

KAFFEROSTERIET  
**LÖFBERGS**  
ETABLERAT 1906

# Sustainability Report 2025



# Highlights

## Reduced emissions from our roasteries

We went back to using bio-LPG in our Swedish roasteries this year, which reduced the Scope 1 emissions with 43% in 2025. **Read more on page 22.**

## Upscaling of agroforestry in Brazil

Agroforestry helps coffee farmers face climate change and produce more secure harvests. The work from the previous year's pilot study in Brazil has been scaled up and established at more farms, which strengthens the soil health, increases the resilience to extreme weather, and provides evident climate benefits. **Read more on page 39.**

## Development projects prepare small-scale coffee farmers

Our development projects contribute to better development and living conditions for small-scale coffee farmers. We have now supported more than 195,000 farmers within the framework of International Coffee Partners and coffee&climate. **Read more on page 40.**

## First in Sweden with regenerative coffee

One important step in our sustainability work was taken when we as the first operator in Sweden, and among the first ones in Europe, purchased a container of coffee certified in accordance with Regenerative Organic Certified® (ROC). **Read more on page 42.**

## 100% fossil-free maritime freights

By continuing to invest in 100% fossil-free maritime freights, we have eliminated the entire footprint, which has resulted in a saving of 1,400 tons CO<sub>2</sub> in 2025. **Read more on page 48.**

## Further steps towards circular and renewable packaging

Our entire assortment of whole beans has been converted to mono-material packaging, designed for recycling. An important step towards 100% circular and renewable packaging. **Read more on page 50.**

## Launching Sweden's first coffee soil

Sweden's first coffee soil upcycles coffee waste from our production into a peat-free potting mix. Together with Evergreen Garden Care, we show how circular solutions can reduce waste, make use of resources, and contribute to more sustainable actions even outside the world of coffee. **Read more on page 55.**

## In-depth knowledge from origin creates value for our customers

Getting to experience the everyday life of farmers in Nicaragua offered our specialist department Coffee Experts a unique closeness to the craft and the people behind the coffee. The detailed understanding is brought to meetings with customers, in the form of stories and concrete examples that make the connection between sustainability and quality vivid as well as relevant. **Read more on page 68.**

## 42 million to small-scale coffee farmers

Our purchases of green coffee from Fairtrade certified farms have contributed with SEK 42 million in premiums for cooperatives, including extra payments for organic farming to small-scale coffee farmers. **Read more on page 69.**

# Content

## About the report

AB Anders Löfberg, corporate identity number 556279-8966, is a private limited company based in Karlstad, Sweden. The sustainability report for AB Anders Löfberg is prepared on a consolidated basis and covers all subsidiaries. A complete list of the group companies and their registered addresses can be found on page 75.

The following SNI codes (equivalent to NACE codes) cover the group's operations:

- 10.830 - Processing of tea and coffee
- 46.370 - Wholesale of coffee, tea, cocoa and spices
- 68.203 - Renting and operating of own or leased other premises
- 70.100 - Activities of head offices

The sustainability report covers the period from 1 January 2025 to 31 December 2025 and has been prepared based on the VSME Basic Module and Comprehensive Module. Unless otherwise stated all amounts are reported in thousands of SEK. Figures in brackets refer to the previous year. The sustainability report is published in Swedish and English. In the event of any discrepancies between the language versions, the Swedish version shall prevail.

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# Löfbergs in short

## LÖFBERGS

2025-01-01 – 2025-12-31



### OPERATING PROFIT/LOSS

SEK **-40\*** million  
(SEK 104 million)

### BALANCE SHEET TOTAL

SEK **1,483** million  
(SEK 1,310 million)

### TURNOVER

SEK **3,441** million  
(SEK 2,765 million)



**10.5** million cups  
of COFFEE per day



**26,421** tons  
of roasted COFFEE



**151** tons  
of produced TEA



SEK **42** million  
in Fairtrade premiums and extra  
payments for organic farming



**75%**  
renewable packaging material



**-43% CO<sub>2</sub>e**  
climate emissions in own operations  
compared to previous year



The Löfberg family,  
owners in the **third**  
and **fourth** generation.

### BRANDS



### EMPLOYEES



**317**  
(316)

On average during the reporting  
period, Full-time equivalents

### WE ARE HERE



● Market company ● Roastery

\* The results have been negatively affected by an extraordinary event linked to deviations from internal guidelines in raw material trading. Measures have been taken, and the underlying operations continue to be stable and profitable.

## CEO's comments

## Sustainability and a long-term commitment in a changeable world

**The world has shown us how quick things can change this past year. Conflicts, financial insecurity, and climate change form a more fragmented world. In times like these, it is clear how important it is to stick together and act jointly – no one can solve the great challenges on their own.**

Coffee is a global product where every cup reflects a complex interplay between farmers, roasters, and consumers. As many public organisations reduce their aid, the role of business engagement becomes even more important. Our responsibility to create long-term solutions together has never been greater.

But the rules of the game are changing rapidly. New legislation and directives, such as CSRD and EUDR, make great demands on transparency and traceability. That the European Commission has once again postponed the implementation of EUDR shows that long-term commitments often require courage – especially when the road ahead is uncertain. Companies that want to be in the forefront invest time and resources that others are keen to avoid. It is clear that strategic and commercial alignment are required to maintain focus and advance the sustainability efforts.

The demand for our products and services continues to be strong, and our sustainability efforts create a significant added value for customers and partners. We keep on developing our offering, while facing challenges on an incredibly volatile raw material market.

The company's financial results were negatively affected this year by an extraordinary event, where internal guidelines and routines linked to the raw material trade were deviated from. The event had a substantial effect on the profitability. Measures have been taken to strengthen governance and control, and the group's underlying operations continue to be stable and profitable.

Much progress in the area of sustainability has been made. We invest in resilience to climate change together with coffee cooperatives and other operators. We purchase regenerative coffee, drive the transition to fossil-free maritime freights, and have gone back to using fossil-free LPG in our Swedish roasteries. Through International Coffee Partners and coffee&climate, we have improved coffee farmers' prerequisites to invest in sustainable farming methods. We also continue to develop our packaging with renewable and recyclable materials.

These are concrete examples of how long-term commitment and cooperation create impact throughout the value chain.

Every improvement, in the producing country or in our roasteries, guarantees that we can keep on delivering great and sustainable coffee. No success is achieved alone. The work is based on close cooperation with suppliers, customers, and partners, who all share our ambition to create positive change.

I would therefore like to express my sincere thanks to all colleagues, customers, and partners. Thanks to your commitment and your perseverance, we can continue to push for sustainable development and deliver coffee that makes a difference – every day. Together we create long-term value for people, the environment, and companies. I am immensely proud of that.

**Anders Fredriksson**  
*CEO, Löfbergs*



## About Löfbergs

Coffee has been our passion and driving-force since 1906. It all began in the Swedish town of Karlstad, where three brothers wanted to share their love of great coffee. More than a hundred years later, the same warmth, curiosity, and responsibility remain in everything we do.

Löfbergs was founded by the brothers Anders, John, and Josef Löfberg. Today, 120 years later, Löfbergs is still a family business, now in its third and fourth generation. A lot has changed since the start, but the passion for great coffee and the consideration for people and the environment are still the same. We produce more than 10 million cups of coffee every day, making us one of the largest family-owned coffee roasters in the Nordic region. But it is not just about volumes for us, it is about creating something greater, where every cup of coffee makes a difference for people and the environment.

### Our purpose and vision

Our purpose – Together for a world where people and coffee can grow – defines why we exist and the difference we want to make. It is the foundation for our investments and collaborations, both locally and globally, which create development opportunities and contribute to a better environment.

In order to keep growing in a responsible way and contributing to a positive development, we have worked with a growth strategy in the last couple of years, focusing on 2030. After careful analyses of the world around us, our possibilities, and our challenges, we have identified three focus areas on our journey ahead. To put it briefly, it is about strengthening our brands, improving the efficiency of our work and processes, and establishing on new markets. The strategy will take us towards our vision, which is to be: *First in mind when it comes to taste, coffee know-how, and sustainability in the world of coffee.*

### Our values

Our values are used as our compass, and they unite all of us who work at Löfbergs. They lead the way in how we interact with each other, our customers, and the world around us. They create security, courage, and direction, empowering us to take a stand and pursue matters that are important to us.

For every value, we have connected concrete behaviours that we constantly develop to reach our goals. The values are naturally involved in our business, and they guide co-workers and managers in conversations, recruitments, and everyday decisions. By using weekly pulse surveys, we get a clear and current picture of how the organisation perceives that we live our values in practice.

## We are Together

We create and learn together. Together we make things happen. Together we are stronger, and together is more fun.

## We are Inclusive

We meet all people and ideas with an open mind, no matter background or beliefs. Being inclusive helps us see new perspectives, which makes us smarter.

## We are Accountable

We are all accountable for everything we take active or passive part in. We look at ourselves and the choices we make, understanding their effect on the world around us. Our perspective is infinite, we are here to stay.

## We are Enterprisers

We dare to undertake new ventures, test new ideas, and love doing good profitable business. By never standing still, challenging the status quo and staying true to our purpose, we grow.

## Our organisation

We have a central organisation responsible for Sustainability, Brand, International Affairs, HR, Finance, IT, and Communication. Our business areas consist of two geographically divided sales companies and a purchasing and production company. The fundamental principle is that everything that is based on the customer relationship is decentralised, while everything that has economies of scale will be gathered on a group level.

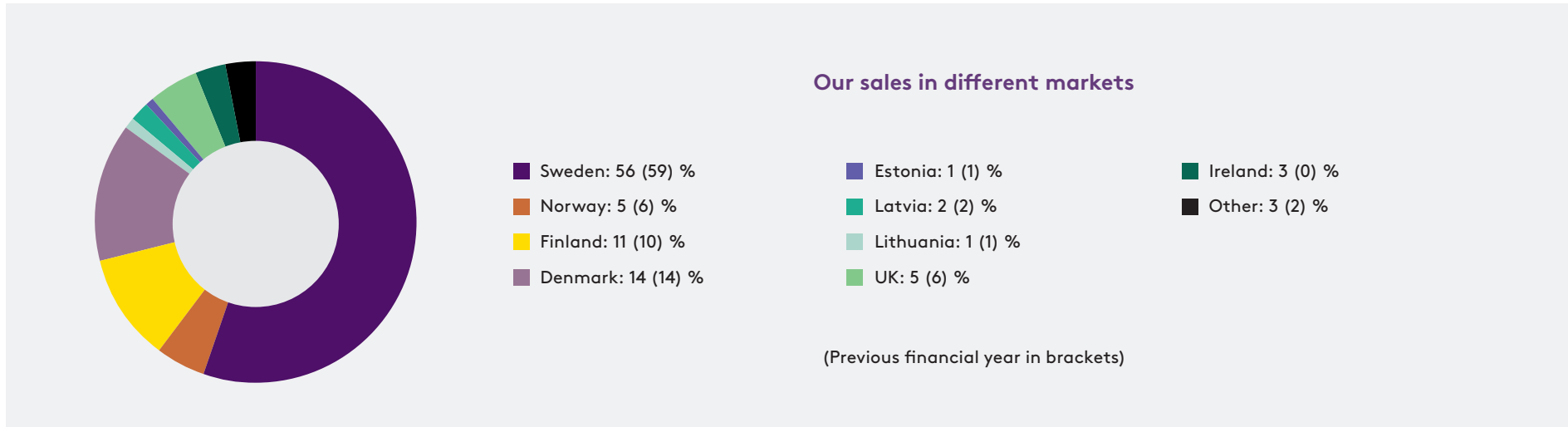
The operational business is managed by the group management team, where Anders Fredriksson is the CEO and group chief executive. The board of directors consists of eight members – three women and five men. The gender diversity ratio is 0.6 (0.5). The board has eight members, both owners and external members, of which one is an employee representative. The board is represented by four women and four men, which makes the gender diversity ratio 1 (1). Kathrine Löfberg is Chair of the Board.

## Where we operate

Löfbergs has its head office and two modern roasteries in Karlstad, Sweden, where most of our coffee is roasted. We also roast coffee in Denmark and Latvia, and we have market companies in Sweden, Norway, Denmark, Finland, Estonia, Latvia, Lithuania, Poland, and the UK.



The board of AB Anders Löfberg. Back row from the left: Christian Sievert, Niklas Löfberg, Peter Therman, Mikael Löfberg. Front row from the left: Rosie Kropp, Kathrine Löfberg, Sandra Lyxell (employee representative). Not pictured: Eja Tuominen.



**Our business and sales**

Coffee in all its forms is the core of our business, and we are constantly developing new products and services to offer great and sustainable coffee.

**Our brands**

We operate in some ten core markets in northern Europe and offer cold and hot beverages to end-consumers under three brands. Coffee is sold under the Löfbergs brand in all our markets, and under the Peter Larsen Kaffe brand in Denmark as well. Our tea is sold under the brand Kobbs.

We are also collaborating with many other well-known brands that we develop and roast coffee for. We sell our products through retail stores, hotels,

restaurants, cafés, workplaces, and vending companies. Sweden is our biggest market and represents more than half of our turnover.

**Straight to end-consumer from the physical and digital coffee shelf**

Retail is our largest customer segment, where we regularly cooperate and negotiate with major grocery chains. We are also present in the customers' digital channels and on e-commerce platforms, where we can see new purchase patterns and a demand for products that are not always available in stores.

**We strengthen the coffee experience in hotels, restaurants, cafés, and workplaces**  
Hotels, restaurants, cafés, and workplaces are a

growing market, where we not only deliver coffee, but also offer trainings, quality controls, and services that strengthen the coffee experience.

**Our own coffee bars and digital channels**

Through our own coffee bars and digital channels, we can reach the end-consumer immediately. Löfbergs Roastery & Coffee Bar in Karlstad is a popular destination. We also create presence in all our markets with our mobile coffee bars and collaborations at festivals and events.

In the last couple of years, we have also sold straight to end-consumer through web shops in all Nordic markets, which gives us the opportunity to strengthen the brand and present our entire assortment.

### Tax – an important investment in society

Paying tax is one of our most important investments in society. It is about taking responsibility for public systems and services that are essential for our society to function. We balance ownership interests with societal interests in a transparent way, and we do not engage in aggressive tax planning. Our principle is always to pay tax in the country where the revenues are obtained and to follow established principles for internal pricing. This year's result means lower taxes. We are still making significant investments in sponsorships and other social activities, just as before.



## Direct economic value generated and distributed

Revenue .....	3,480,793
Operating expenses* .....	- 3,200,211
Salaries and remuneration to employees .....	- 286,355
Payments to providers of capital .....	- 52,248

### Tax paid to the public sector

Sweden .....	224
Norway .....	- 948
Denmark .....	- 87
Finland .....	- 243
Latvia .....	- 110
UK .....	0

Community investments .....	- 15,241
Economic value retained .....	- 59,185

(all figures are in SEK thousands)

\*refers to operating costs excluding personnel and depreciation



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## Forward since 1906

**When Löffbergs was founded in Karlstad in 1906, it was not just about roasting coffee – it was about building a company for the future. This long-term perspective still characterises the business, according to Kathrine Löffberg, Chair of the Board and coffee roaster in the fourth generation.**

“Being a family-owned company involves a responsibility that extends beyond the next quarter, and as a family business, we are not taking any short cuts. We know that our decisions have an impact on people, the environment, and society – today and for a long time ahead.”

Sustainability is not a separate path, but an integrated part of the offering. From efforts at the farming stage to the choice of transport, packaging, and product development, the ambition remains the same: to always take the next step.

“We were early with certified coffee and aluminium-free packaging, but it is not enough to rely on the historic progress. Our mission is to keep driving the development, even when the solutions are not obvious yet.”

The company’s commitment in the producing countries is essential. As one of the co-founders of International Coffee Partners, Löffbergs is working together with six other family-owned coffee roasters to strengthen small-scale coffee farmers’ possibilities of a sustainable livelihood. The Löffberg Family

Foundation also contributes to long-term development in coffee producing regions.

“When on site in the producing countries, our sustainability efforts become tangible. I have met farmers that have been able to improve their harvests and their living conditions through knowledge, cooperation, and new technology. Our responsibility becomes evident in those meetings.”

Löffbergs is one of the biggest family-owned coffee businesses in the Nordic region today, with exports to about 20 markets. Growth has been achieved without compromising on the company’s core values – and with focus on taste and quality.

“Our history with 120 years of great tasting coffee brings us stability, but the future drives us. Being a family business provides us the freedom to think long-term – and the courage to invest in a more sustainable coffee industry.”

