

# Sustainability Report 2024

Photo: Talita  
Farm



Cultivate  
Future  
Today

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# About the Report

GREY 2-1, 2-2, 2-3, 2-5, 2-14

In our 3rd Sustainability Report, we demonstrate Expocacer – Cooperativa dos Cafeicultores do Cerrado Ltda.'s commitment to ethics, transparency and sustainable development. This document reflects the period from January 1st to December 31st, 2024 and is in line with the GRI (Global Reporting Initiative) Standards, with annual publication and presenting the cooperative's efforts in protecting and preserving the environment, in social and economic development, anchored in the bases of ESG (Environmental, Social and Corporate Governance). The markings related to GRI standards and indicators are highlighted throughout the document and consolidated in the GRI Summary.

We are located in the cities of Patrocínio, where we are headquartered, and Patos de Minas, in the state of Minas Gerais. We are pioneers in the commercialization of high-quality and certified coffees from the Cerrado Mineiro Region, integrating the principles of cooperativism with sustainability.

We promote the appreciation of coffee from the Cerrado Mineiro region, ensuring greater profitability for our members through safer and more sustainable production practices and the social development of our communities. From receiving, storing, preparing and marketing coffee to more than 35 countries on five continents, the excellence of our processes is the result of important and continuous investments in the training of our members and employees, in the implementation of modern technologies for greater governance and traceability and in the constant concern to bring quality products to our customers.

Coffee is a symbol of Brazilian culture and each bean is produced with great dedication and, above all, with great responsibility in implementing sustainable practices throughout the entire value chain.

The Technical Department of Sustainability was responsible for coordinating the preparation of the report, which was the result of contributions from different areas of Expocacer to the collection, consolidation and validation of information at the end of the process. The report was analyzed by the administrative board and the executive board for the necessary validations and approval. The report was not submitted for external verification and was published on June 23, 2025.

We invite you to read this important document on how Cooperativa Expocacer advances its ESG agenda. If you have any questions about this report, please send them to the email [farlla.gomes@expocacer.com.br](mailto:farlla.gomes@expocacer.com.br).

**Happy  
Reading!**





# Message from the Administrative Board

GREY 2-22

Dear members, collaborators and partners,

The year 2024 brought challenges for coffee growers in the Cerrado Mineiro region, with adverse weather conditions and market fluctuations. However, Expocacer remained resilient, being a strategic partner for our members, focusing on diversifying and expanding international partnerships. Our presence at coffee fairs and together with large and important buyers strengthened competitiveness and added value to our members' business.

With a constant focus on innovation and sustainability, our cooperative stands out for its pioneering adoption of sustainable practices. One of the important milestones was the creation of the ECO Protocol, a compliance verification system that ensures that our members' coffees meet the rigorous standards of the national and international markets. This achievement is the result of the dedicated work of our members and our sustainability team, and strengthens our position as a transparent, representative and ahead-of-its-time cooperative, recognized for its commitment to quality and sustainability.

Another important milestone was the transport of 700 tons of coffee to France on a solar-powered sailing cargo ship, highlighting our commitment to sustainability. In addition, the regenerative seal and low-carbon verification achieved by our coffee farmers reinforce our leadership in global sustainability.

Expocacer is also proud to be ranked among the 1,000 largest Brazilian companies in 2024, a recognition of our financial performance and social responsibility.

The "Women in Coffee" program, from Expocacer, completed 10 years in 2025, promoting the integration, appreciation and training of women in the coffee agribusiness. With workshops and events, the initiative strengthened more than 200 women from the Cerrado Mineiro Region, encouraging their leadership in the areas of coffee production, management and marketing. The program, which already impacts cooperative members, wives, daughters and employees, has generated significant results, being adopted by other cooperatives in the Cerrado Mineiro Region System.

Another point that fills us with pride is seeing our producers stand out in international competitions, gaining recognition for their sustainable initiatives.

We are confident that, with a focus on sustainability and quality, we will continue to create new opportunities for our sector.

Hug,

**Mariana Velloso Heitor**

**President of the administrative  
board of Expocacer**





# Message from the Executive Board

GREY 2-22

The Expocacer 2024 ESG Report is an important reference for our trajectory and reflects not only our commitment to excellence in coffee production management, but also our continuous evolution in environmental, governance and social practices. In 2024, we took significant steps, standing out as a pioneering cooperative in the coffee sector and expanding our ESG agenda.

We expanded our international presence with new hubs in the US and England, becoming the only Brazilian cooperative with international bases, allowing our coffees to be available for immediate purchase, in microlots or any desired quantity. We established strategic partnerships, such as with the Global Coffee Platform, which resulted in the launch of our exclusive protocol, which certifies the ESG practices of our members.

Our commitment to sustainability is reflected in concrete actions to reduce our environmental impact, such as investing in sustainable agricultural programs and advancing regenerative and low-carbon coffee farming. In 2024, we achieved the GHG Protocol Gold Seal, becoming the first coffee cooperative in Brazil to obtain this certification, demonstrating our commitment to reducing carbon emissions and our commitment to reducing greenhouse gas emissions.

As part of our energy efficiency project, we are currently studying the possibility of expanding the use of photovoltaic energy in our industrial plant. The initiative aims to reduce dependence on conventional sources, reduce our carbon footprint and promote significant savings in energy consumption throughout the production process.

Additionally, we implement cutting-edge technologies, such as Artificial Intelligence (AI) and digital twins, to optimize our line of production and

reduce the operating cycle, promoting greater efficiency without large physical investments.

In terms of growth, 2024 was a record year for Expocacer, with a 40% increase in exports. The establishment of a logistics HUB in the United States consolidated our brand in the international market, reinforcing our reputation as a leader in quality and sustainability.

Expocacer also maintains its commitment to education and business management through partnerships with Educampo/Sebrae, ensuring that our members continue to prosper in a sustainable manner.

In the field of governance, we continue to practice radical transparency, ethics and responsibility. We implement compliance policies, provide tools such as coffee pricers and diversified communication channels to keep our members well informed.

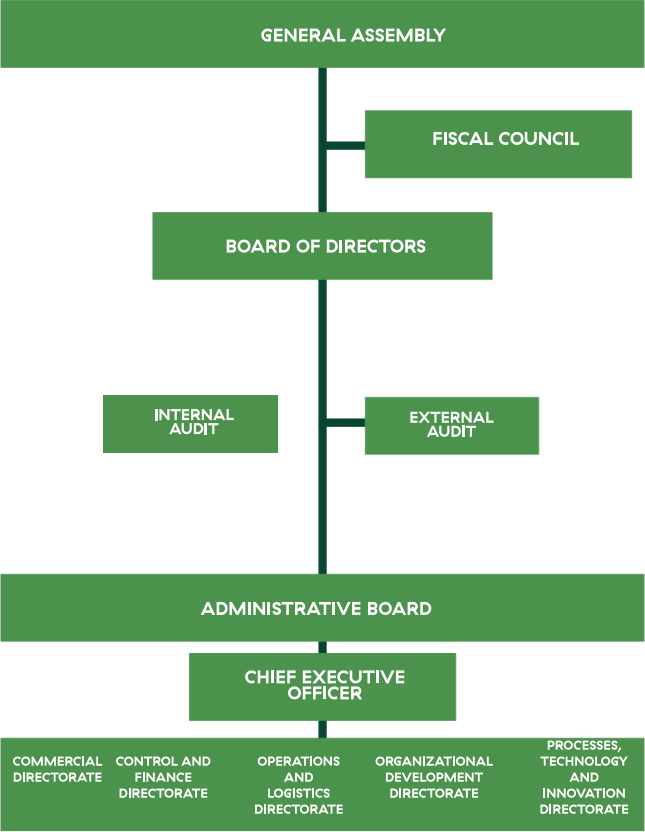
We believe that, with everyone's support, 2025 will bring new challenges and opportunities. We are confident in our trajectory of innovation, sustainability and responsibility.

Together, cooperatives, employees, customers and partners, we will reach new levels of success in the global market.

**Simão Pedro de Lima**  
**Executive President of**  
**Expocacer**



# Expocacer Governance



It is made up of all members. It votes and elects Administrative and Fiscal Councilors.

Renewed annually, with the possibility of re-election of one third of its members. Unpaid.

Composed of seven members: President, Vice-President and Councilors. Three-year terms, with the possibility of re-election of two-thirds of its members; Unpaid. President: institutional, social and political representative.

External audit: hired to verify and assess the financial security and accuracy of the cooperative's financial statements, ensuring the absence of fraud or errors.

Internal audit: Audit all areas of the cooperative to ensure compliance with internal standards, processes and applicable laws, both administrative and operational.

Administrative body, non-associated and non-mandatory. Active and passive institutional representation.

Represent EXPOCACER institutionally and legally, actively and passively, judicially and extrajudicially.

# Highlights 2024

## MANAGEMENT

### ECO Protocol

ECO by Expocacer is an exclusive sustainability protocol developed to raise the bar on responsible coffee farming. Recognized by the Global Coffee Platform (GCP) as equivalent to the Coffee Sustainability Reference Code, with second-party verification, ECO positions Expocacer among the industry leaders in its commitment to robust and verifiable sustainable practices.

This recognition reinforces our actions based on radical transparency, genuine commitment to ESG and operational excellence, aligning our actions with the highest national and international standards.

With ECO, we are making strategic progress in promoting environmental, social and governance practices, guaranteeing our members solid verification of the sustainability and quality of coffees from Cerrado Mineiro.

# ECO

By  expocacer

[Click here to learn more](#)



### GHG Protocol Gold Seal – Leadership in Climate Transparency

Expocacer is the first coffee cooperative in Brazil to win the Gold Seal from the Brazilian GHG Protocol Program, a result of the validation of our greenhouse gas (GHG) emissions inventory.

The recognition is granted by the Center for Sustainability Studies at Fundação Getulio Vargas (FGVces), through the GHG Protocol, which adapts international methodologies to the Brazilian context, promoting transparency, control and climate responsibility in organizations.

This achievement consolidates our commitment to impactful coffee farming, which combines innovation, environmental responsibility and leadership in the sector.

We remain steadfast in our purpose of inspiring, fostering and nurturing cutting-edge coffee production, connected to the challenges and opportunities of the global climate agenda.



## Pioneering green logistics: Cerrado coffee aboard a sustainable sailboat

Expocacer reaffirms its leading role in sustainable coffee farming by participating in an unprecedented initiative to transport coffee by sailing cargo ship, in partnership with Seaforte, FAFCoffees, Belco and TOWT.

700 tons of coffee were shipped to France on a vessel powered by wind and solar energy, marking a significant advance in low-impact logistics solutions. Expocacer exported 1,596 bags, the equivalent of five containers, directly contributing to reducing the carbon footprint of the coffee value chain.

The project, widely reported in the country's main media outlets, reinforces our commitment to innovation and the transition to cleaner, more efficient logistics aligned with ESG principles.

[Click here and check it out](#)



## INNOVATION

### Innovation for specialty coffees: cutting-edge technology at the service of excellence

Expocacer takes another step towards valuing specialty coffees with the installation of an exclusive production line for micro and nanolots, developed to meet the specific needs of our members and the most demanding markets.

The new structure integrates Expocacer Warehouses is aligned with the Industry 4.0 concept, focusing on intelligent automation, artificial intelligence (AI), robotics, IoT (Internet of Things) and cloud computing. This combination of technologies allows the connection and integration of the entire operation, decentralizing processes, increasing agility, productivity and traceability at each stage of the value chain.

With this innovation, we incorporated intelligence into machines and precision into processes, further raising the standard of quality and efficiency at Expocacer, always focusing on sustainability, valuing producers and the excellence of coffee from Cerrado Mineiro.

**Discover the new machinery by clicking [here!](#)**



## Panorama 2024

One of the materials released together with the Yearbook was Panorama 2024, material that revealed a summary of the economic and social data of Minas Gerais cooperatives, by municipality and sector.

The purpose of the Panorama is to understand the trends that influence the performance, growth and sustainability of cooperative businesses.

The analysis carried out in the Ato Paranaíba region indicated the city of Patrocínio-MG as the 2nd largest in economic activity and the 9th in the state of Minas Gerais. The city, which is considered the largest coffee producing municipality in Brazil, is also the location of the administrative headquarters of Expocacer.

The Panorama also showed that the Coffee Growers' Cooperative is 14th in economic activity, representing 53% of the economic activity in Patrocínio.

[Click here and check it out](#)





## Among the largest in Minas Gerais: Expocacer in the Top 10 of the OCEMG 2024 Yearbook

Expocacer was recognized as one of the 10 largest agribusiness cooperatives in Minas Gerais, according to the OCEMG 2024 Yearbook, reinforcing its leadership position and solidity in the sector.

A highlight in the coffee segment, we reached 4th place in total revenue and 3rd in surplus before allocation, results that reflect our efficient management, the strength of the cooperative movement and the protagonism of our members.

We proudly represent 53% of the economy of Patrocínio-MG, a municipality that occupies the 2nd largest position in economic movement in Alto Paranaíba.

We remain optimistic, restless and determined to explore new possibilities, driving progress with responsibility, innovation and commitment to excellent coffee production.

[Click here and check it out](#)

# About Expocacer

GREY

2-1

We were born from the sum of many entrepreneurial stories, in a region of attitude, and we take the best from each one of them, preparing ourselves to dream bigger and innovate more and more.

We are a cutting-edge cooperative, operating in an era full of transformations, connected to the challenges of the future of people and the planet.

Optimistic, we explore new possibilities and are restless for progress. Collaborative, we grow together, stimulating and inspiring the future and transformation. Bold, we push boundaries and go further than ever before.

We want to be protagonists in this fascinating movement towards quality coffee farming with impact. And we are here to provide knowledge, support and new tools that help coffee farmers and the coffee ecosystem to grow sustainably, collaborating with regenerative ideas and transparent dialogues.

More than a cooperative, we are producers, collaborators, partners and consumers aiming to inspire change and the progressive expansion of value, in each decision, generating a positive impact and establishing our commitment to the future of coffee farming.

## Our Purpose

Commitment is our reason for existing. It is the difference, the positive change we are making in our organization and for the world of coffee.

Trends New  
ideas New  
connections

New standards New ways  
of producing New tools  
New markets

Create culture Think  
about the ecosystem  
Create value

# Inspiring, fostering and nurturing a vanguard coffee farming tied to impact

Tangible value  
Emotional value  
Responsiveness  
Transformation

Reason for  
existing  
Differential  
worldview

## Our Ambition

Make our producers and our region the most innovative and sustainable in the world of coffee, and thus be recognized as a vanguard cooperative, representative, transparent and ahead of its time.

## Our Principles

Our principles guide our daily decisions and help us bring our purpose to life. They inform our actions and decisions, around a common goal for Expocacer.

### Tread new paths

Inspire and encourage adaptability, agility and resilient strategies.

### Cultural transformation

Nurturing a technological, regenerative and equitable culture.

### Define new standards

From cultivation to consumption with a focus on sustainability, transparency and positive impact.

### Value Integration

Intercooperate in the same direction, committed to the development of the Cerrado Mineiro Region and the generation of value for our ecosystem.



# Market: Products and Services

GREY 2-6



At Expocacer, we work exclusively with high-quality Arabica coffee. In 2024, we will oversee a team of 742 producers, who manage 1,036 farms. Our structure is diversified in terms of size: 45.00% are small properties, 25.99% medium, 16.96% medium-large and 12.04% large farms.

We serve both the national and international markets, exporting to 35 countries spread across several continents, including South Africa, European Union countries such as Germany, Belgium and France, as well as important markets such as the United States, Canada, China, Japan and Australia.

Our differential lies in the guarantee of supplying sustainable coffees, of controlled origin, with proven traceability, offering three main categories of products: commercial, specialty and industrialized coffees.

We have two units for storing and preparing coffee, one of which is dedicated to specialty coffees and nano lots. The maximum static capacity of our structure holds 1,000,000 bags for

coffee storage and our results exceed the movement of 350,000 bags per month between receipt, preparation and shipment and 9,000 bags per day of processing capacity.

As main services provided, we have:

**Storage:** Warehouse services comprise all receipt movements, storage of raw coffee in bags, shipments and preparation made in the machinery (pre-cleaning, separation of sieves, ventilation, electronic selection, alloys, among others).

**Marketing:** All commercial movement of coffees benefited raw in grains, from origination to destination. It covers the areas of purchase, sale, quality laboratory, specialty coffees and logistics. In its structure there is a division of labor, in terms of destination, into three areas: internal export market, foreign market and domestic consumption.

**Certifications:** Among the services offered are: structural and documentary organization of property; advice and monitoring for compliance with environmental and labor laws; more advantageous business opportunities; reaching differentiated markets; certifications via groups, with a view to reducing costs; specific training and lectures for the conquest and maintenance of certifications and development and monitoring of social and environmental projects.

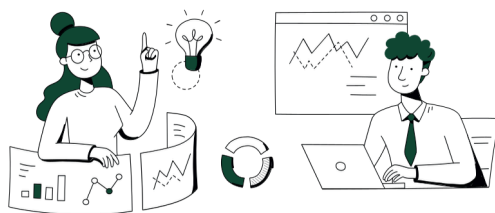
**Educampo SEBRAE/Expocacer:** Management intelligence for sustainable coffee cultivation: Educampo Expocacer is made up of specialized agronomists, carefully selected and trained by the SEBRAE methodology, to offer high-level individual consulting to cooperated producers. With access to exclusive management tools and reliable information, these professionals conduct strategic analyzes that guide decision-making and property planning, promoting more efficient and sustainable management. Consultings are carried out monthly and

address both the technical and managerial aspects of production, always focusing on three fundamental pillars: environmental, social and economic. More than technical assistance, Educampo delivers vision for the future, data intelligence and strengthening of excellent coffee production.

**Specialty Coffee Industrialization: The roasting and grinding industry. In addition to roasting and grinding, it also packages and industrializes the coffee in a unique way, customized to the consumer's preferences.**

## Strategic Planning

With a vision for the future and a commitment to the participation of For everyone, Expocacer updates its strategic planning every two years, with a four-year horizon. In 2023, the cooperative involved managers, advisors and stakeholders in a collaborative process to define the strategic guidelines for the coming years. In addition to ensuring commercial growth and financial solidity, the 2023 planning prioritized sustainability, with environmental and social actions that positively impact coffee farming and the entire ecosystem. Five strategic pillars were defined to guide the cooperative's actions during this period.



