identifying the profiles of coffees that the company seeks to offer its customers. In order for everyone to adhere to the same quality standards, Cafebras has a tradition of holding an annual event where the prospectors can sample various coffees and learn how to identify the varieties the company seeks.
- **Cafebras Origins Champions Contest:** Competition promoted by Cafebras to value the origins and talent of those who produce quality coffee in Brazil. Through the rivalry, the company discovers and gains access to a variety of specialty coffees.

- **Quality Cult:** A project that seeks to promote the consumption and culture of specialty coffees among the final consumers. Cafebras recognizes that, despite not selling coffee to this segment, this is a way to promote the consumption of its product line. It does this by participating in events intended for the general public in order to showcase Diamonds varieties. In 2022, these coffees were present at the Gastronomy Festival that took place in Patrocínio, Minas Gerais. The venue was a large cafeteria assembled for the event, where the baristas served the attendees a variety of specialty coffees while demonstrating various preparation methods.
- **1st Coffee Growers Neutral Carbon Journey: Cafebras** sponsored the initiative promoted by the Cerrado de Monte Carmelo Coffee Growers Cooperative. The event introduced the agenda of the 27th United Nations Climate Conference (COP27) as well as the responsibility of every sector of society to play its part in reducing carbon emissions.



Other events in 2022

- Coffee Seminar
- Pro Coffee Field Day
- Market and Policy Forum
- Quality Forum of Alta Mogiana

Evolution in ESG





ESG, a widely used acronym that represents *Environmental, Social and Governance*, is today what guides all GMT's actions. Everything developed and learned internally in these areas is shared with business partners so that the Group can effectively contribute to the coffee chain's sustainable development.

Environmental

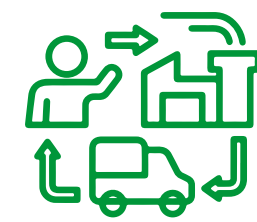
GRI 2-12, 2-22, 2-24, 3-3, 13.2.1

Onward is the title given to the Montesanto Tavares Group's Sustainability Policy, a document so important to the company's Governance that it was elevated to Program status. *Onward* means moving forward, and it is our guide, based on a set of strategic actions that drive the Group's mission: to promote sustainable progress in the coffee production and distribution chain. This policy establishes guidelines for decision-making and stakeholder relationships. All steps are aligned with the Sustainable Development Goals (SDGs) agenda and map out GMT's contribution to this important international coalition.

The policy defines three major commitments that guide the Group's actions:



Recognize and remunerate



Develop the supply chain



Connect production to consumption

Since 2021, the Group has been expanding its corporate maturity in terms of monitoring indicators that assist the measurement of the impacts of its activities, and the GRI standard, which is used to produce the Sustainability Report, contributes to this process. Following the implementation of the Strategic Plan, the area grew in importance to the point where it was absorbed into the Governance Department, renamed the Governance and Sustainability Board and reporting directly to the Board of Directors. This Board will be accountable for all sustainability-related actions with socio-environmental impacts, and it will report directly to the Board on its performance.

Click here to learn more



Mutua Program

GRI 3-3, 13.22.1, 13.22.4, 203-2

The name Mutua derives from mutuality, from mutual growth. Promoting the mutual growth of our partners, coffee producers, especially family members, small and medium-sized businesses, and our production chain as a whole, is the central core of this program.

Within the Program is the Mutua – Matas e Nascentes Project, which consists of helping coffee growers in the Matas de Minas region to adopt the best techniques and conservation practices in the recovery of forests, springs, Legal Reserve areas and the installation of biodigester septic tanks.

To be eligible for participation in the Project, producers must adhere to the GMT Code of Conduct and refrain from any illegal labor or human rights practices.

Twenty Atlantica growers from the Matas de Minas region with influential profiles among their peers were chosen to participate in the pilot project in 2022. The Project was successfully concluded in 19 properties by the end of the year, with one participant pulling out. Zoning maps were prepared based on GPS points, analyzing land use and occupation, hydrology, biota, the percentage of protected areas and the degree of degradation of the springs. Following the publication



11,630
seedlings planted in 2022

21 recovering springs



of the Technical Report, informative pamphlets containing guidelines for the management of water, waste and the unique characteristics of each property were compiled. The actions developed were monitored and supported by the company's Field Technicians during at least four visits throughout the cycle, which contributed to the achievement of the proposed goals.

For the treatment of effluents, the company paid for the adaptation of biodigester septic tanks that can serve a family of up to five people for an estimated 20 years without requiring maintenance.

The coffees produced on the participating properties are of superior quality and carry the commitment of GMT and its partner producers to transform Brazilian coffee farming into a model of environmental stewardship. For participation in the

Project, the property is awarded an additional 3 dollars per bag sold to Atlantica, and the producer is not required to make any type of investment; the company finances the entire project.

By 2023, the goal is to scale Mutua to four groups of 20 producers, contributing more effectively to the sustainable development of growers and the creation of value throughout the coffee chain. And, to further support the promotion of sustainability in the coffee supply chain, a partnership was signed with the consulting firm Way Carbo to begin mapping emissions in the 19 properties that participated in the first cycle of the Mutua – Matas e Nascentes Project. It is anticipated that next year's results will demonstrate a balance between emissions and natural absorptions, and that, as a result, GMT will contribute to the agenda of neutralizing greenhouse gases, a goal of the Group itself and of a number of international initiatives.



Solar Power Plant

GMT installed a solar plant on the roof of the Atlantica Warehouse. The purpose of the project is to develop a clean and renewable energy matrix in order to reduce greenhouse gas (GHG) emissions and reinforce the Group's commitment to being sustainable and constantly seeking process improvements.

- **Location: Caparaó – MG**
- **456 solar panels with a capacity of 335 W**
- **18,449 KWH generated monthly**
- **77% of energy autonomy**
- **Installed in suspended areas, it does not require additional land**

Emissions

GRI 13.2.2, 201-2, 305-1, 305-2, 305-3

The Montesanto Tavares Group conducted its first Greenhouse Gas Inventory (GHG) in 2021, with the help of an external consulting firm, a first in the Brazilian coffee market. The purpose, in addition to monitoring the actions of major *players* in the world market, is to understand the real impact of the Group's business on climate change and, thus, to evolve in the analysis of risks that may influence the production chain by designing strategies and actions to mitigate or minimize consequences. Furthermore, it is a way for its operations, customers, and international coalitions to contribute to emissions neutrality initiatives.

Following a year of training, teams that had mastered the measurement methodology were able to independently quantify emissions and gas capture in all phases of business operations in 2022. The results were not independently verified, but the goal is to keep using the control tools to identify opportunities for reductions and compensations and, as a result, to progress toward decarbonization.

CONSOLIDATED EMISSIONS AND REMOVALS BY CATEGORY AND SCOPE – 2022

Organizational unit	Scope 1	Scope 2	Scope 3
Atlantica		29.008	12,645.10
Cafebras		4.863	11,002.97
Ally		41.278	422.844
Total		75.149	24,070.92
Sum of total Scopes			24,146.063

BIOGENIC EMISSIONS BY CATEGORY AND SCOPE – 2022

Organizational unit	Scope 1	Scope 2	Scope 3
Atlantica			359.488
Cafebras			1,685,002.837
Ally			
Total			1,685,362.325
Sum of total Scopes			1,685,362.325

Emissions balance sheet: The GHG emissions are calculated in tons of carbon equivalent (tCO₂e), from emission outputs and removals. Scope 2 calculates the emissions from the purchase of electricity from the GRID and Scope 3 includes the emissions from transportation and downstream distribution plus business trips.



Water

GRI 303-1, 303-2

The *trading companies* operations basically function as offices, with warehouses for storage, for the most part, being outsourced.

The use of water resources is always minimal, as it is reserved for human consumption, lavatories and cleaning purposes. In this context, the local water networks supply the offices with water, and the municipal collection and sanitation networks handle waste disposal. The only exception to this rule is the office located in Patrocínio, Minas Gerais, where the water supply comes from an artesian well. Since the space is shared with a larger company whose processes utilize more water, the latter firm is responsible for monitoring the resource's quality, supply and consumption.

However, the Group's primary product depends on the high quality of its water, as coffee preparation requires water for optimal flavor. In some locations, the water is filtered, whereas in others, the network-supplied water quality must be analyzed frequently.

