



# SUSTAINABILITY REPORT 2024



ESG IN ACTION - OUR IMPACT, OUR PROGRESS





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**INFORMATION**  
Our ESG Report has been prepared with the  
utmost care to ensure the accuracy and  
completeness of information in all areas.  
Figures in the report are subject to rounding.  
However, rounding errors, typographical errors  
and printing errors cannot be completely ruled out.

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June 2025



Sustainability is a shared responsibility, and collaboration is at the heart of how we approach it.

Carina Needham



**Carina Needham**  
Global Sustainability Director



**Marcel Löffler**  
CEO Julius Meinl 1862 GmbH

## Insights from Our CEO and Sustainability Director

For this year's introduction to the Sustainability Report, we asked our CEO, Marcel Löffler, and our Global Sustainability Director, Carina Needham, to reflect on our progress and share what sustainability means for Julius Meinl today, offering insights for our customers, partners, employees, and all those who share our commitment to a more responsible future.

**2024 was a significant year for advancing Julius Meinl's sustainability commitments. What were your personal sustainability highlights this year?**

**Carina (Sustainability Director):** One of the biggest milestones for me was seeing

us reach 71% responsibly selected coffee, bringing us closer to our goal of 100% by the end of 2025 and exceeding our ambition of reaching 60% in 2024. For me, this reflects the strength of our partnerships and the progress we are making in aligning with robust social, environmental, and economic sustainability standards. Expanding traceability, cooperating with our suppliers and partners across our value chain, and seeing the impact the different sustainability programmes have with coffee farmers, has been incredibly rewarding.

**Marcel (CEO):** For me, it is our Sustainability Ambassadors. Nothing compares to seeing people take ownership of sustainability

and drive it forward locally. That sense of purpose and empowerment really makes the difference and this is how sustainability becomes part of the everyday, not just a strategy. The creative, hands-on initiatives our teams rolled out this year have been inspiring.

**Sustainability reporting has reached a new level of complexity with the EU Corporate Sustainability Reporting Directive (CSRD). How has Julius Meinl approached this transition, and what have been the key challenges and learnings?**

**Carina (Sustainability Director):** The CSRD has definitely raised the bar and made data

collection and reporting approaches more challenging. I appreciate that it ultimately fosters a deeper integration of sustainability into our core business strategy, while also helping us identify areas for improvement and build on our existing strengths and opportunities.

We started with a Double Materiality Assessment in 2023 to identify what really matters and from there began aligning our reporting with the European Sustainability Reporting Standards (ESRS). The biggest challenge has been navigating shifting regulations while ensuring consistent, high-quality data across all our locations. One clear learning for us so far is that the CSRD





We are focused on building a future where great coffee and responsible business go hand in hand.

Marcel Löffler, CEO

demands cross-functional teamwork and a shift in mindset in the entire organisation.

***With coffee prices reaching record highs in 2024 due to market volatility and climate impacts, how does Julius Meinl balance these challenges while staying committed to sustainability?***

**Marcel (CEO):** The reality is that macroeconomic uncertainties and climate change-related impacts have shaken the global coffee production, which is reflected in prices. We have done our best to absorb the impact. At the same time, we also want to honour our sustainability commitments and support farmers and their next generation in the long term. Hence price increases were needed and justified. Ultimately, what matters most to us is being

upfront with our partners and customers. Transparency and a joint commitment for fair pricing will ensure that there is still great quality coffee in the decades ahead.

***Sustainability is often a collaborative effort. How is Julius Meinl working with its stakeholders to drive positive change?***

**Carina (Sustainability Director):** Sustainability is a shared responsibility, and collaboration is at the heart of how we approach it. We work closely with our suppliers and farmer representatives through initiatives like our Generations Programme and our Responsibly Selected Coffee Initiative to foster climate resilience and support farmers on the ground. At the same time, by joining the UN Global Compact and partnering with multi-stakeholder initiatives

like the Global Coffee Platform and the initiative for coffee&climate, we are aligning with best practices and driving change across the wider industry. I truly believe that we can only achieve a lasting transition to sustainable farming and production if we work together with everyone along the value chain.

***Looking ahead, what are Julius Meinl's next steps on their sustainability journey?***

**Marcel (CEO):** We are focused on building a future where great coffee and responsible business go hand in hand. That means continued, joint efforts in the origin, pushing innovations, like testing even hydrogen roasting (i.e. with low-carbon emissions), and also improving how our coffee machines perform and last.

We know our impact does not stop at our doorstep, so we are deepening collaboration across our entire supply chain to make real, lasting change.

**Carina (Sustainability Director):** By the end of 2025 we aim to have achieved 100% of our Responsibly Selected Coffee Initiative, which will allow us to build on that foundation for even more ambitious goals. On the ESG side, we are rolling out ISO 14001 at our Vienna plant and stepping up our reporting to meet growing transparency expectations. But it is not just about compliance, it is about refining our strategy, learning what works best, and making sustainability an even stronger part of how we do business every day.





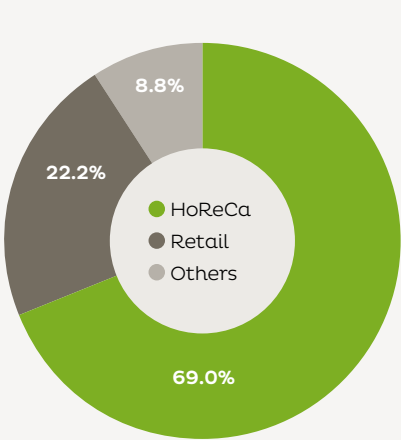
# Julius Meinl at a Glance

Julius Meinl, an Austrian family company founded in 1862, is one of the oldest coffee roasters in the world and an iconic Vienna coffee house brand. It operates in 56 countries through local subsidiaries and sales partners, with a Net Sales Revenue of 260 million Euros and an annual average of 1,079 employees (head count) globally in 2024.

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

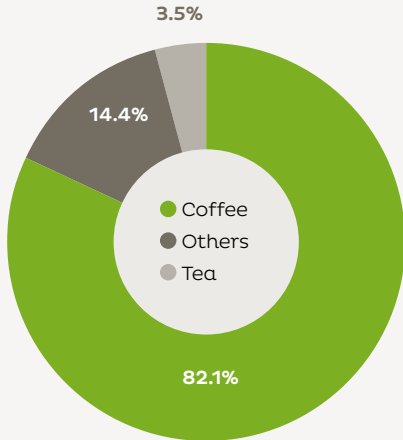


Revenues per segment



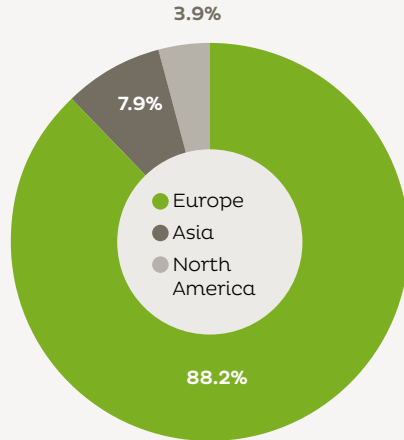
By distribution channels

The breakdown of sales revenues by distribution channels shows the gradually increasing importance of the retail sector for the Group. The HoReCa (Hotels, Restaurants and Cafés) segment continues to dominate with 69.0% of sales, followed by retail with 22.2% (with an increase by 3.2 percentage points) and others with 8.8%. Throughout 2024, the HoReCa and retail segment was recording volume and price increases. Further growth is expected in the retail segment in the coming years. As a result, this division will become more and more important for the Group as part of its strategic realignment.



By product categories

Coffee is the core product category and accounts for the majority of sales revenues with 82.1%. In 2024, the importance of tea for the Group stabilised at a solid level. Other products contribute substantially with 14.4% to the total net sales revenues and grew primarily through coffee machine sales to key accounts.



By regions

Historically, the Group was founded in Europe and has built a strong market position here. First expansion efforts were focused on Europe, and the importance of this continent for business success is evident from the 88.2% share of sales revenues. In recent years, the expansion outside Europe has become more and more noticeable in Asia (7.9% share) and North America (3.9% share).





14,100

Coffee roasted in tons  
2023: 13,835

254

Tea sold in tons  
2023: 251

100%

Share of renewable  
electricity in production

3.6%

Share of globally purchased  
organic and Fairtrade  
certified green coffee  
2023: 2.2%

71%

42%

2023

2024

Share of responsibly selected  
green coffee purchases

24%

Share of organic  
tea volume  
2023: 21%

61%

Recyclable share of coffee  
packaging in own production  
2023: 51%

78%

Recyclable share of  
tea packaging  
2023: 76%

189,631

2023: 189,344

Total Scope 1-3\*

7,836

2023: 7,986

Scope 1-2\*

181,795

2023: 181,358

Scope 3

GHG Emissions  
tCO<sub>2</sub>e

0.56

2023: 0.58

Scope 1-2\*

13.45

2023: 13.69

Scope 1-3\*

GHG Emissions intensity  
tCO<sub>2</sub>e/t roasted coffee

\*) using market-based  
method in Scope 2





# About the report

This fifth sustainability report of JULIUS MEINL 1862 GmbH (hereafter abbreviated as 'Julius Meinl') applies the financial control approach in accordance with ESRS 1 („reporting boundary”) and covers 100% of Julius Meinl's consolidated Net Sales Revenue. The reporting boundary includes all 19 operating subsidiaries across 20 countries: Austria, Italy, Croatia, Germany, Romania, France, Bosnia, Bulgaria, China, Hungary, Kazakhstan, Poland, Russia, Serbia, Slovakia (with additional operating site in Czech Republic), Slovenia, Turkey, United Arab Emirates, and the United States of America. Accordingly, the disclosures presented herein reflect the full scope of economic, environmental, and social impacts associated with these entities.

No subsidiaries or material operations have been excluded from the scope of this report. Where relevant, disclosures are disaggregated

by geography or business segment to reflect material differences in impacts or performance. The reporting boundary is consistent with the financial consolidation perimeter used in the company's statutory financial statements.

In light of the European Commission's Omnibus proposal (COM(2025)80), which introduces a temporary deferral of CSRD reporting obligations for companies in wave 3, Julius Meinl expects to be subject to mandatory sustainability reporting for the financial year 2027, with publication in 2028. This timeline is contingent upon the final adoption and transposition of the proposed directive into national law.

In the interim, we continue to apply the principles of double materiality and voluntarily align our disclosures with the European

Sustainability Reporting Standards (ESRS), where feasible. Preparatory steps are underway to formalise ESG governance structures, enhance data quality, and ensure audit readiness. The disclosures in this report reflect our current understanding of material impacts, risks, and opportunities, and will be updated accordingly once the revised ESRS are finalised.

Information and key figures relevant to sustainability for the period of 1 January, 2024, to 31 December, 2024, are reported with reference to the ESRS. Our data is subject to continuous improvement, especially as sustainability-related regulations evolve and lead to more standardised data. We are committed to transparency and will disclose any material changes in underlying data,

methodologies, or assumptions that may affect the interpretation of reported figures. Where applicable, restatements will be clearly explained and justified.

This report was approved by our Chief Executive Officer and the Chief Financial Officer. It has not been subject to external assurance.

We acknowledge that limited assurance by an independent third party will become mandatory in future reporting cycles. Preparatory steps are underway to ensure audit readiness and data quality, including internal validation procedures and plausibility checks.







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**Christina Meinl**  
5<sup>th</sup> generation family member and Vice President Group Strategies & Corporate Communication, during a coffee origin visit in Honduras.





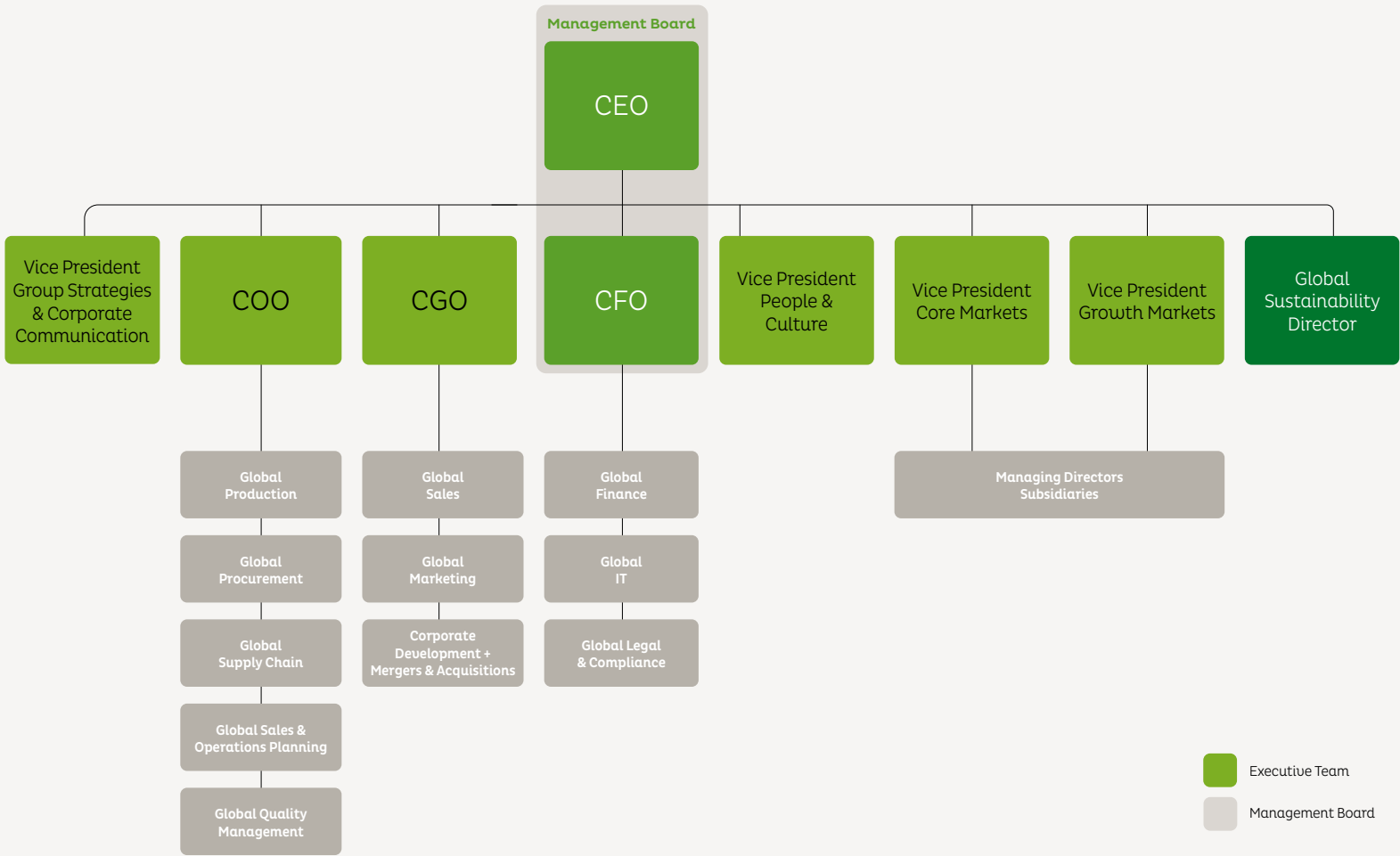
# Governance

## Corporate Governance Structure

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

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

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





MANAGEMENT BOARD



**Marcel Löffler**  
CEO

Over 20 years at Julius Meinl | Expertise: FMCG & Coffee Industry, Strategy & Global Growth, Brand, Organisation & Culture

As CEO, Marcel Löffler drives the company's vision & strategic direction, balancing tradition with innovation to ensure lasting, long-term success. With deep knowledge of shareholder expectations and market dynamics, he fosters ownership, agility, transparency and continuous improvement while creating the frame for embedding sustainability at the core of the business.



**Jörg Hönemann**  
CFO

3 years at Julius Meinl | Expertise: Finance, Digital Transformation, Risk Management

Jörg Hönemann leads financial strategy, risk management, and digitalisation, ensuring financial resilience and sustainable growth. Formerly being a certified public accountant and having experience in consulting and corporate finance, he integrates data-driven insights to enhance decision-making and operational efficiency.







# Sustainability Governance Structure

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

With the commitment to contribute to a better planet for future generations at the heart of the company, we continue to embed sustainability in the long-term strategic vision as well as in daily operations. This is reflected in the target setting of our 2030 Sustainability Agenda, ongoing revisions of the Supplier and Business Codes of Conduct, and the foreseen development of new social and environmental policies for 2025. The Management Board, supported by the Executive Team (ET) and the Global Sustainability Director, ensures that sustainability is integrated into corporate strategy, decision-making, and risk management. Julius Meinl is also one of the few companies of our size to have signed an ESG-linked loan, demonstrating our strong commitment to sustainability by directly tying financial incentives to our performance on environmental, social, and governance (ESG) criteria.

The Management Board receives regular updates on sustainability impacts, risks, and opportunities, with the CEO meeting bi-weekly with the Global Sustainability Director and the ET receiving quarterly briefings. The ET oversees the implementation of strategic initiatives, ensuring alignment across departments, while the Global Sustainability Director drives the company's sustainability agenda. Investment decisions are reviewed for environmental and social impact, with sustainable alternatives actively pursued where applicable.



## Carina Needham Global Sustainability Director

10 years at Julius Meinl | Expertise: Sustainability strategy, corporate responsibility, impact assessment

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



Our first Sustainability Ambassador Meeting, held in Vienna in February 2024.

## Our Sustainability Ambassadors

Each Julius Meinl subsidiary has a Sustainability Ambassador, acting as a local point of contact for sustainability-related topics. Their role includes:

- Integrating sustainability into daily operations across all subsidiaries
- Providing key data for CSRD-aligned sustainability reporting
- Acting as as point of contact experts for local teams on sustainability questions
- Driving engagement and building sustainability knowledge among colleagues
- Leading local sustainability projects to accelerate transformation

Our ESG-linked loan was tied to the achievement of specific KPIs, reflecting our commitment to sustainability. These KPIs were subject to an external audit with limited assurance to verify performance accuracy and transparency.



- ✓ **GHG Emission Intensity reduced to 0.56 tCO<sub>2</sub>e/t**, even below the target of 0.57
- ✓ **71% of responsibly selected coffee**, exceeding the ≥60% goal
- ✓ **"Champions" category score** in Employee Satisfaction Survey was **44% above benchmark**, surpassing the 25% target



# Sustainability Strategy and Core Coffee Initiatives

## Sustainability Strategy

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

Initiatives like our Responsibly Selected Coffee Initiative (RSCI), the Generations Programme, and a growing portfolio of organic-fairtrade

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

In addition to these initiatives related to coffee origin, we focus on significantly reducing our carbon footprint and advancing circular

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

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

After working toward it throughout 2024, we received our first EcoVadis sustainability rating in January 2025, earning the "Committed" badge, valid until early 2026. EcoVadis is a globally recognised and trusted provider of business sustainability ratings.



At Julius Meinl, we are committed to the Ten Principles of the United Nations Global Compact (UNGC), which guide our efforts on human rights, labour standards, environmental sustainability, and anti-corruption. By aligning with these principles, we contribute directly to the UN Sustainable Development Goals (SDGs).

Our key impact revolves around SDGs 8, 12, 13, 15 and 17. We support SDG 8 by promoting fair labour practices and sustainable livelihoods for farmers and workers, while advancing SDGs 12, 13, and 15 through responsible consumption, reducing our carbon footprint, and protecting biodiversity. Additionally, SDG 17, focused on building strong partnerships, forms the foundation for our daily work, as we believe that collaboration is key to driving meaningful progress.







