



WESTROCK
COFFEE

2020-2021 Sustainability Report



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Thank you to our partners in sustainability



All photos of farmers in Latin America were shot by Lucia Bawot

Dear Clients,

Westrock Coffee was founded on the belief that fostering honest and equitable relationships in agricultural supply chains could drive the success of our farmer partners, supply chain partners, and our company. In 2013, we designed and launched our Agribusiness Training Program for smallholder farmers in Rwanda. We believed that by providing agronomy training, we would improve yields and quality of life for our farmer partners. This resulted in increased sales and greater household incomes for our exporting operation, Rwanda Trading Company.

Through the experience of training over 100,000 farmers in Rwanda and several other countries across the globe, we have come to understand the complexities of building equitable supply chains in challenging environments. Access to credit, training, and tools hold the same importance as basic needs like clean water and healthcare for our farming communities to thrive socially and economically. The learnings of the past decade have laid the foundation for how we approach sustainability throughout our global business, which has grown to include the export, import, and roasting of 200 million pounds of coffee and tea annually.

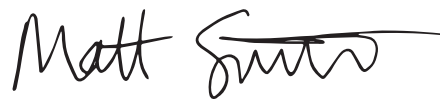
The hard fought lessons learned over the past 13 years in Rwanda combined with the addition of significant volumes through the acquisition of S&D Coffee & Tea have presented us with an exciting opportunity to further our impact globally. In 2021, we publicly declared our intent to source 100% of our coffee and tea responsibly by 2025 (See page 28 of this report or visit westrockcoffee.com for complete details and definitions of this goal). Over the next three years, this initiative will see Westrock Coffee deploy field staff in farming communities across seven countries. By providing further assurance that we are addressing the needs of our farmer partners, we can ensure that they are equipped to meet the social and environmental deliverables we need to secure the future of our industry.

In addition to supporting our 100% Responsibly Sourced initiative, our field staff will also support the further development of our roaster's two marquee programs, Farmer Direct Verified® and Raíz Sustainability®. Both programs provide unprecedented transparency and transactional data down to the farm level, combined with multi-year commercial relationships that enable deeper cooperation to tackle the sustainability issues of tomorrow. As the last two years have shown, there will always be new and unexpected challenges, which can only be overcome with a collaborative and transparent supply chain that includes the farmer's voice.

In addition to our work in supply chains, we are extending our focus to include reducing our consumption of water and energy, reduction of waste, and mapping our carbon footprint across our scope one, two and three emissions. This, alongside our continued commitment to developing recyclable and compostable packaging options, will help shape our future goals. Continuous improvement is our only compass.

Our commitment to the communities where we live and work, to our farmer partners, and to our customers will continue to drive the choices we make.

Sincerely,



Matt Smith
Executive Vice President,
Commodities and Sustainability



Westrock Coffee by the Numbers

1.5 M
farmers in 35
sourcing countries

200 M lbs
green coffee and tea
sold globally

8
global production
and packaging
facilities

80,000
customers in
56
countries

1,200+
employees in
10
countries

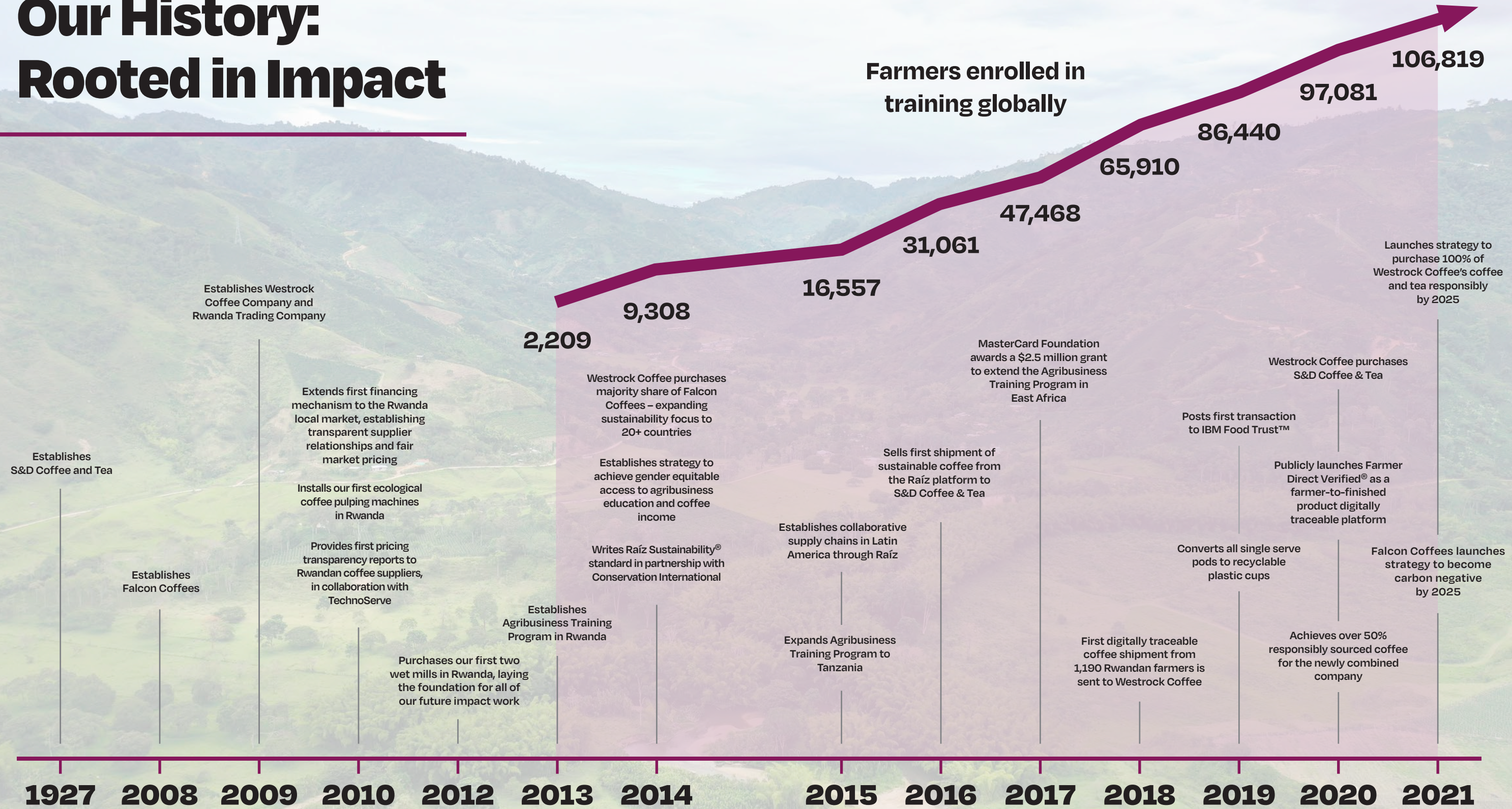
23
active supply chain
development projects
globally

