Federación Nacional de Cafeteros de Colombia

MANAGEMENT REPORT

2025

Federación Nacional de Cafeteros de Colombia

WE KNOW WHAT WE DO

EDITION

Economic Research
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This document adheres to the commitment made in the National Coffee Fund administration contract in its clause 7 number 16 and the FNC bylaws in article 30 paragraph 5 letter m. Under GRI sustainability standards, since 2019 the yearly Management Report includes the Sustainability Report and the Industry Report.

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GRI 2-22

THE COFFEE-GROWER TRANSFORMATION MOVES FORWARD STEADILY

The year 2025 yielded a very positive balance for Colombian coffee farming.

Production reached **13.7 million bags** of green coffee, thanks to the adoption of good practices by coffee growers, who follow the recommendations of the Extension Service, and the renovation of coffee plantations with more productive and resistant varieties, as well as research by Cenicafé, with a productivity of **21.03 bags of green coffee/ha.**

The base domestic price reached an average of **COP 2,861,890 (USD 706.12)[1]/load** of dry parchment coffee, **51%** higher than in 2024, due to the rise in the international price for Colombian mild coffees to **383.13 USD/lb[2]**, 49.6% higher, despite the 0.5% revaluation of the Colombian peso against the dollar.

The unusual increase is explained by a tight balance between supply and demand in the global market, which has gradually reduced inventories over the last five years, both in exporting and importing countries.

Thanks to improved production and prices, exports reached **13.1 million bags**, up 6.6%, while their value was close to **USD 6.5 billion[3]**, that is, 12.9% of the country's total exports value. With all this favorable situation, the crop value reached **COP 24.4 trillion (USD 6.02 billion)**, up 52% from the previous year and a record figure. The coffee sector's contribution to total GDP reached **1.5%.**

Since coffee production is a labor-intensive activity, this higher income has a key multiplier effect, translating into greater consumption and investment in the coffee regions, thus bringing prosperity to the Colombian rural population.

1 Throughout this report, unless otherwise stated, a 2025 average exchange rate of **4,053 USD/COP** is used.
2 As per figures from the International Coffee Organization (ICO).
3 As per figures from Dane/Dian for green coffee and industrialized coffee.

As an organization, the FNC kept financial sustainability and profitability of its branches through a consistent effort on innovation, austerity and efficiency, seeking opportunities and new business ventures.

Commercially, with resources from the National Coffee Fund (Fonc), a **20.6%** share of coffee exports was achieved, of which **63.4%** were specialty coffees (translating into additional premiums for coffee growers).

The results of the FNC companies stand out: Buencafé's revenue reached **USD 285.6 million**, Procafecol's operating income was **COP 863.5 billion (USD 213 million)** (with royalties for the Fonc of almost COP 52 billion **[USD 12.8 million]**), and Almacafé had almost **COP 148 billion (USD 36.5 million)** in revenue.

The Manuel Mejía Foundation trained **45,400 coffee growers and extension agents** in coffee productivity and quality, among other topics, and started training in barista skills, coffee tasting, and roasting.

In 2025, **93,608 ha were reported as renovated or newly planted,** ensuring the future sustainability of coffee farming.

The wet milling plants we are promoting to improve coffee quality with less environmental impact are consolidating themselves as the right path for the future coffee farming. Evidence of this is the acceptance of the model and the outstanding quality obtained in the first volumes of coffee cherries purchased from producers.

As to the new industrialization hubs (CIRs, the acronym in Spanish), the one in Huila has surpassed the break-even point and shows a positive operational result. In Caldas, it began operations in March; in Santander, it was launched in November, with a total **COP 4.22 billion (USD 1.04 million)** invested, and progress is being made on building the one in Boyacá, thus expanding the national coffee processing network.

The FNC is leading the adaptation of the Colombian coffee sector to the European Union's new Free-Deforestation Regulation (EUDR), ensuring that our coffee remains synonymous with sustainability, traceability, and respect for nature in accessing that market.

The coffee-grower transformation is moving forward steadily. Today, it shows tangible results in the business conglomerate's financial sustainability and, above all, invites us to look to the future with conviction: coffee has more future than past.

Germán Bahamón
FNC CEO

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 203-1, 203-2, 3-3, 413-1

INNOVATION IS NOW A CONSTANT AT FNC

Our organizational purpose is to work for coffee growers' well-being and profitability, so we move all our resources and efforts focusing on three strategic pillars: innovation, efficiency, and austerity.

ON-FARM TRANSFORMATION

The FNC Technical Division has driven a strategy with record-breaking indicators, based on three pillars: the Coffee Information System (Sica) as strategic planning tool; Cenicafé's research and innovation for technological development; and the ongoing work of the Extension Service in knowledge transfer.

TECHNOLOGY AND VARIETIES

80.3 tons of improved variety seeds were distributed. Cenicafé has continued innovating by developing new genetic lines for high temperatures, preparing coffee farming for climate change.

COFFEE CHERRY PURCHASES

From the project's inception in August 2024 until December 2025, the transformation hubs purchased **2,002,962 kg** of cherry coffee, equivalent to **383,786 kg** of dry parchment coffee (dpc), to standardize coffee quality and consistency.

GRI 306-1, 306-2, 306-4

CIRCULAR ECONOMY

Coffee byproducts are transformed into high-value co-products by producing organic fertilizers and animal protein, and obtaining coffee pulp flour as an industrial input. These initiatives are driven by the Environmental Sustainability Directorate and Cenicafé with the Tolima and Quindío committees.

REGIONAL INDUSTRIALIZATION

The Caldas Regional Industrialization Hub (CIR in Spanish) began operations in March, and the Santander CIR was inaugurated in November, with a total investment of **COP 4.2 billion (USD 1.04 million).** The Boyacá CIR is currently under construction.

STORAGE AND LOGISTICS (ALMACAFÉ)

Dry parchment coffee is stored in controlled-environment silos in Armenia, with a projected investment of COP **7.6 billion (USD 1.9 million)**. The migration of dpc storage and handling to big bags has begun in Chinchiná, Manizales, Medellín, and Armenia, with an investment of **COP 868 million (USD 214,162)**.

CAFENLACE

This new FNC platform connects coffee growers with buyers abroad to export their green or processed coffee in an agile and competitive manner.

CRAFT COFFEES

The sale of specialty coffees is being boosted with the Craft Coffees business line, which connects producers with consumers and goes beyond sales to offer experiences. In 2025, **42,778 bags (60-kg)** were sold, 64.2% more than the previous year.

GRI 2-22, 2-6-a, 2-6-b-i, 2-6-b-iii, 203-1, 203-2, 3-3, 413-1

THE FOUR STRATEGIC DIMENSIONS SHOW SIGNIFICANT ACHIEVEMENTS

In addition to institutional financial strength, areas such as Partnerships & Projects, Communications, and HR Management are also progressing.

ECONOMIC

To increase productivity, **93,608 ha** were renovated or planted vs. the target of 100,000 ha. The density reached **5,373 trees/ha** (the highest). Commercially, **162.2 million kg of dpc** were purchased, and **2.24 million 60-kg bags of green coffee were sold**, with exports to 53 countries.

GRI 101-1, 101-2, 306-1, 306-2, 306-4

ENVIRONMENTAL

Seven wet milling plants in operation reported the **transformation of 70% of the biomass generated. Almost 2.26 million trees** were planted, and **962 ha of forest** were conserved.

GRI 203-1

SOCIAL

2,754 km of rural roads were improved, and **80,488 m** of strip-roads were built. **2,227 rural coffee-grower homes** were renovated and improved. As to the Gender Equity Policy, 100% of the activities of its three programs were completed.

GOVERNANCE

Over **4,800** departmental and municipal leaders were trained in coffee institutions and good governance, and **1,346 leaders** were made visible on the social media of the departmental committees to highlight their work and importance at the FNC. There have been more than **298,000 contacts** with coffee growers for organizational purposes.

...AND IN OTHER AREAS:

GRI 201-4

PARTNERSHIPS AND PROJECTS

The FNC multiplied the Fonc's resources **3.6 times** by executing **COP 211 billion (USD 52.1 million)** coming from **554 national and international partners**, achieving 100% of the set target. Project management performance reached **100%**, with a **92.5%** Fonc resource investment index.

FINANCIAL SOUNDNESS

The income-to-expense ratio was **1.04**, with sufficient income to cover expenses. The areas reduced operating and administrative expenses, in line with the strategic dimensions.

COMMUNICATIONS

The FNC social media have significant impacts, with an interaction rate of **1.3%** on **Facebook** and **1.9%** on **Instagram**, showing strong interest and connection with our audiences.

HR MANAGEMENT

The strategic implementation to optimize the organizational climate was shared with **97%** of employees, with an intervention focused on **49** work teams, and action and improvement plans were developed. In the pulse assessment, **85%** of the teams at the FNC improved their organizational climate indicator, and the use of pending vacation time has been completed in **85.7%** of cases.

GRI 3-3

COMMUNICATIONS, A KEY STRATEGY BEHIND THE FNC BRAND

In 2025, the FNC consolidated its communications strategy with the messages ***#TheStrengthOfUsAll, #MoreFederation, and United Colombia tastes like coffee***, reaffirming that communication builds trust, reputation, and national pride.

The Communications Coordination strengthened the FNC's positioning as a solid and reliable institutional brand, a benchmark for strategic management, coherent communication, and corporate reputation, projecting itself as a modern, transparent institution committed to its purpose of federated coffee growers' transformation and leadership.

CORPORATE REPUTATION
THE TRUST OF AN ENTIRE COUNTRY

FNC reached **34th place in the 2025 Merco Business ranking, advancing 13 positions vs. 2024**. It was also recognized as #1 in the Associations, Corporations and Foundations sector, reflecting its institutional leadership in sustainability, transparency, and social commitment.

For the first time, the FNC reached the top **10 of companies with the best digital reputation in Colombia, according to the 2025 Digital Merco ranking,** which reflects a sound communication strategy, responsible management of its social media, and strengthened institutional channels.

Led by the **CEO office and the Communications team,** we launched far-reaching and impactful campaigns, such as the **National Coffee Day**. We embraced global trends, collaborated with influencers and experts, and innovated in formats and narratives, transforming the FNC brand's digital presence.

These actions raised the profile of our institutional work, promoted consumption of Café de Colombia, strengthened coffee-grower pride, and positioned FNC with new audiences and generations.

GROWTH & ENGAGEMENT RESULTS

WHATSAPP

44,002 FOLLOWERS AT THE END OF 2025, WITH **39,302** NEW ONES IN THE YEAR **(+836.2%)** COMPARED TO **4,700 IN 2024,** CONSOLIDATING ITS POSITION AS A DIRECT AND EFFECTIVE CHANNEL FOR CONNECTING WITH OUR AUDIENCE.

(@FEDECAFETEROSC)

INSTAGRAM

61,100 FOLLOWERS, WITH **12,500** NEW ONES **(25.7%)** COMPARED TO **48,600** IN 2024.

(@FEDECAFETEROS)

TIKTOK

23,200 "LIKES," 8,800 MORE **(+61.1%)** COMPARED TO THE **14,400** IN 2024.

(@FEDECAFETEROS)

FACEBOOK

180,000 FOLLOWERS, WITH 59,400 NEW ONES **(+49.3%)** VS. THE **120,600** REPORTED IN 2024.

(FNC)

LINKEDIN

144,100 FOLLOWERS, WITH 17,700 NEW FOLLOWERS **(+14%)** VS. **126,400** IN 2024.

(@FEDECAFETEROS)

X

50,300 FOLLOWERS, WITH 1,700 NEW ONES **(+3.5%)** COMPARED TO **48,600** IN 2024.

These growth rates confirm an active, close-knit digital community committed to the institution's messages. **Engagement,** the main indicator of digital impact, continues rising and reflects a connection with target audiences.

INTERNAL COMMUNICATION **"WE ARE CAFÉCRACKS"**

The launch of the CaféCracks demonym is a milestone in internal identity by recognizing employees as ambassadors of the institution's purpose and reflecting the pride of being part of the FNC.

We launched the internal and wellness newsletter CaféCracks to recognize talent, showcase teams and managers, highlight the institutional vision and purpose, and share wellness activities nationwide.

SUPPORT FOR **FINANCIAL INCLUSION**

In 2025, we supported financial inclusion with the campaign **"Coffee Growers' Card/ID Card, union identity and more financial services,"** aimed at the coffee growers registered in Sica who meet the requirements.

The purpose was to inform and promote financial options with Banco de Bogotá and Davivienda, and the role of the coffee grower ID card as an identification document.

Professor Yarumo was the face of the campaign, which included a national webinar, an educational video, and radio and digital pieces disseminated by national media outlets, with the support of the departmental committees.

WEBSITE UPDATE: A PLATFORM SERVING **COFFEE GROWERS & THE COUNTRY**

In 2025, we led the redesign of the FNC website, strengthening its digital presence and adapting it to new information needs. The new portal offers a more agile and intuitive browsing, integrating coffee-grower, economic, and sustainability content.

IMPACT AT CAFÉS DE COLOMBIA EXPO 2025 WITH A **HEALTHY & INNOVATIVE APPROACH**

At Cafés de Colombia Expo 2025, the FNC presented a new approach: coffee as a healthy food, supported by the **U.S. Food and Drug Administration (FDA)** and scientific studies from institutions such as Harvard University and the American Heart Association, among others.

The expo featured a unique multisensory experience, with an interactive tour that highlighted the **benefits of coffee** for the body, mind, and emotions, culminating in tastings and the launch of new ways to consume it, such as Café Buendía's Ice Coffee.

01

ECONOMIC

2025/26 COFFEE YEAR WORLD BALANCE WOULD SHOW A SURPLUS OF **6.59 MILLION** BAGS

The expected surplus is explained by the recovery in Vietnam's production and stable production in Brazil and Indonesia.

The 2024/25 coffee year closed with a surplus of **4.93 million** 60-kg bags.

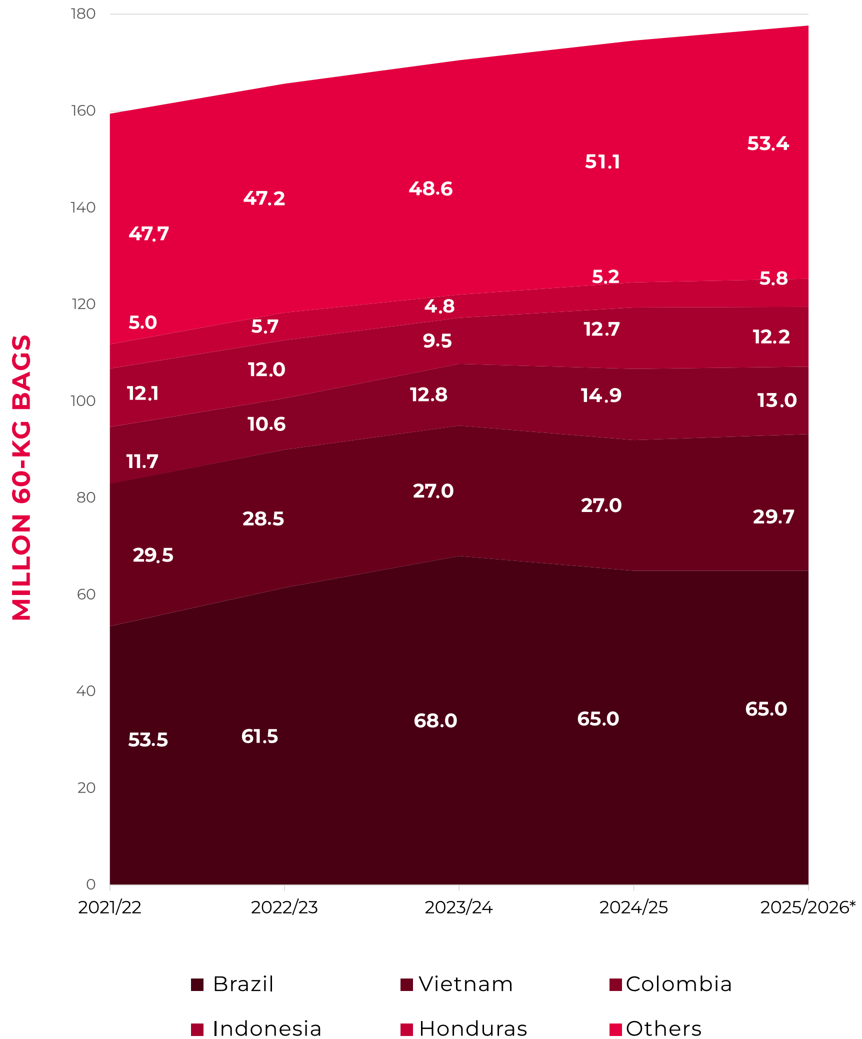
World coffee production was **175.89 million bags**, 3.1% higher than in 2023/24 due to increased production in Colombia, from 12.75 to **14.87 million bags**, and Indonesia, from 9.50 to 12.70 million bags.

However, adverse weather conditions in Brazil (frost and cold fronts) in the second half of the year reduced its production by 4.4%, from 68 to 65 million bags.

Arabica coffee accounted for **56.8%** of global production, down 0.51 percentage points from 2023/24.

Global consumption reached **170.96 million bags**, up 0.7% from the previous year, continuing its upward trend of recent years.

WORLD COFFEE PRODUCTION



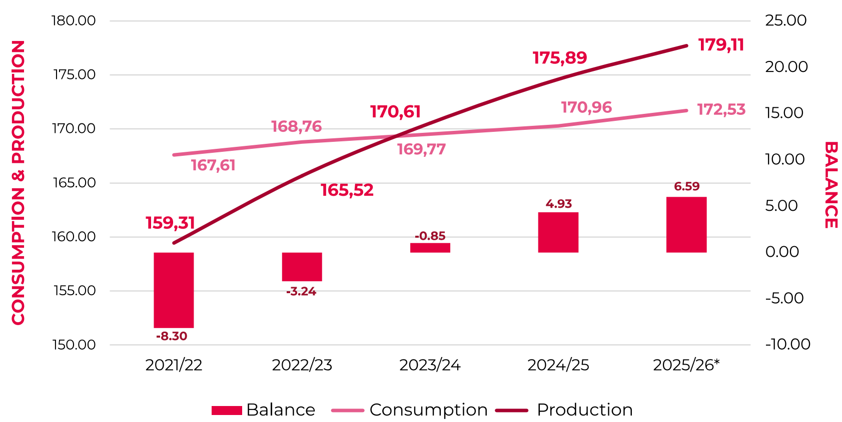
Source: Global Data (Coffee Market Insight, January 2026) *Forecast

For the 2025/26 coffee year, the consulting firm Global Data projects that world production will grow 1.83% to 179.11 million bags, driven by increased production in Vietnam and Honduras, of 10% and 11% respectively.

Declines are anticipated in Colombia and Indonesia of 12.6% and 3.9%, respectively. Brazil is projected to maintain a stable level of 65 million bags due to its biennial production cycle and favorable weather conditions.

Consumption is expected to grow 0.91% to 172.53 million bags. As a result, the world balance for the 2025/26 coffee year is projected to reach a surplus of 6.59 million bags.

WORLD BALANCE
(MILLION 60-KG BAGS)



Source: Global Data (Coffee Market Insight, January 2026) *Forecast

COLOMBIAN COFFEE PRODUCTION REACHES **13.7 MILLION BAGS**

This figure is 2.3% lower than in 2024 due to the intense and prolonged rains of the first half of 2025. There were also more imports and higher domestic consumption.

In 2025, Colombian coffee production was **13.7 million 60-kg bags of green coffee,** 2.3% less than in 2024, due to the intense and prolonged rains of the first half of 2025, which affected flowering and bean development.

Despite the increase in retail prices, **coffee consumption in Colombia was 2.28 million bags**, up 2.8% from the previous year.

13.14 million 60-kg bags were exported, up 6.6% from a year ago. And imports were 1.2 million bags, 69.7% more than a year ago.

GRI 2-6-b-i

The **main export market for Colombian coffee was North America** (United States, Mexico, and Canada), with a 49.5% share. Europe remained in second place, with 28.6%, and Asia was third, with 16.8%.

DOMESTIC COFFEE BALANCE 2025 (MILLION 60-KG BAGS)

	2021	2022	2023	2024	2025
PRODUCTION & IMPORTS	14.4	13.5	12.9	14.7	14.8
PRODUCTION	12.6	11.1	11.3	14.0	13.7
IMPORTS	1.8	2.5	1.6	0.7	1.2
EXPORTS & CONSUMPTION	14.8	13.7	12.8	14.5	15.4
EXPORTS	12.4	11.4	10.6	12.3	13.14
CONSUMPTION	2.4	2.3	2.2	2.2	2.3
BALANCE	-0.5	-0.1	0.1	0.2	-0.6

Source: FNC Economic Research (IE). (The apparent discrepancy in the balance vs. the subtotals is due to decimal point adjustments)

GRI 201-1

CROP VALUE TOPS **USD 6 BILLION**

The price increase compared to 2024 raised the crop value by COP 8.3 trillion (USD 2 billion), up 52% from the previous year.

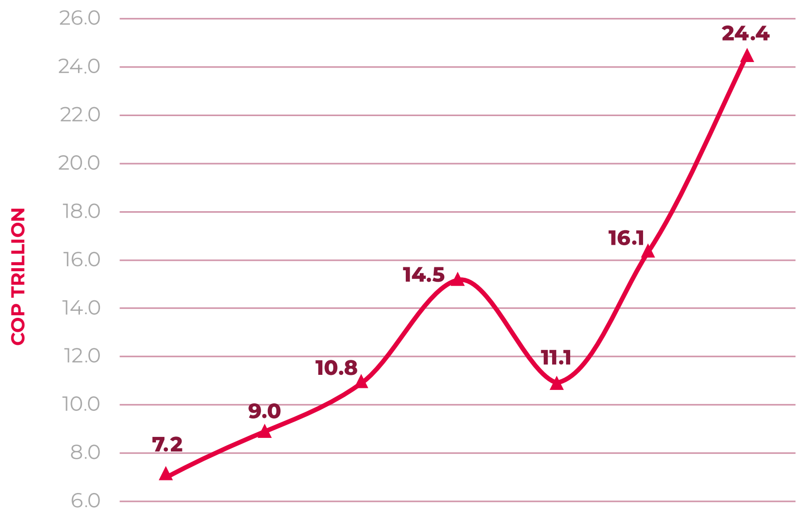
As we know, the international price of Colombian coffee depends on three key variables: the KC contract price, the quality differential, and the exchange rate. Any variation in these factors affects it.

In 2025, the price of the first position of the KC contract in New York rose **56.37%** to an average of **368.18 ¢/lb**; its monthly average remained above 300 ¢/lb for almost the entire year, except in July, when it closed at an average of **297.7 ¢/lb**, while in February and November it exceeded **400 ¢/lb**.

The differential for Colombian milds closed at an average of **15.10 ¢/lb**, up **10.92%** from the previous year's average, reaching its peak of **27.3 ¢/lb** in August. Its low was in February, averaging **3.6 ¢/lb**, the lowest figure since May 2008.

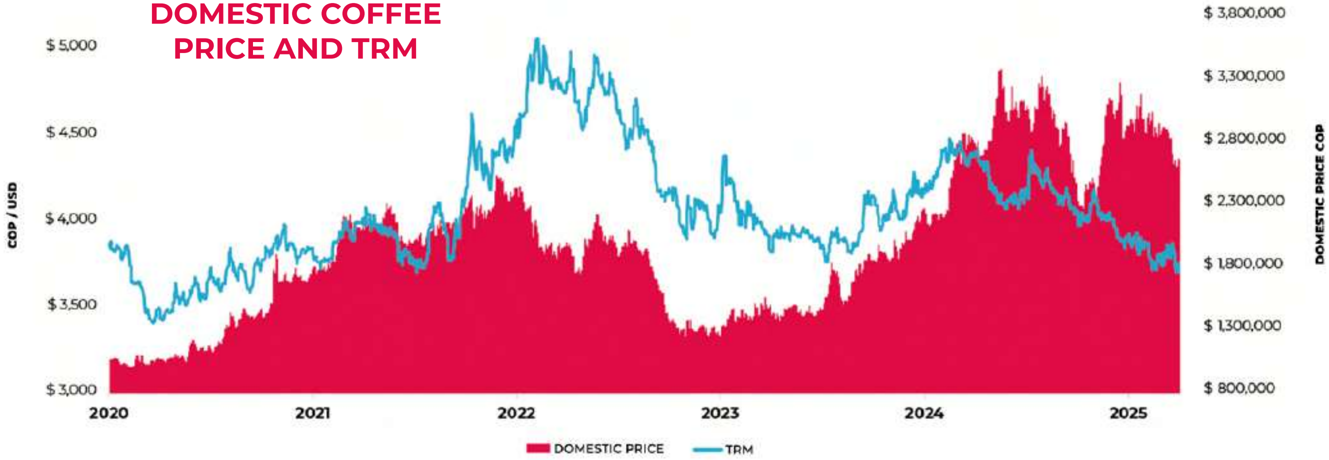
The TRM (exchange rate) showed a general downward trend, closing at an average of **COP 4,053/USD**, appreciating **0.5%** compared to the previous year. The peso's appreciation was stimulated by the reduction of interest rates in the USA, which encouraged investors to seek returns in emerging markets. The currency reached its peak in January, **COP 4,300/USD**, and its lowest point in November, **COP 3,780/USD.**

CROP VALUE



Source: IE FNC.