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



## ORIGIN

### BUILDING A SUSTAINABLE COFFEE SUPPLY CHAIN

Responsible sourcing practices  
in coffee origins



## PLANET

### PROTECTING OUR PLANET

Reducing our corporate carbon  
footprint and strengthening  
circular economy



## JULIUS MEINL PEOPLE

### DRIVING HIGH ENGAGEMENT

"Together we grow"  
Sustainable business development  
through healthy organisation



JULIUS MEINL SUSTAINABILITY AGENDA 2030

	ORIGIN 	PLANET 	JULIUS MEINL PEOPLE 
How are we building a sustainable and responsible business?	<b>Building a Sustainable Coffee Supply Chain</b> We strive to support people across our value chain in building decent and resilient livelihoods, promoting good agricultural practices, and conserving biodiversity. The health, safety, and well-being of coffee farmers, their families, and other workers and communities along our supply chains are central to our responsible sourcing efforts.	<b>Protecting our Planet</b> As a global company reliant on agricultural raw materials, responsible resource use and preserving a healthy environment are essential to us. We are committed to minimising our environmental footprint throughout the entire value chain by creating value with fewer resources and reducing the climate impact of our products.	<b>Driving High Engagement Among our Employees</b> Sustainable business development is only possible through a healthy organisation with highly engaged employees. We are committed to create a winning culture and a supportive and engaging workplace where our employees can thrive.
What are our key areas of action?	<ul style="list-style-type: none"><li>▶ Responsibly Selected Coffee Initiative: ensuring minimum sustainability standards along our coffee supply chains</li><li>▶ Generations Programme: our impact programme, supporting targeted groups of coffee farmers</li><li>▶ Organic-fairtrade certified portfolio</li></ul>	<ul style="list-style-type: none"><li>▶ Reducing our corporate carbon footprint</li><li>▶ Strengthening circular economy practices</li></ul>	<ul style="list-style-type: none"><li>▶ Rolling out Performance and Development Plans globally</li><li>▶ Enhancing fulfilment of our employees</li><li>▶ Empowerment of our employees</li></ul>
What are our targets?	<ul style="list-style-type: none"><li>▶ 100% responsibly selected coffee by the end of 2025</li><li>▶ Expanding the Generations Programme from two to four countries by 2026</li><li>▶ Increasing the organic-fairtrade certified product lines to reach a double-digit share within the coffee portfolio by 2030</li></ul>	<ul style="list-style-type: none"><li>▶ Science based targets: Reducing our corporate GHG emissions significantly by 2030 compared to the 2022 baseline<ul style="list-style-type: none"><li>• Scope 1/2: -42%</li><li>• Scope 3: -30%</li><li>• Long Term goal: Net zero by 2040</li></ul></li><li>▶ Strengthening circular economy with focus on packaging and coffee machines</li></ul>	<ul style="list-style-type: none"><li>▶ Julius Meinl Gallup Engagement Score: reaching the top 25% in the Gallup European benchmark by performing above the 75<sup>th</sup> percentile by 2027.</li><li>▶ Including 100% of employees in a structured Performance &amp; Development Cycle by 2026</li><li>▶ Strengthening our culture by fully embedding "Together We Grow" across the group by 2028</li></ul>
	<div><p><b>Compliance</b> with legal requirements along with <b>strong partnerships</b> with various multi-stakeholder and global sustainability initiatives, forms the foundation for achieving our targets, because we believe that genuine progress is only possible through collaborative efforts.</p></div> <div><p>WE SUPPORT coffee &amp; climate</p></div>		



## Core Coffee Initiatives

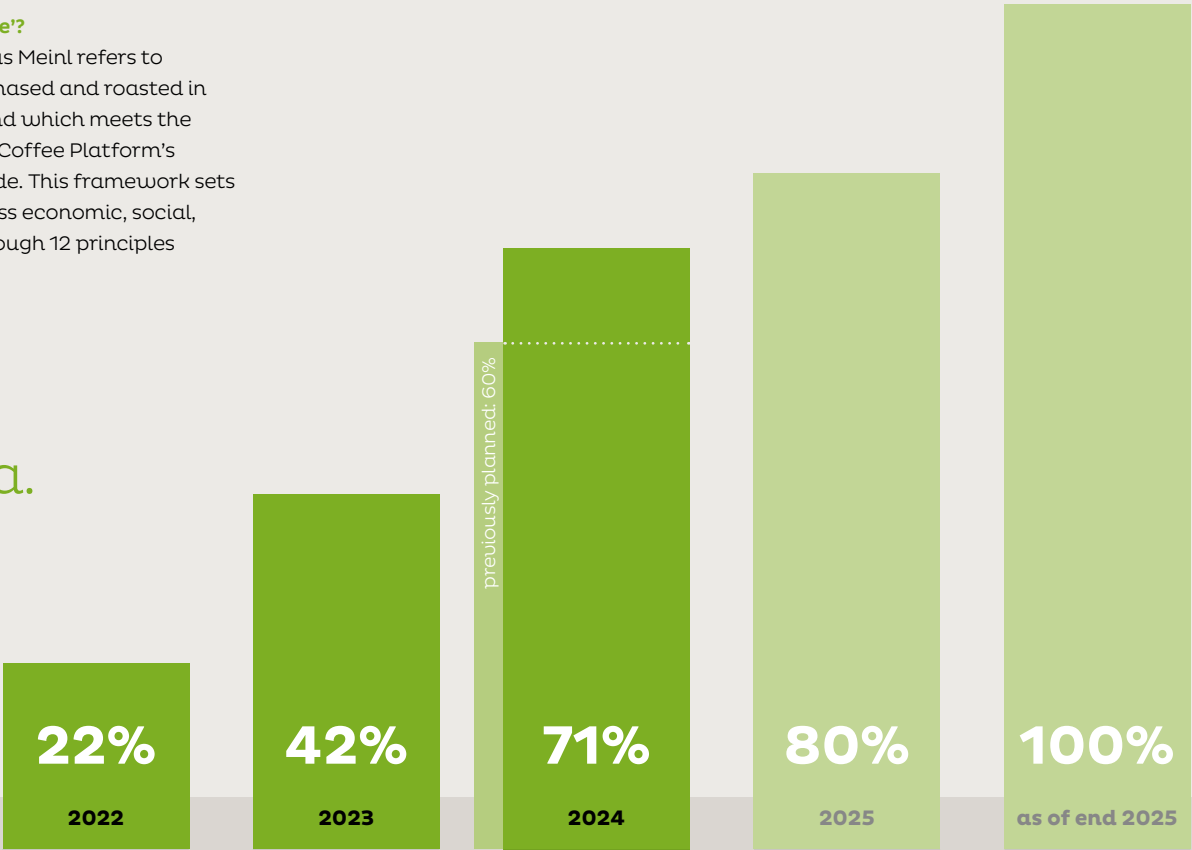
Green coffee is at the core of our Sustainability Strategy, as it has the most significant impact on both climate and people within our business activities. Consequently, we focus our efforts on our upstream value chain, emphasising sustainable sourcing practices. In 2024, we sourced coffee from 13 countries, reinforcing our commitment to building long-term relationships with our suppliers and coffee producers while maintaining a diversified coffee origin portfolio to preserve the distinct blends that define our brand.

### JULIUS MEINL'S RESPONSIBLY SELECTED COFFEE INITIATIVE

#### What is 'responsibly selected coffee'?

Responsibly selected coffee at Julius Meinl refers to green coffee which is globally purchased and roasted in our plants in Vienna and Vicenza and which meets the sustainability criteria of the Global Coffee Platform's Coffee Sustainability Reference Code. This framework sets baseline sustainability criteria across economic, social, and environmental dimensions through 12 principles depicted on the next page.

Our responsibly selected coffee meets global sustainability criteria.



PROGRESS STATUS AND TARGETS OF OUR RESPONSIBLY SELECTED COFFEE INITIATIVE



Responsibly selected green coffee that is globally purchased and roasted at Julius Meinl plants in Vienna and Vicenza. Green coffee refers to the processed seed of the coffee tree fruit. All of a coffee's taste and flavour potential is held within this green seed. This potential is ultimately unleashed through roasting the green coffee.





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



**ECONOMIC DIMENSION**

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



**SOCIAL DIMENSION**

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



**ENVIRONMENTAL DIMENSION**

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



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

CLICK HERE OR SCAN THE QR CODE TO EXPLORE:



GCP's Coffee Sustainability  
Reference Code



GCP's Equivalence  
Mechanism

**Which green coffee due diligence processes do we have in place?**

Our sustainability approach for green coffee is built on the GCP's Coffee Sustainability Reference Code. This allows us to prioritise high-sustainability supply chains and monitor key impacts identified in our double materiality assessment.

**► 1. Third-Party Assessments:**

We conduct regular assessments through the non-profit organisation Enveritas, which performs field assessments on a sample basis along our coffee supply chains. To track our progress and challenges in achieving continuous improvement, we assess different sourcing origins each year to regularly obtain updated reference values.

Sustainability schemes that undergo second-party assurance, typically the corporate

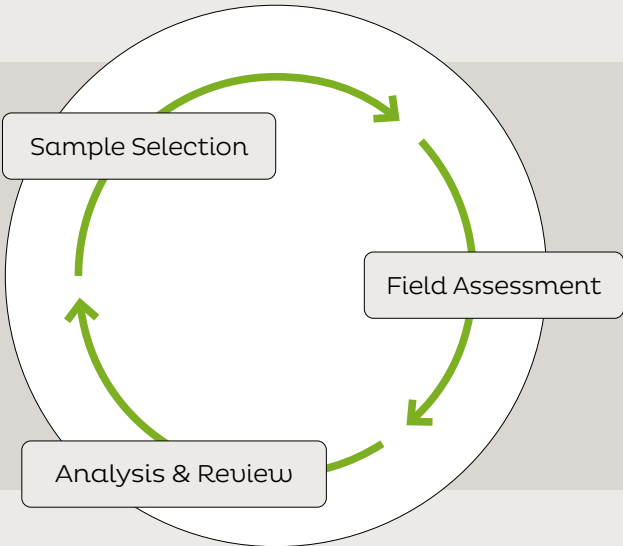
sustainability schemes from our suppliers, are assessed every three years. Third-party certified coffee supply chains, for example Fairtrade and Rainforest Alliance do not undergo the additional Enveritas assessment from our end, as they already have an independent third-party assessment.

Enveritas provides comprehensive reports highlighting the issues and challenges faced by farmers. Assessment results are shared transparently with our suppliers to collaboratively address any challenges. In case concerns should arise from these assessments, we engage proactively with suppliers to address and remediate the issues. Through this approach we focus on aligning with international norms and standards for working conditions, gender equality, and overall sustainability.

**► 2. Supplier Engagement:**

We maintain regular communication with our suppliers to understand their successes and challenges and determine how we can support and accelerate positive impacts. In line with the results of our double materiality assessment, this process helps us address material topics, including the striving for improved working conditions and compensation for farmers and workers, despite the complexities of global supply chains and varying regulatory frameworks; addressing the marginalisation of women in agricultural supply chains by promoting equal opportunities and representation; mitigating risks related to lower yields and income fluctuations due to climate change or market imbalances; and ensuring proper protective equipment and training for safe usage of chemicals and pesticides.

**THIRD-PARTY ASSESSMENTS  
THROUGH ENVERITAS**



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



Five generations of passion, dedication, and expertise have shaped Julius Meinl into what it is today. Through our Generations Programme we are investing in a future where coffee farming thrives, families prosper, and sustainability becomes the legacy we pass down for generations to come.



**Christina Meinl**  
5<sup>th</sup> generation family member & Vice President  
Group Strategies and Corporate Communication

**JULIUS MEINL'S GENERATIONS PROGRAMME**

At Julius Meinl, we believe that a sustainable coffee future starts with supporting the farmers who grow it. That is why the Generations Programme is a key pillar of our Sustainability Strategy, designed to improve farmer livelihoods, promote sustainable agricultural practices, and preserve coffee-growing knowledge for future generations.

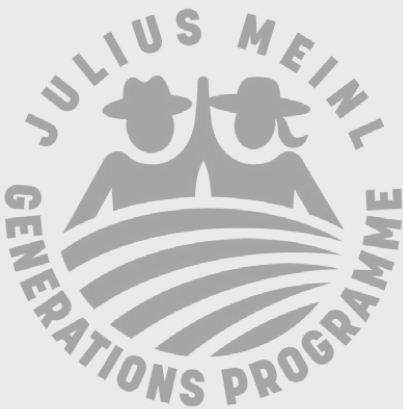
Our Generations Programme unites projects in Colombia and Uganda and is going to be expanded to further countries until 2026. Each project under the umbrella of the Generations Programme is tailor-made in collaboration with our project partners to

tackle region-specific challenges, such as climate change, pest management, and economic instability. Through these projects, we help secure stable, high-quality coffee supplies and at the same time strengthen farming communities. While our Responsibly Selected Coffee Initiative (RSCI) provides a broad foundation for sustainability, the Generations Programme allows us to dive deeper into specific coffee-growing regions.

Building on our efforts since 2018, 2024 marks a year of deepened impact. In Colombia, we supported another 50 farms in the Tolima region, equipping farmers

with technical training, infrastructure improvements, and access to better market opportunities. Meanwhile, in Uganda, we finished the first project year in April 2024 and transitioned into a second year, adapting the project activities based on learnings and a needs assessment conducted among the new farmer groups.

We plan to expand the Generations Programme to new coffee-growing regions until 2026. By scaling up our reach, we aim to further strengthen farmer resilience, promote sustainability, and support the long-term viability of the coffee industry.







# Stakeholder Engagement

At Julius Meinl, we understand that our actions have a wide-ranging impact, from coffee farmers and suppliers to our employees, customers, and consumers. With this responsibility in mind, we are committed to an open and ongoing dialogue with our stakeholders to better understand their

needs, concerns, and expectations. We focus on those stakeholders most directly affected by our operations and supply chains, and ensure their perspectives are integrated into the identification of impacts and shape our sustainability initiatives, operational processes and overall due diligence efforts.

Apart from the more direct exchanges with our stakeholders, our "Integrity Line" serves as an anonymised reporting system for any stakeholder to raise concerns about actual or suspected misconduct in relation to our and our suppliers' operations.





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



# Impact, risk and opportunity management

As a key element and basis of reporting according to the future Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality assessment (DMA) . The process was meticulously designed to understand the most significant issues impacting our operations and contribution to sustainable development. We began our DMA in 2023 and concluded it in 2024, referencing the following version of the ESRS: Delegated Regulation (EU) 2023/2772.

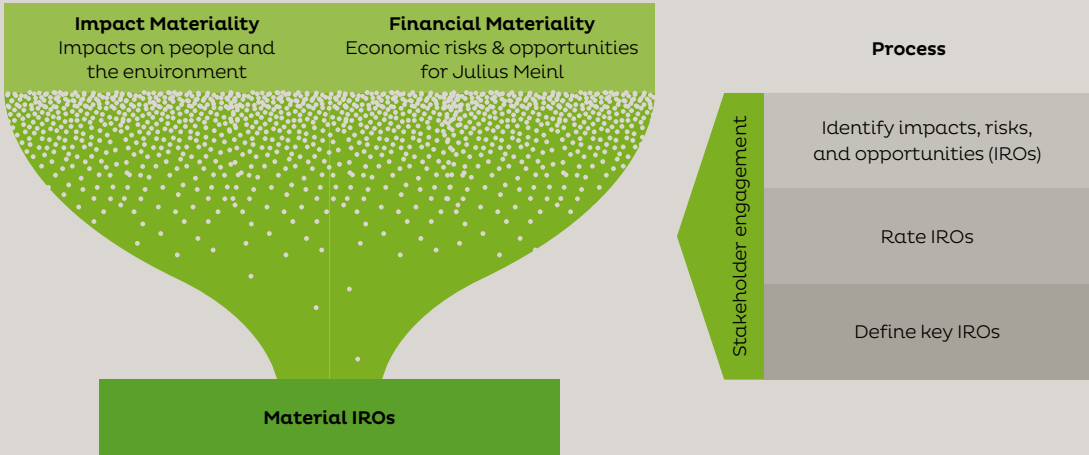
The following pages provide detailed information on the results of our DMA and the process we have applied.

## Julius Meinl’s Double Materiality Assessment

A double materiality assessment is used to identify material sustainability matters – impacts, risks, and opportunities (IROs) – that a company must disclose to comply with the CSRD. This assessment evaluates both financial and environmental, social, and governance (ESG) factors affecting our business and stakeholders along our value chain. Double materiality considers two dimensions:

- 1. Impact Materiality:** Issues where the company's operations have significant effects on the environment and society, influencing stakeholders' perceptions and decisions.
- 2. Financial Materiality:** Issues that pose a risk to the financial performance and position of Julius Meinl.

### PHASE 1 Materiality assessment



### PHASE 2 Reporting of information related to the material IROs according to the Disclosure Requirements of the CSRD.





OUR VALUE CHAIN

Our value chain is built on long-term partnerships, responsible sourcing, and premium quality, with a commitment to preserving the values of our family-owned, multi-generational company.

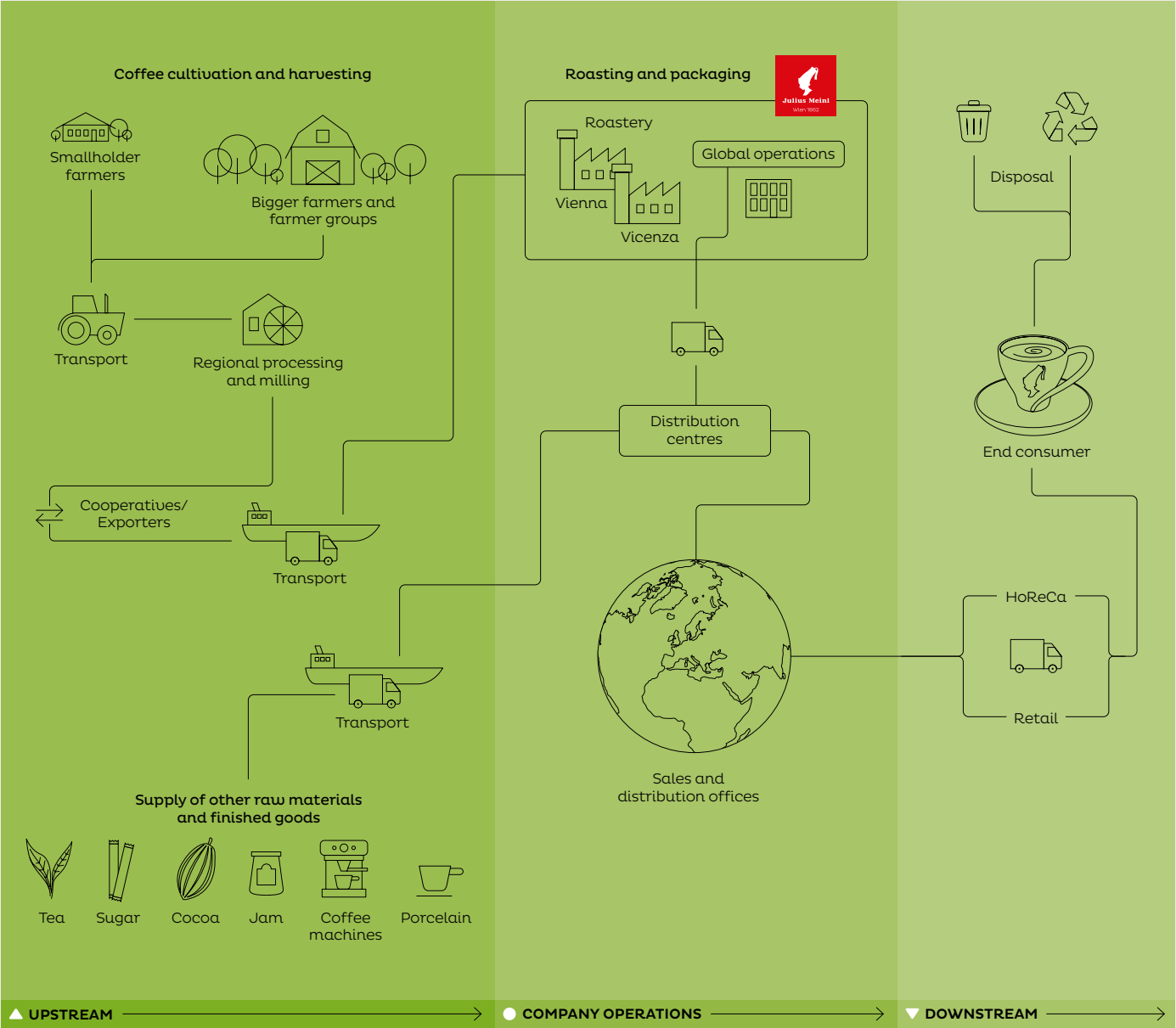
Commitment to Sustainability Across Our Products

**Coffee:** We source green coffee globally, working with producers and traders who meet our quality and sustainability standards. Through long-standing supplier partnerships, third-party assessments, and comprehensive traceability, we are working towards our goal of purchasing 100% responsibly selected coffee by the end of 2025, corresponding to the sustainability criteria of GCP's Coffee Sustainability Reference Code. Our roasted coffee reaches customers through HoReCa partnerships, retail, and distributors, where tailored service, training, and equipment support reinforce our premium positioning.

**Tea:** When selecting our tea, we prioritise quality and sustainability. We blend high quality tea leaves, herbs and botanicals that we source from trusted suppliers to further our commitment to origin. Focused on the HoReCa sector, we provide customised offerings and training support to strengthen customer relationships and maintain our premium status.

**Equipment & Tradefood:** To offer a complete coffee experience, we source coffee machines, grinders, and tradefood products from selected manufacturers. These partnerships allow us to deliver high-quality equipment, technical support, and tailored service solutions, ensuring long-term customer satisfaction.

Our sustainability efforts focus on addressing the impacts and financial risks across our value chain. Guided by the insights from our DMA, we take action to improve our practices continuously. To monitor and manage these impacts, we are implementing a global supply chain due diligence system for more systematic and structured action.





**DOUBLE MATERIALITY  
ASSESSMENT METHODOLOGY**

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

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

**STAKEHOLDER IDENTIFICATION AND  
ENGAGEMENT**

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

At Julius Meinl, stakeholder engagement is not only used to inform our materiality analysis,

but also to validate its outcomes and guide the prioritisation of actions. We are continuously strengthening our mechanisms for stakeholder feedback, including awareness raising on accessible grievance channels and regular review cycles to ensure we receive timely, up-to-date input that reflects the evolving needs and expectations of our stakeholders.

**THRESHOLD**

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

**PROCESS**

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

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



Tea picker working amidst the tea gardens of Darjeeling.





PROCESS STEPS IMPACT MATERIALITY

1. ENGAGEMENT OF STAKEHOLDERS

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

2. SCOPING OF IMPACTS

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

3. ASSESSMENT OF INDIVIDUAL IMPACTS

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

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

In total, 73 impacts were identified and scored.

