



SUSTAINABILITY REPORT

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SUSTAINABILITY REPORT

Cia. Iguazu de Café Solúvel – IGC, one of the world's largest manufacturers of instant coffee, maintains an ongoing commitment to technical excellence, innovation, and sustainable growth. Aligned with global best practices, IGC conducts its activities with the responsibility of contributing to a more balanced, resilient, and sustainable coffee industry.

Our objective is to establish IGC as the most efficient supplier of instant coffee and related products in the global market. To achieve this objective, in addition to continuously investing in the improvement of our processes and the advancement of our business, our management team encourages and promotes the engagement of all employees in sustainability-oriented initiatives and practices.

With a forward-looking perspective, IGC has been reshaping and strengthening its sustainability strategy, expanding the integration of responsible practices into its operations and throughout the coffee value chain. In this way, we aim to contribute increasingly more effectively to the sustainable development of the sector and to the construction of a better future for the next generations.

The adoption of **ESG (Environmental, Social, and Governance)** practices is a fundamental component for business sustainability and competitiveness. In this context, IGC has been strengthening the integration of ESG principles into its operations and corporate strategy, seeking to generate sustainable value for the company, for the coffee production chain, and for society.

IGC MATERIALITY IN SUSTAINABILITY

IGC has carried out a structured analysis of environmental, social, and governance issues related to the coffee value chain, identifying the areas in which it can make the greatest contribution to sustainability through its actions. Based on this process, the company's priority sustainability topics were defined through its materiality assessment.

By addressing these strategic issues, IGC aims to strengthen the trust of its stakeholders, including business partners, shareholders, employees, local communities, and society as a whole, while promoting the sustainable growth of its operations in the instant coffee segment.

The definition of materiality considered the analysis of strategic aspects of the sector, as well as the assessment of stakeholders' expectations and demands. Based on this evaluation, the topics considered most relevant for business performance and resilience and for environmental and social value creation were prioritized.

The defined material topics now guide IGC's sustainability strategy, directing initiatives, goals, and performance indicators. This process also strengthens the management of impacts related to industrial operations.

With the definition of its materiality, IGC reinforces its commitment to the sustainable management of its business, contributing to responsible development and the generation of long-term value for its stakeholders.

The topics established for IGC and their respective actions are as follows:



IGC values sustainable growth and strengthening the trust of its stakeholders.



1. Climate Change Measures

IGC recognizes that climate change represents a global challenge and a critical factor for the sustainability of its business. The company monitors and manages its greenhouse gas emissions across all operations. Actions are implemented to reduce emissions, such as increasing energy efficiency and modernizing equipment, among others. These initiatives contribute to climate change mitigation and reinforce the company's commitment to environmental sustainability.

With a commitment to mitigating the impacts of climate change, the organization maintains continuous practices for managing and reducing emissions. Among its main initiatives is the use of biomass boilers, which contribute to replacing fossil fuels with a renewable source, thereby reducing the carbon intensity of operations.

IGC acknowledges the existence of unavoidable emissions, those that cannot be fully eliminated with currently available technologies and processes, and adopts a proactive approach to mitigating their impacts. To this end, it implements offset initiatives with an emphasis on nature-based solutions, such as maintaining a forest reserve area and a Permanent Preservation Area (PPA), expanded through the periodic planting of native and exotic trees. These initiatives are essential for biodiversity conservation, carbon sequestration, strengthening ecosystem services, improving environmental resilience, as well as community partnership projects such as Pingo D'Água.

These initiatives reflect the organization's alignment with best sustainability practices and its effective contribution to addressing climate change.

IGC reinforces its commitment to reducing CO2 emissions, contributing to reducing the impact of the greenhouse effect.

2. Water Resource Management

Responsible water management is a central pillar of IGC's environmental strategy. The company adopts measures to reduce water consumption, implements reuse systems, and ensures proper wastewater treatment so that liquid waste is safely returned to the environment. These practices promote the preservation of water resources, increase operational efficiency, and reduce environmental impacts.

Continuous monitoring of the specific water consumption indicator demonstrates a consistent downward trend over the years, reflecting a commitment to eco-efficiency and continuous improvement of production processes.