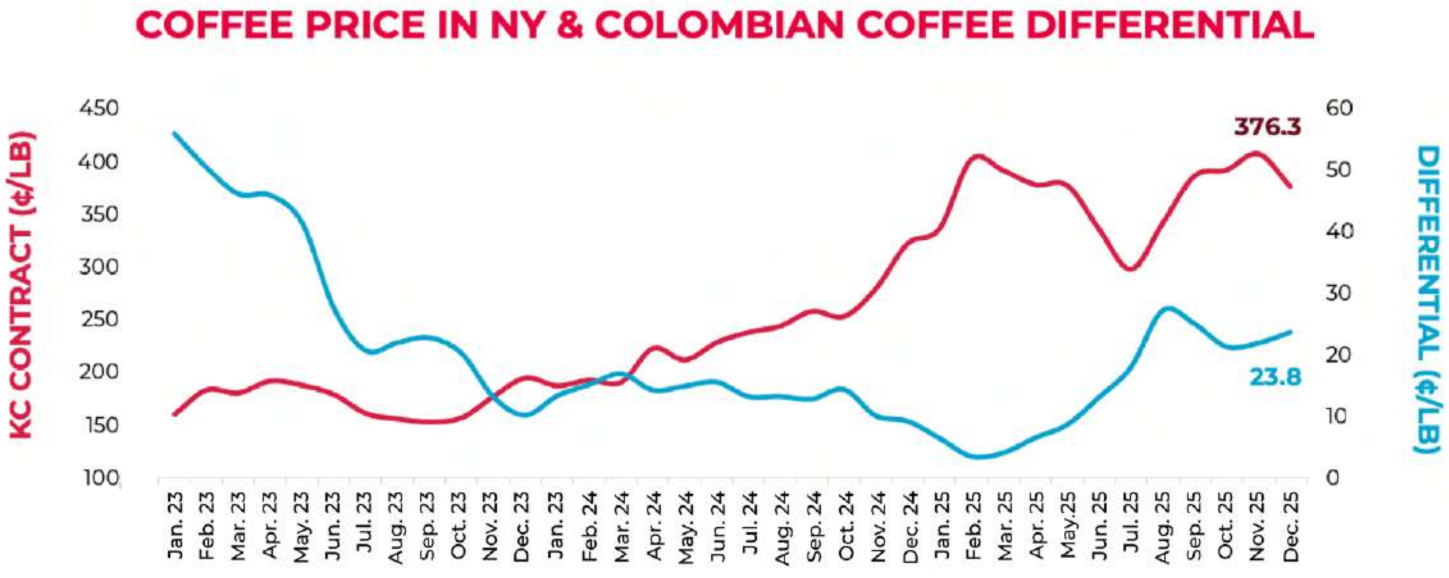
DOMESTIC COFFEE PRICE AND TRM



Source: Banrep, FNC IE.

Due to these factors (the KC contract price, origin differentials, and exchange rate), the domestic reference price closed at an average of **COP 2,861,890 (USD 706) per load**, 51% higher than the 2024 average.

The high prices observed in the year increased the crop value to **COP 24.4 trillion (USD 6 billion), 52%** higher than the previous year.



Source: ICE, Volcafé, IE FNC.

GRI 2-6

MAIN ACTIVITIES OF THE FNC

SCIENTIFIC RESEARCH AND TECHNOLOGICAL DEVELOPMENT
The development of resistant varieties, good agricultural and harvesting practices, and environmentally friendly post-harvest technologies is part of the work of the National Coffee Research Center (Cenicafé), the scientific arm of the FNC, located in the rural area of Manizales.

TRANSFER OF TECHNOLOGY TO COFFEE GROWERS
The results of Cenicafé scientific research and technological development reach producers through the Extension Service, the main technology transfer vehicle that provides them with technical assistance through the 15 departmental coffee grower committees and coordinating offices.

SUSTAINABLE MARKETING AND CREATION OF MORE VALUE
Purchase guarantee: Coffee is bought from producers at a transparent market price, in cash and in places near their farms. Specialty coffee marketing; industrialized coffee production and marketing (Buencafé, located in Chinchiná, Caldas).

ADVERTISING AND PROMOTION OF CAFÉ DE COLOMBIA
We seek to position Colombian coffee in the global industry and strengthen or open up new markets, which includes higher value niches.

EXCELLENCE PARTNERSHIP AND PROJECT MANAGEMENT
(Sustainability Projects)
Thanks to the efficiency and transparency with which the FNC plans and implements projects for coffee growers in large rural areas of the country (in the economic, social, environmental and governance dimensions), we have become a key partner of public and private entities.

NATIONAL REGISTER OF COFFEE EXPORTERS
The FNC is in charge of keeping the National Register of Coffee Exporters by delegation of the national Government since 2009.

Exports control: It enables to plan, coordinate and ensure that coffee export activities, such as coffee receipt in the loading/ unloading areas of ports; issuance of reweight certificates; calculation, collection and billing of the coffee contribution (tax), and the issuance of ICO Certificates of Origin are performed in a timely, efficient and reliable manner, complying with the current regulations issued by the National Coffee Growers Committee for Colombian coffee exports.

GRI 2-6

VALUE CHAIN

GRI 2-6-a, 2-6-b, 2-6-c, 201-1, 204-1, 3-3

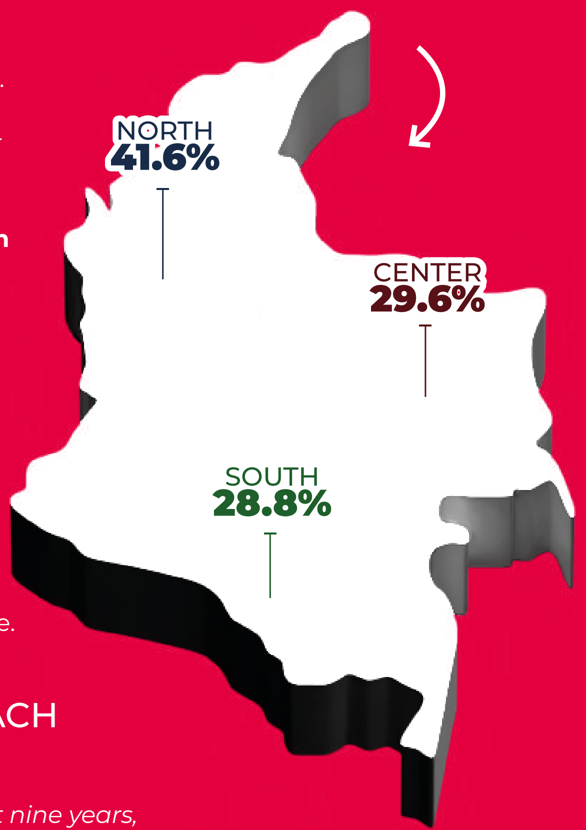
FNC ADDS VALUE **TO COFFEE** AND **PRODUCERS**

Safeguarding the supply chain with the purchase guarantee, its marketing activities are in tune with ***Procafecol, Buencafé, and Almacafé*** *to add value to producers and consumers.*

In 2025, the purchase volume was **162.2 million kg** of dry parchment coffee (dpc), impacted by both lower production and harvest delays due to weather conditions. Its value reached **COP 3.9 trillion (USD 962.3 million)**, 23.4% higher than in 2024 thanks to record domestic prices, which peaked on February 13, at **COP 3.4 million (USD 834)/load.**

With its **13** purchasing programs, the commercial work covered **214** products from all the coffee regions. The purchase guarantee has meant an average price of **COP 2,999,038 (USD 740) per load for producers, 36.4%** higher than in 2024 and **4.8%** higher than the domestic reference price.

DISTRIBUTION OF **PURCHASES BY REGION**



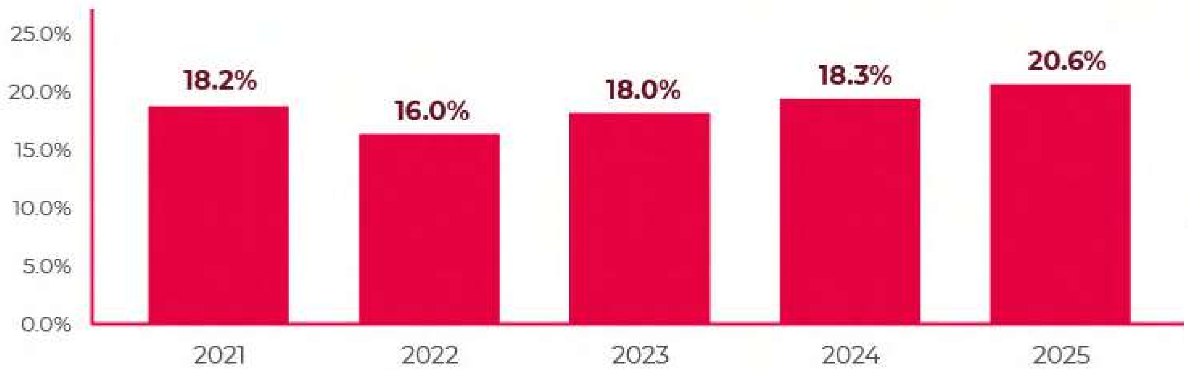
FNC-FONC SALES REACH **2.24 MILLION BAGS**

This is a record volume in the last nine years, valued at USD 1.17 billion.

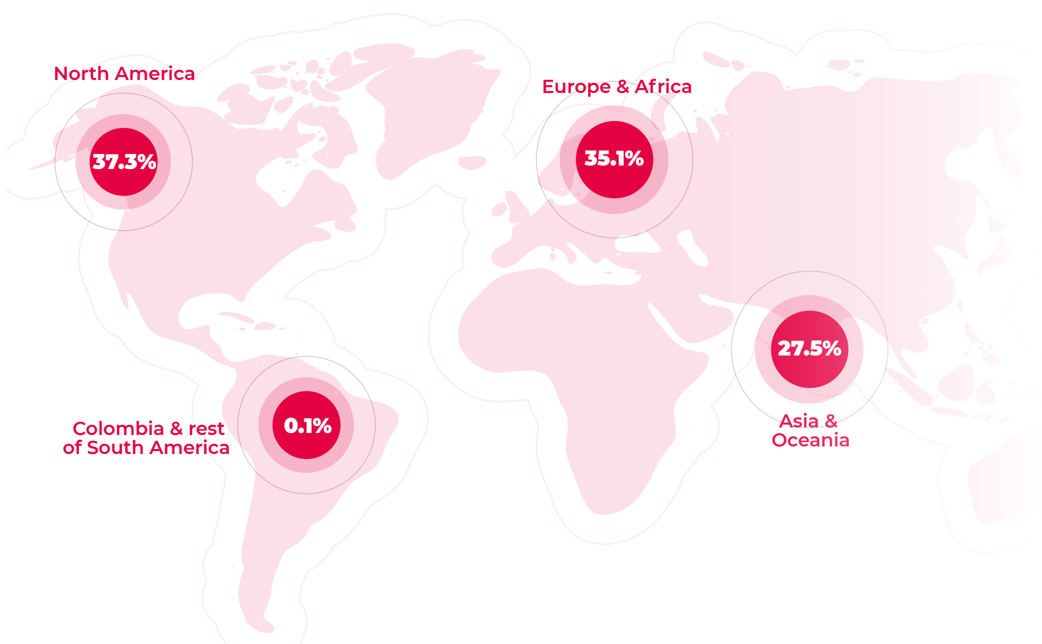
The FNC-National Coffee Fund (Fonc) green coffee sales in 2025 reached **2.24 million 60-kg bags, 9.5%** more than in 2024, worth **USD 1.17 billion.** With 1.42 million bags, **63.4%** of the volume was value-added coffees (sustainable, regional, standard plus, and craft).

The number of customers grew 24% to **283**, reaching **53 countries**. The green coffee and Buencafé business units marked a milestone by achieving a **20.6%** share of the country's coffee exports, confirming the trust and preference of our customers.

FNC-FONC SHARE OF COFFEE EXPORTS (%)



FNC EXPORTS BY MARKET



FNC SELLS **64.2%** MORE **SPECIALTY COFFEES**

WITH ITS CRAFT STRATEGY

The FNC, through the Fonc, remains committed to improving coffee growers' profitability through its specialty coffee strategy within its Craft business line, which connects them with consumers and transcends mere sales to create experiences.

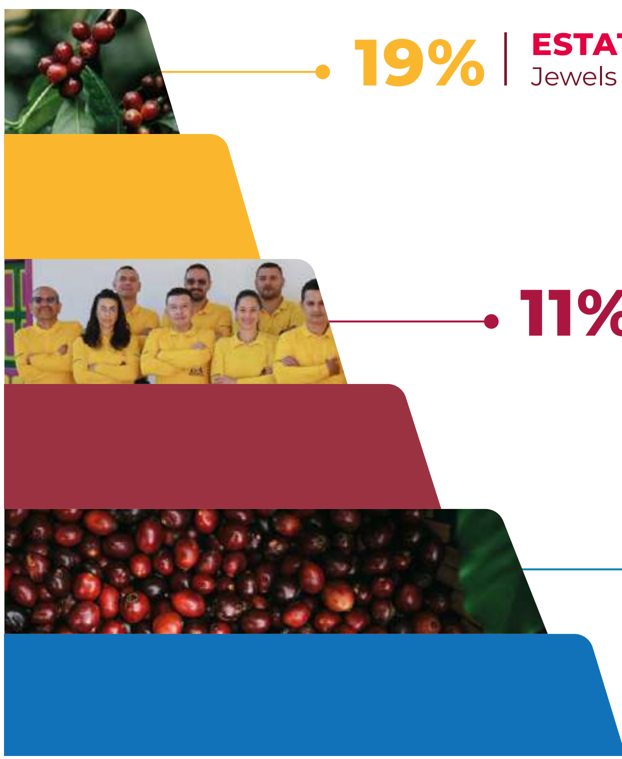
Highlighting the quality and uniqueness of Colombian coffee, **42,778 bags (60-kg)** were sold, **64.2%** more than in 2014, paying producers premiums of **COP 4.94 billion (USD 1.22 million).**

WE CONNECT PRODUCERS AND MARKETS

ADDING VALUE

42,778
60-KG BAGS

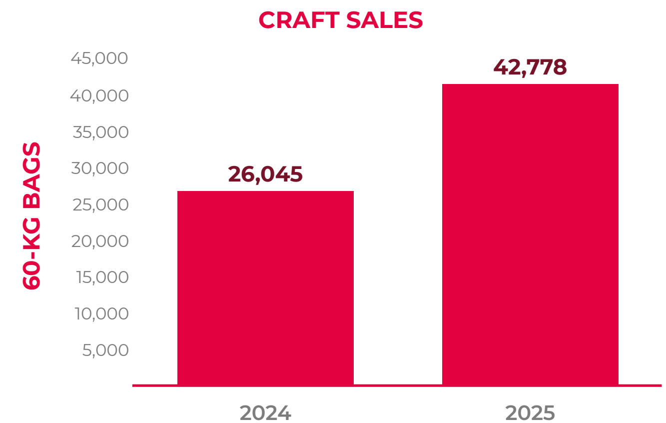
SALES GROWTH | **+64.2%** 2025 vs. 2024 | **USD 1.2 MILLION** IN PREMIUMS



19% | **ESTATE COFFEES**
Jewels of our land

11% | **RELATIONSHIP COFFEES**
Stories and unique quality

70% | **ORIGIN COFFEES**
Consistency and prestige of our origins



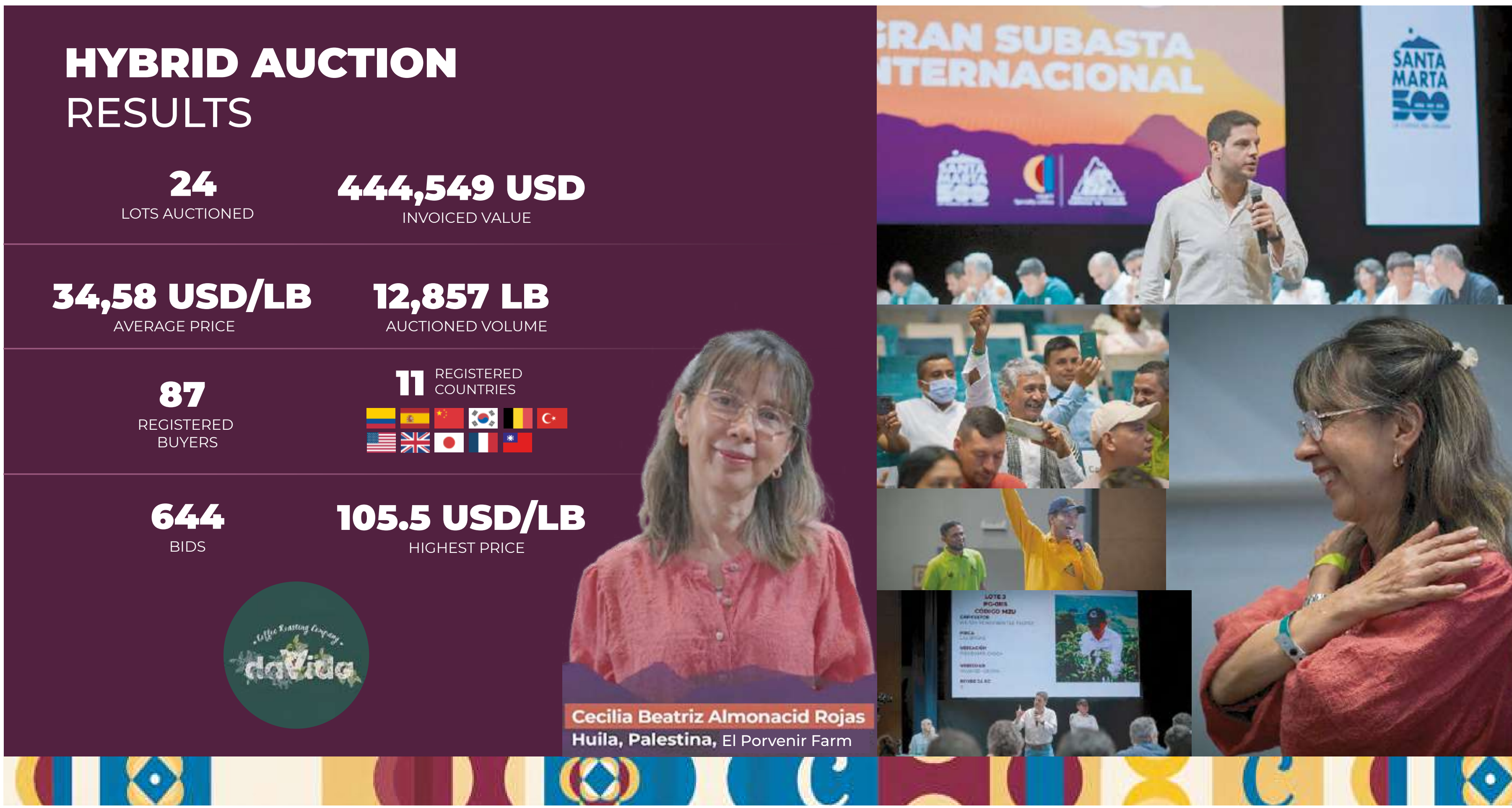
CRAFT Cafés de especialidad | Federación Nacional de Cafeteros de Colombia

COLOMBIA, LAND OF DIVERSITY, THE BEST PLATFORM FOR PROMOTING SPECIALTY COFFEES

In the 2025 auction, the average price reached USD 34.58/lb, 72% higher than in 2024.

In the 10th edition of the Colombia, Land of Diversity competition, **24 of the 1,076 lots** submitted qualified for the international auction, which reached sales of **USD 444,549 for 12,857 lb**, with 87 registered buyers.

The average price was **USD 34.58/lb**, 72% higher than in the 9th edition, and the highest price reached **USD 105.5/lb,** 59% higher than in 2024.



DEPARTAMENTAL **QUALITY COMPETITIONS**

CAUCA

In the Best Coffee of Cauca competition (August 13-16), customers from the United States, Japan, Taiwan, and Colombia participated. Of the 223 lots received, 16 advanced to the international auction, where coffee grower Dilio Norvey, from Piendamó, achieved a record price of **USD 42/lb.**

CUNDINAMARCA

In the **Cundinamarca, the Sweetest Coffee in Colombia competition** (September 25-26), in Guaduas, 15 finalists were evaluated out of 162 lots submitted. Coffee grower William González achieved a price of **USD 32/lb** at the auction.

TOLIMA

At the 3rd international coffee fair Tolima, the Coffee Heart of Colombia, 20 lots out of the 642 submitted were auctioned to more than 30 national and international customers, with Jorge Elías Rojas achieving a record price of **USD 72/lb.**

HUILA

The 2025 FICCA fair hosted the Huila Coffee 2025 competition, with 156 lots collected. Of the 15 auctioned, coffee grower Víctor Andrés Ramírez, from Pitalito, achieved a record price of **USD 65/lb**, destined for the United States.

CRAFT SELECTION ONLINE **AUCTION**

Within the framework of Cafés de Colombia Expo 2025, 20 lots from winners of previous editions of the Colombia, Land of Diversity competition (first virtual auction featuring the country's best coffee) were presented. Over three consecutive days, with buyers from Asia, Europe, the US, and Colombia, **534 bids** were received, reaching an average price of **USD 46.57/lb.**

The coffee from producer Wilton Benítez, from Cauca, reached a record price of **USD 200.32/lb,** purchased by Pebble Coffee from Taiwan.

GRI 2-6-a, 2-6-b, 2- 6-c, 201-1, 204-1, 3-3

BUENCAFÉ REVENUE GROWS 28.7% TO USD 285.6 MILLION

2025 was an exceptional year for 100% Colombian freeze-dried coffee, with a profit of USD 50.1 million.

Buencafé's revenue in 2025 reached **USD 285.6 million**, 28.7% higher than in 2024[4], generating a record profit of **USD 50.1 million**. In volume terms, it sold **11,986 tons** of finished product to more than **60 countries**, purchasing over **538,000 bags of green coffee** from Colombian producers.

100% of packaged product sales carried the **Café de Colombia** seal. North America accounted for 43% of sales, followed by Latin America (27%), the Buendía brand (15%), Europe (11%), and Asia (4%).

The company's pillars of efficiency, austerity and innovation solidify its global leadership in production and marketing of 100% Colombian freeze-dried coffee.

[4] From now on, we report the revenue (net sales) and not the operating income, as in previous reports.

INNOVATION WITHOUT LIMITS

In 2025, innovation sales accounted for 7.5%. Committed to generating value for coffee growers, the company is revolutionizing the freeze-dried coffee market with the launch of 100% Colombian products:

- The most recent is the exclusive **Café Buendía Aguardiente Amarillo de Manzanares Flavor**, a partnership with Industria Licorera de Caldas.
- The sophisticated **Maple-flavored freeze-dried coffee** for the brands of clients in North America, and the indulgent **Choco-Hazelnut** option for Café Buendía.
- For lovers of intensity, **Buendía Dark** has arrived, with a robust profile and low acidity.
- And keeping in mind new trends and consumption occasions, **Iced Coffee** dissolves in cold water for versatile enjoyment.

These launches diversify the Colombian coffee experience, innovating to satisfy all generations.

New Buencafé Integrated Logistics Center

The company inaugurated the **Buencafé Integrated Logistics Center (Clib)**, a modern **5,281-m²** facility with **4,304 storage positions**, connected to the Autopista del Café.

This new hub optimizes storage, loading, and distribution to over 60 countries, strengthening export capacity and reaffirming Buencafé's purpose: to continue **adding value to Colombian coffee growers**.

GRI 2-6-a, 2-6-b, 2-6-c, 201-1, 3-3

PROCAFECOL'S OPERATING INCOME GROWS **16.2%** TO USD 213 MILLION

In 2025, Procafecol registered an operating income of **COP 863.5 billion (USD 213 million)**, 16.2% higher than in 2024, and improved its profitability, with a record EBITDA of **COP 74.8 billion (USD 18.5 million, 8.8% of sales)**, a **14.9% increase.**

The royalties transferred to the Fonc reached **COP 51.8 billion (USD 12.8 million)**, also a record figure, and exceeded **COP 320 billion (USD 79 million)** since its creation.

Stores in Colombia: This channel accumulated sales of **COP 471.5 billion (USD 116.3 million, 9.4%** higher than the previous year), that is, **56%** of total sales, with **375 stores in Colombia.**

Mass consumption (modern channel): Sales of **COP 120.1 billion (USD 29.6 million, 14.2% of total sales)**, **24%** higher vs. **2024**, with new customers such as Oxxo and Dollarcity, and improved margins for greater profitability.

Mass consumption (traditional channel): Sales of **COP 55 billion (USD 13.6 million, +59.2%)**, or **6.5%** of total sales thanks to point-of-sale execution and wider distribution and coverage, reaching more than 105,000 points of sale.