Social

People and Management

GRI 2-7, 2-8, 3-3, 13.15.1, 13.15.2, 13.21.1, 401-1, 404-2, 405-1

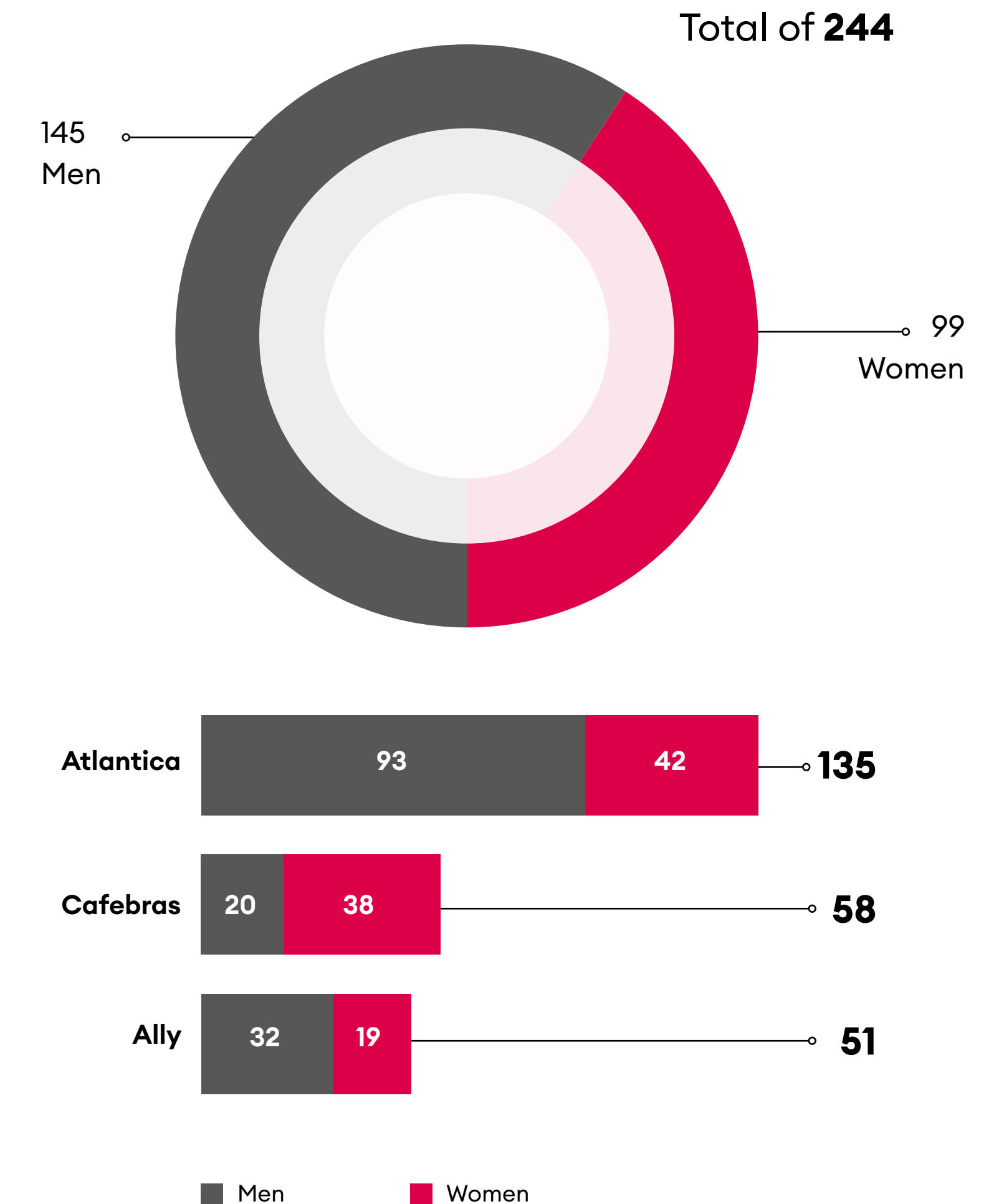
The development and well-being of employees is one of GMT's material topics. People are always put first, and the area's performance is guided by the motto "the right people in the right place." All efforts are directed toward serving, understanding, developing and training the team. Because the *trading companies* have small teams that achieve high profits, all employees play significant roles. Knowing which talent is ideal for each position also requires a significant commitment from the People and Management staff.

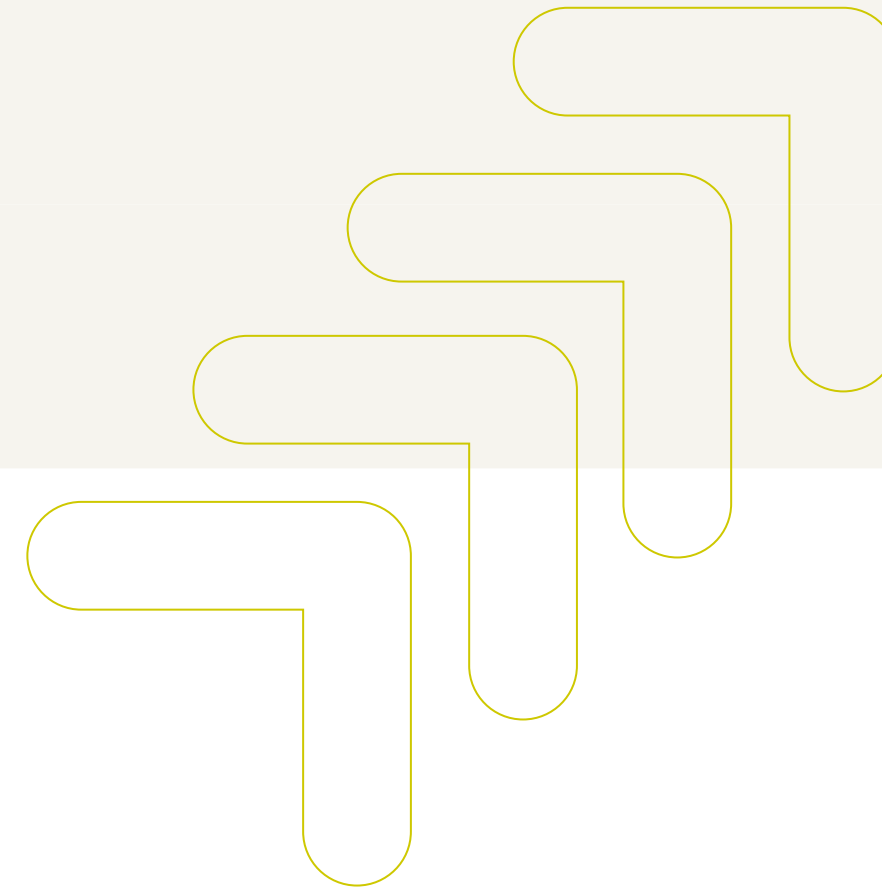
In this context, the department of human resources is extremely strategic, as the complexity of the coffee trade necessitates a high level of technical expertise and the capacity to cultivate close, long-lasting relationships. Toward this end, the selection of a professional who will be a member of a small team, have a high level of responsibility, possess specialized knowledge of coffee varieties and have substantial billing responsibilities requires a meticulous and assertive approach.

Recognizing the difficulty of locating available qualified professionals, the Group began searching for individuals who matched the opportunity's dynamics and, following recruitment, initiated the training phase. Up to ten years can be invested in qualification for the required training and development. In this scenario, retaining these talents is an ongoing concern that requires a significant investment of energy and resources. Retaining these employees' satisfaction and creating a positive work environment are ongoing challenges. As a result, the team constantly analyzes benefits that have a direct impact on organizational engagement and climate.

In 2022, there was corporate-related news. The Strategic Plan developed during the year allowed, for the first time, the meeting of practically all teams of the three *trading companies* in person, with a few exceptions from Ally, whose staff does not reside in Brazil. Nevertheless, they participated in the event *online*, with access to simultaneous translation. Also for the first time, they