1,143
coffee, tea, and extract
products in
32
packaging types

35 M lbs
in digitally traceable
coffee supply chains in
7
countries

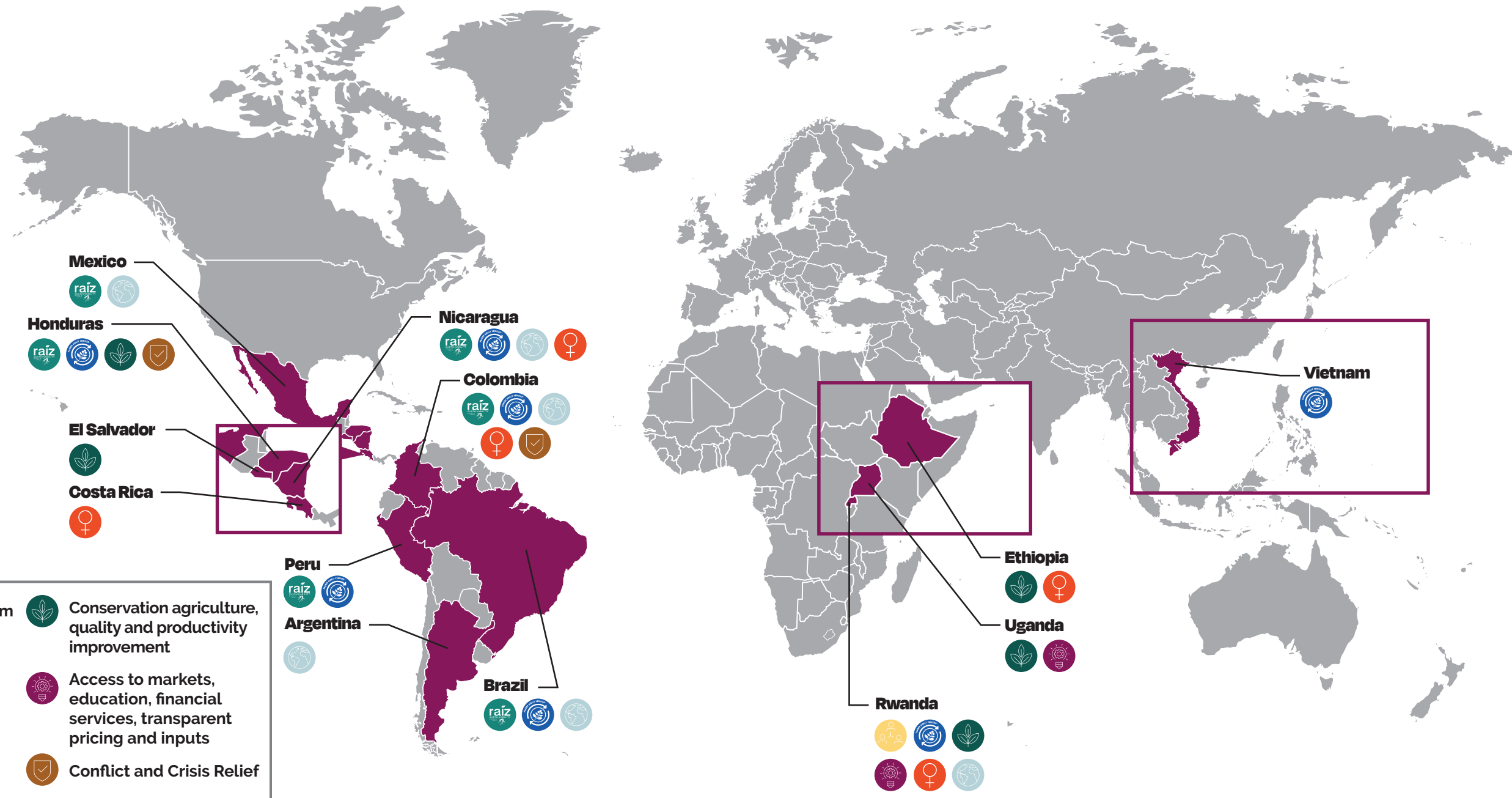
59%
of coffee and tea is
responsibly sourced by
Westrock Coffee and
sister companies

Our History: Rooted in Impact



Farm and Supply Chain Development

There is no one-size-fits-all approach to sustainability. We meet customers and farmers where they are and support them as they create a more sustainable business by helping them overcome obstacles to productivity, quality, and profitability. However, our most significant investments are in scalable programs. Westrock Coffee manages three internal programs that enable our farmer partners to build more sustainable businesses day by day. These are the **Agribusiness Training Program** in East Africa, **Farmer Direct Verified**® across the global coffee belt, and **Raíz Sustainability**® in Latin America. Over 46,000 farmers participated in these three programs over the last two years alone. From bespoke programs to projects helping our long-term partners, Westrock Coffee operated or contributed to projects in thirteen countries across the globe in 2020 and 2021.



Rwanda Trading Company's Agribusiness Training Program

What price could you pay farmers and still make enough of profit to return the next season?

Other than price, what factors have the power to improve the financial condition of those we most depend on in our supply chain?

