

EST. 1991



COFFEE



2025 SUSTAINABILITY REPORT

Mocoffee Group

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1. ABOUT THIS REPORT



This document is Mocoffee's third Sustainability Report, presenting a comprehensive overview of our efforts to integrate ESG (Environment, Social, and Governance) considerations into our operations. It offers a snapshot of our progress throughout the year 2025 and, whenever possible, includes 2024 figures for key indicators to allow year-on-year comparison.

Following our first materiality assessment and the ESG Strategy defined in the 2023 report, this edition tracks progress against the roadmap targets set for the 2024-2032 period, and reflects on the milestones achieved and the challenges identified during the year.

This report continues to be crafted in alignment with the Voluntary European Sustainability Reporting Standards (VSME) for non-listed Small-Medium Enterprises, follows option A of this standard, and has been prepared on an individual basis (i.e. limited to the information of the undertaking).

2. CEO MESSAGE

At Mocoffee, we believe that business success and positive impact go hand in hand. Since our founding 34 years ago by Eric Favre, the visionary who transformed the way the world drinks coffee, we have been driven by a spirit of innovation, entrepreneurship, and a commitment to creating value for our customers, our people, and the communities we serve.

Today, with our headquarters in Portugal, a subsidiary in Switzerland, and customers across four continents, Mocoffee has established itself as a trusted and innovative partner in the coffee industry. Our mission is simple: to create tailored coffee solutions that meet the unique needs of each customer. Through our expertise in coffee capsule portfolio development, coffee research and engineering, roasting profile creation, and technology licensing, we continue to push the boundaries of what is possible while delivering excellence and differentiation.

The opening of our coffee capsule manufacturing facility in Azambuja, Portugal, in 2021 marked a significant

milestone in our journey. In just a few years, we have invested more than €16 million in Portugal, created over 30 direct jobs, and expanded our production capacity to more than 350 million capsules per year, with approximately 90% of our output destined for international markets. This growth reflects not only our ambition but also our confidence in Portugal as a strategic hub for innovation, manufacturing, and global expansion.

From the very beginning, sustainability has been a fundamental consideration in the design and operation of our facilities and our business model. We recognize that the challenges facing our world require businesses to act responsibly and contribute meaningfully to social and environmental progress. For this reason, we have integrated sustainability into our decision-making processes, our investments, and our long-term strategy.

Our commitment was reflected in the publication of our first Sustainability Report alongside our 2023 Annual Report and further reinforced in June 2025, when Mocoffee achieved B Corp Certification. This recognition confirms that our company meets high standards of verified social and environmental performance, accountability, and transparency. More importantly, it demonstrates our belief that profitability and purpose are not competing objectives but complementary forces that can create lasting value.

Becoming a B Corp was not the result of a single initiative. It was a demanding journey that required dedication, collaboration, and a willingness to challenge ourselves to do better. It reflects the shared commitment of our employees, partners, and stakeholders to building a business that creates a positive impact on people and the planet.

As we look to the future, we remain committed to continuous improvement, responsible growth, and innovation that contributes to a more sustainable coffee industry. We are proud to be part of a global community of companies that believe business can be a force for good. Every decision we make, every partnership we build, and every capsule we produce is an opportunity to contribute to a better future.

Because at Mocoffee, we believe that even a single coffee capsule can help change the world.



Executive Board Member
João Gomes
Mocoffee Europe



THE MOCOFFEE COMPANY

EST. 1991



COFFEE

3. THE MOCOFFEE COMPANY

3.1. WHO AND WHERE WE ARE

Specialized in single-serve coffee solutions, Mocoffee was founded in Switzerland in 1991 under the name "Monodor by Eric Favre". We emerged as the world's first supplier of integrated monodoses with coffee extraction systems for private brands.

The unprecedented disruption experienced by the global coffee industry throughout 2025 created one of the most challenging operating environments in recent decades. Extreme volatility in green coffee prices, supply shortages, tighter credit conditions, and increasing pressure across global supply chains significantly heightened business and financial risks throughout the sector.

The company strengthened its approach to supply chain diversification, and strategic sourcing, trying to ensure greater resilience against market volatility while safeguarding business continuity and customer. Recognizing the importance of strong financial leadership during this period of transformation, the Board appointed João Gomes, formerly Chief Financial Officer, as Chief Executive Officer and member of the Board. His extensive experience in financial management, corporate governance, and strategic planning has been instrumental in reinforcing Mocoffee's resilience and positioning the company for sustainable growth in an increasingly complex market environment. Simultaneously, Ricardo Flores continued to serve as a Board Member, focusing on the company's long-term vision, international expansion, and strategic development initiatives.



3.2. OUR PURPOSE, VISION, MISSION, AND VALUES

Our **Purpose** at Mocoffee is to shape a new coffee generation that educates people in a transparent manner, developing high-quality coffee solutions customized to each client's individual requirements. Our **Vision** is to be a top-of-mind company within the Global Coffee Market Industry, driving innovative and technological solutions to our clients and their consumers.

Our **Mission** is to promote our success for the benefit of our shareholders and to have a significant, positive overall impact on society and the environment. Our **Core Values** remain unchanged since our first report:



4. MOCOFFEE'S BUSINESS

4.1. THE COFFEE INDUSTRY

Coffee is believed to have originated in Ethiopia before spreading to the Arabian Peninsula, where it became deeply ingrained within the Arabic culture, leading to the establishment of the first coffee plantations. From there, coffee made its journey to Europe, initially arousing scepticism but eventually gaining widespread popularity, especially in countries like Italy and France, where coffee culture flourished. During the Colonial and American expansion, coffee spread to various regions across the globe. However, it was Brazil's fertile soils that propelled coffee productions to the next level, establishing the country as the world's leading coffee producer back in the 19th century.

Today, the coffee industry operates in more than 70 countries, characterized by high consumption levels and a deeply ingrained culture of coffee appreciation. Major producers such as Brazil, Vietnam, Colombia, Ethiopia, and numerous others make significant contributions to the global market, which is composed of a diverse range of participants, including small family farms and large corporations. For this matter, coffee is not just a product, it is an integral part of many societies' social and cultural fabric. From growing the beans to making the drink, a wide network of farmers, roasters, distributors, and retailers all play crucial roles in providing one of the world's favourite beverages.