NO. OF EMPLOYEES IN 2022



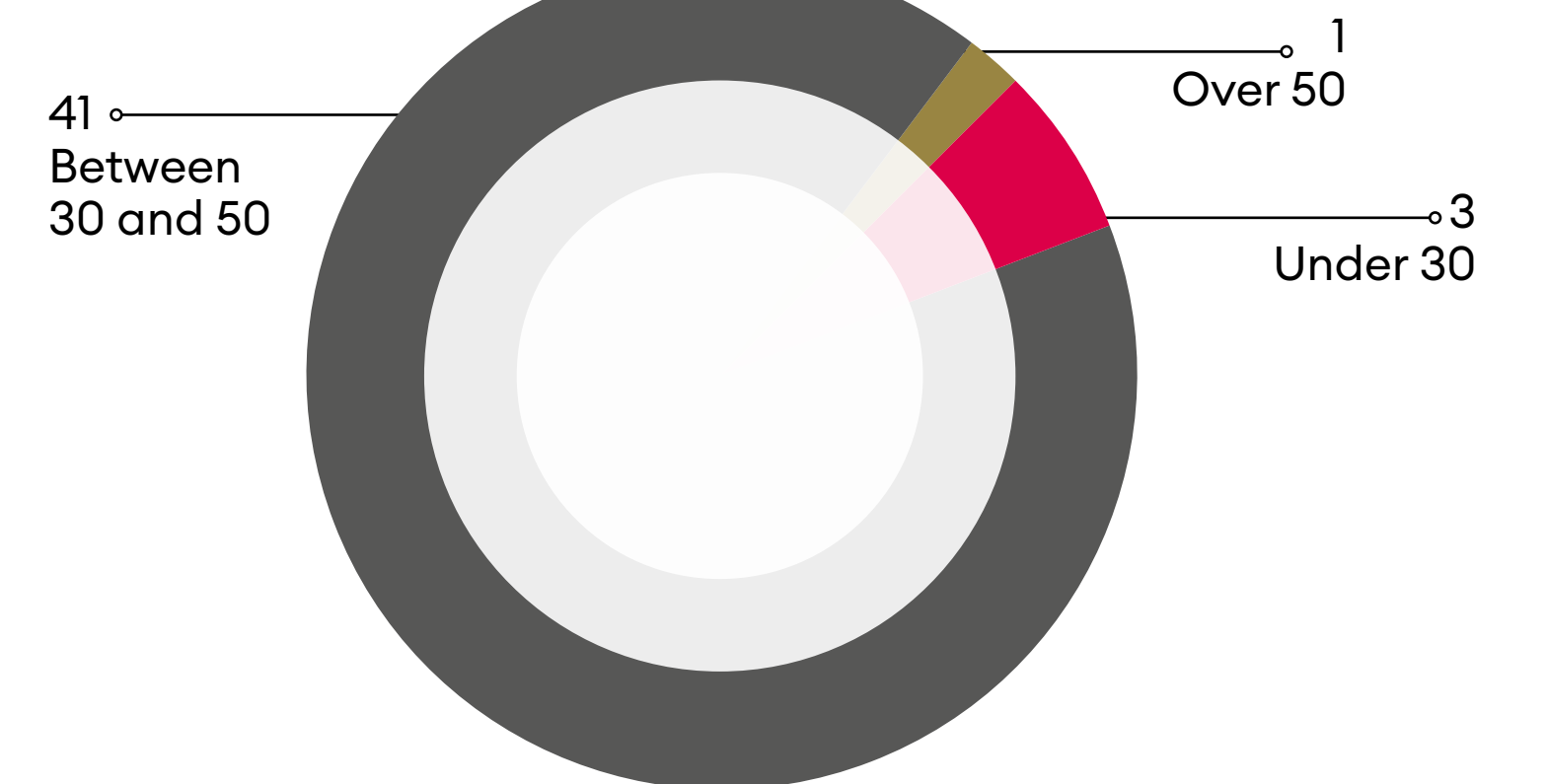


DIVERSITY IN STRATEGIC POSITIONS - 2022

Gender



Age bracket



participated in a coffee market event in which the employees' uniforms displayed the logos of the three trading companies and the Group together. These measures introduced a new sense of team spirit and reaffirmed a sense of belonging among staff, which had a direct effect on the level of engagement of these professionals.

Internal processes also evolved in 2022. Solits, a new management tool focused on people, was implemented. It permits improvements in several processes in the area: recruitment and selection, employee evaluation, exit interview, climate assessment and research, among others that will still be studied and implemented. Recruitment and selection have become more automated. The tool supports the *online* dissemination of the vacancy and is more dynamic regarding the application of behavioral and profile evaluations. To

improve the process even further, Solits was applied to all Atlantica employees, allowing the creation of a database of profiles suitable for future opportunities. The platform makes it possible to automate employee evaluations and, by 2023, the three *trading companies* will be integrated into the new system. Performance evaluation has also evolved: through *benchmarking* of different methodologies, and a competency standard more aligned with corporate values was defined, reinforcing the importance of the team's strategic contribution to the Group's mission. Another goal already established for 2023 is the use of the internal satisfaction survey, since the last evaluation cycle was in 2021 and the schedule foresees the running of the consultation every two years. This system integrates all the *inputs* and management data on a global scale, thereby facilitating more confident analysis and decision-making.



Training

GRI 2-17, 404-1, 404-2

The Leadership Academy was successfully concluded. There were 25 participants who went through training modules in project management, critical thinking and the skills necessary for the positions held. This initial version allowed for a concluding evaluation in which improvement opportunities for subsequent cycles were identified. Members of the executive body frequently participate in seminars, congresses, and other events that provide access to information, integration, and learning with other executives in order to better prepare themselves.

Throughout the year, courses in NR-31, fiscal SPED, Agribusiness Law, Digital Marketing, Data Analytics, and Q-Grader, which trains professionals in the tasting and qualification of specialty coffees, were provided. Also in this regard, in 2022, a specific technical training action was designed for the Quality team, bringing team members to the producing properties so they could taste the products and gain a deeper understanding of the processes. In addition to expanding the team's knowledge, this action enabled them to gain a deeper understanding of the profile of coffee destined for export.

Remuneration and Benefits

GRI 2-19, 2-20, 2-30, 3-3, 13.15.3, 13.18.1, 13.18.2, 13.19.1, 13.19.8, 13.20.1, 13.21.1, 401-2, 403-7, 405-2, 407-1

All Brazilian employees are hired in accordance with federal law, and the same is expected of the supply chain. One of the tools to ensure the application of labor laws in these suppliers is through certifications that imply the presentation of various documentation and the practice of recurrent second- and third-party audits.

The main benefits offered to employees – such as food stamps, fuel stamps or health insurance – are made available through a symbolic monthly discount of R\$1.00 for each one. **The benefits and compensation policy are extended to all employees, regardless of position or workload.** The wage floor is commensurate with the national minimum wage, while the wage averages are in line with market norms. Given the high level of competition in each open selection process within the Group's companies, the benefits package and compensation offered can be deemed attractive. The annual increases

and readjustments are governed by collective bargaining agreements and adhere to the replacement inflation indexes. In 2022, 69% of employees were represented by representative institutions, but to ensure the right of all, the benefits stipulated in the agreements are also extended to employees at locations where union membership is not required.

Concerned about the inflationary impact that Brazil's economic environment has on its employees at Cafebras and Atlantica, the company's management proposed a different annual adjustment. **All employees, annually, have a readjustment, which seeks to restore the purchasing power impacted by inflation, in salary and food stamps.** The readjustment index is negotiated within a collective bargaining agreement and is mandated by law. The company proposed a different readjustment agreement this year in consideration of the employees with lower salaries and who



Increase of
45%
of the food benefit for all employees in Brazil

are more affected by the constant rise in prices: the monetary adjustment of wages would continue at a conservative level, slightly below what would be a satisfactory expectation, and the percentage difference, which was disregarded and would reach this satisfactory ceiling, was added and divided equally for all employees through the food benefit. This means that the more highly paid employees gave up a more substantial salary increase so that this amount would be reverted to the benefit of all. This percentage that was no longer paid as a result of collective bargaining was returned to all participants in the form of an increase to their food voucher. This negotiated agreement permitted an increase of approximately 45% in the benefit. This initiative had a significant impact on employees with lower salaries, as the increase in the voucher provided them with greater purchasing power than an increase of 1% or 2% via collective bargaining.

BENEFITS OFFERED	ALLY			ATLANTICA		CAFEBRAS		Warehouse
	USA	Brazil	Other operations	Brazil		Brazil		Brazil
	Full-time journey			Full-time	Parttime (or temporary) working hours	Fulltime	Parttime (or temporary) working hours	Fulltime
life insurance	No	Yes	No	Yes	Yes	Yes	Yes	Yes
health care	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
disability and invalidity assistance	No	No	No	No	No	No	No	No
maternity/paternity leave	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
pension fund/benefit plan	No	No	No	No	No	No	No	No
stock purchase plan	No	No	No	No	No	No	No	No
educational assistance (50%)	No	Yes	No	Yes	No	Yes	No	Yes
fuel assistance	No	Yes	No	Yes	Yes	Yes	Yes	No
dental plan	Yes	Yes	Yes	Yes	Yes	No	No	Yes
food / meal voucher	No	Yes	No	Yes	Yes	Yes*	Yes*	Yes

** Minor apprentices with reduced hours do not receive these benefits.

The Plan of Positions and Salaries, validated by the Board of Directors, determines and maintains the structures of functions and remuneration of the organization; it presents the design of the descriptions of the company's existing positions, which are aligned with best practices and market values. Executive

Board remuneration consists of monthly fixed compensation, annual variable compensation, and benefits. Executives are hired through the Statutory Officers mechanism and are taxed in accordance with current legislation. The fixed remuneration is determined by the Board of Directors, and the annual bonus

is calculated based on the achievement of predetermined performance indicators and can range up to 150%. The senior managers also have a benefits card with pre-established credit, which can be divided among various categories based on individual requirements.

Diversity

GRI 2-26, 3-3, 13.15.1

To ensure diversity and inclusion within the Group's functional framework, there is a Corporate Ethical Recruitment Policy that establishes the guidelines that must be adhered to during the selection procedure. In addition to this initiative, a Gender Equality and Assessment Committee also exists. **It is the responsibility of the Committee to ascertain, in addition to respecting the legitimate right of women to hold any type of position, the right of women to equal remuneration with men who perform the same function and any violation of human rights or workers' rights.** Situations involving child labor, forced labor, discrimination, or harassment in the workplace must be brought to the attention of the Committee, which will respond appropriately.

The achievement in 2022 of an exempt, independent Reporting Channel that guarantees the safety of any interested party who wishes to report a violation of the GMT public Code of Conduct is the result of the commitment of the Group as a whole, and this Committee in particular.



Health and Safety

GRI 13.19.2, 13.19.3, 13.19.4, 13.19.5, 13.19.6, 13.19.7, 13.19.9, 13.19.10, 13.19.11, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10

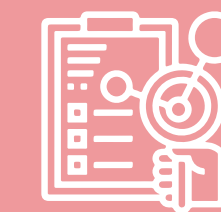
All Group companies headquartered in Brazil have implemented the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO), which cover 100% their employees, in accordance with federal law. Both establish the guidelines and requirements for each position's Management of Occupational Risks (GRO) and Occupational Safety and Health (OSH) prevention measures. In practice, the development of these programs aims to preserve human life, prevent physical and psychological harm to individuals, and manage all risk agents.