Rwanda Trading Company (RTC), Westrock Coffee's sister-company and a coffee exporter based in Kigali, Rwanda, opened its doors in 2009 with these two basic questions as our foundation. In its first four seasons, RTC established transparent business with washing stations that provided market access for 65,000 farms across the country. Once these relationships were established,

RTC was able to turn its focus to the farm level, where farmers' trees were producing about 30% of their potential.

In 2013, RTC established the Agribusiness Training Program (ATP) to teach farmers how to transform their coffee farms into healthy, profitable businesses. Through the ATP, RTC agronomists offered our farmer partners training on financial literacy, agribusiness management, and sustainable agronomy practices. The first two years of training with 2,200 farmers yielded an astounding 171% yield growth and 80% income uplift. These results kick-started a massive expansion of the program across three countries in East Africa with a \$2.5 million investment from the

MasterCard Foundation. Through this funding and the lens of our foundational questions, the ATP developed dual commercial and training relationships with 99,351 farmers in the region by 2021.

Westrock Coffee and its sister companies continue to apply these two fundamental questions – along with all the lessons learned over the years in Rwanda – across all of our sustainability initiatives. We often say that the heart and soul of the group was born in Rwanda. More specifically, we mean that this impact – coupled with the responsibility and opportunity to expand it across our quickly growing footprint – is what gets us out of bed every morning.

The Next Chapter

2021 marked the closing of Phase I of the ATP, after eight years of monthly group trainings and annual farm visits. As we like to say, you only need to complete high school once. Now that 100% of farmers at RTC-owned washing stations and thousands more across the country have had access to the 2.5 years of training, RTC's support will evolve to maintain relevancy to ATP-graduates.

The next chapter of RTC's supply chain development efforts will offer services that facilitate sustainable farm expansion and set up the next farming generation for success. This is the natural next step for ATP graduates who have drastically improved their soils and land production capacity by adopting sustainable ATP farming practices.

Farmers will have access to five primary services:

1.) Mwito Research Center

RTC is establishing the country's foremost independently owned coffee research and demonstration farm. It will host controlled research plots from which data can be shared with the country's agricultural

institutions. Farmers will have access to advanced training on regenerative farming practices and climate change mitigation strategies. The farm will also host a large nursery for Government of Rwanda-approved seedling varieties.

2.) Climate Resilient Seedlings

RTC will distribute five million free coffee seedlings to farmers by 2025 and make additional seedlings available for sale to partners across the country. Farmers will be able to replace decades-old rootstock with trees that will keep them profitable amidst rapidly changing weather patterns. This 5 million tree effort follows a 2020-2021 pilot in which RTC distributed 450,000 coffee seedlings to ATP-trained farmers.

3.) Farmer Loans

In 2020 and 2021, RTC partnered with Urwego Opportunity Bank to facilitate two lending cycles amassing \$275,000 for ATP-trained farmers at RTC-owned washing stations. Farmers responded to this much needed credit access with a 100% repayment rate. Loans were most commonly used for farm investment, children's education, and health insurance. RTC and Urwego will

steadily grow the loan pool as part of Phase II, offering lending services at all 18 RTC-owned washing stations.

4.) Soil Advisory Services

With limited soil testing capabilities in Rwanda, farmers have no way to know what nutrients their specific farms need. In 2021, RTC partnered with a customer to pilot a new soil analysis technology that renders soil composition results in the very field where the sample is pulled. RTC took 600 samples on farms across the country. In 2022, these results will be verified with a secondary sample set analyzed by the most reliable lab in the region. Then RTC will provide free, customized fertilizer recommendations to farmers to get the right inputs in the right fields.

5.) ATP Refresher Courses

RTC's field team will provide refresher training on key topics to ATP graduates and their children year-round. This will ensure that the income-improving knowledge shared through the ATP since 2013 remains in these farming communities as children grow into adulthood and inherit their parents' farms.

Organizing for Impact



Rwanda Trading Company

Offers the ATP in strategic growth areas where transparent business is already established



Washing Stations

Farmers' training and sales points are centralized around washing stations that RTC owns or finances; This elevates transparency and coffee quality



ATP Farmer Group

RTC agronomists organize ATP farmer groups for monthly trainings and one-on-one farm visits over 2.5 years. Farmer groups establish group savings and loan programs and set communal quality goals



Farmers

Heads of households complete courses in environmentally sound agronomy, financial literacy, and business management

52,424

Rwandan farmers trained;
81% of RTC's supply chain

227%

more cash in ATP-trained
Rwandan farmers' pockets

82%

higher yields on ATP farms

ATP Farmer Spotlight



RTC began offering the Agribusiness Training Program (ATP) in Rwanda's Western Province in 2015, after establishing a commercial relationship with farmers in the area two years prior. Christine Uwamugura, owner of a small farm and widowed mother of nine children, was one of the first farmers in the Lake Kivu region to sign up for the ATP.

Christine's profile was typical of farmers in this region. Neither her village nor her home had much access to electricity or running water, her coffee trees were old and sun-stressed, and her farm was underperforming in yield and revenue. She and her neighbors struggled to pay for their family's medical insurance and children's school fees. Christine joined the ATP to learn how

to turn her farm into a profitable business that would enable her to build a brighter future for her family and her community.

Fast forward to 2021, and "typical" looks very different for Christine and her neighbors, due in large part to Christine's leadership in applying ATP principles in her farm and community. Christine's yield has soared up to 300%, earning her enough revenue each harvest to care for her family and save money. Christine's farm is third-party certified for her use of environmentally sustainable practices. All nine of her children are completing school, and she has secured medical insurance for all of them. As a peer-elected leader of her ATP group, Christine helped establish a savings program for group

members. Together, their savings have brought electricity from the main grid to their village, making it a business center for the area. Christine used her own coffee revenue to run electricity from the village center to her own home – where her children can now study in the evenings. As of 2021, Christine has expanded her coffee farm, added livestock to her operation, and inspired one of her eldest to start a farm of his own.

Providing knowledge and dependable market access to leaders like Christine allows Westrock Coffee supply chains and the communities that surround them to unlock their potential and build the future they want for the next generation of farmers.

