

Racafé



Sustainability Report

2025



Traceability and transformation: growing together towards a sustainable future

www.racafe.com

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INTRODUCTION

COLOMBIAN origin: legacy, sustainability and business vision



In coffee growing, trust across the entire chain is defined at the origin. Origin means territory, knowledge and direct relationship with those who produce Colombian coffee. In 2025, Racafé reaffirmed said origin as a cornerstone of its management and expression of its identity: a company with **100% Colombian** capital committed to strengthening national coffee-growing.

The context was challenging. The dynamics of international markets, new regulatory demands and operational challenges across different regions called for more rigor and coordination at every stage. Our response was to strengthen the essentials: support for producers, traceability, operational efficiency and responsible business management.

Presence in territories, structured around our seven milling plants, continued to be a strategic differentiator. During the year we consolidated our internal standard **CRECER** as a structural framework integrating sustainability, competitiveness and readiness to meet new international demands, strongly projecting Colombian origin.

Strengthening the origin also meant managing with financial and commercial discipline, ensuring operational continuity and distributing value throughout the chain. Because at

Racafé we understand that commitment with Colombia is shown through consistent decisions that sustain trust in time.

This report presents the results of a year in which origin, sustainability and business vision were integrated to consolidate a value chain that is more solid, competitive and prepared for the future.



“

From Colombian origin, we manage **sustainability** and business with discipline, coherence and vision for the future.”

”

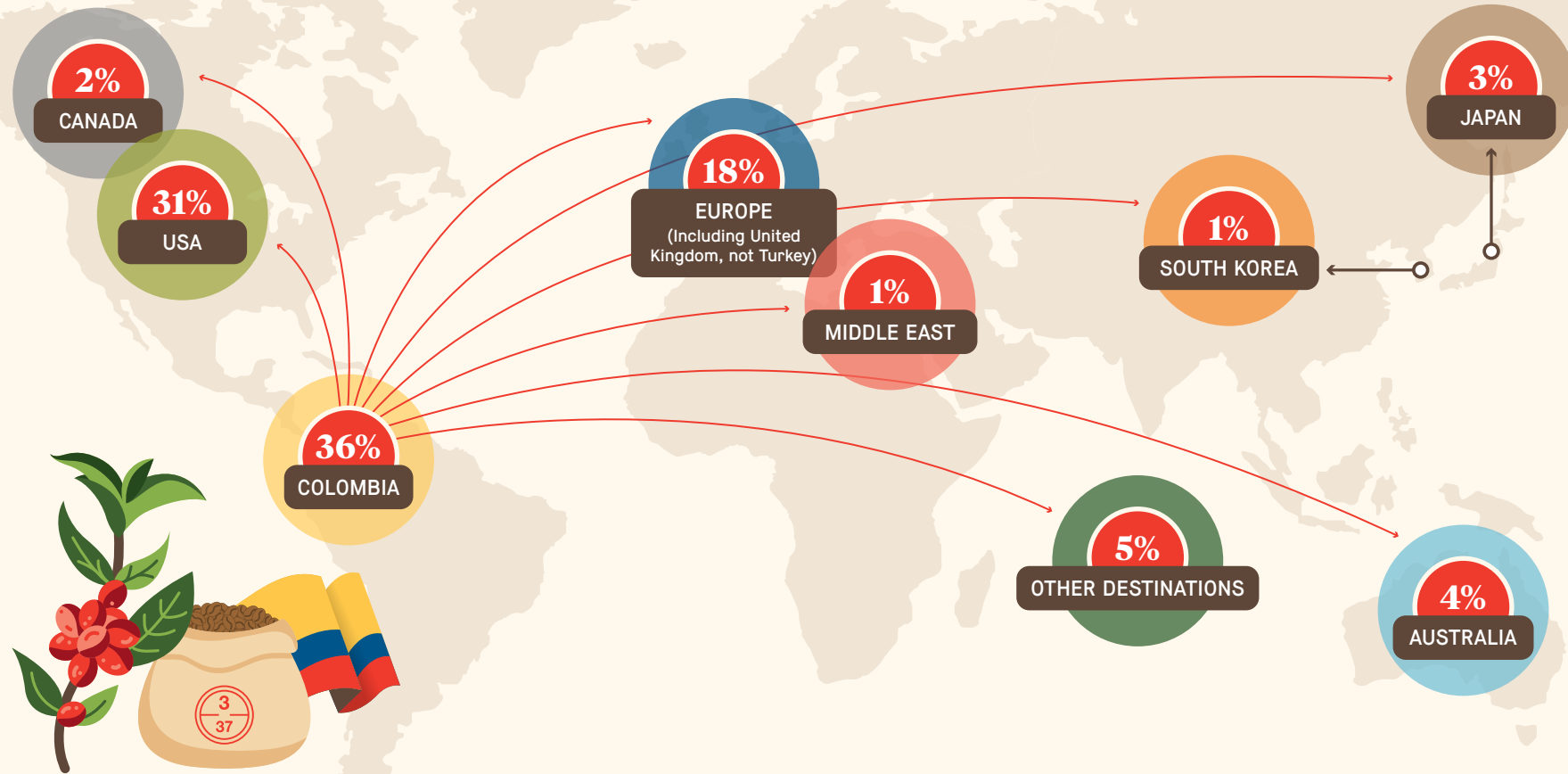
VALUES THAT MOVE US	OUR STRATEGIC PRIORITIES
<ul style="list-style-type: none"> Excellence 	Strengthen Colombian origin as the business's structural foundation.
<ul style="list-style-type: none"> Innovative spirit 	Strengthen a technical and competitive model of relationship with coffee growers.
<ul style="list-style-type: none"> Commitment to our country 	
<ul style="list-style-type: none"> Justice and equity 	<p>Consolidate CRECER 2.0 as a technical management and traceability system for Colombian origin.</p>
<ul style="list-style-type: none"> Honesty 	
<ul style="list-style-type: none"> Diligence 	
<ul style="list-style-type: none"> Discretion 	