Institutional channel: Sales of **COP 28 billion (USD 6.9 million, +13.4%**), which account for **3.3%** of total sales, thanks to new customers and strengthened relationships with the existing ones, now reaching **380 institutional customers.**

International market: Sales of **USD 42.2 million (up 23.8%),** that is, **20.2%** of all sales. In recent years, new stores have been opened in the Dominican Republic, Dubai, Egypt, and Qatar, and significant business deals and partnerships have been reached in Spain, Brazil, and Chile.

DELUXE EDITION

3 VARIETIES

We celebrate the experience of Colombian coffee growers.

SPECIAL EDITION

500 YEARS OF SANTA MARTA

A coffee to celebrate 100 years of history.
Outlet: Stores Col.

SPECIAL HARVEST

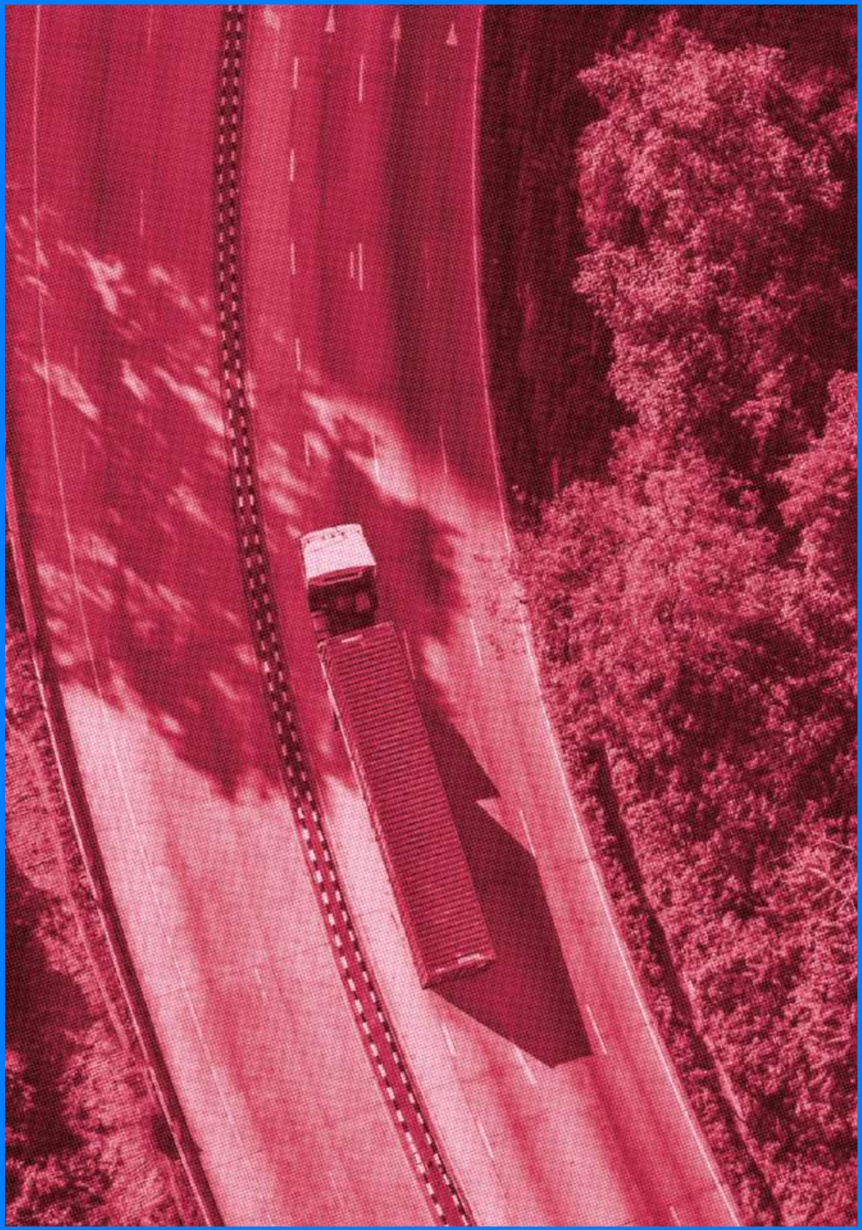
BOURBON PINK

A tribute to the passion and artistry of our coffee growers.

CHILDREN'S COLECTION

Ten designs inspired by flora, fauna, and the world of coffee will be part of the new collection, designed for the little ones.

Brand initiatives include the launch of **specialty coffees** (rosé bourbon, three varietals), innovative store displays with eye-catching seasonal themes, a collection of branded children's merchandise, and sports partnerships with teams such as River Plate, the Chicago Cubs, and Los Angeles Rams.



GRI 2-6-a, 2-6-b, 2- 6-c, 201-1, 204-1, 3-3

ALMACAFÉ RENEWS ITSELF **AND ADDS MORE VALUE AT ORIGIN**

With a new image that highlights its transformative role, its total revenue grew 12.5% to COP 147.6 billion (USD 36.4 million).

In 2025, Almacafé renewed its visual identity (rebranding) with the slogan We Connect the Origin, reflecting its transformative role in the coffee value chain and its expansion into new industrial segments.

Its total revenue was **COP 147.6 billion (USD 36.4 million)**, **12.5%** higher than in 2024, of which **COP 79.5 billion (USD 19.6 million)** came from the FNC, up 12.4% from the previous year, and **COP 68.1 billion (USD 16.8 million)** from other clients.

This performance reflects the consolidation of its service portfolio and the approach of its commercial strategy on new projects, seeking to strengthen its position as a global leader in coffee logistics and industrialization.

Through its commercial work, it generated new business worth **COP 3.6 billion (USD 882,060)**, of which **COP 2.7 billion (USD 664,200, 75.3%)** was from services already in the portfolio.

Among the new business, the **COP 154 million (USD 38,000)** contributed by the capsule line, a recent project, stands out, with clients such as Amor Perfecto (Vive Café S.A.), La Tostadora S.A.S., and Procafecol S.A.

COP 729 million (USD 179,900) was also generated from new third-party clients managed through Almacafé Cargo.

The Regional Industrialization Centers (CIRs) recorded revenues of **COP 511 million (USD 126,080)**, distributed as follows: Neiva, **64.4%**; Manizales (inaugurated in April), **35.2%**; **and Santander** (in November), **0.4%**.

ALMACAFÉ
CONECTAMOS EL ORIGEN

ALSO NOTEWORTHY:

Brand positioning: Almacafé participated in **25** regional events, consolidating its presence at trade shows, conferences, and strategic venues for greater brand recognition and positioning.

Almacafé Cargo: Almacafé's new land transport company is positioned as a strategic logistics partner, connecting goods with the country's main ports through a model focused on safety, traceability, and sustainability.

CAFENLACE
SERVICIO DE EXPORTACIÓN

Federación Nacional de Cafeteros de Colombia

Cafenlace: In October, Cafenlace, the new export platform, was launched. It connects coffee growers with international buyers in an agile and competitive way, providing online traceability and reduced logistics costs. Here's a step-by-step guide:

HERE THE STEP-BY-STEP

SCAN THE **QR CODE** AND SEE THE STEP-BY-STEP INSTRUCTIONS.

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 203-2, 3-3

CAFÉ DE COLOMBIA, THE HEART OF SPECIALTY COFFEES

The brand continues working to represent the quality and renown of Colombian coffee both nationally and internationally.

Café de Colombia participated in **12 international trade shows and/or events:**

- **HOTELEX SHANGHÁI 2025** — MARCH 30 APRIL 2
- **SPECIALTY COFFEE EXPO (SCA) 2025** — IN HOUSTON, APRIL 25–27
- **WORLD OF COFFEE JAKARTA 2025** — MAY 15–17
- **WORLD OF COFFEE IN GENEVA, SWITZERLAND** — JUNE 26–28
- **HOTELEX CHENGDÚ** — JULY 24–26
- **SCAJ WORLD SPECIALTY COFFEE CONFERENCE AND EXHIBITION 2025** — SEPTEMBER 24–27
- **16 SCTA COFFEE FORUM & DINNER** — IN BASEL, SWITZERLAND, OCTOBER 2–3.
- **ORIGIN BIENAL** — MORELIA, MICHOACÁN, MEXICO, OCTOBER 8–10.
- **HOST MILÁN** — ITALY, OCTOBER 17–21.
- **CHINA YIWU FAIR 2025** — NOVEMBER 11–15.
- **SEOUL CAFE SHOW** — SOUTH KOREA, NOVEMBER 19–22.
- **HOTELEX SHENZHEN 2025** — CHINA, DECEMBER 16–18.

With the slogan Colombia, The Heart of Specialty Coffee, the brand reached over **845,000 industry professionals. 23,977 cups of coffee** from 23 departments were served, and **196 spaces** were set up, including coffee tasting windows and tasting bars, where 100% Colombian coffee brands showcased their products, strengthening their positioning with valuable business contacts.

CAFÉ DE COLOMBIA BOOSTS COFFEE CULTURE **ACROSS THE COUNTRY!**

Nationally, the brand had an active presence at the main industry events, connecting with baristas, roasters, tasters, coffee growers, and consumers.

4 national championships: Latte Art in Bucaramanga, Filter Coffee in Medellín, Cold Brew in Neiva, and Coffee Tasting Competition in Manizales, with **136 competitors and 33 judges** who are ambassadors of Colombian coffee.

15 regional events and/or championships, such as the Young Coffee Tasters in Líbano, Tolima; Aeropress Championship in Circasia, Quindío; the Cali Coffee Festival; the National Women Barista Championship; and sponsorship of the Harold Tejada Route.

The brand kept its partnership with **ProColombia, participating in 7 international and 3 national events.**

ITS **SOCIAL MEDIA** SHOWED **POSITIVE PERFORMANCE** IN 2025

On Facebook, the Spanish-language account reached **633,045 people**, while the international page reached **1,545,244 people**, with both totaling **13,538 interactions.**

As to Café de Colombia Worldwide, **94.6%** of followers are located in the United States, and visits grew **30.2%**, driven by content about participation in international trade shows.

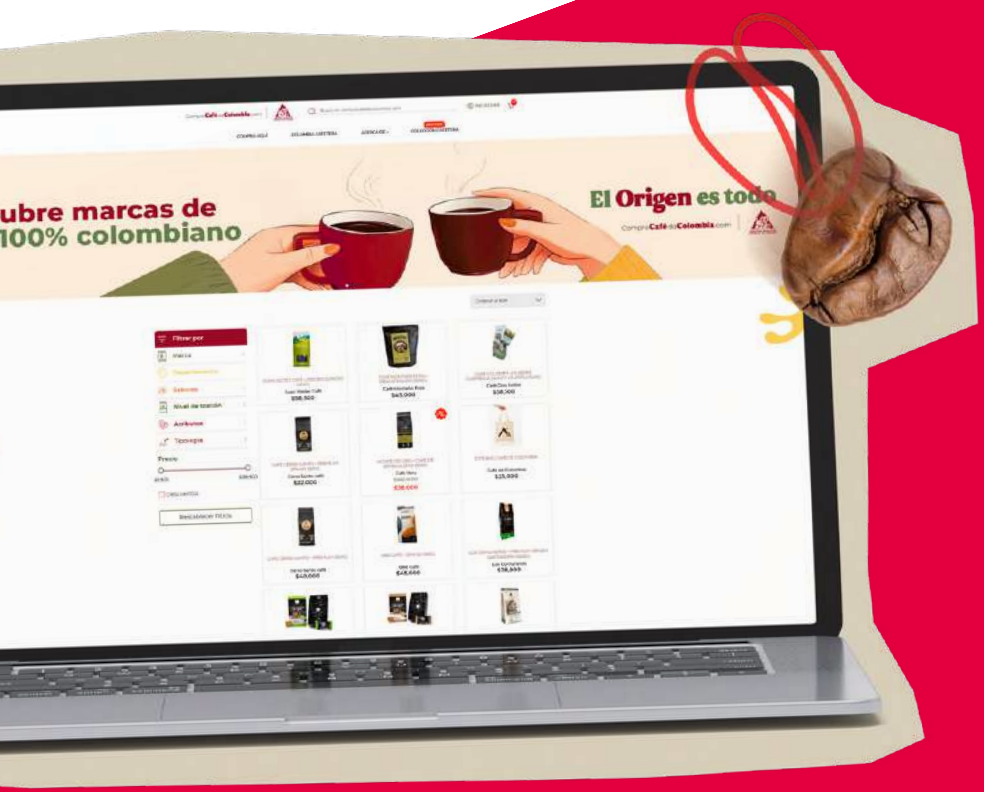
On Instagram, the international account grew over **100%** in reach and engagement thanks to increased content frequency and digital advertising while attending the SCA trade shows in Houston (USA) and Geneva (Switzerland).

The Spanish-language account reached **149,499 interactions,** while the international account reached **11,342 interactions.** Both social media grew over **22%** in followers.

The Real Academia del Café (Real Coffee Academy), with the Manuel Mejía Foundation, offers in-person courses to "democratize coffee knowledge" and train experts capable of "appreciating and enjoying every nuance of a cup of 100% Colombian coffee."

The courses cover four topics (tasting, barista skills, roasting, and filter coffees), with offerings for both professionals and those who wish to deepen their appreciation of specialty coffee.

Registration is available directly on realacademicadelcafe.com, and it is promoted in cities such as Manizales, Pereira, Bogotá, Bucaramanga, and Montenegro to increase access in the regions.



COMPROCAFE DECOLOMBIA.COM

The online store **comprocafedecolombia.com** reached sales of **COP 408,1 million** (USD 100,700), **75.9% more than in 2024**, with **15,632 products sold.**

Key implemented campaigns boosted results:

Marketplace anniversary (June 6-8): The online store's fourth anniversary was celebrated, with brands offering attractive discounts: sales soared **314%** vs. the same season of the previous year.

Coffee Week (August 24-30): In its second edition, it was extended to more days to boost sales for participating brands: sales grew **142%** compared to the same edition in 2024.

Black Coffee Days (Black Friday, November 28-30): Although the three days did not generate a significant increase in sales vs. what was seen a year ago, **November was the best-selling month** of 2025.

The **100% Café de Colombia Program** now includes **982 brands** in **110 countries** thanks to a joint strategy between the Marketing Directorate and the Intellectual Property Coordination, which trains the production chain on the importance of origin as a determinant of quality and the benefits of denominations of origin and the Café de Colombia logo.

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 203-2, 3-3, 413-1

1,375,264 CONTACTS OF THE EXTENSION SERVICE WITH COFFEE GROWERS

In 2025, the Extension Service reached **1,375,264 contacts** with coffee growers, strengthening production systems through training, technical advice, and use of individual extension methods (farm and office visits) and group methods (meetings, method demonstrations, forums, short courses, tours, field days, and contests), reaching 432,399 coffee growers[5] as coverage **(77% of the total).**

INDIVIDUAL METHODS

ACTIVITY	NUMBER OF SERVICES
FARM VISITS	408,342
OFFICE VISITS	276,879
TOTAL	**685,221**

GROUP METHODS

ACTIVITY	NUMBER OF SERVICES
MEETINGS	369,572
FORUMS	134,378
METHOD DEMONSTRATIONS	69,638
FIELD DAYS	56,275
RESULT DEMONSTRATIONS	27,850
FIELD TRIPS	21,744
SHORT COURSES	7,033
COMPETITIONS	3,553
TOTAL	**690,043**

[5]A coffee farmer can be served several times, depending on their needs and participation in the different strategic programs.

For the following strategic programs within the operational plan, their main results are highlighted:

- **Coffee farm updates: 174,798 farms visited** to update their information in the Sica.
- **Business management: 113,929 contacts with coffee growers,** including training in farm management (group activities) and the 3,000 Farms Plan.
- **Technology transfer: 785,215 contacts** to promote adoption of Cenicafé's technological innovations, impacting agronomic modernization and fertilization practices.
- **Coffee credit: 83,031 contacts** to inform about financing options offered by banks.
- **Post-harvest: 106,505 contacts** to promote adoption of the seven wet milling practices, which standardize processes for consistent quality.
- **Specialty coffees: 111,786 contacts** on sustainability concepts of the different certification seals to improve income through added value and open up new markets.

5,373 TREES/HA, THE HIGHEST DENSITY EVER RECORDED

GRI 13.6.1

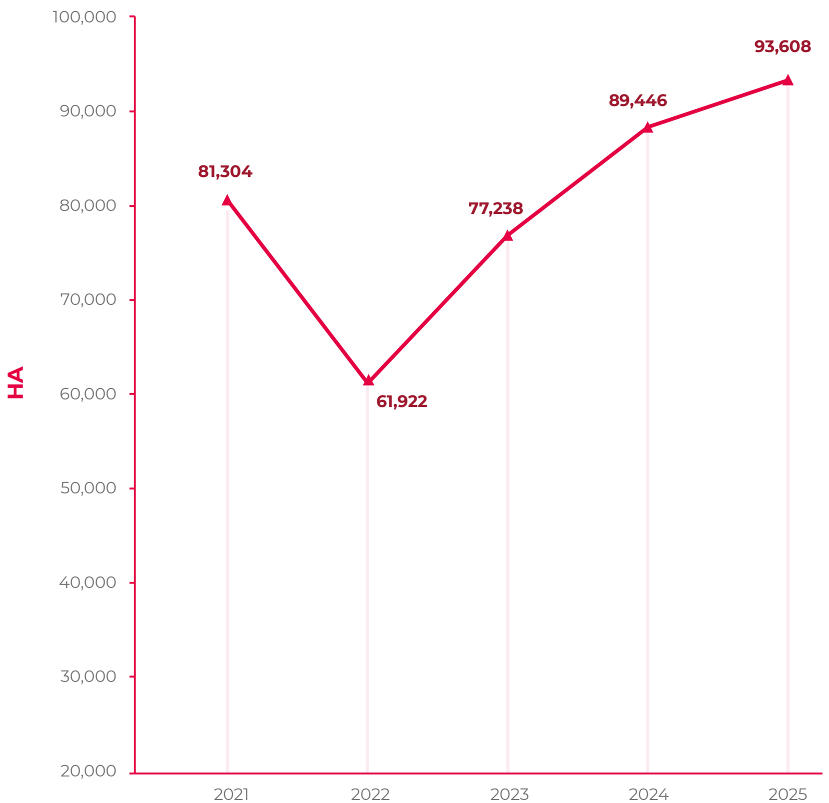
Thanks to coffee plantation renovation, the planting density reached **5,373 trees/ha,** the highest in Colombian coffee history, with **88%** of the area planted with resistant varieties and **82%** as young coffee plantations.

- **6.3 years** is the average age, the lowest ever recorded.
- The phytosanitary condition is optimal, as the crops remain healthy and without risk of economic damage.

PRODUCTIVITY INDICATORS

INDICATOR	MEASURE UNIT	2024	2025
PLANTING DENSITY	TREES/HA	5,348	5,373
COFFEE PLANTATION RENOVATION & NEW AREAS	HA	89,446	93,608
NEW COFFEE AREAS	HA	13,615	19,067
RESISTANT VARIETIES	%	87.7%	88.0%
AVERAGE AGE	YEARS	6.58	6.3

RENOVATION OF COFFEE PLANTATIONS (INCLUDING NEW COFFEE AREAS)



Renovation remains a crucial practice for productivity and profitability of coffee farming. By year-end, **93,608 ha had been renovated or newly planted**, 4.7% more than in 2014, that is, an annual renovation rate of **11.2%** of the total coffee area.

Productivity reached **21.03 bags** of green coffee/ha, for an annual production of **13.7 million bags** of green coffee.

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 203-1, 203-2, 3-3

CENICAFÉ: COFFEE FARMING FOR THE FUTURE

With the strategy More Agronomy, More Productivity, More Quality, Cenicafé developed research projects to achieve greater profitability and competitiveness in Colombian coffee production.

The study of climate patterns showed that the period was characterized by La Niña-like oceanic conditions in the tropical Pacific, modulating the climate in the central coffee region (February being the rainiest month and July the driest), affecting flowering and slowing crop development.

- The use of **improved varieties (88% of the planted area)** allowed reaching record production volumes.

- **80.3 tons of seed** were distributed, with Santander being the department with the highest demand (10.18 tons).

- **Hybrid varieties** showed **productivities between 70% and 125%** higher than commercial varieties.

- **F1 hybrid varieties,** propagated in vitro, **reduced coffee berry borer oviposition between 25% and 70%.**

- New sources of resistance against **the coffee cherry disease (CBD)** were identified, and highly rust-resistant populations were created from novel crosses.

- Skull pruning alternated with standard stumping confirmed its advantage in cumulative production as a strategy for stabilizing production cycles.

- **Near-infrared spectroscopy (NIRS)** was confirmed as a robust tool for discriminating the origin and species of green or roasted coffee; and it was applied to determine the chemical properties of soils.

- A sustainable wet mill equipped with solar panels reduced **3.7 t of CO_2/year.**

- Research on the **black soldier fly** as a biotechnology for valorizing coffee waste advanced, with promising results in production of protein and biofertilizers.

- The use of bio-inputs and African parasitoids was promoted in coffee berry borer control programs.

- New fungicides were validated for effective control of coffee rust, and the identification of new resistance genes began.

- The incorporation of up to **15% coffee pulp** into the soil before planting and the contribution of green fertilizers to meet nitrogen and potassium requirements were validated.

- AI tools were evaluated to estimate production.

- An AI agent was implemented for answering technical queries based on published Cenicafé research products.

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 3-3

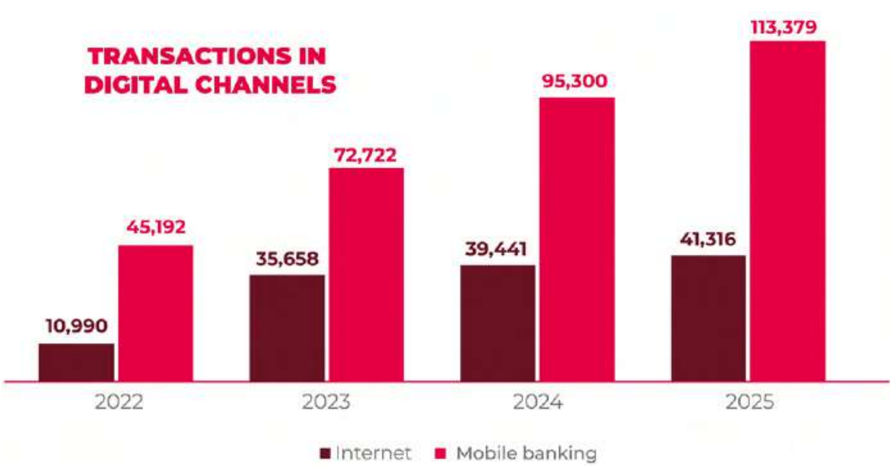
ACCESS OF COFFEE FARMERS TO BANKING EXCEEDS NATIONAL AVG.

***73%** of coffee growers have bank accounts vs. **61.3%** of the national average access to savings accounts in rural municipalities and 49.2% in dispersed rural municipalities.*

Thanks to the partnership between the FNC and Banco de Bogotá, and the new partnership with Davivienda, valid until 2034 and 2035, respectively, **over 387,000 coffee growers (73%** of the total) have bank accounts via their Smart Coffee Grower ID Card or Coffee Grower Card (CCI/TCI), compared to the national average of 61.3% access to at least one savings account in rural municipalities, and 49.2% in dispersed rural municipalities, according to Banca de las Oportunidades.

In Tolima, Risaralda, Caldas, Norte de Santander, Nariño, and Magdalena, over 80% of coffee growers have bank accounts through the FNC.

The use of Banco de Bogotá CC/TC in the Coffee Channel of cooperatives is growing: in 2025, coffee purchases totaled **COP 94,5 billion (USD 23.3 million)**, and cash withdrawals reached almost **COP 3 billion (USD 738,000)**, up 27.8% and 189.4%, respectively, from 2024. Online purchases with Banco de Bogotá CC/TC via PSE were enabled in 2022, and since then, virtual transactions have increased. In 2025, online and Banca Móvil (mobile banking) transactions grew 4.8% and 19.0%, respectively, compared to 2024.



Socurce: Financial and Organizational Resources Division.

GRI 203-2

COFFEE GROWERS SAVE **USD 285,960** ON WITHDRAWALS FROM OTHER NETWORKS

Thanks to the diverse benefits of the Banco de Bogotá CC/TC, coffee growers saved **COP 1.16 billion (USD 285,960)** on withdrawals at other ATM networks in 2025, totaling about 5.18 million ATM transactions over the last 9 years.

Since 2015, the CC/TC preferential rates have saved coffee growers and their institutions **COP 499 billion (USD 123.1 million).**

GRI 2-6-c

Davivienda, the new operator

In August, a collaboration agreement was signed for Davivienda to become a banking service provider as operator of the CC/TC with the FNC.

Following delivery pilots, **15,451 Davivienda CC/TC applications** and 175 Coffee-Grower Credit Card applications were processed.

Standardization of federated coffee growers' information

Banco de Bogotá launched the new CC/TC image, inspired by our mountains, which began being printed in August. The new designs from both banks standardize federated coffee growers' information.

