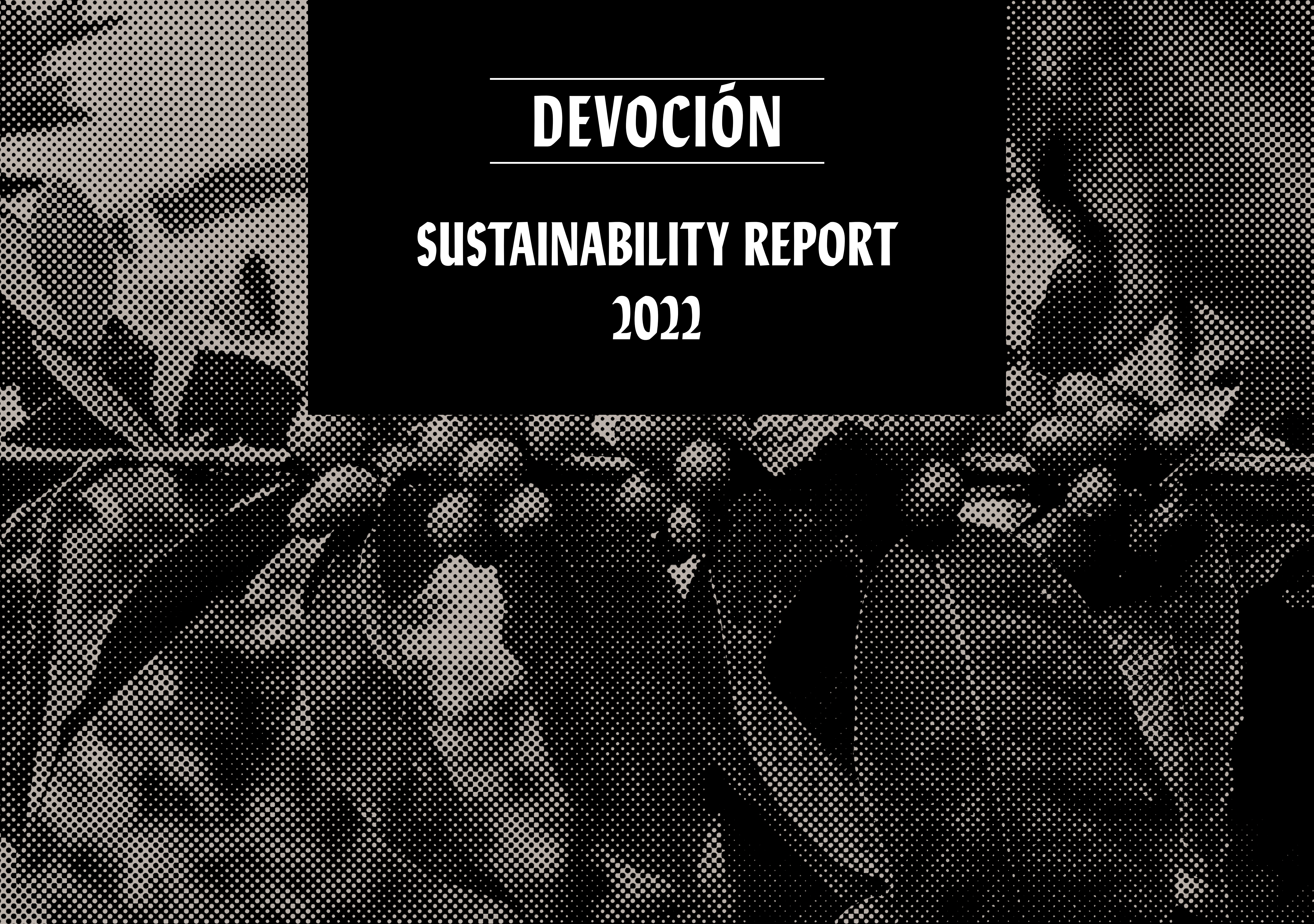

DEVOCIÓN

SUSTAINABILITY REPORT

2022



ON THE PATH TO SUSTAINABILITY

The year 2022 once again marked moments for companies around the world. The Living Planet report showed alarming trends in the loss of biodiversity, while the Conference on Climate Change (COP 27) called for increasing the reduction of greenhouse gas emissions and the Positive Nature approach has gained strength to be adopted by companies. It is evident that we must increase conservation goals and transform the patterns of consumption, production, and use of resources and land.

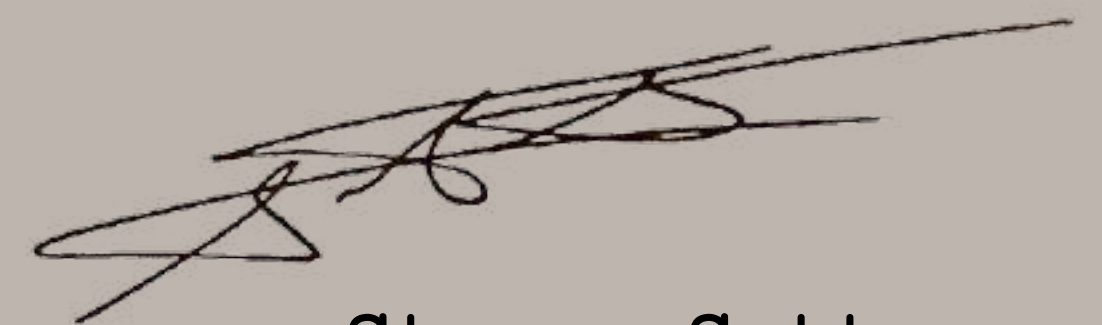
Due to our responsibility to life itself, we reiterate our commitment to take care of the origin of our coffee, which is a small but valuable area of our planet, a biodiversity hotspot vulnerable to the effects of climate change.