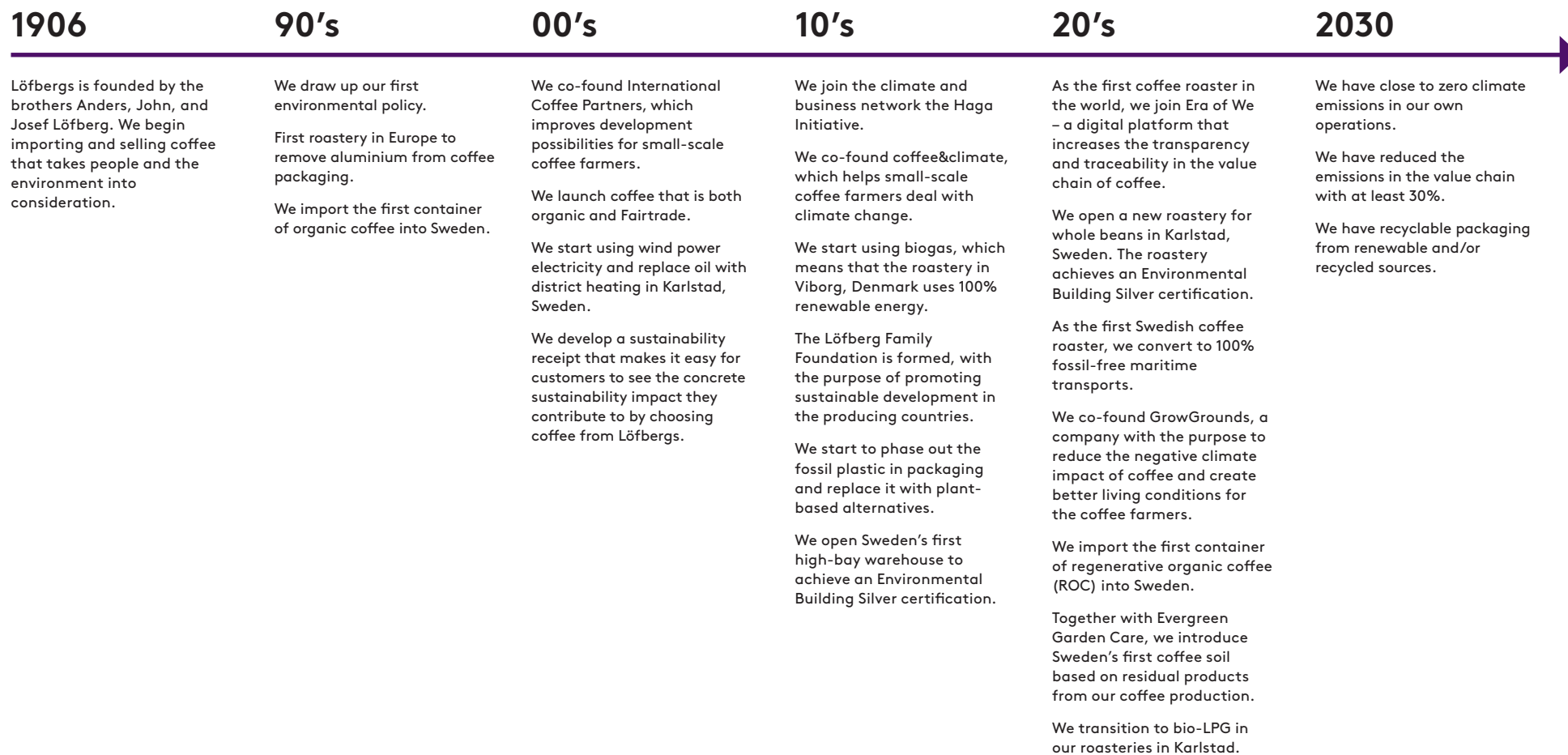
Coffee is not just a beverage for Kathrine Löffberg. It is something that unites people all around the world, even in times of turbulence, when it is more important than ever to show each other support and spread hope.

“Coffee creates encounters and community, no matter where in the world you are. Our duty is to make sure that every cup also reflects consideration for those who have made it possible.”



# Our sustainable journey

The passion for great tasting coffee and for doing good for people and the environment has been with us since the start in 1906. Here are some of our milestones along the way.



THE LÖFBERG FAMILY HAS ROASTED COFFEE THAT BOTH TASTES AND DOES GOOD FOR MORE THAN A HUNDRED YEARS.  
THE FOURTH GENERATION IS CARRYING THE LEGACY FORWARD: MARTIN, HELENE, THERESE, MIKAEL, KATHRINE, AND NIKLAS.



## Our framework for sustainable development

**Sustainability is a key element in everything we do, and it permeates our entire business. To create real change, our efforts must be structured, transparent, and well-anchored throughout the organisation. That is why we continuously work with our framework for sustainable development, which guides us on our journey from bean to cup.**

The framework presents our prioritised sustainability issues and goals, both in the short and the long term. It reflects the significant aspects of our impact, our risks, and the available possibilities to contribute to a more sustainable coffee production. It is simply a matter of how we, together with our stakeholders and partners, take responsibility for the challenges and secure the coffee of the future.

The work includes our entire value chain, from the conditions in the producing countries to how we can create a resource-efficient production and increase the demand for sustainable coffee. Everything from bean to cup – plain and simple.

### Our code of conduct

The code of conduct is our top-level governing document for our sustainability work. The code is based on UN Global Compact, Children's Rights and Business Principles, UK Modern Slavery Act, and UK Bribery Act. The code of conduct covers matters such as child labour, forced labour, human trafficking, discrimination, and prevention of accidents.

The code applies to all employees and controls our relationships with customers, partners, and other stakeholders. All employees carry out an e-learning about the code of conduct, which is included in our introduction training for all new employees.

We also have a code of conduct for suppliers that all suppliers undertake to follow.

### Management approach

The sustainability issues are fully integrated in our strategic and operational steering, and they are naturally involved in our daily activities. The group management is ultimately responsible, and the work is managed through initiatives and goals in our strategic plan for sustainability.

Head of Sustainability directs the work close to the market companies and acts as the extension of the group management. The function drives the comprehensive sustainability work through a number of internal forums, such as the cross-functional Sustainability Team, the Environmental Team, the Packaging Forum and project-based working teams. This year, we expanded the organisation with an ESG Controller to strengthen our sustainability efforts.

## Our contributions to Agenda 2030

Löfbergs supports Agenda 2030 and the global goals for sustainable development. The goals provide our sustainability work with guidance and framework, and help us set a level of ambition for our own objectives.

We have identified a number of the global goals that are especially relevant for our operations and our value chain, and where we can make the most difference. Primarily, this relates to goals 12, 13, and 15, where we focus on reducing our climate and environmental impact, improving resource efficiency, and increasing circularity.

The social goals are also essential, especially goals 1 and 8 regarding reduced poverty and decent working conditions, goal 5 concerning equality, and goal 11 that applies to sustainable communities. In line with goal 17, we invest in cooperation and partnership. We strongly believe in the power of doing things together, in order to drive a development that creates value for the world around us.





## Challenges for the coffee of the future

Being able to enjoy great coffee in the future is not a given. The world of coffee is facing great challenges, environmentally as well as socially. Issues such as who will farm the coffee in the future and where the coffee plants will be able to grow are something we are working actively with already.

### Prerequisites to farm coffee

The climate change affects coffee farms to a great extent. When temperatures in the traditional farming areas are rising, it becomes too hot for the coffee plants and the farms are forced to move higher up in the mountains. The areas best suited for coffee farming today are expected to be reduced by half in the next 25 years, which increases the risk of deforestation and competition for land. More extreme weather events also threaten the harvest levels, and the coffee is also affected by increased occurrence of pests and spread of diseases.

Coffee farming contributes to climate emissions just like other agricultural activities. To secure the coffee of the future, we need more investments in climate-adapted and more sustainable farming methods that reduce the negative impact and strengthen the resilience of the farms.

### Next generation of coffee farmers

Despite the high commodity prices lately, the profitability remains a challenge for many coffee farmers. Coffee is often farmed in countries with a high risk when it comes to human rights and working conditions. Many farms run at a loss and have limited capacity to invest in more sustainable and resilient farming methods.

Coffee is a commodity with volatile prices, and the financial insecurity forces many small-scale farmers to sell their coffee straight away to support themselves, instead of waiting for better conditions or prices. The average age among coffee farmers increases, and more young people choose other ways to support themselves. About 45,000 farmers farm the coffee that we purchase today – but who will do it tomorrow?

To secure the coffee of the future, sustainable business models that make it possible to invest in better farming methods and more secure working conditions are required. We also need to secure traceability, fair conditions, and respect for human rights throughout the value chain.

# Our value chain – from bean to cup

The coffee's journey from bean to cup is long and complex. The illustration describes the different stages and some of the most important sustainability issues we work with. It is about how our business affects people and the environment, and about business-related risks and opportunities.



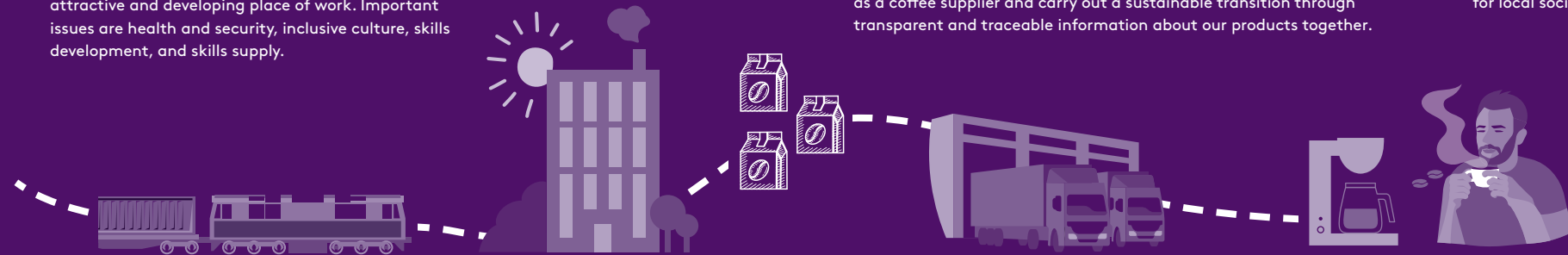
**AT THE FARMING STAGE**, it is about securing the supply of sustainably farmed coffee today and tomorrow. Important issues are the use of land and water, climate, ecosystems and biodiversity, changing farming conditions as well as the living conditions and the livelihoods of the farmers.

**AT THE TRANSPORT STAGE**, it is about optimising the logistics flow and transitioning to renewable fuels.

**FOR OUR CO-WORKERS**, it is about being an attractive and developing place of work. Important issues are health and security, inclusive culture, skills development, and skills supply.

**IN THE DIALOGUE WITH OUR CUSTOMERS**, it is about being first choice as a coffee supplier and carry out a sustainable transition through transparent and traceable information about our products together.

**LOCALLY WHERE WE OPERATE**, it is about our active role in the local trade and industry and as an employer as well as about our commitment in collaborations for local societal development.



**IN OUR PRODUCTION**, it is about using raw materials and other resources efficiently, but also about securing the great quality. Important issues are energy usage and climate impact, packaging and choice of materials, innovation, and circular flows.

**AT THE CONSUMPTION STAGE**, it is about offering great tasting and sustainable coffee as well as inspiring more people to a more sustainable consumption.

## An outline of our work in different sustainability areas

AREA	ARE THERE ANY POLICIES, MEASURES, OR PLANNED INITIATIVES IN THIS AREA?	ARE THEY PUBLICLY AVAILABLE?	DESCRIPTION OF POLICIES, MEASURES, AND PLANNED INITIATIVES WITHIN THE AREA <i>Planned initiatives are marked with italics</i>	ARE THERE ANY GOALS?	DESCRIPTION OF GOALS
CLIMATE CHANGE	YES	YES	<ul style="list-style-type: none"> <li>• Code of conduct</li> <li>• Renewable energy in roasteries in Karlstad and Viborg</li> <li>• Fossil-free maritime freights of green coffee from the producing countries</li> <li>• Sourcing of coffee from certified and/or sustainably verified farms</li> <li>• Insetting projects in the value chain (agroforestry in coffee farms)</li> <li>• Environmental management system (ISO 14001) including STEMFS 2014:2 for energy audit</li> <li>• <i>Framework for emission reductions in the value chain</i></li> <li>• <i>Fossil-free transports downstream (distribution)</i></li> </ul>	YES	<ul style="list-style-type: none"> <li>• By 2030, we have net-zero climate emissions in scope 1 &amp; 2 and 30% emission reduction in scope 3 compared to the base year</li> </ul>
POLLUTION	YES	YES	<ul style="list-style-type: none"> <li>• Code of conduct</li> <li>• Sourcing of coffee from certified and/or sustainably verified farms</li> <li>• Identifying and phasing out dangerous substances in packaging materials</li> <li>• Fossil-free maritime freights of green coffee from the producing country</li> <li>• An increased proportion of company cars that are electric/hybrid</li> <li>• Purification of roasting gases and regular emission measurement at roasteries</li> <li>• Conducting spot checks for the presence of pesticides in green coffee</li> <li>• <i>Strategic packaging road map in line with PPWR</i></li> <li>• <i>Fossil-free transports downstream (distribution)</i></li> </ul>	NO	
WATER AND MARINE RESOURCES	YES	NO	<ul style="list-style-type: none"> <li>• Sourcing of coffee from certified and/or sustainably verified farms</li> <li>• <i>Framework for emission reductions in the value chain should, according to plan, include measures for climate resilience and water management</i></li> </ul>	NO	
BIODIVERSITY AND ECOSYSTEMS	YES	NO	<ul style="list-style-type: none"> <li>• Sourcing of coffee from certified and/or sustainably verified farms</li> <li>• Insetting projects in the value chain (agroforestry in coffee farms)</li> <li>• Calculation of Land Use Change emissions</li> <li>• <i>Development of measurable goals for biodiversity</i></li> <li>• <i>More detailed follow-up of Land Use Change impact through the traceability data of EUDR</i></li> </ul>	YES	<ul style="list-style-type: none"> <li>• 100% verified deforestation-free value chain by 2027</li> </ul>
CIRCULAR ECONOMY	YES	YES	<ul style="list-style-type: none"> <li>• Code of conduct</li> <li>• Identification of waste streams at roasteries</li> <li>• Recycling of coffee residues from roasteries in collaboration with Evergreen Garden Care</li> <li>• Scaling up packaging materials designed for recycling</li> <li>• <i>Strategic packaging road map in line with PPWR</i></li> </ul>	YES	<ul style="list-style-type: none"> <li>• Recyclable packaging in all markets by 2030</li> <li>• Halve coffee waste and waste destined for incineration by 2030</li> </ul>

AREA	ARE THERE ANY POLICIES, MEASURES, OR PLANNED INITIATIVES IN THIS AREA?	ARE THEY PUBLICLY AVAILABLE?	DESCRIPTION OF POLICIES, MEASURES, AND PLANNED INITIATIVES WITHIN THE AREA <i>Planned initiatives are marked with italics</i>	ARE THERE ANY GOALS?	DESCRIPTION OF GOALS
OWN WORKFORCE	YES	YES	<ul style="list-style-type: none"> <li>● Code of conduct</li> <li>● Systems for incident reporting</li> <li>● Weekly pulse surveys for all employees (in Winningtemp)</li> <li>● Whistleblowing systems with the possibility of being anonymous</li> <li>● Trainings in company values, code of conduct, etc.</li> <li>● <i>Improved follow-up of the training hours of employees</i></li> </ul>	YES	<ul style="list-style-type: none"> <li>● Vision: No accidents in the workplace</li> <li>● eNPS score of 20 by 2030</li> </ul>
WORKERS IN THE VALUE CHAIN	YES	YES	<ul style="list-style-type: none"> <li>● Code of conduct for suppliers</li> <li>● Due diligence process to discover, prevent, and reduce risks in the value chain</li> <li>● Sourcing of coffee from certified and/or sustainably verified farms</li> <li>● New platform for more systematic follow-up of suppliers, focusing on EUDR</li> <li>● <i>Further development of our platform for systematic supplier follow-up, focusing on CSR</i></li> <li>● <i>Further investments in our traceability system for improved transparency and follow-up in the value chain</i></li> </ul>	NO	
AFFECTED COMMUNITIES	YES	NO	<ul style="list-style-type: none"> <li>● Tax policy</li> <li>● Local collaborations with sports associations, universities, etc.</li> <li>● Due diligence process to discover, prevent, and reduce risks in the value chain</li> <li>● Sourcing of coffee from certified and/or sustainably verified farms</li> <li>● Projects within ICP strengthen entire coffee-growing communities</li> </ul>	YES	<ul style="list-style-type: none"> <li>● By 2028 will 137,000 people have improved their living conditions through ICP projects</li> </ul>
CONSUMERS AND END-USERS	YES	YES	<ul style="list-style-type: none"> <li>● Policy for quality and food safety</li> <li>● Management systems for quality and food safety (ISO 9001 and FSSC 22000)</li> <li>● <i>Continue to create a food safety culture within the organisation</i></li> </ul>	YES	<ul style="list-style-type: none"> <li>● No product recalls</li> </ul>
BUSINESS CONDUCT	YES	YES	<ul style="list-style-type: none"> <li>● Code of conduct</li> <li>● Trainings in values, code of conduct, etc.</li> <li>● Robust internal controls, regularly reviewed by external and internal auditors</li> <li>● Whistleblowing system with the possibility of being anonymous is publicly available</li> <li>● <i>Planned mapping of internal skills related to business ethics responsibility</i></li> </ul>	NO	

## Our climate action

Climate change and biodiversity loss are the greatest challenges for the future of coffee. Therefore, we work to reduce our direct emissions and to lower our climate impact in the entire value chain.