4. CALIBRATION OF MATERIAL IMPACTS

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

5. DETERMINATION OF THE MATERIALITY THRESHOLD

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

PROCESS STEPS FINANCIAL MATERIALITY

1. ENGAGEMENT OF STAKEHOLDERS

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

2. SCOPING OF RISKS AND OPPORTUNITIES

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

3. ASSESSMENT OF INDIVIDUAL RISKS AND OPPORTUNITIES

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

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

4. CALIBRATION OF MATERIAL RISKS AND OPPORTUNITIES

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

5. DETERMINATION OF THE MATERIALITY THRESHOLD

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



Financial risk

Financial opportunity

Positive impact

Negative impact

Potential negative impact

Value Chain

Upstream

Company operations

Downstream

DOUBLE MATERIALITY ASSESSMENT OUTCOME

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

Environment · E1 – Climate Change

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

Environment · E2 – Pollution

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

\*\*IRO highly relevant for stakeholders

Environment · E3 – Water and Marine Resources

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

Environment · E4 – Biodiversity and Ecosystems

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

Environment · E5 – Resource Use and Circular Economy

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





Financial risk

Financial opportunity

Positive impact

Negative impact

Potential negative impact

Value Chain

Upstream

Company operations

Downstream

Social · S1 – Our Workforce

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

Social · S2 – Workers in the Value Chain

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

Social · S3 – Affected Communities

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

\*\*IRO highly relevant for stakeholders

Governance · G1 – Business Conduct

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



# ENVIRONMENTAL INFORMATION

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E2 Pollution.....	38
E3 Water & Marine Resources .....	41
E4 Biodiversity & Ecosystems .....	43
E5 Resource Use & Circular Economy.....	45







# (ESRS E1) Climate Change

## Decarbonisation of our company operations and value chain

Julius Meinl is developing a comprehensive transition plan aligned with the Science-Based Targets initiative (SBTi) methodology. While this remains work in progress, we have set ambitious 2030 reduction targets based on our 2022 baseline: a 42% cut in Scope 1 & 2 emissions and a 30% reduction in Scope 3. Our decarbonisation strategy includes energy efficiency measures, supplier engagement, and product innovation. Progress is tracked using science-based indicators and will be disclosed annually under ESRS E1-5 and E1-6.

### CORPORATE CARBON FOOTPRINT

After first calculating our Corporate Carbon Footprint (CCF) using 2019 data, we updated it in alignment with the Greenhouse Gas Protocol in 2023 with 2022 numbers as the new baseline, covering 18 subsidiaries and additional Scope 3 categories. The 2024 numbers now include all our 19 subsidiaries in 20 countries, and we have updated our 2022 baseline accordingly. We have also refined our previous calculations, leading to slight adjustments in the figures presented (for more details see E1-5 and E1-6). Looking ahead, we aim to replace database estimates with primary data from suppliers, particularly for green coffee, to intensify our emission reduction efforts.

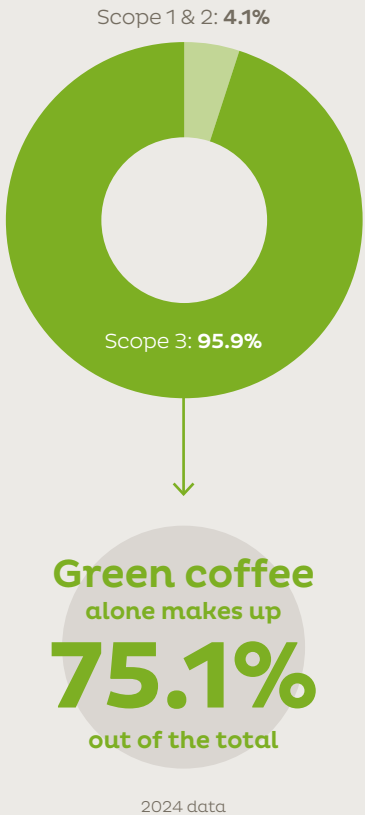
\*Scope 2 market-based

### SCOPE 1 & 2 EMISSIONS

Our direct GHG emissions (Scope 1) contribute to 3.8% of our corporate carbon footprint, while Scope 2 market-based emissions, from purchased electricity and district heating/cooling, are just 0.3% thanks to our strong focus on renewable energy, particularly at our production sites.

### SCOPE 3 EMISSIONS

Our Scope 3 accounts for 95,9% of total emissions, with green coffee alone being responsible for 75.1%. As a result, green coffee procurement is central to our Sustainability Strategy. Our measures to contribute to climate change mitigation and adaptation in our coffee supply chain primarily revolve around our Responsibly Selected Coffee Initiative and our Generations Programme. The energy demand of sold coffee machines is the second largest factor with 10.4%. By transitioning to primary data from suppliers, we anticipate more precise tracking and targeted carbon reduction measures.



### UNDERSTANDING OUR EMISSIONS

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

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

### Our climate-related material impacts and risks

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

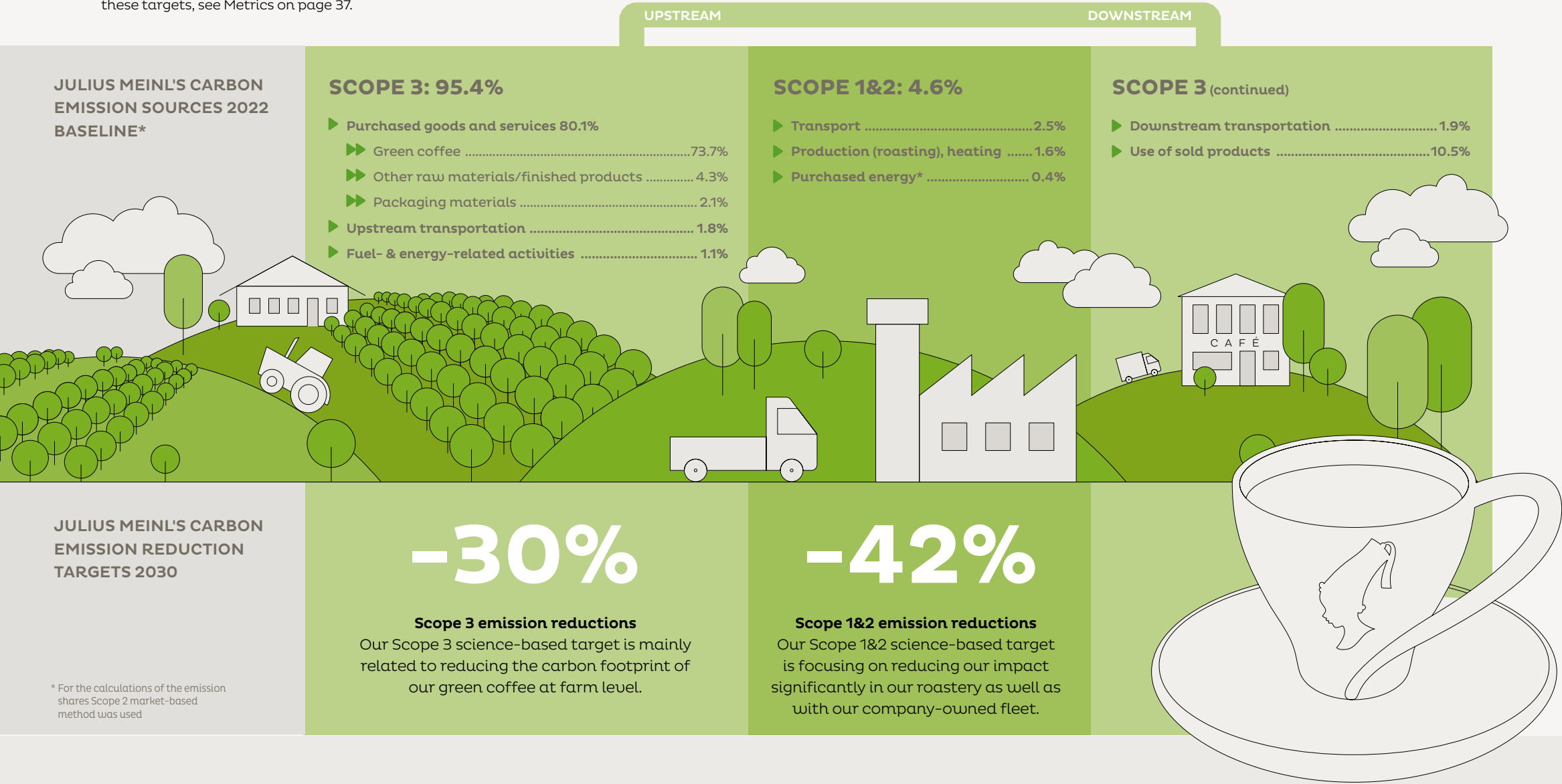
- ➔ GHG emissions (Scope 1, 2 & 3)
  - ➔ Sourcing practices
  - ➔ Non-renewable energy consumption
- ➕ Supply chain resilience
- ⚠️ Legislation regarding deforestation
  - ➔ Lack of decarbonisation
  - ➔ Costs of transition to lower emissions / substitution of existing products and services
  - ➔ Agricultural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

- ➕ Positive impact
- ➔ Negative impact
- ➔ Potential negative impact
- ⚠️ Financial risk
- ➔ Financial opportunity



JULIUS MEINL'S CCF BASELINE 2022 AND CARBON EMISSION REDUCTION TARGETS FOR 2030

For more details on the year-by-year progress to achieve these targets, see Metrics on page 37.



OUR APPROACH TO CLIMATE CHANGE MITIGATION AND ADAPTATION IN GREEN COFFEE

At Julius Meinl, sustainability is at the heart of our operations. We are on track to sourcing 100% responsibly selected coffee by the end of 2025 and fully complying with the EU Deforestation Regulation (EUDR) to combat deforestation and its environmental impact. Our Responsibly Selected Coffee Initiative (RSCI), aligned with the Global Coffee Platform’s Coffee Sustainability Reference Code, promotes different climate adaptation and mitigation measures which help build resilient farms and farming communities in light of climate change effects.

Through their sustainability schemes, our suppliers promote and implement practical solutions such as:

- **Climate-smart farming techniques** like better shade and water management, agroforestry, crop diversification, and the use of resilient coffee plant varieties.
- **Soil-friendly practices** that boost carbon storage, such as planting cover crops, reducing tillage, and promoting intercropping.

• **Cleaner energy use**, by cutting fossil fuel consumption both on farms and during processing.

• **Lower emissions**, by identifying key sources of greenhouse gases and putting targeted reduction plans in place.

To safeguard our coffee supply against climate-related agricultural shifts, we maintain a diverse sourcing strategy across multiple origins while supporting resilient

farming practices through our RSCI and the environmental components of our Generations Programme. Our diversified sourcing strategy and supplier engagement efforts are designed to mitigate systemic disruptions, strengthen the adaptability of farming communities and support long-term supply chain stability.

Key countries where our green coffee was sourced from in 2024

Vietnam	40.5%	↗
Brazil	31.0%	↘
India	8.8%	↗
Nicaragua	6.1%	↘
Honduras	3.7%	↘
Peru	3.0%	↗
Uganda	2.2%	↗
Colombia	2.1%	↗
Mexico	1.2%	↗
Ethiopia	1.0%	↗

Volume share ↗ increase ↘ decrease compared to the previous year

Smaller countries of origin shown on map





## INTERVIEW

with **Nicolas Charmillot**,  
**Green Coffee Sourcing Director**



At Julius Meinl, we mitigate challenges by maintaining long-term partnerships with suppliers and supporting farmers in adapting to climate change.

### ***What major challenges have affected global coffee supply chains in 2024?***

It has been a turbulent year for the coffee sector, but we have come out stronger than before, more connected to our partners and more committed to building a resilient, sustainable future. The industry faced several disruptions driven by climate-related impacts and global logistics challenges. Droughts in Panama disrupted canal traffic, rerouting vessels around Cape Horn, while conflicts in the Red Sea enforced detours via the Cape of Good Hope, causing delays, container shortages, and rising costs. At origin, irregular rain patterns brought droughts and floods, reducing yields across multiple coffee-growing regions.

We have navigated these challenges by relying on strong business partnerships. Through continued investment in sustainable sourcing and supply chain transparency, we are helping to grow long-term resilience, for our producers, our partners, and our business.

### ***What climate change effects on coffee yields have been particularly noticeable, and what measures help farmers adapt?***

Climate change is having a clear immediate and long-term impact on coffee production. In 2024, Brazil faced its worst drought in 70 years, affecting more than half of the country and leading to record-low river levels in the Amazon basin, affecting transportation, hydroelectric

power generation and causing significant water shortages and severe losses in livelihoods and agriculture. Vietnam also declared drought emergencies due to saltwater intrusion in the Mekong Delta. These extreme conditions are reducing yields, shrinking bean size, and causing quality inconsistencies.

To help farmers adapt, we work with our supply chain partners to support climate-smart agriculture through our Responsibly Selected Coffee Initiative and our Generations Programme. This includes training in good agricultural practices, efficient fertiliser use, shade-growing, soil conservation, and agroforestry, helping farmers protect their crops and establish long-term resilience.

### ***How have all these turbulences affected coffee prices?***

Coffee prices more than doubled in 2024, while being subject to an extreme short-term volatility. Prices have been driven by extreme weather events in key producing regions for several years, from droughts to excessive rainfall, and based on an overall globally increased coffee consumption. Climate change continues to impact harvests, reducing yields and affecting quality, which in turn influences global market prices.

We mitigate these challenges by maintaining long-term partnerships with suppliers and supporting farmers in adapting to climate change through our core coffee sustainability initiatives.



## OUR APPROACH TO CLIMATE CHANGE MITIGATION AND ADAPTATION IN OUR PRODUCTION

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

greenhouse gas emissions. Since 2015, our Vicenza plant has been ISO 14001 certified, enabling structured progress tracking in energy efficiency and emission reduction. We aim to extend this systematic approach to our Vienna site by 2025. We are working to quantify the environmental and financial impacts of our

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

### INTERVIEW

with **Alessandro Rettore**,  
Group Production Director



Innovation continues to open new doors for sustainability in production.

*You have been with Julius Meinl for 17 years, looking back, what do you see as the most significant sustainability improvements in our production sites in Vienna and Vicenza?*

Over the years, we have made really meaningful progress. I would say the installation of our heat exchange systems in 2015 and the catalytic converters in 2023 were real milestones, both had a direct impact on reducing emissions and improving energy efficiency. Another big step was our switch to renewable electricity in our production and the installation of solar panels in our Italian production in 2023. Particularly the latter were a visible and tangible change that made the topic of energy self-sufficiency and renewable, green energy feel real and relevant to everyone working in Vicenza.

*As we look into the future, what are the next steps in making our production even more sustainable, and what challenges or opportunities do you foresee?*

Looking ahead, the big goal is to eventually move away from fossil-based roasting technology entirely, once suitable alternatives such as hydrogen roasting are available. That is a huge opportunity for us to further cut emissions. At the same time, we are working on a pathway to switch to fully recyclable packaging, which is both a challenge and a necessity. It is a journey, but one I am excited to be part of, especially as innovation continues to open new doors for sustainability in production.

### SUSTAINABILITY MILESTONES IN OUR PRODUCTION

2010  
-  
2015

Flexible material optimisation: reduced aluminum thickness and PE weight.

2015

ISO 14001 certification for environmental management (Italian production).  
  
Installation of heat exchange system using energy from roaster chimneys.

2016  
-  
2020

Improved bean selection and roasting profile systems to reduce waste and boost efficiency.

2020

Switched N-compatible capsule portfolio from PBT (non-recyclable) to home-compostable materials.

2023

Installed catalytic converters on roasters in Vicenza (Italy) and Vienna (Austria).  
  
Installed solar panels at Italian production site, up to 30% of electricity now self-produced.

2024

Launched project to convert professional capsules from PP/Alu to compostable material.  
  
Began production of flexible packaging with recyclable mono-material for selected items.

Outlook

ISO 14001 certification for environmental management (Austrian production).  
  
Complete catalytic converter installation on all roasting equipment.  
  
Piloting of emission-reduced/free roasting technologies  
  
Development of a Packaging Policy

# OUR TARGETS AND ACTIONS

## TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

### SCALING RESPONSIBLE SOURCING: 71% - A MILESTONE IN OUR JOURNEY

In 2024, we increased the share of Responsibly Selected Coffee Initiative (RSCI) coffee from 42% to 71%, surpassing our 60% goal for the year. By the end of 2025, we aim for 100% of our green coffee supply chains that are globally purchased and roasted in our Julius

Meinl plants to have transitioned to our RSCI. This reflects our commitment to sourcing coffee that meets social, environmental, and economic sustainability criteria. Through our commitment to the Global Coffee Platform's Coffee Sustainability Reference Code, we support climate resilience at the farm level, encouraging practices such as agroforestry,

### SUSTAINABILITY IN ACTION: RACAFÉ'S CRECER PROGRAMME

In Colombia, our partner Racafé drives on-the-ground impact through its CRECER 2.0 programme, which helps coffee farmers transition to more sustainable practices. The programme evaluates farms based on 24 sustainability indicators, providing tailored guidance to improve water conservation, soil health, and waste management while reducing chemical inputs and promoting renewable energy.

One standout initiative is agroforestry, where farmers integrate shade trees into their plantations. This helps stabilize temperatures, improve soil fertility, and enhance carbon sequestration, directly supporting climate change adaptation and mitigation. Regular farm visits track progress, ensuring continuous improvement and long-term impact.



A glimpse into an agroforestry system.

climate risk assessments, and responsible resource management.

Here is how two of our suppliers in Honduras and Colombia contribute to the implementation of the climate adaptation and mitigation principles of the Coffee Sustainability Reference Code through their sustainability schemes:



### CLIMATE ADAPTATION IN COFFEE FARMING IN HONDURAS: NKG BLOOM & NKG VERIFIED

One of our green coffee suppliers in Honduras is the Neumann Kaffee Gruppe (NKG). Through its sustainable supply chain programme, NKG Bloom, they aim to ensure the long-term viability of green coffee supplies by providing smallholder farmers with the opportunities and resources they need to run their farms at full potential. Through their export company Becamo, NKG implements targeted measures to support climate adaptation in coffee farming in Honduras. In collaboration with coffee farmers, monoculture systems are being transformed into resilient agroforestry systems that promote biodiversity and protect natural resources. To support this transition, new tree nurseries have been established, providing climate-resilient forest, fruit, and coffee plants. These are distributed to coffee-growing communities alongside technical assistance and long-term support.

A key component is the Ecopil technology, which delivers nutrients directly to the plant roots, enhancing growth while reducing the need for external inputs. In addition, Becamo promotes the production and use of organic fertilisers at the community level. Through these efforts, NKG is actively contributing to more climate-resilient farming systems and helping safeguard coffee landscapes and local communities in Honduras.



Ecopil nursery for sustainable coffee cultivation: Coffee seedlings are grown on raised beds in a carefully managed environment to prevent diseases like root rot and promote healthy plant growth.



### JOINING FORCES FOR CLIMATE-SMART COFFEE FARMING

Coffee farmers face immense challenges when trying to deal with the droughts, heavy rain, increased temperatures, new pests and diseases that tackle coffee trees and the many other effects of climate change. In response to this, the initiative for coffee&climate, which we joined in 2024, created the coffee&climate toolbox, an open-source web app and digital training platform offering climate-smart coffee cultivation practices in multiple languages. Through this toolbox, farmers and agronomists worldwide can access step-by-step instructions on water and soil management, plant care and cultivation, and overall climate-smart agricultural practices, strengthening the adaptive capacity of coffee growing communities. These measures are also relevant in the context of the EU Deforestation Regulation (EUDR), which mandates risk mitigation for deforestation-free coffee supply chains by 2025.

### HOW THE C&C TOOLBOX MAKES LIFE EASIER FOR FARMERS

Fatima Georgina Portillo (29 years) from Honduras runs a 1-hectare coffee farm in Fraternidad, Ocotepeque. José Ismael Ramos (32 years), also from Honduras, manages a 1.5-hectare farm in Tomalá, Lempira. Farming is in their blood, and they could not imagine doing anything else, even as they face the frequent challenges of climate change. Prolonged droughts, heavier rains, increased pests and diseases, and declining yields threaten their coffee production.

To secure a resilient future, Fatima and José are turning to innovative digital tools with climate-smart farming practices such as mulching, cover crops, and composting.



**Fatima's take,** "The tools provide knowledge on practices to help adapt to climate change. They are easy to understand, especially with pictures that increase credibility."



**José says,** "The videos keep my attention and explain the practices clearly. After watching them, I feel prepared to apply what I have learned."

Both farmers agree that these tools are a practical, hands-on resource that helps them tackle everyday challenges and improve their coffee production.



### DRIVING DIGITAL TRANSFORMATION: OUR S4M JOURNEY

In 2024, we successfully launched our S4M programme (S4Hana and Hermes, a mobile sales app) in Romania, Italy, and Croatia as pilot countries. This marked a milestone in our broader business transformation journey. By standardising and harmonising processes across these pilot markets, we have built a scalable global template that meets local legal requirements while adapting to unique business needs. Beyond enabling full traceability from bean origin to final packaging and customer delivery, the system reduces manual work through standard SAP functionalities and lays the groundwork for future digital initiatives, like Customer Relationship Management (CRM), across our supply chain and customer operations.

The S4M journey continues with the rollout of S4Hana and Hermes in Austria, Germany and the US, with the ambition to go-live in January 2026, making a big step forward towards implementing one single source of truth for six major Julius Meinl Business Units.