Additionally, there are difficult social situations and a global economy that continues to seek recovery. Statements from the International Monetary Fund projected slow growth in the economy and rising inflation. This increases our challenge to be sustainable in the value chain and puts us on alert to face changing situations. Even so, we maintain our commitment to our coffee farmers and their families, rural youth, our collaborators, and allied companies to responsibly produce the freshest and most authentic coffee in the world.

Thanks to the work of all our partners, in this second year of the Sustainability Program implementation, we received B-Corporation certification for the first time in Colombia and the United States, a great achievement for which we are proud, yet incredibly humble.

This rigorous process confirmed that we are on the right path, but also allowed us to identify opportunities to continue improving. We have a very clear direction and many changes to make in our transition towards sustainability. Regardless of the challenges that await us, our commitment is, and will continue to be, to improve lives and protect the origin.

Thank you for your interest in Devocion and in our path towards a more sustainable coffee future.



Steven Sutton
CEO



TABLE OF CONTENTS

- 1 Introduction
- 2 Essential Fundamentals
- 3 Our New York Cafés
- 4 Our Coffee Origin
- 5 Our Clients' Opinions
- 6 Sustainability Strategy Report
 - i. Employee Wellbeing
 - ii. Commitment to the Planet
 - iii. Value Chain with Positive Impact

INTRODUCTION

The 2022 Sustainability Report corresponds to the second year of implementation of the 2026 Sustainability Program, which includes three strategic elements: employee wellbeing, commitment to the planet, and value chain with positive impact.

During this second year, we focused on improving data collection and reporting, training the team, and mainstreaming sustainability into all company processes.

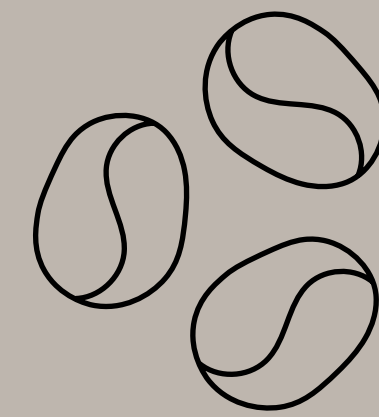
The incorporation of data and adjustments in the collection of information has allowed us to know more precisely the negative and positive impact that we generate from the purchase of the coffee to the delivery to the final customer. Specifying our baseline leads us to re-categorize our priorities and therefore plan new actions.

On the other hand, we continue training to broaden the knowledge of our partners about sustainability, and carrying out activities to strengthen teamwork.

We also carry out a continuous review of processes, especially the verification of suppliers, the composition of input materials, and the establishment and efficiency of processes, among others.

In addition, we continue with volunteering, donations, and local communities training programs.

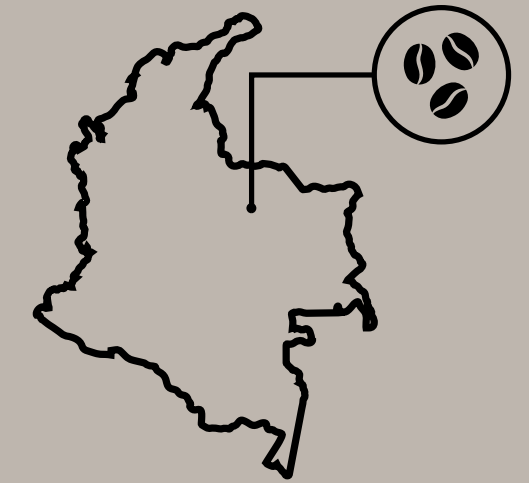
This report is made up of five sections, the first four of which are contextual:



ESSENTIAL FUNDAMENTALS



OUR CAFÉS IN NEW YORK



OUR COFFEE ORIGIN



OUR CLIENTS' OPINIONS



SUSTAINABILITY STRATEGY REPORT

The last section approaches the sustainability strategy report and is divided into the three categories of the program.

ESSENTIAL FUNDAMENTALS

MISSION

Transport our customers to the origin through our freshness and coffee experience.

VISION

Establish ourselves as the freshest and most authentic coffee while maintaining our commitment to improve lives and protect the origin.

VALUES

Integrity

We are honest, committed, responsible, we respect differences, and we are supportive of others.

Continuous Improvement

We encourage continuous growth by learning from each other.

Devotion

We take on each task with passion, love, and dedication.



Small Coffee Farms
and Communities



Tasting, Buying,
and Exportation



Roasting, Packaging
and Transportation

End Consumer



SUSTAINABLE BUSINESS MODEL

Our coffee is sourced mainly from small farmers in remote areas around Colombia who have traditionally been neglected by the value chain. We buy the coffee above base price according to the cup profile and other characteristics of the lot, fairly remunerating the work of the coffee producers.

