



FARMER BROTHERS
COFFEE CO

SUSTAINABILITY REPORT

2025

LEADERSHIP MESSAGE

This past year has continued to test and transform the coffee industry. Amid evolving market dynamics, climate challenges and shifting customer expectations, Farmer Brothers has always maintained a simple, but powerful belief – great coffee connects people and responsible business sustain those connections for generations.

When we say it's all about the coffee, we mean more than what's in your cup. It's about the farmers and producers who cultivate it, the partnerships that bring it to life and the communities that depend on it every day. Across every step of our value chain, we are guided by a deep commitment to quality, accountability and sustainability.

Our progress reflects the dedication of our people and the strength of our partnerships. Over the past year, we have continued to build a strong foundation – advancing our environmental goals, strengthening our responsible sourcing programs and expanding initiative that support the long-term resilience of coffee-growing communities. We've made great progress toward our 100% responsibly sourced goal, achieving 100% with our Sum>One Coffee Roasters specialty brand and we are focused on making meaningful progress in 2026 with our Boyd's and Farmer Brothers' brands. Our goal is to be 100% responsibly sourced by 2030. In addition, programs, such as Project DIRECT, will remain central to our work, helping improve livelihoods while reducing environmental impact across key sourcing regions.

Furthermore, we are proud to continue aligning our efforts with globally recognized frameworks, including Science Based Target Initiative, the Rainforest Alliance, Fair Trade and Enveritas. At the same time, we recognize sustainability is not a finish line, specific metric or destination – it is an ongoing responsibility. That's why we know there is still work to be done. The challenges facing our industry demand collaboration, innovation and a willingness to push beyond traditional boundaries, and we are committed to doing just that – working alongside our customers, suppliers, vendors and stakeholders to drive positive change across the coffee ecosystem.

Looking ahead, we are focused on deepening our impact – enhancing supply chain transparency, investing in climate resilience and empowering the people who make our business possible. Our heritage of caring for the world around us continues to guide our path forward, and it inspires us to raise the bar for what sustainable leadership can achieve.

Together, we are building a future where every cup of coffee contributes to something greater – for our partners, our communities and our planet.

Sincerely,



John Moore
President and Chief Executive Officer



RESPONSIBLE SOURCING

Farmer Brothers is committed to sourcing coffee responsibly – supporting farmer livelihoods, strengthening communities and ensuring long-term supply chain resilience.

In 2025, Farmer Brothers sourced 16.2 million pounds of green coffee across conventional, second-party verified and third-party certified programs. Sustainable coffee represented a meaningful and growing portion of total procurement, accounting for nearly 20% of total volume.

Across all sourcing program, the company paid almost \$800,000 in sustainability premiums, directly supporting producers and their communities.

Farmer Brothers’ responsible sourcing strategy is built on three pillars:

- **Certified Coffee** – Third-party certifications, including Fair Trade Organic and Rainforest Alliance, provide a strong foundation for responsible sourcing. These programs promote environmental stewardship, social responsibility and transparent premium distribution.
- **Verified Sourcing** – Second-party verification programs, led by Envertias, strengthen supply chain visibility and validate responsible practices across a broader range of origins.
- **Direct Relationships** – Through Project DIRECT and origin partnerships, Farmer Brothers works directly with producers to build long-term relationships, improve traceability and deliver targeted impact.

Sourcing	Pounds
Third-party certified	1.80 million
Second-party verified	1.24 million
Conventional	13.16 million
TOTAL	16.20 million

INVESTING IN FARMER IMPACT

Premiums paid through certified direct sourcing programs provide critical support to coffee-growing communities. These funds contribute to:

- Improved farm productivity and quality.
- Community development initiatives.
- Greater income stability for producers.

Farmer Brothers Project DIRECT program further enhances this impact by enabling targeted investments and deeper engagement at origin.



Fair trade is a partnership-based trading system ensuring farmers and artisans, particularly in developing regions, receive fair prices, safe working conditions, and ethical treatment.



Rainforest Alliance amplifies the voices of farmers and forest communities, improve livelihoods, protect biodiversity, and help people mitigate and adapt to climate change in bold and effective ways.



USDA organic certification verifies that farms or handling facilities comply with National Organic Program (NOP) standards, which promote ecological balance, soil health, and prohibit synthetic substances.

Enveritas

Enveritas offers a new approach to sustainability assurance for companies and farmers. We are building sustainability solutions for smallholder coffee farming communities that are currently beyond the reach of existing certification and verification approaches.



Our Portland, Oregon roasting facility is LEED Silver certified, demonstrating our commitment to sustainable building practices.



Our Portland, Oregon roasting facility is OU Kosher certified, ensuring the highest standard of purity.



Since 2010, our Project DIRECT program has allowed us to work closer with producers where they live and work through direct trade relationships.