Figure 1 : Leading Coffee Producers Worldwide

Nevertheless, coffee production and cultivation pose significant environmental challenges. While deforestation, particularly in regions like the Amazon Forest, occurs, partly, due to clearing land for coffee plantations, leading to biodiversity loss and reduced carbon sequestration, there are additional concerns. High water usage and energy consumption compete with local communities and ecosystems. Chemical applications increase the risk of pollution, while intensive farming

degrades soil quality. Furthermore, energy consumption and waste generation worsen environmental degradation.

Climate change compounds these issues, altering traditional growing areas and disrupting crop yields. Coffee producers have been adapting their farming methods with innovation and resilient crop varieties to adapt to unpredictable weather patterns.

However, beyond environmental concerns, the coffee industry faces criticism for its negative impact on farmers and the communities that surround coffee plantations for contributing to poverty and labour rights violations. Addressing these social issues alongside environmental sustainability is crucial for the industry's long-term viability and ethical integrity.

As clients and consumers increasingly prioritize sustainability and advocate for sustainably sourced beans, companies are responding by incorporating certifications like Fair Trade and Rainforest Alliance into their operations and value chain. This shift towards transparency and positive impact exemplifies the industry's adaptability and resilience in meeting demand, catalysing a wave of innovation. From advancements in agricultural practices to investments in renewable energy, the industry is embracing sustainability as a core principle for action. By prioritizing environmental stewardship and social responsibility, coffee stakeholders are charting a course towards a more equitable and sustainable future for all involved in the intricate coffee production and consumption network.

Climate change had a significant impact on the global coffee industry in 2024, leading to a substantial reduction in coffee production worldwide. Several producing countries experienced this reduction due to adverse weather conditions, but the greatest impact on the global market came from Brazil, the world's largest producer of Arabica coffee, and Vietnam, the largest producer of Robusta coffee. The reduced harvests in these two countries considerably decreased the global supply of coffee. As demand remained strong and continued to grow, the difference between supply and demand resulted in a sharp increase in coffee prices throughout the year.

The unprecedented volatility experienced in the coffee market during 2024 extended into 2025, creating significant challenges across the global value chain. Climate-related disruptions, constrained supply, and elevated market speculation drove coffee prices to historic levels and increased uncertainty throughout the industry. These events reinforced the need for long-term sustainability strategies capable of addressing the growing impact of climate change on the future of coffee production.



4.2. OUR BUSINESS

GREEN COFFEE: THE BACKBONE OF OUR COMPANY

Green coffee refers to coffee beans that have not undergone the roasting process. At Mocoffee, we are passionate about sourcing exceptional coffee beans with ethical trade and sustainability for our clients, using several of the 124 coffee species of the Arabica and Robusta varieties.

We continue to prioritize building relationships with producers and supporting their livelihoods through fair prices, actively working to increase direct sourcing and full price transparency with coffee growers.

NAVIGATING THROUGH OUR DAY-TO-DAY OPERATIONS

Following the sourcing process, beans are delivered to our factory and stored according to their certifications - Organic, Rainforest Alliance, Fairtrade, or non-certified regions where human rights are still verified and respected. Beans are roasted, filled into coffee capsules (biodegradable, compostable, aluminium, bioplastic, or traditional), packaged to client specifications, and shipped through our logistics network.

MAINTAINING QUALITY THROUGH THE ENTIRE PROCESS

Quality remains the core principle of our operation. Mocoffee continues to hold certifications in Food Safety, IFS, Fairtrade, Rain Forest Alliance, Biosuisse, and Organic, and only selects packaging suppliers with FSC Certification.



4.3. MOCOFFEE'S VALUE CHAIN

Mocoffee develops its activity across the entire value chain, from the origin and purchase of green coffee, to transportation, reception, storage, product development, processing and marketing. In addition, there are concerns about the environment and the quality and efficiency of the productive process, upstream and downstream, the traceability of production, the carbon footprint and the treatment of waste originating from its activity.

Mocoffee's value chain begins with sourcing green coffee from four major countries: Brazil, Colombia, India, and Ethiopia. These countries are renowned for their coffee production, providing the raw material that forms the basis of the entire supply chain. Once the green coffee is sourced, it undergoes a transformation process involving several key components and processes. The key components include infrastructures, such as facilities and equipment necessary for processing coffee, human capital, which plays a crucial role, encompassing the workforce engaged in both production and back-office operations, and technology, which involves the equipment and information systems used in coffee processing. Innovation is also emphasized, focusing on product development and new projects to enhance coffee quality and offerings, as well as procurement, which deals with sourcing raw materials, subsidiaries, and external services essential for the transformation process.