In the coffee growing regions, we implement programs that contribute to nature. We promote the implementation of good environmental practices and carry out donation and volunteer activities by planting trees and starting beekeeping projects with some of our producer partners. In addition, we encourage young people to establish roots, identity, and generational relay in the coffee sector.

Our operation is constantly improving. On the one hand, we seek to minimize resource consumption and negative impacts, while also continuously striving to increase sustainable sourcing and positive impacts.

Finally, our customers receive in their homes, workplaces, or directly in our coffee shops, a product of excellent quality, responsibly sourced, and with the utmost freshness.

Our model maintains its cycle through reinvestment in our programs with our coffee producer partners and their families and territories.

OUR NEW YORK CAFÉS



DOWNTOWN BROOKLYN



WILLIAMSBURG, BROOKLYN



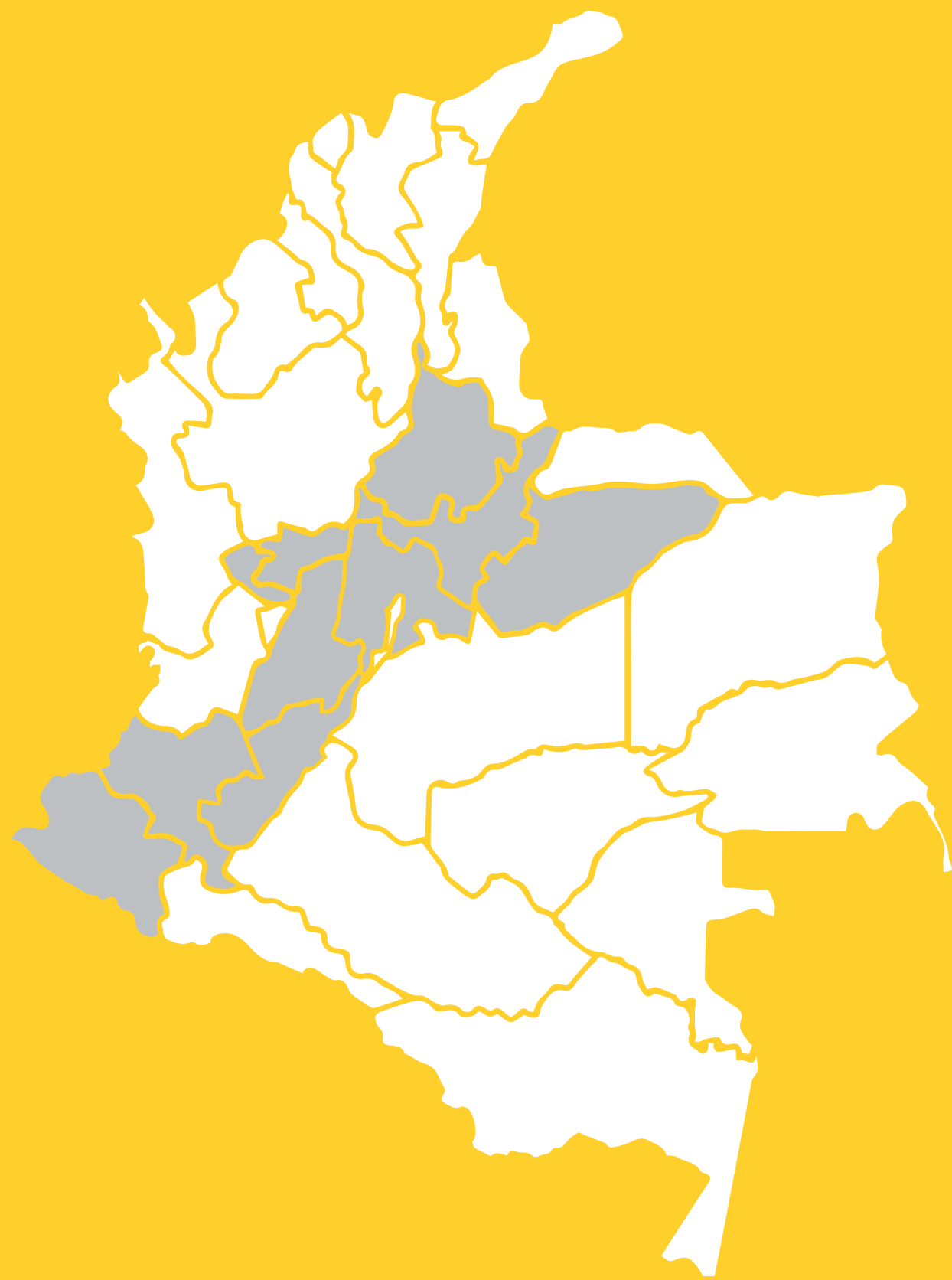
DUMBO, BROOKLYN



FLATIRON, MANHATTAN



MIDTOWN MANHATTAN



OUR COFFEE ORIGIN

In 2022, keeping our value promise of offering the highest quality and freshest coffee, we continued to explore coffee production around Colombia.