Christine Uwamugura with her daughter, Nyamasheke, Rwanda
Member of the Agribusiness Training Program since 2015
Coffee Farm Size: < 1 acre



Farmer Direct Verified®

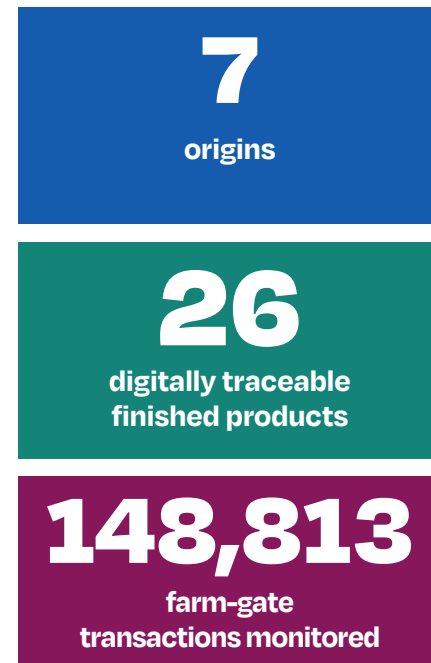
About the Platform

Westrock Coffee is reimagining the status quo of transparency standards for the global coffee and tea trades. We believe digital traceability, economic transparency, and equitable knowledge exchange up and down the supply chain leads to sustainable, profitable business and a viable future for our industry. With this in mind, we built Farmer Direct Verified® (FDV) as a transparent sourcing platform in 2019. Since then, we have verified fair market transactions for over 20,000 farmers, and ensured ethical supply on all FDV products. We use all the data we collect to connect customer and farmer, and stitch together profitable and sustainable improvement opportunities at all levels of the global coffee trade.

How It Works

FDV's digital traceability technology allows us to collect and analyze data points from our farmer partners and understand exactly what they are paid, where they farm, and the greatest risks to their communities. The focus of our platform is for 100% of farmers to be treated and compensated fairly, every day. The first transaction we capture in our proprietary system is the farmer's coffee sale. We then track each step of that coffee's journey through processing, export, import, and finally into a roasted and blended finished good. Sales prices are captured at the farmer, exporter, and importer levels and made available to FDV partners and customers. We make all this available via a QR code so consumers can understand their contribution to ethical products.

Platform Scope



What's Next: Industry Leading Insight

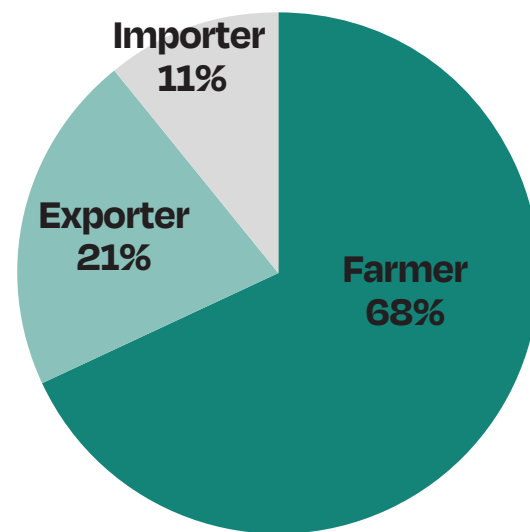
In 2021, we piloted FDV in tea and expanded the coffee platform's focus to shed light on the realities of FDV producers on four continents. We have immediate scale-up plans for coffee in 2022, including trade expansion and the launch of FDV Diagnostic Services. Westrock Coffee will leverage remote survey technology and on-the-ground expertise to gather data on social risk, environmental stewardship status, and financial health for every FDV farm. This gives us a deep global understanding of farms' ability

to sustain their businesses in the face of climate change and other volatile factors. By 2025, we will have visited 100% of FDV-affiliate farms and provided farm health and risk diagnostic analyses to farmers and their first buyers.

This information pushes transparent supply chains to their most useful level: where Westrock Coffee, our FDV customers, suppliers, and farmer partners collaborate on building a sustainable, mutually profitable future.



Average Share of FDV Green Contract Value



SUPPLY CHAIN ASSURANCE

100% of FDV farmers inspected by Westrock
100% of FDV exporters audited by 3rd party

COLLABORATIVE SUPPLY CHAIN

Recurrent commercial relationship
100% of FDV farmers receive feedback & support on improvement opportunities



FARMER LIVELIHOOD IMPACT

Clear picture of farm profitability
Data determines impact opportunities

SCALABLE TRANSPARENCY

Digital, verified traceability from the farm forward
Transparent business drives actionable insight

FDV Farmer Spotlight



Fasisir Gutierrez & Yolanda Pérez
Huila, Colombia
Farmer Direct Verified® partners since 2019
Coffee Farm Size: 17 Acres

Fasisir Gutierrez and Yolanda Pérez run a hillside coffee farm they purchased many years ago outside of Pitalito in the region of Huila, Colombia. Formally a grazing farm, the duo planted coffee, banana, and native trees across the previously eroded slope, built a home for their growing family, and established a small coffee processing center.

Rebuilding land into a place that benefits both people and the environment required meticulous planning, constant teamwork, and knowledge-sharing. After Fasisir and Yolanda learned this lesson firsthand, they joined a nearby coffee

cooperative that partners with Westrock Coffee in selling Farmer Direct Verified® coffee.

The cooperative taught the team how to implement conservation agriculture, improve coffee processing methods, and ways of producing renewable energy from livestock and crop waste. In recent years, they have reinvested their coffee earnings to expand their farm and upgrade their processing equipment.

While Fasisir's and Yolanda's efforts have provided a firm foundation for their family, their aspirations are not lost on their three young children, who

are witnesses to the dedication and inspiring teamwork their parents pour into their farm. Their two girls, both top of their class in school, already talk about how they want to take over the farm when they are grown. Fasisir, forever looking for ways to improve the family business, intends on building a legacy for his children to thrive long after he retires.

Through Farmer Direct Verified®, Westrock Coffee establishes a transparent connection to farming families like Fasisir's and Yolanda's. This link provides the opportunity to work alongside our FDV partners toward a resilient, sustainable supply chain.



