

Annual sustainability

report 2023



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About this Report

GRI 2-1, 2-2, 2-3, 2-5, 2-14

This is the fourth Annual Sustainability Report of Montesanto Tavares Group Participações S/A, which represents the association of three trading companies: **Atlantica Coffee, Cafebras and Ally Coffee.**

Prepared in accordance with the latest version of the Global Reporting Initiative (GRI), it presents information, including financial data, for the period from January 1 to December 31, 2023. The information presented was not submitted for an external verification process, but the financial data has been audited by an independent company.

All content presented was created with the participation of both the Executive Board and the Board of Directors (BoD), which are solely responsible for the statements contained herein.

Peterson Consultoria was in charge of collecting and organizing the information and data, the writing, and all the editorial elements.

For questions, suggestions or additional information, please contact: sustentabilidade@montesantotavares.com.br.

Message from the Chairman

GRI 2-22, 13.22.2, 201-1

We closed 2023 with a sense of accomplishment. A year of effort, adaptation and resilience.

Our businesses are still suffering from the pandemic and the conflict between Russia and Ukraine, which drastically impacted the agribusiness inputs sector and international logistics, especially maritime logistics.

In recent years, the Brazilian coffee market suffered from drought and frost, reflecting future sales signed at an earlier time that needed to be renegotiated. Moreover, in 2023, the New York Stock Exchange presented negative spreads, making margins unfeasible and bringing losses to the contracts that had already been signed. At the same time, the price of coffee

skyrocketed, scaring off buyers who held back on orders and bought the bare minimum they needed.

We noticed a new dynamic forming in the market with quick sales, and little inventory accumulation. Thus, based on our proactive and experienced profile, we were able to respond promptly to these changes and quickly adapt.

And it is this same profile that drives us to continue to promote all that we are trying to advance.

Internally, we reorganized our governance and unified our sales team. We bet on joining forces to boost our potential.



Ricardo Tavares
Chairman

By demonstrating awareness and assuming responsibility, we are well-positioned to drive more sustainable growth in the coffee market.



Looking outwards, we are increasingly sharing our knowledge with our entire network of suppliers. In doing so, **we are helping to make growers aware of their responsibility to the environment, to field workers and to their own business sustainability.** We are committed to fostering the specialty coffee industry. We demonstrate the production process and how to provide greater compensation to those who adhere to our ideals.

Our Programs, such as Mutua and GMT Green, **promote growers' quality of life and the coffee chain's well-being, nurturing the adoption of the best and most responsible practices.** Brazil is a major coffee producer, with very high potential in the world market. We want to be drivers of this evolution of national production, achieving the highest standards in sustainability and quality.

We are attentive to climate change, certifications and business sustainability,

essential prerogatives for the markets in which we trade. Our goal is to raise this production standard and help Brazil become an international point of reference.

For 2024, despite the fact that the macroeconomic context is not expected to change significantly, we are projecting progress in our initiatives and preparing for commercial changes originating in Europe.

To this end, we have set ambitious results targets. We believe our efforts and deliverables support our competitive edge.

We continue to face the challenges, contributing to mindful planting and sustainability. We are ready to harvest even more special coffees.

Ricardo Tavares
Chairman



Passion

for coffee



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Our Companies, Our Coffees

GRI 2-5, 2-6, 2-28

The Montesanto Tavares Group (GMT) is not only a prominent player in the commodities market, but also a strategic catalyst that connects agricultural production to the needs of global industry. Its approach is not just to export coffee; it is to create a unique experience for special customers. Its mission is **to connect the high-quality offering produced by dedicated growers to the specific needs of different coffee customers around the world.**

GMT is a coffee company that has a strong commitment to the sustainable development of its production chain.

Brazil stands out as one of the international scene's main suppliers of

coffee. For its part, the sector, in addition to being traditional, is of great importance to agribusiness and the country's economy. The company buys, renegotiates, sells, exports and ships raw coffee beans.

Ally Coffee's overseas presence allows it to broaden its horizons and work with different origins, clearly connecting growers and industry, paying attention to the needs of its growers and meeting the specific demands of its customers.

GMT is a coffee company with a strong commitment to the sustainable development of its production chain.





We're taking coffee to another level.

[Click here and learn more.](#)



Coffees of Brazil.

[Click here and learn more.](#)



Specialists in Brazilian coffees.

[Click here and learn more.](#)

Where We are

GRI 2-1

➤ **GMT Headquarters:** Belo Horizonte (MG)

Atlantica Offices:

- Varginha, Manhuaçu, Caparaó and Alto Jequitibá (MG)

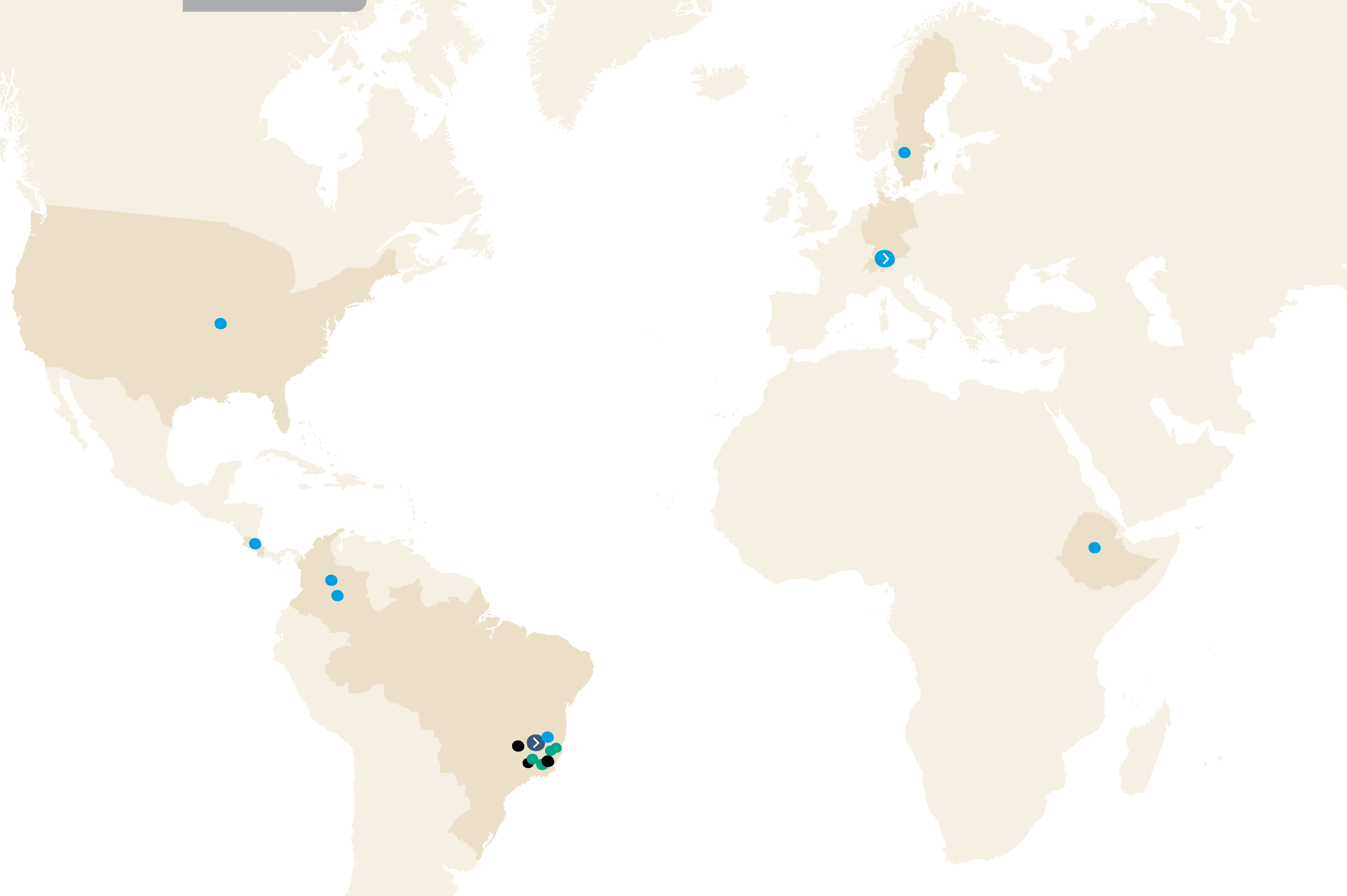
Cafebras Offices:

- Patrocínio, Varginha and Alto Caparaó (MG)

➤ **Ally Headquarters:** Lausanne (Switzerland)

Ally Offices:

- Greenville (USA)
- Varginha (Brazil)
- Adis Abeba (Ethiopia)
- Bogota and Medellin (Colombia)
- San José (Costa Rica)
- Gothenburg (Sweden)



Highlights 2023



24 growers **joined** GMT Green.



Campaign to strengthen awareness regarding the **Complaint Channel**.



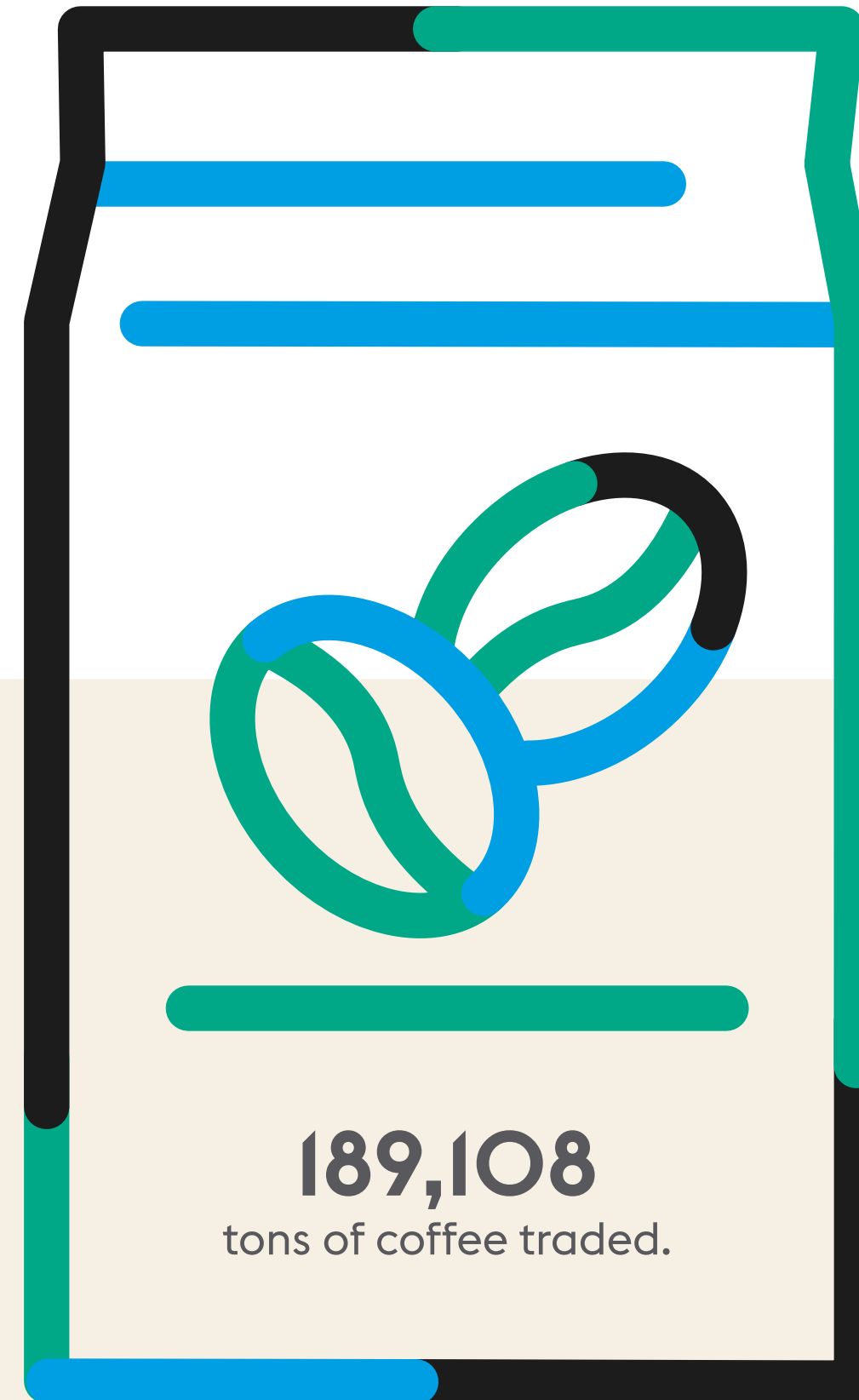
Acquisition of specific **software** for **logistics**.



Harassment training.



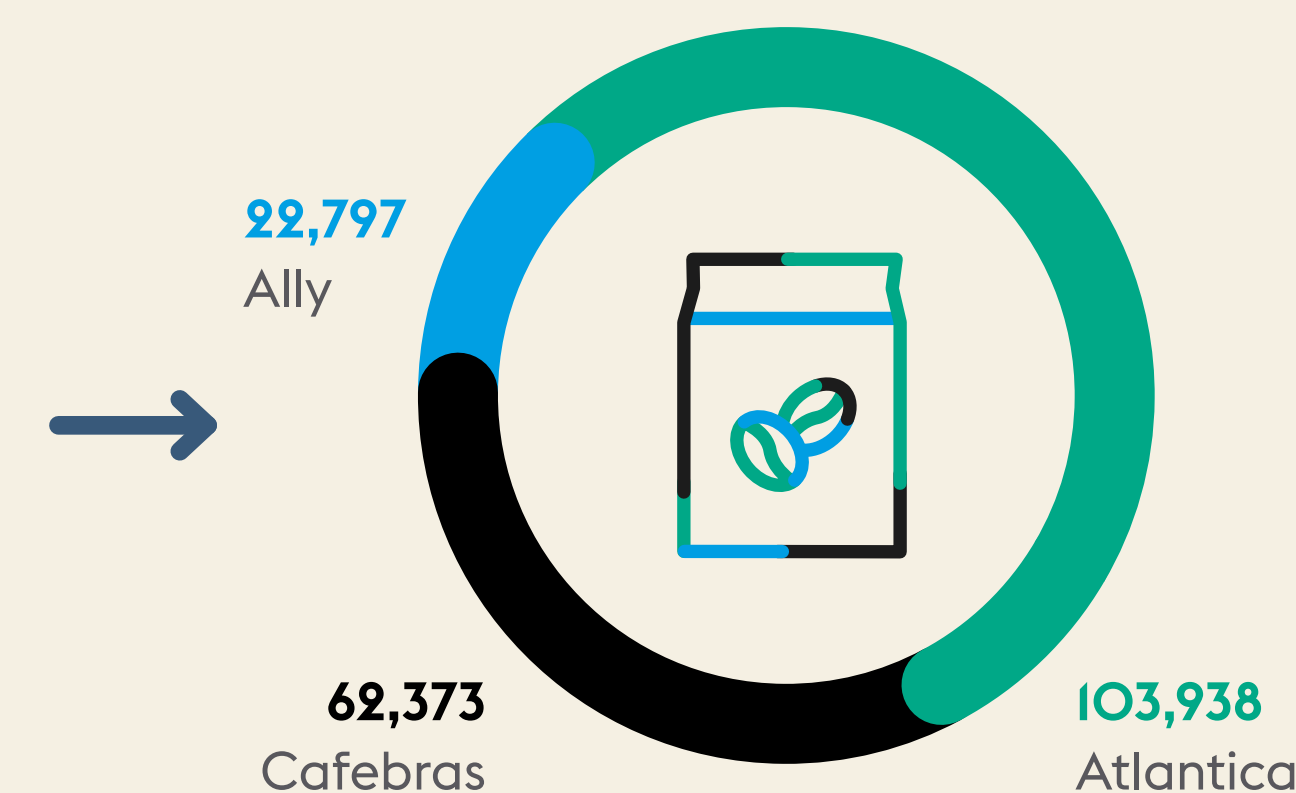
Admission of an **Independent member** to the company's Board of Directors.



Sales of **R\$3,193,006,000.00**.



Coffees exported to **58 countries**.





Outlook 2024

- **Consolidation** of the **Global Coffee Platform** equivalence for GMT Green.
- **Test** shipments in compliance with European Union Regulations.
- **New cycle** of the Mutua Project.
- **Increase in** GMT Green participants.
- **Revision of the Materiality Matrix** of the trading companies.





Our Businesses



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Strategic Plan

GRI 2-29, 203-1

In recent years GMT has been taking significant steps to streamline its organizational processes and, **in 2023, made major advances**

towards structuring its unified governance, in a solid manner, to be able to respond to new commercial dynamics and market swings.

Investment in Technology

The pandemic has had a significant impact on international trade logistics, especially affecting products transported by sea.

As a result, the Group faced inevitable consequences for its business interests. However, due to the agility of its teams and its presence on different continents, it was possible to maintain the flow of deliveries and meet the needs of its customers.

In 2023, in order to enhance this crucial phase of negotiations and meet the evolving service requirements, the company invested in the purchase of specific logistics sector software. The tool provides the opportunity for process standardization, more precise control and more efficient management of coffee transportation. This ensures the quicker and more reliable fulfilment of its commitments and greater punctuality in deliveries.





Unified Leadership

An important achievement in the year was the consolidation of a unified leadership structure.

GMT's trading companies formed a group of three separate, independent companies with different teams, objectives and strategies. After revising the Group's strategic plans in 2022, these **guidelines were**

revisited and it was understood they could be strengthened by combining them. The Group has established the gradual rise of a new leader, to be consolidated by 2025, whose **mission is to achieve cultural alignment and and integrate the trading companies.**

Integration of Support Areas

The integration of support areas is making it possible to take advantage of each company's best talents, reduce costs, increase synergy, optimize processes and improve efficiency and productivity.

This contributes to the company's competitiveness in the global coffee market.

The three companies began working together as a unified entity, with each party contributing to the venture's collective success.



Commercial Integration

GMT does not offer a simplified approach to purchasing and selling coffee. The Group's mission is to bring the right coffee to the right customer. To accomplish this, it is essential to possess a comprehensive understanding regarding the full range of available varieties and to ascertain which one aligns with the buyer's requirements.

To achieve this level of accuracy, communication between the teams from the three companies needs to be in real time. Availability, stocks, forecasts, everything must be aligned in such

a way that there is certainty in decision-making, defining which is best suited to meet the needs of a particular customer.

The sales professionals also gain new opportunities. The seller is no longer acting as a representative of a company but is now representing a group, responsible for a specific portfolio. The salesperson then assumes the client's role and, in this new operational part, can choose between the three companies as to which best meets the demand at that moment.



GMT is on a mission to get the right coffee to the right customer.

Cultural Integration

GRI 3-3, 13.15.1, 13.18.1, 13.19.1, 13.20.1

One key challenge in this transition is to align and leverage the synergies across the organization to establish a unified cultural framework.

The diversity of employees, from different world regions, adds cultural richness. On the other hand, it contributes to difficulties in terms of integration and communication.

The company's initiatives have consistently been driven by a commitment to the well-being and appreciation of employees,

reflecting a culture of mutual respect and integrity.

The implementation of a new Performance Assessment tool has enabled the identification of profiles that demonstrate a stronger alignment with the organization's values.

In this context, a selection of talents took place spontaneously, due to their identification with the cultural proposal that was being established.





Financial Performance

GRI 13.22.2, 201-I

The year 2023 was another challenging period for all the players in the coffee market.

While the world was still feeling some pandemic's effects and the subsequent logistical chaos, the economy was experiencing high interest rates, rising costs of capital and a reversal in trends on the New York Stock Exchange, making future business unfeasible. The Brazilian coffee market was still suffering from the great frost of 2021 and, at the same time, was trying to adapt to the increases in production costs, logistics costs and an uptick in the commodity's price.

In the face of such an uninviting market, the roasting industry experienced a retraction in demand and reduced purchases to a minimum. At the same time, instability in the financial scenario braked futures negotiations and a new

business model commenced operation in the coffee trade in 2023.

All these transformations provoked a behavioral change throughout the chain. The actors had to relearn how to work with short transactions, without deadlines and without inventories, which were minimized to the maximum. To serve this immediate type of market, which delivers narrower margins and, at the same time, requires great agility in the purchases, receipt, sales and delivery processes, it is necessary to have a robust structure.

Following a **strategic review, GMT has implemented significant changes to its governance structure, strengthening its ability to respond effectively** to the evolving business landscape. The new structure is designed to support the company's need for liquidity, talent, as well as efficient logistics management.