We generate value

Beyond just exporting coffee, we connect origin with purpose

We are one of Colombia's main green coffee traders focused on product purchase, milling, trade, and development. We incorporate sustainability principles in our management, driven by responsible consumption and inclusive productive models that strengthen our operation and that of the entire value chain.

OUR AMBITION is to scale up the traditional value of an activity such as coffee growing through innovation and good economic, environmental, and social management.



7 MILLING PLANTS
1 Neiva
2 Popayán
3 Bogotá
4 Armenia
5 Pereira
6 Medellín
7 Bucaramanga

3 PORTS
1 Santa Marta
2 Cartagena
3 Buenaventura

1 PREPARATION PLANT
Present in 105 INTERNATIONAL ports
1.23% participation in the GLOBAL MARKET
104 INTERNATIONAL clients
9% participation in the COLOMBIAN MARKET
45 countries REACHED
159 clients in COLOMBIA

Generating value

we contribute to building our nation based on coffee growing origin

Colombia is more than just our starting point: it is the territory where coffee gets identity, structure and purpose. From the regions that lead national production to our strategic presence in them, we bring together technical capacity, productive support and operational permanence to strengthen the coffee chain and convey its value to the world.

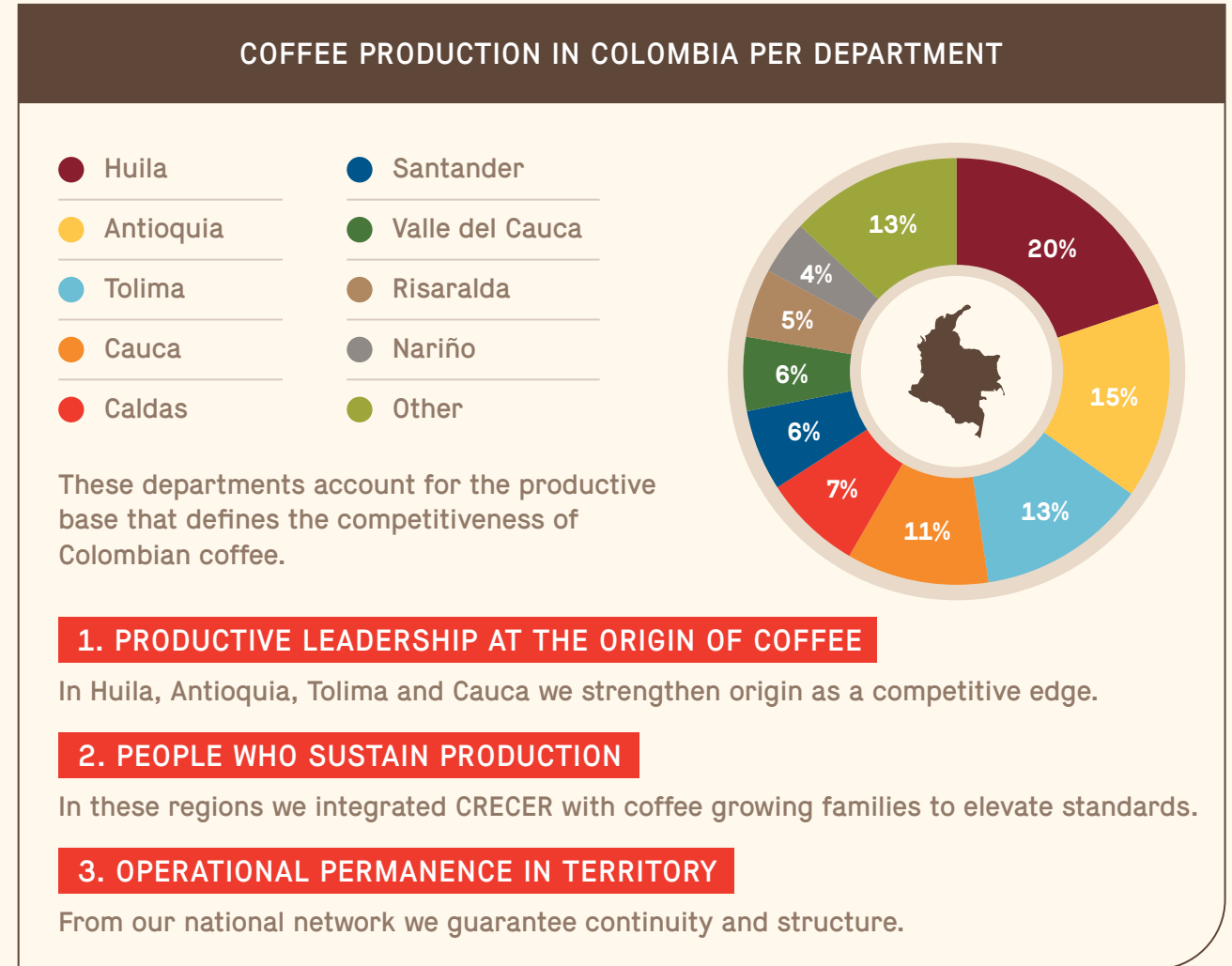
Strategic presence in the regions leading national production.

REGIONS	
	Antioquia
	Boyacá
	Cauca
	Cundinamarca
	Coffee Axis <i>(Quindío, Caldas, Risaralda, Tolima)</i>
	Huila
	Nariño
	Santander
	Sierra Nevada
	Valle del Cauca
	Sur de Bolivar
	Cesar (Perijá)
	Norte de Santander



Colombia: productive diversity that supports us

Our presence in Colombia is rooted in territories that lead national production. From these strategic geographic regions we strengthen the origin, traceability and competitiveness of Colombian coffee.



Our management in numbers 2025



We strengthen the origin and sustainability of Colombian coffee

2,758

farms associated to CRECER.

1,010

farms updated to the CRECER 2.0 version.

96%

general EUDR compliance.

1,237

farms verified with mandatory CRECER criteria.

Integration of georeferentiation in the traceability process.

Structured technical follow-up.

\$4,249 million COP

invested in the community and sustainability, including productive strengthening, territorial development and environmental actions.

+\$1,900 million COP

in benefits to employees.



We consolidated our presence and competitiveness in markets

282

direct collaborators.

6,944

field visits.

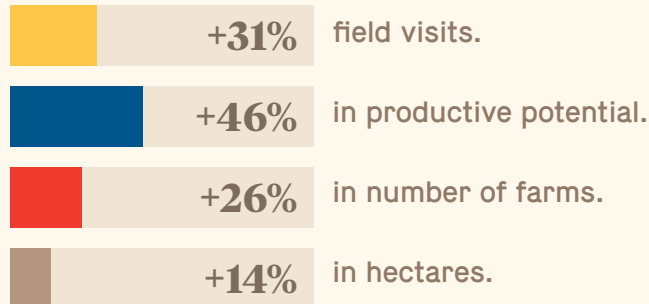
1,235,911

coffee bags (60kg) sold, about 7.6% MORE than in 2024.