## Cooperative Acts

*Strengthen the sense of belonging together with the cooperative member. Improve communication channels to keep producers even more informed. Increase the number of cooperative members by 40% by 2027.*

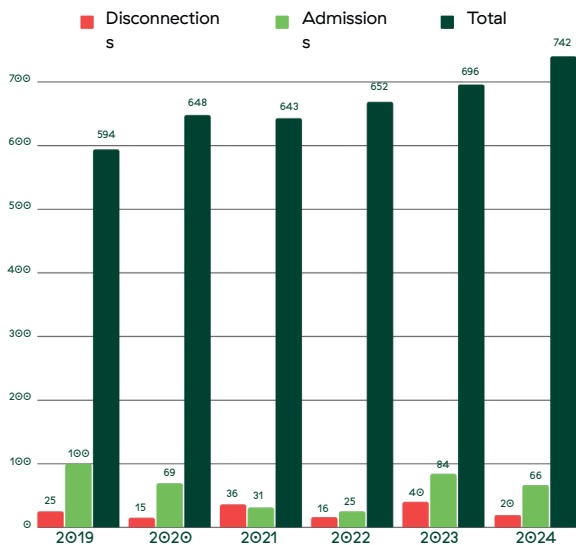
## Member Service Center (CAC)

The Expocacer Member Service Center (CAC) plays a strategic role in serving our members, consolidating itself as an essential channel for technical, administrative and operational support.

Developed with the purpose of providing efficient and high-quality service, the CAC reflects the cooperative's institutional commitment to meeting the demands of its members with excellence.

The growth of the cooperative member base illustrates the positive impact generated by our initiatives. Between December 2024, we recorded a significant increase from 696 to 742 members. This growth reflects the confidence of cooperative members in Expocacer's services, which is characterized by offering innovative solutions aligned with the needs of producers.

The graph below shows the growth over the years:





In 2024, Expocacer's Member Service Center (CAC) consolidated its position as a strategic pillar in supporting members, implementing a series of actions aimed at improving service, integrating members and promoting innovative solutions.

### **Creation of the Belonging Program: Benefits and Advantages for Members**

Expocacer developed the Belonging Program with the purpose of strengthening the bond and sense of belonging of cooperative members. This initiative values the active participation of producers and encourages engagement, ensuring that they benefit even more from the services offered.

Through the Belonging Program, cooperative members accumulate financial credits as they carry out transactions within the cooperative, whether through storage, marketing of coffee or other cooperative operations. These credits can be used within Expocacer itself, generating economic advantages and encouraging producers to remain within the cooperative's ecosystem.

Furthermore, to ensure transparency and ease in monitoring benefits, the Membership balance can be consulted through the Member Portal, where it is possible to view, in real time, the accumulated values and the transaction history.

There are three levels of participation — Prime, Platinum and Gold. Membership is automatic! The cooperative simply needs to keep its registration active and up to date.

In this way, Expocacer reaffirms its commitment as a cooperative, strengthening the relationship of trust and collaboration, and promoting a business model that benefits everyone.

Members according to Rating

Producers by Cashback Range			
Rating	Producers	Cashback	%
PRIME COFFEE	110	R\$ 213.627,01	26,00%
PLATINUM COFFEE	67	R\$ 99.517,98	15,84%
GOLD COFFEE	31	R\$ 9.562,30	7,33%
NO RATING	215	R\$ 0,00 R\$	50,83%
Total	423	322.707,29	100,00%

Use of Cash Back Total Income Value: R\$517,614.72

Total Outgoing Value: R\$194,907.43 Remaining

Balance to be used: R\$322,707.29

Interactive Totem

Expocacer has taken another step towards modernization and transparency in coffee sales. Now, cooperative members have access to an interactive totem, an innovative tool that allows them to consult market prices in a simple, dynamic and modern way. This initiative aims to provide greater agility, precision and efficiency, ensuring that producers have access to the information necessary for fair and strategic pricing of their coffee. The interactive totem offers a practical and fast way to monitor coffee prices in real time. With this solution, cooperative members can consult prices

updated market information, including New York Stock Exchange values and the dollar exchange rate, essential factors that directly influence product pricing.

### **Benefits of the Interactive Totem:**

- Immediate access to market quotes and trends; Automatic and
- personalized calculation of the value of coffee; Greater autonomy
- and transparency in pricing; Ease and agility in use; Optimization of
- the commercial process, speeding
- up negotiations.



### **Technological Innovation in Receiving Coffee at Expocacer**

Expocacer has completed the implementation of a new technological system for coffee collection, providing greater agility, organization and transparency in the process.

The modernization includes the registration of the Invoice or the Deposit Remittance Form (RPD) at the entrance, followed by the automatic sending of a message via WhatsApp informing the vehicle's entry and its position in the queue, which is managed by the Expocacer Queue APP. The system also guarantees priority to cooperative members, allowing for a more agile and efficient flow.

During reception, members receive notifications about each

stage, including initial weighing, unloading and final weighing, ensuring accuracy in checking the coffee delivered. In addition, the packages are returned immediately on the same truck, speeding up the process.

The process ends with a final check at the reception desk and a rigorous checklist, ensuring safety and compliance. With this initiative, Expocacer reaffirms its commitment to innovation and transparency, improving the experience of its members and increasing operational efficiency.

## Marketing

*Expand the relationship with the Cerrado Mineiro Region. Expand the client portfolio, consequently increasing the sale of commercial and specialty coffees. Prospect new markets and establish strategic commercial partnerships.*

The year 2024 was marked by a challenging and, at the same time, dynamic scenario for the coffee market. The sector experienced significant variations in international prices, influenced by climatic, economic and logistical factors, which impacted both the supply and demand for the grain. In this context, Expocacer remained firm in its purpose of supporting its members, with the Commercial Board playing a fundamental role in adapting to market fluctuations and in the search for better movement conditions.

The Commercial Directorate's work was essential to ensure that producers had access to accurate information about the market, as well as guidance on sales and negotiation strategies.

The team is committed to providing members with personalized service, focused on best marketing practices and sales planning, always aligning the cooperative's interests with the needs of its members.

During 2024, Expocacer's Commercial Board also stood out for its ability to identify and seize market opportunities, in addition to its close relationships with buyers and partners, ensuring the continuity and growth of commercial transactions. The board's ongoing work in offering strategic support was essential for cooperative members to be able to negotiate their productions in a more advantageous way, with a focus on sustainable development and maximizing profitability.

With more than 550 thousand 60 kg bags sold to the foreign market, Expocacer registered a 41% increase in coffee exports, compared to the whole of 2023, breaking a record. The volume is equivalent to a revenue of around 840 million reais. In the domestic market, sales totaled more than 870 thousand 60 kg bags, with a revenue of 1 billion reais, totaling around 1.9 billion reais in revenue in 2024.

The cooperative exports coffee to more than 35 countries, the main destinations being France, Belgium, Japan, Italy, the United Kingdom, Spain, South Korea and the United States, leading the ranking with around 15% of all Expocacer exports.

This report details the main actions of the Commercial Board throughout the year, highlighting the impact of its work on the evolution of the cooperative's commercial results and, consequently, on the strengthening of regional coffee production.



## Logistics HUB in the USA

The inauguration of our logistics hub in the United States represents a strategic milestone in the international expansion of our members' coffees. This initiative not only facilitates the agile and efficient transportation of specialty coffees from Cerrado Mineiro to North American markets, but also strengthens our presence and competitiveness in one of the most demanding coffee markets in the world.

With this HUB, we are expanding business opportunities for our producers, ensuring that their coffees reach North American consumers with greater freshness, traceability and quality. In addition, we are reaffirming our commitment to offering authentic and high-quality coffees, strengthening the connection and production of our coffees to coffee lovers around the world.

More than just a logistics hub, the HUB symbolizes our dedication to building solid bridges between producers and consumers, promoting a more efficient, sustainable and transparent supply chain. This advancement reinforces our vision of global growth and innovation, taking the Cerrado Mineiro region to new horizons.



## International Expansion: Connecting the Cerrado Mineiro to the World

Expocacer continues to advance in the internationalization of coffee from the Cerrado Mineiro region through strategic initiatives that strengthen the connection between producers and the main global consumer markets. Our commitment is to take high-quality coffees to new frontiers, generating more opportunities and competitiveness for our members.

We are currently present in strategic markets such as South Korea, Spain, the United States and the United Kingdom, consolidating our operations and increasing the recognition of Brazilian coffee on the international scene. This global presence allows for more efficient logistics, greater commercial reach and direct access to consumers who value specialty coffees.

More than expanding markets, our expansion reinforces our commitment to valuing coffee farming, building solid and sustainable business relationships, and promoting the excellence of our members' coffees. We believe that strengthening these connections is essential to contribute to the growth of the sector and consolidate Cerrado Mineiro as a global reference in quality coffees.

With a strategy focused on innovation, sustainability and differentiation, we continue to expand our international presence and create opportunities for our members' coffees to reach more and more connoisseurs around the world.

The participation of our coffees in the main national and international fairs was also a highlight, with Expocacer taking the beans of our members to global stages and identifying the superior quality of the coffee produced in our region. These actions increase the visibility of the work and value the dedication of the members, allowing them to access new markets and business.

## Participation in Fairs

The participation of our coffees in the main national and international fairs was also a highlight, with Expocacer taking the beans of our members to global stages and recognizing the superior quality of the coffee produced in our region. These actions increase the visibility of the work and value the dedication of the members, allowing them to access new markets and business.

## NCA National Coffee Association

USA



## Specialty Coffee Expo

USA



## Melbourne International Coffee Expo (MICE)

## Australia



## World of Coffee Copenhagen

Denmark



## Road Show Italy



## 15° SCTA Coffee Forum & Dinner Switzerland



## SCJ 2024 Japan



## SIC – International Coffee Week Brazil



# Warehouse Logistics and Operations

Goals aimed at improving production efficiency, expanding the storage area and implementing new technologies.



## Expocacer Operations and Logistics Department

Expocacer's Operations and Logistics Department played a fundamental role in 2024, being crucial for the smooth running of the cooperative's operations and continued support to members and partners.

In a year marked by global logistical challenges, variations in input prices and a growing demand for efficient and sustainable solutions, the board stood out for its ability to adapt and agility in process management.

With investments in improving infrastructure and a constant search for optimizing operations, the Operations and Logistics Department worked to ensure that the cooperative's daily activities, from collection and storage to coffee distribution, were carried out efficiently and within the highest quality standards.

Efficiency in logistics processes was an essential pillar to ensure that the coffee produced by cooperative members reaches the right destinations at the right time, minimizing losses and costs.

## Innovation, efficiency and customization

Innovation, efficiency and customization are the key words to define Expocacer's industrial park. The incorporation of robotics, Machine-to-Machine Connection Systems, the Internet of Things and sensors and actuators used in the cooperative's warehouse allows machines to "talk" throughout industrial operations.

Expocacer has implemented a new shipping method, Pallet Stretching, which involves applying plastic film to palletized loads. This logistics process offers greater protection



during transport and storage, ensuring the integrity of the goods and facilitating transport.

The shrinking options include: Up to 6 bags of 60 kg (360 kg); Up to 12 bags of 60 kg (720 kg).

This solution provides greater security and efficiency in logistics operations, contributing to the improvement of cargo delivery processes.

Also in 2024, Expocacer acquired an imported electric forklift with a loading capacity of up to 2,000 kg. With a lithium battery, longer durability and faster charging, the forklift has a useful operating time of 8 to 10 hours.

The equipment is modern, state-of-the-art, allows for greater savings in energy consumption and offers greater agility, sustainability and safety in the cooperative's processes.

## Governance



In order to always innovate, we reviewed the current scenario to propose continuous improvements to the governance structure; one of the important definitions for this next phase was the formal development of the functioning of the Expocacer decision-making process. In addition, goals were set for expanding projects, internal actions focused on people management, such as: training and development of leaders, talent management, improvement of performance evaluations, among others. The management of Cafeteria Dulcerrado and Coffee Industry also has goals and projects outlined in this pillar.

In 2024, the administrative board, following a new statutory provision, appointed Mr. Simão Pedro de Lima to the new position of “Executive President” of Expocacer.

This new position replaces the previous position of managing director, whose appointment was changed in the statutory reform approved by the General Assembly. The creation of this new position strengthens the cooperative's governance model, providing clarity to Expocacer's guidelines.

Thus, Expocacer's schedule includes the “President of the administrative board”, Mr. Fernando Nogue Beloni, as the institutional representative of the cooperative, responding for the administrative board and the interests of the members in the administration of the cooperative, and now has the “Executive President”, Mr. Simão Pedro de Lima, responding for the executive administration of Expocacer.





**MEMBERS OF THE ADMINISTRATIVE BOARD**

- Fernando Noguez Beloni** – President of the administrative board
- Mariana Veloso Heitor** – Vice president of the administrative board
- Antonio Mazzo Junior**
- Carlos Walter Behrend**
- Gabriel Alves Nunes**
- Glaucio de Castro**
- Ricardo dos Santos Bartholo**

**MEMBERS OF THE FISCAL BOARD**

- Frederico Alexsander F. Lemos Souto**
- José Lucas Aguiar Siqueira**
- Willian dos Santos Machado**

**MEMBERS OF THE FISCAL COUNCIL – ALTERNATES**

- Gustavo Caixeta Ribeiro**
- José Aparecido Naimeg**
- José Astrogildo de Oliveira**

**EXECUTIVE BOARD**

- Simão Pedro de Lima** – Chief Executive Officer
- Rubstein José de Carvalho** – Director of Controllershship and Finance
- Raquel Zwirtes Paza Lazzarin** – Director of Organizational Development
- Ítalo Henrique Pereira Silva** – Commercial Director
- Flávia Madureira Horta Nunes** – Director of Operations and Logistics

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**Ana Paula Curiacos Urtado**

**Carlos Walter Behrend**

**Fernando Noguez Beloni**

**Glaucio de Castro**

**José Lucas Aguiar Siqueira**

**MEMBERS OF THE FISCAL BOARD**

**Frederico Alexsander F. Lemos Souto**

**Frederico de Queiroz Elias**

**Willian dos Santos Machado**

**MEMBERS OF THE FISCAL COUNCIL – ALTERNATES**

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**Marcelo Lima Verde**

**Rogério Nunes dos Santos**

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Development

**Ítalo Henrique Pereira Silva** – Commercial Director

**Flávia Madureira Horta Nunes** – Director of Processes,  
Technology and Innovation

**Célio Barreto** – Director of Operations and Logistics

# Building Purpose

In 2024, the Building Purpose pillar was strengthened through strategic marketing efforts, fully aligned with Expocacer's strategic planning. We worked in an integrated manner with all departments, ensuring that each action was in synergy with the cooperative's commercial objectives and contributed to strengthening our brand and coffee farming in the Cerrado Mineiro Region.

On the global stage, we expanded our international presence by participating in strategic fairs and events, reinforcing the leading role of our members' coffees in foreign markets and positioning Expocacer as a reference in quality and innovation. We actively promote logistical expansion and strengthen strategic hubs, which facilitate access to new markets and increase our competitiveness in global trade.

Another important milestone was the strengthening of our organizational culture, called One Expocacer. This concept reflects the cooperative's unified identity, promoting integration among employees, members and partners, aligning values and purpose to drive sustainable growth and Expocacer's positive impact on the coffee sector.

We also restructured Expocacer's strategic programs, adopting a more integrated and collaborative approach. This allowed us to be even closer to our members, strengthen institutional partnerships and intensify our connection with the Cerrado Mineiro Region, promoting the development of local coffee farming and creating opportunities for our producers.

With these initiatives, Expocacer's marketing played an essential role in building a solid and innovative positioning,

expanding brand recognition, strengthening relationships with cooperative members and boosting Cerrado Mineiro coffee to new heights in the global market.

## ESG Agenda

GREY 2-14



By structuring our ESG agenda, we reaffirm our commitment to sustainable development and the responsibility to engage the entire coffee value chain. Through concrete initiatives, we have actively contributed to improving the quality of life of communities, preserving natural resources and strengthening the coffee production chain in the Cerrado Mineiro region.

Our ESG journey represents a strategic investment in the future of the cooperative, but also in the succession of the coffee-growing families that drive us. It was born from an in-depth diagnosis of sustainability and ESG maturity, conducted by an independent consultancy and carried out in 2023, based on the construction of the Dual Materiality Matrix. This process was essential to define priorities, align stakeholder expectations and guide the construction of a long-term ESG agenda.

As an agricultural cooperative, operating in the storage, preparation and marketing of coffee, we responsibly follow environmental and social legislation that protects the environment and ensures the safety of our employees, producers, customers and communities. However, we recognize that our commitment goes beyond legal compliance. Generating sustainable and shared value, integrating a healthy environment, social development and economic performance, is a premise that must be part of the organizational culture at all levels.



### 1. Creation of the ESG Strategic Committee

The creation of the ESG Committee marks a step forward in Expocacer's sustainability governance. Composed of leaders from the Financial, Commercial, Technology, Sustainability, Communication and Marketing, Human Resources, Processes, Operations and Logistics, and Legal areas, the committee works to integrate sustainability into operations and strengthen initiatives related to material issues.

In addition to identifying internal demands, its members are agents who disseminate the ESG strategy, responsible for engaging their teams in the implementation of action plans and driving the cooperative's strategic projects.

### 2. Corporate Governance and Transparency

In 2024, we prioritize the Governance, Transparency and Ethics axis, focusing on the following actions:

- **Implementation of the DEEP tool:** The adoption of this specialized technology for ESG management strengthens the monitoring of action plans, project portfolios and indicators. The tool ensures greater efficiency, transparency and integration between areas, boosting our competitiveness and improving reporting to stakeholders.
- **Development and updating of corporate policies:** We restructured our governance framework, reviewing existing policies and implementing new operational procedures aligned with ESG criteria. This action strengthens internal controls, minimizes risks and reinforces Expocacer's culture of ethics and integrity.

### 3. Transparency and Communication with Stakeholders

- **ESG Report 2024:** The publication of the second ESG Report of Expocacer reaffirms our commitment to transparency, corporate responsibility and strategic communication with our stakeholders. Developed based on internationally recognized guidelines, such as those of the Global Reporting Initiative (GRI), the document consolidates a baseline of indicators and strengthens our purpose of reporting, in an ethical, clear and accessible manner, the advances, lessons learned and challenges that mark our ESG journey.
- **ESG Communication Plan:** We have developed a robust ESG communication plan, with the aim of expanding the impact of sustainability actions throughout the production chain. Through digital platforms, events and informative content, we reinforce the engagement of cooperatives, suppliers, customers and communities, in addition to positioning the image of Cerrado Mineiro coffee as a reference in socio-environmental responsibility in the national and international markets.

### 4. Emissions Management and Climate Responsibility

- **Greenhouse Gas (GHG) Inventory:** In 2024, Expocacer completed its second Greenhouse Gas Emissions Inventory Greenhouse and the first following the guidelines of the Brazilian GHG Protocol Program – the main national reference for accounting and management of emissions. The inventory covered direct and indirect emissions (Scopes 1, 2 and part of Scope 3), reflecting our effort to accurately map the carbon footprint of our operations and value chain.