ORIGIN SPOTLIGHT: GUATEMALA

Farmer Brothers partners with producers' organizations that reflect our commitment to quality, sustainability and community development.

ASOCIACION DE APICULTORES Y CALFICULTORES

Founded in 2013, by smallholder farmers in Huehuetenango, AAPICAFI was created to address low market prices and climate-related challenges. Today, the association includes more than 200 producer families and holds Fair Trade and Organic certifications.

AAPICAFI supports producers through training, collaboration and access to international markets – helping improve coffee quality, strengthen incomes and promote environmental stewardship.



ASOCIACION DE APICULTORES DE UNION CANTINIL



AAPICUC is a producer association in Union Cantinil with more than 200 members committed to sustainable agriculture and community development.

The organization promotes environmentally responsible practices, supports inclusive participation, including increased involvement of women, and provides producers with tools and knowledge to improve productive and long-term resilience.

PROJECT DIRECT SPOTLIGHT

Launched in 2010, Project DIRECT is built on three core commitments – transparent pricing with full traceability, long-term relationships with coffee producers and community-led initiative designed to improve daily life. Through Project DIRECT, Farmer Brothers and its specialty brand Sum>One Coffee Roasters continue to invest in infrastructure that supports long-term sustainability in coffee-producing regions. Most recently, the program has been focused on expanding access to clean drinking water for Farmer Brothers' partner communities in Ethiopia and Colombia.



Ethiopia

In Ethiopia, Farmer Brothers has partnered with Keffa Coffee and the nonprofit organization, Water To Thrive, to fully fund the construction of a new drinking water well. The recently completed project will serve more than 300 families in the region and provide clean water where it has often been inconsistent. The well is expected to significantly reduce waterborne illnesses, improve school attendance for children and create greater stability for coffee-farming households.

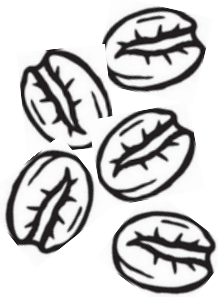
This work builds on Farmer Brothers' broader commitment to long-term, relationship-driven sourcing. Through Project DIRECT, the company focuses on transparency, traceability and community-driven solutions that create lasting impact at origin – demonstrating that coffee can support not only livelihoods, but also essential infrastructure and well-being.

Colombia

As part of Project DIRECT's continued investment in coffee-growing communities, Farmer Brothers expanded its clean water initiatives in 2025 through the Better Water project in Colombia. Implemented in partnership with MASTERCOL and local supplier, Terra Coffee, the program was designed to improve access to safe drinking water for coffee-producing families in the Huila region.

Through this initiative, drip-filtration water systems were distributed to 40 coffee-growing households, helping address limited access to potable water, reduce exposure to waterborne illnesses and decrease reliance on single-use plastic water containers. The project reflects our commitment to investing in practical, community-driven infrastructure solutions that improve daily life while supporting long-term sustainability at origin.

Independent verification, conducted by Enveritas, confirmed strong early adoption and positive farmer engagement. Among randomly surveyed participants, 96% reported awareness of the program, with 100% of participants indicating they had received support within the last year. Project participants also reported significantly higher use of water filtration systems compared to surrounding farms, with 78% of surveyed households actively filtering drinking water versus the regional 7% averages.



40

coffee-growing households

21

qualified, independently verified farms

70%

of surveyed
households
filtering water

96%

participant
awareness

4.4/5

farmer
satisfaction
score

Farmer satisfaction with the program was also strong, with an average satisfaction score of 4.4 out of 5 and 77% of participants reported positive changes resulting from the project. Additionally, 86% of farmers indicated they plan to continue applying project learnings or support to improve household well-being and farming livelihoods.

By expanding access to clean water in both Ethiopia and Colombia, Farmer Brothers continues to demonstrate how Project DIRECT investments can extend beyond coffee production – supporting healthier communities, stronger producer relationships and more resilient supply chains.

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Farmer Brothers continues to expand our responsible sourcing efforts by increasing certified and verified volumes, strengthening direct trade relationships and investing in programs that deliver measurable impact for producers. Through this balanced approach, we are building a more transparent, sustainable and resilient coffee supply chain.



WASTE REDUCTION

Our Revive Service and Restoration team continues to play a critical role in reducing waste for Farmer Brothers and the broader beverage industry. In 2025, the team helped divert more than 540,000 pounds of equipment from landfills by extending the lifecycle of coffee equipment in the field – often for up to four or five times beyond its original expectancy. This work enables customers to operate more efficiently while significantly reducing the volume of equipment sent to local landfills.

Revive's efforts also resulted in the refurbishment of more than 7,860 units in 2025, further advancing waste reduction and resource efficiency. By strengthening partnerships with manufacturers and distributors to delivery high-quality refurbished coffee and tea brewers, along with other commercial equipment. These efforts not only provide cost-effective solutions for customers, but also advance circularity across the supply chain – amplifying Revive's impact well beyond Farmer Brothers.