### Climate disclosure

Our coffee production was reduced by 11% in 2025 compared to 2024, which is also reflected in our total emissions (incl. LUC) that were reduced by 11%. Simultaneously, we can see clear effects of the measures we have undertaken. Our direct emissions (scope 1) were reduced by 43%, mainly due to our transition back to bio-LPG in our Swedish roasteries.

The emissions have been reduced in other areas as well. The emissions from our waste management were halved as the amount of plastic waste decreased, and the emissions from our business travels were reduced with 37% compared to 2024, not least because we have undertaken fewer air journeys. By the end of the year, 72 (64)% of the group's company cars were electric hybrids or electric.



Greenhouse gas emissions, ton CO<sub>2</sub>e <sup>(1)</sup>

EMISSIONS ACTIVITY	BASE YEAR <sup>(11)</sup>	2024	2025	Δ 2024–2025	TARGET YEAR 2030
<b>SCOPE 1</b>		<b>2,899</b>	<b>1,648</b>	<b>-43%</b>	
Roasting		2,486	1,241	-50%	
Energy (own furnaces)		61	63	+3%	
Own cars		352	344	-2%	
<b>SCOPE 2 <sup>(2)</sup></b>		<b>197</b>	<b>194</b>	<b>-2%</b>	
Electricity		124	124	0%	
District heating		73	70	-4%	
<b>Total emissions, scope 1 and 2</b>	<b>2,369</b>	<b>3,096</b>	<b>1,842</b>	<b>-41%</b>	<b>355</b>
<b>SCOPE 3, excl. LUC</b>		<b>174,442</b>	<b>158,897</b>	<b>-9%</b>	
Emissions (ton CO <sub>2</sub> e) per ton of coffee produced	5.84	5.84	6.01		4.09
<b>SCOPE 3, incl. LUC</b>		<b>242,152</b>	<b>217,030</b>	<b>-10%</b>	
1. Purchased goods and service (excl. LUC)		153,199	139,769	-9%	
<i>Farming of coffee – excl. LUC <sup>(5)</sup></i>		150,971 <sup>(12)</sup>	137,764	-9%	
<i>Farming of coffee – LUC <sup>(4)</sup></i>		67,710 <sup>(13)</sup>	58,134	-14%	
<i>Packaging <sup>(5)</sup></i>		2,228	2,005	-10%	
2. Purchased capital goods		excl.	excl.		
3. Fuel- and energy-related activities <sup>(6)</sup>		552	541	-2%	
4. Purchased transports <sup>(7)</sup>		4,532	4,280	-6%	
5. Waste management		19	9	-49%	
6. Business travel <sup>(8)</sup>		171	108	-37%	
7. Employee commuting		excl.	excl.		
8. Upstream leased assets		N/A	N/A		
9. Customers' own transports <sup>(9)</sup>		1,043	979	-6%	
10. Processing of sold products		N/A	N/A		
11. Use of sold products <sup>(10)</sup>		14,926	13,210	-11%	
12. End-of-life treatment of sold products		Incl. in cat. 11	Incl. in cat. 11		
13. Downstream leased assets		N/A	N/A		
14. Franchises		N/A	N/A		
15. Investments		N/A	N/A		
<b>Total emissions, scope 1, 2, 3 (excl. LUC)</b>		<b>177,538</b>	<b>160,739</b>	<b>-9%</b>	
<b>Total emissions, scope 1, 2, 3 (incl. LUC)</b>		<b>245,249</b>	<b>218,872</b>	<b>-11%</b>	
<b>Greenhouse gas intensity <sup>(14)</sup></b>		<b>0.00006</b>	<b>0.00005</b>		
<b>Biogenic emissions (scope 1, ton CO<sub>2</sub>) <sup>(15)</sup></b>		<b>104</b>	<b>1,050</b>		

## Footnotes:

- 1 Calculations are prepared by 2050 Consulting and are carried out in accordance with the GHG Protocol. The climate disclosure has not been audited by a third party, however, significant components are regularly reviewed by various certification bodies.
- 2 Scope 2 is reported using a market-based method. When using location-based method, the scope 2 emissions are 463 (510) tons of CO<sub>2</sub>e.
- 3 Farming, including other processes around the farming of coffee.
- 4 Emissions from Land Use Change (LUC) are calculated with a statistic LUC method and are based on data from FAOSTAT.
- 5 Extraction of raw material and production of packaging.
- 6 Refers to upstream emissions for energy and fuel, whose other emissions are reported in Scope 1 and 2.
- 7 Upstream transports of green coffee, packaging material etc. and downstream distribution where the transport service is purchased by Löfbergs.
- 8 Refers to flights, trains, taxis, private cars while on duty, and hotels.
- 9 Transportations where the customer picks up products from Löfbergs's central warehouse.
- 10 Preparation of coffee, including waste management, at customers and consumers.
- 11 The base year of scope 1 and 2 is 2018, the base year for scope 3 is 2024. The base year for scope 3 has been updated this year since our calculation method for farming of coffee changed in 2024.
- 12 Emissions for farming coffee in 2024 (excl. LUC) have been corrected compared to previous year's sustainability report as the climate statement included a miscalculation which led to understated reported emissions.
- 13 The LUC emissions for farming coffee in 2024 have been corrected compared to the previous year's sustainability report as new emission factors have been developed to provide better accuracy.
- 14 Greenhouse gas intensity is calculated by dividing the total greenhouse gas emissions (tCO<sub>2</sub>e) with the turnover (SEK).
- 15 Biogenic emissions are carbon dioxide emissions released from combustion or decomposition of bio-based materials. They are part of the natural carbon cycle. The increase compared to 2024 is a result of increased use of biofuels.



## Climate goals

We comply with the Science Based Target Initiative (SBTi) and the climate goals of the Paris Agreement. Our objectives for 2030 are clear: net-zero climate emissions in our own operations (Scope 1 & 2) and a significant reduction of the emissions in the value chain (Scope 3).

**How to reach our climate goals by 2030**

	SCOPE 1	SCOPE 2	SCOPE 3
<b>Goal:</b>	Net-zero emissions	Net-zero emissions	30% lower emissions, intensity-based
<b>Base year:</b>	2018	2018	2024
<b>Measures:</b>	Renewable LPG in our roasteries.  Renewable fuel and/or electrification of our company cars.	Energy from renewable sources in our roasteries and offices.	Reduced climate emissions from coffee farming, for example by purchasing from confirmed sustainable coffee farms and implementing more climate-smart farming methods.  Fossil-free upstream and downstream transports  Recyclable packaging from renewable and/or recycled sources.

**Scope 1:**

Direct emissions from our own operations, e.g. burning of fossil fuels in production, vehicles, and machines.

**Scope 2:**

Indirect emissions from the energy we use, e.g. electricity and heat produced in another location, like a power station.

**Scope 3:**

Other indirect emissions throughout the value chain, both upstream (e.g. production of raw material and transports) and downstream (e.g. product use and waste management). Business travels are also included here.

## Collaborations and initiatives

It is important for us to have an impact on the social development. We engage in networks and initiatives to share knowledge and experiences regarding sustainability. We invest in different kinds of collaborations with customers and other operators, with the purpose to contribute to a positive change in the producing countries and our home markets. Further information on some of these will be provided on the next pages.

### Internationally

#### International Coffee Partners

Together with six other family-owned European coffee companies, we run the non-profit organisation International Coffee Partners (ICP) since 2001. The goal is to create better living conditions for small-scale coffee farmers.

#### coffee&climate

We work together with other coffee companies, aid agencies, and local non-profit organisations to help small-scale farmers tackle climate change.

#### European Coffee Federation

An industry organisation of the European coffee trade and industry with the purpose to promote the common interests of the industry.

#### GrowGrounds

GrowGrounds is a company co-founded by Löfbergs. The purpose is to reduce the negative climate impact of coffee and to restore nature. Changed farming methods, access to funding, and new digital tools will secure income and better living conditions for the coffee farmers.

### Sweden

#### The Haga Initiative

A network of companies that strives to reduce the business sector's climate impact with ambitious common goals and a clear effect strategy. The network has 12 members, including Axfood, Coca Cola, and the agricultural cooperative Lantmännen.

#### The sustainability network of the Swedish Food Federation

The Swedish Food Federation represents the food industry in Sweden and is a member of the Confederation of Swedish Enterprise and FoodDrinkEurope.

#### DLF Sweden

A trade association for companies that sell goods for resale to grocery retail, restaurants, and large-scale households, with the purpose to promote an efficient, innovative, and sustainable fast-moving consumer goods industry.

#### WWF's Sustainable Supply Chain for Food

A network with 16 leading Swedish food companies that together with WWF actively take responsibility to convert and contribute to a more sustainable supply chain for food.

#### CSR Sweden

A company network focusing on companies' social responsibility and societal engagement.

#### Junior Achievement Sweden

A non-profit organisation offering children and youth the opportunity to develop their creativity, enterprising spirit, and entrepreneurship.

#### The 100% Club

An initiative by the IT company Atea with the purpose to challenge organisations to increase their share of reused and recycled IT units.

#### Matmissionen

A collaboration with Stockholm Stadsmission's social food stores. The stores contribute to reduced food waste and give those in need an opportunity to buy food at low prices.

## Denmark

### Food & Bio Cluster Denmark

A network with focus on knowledge, development, and sustainability for stakeholders of the supply chain for food in Denmark.

### Ethical Trade Denmark

An organisation that brings together actors across sectors and industries in a community where knowledge is shared, common ethical principles are followed, and collaboration drives more responsible and sustainable trade.

### Knus Kræft

An initiative carried out by Peter Larsen Kaffe, Tom Kristensen, and KidsAid with the purpose to create great experiences for children with cancer and other serious diseases.

### MLDK – The Danish Association of Brand Manufacturers

Danish trade association representing leading brand manufacturers. The organisation supports its members with industry knowledge, advocacy, and initiatives for responsible and sustainable business practices.

### Confederation of Danish Industry (DI)

Denmark's largest business and employers' organisation, representing around 20,000 companies across all sectors. DI works to strengthen competitiveness, growth, and business conditions in Denmark and internationally.

### The Danish Coffee and Tea Association

The Danish Coffee and Tea Association represents companies across the coffee and tea industry in Denmark.

### Danmark Mod Madspild

A voluntary agreement for companies and organisations aiming to halve food waste by 2030 and reduce food loss in the Danish food sector.

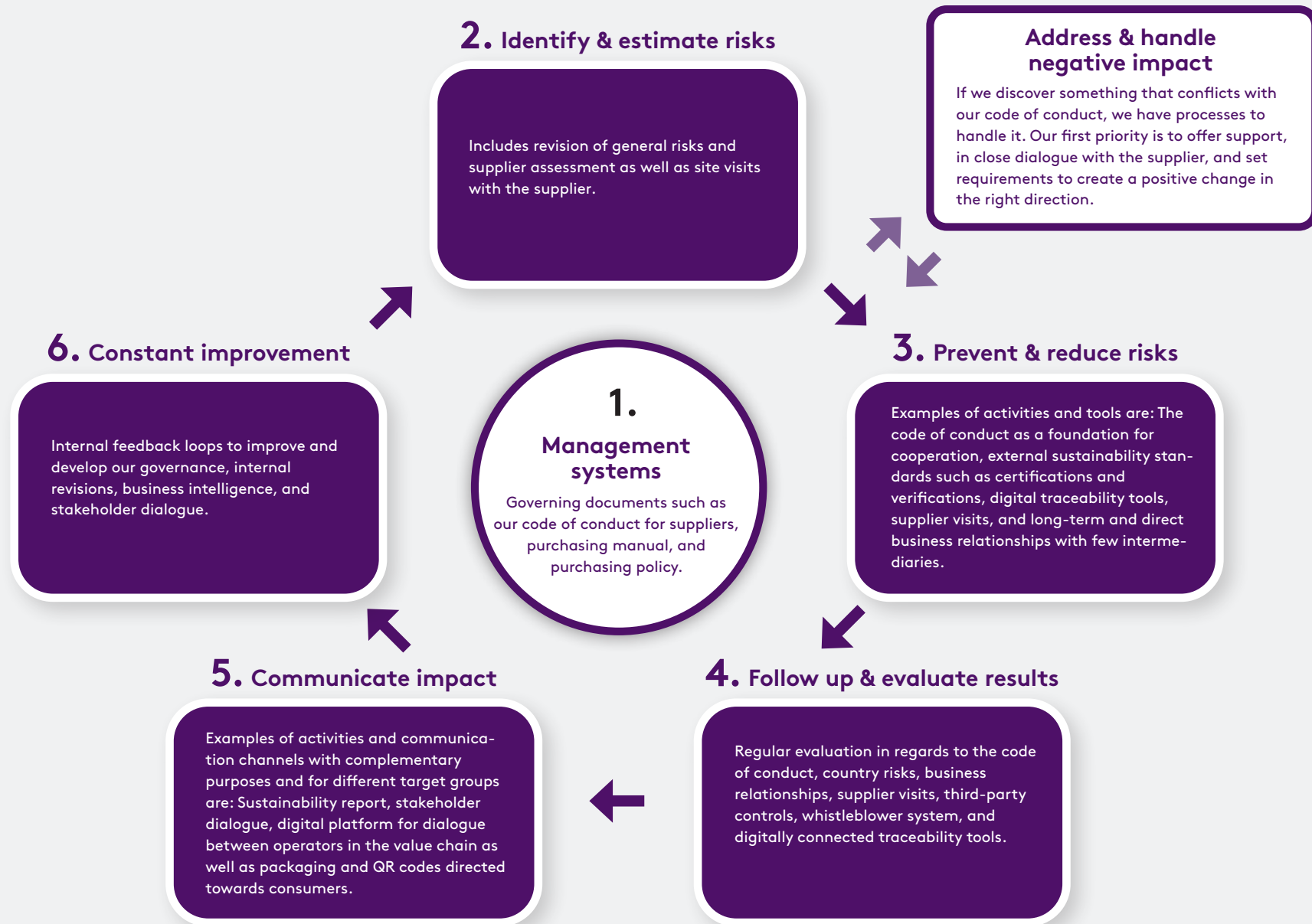


## Our due diligence process – a systematic approach to human rights and environment

**To secure a long-term sustainable future, we need to understand and manage risks throughout the value chain – from farming and raw material to production, transports, and consumption. Our due diligence process helps us identify, prevent, and reduce the negative impact on people, environment, and society.**

It is an ongoing work where we gradually strengthen our ability to act, prevent risks, and contribute to positive change. The process is based on international guidelines connected to the UN and OECD due diligence principles for human rights and environment. It covers our own operations and the business of our suppliers and partners. By systematically analysing risks, following up discrepancies, and driving improvements, we create better prerequisites for a more responsible and sustainable coffee – from bean to cup.

The graphic summary shows what the process looks like and what measures we take to secure responsibility at every stage. To meet increasing demands from within our organisation and the world around us, not least EU legislation, the due diligence process is under continuous development. We started working with an external digital tool for supplier follow-ups and risk assessments in 2025, enabling us to work even more systematically with risk management in the value chain.