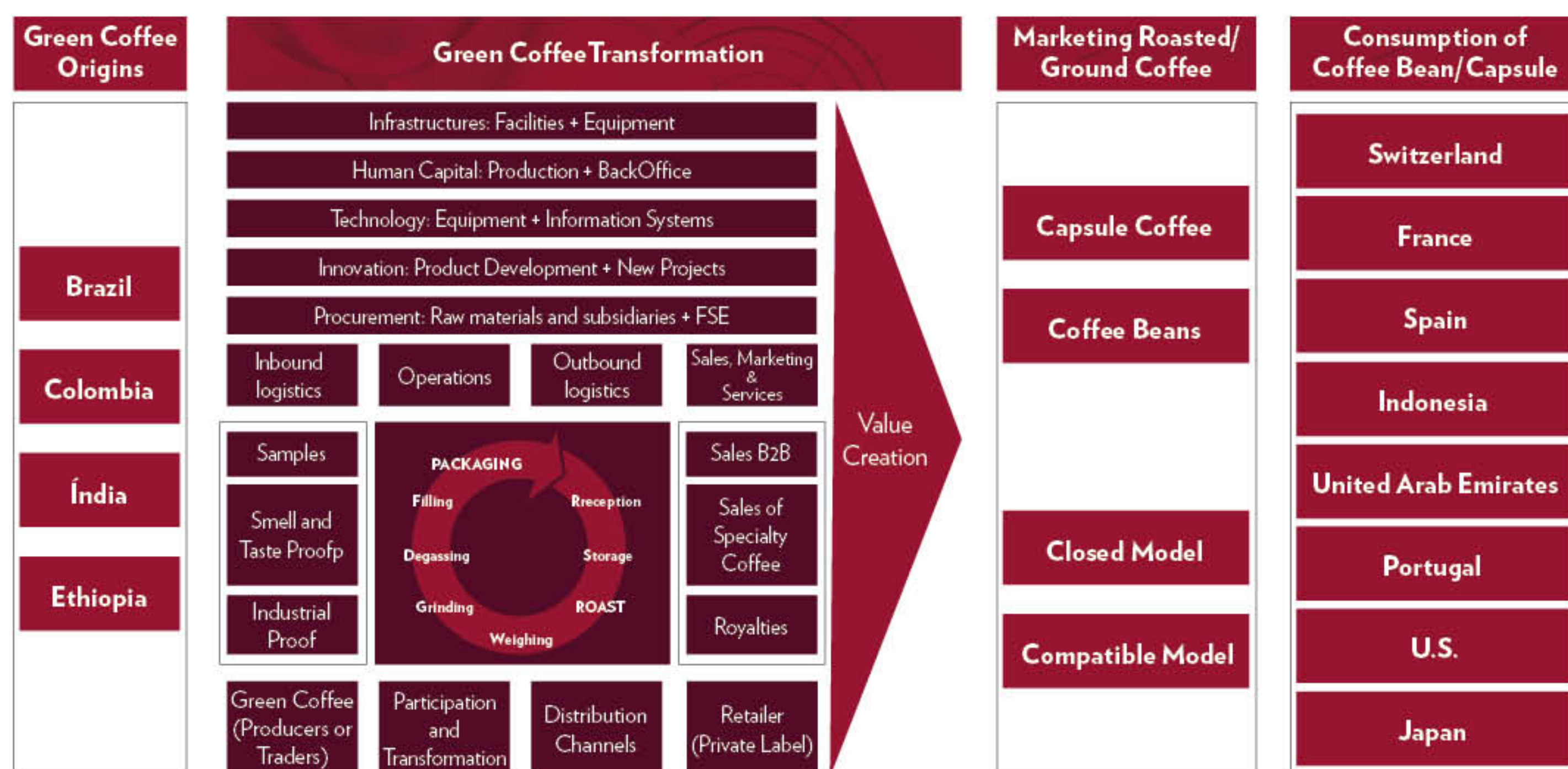


Figure 2: Mocoffee's value chain

The transformation process itself consists of several stages. Inbound logistics handles the arrival of green coffee, operations form the core activities involved in transforming green coffee into its final form, outbound logistics manages the distribution of processed coffee and sales, marketing, and services encompass activities related to selling and marketing coffee, along with providing related services.

The detailed value creation process includes several stages, starting with the reception of raw green coffee. This is followed by the roasting process, where the coffee beans are roasted to bring out their flavors. The roasted beans are then stored properly to maintain their quality. Packaging follows, where the coffee is prepared for sale.

Additional stages include reception and filling, which are necessary for preparing the coffee for distribution. Commercialization of roasted and ground coffee involves different forms, including capsules, catering to the growing market of single-serve coffee machines and coffee beans, which are catered to traditional coffee brewing methods. The commercialization process includes a closed model, which refers to proprietary systems for coffee capsules, and a compatible model, which includes systems compatible with various coffee machines.

The final stage is the consumption of coffee in different forms and locations around the world. Key markets for coffee consumption include Switzerland, France, Spain, Indonesia, the United Arab Emirates, Portugal, U.S., and Japan.

These markets represent a diverse range of consumer preferences and coffee cultures.

Additional elements of the coffee supply chain include testing, which involves sensory evaluations such as olfactory and taste tests to ensure quality, industrial tests that are conducted to maintain the product high standards, and business-to-business (B2B) sales, that play a significant role in distributing coffee. Sustainable coffee sales are promoted, emphasizing environmentally friendly practices. Royalties are generated from licensed coffee products and the distribution channel is crucial for getting the coffee to end consumers. Retailers, including those selling coffee under private labels, are integral to the final step of the supply chain.

Key markets for coffee consumption in 2025 include Switzerland, France, Spain, Indonesia, the United Arab Emirates, Portugal, U.S., and Japan.

4.4. PROSPECTS FOR 2025

The company continued focused in attracting new customers to ensure sustained growth delivering high quality, operational efficiency, and scalability. At the same time, the company maintained its focus on innovation, developing solutions that enhance the recyclability and circularity of its coffee capsules. Through these efforts, Mocoffee continues to strengthen its sustainability performance.

5. MOCOFFEE'S ESG JOURNEY

5.1. UPDATE ON OUR MATERIALITY ASSESSMENT

Our first Materiality Assessment, conducted in 2023, identified 10 relevant ESG themes for Mocoffee across the Environmental, Social, and Governance dimensions. In 2025, we reviewed the continued relevance of these material topics in light of the year's developments finding that the 2023 matrix remains valid.