 **7,860+ pieces**
of equipment refurbished and repurposed in 2025



 **540,000 pounds**
of waste saved from the landfill

EMISSION REDUCTION MANAGEMENT

Farmer Brothers is committed to reducing greenhouse gas (GHG) emissions across our value chain, with a focus on transportation – the largest contributor to supply chain emissions.

In 2025, transportation activities associated with Farmer Brothers generated 1,862 metric tons (MT) of CO₂e, based on verified logistics data and industry-recognized carbon accounting methodologies. Fuel combustion remains the primary emissions driver, with tank-to-wheel (TTW) emissions accounting for 71.5% of total impact.

2025 Emissions Overview

Type	Total
Total Transportation Emissions	1,862 MT CO ₂ e
Well-to-Tank (WTT)	529.7 MT
Tank-to-Wheel (TTW)	1,332.7 MT
Biogenic CO ₂	249.1 MT
Emission Intensity	0.875 kg CO ₂ e per mile
Intermodal Emissions Reduction	1,814 MT CO ₂ e avoided (66% reduction)
Total Loads/Miles	2,934 loads/2.1 miles

Our Approach

Farmer Brothers manages transportation emissions through a combination of:

- **Data-driven Management** – Emissions calculated using J.B. Hunt’s carbon inventory system, aligned with GLEC Framework and DOE GREET model and independently verified to international standards.
- **Model Optimization** – Strategic use of intermodal rail and route optimization reduces reliance on long-haul trucking and lowers emissions intensity.
- **Operational Efficiency** – Ongoing efforts focus on improving load efficiency, reducing empty miles and optimizing fuel use.

Emission By Mode

Intermodal continues to be the most carbon-efficient mode within the network. It delivered significant emissions savings in 2025, including 1,814 MT CO₂e avoided and a 66% overall emission reduction versus the truck equivalent. **That’s the equivalent of removing more than 400 passenger cars from the road annually and preserving more than 1,800 acres of forest land.**

Mode	Loads	Miles	CO ₂ e
Intermodal (Rail + Drayage)	721	1.41 million	934.3 MT CO ₂ e
Dedicated Trucking	2,191	675,321	924.6 MT CO ₂ e

At 0.875 kg CO₂e Farmer Brothers’ transportation emissions intensity is significantly lower than typical heavy-duty trucking averages, reflecting a strong focus on efficiency and modal optimization.

Looking Ahead

Farmer Brothers will continue to reduce emissions by expanding intermodal use, improving fleet efficiency and evaluating emerging low-carbon transportation solutions.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PROGRAM

Farmer Brothers is committed to protecting the health, safety and wellbeing of all team members, contractors and visitors across our operations. We maintain a comprehensive Occupational Health and Safety (OSH) Management Program grounded in proactive risk management, regulatory compliance and continuous improvement. Our approach aligns with federal and state Occupational Safety and Health Administration (OSHA) requirements and incorporates industry recognized best practices to ensure a safe and resilient workplace.

OSHA Management Program and Governance

Our OHS Management Program applies to all manufacturing, distribution and field operations and is designed to systematically identify, assess and mitigate workplace risks. Key elements include:

- Risk-based safety management framework integrated into daily operations.
- Monthly safety audits across our facilities.
- Documented corrective action plans as needed.
- Centralized incident reporting program aligned with OSHA classification standards.
- Cross-functional safety committee to elevate team member voices and accountability.
- Leadership oversight through regular safety performance reviews.

This structured approach ensures consistent hazard identification, rapid response and hazard identification, rapid response and continuous improvement across all locations.



Safety Culture and Workplace Engagement

We believe a strong safety culture is built on engagement, transparency and shared responsibility. To reinforce this culture, we:

- Encourage team members to report hazards through multiple channels, including supervisors, safety committee and risk management.
- Monthly safety communications and trainings to reinforce awareness and capture feedback.
- Embed safety expectations into operational routines and leadership accountability.

Our goal is to empower every team member to actively contribute to a workplace where safety not only a priority, but a core value.

Suppliers

Farmer Brothers extends our commitment to health and safety beyond our own operations by requiring our suppliers to adhere to our Supplier Standards of Engagement, with regular audits conducted programs, such as our Project DIRECT and Fair Trade.

Safety performance is tracked in accordance with OSHA standards. In 2025, no team member, temporary worker or contractor fatalities were recorded and zero incidences of high-consequence work-related injury was recorded impacting a Farmer Brothers team member. During that same period, we did have 27 OSHA recordable work-related injuries occurred.

The company remains focused on strengthening our safety culture through team member engagement, accountability and data-driven decision making to support long-term improvements in workplace health and safety.