Historically, a significant reduction in specific water consumption has been observed. This performance results from the adoption of practices such as process optimization, water reuse, loss control, and stricter operational monitoring.

Since the beginning of the Water Management project, actions aimed at rationalizing water use have been intensified, including investments in technology, revision of operational procedures, and team engagement, with a focus on continuous improvement.

The strategic direction remains focused on mitigating risks associated with water scarcity and preserving natural resources. The organization remains committed to enhancing its practices, contributing to environmental sustainability and the long-term resilience of its operations.

“ Our responsible water management generates a significant impact on reducing water consumption in the Company. ”



3. Responsible Sourcing and Traceability

IGC adopts evaluation criteria within its supply chain to ensure that products and materials are sourced ethically, in an environmentally responsible manner, and in compliance with applicable legislation. Practices are implemented to prevent child and forced labor, ensure labor rights, and promote health, safety, and decent working conditions within the production chain of its main raw material.

In the supplier approval and monitoring process, rigorous assessment tools are applied. For suppliers of secondary and tertiary packaging, completion of a self-assessment questionnaire is mandatory, while suppliers of primary packaging must present recognized certification or undergo audits conducted by IGC's team. This approach ensures that high standards of quality and safety are met from the source.

For raw material suppliers, a comprehensive self-assessment process is carried out, covering criteria such as Social Responsibility, Occupational Health and Safety, Environment, Legal Compliance, Quality, and regulatory requirements such as the EUDR. Additionally, the green coffee supply chain is subject to on-site audits, with specific checklists that reinforce control over sustainable practices.

Regarding waste management, suppliers undergo on-site environmental audits, especially during the contracting phase and whenever there is a change of address, ensuring proper and environmentally responsible disposal.

Additionally, as part of its commitment to human rights, IGC verifies the "Dirty List" of slave labor published by the Federal Govern-



ment, covering both suppliers and customers. This practice reinforces a zero-tolerance policy toward any form of labor analogous to slavery.

Through these practices, IGC ensures legal and regulatory compliance, product quality, food safety, social responsibility, and environmental sustainability, strengthening transparency, traceability, and integrity across the supply chain.

“ Transparency and responsibility guide the entire IGC supply chain. ”



4. Ethics, Compliance, and Governance

IGC maintains high standards of corporate integrity and ethics, guiding its operations through its Code of Ethics, Compliance Manual, and Anti-Corruption Policy. These tools guide employees, suppliers, and partners to conduct their activities with transparency and responsibility.

The company applies comprehensive internal controls and risk management practices, addressing topics such as anti-corruption, competition law, data privacy, and complaint handling. This approach strengthens corporate governance, reduces risks, and increases stakeholder trust.

Regarding information security, IGC has a robust IT structure focused on ensuring data privacy, protecting its information assets, and maintaining business continuity. The company continuously invests in innovative tools that enhance and strengthen information security. In addition, internal procedures are regularly implemented and updated, with strict guidelines on the use of IT resources by employees and third parties. These mechanisms contribute to asset protection, information reliability, and business continuity, while also supporting secure and sustainable decision-making.

Through these practices, the organization reaffirms its commitment to integrity, compliance, and responsible and sustainable value creation.

IGC values high standards of integrity and compliance.

5. Occupational Health and Safety, Diversity and Inclusion, and Skills Development

IGC promotes a safe, healthy, inclusive, and motivating work environment. Occupational health and safety programs are implemented to ensure the protection of all employees. The company values diversity, equity, and inclusion, and invests in training and skills development, strengthening its organizational culture and preparing its workforce for the challenges of the instant coffee business.



“ Safety and health, inclusion and diversity are essential values in our work environment. ”



5.1 Occupational Health and Safety

Among the ongoing initiatives, the **SBC – Behavior-Based Safety** training program stands out, aiming to strengthen the safety culture and increase employees' level of maturity regarding safe practices in the workplace.

There is a continuous agenda of communication and engagement, promoting the dissemination of safety guidelines through thematic lectures, educational campaigns, and content shared across internal channels.