DAVIVIENDA

BANCO DE BOGOTÁ

GRI 2-6-a, 2-6-b, 2-6-c, 203-1, 203-2, 3-3, 413-1

WORTH ABOUT USD 542.8 MILLION

68,103 FINAGRO LOANS FOR COFFEE GROWERS

Credit is an important source of resources for coffee growers. In 2025, **68,103 Finagro loans** were granted to them for about **COP 2.2 trillion (USD 542.8 million),** of which 75.3% went to low-income smallholder producers, 12.3% to smallholder producers, 10.3% to medium-sized producers, and 2.1% to large.

The number of loans was 16.48% lower than the 81,542 granted in 2024, but their money sum was **6.78% higher.**

3,311 coffee growers benefited from preferential interest rates through the Special Credit Lines (LEC), with savings of **COP 10.74 billion (USD 2.65 million)** thanks to interest rate subsidies.

The support and guidance of extension agents have been key for coffee growers to present their projects to the relevant entities and obtain financing under the conditions defined by Finagro.

In 2025, **26,821 applications** were submitted for **COP 425.5 billion (USD 105 million),** of which 95.6% were submitted to Banco Agrario, **3.4%** to Bancolombia, and **1.1%** to Davivienda. These loans were primarily allocated to new coffee crops planted (26.5%), coffee maintenance (23.27%), and the construction of wet mills (16.19%).

APPLICATIONS WITH THE SUPPORT OF THE EXTENSION SERVICE

ACTIVITY	AMOUNT (COP MILLION)	SHARE BY NUMBER OF APPLICATIONS
NEW COFFEE CROPS PLANTED	13,580	26.50%
SUSTAINABILITY	68,831	23.27%
COFFEE WET MILLS	92,038	16.19%
COFFEE PLANTATION RENOVATION	50,786	12.21%
BY-STUMPING RENOVATION	24,300	9.41%
MACHINERY AND EQUIPMENT	30,314	5.83%
RENOVATION OF AGING COFFEE CROPS	16,325	4.32%
ACQUISITION OF SUPPLIES	2,459	1.86%
YELLOW CORN	429	0.21%
BEANS	395	0.19%
WHITE CORN	23	0.01%
	425,480	100%

GRI 201-4

The national Government opened resources for all production chains worth **COP 74.5 billion (USD 18.4 million)** through the Rural Capitalization Incentive (**ICR**), of which **COP 42.2 billion (USD 10.4 million)** were paid for coffee, with new coffee plantations having the largest share of incentives, **COP 11.7 billion (USD 2.9 million).**

GRI 201-4

WITH **BANCO AGRARIO-FNC ALLIANCE**, COFFEE-FARMER CREDIT GROWS TO USD **560.4 MILLION**

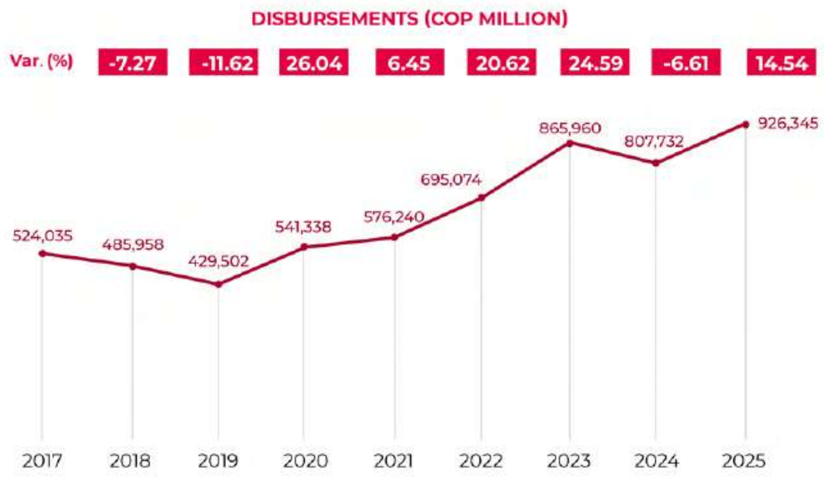
Joint work with the FNC, supported by the Extension Service, has been instrumental.

In 2025, Banco Agrario and the FNC continued working together to ensure coffee growers' access to credit tailored to the crop's production cycle and their financial behavior in terms of savings, investment, and debt repayment. Part of the success of this alliance is the support of the Extension Service.

In 2025, the **loan portfolio exceeded COP 2.27 trillion (USD 560.4 million)**, with a **past-due loan ratio of 6.73%.**

Disbursements exceeded **COP 926.3 billion (USD 228.6 million), 14.54% more** than in 2024, which includes support for loan restructuring at more favorable interest rates.

TOTAL LOAN AMOUNT (COP MILLION) VS. PAST-DUE LOAN RATIO (%)



Source: Banco Agrario de Colombia.

DISBURSEMENTS (COP MILLION) BANCO AGRARIO	VAR.
2024 $808,732	14.5%
2025 $926,345	

FINAGRO RESOURCES 2025	VAR.
Share in number of disbursements	97%
Share in total resources	78%

INNOVATION PROJECTS KEEP COFFEE FARMING AT THE FOREFRONT

Innovation projects in the four dimensions of the **FNC value strategy (economic, social, environmental, and governance)** keep Colombian coffee farming at the forefront.

ECONOMIC

ZERO PAPER IN SICA

This comprehensive initiative aims to completely prevent the use of paper in serving coffee farmers by digitizing physical documentation **(whether on farm visits, group meetings, or office visit)** by capturing, processing and accessing information in real time via mobile devices and/or the web application.

On average, **80% of the time** spent registering recommendations has been saved by using digital versus physical methods.

At the end of 2025, all the Extension Service staff had achieved access through their tablets (Sica Mobile app) to digitally issue Farm Visit Recommendations to coffee farmers.

INTEGRATION OF THE COFFEE AGROCLIMATIC PLATFORM (AGROCLIMA) INTO SICA WEB

The valuable information collected by Cenicafé, with over 80 years of historical data on rainfall, sunshine, relative humidity, and temperature, allows extension agents to consult each of these variables directly on the **Sica Web** app for farms registered in the system.

CENICAFÉ MOBILE APP

Cenicafé's **mobile apps allow the 1,100 extension agents and coffee growers**, even without an internet connection (offline), to consult agronomic and phytosanitary information, labor performance indicators, and post-harvest quality monitoring—three key topics.

02

SOCIAL

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 203-1, 203-2, 3-3, 413-1

OVER 27,200 IMPACTED FAMILIES CONSOLIDATE GENDER EQUITY AS A SUSTAINABILITY STRATEGY

The FNC brings holistic well-being to coffee grower families.

The Gender Equity Policy was successfully implemented through three comprehensive work programs, whose results transcend the social sphere and impact productivity and the family economy.

I LOVE MY COFFEE GROWER FAMILY: Over **7,700 coffee grower families** were made aware of gender-based violence (GBV), comprehensive health, cultural transformation promotion, and redefinition of roles at home:

- In partnership with the WWB Foundation, Procafecol, and the committees of the Coffee Triangle, Cauca, and Valle del Cauca, over **630 people** were made aware of violence prevention (92% were women and 8% were men), **51 committee members** were trained to replicate the methodology, and GBV support pathways were designed for **22 municipalities.**

- Nationwide, comprehensive healthcare was provided to **over 3,400 people**. The partnership with the OneSight Foundation and the committees of Antioquia, Huila, and Tolima stands out, where **1.622 people** received free eye exams, lenses, and frames to improve their vision and enable them to perform daily activities.

WOMEN LEADING COFFEE FARMING: The leadership of **2,230 women** was strengthened through workshops, meetings, and awareness-raising activities, boosting their roles as key players in community and coffee grower leadership.

WOMEN'S COFFEE: Over 17,300 women have transformed their production realities with programs focused on marketing and income diversification, thanks to the work of 14 departmental committees, whose projects directly benefited **14,763 women** throughout the country.

Their capacities have also been strengthened: **1.365 women coffee farmers** received training in financial management; and partnering with the Sergio Arboleda and La Sabana universities, **292 women** specialized in business skills, brand design, and marketing to boost sales of their roasted coffee.

These initiatives not only cover the provision of infrastructure and micro lot production, but also integrate food security, environmental care, and strengthened associativity.

CROSS-CUTTING GENDER EQUITY: Gender equity is a principle integrated into the four value dimensions of the FNC, a clear commitment of the organization.
Economic: Sales of women's coffee grew **20.5%,** from 7,754 70-kg bags in 2024 to **9,759 bags**.

The rate of service provided to women exceeded 30% of the Extension Service's global reach, ensuring gender representation in access to technical assistance.

- Business management: 35,858 women **(31%).**
- Post-harvest: 33,519 women **(31%).**
- Specialty coffees: 31,410 women **(31%).**
- Technology transfer: 238,736 women **(30%).**

Environmental: 1,354 women coffee growers (29%) participate in the Nestlé, Tim Hortons, and Pur Project projects, integrating their leadership into the sustainability agenda.

Governance: 1,390 female coffee grower leaders participated in **16 CaféIdeas sessions** with the CEO, so that their vision can be an input in building the next 100 years of the FNC.

YOUNG COFFEE GROWERS ARE KEY PLAYERS IN GENERATIONAL INTEGRATION

In 2025, the Generational Integration Policy was approved, seeking to promote the active and sustainable integration of young people into the coffee industry through three pathways: income generation, youth leadership, and coffee grower identity. **45,571 young people** (between 18 and 28 years old) benefited from actions taken by the departmental committees and the Extension Service.

Actions were developed through more than 23,600 contacts with young people:

PATHWAY	2025	
	TARGET	EXECUTION
INCOME GENERATION	18,373	21,428
PARTICIPATION AND LEADERSHIP	1,121	1,169
INTEGRATION AND COFFEE GROWER IDENTITY	1,000	1,070
TOTAL	20,494	23,667

INCOME GENERATION

The participation of new generations in coffee farming is encouraged by fostering a sense of belonging to coffee and promoting entrepreneurship:

► **21,904 young people** participated in the activities of the Extension Service's operational plan, that is, 1.9% of the total contacts.

- Business management: 2,164 young people (1.88% of the total).
- Post-harvest: 1,976 young people (1.84% of the total).
- Specialty coffees: 1,696 young people (1.84% of the total).
- Technology transfer: 16,078 young people (1.96% of the total).

►The **training program** provides theoretical and practical knowledge and helps lay the foundation for young people to become coffee farmers; these activities reached over **12,700 contacts.**

►Through incentives, **8,686 young people** benefited from supplies for establishing crops, participation in commercial spaces, competitions, and/or entrepreneurship support. The **From Farm to Brand** project supported the design and positioning of coffee brands for 13 young entrepreneurs.

- The **Youth Rebirth,** project with Procafecol in Cundinamarca purchased **16,405 kg of dry parchment coffee (dpc)** from 38 young people out of a group of 60, who will also receive training in production and leadership. In Huila, **19 young people** supplied **24,230 kg of dpc** or the brand's youth coffee edition.

PARTICIPATION AND **LEADERSHIP**

Young people's skills have been strengthened to enable them to assume FNC leadership roles and decision-making processes:

Leadership: With the Directorate of Union Affairs and the Manuel Mejía Foundation (FMM), a virtual workshop on leadership was designed to encourage youth participation in the upcoming coffee grower elections; 27 in-person training sessions were conducted, reaching over **1,100 young people from 14 departments.**

COFFEE GROWER INTEGRATION & IDENTITY PATHWAY

In 2025, partnering with the Coffee Grower Cultural Fund (FCC), a methodology was designed to promote the coffee grower identity path, which will be scaled up nationally in 2026. This methodology was validated through pilot programs in the Santander, Huila, and Cundinamarca committees, involving 163 coffee growers. Coffee grower identity-building activities were also carried out in 6 other committees, **impacting another 907 young people.**

USD 28.5 MILLION FOR COMMUNITY SOCIAL INFRASTRUCTURE IN COFFEE REGIONS

The committees and the Bogotá HQ implemented **386 infrastructure projects** (roads, housing, social, and basic sanitation) worth **COP 115.5 billion (USD 28.5 million),** 82% more than in 2024 (COP 63.4 billion):

ROAD IMPROVEMENTS

2,754 km improved, 2.57 times more than the 1,073 km achieved in 2024.

CONSTRUCTION OF STRIP ROADS:

80,488 m built, 3.63 times more than the 22,200 m achieved in 2024.

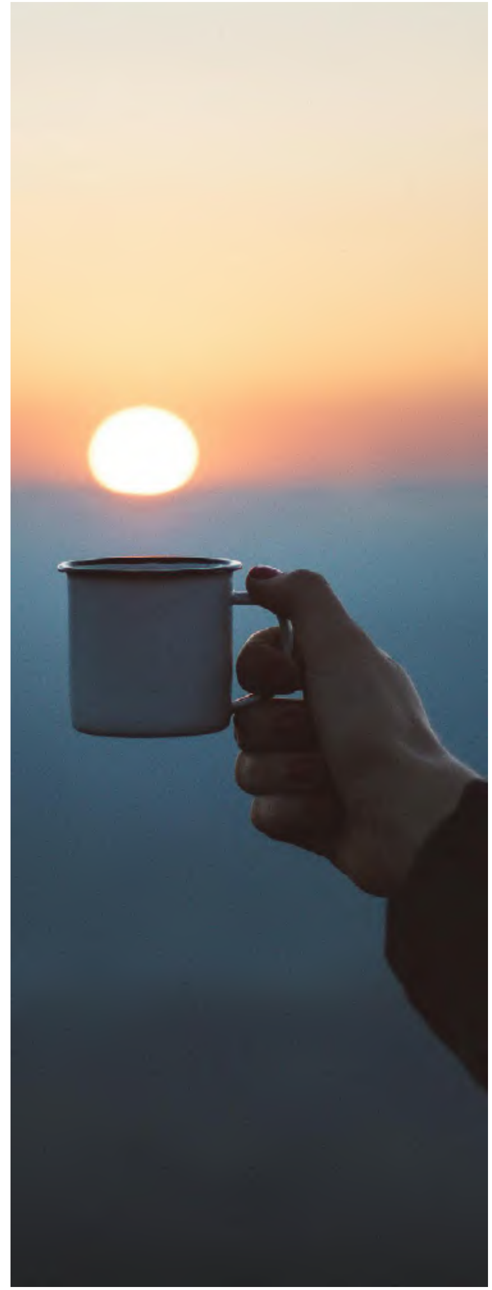
HOUSING IMPROVEMENTS:

2,227 homes improved (138.7% of the target).

HOMES BUILT

6 units (100% of the target).

In partnership with the National Tax & Customs Directorate (Dian), and thanks to donations, **186 eco-efficient stoves** were built in Magdalena, Nariño, and Cundinamarca, benefiting 121 women coffee farmers and 18 young people. Thanks to the project's efficiency, another 17 coffee farmers will be able to benefit in 2026.



MORE THAN 70 PARTNERSHIPS TO TRANSFORM COFFEE GROWER EDUCATION

The transformation of coffee grower education has benefited **54,728 coffee farmers:**

STRATEGIC PARTNERSHIPS 79 partnerships were established with universities and training centers to benefit 9,282 coffee farmers and their families.

MASS TRAINING The FMM trained more than **45.380 coffee farmers** and extension agents both virtually and in person:

- **Café U: 43,801 coffee farmers trained** in renovation, fertilization, assisted harvesting, coffee mechanics, financial education, and coffee quality.
- **1,360 coffee farmers trained** in technical, production, and institutional topics at the Chinchiná venue.
- **219 people trained** in barista skills, filter coffee, roasting, and coffee tasting through the Real Academia del Café.

YOUTH ENTREPRENEURSHIP

Partnering with Universidad del Rosario, **41 young coffee farmers** received training in Agile Entrepreneurship Methodologies; 5 of them participated in Cafés de Colombia Expo 2025..

DIGITAL GAP

The Digital Literacy pilot project, with Fundación Telefónica, benefited 25 coffee farmers. A national digital literacy roadmap is also being developed.

DIGITAL ADOPTION ROADMAP FOR COFFEE GROWERS

Given the need to create a digital adoption roadmap, the first bootcamp was held with the **Technology, Social Development, and Strategy teams**, consolidating the ideas of coffee growers and their leaders to define the strategic roadmap for digital education and adoption of new technologies with a diversity approach.

This is part of a pilot project with Telefónica, including a technology adoption course for coffee growers.

PROMOTING A CULTURE OF INNOVATION AMONG COFFEE GROWERS

Making the most of partnerships with **Sena, Colsubsidio, Telefónica, and Universidad de los Andes,** the following training programs stand out:

- Sena-Analdex in innovation and sustainability, with a virtual reality component for **26 coffee growers from Cesar, La Guajira, and Bolívar.**
- Intergenerational knowledge transfer (between parents and children in municipal committees) and innovation for 52 beneficiaries in Valle del Cauca and Nariño.

SOCIAL INNOVATION

03

ENVIRONMENTAL

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 203-1, 2-22, 3-3, 413-1

FNC LEADS THE WAY FOR SUSTAINABLE AND REGENERATIVE COFFEE FARMING

Byproduct valorization, coffee farming resilience and nature care are institutional priorities.

GRI 306-1, 306-2, 306-3, 306-4

BIOECONOMY

In 2025, the FNC deepened its commitment to **circular bioeconomy in the coffee chain,** consolidating a model where byproducts become high value-added co-products.

The Environmental Sustainability Directorate, together with Cenicafé and the departmental committees, promoted two initiatives to add value to the pulp and mucilage: **the production of organic fertilizer and of coffee pulp flour** with industrial potential, which not only strengthens environmental sustainability, but also diversifies coffee grower families' income.

The most relevant milestone was scaling up the vermicomposting process from **250 kg to 4.5 t of pulp per cycle** to obtain 1 t of organic fertilizer and 100 kg of larval biomass in each period, applicable in real operating environments.

Black soldier fly breeding is now a reality at the Isidro Parra Farm in Tolima as a biotechnological base to expand it to other committees as a profitable business unit.

The strength of these initiatives, as part of the project **Circular Bioeconomy of Coffee: from Waste to Value,** earned the FNC **2nd place among 109 proposals** in the Environmental Commitment Award of National Association of Financial Institutions (ANIF) think tank and Banco de Occidente.

To strengthen and continue these lines of work, the FNC joined the Andi 2025 Bioeconomy Hub, leading the challenge of valorizing residual coffee biomass to foster intersectoral alliances that translate into sustainable industrial solutions.

GRI 101-1, 101-2

And the FNC positioned itself as a pioneer in adopting the **Biodiversity plus Business** roadmap, aligned with the national goals of Colombia's Biodiversity Action Plan to 2030. The comprehensive maturity diagnosis placed it in the Growing category, an achievement that reaffirms that innovation and sustainability are today the driving forces towards the future of a modern, productive and resilient coffee farming.

CLIMATE **ACTION**

GRI 102-1, 102-5, 102-6, 102-7

The FNC's climate action strategy is based on **understanding the baseline of its organizational and product carbon footprint,** identifying emission sources, recognizing existing best practices, and defining reduction opportunities. To this end, the **organizational carbon footprint** for scopes 1, 2, and 3, and the **product carbon footprint were estimated** by determining the emissions associated with a cup of Colombian coffee.

This exercise, under the ISO 14064 standard[6], with primary information representative of coffee farming and its value chain, complements the baseline, strengthens decision-making and guides reduction actions, and consolidates itself as a **global reference by making visible the contribution of coffee farming to climate change management.**

Significant advances include the identification of the main sources of emissions, the strengthening of the reporting culture, the recognition of coffee culture, particularly the use of the sun as renewable energy, and the identification of opportunities for the use of residual raw materials.

GRI 101-1, 101-2

In climate action projects, **2,259,972 trees were planted and 962 ha of forest were conserved** to protect biodiversity, increase the resilience of ecosystems and benefit local communities.

The **Nestlé & FNC Tree Planting project** brought on 600 new participants, expanding from 25 to 58 municipalities, with additional investments of **USD 14 million** by 2030. With **Tim Hortons**, 603 coffee farmers have benefited from economic and environmental training, soil analyses, and water purification filters. **Pur** has helped strengthen the restoration and conservation of coffee river basins in Huila, growing from 11 to 29 river basins, benefiting over 1,009 coffee growers in 147 rural districts.

The implementation of agroforestry models (3,019), living fences (242,481) and forest plantations (94,758) totaled **340,258 trees,** mainly native species, favoring ecological connectivity and restoration of vulnerable ecosystems.

Environmental education days **benefited 614 coffee farmers,** strengthening their skills in planting models, the importance of conservation and maintenance of river basins.

Recognizing the FNC's work in forest conservation, the UN Food and Agriculture Organization **(FAO)** awarded, among 1,330 applications, the **Global Technical Recognition in Sustainable Forest Production and Protection** for the positive impacts of coffee farming on nature conservation (nominated and recognized in this category along with 23 organizations from the rest of the world).

GRI 102-10

In Santander, **a pilot program for carbon markets** was developed with smallholder producers, identifying farms with high carbon sequestration potential associated with agroforestry systems. Coffee growers participate as holders in carbon credit schemes, earning additional income for conserving trees on their farms.

COP 2.7 billion (USD 657,800) was sourced for a project supported by the German Government-Federal Ministry for Economic Cooperation and Development (BMZ) through Patrimonio Natural, Fondo para la Biodiversidad and the Alto Magdalena Regional Autonomous Corporation, for new tree plantings, strengthened production systems, renovation of coffee plantations and value addition to byproducts in Huila, benefiting 150 coffee grower families.

[6] Specification with organizational-level guidance for quantifying and reporting on greenhouse gas emissions and removals (scopes 1, 2 and 3).

GRI 2-23

SUSTAINABLE BUSINESS DEVELOPMENT

The principles of due diligence, integrity, and transparency were incorporated. Responding to the growing international regulatory demands – in particular the European Union's Green Deal – **technical cooperation was received from the FAO** to implement the OECD-FAO Business Handbook on Deforestation and Due Diligence in Agricultural Supply Chains, in accordance with EU Regulation 2023-1115 for marketing deforestation-free products.

The risk assessment model for deforestation in coffee farming was designed, a unique tool with a preventive approach that integrates the three dimensions of risk: threat, exposure, and vulnerability. Its implementation in Cundinamarca and the coffee territories (Meta, Caquetá, Arauca, Casanare, and Putumayo) showed that coffee farming is not a deforestation driver in the country. A **Deforestation Risk Prevention & Reduction Plan** was developed, comprising nine risk prevention and reduction actions, one governance measure, and five management measures.

GRI 101-1, 101-2 | With Cenicafé, the ***Taskforce on Nature-related Financial Disclosures (TNFD)*** was adopted, a standardized framework for identifying, assessing, managing, and disclosing nature-related risks and opportunities to guide decisions and investments toward sustainable and resilient models. This was announced at COP30, reflecting the FNC's work in protecting watersheds and Cenicafé's leadership in the pursuit of environmentally friendly agricultural practices.

The strategic topics of bioeconomy, climate action and sustainable business development prioritize the material issues identified in 2024 and continue the FNC's commitment to managing them.

THE FNC COMPANIES SHOW OUTSTANDING RESULTS

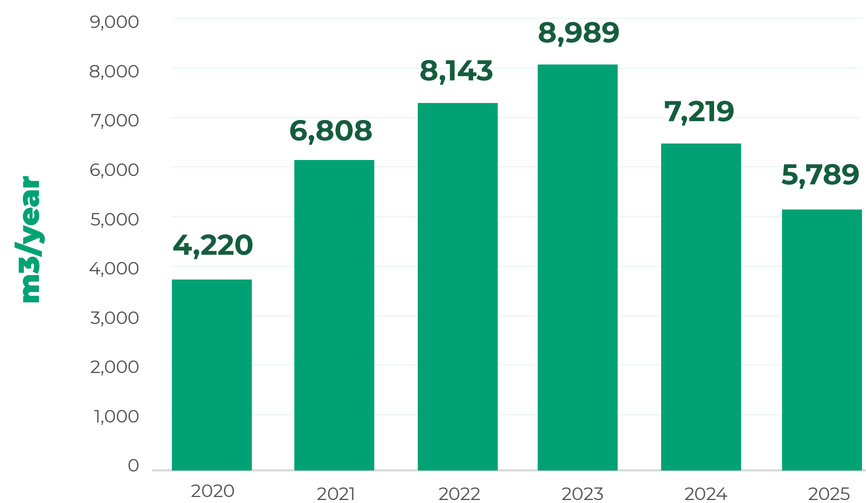
GRI 304-1 | Located in Chinchiná, Caldas, in a nature reserve that it helps preserve, the National Coffee Research Center (Cenicafé) remains committed to environmental sustainability.

GRI 306-4 | In 2025, it utilized 53% of waste, 5 percentage points more than in 2024 and 16 pp. more vs. 2023.