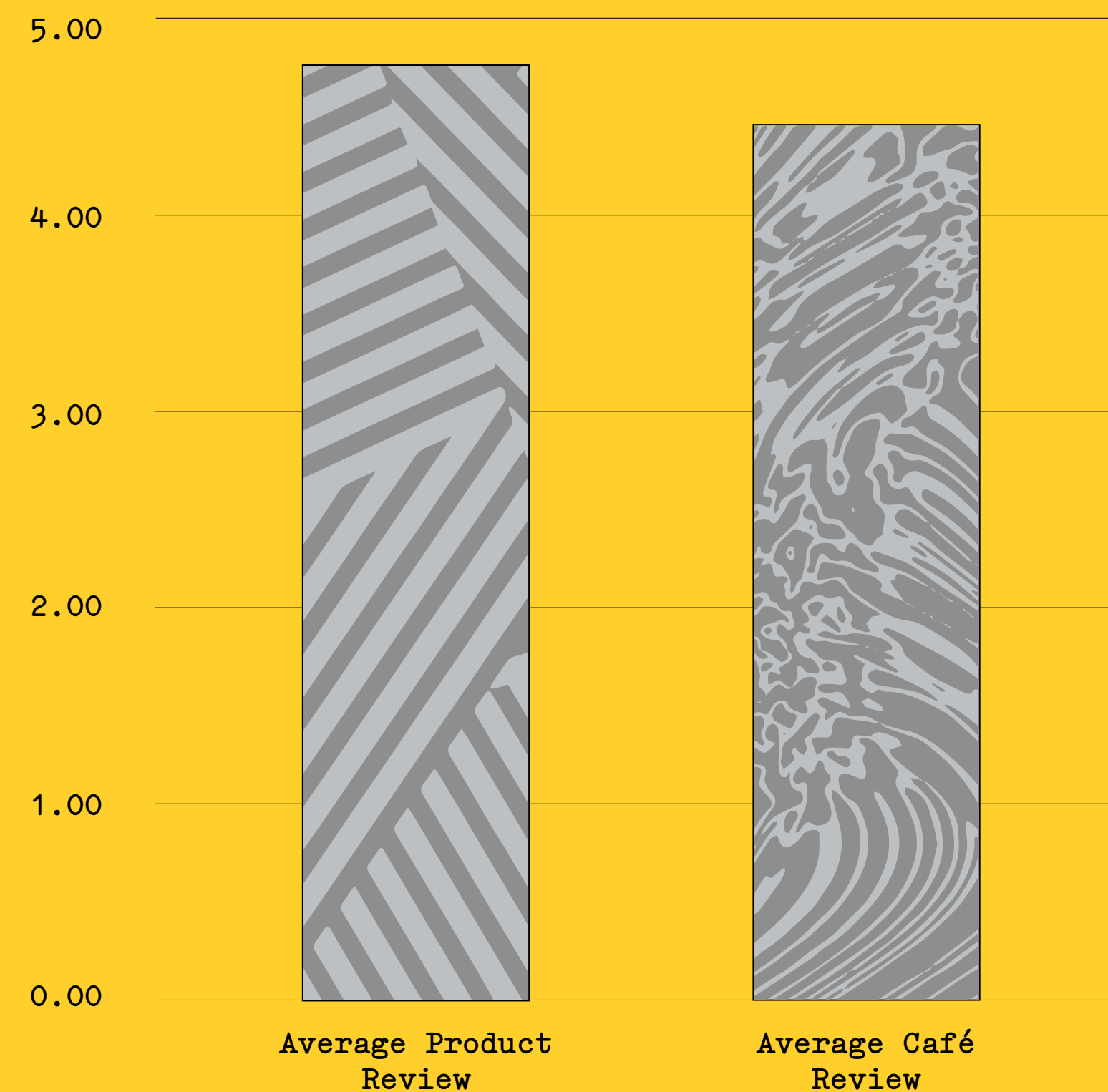
We purchase our coffee from small coffee producers in the most remote areas, carrying out 130 transactions in 10 departments of Colombia.

OUR CLIENTS' OPINIONS

Consolidated client opinions show the excellent work carried out by the team of collaborators in Colombia and the United States.

On a scale of 1 to 5, with 5 being the most satisfactory score, customers who bought our coffee gave it a score of 4.7, and those who visited our cafés gave it a score of 4.44.

Customer Satisfaction



SUSTAINABILITY STRATEGY REPORT



I. EMPLOYEE WELLBEING

The objective of this first category is to guarantee an enjoyable job, free of accidents, that promotes the development of skills, and where diversity, equity, and inclusion are promoted.