BASC V6 recertification

of all branch offices and the Main office.

2025 vs 2024 growth



Sustainability integrated to the business model

100%

compliance with quality standards: export.

Implementation of CRECER 2.0 as a structural standard.

Monitoring environmental and social criteria in farms.

+400

producers impacted by the program Emprende País Rural 2025.

60%

women benefited from partnership with Fundación Bolívar Davivienda.

+2%

direct hiring compared to the previous year.

Take a look at our Sustainability Policy



Most significant projects: actions that leave a lasting impact

In 2025 we consolidated initiatives that strengthen traceability, productivity, territorial development and regulatory preparation of Colombian coffee. These projects are not isolated actions: they are cornerstones integrating sustainability, competitiveness and long term vision.

PARTNERSHIPS FOR RURAL DEVELOPMENT

Competitiveness built through networks

Through the partnership with Fundación Bolívar Davivienda's Emprende País Rural program, we support producer associations in Huila and Cundinamarca with business acceleration and consolidation processes.



The program directly impacted:



VARIATIONS COMPARED TO 2024



Learn MORE here



PAPO: STRUCTURED PRODUCTIVE SUPPORT

Technical presence that transforms productivity



PAPO evolved from being an operational tool to becoming a strategic on-farm support system. Today it strengthens productivity, traceability and regulatory compliance from the source.

Through technical support we consolidated skills in:



Most significant projects: actions that leave a lasting impact

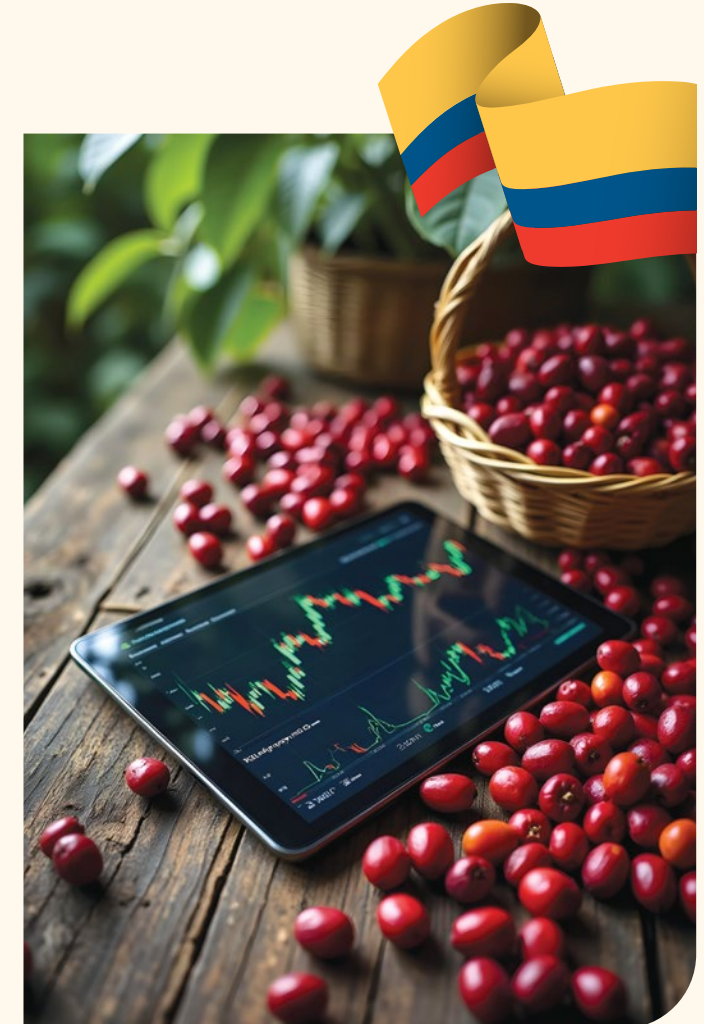
TRACEABILITY AND REGULATORY PREPARATION AS A COMPETITIVE ADVANTAGE FOR COLOMBIA IN THE INTERNATIONAL MARKET

In 2025, Racafé consolidated a comprehensive system that connects data management at the farm with regulatory preparation for international markets. This change turned traceability into a strategic tool to protect access to markets, strengthen trust in Colombian origin and anticipate new regulatory demands.