Results Achieved

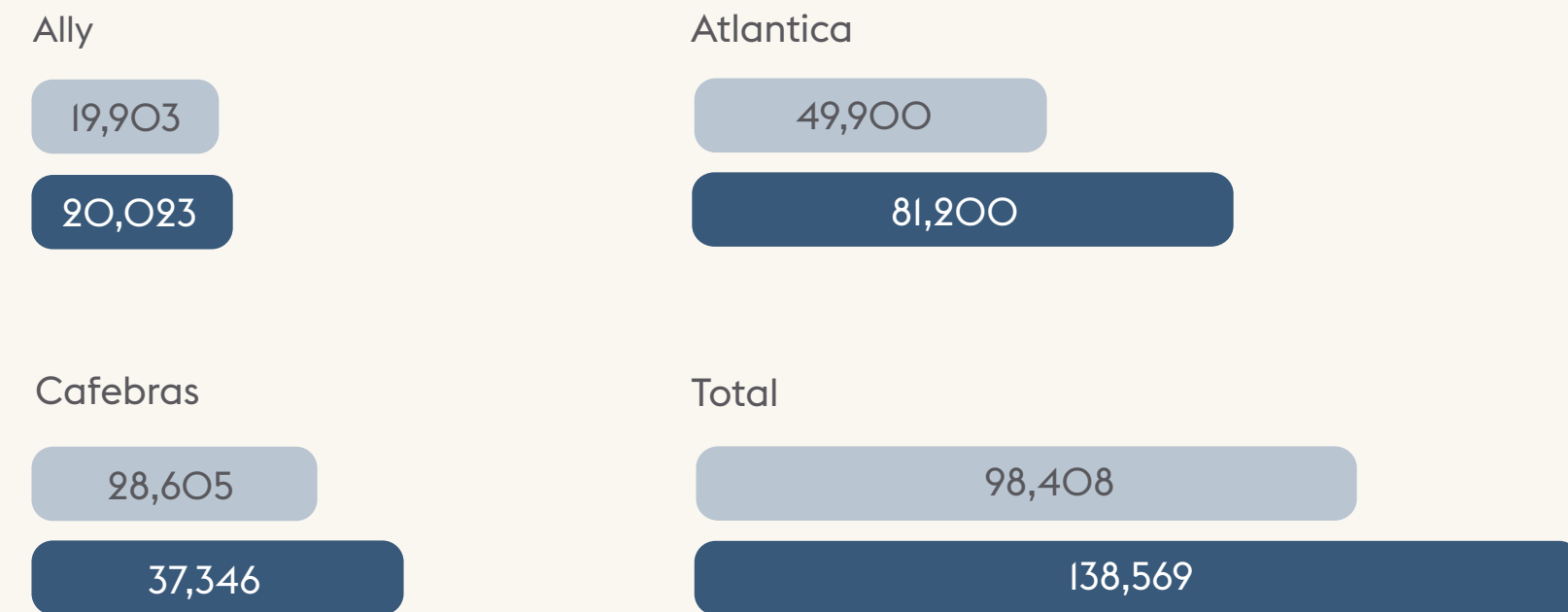
	2021	2022	2023
Consolidated Net Income	R\$2,455,315.00	R\$3,310,372.00	R\$2,978,374.00
Investments (cash flow)	- R\$47,025.00	- R\$1,255.00	R\$56,273.00
EBITDA	R\$170,129.00	R\$99,983.00	R\$36,134.00
EBITDA Margin	7%	3%	1%
Consolidated Net Income	R\$70,311.00	R\$2,161.00	- R\$39,614.00

Note: amounts in thousands of Brazilian reais.

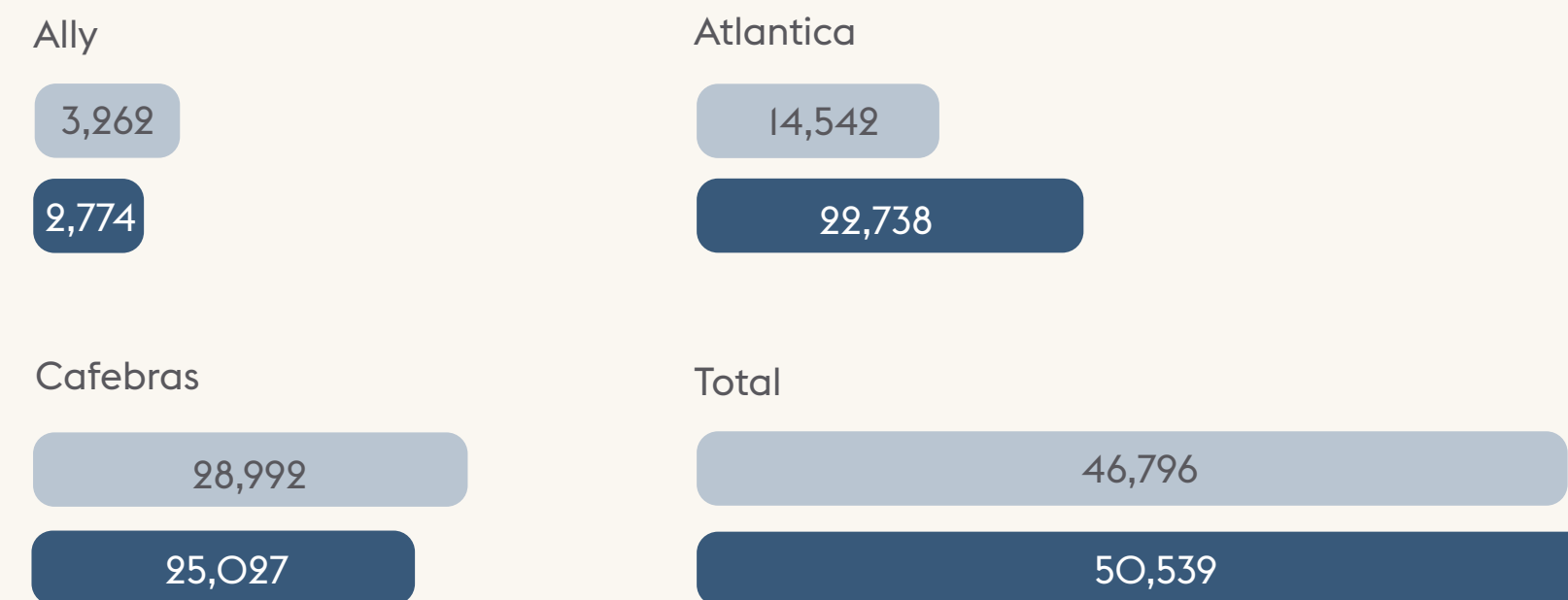
Volume of coffee purchased in tons

● 2022 ● 2023

Uncertified

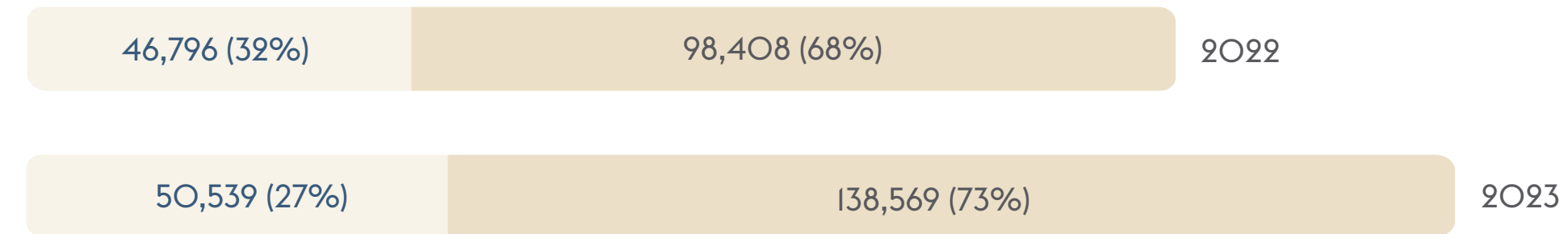


Certified

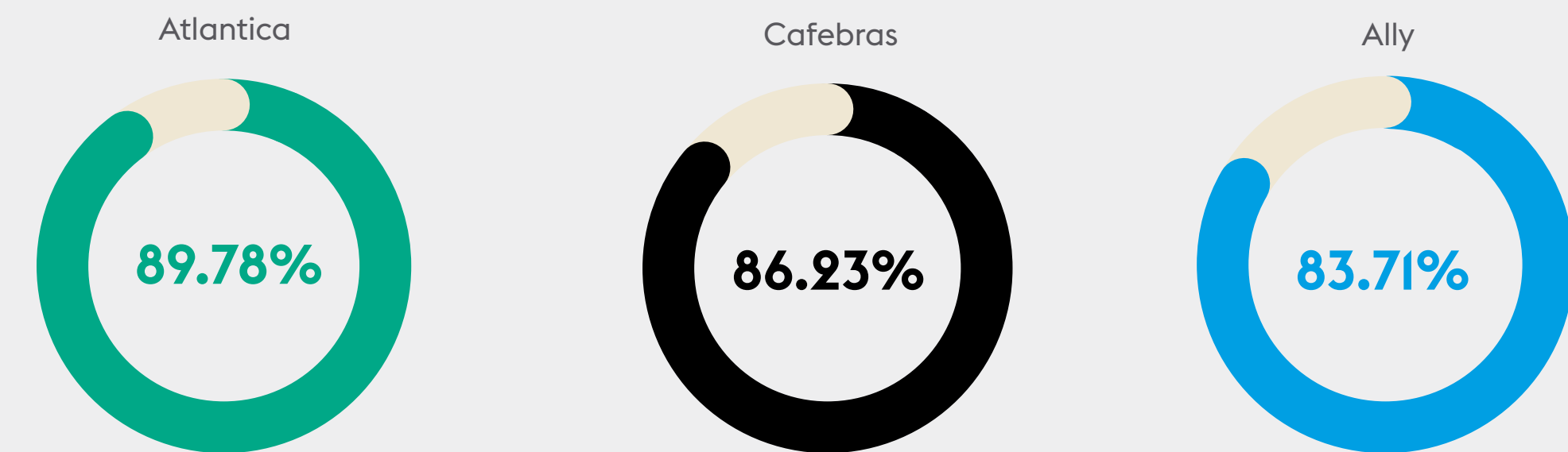


Volume of coffee purchased per year GMT

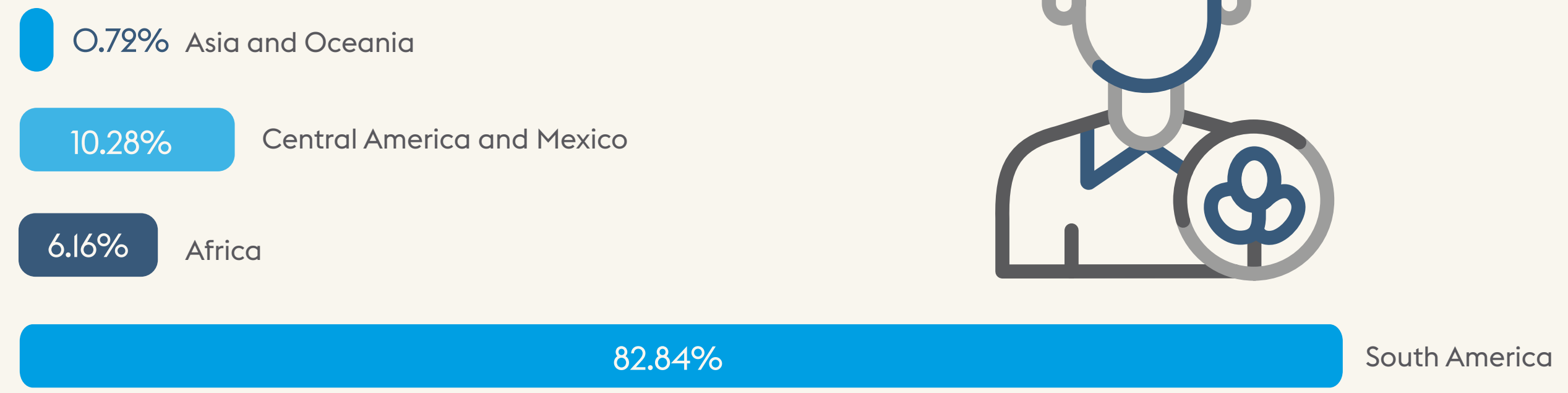
● Certified ● Uncertified



Percentage of purchase volume with local suppliers in 2023



Origins of Ally Coffee Coffees in 2023



In 2023, Cafebras and Atlantica Coffee bought **most of their coffee** from local growers around Minas Gerais.

Growers

GRI 2-29, 3-3, 13.22.1

GMT is genuinely committed to fostering relationships with growers based on trust, transparency and respect.

In Brazil, such proximity has been a long-standing tradition. The Group has been present in the interior of Minas Gerais since the 1980s, with a focus on establishing a presence and forging valuable relationships.

A close examination of individual contributions is a fundamental aspect of our company culture. We recognize and respect the dedication, commitment, and achievements of our employees, regardless of individual

production levels. **The Group recognizes the importance of accurately valuing each delivery, given the significant investment of time and resources over the course of a year.** We understand that the income generated from this coffee will likely be a crucial source of revenue for the entire family.

As a result of this awareness and this partnership, **GMT is dedicated to supporting the development of coffee farming** so that the enhancement of management impacts on the improvement of quality, thus generating higher remuneration for the grower.



With offices in strategic producing hubs such as the United States, Brazil, Colombia, Costa Rica, Sweden and Ethiopia, **Ally organizes its origination network spread across the world's main coffee-originating hubs.** The job of filling containers with micro-lots from small producers requires meticulous dedication.

This complex business model, which requires approximation, selection and amalgamation

of different productions, is how the company manages to guarantee fair remuneration and the necessary support to growers, without middlemen.

With a strong, innovative profile, Ally seeks to be a showcase for its partner suppliers.

By relying on transparency and trusting relationships, it brings growers and roasters closer together, acting as a connecting link and facilitating operations.





Atlantica always seeks to be on the side of growers, structuring these relationships based on trust and transparency. Our regional representatives, who are either descendants of growers, agricultural technicians, or agronomists, facilitate natural connections between their teams and farmers.

The Group is constantly sharing its experience, helping them to produce good coffee, structuring good sales and, at the same time, guiding them in the best practices for respecting the health and safety of workers and the environment.



Cafebras connects Brazil's specialty coffees to industries and consumers around the world, always with the concern of disseminating the culture, values and stories of its growers.

For ten years, it has been operating in the regions of Cerrado Mineiro/MG, Matas de Minas/MG, Sul de Minas/MG, Chapadas de Minas/MG, Mogiana/SP and Montanhas do Espírito Santo/ES, promoting the improvement of local coffee quality.

Cafebras is focused on finding and disseminating Brazilian specialty coffees, maintaining close relationships with its growers. It constantly seeks to support their development, guiding the adoption of good practices that have an impact on the coffee quality and that help boost grower remuneration.

More than compensation, Cafebras delivers value, knowledge, experience and the opportunity to connect with large customers.



Relationship Actions

GRI 13.12.2, 413-I

GMT's strategies are continuously under development to preserve close relationships with its partners.

In addition to growers, for whom it has introduced numerous initiatives, there are other links in the chain that are strategic for its business. Consequently, it prioritizes attendance at major coffee

industry events, both in Brazil and internationally. This helps to bring its brands closer to suppliers, customers and consumers, creating opportunities to bolster relations and to share its coffee, knowledge and expertise.

The approach to be close to the various links in the chain supports the Group's strategy: to disseminate the relevance

and trends of coffee consumption. **By sharing its experiences, GMT adds value to good production practices,** the coffee bean, the remuneration of all partners and the cup of coffee purchased by the final consumer. It is an educational and behavioral process that is slow, but one that generates returns for everyone involved.

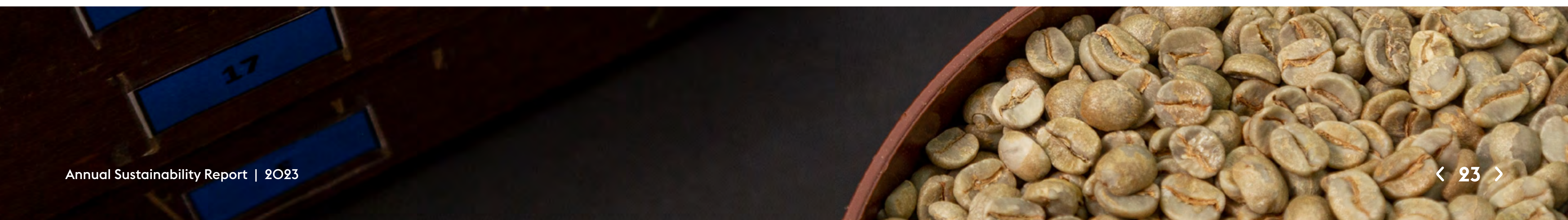




Attendance at national events in 2023:



Attendance at international events in 2023:





Traceability

GRI 3-3, I3.10.1, I3.23.1, I3.23.2, I3.23.3, I3.23.4, 308-1, 308-2, 414-1, 414-2



GMT is firmly committed to transparency and traceability, which are intrinsic to our business goals. **In order to ensure its customers a high level of information about the originators of the coffee it offers**, the Group is moving increasingly closer to the grower. All product information is recorded in a system, from its origin on the farm, its arrival in stock, internal transportation and delivery to the end customer.

This process mapping permits the identification of any batch, even those already delivered. The accuracy of this process is extremely important for audits

and ensures the necessary agility for cases that require corrections. The Group is also prepared to respond to extreme situations, such as some type of contamination, where product recall is necessary. Even if this type of occurrence does not occur in practice, the company needs to be constantly attentive to the processes that guarantee that the food it sells is safe.

GMT systematically monitors its supply chain based on risk management principles. The company's Compliance department is responsible for a thorough and detailed verification focusing on the full supplier base

in Brazil, with a specific focus on social and environmental aspects. Concurrently, Field Technicians facilitate awareness and guidance initiatives with growers, promoting more responsible and sustainable practices.

All certified suppliers are subject to rigorous evaluation **to guarantee compliance with the highest standards of sustainability and socio-environmental responsibility.**

Given its extensive network of originators across multiple regions, Ally bears a heightened responsibility for the quality and authenticity of the coffees it sources.

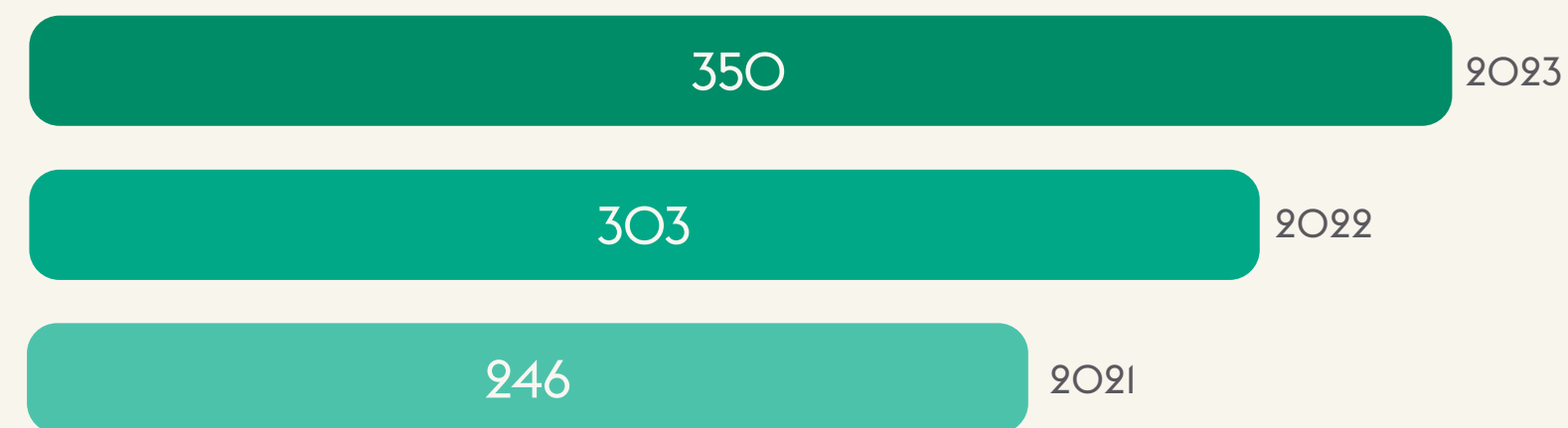
Initially, an analysis is made based on information from Enveritas, an independent, non-profit organization that tests coffee suppliers for sustainability, traceability and improvement activities. In parallel, its own field teams visit the properties when possible. These informal inspections seek to precisely assess environmental and social criteria, taking into account the legislation and the local reality.

Ally also works with certified coffees and, as many of its customers are based in Europe, it systematically carries out tests on the level of pesticides in organic coffee.