EMPLOYEE SATISFACTION AND RETENTION

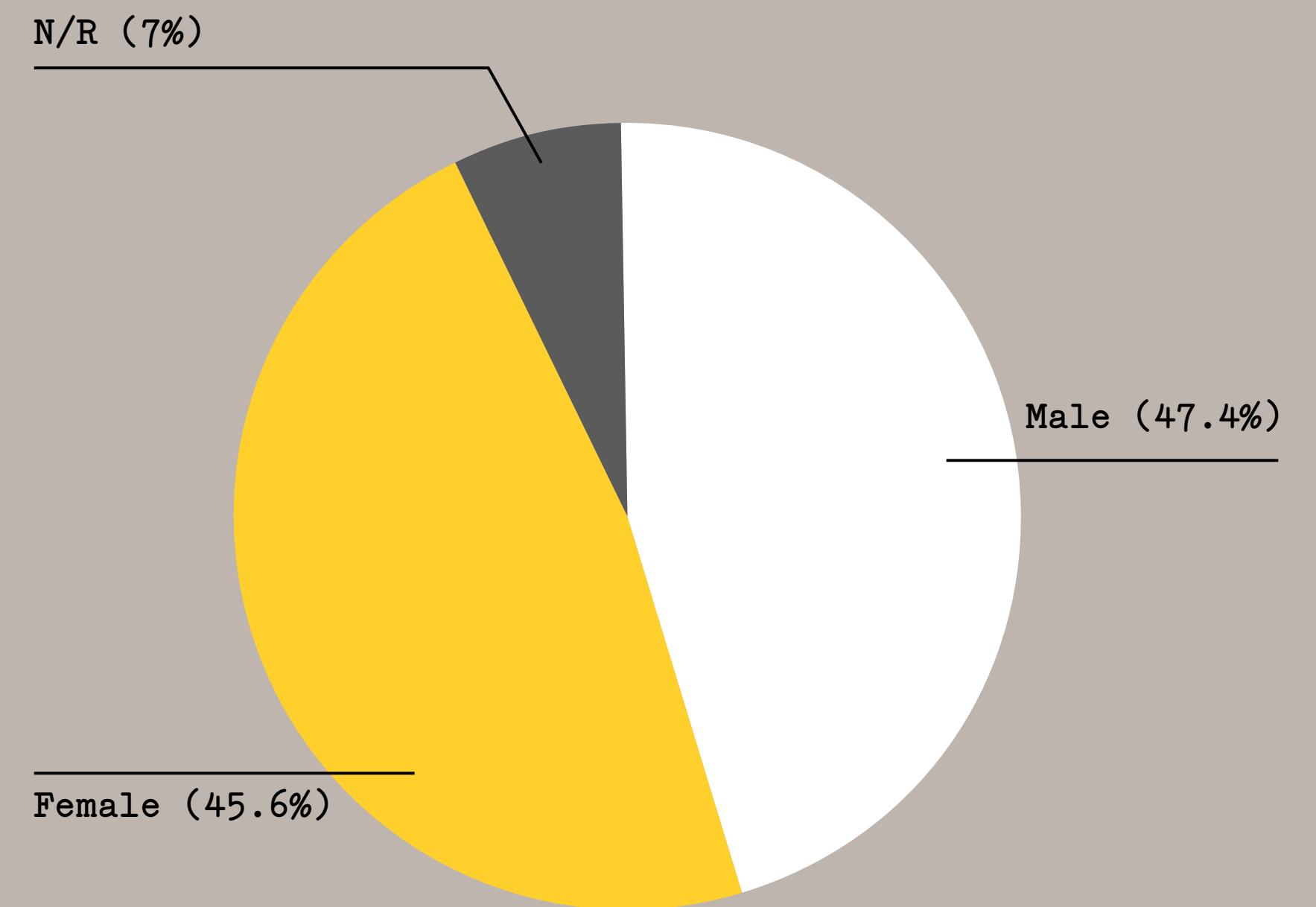
In 2022, the **satisfaction of our collaborators was 89%** and we had a **total retention of 91%**.