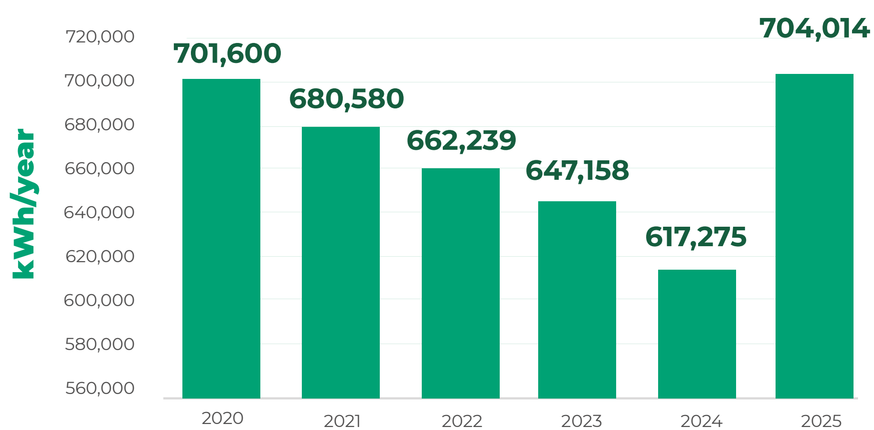
GRI 103-4, 103-5, 303-5 | Water and energy consumption remained below the consumption limits (55 L/experiment-day and 4.5 kWh/experiment-day, respectively).

GRI 103-2, 303-1 | 46 L of water were used per experiment-day, and 3.7 kWh of electricity per experiment-day. While there was an increase compared to 2024, consumption did not exceed[7] the established limits.

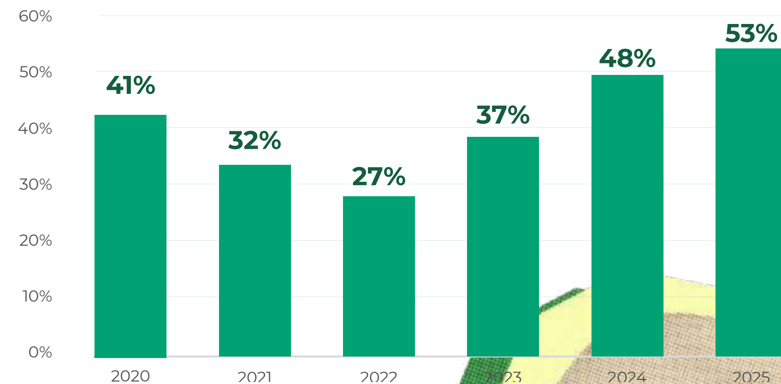
WATER CONSUMPTION



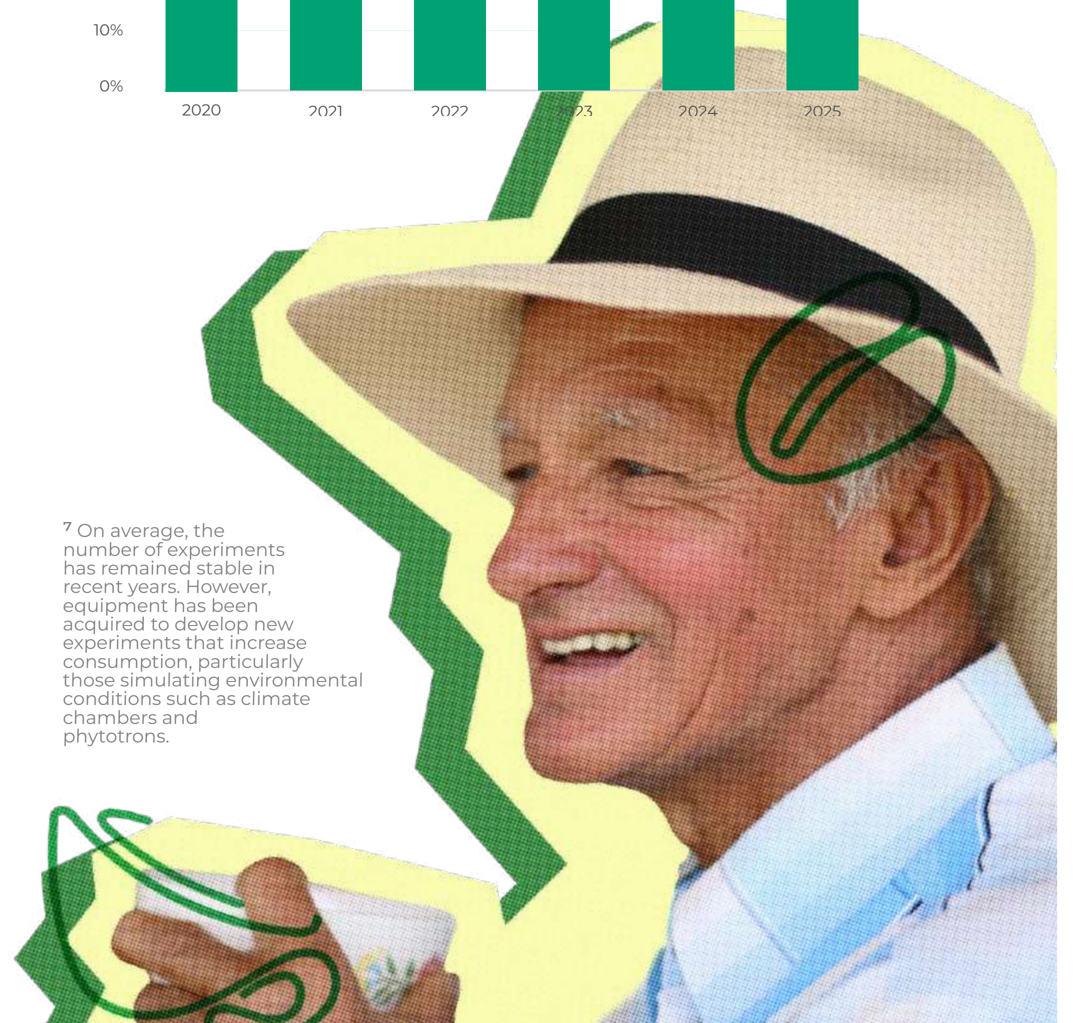
ENERGY CONSUMPTION



WASTE RECYCLING (%)



[7] On average, the number of experiments has remained stable in recent years. However, equipment has been acquired to develop new experiments that increase consumption, particularly those simulating environmental conditions such as climate chambers and phytotrons.

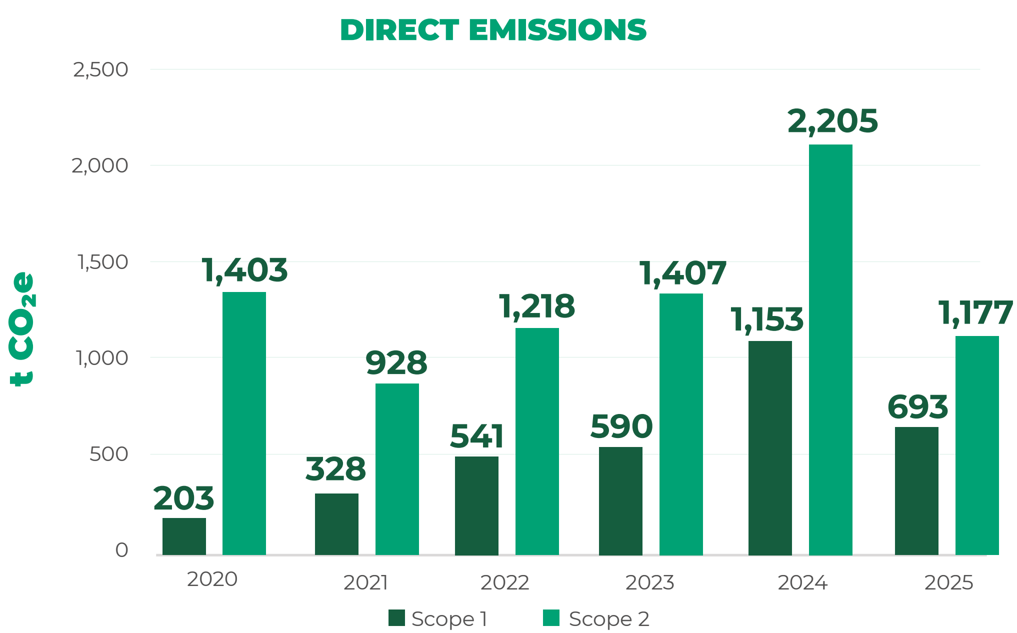


GRI 102-1, 102-5, 102-6, 102-7

PROCAFECOL

It updated its **Decarbonization Plan,** adjusting the technical roadmap to ensure compliance with the reduction targets by 2030. It joined the Exponential Roadmap Initiative (ERI)[8], enabling access to practical tools for climate management and fulfilling the Race to Zero commitment.

In 2025, the carbon footprint inventory – updated under ISO standards and the GHG Protocol – reported emissions of **693 t of CO_2e** (scope 1) and **1,177 tCO_2e** (Scope 2). For Scope 3 (supply chain), the measurement is reported one year late and is estimated at **57,397 tCO_2e** by 2024. To mitigate direct emissions, a technological conversion model was structured to replace refrigerant equipment.



* The calculation methodology reported in 2024 for scope 2 was adjusted. The figure initially estimated at 1.135 tCO_2e was corrected to 2.205 tCO_2e by updating the emission factor used.

With the **Women Coffee Growers,** project, emissions (scope 3) are reduced through conversion of wet mills (3 new and 17 repaired pulpers, 9 new and 15 repaired fermentation tanks, and 8 new and 19 repaired pulp processors).

GRI 101-1, 101-2

12 hectares were restored with landscape management tools and by planting 5,285 trees with 34 native species, promoting biodiversity and climate resilience in Valle del Cauca.

GRI 306-2, 306-4

The **Don't Break the Sustainability Cycle** program utilized **158 t of recyclable waste (92.7% more than in 2024)** and **417 t of organic waste (58.6% more than in 2024).** In packaging, the use of post-consumer recycled resin (PCR) in bottles of still and sparkling water, orange juice, and aloe vera brought **9.95 t** of recycled material to the market.

The **Reuse Cup program** served 190,703 drinks in reusable cups, 10.4% less than in 2024, and the **Capsule Collection Program** recovered 23,160 units, 33.8% less vs. 2024, due to fluctuations in consumer behavior and packaging return habits in stores.

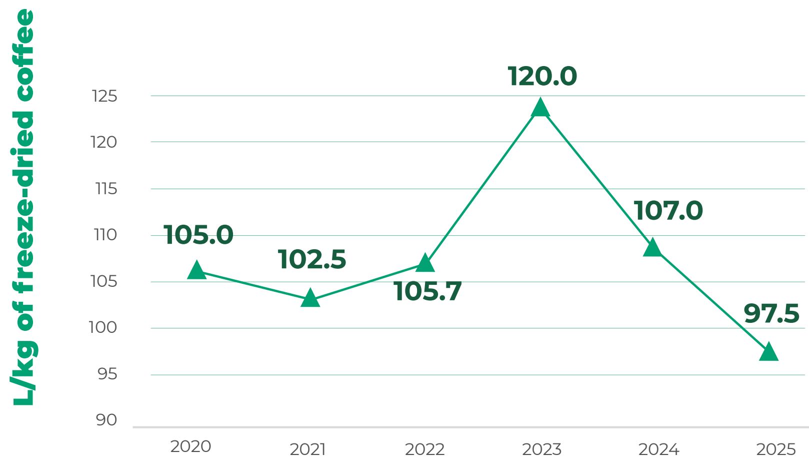
[8]The ERI is a collaborative climate initiative that unites companies to drive actions that will halve emissions by 2030, while improving their business results.

GRI 103-1, 103-2, 103-4, 103-5, 303-5

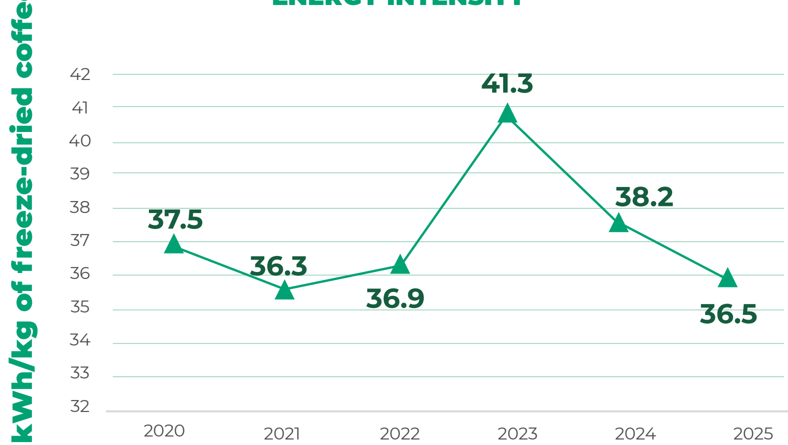
BUENCAFÉ

The company consolidated an **efficient operating model** by increasing production while reducing water consumption (-8.9%) and energy intensity (-4.5%). With a circular economy model, the share of biomass grew to 33.6% of its energy mix.

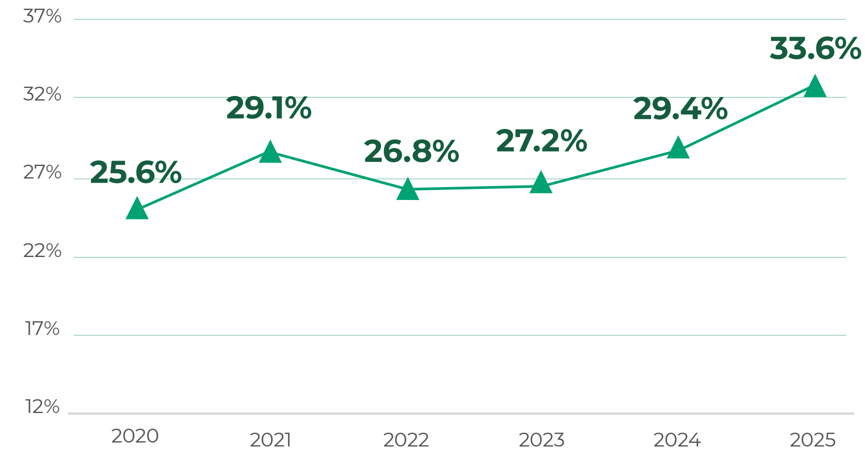
WATER CONSUMPTION



ENERGY INTENSITY



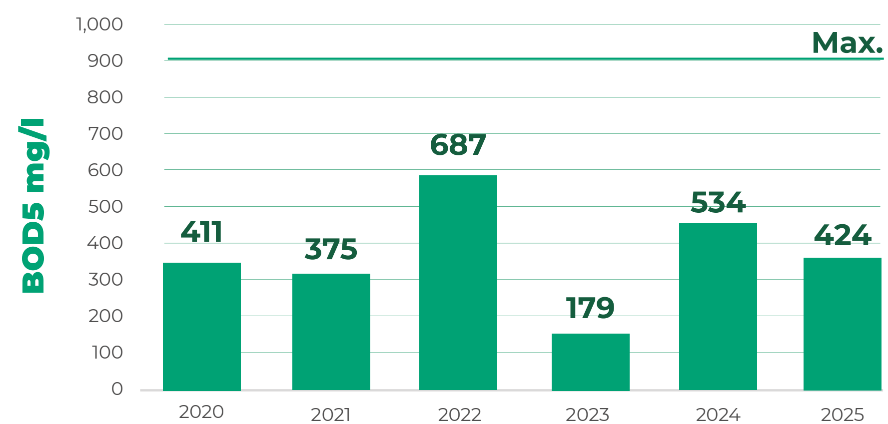
% RENEWABLE FUELS



GRI 303-1, 302-2, 303-4

The Wastewater Treatment Plant remains in operation, where the Biochemical Oxygen Demand (BOD5) was calculated at **424 mg/l**, well below the regulatory limit of 900 mg/l.

WASTEWATER MANAGEMENT

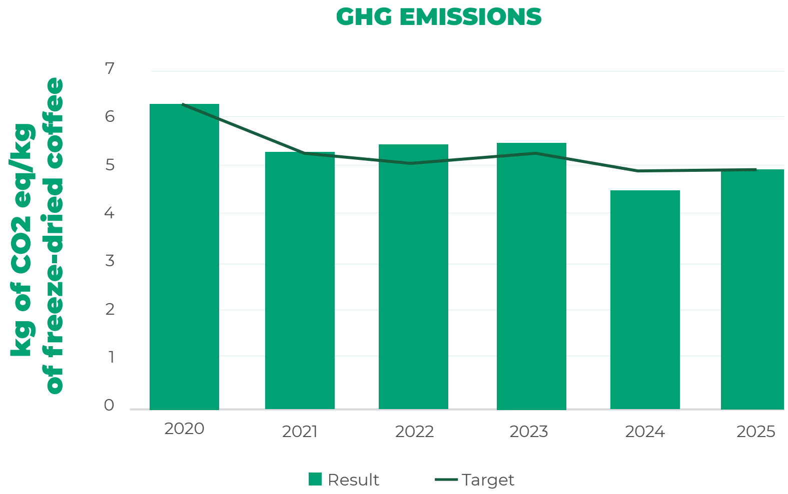


GRI 103-1, 103-2, 103-5

The launch of the new **Buencafé Integrated Logistics Center (Clib)** has achieved the significant milestone of the **LEED BD+C Silver** international certification, a recognition of its high-efficiency design. Clib integrates photovoltaic technology with a capacity of 67.5 kWp, enabling its storage facilities and offices to operate on clean energy, thus driving the definitive transition to low-carbon operations.

GRI 102-5, 102-6

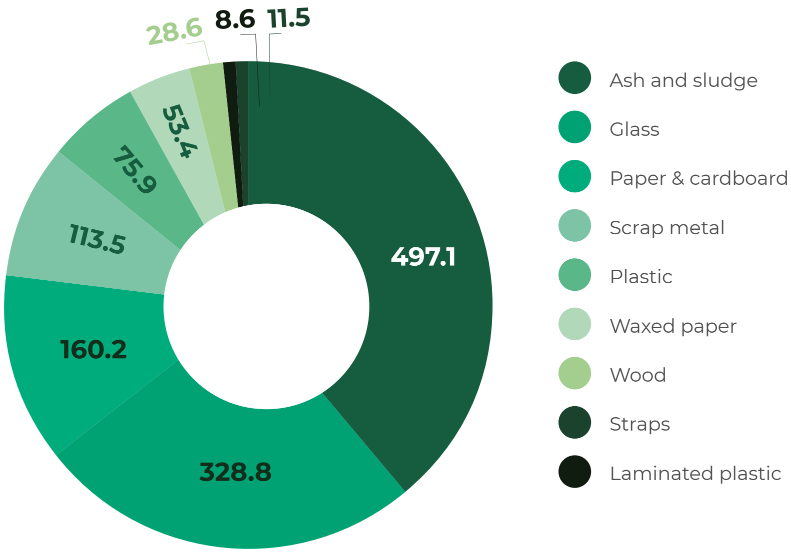
The amount of **greenhouse gases (GHG)** was **4.96 kg of CO2 eq/kg of freeze-dried coffee,** remaining within the target range.



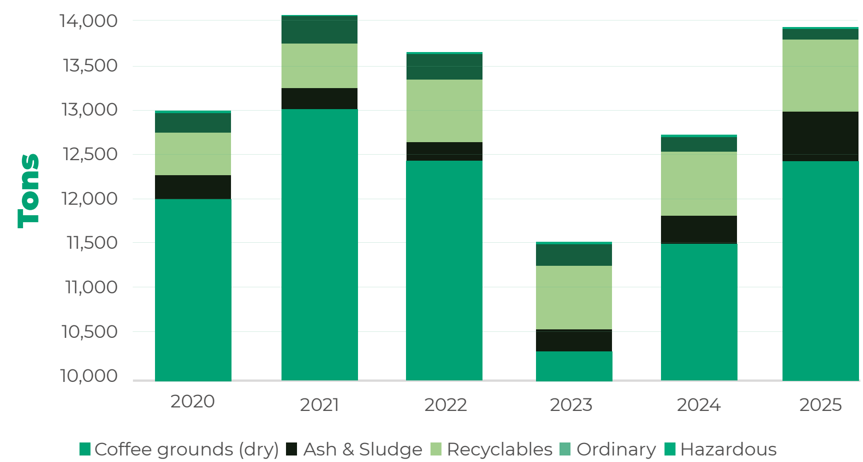
GRI 306-2, 306-3, 306-4, 306-5

In waste and recyclable materials management, the company reduced the amount of waste sent to landfills by **32.6%.**

RECYCLABLES 2025 (T)



WASTE GENERATION

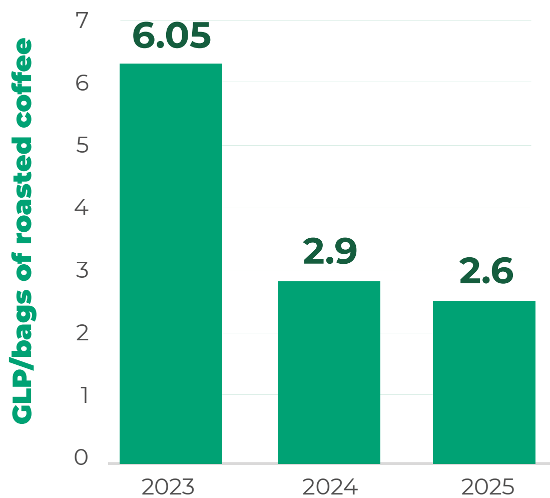


GRI 103-1, 103-2, 103-5

ALMACAFÉ

It continues strengthening its environmental performance (across its 13 venues) to prevent, mitigate, and offset the impacts of its operations. **Fuel consumption of the coffee roasting plant dropped 10%,** from 2.9 kg of LPG/bag of roasted coffee in 2024 to 2.6.

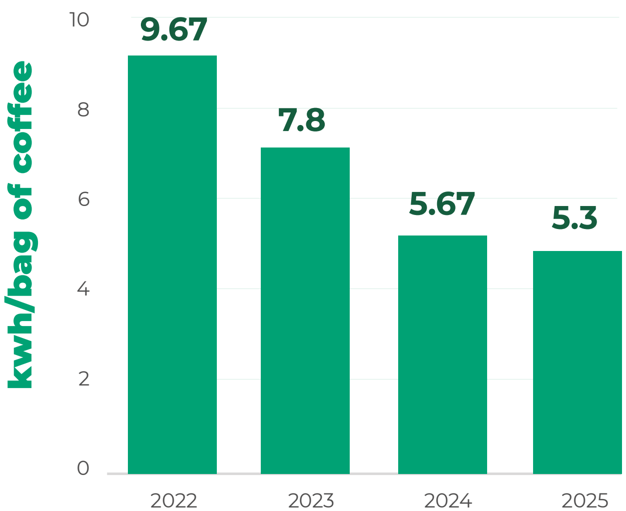
FUEL CONSUMPTION AT COFFEE ROASTING PLANT



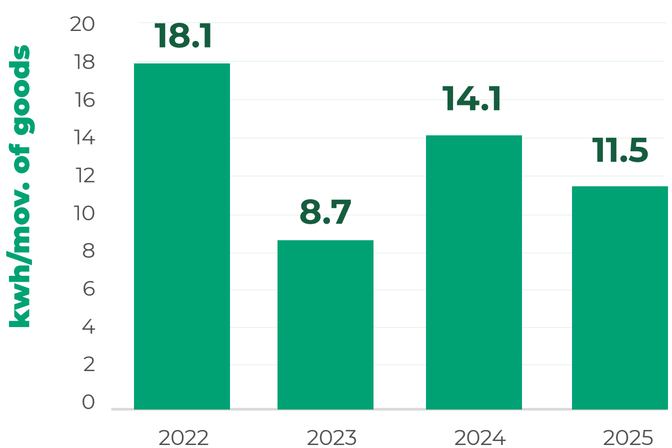
GRI 103-4, 103-5

Despite increased productivity, the **electricity consumption index** in the milling and roasting plants **decreased 6.5%,** from 5.59 to 5.3 kWh/bag of coffee. In warehouses, it fell from 14.05 kWh/movement of goods in 2024 to just **11.5**, an 18.1% decrease.

ENERGY CONSUMPTION AT MILLING & ROASTING PLANTS



ENERGY CONSUMPTION PER MOVEMENT OF GOODS



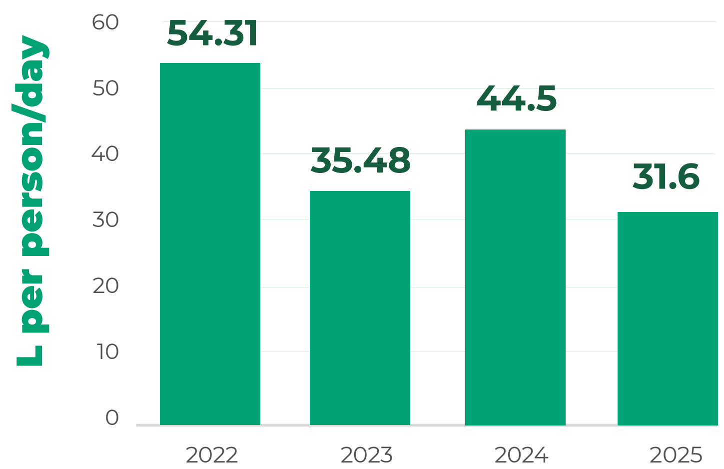
GRI 102-10

In 2025, **568 t CO2eq** were offset through the purchase of renewable energy certificates at the Cúcuta, Manizales and Armenia venues, 19% more than in 2024 (478 t CO2eq).