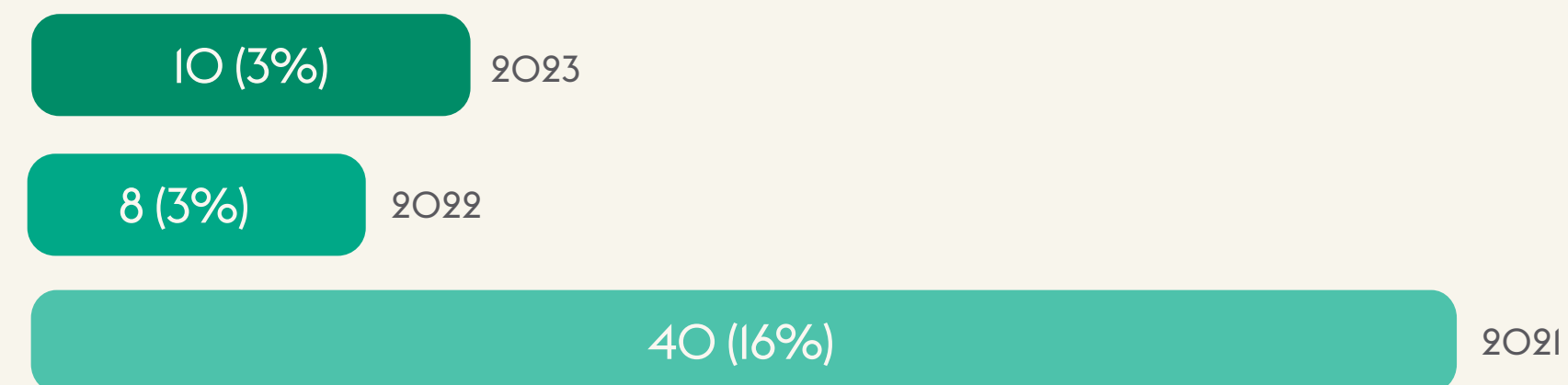
New suppliers selected based on socio-environmental criteria

Atlantica

Considered for hiring



Contracted based on socio-environmental criteria

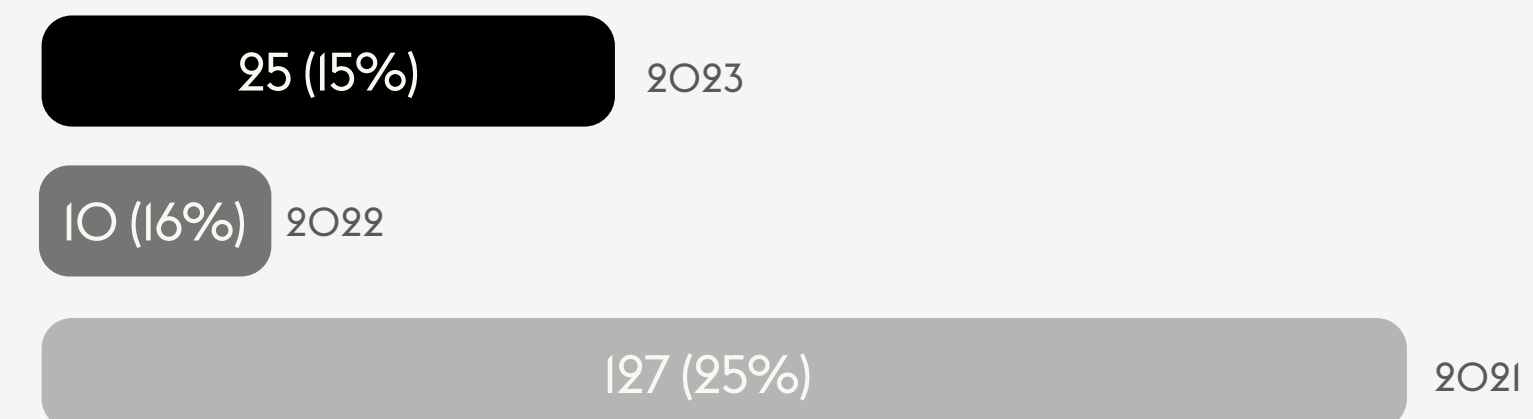


Cafebras

Considered for hiring



Contracted based on socio-environmental criteria





European Regulation

Reflecting a growing global concern about sustainability, an important change in European legislation is having a significant impact on trade relations.

Informally known as the Anti-Deforestation Law, this new legislation goes beyond this issue, **covering the review of operational, productive practices, social and human rights issues, the preservation of natural resources and the traceability and origin of products.**

In order to reinforce its proactive stance, GMT is taking steps in-house to guarantee that the company will meet all the

requirements set out in the Regulations by December 30, 2024.

With all this adaptation in mind, test hipments are planned for specific customers so that processes can be evaluated in time to adopt corrective measures to achieve the necessary compliance.

To meet other criteria, the Group already implements increments in the supplier registration process, mapping and evolving the traceability of coffee and its producing property. This ensures transparency and accountability across the entire chain.

At the same time as this internal movement, it is working towards a closer and stronger partnership with CECAFÉ.

To bolster the Cafés do Brasil brand, the organization, in **partnership with Serasa Experian, has developed a traceability platform that aims to help prepare Brazilian coffee growers meet the new requirements**, guaranteeing the country's representation in the world coffee market. The system enables the daily monitoring of socioenvironmental compliance in production areas, gathering information from numerous public and official

databases to indicate whether coffee growers are in compliance.

On the other hand, its own initiatives, such as GMT Green and the Mutua Program, already encourage growers to meet the new environmental requirements for export purposes. And the legislation, in the end, only helps to boost GMT's positive impact on the production chain. This means the Group will not only need to reinforce its actions but also communicate them more transparently, making the company show and measure its contribution to sustainable development in a better manner.



Evolution in **ESG**



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Strategy

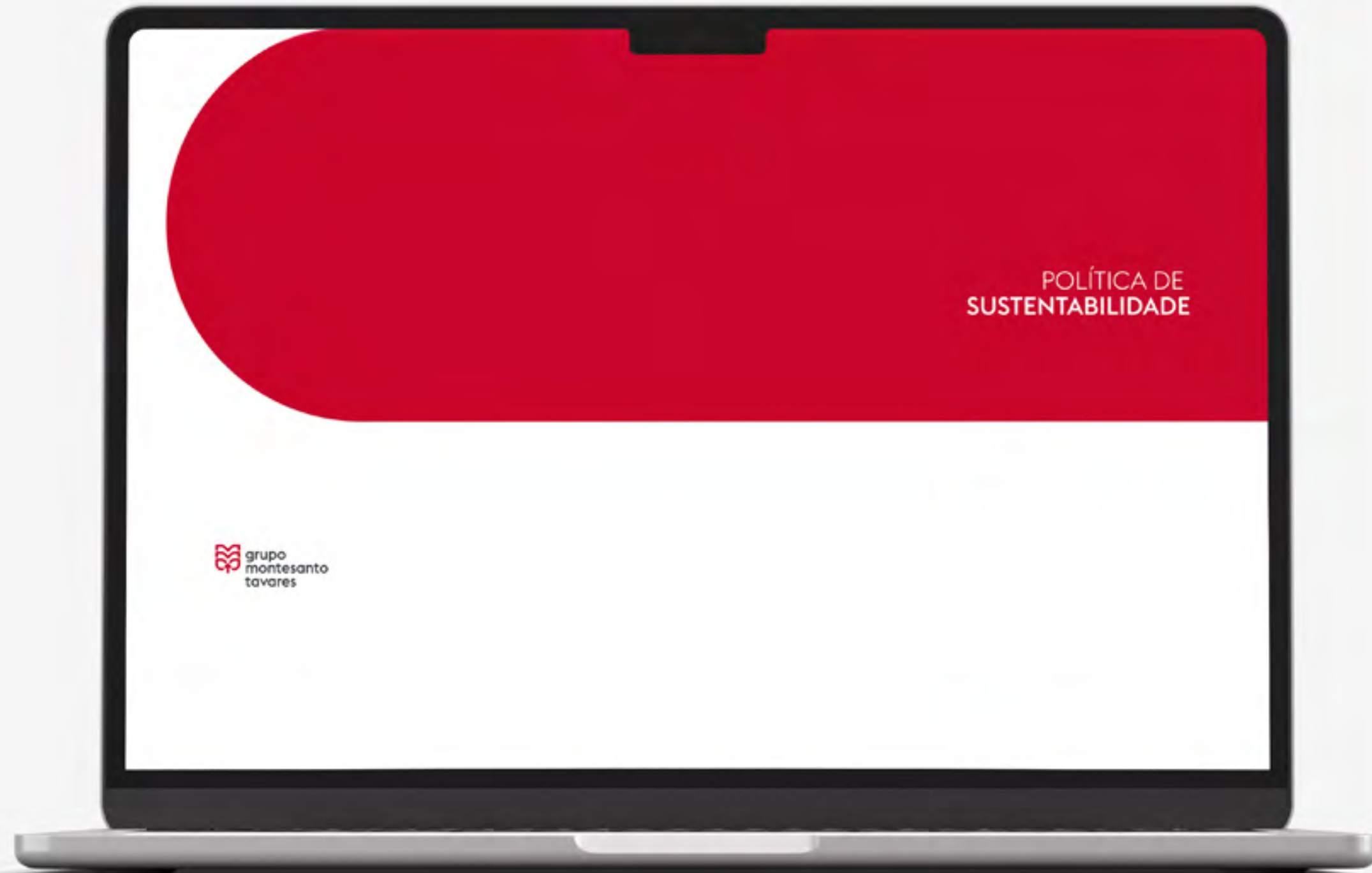
GRI 3-3, 13.2.1, 13.24.1, 13.25.1, 13.26.1

Since its first Sustainability Report, referring to 2020, **GMT has been structured to increase the alignment between its performance indicators and the ESG** (Environmental, Social and Corporate Governance) sustainability pillars. The most recent strategic plan endorsed this achievement, redesigning the former Governance Board's attributions and nomenclature, now known as the new Governance and Sustainability Board.

The formalization of a corporate commitment to the precepts of management structured on the ESG pillars is consolidated in the systematic practice of transparency, through the Annual Sustainability Report and public documents such as the Code of Conduct and Ethics and the company's Sustainability Policy.



[Access here.](#)



Aligned with its purpose is the aspiration to share value with those who produce the coffee: the growers. The Group is acutely aware of the pivotal role this link plays in the chain and is committed to providing invaluable insights into optimal production techniques, equitable remuneration and a better quality of life.

GMT's main projects are centered on promoting education, awareness and innovation initiatives. The aim is to contribute to those responsible for coffee production and encourage sustainable progress in the sector and in society.

Our mission is to inspire others to follow in our footsteps by promoting sustainable progress in the coffee industry and all those involved with it.

GMT Green

GRI 3-3, 13.21.1, 13.22.1, 13.22.4, 203-2

GMT Green is an innovative initiative, structured to support the development of Brazil's coffee production chain.

The program was designed to facilitate continuous improvement in the property's individual practices. To this end, growers undergo an analysis that allows them to be classified on a maturity scale. In light of this classification and with the assistance of GMT Field Technicians, an action plan is devised outlining the initiatives that will facilitate its progress.

GMT Green offers opportunities for a systematic approach to enhancing the quality of coffee production through action plans that identify key initiatives for continuous improvement.

With follow-up support, growers have access to the best sustainable agricultural practices.

In 2023, 24 growers were selected through a careful process to enter the Program. The number is expected to rise in the next cycle.

That same year, GMT Green was recognized in the Sustainability Program of the Brazilian Coffee Industry Association (ABIC), reinforcing the initiative's consistency and its contribution to the development of a more sustainable coffee chain.

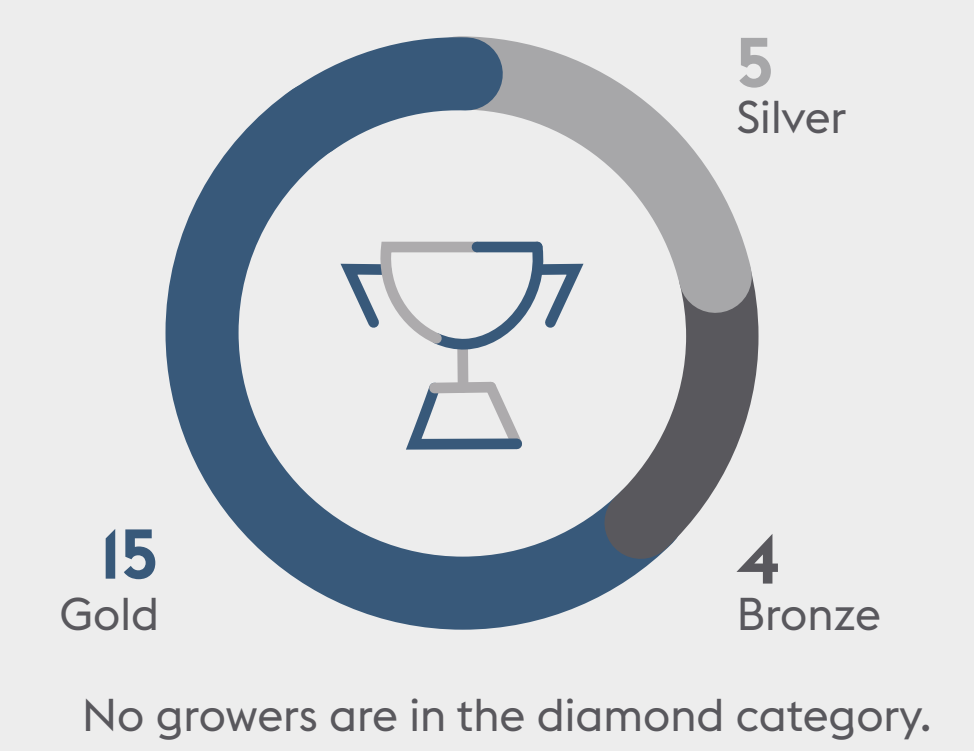
GMT Green promotes the way of producing coffee that the Group wants to work with: implementing good agricultural practices, protecting workers in the fields, paying growers fairly, producing, delivering and valuing high-quality coffees.



Growers participating in GMT Green



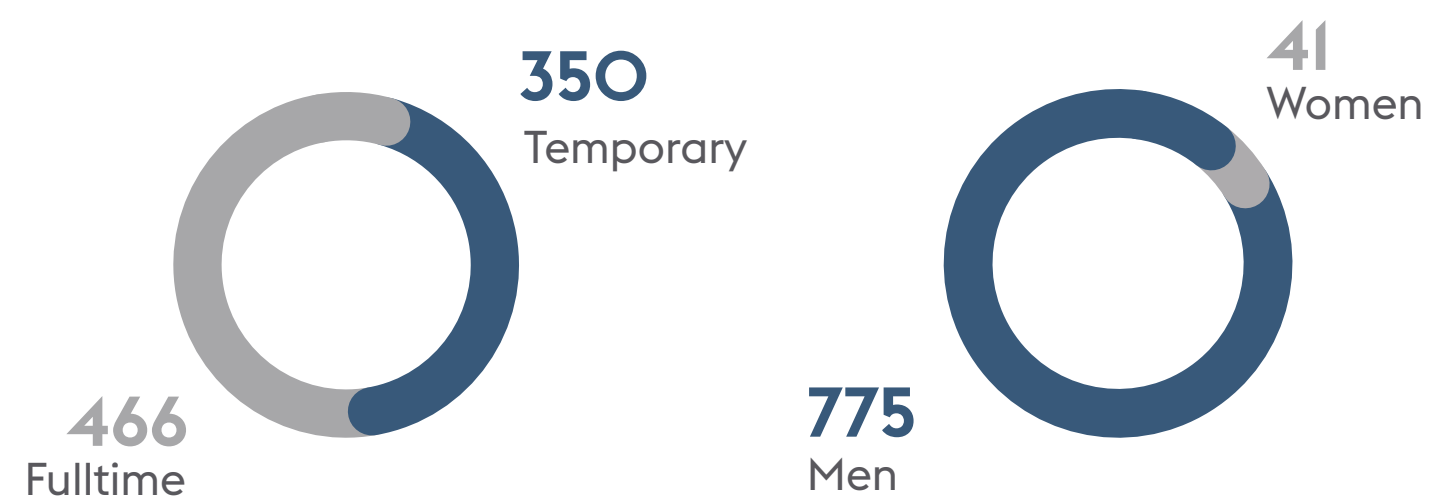
Growers category



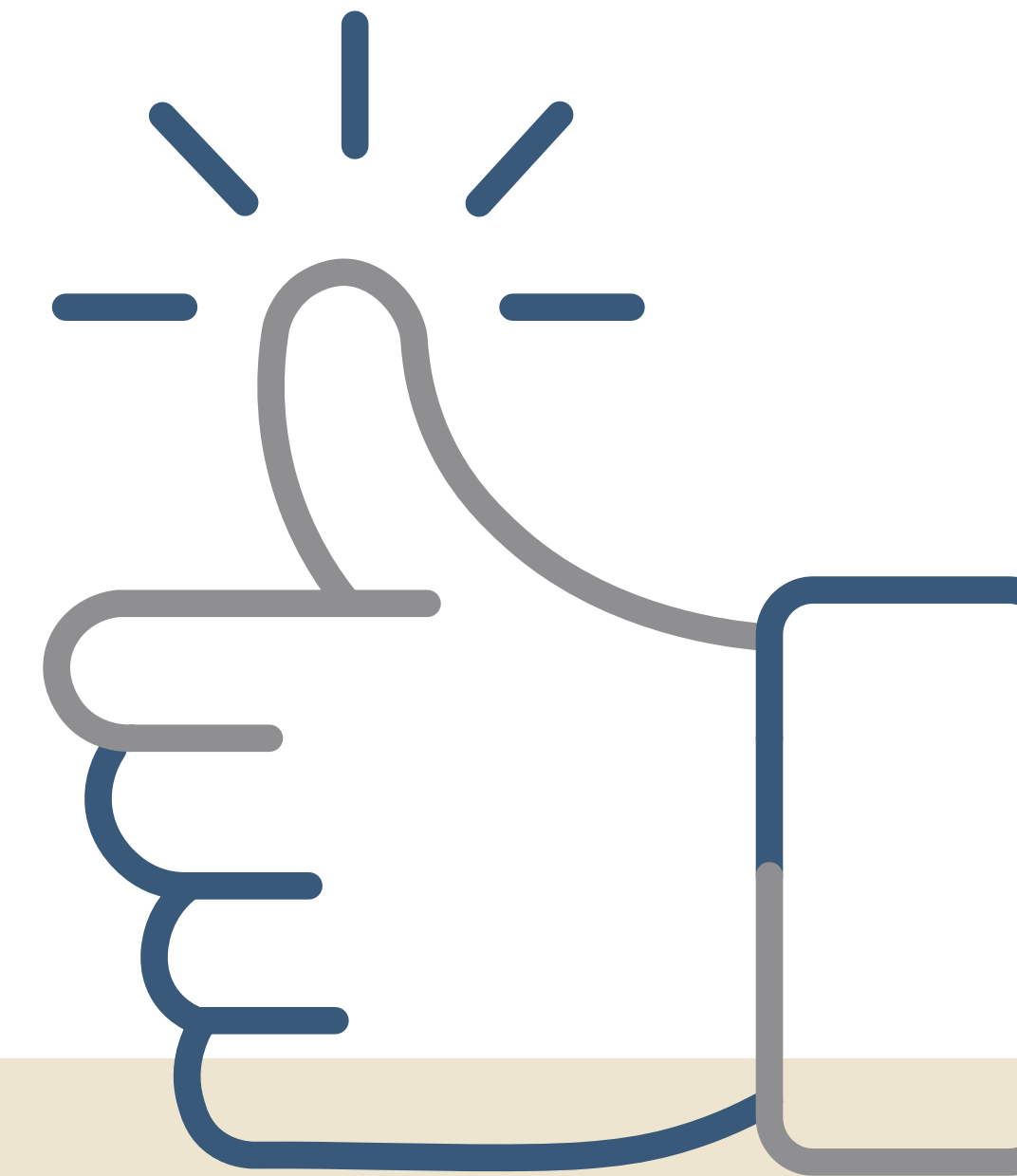
A significant aspect of this project's strategy is to assess the financial potential of coffee beans produced through the implementation of best practices and high-quality management standards. GMT's extensive knowledge and experience in the coffee market provides a valuable resource for growers. It generates value for them, boosting remuneration and enhancing their quality of life.

For this, its teams are tireless. They guide, promote training, identify and meet needs, contributing to increasingly sustainable production. Moreover, the Group's objective is to further expand this initiative in the coming years with the aim of replicating this standard in other originating countries.

With GMT Green, 816 people are covered through good labor practices:



GMT Green has been **recognized by ABIC's Sustainability Program.**



321,300 bags of green coffee produced (60 kg).



2.1 tons/ha of total average productivity.



10 growers participated in good practice events.



100% of suggested improvement actions were accepted by the growers.



9,180 hectares of producing areas included in the program.



896.60 tons of coffee purchased through the Program.



Two suggestions were received from stakeholders.