Recognition with the Gold Seal, granted by the program, attests to the highest level of quality, consistency and transparency in the process



measurement, verification and dissemination of data. This achievement marks a relevant step in Expocacer's climate governance, reinforcing our commitment to the decarbonization agenda, environmental traceability and data-driven decision-making.

## 5. Training for Sustainability

We believe that knowledge is the foundation of sustainable transformation. Therefore, in 2024, we significantly increased investments in training and development of cooperatives and employees, promoting a continuous learning journey aligned with the challenges and opportunities of the ESG agenda.

The training courses were structured to strengthen technical, behavioral and management skills, focusing on the following areas:

- **Environmental and social education**, with an emphasis on the preservation of natural resources and the appreciation of local communities;
- **Regenerative management in coffee growing and good agricultural practices**, promoting soil health, biodiversity and more resilient production systems;
- **Management and innovation in sustainable practices**, encouraging the adoption of more efficient and responsible technologies and production methods;
- **Strategic decision-making**, based on indicators and scenarios that contribute to the sustainability of businesses;
- **Strengthening the cooperative culture**, as a pillar of cohesion, solidarity and collective development;
- **Increasing competitiveness and responsible productivity**, integrating sustainability and economic performance;





- **Business management and family succession**, preparing new generations to continue the activity with a long-term vision;
- **Good working relationships**, promoting healthy, inclusive environments based on mutual respect.

Through these initiatives, we reaffirm our commitment to empowering people to lead the sustainable transition in the field and in cooperative management.

The training has generated positive impacts on the adoption of good practices, on increasing awareness about the impacts of activities on the environment and communities, in addition to preparing the cooperative to respond with agility and innovation to market challenges.



# Stakeholder Engagement

GREY 2-16, 2-28, 2-29

Continuous and structured stakeholder engagement is one of the pillars of Expocacer's ESG strategy. Through active listening and transparent dialogue with internal and external audiences, we strengthen the legitimacy of our decisions, improve processes and direct efforts to increase our positive impact on the coffee chain.

Every four years, with biannual reviews, we update our strategic planning in a collaborative process that brings together managers, board members and stakeholders. This dynamic ensures alignment between the pillars of sustainability, commercial growth and the financial solidity of the cooperative.

Our governance model – composed of the General Assembly, administrative board and Supervisory Board, Executive Board, thematic Strategic Committees and independent Internal Audit – guarantees the transparent flow of information, with direct reporting of demands, suggestions and points of attention from interested parties to the administrative board.

We reinforce our commitment to sustainable practices through ECO Protocol verification, recognized by the Global Coffee Platform (GCP), and our participation in strategic industry forums and institutions, such as AMCHAM, CNC, CECAFE and BSCA. In 2024, we will move forward with the implementation of a robust ESG communication plan and strengthen our presence at global events, such as the Symposium Pathways to a Vanguard Coffee Industry, which brought together more than 1,200 participants.

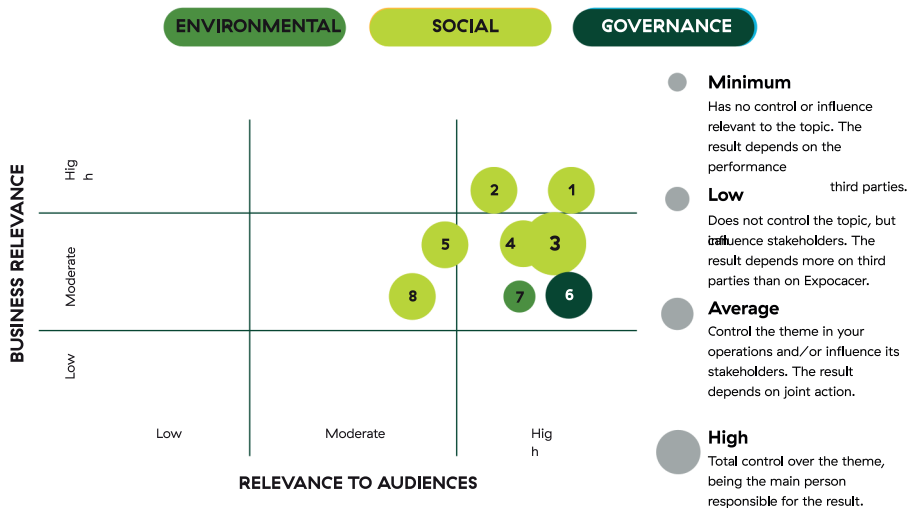
# Materiality and Material Themes

GREY 3-1, 3-2

We developed our Materiality Matrix in 2023 with the specialized support of an ESG strategy consultancy, through a comprehensive diagnostic process that allowed us to deeply understand the needs and expectations of our stakeholders. This work involved two main research fronts: in-depth interviews with our administrative board and online surveys with various strategic audiences.

In our analysis, we considered both the internal public – including employees, management and advisors – and the external public, including cooperative members, different customer profiles (classic, industrialized and specialty coffees), suppliers, service providers and financial institutions. This broad consultation allowed us to map not only the practices already implemented, but also to identify points of attention, vulnerabilities and risks related to sustainability trends.

As a result of this process, we identified eight relevant themes distributed across the environmental (six themes), social (nine themes) and governance (five themes) dimensions, in addition to cross-cutting aspects such as sustainability in the supply chain. Based on this comprehensive analysis, we established eight priority material themes, aligned with the UN Sustainable Development Goals (SDGs).



- |                                                       |                                                   |
|-------------------------------------------------------|---------------------------------------------------|
| 1 Fair Labor Practices, Health and Safety             | 5 Supplier and Third Party Management             |
| 2 Quality and Responsibility of Products and Services | 6 Governance, Transparency and Ethics             |
| 3 Appreciation of Cooperative Members                 | 7 Nature Conservation and Biodiversity            |
| 4 Human Rights and Diversity                          | 8 Development of the Regions in which it Operates |

The Sustainable Development Goals are a global call to action to end poverty, protect the environment and climate, and ensure that people everywhere can enjoy peace and prosperity. Expocacer has identified the priority SDGs through its material themes, and in this way, joins efforts to advance the UN (United Nations) 2030 Agenda. Throughout this report, the SDGs connected to each of the material themes described in this section are indicated.

MATERIAL TOPICS	SUSTAINABLE DEVELOPMENT GOALS
Fair Labor Practices, Health and Safety	  
Quality and Responsibility of Products and Services	
Appreciation of Cooperative Members	 
Human Rights and Diversity	 
Supplier and Third Party Management	 
Improving Governance, Transparency and Ethics	 
Nature Conservation and Biodiversity	  
Development of the Regions in which it Operates	 

This strategic mapping has become essential for our organization, as it allows us to clearly understand how we impact and are impacted by our stakeholders, guiding our decisions and actions in sustainability in a more precise and effective way. In this way, we are able to develop initiatives that respond to the real needs of our audiences while contributing to global sustainable development.

The eight fronts of action created for the execution of our ESG Strategy are responsible for planning, developing and implementing the mapped initiatives, aiming to ensure sustainability practices in different spaces:

- **Valuation and our people:** Valuation of the ours employees from different perspectives, seeking greater alignment with the organizational culture, prioritizing professional well-being.
- **Valuing our Members:** Developing a sustainable relationship with all our members, aiming to increase efficiency, promote governance practices and enhance the positive impact of business, the environment and society.
- **Supplier and Third Party Management:** Promote a sustainable relationship with the entire supply chain, including logistics, processes productive, management, governance, storage, transportation and distribution.
- **Conservation of Nature and Biodiversity:** Monitor and improve our operations, focusing on efficiency, mitigation of regulatory risks and management of direct and indirect environmental impacts, in addition to providing training in the field.
- **Quality and Responsibility with products and services:** Improve the relationship between Expocacer customers in the various interaction channels, throughout their journey, with a focus on actions with a positive impact.
- **Human Rights and Diversity:** Create an environment free from discrimination, which fosters and values respect and equal opportunities for our employees within all Expocacer business units, extending the value chain.

- **Improving Governance, Transparency and Ethics:** Ensure that our ecosystem is aligned with good governance practices, ethics, purpose and organizational values, adopting procedures that promote institutional security, mitigating risks and attesting to our compliance.
- **Development of Regions of Operation:** Contribute to the development of communities in the regions where we operate, through education and structured social actions, carried out with the support of cooperatives and partners.







## Cooperative Governance

- Governance Structure
- Process Management
- Ethics, Integrity and Transparency
- Risk Management and Compliance
- Privacy and Data Security

# Cooperative Governance

GRI3-3(Material theme:ImprovingGovernance,  
Transparency and Ethics)



We recognize that governance is the fundamental foundation for cooperative management. In our experience, its positive impacts are evident in various aspects of the organization, especially in decision-making, which becomes more structured and transparent, in improved risk management and compliance, and in a greater balance between the interests of cooperative members.

Our governance structure strengthens relationships with stakeholders, generating greater trust among members in management and improving relationships with financial institutions. This increases our credibility with international partners and attracts new qualified members.

In the marketing sphere, our position is consolidated through access to more demanding and profitable markets, differentiating us on the international scene. We have gained greater negotiating power, increased product value and facilitated international certifications. Financially, we have access to credit lines under more advantageous conditions and reduced capital costs, enabling greater investment capacity and potential appreciation of cooperative members' shares.

Operationally, we implement more efficient and well-documented processes, with robust internal controls. Our professionalized management ensures business continuity and minimizes waste. However, we recognize the potential risks of the absence of good governance, which can affect operational, reputational, legal and financial aspects.

In our cooperative, we have established solid policies that underpin our governance, including the Bylaws, policies

Compliance, Controllershship and Finance, Risk Management, among others. Our model is structured with clear guidelines and well-defined responsibilities for each area. We carry out periodic updates and implement new policies to ensure increasingly effective and transparent management.

Our organizational structure is composed of the General Assembly as the highest body, followed by the administrative board with seven elected members, and the professional Executive Board. We maintain a four-year strategic plan with biannual reviews, focusing on commercial growth, financial strengthening and sustainability.

We continuously monitor the effectiveness of our measures through meetings with stakeholders, satisfaction surveys and evaluations with certifiers. The results are reported through annual reports and published on the cooperative's official channels.

We maintain a constant commitment to ethics, transparency and compliance in all our operations, ensuring responsible and efficient management that benefits all members and strengthens our position in the market.

## Governance Structure

GREY 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-18, 2-19, 2-20, 2-21



Our governance structure follows the traditional cooperative model, based on the General Assembly as the highest decision-making body, where strategic decisions and the collective interests of the members are discussed and defined democratically. The administrative board, elected by the members in an assembly, coordinates the management and directly represents the interests and aspirations of the membership.

In the organizational hierarchy, the Chairman of the administrative board occupies the highest governance position, while the Chief Executive Officer leads operational management. Operational execution is the responsibility of the Executive Board, led by the Chief Executive Officer and composed of four specific departments:

- Controllership and Finance Directorate;
- Commercial Directorate; Operations and
- Logistics Directorate; Organizational
- Development Directorate; Processes,
- Technology and Innovation Directorate.

To preserve the integrity of management, we have established ineligibility criteria for the administrative board, prohibiting the participation of:

- Associates with activities that compete or conflict with the purposes of Expocacer;
- Members without full enjoyment of their social rights;
- Members who held positions on the Executive Board in the previous three years;
- People prevented by law or convicted of crimes that prevent access to public office;
- Those convicted of bankruptcy crimes, malfeasance, bribery, extortion, embezzlement or crimes against the popular economy, public faith or property.

We are committed to ongoing training, offering courses in management and supervision of cooperatives for directors, associates, leaders and employees, either directly or through institutional partnerships. Board members, under penalty of automatic loss of

mandate, must qualify to perform their duties through specific courses in the first 6 months of their mandates, with those who present a compatible certificate of a previously completed course being exempt from this obligation.

The administrative board is renewed through annual elections at the Ordinary General Meeting. The terms of office begin on the date of the Meeting and may be re-elected. In the event of a tie, the length of membership and age are considered as tiebreakers. Those not elected remain as alternates until the next election. The Executive Board, appointed by the Board, does not have a predetermined term of office and has the autonomy to implement the approved operational policies, reporting regularly.

In addition to its commitments, the Board also defines duties, remunerations and benefits according to the specific responsibilities and competencies of each position. It is worth noting that the members of the administrative board and the Fiscal Council are not remunerated for the performance of their duties, however they will be entitled to receive an Attendance Card per meeting, the amount of which will be established annually at the General Assembly. The salaries of the Executive Board are set based on the Board's job and salary plan, and their variable salaries are applied based on the annual goals set by the administrative board, with the achievement of budgetary, governance and management goals, as well as performance evaluation scores for directors and scores from the annual satisfaction survey of members. In 2024, the ratio between the total annual remuneration of the highest-paid individual in the cooperative and the average total annual remuneration of all employees (excluding the highest-paid) was 14.75%. The ratio of the percentage increase in the annual total compensation of the highest-paid individual to the average percentage increase in the annual total compensation of all employees (excluding the highest-paid individual) was equal to 1, i.e., there was the same percentage increase for all employees, including the highest-paid individual.

In the event of a vacancy on the Board of Directors, the Chief Executive Officer temporarily assumes the duties until a new appointment. For his own position, the Board appoints an interim until the definitive appointment.

Our management committees include invited members and specialized external consultants. We currently have the following committees:

- Marketing and Cooperative Acts;
- Organizational Development  
(covering Sustainability, HR and IT);
- Financial and Risk;
- Marketing and Services;
- ESG.

For the three-year period 2024–2027, we will maintain seven members on the Board of Directors, with the possibility of re-election for two-thirds of the directors.

The current composition of the Board of Directors includes six men and one woman, including two members over 60 years of age. The Fiscal Council has six members, one of whom is in his sixties. The Executive Board demonstrates gender balance, with three men and two women, including a director in his sixties.

***Check the organizational chart on page 11.***

In our organization, we assign to the Executive Presidency the responsibility of actively participating in the elaboration and approval of projects and policies aimed at sustainable development. We extend to the entire Executive Board the commitment to ensure full compliance with institutional policies, with special attention to socio-environmental policy.

We base our actions on our commitment to disseminating ethical and compliance requirements, guided by the principles of responsibility and transparency in our governance model. This model is structured on solid foundations, with emphasis on the composition of our Board of Directors by members elected at a General Meeting, with non-overlapping three-year terms. This arrangement provides a more effective dynamic for member participation, strengthening our corporate governance and ensuring honest and transparent management.

We have adopted a professional management model, led by specialized directors hired by the Board of Directors. These professionals, without predetermined mandates, are responsible for administrative acts within their respective competencies, following the guidelines and organizational policies established by the Board. The synergy between the Board and the Executive Board has proven to be fundamental to the excellence of our administration.

As part of our commitment to continuous improvement, we conduct an annual satisfaction survey among our members, conducted by an independent specialist company. This assessment includes an analysis of the performance of both the administrative board and the Executive Board. The Chief Executive Officer is subject to an annual performance assessment, conducted by the Board of Directors. We emphasize that changes to the composition of these bodies strictly follow the provisions set forth in our bylaws, and arbitrary changes are not permitted.



# Process Management

GRI3–3(Material theme:ImprovingGovernance,  
Transparency and Ethics)



Process Management is the principle for efficient and effective control of activities at Expocacer. This management model results in improved quality of products and services provided, reduced costs and increased employee productivity. Customer focus becomes an essential factor and data-based decisions play a relevant role in achieving established goals. All of these factors result in improved work environment, enhancing organizational culture and generating greater engagement.

Based on the organizational policies approved by the administrative board, all processes are structured and implemented. The Board is also responsible for monitoring the policies.

In 2024, processes were reviewed in conjunction with the respective departments, requiring document and system updates. The processes reviewed were:

A strong and sustainable cooperative needs organization. After all, in an environment where producers work together to grow, every detail in management makes a difference. Having well-defined processes is not just a matter of efficiency, but a pillar that supports Expocacer's strategy, transparency, and governance.

Over the past year, the cooperative has taken important steps in this direction. 14 essential processes were mapped, ensuring that each activity happens in the right way, at the right time. In addition, 18 policy updates/descriptions were implemented to align operations with market best practices, reducing risks and improving the clarity of rules in line with the strategic vision.

Standardization not only optimizes the workflow, but also strengthens the trust of cooperative members in Governance.

Another key point is training. For a process to work well, people need to be prepared. With this in mind, 15 detailed work instructions were developed that involve critical activities, helping each employee to understand their role and perform their tasks in a standardized manner. In addition, 27 training sessions on process management were held, involving employees and directors. This investment in the team has been essential to create a culture of continuous improvement, where everyone knows what to do and why each step is important.

Process management is not just about rules and standardization. It is also about impact. A well-structured cooperative can optimize the use of natural resources, reduce waste and ensure that each producer has access to reliable information about their transactions. This strengthens the sense of belonging and drives a fairer and more sustainable economy.

Technology has been a great ally in this progress. Digitalization has reduced rework, eliminated bottlenecks and brought more agility to the cooperative's day-to-day operations, resulting in a more efficient, sustainable operation that is prepared to compete in the global coffee market.

Ultimately, process management goes far beyond internal organization. It is a strategic path to solid growth, balancing economic performance with social and environmental responsibility. And when all the links in this chain are well aligned, the positive impact spreads, benefiting members, the community and the entire sector.

# Ethics, Integrity and Transparency

GRI3-3(Material theme:Improving Governance, Transparency and Ethics),2-15,205-1,205-2, 205-3



We recognize Ethics and Integrity as fundamental pillars for building a sustainable and successful cooperative. These values guide all our operations, from strategic planning to relationships with our various stakeholders: members, customers, suppliers and employees.

Our commitment to rigorous ethical standards is reflected in our decision-making based on principles of honesty, transparency and responsibility. We maintain an upright stance in all transactions and business relationships, categorically rejecting unethical practices such as bribery, corruption and fraud, as set out in our Compliance Policy.

We cultivate long-lasting relationships with producers, suppliers and business partners, guided by ethical conduct that strengthens mutual trust. Our operational and organizational structure provides commercial and legal security, supported by our Bylaws and Compliance Policy, the latter available on our institutional website.

We would like to highlight that our Internal Regulations include specific guidelines on combating corruption, and this document is distributed to all employees in both physical and digital formats, ensuring broad access and knowledge of its content.

Regarding risk management and training, we did not identify significant risks related to corruption in our operations, nor did we record specific assessments of operations regarding corruption risks in the period. Therefore, we recognize the opportunity to implement processes to assess potential risks associated with

this topic and training programs in combating corruption for members of governance bodies and other employees, since there were no records of training on this topic.