Raíz Sustainability®

Partnering with farmers in profitability, social well-being, and environmental stewardship is integral to Westrock Coffee's supply chain model. We believe this is the epicenter of securing a sustainable future for our industry. When Westrock Coffee acquired S&D Coffee & Tea, we found that the company had built Raíz Sustainability® (Raíz), in collaboration with Conservation International and the Committee on Sustainability Assessment to do exactly this in key supply chains across Latin America.

Raíz is a holistic service delivery and coffee sales platform. Since 2015, it has provided 6,500 farmers with market access, training, and resources to run sustainable farms – all while guaranteeing premiums for every pound of Raíz coffee they sell. Raíz follows a continuous improvement philosophy, giving farmers access to a support system and premiums from

the first day they sign a commitment to work towards 100% compliance with Raíz's 118-point sustainability standard.

Many of these farmers would never have joined a sustainable sourcing program without Raíz's resources and inclusivity. Today, thousands of the program's farmers are not only Raíz-verified and third-party certified, they are also employing advanced environmental conservation and regenerative farming practices. As of 2020, 67% of Raíz farms are utilizing renewable energy, every farm is using at least two water protection practices on average, and 100% of farms are deforestation free and meeting all mandatory social compliance measures.

As farm management has advanced, farmers have developed a wider scope of interest – creating opportunities for Westrock Coffee and our origin

partners to deliver advanced training and pilot new initiatives within Raíz clusters. In 2021, we launched a farm carbon footprint pilot in two countries. This allows us to understand Raíz farms' average carbon emissions, reduction and sequestration opportunities, and the ability to measure a change in net carbon footprint over time. Additionally, we ramped up native tree and cover crop seedling distribution in 2020 and 2021, responding to farmers' increased interest in regenerative agriculture.

As we look to 2022, we will leverage the experience that seven years of working with the same farmers affords us – providing access to resources that are relevant to farmers where they are on their sustainability journeys today, and helping them build farming systems that are sustainable and profitable for years to come.



Raíz Performance: 2015 to 2021

3,381
active farms
as of EOY 2021

43,632
technical assistance
farm visits

1,025
group trainings
hosted

16%
average farm yield
increase from baseline

7,114
farmer surveys conducted to ensure
quality program delivery

\$6,500,000 USD
premiums paid to farmers

32%
average Raíz farm yield
above regional averages

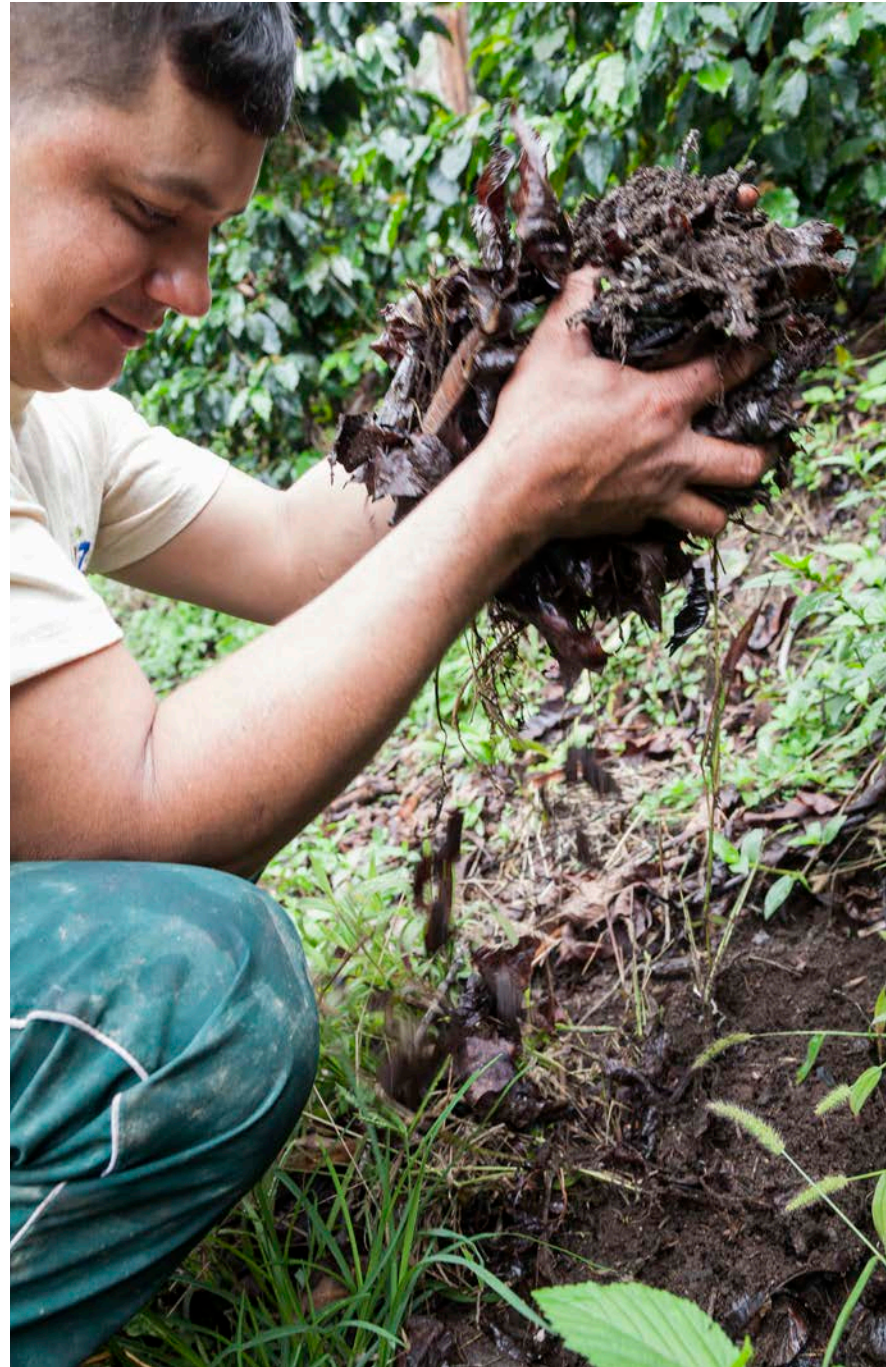
Raíz Farmer Spotlight

Hector Marin was already a knowledgeable and professional farmer when he joined Raíz. His farm, El Porvenir (The Promising Future), quickly became an example for nearby Raíz members. As an innovative farmer in his late 20s, Hector joined Raíz specifically for market access and to expand his knowledge of regenerative agronomy practices. In just one harvest cycle as a Raíz farmer, Hector reported a 15% profitability increase at his farm. He attributes this growth to improving soil conditions with green cover crops, chemical use reduction, and the addition of native plants in strategic locations to reduce erosion.