100% of native areas were maintained and preserved.

Mutua Program

GRI 3-3, 13.21.1, 13.22.1, 13.22.4, 203-2

Mutua Project cycles – Forests and Springs are named after trees native to the region. The first, referring to 2022 and 2023, was called Jatobá and precedes the subsequent one, referring to 2024, already named Jequitibá.

In the first cycle, 17 growers joined the Project. In these properties, 12,050 seedlings were planted, 13 biodigester septic tanks were installed, 6 hectares of vegetation were recovered, still undergoing the reforestation process, and, also, Caxambu mineral water fountains were installed along with fencing to protect 25 springs.

Investment in the first cycle totaled R\$68,259.00. In 2023, each participant in the program earned 3 dollars more per bag of coffee sold.

While growers are not required to enter into a mandatory marketing relationship with the Group as a condition of participation in the initiative, they are compensated for each exported bag. It was found that 90% of growers adhered to the full technical recommendations required by the project and also continued to implement the agreed improvements. There was also a keen interest, with a low refusal rate, to the invitations made to enter the program's next cycle.

Mutua is all about benefits. At the grower level, it increases their awareness of responsibilities. **At the property level, reforested areas contribute to increasing, maintaining and improving the quality of water and microclimate, regulating temperature and humidity.** And, at the regional level, it contributes to the preservation of biodiversity, including rare and endemic species; for natural landscape regeneration; toward conservation of natural resources; and to assist growers to comply with Brazilian environmental legislation on their properties.

Mutua rewarded its participants with a bonus of 3 dollars per bag of coffee, fostering coffee farming sustainability.

From a broader view, the Project stimulates coffee production that is more respectful of the environment while also contributing to the development of more sustainable production chains.

-  **6 ha of vegetation** in the process of **recovery**.
-  **25 protected** springs.
-  **13 biodigester septic tanks** installed.
-  **12,050 seedlings** planted.

Project **Mutua**
Forests and Springs

Big Trade

GRI 3-3, 13.21.1, 13.22.1, 13.22.4, 203-2

Big Trade is a fintech startup offering technology-based financial services. Designed to reduce agricultural financing paperwork, it bases its processes on artificial intelligence to mitigate investor risk. To this end it uses automatic search data to analyze the growers and the properties.

GMT recognizes the value of this tool in supporting the growth of its partners and the coffee production chain in Brazil, particularly in a market where only a few large producers

have access to financial resources that can be utilized to expand their businesses.

With equity of R\$10 million, the raising of R\$20 million and the prospect of raising another R\$20 million in the market, the fund expects to reach R\$50 million available exclusively for the promotion of Brazilian coffee farming.

In 2023 alone, R\$15 million was lent to coffee producers. That same year, the fintech launched a fund on the Brazilian

Stock Exchange (B3), which also qualifies the participation of individuals as investors.

It represents innovation at the service of agribusiness, in an easy, fast and unbureaucratic way, democratizing access for small and medium-sized growers to the financial resources they need to make their businesses viable.

Big Trade democratizes access to the financial resources needed quickly and easily.



In 2023, R\$15 million was loaned to coffee growers.



Environmental

Warehouse

GRI 13.10.4, 13.10.5, 13.12.3, 413-2

Atlantica is the only GMT trader with its own warehouse. This space is used for the storage and preparation of coffee beans, with all inventory earmarked for other Group companies. No services are provided to third parties.

Of all our operations, this is the one that requires the most attention, due to potential environmental impacts.

The harvest period results in intensified activity in the warehouse: machinery noise, vehicle traffic and higher levels of

atmospheric dust. These effects are continuously monitored through internal control systems that adhere to legal and corporate standards. However, the company provides means of communication so that residents can express complaints or suggestions.

In 2023, the city implemented a new roadway configuration that provided direct access for heavy vehicles from the Warehouse to the main highway, effectively reducing the volume of trucks in local traffic.



Focus on Quality

Since 2022, the Atlantica Coffee Warehouse has been committed to raising its standards of food safety excellence. As part of this pledge, a Food Safety Plan (FSP) is in the process of being implemented.

The program implements Good Manufacturing Practices (GMP) and strict measures to prevent cross-contamination and control allergens, ensuring product quality and safety. The procedures cover all stages from unloading to shipping and include staff training for responsible allergen identification and handling. As a result of this new verification process, in 2023, the warehouse was able to separate out about 11 kg of metallic fragments mixed with the purchased coffee.

Water

GRI 2-4, 303-1, 303-2, 303-5

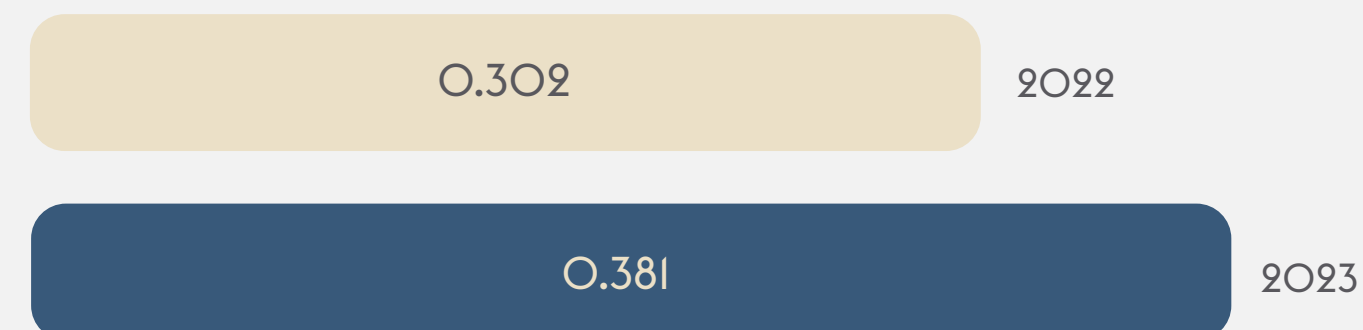
The vast majority of the Group's operating units are offices with supply intended for human consumption only. **In all units, the supply and disposal are the local utility's responsibility.**

The Warehouse's storage or repackaging processes are dry in nature , i.e. they do not require water for their processes. Similarly, in this unit, the water is destined exclusively for human consumption and is supplied by the Minas Gerais Water and Sewer Company (COPASA). To ensure employee safety, microbiological analyses of water deriving from the system are conducted regularly.

The company invests efforts to enhance the careful use of water and to promote conservative consumption habits. To this end, it carries out actions to inform its employees regarding the importance of reducing waste and the rational use of water.

Warehouse water consumption in megaliters

Caparaó (MG)



Note: the data disclosed in the 2022 report presented water consumption in liters and not megaliters, as indicated by the text.

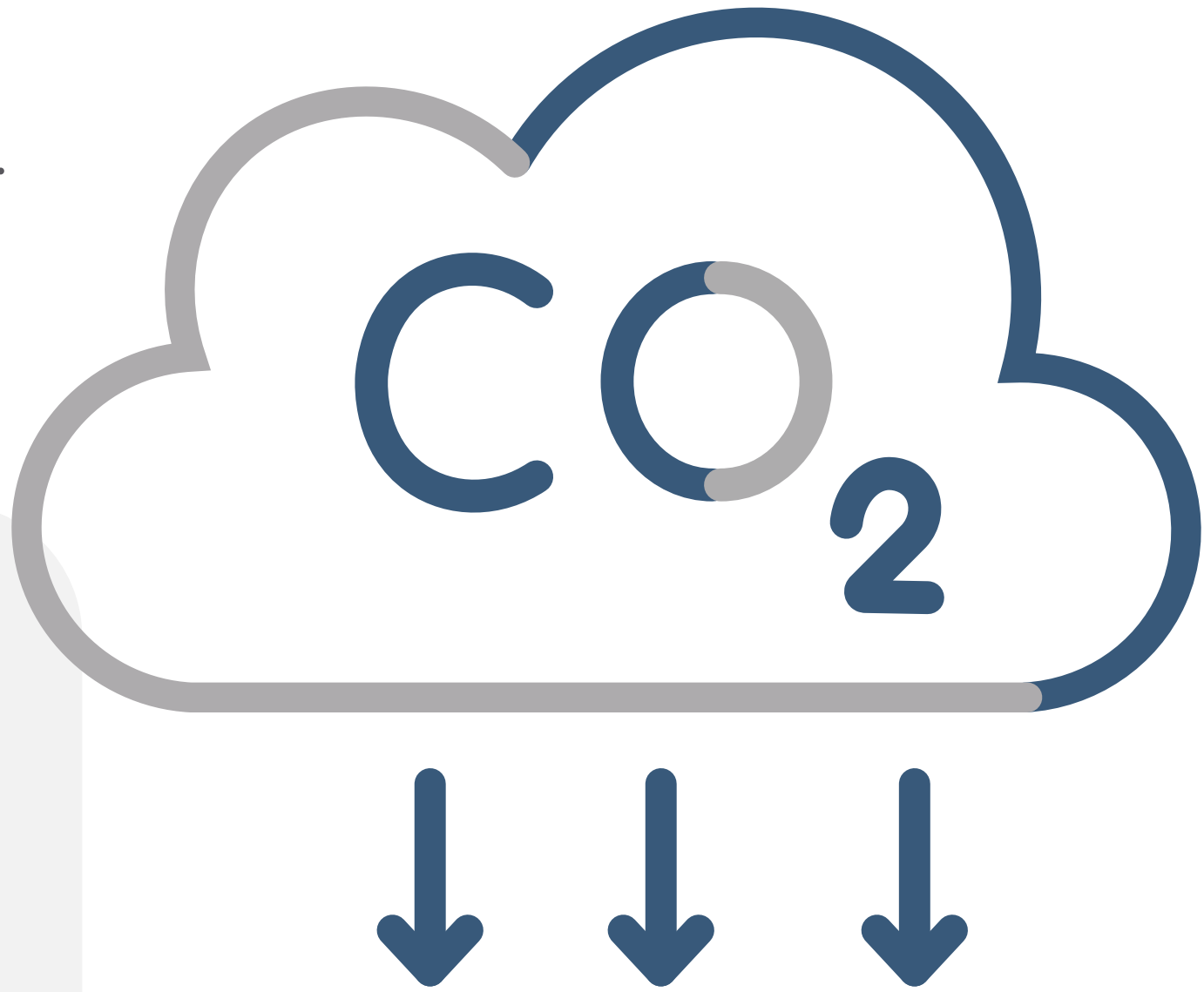
Emissions

GRI 13.2.2, 201-2, 305-1, 305-2, 305-3

GMT has invested over the last three years in efforts to survey and map its emission sources. There were three cycles of learning, training and analysis. The information accumulated in this period offered a clearer understanding regarding

the business and enabled the identification of main areas of focus. Now, with a database generated by these surveys, the intention is to design a plan to reduce these emissions. The Group is studying mechanisms to reduce its footprint and

contribute to the chain's decarbonization, either by developing its own strategy or by contributing to the goals of partners who have already established their commitments. The prospect is that, by 2024, the company will be able to set these goals.



Total Amount of tCO₂e

Biogenic emissions from the burning of renewable fuels; fires; treatment of organic waste.

$$\begin{array}{ccccccc}
 \mathbf{0.000} & + & \mathbf{36.162} & + & \mathbf{25,930.923} & = & \mathbf{25,967.086} \\
 \text{Scope 1} & & \text{Scope 2} & & \text{Scope 3} & & \\
 \text{Hand icon} & & & & & &
 \end{array}$$

Social

Personnel Management

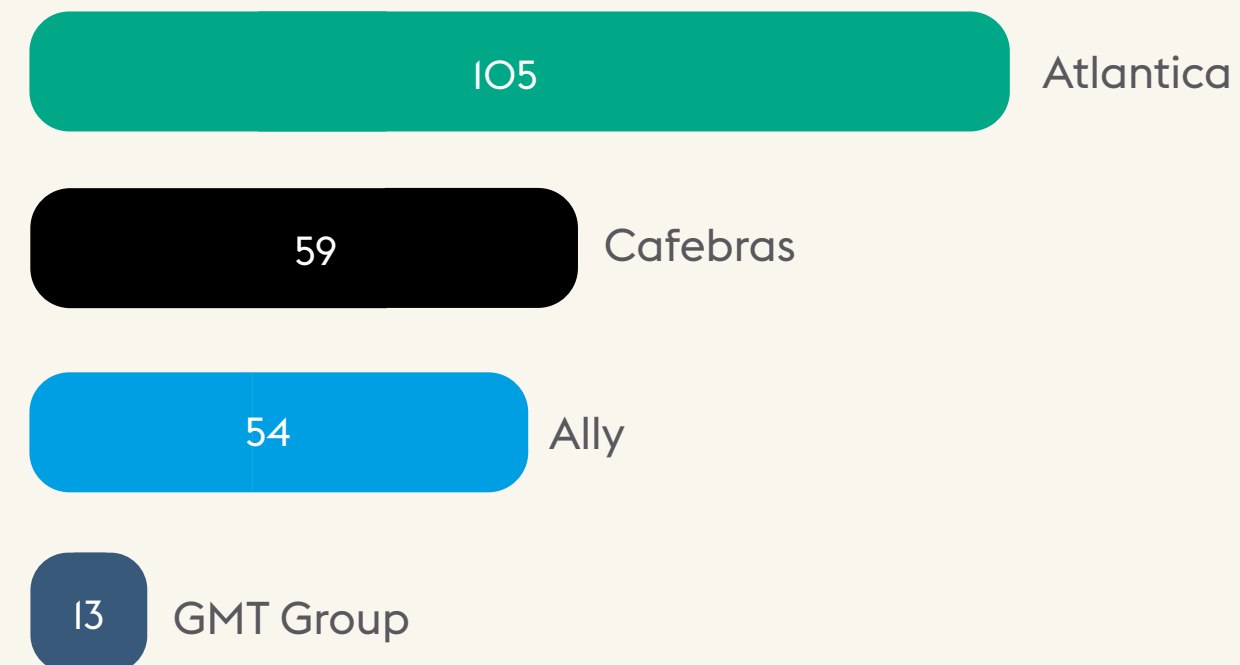
GRI 2-7, 2-8, 3-3, 13.15.1, 13.15.2, 13.18.1, 13.19.1, 13.20.1, 202-2, 402-1, 405-1

GMT's Personnel Management area seeks to promote a workplace environment where each member feels valued as an integral team member. This mission was recently reinforced with the Corporate Strategic Plan's revision.

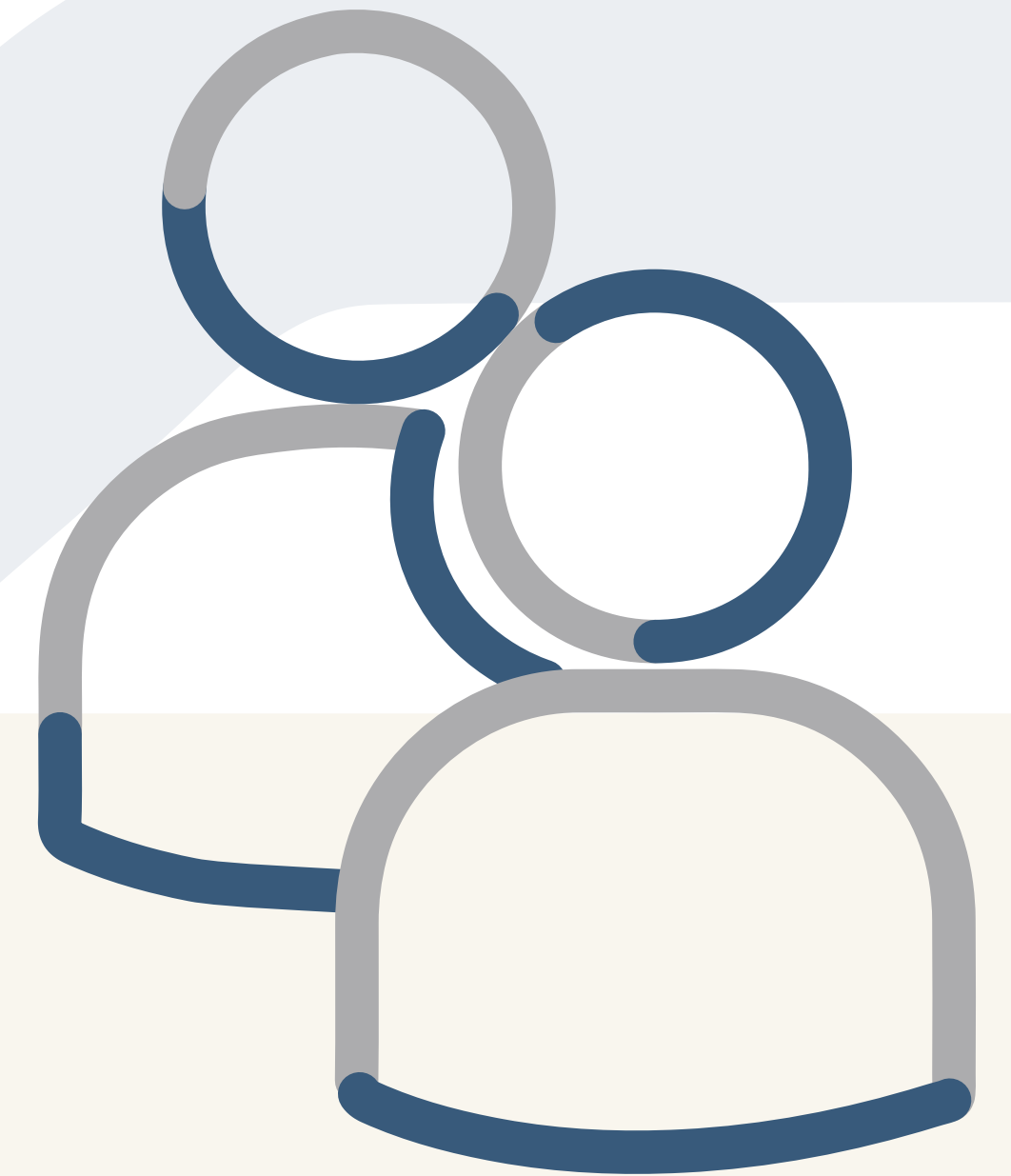
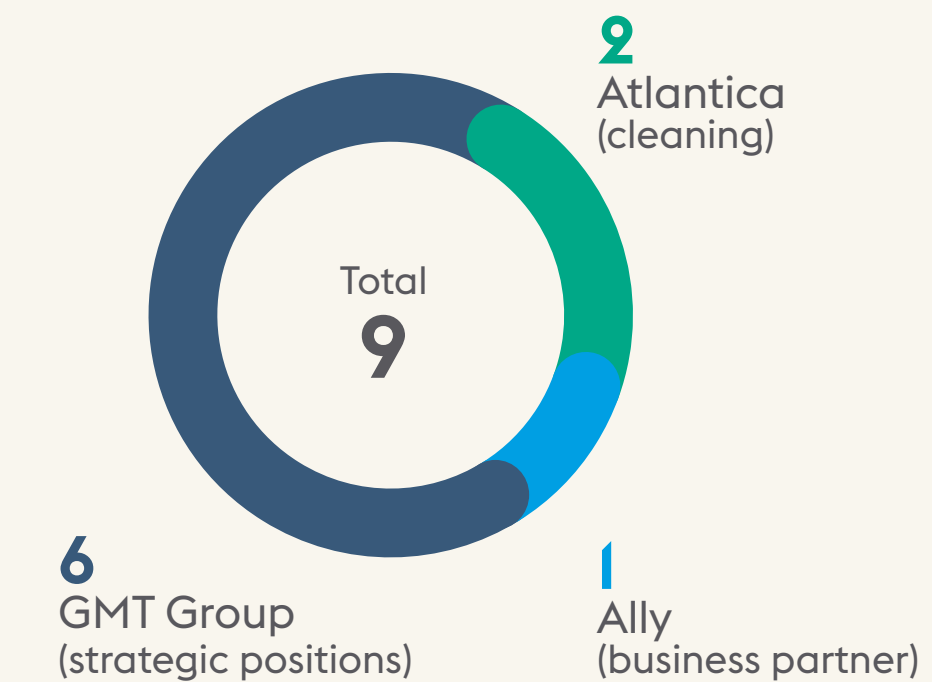
To foster a sense of belonging, the Group is firmly committed to maintaining transparency. The communication of material facts is always a priority. Information is circulated via corporate communication vehicles in an official, succinct manner.