EQUITY, DIVERSITY AND INCLUSION

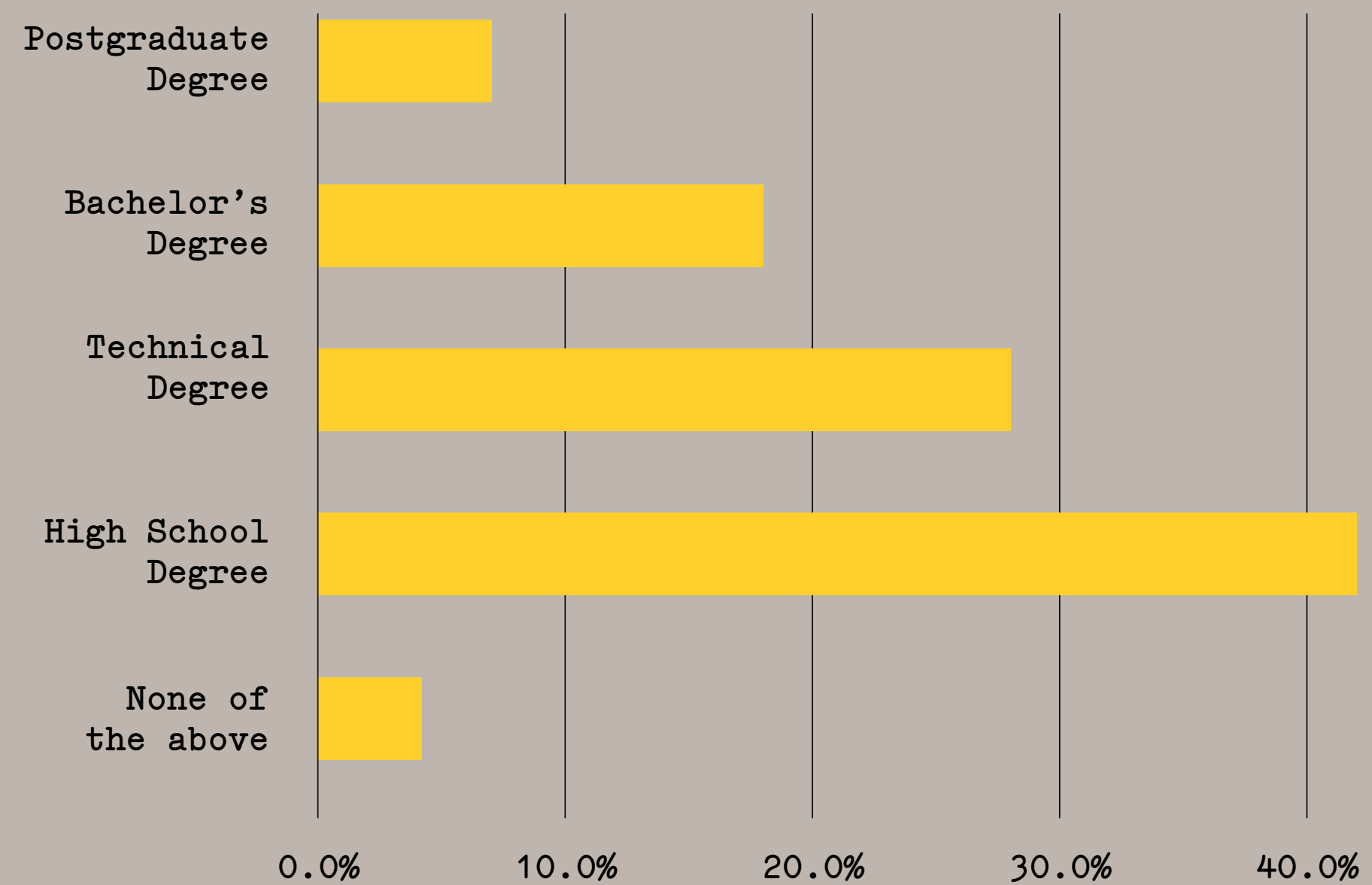
In order to promote wellbeing, **training and integration activities were carried out.** We also implemented different strategies to ensure our collaborators are heard and supported.



Employee Gender



Employee Education Level



Our diversity, equity, and inclusion statement is reflected in the policies and codes that guide the way we work. In addition, we offer equitable salaries according to the responsibilities and experience required in each position.

We have an inclusion policy under which there are positions in the company for different degrees of education, including no schooling.



2. COMMITMENT TO THE PLANET

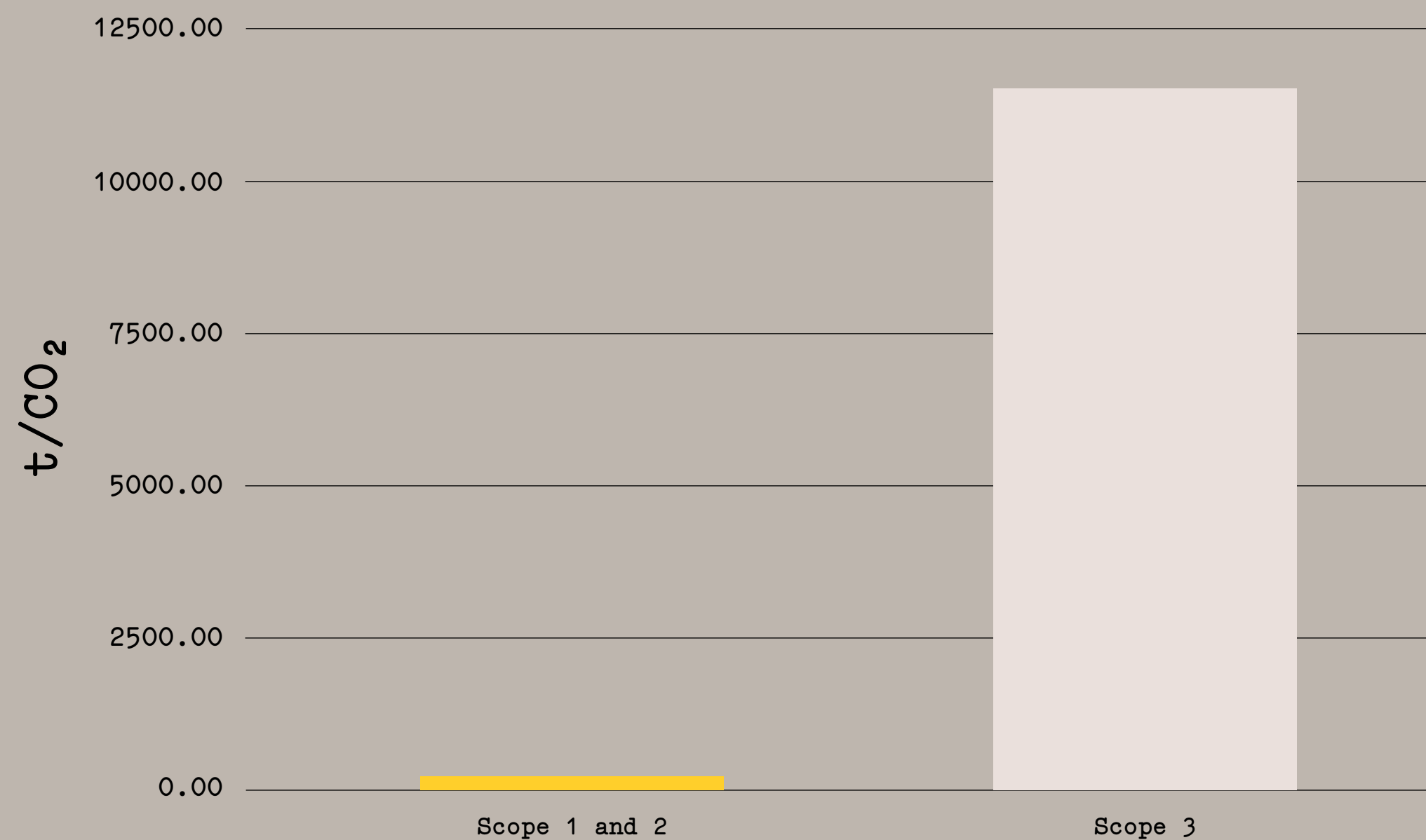
The objective of the second category is to improve the source and use of our resources, as well as carry out actions to contribute to the protection of nature.