Now, Hector has taken additional measures to protect two acres of native forest and all the water sources running through his land with extended buffer zones and water treatment installations for post-processing cleaning.

Hector's commitment to environmental protection drove our decision to invest more Raíz resources in his farm by giving him 450 plant seedlings of several species to help extend regenerative maintenance of his coffee farm.

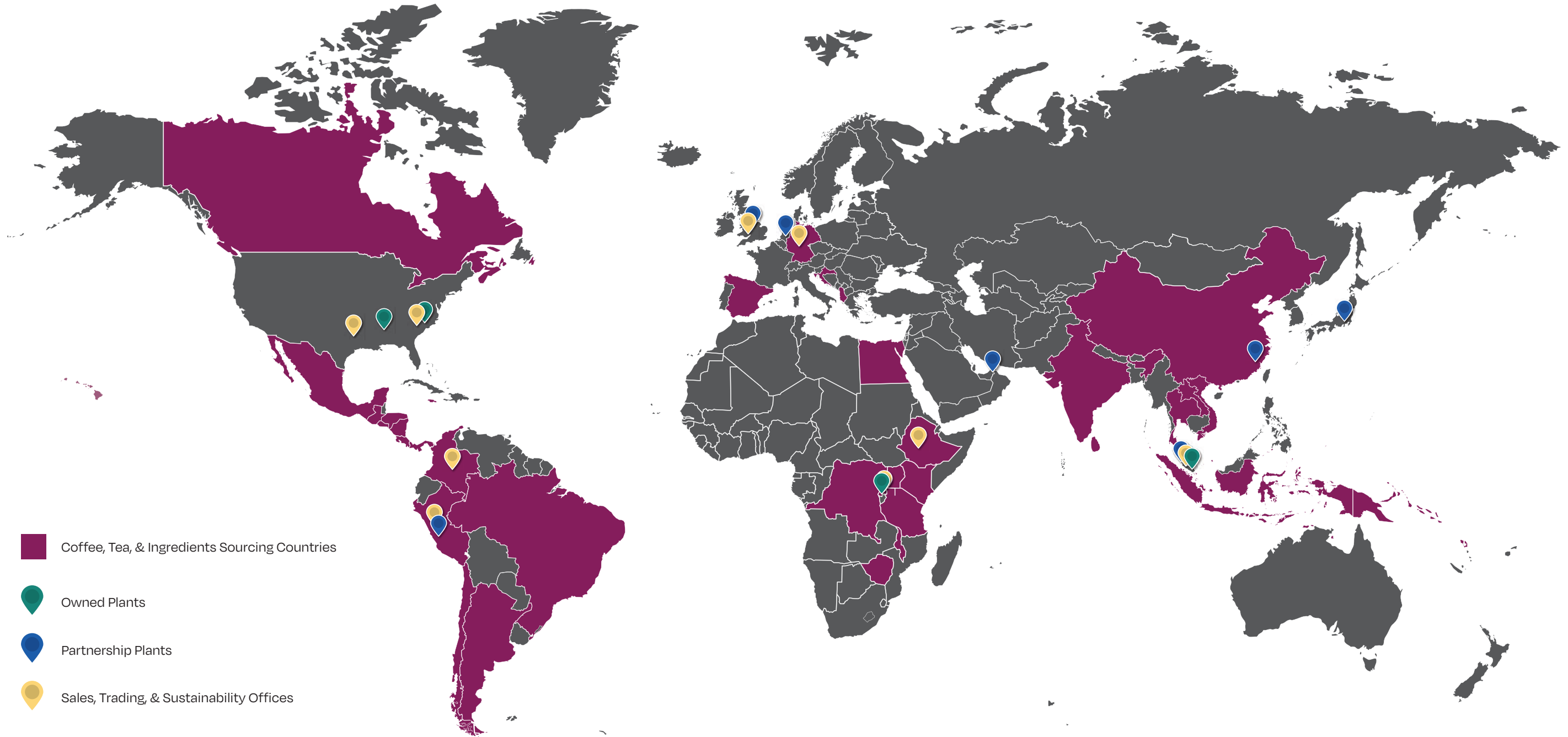
The success seen in Hector's business is a strong example of the program's purpose. Raíz was created to provide resources and knowledge that empowers farmers to build prosperous, sustainable farms regardless of where they are on their sustainability journey.



Hector Marin
Antioquia, Colombia
Member of Raíz Sustainability® since 2016
Coffee Farm Size: 18 Acres

Corporate Global Citizenship

To Westrock Coffee, corporate global citizenship is about understanding our role in all the communities our products pass through, and utilizing context-appropriate opportunities to foster sustainable, safe environments for our people and our partners. As a company with a global reach, we have found strength in the diverse array of internal and community-focused interventions our teams have tackled. Interventions are generally focused in two areas: 1.) caring for our communities; and 2.) climate knowledge and environmental stewardship.



Corporate Global Citizenship

Caring for Our Communities

From the farm to our global leadership team, Westrock Coffee has found that we are strongest and most efficient when men and women have equal access to knowledge and advancement opportunities. Therefore, of the 23 initiatives we operated in 2020 and 2021, 65% were focused on education or empowerment in communities across the globe.



Four Women's Empowerment Initiatives

One such empowerment initiative began in 2020. Westrock Coffee invested in a challenge fund for mothers who own and manage historically low-performing Raíz farms. The inaugural group of 54 women sited difficulty attending training and implementing complex agronomy techniques due to home and farm time constraints, as well as lack of confidence to introduce new farm techniques.