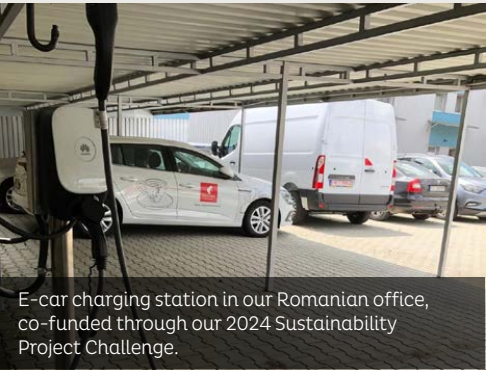


CLICK HERE OR SCAN THE  
QR CODE TO EXPLORE:  
coffee&climate toolbox

**coffee & climate**

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

The following initiatives are part of our measures to decarbonise our own operations. By electrifying our fleet, investing in renewable energy, and promoting energy efficiency, we contribute to the reduction of Scope 1 and 2 emissions and align with the EU’s decarbonisation targets. Progress of our overall decarbonisation journey is disclosed in E1-6 on page 37 in this report.



E-car charging station in our Romanian office, co-funded through our 2024 Sustainability Project Challenge.



Julius Meinl Genussmobil – combining safe driving with eco-friendly mobility.



Solar panels powering our Romanian subsidiary sustainably.



**ELECTRIFYING OUR FLEET FOR A LOWER CARBON FUTURE**

Reducing our transport emissions is key to our decarbonisation strategy. We have expanded our fleet with more electric and hybrid vehicles, ensuring more deliveries are completed with low-emission vehicles. A new sustainable fleet policy guides our transition, prioritising electrification and energy-efficient logistics.

In Romania, we installed new charging stations to support the shift towards hybrid and electric vehicles, with plans to further expand. This project was supported by our Global Sustainability Project Challenge 2024, reinforcing our commitment to sustainable innovation.

**DRIVING SUSTAINABILITY: ECO-DRIVING AND ROAD SAFETY TRAINING**

Through our Sustainability Project Challenge, colleagues in Austria and Germany participated in eco-driving and road safety training. This hands-on initiative taught techniques for reducing fuel consumption, driving efficiently, and improving road safety. By maintaining steady speeds, optimising braking, and ensuring proper vehicle maintenance, drivers can significantly cut emissions and fuel use, making a small yet impactful contribution to climate action.

**HARNESSING SOLAR POWER IN ROMANIA**

In October 2024, our Romanian subsidiary took a significant step towards green energy with the activation of a new photovoltaic system. This will allow for our head office and main technical warehouse in Romania to primarily run on solar power, while in the long run feeding excess electricity into the grid, thus unlocking further efficiency and cost savings.

**ENERGY EFFICIENCY IN OUR OFFICES**

As part of our Sustainability Project Challenge, our local teams in Poland and Bulgaria have implemented smart solutions to reduce energy use in their offices. In Bulgaria we introduced LED lighting with motion sensors and in Poland, we installed automated electricity management systems to optimise office energy use. This was complemented by electricity-saving awareness campaigns.



Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Implementation of two further projects under the umbrella of our Generations Programme	2026	In progress
Annual assessment of a representative share of green coffee supply chains through Enveritas	On an annual basis	Achieved
Leverage multi-stakeholder partnerships (particularly c&c and GCP memberships) to scale climate change adaptation and mitigation measures in coffee origin countries	2030	In progress
<b>Reducing our Scope 1&amp;2 emissions by 42% and our Scope 3 emissions by 30% by 2030 compared to the 2022 baseline.</b>	<b>2030</b>	<b>Status 2024: Scope 1&amp;2: -5%, Scope 3 +6%*</b>
Establish environmental and energy management system (ISO 14001) in Vienna	2025	In progress, finalisation delayed to 2026
Launch production decarbonisation project: installation of PV panels in Austria	2025	In progress
Complete catalytic converter installation on all roasting equipment	2026	In progress
Significantly increase the electrification of our fleet	2030	In progress
<b>Development of a Climate Transition Plan as part of our Environmental Policy and Decarbonisation Strategy</b>	<b>2027</b>	<b>In progress</b>

\* Scope 3 data is not yet based on primary data





## METRICS

In the previous report France was not included, but for better comparability we have updated 2023 figures in the whole E1 chapter to include an estimate. We have also refined our previous calculations for the 2023 data and 2022 baseline, leading to slight adjustments in the figures presented.

The most significant changes in 2024 compared to 2023 were the switch back to roasting with natural gas versus LPG in our Italian plant, overall a reduction in our natural gas and LPG consumption per roaster thanks for the installation of new catalytic converters in 2023, as well as the switch of our heating system in the Vienna office to renewable energy.

### E1-5 ENERGY CONSUMPTION AND MIX

Energy consumption	Unit	2023	2024	+/- py
Coal and coal products	MWh	-	-	-
Crude oil and petroleum products (Diesel, Petrol)	MWh	16,817	17,116	2%
Natural gas (Natural gas, CNG, LNG)	MWh	9,669	12,002	24%
Other fossil sources (LPG)	MWh	3,541	831	-77%
Purchased or acquired electricity, heat, steam or cooling from fossil sources	MWh	1,418	1,186	-16%
<b>Total energy consumption from fossil sources</b>	<b>MWh</b>	<b>31,446</b>	<b>31,135</b>	<b>-1%</b>
<b>Share of fossil</b>		<b>91%</b>	<b>90%</b>	
<b>Total energy consumption from nuclear sources</b>	<b>MWh</b>	<b>13</b>	<b>14</b>	<b>5%</b>
<b>Share of nuclear</b>		<b>0.04%</b>	<b>0.04%</b>	
Renewable sources (biomass)	MWh	140	337	141%
Purchased or acquired electricity, heat, steam or cooling from renewable sources	MWh	2,599	2,476	-5%
Self-generated non-fuel renewable energy	MWh	179	574	221%
<b>Total energy consumption from renewable sources</b>	<b>MWh</b>	<b>2,917</b>	<b>3,386</b>	<b>16%</b>
<b>Share of renewables</b>	<b>%</b>	<b>8.5%</b>	<b>9.8%</b>	
<b>Total energy consumption</b>	<b>MWh</b>	<b>34,376</b>	<b>34,535</b>	<b>1%</b>

Most countries receive no information from electricity suppliers about the source of electricity, so we have assumed 100% fossil in that case. Only 5 countries (4 in 2023) have the information from suppliers.

Energy intensity	Unit	2023	2024
<b>Energy intensity (total energy consumption per NSR in million EUR)</b>	<b>MWh/million EUR</b>	<b>149</b>	<b>133</b>
<b>Energy intensity (total energy consumption per t roasted coffee)</b>	<b>MWh/t roasted coffee</b>	<b>2.48</b>	<b>2.45</b>

Electricity consumption	Unit	2023	2024
Non-renewable sources	MWh	829	746
Nuclear sources	MWh	13	14
Renewable sources	MWh	2,697	3,002
<b>Total electricity consumed</b>	<b>MWh</b>	<b>3,539</b>	<b>3,762</b>
<b>Renewable electricity share</b>	<b>%</b>	<b>76%</b>	<b>80%</b>
<b>Renewable electricity share in production</b>	<b>%</b>	<b>100%</b>	<b>100%</b>



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

Greenhouse gas emissions (Scope 1,2,3)	Unit	2022 baseline	2023	2024	+/- py	+/- baseline
Fleet	tCO <sub>2</sub> e	4,514	4,563	4,643	2%	3%
Production/Roasting, Heating	tCO <sub>2</sub> e	2,956	2,762	2,615	-5%	-12%
CO <sub>2</sub> e Scope 1	tCO <sub>2</sub> e	7,470	7,325	7,259	-1%	-3%
CO <sub>2</sub> e Scope 2 - market-based	tCO <sub>2</sub> e	747	662	577	-13%	-23%
CO <sub>2</sub> e Scope 1 & 2 - market-based	tCO <sub>2</sub> e	8,217	7,986	7,836	-2%	-5%
Green Coffee	tCO <sub>2</sub> e	132,186	141,395	142,474	1%	8%
Other raw materials/finished products (tea, jam, sugar, etc.)	tCO <sub>2</sub> e	7,731	8,797	8,366	-5%	8%
Packaging materials	tCO <sub>2</sub> e	3,801	3,674	3238	-12%	-15%
Purchased good and services (category 1)	tCO <sub>2</sub> e	143,718	153,866	154,078	0%	7%
Fuel- & energy-related activities (category 3)	tCO <sub>2</sub> e	1,988	2,045	1,944	-5%	-2%
Upstream transportation (category 4)	tCO <sub>2</sub> e	3,214	3,422	3,431	0%	7%
Downstream transportation (category 9)	tCO <sub>2</sub> e	3,420	3,463	3,481	1%	2%
Use of sold products (category 11)	tCO <sub>2</sub> e	18,790	18,561	18,860	2%	0%
CO <sub>2</sub> e Scope 3	tCO <sub>2</sub> e	171,130	181,358	181,795	0%	6%
Total CO <sub>2</sub> e Scope 1-3 (Scope 2 market-based)	tCO <sub>2</sub> e	179,347	189,344	189,631	0%	6%
CO <sub>2</sub> e Scope 2 - location-based	tCO <sub>2</sub> e	1,692	1,542	1,447	-6%	-14%
Total CO <sub>2</sub> e Scope 1-3 (Scope 2 location-based)	tCO <sub>2</sub> e	180,292	190,225	190,501	0%	6%

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

Greenhouse gas emissions intensity	Unit	2022 baseline	2023	2024
GHG emissions Scope 1&2 (market-based) per net revenue	tCO <sub>2</sub> e/million EUR	39	35	30
GHG emissions Scope 1&2 (location-based) per net revenue	tCO <sub>2</sub> e/million EUR	43	39	34
Total GHG emissions Scope 1-3 (market-based) per net revenue	tCO <sub>2</sub> e/million EUR	844	823	730
Total GHG emissions Scope 1-3 (location-based) per net revenue	tCO <sub>2</sub> e/million EUR	848	826	734
GHG emissions Scope 1&2 (market-based) per t roasted coffee	tCO <sub>2</sub> e/t roasted coffee	0.60	0.58	0.56
GHG emissions Scope 1&2 (location-based) per t roasted coffee	tCO <sub>2</sub> e/t roasted coffee	0.67	0.64	0.62
Total GHG emissions Scope 1-3 (market-based) per t roasted coffee	tCO <sub>2</sub> e/t roasted coffee	13.10	13.69	13.45
Total GHG emissions Scope 1-3 (location-based) per t roasted coffee	tCO <sub>2</sub> e/t roasted coffee	13.17	13.75	13.51

# (ESRS E2) Pollution

## → OUR APPROACH

Agricultural activities in coffee and tea production, transportation emissions, and packaging result in significant environmental impacts in our value chain. To mitigate these effects, we prioritise purchasing organic products and implementing our Responsibly Selected Coffee Initiative (RSCI), promoting sustainable farming practices and reducing reliance on harmful chemicals. Our commitment extends to optimising our transportation fleet and logistics in minimising emissions, as well as ensuring our production sites comply with environmental regulations and undergo regular external assessments.

Addressing the use of pesticides, herbicides, and fertilisers in coffee and tea cultivation, we adhere to and exceed EU guidelines by

prioritising organic products and sustainable agriculture. Through our RSCI, we continuously increase the share of green coffee, purchased from supplier programmes recognised under the Global Coffee Platform's Coffee Sustainability Reference Code. This way, we support responsible farming practices that meet legal requirements on the use of agrochemicals in coffee cultivation and production and promote the adoption of integrated pest, weed and disease management strategies. Beyond pollution prevention from pesticide and fertiliser use, the Coffee Sustainable Reference Code also requests suppliers to support farmers in implementing good agricultural practices to minimise water and soil pollution from chemical residues and in preventing waste, reusing and reducing resources as much as possible.

## OUR TARGETS AND ACTIONS

### TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

#### INCREASING VOLUMES OF ORGANIC COFFEE

By 2030, we want to reach a double-digit share of our organic coffee within our coffee portfolio. In 2024, our share of globally purchased organic green coffee increased from 2.2% in 2023 to 3.6%. By expanding our organic product lines, we decrease the usage of harmful pesticides and chemicals in agriculture. This keeps soils healthy, protects water bodies and groundwater from contamination and maintains biodiversity in and around coffee farms.

#### ORGANIC TEA PORTFOLIO

Apart from coffee, we are also continuously increasing our share of organic tea in our portfolio – from 21% in 2023, we increased the share of our organic teas to 24% of our entire tea portfolio. Excluding local, country-specific product lines, organic teas already account for 58% of our global product portfolio.

### Our pollution-related material impacts and risks

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

- ➔ Agricultural air/water/soil pollution
  - Transport-related air pollution
  - Industry-related air pollution
  - End-of-life of packaging materials
  - Tire abrasion during transport

- ➔ Agrochemicals

- ⚠ ➤ Stronger regulations on the usage of fertilisers and pesticides

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



**SCALING RESPONSIBLE SOURCING: 71% – A MILESTONE IN OUR JOURNEY**

In 2024, we increased our share of responsibly selected coffee from 42% to 71%, moving steadily toward our 100% target by the end of 2025. This transition helps reduce agricultural runoff, lower emissions from cultivation and processing, and strengthen climate resilience in coffee-growing communities.

By sourcing through supplier programmes recognised under the GCP Coffee Sustainability Reference Code, we support responsible farming practices that meet legal requirements and promote integrated pest and nutrient management. These programmes also help prevent water and soil pollution and encourage resource efficiency.

In Vietnam, two of our suppliers with sustainability schemes that are aligned with the Coffee Sustainability Reference Code, implement practices that contribute to pollution prevention at farm level.



**PROTECTING WATER BODIES – VOLCAFE'S VOLCAFE VERIFIED**

In Vietnam, Volcafe implements its sustainability standards through its supply chain programme Volcafe Verified. Their field teams in Vietnam support farmers in preventing soil and water pollution. Agronomists conduct inspections, ensure buffer zones are maintained for waterways to prevent pollution due to run-off from fertilisers or pesticides, and provide guidance – crucial in a context where such agrochemical input is used to boost productivity.



“Buffer zones are essential for protecting both land and water ecosystems. I learnt to maintain natural barriers with rows of trees including bamboo to prevent runoff into rivers and lakes. In these areas, no agricultural chemicals should be used. I have trialled planting grasses like Stylo in the buffer zone which can be used for animal feed and rely on organic and microbial fertilisers for nearby crops. By avoiding pesticides near water sources, I safeguard aquatic life and help restore natural ecosystems for future generations.”

Võ Thi Chung, coffee farmer and part of Volcafe's sustainable supply chain programme in Vietnam

**PREVENTING ENVIRONMENTAL POLLUTION AND APPLYING CIRCULAR ECONOMY PRACTICES – OFI THROUGH THEIR SUSTAINABILITY SCHEME ATSOURCEV AND ATSOURCE+:**

To prevent crop residue from being discarded into landfills or water bodies and thus ultimately reduce environmental pollution, ofi provided technical trainings to 487 farmers in their AtSourceV and AtSource+ supply chains in Vietnam. Farmers learned to turn coffee husks into compost, creating a nutrient-rich organic fertiliser. This way, not only was waste prevented, but crop residues were kept in the loop to produce organic fertiliser, decreasing the farmers' reliance on chemical fertilisers and pesticides and leading to lower levels of chemical residues in runoff. Eight demo plots helped to showcase the techniques and effectiveness of applying bioproducts to speed up the composting process and improve its quality.



The ofi Sustainability team trains farmers to compost coffee husks using probiotics, turning waste into organic nutrients that go back into the farming system.



TARGET: IDENTIFY AND TACKLE LEVERS TO REDUCE POLLUTION AND INCLUDE THESE AS PART OF OUR ACTION PLAN INTO AN ENVIRONMENTAL POLICY

SEARCH FOR INNOVATIVE SOLUTIONS FOR ENVIRONMENTALLY FRIENDLY PRODUCT PACKAGING

In 2024, we continued our search for more environmentally friendly packaging materials. It is a learning journey that takes time, as we must ensure that any new material still protects the high quality of our coffees and teas. While several options had to be ruled out after testing, we remain committed to finding the right fit. A key achievement in 2024 was the introduction of a biodegradable material – Natureflex – for our leaf tea bags, which helps reduce plastic waste and prevent pollution in landfills and natural ecosystems.

OPTIMISING PRODUCT DELIVERY TO REDUCE POLLUTION

To further optimise our product delivery in terms of efficiency, reliability, and sustainability we have launched a partnership with the Austrian mail service Post in 2024. While we continue to deliver our products through our own fleet to most customers, this step allows us to optimise our routes and outsource product delivery wherever it is the best fit for both us and our customers. The Austrian Post's CO<sub>2</sub>-neutral logistics is aligned with our sustainability targets, ensures reliable next-day delivery across a broad network, and enhances customer experience with advanced tracking and transparency.



Launch of our new partnership with Austrian Post: Peter Umundum (Deputy CEO, Austrian Post), Christina Meisl (Vice President Group Strategies & Corporate Communication), and Jörg Hönemann (CFO, Julius Meinl 1862 GmbH).

Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Reach a double-digit share of our Bio-Fairtrade certified coffee within our coffee portfolio	2030	In progress
<b>Identify and tackle levers to reduce pollution and include these as part of our action plan into an Environmental Policy</b>	<b>2026</b>	<b>In progress</b>



(ESRS E3)  
Water & Marine Resources

→ OUR APPROACH

Water is essential for growing both coffee and tea, impacting everything from flowering to leaf and bean quality. While most growing regions rely on seasonal rains and are not typically prone to severe water shortages, climate change is shifting that balance. Longer droughts, unpredictable rainfalls, and changing weather patterns are putting increasing pressure on farmers and local ecosystems. That is why using water efficiently and protecting local sources is now more important than ever for the future of coffee and tea.

To address the issue of water consumption and withdrawal during coffee cultivation and processing, we are committed to sourcing

100% responsibly selected coffee by the end of 2025. The framework for this initiative is based on the Global Coffee Platform's (GCP) Coffee Sustainability Reference Code, which strives to improve the conservation and efficient use of water resources. This includes identifying and conserving water sources by recycling and reducing usage to prevent overuse, engaging with local stakeholders in areas with critical or overused water sources, implementing measures to reduce water use, and training smallholders in efficient irrigation and processing techniques. By sourcing increasing volumes of coffee that meet these criteria, we help mitigate the effects of climate change and enhance the resilience of our supply chain, ensuring a steady supply of high-quality coffee.

OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

**SCALING RESPONSIBLE SOURCING:  
71% - A MILESTONE IN OUR JOURNEY**

In 2024 we increased our share of responsibly selected coffee from 42% in 2023 to 71%. This means we are well on our way to achieve our goal of having transitioned to 100% responsibly selected coffee by the end of 2025. Through our Responsibly Selected Coffee Initiative, we promote efficient water use, source protection, and pollution prevention in coffee origin regions.

On the next page are two examples of how two of our suppliers in Brazil and Uganda help protect water bodies and groundwater quality as part of their GCP-recognised sustainable supply chain programmes.

Our water resource-related material impacts and risks

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

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

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



PROTECTING THE QUALITY OF GROUNDWATER - EXPORTADORA DE CAFÉ GUAXUPÉ'S GUAXUPÉ PLANET

Exportadora de Café Guaxupé's is one of our green coffee suppliers in Brazil and supports sustainable farming and coffee producers through their supply chain programme Guaxupé Planet. The field teams of Exportadora de Café Guaxupé support farmers in protecting water sources through simple, effective practices. They train producers to restore and protect permanent preservation areas (PPAs), which naturally filter rainwater, prevent erosion, and help recharge local aquifers. Farmers also receive materials to build safe pesticide storage areas, reducing the risk of chemicals leaking into rivers and groundwater. Additionally, domestic biodigesters are installed to treat household wastewater, keeping harmful substances out of the soil and water.



Farmer group of Guaxupé Planet in Brazil attending a training on protecting water sources.



CONSERVING WATER RESOURCES AND REDUCING WATER USE – SUCAFINA'S IMPACT PROGRAMME

Our green coffee supplier Sucafina supports farmers in its IMPACT programme with practical tools and training to protect water resources. In Uganda, Sucafina provided farmers with record booklets and guidance on reducing water use, alongside workshops on conserving on-farm water sources. Farmers must also have legal or customary rights to land and water, and clearly document where their water comes from, ensuring no harm to local communities. Any new land or water use requires free, prior, and informed consent, especially when indigenous rights are involved.



Edward Mwesigwa Musoke , a coffee farmer from Lwengo District in Uganda, is part of Sucafina's IMPACT Verified Responsible Sourcing Programme.



Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Reach a double-digit share of our Bio-Fairtrade certified coffee within our coffee portfolio	2030	In progress
<b>Identify and tackle levers to improve the conservation and efficient use of water resources and include these as part of our action plan into an Environmental Policy</b>	<b>2026</b>	<b>In progress</b>





(ESRS E4)  
Biodiversity & Ecosystems

→ OUR APPROACH

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

To mitigate our impact and prevent further harm to ecosystems, we work closely with our suppliers to stop deforestation and ensure compliance with the EU Deforestation Regulation once it comes into effect, by enhancing traceability, verifying sourcing practices, and promoting sustainable land use across our coffee supply chain.