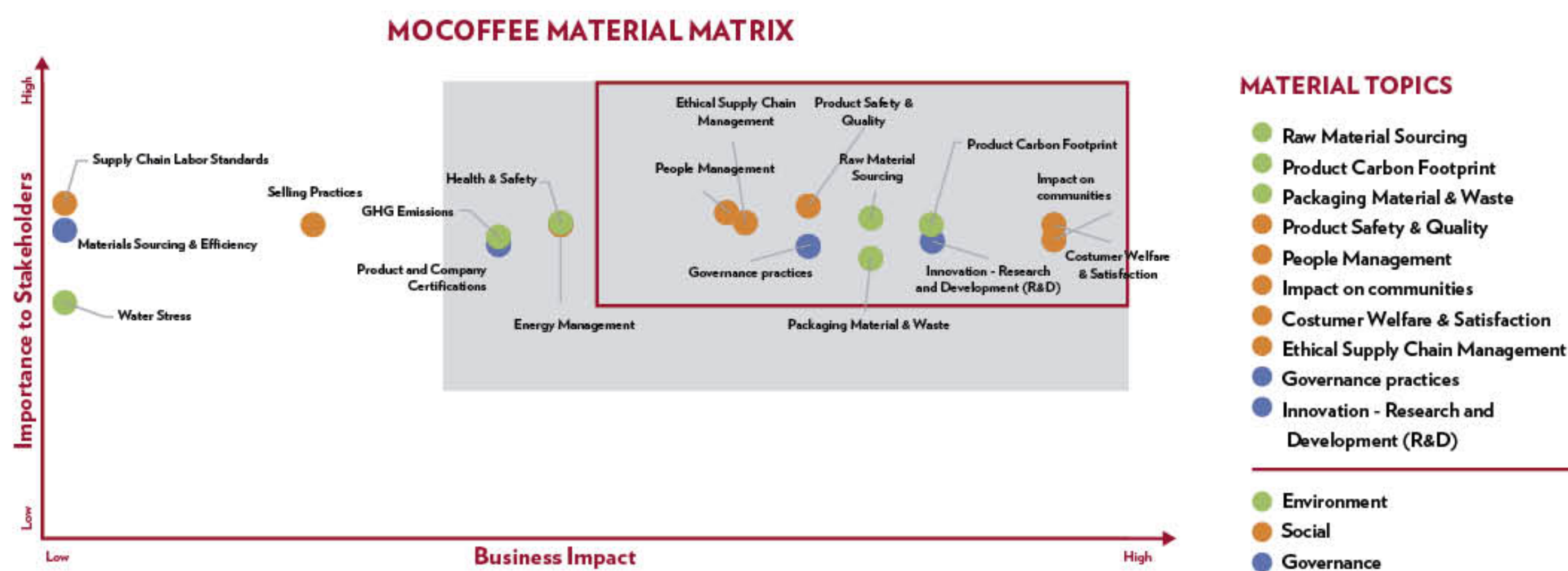
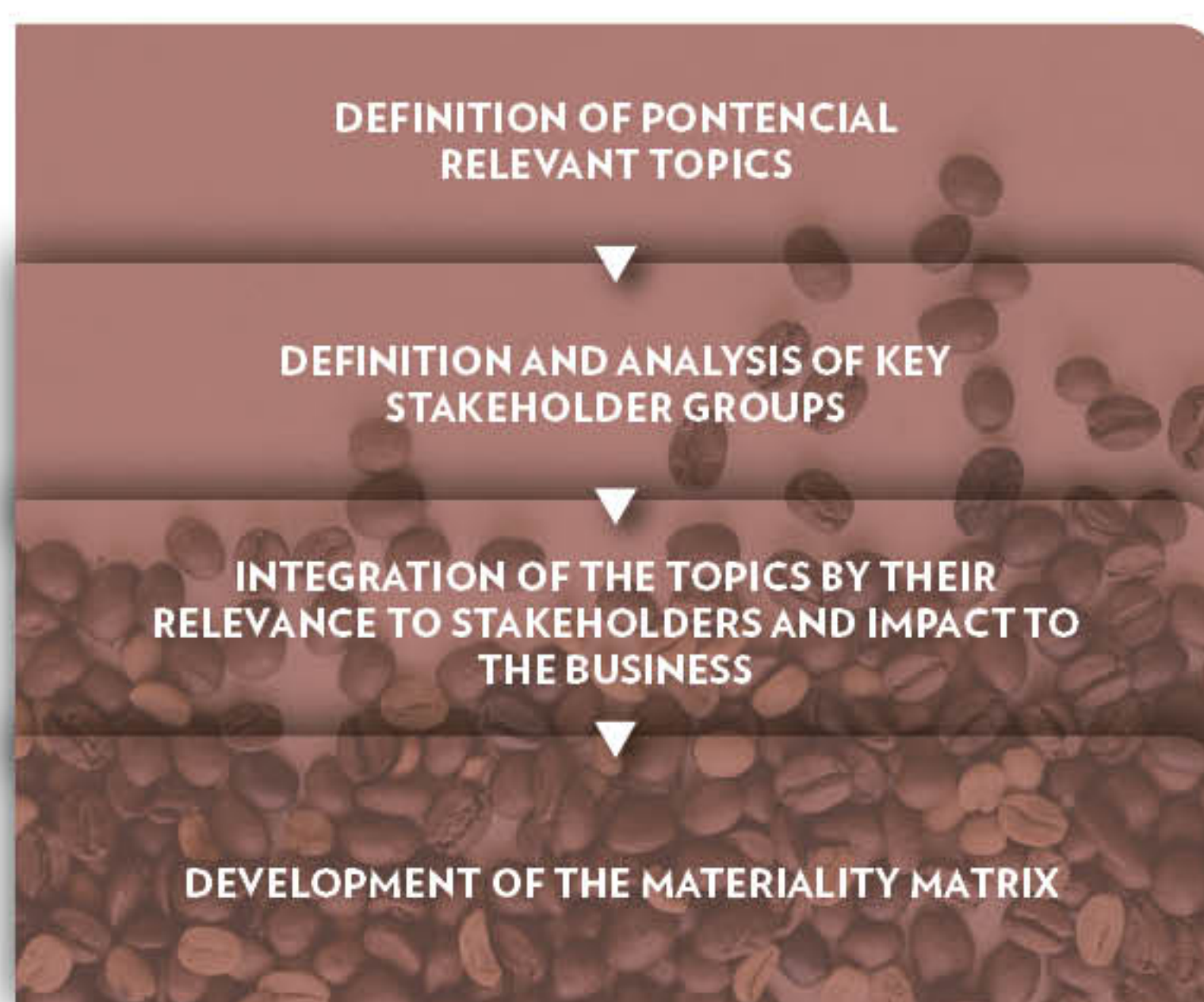
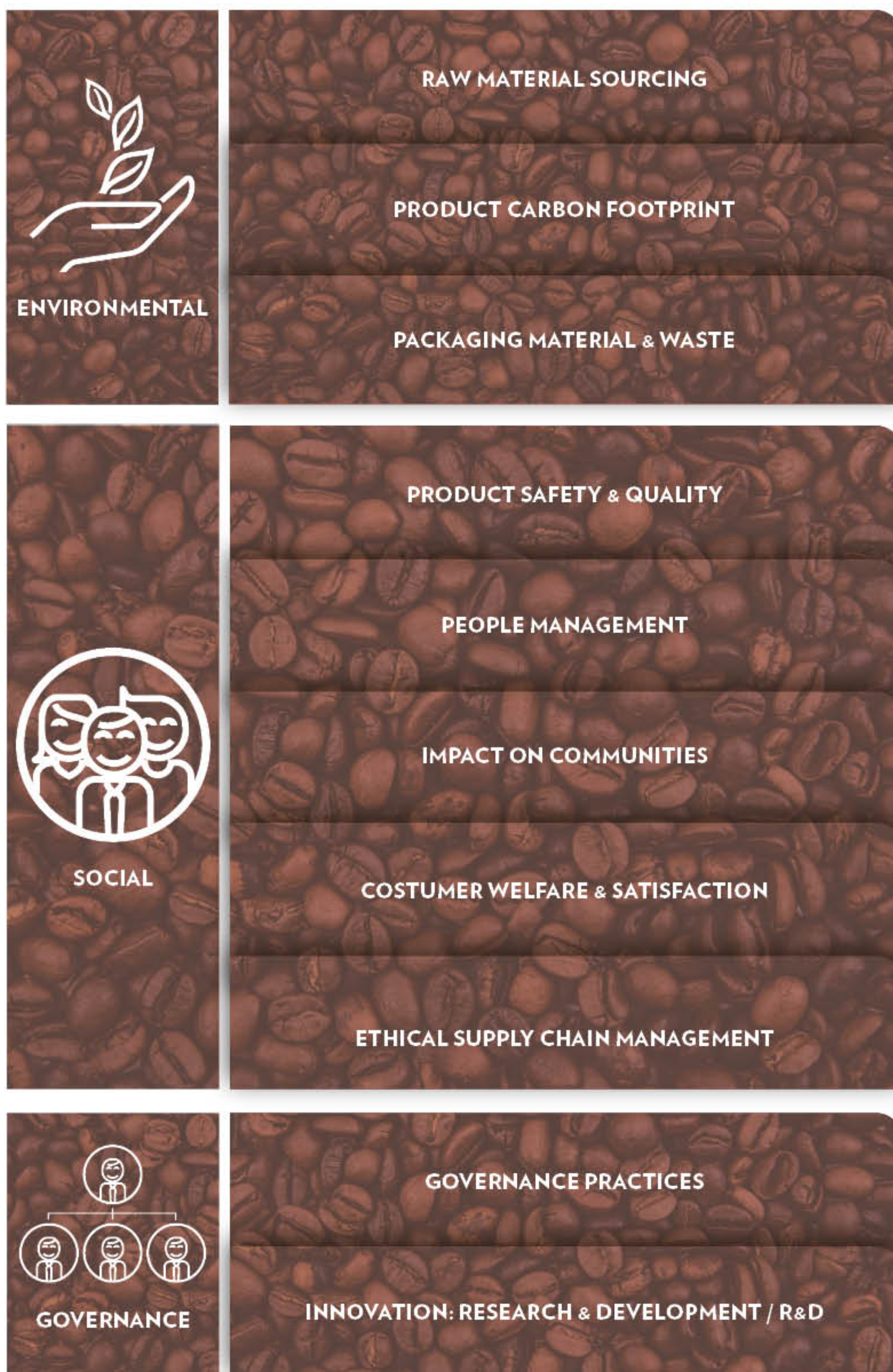