More than simply meeting requirements, we strengthened the structural competitiveness of Colombian coffee.

Thanks to this **APPROACH** we were able to:

- Standardize data collection and validation in the field.
- Strengthen verifiable traceability in every farm and lot.
- Reduce exposure to international commercial restrictions.
- Turn regulatory compliance into a competitive differentiator.
- Integrate productive, social, and environmental information under a unified system.



TRACEABILITY					
6,521 farms with geolocation data.	0.1% paramo and RAMSAR ecosystems.	1,118 farms larger or equal to 4Ha.	0.39% at risk of deforestation.	1.8% of farms with REPORTED alerts were managed.	+95% of farms ASSESSED under regulatory criteria.
0.6% territories from ethnic minorities.	5,403 farms smaller than 4Ha.	1.82% RUNAP risks.	19 VISITS to farms with alerts.	98.17% with no alerts in the agricultural border.	72.94% of farms georeferenced.

Prosperity built in coffee growing

In 2025 we consolidated, along with our field team, a technical system in the farm that brings together sustainability, traceability and regulatory preparation directly at the territory.



CONTRIBUTION TO THE SDGS



2026 COMMITMENTS

Expand **CRECER 2.0** program to reach participation of 3,000 producers.

Continue the development phase and constant improvement of the production forecast project.

Preserve high standards of certified and verified coffee programs.

Ensure compliance with EUDR regulation and due diligence procedures.

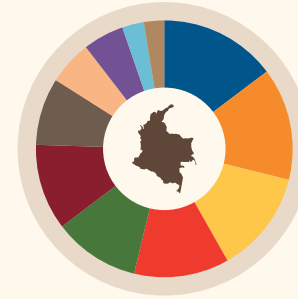


CRECER

turns **SUSTAINABILITY** into a competitive edge for Colombian coffee.

SCALE AND IMPACT 2025

Participation per department



- Huila 11%
- Antioquia 13%
- Tolima 11%
- Cauca 14%
- Caldas 6%
- Cundinamarca 8%
- Santander 15%
- Quindío 2%
- Nariño 12%
- Cesar 3%
- Boyacá 5%

- 2,758 farms associated to CRECER.
- 9,382 trained producers +291% growth compared to 2024.
- 10,847 Ha of coffee associated with CRECER.
- 9 organic, Fairtrade, and Rainforest verification audits.
- 4 quality competitions, obtaining +80 coffee samples and 261,979.5 kg of Dry Parchment Coffee.
- \$1,643 million invested in productive strengthening.
- PRODUCTION potential of the producers associated to CRECER.
- 21.23 million kilograms of parchment coffee.

QUALITY AND TECHNICAL MANAGEMENT

- 1,237 farms with mandatory criteria verification (44.8%).
- 227 first CRECER 2.0 direct assessments.
- 1,010 farms updated to version 2.0.
- 6,944 field visits, 31.4% MORE than in 2024.
- 2.83/4 WORKING CONDITIONS - Farms with a high level of social compliance.
- 2.88/4 PRODUCTIVE INFRASTRUCTURE - Technical conditions close to the optimal standard.



Environmental performance: efficiency, reduction and control

CONTRIBUTION TO THE SDGS




Through management focused on energetic efficiency, transition towards renewable energy, emissions reduction, and responsible resource management, Racafé integrates environmental sustainability into its operating model, strengthening its environmental performance and competitiveness in international markets.

OUR ACTING PRINCIPLE

Incorporate the environmental dimension into the business strategies, promoting environmental responsibility, preservation of biodiversity, contamination prevention, efficient resource management and climate change mitigation.

2026 COMMITMENTS


- Maintain **PREAD** program's **Elite level** for our Bachué branch office and implement the environmental management system in two milling plants.
- Develop and implement the solar panel project for the Armenia and Pereira branch offices.
- Design and gradually deploy the environmental management system for the branch offices.