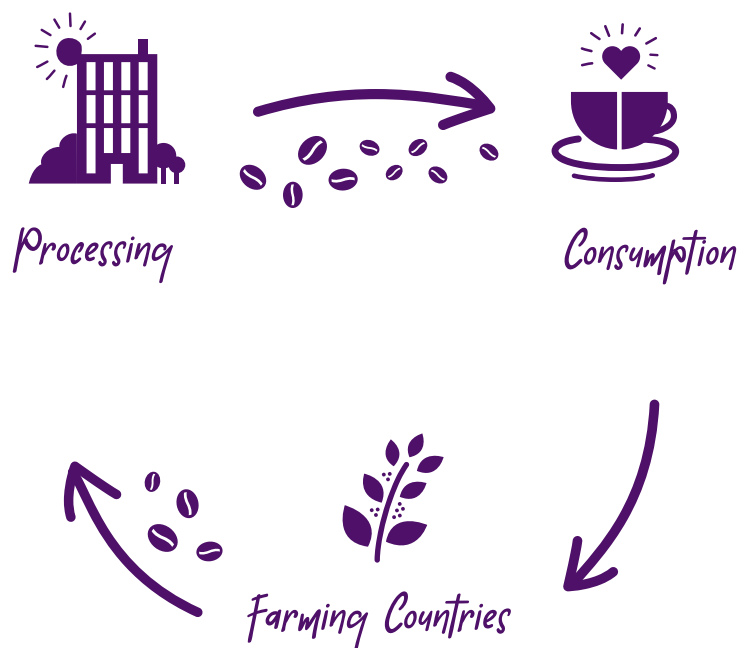


## Responsibility throughout the value chain

A long-term commitment and the ability to take immediate action are required to create real change. Through our sustainability strategy, collaborations, and investments in the producing countries and in our home markets, we take a comprehensive approach to the challenges that have an impact on the future of coffee.

This is also how we ensure that our work is firmly established throughout the value chain – from the conditions in the producing countries to how we produce, package, and deliver our products, and how they are consumed. Every part is linked and affects the whole.

The next chapters offer a more detailed presentation of our work throughout the value chain from the three central perspectives: Farming Countries, Processing and Consumption. Together, they describe how we practically exercise our sustainable direction and continue to drive development throughout the value chain.



# Our sustainability strategy



## Farming Countries

- Climate resilience
- Biodiversity and regenerative ecosystems
- Living conditions and incomes of the farmers
- Traceability and transparency



## Processing

- Net-zero climate emissions (Scope 1 and 2)
- Recyclable, renewable, and/or recycled packaging
- Minimise waste
- Inclusive workplace



## Consumption

- Safe products
- Sustainable and circular offers
- Inspiration and knowledge for sustainable consumption

Reduced climate impact throughout the value chain (Scope 3)

A catalyst for positive impact

TOGETHER FOR A WORLD WHERE PEOPLE AND COFFEE CAN GROW



# FARMING COUNTRIES

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- Challenges and business-related risks ..... 35
- Traceability as a foundation for responsible coffee ..... 36
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## Farming Countries

Löfberg's driving force is to be a catalyst for a more sustainable world where people and coffee can grow. We purchase coffee from about 20 countries. In 2025, we purchased almost 32,500 tons of green coffee from approximately 45,000 farmers.

### The farming stage – our greatest challenge and our strongest opportunity

Climate change, social challenges, and financial risks come together at the farming stage, which creates great vulnerability, but also significant opportunities to make an impact. Our greatest opportunity to make a difference is here, which is why we focus specifically on investments in the producing countries.

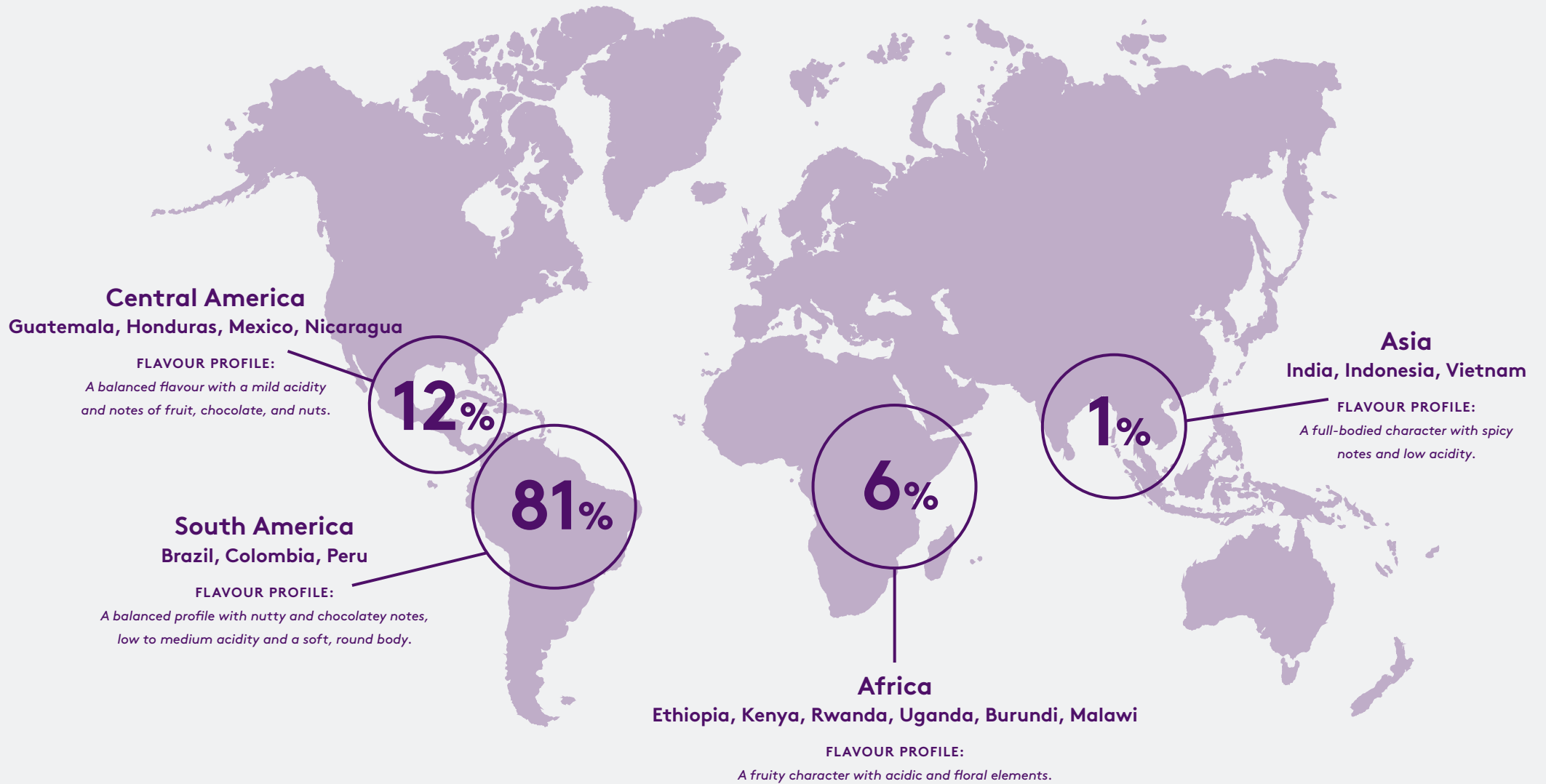
Through long-term relationships, regular visits, and an established sourcing model, we can see with our own eyes how our efforts produce real impact. Together with collaborations and development projects both locally and internationally, this approach strengthens capacity and creates a measurable difference. This is combined with digital traceability tools, supplier verifications, and third-party certifications, allowing us to implement the solutions that achieve the greatest sustainability impact.

### Our stance

- We have long-standing and close relationships with farmers and cooperatives.
- We promote sustainable farming methods through a wide range of tools.
- We invest in digital technology to increase the traceability in the supply chain.

The next chapter will present more information on how we have worked during 2025 with these efforts and partnerships to contribute to a positive impact in the farming countries.

### Our green coffee origins in 2025



## Challenges and business-related risks

**The future of coffee is influenced by several concurrent factors – from changing climate conditions and social challenges to an increasingly unstable market. These factors create an insecurity affecting both people and environment, and threaten the quality of the coffee we have access to in the future.**

### **Continued high green coffee prices and an unstable market**

The record-high prices on green coffee that we saw in 2024 have remained in 2025. Geopolitics as well as extreme weather with postponed rain seasons and low yields have continued to make the situation unstable, affecting farmers and the global coffee trade.

### **Climate change threatens both availability and quality**

Climate change is one of the greatest long-term risks for coffee farming. As temperatures rise and rainfall patterns are disturbed, the ripening process of the coffee cherries is affected. This not only results in lower yields, but also in a more uneven cherry quality. Climate-stressed plants may produce simpler, less nuanced flavours, which we already can see in some regions. This may result in fewer available qualities, a loss of flavour complexity in high-quality coffee, and a smaller supply of flavours in the long run.

The agricultural landscapes are also subjected to further environmental challenges that impact the supply of coffee. Such challenges include increased emissions, chemical pollution, and water shortage – factors that affect nature and biodiversity in areas where coffee is farmed.

### **Social challenges and the next generation of coffee farmers**

Besides the environmental perspective, there are also multiple social factors that have an impact on coffee farmers and their families. Many live with insecure incomes and a limited access to safe working conditions. More young people choose alternative means of livelihood, and an increased urbanisation makes it more difficult to attract the next generation of coffee farmers. This may result in a reduction of both labour and cropland.



## Traceability as the foundation for responsible coffee

**Traceability is a prerequisite for taking responsibility in the value chain of coffee. For Löfbergs, it is also about knowing where the coffee comes from, how it has been farmed, and under what conditions it has been produced – but also about identifying risks, building trust, and making better decisions.**

Traceability has been a central part of our work for a long time, but has gotten even more substance this past year. The requirements are increasing from the market and due to new legislation, not least the EU Deforestation Regulation (EUDR). The regulation implies that coffee sold in the EU must be traceable all the way back to the farming, to ensure that no deforestation has occurred.

The implementation of the regulation was planned for the end of 2025, and we have worked during the year to make sure that our systems and processes manage to meet the new requirements. However, at the end of the year, it was announced that the implementation would be postponed another year. Our direction remains the same though, traceability is and will continue to be a pillar in our work, no matter the time plan.

## Traceability beyond legal requirements – Löfbergs's work in 2025

Jonny England, Green Coffee Trading  
and Blending Manager

### Why is traceability so central for Löfbergs?

“For us, traceability has always been a fundamental prerequisite for conducting responsible coffee sourcing. By using few intermediaries and long-standing relationships, we can understand the risks and ensure that our coffee is produced in a responsible way”, says Jonny England.

He also points out that EUDR has played a leading role in the development in the whole industry.

“Traceability in the industry has historically been difficult to achieve as the supply chain is so fragmented. A lot of hands touch the product before it reaches the customers, making full traceability challenging. The requirements from EUDR have accelerated the development and brought on solutions that did not exist before. Not only with individual operators, but throughout the supply chain, which has really driven the progress forward.”

### What concrete measures have Löfbergs taken in 2025?

“We have strengthened our systems and processes this year. We have transitioned from manual ways of working to more structured digital tools for risk assessment and traceability. We have

also continued to develop Era of We, our digital traceability platform. The work today mainly includes registration and reporting of EUDR-related data, but the ambition is a digitally connected value chain, where more layers of sustainability data can be added in the future.

### Why is the traceability work so important even beyond EUDR?

“Legal requirements are one thing, but traceability for us is about responsibility. It is essential to secure that the coffee is produced without contributing to deforestation or other unacceptable conditions, and it builds trust with suppliers and customers. Traceability is not a project that will be done. It is a long-term endeavour, where we strengthen our sustainability agenda, and also our business in the long run, by reducing risks and creating more stable supplier relationships.”



## Collaborations and development projects

Creating real change in the producing countries is best done together with others. That is why our work is based on long-standing collaborations with farmers, cooperatives, organisations, and operators that share our ambition to strengthen the future of coffee farming. Through joint development projects, we can help small-scale farmers gain better prerequisites to manage climate change, develop their farms, and improve their living conditions. We show the full width of our collaborations in the chapter Our sustainable direction (p. 26). The following pages provide more information on some of these initiatives.



### The Löfberg Family Foundation

The Löfberg family has been working with sustainability issues for over a hundred years. In 2014, the family strengthened its commitment by establishing a private foundation that promotes sustainable development in coffee producing countries. The foundation is funded by the Löfberg family and administered by a board consisting of the siblings Kathrine Löfberg, Martin Löfberg, and Therese Gustafsson.

The foundation supports development projects, research, and education. Since the start about ten years ago, the foundation has made a number of efforts possible. In 2025, the commitment continued in a project together with the organisation Help to Help, where young people in Tanzania and Uganda get the chance of higher education in essential professions like agronomists, engineers, and doctors. A project that creates positive impact for individuals, families, and the society in general.



## A development project for the coffee of the future

In order for coffee farming to be possible in the future with the climate change we see today, farming systems that can manage an even more unpredictable climate are required. Together with the company GrowGrounds, we continue to develop methods that strengthen the resilience of coffee farms and create better prerequisites for small-scale farmers. In 2025, we took the next step in our joint work in Brazil.

### From pilot study to scalable model

Coffee farms face major impacts from climate change. Traditional farming systems become more and more vulnerable in many regions, with a risk of reduced crop yields and deteriorating quality. Therefore, we carried out a pilot project in Brazil in 2023-2024 together with the foundation Hanns R. Neumann Stiftung and GrowGrounds. About 50 farmers were educated in regenerative agricultural methods and tested syntropic agroforestry, a farming method where trees and shrubs are planted together with the coffee plants to strengthen soil health and ecosystems.

The pilot study presented promising results, where cropland with agroforestry indicated better water retention, higher resilience to extreme weather, and apparent climate benefit in form of carbon storage. The method also opened up for new financial possibilities through the GrowGrounds model, where farmers' climate benefits are financially compensated according to international standards.

### We scaled up the work in 2025

Our efforts entered a new phase in 2025. Together with the Brazilian cooperatives Cooxupé and Expocacer, agroforestry was implemented in larger areas and with more farmers. The focus is on creating measurable results – for the climate and for the everyday life of the farmer. Together with 14 farmers, we planted 15,411 trees on approximately 82 hectares, which has sequestered 1,400 tons of CO<sub>2</sub>. So far, the farmers have been paid closer to SEK 400,000 for the climate benefits.

### Why agroforestry?

Agroforestry is one of the most promising methods to strengthen the resilience of coffee farming. By integrating coffee plants with trees, soil health is improved, moisture is preserved, and ecosystems are strengthened. It leads to more secure harvests and new revenue opportunities for the farmers.

The cooperation with GrowGrounds is an important step for Löfbergs in the transition required to secure the coffee production in the long run – and a clear example of how innovation, partnership, and climate benefit can go hand-in-hand.





### International Coffee Partners

Creating long-term change at the farming stage requires collaboration. Through the non-profit organisation International Coffee Partners (ICP), we cooperate together with six other family-owned coffee roasters to strengthen small-scale farmers' opportunities to build sustainable businesses, today and for future generations, while contributing to better living conditions for the coffee farmers and their families.

#### Long-term collaboration for real change

ICP was founded in 2001 by Löfbergs and four other European coffee roasters. Nearly 125,000 farmers in 13 countries have participated in the projects since the start. By gathering resources, knowledge, and experience, we can work more long-term and achieve a greater impact than would be possible individually. The projects are carried out in close cooperation with local organisations and cooperatives, and are based on local needs.

The work focuses on strengthening the capacity of coffee farmers through training, organisational development, and improved farming methods. The goal is to increase quality and productivity, strengthen local structures, and contribute to a higher resilience to climate change.

#### Example from 2025 – a look at Uganda

In the Kyotera district in Uganda, an ICP project is carried out together with Kabira Multipurpose Cooperative (KAMUCO). The cooperative is working to improve the coffee quality, strengthen the livelihoods, and build stable communities.

Members of the cooperative have established savings and loan groups to increase financial security, carried out trainings in leadership and administration, and initiated youth and women's groups with more than 600 participants. The next steps include investments in irrigation, tree planting, and building the cooperative's first coffee factory – important milestones for a more resilient and inclusive coffee production.



# coffee & climate

## coffee&climate

coffee&climate (c&c) is a non-profit initiative, where coffee companies, public actors, and local organisations cooperate to help small-scale coffee farmers face climate change and strengthen their means of livelihood. The initiative was founded by International Coffee Partners 15 years ago.