Figure 3: Mocoffee's Materiality Matrix





5.2. OUR ESG STRATEGY - PROGRESS UPDATE

At Mocoffee, we firmly believe that an ESG (Environmental, Social, and Governance) Strategy is not just a framework, but rather the very essence of establishing a resilient and thriving business in today's rapidly evolving world. We understand that the challenges and opportunities facing businesses today extend well beyond financial performance, encompassing a broader spectrum of responsibilities towards our planet, our people, our communities, and our stakeholders at large.

With this ethos at the core of our operations, we have devoted ourselves to developing a strategy that prioritizes positive impact across multiple fronts – from contributing to a **Healthy Environment**, while fostering an inclusive and fair **Community**, to leveraging quality and satisfaction for our **People** and **Clients**. In doing so, we aim to not only meet the needs of the present but also to create a sustainable foundation for the future. As a result, our approach has embraced the three dimensions of ESG – Environmental, Social, and Governance.

ESG

ALIGNING OUR STRATEGY WITH THE SDGs¹

The increase in awareness of global sustainability issues has been driven by various initiatives that have played a fundamental role both in public opinion and in decision-making. One of the most prominent international initiatives in this area has been the launch of the 2030 Agenda for Sustainable Development, comprising 17 Goals, subdivided into 169 targets, approved and adopted by all United Nations Member States. The 2030 Agenda for Sustainable Development is comprehensive and ambitious, encompassing various dimensions of sustainable development (social, economic, environmental) and promoting peace, justice, and effective institutions.

We believe that as companies strive to create long-term value, alignment with the Sustainable Development Goals (SDGs) plays a crucial role and emerges as a powerful framework for driving meaningful impact. Thus, through strategic alignment with the SDGs, we seek to maximize our impact, enhance stakeholder engagement, and advance progress towards a more prosperous and sustainable world.

¹ "SDGs" refers to the Sustainable Development Goals, a collection of 17 global objectives established by the United Nations in 2015, aimed at achieving sustainable development by the year 2030.



Figure 4: – Mocoffee's alignment with SDG

OUR ESG ROADMAP – WALKING THE TALK

As we embark on our journey, we recognize the importance of setting clear and measurable goals and metrics to guide our efforts. And we chart our future, we are committed to achieving tangible progress over a three-year time frame. Our roadmap is composed of initiatives and detailed action steps that we will take to achieve our strategy in Environmental, Social, and Governance topics until 2030. By establishing concrete goals and metrics, we aim to not only track our progress but also hold ourselves accountable for driving meaningful change and creating lasting value for our stakeholders and our value chain.