Profile of GMT employees in 2023:

Total employees: 231



Non-regular employees workers

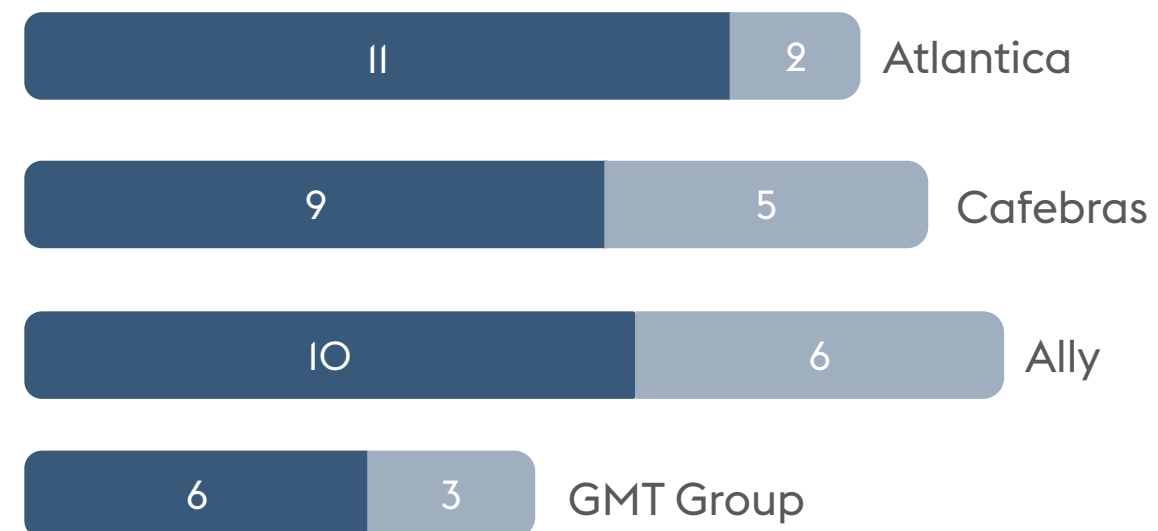
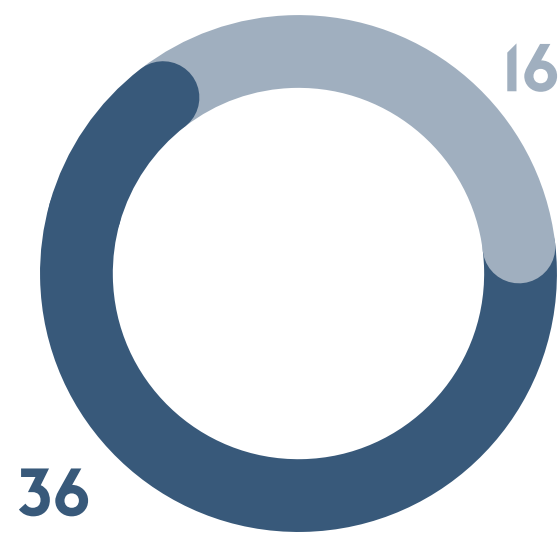


Strategic positions

Total 52

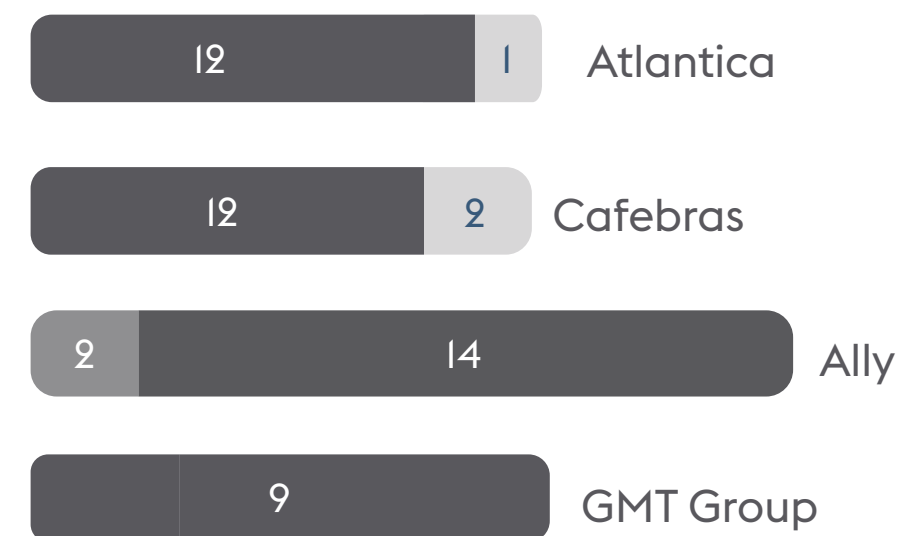
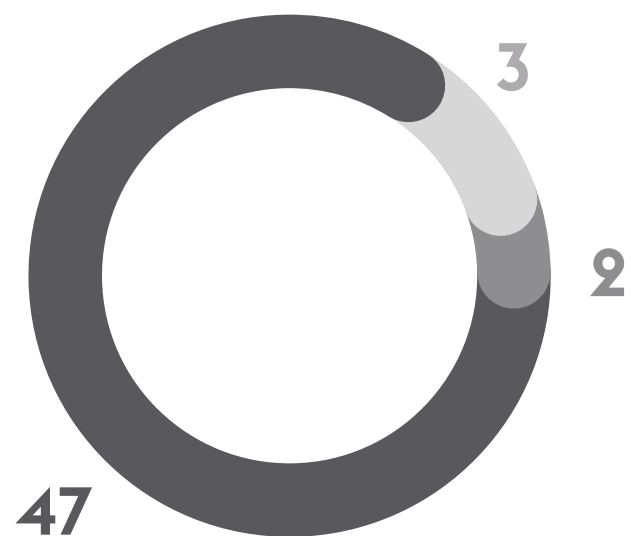
Gender diversity

● Men ● Women



Age group

● Under 30 ● Between 30 and 50 ● Over 50

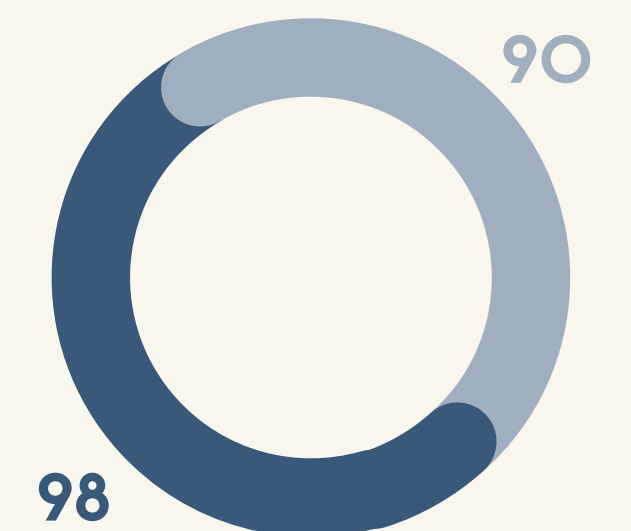
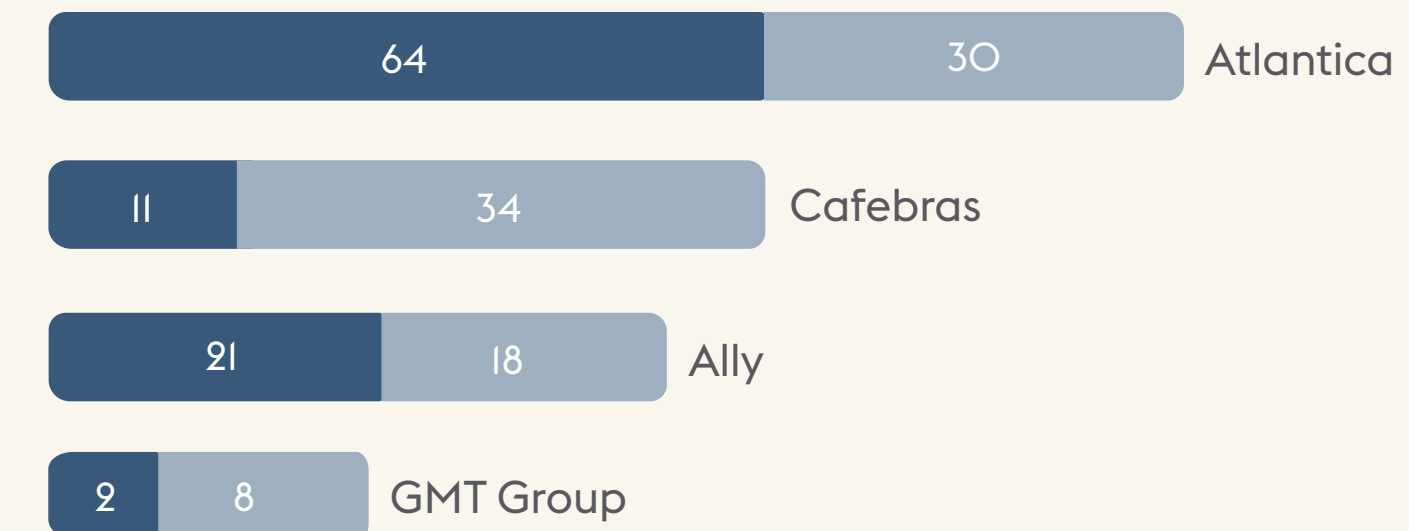


Staff

Total 188

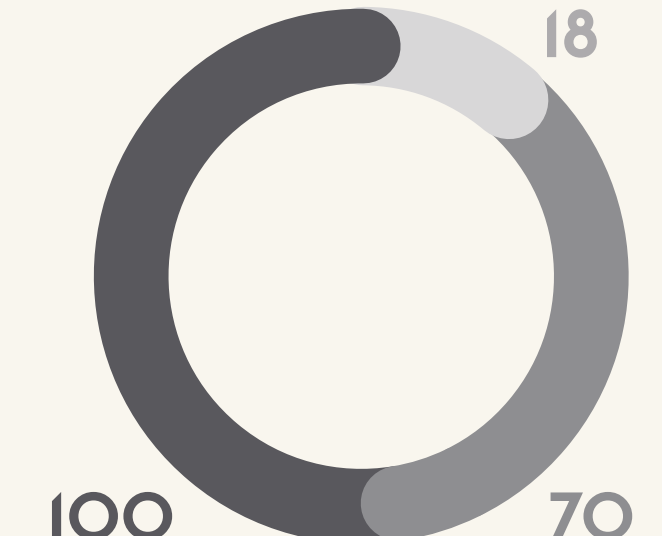
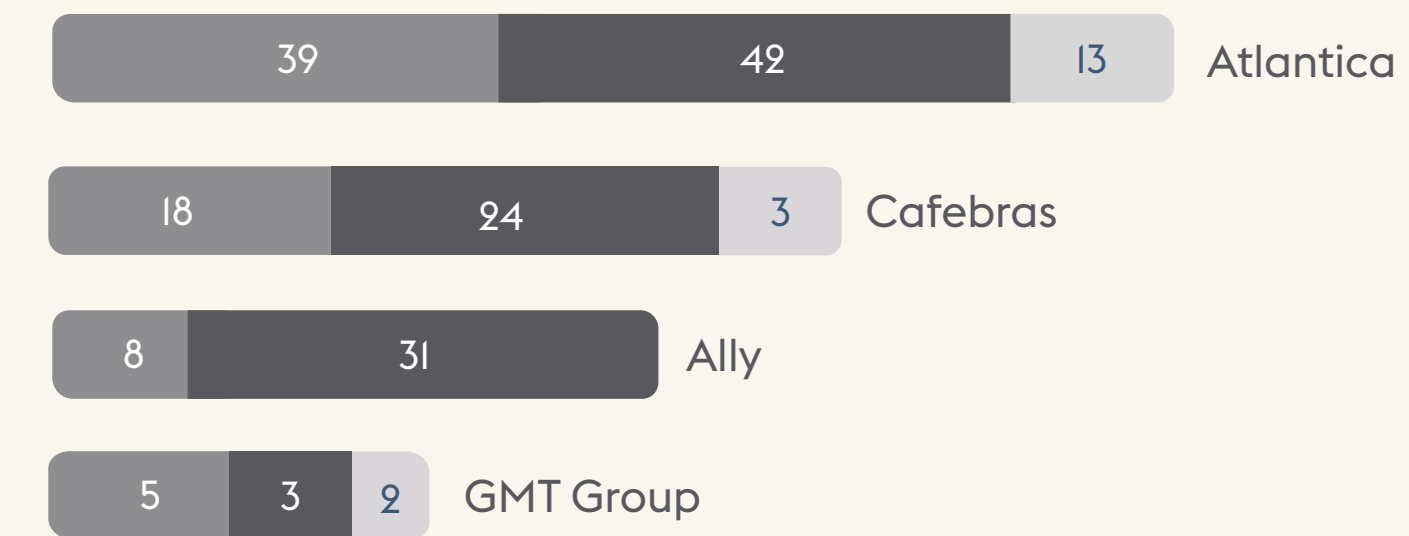
Gender diversity

● Men ● Women



Age group

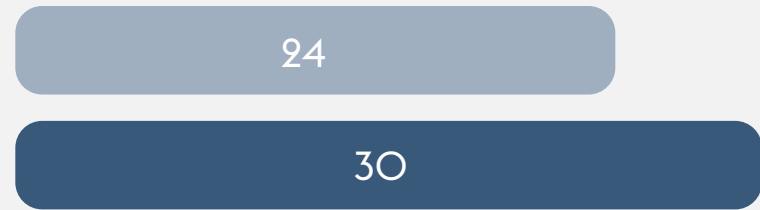
● Under 30 ● Between 30 and 50 ● Over 50



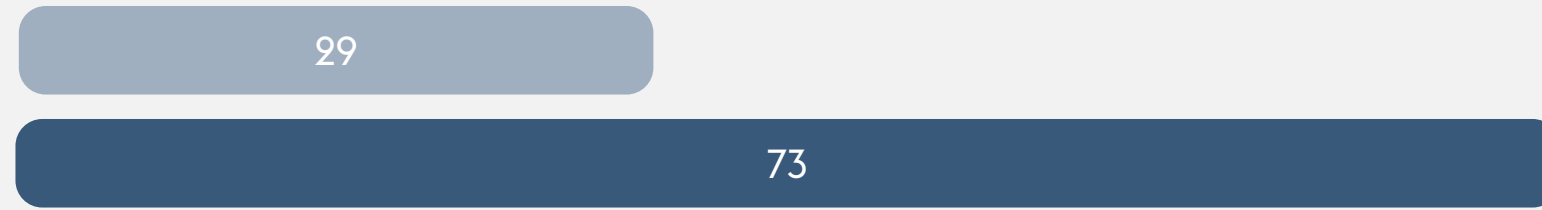
Indefinite duration contract

● Men ● Women

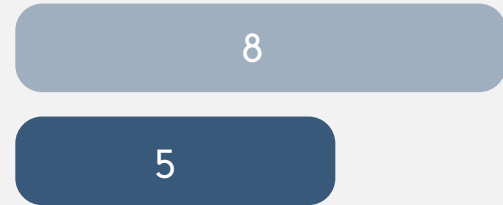
Ally



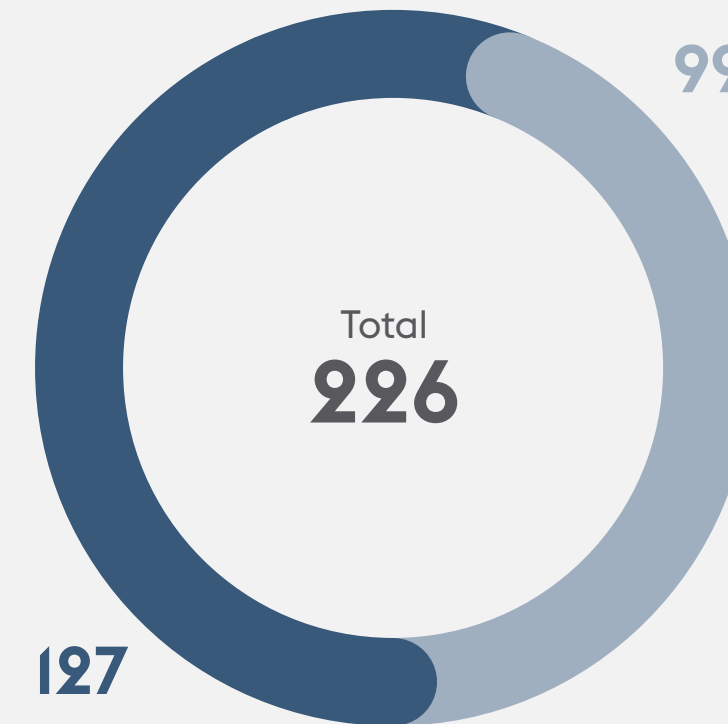
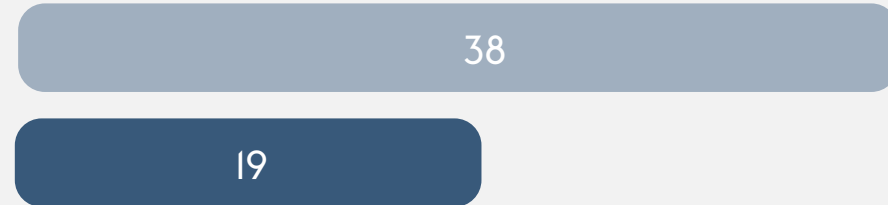
Atlantica



Group



Cafebras



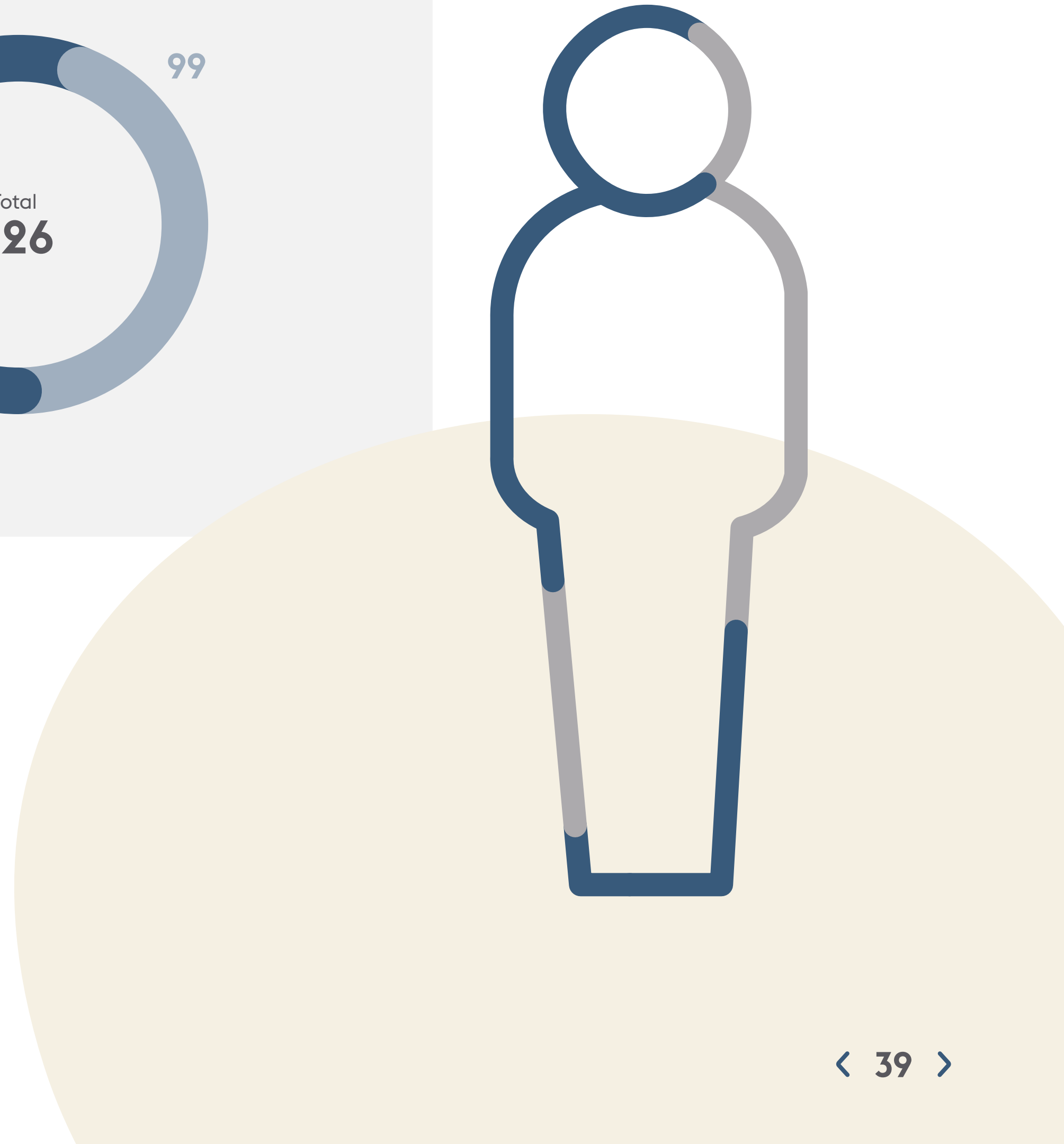
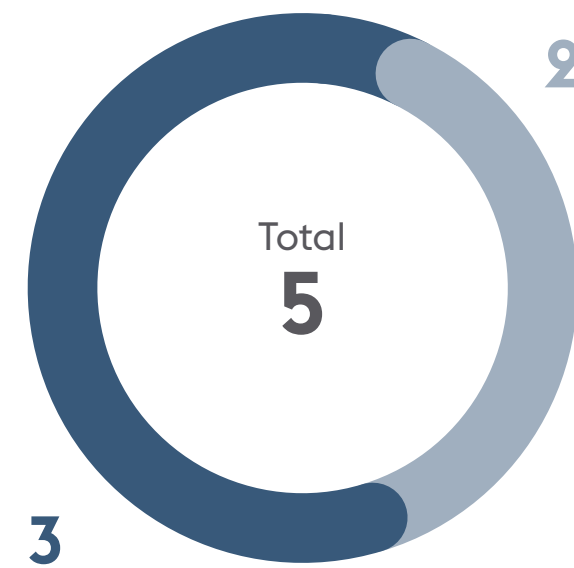
Fixed-term contract

● Men ● Women

Atlantica

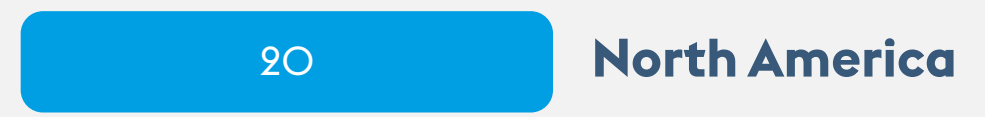
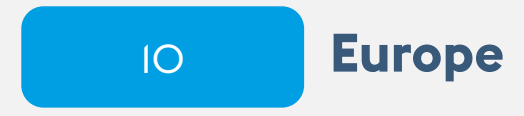


Cafebras



Employees by region

● Ally
 ● Atlantica
 ● Cafebras
 ● GMT Group



Note: data for December 2023, counted per person.