Westrock Coffee collaborated with origin partners in Colombia to give these women access to tech-based agronomy training and confidence building sessions so that they could learn from home whenever they found time. The women were challenged to make 11 farm improvements based on what they learned in "class" and share their experience with the whole group. This included some critical Raíz requirements like wastewater filtration systems, farm safety, and financial record management. 40 women completed all 11 challenges,

resulting in 232 acres of land protected from environmental damage and approximately 200 people kept safe on the farm. Moreover, they are now model Raíz producers.

All 40 women completing the challenge received a washing machine or modern cooking appliances from Westrock Coffee, which will give them hours of time back each week.



Sol Beatriz Perez Amariles
Antioquia, Colombia
Raíz member since 2016
Farm size: 18 acres



One School Built for Farmers' Children

Westrock Coffee and its sister company, Rwanda Trading Company (RTC), built a pre-primary school in a rural village in Western Rwanda called Mwito, about a half mile from one of our coffee washing stations. Upon establishing business with the community two years prior, Westrock Coffee was approached by local leaders about the lack of early childhood care centers, and the toll it was taking on working mothers and older siblings. Westrock Coffee, RTC, and partnering architecture firm, Creative Assemblages, formed a steering committee with community leaders and parents to find a solution that the whole community could own. We determined that building a pre-primary school for three-to-five-year-olds would enable older siblings to attend school and give parents time to work their farms or find employment. Most importantly, the children would receive much-needed early childhood development skills and access to a school lunch program.

We proceeded to build the school, all parties having agreed to contribute construction material, time, or funding.

Creative Assemblages guided Westrock Coffee, RTC, Mwito parents, and local authorities in the planning and building phases. The school has nearly zero carbon footprint in construction or maintenance. More than half of the building materials are up-cycled from the demolition of RTC's original coffee processing factory in Kigali and the rest were purchased from the local community. The buildings are completely off-grid and designed to maximize natural light and ventilation during school hours. The classrooms and grounds feature bright colors and recycled play equipment that enhance early childhood development. Finally, the school's compost toilets further decrease the facility's carbon footprint. Every detail of the school is intended to provide 150 children with a safe, clean, and stimulating place to learn, without dependency on resources that could be in short supply in remote areas like Mwito.

Westrock Coffee's decision to invest in this community outside of our everyday line of business was not taken lightly. These types of projects rarely succeed unless all parties understand the community context, are equally invested, and remain present long-term. Although local leaders helped point us to the needs of the community, it took embedding ourselves in it to earn the trust and build the relationships that make a project like this truly successful. RTC agronomists are in Mwito every day providing ATP training to students' parents; our procurement team is purchasing their coffee; we work with local leaders to distribute coffee seedlings and fertilizer; and we're establishing a research and training farm down the street from the school. All of this turned the idea of a pre-primary school from a corporate-community gift into an investment in Westrock Coffee's future – partnering with the community to create a firm foundation for tomorrow's leaders, farmers, and business-men and -women who will determine the success of the area's coffee sector for the next generation.

Corporate Global Citizenship

Climate Knowledge and Environmental Stewardship

With coffee and tea supply produced by 1.5 million farmers in 35 countries and a customer network that stretches across 56 countries, environmental stewardship is a necessity to mitigate our contributions to climate change. Beginning in 2020 we focused our efforts on streamlining our monitoring, reporting, and verification systems for energy, waste, and water usage in all our manufacturing facilities. We also collaborated with experts to understand carbon emissions from farm to finished product for coffee and tea, and launched several multi-year studies that will curb our products' climate-related risks in the future.



Five carbon emissions studies

completed for coffee and tea, from farm to packaging

Knowledge of your carbon footprint is the first step to be able to mitigate it. Between 2020 and 2021, we conducted five studies that gave us insight into every aspect of our emissions-generating activities, including a CDP disclosure for our trading sister company. The studies covered coffee and tea from farm through export, all methods of transport, our global offices, and finally our manufacturing and packaging activities. Our next step will be an analysis of which reduction strategies we can employ to shrink our footprint the most.



Three major water, waste, and energy

reduction projects completed

Westrock Coffee installed a water chilling and recycling system for its Concord, North Carolina, roasting facility in Q4 2020. Year over year, this has reduced water usage at the facility by 78%, saving 9 million gallons of water. We have also committed to send zero waste to landfills from our tea facility and made several system improvements at our largest office location to reduce energy consumption.



Two R&D projects to develop

sustainable packaging options for clients

Sustainable packaging innovation is critical in a world where our recycling systems have not caught up to demand for minimal waste-to-landfill products. That is why in 2021, we launched research and development on compostable and recyclable packaging materials. Our goal is to provide cost competitive and quality conscious packaging options for customers across multiple product categories.



One grant awarded to establish

coffee farm sequestration potential

The reality is that the coffee industry contributes to harmful CO2 emissions, and this will worsen with the increase in global demand and the effects of climate change. We believe that the coffee industry has the potential to mitigate this effect – driving enormous socio-economic change and harnessing environmental stewardship across a geo-political landscape

that is both home to vulnerable communities and fragile ecosystems.

Alongside the focused work we are doing with producers and communities at origin, in 2022 we embark on a long-term project which will ensure that all stages of our supply chains operate with a deep focus on sustainable practice, making them adaptive and resilient for the future, while preserving the environments we rely upon. We call this the Knowledge Transfer Partnership (KTP), which is operated by our sister company, Falcon Coffees.

In 2021, Falcon was awarded a grant through a UK governmental institu-

tion called Innovate UK, enabling us to initiate this project in collaboration with the University of Brighton. Launching in 2022, the KTP will create a robust method of measuring carbon at farm level. Moreover, we will offer our origin partners and our customers methods to 1). Reduce emissions with improved farm practices; and 2). Capture carbon through reforestation. Finally, we will leverage this knowledge to develop scalable carbon emissions measurements that are accessible to all coffee producing regions, as well as recommend techniques for mitigating against ongoing emissions.