In 2024, there were no confirmed cases of corruption brought against the cooperative and our employees.

Regarding conflicts of interest, we have adopted two fundamental strategic actions to ensure the prevention and mitigation of conflicts of interest in our cooperative:

1) We have implemented in our Commercial Policy a comprehensive set of specific rules and procedures to prevent situations that may generate conflicts of interest. These guidelines, duly approved by the competent bodies, establish clear parameters for our operations;

2) We maintain an independent internal audit department responsible for monitoring, auditing and documenting any non-conformities in relation to the Commercial Policy, thus ensuring the integrity of our processes. As previously described, the Internal Audit area, specifically hired for this function, also reports directly to the administrative board. It is the internal body responsible for evaluating all departments, ensuring compliance with the established policies, processes and standards of conduct. The reports prepared by this area are presented directly to the administrative board, ensuring transparency and support for decision-making.

## **Communication of anti-corruption policies and procedures to governance bodies and employees, by functional category**

GRI 205-2

	Number	%
Total number and percentage of Board members who were informed of anti-corruption policies and procedures	7	100,00%
Total number and percentage of Board members who have been informed of anti-corruption policies and procedures	5	100,00%

	Functional Category	Number	%
Total number and percentage of employees who were informed of anti-corruption procedures and policies, by employee category	Manager	19	100,00%
	Coordinator	16	100,00%
	Analyst	40	100,00%
	Assistant	80	100,00%
	Young Apprentice	12	100,00%
	Operational	124	100,00%

# Risk Management and Compliance

GRI3-3(Material theme: Enhancing Governance, Transparency and Ethics),2-23,2-24,2-25, 2-26, 2-27



We have adopted a structured governance model, based on policies and standards that clearly define corporate guidelines and the responsibilities of each area. This regulatory framework adds value and guides our members along the most appropriate path. While our policies establish the guiding principles, the processes detail the execution of activities, ensuring the alignment of our actions with our fundamental purpose. In 2024, we will continue to update existing policies and create new guidelines to ensure increasingly effective and transparent management.

We incorporate our commitments to responsible business conduct into all business activities and relationships through a structured process integrated across the different organizational levels:

**Delegation of Responsibilities:** After the approval of policies by the administrative board, our processes area ensures the distribution of responsibilities between sectors, with continuous supervision by internal audit;

**Integration into Strategies:** We incorporate policy commitments into organizational strategies and operational procedures, formalizing them through the processes area and including them in sectoral action plans;

**Implementation in Commercial Relations:** We ensure that all partners and suppliers are aligned with our principles, monitoring this alignment through periodic audits;

**Training:** We provide training to all departments after policy approval, ensuring that employees understand and properly apply the guidelines in their daily roles.

Our Compliance Policy represents the guide for organizational behavior in the market, seeking compliance with legal obligations, ethical standards and internal controls. To consolidate the development of Expocacer, we have established solid foundations through this policy, improving mechanisms for preventing, identifying and correcting non-conformities, reinforcing our actions under ethical principles of integrity and transparency. Our Compliance team plays a fundamental role in analyzing incorrect operations, developing corrective solutions and proposing continuous improvements in processes.

Respect for human rights is formalized in Article 3 of Chapter II of our Code of Ethical Conduct and Internal Regulations. We maintain an explicit commitment to these rights in our internal policies, aligned with the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the ILO Fundamental Conventions.

All of our policies are submitted for approval by the administrative board and disseminated internally via online groups by the process office. All producers sign the Code of Conduct annually during registration renewal. Additionally, we communicate policies and processes in monthly management meetings, where we present new guidelines and updates.

The changes made to the Risk Policy in 2023 brought greater security and control to business management, simplifying risk exposure calculations and generating greater reliability. These initiatives, led by the Risk Management and Analysis Committee and the

Risk Management Group, strengthened our credibility with partner financial institutions.

We take a transparent approach to identifying and handling complaints through:

- An ombudsman channel managed by a third-party company, ensuring impartiality and confidentiality;
- A People Equity and Accountability Committee, made up of employees from different departments;
- Information available on our website about how to use the ombudsman channel;
- Forwarding all complaints to senior management for final review;

We actively involve stakeholders in the design, review, operation and improvement of grievance mechanisms, consulting them regularly and incorporating their feedback into system improvements. In addition, we provide a dedicated reporting channel and a committee dedicated to receiving harassment complaints.

We offer several advisory mechanisms on the implementation of responsible business practices using direct communication channels with leadership, conducting regular training and workshops, hiring internal consultancy specialized in compliance, ethics and sustainability and using the ombudsman channel to clarify doubts.

In 2024, we maintained full compliance with laws and regulations, with no recorded fines or sanctions for non-compliance.



# Updated Governance Policies

In 2024, Expocacer implemented a series of updates and created corporate policies aimed at strengthening and improving governance, transparency and organizational efficiency. These changes were driven by the need to align internal practices with the best market standards, meet the demands of the ever-changing coffee sector and ensure the company's sustainability in a dynamic and challenging business environment.

These actions aim to improve risk management, promote responsible practices and strengthen ties with customers, employees and the community, aligning the organization with the highest standards of social, environmental and corporate responsibility.

By implementing these policies, Expocacer seeks to consolidate itself as a cutting-edge cooperative, committed to transforming the market and strengthening its position on the national and international scene.

Below is a more detailed description of each of the policies implemented and updated in 2024:

1 – Compliance Policy	7 – Payment Approval Policy
2 – Risk Management Policy	8 – General Purchasing Policy
3 – Credit and Collection Policy	9 – Educampo Policy
4 – Investment Policy	10 – Travel Policy
5 – Institutional Customer Relationship Policy (CRM)	11 – FATES Usage Policy
6 – Coffee Purchasing Policy	12 – Socio-Environmental Policy

Policies Created:

1 – Warehouse Operations and Logistics Management Policy	4 – Decision-Making Policy
2 – Project Management Policy	5 – Diversity and Inclusion Policy
3 – Event Policy	6 – Occupational Safety Policy

Data Protection and Security

GRI 418-1



Our Compliance team plays a key role in identifying and correcting inappropriate operations, developing effective solutions to the problems encountered. We conduct detailed analyses of flawed procedures, proposing improvements that ensure the sustained effectiveness of our processes and strengthen our organizational culture based on ethics and interpersonal respect.

We recognize privacy as a natural and essential right of individuals. We understand that in business processes involving the processing of personal data, this information passes through various means of support, storage and communication, all of which are susceptible to internal and external vulnerabilities that may compromise data protection and negatively affect the privacy of its holders.

In 2023, we focused our efforts on improving our DPO (Data Protection Officer) and restructuring the Personal Data Protection Management Committee (CGPDP). We implemented concrete actions to promote and disseminate the culture of data protection in our cooperative, through training programs and guidance on best practices in this area. By training our team, we strengthen

our commitment to the principles of ethics and transparency, in line with corporate governance practices. In addition, we have consolidated our information security policies and currently have 10 policies available to all employees.

Also in 2024, we participated in the 5th National Congress of Data Privacy Professionals (CNPPD-2024), promoted by APDADOS in São Paulo. The event offered a unique networking opportunity with DPOs in Brazil, addressing the theme “Artificial Intelligence for DPOs. Renowned speakers and authorities on the subject, including members of the National Data Protection Council and experts in Cyber Law, shared valuable information.

We have made adjustments to the access settings for network folders. The measure aims to ensure that all employees have access only to the necessary information, in accordance with the guidelines of the General Data Protection Law. With these settings, the cooperative reinforces its commitment to data security and privacy, allowing only authorized employees to have access to specific information necessary for the activities of their areas. The initiative demonstrates Expocacer's responsibility to protect personal data and ensure a safe work environment, complying with the standards.

We have acquired new servers dedicated to the Cybersecurity area. With this initiative, we seek to significantly improve the protection of our digital environment, increasing our response capacity to threats, ensuring greater stability, performance and security for our users and corporate data.

During the onboarding process, we train our employees on the General Data Protection Law (LGPD). We provide explanations and clarify doubts about how to act in compliance with the established standards, emphasizing the importance of information security. This initiative aims to ensure that all employees understand their responsibilities when processing personal data.

We would like to highlight that, in 2024, we did not record any cases of data leaks, nor were we subject to any fines related to incidents of this nature, reflecting our ongoing commitment to information security and compliance with data protection standards.





## Social Pillar

### • Our People (material theme: Valuing Our People)

- Employee Profile Engagement and Appreciation Diversity and
- Human Rights (material theme: Human Rights and Diversity)
- Fair Employment Practices, Health and Safety (material theme: Fair Employment Practices, Health and Safety)
- 

### •Our Partners and Suppliers

- Valuing Cooperative Members (material theme: Valuing Cooperative Members) Supplier Management (material
- theme: Supplier and Third Party Management)

### •Impact on Society (material theme: Development of Regions of Operation)

### •Commitment to the Quality of Products and Services (theme material: Quality and Responsibility with Products and Services)

# Our People

GRI 3-3 (material theme: Valuation)  
of Our People)



At Expocacer, we recognize that our human capital is one of the main drivers of sustainable value generation. Engaged, well-cared-for employees aligned with our purposes are essential to achieving strategic goals and strengthening the cooperative culture. Therefore, we direct increasing efforts to provide an enriching professional journey, based on respect, active listening and continuous development.

Our management practices prioritize the promotion of a safe, inclusive, healthy and collaborative work environment, with structured policies aimed at valuing people, attracting and retaining talent and building bonds based on belonging and pride in being part of Expocacer.

Among the instruments that support this approach, the following stand out: People Management, Occupational Safety and Positions and Salaries policies, which are updated based on good practices and dialogue with employees.

Reaffirming our commitment to equity and participation, we have established the Equity and Responsibility for People Committee, made up of representatives from different areas of the cooperative (such as operations, administration, legal and accounting). This committee acts as a safe space for dialogue, meets monthly and facilitates the transparent submission of suggestions, concerns and ideas aimed at the continuous improvement of the organizational environment.

In addition, we maintain a structured ombudsman service to receive complaints, with guaranteed anonymity, strengthening responsible listening, institutional trust and the integrity of working relationships.

Our Human Resources Management Policy establishes clear guidelines for hiring, team management and integration processes, among other relevant aspects. The Job and Salary Plan guides all our guidelines related to human capital management, and is subject to internal and external audits. We hold periodic meetings with the responsible areas and with the active participation of senior management to monitor the initiatives implemented. We carry out systematic assessments of our employees and rely on independent verifications of our practices, conducted by certifying entities that attest to our compliance with international standards. External verifications are conducted by several certifications that we have obtained, such as 4C, C.A.F.E PRACTICES, Certifica Minas, Conab, Fairtrade, FSMA, Rainforest Alliance, SMETA 4 Pilares and Regenagri. 72

Every four years, with biannual reviews, we update our strategic planning. In 2023, we brought together managers, advisors and other stakeholders to outline future actions. In addition to reaffirming our commitments to commercial growth and financial strengthening, we focused on effective sustainability and socio-environmental actions that have an impact on the coffee sector and its entire ecosystem.

One of the fundamental pillars of our strategic planning is Governance, which encompasses issues related to fair labor practices, safety and health. In this pillar, we have set ambitious goals to expand projects and internal actions focused on people management, including training and leadership development, talent management and improvement of performance evaluation processes.

We continuously monitor people management indicators, which are regularly reported to the board throughout the year. We strictly monitor occupational health and safety parameters in accordance with Brazilian legislation, and some of these indicators are reported to the appropriate entities.

We systematically assess the effectiveness of the measures implemented through internal and external discussions involving managers, board members and other stakeholders. We hold various meeting formats: internal management meetings, committees, interactions with members, Annual General Meetings (AGM) and participation in external events with stakeholders. To enrich our vision, we conduct satisfaction surveys with employees and external audiences, gathering valuable insights for continuous improvement.



Based on the analysis of this information, our management is dedicated to understanding the effectiveness of the initiatives and defining the necessary adjustments. The process of reporting the effectiveness of our measures occurs through annual reports, communications on the official channels of the cooperative and various spaces for dialogue with interested parties.

# Employee Profile

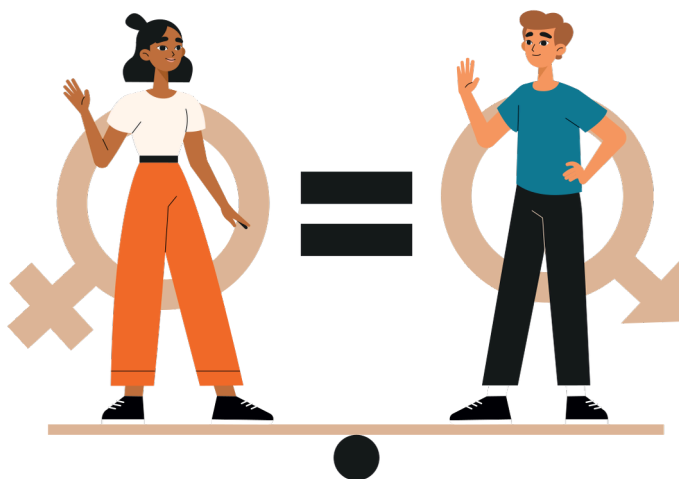
GREY 2-7, 2-8



On December 31, 2024, it had 291 professionals on its staff, all located in the Southeast region of the country, specifically in the state of Minas Gerais, of which 191 (65.64%) were men and 100 (34.36%) were women, with all contracts being permanent. Regarding the employment contract regimes, there was a predominance of full-time employees (95.88%) and a low occurrence of part-time contracts (4.12%). We do not have

outsourced workers.

	Gender		Total
	Female	Male	
Permanent employees	100	191	291
Temporary employees	0	0	0
Employees without guaranteed working hours	0	0	0
Full-time employees	91	188	279
Part-time employees	9	3	12



## Engagement and Appreciation

GRI2-30, 401-1, 401-2, 404-1, 404-2, 404-3

As a cooperative, we base our model on a society formed by people who share interests and values, collectively seeking economic, social and community development in the regions where we operate. We emphasize that all resources generated by Expocacer remain in the places of origin, fostering the creation of jobs and income, in addition to boosting the local economy, which establishes a virtuous cycle of prosperity that benefits the entire community.

In 2024, we strengthened our team by hiring 147 new employees. We have been committed to consolidating our employer brand, focusing on attracting and retaining talent through a value proposition that combines competitive compensation and benefits, opportunities for professional growth, and special attention to the well-being of our team. Regarding the entry of new people, there was a hiring rate of 50.51%. For turnover, there was a rate equal to 29.60%.

# Total number and rate of new hires( 1 )

GRI 401-1

Gender	Number	%
Female	44	45,02%
Male	86	61,90%
Total	147	100,00%

Age Range	Number	%
16 to 25 years	70	47,62%
26 to 35 years	46	31,29%
36 to 45 years	26	17,69%
46 to 55 years	4	2,72%
56 to 65 years	1	0,68%
over 65 years	0	0,00%
Total	147	100,00%

(1) Only employees considered hired in 2024 and who remained hired on 12/31/2024.

# Employee turnover rate

GRI 401-1

Gender	%
Female	5,10%
Male	14,50%
Total	29,60%

Age Range	%
16 to 25 years	13,60%
26 to 35 years	8,30%
36 to 45 years	6,40%
46 to 55 years	1,30%
56 to 65 years	0,00%
over 65 years	0,00%
Total	29,60%

The Young Apprentice Program, a federal government initiative supported by the Apprenticeship Law No. 10.097/2000, represents a valuable opportunity for us to provide technical training and insert young people aged 14 to 24 into the job market. In 2024, we will have 11 young apprentices distributed across various sectors. We were pleased to hire 2 of these apprentices in the areas of classification and purchasing.

Our adherence to the Young Apprentice Program is intrinsically aligned with one of our fundamental objectives: to awaken in young people

not only the awareness of the importance of having opportunities for their professional development, but also the value of remaining in their home territories, preparing them to be protagonists of the future. We have a genuine concern for the development of communities, both from the perspective of the continuity of the Cooperative's business and the generation of jobs, income and better living conditions for families in the regions where we operate. We believe that investing in the development of young people is essential to strengthen their permanence in the countryside and create roots that will sustain future generations.

Committed to current challenges and the future of our people, we continually invest in the qualification of our employees, expanding knowledge and opportunities in an equitable manner. In 2024, we achieved an average of 15 hours of training per employee. Through our professional qualification incentive program, we grant scholarships for training in several areas, including 15 for undergraduate courses (Administration, Agronomy, Coffee Farming, Accounting, Agribusiness Management, Financial Management, Information Technology Management) and 28 for language courses.

We have also expanded our educational support to advanced levels, with subsidies for postgraduate and MBA courses in specialties, 8 of which are for postgraduate/MBA courses (ESG and Corporate Sustainability, Commercial Management and Sales, Accounting and Finance, Accounting and Tax Management, Process and Business Management, Engineering and Production Management, Commercial Management, Executive in Financial Management and Controllershship, Expertise and Accounting Audit).

At the same time, we develop internal training paths aimed at technical and personal improvement, covering various business processes. In our cooperative, we direct substantial investments to a training of ours collaborators to the away doyear, including both external specializations

(out company) and internal training (in company), the latter provided by specialists from our own team. We organize our professional development initiatives into three strategic areas:

TRAININGS:	
Understanding the Cooperative	Moral Harassment and Other
Society Operational Risk	Violence at Work Transforming
Management Corporate	Conflicts into Cooperation
Governance Alignment Selective	Practical Path to Excellence –
Collection Cool Farm Tool –	Strategic People Monitoring Team
Carbon Inventory Coffee /	Training Professional
Classification and Tasting	Development Process Mapping
Combating Domestic Violence	(BPM) – From Zero to As Is
Motivation and Teamwork	Importance of Correctly Entering
Process Management Exin Privacy	Tax Invoices Assertive
and Data Protection Foundation	Communication Barism Positions
(Pdpf) Coffee Culture Worker /	and Salaries Fiscal and Tax
Classification and Tasting Practical	Certification Cenofisco Credit and
Path to Excellence – Stakeholder	Risk Artificial Intelligence for Dpos
Relations	– #ladpol

Organizational Structure and Processes Course for CIPA Members Tax Accounting – ICMS, IPI, Tax Substitution and Nf-E (ICMS MG, PR and SP) Working Hours and Time Control Methods Tax Analyst Training (Emphasis on ICMS from São Paulo, IPI, Nfe, Dif. Aliquots, S. Nacional, St, Tax R News) Forklift Operator Training Course Tax Training for Buyers Totvs Backoffice (Protheus Line) – Advpl Fundamental	Recycling Use of PPE and Liquid and Flammable Fuels Preparatory Course for Q-Grader QGrader Regenerative management Economic management of farms Harvest estimation Management of cover crops Training as a Marketing Scientist Certification standards Food safety
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In total, more than 1,300 hours of training were invested in training courses for technical and personal development, and more than 200 employees from different sectors were trained.