}
50% of the Executive Board are local hires.*

*Considering Minas Gerais as a local community for companies based in Brazil and the United States and Europe for Ally.

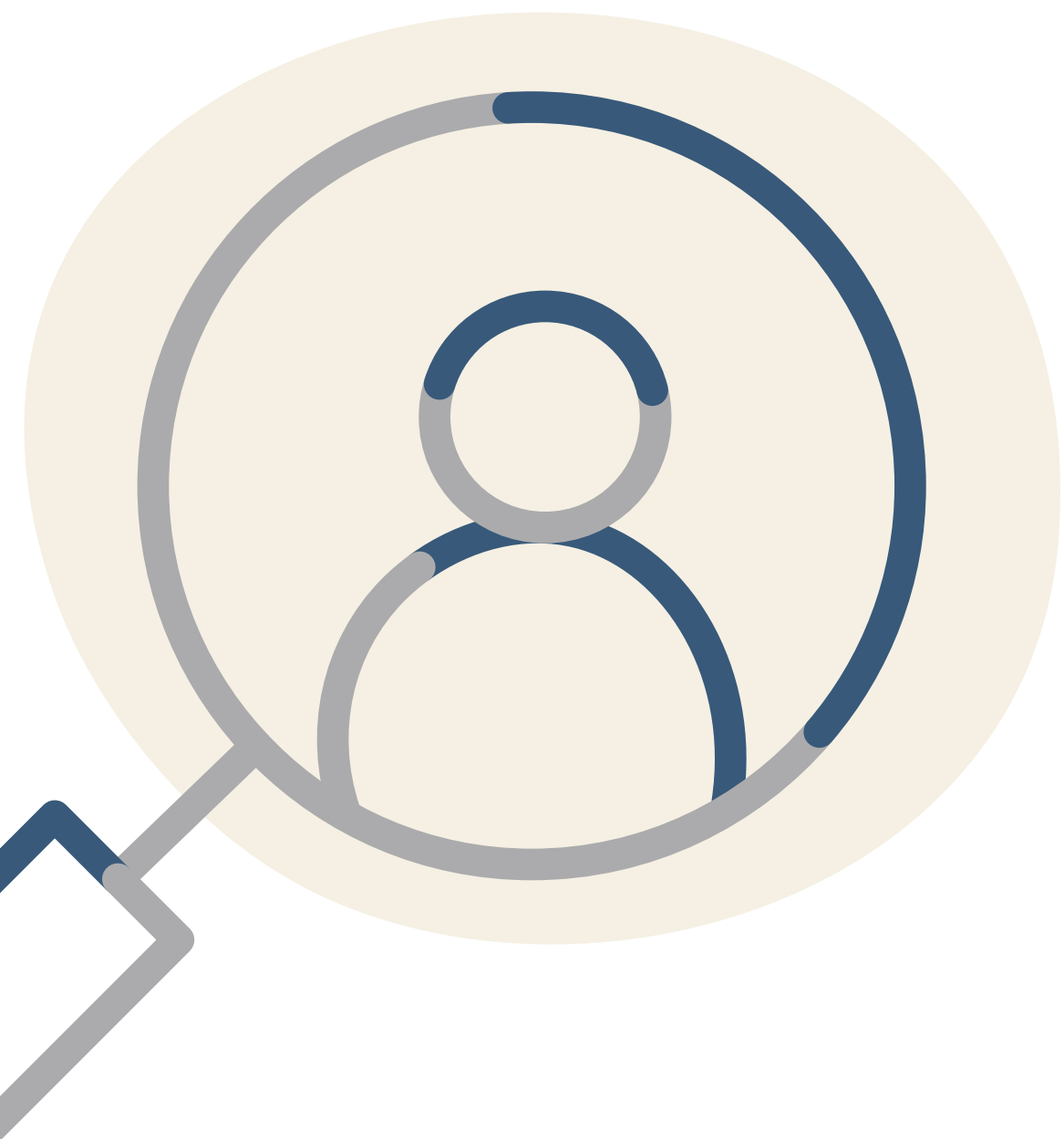


Recruitment and Selection

GRI 3-3, I3.20.I, 40I-I

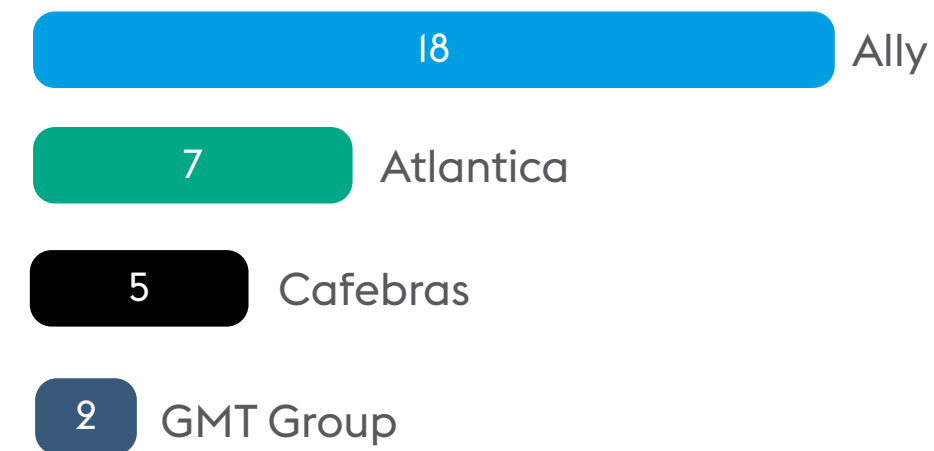
The company has instituted a corporate policy that specifies guidelines for employee recruitment and selection procedures.

All contracts adhere to local legislation and are drafted and signed in the contractee's mother tongue.

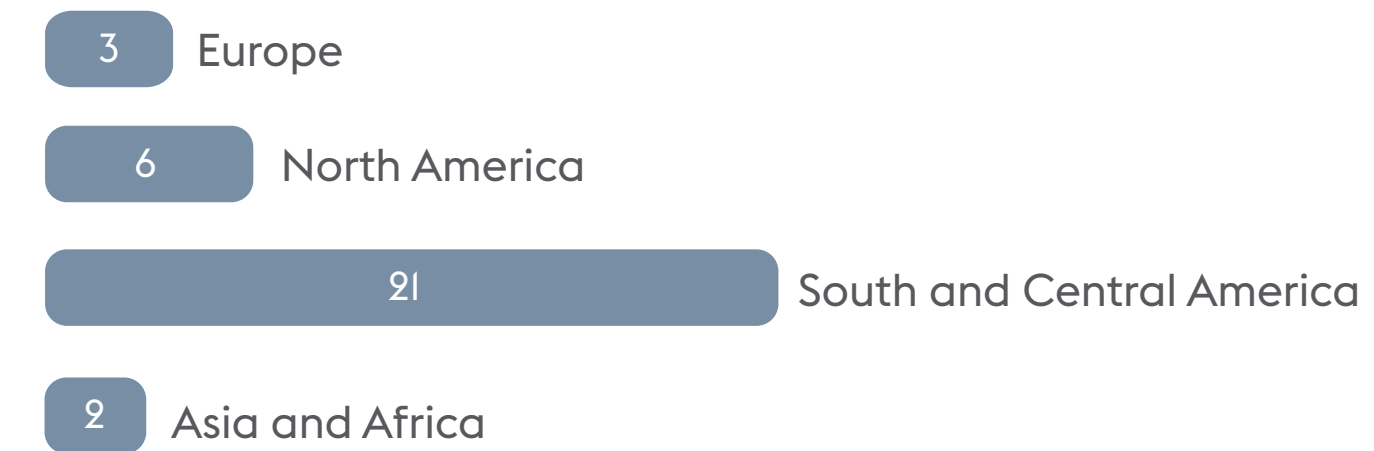


Hires by GMT Tradings 2023:

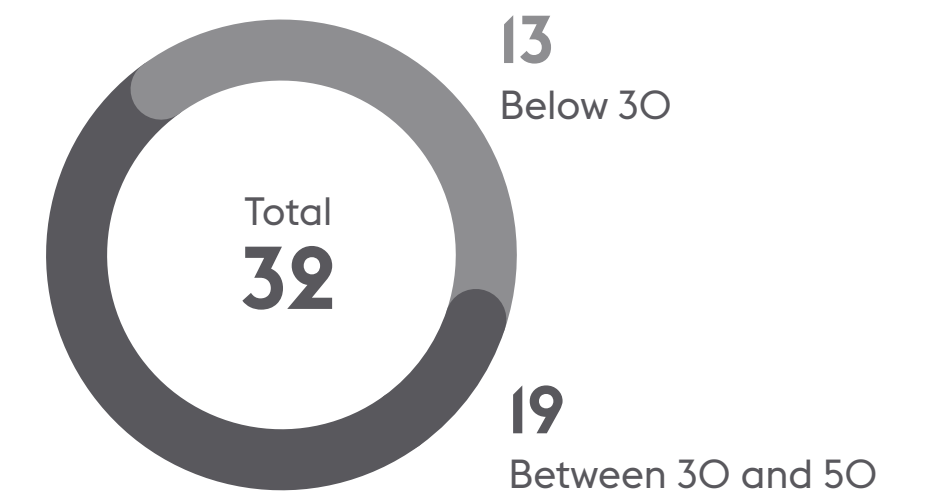
By company



By region

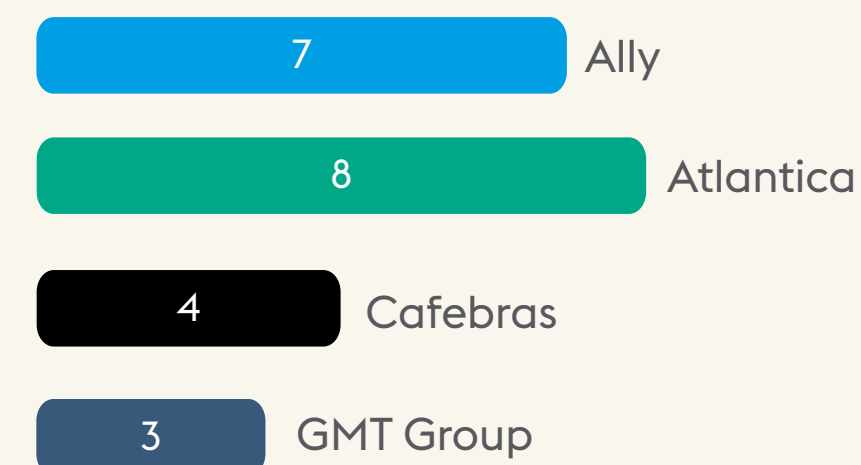


By age group



Terminations:

By company

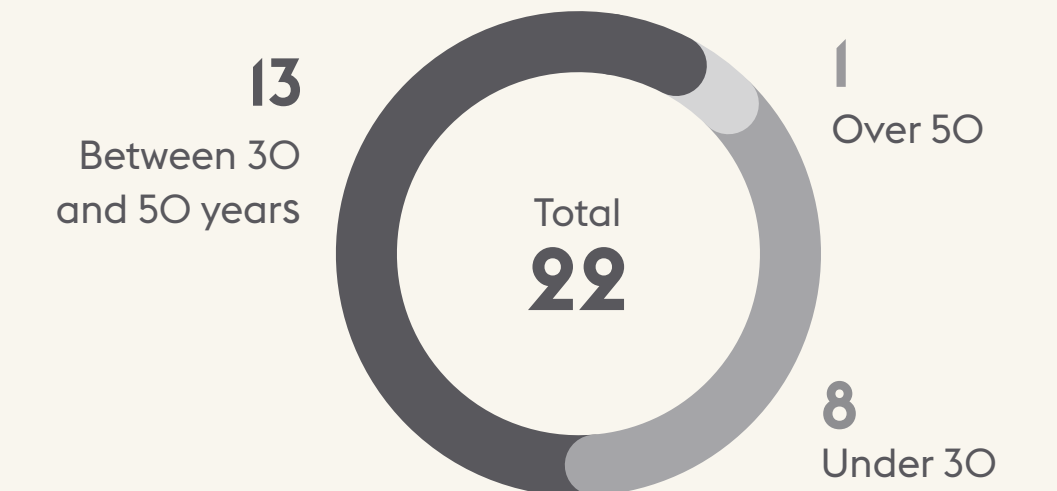


By region



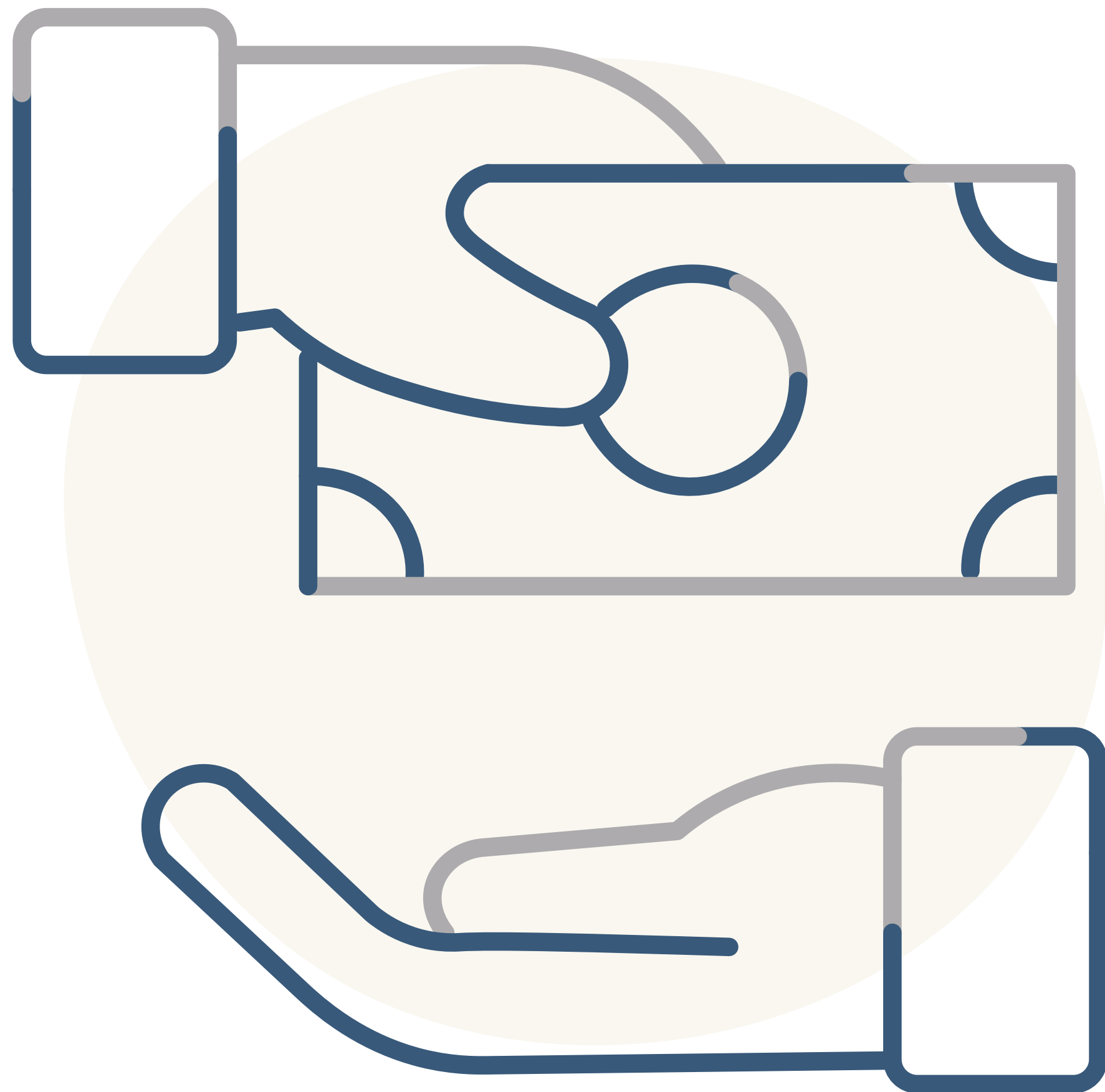
There were no terminations in Asia and Africa in 2023.

By age group



Compensation and Benefits

GRI 2-19, 2-20, 2-30, 3-3, I3.I5.3, I3.I8.2, I3.20.I, I3.21.I, 405-2, 407-1



The guidelines established in the Compensation Policy and in the Job and Salary Plan are managed by indicators linked to targets. They contribute to the company's objectives and address economic and socio-environmental issues.

All employees, with the exception of interns, are entitled to the variable bonus depending on the achievement of these targets and in relation to the company's business results.

Executives are hired as Statutory Officers and their compensation is defined by the Board of Directors. The category also receives variable compensation and has an exclusive benefits package.

The discounts related to benefits in Brazil are symbolic, optional and in compliance with the country's labor laws. There is no payment in kind for employees in any location.

The Policy and Plan are prepared based on market research and consulting.

The definitions are supervised by the Human Resources Management Committee and Executive Board, and then they are approved by the company's Board of Directors.

Salaries are adjusted annually in collective agreements signed with the respective unions; 100% of them are higher than the minimum established under Brazilian labor legislation.

Although only 68% of its workers belong to local unions, the company passes along benefits gained in negotiations to all employees.

To illustrate, the average monthly salary of GMT Tradings employees is greater than R\$4,000, and the difference between the highest and lowest salaries is 8.5%. The remuneration of shareholders and the salaries of employees from other countries were excluded from these calculations due to the differences between the purchasing power of each currency.

For a complete list of benefits, please refer to the section [Annex](#) of this report.