In 2022, Atlantica led an evolution project in the GRO analyses that resulted in a technical report on the conditions that pose a risk to employees. All of the definitions and parameters used to guide the analyses adhered to federal law. As the majority of teams are involved in administrative tasks, with the exception of the Warehouse, the focus was on evaluating the working conditions in the company's offices and the institutional units of the Group.

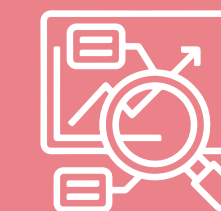
All information regarding a worker's health obtained through occupational or periodic medical examinations is treated as confidential and is known only to the outsourced clinics that conduct the exams and the qualified People and Management department professionals. This information is also available to the employee.

The Internal Accident Prevention Commission (CIPA) of the Atlantica Warehouse is responsible for actions that increase employee OSH knowledge and awareness. Teams receive guidance through annual events such as SIPAT (Internal Accident Prevention Week) and the Daily Safety and Information Dialogue (DDSI). Due to the higher degree of risk associated with the Warehouse's activities, the company employs a specialized third party to assist with occupational safety and health (OSH) issues, and it is the Warehouse's responsibility to monitor and complete all required training courses. A professional in the company's administrative division is responsible for preventing incidents and developing actions that promote workplace health, safety, and awareness.

OSH ACHIEVEMENTS



Ergonomic Workplace Analysis at the Atlantica and GMT units



OSH analysis of the Administrative areas



FISPQ (Chemical Products Safety Data Sheet)



Illumination report – Atlantica and GMT



LTCAT (Technical Report on Workplace Environment Conditions) – Atlantica and GMT



Mandatory training for staff



Mandatory Atlantic Warehouse Training:

- NR 05 – CIPA
- NR 06 – Correct PPE use, storage, conservation and hygiene
- NR 11 – Transportation, movement, storage and materials handling
- NR 12 – Machinery and equipment
- NR 20 – Safety and Health regarding flammables and combustibles
- NR 23 – Fire brigade and first aid
- NR 35 – Work at height
- P.O. – Operating Procedures

In 2022, there were no occupational diseases or accidents involving employees in activities in GMT's trading companies

Cafebras has a program called Cafebras *Health*, designed to encourage the practice of sports, care for mental health issues and the general wellness of employees. The actions promote, in addition to the mandatory guidelines, a lecture on diversity, appreciation of gender, health, and initiatives that promote the practice of sports, such as academic uniforms, cycling, and participation in local tournaments.

GMT provides all of its employees with a co-participatory Unimed BH Health Plan, which allows for the exchange of providers, hospitalization, and air transportation, regardless of the employee's location. In addition, dental coverage and child allowances are also offered in the plans. The Group also provides, annually, immunization against influenza for free to all employees who want to be vaccinated. In addition to these initiatives, employees are offered the *Swile* benefit card, which offers differentiated conditions in gyms and a mental health care platform.

We Grow Together



“I am very grateful for the countless opportunities that GMT has opened up for me. I have been here for ten years and I hope these will be the first ten, I hope there will be ten more.”

Ricardo Pereira – Ally

He started working with green coffee in 2008, importing Brazilian coffee into the U.S., where he had lived since 2001.

His company's prominence in the specialty coffee market drew the attention of Bruno Tavares, with whom he initiated contact. At that time, Ricardo was already a *Q-Grader*, a specialist in specialty coffees and was selling coffees of various origins.

On the day he learned he would become a father for the third time, Ricardo decided to accept the invitation to join the Group. It would signal the beginning of a new life for him, his son, his family, and Ally, which was also unborn at the time. In 2013, he accepted the GMT proposal and joined Mountain Coffee, a U.S.-based company.

Upon joining the company, he was invited to Brazil for a coffee calibration and tasting with all of the Group's specialists. By sharing his knowledge with his coworkers, he was able to determine that there were coffees in stock with relevant scores that were not being treated as special. This calibration between professionals was crucial for the Group to examine specialty coffees in greater depth.

One of his first activities, as soon as he joined, was to participate in the *rebranding* of this company, which allowed him to add all his experience to this new position. In addition, Ricardo brought

his network of suppliers from several countries, allowing Ally to be born as a trader of coffees of different origins, and not just national, per the initial proposal.

The relationship was always reciprocal; he brought his market expertise to the company, and the company gave him complete latitude to structure the unprecedented expansion he proposed.

Thus, offices in Colombia, Costa Rica, Ethiopia, Sweden, Dubai, and Australia were added, but the plan is not to stop there.

His relationship with SCA enabled Ally to strengthen its partnership with the Association and sponsor coffee events, resulting in significant brand exposure among the world's leading specialists in the field, which had a significant impact on the brand's consolidation and growth.

Ricardo recognizes GMT's confidence in him by betting on and supporting his ideas. Joining the Group allowed him to continue what he had started but could not expand due to a lack of resources. He recognizes the value in sharing what he knows, in influencing people's lives through business. He understands the transformative impact that occurs when providing opportunities to others, creating jobs, and impacting countless families, colleagues, and producers, so he believes that his work, and that of the entire team, contributes to this virtuous cycle.

Irene Vieira – Atlantica

In 2005, Irene learned she was pregnant during her final year of study at the School of International Relations. She faced a tough and challenging situation. Although she sought employment, the selection procedures were hampered by her pregnancy. She married, gave birth to a son and entered a postgraduate degree program in Business Management. A colleague referred her to an internship opportunity after she returned to the job market. Despite not being a solution to her problems, the opening was welcomed as a chance. With the help of her family, she was able to enroll her son in school and subsequently joined Atlantica in 2008 as a logistics intern. Six months after devoting herself to the processes of customer specifications and shipments, she was promoted to Assistant with the same responsibilities. From Assistant to Analyst, to Coordinator and, finally, Manager. It was the realization of the opportunity she decided to embrace way earlier. She held this position until 2010, when she was invited to pursue a new opportunity in the commercial sector.

During this time, Irene experimented with a variety of new activities, from which she learned a great deal. She saw an opportunity to differentiate the brand through innovation after recognizing changes in customer and market behavior that necessitated new origination criteria for coffees. This was always done with the goal of expanding and modernizing the business, putting it at the forefront of the Brazilian and international coffee markets.



“You have to interact, listen to ideas. Collective work is capable of surprising with the results achieved, but mainly with individual learning and the relationships that are built.”



Her observations aided business performance and enabled her to develop and propose improvements. She contributed to the implementation of a *Customer Care routine*, by examining the expectations and specificities of the client. This initiative contributed to the culture of internal appreciation of coffee, so that the Group came to view itself as a service provider and not as a *commodity* trader.

Another relevant contribution of Irene was her participation in the development of the Group's Sustainability Program. The Group's companies had always operated independently of one another, and it was only at this point that they began to develop a unified strategy. This paradigm shift allowed for a new perspective on the management of GMT companies, a fresh concept that sought to implement actions and projects that simultaneously respected the individuality of each company, introduced the identity of the Group, and even represented the desires of all *stakeholders* in the value chain.

When her second child was born in 2012, she faced the same difficulties that all women who are mothers and who work do: balancing motherly and professional responsibilities. Irene emphasizes that she always found a very positive, flexible, and collaborative environment at Atlantica, and that this made all the difference in her ability to exercise her roles in the company and at home. She believes that the collaborative environment is the primary factor in any project's success.

And that is exactly what she expects for this new cycle, because in 2023 and 2024, she is already called upon to act in developing the Strategic Plan, in which she will contribute to the definition of the actions and indicators that will guide the objectives established by the Group. Moreover, she will also be responsible for what is considered one of the most relevant and innovative initiatives: the Commercial Intelligence Project, which aims to move the *trading companies* even closer to their customers and their particular requirements.

Uelinton Santos – Cafebras

Uelinton got his start in coffee farming, alongside his father, when he was merely 16. He was working in the classification sector of a cooperative at the time, where he stayed for five years and where Eustaquio was the President. Eustaquio himself invited him to join the then-Atlantica team in 2011. He joined the classification team, but when a vacancy in purchasing and quality opened up, he took advantage of the opportunity and left the sector.

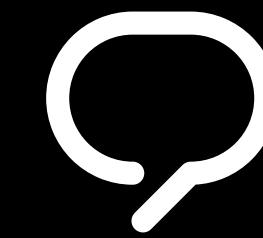
Uelinton helped to launch Cafebras in 2012. The initial strategic plan was to be a small company with conservative sales targets. These targets were nearly met within the first year, and the company's growth exceeded all expectations. They began a project from the ground up, with a young team with no prior experience, and together they managed to leverage the business in an unexpected way. Cafebras was born large, with a consolidated Group providing full support.

Today, he realizes that offering an opportunity to a 23-year-old young man requires great courage and this contributed a lot to his development, to his maturity. When he first joined the Group as a single man, he was given a lot of responsibility, which forced him to mature quickly and reflect on his personal

and professional development. In 2014, he married, started a family, bought a car and a house, and his life was expanding along with the company's advances. It was like a swap: the Group provided an opportunity, he met expectations, and the recognition of his work provided him with stability, allowing him to organize and progress in his personal life as well.

The entire team, both the company and the employees, was maturing, training, and growing together. According to him, observing this trajectory is quite remarkable.