Every year, we conduct a Performance Assessment by Competencies with all of our eligible employees (100%), resulting in the preparation of individual development plans. Through these plans, we implement specific actions for personal and professional growth, aiming to improve the assessed competencies.

Our study and language incentive program aims to complement and improve the educational and professional training of our employees, covering 50% of the costs of undergraduate and postgraduate studies in areas of interest to the cooperative, as well as 50% of the costs of language courses. For training and qualifications essential to the proper performance of functions, we assume full (100%) of the necessary investments.

All employees are covered by a collective bargaining agreement.

## Average training hours

GRI 404-1

Gender	Hour
Female	5,88
Male	9,31
Average	7,59

Functional Category	Hours
Director	7.10
Manager	75.40
Coordinator	20.10
Analyst	13.10
Assistant	10.80
Operational	10.20
Average	15.19



# Employees who received regular performance and career development reviews

GRI 404-3

Gender	%
Female	100,00%
Male	100,00%

Functional Category	%
Managing	100,00%
Director	100,00%
Coordinator	100,00%
Analyst	100,00%
Operational	100,00%
Assistant	100,00%

Our Nosso Team Program was designed to strengthen ties between employees and Expocacer through recognition, training and appreciation actions. Every year, we promote several activities that demonstrate the value we attribute to our employees and recognize their dedication and commitment to the cooperative. In 2024, we implemented the following initiatives as part of the Nosso Team Program, including lectures, workshops and integrative activities:

- Welcome kit for new employees
- Birthday celebration
- Recognition for time with the company
- Celebration for the birth of children
- Integrative activity – Carnival blitz

- Lectures and workshops – International Women's Day
- Special celebrations for Mother's and Father's Day
- Campaign to encourage sports practice (Coopsporte – promoted by OCEMG)
- Family Party
- White January – Mental Health Awareness Month
- Annual flu vaccination campaign
- Celebration of Children's Day at Expocacer:



- Pink October – Month of awareness for the prevention of breast cancer:



- Blue November – Month of awareness for the prevention of prostate cancer
- Distribution of Christmas baskets to all employees:



- End of year celebration

We offer a comprehensive benefits package that includes:

- Health plan
- Dental plan
- Auxílio-creche
- Scholarships and language courses
- Partnerships with pharmacies
- Partnerships with cinemas
- Personal insurance
- Gympazz (gym access)
- Food voucher

## Diversity and Human Rights

GRI3-3 (material theme: Human Rights and Diversity),  
405-1, 405-2, 406-1



We, at Expocacer, base our principles on respect for human rights, as established in international protocols and guidelines, and on valuing diversity in all its forms, without any type of discrimination.

Our compliance with human rights practices has given us greater access to international markets that require specific certifications. This stance also strengthens our reputation with global buyers who prioritize ethical practices, giving us a competitive edge, especially in premium markets, where we can obtain better prices for our coffee.

Our concern for human rights and diversity extends beyond the supply chain and has become a central element of our cooperative's internal culture. As a result, we have built a safer and healthier work environment, which naturally increases productivity. We have also seen a reduction in

turnover of both employees and members. The greater engagement and sense of belonging of our members has provided a rich diversity of perspectives, driving innovations in agricultural practices.

The social benefits of our effective action on this issue mean that we can contribute to the development of rural communities where our members live, we promote the inclusion of traditionally marginalized groups (such as women, young people and minorities) and we strengthen community ties and cooperative governance.

We are aware that the absence of initiatives and controls focused on this issue could pose significant risks, such as: loss of markets that require compliance with human rights, reputational damage that could affect existing contracts, and difficulty in accessing new premium markets. From a legal perspective, we avoid exposure to lawsuits and fines, the risk of losing important certifications, and possible trade restrictions. From a financial perspective, we prevent difficulties in accessing credit, product devaluation, and costs with remediation of problems. Regarding social aspects, we work to avoid the weakening of the cooperative model, the loss of members to other organizations, and negative impacts on communities.

Our policies that connect with the theme of Human Rights and Diversity include the Social Statute, People Management Policy, Diversity and Inclusion Policy, Socio-environmental Policy and our Handbook of Good Labor Practices (available on our website).

Regarding Diversity and Inclusion, this topic is covered in our people management policy. We have established hiring processes by the People Management area that ensure the inclusion of diverse people. All hiring processes are monitored by the cooperative's administrative board and undergo audits.

Internal audits, carried out by the Internal Audit area, directly linked to the administrative board, to ensure impartiality. In this committee, we assess compliance with legislation and certifications. We also carry out external audits related to various certifications, such as Rainforest.

We develop internal programs aimed at promoting diversity, such as "Elas no Café", which aims to increase the inclusion of women in agribusiness, with the participation of female employees and producers. Another relevant program is "Expocacer Teens", which focuses on family succession and the sustainability of farms. Our administrative board establishes guidelines for the HR/People Management area regarding compliance with Diversity and Inclusion aspects.

Regarding human rights in the supply chain, we provide training to our members, who represent the main audience with potential impact on the issue. In order to join the cooperative, producers undergo assessments regarding the existence of sanctions and labor lawsuits. After joining, we continuously monitor the cooperative to prevent members associated with cases that violate human rights from remaining on their farms. Those who have certified coffee undergo internal and external audits to assess their field practices regarding compliance with national and international determinations related to the issue.

We recognize that tracking the effectiveness of the measures implemented by our cooperative on human rights and diversity is an aspect that needs to be improved. We currently do not have a system for evaluating the effectiveness of the actions implemented, nor have we established specific objectives, goals and indicators to assess progress on this topic.

To support our management measures, we hold regular meetings with managers, board members and other stakeholders, planning actions for the near future. Examples of these initiatives include internal management meetings, committee meetings, meetings with members, the Annual General Meeting (AGM) and participation in external events with other stakeholders. We conduct satisfaction surveys with employees and external audiences to gather perceptions and, based on this data, improve our management measures.

The reporting of the effectiveness of our measures is carried out through annual reports, disclosures on the cooperative's official channels and other communication spaces with interested parties.

**There were no cases of discrimination in 2024.**



# Diversity in Governance Bodies

GRI 405-1

	Age Range	Gender		Total
		Female	Male	
Administrative Board	16 to 25 years	0	0	0
	26 to 35 years	0	1	1
	36 to 45 years	0	1	1
	46 to 55 years	1	2	3
	56 to 65 years	0	2	2
	over 65 years	0	0	0
Executive Board	16 to 25 years	0	0	0
	26 to 35 years	0	1	1
	36 to 45 years	0	1	1
	46 to 55 years	2	0	2
	56 to 65 years	0	1	1
	over 65 years	0	0	0

# Employee Diversity

GRI 405-1

	Age Range	Gender		Total
		Female	Male	
Manager	16 to 25 years	0	0	0
	26 to 35 years	3	6	9
	36 to 45 years	4	6	10
	46 to 55 years	0	2	2
	56 to 65 years	0	1	1
	over 65 years	0	0	0

	Age Range	Gender		Total
		Female	Male	
Coordinator	16 to 25 years	0	0	0
	26 to 35 years	3	3	6
	36 to 45 years	2	5	7
	46 to 55 years	0	2	2
	56 to 65 years	0	1	1
	over 65 years	0	0	0
Analyst	16 to 25 years	1	3	4
	26 to 35 years	7	10	17
	36 to 45 years	6	9	15
	46 to 55 years	2	1	3
	56 to 65 years	0	1	1
	over 65 years	0	0	0
Assistant	16 to 25 years	13	12	25
	26 to 35 years	21	14	35
	36 to 45 years	5	6	11
	46 to 55 years	7	1	8
	56 to 65 years	1	0	1
	over 65 years	0	0	0
Young Apprentice	16 to 25 years	9	3	12
	26 to 35 years	0	0	0
	36 to 45 years	0	0	0
	46 to 55 years	0	0	0
	56 to 65 years	0	0	0
	over 65 years	0	0	0
Operational	16 to 25 years	3	26	29
	26 to 35 years	2	34	36
	36 to 45 years	6	21	27
	46 to 55 years	2	20	22
	56 to 65 years	11	7	18
	over 65 years	0	1	1



# Proportion between the base salary and remuneration received by women and those received by men, by functional category

GRI 405-2

	Criterion	Proportion
Managing	Base salary	100,00%
	Remuneration	87,95%
Director	Base salary	100,00%
	Remuneration	85,82%
Analyst	Base salary	100,00%
	Remuneration	71,68%
Coordinator	Base salary	100,00%
	Remuneration	76,37%
Assistant	Base salary	100,00%
	Remuneration	84,92%
Young Apprentice	Base salary	100,00%
	Remuneration	100,00%
Operational	Base salary	100,00%
	Remuneration	77,15%

# Fair Labor Practices, Health and Safety

GRI3-3 (material theme: Valuing Our People)



We consider Fair Labor, Health and Safety Practices to be a fundamental pillar of our management at Expocacer. Our actions, based on the principles of fair and safe work, aim to promote the well-being of our employees, resulting in a reduction in accidents and occupational diseases, in addition to increasing productivity. This is reflected in greater job satisfaction and lower turnover of our qualified workforce. With regard to external audiences, we are committed to involving all stakeholders so that, together, we can promote fairer and safer practices, always prioritizing care for people and based on respect for human rights.

We continually develop legal compliance and risk management within our cooperative, aiming to minimize potential labor lawsuits, fines and exposure to reputational risks, in addition to improving our third-party verification processes.

Our actions directly result in improving the quality of life of our employees, cooperatives and partners, strengthening our ties with the communities where we operate and encouraging local development through training and education. In view of the growing increase in international demands, we maintain our commitment to providing fair opportunities, ensuring the safety and health of all those involved.

Our governance structure includes policies for people management and workplace safety, including specific procedures for career progression, travel, remuneration and human resources processes. Through our people management policy,

We establish guidelines for hiring, management, integration and other related aspects, complemented by the job and salary plan. Compliance with these practices is validated through external audits conducted by certifying bodies 4C, C.A.F.E. Practices, Certifica Minas, CONAB, Fairtrade, FSMA, Rainforest Alliance, SMETA 4 Pilares and Regeneragri.

To align ourselves with certifications focused on employee care, we created the internal Equality and Responsibility for People committee, made up of members from the administrative and operational areas. This group meets regularly, providing an open and transparent environment for sharing ideas and any concerns, without fear or embarrassment.

To monitor the effectiveness of our practices, we hold regular meetings with the administrative board and the administrative board. On these occasions, we analyze and discuss people management indicators, including data on the health, safety and well-being of workers, some of which are reported to the appropriate entities.

# Occupational Health and Safety

GRI403-1,403-2,403-3,403-5,403-8

5

IGUALDADE DE GÊNERO

8

TRABALHO DECENTE E CRESCIMENTO ECONÔMICO

10

REDUÇÃO DAS DESIGUALDADES



We have implemented a health and safety management system aligned with ISO 45001 and Brazilian labor laws, including regulatory standards (NRs). Our system, which undergoes periodic internal and external audits, covers all of our workers whose functions are included in the scope of service orders, in accordance with NR-01, detailing job descriptions, risks, control measures and necessary personal protective equipment (PPE).

Our Occupational Health and Safety department conducts daily inspections to identify hazards and assess risks, preparing non-conformity reports when necessary, which are sent to the managers responsible for regularization. In the legal sphere, we have developed the Risk Management Program (PGR), the Occupational Health Medical Control Program (PCMSO), the Technical Report on Workplace Conditions (LTCAT) and the Ergonomic Report, which allow us to map risks and establish specific control measures for each activity. Based on these documents, we identify opportunities for improvements in processes and training with the areas and their employees.

We provide mechanisms for our employees to report dangerous situations without fear of reprisals, ensuring direct access to safety technicians and suggestion boxes installed in common areas. Our safety policy ensures that workers can stay away from situations that pose a risk of accidents or occupational illnesses without suffering any type of retaliation.

To investigate work incidents, we adopt the Ishikawa diagram methodology, a tool that helps us identify root causes and prevent recurrences, contributing to the continuous improvement of our safety processes.

We have improved our occupational health controls through a partnership with a specialized company responsible for conducting clinical and laboratory tests. We facilitate access to these services for all workers, assessing their suitability for their respective functions. The Occupational Health Certificate (ASO) is issued to qualified professionals, who receive a copy of the document. The partner company maintains all medical documentation, ensuring due confidentiality. We assess the quality of these services through satisfaction surveys, implementing adjustments when necessary.

We consider occupational health and safety training to be essential to ensure the physical and mental integrity of our team. We offer onboarding training upon admission and, subsequently, specific training related to regulatory standards NR 06, NR 10, NR 11, NR 12, NR 20, NR 23, NR 33 and NR 35.

We adopt several strategies to ensure health and safety in our cooperative, such as:

1. Providing specific training for each function and activity, addressing the risks involved and the necessary preventive measures;
2. Holding lectures and workshops, with specialized professionals and practical experiences to share;
3. Encouragement to participate in courses and training, through financial support and flexible hours;
4. Carrying out awareness campaigns, such as preventing work accidents, correct use of personal protective equipment (PPE), among others.

In 2024, we had some workplace incidents that required our utmost attention. We recorded six situations involving forklifts, pinched fingers/hands and falls from a small height. These events resulted in absences of more than 15 days, but fortunately there were no fatalities.

All risks have been duly identified and documented. We carry out daily inspections and any problems found are communicated to management for correction. We keep all legal documentation up to date through LTCAT and PGR, with the necessary control measures.

Regarding occupational health, we had no records of occupational diseases during the period. Our monitoring identified factors such as noise and dust that could potentially affect health, but we implemented appropriate controls, including the use of protective equipment.

The total volume of hours worked in 2024 was 713,520 HHT, which was calculated based on the total number of employees up to 12/31/2024 and the individual monthly workload.



Work accidents

(1)(2)(3)(4)

GRI 403–9

Number of deaths resulting from work accidents	0
Death rate resulting from work accidents	0
Number of work accidents with serious consequences	6
Rate of occupational accidents with serious consequences	90,90
Number of work accidents requiring mandatory reporting	6
Index of mandatory reportable work accidents	90,90

- (1) Workers under the CLT regime, interns and young apprentices were considered.
- (2) There are no third-party workers at Expocacer.
- (3) There were no deaths in the year 2024.
- (4) To calculate the indexes, work accidents were considered. sent to eSocial, as well as the number of man-hours worked, based on 1,000,000 hours worked.

Occupational diseases

(1)(2)

GRI 403–10

Number of deaths resulting from occupational diseases	0
Number of cases of occupational diseases requiring mandatory reporting	0

- (1) Workers under the CLT regime, interns and young apprentices were considered.
- (2) There are no third-party workers at Expocacer.

# Our Cooperatives and Suppliers



We recognize that our cooperative members and suppliers are fundamental to the success and sustainability of the organization. The cooperative producers represent the foundation of our organization, being not only coffee suppliers, but also owners and managers of the business, actively participating in strategic decisions and sharing the results obtained.

The relationship we maintain with our members goes beyond the commercial aspect, as we seek to promote their technical, social and economic development. We offer support through technical assistance programs, training, access to technologies and market information, which contribute to the continuous improvement of coffee quality and property management.



Our other suppliers also play a crucial role in our value chain. They are partners who help us with agricultural inputs, equipment, logistics services, packaging and many other products and services essential to our operations. We maintain transparent and long-lasting relationships with them, based on clear criteria of quality, sustainability and socio-environmental responsibility.

We understand that the quality of the coffee we export depends directly on the work and dedication of our members, as well as the efficiency and reliability of our supplier network. Therefore, we constantly invest in strengthening these partnerships, establishing effective communication channels, promoting regular meetings and developing joint projects that benefit the entire production chain.

Proper management of this relationship allows us to guarantee product traceability, meet the demands of international markets and maintain our competitiveness in the global coffee sector. In addition, the cooperative model we have adopted provides mutual benefits, such as greater negotiating power, risk sharing and opportunities for joint growth.

Our responsibility to our cooperatives and suppliers also extends to socio-environmental issues. We encourage and support sustainable production practices, responsible use of natural resources and the adoption of certifications that add value to the product and guarantee access to more demanding markets.

We believe that the success of our cooperative is directly linked to the prosperity of our members and the strength of our partnerships with suppliers. Therefore, we maintain an ongoing commitment to their development and appreciation, seeking to build lasting relationships that contribute to the sustainable growth of the entire coffee sector.

# Appreciation of Cooperative Members



GRI 3–3 (material theme: Valuing Cooperative Members)

We consider the management of cooperative members' appreciation to be an extremely important topic in our work at Expocacer. Through this management, we achieve greater engagement and loyalty, strengthening commitment to the cooperative, reducing sales risks to intermediaries and encouraging more active participation in decisions and assemblies.

Our development and training programs improve agricultural practices, facilitate access to technical knowledge and new technologies, and develop leadership among cooperative members and professionalize property management. These initiatives generate several economic benefits, such as better remuneration for the coffee produced, easier access to credit lines, and greater joint negotiating power.

From a sustainability perspective, our positive results stimulate young people's interest in remaining in the activity, strengthening producing families and preserving knowledge between generations. However, we face challenges such as investments in development programs, resources for technical assistance and the need to meet different cooperative member profiles. Managing varied expectations and the operational aspects of personalized service also require special attention.

We have identified significant opportunities in developing innovative programs to enhance our value, create competitive advantages and attract new qualified members. However, we need to be aware of potential risks, such as increased demand for benefits and the growing need for investment.

We have implemented several policies related to the appreciation of our members, including our Bylaws, Credit and Collection Policies, Use of FATES, Relationship with Members, among others. We regularly hold general meetings, field days and satisfaction surveys conducted by third-party companies, the results of which are analyzed by the board of directors.

Our Member Service Center (CAC) acts as the main intermediation channel, providing personalized service and direct referral of requests to the Executive Board. In 2024, we continued the registration update campaign, carried out welcome visits and promoted integration events.

We maintain a four-year strategic plan with a biannual review. In 2023, we set ambitious goals in our Cooperative Acts pillar, aiming to strengthen the sense of belonging, improve communication channels and increase our number of members by 40% by 2027.

We continuously monitor our objectives and indicators through regular meetings with managers, advisors and stakeholders. The information collected in satisfaction surveys and through the CAC allows us to evaluate the effectiveness of the measures implemented and propose adjustments when necessary. We share the results through annual reports and various communication channels with stakeholders.