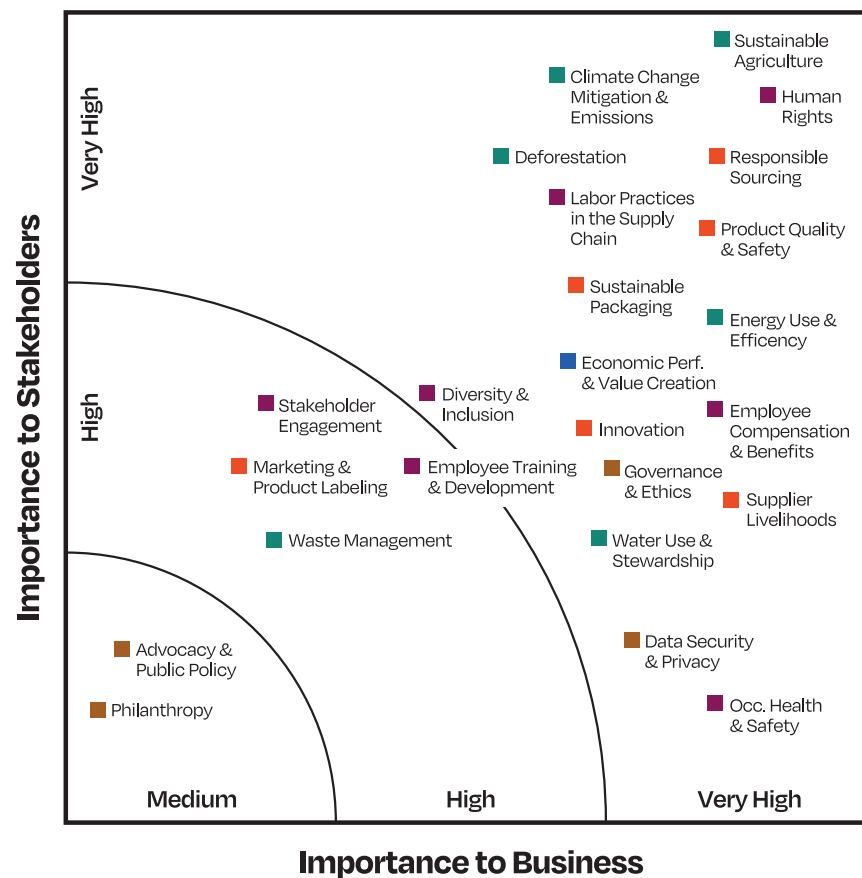
Looking Forward

Our job is to look after the ethical trade of our coffee and tea, ensuring that a standard of compliance is met by our partners for the benefit of Westrock Coffee supply chains and customers. This includes objectively understanding ESG risks inherent to the nature of our industry and the opportunities within our own operations. In 2021, we took inventory of how we can leverage our position in the supply chain to best serve farmers, origin partners, our own team, and our customers. These opportunities were boiled down to two categories: **1.) taking on our customers' material ESG risks as our own;** and **2.) responsible sourcing.**

Material Risks & Opportunities

In 2021, we took inventory of the ESG topics that are materially important to Westrock Coffee's success and to that of our customers. In this way, we are able turn risks into solutions. In 2022, we will formalize Westrock Coffee's ESG strategy based on our materiality map (see below). We will re-evaluate our materiality map regularly.

Westrock Coffee's Materiality Map



We consider our products responsibly sourced when they have been purchased and processed in a manner that is fair to the people who grow and handle them, as well as their employees, peers, and environments. This is distinct from sustainable sourcing, which we define as responsible supply chains that empower all their members with the opportunity to be profitable.

100% of our coffee and tea will be responsibly sourced by 2025

We announced our responsible sourcing goal in September 2021. Since then, we've made significant progress toward making this goal a reality:

- 100% of our future tea contracts were responsibly sourced as of Q4
- Purchased 24% more responsibly sourced coffee for Westrock Coffee customers in 2021 than in 2020
- Converted 27 stock items from conventionally to responsibly sourced
- Built a global supplier risk indexing tool with BSI (The British Standards Institution)
- Created a supply chain monitoring system with the Committee on Sustainable Assessment
- The system combines boots on the ground with field-smart compliance technology to understand common barriers to sustainability and compliance across origins. Within this ecosystem, Westrock Coffee and our customers can collaborate to ensure responsible supply and work toward sustainability

2022 Goals

- Responsibly source 100% of our green coffee from our two largest origins
- Double the number of people we will have on the ground at origin
- Roll-out farm and supplier diagnostics in two priority countries

2025 Goals

- 100% of Westrock's tea and coffee purchases will be responsibly sourced by 2025
- Farmer cost of production will be confirmed in our dedicated supply chains in all primary origins
- 100% of our importing sister company's shipments will be carbon negative
- 100% of exporters in our dedicated supply chains will be audited for compliance with the Responsible Sourcing Policy
- 100% of Westrock Coffee's tea and coffee importers will be audited for compliance with the Responsible Sourcing Policy



Sustainable Leadership for Our Customers

Assurance of 100% responsibly sourced coffee and tea is only the first step. We measure Westrock Coffee's success by the relative business success of our customers and the farmers we serve. We believe that sustainable, transparent product offerings give our customers the opportunity to transform this industry into one that wins when the farmer wins.

As the brand behind the brands, it's our responsibility to make this transformation accessible to all our customers. We've created a new product line of responsibly sourced products for exactly this purpose.

Beyond this, we are building systems to measure just how sustainable – profitable – our farmer partners' business with Westrock Coffee is and can be. Westrock Coffee sits at the forefront of digital traceability where we trace thousands of farmers' transactions to finished products. Soon we will link these transactions to environmental, social, and profitability ratings for the specific farms that feed our products.

"As the market moves towards a fully transparent economic model where our customers want to attach a digital record to the farmers they buy from, we will be able to do this in a way that we believe is unique in the world," Scott Ford, Westrock Coffee's CEO & Co-founder. Westrock Coffee will leverage this insight and connection to the customer to help farmers across the globe clear barriers to sustainability. *"When we win, the farmer wins,"* explains Ford. *"It's that basic. That's what this whole company was built upon – that exchange."*



WESTROCK
COFFEE

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