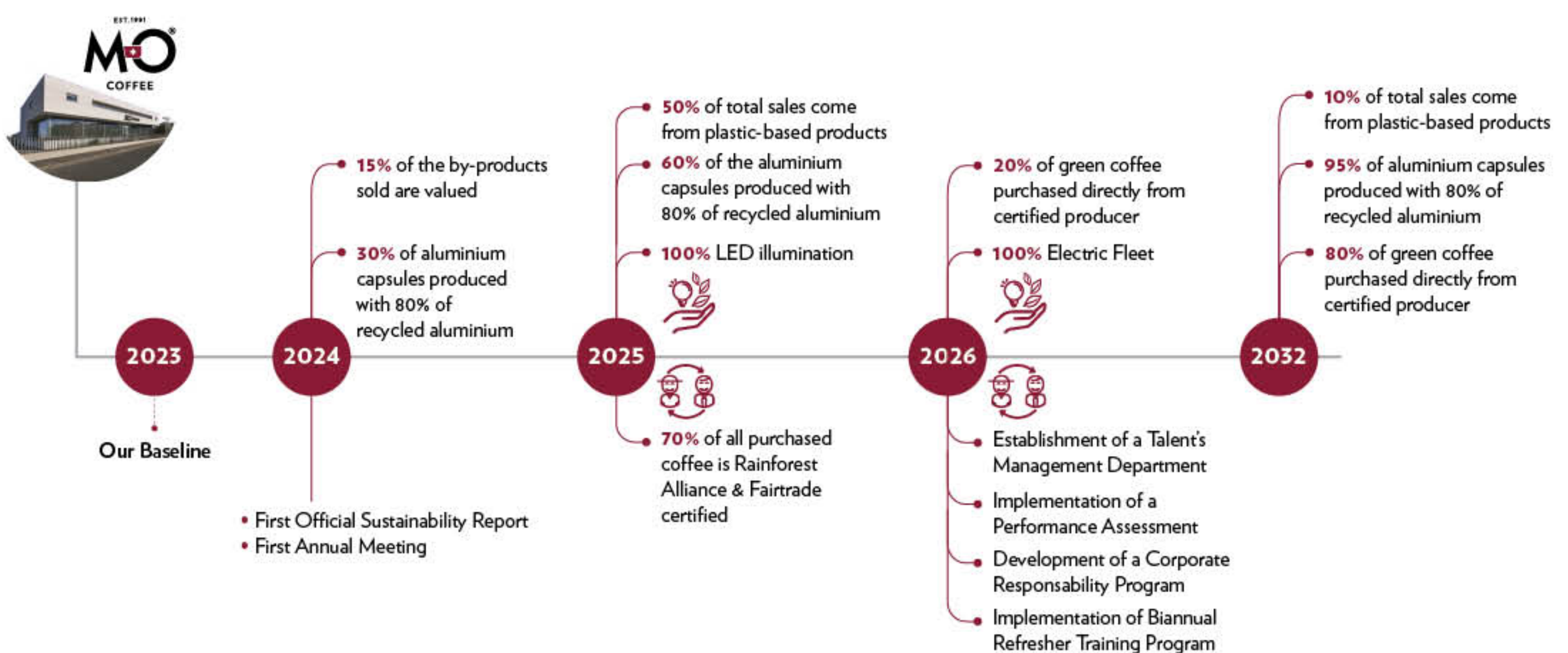


Figure 5: Mocoffee's ESG Roadmap

6. ESG PERFORMANCE

Coffee is one of the most widely consumed beverages in the world and Mocoffee's business impacts the daily lives of a large number of people. At Mocoffee, we remain committed to transparency, and this section discloses our ESG performance for the year 2025, alongside 2024 figures for comparison where available.

All Environmental, Social, and Governance (ESG) performance data presented in this report specifically pertains to Mocoffee Europe S.A (Portugal).

6.1. ENVIRONMENTAL DIMENSION

6.1.1. CIRCULAR ECONOMY

Resource depletion represents a serious global threat to people, the planet, and our business. In 2025, Mocoffee continued to optimize its operations towards a circular ecosystem, maximizing the use of existing products and materials.

In 2025, Mocoffee generated a total of 40,484 tonnes of waste, all classified as non-hazardous. The table below presents the 2025 waste generation by type, alongside the 2024 comparative figures.

Table 1 : Waste Generation by Type

Type of Waste	2024(t)	2025(t)	% Change
Paper and Cardboard	28,93	19,50	-32,5%
Aluminium Capsules	24,55	20,57	-16,2%
Coffee	7,08	5,24	-26,0%
Plastic Packaging	3,85	1,76	-54,3%
Plastic Capsules	3,05	1,46	-52,1%
Raffia Bags	4,33	2,98	-31,2%
Ordinary Industrial Waste	2,05	1,40	-31,7%
Plastic and Aluminium	2,04	1,38	-32,4%
Rejected Capsule	0,74	0,50	-32,4%

² In metric tonne = 1000kg

As in 2024, we aim to continue diverting all waste to recycling or recovery, ensuring no waste is sent to landfill.

6.1.2. ENERGY AND CLIMATE CHANGE

Mocoffee remains committed to significantly cutting GHG emissions to mitigate climate change's adverse effects. In 2025, the company consumes energy from both renewable and non-renewable sources, with surplus energy generated from renewable sources sold to the grid.

Table 2 : Energy produced by source

Source of Energy	2024(MWh)	2025(MWh)
Fossil Fuels	903,24	804,07
Electricity (Non-renewable)	480,60	511,40
Electricity (Renewable) ²	158,02	150,60
Total	1 541,86	1 466,07

In 2023, Mocoffee installed photovoltaic (solar) panels on its factory premises. In 2025, these panels generated 150.60 MWh of electricity, primarily for own consumption, with surplus energy sold to the grid.

PRODUCT CARBON FOOTPRINT

In 2025, Mocoffee conducted its third carbon footprint assessment, following the GHG Protocol guidelines, covering Scope 1 and Scope 2 emissions. Total 2025 GHG emissions amounted to 191.74 tCO₂eq (location-based method), with Scope 1 representing 79% (191.74 tCO₂eq) and Scope 2 representing 21% (40.10 tCO₂eq).

Table 3 : Product Carbon Footprint

Scope	2024 (tCO ₂ eq, location-based)	2025 (tCO ₂ eq, location-based)
Scope 1	170,40	151,64
Scope 2	45,04	40,10
Total	215,44	191,74

6.1.3. WATER USE AND MANAGEMENT

In 2025, Mocoffee consumed around 259 m³ of water in its facilities, representing 7,63 m³ per employee.