### Knowledge that strengthens the farmer's daily life

Since the start in 2010, c&c has provided support to almost 140,000 coffee farmers in countries like Indonesia, Ethiopia, Tanzania, Honduras, and Guatemala. The work is based on knowledge sharing and innovation, with focus on practical solutions that can be used straight away at the farms. A central part is the c&c Toolbox, a digital platform with training materials, climate maps, and concrete tools for a climate-adapted farming of coffee, available in areas with limited connection as well.

### Focus on climate-adapted methods

In the last couple of years, c&c has entered a new phase with an increased focus on agroforestry and locally adapted methods that strengthen the farms' resilience to an even more unpredictable climate. By combining local experience with research, practical solutions are created.

### A long-term commitment

Löfbergs is the co-founder of c&c and has been devoted to the initiative since the beginning. Kathrine Löfberg has been Chair of the Board of c&c since 2022. For us, c&c is a clear example of how cooperation, knowledge, and sustainability can contribute to a more sustainable future for coffee.



Use this QR-code to read more and explore the c&c toolbox.





## Third-party certifications – an important part of our toolbox for more sustainable coffee

Certifications have been an important part of the sustainability work of Löfbergs for a long time. But we know that there is not only one solution for all coffee farmers or all situations. To create real long-term change, a wide range of tools is required, where certifications are combined with long-term relationships, traceability, development projects, and new ways of working in the value chain.

### A new step in the work with more regenerative ecosystems

Another important step of our work was taken in 2025 when Löfbergs, as the first operator in Sweden, and among the first ones in Europe, purchased a container of coffee certified in accordance with Regenerative Organic Certified® (ROC). The certification aims at promoting regenerative agriculture with focus on soil health, biodiversity, animal welfare, and social conditions, and is an example of how new certifications can complement established systems.

Certifications like ROC are an important addition to our toolbox. They are, just as other certifications, a part of a bigger context, where different solutions are necessary to create the best possible sustainability impact.

## Certifications as tools for sustainable development

Kajsa-Lisa Ljudén, Head of Sustainability

### Why was it important for Löffbergs to import ROC certified coffee now?

“For us, it is about continuing to develop our way of working with sustainability. ROC is a certification that focuses on regenerative methods and soil health, which are central to the future of coffee farming. By importing ROC coffee, we seek to learn more and to contribute to an increased demand for more solutions that strengthen the long-term resilience of the farms”, says Kajsa-Lisa Ljudén.

### How does ROC fit Löffbergs’s view on certifications and sustainability?

“Certifications has been an important tool for us for a long time, even if it is not always the only solution. Different farmers face different challenges, and we therefore need to work with several tools in parallel. ROC complements our current certifications and is a part of our long-term work for the climate, responsible sourcing and to give coffee farmers better prerequisites to protect the environment and face climate change. It is an important step that genuinely gives back to nature and aligns with our ambition to find tools that contribute to enhanced resilience to climate change and more regenerative ecosystems.”

### Löffbergs was an early adopter of organic coffee. Do you see any parallels?

“Absolutely. Thirty years ago, we imported the first container of organic coffee to Sweden, long before there was a widespread demand. In the same way, we now see that new certifications and methods need time to develop. We are not afraid to be at the forefront, try new paths, and create better conditions for a more sustainable coffee production in the long run.”

### What role do certifications play in Löffbergs’s work today?

“They continue to be very important. We are one of the world’s largest importers and roasters of Fairtrade and organic coffee today. We combine certifications with other approaches to reach more farmers and create greater impact, especially in a time when climate change and legal requirements make greater demands throughout the value chain.”





LÖFBERGS

# PROCESSING

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## Processing



**Our ambition is to operate a production where people and resources are used in a sustainable way. We roast our coffee in Karlstad, Viborg, and Riga. In our own operations, we work long-term to reduce our climate impact, strengthen circularity, and create a safe and developing work environment for all employees.**

### **Processing and employees – the foundation of our own business**

Climate challenges, resource use, and occupational health and safety come together in the processing. This is where we have the opportunity to make an impact on how we design our processes, how we use energy and materials, and how we take care of our co-workers. By always improving our ways of working, investing in fossil-free solutions, and developing more circular flows, we reduce our environmental impact and strengthen a more sustainable and inclusive workplace.

Through close cooperation between our production units, continuous improvement initiatives, and partnerships with external parties, we drive

development forward. This is combined with investments in safety, skills development, and commitment among our co-workers, a prerequisite to create a robust and future-proof business.

### **Our stance**

- We use fossil-free fuels.
- We develop recyclable, renewable, and/or recycled packaging materials.
- We collaborate with others to minimise, recycle, and make use of waste.
- We create a safe, inclusive, and developing work environment for our co-workers.

In the next chapter, we present further insights into how we have put our stance into practice to contribute to a more sustainable processing over the past year.

## Management systems, certificates, and business ethics responsibility throughout the value chain

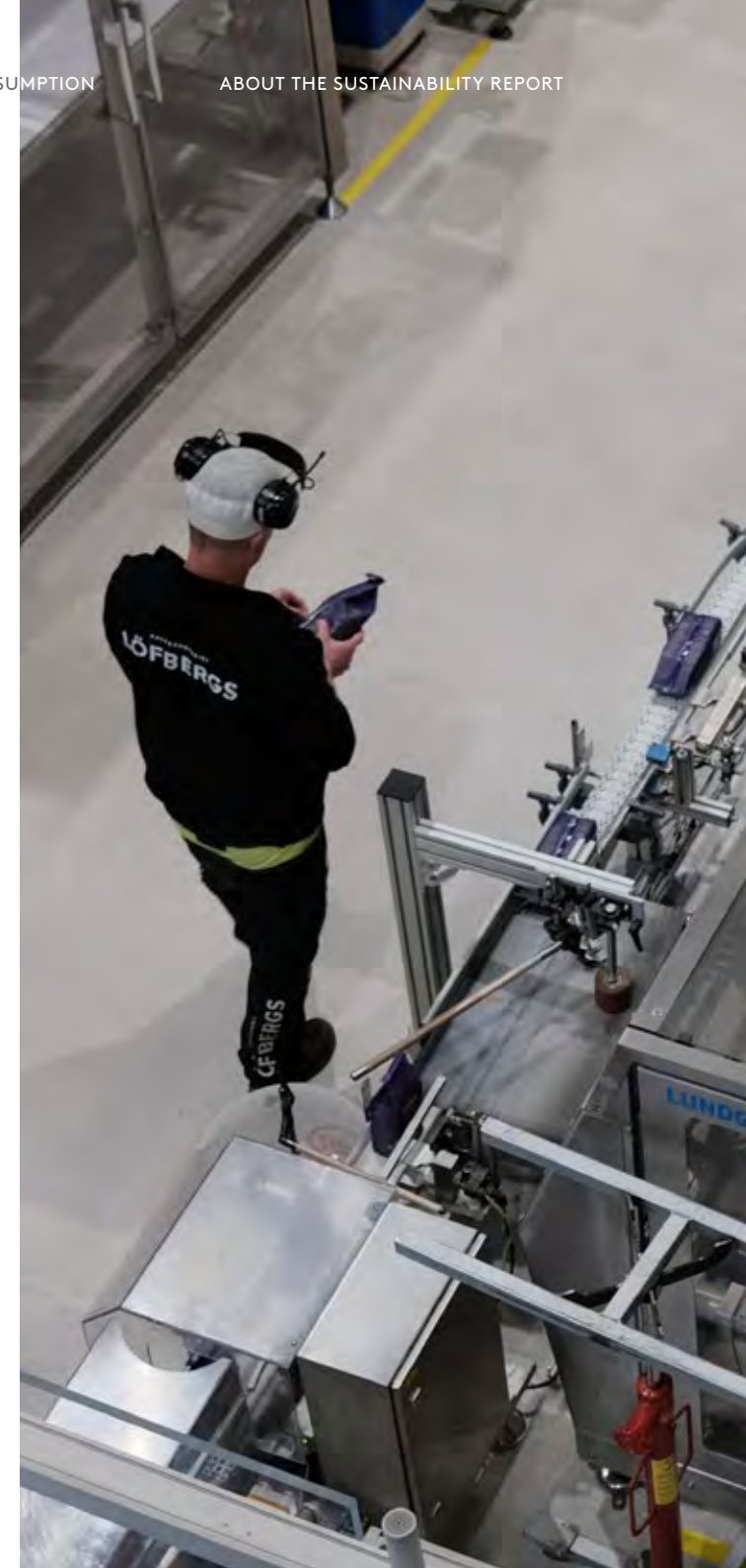
To ensure a responsible and efficient approach throughout our operations, we work with clear management systems, certifications, and structures for business ethics responsibility. Together, they create transparency, quality, and trust throughout the value chain.

### Business ethics responsibility throughout the value chain

As a large importer of green coffee, we have a responsibility that extends throughout the value chain. We have achieved the EU authorisation AEO (Authorised Economic Operator), which aims to increase security in the world trade and contribute to efficient and uniform customs control in the EU. The authorisation places significant demands on security, protection of goods, transparent economic flows, and correct management of customs documentation.

### ISO certified management systems

Clear and well-functioning management systems are an important part of our work to ensure the quality of our business and reach our long-term goals. Significant parts of our operation are covered by management systems for quality, environment, and food safety certified by a third party. We also use independent labels and certifications for our products as a complement in our work with quality, sustainability, and responsibility.



### Management systems and certificates

CATEGORY	NAME	DESCRIPTION	ISSUER	DATE*							
					AB ANDERS LÖFBERG	KAFFEHUSET I KARLSTAD AB	LÖFBERGS LILA AB	PETER LARSEN KAFFE A/S	LOFBERGS BALTIC SIA	LOFBERGS LTD	
COFFEE	Organic operator	Certificate according to article 35.1 in the EU regulation 2018/848 on organic production and labelling of organic products	KIWA Certification AB	06/12/2024		x					
			KIWA Certification AB	27/11/2024			x				
			The Danish Veterinary and Food Administration	09/09/2024					x		
			The Danish Veterinary and Food Administration	09/09/2024		x					
			SIA 'Sertifikācijas un testēšanas centrs'	14/02/2025						x	
	Fairtrade certificate	Trade and manufacture of Fairtrade certified products	FLOCERT GmbH	15/11/2024		x					
	KRAV	Organic (KRAV) production	Kiwa Certification AB	06/12/2024		x					
			Kiwa Certification AB	27/11/2024		x					
	Rainforest Alliance Certificate	Complies with the Rainforest Alliance Sustainable Agriculture Standard	Kiwa Certification AB	14/10/2025		x					
Soil Association	Complies with the production and control requirements for organic products	Soil Association Certification	01/03/2025						x		
QUALITY & FOOD SAFETY	Certificate of Free Sale	Product quality, product safety, and responsible management	The Environment Department, the Municipality of Karlstad	15/01/2024		x					
	E-marking	Complies with the requirements of correct net quantity	RISE Research Institutes of Sweden AB	14/08/2023		x					
	FSSC 22000	Food Safety Systems	Kiwa Sertifointi Oy	10/04/2025	x						
			Kiwa Sertifointi Oy	13/05/2025	x						
			Q-CHECK P.C	05/09/2023					x		
	ISO 14001	Environment Management Systems	Independent European Certification Ltd	07/10/2023						x	
		Environment Management Systems and Energy Audit (STEMFS 2014:2)	RISE Research Institutes of Sweden AB	11/01/2024		x	x				
	ISO 9001	Quality Management Standard	RISE Research Institutes of Sweden AB	11/01/2024		x	x				
Independent European Certification Ltd			07/10/2023						x		
SafeContractor Certificate	Health and Safety Accreditation	Alcumus SafeContractor Limited	22/08/2024					x			
SECURITY	AEO-F authorisation	Authorisation regarding customs simplifications/security and protection	Swedish Customs	04/12/2021		x					

\* Refers to the latest date for renewal or issuing of certification.



## Fossil-free maritime freights

Magnus Sigrén, Green Coffee Logistics Manager

**Our transports are a central part of the value chain, where it is important that we take our responsibility to reduce our climate impact. As the first Swedish coffee roaster, we took the step to 100% fossil-free maritime freights of green coffee in 2024. We chose to continue with this effort in 2025. Magnus Sigrén provides information on how it works in practice and why the choice of solution matters.**

### Why does Löffbergs choose fossil-free maritime freights?

“Maritime transports represent a significant part of the coffee’s climate impact. When the opportunity of transitioning to fossil-free maritime freights arose, through a reliable mass balance solution with full emissions reduction, it felt like an obvious choice.”

### How does the solution work in practice?

“Together with our logistics partner Scanlog, we purchase biofuel equivalent to the total volume of our maritime transports. It is done through Maritime Carbon Insets, with full traceability and third-party verification, which guarantees that the climate benefits are real and not double-counted.”

### What has this effort meant in 2025?

“By continuing to invest in fossil-free maritime freights, we have eliminated this footprint, which is a saving equivalent to 1,400 tons CO<sub>2</sub>. We can offer our customers coffee that has been transported in a more responsible way, without compromising on quality or supply security.”

# Impact-related factors in the production

In our roasteries, we work to act responsibly towards our local environment, in how we use resources and in what we emit. The approaches differ between our facilities, depending on processes, equipment, and local conditions, but with a common focus on taking responsibility for our impact.

## Energy

Roasting coffee requires energy, and we use gas as an energy source in the process. Since the middle of 2025, we use fossil-free bio-LPG exclusively in our roasteries in Karlstad, and we have been roasting with bio-LPG for a long time in Viborg. We strive to find fossil-free alternatives to the natural gas we use in Riga.

We use electricity from renewable sources for our packaging machines, mills, and other equipment in the production. All electricity in Karlstad and Viborg comes from renewable sources, while the share in Riga amounts to 9%. For heating our facilities, we use renewable district heating in Karlstad, bio-LPG in Viborg, and natural gas in Riga.

## Water

We use water on a limited basis in our production. When roasting the beans, we add a small amount of water to finish the roasting process and cool the coffee. The water immediately evaporates and can be seen as white, coffee-scented smoke from the roasteries's chimney. The amount of water varies between our different roasteries depending on technology and process.

## Pollution of air, water, and soil

The emissions that arise from our roasteries mainly consist of volatile organic compounds (VOCs) established when roasting. We regularly conduct environmental reports and emission measurements, which are reported to the supervisory authority. This ensures that our emissions remain within the limits of applicable requirements. In the latest emissions measurement in Karlstad (2023), all conditions were fulfilled.

ENERGY CONSUMPTION, MWH	RENEWABLE	NON-RENEWABLE	TOTAL
Electricity	7,479	417	7,896
Fuels	4,754	7,248	12,002
<i>of which roasting gas</i>	4,407	5,513	9,920
<b>Total</b>	<b>12,233</b>	<b>7,665</b>	<b>19,898</b>
	(61%)	(39%)	

The summary presents our total energy consumption in scope 1 and 2 and includes roasting gas, electricity, district heating, and fuel in owned and leased vehicles.

WATER, M <sup>3</sup>	WATER WITHDRAWAL	WATER CONSUMPTION
All facilities	11,117	4,000
<i>of which facilities in water stress hotspots</i>	-	-

The summary includes our production facilities and our offices in connection to these.

## Our journey towards circular and renewable packaging

**The packaging is a prerequisite for the coffee to maintain the right quality, flavour, and protection all the way to the consumer. It is also an important part of our sustainability work. At Löffbergs, we work long-term to develop packaging that meets current requirements and the rising expectations in terms of recycling, choice of materials, and transparency.**

The packaging serves multiple essential purposes. It should protect the coffee against oxygen, light, and moisture, comply with legal requirements on food safety, and function efficiently in production and logistically. It is also the packaging that directly meets the consumer, which places significant demands on clarity, recyclability, and responsibility. Packaging development for us is taking all these perspectives into account and finding solutions that are sustainable over time. This work requires careful testing, cross-functional cooperation, and a clear long-term goal.

### From early innovation to clear objectives

Our efforts towards circular and fossil-free packaging started already in the 1990's, when we as one of the first coffee companies in Europe removed the aluminium from our packaging. The development has gradually continued since then. In 2018, we initiated the transition from fossil plastics to renewable raw material, and since 2022, there has been a gradual shift to recycled and renewable plastics via an ISCC-certified mass balance solution.

The long-term objective is clear. All our packaging will be made of renewable and/or recycled materials and be designed for material recycling by 2030. One important intermediate goal was reached in 2025, when our entire assortment of whole beans transitioned to packaging in mono-material designed for recycling. This is a concrete step towards a more circular management of our packaging.

In 2025, the efforts of adjusting the operation to the new EU Packaging and Packaging Waste Regulation (PPWR) have been in focus. These efforts are important, not only to comply with new legislation, but to ensure that our packaging contributes to a more circular economy and works on all markets where we operate.