CLIMATE ACTION PLAN

The scope 1 and 2 of emissions are caused directly and indirectly by our production, corresponding in 2022 to 211.36 t/CO₂, which represents a decrease of 445.6 T/CO₂ compared to the previous year. Scope 3 are emissions outside the company's operations and control, and are usually significantly higher across companies than scopes 1 and 2. This is why it is important to ensure sustainable suppliers and create awareness amongst customers.



Scope of Emissions

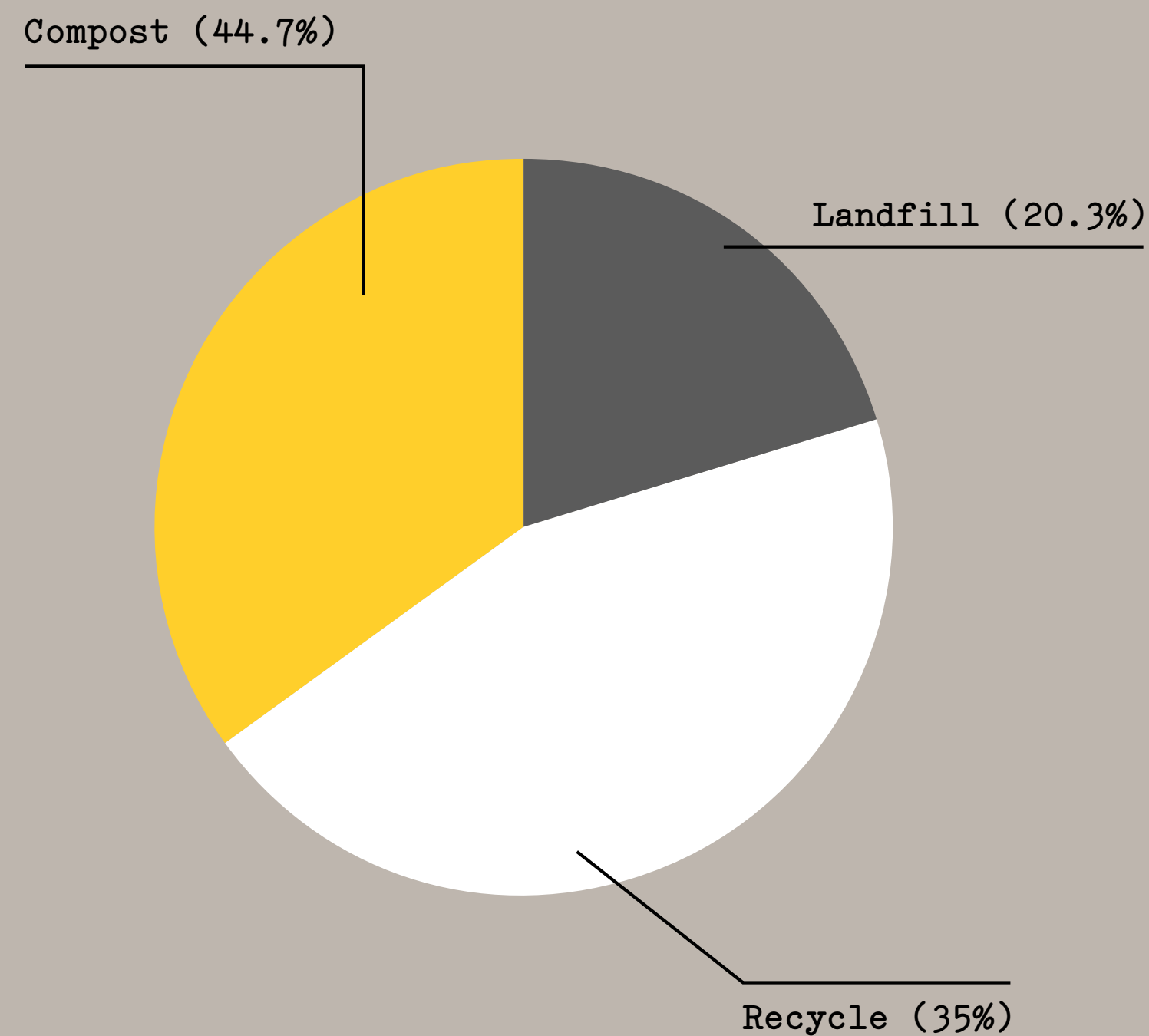


ENERGY

We managed to reach the goal of using renewable sources for all our facilities. Today, in Colombia, 100% of the energy comes from renewable sources, and in the United States, 100% comes from low-impact renewable sources. The total consumption for the year was 347005.68 kWh.

UNUSED MATERIALS

We seek to transform the linear model of material use and waste. In 2022, we generated 13.6 tons of unused material, but we prevented 79.7% of these materials from being disposed of in a sanitary landfill; 47.5 tons were disposed of through recycling, and 60.7 tons were disposed of through composting.



WATER

In 2022, we consumed 515.2 m³. This implies that we reduced by 31% the use of water per kilogram of coffee produced compared to 2021.



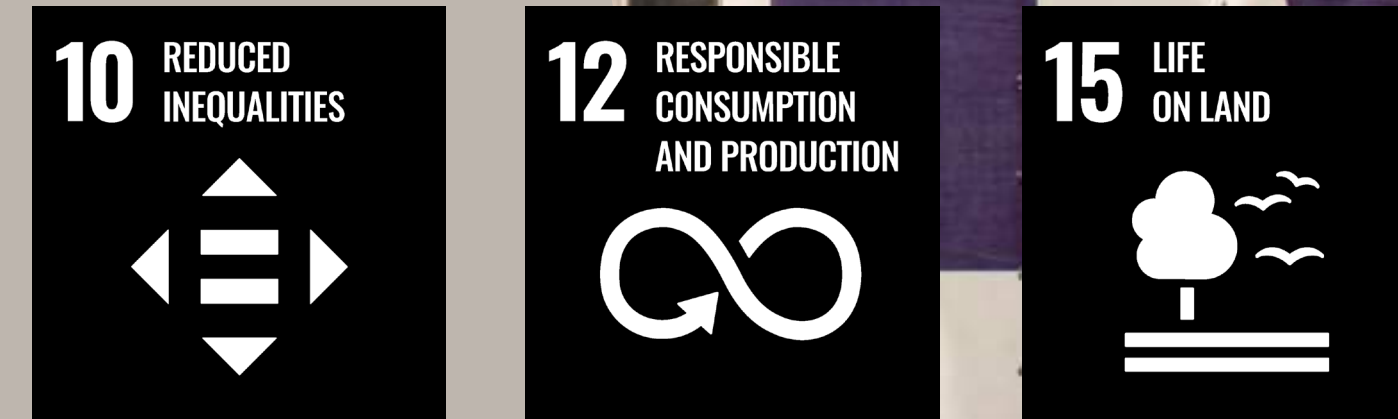
CONTRIBUTIONS TO NATURE

Through donations and volunteer actions, we planted 37 fruit trees and delivered a total of 120,000 pollinators to our coffee growers and their families.



3. VALUE CHAIN WITH POSITIVE IMPACT

The objective of the third category is to generate a positive impact by integrating sustainability criteria throughout our value chain and implementing programs that contribute to improving the quality of life in the coffee community.



STRATEGIC ALLIES