Table 4 : Product Carbon Footprint

Metric	2024	2025
Water withdrawal (m ³)	264,23	259,47
Water consumption (m ³)	264,23	259,47
Water consumption per employee (m ³)	7,77	7,63

6.2. SOCIAL DIMENSION

6.2.1. OUR PEOPLE

People are the backbone of Mocoffee. In 2025, our workforce comprised 34 employees (16 men, 18 women) based in Portugal, all under permanent contracts.

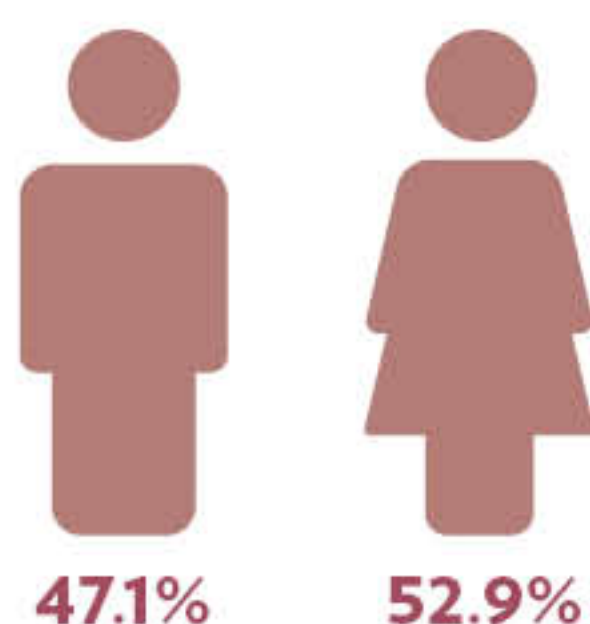


Figure 9: Percentage of employees by gender

Table 5 : Our People

	2024	2025
Total employees	34	34
Male employees	18	16
Female employees	16	18
Employees in Portugal	31	34
Employees in Switzerland	3	0
Total training hours	1362	1 375
Average training hours per employee	40	40
Work-related accidents	0	0
Fatalities	0	0
Gender pay gap	37,66%	26,31%

The planned Annual Meeting didn't take place due to a change in the Board Management during the last quarter of the year.

6.2.2 OUR COMMUNITIES

We recognize our operations' potential to make a meaningful difference in the communities surrounding our factory and within our supplier network. Our 2023 report committed to developing a Corporate Social Responsibility Strategy by 2025. A donation was made to the Azambuja Fire Department to help fund the purchase of a new operational vehicle with updated technical specifications.

6.3. GOVERNANCE DIMENSION

6.3.1. GOVERNANCE STRUCTURE AND PRACTICES

In 2025, Mocoffee Europe CEO is João Gomes, supported by the different departments, with oversight from the Supervisory Board and Fiscal Committee.

The plan to create a Sustainability Committee has been postponed again due to changes on the Management Board.