Training and Development

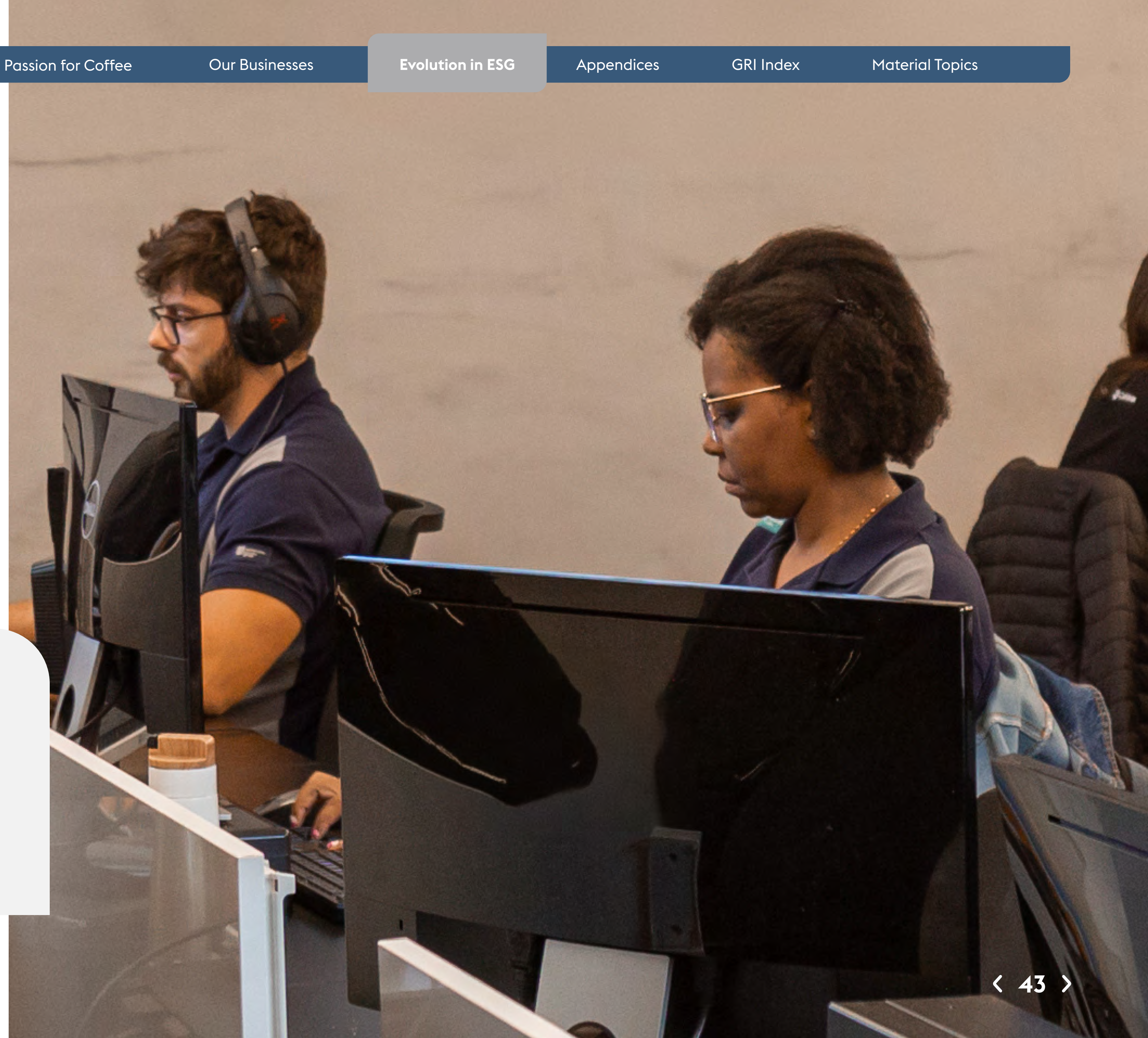
GRI 404-I

In 2023, we reached a significant moment for the enhancement of our teams' technical capabilities – from managers to operational personnel. **The Group, accompanying market trends and reinforcing its pioneering and innovative profile, offered a series of training courses that prepared employees for the use of modern software and artificial intelligence.**

GMT offers a 50% scholarship benefit for employees who are studying in undergraduate or postgraduate courses or in language programs. Once again, in 2023, GMT offered employees the opportunity to participate in a Q-Grader class, for coffee grading calibration and tasting.

Some courses offered in 2023:

- Content marketing and social media
- Data Analytics
- Risk matrix training
- Artificial Intelligence: ChatGPT
- Power BI



Performance Evaluation

GRI 3-3, I3.15.I, I3.18.I, I3.19.I, I3.20.I, 4O4-2, 4O4-3 I

A key accomplishment in the Personnel Management area in 2023 was the Performance Evaluation Program revision.

It was not only an operational change but also a reflection of our commitment to continuous employee development. The annual evaluation serves as an opportunity to prepare Individual

Development Plans (IDPs) that outline the skills and competencies of employees that need to be improved. Based on these assessments, the company supports the employees in the search for improvements.

For career transition cases, the company offers an active listening service that

supports employees in the change process and strongly encourages internal transfers.

This review was strategic for the company since it identifies individual training and skills requirements. With the Group's executive leadership reorganization, the need for a secure,

effective succession plan became evident, essential to ensure the stability of governance and business operations.

The companies met the 100% employee evaluation rate, with Atlantica, in which the Warehouse operations staff did not participate in the process, an exception.



Health and Safety

GRI 13.19.2, 13.19.3, 13.19.4, 13.19.5, 13.19.6, 13.19.7, 13.19.8, 13.19.9, 13.19.10, 13.19.11, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

In 2023, the Group's companies did not report any occupational illnesses. However, there was a single on-the-job accident reported at Atlantica's warehouse, for which an Occupational Accident Report (CAT) was issued.

The company has a Risk Management Program (PGR), an Occupational Health Medical Control Program (PCMSO) and a Technical Report on Working Environment Conditions (LTCAT). They seek to establish guidelines and requirements for Occupational Risk Management (GRO) and Occupational Safety and Health (OSH) prevention measures.

Technical Reports are the main tools used to determine the risks of exposure to different agents that maybe present in the company's operations.

Several initiatives aim to eliminate potential hazards. They include the implementation of

engineering controls to reduce risk exposure, adoption of practices to limit exposure time, and provision of Personal Protective Equipment (PPE) to protect workers when other measures fail to eliminate the risks.

GMT is genuinely committed to continuously evaluate and improve its safety strategies, which seek to establish a safe working environment for all. In Brazil, all employees are covered by a system that is audited and certified by an independent company. Local legislation applies to employees residing abroad.

The most significant challenge to maintaining a healthy and safe work environment is fostering individual responsibility.

To this end, we provide a range of awareness and training initiatives, in addition to those mandated by law.

The company's biggest OSH challenge is the awareness of individual responsibility, and for this, several awareness-raising and training sessions are offered.



Health

An outsourced clinic conducts periodic physical examinations in accordance with the Occupational Health Medical Control Program (PCMSO) in an outsourced clinic. The information is securely maintained and kept confidential. It is only accessible by the medical team or the employee. All practices comply with the General Data Protection Law's (LGPD) provisions.

To contribute to the employee's good health, in addition to the occupational parameter, the company offers other benefits. These include health insurance and a card that allows access to special conditions in gyms, sporting activities and therapies.

Warehouse

The Atlantica Warehouse is the location with the highest potential risk for occupational accidents.

To contribute to the safety of this unit's staff, the Internal Commission for Accident Prevention (CIPA) plays a key role, contributing to awareness through educational events and activities.

The Daily Security and Information Dialogues (DDSI) are another practice to help strengthen the OSH guidelines. Led by a multidisciplinary team, the DDSI conversations address everyday issues of health and safety at work and reinforce awareness campaigns, such as Blue November.



Social Responsibility

GRI 3-3, 13.12.1, 13.12.2, 13.22.4, 203-2, 413-1

GMT is dedicated to maximizing the positive impact of its businesses in the communities where it operates. **The company's continuous effort dedicated to the implementation of production processes that prioritize the well-being of people and respect for the environment contributes to improving the quality of life in communities.** By encouraging the preservation of water quality, soil integrity and promoting respect for rural workers, it provides opportunities for a process of education, awareness and appreciation of each individual.

In addition to creating employment opportunities, the Group is committed to promoting sustainable agriculture, continually seeking to enhance the remuneration of growers and establishing shared values through its initiatives. The Group also supports targeted initiatives that address other community needs.



SIPAT Cafebras

Cafebras organized a daily competition during Internal Work Accident Prevention Week (SIPAT) and **collected more than 30,000 items of cleaning and personal hygiene products from its employees.** Subsequently, the products were donated to the **Asilo São Vicente de Paulo Retirement Center, the Associação Humberto Jr. Cancer Center, and the Cancer Hospital.**

Attitude Nursery

Through Cafebras, GMT supports Attitude Nursery (*Viveiro de Atitude*), a socio-environmental program developed by the Cerrado of Monte Carmelo Coffee Growers' Cooperative. **It helps conserve the Brazilian Cerrado (Tropical Savanna) biome. It produces 60,000 seedlings per year** in its nursery. The seedlings, representing more than 100 native species, are sold, with the proceeds donated to charities that support children and the elderly.

The Project delivers about 60,000 seedlings per year, representing more than 100 native species.

Instituto Café Solidário

Instituto Café Solidário (ICS) in the municipality of Buritizeiro (MG) conducts the Realizing Dreams Project, which helps children and young people aged 6 to 17 in situations of social vulnerability.

The three GMT trading companies allocate 0.3% of revenues to cover the project's fixed expenses, which aims to bring culture, art, knowledge and values to one of the municipalities with the lowest HDI in Brazil.

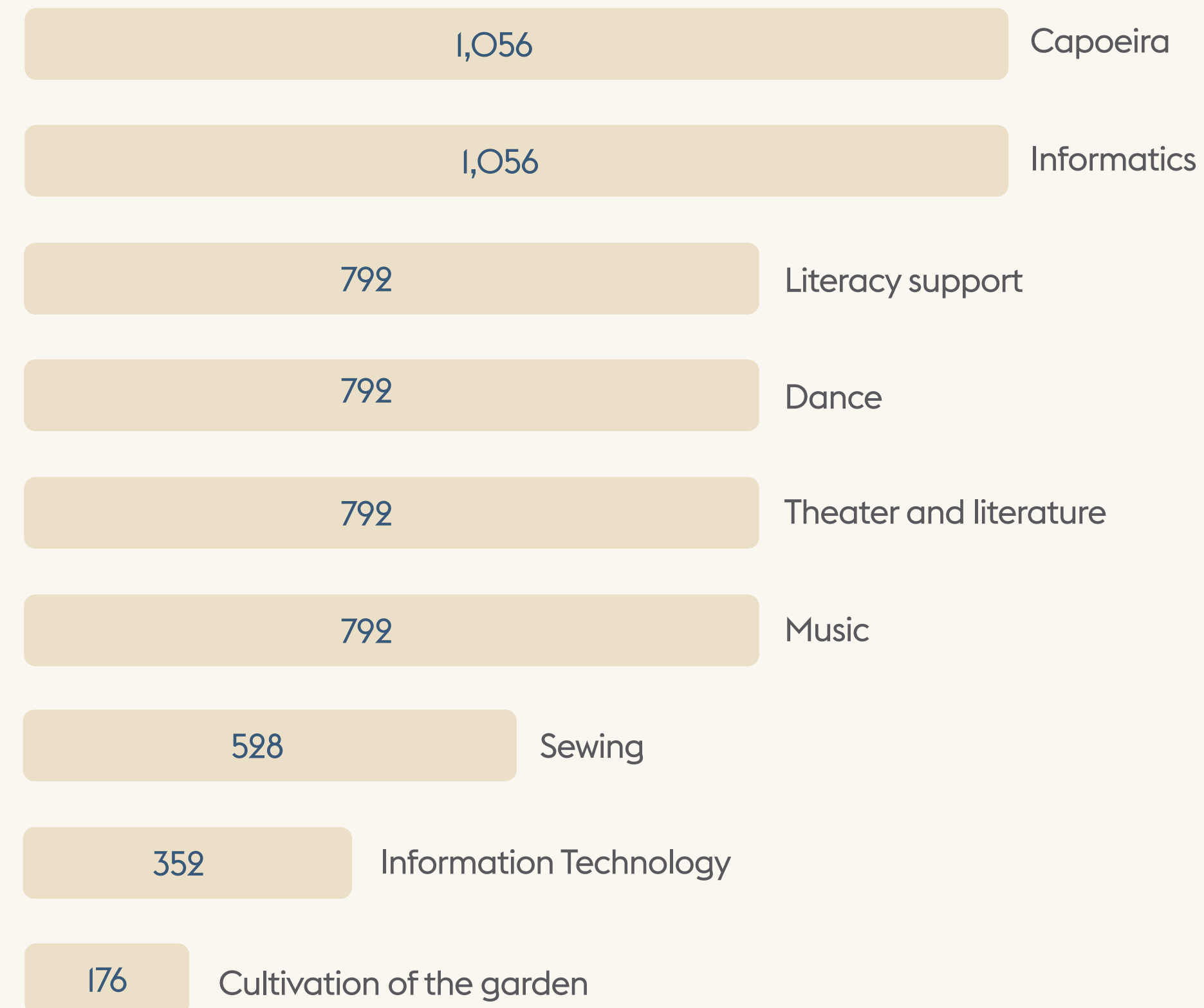


It serves **154 young people and children.**



Offers **640 meals** per day.

Classes in 2023:



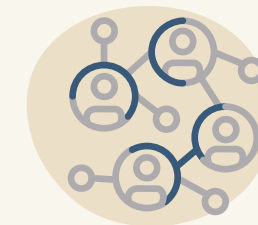
Governance

GRI 2-10, 2-11, 2-12- 2-13, 2-15, 2-16, 2-17

The organizational structure that gives life to the Group's Governance answers to the Board of Directors, elected at the Shareholders' Meeting.

The Shareholders' Agreement is a type of compliance and risk management instrument. It shields the company from fraud or situations that may compromise its reputation or institutional image. For example, the document sets forth the conditions for business between Related Parties, requiring them to be approved by the Board of Directors. They must provide proof of equivalence to market practices, such as price, conditions, quantity, quality and any other aspect that characterizes the product or service negotiated.

The Agreement also determines the dynamics and criteria for the selection of directors that mainly take into account the candidate's experience in the coffee market.



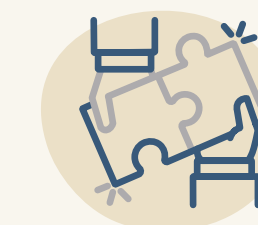
Shareholders Meeting.



Board of Directors.



Board.



Committees.



Board of Directors

The Board of Directors needs to receive constant updates in order to conduct efficient management oversight. To this end, the Directors are in regular contact with growers, and they visit properties and participate in industry events. This active interaction allows them to stay abreast of new concepts, innovations and technologies aimed at enhancing agribusiness productivity, profitability and sustainability.

The Chairman of the Board of Directors does not exercise an executive function, but the Board approves all company documents and strategic resolutions. Its members also define the distribution of impact and risk management to the departments. They are informed via weekly or quarterly meetings about management developments. And in cases of critical or emergency developments, they are notified immediately.

Independent Advisor

As announced in the last cycle's Group Sustainability Report, in 2023, an Independent Advisor was selected to occupy a seat on the Board of Directors. The initiative's objective is to facilitate a fresh perspective and guarantee more autonomy in the decision-making process.

↳ **Independent Advisor takes a seat on the Group's Board of Directors.**

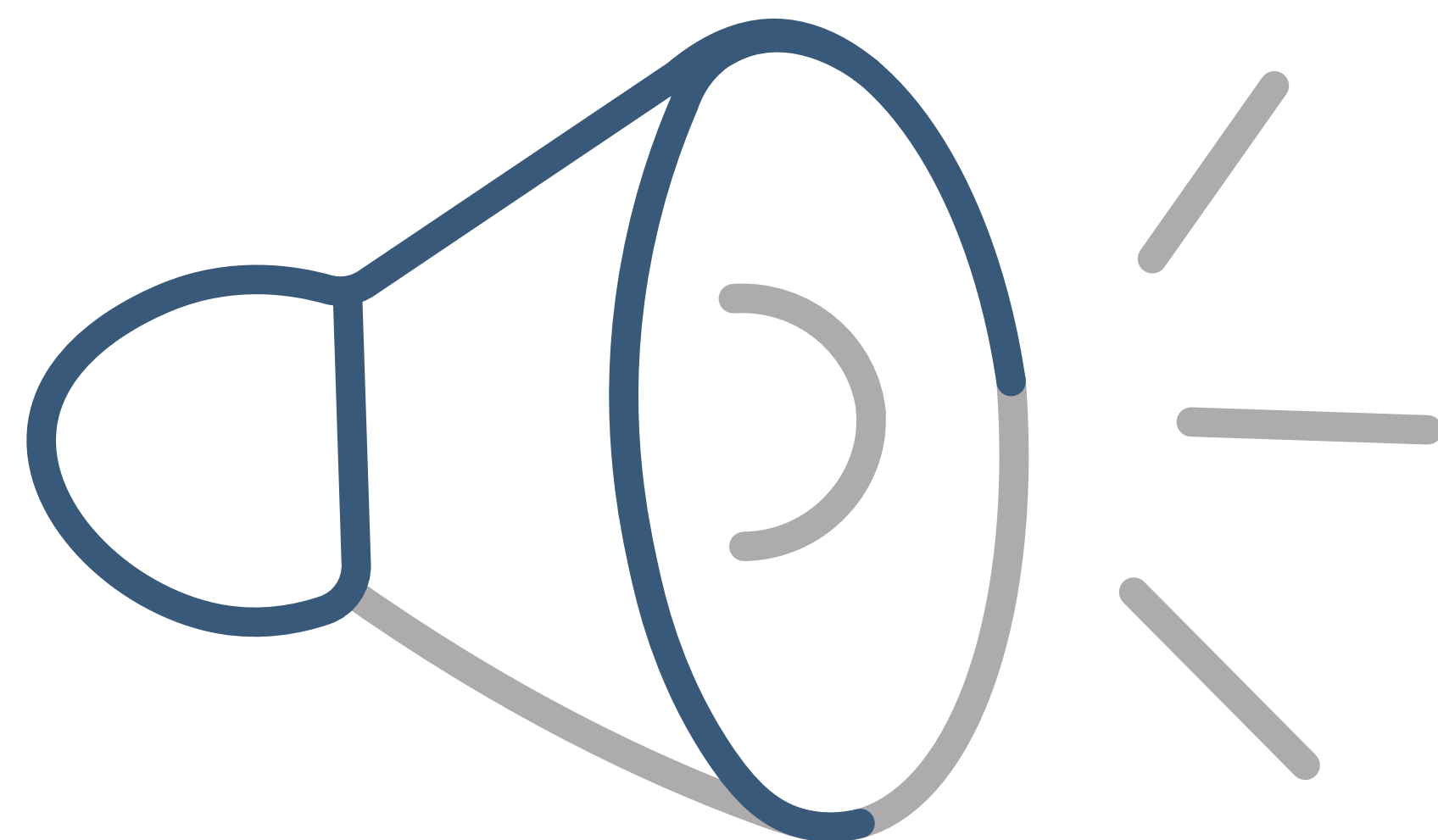


Compliance and Reporting Channel

GRI 2-26, I3.26.3, 205-2

GMT offers a Complaint Channel online, via website, app or telephone. The channel is entirely managed by an outsourced entity, ensuring parity and impartiality in the records that are kept.

The service is operational 24/7, guarantees anonymity and complaints can be filed in English or Portuguese.



Complaint Channel Contacts GMT:



0800 155 0020



contatoseguro.com.br/en/grupomontesantotavares

Guarantee of impartiality and anonymity, available 24 hours per day, seven days a week, for internal and external audiences.

All employees are guided by the anti-corruption policies and procedures adopted by the organization.

Through an internal communication effort in 2023, the Compliance area highlighted the sector's objective and the availability of this registration facility.

During the year, employees were also invited to an online lecture that introduced the Group's Ethics Committee, also explaining the process for handling each complaint submitted.

Additionally, employees participated in an initiative addressing workplace harassment. This involved online and in-person lectures on a range of related topics, including violence, harassment, equality, and diversity.

100% of GMT's workforce is oriented toward combatting corruption.



APPENDICES



- 53 Suppliers
- 54 Warehouse
- 54 Employee Benefits
- 55 Maternity/Paternity Leave

Suppliers

GRI 204-1

Atlantica (coffee suppliers)	2021	2022	2023
Total value of coffee purchases from suppliers by region (R\$ million)	1,203,133,116	1,615,317,208	1,688,480,776
Total value of purchases from local suppliers, i.e., located in Minas Gerais (R\$ million)	1,084,368,820	1,485,487,705	1,515,903,591
Percentage	90.13%	91.96%	89.78%

Atlantica (packaging suppliers)	2021	2022	2023
Total amount spent on purchases from packaging suppliers – excluding coffee (R\$ million)	7,628,243	7,641,953	6,239,935
Total amount spent on purchases from local suppliers, i.e., located in Minas Gerais – excluding coffee (R\$ million)	800,487	0	266,450
Percentage	10.49%	0.00%	4.27%

Cafebras (coffee suppliers)	2021	2022	2023
Total value of coffee purchases from suppliers by region (R\$ million)	826,713,671.00	1,180,846,973.77	936,680,356.91
Total value of purchases from local suppliers, i.e., located in Minas Gerais (R\$ million)	769,675,194.40	1,000,549,526.74	807,716,486.68
Percentage	93%	84.73%	86.23%

Cafebras (packaging suppliers)	2021	2022	2023
Total amount spent on suppliers of packaging (R\$ million)	4,704,901.88	8,378,358.33	7,995,174.84
Total amount spent on purchases from local packaging suppliers, i.e., located in Minas Gerais (R\$ million)	0	8,252,274.73	188,100.00
Percentage	0.00%	98.50%	2.35%

Ally (coffee suppliers)	2021	2022	2023
Total value of coffee purchases from suppliers by region (R\$ million)	378,888,679.33	3,110,764,469.20	364,709,094.18
Total value of purchases from local suppliers, i.e. (R\$ million)	332,073,750.54	2,455,513,129.55	237,147,835.86
Percentage	88%	79%	65%

Note: As a trading company, we are headquartered in Switzerland, but we utilize a *cross-trade* model in which our products do not pass through our physical operational locations. As a result, we define a local supplier as one that is based in the region where the product, in this case coffee, is produced. In this case, what counts is whether or not the invoice paid is from a company in the same country of production.