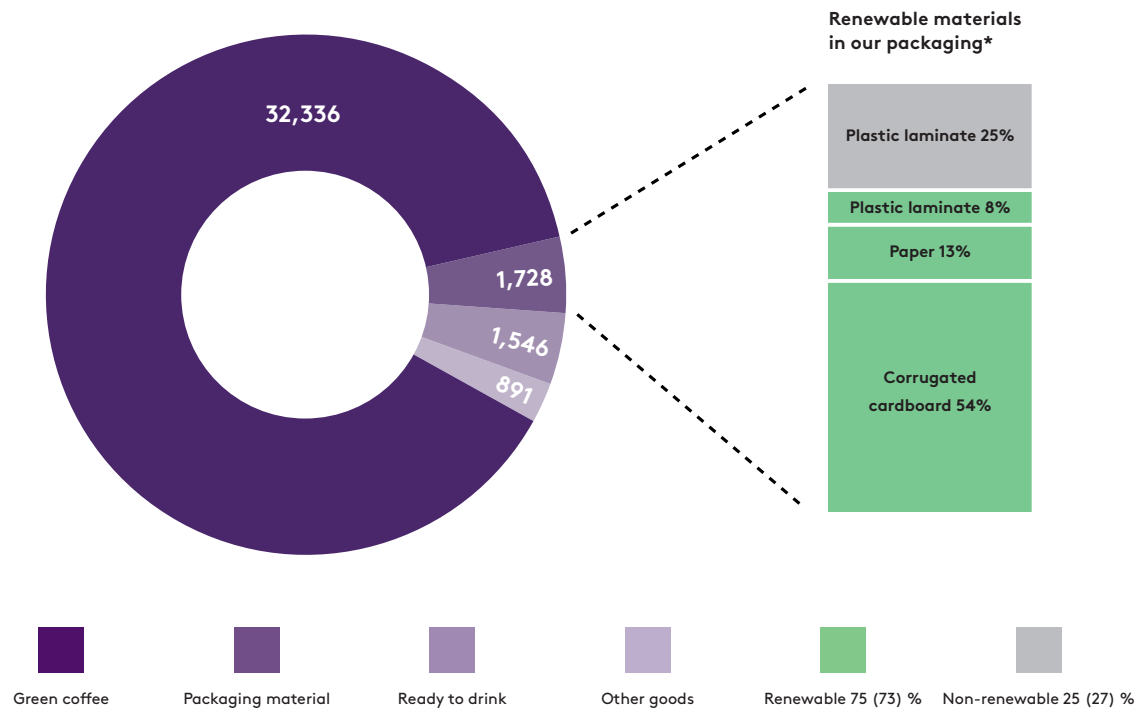
### Our sustainability strategy for packaging

Our packaging strategy is based on three clear principles that guide the development over time. Together, they create a direction in a field where technology, legislation, and customer expectations quickly change. In summary, the strategy is based on three principles: to reduce the use of materials, to transition to renewable and recyclable materials, and to design for high-quality recycling. The strategy creates a clear link between long-term goals and day-to-day decisions, and is the basis for investments and priorities in packaging development. Read more about the strategy and our objectives on the next page.

### Results in 2025

The packaging efforts have produced clear results in 2025. It is an ongoing project involving technical challenges and investments, which is necessary in order to create long-term sustainable solutions. Our packaging now consists of 75 (73)% renewable raw material, mainly paper, corrugated cardboard, and fossil-free plastic laminate. The remaining share of fossil-based plastics is gradually replaced with recycled or renewable alternatives.

Material usage, tons



\*Refers to primary and secondary packaging during production in our roasteries, which is the equivalent of 1,517 tons of the total packaging material.

# Packaging goals, strategy, and roadmap

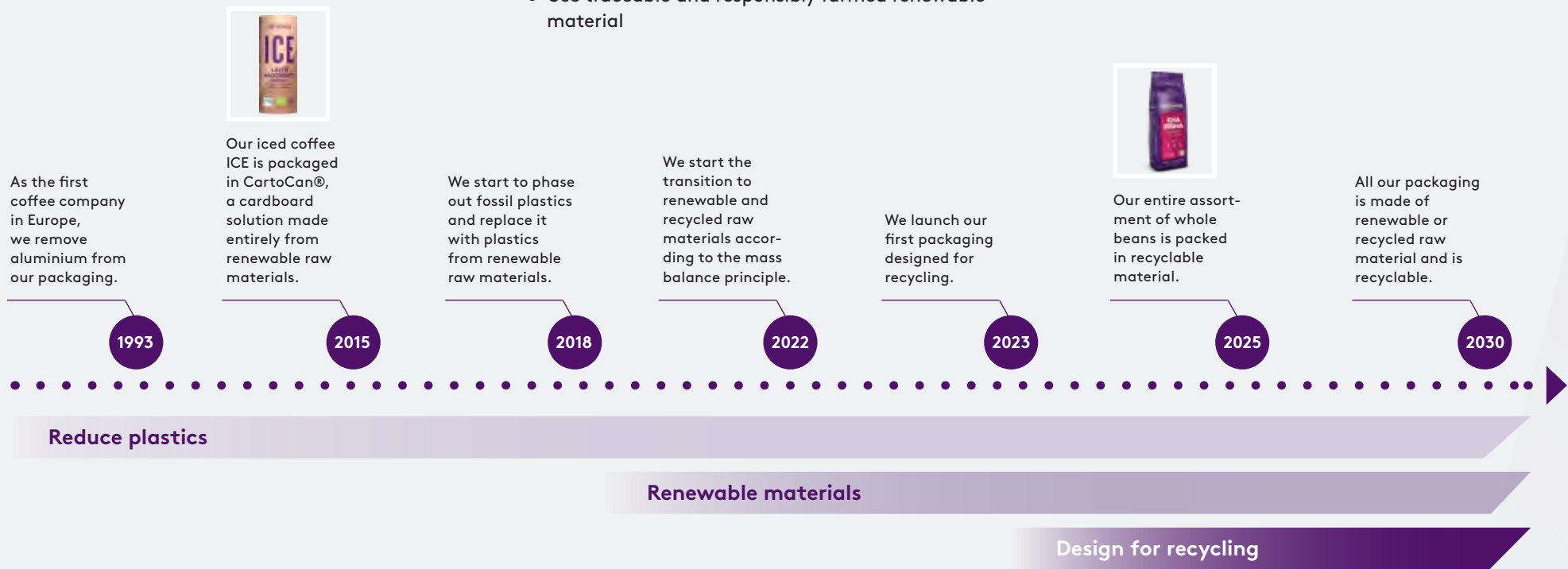
### Packaging goal:

All our packaging will come from recycled or renewable raw material by 2030.

### Our strategy:

- Reduce the amount of used material and phase out unnecessary layers of aluminium and metallisation
- Eliminate dangerous material
- Use renewable and/or recycled resources
- Use traceable and responsibly farmed renewable material

- Reduce the impact on the environment with preserved quality and shelf life
- Preserve the production efficiency
- Transition to materials that can be recycled in a circular flow on a global market



## Packaging development in practice – an effort with no end date

Madelene Breiling, Head of Development and Compliance

**Packaging development is about more than the choice of material for us at Löffbergs. It is an effort where food safety, quality, environmental responsibility, and business perspective need to work together. Madelene Breiling provides more information on what has characterised this work in 2025.**

### How is Löffbergs working with packaging development?

“It is a joint cross-functional work, where multiple parts of the organisation cooperate in different forums for decisions and follow-ups. It allows us to balance different perspectives and find solutions that really work in practice.”

### What have you been focusing specifically on in 2025?

“We have continued converting more packaging to be designed for recycling over the past year. One important step is that our entire assortment of whole beans is now packaged in mono-material. We have also evaluated our use of materials and removed components that do not serve a functional purpose. For instance, we have adjusted the design of certain products to reduce material usage and removed resealable closures on some.”

### Löffbergs had a clear goal connected to 2025. Can you tell us more about that?

“The goal to offer recyclable packaging in all our markets by the end of 2025 was ambitious, which has really driven the development forward. Packaging is technically complex and must function on existing production lines, while also meeting future legal requirements. We are pleased to have approved small-scale solutions that are now ready to be scaled up. It is important for us that the solutions last over time. The focus is to do the right thing from the beginning, rather than a quick transition.”

### What is the next step in the packaging work?

“We continue our work towards the 2030 goal, while testing, evaluating, and improving concurrently with new knowledge and new regulations. Packaging development is not a project with an end date, but continuous work that requires sustainability, cooperation, and precision in every step.”



## Less waste

We strive to be fully circular through smart design and resource efficiency as well as by reducing the carbon dioxide emissions and using fossil-based resources in all our products and packaging. The ambition is to use the full value of coffee and find new ways to transform waste into resources.

### Goals by 2030

- 50% less coffee waste in our own production (base year 2020/2021)
- Halve the amount of waste destined for incineration (base year 2022)

### Focus on less food waste

We are actively working to reduce waste as a part of our sustainability work. If coffee beans for some reason cannot be sold as intended, for example when a roasting did not go exactly as planned, we always aim for them to be used in the best possible way. The beans can be used as raw material for new products internally or externally. We strongly focus on partnership, dialogue, and business development.

With our digital process “rework”, we can systematically re-dose coffee beans in the production, which guarantees full control and traceability all the way out to the customer. We have also developed efficient methods to reduce

waste in inventory and production through clearer responsibilities, better cost monitoring, and improved management of sales dates in our business system.

The waste from our coffee production in Karlstad was only 0.28 (0.32)% this year, which is equivalent to less than 3 kilograms per ton of coffee. This shows that our long-term work is successful and brings us closer to our goal of halving the waste compared to the base year of 2020/2021 (0.49%).

### Waste and waste management

In 2025, we generated a total of 616 (640) tons of waste in our production in Karlstad, including packaging material, by-products, and discarded coffee. A significant share is used for energy recovery, but the portion that is recycled is steadily increasing. Repurposing waste in new products creates financial and environmental benefits – an important driver of the circular economy.

### Breakdown of hazardous and non-hazardous waste

TYPE OF WASTE	RECYCLE AND REUSE		DISPOSAL	TOTAL WASTE
	RECYCLING OF MATERIALS	ENERGY RECOVERY		
Non-hazardous waste (tons)	233	424	23	680
Hazardous waste (tons)	0	0	3	3
<b>Total waste (tons)</b>	<b>233</b>	<b>424</b>	<b>26</b>	<b>683</b>
Non-hazardous waste (m <sup>3</sup> )	0	408	0	408
Hazardous waste (m <sup>3</sup> )	0	0	0	0
<b>Total waste (m<sup>3</sup>)</b>	<b>0</b>	<b>408</b>	<b>0</b>	<b>408</b>

The type of waste is specified in different units since a small portion of the waste in Riga is measured in volume (m<sup>3</sup>) and the rest of the waste is measured in mass (ton).

### Coffee beans get a new lease of life in Sweden's first coffee soil

In 2025, we presented Sweden's first coffee soil, a peat-free potting soil in which discarded coffee beans from our own production are repurposed. A concrete example of how we work long-term to reduce waste, make use of resources, and develop circular solutions in practice.

#### From coffee waste to a new resource

Our production sometimes results in residual waste from coffee beans that for different reasons cannot be used in the roasting. Instead of only looking at this as waste, we have chosen to see its potential. Together with Evergreen Garden Care (formerly Econova), we have carried out a large-scale test, where the coffee residue is composted together with residual materials from the forest. The test resulted in a nutritional soil suitable for potted plants and cultivation. A total of approximately 155 tons of coffee residue were used for coffee soil in 2025. The residue consists of waste from the production and silverskin, a layer that comes off the coffee bean when roasted.

#### A peat-free solution

Peat is a commonly used component in soils for cultivation, but peatlands, where peat is extracted, store large amounts of carbon and play an important role for climate and biodiversity, which makes peat extraction a significant environmental challenge. Coffee residue has turned out to be a good replacement for peat, and the coffee soil is therefore completely peat-free.

#### From idea to launched product

The collaboration with Evergreen Garden Care began in 2021 and has gradually developed. In 2025, we took the step from development to launch. The coffee soil has been available for purchase at selected retailers and online during the year, and it has made it possible for Swedish home growers to choose a peat-free soil based on residues from our own production. The product has also been nominated for the Elmia Garden Award, in the category Garden Product of the Year 2026. This is a testament that circular solutions can create environmental benefits as well as a commercial value.



## Our co-workers

More than 300 people in eight countries call Löfbergs their place of work. Our co-workers are our most important resource, and we value their knowledge, commitment, and driving-force. Our ambition is to be an attractive place of work, where every employee thrives and gets the opportunity to develop together with us.

To create a safe and sustainable work environment, we are systematically working with several tools – our code of conduct, our health and safety policy, weekly pulse surveys, active work with our values, a whistleblower function, and leadership and skills development.

### Health, security, and well-being

A safe and healthy work environment is fundamental for us. We regularly analyse occupational risks throughout our operations. The most prevalent occupational risks are stress-related illness, accidents within our production, and traffic accidents for our travelling co-workers. We have a zero-accident vision and work preventively by regularly conducting risk assessments. All producing units are actively pursuing safety work in accordance with our health and safety policy, where routines, trainings, and reporting incidents – accidents and risk observations – are central. In 2025, 15 (28) work-related accidents occurred in

our operations, with an incidence rate of accidents of 4.9 (9.3). The number of fatalities as a result of work-related injuries and work-related ill health was 0 (0) this year. We have not had any serious negative human rights incidents this year concerning child labour, forced labour, human trafficking, or discrimination.

### A skills-based and objective recruitment process

To ensure a fair and skills-based recruitment, we are continuously working to develop our processes. With support from a joint recruitment platform, we create a more structured and objective selection with focus on experience, skills, and potential rather than personal information at an early stage. This contributes to a more equal recruitment and a safe experience for the candidates.

### Deviation reporting and whistleblowing

All employees have a responsibility to pay attention to and report behaviours or events in violation of our values or policies. Reporting is preferably performed to immediate superior or HR. There is also a system for anonymous whistleblowing, where incoming cases are handled by an external party and then followed up by CEO, CFO, and CHRO.





The service is available to all employees as well as externally on our website, which means that all our partners and other stakeholders can report matters concerning our business. No reports were made through the whistleblowing function in 2025.

### Working actively with values

Our values are a common ground for everyone who works at Löfbergs, and they permeate everything we do. The values are integrated in appraisals, internal trainings, and are used as a foundation for our salary policy. Our values work is long-term and continuously developing. We have linked concrete behaviours to our values, which leaders use in dialogues and development initiatives within their teams.

### Management and skills development

A strong corporate culture and exemplary leadership are crucial for us to remain a long-term competitive and attractive company. They also create the prerequisites to be an inclusive workplace, where employees thrive and prosper.

In addition to an impartial and skills-based recruitment process, we continuously work with management and skills development for all employees. Every year, we carry out a leadership

programme, where 12 participants get training in four modules with themes like self-leadership, team development, and how we manage at Löfbergs. We have a broad approach to leadership. Being a leader is not just about management roles, but also about taking responsibility and contributing to development in daily life.

To strengthen our knowledge on diversity and inclusion, we have also developed a digital training offering a common ground in inclusive ways of working, both generally and based on the values of Löfbergs. This training is a part of our introduction programme for all new employees, together with a number of other courses.



## Weekly pulse surveys – a tool for continuous improvement of the work environment

Helena Eriksson, Chief Human Resources Officer

To follow up the well-being of our co-workers, we carry out weekly pulse surveys with six questions regarding our culture and work environment. In 2025, the questions were updated to give an even clearer picture of how the company lives up to culture, commitment, and work environment. The response rate within the group in 2025 was 75%. Helena Eriksson presents more information on how the insights are used in the daily development activities.

### What does Löfbergs measure in the pulse survey?

“The pulse surveys provide us a clear picture of the present situation regarding leadership, job satisfaction, personal development, commitment, and values.”

### Why were the questions updated in 2025?

“We updated the questions to better reflect the aspects that are most important for employees’ work environment and commitment. It enables us

to identify areas where we can make the greatest difference, get more relevant insights, and monitor the progress over time more precisely.”

### How are the results used in practice?

“The results are used directly in dialogue with the employees and as basis for development efforts on company and department level. They show what we are doing well and where we need to act. They also strengthen the culture and create a work environment where employees feel seen and heard. We are working with a clear eNPS goal as a comprehensive indicator on how the workplace is perceived, and the pulse surveys offer a deeper understanding of the results and highlight the areas with the greatest impact. The pulse survey is a continuous tool that develops the work environment, commitment, and culture, and it makes it possible to focus our efforts to where they make the greatest difference.”