People, in his opinion, are the Group's most valuable asset; the company's initiatives relating to people are its most distinguishing feature; it is clear that the organization cares about everyone involved in the chain, not just its employees. In teams, everyone has opportunities that bring recognition and growth. The company provided him with better training than he would have received at a university: hands-on experience. In addition to providing the appropriate courses for his development, the managers have always provided a great deal of support. Uelinton gained knowledge by observing others and absorbing their expertise. Eustaquio, for him, was his great teacher and advisor.



"What I heard about shared values at the beginning, I can now see that it was more than just idle talk; it is very real. What the company provides most of is training; it prepares its professionals to grow, and as a result, they help the company grow."

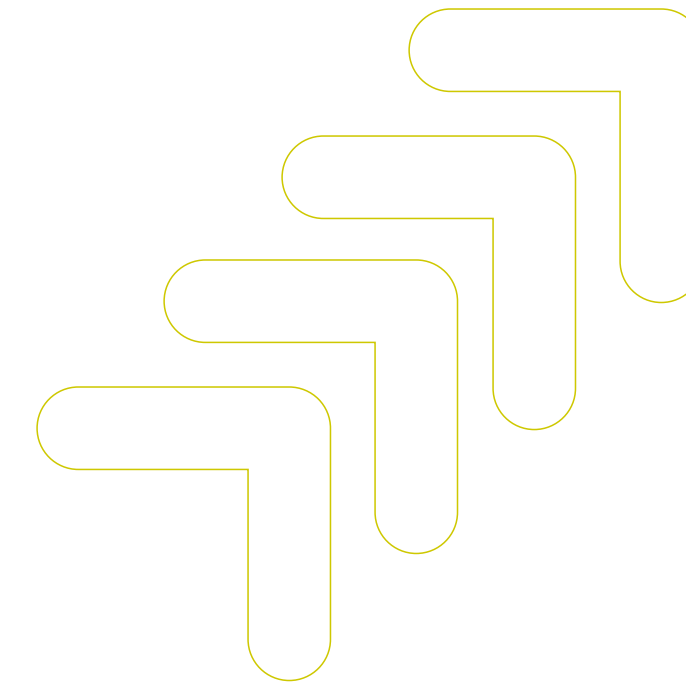
Social Investment

Instituto Café Solidário

GRI 3-3, 13.12.1, 13.12.2, 13.22.4, 13.24.1, 13.22.4, 203-2, 413-1

Promoting the positive impact of the Group's operations on the communities that receive them is an additional value-sharing strategy. GMT shows its appreciation of local culture and history by supporting initiatives that strengthen communities' ties to their origins, in addition to valuing and promoting the unique flavors of Brazilian coffees. Furthermore, the work developed in favor of production processes that respect people and the environment minimizes potential negative impacts and promotes the quality of life in the regions by protecting water resources and soils from contamination. Ensuring respect for crop workers protects the people of producing communities and promotes a process of education, awareness, and appreciation for each individual.

Annually, the three trading companies of the Montesanto Tavares Group allocate 0.3% of their revenue to the maintenance of the Instituto Café Solidário (Solidary Coffee Institute - ICS). The majority of these funds are designated for the Fulfilling Dreams Project, but the institute supports other one-time social initiatives whenever possible.



Realizing Dreams Project

The Project serves 150 children in situations of social vulnerability at its own headquarters in the municipality of Buritizeiro, Minas Gerais, through a variety of extracurricular, complementary, and professional activities.

The results of the ICS's work are now visible and demonstrable. One of the students assisted by the Realizing Dreams Project served as a computer workshop intern monitor. It should also be noted that scholarships are available for professionals involved in the Project so that they can receive additional training.

In addition to all of the activities available, approximately 300 meals are served per day, and leftovers from the gardens are available (each student can take home what he or she cultivated in the Project).

Activities offered by ICS

- capoeira
- music (percussion and band)
- literature and theater
- information technology
- fashion and sewing
- visual arts
- vegetable garden cultivation
- general culture

Literacy Education

In 2022, ICS recognized the need to supplement its students' educational levels by offering a literacy reinforcement course. Many children struggled to read, write, and interpret text because of the pandemic and the difficulty in accessing and monitoring classes. To address the issues identified, the ICS organized two classes, one in the morning and one in the afternoon, with a total of 50 children attending.

Feijoada Solidária

Following the return of face-to-face post-pandemic activities, ICS re-launched its annual Feijoada Solidária (Solidary Black Bean Stew) event. It is a charity occasion attended by some 400 people. The objective was attained by raising the necessary funds for an expansion of the building's second floor, which will be devoted to the construction of a music studio that will provide an appropriate environment for the development of musical skills.

Mineiridades (Minas Gerais Culture)

In addition to being firmly established as a tradition of the ICS, a large spectacle financed by the Culture Incentive Law is held annually. The purpose of the event is to showcase all of the skills that children have acquired throughout the year. In 2022, the theme was Mineiridades (concerning the culture of Minas Gerais) and a number of attractions were presented that explored all the potentials of the subject. The event was presented through shows lasting four hours each; two days in the municipality of Buritizeiro and one day in the city of Pirapora.

The activities included: sarau (soiree), capoeira (choreographed Brazilian martial art), theater, music and fashion shows. This year's class took a risk by reinterpreting traditional garb and regional myths. The show involved all ICS children plus some from another social initiative in the municipality of Buritizeiro.



Cinema

The Project added a filmmaking class to its lineup of offerings in 2022. In order to integrate students to the possibilities that the internet offers, classes focused on video production, *streams*, *lives* and even movies were included. In this lesson, students learn the basics of making movies and other forms of visual media. Throughout the year, the class worked together to create a short film from beginning to end.

[Click here to watch a bit of the show](#)



[Click here to see the short film produced by the students](#)



Imaflora Social Fund

Upon contracting Imaflora's certification services, 5% of the amount invested is reverted to community social initiatives and/or certifications for small growers or cooperatives. The support is meant to strengthen family farming so that farmers can enhance their practices and earn more money from their produce, and it is typically allocated to underprivileged groups like indigenous people, riverine communities, or even associations. Data from the initiative was expected to be released in 2022, but none was available at the time of publication.

Attitude Nursery

Cafebras annually supports and sponsors a Cerrado de Monte Carmelo Coffee Growers Cooperative initiative. The action resulted in the establishment of a nursery of Cerrado seedlings, which are sold to producers at a price lower than the market rate. The proposal aims to help local farmers replenish native vegetation on their properties. All proceeds are donated to social welfare institutions. In 2022, funding was provided for an asylum and a daycare center.

Governance

Organizational Culture

Our Mission

Our mission is to inspire others to follow in our footsteps by promoting sustainable progress in the coffee industry and everyone involved in it.

Our Principles



Thinking about coffee farming



Inspire and engage



Dare to do differently

Our Values



Environmental, social and governance practices - ESG



Service quality



Belonging and ownership posture



Innovation and dynamism



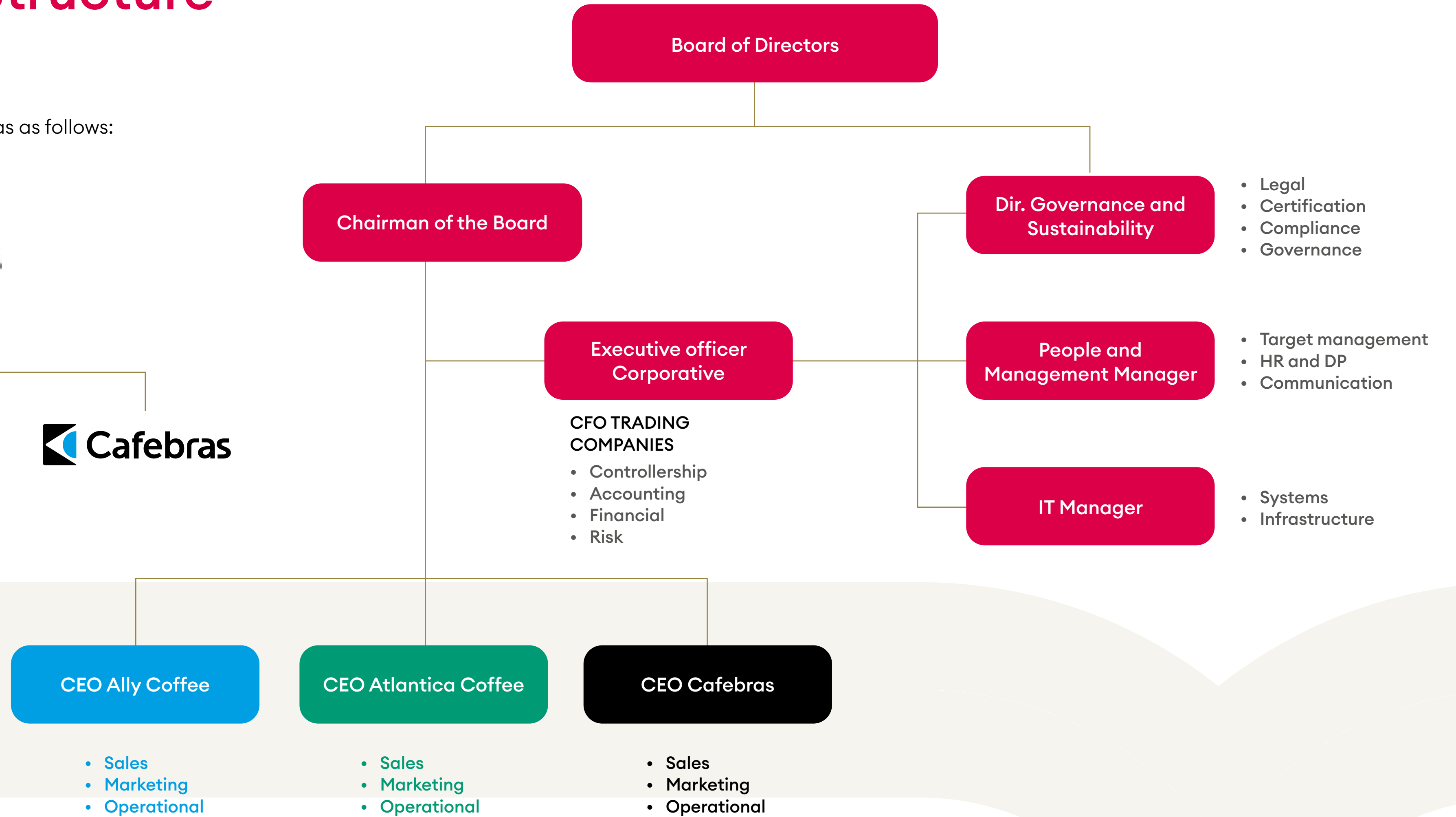
Diversity and appreciation of people



Organizational Structure

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 202-2

The Group's organizational structure in 2022 was as follows:



The GMT also has: Shareholders' Meeting, Board of Directors, Sustainability Committee, Diversity Committee, Conduct and Ethics Committee, and an Executive Board (Executive, Financial, Operations, Governance/Risk/Compliance). It is structured in this way to ensure that decision-making adheres to a democratic pattern that prioritizes the specified interests, targets and objectives.

The Board of Directors is elected through the Shareholders' Meeting, whose members do not occupy executive positions in the Group. After the Strategic Planning in 2022, an independent Director should join the Board of Directors. The vacancy must be filled by 2023, and in order to do so, a unique profile has been developed that outlines the skills, expertise, and values that the candidate must possess and that must be compatible with those of the Group.

PERCENTAGE OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

	2020	2021	2022
Total number of members	14	12	12
Number of members hired in the local community	11	6	6
Percentage of senior management hired in the local community	78.57%	50.00%	50%

Note: Definition of "senior management" used: Executive Officers. Geographical definition of "location" adopted by the organization: Ally, U.S. and Europe. Atlantica/Cafebras/Montesanto Tavares Group (Corporate): Minas Gerais. Definition used for "important operating units": Units with administrative and/or commercial or industrial operations.

The Executive Officers of the companies are responsible for the management of impacts, and their monitoring is conducted without a defined frequency, based on relevant agendas, needs, or events. Emergency matters that may cause impacts or risks to the businesses or stakeholders are addressed at weekly Board meetings. If necessary, the shareholders are summoned to a meeting to discuss the matter.

Membership in Associations

GRI 2-28

- **GMT/Ally:** Specialty Coffee Association (SCA Coffee).
- **Atlantica:** Global Coffee Platform, Brazil Specialty Coffee Association (BSCA), Varginha Coffee Trade Center (CCCMG) and Brazilian Coffee Exporters Council (Cecafé).
- **Cafebras:** Brazil Specialty Coffee Association (BSCA), Council of Coffee Exporters of Brazil (Cecafé), Federation of Coffee Growers of the Cerrado Mineiro and Associação da Alta Mogiana.

50%
of the senior management is hired in the local community



Annex

204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

Atlantica

Atlantica (PACKAGING SUPPLIERS)	2020	2021	2022
Total amount spent on purchases from coffee suppliers (R\$ million)	6,607,423	7,628,243	7,641,953
Total amount spent on purchases from local coffee suppliers, that is, located in Minas Gerais (R\$ million)	894,016	800,487	
Percentage	14%	10%	0%

301-1 MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME

Regarding the materials and packaging used, Atlantica renovated 1,324 Big Bags, the primary material used by the company for coffee packaging, via the Warehouse. The other materials used were presented on page 28.

204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

Cafebras

Cafebras (PACKAGING SUPPLIERS)	2021	2022
Total amount spent on purchases from coffee suppliers (R\$ million)	4,704,901.88	8,378,358.33
Total amount spent on purchases from local coffee suppliers, that is, located in Minas Gerais (R\$ million)		8,252,274.73
Percentage	0%	98%

301-1 MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME

Regarding the materials and packaging utilized, Cafebras has the following figures indicating the quantity of items shipped with each packaging method.

Material	Total weight or volume (1) Number	Total weight or volume (2) Unit of measure
Big Bag	1,1760	Und
Jute Bag	42,0760	Und
Polypropylene Bag	25,540	Und
Grain pro Bag	46,030	Und
Pallets	6,100	Und
Bulk Liner	680	Und

It is noteworthy that 8,000 jute packages were reused in 2022.

204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

Ally

Ally (COFFEE SUPPLIERS)	2020	2021	2022
Total value of coffee purchases from suppliers by region (R\$ million)	370,955,420.74	378,888,679.33	602,289,389.77
Total value of purchases with local suppliers (R\$ million)	330,181,815.77	332,073,750.54	475,423,169.77
Percentage	89%	88%	79%

Note. As a trading company, we are headquartered in Switzerland, but we employ a cross-trade model in which our products do not physically pass through our operational locations. As a result, we define a local supplier as one who is based in the region where the product, in this case coffee, is produced. It would depend in this case on whether the paid invoice is for a company based in the same country as the product.

301-1 MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME

Regarding materials and packaging, Ally only purchases pre-packaged products and does not provide its own packaging. The products are packed by our suppliers in one of five ways: bulk, big bags, jute bags, jute + Grainpro bags and vacuum-packed boxes. The numbers listed below represent the quantity of units shipped for each packing method.

Material	Total weight or volume (1) Number	Total weight or volume (2) Unit of measure
Bulk Liner	90	Und
Big Bag	5,220	Und
Jute Bag	149,369	Und
Grain pro Bag	57,511	Und
Vacpack	1,375	Und

401-3 PARENTAL LEAVE

	Company	Ally	Atlantica	Cafebras
	Period	2022	2022	2022
Total employees who were entitled to parental leave	Men	32	93	20
	Women	19	42	38
Total employees who took maternal/ paternal leave during the current year.	Men		5	
	Women	2	1	2
Total employees who took maternal/ paternal leave in the current year whose leave ends in the subsequent year.	Men		5	
	Women	1	1	2
Total employees who took maternal/ paternal leave in the current year whose leave ends in the subsequent year.	Men			
	Women			2
Total employees expected to return in the current year.	Men		5	
	Women	1	1	2
Total number of employees who returned to work in the reporting period after maternal/paternal leave ended, by gender	Men			
	Women			2
Total number of employees who did not return to work in the report period, after the end of the maternal/paternal leave	Men			
	Women			
Total number of employees who returned to work after maternal/paternal leave and who were still employed 12 months after returning to work	Men		4	
	Women	1		2
Return rate	Men	NA	100%	NA
	Women	100%	100%	100%
Retention rate	Men	NA	80%	NA
	Women	100%	0%	100%

GRI 13.15.2, 401-1, 405-1

EMPLOYEES ADMITTED IN 2022 – AGE

	Ally	Atlantica	Cafebras	TOTAL
Under 30	4	14	6	24
Between 30 and 50	2	6	2	10
Over 50				
Under 30	6	20	8	34

EMPLOYEES ADMITTED IN 2022 – GENDER

	Men	Women	Total
Atlantica	3	3	6
Cafebras	10	10	20
Ally	1	7	8
Total	14	20	34

EMPLOYEES WHO LEFT THE COMPANIES IN 2022 – AGE

	Ally	Atlantica	Cafebras	TOTAL
Under 30		10	5	15
Between 30 and 50	4	13		17
Over 50				
	4	23	5	32

EMPLOYEES WHO LEFT COMPANIES IN 2022 – GENDER

	Men	Women	Total
Ally	2	2	4
Atlantica	13	10	23
Cafebras		5	5
Total	15	17	32

NUMBER OF NON-EMPLOYED WORKERS 2022

Atlantica – outsourced+PJ	7
Ally – Business partner or PJ	1
Cafebras	

PJ = Legal Entity

Diversity in Governance		2022
Gender	Men	7
	Women	1
Age bracket	Under 30	
	Between 30 and 50	4
	Over 50	4

Diversity in functional categories		2022
Gender	Men	108
	Women	84
Age bracket	Under 30	79
	Between 30 and 50	100
	Over 50	13

404-3. PERCENTAGE OF TOTAL EMPLOYEES, BROKEN DOWN BY GENDER AND FUNCTIONAL CATEGORY, WHO RECEIVED REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS DURING THE PERIOD COVERED BY THE REPORT.

Job category		Cafebras			Ally		
		2022			2022		
		Men	Women	Total	Men	Women	Total
Managerial positions – Female	number		6	6		2	2
	percentage	100%	100%		100%	100%	
Managerial positions – Male	number	10		10	11		11
	percentage	100%	100%	100%		100%	
Higher education level position – Female	number		5	5		17	
	percentage		100%	100%	100%		
Higher education level position – Male	number				21		
	percentage		100	100%			
Positions without higher education level – Female	number		27	27			
	percentage		100%	100%			
Positions without higher education level – Male	number	10		10			
	percentage	100%	100%	100%			
Total	number	20	38	58			
	percentage	100%	100%	100%			
Response: All employees receive annual <i>feedback</i> from the CEO							

Note. Atlantica: In 2022, we were changing our performance evaluation methodology; we did not have a formal moment, but we continued to offer feedback to employees according to their daily needs/facts. The new evaluation began in Jan/23 for all employees of the company.