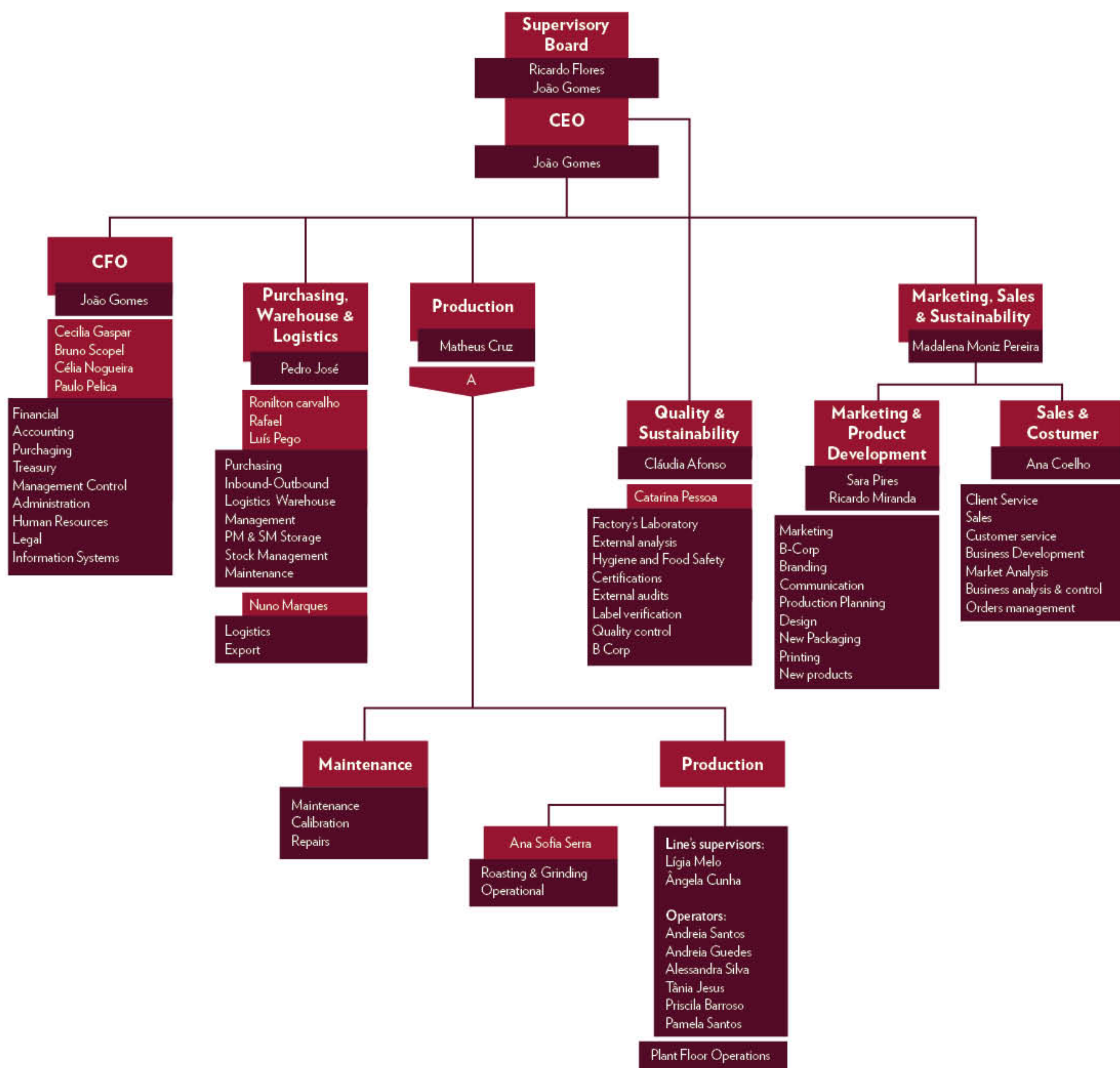


Figure 11: Mocoffee Group Organization chart

6.3.2. INNOVATION AS A TOOL FOR SUCCESS

Innovation remains a key driver of Mocoffee's long-term growth and competitiveness. Throughout 2025, the company continued to strengthen its research and development capabilities, transforming customer challenges into opportunities for innovation. Working closely with customers and external partners, Mocoffee developed and commercialized new product concepts, including coffee blends incorporating mushroom-based ingredients. This customer-centric approach to innovation reinforces Mocoffee's position as a trusted development partner, capable of anticipating market trends and delivering differentiated solutions that create value for both customers and consumers.

6.3.3. RESPONSIBLE BUSINESS CONDUCT

In 2024, Mocoffee reported no fines or convictions for violations of anti-corruption and anti-bribery laws. In 2025, the situation remains the same.

Table 6: Fines or convictions for violations of anti-corruption and anti-bribery laws

Metric	2024	2025
Convictions for corruption/bribery	0	0
Fines for corruption/bribery	0	0

7. CORRESPONDENCE TABLE

The correspondence between Mocoffee's material topics, the ESRs/VSME standards, the relevant SDGs, and the report location remains as defined in the 2023 report (see Chapter 7 of the 2023 Sustainability Report), updated with 2025 chapter/page references.

Strategic Pillars	Material Topics	ESRS Standard	Ref.	SDG	Location
Environmental	Raw Material Sourcing	Resource Use, Circular Economy & Waste	B7	12, 13	Chapter 6.1.1
	Packaging Material & Waste			12, 13	Chapter 6.1.1
	Product Carbon Footprint	Energy and GHG	B3	12, 13	Chapter 6.1.2
		Pollution of air, water and soil	B4	12, 13	
Social	Product Safety & Quality	-	-	5,8	Chapter 6.2.2
	People Management	Workforce – General characteristics	B8	5,8	Chapter 6.2.1
		Health & Safety	B9		
		Remuneration, collective bargaining and training	B10		
	Impact on Communities	Workers in the Value Chain, Affected Communities, Consumers and end-users	B11	5,8	Chapter 6.2.2
	Customer Welfare & Satisfaction			5,8	Chapter 6.2.2
	Ethical Supply Chain Management			5,8	Chapter 6.2.2
Governance	Governance Practices	Convictions and fines for corruption and bribery	B12	9	Chapter 6.3.1 Chapter 6.3.3
	Innovation: Research & Development (R&D)	-	-	9	Chapter 6.3.2

8. APPENDIX

8.1. MATERIAL TOPIC DEFINITIONS

Material topic definitions remain unchanged from the 2023 report (see Appendix 8.1 of the 2023 Sustainability Report).

8.2. ESRs TABLE (VSME)

The Basic Metrics disclosures below follow the Voluntary standard for non-listed small- and medium-sized undertakings (VSME ED), updated with 2025 data.

Basic Metrics - Environment

B 3 – Energy and greenhouse gas emissions

Energy Source		2024 (MWh)	2025 (MWh)
Fossil Fuels		903,24	804,07
Electricity	Non-renewable	480,60	511,40
	Renewable	158,02	150,60
Total		1 541,86	1 466,07

Scope	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)
Scope 1	170,40	151,64
Scope 2	45,04	40,10
Total	215,44	191,74

B 4 – Pollution of air, water and soil

Not applicable

-

B 5 – Biodiversity

Not applicable

-

B 6 – Water

Metric (m3)	2024	2025
Water withdrawal (m3)	264,23	259,47
Water consumption (m3)	264,23	259,47
Water consumption per employee (m3)	7,77	7,63

* Mocoffee does not monitor water discharge. As a result, to the purposes of this report the water consumption is considered equivalent to the water withdrawal.

B 7 – Resource Use, Circular Economy and Waste Management

Type of Waste	2024 (t)	2025(t)
Paper and Cardboard	28,93	19,50
Aluminium Capsules	24,55	20,57
Coffee	7,08	5,24
Plastic Packaging	3,85	1,76
Plastic Capsules	3,05	1,46
Raffia Bags	4,33	2,98
Ordinary Industrial Waste	2,05	1,40
Plastic and Aluminium	2,04	1,38
Rejected Capsule	0,74	0,50
Total (non-hazardous)	76,62	54,79
Total (hazardous)	0	0

Basic Metrics – Social matters

B 8 – Workforce – General characteristics

Type of Contract	2024	2025
Temporary contract	0	6
Permanent contract	34	28
Total employees	34,00	34

Gender	2024	2025
Male	18	16
Female	16	18
Other	0	0
Not reported	0	0
Total employees	34	34

Country	2024	2025
Portugal	31	34
Switzerland	3	0
Total employees	34	34

B 9 – Workforce – Health and safety

Metric	2024	2025
Total hours worked	60,016.00	63,385.00
Recordable work-related accidents	0	0
Rate of recordable work-related accidents	0	0
Fatalities	0	0

B 10 – Workforce – Remuneration, collective bargaining and training

Entry-level wage to minimum wage ratio in 2025: 1.09

Metric	2024	2025
Average gross hourly pay (male)	13,51	16,80
Average gross hourly pay (female)	9,95	10,47
Gender pay gap	37,66%	26,31%
Employees covered by collective bargaining agreements	0	0
% covered by collective bargaining agreements	0,00%	0,00%
Training hours - male	721	647
Training hours - female	641	728
Total training hours	1362	1375
Average training hours per employee	40	40

B11 - Workers in the Value Chain, Affected Communities, Consumers and End-Users

See Chapter 6.2.2 - [update qualitative disclosure for 2025]

Basic metrics – Business conduct

B 12 – Convictions and fines for corruption and bribery

Metric	2024	2025
Convictions for anti-corruption/ anti-bribery violations	0	0
Fines for anti-corruption/anti-bribery violations	0	0

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Coffee Market Report - December 2023. (2023). International Coffee Organization (ICO).



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