## Employee statistics

The number of employees are disclosed as full-time equivalents and as an average throughout the reporting period.  
The employee turnover rate for the period was 13 (13)%.

TYPE OF CONTRACT	2025	2024
Temporary employments	6	7
Permanent employments	311	309
<b>Total number of employees</b>	<b>317</b>	<b>316</b>

GENDER	2025	2024
Man	192	187
Woman	125	129
Other*	-	-
Not specified	-	-
<b>Total number of employees</b>	<b>317</b>	<b>316</b>

COUNTRY OF EMPLOYMENT	2025	2024
Sweden	195	184
Norway	7	7
Denmark	57	66
Finland	9	7
Latvia	34	34
Estonia	2	2
Lithuania	3	3
UK	10	13
<b>Total number of employees</b>	<b>317</b>	<b>316</b>

ADDITIONAL DISCLOSURES	2025	2024
The share of employees who receive compensation equivalent to or higher than minimum wage	100%	100%
Pay gap between female and male employees**	22%	25%
Share of employees covered by collective bargaining agreements***	61–80%	61–80%

\* Other is not applicable as it is not possible to register a third gender legally in Sweden.

\*\* No account has been taken to differences in roles, seniority, or market wages per country.

\*\*\* Collective agreements are applied and complied with in countries where they exist.

In some countries, conditions similar to collective agreements are regulated in national legislation.



# CONSUMPTION

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## Consumption



**Löfbergs should be a safe and good choice – both when it comes to taste and sustainability. Through our assortment, communication, and offerings, we want to make it easy to do the right thing, for customers and consumers who want to choose coffee that cares about people and planet.**

### Doing the right thing should be easy

Quality, information, and responsibility come together at the consumption stage. Here, we have the opportunity to make an impact through how we develop our assortment, how we ensure high product safety, and how we communicate sustainability in a clear and credible way. A more sustainable consumption for us means taking responsibility all the way to the cup, and helping more people make conscious choices in their daily lives.

Through dialogue with customers and consumers, clear certifications and labels, and the development of sustainable and circular offerings, we create the prerequisites for sustainable choices. Digital tools make it possible to increase transparency and involve more people in the transition.

### Our stance

- We offer coffee with great taste, high quality, and a clear sense of responsibility.
- We ensure product safety and quality in the entire assortment.
- We use certifications, labels, and data to create transparency and trust.
- We make it easy to understand and choose more sustainable alternatives.
- We develop circular and sustainable offerings together with customers and partners.

The coming chapter provides more information on how we have been working in 2025 with assortment, communication, and commitment to make a more sustainable consumption possible every day.

## Our assortment – our responsibility

**Our assortment is an essential part of how we take responsibility all the way to the coffee cup. Ambitions of quality, sustainability, and transparency are realised to actual products and offers. Through conscious choices, clear information, and close dialogue, we want to make it easy for customers and consumers to choose a coffee that both tastes and does good.**

### Our assortment

We offer coffee for many tastes, situations, and needs – both hot and cold – from filter coffee and whole beans to ready-made coffee drinks. The assortment is complemented with tea, accessories, training, and services. No matter the product, the starting point is always the same: high quality, great taste, and a clear sense of responsibility.

Taste and sustainability are closely connected for us. The quality of coffee is influenced by how it is farmed, traded, roasted, and handled. That is why our assortment is based on long-standing purchasing relationships, careful selections, and a craft built on knowledge and experience.

### Sustainable and circular offers

We want to facilitate for more people to make sustainable choices in their everyday life. This is achieved by setting high requirements for environmental and social responsibility, and by developing offerings that promote a more sustainable consumption. It is important for us to provide our customers and consumers with the right framework to make an impact in a positive direction.

Over the past few years, we have expanded our toolbox. We are now combining certifications with long-term collaborations, traceability, development projects, and new circular solutions. This enables us to meet different needs in the value chain and create the conditions for more farmers to transition to more sustainable methods. Through clear communication about the surplus value of our products, we want to make it easy doing the right thing.

### Dialogue with customers and consumers

An open and continuous dialogue is crucial to develop our offer. We receive questions, views, and expectations from our customers through regular surveys, measurements, and daily contact via customer service, e-mail, and social media.



The dialogue provides us with valuable knowledge on how our products are perceived and used, and it helps us identify areas of improvement. It is also an important part of our preventive work regarding quality and product safety, and it contributes to increased transparency and safety for our customers.

### Product safety and quality

Product safety and quality are fundamental in everything we do at Löffbergs. Millions of people drink our coffee every day, a trust that we are committed to hold. It places high demands on structure, knowledge, and accuracy throughout our sustainability work, which our co-workers continuously strive to uphold.

### Quality begins at the origin

Our quality efforts begin already when we procure green coffee, and all our suppliers are carefully inspected to make sure that they meet our purchasing criteria. The quality of green coffee and where it is farmed are essential for the flavour. Through long-standing and close relationships with farmers and suppliers, we obtain valuable insight into the farming conditions, the origin, and the characteristics of the beans. This is vital both for the flavour profile and to ensure compliance with our quality and food safety requirements.

### Systematic work throughout the operations

In our own operations, we work with clear processes, sharing of responsibility, and regular controls. Traceability, quality controls, and follow-ups are conducted on an ongoing basis, and are complemented by external audits as well as product and company certifications. Together, this provides structure and transparency in our work with quality and food safety.

### We never compromise with the great taste

The flavour of the coffee is influenced by many different factors and can vary between crops and seasons. To ensure a consistently high quality, our tasting team samples up to 300 cups of coffee every day. It is a continuous and solid effort that ensures our customers and consumers that we will deliver a coffee matching the flavour profile and the quality that they expect – every time.



## Certifications and labels

We combine different methods and approaches to create better conditions for the environment and coffee farmers. We have been working for a long time with independent labels and certifications as one of multiple ways to offer coffee with verified strong sustainability performance. The labels we choose must be verified by a third party and result in clear surplus value regarding environmental and social responsibility. Here are some of the labels we use:



### Fairtrade

is an independent product label focusing on human rights. The farmer is guaranteed a minimum price and the cooperative receives an extra bonus. This paves the way for better working and living conditions.



### Rainforest Alliance

is an independent organisation focusing on conserving biodiversity, promoting more sustainable farming methods, and improving the conditions and livelihoods of farmers.



### The EU organic production logo

is used on food products that are grown without the use of chemical pesticides, artificial fertilisers, or GMOs.



### KRAV

is a Swedish eco-label used for food that has been produced without chemical pesticides, artificial fertilisers, or GMOs, and that only contains natural additives. The label also covers good animal welfare, social responsibility, and climate consideration.



### Forest Stewardship Council (FSC)

is an international certification promoting responsible forestry with focus on environment, social responsibility, and financial sustainability.



### Ø-märket

is a Danish label that shows that the product is certified according to Danish and EU regulation for organic production. The label guarantees that the product has been produced without chemical pesticides, artificial fertilisers, or GMOs.



### Soil Association Certification

is a British certification for organic products. It guarantees production without chemical pesticides or artificial fertilisers, and with animal welfare and reduced environmental impact.





## Reaching out with sustainability communication

Reaching out with sustainability communication is about more than certifications on the products. It is about engaging and inspiring consumers as well as business partners to understand the value of their choices.

We are continuously working to provide our customers with valuable information that helps and inspires them to make conscious choices, both in their personal life and in their business. By offering tips, great recipes, and practical advice, we want to show how small everyday changes can make a difference. For example, by reducing food waste, saving resources, or supporting better conditions for farmers. For us, it is about making it easier for our customers and consumers. Doing the right thing should be easy – plain and simple.



## Inspiration, knowledge, and practical tips – for a more sustainable consumption at home

Gabriella Gille, Chief Marketing Officer

**A more sustainable consumption is not just about what coffee you choose in the store, but just as much about how we use the coffee we have at home. Gabriella Gille explains that Löfbergs wants to make the value of every cup visible and inspire people to make use of the coffee in a more conscious way. This is achieved through dialogue with consumers, clear communication on the packaging, and relevant content in digital channels.**

### How do you meet the consumer in their everyday life?

“Our first contact with the consumer is often the packaging. It is where we highlight certifications and show clearly how the packaging should be sorted. Through QR codes, those who want can explore and access further information about the journey of the coffee – from bean to cup – and about our sustainability efforts.

In our digital channels, we share we share brewing tips, inspiration and practical advice that help the

consumers reduce waste and use their coffee more thoughtfully at home. Small adjustments, like the right dosage and better storage, improve the taste and reduce unnecessary waste.”

### Which consumer behaviours are you hoping to influence?

“Above all, we want to reduce unnecessary waste and make it easier to sort correctly. Measuring the right amount of coffee, making the most of what is brewed, and recycling the packaging properly are small actions that collectively make a difference. We aim to be concrete with brewing guides, clear sorting information, and inspiration that is easy to put into practice.”

### What is most important in the work ahead?

“Continuing to be relevant and credible is essential. A sustainable consumption must feel practical and doable in everyday life. When people see how small habits and actions truly make a difference, it also becomes easier to make conscious choices – and stick to them over time.”





**Coffee Experts – knowledge that creates responsible coffee experiences**

Coffee is a craft based on taste, knowledge, and responsibility. With our specialist department Coffee Experts, we want to share our passion and make it easier to understand what is required to create a truly great and responsible cup of coffee.

The Coffee Experts department was founded in 2024 and continued to develop its efforts together with our B2B customers in 2025. The team consists of five coffee specialists with long and broad experience, who work dedicatedly with trainings, customer events, quality follow-ups, and inspiration. The goal is to strengthen the offers of our customers and contribute to more conscious and sustainable choices every day.

**Increased knowledge on site**

Parts of the team travelled to Nicaragua in 2025 to improve their knowledge and understanding of the value of coffee. They worked at the coffee farm Finca El Arbol for a week and followed the coffee's

journey – from the harvest of coffee cherries to the different stages and quality measures required before the coffee is carried over the seas to our roastery.

Getting to experience the everyday life of farmers creates a unique closeness to the craft and the people behind the coffee. That experience is something our Coffee Experts bring to their meetings with customers, both through knowledge, stories, and concrete examples that make sustainable consumption more vivid and relevant.

“Our work is essentially about showing how sustainability and quality go together. When more people understand the value and the efforts behind a cup of coffee, we can push the development towards a more sustainable coffee industry together”, says Christian Liif, Manager Coffee Experts.



## Sustainability receipts show concrete results

We make it easy to highlight the impact of your choice of coffee with our sustainability receipt. The receipt allows cafés, restaurants, companies, and other customers to transparently and credibly show how their purchases contribute to a more sustainable coffee production – to guests, customers, and employees.

The sustainability receipt summarises concrete results linked to certifications and sustainability efforts, and makes sustainability more comprehensible and relevant in daily life. It also strengthens the dialogue about coffee as a product with both great taste and societal value. In 2025, we have continued to develop the sustainability receipt, with the purpose to make the offer even better and more useful. The result of this effort will be presented in 2026.

### Löfbergs's sustainability receipt 2025

We use the sustainability receipt ourselves to show the results we have achieved together with our customers. In 2025, we at Löfbergs purchased 6,830 tons of coffee from organic farms, 3,250 tons of coffee from Fairtrade certified farms, and 18,620 tons of coffee from Rainforest Alliance certified farms.



## Societal engagements locally

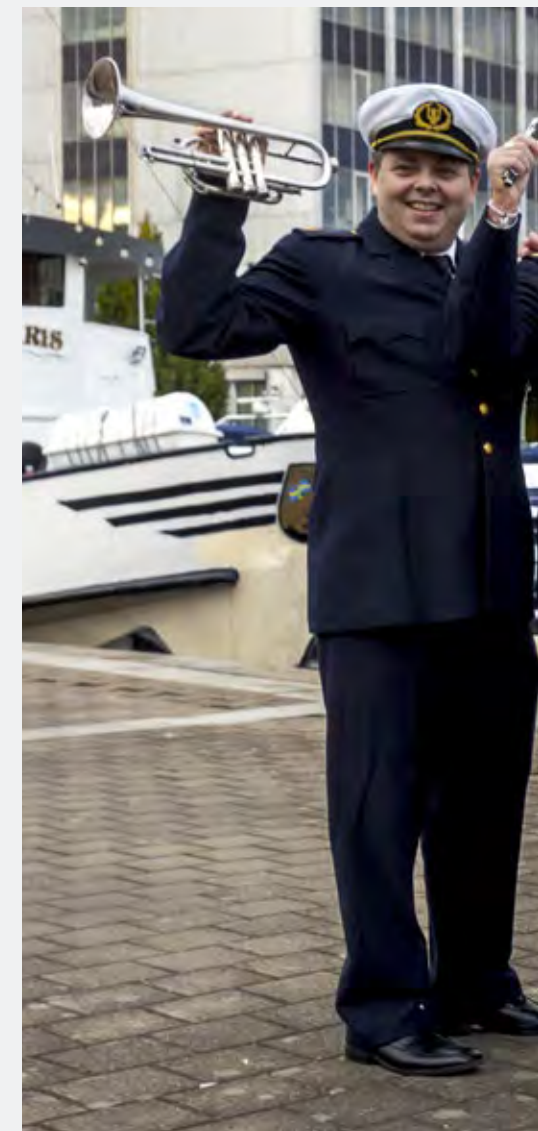
**We at Löfbergs want to contribute to a positive social progress where we operate. We do this as an employer, through business collaboration and by engaging in local associations. We also take a stand in matters that are important to us, and we use our voice to make a difference.**

We believe in the power of doing things together, and we support non-profit associations and initiatives promoting health, inclusion, and community. That is why we engage with local associations and civil society where we operate. This is especially evident in Karlstad and Viborg, where Löfbergs and Peter Larsen Kaffe are deeply-rooted and have a strong local history.

Our ambition is to contribute to a positive development in society, with our values as a foundation. It gives us the courage to take a stand in matters we are passionate about, and it creates pride and passion among our co-workers at the same time.

### Löfbergs's support for associations

Every year, we award targeted association support, with 50 associations from Värmland sharing SEK 500,000. This is our way of showing appreciation for the voluntary work that makes Värmland a better place to live and work. It is especially important at a time when many associations face financial and organisational challenges. The recipients include sports clubs, cultural associations, and social organisations offering activities for young people and adults across all of Värmland's 16 municipalities.





**This is what some of the 2025 winners say:**

“This means a great deal to us! As we celebrate 50 years, we can now create even more fun activities connected to scouting”, says Rebecca Lindman Dahl, Forshaga Scout Group.

“Amazing news! We are one of the few marching bands in Värmland, and the support is a welcome contribution to our initiative to acquire proper uniforms”, says Magnus Trapp, Karlstad Marching Band.

“Touchdown! This support means a lot to us and makes it possible to invest in new club premises”, says Maria Mangelin, Carlstad Crusaders.

“Thank you, Löfbergs! We will, among other things, arrange a fun cycling competition for kids during the Swedish Championships Week”, says Anna Norlin, Skoghalls CK, Hammarö.

## Night sports – a safe place for young people to meet in Karlstad

As a family business with its roots in Karlstad, we at Löfbergs want to contribute to a society where young people feel safe and included. In 2025, we enabled Night sports, an initiative that creates meaningful meeting places for young people at night.

### A joint effort for young people

Night sports is a collaboration between us at Löfbergs, Länsförsäkringar Värmland, and ERNA Gruppen, in close cooperation with the municipality of Karlstad. Every Friday night, the sports centre at Färjestadsskolan is open for young people aged 13 to 19, with activities that are free and open to everyone, with no performance expectations. The activity is based on the idea of community, the joy of movement, and availability. In collaboration with Tillsammans i Karlstad and other local associations, a variety of sports are offered, changing over time, with the ambition of reaching young people and creating an inclusive environment.

Night sports is a way of taking local responsibility for us at Löfbergs. Together with others, we want to create an inclusive environment in the everyday life of young people. When young people are given the chance to meet, be active, and feel a sense of belonging, even small efforts can have a significant impact.



## Peter Larsen Kaffe donates coffee where it warms the most in Viborg

A great cup of coffee can be of greater importance than you think. Before the holiday season of 2025, Peter Larsen Kaffe donated more than 700 bags of coffee to local initiatives in Viborg that support people and families in need of extra help.