These actions are carried out by trained teams, including the Internal Committee for the Prevention of Accidents and Harassment (CIPA), the internal fire brigade, and the support of a specialized company responsible for technical training and the continuous qualification of teams. IGC also has an Occupational Health team responsible for assisting in cases of workplace accidents, as well as continuously conducting monitoring, guidance, and support activities for employees. These initiatives aim to promote occupational health and prevent work-related illnesses, contributing to a safer and healthier work environment.



“Our “Safety Based on Behavior” program is one of the pillars of our workplace safety.”

5.2 Diversity, Equity, and Inclusion

IGC continuously promotes awareness and guidance initiatives focused on valuing diversity, equity, and inclusion, encouraging a respectful and welcoming organizational environment. The company provides an independent reporting channel, ensuring confidentiality and proper investigation of reports related to discriminatory or inappropriate behavior.

IGC reinforces its commitment to equal opportunity, not tolerating any form of discrimination, whether based on race, gender, religion, or any other individual characteristics.

In compliance with applicable legislation, IGC meets the requirements related to the

People with Disabilities (PwD) Program and the Young Apprentice Program, ensuring adequate conditions of accessibility, development, and inclusion for these professionals, contributing to their full integration and growth in the workplace.

Ongoing awareness and guidance campaigns are widely promoted among our employees.





5.3 Support for Professional Development and Growth

IGC continuously invests in the development of its employees' technical and behavioral competencies through structured training programs. These initiatives include individual and group training, covering both mandatory content and actions aimed at professional improvement and team strengthening.

IGC also promotes specific management development programs focused on training and preparing future leaders. These initiatives aim to strengthen the organizational culture, ensure business continuity, and support sustainable succession planning, contributing to the organization's longevity and growth.



IGC continuously invests in skills development and leadership training.

5.4 Benefits and Social Initiatives

IGC promotes initiatives and benefits aimed at the well-being, quality of life, and social development of its employees and surrounding communities, contributing to the building of sustainable and long-term relationships.

Internally, IGC offers a structured set of benefits that support the health and quality of life of employees and their dependents, including an accessible health insurance plan, private pension plan, corporate restaurant, food allowance, Christmas food basket, variable compensation, and Profit Sharing Program (PLR). Additionally, it maintains competency-based recognition programs, valuing performance and professional development.

IGC also encourages family integration and social engagement through initiatives such as the “Rota Kids” and “Rota em Família” programs, which bring dependents closer to the workplace environment, as well as hosting lectures open to the community, promoting well-being and social interaction.

In the area of health and social assistance, IGC develops support and guidance programs, including initiatives for pregnant women, families of children with neurodevelopmental disorders (Family ABA Program), prevention and health promotion campaigns such as anti-smoking initiatives, blood donation drives, and educational actions. IGC also provides social assistance services available to employees and their dependents.

In its external social initiatives, IGC supports educational and community programs, such as granting scholarships for young people aged 13 to 24 through the Marubeni Foundation – Café Iguaçu Education Incentive, as well as promoting donation campaigns for



clothing, food, and toys, benefiting vulnerable communities. The Pingo D'Água Program is also noteworthy, focused on environmental education and the preservation of watersheds in partnership with public schools in the region.

IGC provides infrastructure dedicated to leisure and quality of life through its Recreational Club, which offers sports and social spaces such as multi-sport courts and fields, a gym, swimming pools, a game room, and common areas. Activities are supervised by physical education professionals, who also promote campaigns and initiatives aimed at encouraging healthy habits and employee well-being.

“Caring for people and the community is an essential part of IGC's action.”

OUR COMMITMENT

IGC's Management reaffirms its commitment to sustainable development and continuously encourages its employees to enhance sustainable practices, promoting consistent and measurable progress in its initiatives. In this context, IGC strategically integrates operational efficiency, technological innovation, and socio-environmental responsibility into its industrial processes, strengthening its commitment to excellence, regulatory compliance, and the generation of sustainable long-term value for its stakeholders.



IGC integrates efficiency, innovation, and socio-environmental responsibility to generate sustainable value in the long term.

IGC + sustainable