We maintained the PREAD program **Elite Level**

We avoided the emission of **20 CO₂ tons in 2025** the equivalent of **161 new mature trees**


ENERGY AND EMISSIONS


3.12 million kWh 
CONSUMED

4.6% LESS ENERGY consumed than in 2024 

Solar energy consumed (kWh)	
2024	2025
110,081	96,645

WATER AND WASTE MANAGEMENT

5,400^{m3} of **WATER USED** 


846,750^{kg} of **waste generated** 
(↓42% compared to 2024)

TOTAL EMISSION footprint distribution percentage

SCOPE I	0.6%
SCOPE II	29%
SCOPE III	70%

CO₂

We reduced the intensity of our emissions (Scope I and II) by **5.3%** going from 0.57 to 0.54kg CO₂e per milled bag

813 TREES planted in the El Amparo Natural Reserve through the purchase of packages from our partner FIBTEX SAS 

Development, equity and well-being as the drive for sustainability

CONTRIBUTION TO THE SDGS



In 2025 Racafé integrated talent development and workplace safety as strategic pillars for the business's sustainability. Through skill strengthening, the promotion of leadership, and the consolidation of a culture of inclusion and well-being, the company ensured operational continuity and value creation in its areas of influence.

OUR ACTING PRINCIPLE

Our actions are based on policies of fair and safe trade. We promote respect for Human Rights and reject discrimination. We support clients and providers in sustainable practices generating value and promoting sustainability in the communities where we operate.

2026 COMMITMENTS

- Strengthen the seedbed for milling plant managers.
- Implement **AI** training for key positions.
- Carry out an improvement plan after the **Great Place to Work** assessment.
- Consolidate Racafé's **Professionals Program**.
- Implement a **Road Safety** Strategic Program.
- Promote preventive mental health actions.
- Conduct **SG-SST audits** in all branch offices.

RESPONSIBLE AND INCLUSIVE HUMAN RESOURCE MANAGEMENT

We have **282** directly associated **employees** **39%** **61%**

NEW HIRING	2024	2025
People under 30 years (18 to 30)	54%	53%
Between 31 and 50 years	45%	44%
People over 50 years	2%	4%

Read our POLICY:

Human Rights Policy



ANNUAL turnover



3 UNIVERSITY INTERNS enrolled in Racafé professionals program

2 volunteer WORK programs completed

SAFETY AND HEALTH WILL ALWAYS COME FIRST

↓ 19% LESS accidents compared to 2024

ZERO accidents in 4 locations

↓ 36% absence DAYS

SKILL DEVELOPMENT TO GUARANTEE QUALITY

+1,500 training hours

18 Q graders recertified

22 CVA SCA certifications

2 tasters being trained

22 tasters, trade and supervisors trained in sensory analysis

To contribute to building our nation from our coffee growing origin

In 2025 Racafé strengthened its capacity to generate and distribute value throughout the chain, consolidating commercial results, sector contributions and direct benefits for collaborators and communities.

— ECONOMIC VALUE* —		2024		2025	
Generated	100%	\$1,345,374	100%	\$2,231,040	
Distributed	99.2%	\$1,334,760	98.6%	\$2,231,040	
Retained	0.8%	\$10,613	1.4%	\$31,101	

— DISTRIBUTED ECONOMIC VALUE* —		2024		2025	
	OPERATIONAL COSTS: Investments in fixed assets, environmental, operation, infrastructure, and sustainability	\$1,268,153	\$2,095,524		
	Employee's salaries and benefits	\$26,434	\$30,398		
	Payments to creditors	\$20,255	\$36,202		
	Government taxes	\$17,167	\$33,565		
	Investments in the community	\$2,752	\$4,250		

*Numbers in million COP

CONTRIBUTION TO THE SDGS

2 ZERO HUNGER

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

We exported **2,462** CONTAINERS in 2025

PREMIUMS PAID for differentiated coffee in 2025:

16,567 million COP

+24% compared to 2024

94% freight EFFICIENCY

ETHICS line

11 cases received and managed.

100% dealt with under formal procedures.

WE ENSURE QUALITY

2,542 PSS* samples sent.

*Pre-Shipment Samples

5,496 SCA* sensory analysis.

*Specialty Coffee Association

90% sample approval.

We obtained **HACCP** certification in 2025 for the Arenales plant.