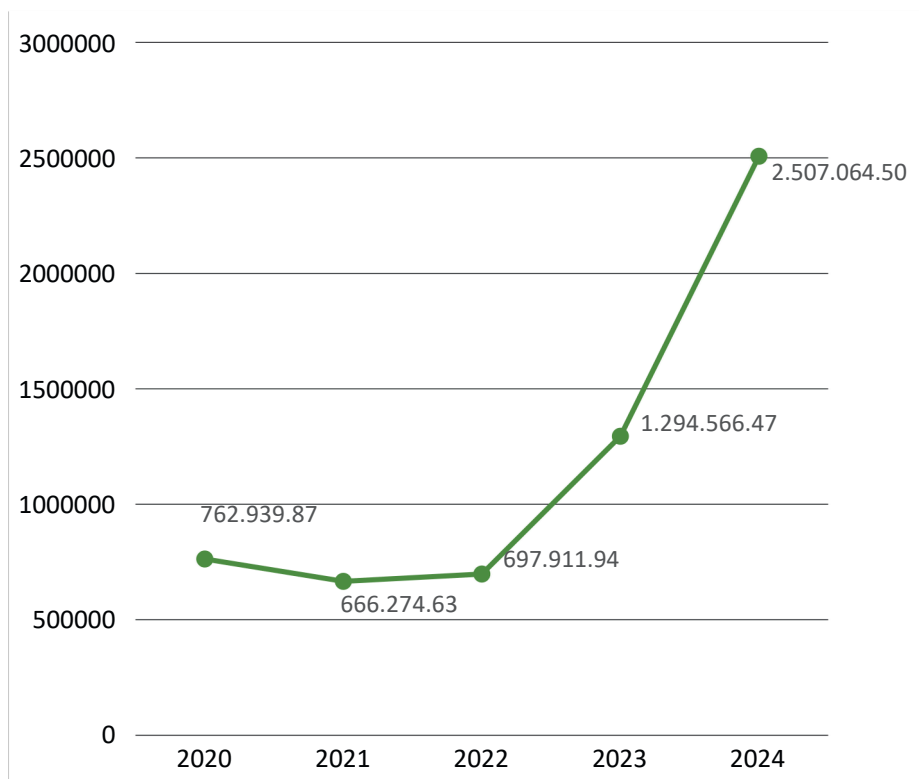
In 2024, the cooperative's membership was made up of 742 people, of which 329 were small producers (45.00%), 190 were medium producers (25.99%), 124 were medium to large producers (16.96%) and 88 cooperative members were large producers (12.04%). Expocacer obtained the highest net revenue in its history, which was over R\$1.9 billion, with over R\$2.5 billion distributed to cooperative members, in accordance with the surplus distribution process.

For all operations with cooperative members, the maximum percentage of net margin established for the current year must be used as a ceiling. The administrative board will be responsible for establishing the maximum percentage of the Net Margin to be applied to coffee purchase operations from cooperative members. The maximum margin limit worked in 2024 was 2%.

**SEGMENTATION OF COOPERATIVE MEMBERS BY PRODUCTION SIZE:**



## DISTRIBUTION OF SURPLUS FROM 2020 TO 2024



### Highlight 1: Member Segmentation: Structuring and Improving Service

In order to improve the structure and quality of service provided to members, two new sales agents were hired: Vinícius, who will work in Patrocínio, and Heleno, in Patos de Minas. In addition, customer portfolios were reorganized, ensuring that all members receive excellent service. Initiatives implemented on this front include:

### **Registration Update Campaign**

An initiative aimed at ensuring that cooperative members' data is up to date, ensuring greater agility in processes and communication between the cooperative and its members. Updating 80% of active cooperative member registrations.

### **Satisfaction Survey**

We conduct surveys to assess members' perceptions of the services offered by the cooperative, identifying opportunities for improvement and continuous development.

### **Welcome Visits**

Carried out directly on the rural properties of new members, these visits aim to strengthen ties and understand the specific needs of each producer. This initial proposal is essential to consolidate a partnership based on trust and dialogue.

### **Outreach Visits**

We conduct regular visits to cooperative members, reinforcing the cooperative's proximity and active presence in the daily lives of each producer. These visits were essential to identify specific demands and offer targeted support.

### **Ombudsman**

We have consolidated the ombudsman as an essential channel for registering suggestions, complaints and compliments, ensuring that the voice of members is heard and their demands are met efficiently. It has been used as an effective tool to provide solutions, ensure transparency and meet needs in an agile and assertive manner.

These actions reflect Expocacer's commitment to fostering excellent biodiversity for its members, promoting positive impact and continuous innovation.

## Highlight 2: Programs and Benefits for Members

- Belonging Program;
- Warehouse price list with exclusive conditions for cooperative members;
- Secure storage, with 24-hour surveillance and a digital camera monitoring system throughout the perimeter;
- Guaranteed identity and traceability of lots;
- Commercial consultancy;
- Group certification;
- Storage unit dedicated exclusively to specialty coffees;
- Technical guidance focused on quality production;
- Market analysis and guidance;
- Exclusive negotiations in the futures market (Forward Market);
- Exchanges through sales partnerships;
- Cooperative Member App and Portal — Exclusive online platform for cooperative members with quick and simple solutions;
- Group certification with consultancy and support for compliance with environmental and labor laws;
- Educampo Platform:
- Management and technological consulting;
- Guidance through lectures, courses, and technical visits to improve labor management and post-harvest quality;
- Unimed health plan;

- Cafeteria Dulcerrado:
  - Exclusive discounts for cooperative members; Platform
  - for recognizing and valuing coffee produced by cooperative members;
- Dulcerrado Industry:
  - Provision of roasting, grinding and bottling services;
- Distribution of surpluses relating to financial years.

**As actions developed focused on these audiences, we had:**

**Symposium on Paths to a Cutting-Edge Coffee Industry:** Fostering a sense of belonging among its members, the Symposium on Paths to a Cutting-Edge Coffee Industry brought together more than 1,200 people, including members, agribusiness companies and industry experts, at a business fair that offered lectures, courses, and exclusive business opportunities and solutions to producers. Although it is not part of Expocacer's line of business, the Symposium enabled the cooperative to negotiate more than R\$30 million in two days of the event. Read the summary of the Symposium on Paths to a Cutting-Edge Coffee Industry

Vanguard: [Click here](#)

**Essences Program by Expocacer:**

With a view to increasing the consumption of specialty coffees and consequently increasing the range of opportunities that this trend brings to producers, Expocacer held the second edition of the Essências Program, an initiative that aims to instruct and encourage quality production for small and medium-sized producers who do not yet work with specialty coffees. The program offers advice on post-harvest practices, assisting them in all phases and protocols that demonstrate quality, in a personalized manner, always respecting the individualities of each crop.



The success of the pilot edition resulted in the submission of 16 samples to specialty coffee competitions, in addition to the launch of coffees in the Special Edition of Cafeteria Dulcerrado by Expocacer, a brand of industrialized coffees from the cooperative that promotes specialty coffees from its producers. The 2024 edition had the participation of 22 producers whose lots showed potential for specialty coffees, achieving an average score between 84.5 and 88 points on the sensory evaluation scale.

**Teens by Expocacer:** The program aims to prepare young people for family succession and training in agribusiness. Its main activities include presenting cooperative principles and the history of coffee, contextualizing the production of specialty coffees, providing management training and visiting farms. The target audience is young people (children, nephews and grandchildren of cooperative members) interested in pursuing a career in coffee farming. Learn more about Expocacer Teens 2024:

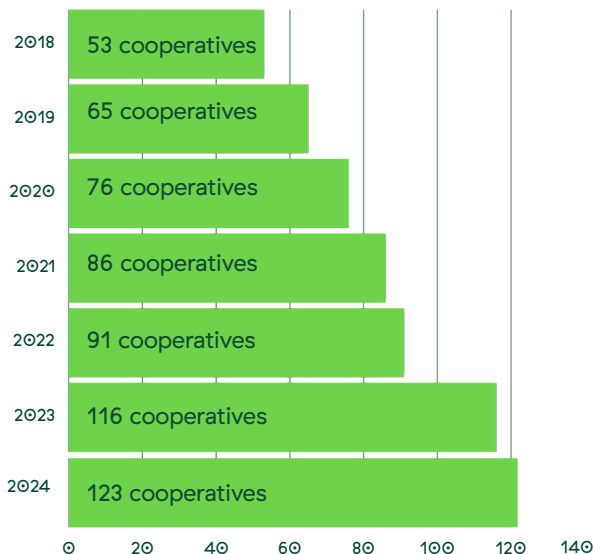
[Click here](#)



**Women in Coffee:** This is an initiative by Expocacer that stands out as a true catalyst for change in the coffee sector, promoting gender equality and valuing women's work, from the field to the cup. Since its creation in 2015, the program has been essential for training, generating knowledge exchanges and providing transformative experiences, with a direct impact on increasing female participation in the coffee agribusiness. The success of the program was so significant that, in addition to strengthening Expocacer, it was embraced by other cooperatives in the Cerrado Mineiro Region System, further expanding its reach and impact.

Aimed at cooperative members, wives, daughters, granddaughters of cooperative members and female employees, the program continues to be an important instrument of inclusion, with emphasis on the actions carried out in 2024, which continued to transform realities and break down barriers in the coffee agribusiness.

Since the beginning of the program, 10 years ago, the number of cooperative members has increased:



## Main Events:

**Regenerative Dialogues:** Expocacer launched the Regenerative Dialogues Program in 2024, with the aim of promoting events focused on sustainability and offering a technical and informative approach on the various aspects, practices, studies and regenerative techniques applied to coffee farming. The program aims to promote the exchange of knowledge, training and discussion on solutions that directly impact coffee producers and the environment.

**Regenerative Dialogues Field Day and Regenerative Dialogues with Women:** In 2024, the program featured notable events such as the Regenerative Dialogues with Women, held in partnership with Starbucks on September 12, which focused on discussing the role of women in the coffee sector and sustainable practices in coffee cultivation. Another important event was the Regenerative Dialogues: "Regenerative Certification for Coffee Farming: Opportunities and Perspectives", which explored the opportunities and challenges of regenerative certifications, promoting a debate on how they can benefit the sustainability and quality of coffee production. These meetings are part of Expocacer's commitment to promoting regenerative practices and promoting a more sustainable future for coffee farming, with the active participation of producers, cooperatives and partners in the sector.

**Women in Coffee Workshop 2024:** Promoted by Expocacer between February 19 and 24, it trained women in the coffee sector with theoretical and practical classes, covering topics such as the history of coffee farming, coffee quality, business management, and sustainability. The workshop reinforced the cooperative's commitment to diversity and inclusion, promoting female empowerment. The course offered specialized content, such as sensory analysis, roasting techniques, and success stories from professionals in the region, in addition to competitions and a visit to a

cooperative farm. The vacancies filled up quickly, and it is estimated that around 400 women have already been trained by the program. The initiative aims to integrate women into the coffee agribusiness, providing them with tools to add value to coffee production and management, in addition to strengthening their participation in the market.



**Elas no Cerrado Mineiro Festival:** The Elas no Cerrado Mineiro Festival, held annually, is more than a coffee competition. Held in the Cerrado Mineiro, the first region in Brazil with a Designation of Origin for coffee production, the festival highlights the quality and unique flavor of the coffees produced in this region. It is a true celebration of the role of women in the coffee sector, promoting their visibility, encouraging collaboration between cooperatives and highlighting sustainable agricultural practices. The purpose of the Elas no Cerrado Mineiro Festival is to reward the excellence of coffee produced by women, and the event also inspires future generations of female coffee growers.

In 2024, the third edition of the "Elas no Cerrado Mineiro" Festival awarded the best coffees grown by women in the region, during the International Coffee Week 2024 (SIC) in Belo Horizonte. The event, organized by Expocacer and supported by Sebrae Minas, was attended by of cooperatives and Carmocer, Expocacer, monteCCer and Cooacer

Araguari. In total, 93 coffee samples were entered, with ten from each cooperative advancing to the final.

The main prize was won by Carla Poliana da Silva Oliveira (Carmocer), with 90.83 points, who highlighted the importance of women on her property. Second place went to Elesandra Achado Beloni (Expocacer) with 89.83 points, and third place went to Ana Silva Cunha (monteCCer) with 89.5 points.

In addition to the competition, the festival also awarded the Impact Woman Trophy to Karina Santos Gontijo Seibit, recognizing her sustainability actions on her properties. The event reaffirms the commitment to valuing the role of women in coffee farming and strengthening their participation in quality and innovation processes.





**Quality + Impact:** The event "Quality + Impact", promoted by Expocacer, had a remarkable start with a panel dedicated to the Market Overview and Consumption Trends. Moderated by Sandra Moraes, the cooperative's Specialty Coffee Manager, the meeting brought together experts to discuss the main transformations in the sector. Among the guests, Beto Taguchi and Ricardo Pereira, from AGE Coffee, stood out, who shared strategic insights on the current scenario and the prospects for the future of specialty coffees. During the panel, topics such as the evolution of global demand, consumer preferences and the appreciation of traceability and sustainability in coffee farming were discussed.

On the second day of the event, participants had the opportunity to experience an enriching sensory experience. The program included a Cupping session at the Cerrado Coffee Excellence Center (CEC), where members and guests were able to deepen their knowledge of the SCA (Specialty Coffee Association) methodology.

The activity allowed for a careful analysis of the sensory attributes of the coffees, reinforcing the importance of quality, innovation and precision in the evaluation of the beans. With a structured program to offer technical knowledge and strategic vision, the "Quality + Impact" event reaffirms Expocacer's commitment to providing its members and partners with qualified information, connection with market trends and constant improvement in the production of specialty coffees.



## Claudio Nasser Launch – first coffee with verified low carbon production –

**Carbon Track:** Cafeteria Dulcerrado by Expocacer reaffirmed its commitment to valuing specialty coffee by launching an exclusive course, designed for those who wish to delve deeper into the world of the drink.

The event marks a significant step forward for sustainable coffee farming, reinforcing the commitment of Expocacer and its producers to environmental responsibility and the production of coffees aligned with the demands of the global market.

Carbon Track is a pioneering milestone, bringing a detailed traceability model of carbon emissions throughout the entire production process. The certification proves that the coffee was grown using practices that minimize environmental impact, promoting more efficient and regenerative cultivation.



# Supplier Management

GRI3-3 (Material Theme: Supplier Management)  
and Third Parties),308-2,408-1,409-1



In light of new international regulations — such as the European Anti-Deforestation Regulation (EUDR) — we have significantly strengthened the governance of our supply chain. Full traceability of coffee, from origin to end customer, is a differentiator that allows us to ensure not only legal compliance, but also sustainable, standardized and safe practices throughout the coffee's origin.

Our management model provides operational and strategic gains: we optimize logistics flow, reduce losses, increase inventory predictability and improve delivery and export planning. These improvements strengthen our competitiveness, expand access to demanding markets and position us as a reference in origin, quality and sustainability.

From an economic perspective, we highlight the achievement of economies of scale, better negotiation conditions with strategic suppliers and the reduction of operating costs. The consistency of the quality of exported batches also adds value, generating better commercial opportunities and greater brand recognition.

However, managing a broad and diverse supply chain like ours poses significant challenges. Demands for technology, specialized labor, document control, audits and systems integration increase administrative and financial complexity. In addition, the heterogeneity of cooperative member profiles requires flexibility in implementing policies, training programs and ongoing monitoring.



To mitigate these risks, we have structured robust governance policies, such as the Coffee Purchasing Policies, Relationship with Cooperative Members, Registration, General Purchasing, in addition to a Code of Conduct for Suppliers, Depositors and Cooperative Members (access via QR Code on the side).



[Click here](#)

We have developed a Supplier Management Program focused on ESG criteria, supported by our own traceability system and the Smart ESG solution from Serasa Experian, which monitors compliance with socio-environmental requirements on properties.

In the field of certification, 53% of our volume is already certified by internationally recognized protocols, such as Rainforest Alliance, **4C and C.A.F.E. Practices.** We have also developed our own protocol with Equivalence Mechanism approved by the Global Coffee Platform (GCP), with the goal of certifying 100% of cooperative members.

Our commitment to transparency is reflected in annual reports and ongoing communication with stakeholders, reinforcing trust in our ESG governance. Strategic supplier management, based on socio-environmental and governance criteria, is essential to ensure chain resilience, maintain product integrity and generate shared value in the long term.



# Impact on Society

GRI 3-3(Material theme: Development of the Regions of Operation), 413-1



Expocacer's activities are intrinsically linked to sustainable regional development. By generating direct and indirect jobs, strengthening local commerce, attracting investment and promoting coffee culture, we contribute to boosting the economy in the regions where we operate.

With over three decades of history in the Cerrado Mineiro, Expocacer has established itself as a cooperative that drives positive transformation in the region, promoting responsible and innovative coffee farming. Our collective initiatives focus on environmental sustainability, social responsibility and strengthening human capital, directly or indirectly benefiting over 2,000 families.

We believe that socioeconomic development must go hand in hand with environmental preservation and improving the quality of life of communities. Therefore, we carry out projects that range from education and training to health, sports and culture. We also encourage volunteering among employees and cooperative members, expanding the scope of social actions and strengthening the sense of belonging.

In the environmental field, we encourage the adoption of sustainable agricultural practices, focusing on water resource conservation, biodiversity protection, waste management and environmental awareness. These actions contribute to the climate resilience of properties and the preservation of natural resources that support coffee production.

Among the opportunities for the future, we highlight the development of rural tourism projects, the creation of research and innovation centers, and the implementation of educational centers focused on the countryside, as ways to diversify the regional economy and encourage the recognition of the geographical indications of the Cerrado Mineiro.

We recognize that digital transformation is one of the pillars for the sustainable advancement of the sector. Digitalization offers ways to modernize production, optimize processes, expand marketing channels and promote digital inclusion in rural areas. However, it requires continuous investment in infrastructure and community training, challenges that we are committed to addressing strategically and collaboratively.

Valuing human capital is a priority on our agenda. We invest in development and training programs for employees, cooperatives and communities, with the aim of generating lasting social impacts. The engagement of volunteers and institutional partners enhances the results of these actions, consolidating Expocacer as an agent of social transformation.

The cooperative also makes donations and supports philanthropic institutions in the municipality of Patrocínio, encouraging collaborative projects that expand access to rights and strengthen citizenship.

To ensure decisions are aligned with local needs, we maintain participatory governance with regular meetings between directors, advisors, committees, cooperative members and other stakeholders. Active listening is also promoted through satisfaction surveys with internal and external audiences, generating support for the continuous improvement of actions.

Although there are opportunities for improvement in measuring the impacts generated, we monitor the effectiveness of initiatives through annual reports, updates on the cooperative's official channels and spaces for dialogue with stakeholders. This transparency is one of the pillars that support our commitment to socio-environmental responsibility, good governance and building a fairer and more sustainable future for all.