### Coffee to those who need it the most

The holiday season may be particularly challenging for families experiencing strained finances or social vulnerability, which is why Peter Larsen Kaffe chose to support local organisations in Viborg by donating coffee to warm shelters and Christmas support efforts:

- Kirkens Korshær Varmestuen
- Røde Kors Viborg
- Fristedet
- Kirkernes Sociale Arbejde i Viborg
- Mødrehjælpen Viborgs julehjælp

The initiative is part of the long-term local commitment of Peter Larsen Kaffe and is based on the conviction that even small actions can make a significant difference in people's daily life.



“Being able to enjoy or offer a great cup of coffee may seem like a given for most people. But for the families assisted by Mødrehjælpen's local association in Viborg, this may be hard to afford within a constrained budget. That is why we are incredibly grateful that Peter Larsen Kaffe has supported our Christmas aid with coffee for many years”, says Bodil Nymann, member of the board, Mødrehjælpen Viborg.



A large stack of coffee sacks, likely made of burlap or a similar natural fiber, is shown. The sacks are arranged in neat rows and columns. A purple gradient is applied to the right side of the image, fading from a darker purple at the top to a lighter purple at the bottom. The text "ABOUT THE SUSTAINABILITY REPORT" is centered over the image in a white, sans-serif font. Some of the sacks have visible text, including "CROP 2025/2026" and "COFFEE PRO".

# ABOUT THE SUSTAINABILITY REPORT

## About the sustainability report

This is Løfberg's 15th annual sustainability report and it concerns the financial year from 1 January 2025 to 31 December 2025. In the report, we describe how the group works for a long-term sustainable development in cooperation with customers, consumers, suppliers, and other stakeholders.

The group reports its sustainability work annually, and the report covers AB Anders Løfberg and all subsidiaries, which are listed to the right. Basic data and statistics are sourced from the group's internal systems and cover the entire business unless otherwise specified.

A general review of the sustainability report has been carried out by the company's auditor according to the Swedish Annual Accounts Act. The review is limited in scope and should not be considered equivalent to a full audit or a review in accordance with specific sustainability standards. However, the group's operations undergo regular audits by external auditors within the framework of certifications covering environment, quality and food safety.

The pictures on page 12, 18, 32, 42, 68, and the cover are photographed by Le Café du Dimanche at Finca El Arbol and Bridazul in Nicaragua. The picture on page 39 is photographed by Christina Singh at Fazenda Mata do Lobo in Brazil.

### Subsidiaries and sites owned, leased, or managed within the group

COMPANIES	REGISTERED ADDRESS	ZIP CODE	CITY	COUNTRY	COORDINATES
Kaffehuset i Karlstad AB	Tolagsgatan 1	652 16	Karlstad	Sweden	59.3775628,13.5053573
Løfbergs Lila AB	Tolagsgatan 1	652 16	Karlstad	Sweden	59.3775628,13.5053573
Løfberg i Karlstad AB	Tolagsgatan 1	652 16	Karlstad	Sweden	59.3775628,13.5053573
Kaffehuset i Karlstad Lager & Trading AB	Tolagsgatan 1	652 16	Karlstad	Sweden	59.3775628,13.5053573
Løfbergs Lila AS	Rosenholmveien 25	1414	Trollåsen	Norway	59.8220524,10.7872083
Peter Larsen Kaffe A/S	Ærøvej 15, 17	8800	Viborg	Denmark	56.4489809,9.3741639
Løfbergs Finland OY	Riihimiehentie 3	01720	Vantaa	Finland	60.2765562,24.8164906
SIA Lofbergs Baltic	Ziemeļu iela 53	LV-2123	Kekava	Latvia	56.8305017,24.1995980
SIA Lofbergs Sales & Marketing	Ziemeļu iela 53	LV-2123	Kekava	Latvia	56.8305017,24.1995980
Lofbergs Ltd	5 Green Mews, Bevenden Street	N1 6AS	London	UK	51.5296480,-0.0864663
Food Brands Group Holdings Ltd	5 Green Mews, Bevenden Street	N1 6AS	London	UK	51.5296480,-0.0864663
Food Brands Group Ltd	5 Green Mews, Bevenden Street	N1 6AS	London	UK	51.5296480,-0.0864663
FACILITIES, EXCEPT MAIN OFFICE	ADDRESS	ZIP CODE	CITY	COUNTRY	COORDINATES
Production facility, office, coffee bar	Tolagsgatan 2	652 16	Karlstad	Sweden	59.3771312,13.5056969
Production facility, office	Banvaktarvägen 10	656 39	Karlstad	Sweden	59.3921449,13.5815462
Production facility, office	Ærøvej 15, 17	8800	Viborg	Denmark	56.4489809,9.3741639
Office, warehouse	Ambolten 33a	6000	Kolding	Denmark	55.4655550,9.4779530
Production facility	Ziemeļu iela 53	LV-2123	Kekava	Latvia	56.8305017,24.1995980
Office, training centre	Ulvsvandavägen 31	167 32	Bromma	Sweden	59.3374589,17.9652398
Office	Järve tn 2-120, Kristiine linnaosa	11314	Tallinn	Estonia	59.4022113,24.7268865
Office	M. Mažvydo g. 16-66	06269	Vilnius	Lithuania	54.7114493,25.1836749
Warehouse	Kalustetie 4	01720	Vantaa	Finland	60.2767712,24.8180314

None of the group's offices and facilities are considered to be located in, or in close proximity to, biodiversity-sensitive areas. The assessment is based on available geographical information from Natura 2000 network of protected areas, UNESCO World Heritage Sites, and Key Biodiversity Areas. The assessment proceeds from the VSME standard definition of close proximity, where the term refers to areas that completely or partially overlap or are directly adjacent to a biodiversity-sensitive area. Directly adjacent refers to physical connection or common border.

## Summary of results from the materiality assessment

TOPIC	IMPACT	RISKS	OPPORTUNITIES
<b>E1 CLIMATE CHANGE</b>			
<ul style="list-style-type: none"> <li>Climate change adaptation</li> <li>Limiting of climate change</li> <li>Energy</li> </ul>	<ul style="list-style-type: none"> <li>Climate change can impact the livelihoods of coffee farmers and the supply of coffee</li> <li>Climate emissions throughout the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Deteriorating farming conditions may contribute to limited availability of coffee</li> <li>Energy-related regulations and volatile energy prices have a significant impact on the group's capacity to transition</li> </ul>	<ul style="list-style-type: none"> <li>Take action for the transition in the value chain and reduce impact through investments, development projects, supplier requirements, and collaborations with stakeholders</li> </ul>
<b>E2 POLLUTION</b>			
<ul style="list-style-type: none"> <li>Pollution of air, water, and soil</li> <li>Substances of concern</li> </ul>	<ul style="list-style-type: none"> <li>Emissions from production (dust, VOCs)</li> <li>Emissions in the value chain, e.g. farming/transport</li> <li>Pesticides and packaging materials</li> </ul>	<ul style="list-style-type: none"> <li>High emissions may lead to fines, suspended authorisations, and brand damage</li> <li>Pollutions may result in deteriorating farming conditions</li> <li>Technical challenges related to production in the event of new regulatory demands</li> </ul>	<ul style="list-style-type: none"> <li>Take action for the transition in the value chain through investments in e.g. fossil-free maritime freights, development projects, supplier requirements, and collaborations with stakeholders</li> </ul>
<b>E3 WATER RESOURCES AND MARINE RESOURCES</b>			
<ul style="list-style-type: none"> <li>Water</li> <li>Marine resources</li> </ul>	<ul style="list-style-type: none"> <li>Water use and discharges to waterways in the farming stage (irrigation and processing)</li> </ul>	<ul style="list-style-type: none"> <li>Irregular weather and water shortage may lead to deteriorating farming conditions</li> </ul>	<ul style="list-style-type: none"> <li>Take action for the transition through investments in e.g. agroforestry, certification, and supplier requirements</li> </ul>
<b>E4 BIODIVERSITY AND ECOSYSTEMS</b>			
<ul style="list-style-type: none"> <li>Loss of biodiversity</li> <li>Ecosystem services</li> </ul>	<ul style="list-style-type: none"> <li>Coffee farms rely on ecosystem services</li> <li>Green coffee sourcing has an impact on biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>Loss of biodiversity forces climate change and may deteriorate farming conditions</li> <li>Variable and unclear demands connected to deforestation require a lot of resources</li> </ul>	<ul style="list-style-type: none"> <li>Take action for biodiversity enhancement in the value chain e.g. through investments in agroforestry, supplier requirements, and collaborations with stakeholders</li> <li>Competitive advantage in being in the forefront concerning new regulatory requirements</li> </ul>
<b>E5 RESOURCE USE AND CIRCULAR ECONOMY</b>			
<ul style="list-style-type: none"> <li>Resource inflows, including resource use</li> </ul>	<ul style="list-style-type: none"> <li>Rely on raw materials, packaging materials, commodities, and other inputs</li> </ul>	<ul style="list-style-type: none"> <li>Limited availability of coffee of the required quality and shortage of input materials</li> <li>Inconsistent recycling infrastructure creates technical and expensive challenges</li> </ul>	<ul style="list-style-type: none"> <li>Collaborations with suppliers, customers, and other stakeholders to create circular flows, e.g. transforming by-products to new products</li> </ul>
<b>S1 OWN WORKFORCE</b>			
<ul style="list-style-type: none"> <li>Working conditions</li> <li>Equal treatment and opportunities for all</li> </ul>	<ul style="list-style-type: none"> <li>Physical and psychosocial factors relating to the working environment have an impact on the health and safety of the employees</li> </ul>	<ul style="list-style-type: none"> <li>Inadequate working conditions and inclusion efforts can lead to costly staffing and skills shortage as well as a defamatory reputation of not being an attractive employer</li> </ul>	<ul style="list-style-type: none"> <li>Strong corporate culture and values, together with good working conditions, can result in employee loyalty, high levels of competence, strengthen the brand, and competitive advantage</li> </ul>
<b>S2 WORKERS IN THE VALUE CHAIN</b>			
<ul style="list-style-type: none"> <li>Working conditions</li> <li>Other work-related rights</li> </ul>	<ul style="list-style-type: none"> <li>Production of raw materials in countries with heightened risks concerning working conditions, e.g. child labour and forced labour</li> </ul>	<ul style="list-style-type: none"> <li>Inadequate working conditions may harm the brand and the industry's reputation, and contribute to limited availability of coffee. Monitoring supply chains is costly and complex</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to improvement, for instance by establishing requirements within the supply chain, and by raising awareness among customers and consumers to enhance engagement and willingness to pay</li> </ul>
<b>S3 AFFECTED COMMUNITIES</b>			
<ul style="list-style-type: none"> <li>Rights of indigenous communities</li> </ul>	<ul style="list-style-type: none"> <li>Unclear land rights in the farming stage can impact the rights of indigenous people</li> </ul>	<ul style="list-style-type: none"> <li>Violation of the rights of the indigenous population in producing countries may harm the brand and the whole industry's reputation. Monitoring supply chains is costly and complex</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to improvement by establishing requirements and follow-ups in the supply chain, and through development projects with focus on indigenous peoples' rights</li> </ul>
<b>S4 CONSUMERS AND END-USERS</b>			
<ul style="list-style-type: none"> <li>Information-related impacts</li> </ul>	<ul style="list-style-type: none"> <li>Our products and channels have a wide scope with the potential impact on a lot of people</li> </ul>	<ul style="list-style-type: none"> <li>A lack of product information and misleading statements may lead to legal penalties</li> <li>Regulatory demands limit the opportunity to reach out with sustainable surplus values</li> </ul>	<ul style="list-style-type: none"> <li>Correct and credible information, combined with consistent quality, builds trust, benefits the business, and enables influence on consumer trends</li> </ul>
<b>G1 BUSINESS CONDUCT</b>			
<ul style="list-style-type: none"> <li>Corporate culture</li> <li>Relationships with suppliers</li> <li>Corruption and bribery</li> </ul>	<ul style="list-style-type: none"> <li>Governance of business ethics principles impacts the prevention, identification, and management of risks</li> <li>Supplier relationships affect the availability of resources</li> </ul>	<ul style="list-style-type: none"> <li>A lack of corporate culture may deteriorate the observance of business ethics principles</li> <li>Long-term supplier relationships may result in a heightened risk of person-dependent business decisions and undue advantage that differ from market conditions</li> </ul>	<ul style="list-style-type: none"> <li>Strong, long-term supplier relationships enable the sourcing of high-quality raw materials, stable supply chains, and cooperation/development</li> </ul>

## Stakeholders

Together for a world where people and coffee can grow. This is our purpose, and dialogue and cooperation with our stakeholders are fundamental for us to operate as an effective and successful business. In the dialogue with our stakeholders, we also stay informed regarding external requirements and expectations placed on us.

### Dialogue with our stakeholders

Our stakeholder dialogue takes place in many channels and is integrated in our daily activities in different forums and networks.

Examples of important matters:

- Health and well-being
- Climate change and biodiversity
- High commodity prices
- Global concern and conflicts
- Sustainability regulations (e.g. EUDR, PPWR, and CSRD)



Compilation of our most important stakeholder groups:

### COFFEE FARMERS

(current and coming generations)

### BUSINESS CRITICAL SUPPLIERS

(transport, packaging, infrastructure, financial services)

### CO-WORKERS

(current and potential)

### OWNER FAMILY

(current and coming generations)

### CUSTOMERS AND CONSUMERS

(of today and tomorrow)

### INDUSTRIAL PLAYERS

(competitors, trade associations)

### DECISION-MAKERS

(authorities and politicians locally, nationally, EU)

### COMPETENT EXPERTS

(academy, NGOs)

### OPINION LEADERS

(media, influencers, NGOs)

### LOCAL COMMUNITIES WHERE WE OPERATE

### VSME Reference List

In 2023, the work to prepare the group for the upcoming implementation of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) began. In the spring of 2025, the EU decided to postpone the application of the directive, which means that the AB Anders Löfberg group will be subject to the reporting requirements as from the financial year of 2027. At the time of writing, a decision-making process is underway regarding the increase of the thresholds that define which companies are covered by the CSRD.

While awaiting clarity from the EU on the CSRD and the ESRS, the group has chosen to compile the sustainability report for 2025 in accordance with the Voluntary Sustainability Reporting Standard for Non-listed Micro, Small, and Medium-sized Enterprises (VSME). This is to ensure that the content of the report is relevant, but also to facilitate a gradual development of processes, structure, and reporting capacity ahead of future legal requirements, and to contribute to increased transparency and comparability between companies.

	MODULE	§	PAGE	COMMENT
BASIC MODULE	B1 – Basics for preparation	24	3, 5, 9, 75	No information has been left out due to sensitive data (24b)
		25	47	
	B2 – Practices, policies, and future initiatives for transitioning towards a more sustainable economy	26	20	
	B3 – Energy and greenhouse gas emissions	29	49	
		30	23	Scope 3 as well in accordance with VSME paragraphs 50-53
		31	23	
	B4 – Pollution of air, water, and soil	32	49	
	B5 – Biodiversity	33	75	
	B6 – Water	35	49	
		36	49	
	B7 – Resource use, circular economy, and waste management	37	20	
		38	51, 54	
	B8 – Workforce – General characteristics	39	59	
		40	59	
B9 – Workforce – Health and safety	41	56		
B10 – Workforce – Remuneration, collective bargaining, and training	42	59	42d is excluded, statistics broken down by gender not available in our education platform	
B11 – Convictions and fines for corruption and bribery	43	-	No convictions or fines for corruption and bribery during the reporting period	
COMPREHENSIVE MODULE	C1 – Strategy: Business Model and Sustainability – Related Initiatives	47	8, 10, 77	
	C2 – Practices, policies, and future initiatives for transitioning towards a more sustainable economy	48	20	
		54	23, 25	
	C3 – GHG reduction targets and climate transition	56	-	A transition plan in accordance with VSME Guidance (Annex II) has not been formally adopted. This is a focus area in coming years
		57	18, 20, 35, 76	
	C4 – Climate risks	57	18, 20, 35, 76	
	C5 – Additional (general) workforce characteristics	59	9	
	C6 – Additional own workforce information – Human rights policies and processes	61	16, 56	
	C7 – Severe negative human rights incidents	62	56	No confirmed incidents during the reporting period
C8 – Revenues from certain sectors and exclusion from EU reference benchmarks	63	-	The group does not operate in sectors such as weapons, tobacco, fossil fuels or chemical production	
	64	-	The group is not excluded from any EU reference benchmarks that are aligned with the Paris Agreement	
C9 – Gender diversity ratio in the governance body	65	9		



**Reach out!**

Thank you for taking the time to read our sustainability report. Did you find something that you really liked, something you think we should improve, or do you have any other thoughts?

Please contact me:

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