Additionally, we have committed to purchase 100% responsibly selected coffee by the end of 2025. The underlying framework of our

Responsibly Selected Coffee Initiative (RSCI), the Global Coffee Platform's (GCP) Coffee Sustainability Reference Code, includes a guideline of practices and expected results our green coffee suppliers, who are aligned with this framework, must implement. It emphasises the protection of natural forests and ecosystems from conversion or degradation, and the overall conservation of biodiversity, including protected or endangered native flora and fauna as well as soil biodiversity.

The Coffee Sustainability Reference Code also advocates for sound pest and weed management practices that minimise pesticide use and prevent health and environmental harm. This includes adopting and monitoring pest, weed, and disease management strategies, as well as ensuring the adequate storage, application, and disposal of agrochemicals, while adhering to a list of prohibited pesticides.

OUR TARGETS AND ACTIONS

TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

PROMOTING GOOD AGRICULTURAL PRACTICES THROUGH OUR GENERATIONS PROGRAMME

In 2024, our Generations Programme was active in two projects, in Uganda and Colombia. Both projects entail good agricultural practice trainings for farmers to protect the environment while increasing their productivity and the quality of the coffee beans. In Colombia, producers learned how composting and the processing of crop residues as well as proper weed management can increase soil health and contribute to better yields. In Uganda, farmers were taught

Our biodiversity-related material impacts and risks

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

- ➔ GHG emissions
- ⚠️ Spread of pests and crop diseases

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

how to produce their own organic fertiliser, making use of what is around them, therefore saving costs and protecting the environment. By encouraging producers to reduce the use of synthetic fertilisers, we have an immediate effect on emission reduction, as fertiliser use is by far the biggest contributor to GHG emissions in coffee production.



**SCALING RESPONSIBLE SOURCING:  
71% - A MILESTONE IN OUR JOURNEY**

In 2024 we increased our share of responsibly selected coffee from 42% in 2023 to 71%. This means we are well on our way to achieve our goal of having transitioned to 100% responsibly selected coffee by the end of 2025.

By sourcing coffee through our coffee suppliers' sustainability schemes that are recognised as equivalent to the GCP's Coffee Sustainability Reference Code, we actively support responsible farming practices. Below is an example, of how one of our suppliers in Vietnam enhances biodiversity and natural ecosystems through their GCP-recognised sustainability scheme.

**PROMOTING GOOD AGRICULTURAL PRACTICES TO PROTECT BIODIVERSITY - OFI THROUGH THEIR SUSTAINABILITY SCHEME ATSOURCEV AND ATSOURCE+:**

In Vietnam, our green coffee supplier ofi trained 2,288 farmers in their sustainable supply chain programmes on sustainable practices like integrated pest management, fertiliser use, and safe pesticide handling. By reducing reliance on harmful pesticides and minimising fertiliser use, farmers help protect surrounding ecosystems. This approach supports biodiversity by preserving soil health, safeguarding pollinators and beneficial insects, and preventing chemical runoff into nearby habitats. Healthier farms mean more balanced ecosystems—where wildlife, plants, and microbes can thrive alongside productive coffee cultivation.



The ofi Sustainability team trains farmers directly in the field using visual diagnosis of coffee tree symptoms to optimise fertiliser and agrochemical use.



**PREPARING FOR THE EU DEFORESTATION  
REGULATION (EUDR)**

In order to be prepared for the EUDR once it comes into effect, we have implemented a software into our operating system that serves as an additional due diligence step for ourselves. This enables us to collect and verify geolocation data of coffee plots, ensuring our sourcing is deforestation-free and aligned with upcoming legal requirements.



Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Implementation of two further projects under the umbrella of our Generations Programme	2026	In progress
<b>Identify and tackle levers to enhance biodiversity and protect ecosystems and include these as part of our action plan into an Environmental Policy</b>	<b>2026</b>	<b>In progress</b>



(ESRS E5)

Resource Use and Circular Economy

→ OUR APPROACH

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

By incorporating circular economy principles into our operations, we strive to optimise resource use, contributing to a more sustainable future for our industry, while proactively preparing for the upcoming EU regulations on packaging. We are focused on integrating sustainability criteria into our procurement of machines, capsules, trade foods, and POS materials, including considerations for energy efficiency and recyclable or renewable packaging.

Our supplier selection process includes responsible business conduct and sustainability criteria, taking into account their environmental and social standards, certifications, and commitment to ethical sourcing.

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

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

- ⊖

► Non-renewable raw material sourcing
- ⚠

► Stronger regulations on the use of packaging material

- ⊕

Positive impact
- ⊖

Negative impact
- ⊖

Potential negative impact
- ⚠

Financial risk
- 🔄

Financial opportunity



Eugenia Martin from our Global Marketing Team during a coffee-field trip to Honduras.

## OUR TARGETS AND ACTIONS

### TARGET: INCREASE SHARE OF RENEWABLE MATERIALS AND IMPROVE CIRCULARITY

#### COFFEE PRODUCTION RESIDUE DIVERSION

At our Vicenza plant, we diverted 123 tons of coffee residues to a partner company for compost production in 2024. This included 20 tons of silver skin, which holds significant value for fertiliser production. In Vienna, we have kicked off a similar project in the end of 2024, with numbers for coffee residue diversion being available from 2025 onwards.

#### TOWARDS SUSTAINABLE PACKAGING

In 2024, we continued reducing the packaging impact of our products by reducing packaging material, increasing recyclable as well as recycled content, and testing fossil-free alternatives, all while ensuring product quality.

### MILESTONES IN OUR SUSTAINABLE PACKAGING JOURNEY

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

Launch of our first fully recyclable monoplasic packaging line of our 500g Bio-Fairtrade coffee, available for our HoReCa customers. We are currently working intensely to expand this to other products, too.



**61%**

Recyclable share of coffee packaging in own production  
2023: 51%

In 2024, we introduced Natureflex™ foil for our Loose Leaf Teas, as used already for our Big Bags since 2023. This foil is a renewable, cellulose-based, home-compostable packaging. Compared to fossil-based plastics, it has a lower environmental impact, as it releases only recently absorbed CO<sub>2</sub>. Even in regular waste systems, it supports resource conservation and aligns with our sustainability efforts.

**78%**

Recyclable share of tea packaging  
2023: 76%



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



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



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



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

PILOTING CIRCULARITY PRACTICES ACROSS OUR SUBSIDIARIES

As part of our Sustainability Project Challenge, teams across our subsidiaries brought circular economy principles to life with creative, resource-efficient initiatives.

In Poland, cardboard waste is now shredded and reused as eco-friendly packaging filler, cutting waste, plastic use, and emissions from transport. Our Czech team introduced reusable event cups with a mini dishwasher to ensure clean supply and reduce single-use waste. In Croatia, Bulgaria, and Bosnia & Herzegovina, colleagues designed branded isothermal bottles to curb single-use plastic. Italy and Bulgaria improved waste separation and disposal systems, helping us reduce environmental impact across operations.



Cardboard shredding machine in Poland turning waste into eco-friendly packaging filler.

INCREASING THE LONGEVITY OF OUR COFFEE MACHINES

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

Regular maintenance, such as group head and milk system cleaning, and ensuring proper filtration, helps prevent wear and tear, keeps machines running smoothly, and minimises downtime. This approach benefits both the environment and our customers by reducing costs and ensuring reliable, high-quality coffee preparation.



Coffee machine cleaning in action during one of our events.

Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Launch of industrially compostable Bio-Fairtrade professional capsule for our HoReCa customers	2025	In progress
Development of a Packaging Policy	2025	In progress
<b>Identify and tackle levers to increase our share of renewable materials and improve circularity and include these as part of our action plan into an Environmental Policy</b>	<b>2026</b>	<b>In progress</b>





METRICS

E5-4 RESOURCE INFLOWS

Resource inflows	Unit	2023	2024
Raw materials (Green coffee, Nitrogen)	tons	17,225	16,614
Biological	tons	17,006	16,394
Biological share	%	99%	99%
Packaging material	tons	870	893
Biological	tons	402	467
Biological share	%	46%	52%
Secondary reused or recycled components	tons	286	373
Secondary reused or recycled share	%	33%	42%
Others (associated process materials)	tons	0.1	0.1
<b>TOTAL weight</b>	<b>tons</b>	<b>18,096</b>	<b>17,507</b>
<b>Total biological weight</b>	<b>tons</b>	<b>17,408</b>	<b>16,861</b>
<b>Total biological share</b>	<b>%</b>	<b>96%</b>	<b>96%</b>
<b>Total secondary materials weight</b>	<b>tons</b>	<b>286</b>	<b>373</b>
<b>Total secondary materials share</b>	<b>%</b>	<b>2%</b>	<b>2%</b>
<b>Total secondary materials share of packaging material</b>	<b>%</b>	<b>33%</b>	<b>42%</b>

E5-5 RESOURCE OUTFLOWS

Resource outflows	Unit	2023	2024
Recyclable content product	%	100%	100%
Recyclable content packaging	%	51%	61%

SOCIAL  
INFORMATION

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S3 Affected Communities ..... 74



Sandra Interiano, coffee producer and Board member of the COCAMOL Fairtrade Cooperative in Honduras.

# (ESRS S1) Our Workforce

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

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

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

## Our workforce-related material impacts, risks, and opportunities

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

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

- ➕ Positive impact
- ➖ Negative impact
- ⚠ Potential negative impact
- ⚠ Financial risk
- 🔄 Financial opportunity

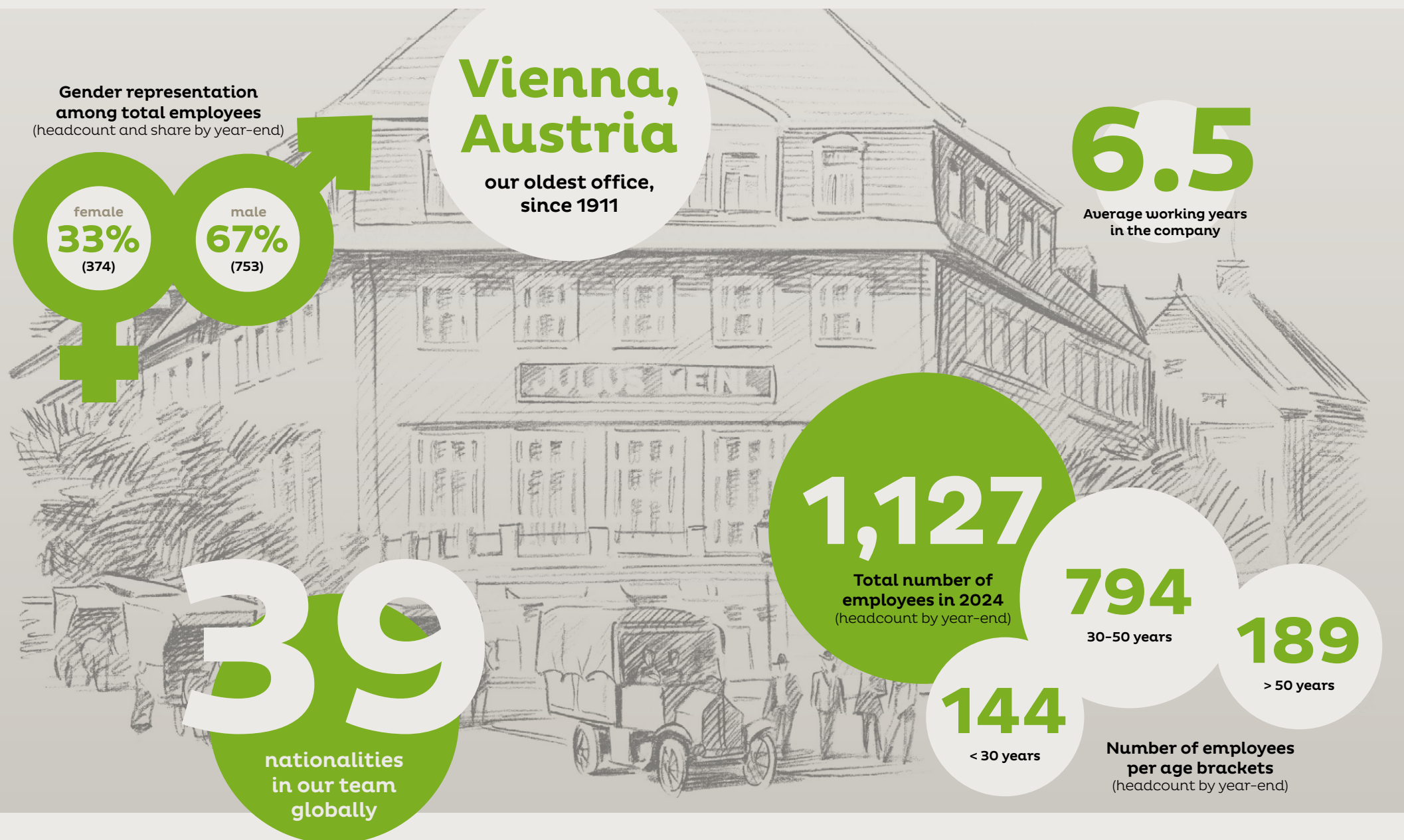


### OUR CULTURE STORY

Our culture story "Together We Grow" reflects our target culture and is rooted in values that guide how we work together every day. It consists of nine values, some of which are already deeply embedded in our cultural DNA, such as "It's all about people", and others that are more aspirational, like "Communicating is caring", which we are working to further anchor in our daily practices. To ensure we live these values consistently, we track progress through a traffic light system supported by key performance indicators, measured in our bi-annual employee survey. By 2028, our ambition is for all nine values to reach a 'green' status, reflecting full alignment across the organisation.

# TOGETHER WE GRW





# Human & Labour Rights

## → OUR APPROACH AND POLICIES

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

Our commitment is grounded in the Ten Principles of the UN Global Compact and brought to life through our Sustainability Policy, Code of Business Conduct, and Supplier Code of Conduct. These frameworks define the

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

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

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

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



Our Global HR Team at their annual team meeting.

### UNGC'S TEN PRINCIPLES FOR BUSINESSES

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







## OUR TARGETS AND ACTIONS

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

**BALANCING FLEXIBILITY AND COLLABORATION: UPDATED GLOBAL WORK-FROM-HOME POLICY**

To align with evolving business needs and market trends, we reviewed and updated our global WFH policy, effective from December 1, 2024. While continuing to offer up to two WFH days per week, the revised policy introduces a requirement for 50% daily office presence per department, coordinated through self-managed team rotations. Additional WFH days require multi-level approval. These changes aim to foster engagement, collaboration, and a strong physical office presence, while maintaining the flexibility that supports our people-oriented, performance-driven culture.

**DIGITAL TRANSFORMATION MILESTONE: SAP QUALITY AWARD WINNER**

The implementation of SAP SuccessFactors Employee Central marks a key milestone in our digital HR transformation. It enables centralised, real-time access to employee data and supports global consistency. The system rollout was accompanied by extensive change management and training initiatives, ensuring high adoption rates across all business units.

The SAP Quality Award recognises not only technical excellence but also our collaborative implementation approach, which involved cross-functional teams from HR, IT, and operations.



**Gabriel Tomic**  
Group HR Manager Data & Innovation

With this global rollout, we are not just modernising our HR systems, we are creating a consistent framework that supports performance, development, and fair recognition across all teams. By aligning our talent processes globally we are enabling smarter, data-driven decisions and reinforcing a culture where people can grow with clarity and purpose.



Two colleagues at our Vienna office.





# Listening to our people and empowering our leaders

We run a global Engagement Survey every year and a Culture Survey every two years to understand how our values are lived and how engaged our teams feel. In 2024, we aimed to reach 25% above the benchmark in the “Champions” category of our Employee Engagement Survey, and exceeded this with 44%. Champions are highly committed, feel connected to our company and values, and go the extra mile.

This year we also transitioned to a new survey format and database, the Gallup Engagement Survey, giving us access to internationally recognised benchmarks and helping us take

targeted actions to strengthen human and labour rights as well as employee satisfaction across the group. By actively listening to employee feedback, we address key topics such as equitable opportunities, communication, and feedback culture, fostering a more respectful and supportive work environment.

Our 2024 Gallup Engagement Score of 3.89 places us in the 58<sup>th</sup> percentile of Gallup’s European database, meaning that we perform better than 58% of companies in the European comparison group. This reflects the strong sense of mission and purpose among our teams, along with high satisfaction and

clear expectations. However, the survey also revealed clear opportunities: we aim to strengthen our feedback culture, increase recognition, and improve how we support career progression at the team level.

Next, we are empowering our leaders with access to the Gallup portal to review results and co-create team-specific action plans. This way, we aim to continuously strengthen employee engagement and ultimately reach the top 25% in the Gallup European benchmark by performing above the 75<sup>th</sup> percentile by 2027.



**Lisa Lichtenegger**  
Vice President People & Culture

## GALLUP ENGAGEMENT SURVEY RESULTS FOR 2024

3.89

Employee Engagement Score  
(of max. 5)

Rank:  
58<sup>th</sup>

Percentile in Gallup’s  
European benchmark

76%

Participation  
Rate

## TOP STRENGTHS

Team Spirit  
Clear Expectations  
Purpose

## FOCUS AREAS

Feedback  
Recognition  
Growth

Engagement is more than just a sentiment, it is a powerful business driver. It measures the emotional connection our people have with the company, which is directly linked to their development and performance. That is why engagement is the perfect KPI for our winning culture, where growth and results go hand in hand.



# Health & Safety

## → OUR APPROACH AND POLICIES

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

Our commitment is anchored in a robust Occupational Health and Safety (OHS) management system, implemented across our production sites in Vicenza, Italy, and Vienna, Austria. With strong leadership support, we set clear objectives, allocate resources, and nurture a safety-first culture. Employees are actively involved through hazard reporting, regular feedback, and safety-related decision-making.

Training is a key element of our approach. In our production plants, employees receive guidance on equipment use, emergency protocols, and safe work practices. These are framed within the ISO 45001 standard, which also supports regular audits and continuous improvement. Beyond physical safety, we take a holistic view to ensure our employees can thrive. Annual Performance and Development Plan meetings, along with regular check-ins throughout the year, are held to ensure workloads remain balanced and employees feel mentally and emotionally supported in their roles.

At our Vienna site, monthly fire safety inspections and routine emergency training sessions help prepare staff for potential incidents. Across our global operations, subsidiaries implement tailored health and safety measures in alignment with local legislation and regulations.

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

Ever since we have introduced our first formal safety and health management system back in 2011 in our Italian production, there's genuine commitment and pride in creating a safer workplace and making sure everyone goes home healthy at the end of the day.

Alessandro Rettore, Group Production Director

## OUR TARGETS AND ACTIONS

**TARGET: CONTINUOUS IMPROVEMENT OF OUR OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM, INCLUDING REGULAR TRAINING AND THE GRADUAL ROLLOUT OF CERTIFIED STANDARDS ACROSS ALL RELEVANT SITES**

### IMPLEMENTATION OF ISO 45001 FOR VIENNA PRODUCTION PLANT

In 2024, our Vienna production site achieved ISO 45001 certification, joining our Vicenza facility in aligning with internationally recognised standards for occupational health and safety.

### ECO AND SAFETY DRIVING TRAINING

Many of our colleagues in sales spend much of their working time on the road, visiting our customers and delivering products. As part of our 2024 Sustainability Project Challenge, we organised eco and safety driving training for over 80 of our colleagues in Germany and Austria. Our colleagues received practical training on emergency braking in wet conditions, handling curves safely, and avoiding skids. The sessions also covered fuel-efficient driving techniques to reduce emissions and promote safer, more sustainable mobility.



Austrian sales manager preparing for a customer visit.

# Diversity & Inclusion

## OUR APPROACH AND POLICIES

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

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

Our Code of Business Conduct reinforces this commitment by clearly prohibiting discrimination, harassment, or violence. Looking ahead, we are developing a comprehensive Diversity, Equity & Inclusion (DEI) Policy which will be ready to be implemented in 2025, to set clear goals for the recruitment, retention, and advancement of diverse talent, ensuring our workforce reflects the communities we serve.