Warehouse in 2023

Non-renewable material	Recycled	Volume	Measurement
Big bag	Yes	1,000 (refurbished)	Unit
Restroom and kitchen waste	No	12,000	Weight
Recyclable waste (paper, staples and plastic)	No	2,604	Weight
Big bag label	No	78.9	Weight
Disposable cup 200 ml	No	63.8	Weight
Disposable mask box	No	72	Weight
40 L garbage bag with 100 pcs	No	3.6	Weight
Garbage bag 100 L	No	9	Weight
Rubber glove	No	2.8	Weight
Silicone ear protector with pack of 100 pcs	No	3.9	Weight
Pen one box with 100 pcs	No	1.25	Weight
Brush	No	1.06	Weight
Coffee powder	Yes	33,920	Weight
Cardboard	Yes	12.5	Weight
Broken or damaged pieces/scrap metal	No	250	Weight
Oil filters (cleaning cloths and protective clothing contaminated by hazardous substances)	No	0.34	Ton
Engine oil	Yes	20	Kilogram
Lubricating oil	Yes	0.02	Ton
Clothing (uniforms)	No	92	Kilogram

Benefits offered to Employees

GRI 401-2

	Ally			Cafebras		Atlantica		GMT Group	
	Fulltime			Fulltime	Part-time	Fulltime	Part-time	Fulltime	Part-time
	USA	Brazil	Other countries	Brazil		Brazil		Brazil	
Life insurance	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Health insurance plan	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Handicap and disability benefits	No	No	No	No	No	No	No	No	No
Maternity/paternity leave	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Pension fund/benefit plan	No	No	No	No	No	No	No	No	No
Stock purchase plan	No	No	No	No	No	No	No	No	No
Educational assistance (50%)	No	Yes	No	Yes	No	No	No	Yes	No
Fuel allowance	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Dental plan	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes
Food/meal vouchers	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes



Maternity/Paternity Leave

GRI 401-3

		Ally			Atlantica and Warehouse			Cafebras			GMT Group
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2023
Employees entitled to take leave	Men	27	32	30	94	93	75	19	20	20	5
	Women	21	19	24	42	42	30	36	38	39	8
Employees who took leave	Men	0	0	0	5	5	4	3	0	0	0
	Women	0	2	0	4	1	0	1	2	2	0
Employees whose leave starts and ends in the year indicated	Men	0	0	0	5	5	4	3	0	0	0
	Women	0	1	0	3	1	0	1	2	1	0
Employees whose leave starts in one year and ends the following year	Men	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	1	0	0	0	0	1	0
Employees expected to return in the current year.	Men	0	0	0	5	0	0	3	0	0	0
	Women	1	0	0	4	0	0	1	2	1	0
Employees who returned from leave in the reporting period	Men	0	0	0	5	5	4	3	0	0	0
	Women	1	1	0	4	1	0	1	2	1	0
Employees who DID NOT return to work, after the end of their leave, in the reporting period	Men	0	0	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0	0	0
Total number of employees who returned from leave and remained for at least 12 months in the company	Men	0	0	0	4	4	4	1	0	0	0
	Women	1	1	0	1	0	0	0	2	1	0
Return rate	Men	N/A	N/A	N/A	100%	100%	100%	100%	N/A	N/A	N/A
	Women	100%	100%	N/A	100%	100%	N/A	100%	100%	100%	N/A
Retention rate	Men	N/A	N/A	N/A	100%	80%	100%	100%	N/A	N/A	N/A
	Women	100%	100%	N/A	100%	0%	N/A	0	100%	100%	N/A

Note: there is no GMT Group data for 2021 and 2022.



GRI

Index





GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	Pages 3 and 9.
	2-2	Entities included in the organization's sustainability reporting	Page 3.
	2-3	Reporting period, frequency and contact point	Page 3.
	2-4	Restatements of information	Page 35.
	2-5	External assurance	The 2023 financial statements were audited by KPMG.
	2-6	Activities, value chain and other business relationships	Page 7.
	2-7	Employees	Pages 37, 38, 39 and 40.
	2-8	Workers who are not employees	Pages 37, 38, 39 and 40.
	2-9	Governance structure and composition	"Shareholders' Meeting: Companhia Mineira de Investimentos em Cafés S.A. and IO814636 CANADA INC. Board of Directors: Ricardo Tavares – Chairman; Fernando Furtini – Public Sector Pension Investment Board Act (PSP) of Canada; Jucelino Souza – Independent Member. Executive Board: Bruno Tavares Borges – CFO; Rodrigo Montesanto - CEO Atlantica; Rogério Schiavo – CEO Ally; Geraldo Eustáquio Miranda – CEO Cafebras; Raquel Gouveia – Governance Director; Diego Albanex – Cafebras Director; Sustainability Committee: CEOS, CFO, Governance Director, HR Manager. Conduct and Ethics Committee: CFO, Governance Director, Compliance Manager."
	2-10	Nomination and selection of the highest governance body	Page 49.
	2-11	Chair of the highest governance body	Page 49.
	2-12	Role of the highest governance body in overseeing the management of impacts	Pages 49 and 50.
	2-13	Delegation of responsibility for managing impacts	Page 49.
	2-14	Role of the highest governance body in sustainability reporting	Page 3.
	2-15	Conflicts of interest	Page 49.
	2-16	Communication of critical concerns	Page 49.
	2-17	Collective knowledge of the highest governance body	Page 49.
	2-18	Evaluation of the performance of the highest governance body	The highest governance body is not subject to performance evaluation.
	2-19	Remuneration policies	Page 42.
	2-20	Process to determine remuneration	Page 42.



GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
General Disclosures			
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Due to confidentiality restrictions, the required information is sensitive to the company, and it is not possible to disclose this requirement.
	2-22	Statement on sustainable development strategy	Pages 4 and 5.
	2-23	Policy commitments	There were no new Corporate Policies published in the period reported.
	2-24	Embedding policy commitments	During the reporting cycle, the Code of Conduct was used in training.
	2-25	Processes to remediate negative impacts	To date, no negative impacts have been identified resulting from the operations of our trading companies.
	2-26	Mechanisms for seeking advice and raising concerns	Page 51.
	2-27	Compliance with laws and regulations	No cases of non-compliance with laws and regulations were identified.
	2-28	Membership associations	Pages 7 and 8.
	2-29	Approach to stakeholder engagement	Pages 13, 14, 19, 20 and 65.
	2-30	Collective bargaining agreements	Page 42.
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Page 65.
	3-2	List of material topics	Page 65.
Topics in the applicable GRI Sector Standards determined as not material			
GRI 13: Agricultural, Aquaculture and Fishing Sectors 2022	13.1	Emissions	Since 2001, GMT has been a pioneer in the coffee industry by calculating its Greenhouse Inventory according to scopes 1, 2, and 3. However, in order to meet the industry standard, GMT will need to work on developing how to measure its supply chain since the impacts of agricultural practices are outside the control of its operations. They are the results and responsibilities of its suppliers, the coffee growers.
	13.3	Biodiversity	GMT continually coordinates with its supply chain, through continual technical assistance, to implement the finest socio-environmental practices and products in crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	13.4	Natural ecosystem conversion	GMT continually coordinates with its supply chain, through continual Technical Assistance, to implement the finest socio-environmental practices and best products in crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.



GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
Topics in the applicable GRI Sector Standards determined as not material			
GRI 13: Agricultural, Aquaculture and Fishing Sectors 2022	13.5	Soil health	GMT continually coordinates with its supply chain, through continual Technical Assistance, to implement the finest socio-environmental practices and best products in crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	13.6	Pesticides use	GMT continually coordinates with its supply chain, through ongoing Technical Assistance, to implement the finest socio-environmental practices and best crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Discrepancies with the Group's guidelines and directives result in the termination of the supply contract.
	13.7	Water and effluents	GMT continually coordinates with its supply chain, through ongoing Technical Assistance, to implement the finest socio-environmental practices and best crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	13.8	Waste	GMT continually coordinates with its supply chain, through ongoing Technical Assistance, to implement the finest socio-environmental practices and best crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	13.9	Food security	Topic not applicable to the company's direct operations since it does not produce a subsistence product. It should be noted that despite this, the company strives to provide fair compensation to its suppliers and third parties in order to promote food security.
	3.11	Animal health and welfare	Topic not applicable to the company's direct operations since it does not use animals for any purposes, whether for food or production.
	13.13	Land and resource rights	GMT continually coordinates with its supply chain, through ongoing Technical Assistance, to implement the finest socio-environmental practices and best crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	3.14	Rights of indigenous peoples	GMT continually coordinates with its supply chain through ongoing Technical Assistance to implement the finest socio-environmental practices and best products in crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	3.16	Forced or compulsory labor	GMT continually coordinates with its supply chain, through ongoing Technical Assistance, to implement the finest socio-environmental practices and best crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Inconsistencies with the Group's guidelines and directives result in the termination of the supply contract.
	13.17	Child labor	GMT continually coordinates with its supply chain, through ongoing Technical Assistance, to implement the finest socio-environmental practices and best crops, but the practices adopted depend entirely on the grower's commitment. In 2023, the Group intends to introduce a private standard that will strengthen its technical guidelines and mandate minimum compliance. Discrepancies with the Group's guidelines and directives result in the termination of the supply contract.



GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
Employee culture, development and well-being			
13.15.1, 13.18.1, 13.19.1, 13.20.1	GRI 3: Material Topics 2022	3-3 Management of material topics	Pages 15, 37, 38, 39, 40, 41, 42 and 44.
13.15.2	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 37, 38, 39 and 40.
13.15.3		405-2 Ratio of basic salary and remuneration of women to men	The values are exactly the same for men and women (PJ) who have the same positions and responsibilities.
13.15.4	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were identified in the reported period.
13.15.5	GRI 13: Agricultural, Aquaculture and Fishing Sectors 2022	13.15.5 Non-discrimination and equal opportunity	There are no differences in employment and remuneration approaches based on workers' nationality or migrant status, or by location of operations.
13.18.2	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 42.
13.19.2	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 45.
13.19.3		403-2 Hazard identification, risk assessment, and incident investigation	Page 45.
13.19.4		403-3 Occupational health services	Page 45.
13.19.5		403-4 Worker participation, consultation, and communication on occupational health and safety	Page 45.
13.19.6		403-5 Worker training on occupational health and safety	Page 45.
13.19.7		403-6 Promotion of worker health	Page 45.
13.19.8		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 45.
13.19.9		403-8 Workers covered by an occupational health and safety management system	Page 45.
13.19.10		403-9 Work-related injuries	Page 45.
13.19.11		403-10 Work-related ill health	Page 45.



GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
Employee culture, development and well-being			
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 41.
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Página 54.
		401-3 Parental leave	Page 55.
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Pages 37, 38, 39 and 40.
		404-1 Average hours of training per year per employee	Page 43.
	GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 44.
		404-3 Percentage of employees receiving regular performance and career development reviews	Page 44.
		Sustainable development of rural producers	
13.21.1, 13.22.1	GRI 3: Material Topics 2022	3-3 Management of material topics	The methodology used to define the living income or living wage is developed in collaboration with affiliated unions, and there are consultations with salary forums and surveys to ensure market competitiveness. Because we are coffee traders, the profit margin is viewed as an additional layer on the price that allows us to cover fixed costs (including wages), a fact that our policies related to supply, pricing, and remuneration take into account. To date, the group does not have a tool or system to monitor the salaries paid by suppliers.
13.21.2	GRI 13: Agricultural, Aquaculture and Fishing Sectors 2022	13.21.2 Living income and living wage	83%, considering PJs and outsourced companies in Brazil. It is worth noting that the working conditions are the same for employees who are not covered by the agreement. There are no collective agreements outside of Brazil, only compliance with local legislation. Only 23 employees in the Group are paid monthly; the rest are paid bi-monthly (two payments per month).
13.21.3		13.21.3 Living income and living wage	The percentage of employees and workers who are not regular employees and whose work is controlled and paid above the minimum wage is the following: Women: 100% and Men: 100%.
13.22.2	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pages 4, 16 and 17.
13.22.3	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	In 2023, GMT invested in the development of <i>software</i> for the logistics sector that seeks to standardize processes and improve the control and management of logistical flows.
13.22.4		203-2 Significant indirect economic impacts	Pages 30, 31, 32, 33 and 47.
	GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	We identified no significant risks of cases of child labor in our own operations or among suppliers in the reported period.
	GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No risks of forced or slave-like labor were identified in the reported period.



GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
Value creation in the chain			
	GRI 3: Material Topics 2022	3-3 Management of material topics	Pages 28, 29, 30, 31, 32 and 33.
	GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	In 2023, the company received no government financial support.
	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Pages 16, 17 and 53.
Strategy and sustainability			
13.2.1, 13.24.1, 13.25.1, 13.26.1	GRI 3: Material Topics 2022	3-3 Management of material topics	Pages 28 and 29.
13.2.2	GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Page 36.
13.24.2	GRI 415: Public Policy 2016	415-1 Political contributions	No monetary contributions were made to any political parties or agents in the reported period, in compliance with the Federal Legislation and the Group's Shareholders' Agreement.
13.25.2	GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No lawsuits arising from this issue were identified in the reported period.
13.26.2	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	100% of GMT operations were assessed for corruption-related risks in the reported period.
13.26.3		205-2 Communication and training about anti-corruption policies and procedures	Page 51.
13.26.4		205-3 Confirmed incidents of corruption and actions taken	No cases of corruption or lawsuits arising from unfair competition, trust practices or monopoly were identified in the reported period.
Community			
13.12.1	GRI 3: Material Topics 2022	3-3 Management of material topics	Page 47.
13.12.2	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 21 and 47.
		413-2 Operations with significant actual and potential negative impacts on local communities	Office operations did not negatively impact local communities in the reported period.
	GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Pages 37, 38, 39 and 40.

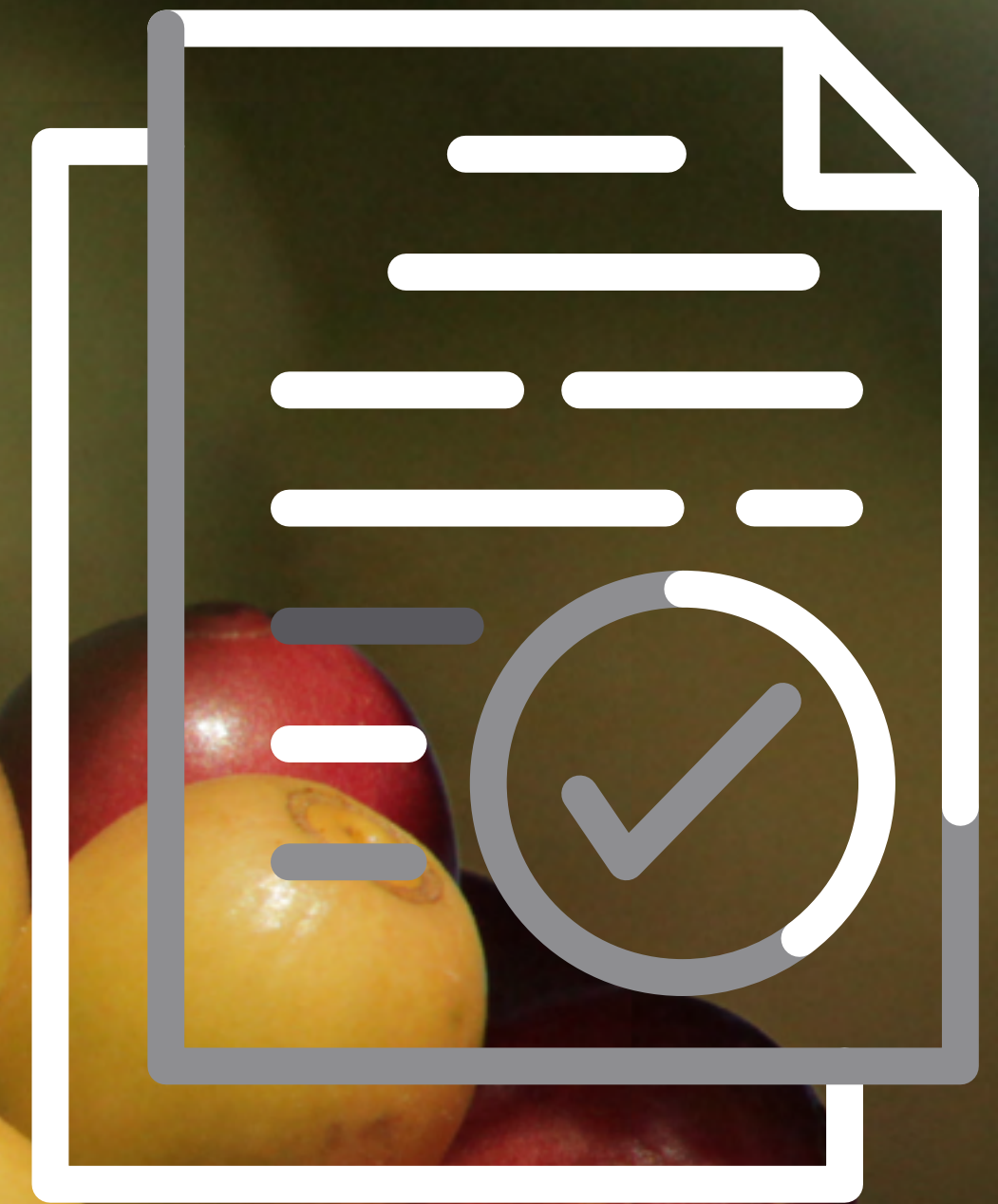


GRI Sector Standard ref. Number	GRI Standard	Disclosure	Reference/Response
	Innovation		
	GRI 3: Material Topics 2022	3-3 Management of material topics	Pages 30, 31 and 33.
	Traceability, assurance of origin and quality		
13.10.1, 13.23.1	GRI 3: Management of material topics 2022	3-3 Management of material topics	Page 24.
13.10.2	GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Unavailable/incomplete information; these surveys are not yet carried out by the group.
13.10.3		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Unavailable/incomplete information; these surveys are not yet carried out by the group.
13.10.4	GRI 13: Agricultural, Aquaculture and Fishing Sectors 2022	13.10.4 Food safety	Page 34
13.10.5		13.10.5 Food safety	Page 34.
13.23.2		13.23.2 Supply chain traceability	Page 24.
13.23.3		13.23.3 Supply chain traceability	Page 24.
13.23.4		13.23.4 Supply chain traceability	Page 24.
		GRI 308: Supplier Environmental Assessment 2016	308-1 Novos fornecedores selecionados com base em critérios ambientais
		308-2 Negative environmental impacts in the supply chain and actions taken	Page 24.
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 24.
		414-2 Negative social impacts in the supply chain and actions taken	Page 24.
	Other non-material indicators reported		
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 35.
		303-2 Management of water discharge-related impacts	Page 35.
		303-5 Water consumption	Page 35.
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 36.
		305-2 Energy indirect (Scope 2) GHG emissions	Page 36.
		305-3 Other indirect (Scope 3) GHG emissions	Page 36.



Material

Topics



Material Topics

GRI 2-29, 3-1, 3-2

The materiality matrix was prepared in 2020 with the support of Peterson Consultoria. The stakeholders and relevant materials and documents on sustainability and the coffee market were identified (such the GRI Sustainability Topics for Sector, The Sustainability Yearbook 2020, of Robeco, and SASB Standards).

After 35 interviews and a thorough analysis of impacts deriving from the Group's operations, we identified the main material topics, which have been approved by the leaders and validated by the Group's Sustainability Committee.

In 2022, as a result of a GMT corporate reorganization, the Group's Farms and Trading operations were spun off. In order to exclusively serve the trading businesses, it was necessary to conduct a review of this materiality with a focus on the operations and impacts of these companies.

Thus, the result of this process, which guides the focus on the corporate strategy and this report, was consolidated into a set of topics, presented as the following:

- **Employee culture, development and well-being;**
- **Sustainable development of rural producers;**
- **Value creation in the chain;**
- **Strategy and sustainability;**
- **Community;**
- **Innovation;**
- **Traceability, assurance of origin and quality.**

More details on the methodology used or the concepts related to each Material Theme, can be [accessed here](#) the GMT 2022 Sustainability Report.





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