GRI 303-1, 303-5

Water consumption fell 29% from 44.5 L per person/day in 2024 to 31.6.

WATER CONSUMPTION



GRI 306-2, 306-3, 306-4

It also utilized 27.7 t, that is, 99% of the waste generated, keeping the actions of incorporating hush into operation.

GRI 413-1

MANUEL MEJÍA FOUNDATION (FMM)

It consolidated its commitment to sustainability through active methods via WhatsApp (microlearning) to bring practical content to the field, training of trainers to implement good practices on farms, and in-person educational tours, with 39% female participation.

Of particular note is the **Coffee Production Systems diploma course,** led by the Technical Division and designed by the FMM, for 1,200 extension agents **with an emphasis on environmental sustainability and zero deforestation.**

ENVIRONMENTAL INNOVATION

OPEN INNOVATION

In the interdisciplinary projects program with the Universidad Nacional, senior engineering students are exploring the **bioeconomy of the coffee value chain**, such as leveraging the pulp by extracting antioxidants as an input for the cosmetic, pharmaceutical, and food industries.

BLACK SOLDIER FLY FARMING

With Cenicafé, on the Isidro Parra farm in Tolima, black soldier flies are being raised as a **biotechnological alternative** to expand their larvae production to other departments, becoming a profitable business unit for coffee grower committees, **strengthening local environmental initiatives** and generating raw materials and income for the committees in a scalable way for all regions.

04

GOVERNANCE

GRI 2-1

FNC, A LEGITIMATE & REPRESENTATIVE UNION WORKING FOR COFFEE GROWERS' WELL-BEING

The Colombian Coffee Growers Federation (FNC) is a private-law, non-for-profit union. It is a democratic, participatory, pluralist, multi-ethnic, multicultural, deliberative and nonpartisan organization that works for prosperity and the general interest of the **country's 561,766 coffee producers** (federated and non-federated) and their families; 97% of producers are smallholders (up to 5 ha), 2.2% are medium-sized (from 5 to 10 ha) and 0.8%, large (10+ ha). It is recognized as the union representing coffee producers, permanently working for their well-being and being aware of the political, social, economic and legal environment of the sector. It is headquartered in Bogotá D.C. and is present in all the country's coffee regions, with representation offices in the US, the Netherlands, Japan and China.

GRI 2-9-a, 2-9-c-i, 202-2

GRI 2-23-a

CODE OF ETHICS & GOOD GOVERNANCE

TRANSPARENCY: Disclose information in a clear, timely and correct manner, without revealing industrial secrets, and sensitive, reserved or privileged information.

RESPECT: Seek individual and collective respect among people and their rights, as well as for the institution, its assets, values and norms.

INTEGRITY: Act correctly, in accordance with ethical and social standards.

SEARCH FOR COMMON GOOD: Work for coffee growers' well-being and serve and promote the public interest.

PROBITY: Act in a fair, upright and honest manner.

MORALITY: Act consistently with precepts of the established and accepted morality, as well as with awareness of which actions are right or good and which are not.

COMMITMENT: Commitment to the entity's purposes, mission, vision, objectives, and image, and a clear focus on service and on acting for the benefit of coffee growers

EQUITY: Promote the value of people regardless of cultural, social or gender differences.

GOOD FAITH AND LOYALTY: Act with honesty, fidelity, honor, and truthful conviction.

RESPONSIBILITY: Assume and fulfill responsibilities with diligence and care, make decisions to mitigate risks, and implement effective and austere administrative measures.

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 3-3, 413-1

FNC, A COLLECTIVE **CONSTRUCTION**

The institution continues strengthening coffee grower leadership in the regions.

GRI 2-16

16 CAFÉIDEAS WITH THE **CEO** IN THE REGIONS

To be accountable and collectively build the FNC and the coffee farming of the coming years, gathering ideas in an open and constructive dialogue, in the CaféIdeas spaces the CEO, accompanied by chief officers and directors, presents the results and the strategic direction of the institution, focused on the pillars of **efficiency, austerity and innovation**.

In 2025 there were 16 CaféIdeas, with over **4,640 coffee grower leaders** and over **3,710 ideas** on productivity, marketing, industrialization and coffee leadership.

860+ TRAINING ACTIVITIES FOR OVER 4,800 LEADERS

The departmental committees (through their coordinators) trained municipal and departmental leaders on the coffee institutions and the Code of Ethics and Good Governance, among other topics. The methods included field days, tours, forums, and meetings, **benefiting over 4,800 leaders.**

EDITION **594** OF THE **CAFÉ AL DÍA PODCAST**

In its sixth year, the ***Café al Día*** podcast reached its 594th episode, offering information and news about the coffee world, music, and reflections in a cheerful and engaging way. In addition to traditional platforms, it was its second year on Spotify, with **901 episodes** by year's end.

GRI 203-1

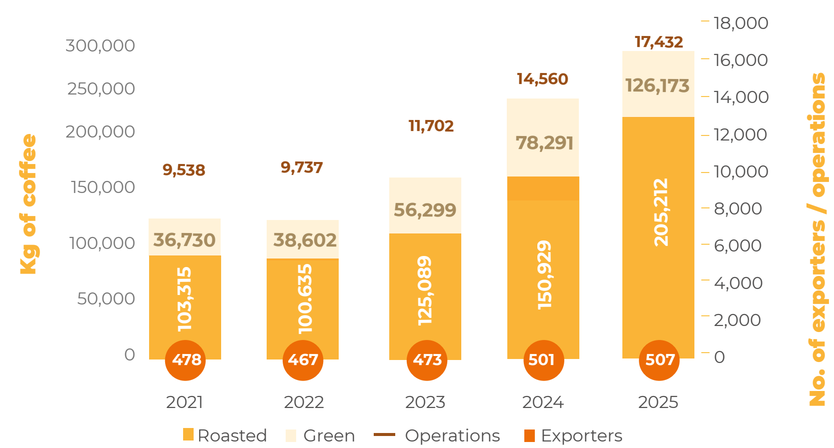
606 INDUSTRIAL PLANTS AND OVER 1,700 EXPORTERS REGISTERED

To export coffee from Colombia and/or operate as a mill, roaster or soluble coffee factory, it is necessary to be registered in the National Register of Coffee Exporters or in the National Coffee Industry Register, as established in article 25 of Law 9 of 1991, regulated by Resolution 5 of 2015 for exporters and art. 421 of the Customs Statute (Decree 1165 of 2019), regulated by the National Committee in Resolution 1 of 2002 for the coffee industry. The coffee exporters register shows a remarkable continued growth, with over **1,700 active exporters** in 2025, a substantial increase of **480% in the last decade.** And the coffee industry also continues expanding, with 606 registered establishments (281 millers, 319 roasting plants and 6 soluble coffee factories), **45% more than 10 years ago.**

EXPORTS OF SMALL QUANTITIES **GROW 43.8%**

Coffee exports in small quantities (under the modality of express shipments or postal traffic) grew 43.8% vs. 2024, totaling a volume of **333,745 kg** (including green, roasted, soluble and extract), which is mainly explained by the increase of 19.7% in export operations through 17,432 operations carried out by 507 exporters.

EXPRESS EXPORTS VIA COURIER



TRAINING FOR **THE POLFA**

Within the framework of institutional strengthening and inter-institutional joint work, the FNC conducted training sessions aimed at the Fiscal and Customs Police (Polfa) to **reinforce knowledge of coffee transport control**, in compliance with the provisions of the Customs Statute and current coffee regulations.

These are face-to-face and virtual training spaces that **strengthen the technical capacities of the control authorities**, promoting greater oversight of coffee traceability, transparency in operations and the protection of the reputation of Café de Colombia.

SCAN THE **QR CODE**

PRESERVING **ACCESS TO INTERNATIONAL MARKETS**

Faced with stricter regulatory requirements, the FNC has adopted appropriate measures and controls to preserve key markets.

Japan
Since 2017, Japan has set strict requirements for importing food, including coffee, to ensure quality and food safety. Colombia has taken measures, such as testing for chlorpyrifos, to comply with these regulations and keep access to the Japanese market.

USA
Since 2021, the Environmental Protection Agency (EPA) issued a final rule that revoked all tolerances for chlorpyrifos residues in food as of February 2022, affecting coffee shipments, which had to comply with the new regulations.

China
Since 2022, all shipments of unroasted coffee beans must be processed by a mill registered with the General Administration of Customs of China (GACC), which assigns them a registration number. Roasting plants and soluble coffee factories must register directly with the GACC. The registration of new milling plants interested in registering with the GACC is still being coordinated.

European Union
The entry into force of the due diligence obligations of the EUDR regulation for coffee exports was postponed until December 31, 2026; the FNC continues developing tools to support compliance (access to georeferencing of coffee growers, legality matrix to comply with due diligence, training, international articulation, etc.).

PAYING ATTENTION TO **REFORMS AND DECREES** THAT BENEFIT THE SECTOR

In the last legislature, the coffee regulatory framework showed significant progress towards social protection and institutional strengthening.

A significant step forward is the enactment of **Law 2504 of 2025**, which not only declares coffee as the "national beverage" but also sets essential social protection measures for producers and harvesters, including the I Love Coffee Growers voluntary donation program. This law is complemented by **Law 2550 of 2025**, which creates the Specialty Coffee Entrepreneurship Fund, administered by the Ministry of Commerce. Its operation, jointly with the FNC, strengthens entrepreneurship and adds value to the coffee bean in the market.

In structural reforms, the **Labor Reform (Law 2466 of 2025)** introduces high-impact provisions for the rural sector, in particular the mandate to create a Public Policy to Support Agricultural Work and the regulation of the **Agricultural Contract and Daily Wage.** These tools are designed to formalize employment on farms, allowing affiliation to social security without workers losing the benefits of the subsidized health regime.

We also monitored **Bill 398 of 2024/183 of 2024**, which seeks to define the powers and special procedures of the agrarian jurisdiction. This monitoring aims to ensure that the proposed framework respects the legal security of private property and the specific characteristics of the coffee production model, ensuring balanced and technical access to agrarian justice.

In land-use planning, work focused on influencing the national Government on delimitation of **Food Production Protection Areas.** The objective of these working groups with the Ministry of Agriculture is to have coffee formally categorized as a "primary use" to ensure that regulations allow for diversification of existing coffee infrastructure into tourism services and wholesale trade, ensuring economic sustainability and the development of coffee-producing families.

Finally, two important bills are currently being processed in the Congress: **Bill 156 of 2025 ("School & Coffee"**) and **Bill 210 of 2025 ("FNC Centennial")**. For the former, the FNC proposes a flexible, regional framework based on its 40 years of experience with this educational model. As to the centennial bill, the FNC values the initiative but requests that this recognition not be merely symbolic. Given the experience with **Law 1337 of 2009**, the aim is for the tribute to translate into long-term structural investment that will impact competitiveness and well-being of coffee grower families.

GRI 2-6-b-i, 3-3

FEPCAFÉ STRENGTHENS PROTECTION FOR PRODUCERS

Operating parameters and proposals for new mechanisms to protect coffee growers' income were strengthened, advancing preventive strategies.

OPERATIONAL ELEMENTS:

- The **2024 National Cost Survey** was conducted with a random sample of **1,500 farms** in 22 departments, getting information on production scales, regions, and production systems. Since 2025, a robust methodology has been in place to estimate the average cost based on three components: (I) the 3,000 Farms Plan; (II) the National Cost Survey; and (III) updates in three stages: monthly for input prices; semi-annually for labor costs, and annually for cost structure per activity.

- The **procedure to estimate production capacity per coffee grower was updated** based on production area (Sica) and average national productivity estimated semi-annually by Cenicafé with support from the Extension Service.

- To strengthen producers' risk management, **1,200 extension agents** were trained as trainers through the Finagro Educates and Coffee Risk Management courses. In addition, **20,000 coffee farmers** received in-person training, and **2,700 were certified** in coffee risk management by the Manuel Mejía Foundation.

STABILIZATION MECHANISMS

Fepcafé has reactive and preventive stabilization mechanisms:

<table>
<tr><th>TYPE</th><th>MECHANISM</th><th>OBJECTIVE</th><th>STATUS</th></tr>
<tr><td rowspan="2">REACTIVE</td><td>Coffee Grower Income Compensation Mechanism (Mecic)</td><td>Direct economic compensation to coffee growers to alleviate temporary losses when the domestic price falls below the average production cost.</td><td>Regulated to be operated when required.
Status: Inactive</td></tr>
<tr><td>Mechanism of Compensation for Agroclimatic or Phytosanitary Risks (Merac)</td><td>To offset part of the average production cost for the purchase of agricultural supplies, recovering production capacity and stabilizing income in the face of adverse events.</td><td>Ready to be regulated and operated when required.
Status: Inactive</td></tr>
<tr><td rowspan="2">PREVENTIVE</td><td>Early Protection of Coffee Grower Income</td><td>To promote short-term individual savings to protect production capacity and stabilize income.</td><td rowspan="2">Under review and approval of methodology, regulations and operation.</td></tr>
<tr><td>Income Insurance</td><td>To promote access to price hedging that ensures income per load above production costs.</td></tr>
</table>

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 203-1, 203-2, 3-3, 413-1

FNC LEADS INTER-INSTITUTIONAL MANAGEMENT OF THE PCCC

Leading the institutional framework of the Coffee Cultural Landscape of Colombia (PCCC, the acronym in Spanish), the FNC convened and chaired the 8th meeting of the PCCC Intersectoral Technical Commission (CTIPCCC), in August, where the 7th Management Report was approved. This space reaffirmed the FNC's coordinating role and showed concrete progress in investment, governance, and territorial sustainability.

INVESTMENTS FOR MANAGEMENT

Between May 2024 and April 2025[9], the **effective coordination between public and private entities and territorial actors** mobilized strategic resources for the PCCC sustainability:

- **COP 27.5 billion (USD 6.8 million)** invested on infrastructure, with the delivery of **364 new homes** and the improvement of another **482**.

- **COP 24.7 billion (USD 6.1 million)** allocated to dissemination of cultural traditions and to strengthen social appropriation of heritage.

- Partnering with other entities, the FNC executed **275 social investment projects** for over **COP 47 billion (USD 11.6 million),** focused on production, community and road infrastructure, as well as generational integration, education, gender equity and social protection.

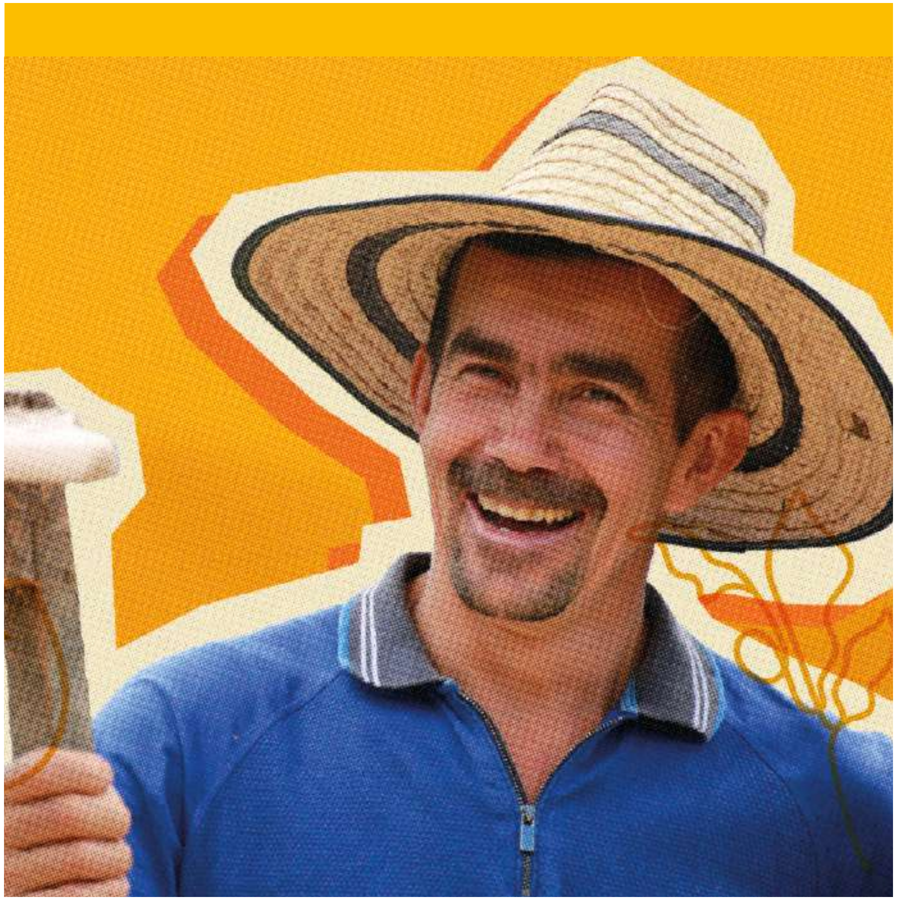
- The Regional Autonomous Corporations, together with municipal administrations and departmental governments, implemented the **PCCC Environmental Sustainability Program, with investments exceeding COP 18 billion (USD 4.4 million)**, strengthening the environmental management of the territory.

[9] From the 8th report in 2026, the period will cover May-December, and from the 9th report, the period will be Jan-Dec.

MANAGEMENT PLAN UPDATE

Under the leadership of the FNC and the Ministry of Cultures, progress was made in validating and implementing the methodology to **update the PCCC Management Plan.**

The process included a participatory review of SWOT matrices (Strengths, Weaknesses, Opportunities, and Threats) associated with heritage values. In November, a work session was held in Pereira with 54 representatives from the National Steering Committee, the Regional Technical Committee, the CTIPCCC, and other stakeholders.



At the meeting, the proposed adjustments to the Plan were presented, and technical and institutional contributions were collected and systematically incorporated into the final document, **strengthening the legitimacy and strategic updating of the PCCC management tool.**

Within the framework of the agreement with the Ministry of Cultures, the **Fourth Meeting of Young People from the PCCC** was held in Chinchiná, with 33 young people, where work was done on:

- Formulation of business models with the Canvas tool.
- Opportunities for industrialization and use of coffee by products.

This space promoted an innovative and entrepreneurial vision of the sector, strengthening **generational integration and the economic sustainability of the PCCC.**

Two workshops were also held with 37 participants focused on the natural elements of architectural heritage, highlighting the value of native species, especially orchids, as an alternative for production diversification and income generation for families in the PCCC.

GOVERNANCE INNOVATION

NEW COFFEE GROWER ID CARD ISSUANCE APP

The new application interacts in real time with the over **500,000** coffee growers registered in Sica, centralizing the nearly **400,000** coffee grower ID card (both smart and traditional) records. It makes it easier for staffers to enter new ID card applications on time, which is currently done manually.

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STRATEGIC PARTNERSHIPS

GRI 2-6-a, 2-6-b-i, 2-6-b-iii, 2-6-c, 201-4, 203-1, 203-2, 413-1, 3-3

IN A CONTEXT OF LESS INTERNATIONAL COOPERATION

FNC EXECUTES PROJECTS WORTH **USD 69.5 MILLION**

The figure is 9.4% higher than in 2024, with a leverage of Fonc resources of 3.6 times. And we are preparing for the entry into force of the EU Green Deal.

In 2025, the FNC managed projects worth **COP 281.5 billion (USD 69.5 million), 9.4%** more than in 2024. The Fonc resources were leveraged **3.6**[10] **times** thanks to the trust of **554 national and international partners** in the coffee institution.

The international context is challenging due to reduced cooperation, both **multilateral** from organizations that are part of the UN and **bilateral,** with the **closure of offices** of the **US Agency for International Development (USAID).**

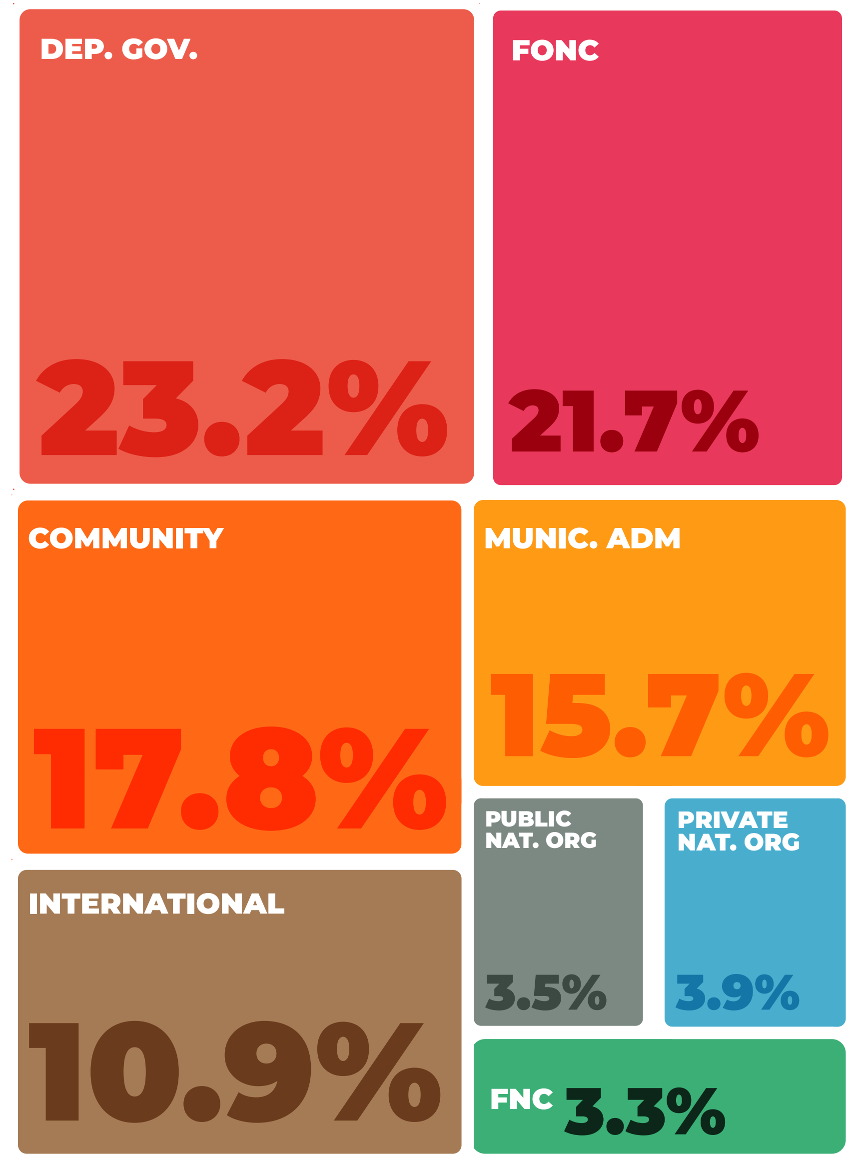
According to the Organization for Economic Cooperation and Development (OECD), by the end of 2025 there was a drop of **USD 35 billion** (17%) in development aid, while the **European Union (EU)** redirects its cooperation under the new **Global Gateway** strategy, which prioritizes **repayable investments** over simple grants.

Thus, the availability of international resources is lower and the requirements for formulating social investment projects and leverage are greater.

Despite this, the FNC successfully managed partnerships with **departmental governments, municipal administrations, and other national entities** worth **COP 130.35 billion (USD 32.2 million, 46.3%).** International partners contributed **COP 30.72 billion (USD 7.58 million, 10.9%),** with strategic alliances with Nestlé, Pur Project, Nestrade SA, Tim Hortons, and the German Cooperation Agency (GIZ) for **50 high-impact projects.**

[10] The renovation program with Fonc resources and the Fertirespaldo program are excluded because they are not leveraged with third parties' resources.

PARTICIPATION BY TYPE OF CONTRIBUTOR



Source: *FNC Partnerships & Projects Directorate.*

By value strategy dimension, the resources were distributed as follows:

- Social: **COP 137.68 billion (USD 34 million, 48.9%),** with 83.9% allocated to road infrastructure, housing, basic sanitation and social infrastructure.

- Economic**: COP 120.32 billion (USD 29.7 million, 42.7%),** of which 69.2% was for production activities such as coffee plantation renovation and fertilization, among others.

- Environmental: **COP 23.24 billion (USD 5.7 million, 8.3%),** with 67.2% for climate variability mitigation.

- Governance: **COP 248 million (USD 61,190 or 0.1%),** focused on participation, leadership and democratic strengthening.

SOCIAL
48.9%
COP 137.68 BILLION

GOVERNANCE
0.1%
COP 248 MILLION

ENVIRONMENTAL
8.3%
COP 23.24 BILLION

ECONOMIC
42.7%
COP 120.32 BILLION

OBJECTIVES & KEY RESULTS (OKRs) PARTNERSHIPS & PROJECTS

LEVERAGE INDEX

100%

FNC multiplied the Fonc resources **3.6** times.

NATIONAL AND INTERNATIONAL PARTNERSHIPS

100%

FNC executed over **COP 211 billion (USD 52.1 million)** as third-party resources.

INDEX OF INVESTMENT OF FONC RESOURCES IN PROJECTS

92.5%

FNC invested over **COP 61 billion (USD 14.8 million)** from the Fonc in development projects.

PROJECT MANAGEMENT INDEX (PMI)

100%

FNC achieved **100%** efficiency in project execution, meeting scopes and cost within the set timeframes.