Our main packaging provider, PackVision®, and in logistics, FedEx®, are great allies in our strategy as they both have solid sustainability programs, demonstrating their commitment to doing good.



PLANTING NEW COFFEE SEEDLINGS

In 2022, through volunteer activities, we supported our coffee producer partners with the planting of 550 new coffee seedlings.

ORGANIC COFFEE

In this period, organic coffee represented 20.7% of all our coffee sales, which generated a positive impact on nature and on coffee producers, who received a higher price compared to conventional coffee.



TRAINING FOR COFFEE GROWERS' FAMILIES

57 coffee growers' families benefited from the digital program that provides technical and environmental information for crop improvement and post-harvest processes.

TRAINING RURAL STUDENTS

The Generational Relay educational project for young people reached 527 students in two rural schools. The project featured workshops on the importance of values and life purpose, encouraging young people to get involved in the coffee industry in their communities and in the preparation of specialty coffee.

DONATIONS

Coffee subscriptions were donated to organizations that are aligned to our values. These donations supported food deliveries to communities in need and toys given at Christmas.

We partner with the NYC Department of Sanitation in two of our cafés to support the outreach and education activities of the curbside composting program.

In commemoration of Women's Day, an in-kind donation of 5% of the sales of "La Mandarina-Women in Coffee" was given to its producer, Martha Obando.



DEVOCIÓN

To stay up to date on our devotion to sustainability,
visit us at devocion.com/pages/sustainability

Reporting contact: Diana Morales-Betancourt
E-mail: diana@devocion.com