## OUR TARGETS AND ACTIONS

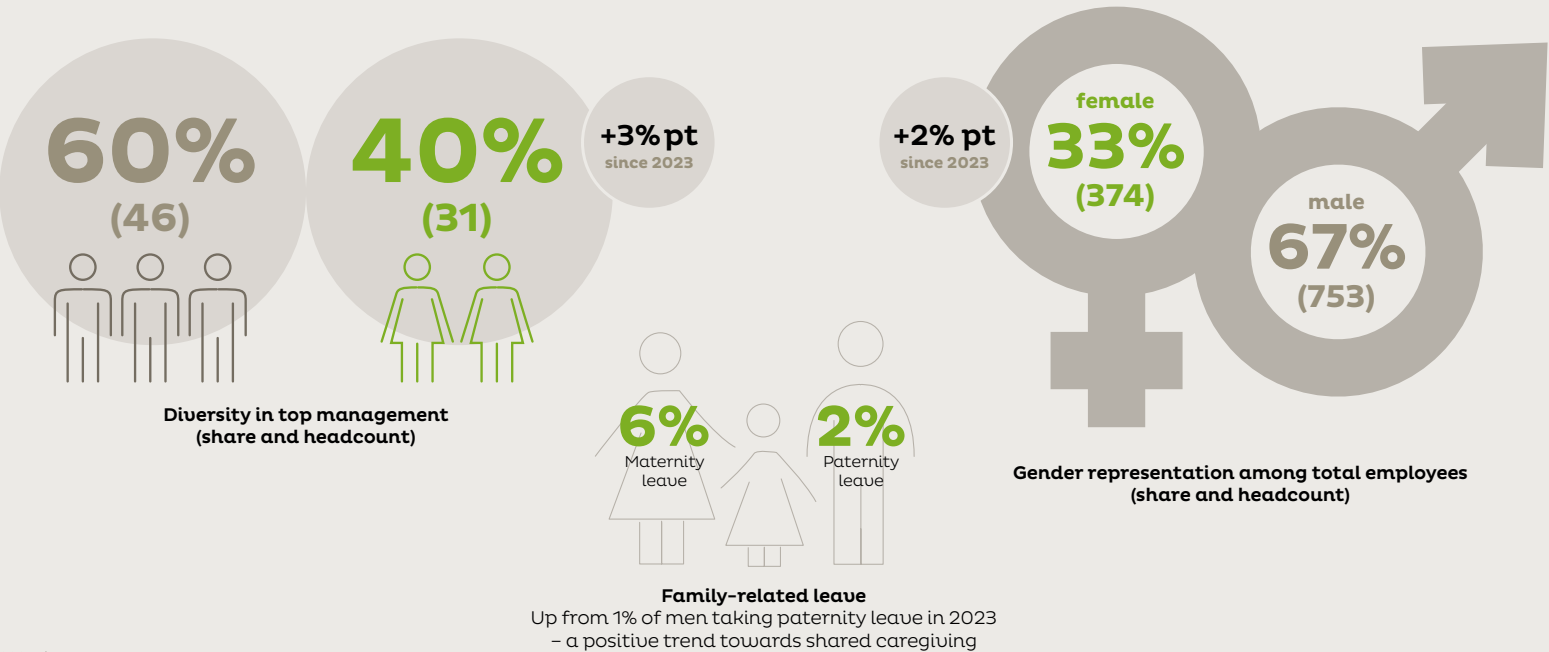
### TARGET: CULTIVATE A DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE

#### ENHANCING DIVERSITY IN RECRUITMENT

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

#### FAIR & TRANSPARENT REWARDS SYSTEM

In 2024, we reworked our total rewards framework to ensure clarity, transparency, and equity in how we recognise and reward performance. As part of this transformation, we implemented two SAP SuccessFactors modules – Compensation and Variable Pay – alongside Performance Management & Goal Management. These systems, set up and technically live, are aligned with our strategic principles: we pay for performance, we live empowerment while holding everyone accountable, and we invest in our people. The new framework supports our DEI ambition of equal pay for equal work, strengthens internal fairness, and creates a more consistent and data-driven approach across all markets. Full rollout is planned throughout 2025.





# Training & Skills Development

## → OUR APPROACH AND POLICIES

We are committed to fostering a winning culture that delivers strong business results while investing in our greatest asset, our people. This vision is encapsulated in our target culture, "Together We Grow," which serves as the cornerstone for the Julius Meinl Group's long-term success and guides our teamwork and growth. To fulfill our commitment to investing in our people, we launched a global system to track training hours as of 2024 that serves as the foundation to set group-wide targets for learning hours per employee as of 2025.

Overall, our training portfolio is aligned with strategic priorities such as sustainability, digital transformation, and inclusive leadership.

## OUR TARGETS AND ACTIONS

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

#### GALLUP ENGAGEMENT SURVEY

While our overall Gallup Engagement Mean Score in 2024 was 3.89, the detailed results revealed that our employees rated their opportunities to learn and grow at work with a score of 3.88, placing us in the 55<sup>th</sup> percentile of Gallup's European benchmark. Additionally, we scored 3.85 in the area of employees feeling supported in their development—ranking in the 68<sup>th</sup> percentile, highlighting that many of our people feel encouraged to grow.

#### INTRODUCING DIGITAL LEARNING

We piloted a digital learning programme with LinkedIn Learning, testing it with 50 people over 6 months. This was our first time using e-learning to make training available 24/7 in various languages and covering endless training needs. This significantly increased learning hours for our people. The feedback for this pilot project was overwhelmingly positive, leading us to decide to launch LinkedIn Learning as a permanent learning tool in 2025, with a commitment for the next 3 years.

#### BARISTA & TEA COMPETENCE TRAININGS

Our certified coffee trainers offered Specialty Coffee Association-standard barista and tea workshops to both employees and customers. While our main academy is in Vienna, many subsidiaries now run local training centres, making expertise more accessible than ever.

#### INTERCULTURAL COMMUNICATION TRAININGS

In 2024, our Global Supply Chain Team completed intercultural sensitivity training to strengthen collaboration across our diverse, global team. With colleagues from 10 cultures coordinating more than 50 suppliers and 60 markets, cultural understanding is key to our success. These training sessions strengthened communication and teamwork skills and highlighted the immense benefits, learning opportunities and ultimately business potential that diverse teams offer.

#### ACADEMY TO INNOVATE HR (AIHR)

As part of strengthening our learning culture, we launched a digital, self-paced HR Business Partner upskilling programme through an annual AIHR subscription. In just 12 months, the team completed 742 learning hours and earned over 20 certifications, building future-fit HR capabilities aligned with our winning culture.



#### SUSTAINABILITY-RELATED TRAININGS

In 2024, we promoted sustainability-focused learning paths through our memberships with respACT, the Global Coffee Platform, and the UN Global Compact.

In 2024, we recorded an average of **14** training hours per employee

**STRENGTHENING LEADERSHIP TO  
SUPPORT OUR WINNING CULTURE**

Following a 360° feedback process, our Executive and Lead Teams embarked on a tailored development journey to strengthen their leadership capabilities in alignment with our cultural values. In 2024, this commitment took shape in two strategic pillars of leadership development:

- **Leadership Development: Empowering Leaders Across the Organisation**

Our value-based leadership programme engaged 75 leaders in a total of 1,632 learning hours. Rooted in our cultural values and shaped by feedback from our employee surveys, it focused on trust, empowerment, and transparency, equipping leaders with the mindset and tools to lead with impact.

- **Executive Leadership Development: Building Organisational Health**

Our Executive Team focused on strengthening organisational health using Patrick Lencioni's framework, tackling team dysfunctions and establishing clarity and alignment. This work enhances team cohesion and reinforces our leadership's role in shaping a connected, high-performing culture from the top.



Part of our Leadership Team at a workshop of their leadership training series.

**TARGET: EMPOWER EACH OTHER AND  
BECOME YOUR BEST SELF**

**GLOBAL ROLLOUT OF PERFORMANCE AND  
DEVELOPMENT PLAN SESSIONS**

In 2024, 54% of our employees were covered by personalised Performance and Development Plans. We are working eagerly to roll this out on a wider scale, with the goal that by 2026 all Julius Meinl employees will take part in regular performance and career development conversations to support individual growth and long-term success.

**TARGET: LOOKING AHEAD AND GETTING READY - DEEPEN SUSTAINABILITY AWARENESS  
ACROSS JULIUS MEINL AND FURTHER EMPOWER EVERY EMPLOYEE TO ACTIVELY  
CONTRIBUTE TO ADVANCING OUR SUSTAINABILITY AGENDA**

**MOBILISING OUR GLOBAL SUSTAINABILITY  
AMBASSADOR NETWORK**

Our global Sustainability Ambassadors play a key role in translating our Sustainability Agenda into local action. In February 2024, our Sustainability Ambassadors came together for a physical meeting in Vienna for the first time, to connect, align and define their roles. As a result, they now:

- integrate sustainability into daily operations across all subsidiaries
- provide key data for our annual sustainability reporting, aligned with the Corporate Sustainability Reporting Directive (CSRD)
- act as point of contact experts for local teams on sustainability questions
- drive engagement and building knowledge around sustainability among our colleagues across all subsidiaries
- lead local sustainability project challenges, driving a sustainable transformation within our own local operations

**INCREASING SUSTAINABILITY AWARENESS  
AND OWNERSHIP ACROSS THE ORGANISATION**

In our 2024 Gallup Engagement Survey, Julius Meinl ranked in the 71<sup>st</sup> percentile compared to Gallup's European database when it comes

to employees feeling that the company makes a positive impact on people and the planet. While this is an above-average result, we are committed to going further, ensuring that every employee is equipped with the skills and mindset needed to actively shape a more sustainable future for Julius Meinl.

**SUSTAINABILITY PROJECT CHALLENGE 2024**

In 2024, we launched the first-ever Sustainability Project Challenge among all our subsidiaries, giving each local team the chance to share ideas and apply for project funds to make their offices and operations more sustainable.

A total of 25 project ideas were submitted by 12 countries, with 12 winning projects selected and implemented, supported by a total funding of € 25,000. The winners of the 2024 Sustainability Project Challenge introduced outstanding ideas for integrating sustainability into daily operations. From eco-friendly driving training to smarter packaging solutions, these initiatives showed how we can make a difference socially, economically, and environmentally.

Above everything else, the project challenge made clear that already a few passionate and motivated people can drive real change and spark inspiration across the entire organisation.

## ENGAGING WITH OUR WORKERS AND WORKERS' REPRESENTATIVES ABOUT IMPACTS

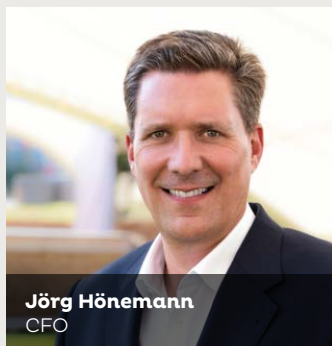
At Julius Meinl, employee engagement is a key driver of our long-term success. We are committed to creating a culture of open communication, trust, and mutual empowerment. Therefore, we have established various channels for our employees on both global and local levels to engage with and provide feedback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

### • Global Coffee House

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

### • Coffee with the Management Board

In 2024, we introduced "Coffee with the Management Board," an initiative where our employees could sign up to have a chat with the most senior management level. This sparked conversations that went beyond the usual reporting hierarchies and brought insights and innovative ideas directly to the attention of the CEO and CFO. The initiative started in Austria and will be rolled out globally over the next years.



**Jörg Hönemann**  
CFO

Some of the most insightful and innovative ideas come from informal chats. This format breaks down barriers, bringing us closer together as a team and gives us access to perspectives that challenge us in the best way, and that is how we grow.

### • Performance and Development Plan Sessions

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

### • Moment Makers

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



UAE team during a Culture Day activity.



Culture badges awarded to employees for outstanding commitment.

### Our 2024 "Moments" in the UAE

As part of the "Moment Maker" initiative, the UAE office organised team-focused activities like the Iftar gathering and Escape Room challenge, and regular football and badminton gatherings after work, creating opportunities for colleagues from different departments to connect in a relaxed setting. These moments helped in building a stronger team culture.

### Our 2024 "Moments" in Croatia

In Croatia, teams connected through playful cross-department challenges that sparked collaboration and fun. Reflection moments such as writing a letter to oneself and a surprise culture badge ceremony celebrated individual uniqueness and strengthened team unity.

### • Culture and Engagement Surveys

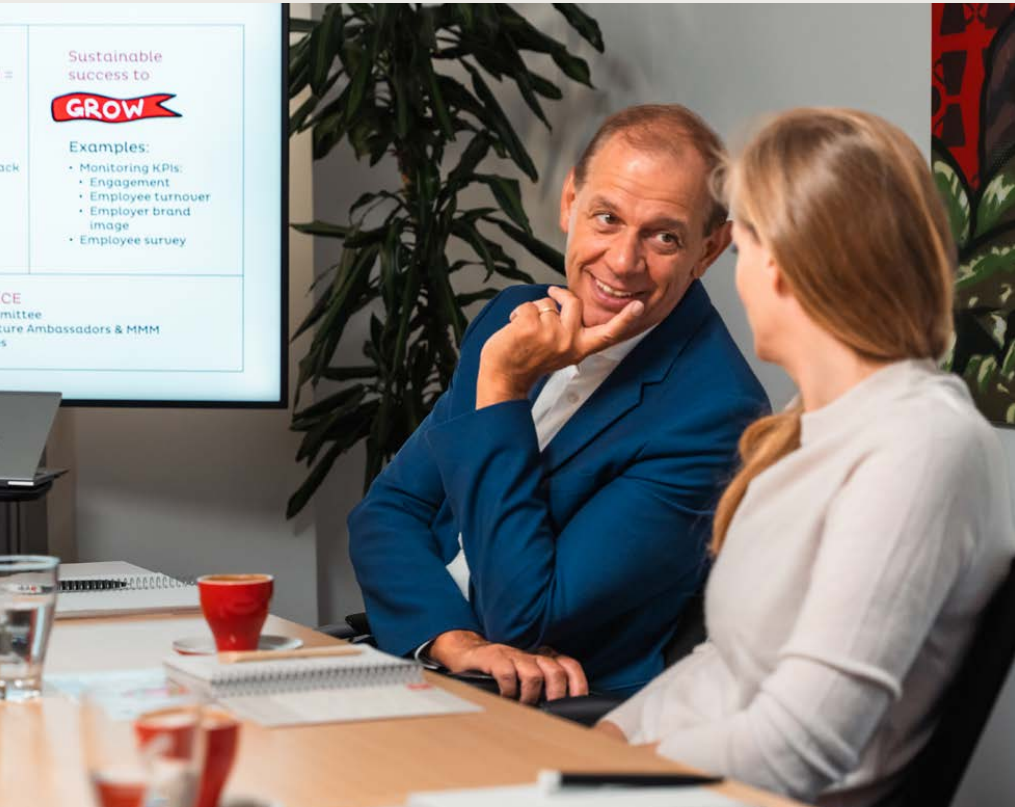
We conduct our Culture Survey every two years and our Engagement Survey annually, with the goal of combining both in the future. These global surveys help us assess how our values are lived across the organisation and gauge employee engagement, key to individual development, performance, and ultimately our business success. More details on the 2024 Gallup Engagement Survey can be found on page 55.



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

At Julius Meinl, ensuring fairness, justice, and protection for our employees is paramount. Access to remedy allows individuals to seek recourse and find solutions when they feel their rights have been violated, promoting a more equitable and fair workplace. Employees can report concerns confidentially and anonymously via our global "Integrity Line", which is accessible in multiple languages and available 24/7 or seek support through their local or global HR contact. Reports are treated with strict confidentiality and without fear of retaliation. Our grievance and remediation processes are embedded in our Code of Business Conduct, which clearly prohibits discrimination, harassment, and retaliation.

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



Our CEO and Vice President People & Culture.

Targets	Planned for	Results/Status
<b>Strengthen our global people foundation – supporting compliance, equity, and employee engagement.</b>	<b>2025</b>	<b>In progress</b>
Complete the rollout of SuccessFactors across all group entities	2024	Achieved
Employee Satisfaction: Reach 25% above benchmark level (Pawlik) for the category "Champions"	2024	Overachieved (with 44% above benchmark level)
Define new targets for Gallup Employee Engagement Score	2024	Achieved (see next row for new targets)
Based on the 2024 baseline of our Gallup Employee Engagement of 3.89 (58 <sup>th</sup> percentile), we aim to reach the top 25% in the Gallup European benchmark by performing above the 75 <sup>th</sup> percentile by 2027.	2028	In progress
<b>Continuous improvement of our Occupational Health &amp; Safety (OHS) management system, including regular training and the gradual rollout of certified standards across all relevant sites.</b>	<b>2030</b>	<b>In progress</b>
Implementation of ISO 45001	2024	Achieved
<b>Cultivate a diverse, equitable and inclusive workplace.</b>	<b>2030</b>	<b>In progress</b>
Global rollout of our Performance Management & Variable Pay System	2025	In progress
Development and implementation of a Diversity, Equity & Inclusion Policy	2025	In progress
Reach full alignment with all nine values of our Culture Story achieving green status by 2028, with an interim milestone of only having green and orange lights from 2025 onwards.	2028	In progress
<b>Driving excellence through learning – supporting ongoing development and skill building.</b> 2025: average of 16h per employee 2030: average of 24h per employee	<b>2030</b>	<b>Status 2024: 14h</b>
<b>Empower each other and become your best self – by 2026, all Julius Meinl employees will take part in regular performance and development conversations to support individual growth and long-term success.</b> 2025: 80% 2026: 100%	<b>2026</b>	<b>Status 2024: 57%</b>
<b>Looking ahead and getting ready - deepen sustainability awareness across the Julius Meinl organisation and further empower every employee to actively contribute to advancing our Sustainability Agenda.</b>  2030: above the 75 <sup>th</sup> percentile of the Gallup European Benchmark in how employees see the company's positive impact on people and planet	<b>2030</b>	<b>Status 2024: 71<sup>th</sup> percentile</b>



METRICS

S1-6 CHARACTERISTICS OF EMPLOYEES

In our 2024 report we have added our subsidiary in France to cover 100% of our organisation.  
France is not reflected in the 2023 figures.

Number of employees by gender	Unit	Number of employees by year-end		Average number of employees		Number of employees who joined company		Number of employees who left company <sup>1</sup>	
		2023	2024	2023	2024	2023	2024	2023	2024
Female	Head count	332	374	314	348	75	104	52	61
	%	31%	33%	31%	32%	33%	42%	30%	32%
Male	Head count	729	753	711	731	151	143	120	128
	%	69%	67%	69%	68%	67%	58%	70%	68%
Others	Head count	0	0	0	0	0	0	0	0
Not reported	Head count	0	0	0	0	0	0	0	0
Total	Head count	1,061	1,127	1,026	1,079	226	247	172	189
Fluctuation	%							17%	18%

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

Number of employees in countries with 50 or more employees representing at least 10% of total number of employees	Unit	Number of employees by year-end		Average number of employees	
		2023	2024	2023	2024
Austria	Head count	170	180	165	170
Italy	Head count	113	120	102	115
Russia	Head count	215	224	218	219

Number of employees by contract type and gender	Unit	Permanent employees		Temporary employees		Non-guaranteed hours employees	
		2023	2024	2023	2024	2023	2024
Female	Head count	318	333	18	41	0	0
	%	31%	32%	45%	53%	0%	0%
Male	Head count	703	716	22	37	0	0
	%	69%	68%	55%	47%	0%	0%
Others	Head count	0	0	0	0	0	0
Not reported	Head count	0	0	0	0	0	0
Total employees	Head count	1,021	1,049	40	78	0	0



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

Non-employees	Unit	2023	2024
Number of non-employees by year-end	Head count	106	99

Most common type of non-employees at Julius Meinl are external Sales Agents and temporary workers in production

S1-8 COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

Collective bargaining coverage and social dialogue	Unit	2023	% of total 2023	2024	% of total 2024
Employees covered by collective bargaining agreements	Head count	379	36%	411	36%
Employees covered by workers' representatives	Head count	379	36%	403	36%
within EEA					
Employees covered by collective bargaining agreements	Head count	379	61%	411	62%
Employees covered by workers' representatives	Head count	379	61%	403	60%
outside EEA					
Employees covered by collective bargaining agreements	Head count	0	0%	0	0%
Employees covered by workers' representatives	Head count	0	0%	0	0%

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

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

S1-9 DIVERSITY METRICS

Diversity at top management level* by gender	Unit	2023	2024
Female	Head count	25	31
	%	37%	40%
Male	Head count	42	46
	%	63%	60%
Others	Head count	0	0
Not reported	Head count	0	0
Total	Head count	67	77

Diversity by age group	Unit	2023	2024
under 30 years	Head count	137	144
	%	13%	13%
30-50 years	Head count	741	794
	%	70%	70%
above 50 years	Head count	183	189
	%	17%	17%
Total	Head count	1,061	1,127

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





S1-10 ADEQUATE WAGES

Employees paid adequate wage, in line with applicable benchmarks	Unit	2023	2024
Total	%	100%	100%

S1-11 SOCIAL PROTECTION

All employees in own workforce covered by social protection, through public programmes or through benefits offered, against loss of income due to:	2023	2024
Sickness	yes except in USA	yes except in USA
Unemployment starting from when the own worker is working for the undertaking	yes except in USA, Russia and Kazakhstan	yes except in USA
Employment injury and acquired disability	yes except in Russia and Kazakhstan	yes
Parental leave	yes except in USA	yes except in USA
Retirement	yes except in USA and UAE	yes except in USA and UAE

S1-12 PERSONS WITH DISABILITIES

Number of persons with disabilities amongst employees	Unit	2023	2024
Total	Head count	6	6
	%	0.6%	0.5%

S1-13 TRAINING AND SKILLS DEVELOPMENT METRICS

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

Number & percentage of employees that participated in regular performance and career development reviews by gender	Unit	2023	2024
Female	Head count	202	212
	%	61%	57%
Male	Head count	395	398
	%	54%	53%
Others	Head count	0	0
Not reported	Head count	0	0
Total	Head count	597	610
	%	56%	54%

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



S1-14 HEALTH AND SAFETY METRICS

Number of people in own workforce who are covered by a health and management system*	Unit	2023	2024
Total	Head count	972	1,040
	%	92%	92%

\* based on legal requirements and (or) recognised standards or guidelines

Accidents and injuries	Unit	2023	2024
Number of fatalities in own workforce and other workers as result of work-related injuries	Count	0	0
Number of fatalities in own workforce and other workers as result of work-related ill health	Count	0	0
Number of recordable work-related accidents for own workforce	Count	2	3
Number of cases of recordable work-related ill health in own workforce	Count	1	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health, and fatalities from ill health related to own workforce	Count	36	61

S1-15 WORK-LIFE BALANCE

Family related leave*	Unit	Number of employees entitled to 'leave'		Number of employees that took 'leave'	
		2023	2024	2023	2024
Maternity leave					
Number of female employees entitled to leave	Head count	332	374	21	23
Percentage of female employees entitled to leave	%	100%	100%		
Percentage of entitled employees who took leave	%			6%	6%
Paternity leave					
Number of male employees entitled to leave	Head count	729	753	7	17
Percentage of male employees entitled to leave	%	100%	100%		
Percentage of entitled employees who took leave	%			1%	2%
Parental leave					
Number of employees entitled to leave	Head count	1,061	1,127	14	15
Percentage of employees entitled to leave	%	100%	100%		
Percentage of entitled employees who took leave	%			1%	1%
Carers leave**					
Number of employees entitled to leave	Head count	959	995	15	24
Percentage of employees entitled to leave	%	90%	88%		
Percentage of entitled employees who took leave	%		2%	2%	2%

\*Family-related leave:

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

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



S1-16 COMPENSATION METRICS

Gender pay gap*	Unit	2023	2024
Total	%	-2%	1.66%

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

Calculation was done country by country and then weighted by the head count per country to come to a global figure. A negative percentage indicates women are paid more on average than men. Especially in small business units, this figure is often heavily impacted by the gender of a single position. Thus, we are working on more detailed analysis in the future to better understand the gender pay gap across functions, management levels and countries. The 2024 calculation was refined to cover all types of compensation so the comparison with 2023 is not fully possible.