Following the recommendation of the 2024 Coffee Grower Congress, the FNC continued forging strategic partnerships that aim at:

▸ **COFFEE FARMER** PROFITABILITY **AND ACCESS TO CREDIT**

The **Coffee Sustainability Roadmap** project was approved (financed by **UK PACT with over COP 2.15 billion** [USD 530,500]), which will benefit **1,200 coffee growers** in Antioquia, with access to green financing (partnering with Davivienda and Seguros Bolívar and the FMM).

GRI 101-1, 101-2

▸ **REGENERATIVE** AGRICULTURE

Nescafé Plan will implement regenerative and resilient practices in Antioquia and Risaralda for **COP 7.8 billion (USD 1.9 million)**, with **1,635 producers**, improving productivity and reducing CO_2 emissions.

In Santander, with **Fondo Acción/Sol Natura,** we advanced to second phase of formulation in Curití and Mogotes, worth **COP 1.3 billion (USD 311,400),** to benefit **400 coffee farmers** with agroforestry systems, forest conservation and strengthened food security

▸ FARMS WITH **SUSTAINABLE CERTIFICATION**

105,605 farms were certified with at least one sustainability standard, benefiting 81,252 coffee growers. The sale of their coffee yielded premiums of over **COP 60 billion (USD 14.8 million).**

▸ IMPROVEMENT OF **RURAL COFFEE GROWER EDUCATION**

Costa Coffee Foundation endorsed a **COP 443 million (USD 109,300) project in Cundinamarca,** which improves sanitation systems and access to drinking water at the Santa Teresa school and will provide purification filters to **another 28 schools,** benefiting over **1,072 students.**

With four Japanese partners **(Key Coffee, Marubeni, Ishimitsu and Typica)** water quality is being improved in rural schools, including people with disabilities, fertilizer management and innovation of production products.

OUR PARTNERS

FNC LEADS THE **COFFEE GROWER** ADAPTATION TO THE **EU'S FREE DEFORESTATION REGULATION (EUDR)**

▸ The Directorate of Partnerships and Projects, together with the Technical Division and the Legal, Environmental, Social and Economic Research directorates, advanced the sectoral and export strategy to comply with the **EUDR** based on three key pillars, ensuring that the associated costs do not fall on the coffee farmer:

▸ **Access to geolocation: The Geolocation Consultation Service** (Coffee Regulation Platform) was implemented with Sica data; over 1,644 files were uploaded, delivering more than **383,000** producer geolocation data.

▸ **Validation of deforestation-free status:** In a pilot project with the Institute of Hydrology, Meteorology and Environmental Studies (Ideam), a high-precision methodology was developed (reducing the area at risk from 11 to 2.5 ha in Huila), which is being **scaled up to all coffee regions.**

▸ **Strengthened traceability systems:** The upgrade of SAP systems has enhanced transparency and increased report generation by **60%, integrating more than four key platforms** and adapting to over **eight different formats.**

With an international strategy, the FNC has positioned different solutions such as the **Legality Matrix** and other initiatives before the European Commission and the authorities of the main European ports, in direct coordination with the International Coffee Organization (ICO) and the European Coffee Federation (ECF), which represents the main coffee roasters and importers in Europe.

And progress was made in developing the **Management System of Beneficiaries** from FNC projects and actions for their capture, characterization and monitoring, with more precise identification and more equitable allocation of resources; it will be integrated with the Sica, Sisbén and SAP systems (better information management and data-driven).

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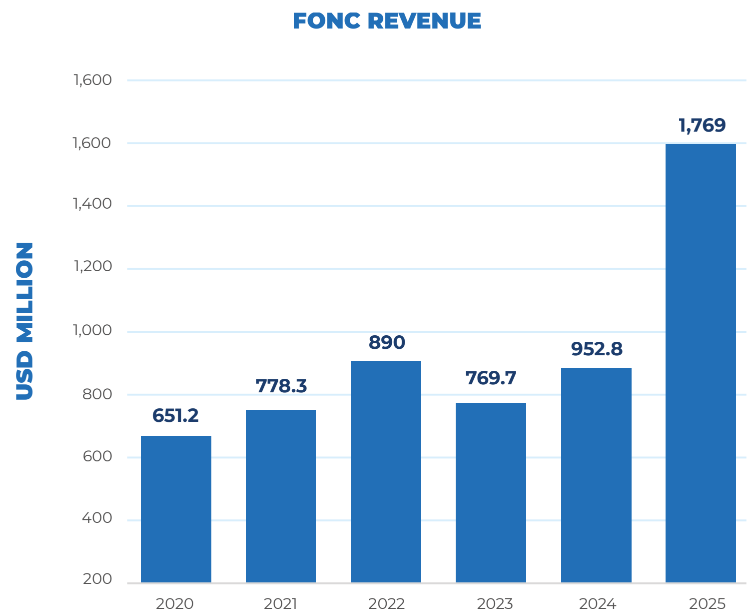
FINANCE

GRI 2-6-a, 2-6-b-i, 201-1, 203-1, 203-2

FONC TRANSFERS OVER USD 1.04 BILLION TO GUARANTEE COFFEE PURCHASES

In total, it financed public coffee grower services worth COP 512.5 billion (USD 126.3 million), COP 31.8 billion (USD 7.85 million) more than in 2024.

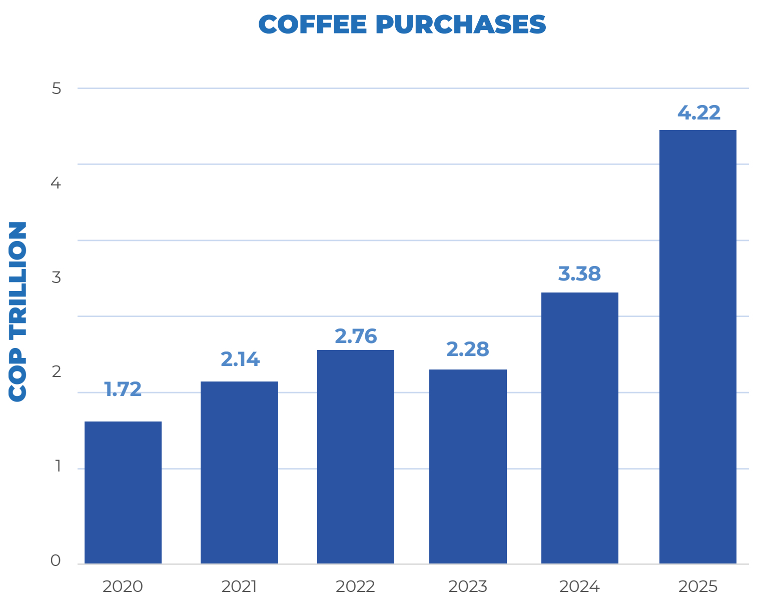
In 2025, the National Coffee Fund (Fonc) reached record revenue of **USD 1.77 billion,** 85.7% more than in 2024, driven by more sales of green coffee, **USD 1.37 billion** (+118.2%), and record revenue of Buencafé of **USD 285.6 million** (+30.1%)[11] and of institutional activity, with **USD 112 million** (+7%).



[11] This data differs from that reported in the commercial section of Buencafé because merchandise movements are deducted.

With coffee sales of **USD 1.66 billion**, 95.4% more than in 2024, the marketing of green and freeze-dried coffee reflects the financial strength of the Fonc by generating income in dynamic markets.

To achieve these sales, the Fonc transferred over **COP 4.22 trillion (USD 1.04 billion,** +25%) to source coffee in the regions via the purchase guarantee, a key instrument that ensures the stability of producers' income in the face of the volatility of international markets.



The Fonc institutional activity reported revenue of **USD 112.2 million**, 7% more than in 2024, of which **USD 97.3 million** came from the coffee contribution and **USD 12.7 million** as royalties from the Juan Valdez brand.

These resources, added to the surpluses from commercial activities, financed public goods and services for coffee growers worth **USD 126.3 million (COP 512.5 billion), COP 31.8 billion (USD 7.85 million)** more than the previous year, which reaffirms the Fonc's capacity to sustain and deepen strategic programs aimed at coffee grower families' sustainability, productivity and well-being.

The Fonc recorded an EBITDA of **USD 141 million,** reflecting operational efficiency, and its equity grew 27.9% to **USD 303 million.**

As a result of the confidence of the financial sector and its positive results, the Fonc has credit lines of **USD 1.12 billion** (+22.4%) that allow leveraging the purchase guarantee for the benefit of coffee growers.

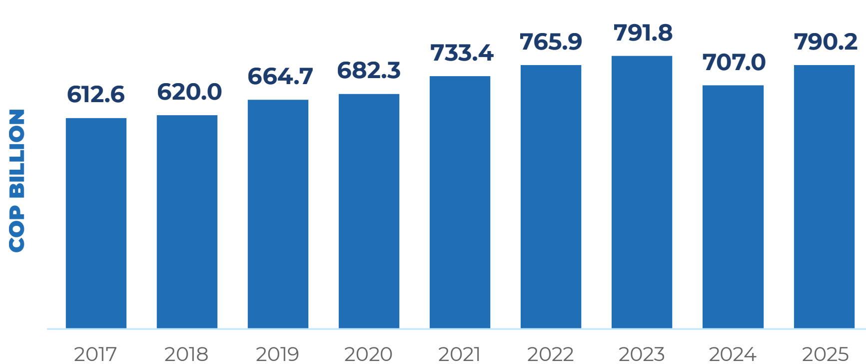
OPERATING EXPENSES OF BOGOTÁ HQ AND DEPARTMENTAL COMMITTEES **SAVE 20% IN THREE YEARS**

In line with the pillars of **austerity, efficiency and innovation for** executing the FNC budgets, the operating expenses of the Bogotá HQ and the departmental committees decreased, despite an inflation of 15% and an accumulated increase in the minimum wage of 22%.

Between 2023 and 2025, **COP 34 billion (USD 8.4 million) or 20%** was saved in operating expenses, reflecting the commitment to meet the FNC's objectives and invest in value-added projects.

Good budget planning, efficient use of resources, and proper revenue management also increased the FNC's equity to **COP 790.2 billion (USD 195 million)**, 11.8% more (COP 83.2 billion or USD 20.5 million) compared to 2024.

FNC EQUITY



Since 2018, current assets have exceeded current liabilities by more than **1.88 times** (current ratio), confirming the institution's financial strength.

GRI 2-7-a, 2-7-b, 3-3

HR MANAGEMENT BRINGS THE **STRATEGY TO LIFE WITH HUMAN TALENT**

The organization has **3,302 employees,** distributed as follows:

2,068
AT THE DEPARTMENTAL COMMITTEES

307
AT THE BOGOTÁ HQ (9.3%)

710
AT BUENCAFÉ (21.5%)

164
AT CENICAFÉ (5.0%)

53
AT COFEE INSPECTIONS (1.6%)

GRI 401-1, 2-30-a | There were **517** new hires, and the turnover rate was **13%.** Of the total workforce, **4%** are unionized.

GRI 405-1-b | **By gender:** 62% men and 38% women.

By type of contract: Fixed-term: 2,562 (77.6%); Indefinite-term: 481 (14.6%); Work or activity: 259 (7.8%)

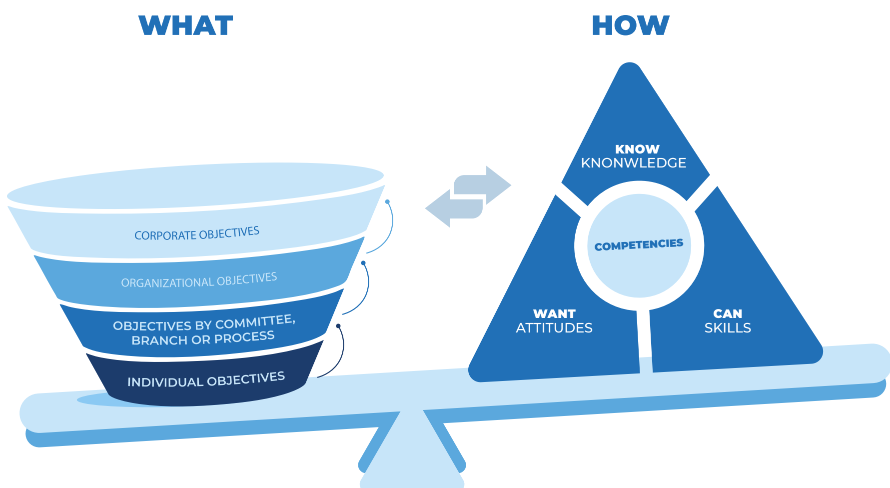
By level of education: 1% PhD; 7% master's; 16% specialization; 46% professionals; 14% technical training; 16% high school graduates.

GRI 3-3

PERFORMANCE MANAGEMENT: **SOWING COMPETENCIES, CULTIVATING PERFORMANCE, HARVESTING RESULTS**

In 2025, the **Performance Management Model** was consolidated, aligned with the corporate strategies of the FNC and Almacafé, to promote a **high-performance culture** and set a **variable compensation scheme** that recognizes the differentiating performance of employees.

This model incorporates best market practices, where the right balance between **what** and **how** something is achieved is crucial to **sustainability of results.**



SUSTAINABLE RESULTS + PRODUCTIVITY STRATEGIC ALIGNMENT
HIGH-PERFORMANCE CULTURE RESULT-ORIENTED

GRI 404-3 | In the first deployment stage of this model, **performance was measured for 100% of workers,** focusing on the **WHAT** from the definition of objectives up to level 3.

STRATEGIC **STRUCTURE AND COMPENSATION**

The FNC's organizational and salary structure was reviewed, covering **365 job titles**, to align the corporate strategy with market conditions, boosting competitiveness to attract talent, strengthening internal equity, and focusing salary investment to ensure sustainability

ORGANIZATIONAL CLIMATE MANAGEMENT AND COMMITMENT

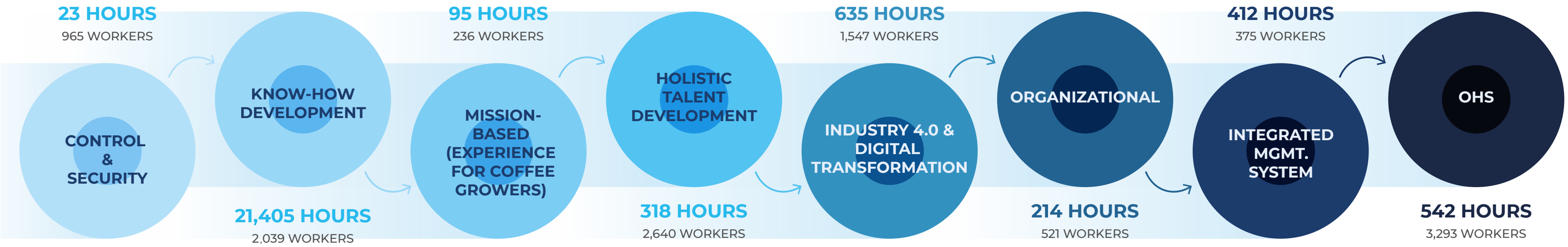
Starting with the initial measurement in 2024, this year a **healthy work environment was promoted as a driver of productivity**, including:

- Strategic implementation to optimize the organizational climate: it was **shared with 97% of workers.**
- **Comprehensive intervention:** Joint work with **49** teams from the FNC and **19** from Almacafé**.**
- **Collaborative methodology:** Through focus groups, the root causes were identified and the improvement plans designed by the same teams were implemented.
- **Positive impact:** The pulse measurement confirmed the effectiveness of the strategy, resulting in **85%** of the teams at FNC and **63%** at Almacafé improving their organizational climate indicator.

GRI 403-5, 404-1, 404-2

TALENT **DEVELOPMENT**

Talent development is key to building organizational capacity. In 2025, **23,644 hours were invested in training for 3,541** employees **(86%** coverage). Of all the programs developed, two stand out: the **massive AI skills improvement** using Google tools, with a 79% coverage, and the **training of 36 change agents** with the University of the Andes to drive innovation.



GRI 401-2-1, 401-3

EMPLOYEE **EXPERIENCE AND WELL-BEING**

The fourth edition of the corporate volunteering program mobilized over **750 employees** for the benefit of coffee grower communities.

The FNC promoted well-being and life balance through:

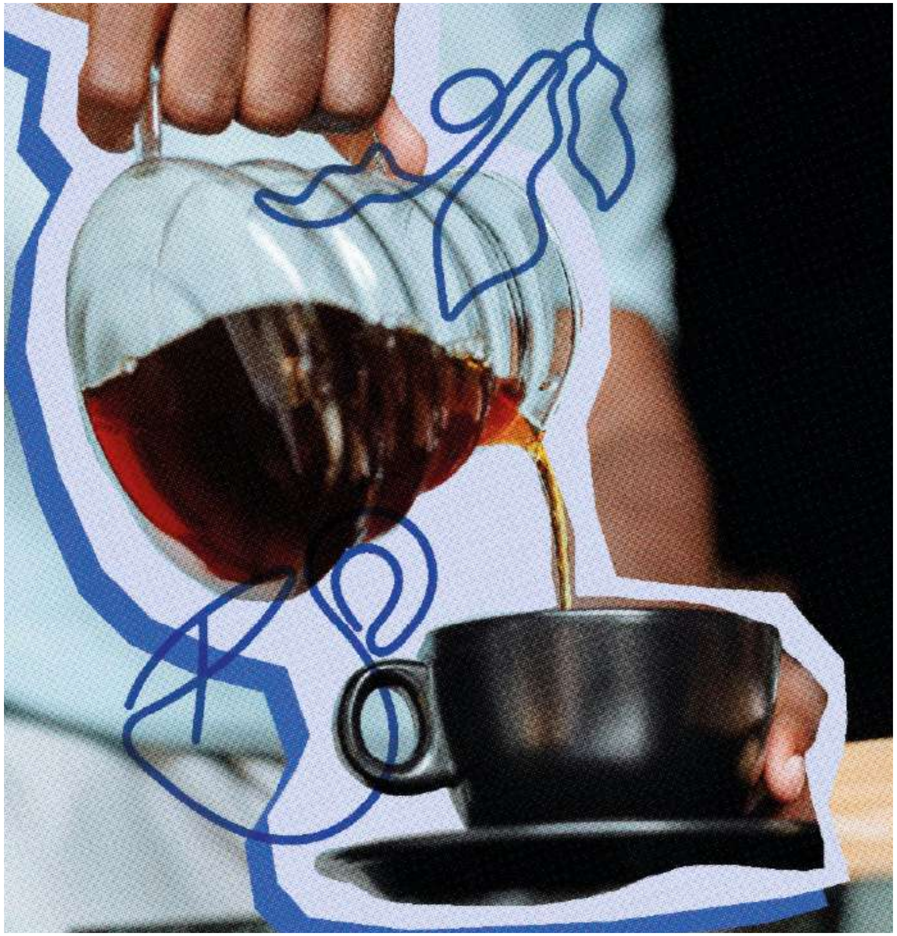
- **3,617** days for celebrations and licenses.
- **438** in hybrid work.
- **409** loan recipients.
- **4,049** uses of conventions

INTEGRATION AND SENSE OF CORPORATE PURPOSE

As part of the **Shared Services strategy, the IT and Tax Management** processes of FNC, Almacafé, and Procafecol were integrated in 2025. The integration began with the onboarding **From Bean to Cup** for 48 employees to deepen their understanding of the mission-related operations of each company.

OCCUPATIONAL HEALTH AND SAFETY: PREVENTION IS THE BEST INVESTMENT

The ISO 45001 certification was kept, **absenteeism** due to work accidents was reduced by **633 days**, and there have been no **cases of occupational disease** in the last 10 years.



06

ABOUT THIS **REPORT**

GRI 2-29

This report was prepared in accordance with the GRI standards 2021 and presents the 2025 FNC management results.

STAKEHOLDERS

The FNC has a structure that keeps open and permanent channels with all its stakeholders; without them, achieving our value strategy would not be possible.

From information gathered on a continuous basis through participation mechanisms and instances, a list of important and relevant topics was consolidated for each stakeholder group. Below are the different communication channels and participation mechanisms used for the different stakeholders and the topics that they consider relevant.

COFFEE GROWERS

Subgroups: Large, medium-sized and small coffee growers; coffee-growing women, youth and families.

Relationship Approach: The mission of the FNC is to ensure Colombian coffee growers' wellbeing. For this purpose, we have established and strengthened communication channels and continuous relationships to understand the needs of the union and transfer the best practices and technologies to coffee growers to support their production processes, contribute to their social development, and increase their profitability.

Relevant Topics: Industrialization, associativity, quality, and new markets with efficiency and austerity to materialize the FNC's strategy with value creation opportunities.

Comunication Channels: National Coffee Growers Congress, Steering Committee, departmental and municipal committees, FNC web page, social media, FNC CEO regional meetings, comprehensive perception survey, departmental committees' web pages, group and individual methods applied by the Extension Service, union leadership meetings, radio programs, regional newspapers, SMS, opinion column in Agro Negocios by *Professor Yarumo*, social media, podcasts, chatbot and FNC WhatsApp.

GOVERNMENT

Subgroups: Presidency of the Republic, Ministries, Administrative Departments, Presidential advisories and decentralized institutes, Office of the Comptroller General of the Republic, Office of the Inspector General of the Nation, Departmental & municipal administrations, Congressmen, Office of Government Advisors for Coffee Matters of the Ministry of Finance and Public Credit.

Relationship Approach: We seek to maintain respectful and constructive dialogue to create and sustain partnerships that support our mission, protect the income of coffee grower families and ensure sustainability of the sector. We are also committed to complying with regulations and the National Coffee Fund Administration Contract and more recently with those of the Coffee Price Stabilization Fund (Fepcafé).

Relevant Topics: Community and projects of high social, environmental and economic impact.

Communication Channels: National Coffee Growers Committee, National Coffee Growers Congress, meetings with departmental and municipal committees, social media, web page, and press releases.

PARTNERS

Subgroups: Government(s), National organizations/NGOs, private companies, international organizations/NGOs, embassies, public/private funds.

Relationship Approach: A proactive and sound relationship with our partners is key to implementation of our value creation strategy and excellence project management.

Relevant Topics: Adoption of quality standards, knowledge exchange, and production, social and environmental project management.

Communication Channels: Direct relationship, social media, web page, radio, podcast and press releases.

COFFEE BUYERS & CONSUMERS

Subgroups: Marketers/traders, roasters, supermarkets, coffee shops, end consumers.

Relationship Approach: We build trust and long-term relationships to maintain high-value businesses and ensure sustainability of the purchase guarantee.

Relevant Topics: High-quality added-value products.

Communication Channels: Direct personal contact, feedback form, external customer satisfaction survey by the Commercial Division, customer satisfaction survey by Buencafé, FNC commercial offices in the US, Asia and Europe, consumer satisfaction surveys by Procafecol, consumer surveys and focus groups, web page, emailing, participation and/or presence in international expos, social media, and Real Academia del Café.

WORKERS

Relationship Approach: All that we do and our positive impacts would not be possible without our human capital. So, we have based our HR management on 3 main components:

Competencies, understood as the ability to do work well and efficiently. ***Commitment,*** which is the will to do work. ***Contribution,*** which implies finding a meaning in what our workers do. In this way, we seek to ensure that the work done by HR Management contributes to the value creation strategy through workers who put their talent and skills at the service of the FNC, and they, in turn, find in the organization a place where their personal life, and professional and purpose expectations are reciprocated.

Communication Channels: FNC CEO meetings, institutional intranet, workplace harassment mailbox, Occupational Health Committees (COPASTs), mailings by HR Management and Communications and podcast.

ASSOCIATIONS & UNIONS

Subgroups: 4C (Common Code for the Coffee Community), Asociación Nacional de Comercio Exterior (Analdex), Colombian-Chinese Investment & Commerce Chamber, Colombian-Japanese Commerce & Industry Chamber, Colombian-American Chamber of Commerce, Coffee Association of Canada, Consejo Gremial Nacional, Consejo Privado de Competitividad, Corporación Colombia Internacional (CCI), Corporación Colombiana de Inversiones Agropecuarias (Agrosavia), Corporación Colombiana de Logística S.A., Fundación Empresarios por la Educación, Fundación Colombiana del Pacífico, Fundación para la Enseñanza de Oficios, Global Compact (adhered since 2003), Instituto Colombiano de Normas Técnicas y Certificación (Icontec), International Coffee Organization (ICO), National Coffee Association (NCA), Origin, Specialty Coffee Association (SCA), Sociedad de Agricultores de Colombia (SAC).

Relationship Approach: Representation of interests of Colombian coffee growers, sustainability promotion, relevant positioning of the FNC as a union, strengthening of the sector.

Communication Channels: Direct relationship, social media, web page.

MEDIA & COMMUNICATION

Relationship Approach: We want to be a source of reliable and first-hand information on the coffee institutions, and we always seek transparency and media coverage of our activities.

Relevant Topics: News about the sector and the union, management results.

Communication Channels: Websites, press releases, press conferences (including virtual), social media, and direct relationship.

COFFEE INSTITUTIONS

Subgroups: Almacafé, Procafecol, Buencafé, Cafecert, Cenicafé, Parque del Café, offices abroad, Manuel Mejía Foundation, cooperatives.