GRI INDEX

Material Topics

GRI 2-4, 2-29, 3-1, 3-2

In 2020, we created our first materiality matrix with the assistance of a specialized external consultancy. At the time, the process identified key stakeholders from across the Montesanto Tavares Group and relevant materials and documents on sustainability and the coffee market (such as Robeco's GRI Sustainability Topics for Sector, The Sustainability Yearbook 2020, and SASB Standards). It was possible to raise stakeholder perceptions and the impacts of the Group's operations by conducting 35 interviews. The leaders approved the outcome, which presented the main material topics, and the Group's Sustainability Committee validated it. In 2022, there was a corporate reorganization in GMT and, as a consequence, the spin-off of the Group's Farms and Trading Company operations. To exclusively serve the trading companies' businesses, it was necessary to conduct a materiality review exercise focused on the performance of these companies. As a result of this process, the topics were consolidated, which will guide the focus of the corporate strategy and this report, as follows

TABLE OF MATERIAL TOPICS PRIORITIZED BY GMT

PRIORITIZED MATERIAL TOPIC	DESCRIPTION	APPLICABLE GRI 13 TOPICS
Employee culture, development and well-being	To put people first and seek alignment of values, talking and doing; to establish a culture of excellence, meritocracy, ownership, entrepreneurial spirit, ambition and boldness; to attract, develop and retain a team of highly qualified professionals, who work as a team, with mutual respect and integrity; to value leadership and team talent, offering career opportunities and internal promotion; and to provide the best living conditions for employees, offering work tools for their well-being and differentiated benefits.	13.15 Non-discrimination and equal opportunities 13.18 Freedom of association and collective bargaining 13.19 Occupational health and safety 13.20 Employment practices
Sustainable development of rural producers	Strengthen family farming and value coffee growers through partnerships and direct relationships, based on trust and respect, reflected in transparent, safe and fair negotiations. Additionally, foster producers' economic opportunities by encouraging certifications, access to finance, new tools, technologies, compliance, training, and good manufacturing practices.	13.21 Decent income and living wage 13.22 Economic inclusion
Value creation in the chain	To contribute to the sustainable progress of all links in the coffee chain, with prosperous growers and rural communities and healthy ecosystems; to generate connections and strengthen partnerships; to manage client relations; to originate with consistency; to seek to disseminate and stimulate the improvement of production, marketing and industrialization of products; and to reinvent global agriculture and food systems.	
Strategy and sustainability	To have a strategic vision aimed at sustainability, management of socio-environmental risks and socio-environmental impacts in the chain; to add value to the business; and to establish environmental policy, management systems and transparency of actions in the chain.	13.2 Climate adaptation and resilience 13.24 Public policies 13.25 Unfair competition 13.26 Fighting corruption
Community	Respect the culture and traditions of the communities neighboring the coffee production areas; prevent and solve the operation's socio-environmental impacts on nearby communities; maintain a communication channel for conflict resolution; promote guidance and environmental education for the community; use local labor to generate jobs and direct and indirect socio-economic benefits; promote voluntary initiatives and actions for children, teenagers, women and the elderly with a focus on education, health, sports, healthy living and women's empowerment; and establish a formal relationship with trade associations and other stakeholders in the regions in which it operates.	13.12 Local communities
Innovation	Daring to do things differently; fostering and enabling innovation management, perpetuity and dynamic actions; stimulating a community that is open to inspiration, knowledge and targeting, providing even more accessible resources for the entire chain; offering modern structures with high-tech machinery; promoting engagement for a digitalized coffee chain; and working to genetically enhance coffee varieties.	
Traceability, assurance of origin and quality	Promote good practices among supplier producers, ensuring operational efficiency and rational use of resources; implement supplier screening; use certification processes and programs to ensure food, environmental, social, sustainable and safe food standards; continuously improve traceability of origin and product quality, providing information that ensures transparency and connects production to consumption.	13.10 Food safety 13.23 Supply chain traceability

GRI CONTENT SUMMARY

REF. NO. OF THE SECTORIAL GRI STANDARD	GRI STANDARD	CONTENTS	REFERENCE / RESPONSE
	General Contents		
	GRI 2: 2021 General Contents	2-1 Organization details	Page 2, 8, 11, 12
		2-2 Entities included in the organization's sustainability report	Page 2, 31
		2-3 Reporting period, frequency and point of contact	Page 2
		2-4 Restatements of information	Page 62
		2-5 External assurance	Page 2
		2-6 Activities, value chain and other business relationships	Page 22, 25, 26, 27, 29, 30, 31
		2-7 Employees	Page 40, 41
		2-8 Workers who are not employees	Page 40, 41
		2-9 Governance structure and composition	Page 54
		2-10 Appointment and selection to the highest governance body	Page 54, 55
		2-11 Chair of the highest governance body	Page 54, 55
		2-12 Role of the highest governance body in overseeing impact management	Page 17, 18, 36, 54, 55
		2-13 Delegation of responsibility for impact management	Page 54, 55
		2-14 Role of the highest governance body in sustainability reporting	Page 2
		2-15 Conflicts of interest	Page 17, 18
		2-16 Communication of crucial concerns	Page 54, 55
		2-17 Collective knowledge of the highest governance body	Page 42
		2-18 Evaluation of the performance of the highest governance body	The highest governance body is not subject to any type of performance appraisal.
		2-19 Remuneration policies	Page 43, 44
		2-20 Process for determining compensation	Page 43, 44
		2-21 Annual total compensation ratio	Due to confidentiality constraints, the information required is sensitive to the company and cannot be disclosed.
		2-22 Statement on sustainable development strategy	Page 5, 6, 15, 36
		2-23 Policy commitments	Page 17, 18
		2-24 Embedding policy commitments	Page 18, 36
		2-25 Processes to remediate negative impacts	Page 19

		2-26 Mechanisms for seeking advice and raising concerns	Page 19, 45. The companies did not have structured grievance mechanisms in place until 2021. In 2022, the Reporting Channel was contracted through an outsourced provider in order to guarantee confidentiality to those involved. The channel has been added to the Group's website and is also available on the websites of the individual companies. It has also been disclosed internally, alongside the Code of Ethics, and through complementary actions. Subsequently, there will be dissemination actions to other stakeholders. Previously, the companies' websites listed phone numbers or email addresses for contact. The structure is composed of Code of Conduct and Ethics, a confidential and outsourced Whistleblowing Channel, and grievance, investigation and gender committees. The committees are made up of employees elected and appointed by each of the companies (except Ally for the time being), and the complaints are investigated using the following procedure: reports made through the channel are initially determined by compliance and then forwarded to committees to define a suggestion for sanction (when applicable). Depending on the accused's position within the corporate framework, the sanction is imposed by HR or referred to the Board of Directors. In addition, pesticide and occupational safety audits were performed on farms, as well as certification audits whose scope includes environmental issues, health and safety, labor relations, pesticides, and traceability. Atlantica implemented a health and safety audit in the company's Warehouse, as well as the verification and adequacy of coffee contracts and the monitoring of operations with related parties.
		2-27 Compliance with laws and regulations	Page 17, 18
		2-28 Membership in associations	Page 55
		2-29 Approach to stakeholder engagement	Page 62
		2-30 Collective bargaining agreements	Page 43, 44
Material Topics			
	GRI 3: Material Topics 2021	3-1 Process to determine main topics	Page 62
		3-2 List of material topics	Page 62

APPLICABLE GRI SECTOR STANDARD TOPICS DEFINED AS NON-MATERIAL

TOPIC	EXPLANATION
GRI 13: Agricultural, Aquaculture and Fishing Sectors 2022	
13.1 Emissions	Since 2001, GMT has been a pioneer in the coffee industry by measuring its Greenhouse Inventory according to scopes 1, 2, and 3. However, to adapt the sectoral standard, it will need to work on the evolution of the measurement of its supply chain, since the impacts arising from agricultural practices are outside its operations are a consequence and responsibility of its suppliers, the coffee growers.
13.3 Biodiversity	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.4 Conversion of natural ecosystems	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.5 Soil health	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.6 Use of pesticides	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.

13.7 Water and effluents	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.8 Waste	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.9 Food security	Topic not applicable to the direct operations of the company, since it does not produce a subsistence product. It should be noted that despite this, the company strives to provide fair compensation to its suppliers and third parties in order to promote food security.
13.11 Animal health and welfare	Topic not applicable to the direct operations of the company, since it does not use any animal for any purpose, whether food or production.
13.13 Land and resource rights	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.14 Rights of indigenous peoples	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.16 Forced or compulsory labor	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
13.17 Child labor	GMT constantly orients its supply chain, through constant Technical Assistance, to use the best socio-environmental practices and the best products in the crops; however, the actual application of these practices is solely dependent on the producer's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.