S1-17 INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

Incidents, complaints and severe human rights impacts	Unit	2023	2024
Number of incidents of discrimination	Count	1	2
Number of complaints filed through channels for people in own workforce to raise concerns	Count	1	0
Number of complaints filed through National Contact Points for OECD Multinational Enterprises	Count	0	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	EUR	0	0
Number of severe human rights issues and incidents connected to own workforce that are cases of defiance of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	Count	0	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	EUR	0	0





(ESRS S2)  
Workers in the Value Chain

→ OUR APPROACH AND POLICIES

Understanding and taking responsibility for our impact on the farmers and workers in our value chain is essential to how we do business. As a coffee roaster, our operations influence the lives of many across our supply chain, reaching thousands of farmers, workers, and local communities. In 2024, coffee accounted for over 82% of our net sales revenue, therefore being at the core of our business, and so are the people behind it. Our long-term success depends on safeguarding their well-being and continuous interest in the cultivation and production of the raw materials we depend on.

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

As we are several steps removed from the farmers and workers involved in the cultivation and production of the raw materials, we work closely with suppliers and partners like Enveritas to assess risks and help protect those most vulnerable in our value chains.

**JULIUS MEINL'S SUSTAINABILITY POLICY**  
Our Sustainability Policy guides us in embedding sustainability into all areas of our business while staying true to our Viennese coffee heritage. It drives our efforts to improve transparency, support farmers, and expand responsibly sourced coffee. We focus on four key areas: transparent sourcing, selecting suppliers whose supply chain programmes are equivalent to the Global Coffee Platform's Coffee Sustainability Reference Code, supporting farmers through our Generations Programme, and collaborating in terms of multi-stakeholder initiatives.

**JULIUS MEINL'S SUPPLIER CODE OF CONDUCT**  
Our Supplier Code of Conduct sets clear expectations for ethical, social, and environmental criteria, aligned with UN and ILO conventions. It covers fair labour practices, safe working conditions, and environmental protection, and applies to suppliers and their subcontractors. While not yet fully rolled out, global coverage is planned by 2025. Read more about our Supplier Code of Conduct in the chapter on Governance.

We are currently updating both the Code and our Sustainability Policy to reinforce the integration of ethics and human rights into our business decisions.

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

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

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

- ⊕ Positive impact
- ⊖ Negative impact
- ⊖ Potential negative impact
- ⚠ Financial risk
- ② Financial opportunity

## OUR TARGETS AND ACTIONS

### TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

#### SCALING RESPONSIBLE SOURCING:

#### 71% – A MILESTONE IN OUR JOURNEY

Improving the working conditions of coffee producers is an integral part of our Responsibly Selected Coffee Initiative (RSCI). In 2024, we increased the share of responsibly selected coffee from 42% to 71%, surpassing our 60% goal for the year. By the end of 2025, we aim for 100% of our green coffee supply chains, that are globally purchased and roasted in our Julius Meinl plants, to have transitioned to our Responsibly Selected Coffee Initiative.

By sourcing coffee in line with our coffee suppliers' sustainability schemes that are recognised as equivalent to the GCP Coffee Sustainability Reference Code, we actively support responsible sourcing practices. Here are two examples of how Fairtrade and NKG Bloom as GCP-recognised sustainability schemes, improve the working conditions and livelihoods of farmers in Honduras.

### IMPROVING WORKING CONDITIONS FOR SMALLHOLDER FARMERS – NKG THROUGH NKG BLOOM

Smallholder farmers are essential to global coffee production, yet many face difficult working conditions marked by low productivity, limited access to quality inputs and financing, lack of training, and increasing pressure from climate change and labour migration. Recognising the diversity of these challenges across regions, NKG, through their sustainable sourcing initiative NKG Bloom, delivers tailored support to improve livelihoods and strengthen working conditions on the ground.

Through Farmer Service Units (FSUs) embedded in local operations in their export company Becamo, NKG Bloom provides coffee farmers in Honduras with access to training, agronomic advice, high-quality inputs, infrastructure, and financing. By addressing local needs directly, NKG Bloom helps smallholders to work more profitably, safely, and sustainably, thereby strengthening the resilience of coffee-growing communities and securing the future of coffee production.



Producers from the Intibucá region in Honduras are receiving technical assistance. This hands-on training in the field builds practical skills while fostering collaboration and knowledge-sharing among farmers.

### IMPROVING FARMERS' LIVELIHOODS THROUGH FAIRTRADE MINIMUM PRICES AND PREMIUMS

Fairtrade-certified supply chains offer a crucial safety net to coffee farmers by guaranteeing a minimum price for their beans, a protection that shields them from market volatility. Between 2011 and 2022, the Fairtrade minimum price was higher than the New York C market price for Arabica coffee 53% of the time, offering farmers much-needed stability to invest in their farms and secure a decent standard of living. Additionally, cooperatives earn a Fairtrade Premium on top of the sale price, which they invest democratically into projects that benefit their communities.

One cooperative in Honduras, COCAMOL, which supplies beans to our partner exporter Caffex, provides the primary funding for a local health clinic through their Fairtrade Premium, delivering essential healthcare services to their members and the wider community, who would otherwise face a two-hour journey for treatment. Another cooperative in Honduras, COPRACNIL, uses their Fairtrade Premium to fund a local school offering a three-year Agroforestry Baccalaureate focused on technical development and innovation. Beyond improving livelihoods, Fairtrade supports farmers in strengthening their businesses, enhancing coffee quality, and fostering resilient, thriving communities.



Dr. Ever Calderón from Mercedes Health Centre in Ocotepeque, Honduras. The clinic operates on funding from COCAMOL Cooperative's Fairtrade Premium.



# Generations Programme

## IMPROVING COFFEE FARMERS' LIVELIHOODS AND RESILIENCE THROUGH OUR GENERATIONS PROGRAMME

Through our Generations Programme, we aim to improve farmers' livelihoods and protect the environment, helping farming communities build resilient, sustainable coffee businesses for future generations. Our projects focus on two pillars: enhancing farmers' income, through improved production efficiency and income diversification, and promoting good agricultural practices that improve soil health, protect biodiversity, reduce pollution, and mitigate climate change. This is achieved through tailored training, technical assistance, and targeted equipment investments. We currently run projects in Colombia (with Louis Dreyfus Company) and Uganda (with Ugacof/Sucafina and Sawa World). The programme will expand with two further projects until 2026.



CLICK HERE OR SCAN THE QR CODE TO EXPLORE:  
What we are doing in our projects in Uganda and Colombia



Nelson and John Alexander Durán, father and son in our Generations Programme in Colombia.



### OUR GENERATIONS PROGRAMME IN COLOMBIA

In 2024, our project activities built on the foundation laid during the first year of this three-year initiative. At its heart, the project sees soil as a legacy passed from one generation to the next. It follows the theory of change that healthy soils not only improve yields and income for farmers, but also play a key role in capturing carbon and supporting climate resilience.

Over the course of the project, 150 farmers will benefit from hands-on training led by agronomists, alongside support that includes financing and guidance for the construction of compost pits, distribution of weed selectors, and the collection and analysis of soil samples. Each year, around 50 farmers are reached through these activities. The trainings focus on practical topics like soil testing and interpretation, tailored fertilisation plans, weed control, and building and maintaining compost pits. Applying compost helps reduce fertiliser costs by around 20% and enriches the soil, an important step toward more regenerative farming. The data on the next page reflects the combined outcomes from the first two years.



#### FABIOLA CATALINA MARTÍNEZ: REVIVING HER FAMILY'S LEGACY THROUGH REGENERATIVE FARMING



On a hillside farm in Colombia, Catalina Martínez is blending tradition with innovation. A third-generation coffee farmer, she grew up watching her grandfather care for the land using natural methods: compost, coffee pulp, and intercropping. Years later, after taking over the family farm, Fabiola set out to revive those regenerative practices while embracing modern techniques that support sustainability.

Her journey took a major step forward when she joined the Julius Meinl Generations Programme, which offered practical training and support. “The trainings gave me the tools I needed to keep going and to make our transition even stronger,” she says.

Today, Fabiola is reducing pesticide use, reintroducing shade trees through agroforestry, and relying on compost and other organic materials to enrich the soil. These approaches not only improve resilience and biodiversity on her farm, but also reconnect her with the way her ancestors farmed. While today’s methods are often labeled as cutting-edge, Fabiola sees it differently, “People call it ‘innovative’ today, but really, it is just returning to what my grandfather was already doing.”

With renewed purpose, she is leading her farm into a future that honours the past, rooted in care for the land and inspired by her grandfather’s legacy.



CLICK HERE OR SCAN THE QR CODE TO EXPLORE:  
Hear from Fabiola herself.



Ever Ayandi Osorio, a participant in our Generations Programme, weeding his farm.



Nelson Durán working in the compost area built through the Generations Programme on his family’s farm.

Farmers participating in the project



Trainings on weed control & compost pits



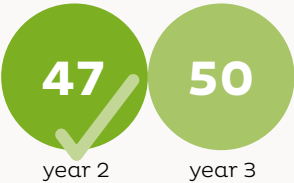
Weed selectors delivered to farmers



Rainforest Alliance certification audit



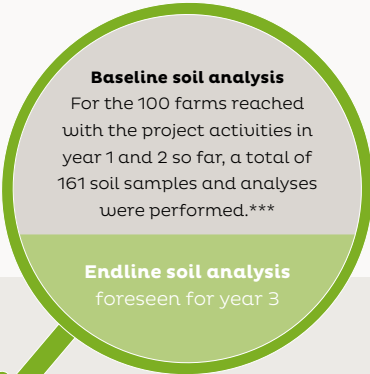
RSP Advanced verification\*\*



\* At the time of reporting, the delivery and distribution of weed selectors had been delayed, but they are scheduled to take place as soon as possible.

\*\* RSP Advanced is LDC's sustainability scheme and has been recognised by the GCP as Coffee SR Code equivalent, 2<sup>nd</sup> party assurance.

\*\*\* One soil sample is taken per 3 ha, and if a farm is bigger than that, more samples must be taken respectively.



John Alexander Durán, Generations Programme farmer, Colombia

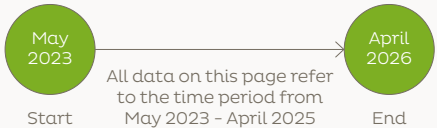
Socio-economic data of the participating farmers, their families, and farms, cumulative from the first two project years

- ▶ 90 men, 10 women
- ▶ Average age: 52 years
- ▶ Family size: on average between 3 and 4 people
- ▶ Average farm area: 6 ha
- ▶ Average yield: 1,447 kg/ha
- ▶ Average production costs: 2,651 USD/ha
- ▶ Average profit: 2,727 USD/ha
- ▶ Fertilisation: 820 kg/ha
- ▶ Soil organic matter per ha: 7%

Learnings from the second project year

- ▶ Farmers highly value soil analyses because they provide technical guidance for more efficient soil nutrition.
- ▶ Composting training and knowledge have encouraged producers to use organic waste efficiently, allowing it to be properly treated and re-incorporated as fertiliser into coffee plantations.
- ▶ Weed selectors are a valuable tool, but their adoption rate is low since farmers prefer to use faster weed control methods such as string trimmers or sprayers. The team will deliver further training.
- ▶ Educational field trips are an opportunity for farmers to learn crop management alternatives by implementing simple solutions with their own farm inputs, for example, the capture and reproduction of beneficial fungi as an entomopathogenic control of pests and diseases.

Project Timeline



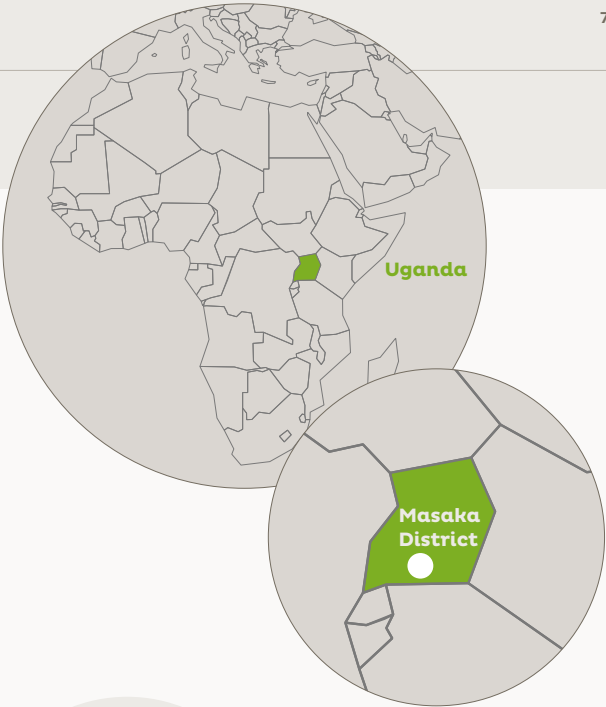
### OUR GENERATIONS PROGRAMME IN UGANDA

In the first year of our Generations Programme in Uganda, from March 2023 to April 2024, we reached 118 farmers with trainings for additional income-generating activities and business management trainings to support interested smallholder farmers in starting their own micro-businesses. Through training and technical assistance, farmers learned how to produce and use biochar as fertiliser, make African handmade sandals, produce and apply organic pesticides, do poultry farming, and more. The trainings saw a high replication rate among farmers, with 56% applying these skills. The project resulted in 26% of the farmers starting their own micro-business and thus an average increase in those farmers' income of 35 USD in the first five months after starting their micro-business.

Following the first year of the project, we prolonged our partnership with Ugacof (Sucafina) and Sawa World in 2024 to extend the project to a new coffee growing region. Our local partners conducted a needs assessment among a sample of 101 coffee farmers in Masaka District to identify best-suited and most requested skills for the trainings. On the next page, hear from Esther Makooma, Impact and Outreach Manager of Sawa World in Uganda, about the results of the assessment and the next steps of the project.



Kalisizo Cooperative members in Uganda learning to make organic pesticides through our Generations Programme.



118

Farmers reached with income generating skills trainings

50

Farmers participated in business management trainings

26%

of participating farmers started a micro-business

\$35

Average income increase of the first five months through those micro-businesses



## INTERVIEW WITH ESTHER MAKOOMA, IMPACT AND OUTREACH MANAGER OF SAWA WORLD UGANDA



### *Esther, why does Sawa World always conduct a needs assessment as a first step?*

Before jumping into action, it is important to listen. The needs assessments help us understand what project beneficiaries, in this case coffee farmers, really need to improve their livelihoods and build resilience – from their own perspective.

### *What did you learn from this needs assessment?*

Coffee farmers in the Masaka District said they want to gain practical skills to boost their crop productivity and income. Many chose training in organic pesticides, natural fertilisers, and water harvesting techniques as their top priorities. This shows a clear link to climate change-related challenges on the farms, like pests and disease, and prolonged drought management, to improve farm resilience.

### *What does this mean for the project activities exactly?*

We kicked off activities in spring 2025. The training sessions focus on improving farmers' agricultural practices, increasing their income, and boosting crop productivity. We will work with six different farmer groups, and each farmer will have the opportunity to register for up to four skills training sessions. The trainings specifically focus on engaging women and youth, ensuring an inclusive environment while allowing for intergenerational exchange.



Farmer group in Greater Masaka area, Uganda, during the second-year needs assessment.



Esther Makooma from Sawa World Uganda helping farmers complete the needs assessment for the second project year.

### Expected Outcomes of the 2024–2025 Project

- ▶ 150 coffee farmers in the Greater Masaka area will be trained in four skills to diversify their income
- ▶ 40% of farmers are expected to start a micro-business\*
- ▶ 50 coffee farmers from Lwengo district, from the first project year, will be engaged in mentorship sessions to strengthen their existing micro-businesses

\* Since the needs assessment revealed that farmers prioritised farming-related income-generating skills, the rates of micro-business startups may be lower than initially anticipated. However, improving farm productivity and sustainability can lead to long-term economic benefits for these farmers.



ENGAGING WITH VALUE CHAIN WORKERS & REMEDIATION  
AND CHANNELS TO RAISE CONCERNS

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

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

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

Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Implementation of two further projects under the umbrella of our Generations Programme	2026	In progress



Fairtrade coffee farmers in Honduras sun-drying beans.



# (ESRS S3) Affected Communities

## OUR APPROACH AND POLICIES

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

Our goal is to transition to 100% responsibly selected green coffee by the end of 2025, ensuring that our coffee is sourced from areas that respect land and water rights, including obtaining free, prior, and informed consent from affected communities and indigenous peoples. In addition, our Generations Programme trains farmers in income diversification, good agricultural practices, and micro-business development, aiming to enhance their quality of life and promote overall community and environmental resilience.

We are fully committed to complying with the European Union Deforestation Regulation

(EUDR) for importing deforestation-free coffee. This commitment not only supports global environmental sustainability but also has a positive impact on local communities. By ensuring that coffee is sourced from areas free of deforestation, we help protect fertile land that is crucial for the livelihoods of local communities. Preserving this land prevents the loss of valuable agricultural resources and maintains the health of ecosystems that support local agriculture. This approach helps sustain the land's productivity, which is vital for local farmers and their communities, ensuring long-term food security and economic stability.

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

## OUR TARGETS AND ACTIONS

### TARGET: BUILD A SUSTAINABLE COFFEE SUPPLY CHAIN

#### SCALING RESPONSIBLE SOURCING: 71% - A MILESTONE IN OUR JOURNEY

In 2024 we increased our share of responsibly selected coffee from 42% in 2023 to 71%. This means we are well on our way to achieve our goal of having transitioned to 100% responsibly selected coffee by the end of 2025.

Building a sustainable coffee supply chain includes encompassing both environmental but also economic and social components. By sourcing coffee through our coffee suppliers' sustainability schemes that are recognised as equivalent to the GCP Coffee Sustainability Reference Code, we mitigate any potential negative impacts of our activities on affected communities.

### Our material impacts and risks related to affected communities

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

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

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



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

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

Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
100% of our green coffee supply chains that are globally purchased and roasted in our Julius Meinl plants will have transitioned to our Responsibly Selected Coffee Initiative by the end of 2025	End of 2025	Status 2024: 71%
Annual average goals: 60% in 2024, 80% in 2025, 100% by the end of 2025 and onwards		
Implementation of two further projects under the umbrella of our Generations Programme	2026	In progress



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





# GOVERNANCE INFORMATION

G1 Business Conduct.....77





# (ESRS G1) Business Conduct

## OUR APPROACH AND POLICIES

### BUSINESS CONDUCT POLICIES AND COMPANY CULTURE

At Julius Meinl, we uphold the core values of integrity, honesty, fair business practices, and respect. These values, established by Julius Meinl over 160 years ago, guide the behaviour of every employee in our daily operations.

Through our Code of Business Conduct, which is signed by all employees, we strive to uphold a healthy company culture with a high level of integrity, providing guidance to all employees on the expected behaviour at Julius Meinl and in interactions with stakeholders. The Code of Business Conduct addresses topics such as corruption, bribery, political activities, compliance with competition law, and conflicts of interest. Responsibility lies with our Global Human Resources (HR) and Legal and Compliance departments, to be contacted via mail at [compliance@meinl.at](mailto:compliance@meinl.at).

Employees are encouraged to report any accounting or auditing irregularities, fraud, theft, bribery, corrupt practices, discrimination, harassment, conflicts of interest, or other work-related issues. They can seek guidance and report problems to their immediate

manager, next-level manager, or HR manager. Julius Meinl takes all misconduct reports seriously, promptly reviews them, and sets corrective actions or disciplinary measures as needed. Confidentiality of the individuals involved is protected, and full cooperation with inquiries or investigations is expected. Violating the Code of Business Conduct may also lead to disciplinary action, including termination. In 2024, no legal action had to be taken for anti-competitive behaviour and no political contributions were made by Julius Meinl.