### **Social Investment and Community Impact — Cooperation that Transforms**

**Lives:** In 2024, Expocacer allocated R\$279,191.44 to social initiatives that benefited approximately 3,000 people, reaffirming its commitment to human development, equity and the strengthening of the communities where it operates.

Driven by the power of cooperation and the construction of a fairer and more inclusive society, we seek partnerships that go beyond commercial relations. Through our partnership with Taylor's of Harrogate, we have made significant donations to charitable institutions in Patrocínio-MG, strengthening our social work and promoting real and lasting impacts.

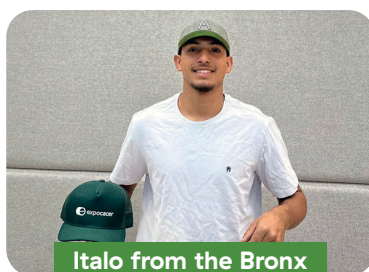
**Recanto São Vicente Elderly Home:** With a focus on welcoming and caring for the elderly population, this institution, recognized for its social relevance, was also included. Expocacer donated approximately R\$8,000.00, contributing to the care and quality of life of 58 elderly people assisted by the organization.

Participation in social initiatives is an essential value for members and collaborators, reflecting the spirit of cooperation that permeates the history and development of Expocacer.

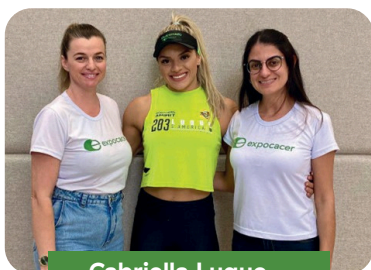
**Support for Sports:** Recognizing sports as a fundamental social tool, we also support local athletes. In 2024, we provided support to the athletes from Patrocínio Gabriel Ávila (jiu-jitsu), Gabriella Luque (CrossFit), Ítalo do Bronx (jiu-jitsu), Nicolas Rafael Machado (cycling) and Maria Fernanda Barbosa Urbano (karate). The incentive allowed them to continue training and participate in national and international championships, resulting in significant achievements that brought titles, joy, a sense of belonging and pride to Minas Gerais and Brazil.



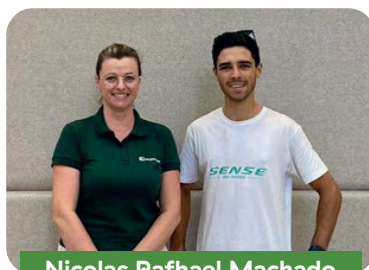
**Gabriel Avila**  
Jiu-Jitsu Athlete



**Ítalo from the Bronx**  
Jiu-Jitsu Athlete



**Gabriella Luque**  
CrossFit Athlete



**Nicolas Rafael Machado**  
Cycling Athlete



**Maria Fernanda Barbosa Urbano**  
Karate Athlete

**TOTAL DONATIONS RAISED IN 2024, BY  
BENEFITED INSTITUTION:**

Project/ Organization	Value (R\$)
São Geraldo Educational Center	R\$ 14.300,00
Cerrado das Águas Consortium	R\$ 73.818,00
Dr. Ocacyr Siqueira Oncology Center	R\$ 18.000,00
Rural Council for Preventive Security of Patrocínio	R\$ 89.000,00
São Vicente de Paula Society (Children's Home of Patrocínio)	R\$ 3.200,00
Association of Volunteers of Patrocínio	R\$ 1.200,00
Father Eustáquio Foundation (Casa da Menina)	R\$ 2.400,00
Patrocine (project to hold movie sessions in state schools of Patrocínio)	R\$ 2.433,00
Federation of Coffee Growers of Cerrado – Attitude School Award	R\$ 69.428,60
Basic food baskets for donation	R\$ 5.411,84 R\$
Attitude Nursery	15.000,00
<b>Total</b>	<b>R\$ 294.191,44</b>

# Commitment to the Quality of Products and Services

GRI 3–3 (material theme: Quality and Responsibility for Products and Services)



Our quality management and responsibility for products and services at Expocacer generates significant positive impacts, directly reflecting our competitiveness in the international market. By meeting the demands of various consumer markets and differentiating our product in the global coffee sector, we expand opportunities for access to more selective and profitable niches, establishing more stable and lasting commercial relationships.

Through efficient quality management, we improve the traceability of coffee from production to export, a fundamental aspect in view of the growing international regulations on sustainable production. In addition, we reduce losses and waste in processing, ensuring consistent quality and promoting the continuous improvement of our processes.

We have observed positive impacts on customer satisfaction, with a reduction in complaints and returns, strengthening of our reputation and loyalty of international buyers. This scenario directly benefits our members, providing better remuneration for quality coffee, access to technical knowledge and good practices, in addition to greater security in marketing.

We recognize the challenges inherent in quality management, such as high operating costs resulting from investments in control systems, certifications, audits, training and equipment modernization. Management complexity also increases due to the need for robust systems, extensive documentation and the demand for specialized professionals.

To ensure the quality, safety and integrity of our products, Expocacer adopts strict management policies guided by structured processes that cover everything from customer relations to marketing, logistics and standardization of coffees. Our commitment to food safety is reflected in compliance with the requirements of the FSMA (Food Safety Modernization Act) legislation, ensuring strict control of all loads received at the warehouse for risks of physical, chemical or biological contamination. In the event of non-compliance, corrective measures are immediately implemented, accompanied by educational actions to raise awareness among those involved, through training, technical materials and internal campaigns. Food safety is not just a requirement — it is a principle that guides our entire value chain, ensuring that the coffee delivered to the market preserves its quality, authenticity and reliability.

We maintain strict inspections in our warehouses, with specialized teams, self-cleaning equipment, metal detectors and camera monitoring. We guarantee traceability at all stages of the production process and, for organic coffees, we comply with certification requirements with specific laboratory analyses.

We invest in the regular training of our employees, with quarterly training sessions that cover both the general team and strategic areas. We hold regular meetings with the responsible areas and senior management, complemented by events, training sessions and external audits.

We review our strategic planning every four years, with adjustments every two years. In 2023, we will involve managers, board members and stakeholders in defining our future direction, prioritizing not only commercial growth and financial strengthening, but also sustainability. We focus especially on two pillars:



Marketing, aiming to expand our presence in the Cerrado Mineiro Region and expand our client portfolio; and Logistics, seeking productive and technological efficiency.

In terms of traceability, we have identified that 96% of our 750 members comply with EUDR (European Union Deforestation Regulation) legislation. This regulation aims to control the import of agricultural commodities, including coffee, ensuring that they do not come from deforested areas. In this way, we ensure that our supply chain meets the legal and technical standards and guarantees required by the European Union.

**PERCENTAGE OF PRODUCTION VOLUME COMING FROM  
OPERATING UNITS CERTIFIED BY RECOGNIZED FOOD SAFETY  
STANDARDS:**

Certification	Certified area of cooperative members		Area of groups managed by Expocacer	
	Hectares (ha)	Bags	Hectares	Bags
4C	15.358,77	451.915,50	15.020,77	448.715,50
Orgânico	4.953,00	129.819	0,00	0,00
C.A.F.E. Practices	15.891,72	482.624,69	15.366,02	457.530,69
Fairtrade	992,87	29.133,80	0,00	0,00
Nespresso	17.804,75	483.896,16	7.833,02	199.611,55
Rainfores Alliance	30.858,55	816.340,40	11.367,87	326.118,75
Regenagri	17.343,60	356.112,43	15503,60	318101,18
Total	107.116,55	2.859.684,98	68.134,06	1.788.088,92



## Environmental Pillar

- **Environmental Responsibility**

Social, Environmental and Climate Risk  
Management Practices Regenerative  
Coffee Farming Waste and Circular  
Economy Emissions Energy Soil and  
Nutrient Management

- **Nature Conservation and Biodiversity (material theme:  
Conservation of Nature and Biodiversity)**



Environmental responsibility is one of the pillars that guide Expocacer's mission, principles and strategic guidelines. We continually reaffirm our commitment to sustainability, not only as a philosophy, but as an essential driver for generating long-term value. Through concrete actions, we seek to promote coffee farming that is aligned with environmental preservation, innovation and respect for natural resources.

In 2024, we made significant progress on our journey towards more sustainable production, integrating environmental, social and economic aspects in a balanced and strategic way. One of the main milestones of this progress was the certification of 17,356.19 hectares of coffee under the Regenagri seal, a result that reflects the strengthening of our environmental maturity and the growing engagement of our members in regenerative and low-impact practices.

The Technical Department for Sustainability, made up of specialists from different areas, is responsible for working with cooperative members to provide guidance on compliance with local legislation, to carry out actions together with owners and to provide guidance on meeting market certification criteria and socio-environmental projects developed by Expocacer.

The area works directly to support the production of certified coffees, enabling the addition of value to the coffees of associated producers, thus meeting the demands of the cooperative's customers and business partners from all over the world. The sector's main responsibility is also to encourage coffee growers to participate in internal working groups, such as Educampo, the Low Carbon Coffee Growing Project, the Assisted Pollination Project and Regenerative Coffee Growing.

In addition to field activities, the Department is responsible for the structural and documentary organization of properties, through providing advice and monitoring compliance with environmental and labor laws.

Our environmental performance is continuously monitored at all our facilities, ensuring compliance with the relevant legal requirements. In addition to complying with the legislation, we seek to identify opportunities to make our environmental initiatives more robust, in addition to establishing strategic partnerships to increase our positive impact on stakeholders.

Regarding the use of natural resources, our water consumption in 2024 was 6.76 ML.

### **Social, Environmental and Climate Risk Management Practices**

Expocacer's management is guided by structured processes, which strengthens our ability to identify, assess and mitigate social, environmental and climate risks that may impact our members, suppliers and the value chain as a whole.

As part of this strategy, we conduct careful analyses of both existing cooperative members and new candidates, considering the legal, environmental, climate and social aspects of each property. This preventive and personalized approach allows for proactive action, focused on compliance and long-term sustainability.

The Technical Department for Sustainability – made up of a multidisciplinary team – leads this work, offering direct support to cooperative members in adapting to current legislation, meeting the criteria required by market certifications and executing socio-environmental projects promoted by the cooperative.

Among the consolidated practices, the use of georeferenced images stands out to assess land use, identify possible environmental non-conformities, impacts on biodiversity, and interference with ecosystem services. This methodology strengthens property monitoring and contributes to environmental conservation.

Complementing this analysis, we conducted **572 internal audits** throughout the year on cooperative members' properties. These audits included field interviews, document assessment and verification of requirements related to working conditions, health and safety, as well as structural aspects of property management.

Based on the diagnoses prepared based on the three pillars of sustainability – social, environmental and economic –, we developed the **plans of monitoring individualized**, promoting continuous improvement of good practices and the appreciation of rural producers aligned with ESG principles.

## Regenerative Coffee

In 2024, we made significant progress in consolidating regenerative coffee farming as one of the strategic pillars of Expocacer's sustainability. One of the most relevant milestones was obtaining the Regenagri® seal, which positioned Expocacer as the first coffee cooperative in the world to be certified as regenerative, with 100% approval in the external audit, validating our processes and our socio-environmental governance.

Continuing this movement, we encouraged new members to join the initiative, expanding the program's reach. Over the course of the year, two more groups of producers were certified, totaling four groups recognized by Regenagri®, which represents more than

15 thousand hectares certified and managed by Expocacer. In total, considering the cooperatives in transition and those already certified, we reached more than 17 thousand hectares dedicated to regenerative practices, reaffirming our commitment to agricultural production with a positive impact.

Regenerative certification attests to the excellence of the processes applied not only on the farms, but also in the cooperative's operational structure. Among the practices implemented, the following stand out:

**Use of renewable energy** in Expocacer operations and cooperative farms, reducing the carbon footprint of the units.

**Selective waste collection and reverse logistics**, promoting savings circular and minimizing environmental impacts.

**Complete traceability of regenerative batches**, from receipt at the warehouse to delivery to the end consumer, ensuring transparency, integrity and trust in the origin of the coffee.

**Continuous monitoring of soil and water health indicators environmental** on certified farms, promoting the regeneration of ecosystems and the improvement of environmental services.

In the field, cooperative members have been adopting a robust set of regenerative agricultural practices, with technical support from the Expocacer team. Among these practices, the following stand out:

**Planting cover crops** is an essential practice for soil enrichment, erosion control, and increasing the agroecological resilience of crops. These crops contribute to soil structuring, improving its water retention capacity, reducing compaction, and promoting increased organic matter and biological activity. Furthermore, they act as natural barriers against erosion caused by heavy rainfall and help suppress weeds, reducing the

need for herbicide use. This practice also contributes to nutrient cycling – especially nitrogen, in the case of legumes – and favors biological diversification, which strengthens ecosystem services and makes the production system more balanced, efficient, and sustainable in the long term.

**Use of biological inputs and organic compounds**, promoting soil health and reducing dependence on synthetic chemicals.

**Biodiversity management** with agroforestry consortia, integration of native species, and conservation of natural areas.

**Efficient water management**, with rational irrigation practices and spring preservation.

**Low carbon emissions, aligning production with** global climate change mitigation commitments.

These actions are aligned with ESG principles and contribute to crop resilience, producer appreciation, and the generation of sustainable value for the entire coffee chain. In addition, they reinforce Expocacer's image as a global reference in sustainability, innovation, and governance in coffee production.

For us, regenerative coffee farming is more than just a certification: it is a commitment to the future of agriculture, people and the planet.

## **Waste and Circular Economy**

Although our waste generation is not significant, we comply with all relevant legislation on the subject. All sectors of the organization have selective collection bins so that employees can dispose of waste correctly. All waste

generated in the cooperative are disposed of correctly and controlled by MTR (Waste Transport Manifest). In addition, the Waste Movement Declaration (DMR) is issued, which states which volumes were discarded and the locations where they were received.

The programs and initiatives implemented by our organization to promote the proper disposal of waste and the circular economy have generated significant results. The following stand out among the main results:

**Waste Reduction:** We managed to reduce the amount of waste sent to landfills from 686 kg per year to 505 kg in 2024;

**Education and Awareness:** We carried out education and awareness campaigns that reached all our employees, encouraging sustainable practices and the correct separation of waste;

**The implementation of cups and mugs made of bamboo fiber** resulted in a significant reduction in the use of disposable cups. This initiative directly contributes to reducing the volume of plastic waste generated, reinforcing sustainable practices and aligning with the principles of environmental responsibility and efficiency in resource consumption.





# Waste Generated (tons)

GRI 306-3

Hazardous waste	0,41
Non-hazardous waste	5,70
Total	6,11

# Waste not intended for final disposal (1) (ton)

GRI 306-4

	Preparation for reuse	Recycling	Other recovery operations	Total
Hazardous waste	0,00	0,00	0,00	0,00
Non-hazardous waste	2,73	2,46	0,00	5,19
Total	2,73	2,46	0,00	5,19

(1) All waste generated is sent to operations recovery and disposed of outside the organization.

# Waste destined for final disposal( 1 ) (ton)

GRI 306-5

	Incineration (with energy recovery)	Incineration (without energy recovery)	Grounding	Outras operações de disposição (2)	Total
Hazardous waste	0,00	0,00	0,00	0,41	0,41
Non-hazardous waste	0,00	0,00	0,51	0,00	0,51
Total	0,00	0,00	0,51	0,41	0,92

(1) All waste generated is sent for recovery operations and arranged outside the organization.

(2) In 2024, 1,150 liters of used oil were sent for re-refining.

## Emissions

GRI305-1,305-2,305-3

In keeping with our commitment to define and implement a strategy to combat climate change in our operations and value chain, we have made progress in incorporating the issue into our strategic planning, taking into account the impacts of climate change on our financial and commercial aspects. This demonstrates that each year we aim to develop our journey to reduce our emissions and to engage more with our partners, such as cooperatives and other suppliers, on this issue.

It is with great satisfaction that, in 2024, upon completion of the emissions inventory carried out in partnership with a consultancy, we received the Gold seal of the Brazilian GHG Protocol Program.

This recognition is given to companies that carry out their greenhouse gas emissions inventories in a complete manner and have them verified by an accredited third party.

Our 2024 inventory is under development and the release of third-party verified data is scheduled for May 2025. It is structured based on the methodologies of the Greenhouse Gas (GHG) Protocol and the Brazilian GHG Protocol Program, based on the operational control approach. Our inventories consider direct and indirect emission sources of Scopes 1, 2 (location approach) and Scope 3. We present a partial total of emissions equal to 428.65 tons of carbon dioxide equivalent, of which 244.516 corresponded to Scope 1 emissions, 154.184 to Scope 2 emissions and, for Scope 3, we obtained a total of 29.95 tons of carbon dioxide equivalent.

As next steps, we will reinforce our work to define strategies that will allow us to reduce emissions by source, improve emissions management and define science-aligned targets according to the SBTi.

Inventory comparison according to the 2023 base year tool:

Scope	Total (tons of CO2 eq.) 2023	Total (tons of CO2 eq.) 2024 in the base year 2023 tool version	Total (tons of CO2 eq.) 2024
Scope 01	272,79	242,518	244,516
Biogenic emissions Scope 01	14,23	32,912	33,964
Scope 02	101,11	99,25	154,184
Scope 03	36,24	28,1	29,95
Biogenic emissions Scope 03	0,09	0,01	0,05
Total	410,14	369,87	428,65

The Getúlio Vargas Foundation (FGV), which manages the GHG Protocol tool in Brazil, updates the emission factors annually. In this sense, it is essential to analyze emissions according to the spreadsheet for the base year, which in our case is 2023, to ensure a fair comparison. It is worth noting that two emission sources were included in scope 1: industrial processes related to the use of welding and the treatment of effluents from septic tanks.

**In 2023, we consumed 2,652.49 MWh of energy, while in 2024 we reduced this to 2,561 MWh, which represents a reduction of approximately 3.45% in energy consumption. In addition, we purchase energy from renewable sources, as proven by our i-REC certificate.**

### **Highlight: Carbon Reduction and Neutralization Actions**

In 2024, we will move forward with projects aimed at reducing our direct emissions. As our main actions, we started to supply all of the cooperative's cars with ethanol only. The production of photovoltaic energy was continued, with the generation of 119.87 MWh for use in our structures. Also in progress, we implemented a pilot project to use 1 electric forklift, replacing LPG forklifts. To neutralize carbon in our supply chain, we certified 4 groups of cooperative members according to regenerative agriculture criteria.

# Energy

GRI 302-1

The main goals of energy management at Expocacer are to ensure energy supply, manage risks, increase efficiency in energy use and minimize the environmental impacts of the organization's energy matrix, including reducing greenhouse gas emissions.