GRI CONTENT SUMMARY

REF. NO. OF THE SECTORIAL GRI STANDARD	GRI STANDARD	CONTENTS	REFERENCE / RESPONSE
Employee culture, development and well-being			
13.15.1, 13.18.1, 13.19.1, 13.20.1	GRI 3: Management method 2022	3-3 Management of material topics	Page 40, 41, 43, 44, 45. We follow an ethical recruitment policy in which we do not keep identity documents, contracts are written in the worker's native language, and obligations extend to eventually hired agencies.
13.15.2	GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Page 40, 41, 59 Information unavailable/incomplete. The company does not map the ethnic-racial characteristics of employees.
13.15.3		405-2 Ratio of basic salary and remuneration of women to men	Page 43, 44 The values are exactly the same for men and women (PJ) who have the same positions and responsibilities.
13.15.4	GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 19
13.15.5	GRI 13: Agriculture, Aquaculture and Fishing 2022	13.15.5 Non-discrimination and equal opportunities	There are no differences in employment and remuneration approaches based on workers' nationality or migrant status, or by location of operations.

13.18.2	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 43, 44
13.19.2	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 46, 47
13.19.3		403-2 Hazard identification, risk assessment, and incident investigation	Page 46, 47
13.19.4		403-3 Occupational health services	Page 46, 47
13.19.5		403-4 Worker participation, consultation and communication to workers concerning occupational health and safety	Page 46, 47
13.19.6		403-5 Training of workers in occupational health and safety	Page 46, 47
13.19.7		403-6: Promotion of worker health	Page 46, 47
13.19.8		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 43, 44
13.19.9		403-8 Workers covered by an occupational health and safety management system	Page 46, 47
13.19.10		403-9 Work-related injuries	Page 46, 47
13.19.11		403-10 Work-related ill health	Page 46, 47
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 40, 41, 59
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 43, 44
		401-3 Parental leave	Page 58
	GRI 402: Labor Relations 2016	402-1 Minimum notice periods regarding operational changes	In relation to all companies in the Group: there is no standard, no formal defined policy. There is, however, a commitment to maintain transparency and advance notice to the maximum. One example was the return to face-to-face activities in May 2022, about which we informed all employees two months in advance. In the case of collective bargaining agreement transactions, no notice periods or consultation/negotiation arrangements are specified.
	GRI 404: 2016 Training and Education	404-1 Average hours of training per year per employee	Page 42
		404-2: Programs for upgrading the skills of employees and transition assistance programs	Page 40, 41, 42
		404-3 Percentage of employees receiving regular performance and career development reviews	Page 60
Sustainable development of rural producers			
13.21.1, 13.22.1	GRI 3: Management method 2022	3-3 Management of material topics	Page 23, 37, 40, 43. The methodology used to define the living income or living wage is developed in collaboration with affiliated unions, and there are consultations with platforms and salary surveys to ensure market competitiveness. Because we are coffee traders, the profit margin is viewed as an additional layer at the price that allows us to cover fixed costs (including wages), a fact that supply, pricing, and remuneration policies take into account. To date, the group does not have a tool or system to monitor the salaries paid by suppliers.

13.21.2	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.21.2 Subsistence income and subsistence salary	84%, considering PJs and outsourced companies in Brazil. It is worth noting that the working conditions are the same for employees who are not covered by the agreement. There are no collective agreements outside of Brazil, only compliance with local legislation. Only 17 employees in the Group are paid monthly; the rest are paid bi-monthly (two payments per month).
13.21.3		13.21.3 Subsistence income and subsistence salary	The percentage of employees and workers who are not employed and whose work is controlled and paid above the minimum wage, with gender discrimination, is 100% for women and 100% for men.
13.22.2	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 31
13.22.3	GRI 203: indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Up until the preparation of the report, we had not yet made investments in infrastructure and support for community-beneficial services.
13.22.4		203-2 Significant indirect economic impacts	Page 37, 51
	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 17, 18
	GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 17, 18
Value creation in the chain			
	GRI 3: Management method 2022	3-3 Management of material topics	Page 9, 43, 44
	GRI 201: Economic Performance 2016	201-4 Financial support received from the government	Page 31
	GRI 204: 2016 Procurement Practices	204-1 Proportion of spending on local suppliers	Page 26, 29, 30, 57 Atlantica: 91.96% coffee purchase from local suppliers, equivalent to R\$ 1,485,487,705. Cafebras: 85% coffee purchase from local suppliers, equivalent to R\$ 976,685,710. Ally: 79% coffee purchase from local suppliers, equivalent to R\$ 475,423,169.
Strategy and sustainability			
13.2.1, 13.24.1, 13.25.1, 13.26.1	GRI 3: Management method 2022	3-3 Management of material topics	Page 15, 17, 18, 36, 51
13.2.2	GRI 201: Economic Performance 2016	201-2: Financial implications and other risks and opportunities due to climate change	Page 38
13.24.2	GRI 415: Public Policies 2016	415-1 Political contributions	Page 31
13.25.2	GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Page 17, 18

13.26.2	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 17, 18
13.26.3		205-2 Communication and training on anti-corruption policies and procedures	Page 18
13.26.4		205-3 Confirmed incidents of corruption and actions taken	Page 17, 18
	GRI 303: 2018 Water and effluents	303-1 Interactions with water as a shared resource	Page 27, 28, 39
		303-2 Management of water discharge-related impacts	Page 39. Both cities (Caparaó and Varginha) are supplied by COPASA, which has a rigorous quality control system for the water it distributes. The company conducts analyses before, during and after the treatment process, always respecting the determinations of the Ministry of Health. The purpose of these analyses is to validate and meet the physicochemical and biological indicators of potability established for water. In the water bill, the following water analyses can be identified: chlorine, total coliforms, color, Escherichia coli (E.coli), fluoride, and turbidity. In addition, the Warehouse is in the process of implementing the PSA – Food Safety Plan, where it started to carry out the analysis of water potability internally.
		303-3 Water withdrawal	Page 27, 28
		303-4 Water discharge	Page 27, 28
		303-5: Water consumption	Page 27, 28
	GRI 305: Emissions 2016	305-1: Direct (Scope 1) greenhouse gas (GHG) emissions	Page 38
		305-2: Indirect emissions (Scope 2) of greenhouse gases (GHG) from the purchase of energy	Page 38
		305-3: Other indirect (Scope 3) greenhouse gas (GHG) emissions	Page 38
Community			
13.12.1	GRI 3: Management method 2022	3-3 Management of material topics	Page 51
13.12.2	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 51
13.12.3		413-2 Operations with significant actual and potential negative impacts on local communities	Page 27, 28
	GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	Page 54, 55
Innovation			
	GRI 3: Management method 2022	3-3 Management of material topics	Page 9
Traceability, assurance of origin and quality			
13.10.1, 13.23.1	GRI 3: Management method 2022	3-3 Management of material topics	Page 22, 27

13.10.2	GRI 416: Consumer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Information unavailable/incomplete; these surveys have not yet been conducted by the group.
13.10.3		416-2 Incidences of non-compliance in relation to health and safety impacts caused by products and services	Information unavailable/incomplete; these surveys have not yet been conducted by the group.
13.10.4	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.10.4 Food security	Page 27
13.10.5		13.10.5 Food security	The Warehouse does not currently receive coffees with food safety certifications because it has not yet adopted the same criteria. We can point out that our unit is in the process of implementing the FSMA-required written food safety procedures for 2023, including hazard analysis, preventive controls (including process controls, hygiene program, allergen control, and supplier qualification, among others), recall procedure, and rules for monitoring, corrective action, verification, and registration.
13.23.2		13.23.2 Supply Chain Traceability	In actuality, our traceability is carried out through records of product information, including its entire history throughout the production chain, from its origin to production, storage, internal and external transport, and finally to the buyer, who is our ultimate client. The entire traceability process is conducted within a system, in which all the information necessary for its tracking is imputed. Due to the documented procedures and total process scalability, our suppliers and customers are protected.
13.23.3		13.23.3 Supply Chain Traceability	Page 22
13.23.4		13.23.4 Supply Chain Traceability	Page 22, 23
	GRI 301: Materiais 2016	301-1 Materials used, broken down by weight or volume	Page 57, 58
		301-2 Raw materials or recycled inputs used	Page 27, 28
		301-3 Products and their packaging recovered	Page 27, 28
	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 27, 28
		306-2 Management of significant waste-related impacts	Page 27, 28
		306-3 Waste generated	Page 27, 28
		306-4 Waste not sent for final disposal	Page 27, 28
		306-5 Waste destined for final disposal	Page 27, 28
	GRI 308: Environmental Evaluation of Suppliers 2016	308-1 New suppliers that were screened using environmental criteria	Page 21
		308-2 Negative environmental impacts in the supply chain and actions taken	Page 22. During approximately seven years of field visits, no instances of child or slave labor or practices that place workers in precarious positions were confirmed. Through the field team's monitoring program, we assess all potential social and environmental hazards. During visits, we conduct chain awareness work, particularly with our business partners who are part of our group of certified farms, where, in addition to monitoring, we implement the guidelines so that the chain as a whole is not at risk.
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 21
		414-2 Negative social impacts in the supply chain and measures taken	Page 17, 18. The field team performs a follow-up inspection of all potential social and environmental risks. During the visits, we raise awareness of our supply chain, particularly among our business partners who are part of our group of certified farms, where, in addition to monitoring, we implement the guidelines to ensure that the supply chain as a whole is not at risk.

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