To ensure employee awareness and effective communication of our policies and measures, we have these readily accessible on our intranet and aim to conduct periodic global awareness campaigns. The coming years will be used to review the Code of Business Conduct and implement complementary policies on selected topics.

### MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

Our Supplier Code of Conduct, based on internationally recognised standards such as the International Labour Organisation's Core Conventions, several UN Conventions,

and national labour laws, reinforces our commitment to responsible practices throughout our supply chain. We are currently in the process of adapting our Supplier Code of Conduct with its rollout planned for 2025. Its implementation will reinforce our commitment to responsible practices throughout our entire supply chains.

We prioritise long-term relationships with our suppliers, especially for coffee, where we support sustainability schemes and have long-standing commitments with many cooperatives and exporters. As part of our due diligence, we work with Enveritas, an independent non-profit organisation, to assess the sustainability of our coffee supply chains (see page 16 for details).

### WHISTLEBLOWING

With the majority of our coffee and tea suppliers being EU-based, and therefore covered by the EU Whistleblower Directive, they are required to have a whistleblower line in place. This setup ensures a channel for farmers and workers along the value chain to report issues within the supply chain.

## Our material impacts and risks related to business conduct

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

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

- ➕ Positive impact
- ➖ Negative impact
- ➖ Potential negative impact
- ⚠ Financial risk
- 🔄 Financial opportunity



On top of that, our “Integrity Line” serves as a reporting system to raise concerns about actual or suspected misconduct in relation to operations of Julius Meinl and our suppliers. The reporting system can be used to report breaches of our Code of Business Conduct or violations of the law including issues relating to bribery and corruption, competition law, fraud, financial crime, food safety and quality issues, harassment and discrimination, international

trade controls, protection of personal data, rights and protection of individuals, serious environmental damage, or conflicts of interest.

Reports can be made anonymously and are treated as strictly confidential. We ensure that there are no negative repercussions for the reporting person if they decide to reveal their identity.

Targets	Planned for	Results/Status
<b>Build a sustainable coffee supply chain</b>	<b>2030</b>	<b>In progress</b>
Expand our Sustainability Report to cover 100 % of our operational subsidiaries	2024	Achieved
Implementation of a global supply chain due diligence system	2025	In progress
Rollout of our Supplier Code of Conduct to all our suppliers of our global procurement team	2025	In progress





METRICS

G1-4 CONFIRMED INCIDENTS OF CORRUPTION OR BRIBERY

Incidents of corruption or bribery	Unit	2023	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	Count	0	0
Amount of fines for violations of anti-corruption and anti-bribery laws		n/a	n/a

G1-5 POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

Political contributions	Unit	2023	2024
Amount of financial political contributions made	EUR	0	0
Amount of in-kind political contributions made	EUR	0	0
Company is registered in EU Transparency Register or equivalent	yes/no		no

G1-6 PAYMENT PRACTICES

Political contributions	Unit	2024
Average time to pay an invoice from the date when contractual or statutory term of payment starts, in number of days	Count	
Number of legal proceedings currently outstanding for late payments	Count	0





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# Annex

## Glossary of Abbreviations

• <b>AIHR</b> .....	Academy to Innovate HR	• <b>IRO</b> .....	Impacts, Risks, and Opportunities
• <b>CCF</b> .....	Corporate Carbon Footprint	• <b>ISO</b> .....	International Organisation for Standardisation
• <b>CO<sub>2</sub>e</b> .....	Carbon Dioxide Equivalent	• <b>KPI</b> .....	Key Performance Indicator
• <b>CEO</b> .....	Chief Executive Officer	• <b>kWh</b> .....	Kilowatt Hour
• <b>CFO</b> .....	Chief Financial Officer	• <b>LPG</b> .....	Liquefied Petroleum Gas
• <b>CGO</b> .....	Chief Growth Officer	• <b>LNG</b> .....	Liquefied Natural Gas
• <b>COO</b> .....	Chief Operations Officer	• <b>MWh</b> .....	Megawatt Hour
• <b>CNG</b> .....	Compressed Natural Gas	• <b>NSR</b> .....	Net Sales Revenue
• <b>CSRD</b> .....	Corporate Sustainability Reporting Directive	• <b>OHS</b> .....	Occupational Health & Safety
• <b>DEI</b> .....	Diversity, Equity and Inclusion	• <b>PBT</b> .....	Polybutylene Terephthalate
• <b>DMA</b> .....	Double Materiality Assessment	• <b>PE</b> .....	Polyethylene
• <b>EEA</b> .....	European Economic Area	• <b>PDP</b> .....	Performance and Development Plans
• <b>ESG</b> .....	Environmental, Social and Governance	• <b>POS materials</b> .....	Point of Sales materials
• <b>ESRS</b> .....	European Sustainability Reporting Standards	• <b>PP</b> .....	Polypropylene
• <b>ET</b> .....	Executive Team	• <b>PPAs</b> .....	Permanent Preservation Areas
• <b>EU</b> .....	European Union	• <b>RSCI</b> .....	Responsibly Selected Coffee Initiative
• <b>EUDR</b> .....	EU Deforestation Regulation	• <b>SDGs</b> .....	Sustainable Development Goals
• <b>GCP</b> .....	Global Coffee Platform	• <b>SBTi</b> .....	Science-Based Targets Initiative
• <b>GHG</b> .....	Greenhouse Gas	• <b>UNGC</b> .....	United Nations Global Compact
• <b>HoReCa</b> .....	Hotels, Restaurants and Cafés	• <b>WFH Policy</b> .....	Work-from-Home Policy
• <b>HR</b> .....	Human Resources		



Progress towards compliance with CSRD requirements

- Outside of the materiality threshold
- Internal work initiated
- Included in the report, full alignment planned in accordance with evolving regulatory requirements

# Annex

## ESRS Disclosure Requirements Overview

European Sustainability Reporting Standards (ESRS) covered by Julius Meinl's Sustainability Statements

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Value Chain

▲ Upstream

● Company operations

▼ Downstream

# Annex

## Double Materiality Assessment Outcome Details

We identified that nine out of ten ESRS topics are material to Julius Meinl, including 33 sustainability-related impacts and 18 financial risks and opportunities. The following tables present these material impacts, risks, and opportunities, with brief descriptions and our response strategies.

### Environment

#### E1 – Climate Change

Material impact, risk, or opportunity		VC	Description
Climate change mitigation			
Negative Impact	GHG emissions (Scope 1, 2 & 3)**	▲ ● ▼	Emissions from manufacturing, sourcing ingredients, logistics, packing, and machine-use in product preparation are significant. Especially agricultural activities such as coffee cultivation contribute to CO <sub>2</sub> and other greenhouse gases. We address these impacts through strategic targets and actions to decarbonise our value chain.
Risk	Legislation regarding deforestation	▲ ● ▼	The EU Deforestation Regulation may lead to increased raw material and operational costs due to compliance requirements. In response, we are proactively adapting our sourcing and operational practices to align with the directive.
Risk	Insufficient decarbonisation	▲ ● ▼	Aligned with the goal to limit global warming to 1.5°C, we are committed to reducing our carbon footprint but recognise the risk of insufficient decarbonisation due to complex value chains. To avoid regulatory pressure, adverse public perception, reduced revenue, and limited capital access, we are intensifying efforts to meet climate targets and enhance sustainability practices.
Risk	Costs of transition to lower emissions / substitution of existing products and services	▲ ● ▼	Our main value chain emissions occur in Scope 3, primarily from raw material sourcing. Lowering these emissions is costly, posing financial risks, but we cooperate with our suppliers to invest in sustainable farming and innovative technologies to reduce emissions effectively.

Material impact, risk, or opportunity		VC	Description
Climate change adaptation			
Negative Impact	Sourcing practices**	▲ ● ▼	Sourcing practices significantly impact ecosystems, animals, and the livelihoods of people relying on them, with climate change further challenging coffee, tea, and other agricultural production in terms of extreme weather, pests, and diseases. We address this with our goal to purchase 100% responsibly selected coffee by the end of 2025.
Positive Impact	Supply chain resilience**	▲ ● ▼	Coffee and tea cultivation need to change to adapt to climate change, for instance transition to more agroforestry, implementing water-efficient practices etc. Through our support of suppliers' sustainability schemes in line with our RSCI, we contribute to a more resilient coffee value chain.
Risk	Rising costs of raw materials	▲ ● ▼	Coffee-producing regions and other agricultural raw material sourcing areas are vulnerable to extreme weather, disrupting supply chains and affecting quality and prices. We mitigate this risk by supporting resilient farming practices and maintaining a diverse sourcing strategy.
Risk	Agricultural shifts	▲ ● ▼	Extreme weather events can damage crops, disrupt supply chains, and affect quality and prices for coffee, tea, sugar, and cocoa. Climate change may force coffee cultivation to higher altitudes or new regions, causing shortages and disruptions. We mitigate this risk by supporting resilient farming practices and maintaining a diverse sourcing strategy.
Energy			
Negative Impact	Non-renewable energy consumption**	▲ ● ▼	Energy use in our company operations, particularly the gas consumption of coffee roasting and our fleet, and those of our suppliers leads to significant GHG emissions. We address this through strategic targets and actions to decarbonise our operations.

\*\*IRO highly relevant for stakeholders





Environment  
E2 – Pollution

Material impact, risk, or opportunity		VC	Description
Pollution of air			
Negative impact	Agricultural air/water/soil pollution**	▲ ● ▼	Agricultural pollution from pesticides, fertilisers, inadequate soil and waste management in coffee, tea, and other crops harms ecosystems and increases GHG emissions. We address these issues by purchasing organic products and implementing our Responsibly Selected Coffee Initiative.
Negative impact	Transport-related air pollution**	▲ ● ▼	Transporting our products impacts air quality through emissions from diesel trucks, maritime transport, and vehicle particulate matter. We address this by optimising our fleet and routes to reduce emissions and pollution.
Negative impact	Industry-related air pollution**	▲ ● ▼	Our production activities and those of our suppliers release various pollutants into the atmosphere. Our Vienna and Vicenza sites comply with legal requirements, and pollution is regularly monitored and externally assessed to ensure adherence.
Substances of high concern			
Potential negative impact	Agrochemicals	▲ ● ▼	Pesticides, herbicides, and fertilisers in coffee and tea cultivation manage pests and promote growth, but excessive use harms the environment and wildlife. EU guidelines regulate their use for safety. To further address these issues, we purchase organic products and implement our Responsibly Selected Coffee Initiative.
Risk	Stronger regulations on the usage of fertilisers and pesticides	▲ ● ▼	Public concern over pesticides and fertilisers has led to stricter regulations, raising agricultural product prices and potentially reducing profits. To meet these challenges and consumer demands, our product portfolio includes organic products and we promote sustainable agriculture.
Microplastics			
Negative impact	End-of-life of packaging materials	▲ ● ▼	Packaging materials along our entire value chain contribute to waste and microplastic pollution. In the production of our goods, we are shifting to more sustainable options, like home-compostable capsules.
Negative impact	Tire abrasion during transport	▲ ● ▼	Tire abrasion of the trucks involved along our value chain release non-degradable oil-based substances. To mitigate these effects, we are constantly optimising our fleet and routes to become more efficient.

\*\*IRO highly relevant for stakeholders

Environment  
E3 – Water and Marine Resources

Material impact, risk, or opportunity		VC	Description
Water consumption			
Negative impact	Water consumption and withdrawal during coffee and tea cultivation and processing	▲ ● ▼	Water consumption in coffee and tea production involves various stages such as washing, pulping, fermentation, and drying, with wet processing consuming a considerable amount of water. Additionally, water is used to apply fertilisers, pesticides, and other agrochemicals during cultivation, contributing to the overall consumption.
Risk	Water shortages in coffee production due to extreme weather events	▲ ● ▼	Shifting weather patterns and extreme weather events such as droughts may cause global coffee shortages, reduced quality, and higher prices, increasing costs. With our Responsibly Selected Coffee Initiative we enhance supply chain resilience to ensure a steady supply of high-quality coffee.

Environment  
E4 – Biodiversity and Ecosystems

Material impact, risk, or opportunity		VC	Description
Direct impact drivers of biodiversity loss			
Negative impact	GHG emissions	▲ ● ▼	Our operations across the value chain generate GHG emissions, intensifying climate change and negatively impacting ecosystems and biodiversity. We address these impacts through strategic targets and actions to decarbonise our value chain. Additionally, our commitment to comply with the EU Deforestation Regulation strengthens our efforts by ensuring sustainable sourcing practices that reduce deforestation-related emissions and further protect ecosystems and biodiversity.
Impact on the state of species			
Risk	Spread of pests and crop diseases	▲ ● ▼	Crop diseases like coffee leaf rust can cause global coffee shortages, reduced quality, and higher prices, increasing costs. Through our RSCI we work hand-in-hand with our suppliers to enhance supply chain resilience to ensure a steady supply of high-quality coffee.



Value Chain

▲ Upstream

● Company operations

▼ Downstream

Environment

E5 – Resource Use and Circular Economy

Material impact, risk, or opportunity		VC	Description
Resource inflows, including resource use			
Negative impact	Non-renewable raw material sourcing	<div><div>▲</div><div>●</div><div>▼</div></div>	Our product portfolio includes coffee machines, grinders, and branded merchandise like coffee cups. Many of these items are made from virgin materials that are mined, processed, and transported. Extraction of these materials can have adverse social and environmental impacts. We collaborate with our suppliers and partners to create value with fewer resources, reducing the impact of our products and increasing recyclability.
Resource outflows related to products and services			
Risk	Stronger regulations on the use of packaging material	<div><div>▲</div><div>●</div><div>▼</div></div>	Increased public awareness of the environmental impact of packaging leads to stricter regulations and market demand. Switching to more environmentally friendly packaging materials may lead to increased operational costs and reduced profitability.

Social

S1 – Our Workforce

Material impact, risk, or opportunity		VC	Description
Equal treatment and opportunities for all			
Positive impact	Employee development through training and mentoring	<div><div>▲</div><div>●</div><div>▼</div></div>	Annual development conversations and reviews support our employees' continuous professional growth. By encouraging employees to attend training sessions, we demonstrate a commitment to our employees' success and personal development.
Opportunity	Employee retention through training and development	<div><div>▲</div><div>●</div><div>▼</div></div>	Focusing on continuous learning and skill enhancement improves employee productivity and innovation. This boosts our competitive advantage and market share, leading to increased profitability and a committed, skilled workforce.
Risk	Inadequate diversity management	<div><div>▲</div><div>●</div><div>▼</div></div>	Inadequate diversity management, particularly a limited representation of diversity in management and leadership positions, limits perspectives and reduces innovation, hindering our ability to adapt to market changes. This can negatively impact employee morale, retention, reputation, and appeal to a diverse customer base. We mitigate this risk by actively promoting diversity initiatives and ensuring inclusive hiring and promotion practices.
Working conditions			
Opportunity	Attractive employer	<div><div>▲</div><div>●</div><div>▼</div></div>	We ensure our employees have a safe, equitable workplace with transparent employment terms and benefits, fostering a flexible environment that empowers employees to balance work and personal life. Enhancing our attractiveness as an employer will strengthen employee satisfaction and productivity, leading to increased profitability and a skilled workforce.

Social

S2 – Workers in the Value Chain

Material impact, risk, or opportunity		VC	Description
Equal treatment and opportunities for all			
Negative impact	Empowerment constraints and gender inequities**	<div><div>▲</div><div>●</div><div>▼</div></div>	Traditional gender roles and disparities in resource access in agricultural households and communities within our supply chains perpetuate inequalities, limiting female farmers and marginalised groups to lower-paid or unpaid roles with few advancement opportunities. To address this, we enforce our Supplier Code of Conduct across our entire value chain, ensuring a respectful, dignified, and harassment-free environment. Through initiatives like our RSCI and Generations Programme, we actively promote gender equality in partnership with our suppliers.
Positive impact	Sustainable farming and resilient livelihoods of farmers**	<div><div>▲</div><div>●</div><div>▼</div></div>	We contribute to farmers' training and skills development in good agricultural practices and income diversification through our RSCI and our Generations Programme, improving productivity, incomes, and working conditions of farmers and workers.
Working conditions			
Negative impact	Ethical concerns about farmers' and workers' working conditions upstream**	<div><div>▲</div><div>●</div><div>▼</div></div>	We urge all our suppliers to respect international norms and industry standards, ensuring fair working conditions and compensation across all our supply chains. However, despite our efforts, negative impacts such as standards violations and disparities in worker treatment can still occur, necessitating ongoing vigilance and improvement efforts.
Potential negative impact	Lack of protective equipment and safe usage training**	<div><div>▲</div><div>●</div><div>▼</div></div>	Exposure to harmful chemicals and pesticides without adequate protective gear can result in long-term health issues. We continuously work with our suppliers to ensure farmers and workers have a safe working environment.
Potential negative impact	Supply-and-demand dynamics and their consequence for farmers/workers in agricultural supply chains**	<div><div>▲</div><div>●</div><div>▼</div></div>	Farmers are often confronted with challenges like unpredictable yields and income volatility, exacerbated by climate change and market fluctuations. We address these impacts through fostering long-term supplier relationships and promoting farmers' resilience through our sustainability initiatives.
Risk	Yield loss due to decreasing workforce	<div><div>▲</div><div>●</div><div>▼</div></div>	Due to resource constraints and generational disinterest primarily driven by low incomes, coffee production faces potential supply shortages and reduced quality, potentially leading to increased coffee prices. We mitigate these risks through targeted investments in farmer training and fostering sustainable economic opportunities in coffee-growing regions.
Other work-related rights			
Negative impact	Physical and psychological harm for children and youth**	<div><div>▲</div><div>●</div><div>▼</div></div>	Child labour is a prevalent risk in agricultural value chains, particularly where poverty and lack of education are widespread, perpetuating a cycle of poverty and often jeopardising child education. Through our RSCI, our green coffee suppliers commit to implementing measures to tackle child labour and its root causes.

\*\*IRO highly relevant for stakeholders



Value Chain

▲ Upstream

● Company operations

▼ Downstream

Social

S3 – Affected Communities

Material impact, risk or opportunity		VC	Description
Land-related impacts			
Potential negative impact	Loss of fertile land for local communities	▲ ● ▼	Deforestation and monoculture plantations reduce fertile land for local communities, harming their livelihoods and climate resilience. We address this through our RSCI and our commitment to fully comply with the EU Deforestation Regulation.
Potential negative impact	Expropriation of land	▲ ● ▼	Land expropriation for plantations harms local communities and eco-systems, causing displacement, loss of livelihoods, and increased poverty. Through our RSCI, our green coffee suppliers commit to implementing measures which safeguard that land rights are acquired with prior informed consent of affected people.
Communities' economic, social, and cultural rights			
Potential negative impact	Economic, social, or cultural damage	▲ ● ▼	Our suppliers' activities can harm local communities, impacting their financial situation, physical and mental health, and social or cultural well-being. Through our commitment to responsibly selected coffee, we mitigate these risks by promoting standards that protect community welfare.
Water and sanitation			
Potential negative impact	Water quality risk from non-sustainable activities	▲ ● ▼	Non-sustainable agricultural practices in our upstream value chain can degrade habitats, harm water and sanitation systems, and impact local communities' quality of life. Through our RSCI, our green coffee suppliers commit to promoting sustainable farming practices.

Governance

G1 – Business Conduct

Material impact, risk or opportunity		VC	Description
Corporate culture			
Negative impact	Limited integration of sustainability across the company**	▲ ● ▼	The limited integration of sustainability across all management levels and subsidiaries hinders comprehensive implementation of social, ecological, and environmental policies and measures within the company. Through the ongoing refinement of our 2030 sustainability agenda, we ensure that sustainability becomes seamlessly integrated across all departments and countries. Our Sustainability Ambassadors support this endeavour locally.
Positive impact	Fostering success and a healthy work environment through a supportive company culture	▲ ● ▼	Our shared vision, mission, purpose, and company values propel Julius Meinl toward success. Our cohesive company culture across all offices and production sites cultivates trust, collaboration, and an innovative spirit among employees, resulting in increased job satisfaction, productivity, and organisational strength.
Management of relationships with suppliers, including payment practices			
Risk	Disruption of international supply chains	▲ ● ▼	Various shocks can disrupt both international and local supply chains, impacting raw materials, spare parts, production facilities, storage capacities, and transport logistics, leading to supply shortages, increased costs, and operational challenges. We mitigate these risks through diversified sourcing strategies and robust contingency planning.
Other			
Risk	Rising taxes on GHG emissions	▲ ● ▼	Increased efforts to reduce greenhouse gas (GHG) emissions and higher taxes on CO <sub>2</sub> lead to higher costs for materials and energy, impacting operational margins. In response, we prioritise sustainable sourcing practices, transition to renewable energy sources and enhance energy efficiency to manage costs and advance our environmental goals.
Risk	Rising energy costs in operation	▲ ● ▼	Increased demand for energy resources or decreasing availability due to geopolitical upheavals can lead to volatile global energy prices and uncertain availability, impacting our overhead costs, supplier prices, and profit margins. We mitigate this risk through diversified energy sourcing strategies, including an increasing share of renewable and self-generated energy.
Risk	Rising compensation payments for GHG emissions	▲ ● ▼	As global efforts to reduce GHG emissions intensify, costs for carbon offsetting might gradually increase. In response, our long-term goal is to explore collaborations with our coffee suppliers, with a focus on insetting programmes.

\*\*IRO highly relevant for stakeholders





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