2026 COMMITMENTS

- Obtain **HACCP** recertification for 7 plants and homogenizer maintenance.
- Technical strengthening for post-harvest and quality.
- Technological innovation in roasting and laboratories.
- Logistic standardization and transparency.
- Automatization and AI for operational efficiency.
- Strategic assessments of carriers and shippers.
- **Clients APP** with traceability in real time.



Contribution to the Sustainable Development Goals (SDGs)

5 Ps focus

Racafé reaffirmed its commitment with the country's sustainable development, integrating the Sustainable Development Goals in its strategy and operation. Based on the 5p approach we generate value for people, the planet, and the prosperity of the Colombian coffee growing sector.

PEOPLE

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



3.8 UNIVERSAL HEALTH COVERAGE
4.4 SKILL DEVELOPMENT
5.5 WOMEN'S PARTICIPATION
8.5 DECENT WORK

- 19% less accidents.
- ↓ 36% absence days.
- +1,500 training hours.
- 39% women in the organization.

PROSPERITY

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



8.2 PRODUCTIVITY
8.3 ECONOMIC GROWTH
9.4 INNOVATION
10.2 ECONOMIC INCLUSION

- \$2,231,040 million COP of generated value.
- 16,567 million COP in premiums paid.
- +7.6% growth in sold bags.

PEACE



16.5 REDUCE CORRUPTION AND BRIBERY
16.6 EFFECTIVE INSTITUTIONS

- 100% operations assessed for risk.
- Standing Human Rights and DEI policies.
- Through the PAPO Project and field visits we strengthen our producers' knowledge and skills.

PARTNERSHIPS



17.16 COOPERATION
17.17 PUBLIC-PRIVATE PARTNERSHIPS

- Partnership with Fundación Bolívar Davivienda.
- +400 producers impacted.
- 60% beneficiary women.
- 130 associations linked.

PLANET

7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



7.2 RENEWABLE ENERGY
12.5 WASTE MANAGEMENT
13.2 CLIMATE ACTION
15.2 PROTECTION OF ECOSYSTEMS

- 3.12 million Kwh consumed.
- Emission intensity ↓5.2%.
- Emission of 20 CO₂ tons avoided.
- 846,750kg of waste (-42%).



Building trust through actions

Certified products and goals for 2026

TRADED PRODUCTS		
 CERTIFIED AND VERIFIED COFFEES	 COFFEES FROM REGIONAL AND DIRECT RELATIONSHIP PROGRAMS	 CONVENTIONAL COFFEES
4C <hr/> C.A.F.E. Practices <hr/> Rainforest Alliance Certified <hr/> Fairtrade <hr/> Organic (Colombia, EOS-EC, JAS, NOP-USDA)	Regional coffees (per department and municipality) <hr/> Coffees from producers' association or group <hr/> Single Estate coffees <hr/> Special cup score	Pasilla <hr/> Consumo <hr/> Product of Colombia <hr/> Excelso <hr/> Supremo
CERTIFICATIONS WITH PRODUCT STANDARDS AND SUPPLY CHAIN VERIFICATIONS		SOCIAL RESPONSIBILITY AND GOOD BUSINESS PRACTICES

FOCUS	OBJECTIVE	2025 GOAL	2025 REAL	2026 REAL
ECONOMIC	Storage cost per bag	Optimal costs	3%	Optimal costs
	Freight efficiency	90%	3%	90%
	Obtain the Authorized Economic Operator (AEO) -BASC certification	AEO Certified	AEO revalidation	AEO Certified
	Maintain transport cost per bag	4%	28%	Maintain
	Contribute to the continuity of the business	4 supervisors ready for promotion	1 supervisor ready for promotion	1 supervisor
ENVIRONMENTAL	Maintain kW consumption per bag	3kW /bag	9%	3kW/bag
	Reduce carbon footprint (scope I, II, III)	3%	5.26%	2%
SUSTAINABLE VALUE CHAIN	Implement CRECER (our internal sustainability standard)	Implement the 2.0 version in 400 farms	Version 2.0 was implemented in 245 farms	Implement in 400 farms
GOVERNANCE	Sustainability strategy	Disseminate and integrate the policy	Disseminate sustainability policy	Integrate at all levels
		Increase	Maintain	Reduce

Racafé



2025
Sustainability Report



Scan the code to see reports from previous years