Relationship Approach: Constant and coordinated relationship with all the FNC branches and companies is crucial to achieving our mission; without them we could not impact all links of the coffee value chain.

Relevant Topics: Commercial management, price, and market.

Communication Channels: Coordination meetings, billboards, FNC CEO meetings, emails, social media, and podcast.

SUPPLIERS & CONTRACTORS

Subgroups: National suppliers, International suppliers.

Relationship Approach: Efficiently managing the sourcing of goods and services aims to meet the needs of stakeholders, ensuring compliance with legal requirements and FNC rules.

Relevant Topics: Purchase management: from registration of the supplier to generation of the contract or purchase/service order**.**

Communication Channels: Direct contact, mailing by Purchasing and Contracting, and participants in the purchasing logistics cycle.

GRI 3-1, 3-2

MATERIALITY

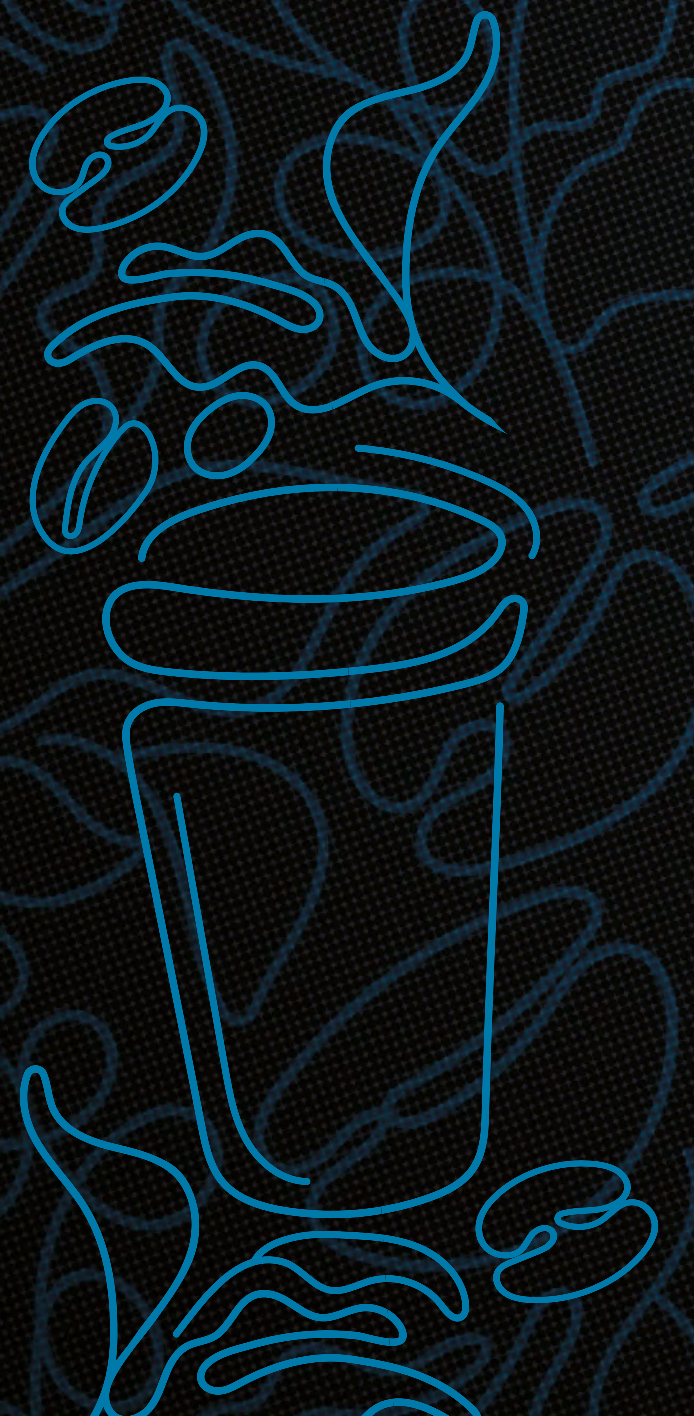
For updating its annual management report from the 2016 GRI standard to the 2021 one, the FNC identified 23 material topics in 2024, 13 more than the 10 it had previously worked with, as environmental topics were disaggregated to better visualize the impacts, risks, and opportunities to be managed.

And topics such as industrialization were added, focusing more on achieving its strategic objectives. Thus, the material topics were grouped as follows:

- **Climate action and bioeconomy:** Climate change adaptation, water, biodiversity and ecosystems, climate change mitigation, waste.
- **Human capital well-being and development:** Diversity, equity and inclusion, human talent, health and safety.
- **Socioeconomic development and empowerment of coffee growers and their families:** Socioeconomic development of coffee growers and their families, coffee grower profitability, generational integration, and human rights of coffee growers.
- **Institutional strengthening and FNC unity:** Coffee growers' unity, inter-institutional coordination and cross-cutting collaboration, strategic partnerships, brand positioning, corporate governance, ethics, and transparency.
- **Coffee industrialization:** Research and technology transfer, market access and expansion, coffee quality and safety, innovation, and new markets.
- **The FNC as an engine of the country's socioeconomic development:** Territorial development of communities, competitiveness, and national progress.

07

ANNEXES



GRI 206-1

TAX STATUTORY AUDIT

LAW 603 OF 2000

The Colombian Coffee Growers Federation (FNC) has fully complied with industrial property regulations (Decision 486 of 2000-Common Industrial Property Regime, Decision 345 of 1993-Common Regime of Plant Breeder's Rights) and copyright (Decision 351 of 1993-Common Regime on Copyright and Related Rights, and Law 23 of 1982, whereby copyright is regulated in Colombia), in accordance with the following activities:

1. Protection, maintenance and defense of industrial property rights (distinctive signs, invention patents, utility models, among others) and intellectual property (copyright) of the FNC as a private law federated organization and as administrator of the National Coffee Fund (FoNC).

2. Monitoring of the gazettes published by the different industrial property offices worldwide for exercising the right of defense and ensuring the industrial property rights held by the FNC.

3. Actions aimed at ensuring the **preeminent rights of the FNC** as a private law federated organization and as administrator of the FoNC in Colombia and abroad.

4. Agreements where IP and copyright conflicts are prevented in the different agreements of wills, confidentiality and protection of personal data and institutional information**.**

The analysis and studies aimed at **protecting the industrial property and intellectual property rights of the FNC** as a private law federated organization and as administrator of the FoNC include the observance and respect of the rights of third parties.

Furthermore, we declare that the activities and processes related to licensing of trademarks and patents owned by the FNC-FoNC, management of denominations of origin (DO) and protected geographical indication (PGI, authorizations of use, market monitoring, annual reports to the Superintendence of Industry and Commerce [SIC], among others), supervision of the proper use of the intangible assets owned by the FNC-FoNC in accordance with approved and current policies, training and promotion in relation to the DO and PGI, as well as the licensing program for the Café de Colombia logo (known as the 100% Café de Colombia Program), design and proposal of policies for managing the IP of the FNC-FoNC, are developed in accordance with current regulations on industrial and intellectual property.

ARTICLE 778 OF THE COMMERCIAL CODE

After the 2022 tax statutory audit, the international network of accounting, tax, consulting and business advisory companies (BDO) determined that we are complying with the provisions of article 778 of the Commercial Code (modified by article 7 of Law 1231 of 2008), since the FNC currently has a structured and documented procedure for the receipt of invoices and the acceptance of endorsed invoices allowing their free circulation; this procedure is linked to our document management system (Isolución), FE-BS-P-0019 form, point 5.4 ''Endorsement and/ or transfer of economic rights of invoices''.

E-INVOICING – RESOLUTION 1 OF DEC. 3, 2019

For the proper compliance with electronic invoicing according to current regulations, the FNC, as a large taxpayer, is obliged to issue electronic invoices since September 2018. To meet this obligation, an interdisciplinary group led by the Tax Management and IT teams was formed; they developed the E-Invoicing Project within whose framework an invoicing system was implemented in all the FNC dependencies.

This same group has kept up to date with regulatory developments, and since 2019 has made adjustments for adapting the developments to the invoicing system within the framework of Resolution 1 of 2019, meeting the technical and regulatory aspects required by the National Directorate of Taxes and Customs (Dian).

Accordingly, for transmission of invoices to the Dian, the FNC has the services of two duly authorized technological providers, ensuring compliance with the requirements applicable to the e-invoicing system in the normal operation and in the event of any inconvenient.

DECREE 1406 OF 1999

As to social contributions, in compliance with Decree 1406 of 1999, articles 11 and 12, the FNC has made its contributions to the General Social Security System correctly and in a timely manner, meeting its obligations on self-calculation and payment of contributions to the system in due form, without being in arrears for this concept at the end of the year.

GRI 2-28

LIST OF AFFILIATIONS AND ASSOCIATIONS

NAME	BOARD OF DIRECTORS	
	PRINCIPAL	SUBSTITUTE
4C (Common Code for the Coffee Community)		
Asociación Nacional de Comercio Exterior (Analdex)	1	
Colombian-Chinese Investment & Commerce Chamber		
Colombian-Japanese Commerce & Industry Chamber	1	
Colombian-American Chamber of Commerce		
Coffee Association of Canada		
Consejo Gremial Nacional		
Consejo Privado de Competitividad	1	
Corporación Colombia Internacional (CCI)		1
Corporación Colombiana de Inversiones Agropecuarias (Agrosavia)		
Corporación Colombiana de Logística S.A.		
Fundación Empresarios por la Educación		
Fundación Colombiana del Pacífico		
Fundación para la Ensenanza de Oficios	1	
Global Compact (adhered since 2003)		
Instituto Colombiano de Normas Técnicas y Certificación (Icontec)		
International Coffee Organization (ICO)		
National Coffee Association (NCA)		
Origin		
Specialty Coffee Association (SCA)		
Sociedad de Agricultores de Colombia (SAC)	1	1

GRI CONTENT INDEX

Statement of Use: The Colombian Coffee Growers Federation (FNC) has prepared this report in accordance with the GRI standards for the period January 1-December 31, 2025. **GRI 1 used:** GRI 1 2021 **Applicable GRI Sector Standards:** GRI 13 2022: Agriculture, Aquaculture, and Fishing Sectors.

MATERIAL TOPIC	MATERIAL SUBTOPIC	GRI STANDARD	DISCLOSURE	DESCRIPTION / LOCATION (NO. PAGE)	OMISSION (REASON / EXPLANATION)
Brand positioning	National and international reputation Brand management	GRI 2 General Disclosures 2021	2-1 Organizational details	60	
			2-2 Entities included in the organization's sustainability reporting	The FNC, as a private-law, non-profit, federated legal entity, consolidates its financial results with equity investments in which it holds at least a 50% stake of their capital: Almacenes Generales de Depósito de Café (Almacafé); Promotora de Café de Colombia S.A. (Procafecol); Offices abroad; Sociedad Forestal Cafetera del Valle S.A. (Soforestal); Sociedad Promotora Agroindustrial S.A.S. (Proagrocafé); Pretensados de Concreto del Oriente Ltda. (Pretecor); Coffee grower committees.	
			2-3 Reporting period, frequency and contact point	January 1-December 31, 2025, yearly, informacion.fnc@cafedecolombia.com.	
			2-4 Restatements of information	There was no information restated in this report.	
			2-5 External assurance	This report was not submitted to external assurance.	
			2-6 Activities, value chain and other business relationships	18, 19 **Note:** Disclosures 2-6-a, -b and -c are described in detail throughout this report.	
Diversity, equity, and inclusion	Gender equity Non-discrimination and diversity Equal opportunities	GRI 2 General Disclosures 2021	2-7 Employees	76	
			2-8 Workers who are not employees	The most common types of workers are contractors, and their contractual relationship is direct through purchase/service orders or service provision contracts.	
			2-9 Governance structure and composition	60	

MATERIAL TOPIC	MATERIAL SUBTOPIC	GRI STANDARD	DISCLOSURE	DESCRIPTION / LOCATION (NO. PAGE)	OMISSION (REASON / EXPLANATION)
Corporate governance, ethics and transparency	Anti-corruption and fraud Corporate governance Ethics, transparency & compliance	GRI 2 General Disclosures 2021	2-10 Nomination and selection of the highest governance body	As the highest authority and deliberative body, the National Coffee, Growers Congress (CNC) is made up of 90 delegates of the departmental committees (6 from each of the 15 committees). These, in turn, are elected every four years by direct vote of producers in the coffee grower elections.	
			2-11 Chair of the highest governance body	The chair of the CNC is elected every year from among its members by the Congress itself. The FNC CEO is elected and/or confirmed by the CNC.	
			2-12 Role of the highest governance body in overseeing the management of impacts	Representing all federated coffee growers, the CNC annually evaluates the FNC's work and draws up a roadmap for the immediate future, including the development, approval, and updating of its purpose, its values or mission statements, strategies, policies, and objectives related to sustainable development.	
			2-13 Delegation of responsibility for managing impacts	The CNC delegates responsibility for managing the organization's impacts on the economy, the environment, and people to the FNC administrative and work team, headed by the CEO, who regularly reports on his management to the National Coffee Growers Committee (permanent) and annually to the CNC.	
			2-14 Role of the highest governance body insustainability reporting	The CNC delegates the review and approval of the information presented, including its material topics, to the FNC experienced team.	
			2-15 Conflicts of interest	In its bylaws and Code of Ethics and Good Governance, the FNC has clearly established prohibitions and disqualifications to prevent and mitigate conflicts of interest of various kinds.	
			2-16 Communication of critical concerns	The FNC regularly communicates critical concerns to the National Coffee Growers Committee and annually to the CNC.	
			2-17 Collective knowledge of the highest & compliance governance body	The annual CEO's report, the FNC annual management report, and regular courses, workshops, and meetings are the main channels for advancing the CNC's knowledge, skills, and experience on sustainable.	
			2-18 Evaluation of performance of the highest governance body	The CNC's oversight of the FNC management of its impacts on the economy, the environment and people is assessed every four years by the federated members in the coffee grower elections, and annually by measurement indices such as Merco's ranking of the most responsible companies.	
			2-19 Remuneration policies	Confidentiality constraints	
			2-20 Process to determine remuneration	Confidentiality constraints	
			2-21 Annual total compensation ratio	Confidentiality constraints	
			2-22 Statement on sustainable development strategy	6, 8	

MATERIAL TOPIC	MATERIAL SUBTOPIC	GRI STANDARD	DISCLOSURE	DESCRIPTION / LOCATION (NO. PAGE)	OMISSION (REASON / EXPLANATION)
Corporate governance, ethics and transparency	Anti-corruption and fraud	GRI 2 General Disclosures 2021	2-23 Policy commitments	Approved at the highest level, the FNC's responsible business conduct commitments and policies are based on the four basic dimensions of its value strategy (economic, social, environmental, and governance), in addition to its bylaws, the Code of Ethics and Good Governance, including express respect for human rights, and its sustainability policy. Since 2003, the FNC has adhered to the Global Compact, which includes its 10 principles, based on universal statements and conventions on human rights, the environment, labor standards, and anti-corruption. And the entire formation and operation of the FNC is carried out in strict compliance with all the national regulations in Colombia. Code of Ethics and Good Governance: https: //federaciondecafeteros.org/app/ uploads/2024/02/Co%CC%81digo-de-Etica_ Digital2024.pdf These commitments and policies have also been shared with the FNC suppliers in their different contractual relationships.	
	Corporate governance		2-24 Embedding policy commitments	The FNC embeds each of its policy commitments for responsible business conduct in all of its activities, strategies, business relationships, and operating procedures, starting with staff induction, through ongoing communications, and through workshops and training.	
			2-25 Processes to remediate negative impacts	The FNC has several communication mechanisms with customers, such as a phone number, voicemail, website, and the documented customer feedback procedure (code FE-GM-P-0008). Requests, complaints, claims, and suggestions (PQRS) are recorded in the Isolution application, in the improvement module, tracking the time and quality of responses, even if there is no allocated process for continuous monitoring of response times.	
	Ethics, transparency & compliance		2-26 Mechanisms for seeking advice and raising concerns	At all its hierarchical levels, the FNC is an organization open to individuals seeking advice and raising concerns about the application of its policies and practices for responsible business conduct. In accordance with its Code of Ethics and Good Governance, it has special support mechanisms, such as an online form for anyone to report illegal, unethical behavior or that is contrary to the culture of risk management and controls. Reports can be submitted to the Ethics Support team, which will have appropriate staff available to analyze them, or to the CEO's office, who will keep the identity of the informant reserved upon request. There is also an Internal Audit of the Internal Control System.	

MATERIAL TOPIC	**MATERIAL** SUBTOPIC	**GRI** STANDARD	**DISCLOSURE**	**DESCRIPTION / LOCATION** (NO. PAGE)	**OMISSION** (REASON / EXPLANATION)
Corporate governance, ethics and transparency	Anti-corruption and fraud Corporate governance Ethics, transparency, & compliance	GRI 2 General Disclosures 2021	2-27 Compliance with laws and regulations	The FNC has not breached its legal or contractual obligations; therefore, it has not been sanctioned with any sum in the form of fines or similar penalties.	
			2-28 Membership associations	85	
			2-29 Approach to stakeholder engagement	80	
			2-30 Collective bargaining agreements	4% of employees are unionized.	
		GRI 3 Material Topics 2021	3-1 Process to determine material topics	82	
			3-2 List of material topics	82	
			3-3 Management of material topics.	8, 10, 20, 26-30, 33, 35-37, 41, 48, 62, 65, 66, 70, 76, 77	
					SECTOR STANDARD REF. NO.
Biodiversity and ecosystems	Land use & management Biodiversity and ecosystems	GRI 13 Agriculture, Acqua-culture & Fishing Sectors 2022	13.4.4 Location and type of natural ecosystems managed by the organization.	Colombian coffee farming covers over 835,000 hectares in 23 departments, which the FNC helps manage with the best environmental practices, including reforestation and biodiversity corridors.	13.4.4
			13.6.1 Pest management plan and agrochemical management of the organization	35	13.6.1
Climate change adaptation Competitiveness and national progress	Climate risk management A more dynamic national economy	GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	16, 20, 26-28, 75	13.22.2
			201-2 Financial implications and other risks and opportunities due to climate change	The FNC has developed resistant and climate-adapted varieties that, by avoiding the use of fungicides, save coffee growers USD 230 million a year.	13.2.2
			201-4 Financial assistance received from government	9, 37, 38, 70,	

MATERIAL TOPIC	**MATERIAL** SUBTOPIC	**GRI** STANDARD	**DISCLOSURE**	**DESCRIPTION / LOCATION** (NO. PAGE)	**SECTOR STANDARD** REF.NO.
Socio-economic development of coffee growers & their families	Associativity & cooperativism Socioeconomic development & empowerment	GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure investments & services supported	8, 9, 35, 37, 41, 48, 62, 66, 70, 75	13.22.3
			203-2 Significant indirect economic impacts	8, 30, 33, 35-37, 41, 66, 70, 75	13.22.4
Corporate governance, ethics & transparency	Anti-corruption and fraud Corporate governance Ethics, transparency, & compliance	GRI 205 Anti-corruption 2016	205-2 Communication & training about anticorruption policies and procedures	The FNC has communicated its anti-corruption policies and procedures throughout the organization, both at the central and regional levels, and has also shared them with partners and allies (e.g., supplier registration). Code of Ethics and Good Governance: federaciondecafeteros.org/app/ uploads/2024/02/Co%CC%81digo-de-Etica_ Digital2024.pdf	13.26.3
Brand positioning	National and international reputation Brand management	GRI 206 Anti-competitive Behavior 2016	206-1Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	84	13.25.2

MATERIAL TOPIC	**MATERIAL** SUBTOPIC	**GRI** STANDARD	**DISCLOSURE**	**DESCRIPTION / LOCATION** (NO. PAGE)	**SECTOR STANDARD** REF.NO.
Climate change mitigation	GHG emissions Energy use and efficiency	GRI 103 Energy 2025	103-1 Energy policies and commitments	53, 54, 56	
			103-2 Energy consumption and self-generation within the organization	51, 53, 54, 56	
			103-4 Energy intensity	50, 53, 56	
			103-5 Reduction of energy consumption	50, 53, 54, 56	
Water	Biodiversity and ecosystems	GRI 303 Water & Effluents 2018	303-1 Interactions with water as a shared resource	51, 53, 57	13.7.2
			303-2 Management of water discharge-related impacts	53	13.7.3
			303-3 Water withdrawal		
			303-4 Water discharge	53	13.7.5
			303-5 Water consumption	50, 53, 57	13.7.6
Biodiversity and ecosystems	Land use & management Biodiversity and ecosystems	GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	50	13.3.2
Climate change mitigation	GHG emissions Energy use and efficiency	GRI 102 Climate Change 2025	102-5 Scope 1 GHG emissions	49, 52, 54	13.1.2
			102-6 Scope 2 GHG emissions	49, 52, 54	13.1.3
			102-7 Scope 3 GHG emissions	49, 52	13.1.4
			102-10 Carbon credits	57	

MATERIAL TOPIC	**MATERIAL** SUBTOPIC	**GRI** STANDARD	**DISCLOSURE**	**DESCRIPTION / LOCATION** (NO. PAGE)	**SECTOR STANDARD** REF.NO.
Waste management	Waste management Circular economy	GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	The FNC has adopted cross-cutting measures to reduce waste generation in its branches and subsidiaries (8, 48).	13.8.2
			306-2 Management of significant waste-related impacts	52, 54, 57	13.8.3
			306-3 Waste generated	48, 54, 57	13.8.4
			306-4 Waste diverted from disposal	8, 48, 50, 52, 54, 57	13.8.5
			306-5 Waste directed to disposal	54	13.8.6
Human talent	Attracting, formalizing, and retaining talent Well-being, culture & work environment Rights and fair working conditions	GRI 401 Employment 2016	401-1 New employee hires and employee turnover	76	
			401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	78	
			401-3 Parental leave	78	
Health & safety	Health & safety	GRI 403 Occupational Health & Safety 2018	403-1 Occupational health and safety management system	The FNC has implemented a robust occupational health & safety system, which includes specialized committees, and has been expanding it to coffee farms.	13.19.2
			403-2 Hazard identification, risk assessment & incident investigation	The FNC has an active system for identifying risks, mitigating actions, and reporting channels.	13.19.3
			403-3 Occupational health services.	The FNC HQ in Bogotá has a medical service during working hours.	13.19.4
			403-4 Worker participation, consultation, and communication on occupational health and safety	The FNC employees actively participate in occupational health and safety topics, including specialized committees called Copasst.	13.19.5
			403-5 Worker training on occupational health and safety	77	13.19.6
			403-6 Promotion of worker health	The FNC promotes the health of its workers as part of a comprehensive policy, further reinforced with specific courses.	13.19.7

MATERIAL TOPIC	**MATERIAL** SUBTOPIC	**GRI** STANDARD	**DISCLOSURE**	**DESCRIPTION / LOCATION** (NO. PAGE)	**SECTOR STANDARD** REF.NO.
Health & safety	Health & safety	GRI 403 Occupational Health & Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The FNC policy prevents and mitigates negative impacts on occupational health and safety in its business relationships, which includes ensuring that its suppliers comply with their legal contributions to the health system.	13.19.8
			403-8 Workers covered by an occupational health & safety management system	The FNC occupational health and safety management system covers all of its workers.	13.19.9
Generational integration	Development of competencies and skills	GRI 404 Training & Education 2016	404-1 Average hours of training per year per employee	77	
			404-2 Programs for upgrading employee skills and transition assistance programs	77	
			404-3 Percentage of employees receiving regular performance and career development reviews	77	
Diversity, equity, and inclusion	Gender equity Nondiscrimination diversity	GRI 405 Diversity & Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	76	13.15.2
	Equal opportunities	GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	The FNC is not aware of any cases of discrimination during the reporting period.	13.15.4
Human rights of coffee growers	Forced and child labor	GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	The FNC is not aware of any operations or suppliers with a significant risk of child labor or young workers exposed to hazardous work.	13.17.2
	Human rights	GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The FNC is not aware of any suppliers at significant risk of forced or compulsory labor. To contribute to its eradication, it works closely with organizations such as the ILO.	13.16.2

MATERIAL TOPIC	MATERIAL SUBTOPIC	GRI STANDARD	DISCLOSURE	DESCRIPTION / LOCATION (NO. PAGE)	SECTOR STANDARD REF.NO.
Territorial development of communities	Access to financial services & products Financial education Social & service infrastructure Education & participation in community life Regional economic progress	GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, & development programs	8, 33, 37, 41, 48, 57, 62, 66, 70	13.12.2
New markets	Innovation in coffee processes, practices & products	GRI 416 Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	The FNC follows the highest standards to assure the safety of coffee and its derived products, not only of its own obligation, but also in compliance with the maximum thresholds established in other countries (see p. 63).	13.10.2
	Innovation in the purchasing model (Craft Coffee)	GRI 417 Marketing & labeling 2016	417-1 Requirements for product and service information and labeling	The FNC promotes the correct labeling of products with the 100% Café de Colombia logo to assure their quality and origin, among other relevant actions.	

Federación Nacional de Cafeteros de Colombia

WE KNOW

WHAT WE DO