We monitor specific energy performance indicators and have an institutionalized program aimed at continuously improving our energy management model. In 2024, after implementing the telemetry system to monitor the energy consumption of our equipment, we were able to see improvements in energy consumption, with a 19.98% reduction. In this way, we aligned our energy management with best practices, through demand analysis and the replacement of equipment with high energy consumption.

In recent years, we have dedicated ourselves to increasing our energy performance as a strategic decision to reduce the use of fossil fuels and encourage the integration of renewable energy sources into our energy mix. To this end, we have the support of a specialized consultancy that recommends the best energy purchase prices on the free market.



Every year, the total energy consumption indicators for the previous year are assessed to identify areas for improvement. Since 2022, we have implemented a photovoltaic solar energy generation system, which is responsible for increasing the consumption of clean and renewable energy, meeting the entire energy demand of the administrative building, in addition to reducing part of the demand from other sectors.

## Total Energy Consumed (GJ) <sup>(1)</sup>

GRI 302-01

	Result 2023	Result 2024
<b>Fossil fuel consumption</b>	<b>4.294,43 <sup>(2)</sup></b>	<b>3.090,85</b>
Gasoline Diesel oil Liquefied	583,96	65,18
Petroleum Gas (LPG)	851,48	304,14
<b>Electricity consumption</b>	<b>2.858,98</b>	<b>2.721,54</b>
Electricity – Free market	<b>10.011,30</b>	<b>8.356,70</b>
Electricity – Self-generation of	9.491,72	7.925,17
the photovoltaic system	519,59	431,53
<b>Consolidated Total</b>	<b>14.305,71 <sup>(2)</sup></b>	<b>11.447,55</b>

<sup>(1)</sup> The conversion factors of the 2024 National Energy Balance were used, made available by the Energy Research Company (ENP).

<sup>(2)</sup> Value corrected in relation to the sustainability report of 2024, relative to the year 2023.

## Solo and Nutrient Management

In addition to encouraging coffee farming among our members, we recognize our responsibility to propose initiatives related to soil health regeneration, biodiversity restoration, and improved water quality. The ECO Protocol, launched in 2024, includes mandatory criteria that encourage the application of sustainable soil and pest management practices for full compliance with the Protocol by members. The criteria describe the mandatory preparation of agronomic management plans, pest control plans, and participation in technical assistance. In 2024, the trend of advances in soil and nutrient management among our members reached the level of more than 15 thousand hectares certified with the REGENAGRI seal, distributed in four groups, of which two had already been certified since 2023. Our focus has been on continuous improvement and monitoring of these initiatives.

In addition, a strategic partnership was established with customers to provide cover crop mix seeds, a regenerative practice that significantly contributes to soil health and recovery. In total, 3,080 kilos of seeds were distributed in 2024, which were planted on 220 hectares.

Through the support of the Educampo Platform, Expocacer supports practices that promote and apply biological management in the cultivation and production of coffee by its members. The group of professionals dedicated to the program is made up of agricultural engineers and are experts in the subject. Through the proposed management, they help members to control possible pests and diseases, promote better root development of plants and increase microbial activity in the soil, in addition to favoring the cycling and availability of nutrients.

**Featured: Educampo**

Educampo is a SEBRAE platform that, in partnership with Expocacer, provides exclusive management tools, through which producers have access to reliable information and various analyses that help in the construction of strategic business planning, making it efficient. Producers have access to everything from technology and effective management for their business, to consultancy on regenerative coffee farming management and biological management. In 2024, we achieved many milestones with the Educampo groups. The project attracted several new members, allowing the expansion and reorganization of producers in existing groups. In addition, we inaugurated two new groups and remain committed to expanding our impact, reaching even more members.

**EDUCAMPO NUMBERS:**

	<b>Result 2023</b>	<b>Result 2024</b>
Number of consultants	8	7
Participating cooperatives	107	116
Participating farms	142	172
Hectares of coffee	18.393,67	18.997,29





# Nature Conservation and Biodiversity

GREY 3-3, 304-2, 304-3, 304-4



The conservation of nature and biodiversity is directly related to the crops grown by our members. Sustainability in production allows for the maintenance of soil quality, the protection of water resources and the natural control of pests. Conservation practices increase resilience to climate change and favor natural pollination, contributing to productivity. In addition, there is the promotion of ecosystem services that guarantee water balance, regulate the microclimate, preserve soil quality and prevent erosion.

From a market and competitiveness perspective, promoting nature conservation and biodiversity allows us to access markets that value sustainable practices, enabling us to charge premium prices for coffee produced with environmental responsibility and differentiating us in the international market. This approach attracts buyers committed to sustainability.

At Expocacer, we are dedicated to fully meeting the requirements of the international certifications we hold, in addition to ensuring compliance with environmental legislation. This facilitates audits and reduces regulatory risks. As a cooperative that does not have its own area and only purchases products for commercialization, our policy to reduce or eliminate the conversion of natural ecosystems includes different measures. To ensure that the products do not come from areas where natural ecosystems have been converted, we carry out a detailed survey of the areas of all cooperative members, checking the Rural Environmental Registry (CAR) with the EUDR cut-off date of 12/31/2020. In addition, for each scope of certification worked on the properties, we check the areas according to the cut-off dates.

specific, such as Rainforest (on January 1, 2014) and 4C (on January 1, 2006). Our policy also includes raising awareness among cooperative members through lectures, posts and booklets. These actions reflect our commitment to sustainability and environmental preservation, ensuring that all products sold by the cooperative comply with current environmental standards.

The challenges associated with nature and biodiversity conservation include implementation costs, as there is a need for investment in environmental adaptation, recovery of degraded areas, monitoring and control. Expenses with environmental certifications are significant, and investments in training and capacity building are essential. We also face operational restrictions, such as limitations on the use of certain areas and the need to adapt agricultural practices, which can initially reduce the productive area and generate conflicts with producers. Finally, the complexity of integrated management and the time dedicated to conservation practices represent challenges that need to be clarified to facilitate adherence.

Although we face a variety of challenges, we see future opportunities in the development of new sustainable products, support for cooperative members in payments for environmental services, issuance of carbon credits and ecological rural tourism, in addition to strengthening partnerships with environmental organizations. Climate risks, such as extreme events, changes in rainfall patterns, emergence of new pests and changes in agricultural suitability, challenge and, at the same time, encourage the frequent implementation of conservation measures to mitigate impacts.

Even though our operations do not have a high level of impact on biodiversity, we promote negotiations with our members to reduce impacts on properties. This topic is included in our planning, with

structured policies that ensure legal compliance of units and associates, such as socio-environmental policies, cooperative relationship policies and the Educampo policy. The management of social, environmental and climate risks guides our strategy, considering the dependence of our activities on ecosystem services.

As fully disseminated practices, we require that, in order to participate in the cooperative, properties be registered in the Rural Environmental Registry (CAR) and regularize their Permanent Preservation Areas (APPs), Legal Reserve, remaining forests and other forms of native vegetation and consolidated areas, composing the database for control, monitoring, environmental and economic planning and combating deforestation. We promote environmental conservation on the properties of our members through our own projects, related to sectoral certifications and through the establishment of partnerships that facilitate the dissemination of technical and practical knowledge.

Our Technical Department in Sustainability is dedicated to conducting the Educampo, Low Carbon Coffee Farming, Regenerative Coffee Farming and Rainforest Alliance, C.A.F.E Practices and 4C Certification projects, among other initiatives that are associated with our goal of conserving nature and its services. The Technical Development in Sustainability team works hard to serve our members in terms of certifications. The services provided include:

- Structural and documentary organization of the property;
- Advice and monitoring for compliance with environmental and labor laws;
- More advantageous business opportunities;
- Reaching differentiated markets;
- Certifications via groups, with a view to reducing costs;
- Specific training and lectures for obtaining and maintaining certifications;
- Development and monitoring of social and environmental projects.

## Spotlight: Environmental Monitoring and EUDR Compliance

Expocacer takes a proactive and strategic approach to ensuring socio-environmental compliance in its supply chain, with a focus on preserving natural ecosystems and the integrity of coffee-producing areas. In addition to requiring all members to be duly registered in the CAR (Rural Environmental Registry), the cooperative implements advanced technological tools to monitor land use conversion and prevent practices related to deforestation.

In response to the EUDR (European Union Regulation for Deforestation-Free Products) – which prohibits the import and sale of products from areas deforested after 12/31/2020 –, Expocacer has been actively working to ensure that its members comply with the criteria of European legislation. We support our producers with detailed analyses and continuous monitoring of environmental risk indicators.

Through the monitoring tools adopted, it was possible to confirm that 96% of the cooperative members already fully meet the EUDR requirements. The others are being monitored through adaptation plans, with technical support provided by the cooperative. The main resources used include:

- **Brain Serasa Platform:** an integrated solution that combines credit data, geographic location and environmental information, enabling the analysis of 13 socio-environmental criteria. This tool facilitates the monitoring of environmental compliance and the financial health of cooperative members, promoting an integrated vision of sustainability in production.

- Daily monitoring via API: through an automatically updated interface, we perform real-time monitoring of the areas registered in the CAR. This allows for the rapid identification of any changes in land use, reinforcing preventive management and the integrity of the monitored areas.
- EUDR Traceability Reports: Documents are generated with complete information about each lot of coffee, including the producer's name, farm identification, EUDR compliance status, and georeferenced maps of the growing areas. These reports are shared with international customers, reinforcing our commitment to transparency, traceability, and legal certainty regarding the origin of coffee.

Additionally, Expocacer conducts regular strategic reviews to align commercial growth, sustainability, and socio-environmental impact. In 2023, we held meetings with managers, advisors, and stakeholders to review our strategic planning, establishing clear goals and performance indicators. These goals are monitored continuously and reported to the board throughout the year, allowing for timely adjustments to actions and decisions.

Active listening is also part of our governance: we carry out satisfaction surveys, dialogue forums and annual reports, ensuring transparency, engagement and constant improvement of socio-environmental management practices.

## **Highlight: Preservation of Cerrado Biodiversity**

Located in the heart of the Cerrado Mineiro and operating in several municipalities in the region, Expocacer is committed to promoting the conservation of local biodiversity as an integral part of its sustainability strategy. Through its own initiatives and partnerships with specialized institutions, we work alongside producers to preserve native fauna and flora, recognizing the ecological importance of the Cerrado biome.

According to data from the Chico Mendes Institute for Biodiversity Conservation (ICMBio), the Cerrado is home to 216 endangered species, including mammals, birds, reptiles, and amphibians. Given this scenario, Expocacer developed initiatives aimed at raising environmental awareness among its members and employees, focusing on valuing and protecting wildlife.

As part of this effort, we have made a list of endangered fauna species available on our properties, with the aim of facilitating the identification of these animals and encouraging responsible protection and management practices. This initiative aims to reinforce the importance of harmonious coexistence with the environment and encourage producers to take a leading role in conserving biodiversity and ecosystem services.

## Highlight: Launch of the ECO Protocol – Commitment to Sustainable Coffee Farming



In 2024, Expocacer officially launched the ECO Protocol, a strategic initiative that reinforces its role as a transformative agent in promoting profitable, ethical and environmentally responsible coffee farming. The protocol was developed to ensure that all parties involved in the value chain are aligned with ESG principles and the fundamental pillars of sustainability – social, environmental and economic.

The ECO Protocol establishes clear criteria to ensure that certified properties operate with social responsibility, adopt good environmental practices and maintain long-term economic viability. The initiative ensures the production of traceable coffees, free from unacceptable practices, respecting human rights, valuing workers and promoting the preservation of natural resources.

Based on the requirements of the Global Coffee Platform (GCP) Equivalence Mechanism, the protocol strengthens Expocacer's governance by incorporating internationally recognized standards. Certified properties formally commit to eliminating inappropriate practices, such as child labor, illegal deforestation and the misuse of agrochemicals, in addition to promoting a culture of continuous improvement, innovation and compliance.

As part of its implementation, Expocacer conducts periodic audits and in-depth technical analyses on participating properties, focusing on evaluating production systems, environmental management, working conditions, and community engagement. The protocol also encourages the adoption of regenerative practices, 144 efficient use of natural resources, and

strengthening relationships with local communities. In addition to promoting transparency and credibility, the ECO Protocol directly contributes to the UN Sustainable Development Goals (SDGs), generating shared value for producers, buyers, and society as a whole. This robust system of verifying criteria ensures that coffees bearing the ECO seal represent not only quality, but also responsibility, ethics, and a commitment to the future of the planet.

## Highlight: Our certifications

We are a benchmark in the Cerrado Mineiro region, holding important certifications that enable us to store, reprocess, and market our coffee to the world's most demanding markets in terms of quality, traceability, and sustainability.





## Highlight: Our Initiatives and Partnerships

GRAE – Rainforest Alliance Groups Expocacer



At Expocacer, in addition to managing the certification that validates agricultural, forestry and tourism enterprises that strive for excellence in sustainability, we coordinate two GRAE groups (Rainforest Alliance Expocacer Groups). These teams develop initiatives that generate a positive environmental impact, aligned with the certification guidelines and the preservation of nature. Our work encourages new members to obtain the Rainforest seal for their properties, based on the three pillars of sustainability. In 2024, specifically in the months of May and June, we monitored the official audits conducted by an independent company, which resulted in the renewal of the RA certificates for both groups. Through our Sustainability Department, we supervised 162 internal audits distributed between the two groups. Throughout the year, we organized nine meetings that ranged from internal debates to strategic partnerships with the Brazilian team of the Rainforest Alliance and Cecafé. We have established contact with several suppliers to optimize costs in essential services for farms, including health and safety consultancy, potability analyses and technical inspections of equipment such as compressors and boilers. In 2024, we were pleased to integrate seven new producers into the group, which currently manages a total area of 30,839 hectares, of which 11,367.87 are dedicated to coffee cultivation.

## GRAE NUMBERS IN 2024:

	Result 2023	Result 2024
Certification groups	2	2
Participating cooperatives	96	90
Certified farms Hectares of	91	98
certified areas	10.171,48	11.367,87

### Highlight: Our Initiatives and Partnerships

APPCER – Association of Small Producers of the Cerrado



The association, founded in 2009 by a group of family coffee growers, was created with the purpose of strengthening businesses in a collaborative manner. Since its creation, the organization has been dedicated to the technical and educational improvement of producers, developing socio-environmental projects that benefit both members and their families, directly contributing to improving their quality of life.

Source: APPCER website

## Highlight: Our Initiatives and Partnerships

### Cerrado Water Consortium



Expocacer is one of the supporting members of the Consórcio Cerrado das Águas (CCA), a collaborative platform that brings together efforts between companies, government and civil society for environmental preservation and conservation for resilience to climate change.

The objective is to combine efforts to implement strategies that guarantee the provision of ecosystem services in order to achieve a productive system resilient to climate change in river basins, currently in three municipalities: Patrocínio, Serra do Salitre and Coromandel.

The methodology of the Conscious Producer Investment Program (PIPC) works on four fronts: institutional engagement, connected landscapes, climate-smart agricultural practices and efficient management of water resources. Through it, CCA offers alternatives and solutions for the preservation of natural resources and increased resilience to climate change by developing the PAC — Climate Adaptation Plan and, individually, aligning with each producer on the best way to implement the strategies proposed by the CCA team, together with all other producers within the river basin.

CCA NUMBERS IN 2024:

	Result 2023	Result 2024
Number of properties served	116	144
Number of river basins	3 (Patrocinio, Serra do Salitre and Coromandel)	3
Basin size (hectares)	99.571	99.571
Total hectares of native vegetation with implemented strategies	50	58
Total hectares of preserved vegetation	195	213,3
Total hectares of crops with implemented strategies	2.981	4.046
Carbon Management Index (CMI) only	86,63%	not yet determined
Number of people impacted	150.000	150.000

Source: Cerrado Water Consortium website.



## Highlight: Our Initiatives and Partnerships

Attitude Nursery – Environmental Conservation with a Social

#viveiro de  
atitude

Expocacer is one of the sponsors of Viveiro de Atitude, a socio-environmental program designed by the cooperative farms of monteCCer — Cooperativa dos Cafeicultores do Cerrado de Monte Carmelo, with the aim of promoting concrete actions to preserve the Cerrado biome, one of the richest and most threatened on the planet.

The initiative works on essential fronts such as the recovery of springs, conservation of biodiversity and the increase of native vegetation cover. The program stands out for the annual production of more than 140 species of native plants, totaling around 60 thousand seedlings per year. These seedlings are made available to the community for an affordable price of R\$5.00 per unit, with the possibility of purchasing in any quantity.

The great difference of Viveiro de Atitude is its social impact: 100% of the revenue obtained from the sale of seedlings is donated to social organizations in Monte Carmelo and Patrocínio, which work directly in the care of children and elderly people in vulnerable situations. This integration between environmental responsibility and social solidarity makes the project an example of generating shared value.

In 2024, Expocacer strengthened its support for the initiative by mobilizing its members to contribute to the collection of 171 seedlings, reinforcing its commitment to regenerative practices, community engagement, and support for positive impact initiatives.

## RESULTS OF THE ATTITUDE NURSERY SINCE 2019

Participating farms	170
Number of buyers	171
Number of seedlings produced	170.936
Number of seedlings sold	76.250
Number of native species produced	150
Total sales revenue (R\$)	315.625,95
Number of seedlings planted in urban areas	11.891
Number of municipalities reached	21
Number of people impacted	+65.000



Photo: Campo & Negócios Magazine

The third edition of Expocacer's Sustainability Report represents more than the accountability of a cycle of achievements. It represents, above all, the materialization of a commitment that transcends annual goals: that of cultivating, with responsibility and long-term vision, a sustainable legacy for cooperativism, for coffee and for future generations.

Throughout 2024, we have moved forward with determination in consolidating a living and integrated ESG culture, which combines technology, knowledge and human sensitivity to generate a positive impact in all dimensions of our business. Each result presented here is the result of a collective work, guided by the active listening of our stakeholders, respect for the environment and the strengthening of the relationships of trust we have built over time.

We continue to believe that sustainable development is not a destination, but a continuous path of transformation. A path that requires courage to innovate, discipline to measure and humility to evolve. Therefore, we continue to invest in climate governance, cooperative education, regenerative practices and in increasingly clean and efficient logistics.

We are proud to be part of a movement that makes the countryside a space for progress, inclusion and responsibility. May this report inspire not only those who are part of our history, but also all those who believe in the strength of cooperativism as an agent of change.

Because for Expocacer, sustainability is more than a commitment – it is a daily choice. A choice for a fairer, more balanced and promising future.

Expocacer – Cerrado Coffee Growers Cooperative LTDA

[www.expocacer.com.br](http://www.expocacer.com.br)

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coop»

We are proud  
to belong!



Região  
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