



WESTROCK
COFFEE

2025 SUSTAINABILITY REPORT





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INSIDE COVER: JEAN DAMASCENE - Rwanda Trading Company farmer partner, Eastern Province, Rwanda

FRONT COVER: AFRÂNIO FERREIA PAIVA - Farmer Direct Verified® farmer partner, Minas Gerais, Brazil

THANK YOU TO OUR PARTNERS

From farmers at the beginning of the supply chain to organizations and customers at the end, we thank you for your guidance and collaboration which made the milestones achieved in 2025 possible.




Forward-Looking Statement

This report includes forward-looking statements as defined under U.S. federal securities law, including, but not limited to, our plans, expectations, goals, projections and statements regarding our sustainability efforts and other statements that are not historical facts. These statements are based on various assumptions and on the current expectations of the management of Westrock Coffee as of the date hereof and are not predictions of actual performance. Actual events and circumstances are difficult or impossible to predict and could materially differ from what is expressed, implied, or forecasted in these statements due to a number of risks and uncertainties, including, but not limited to, those factors discussed in Westrock Coffee's annual report on Form 10-K, under the heading "Item 1A. Risk Factors", and other documents Westrock Coffee has filed, or will file, with the U.S. Securities and Exchange Commission. Readers are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date hereof. Westrock Coffee undertakes no obligation to publicly update or revise any forward-looking statements after the date they are made, whether as a result of new information, future events, or otherwise.

WE ARE WESTROCK COFFEE

RESPONSIBLE FOUNDATIONS FOR A RESILIENT FUTURE

100%
responsibly sourced coffee & tea




1
vertically integrated beverage partner from farm to finished product

6
manufacturing facilities

79%


5
origins with supply chain teams

40+
product packaging formats



40%
less energy used to roast


2x
more coffee¹



of origins are supported by at least one Westrock Coffee-built sustainable supply program

3
bespoke sustainable supply programs

30+
coffee & tea sourcing countries



To Our Partners,

2025 was a pivotal year for the coffee and tea industries. Record markets, global trade pressures, and rapid technological change tested the entire value chain. At Westrock Coffee Company, we met the moment—scaling production at the largest roast-to-ready-to-drink facility in the U.S. and achieving 100% responsibly sourced green coffee, soluble coffee, and tea as a new standard for our business.

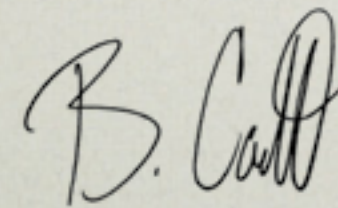
We look back with gratitude. Amid market pressures, our teams took a diversified approach to protecting customer supply continuity, ensuring farm economic growth and regeneration, and creating the manufacturing agility needed for a market that can change overnight. We learned that responsibility is foundational—but resilience is transformative for our farmer partners, our customers, and our communities. And so, we look forward with resolve.

Our supply chains span continents, cultures, and countless hands. They depend on relationships strong enough to withstand climate, economic, regulatory, and consumer shifts.

We succeed together when transparency is inherent to these relationships and resiliency is the focus of our business processes. These are Westrock Coffee’s priorities from farm to finished product.

This report reflects our 2025 progress—but it also reflects our vision. We are building a company designed for change, grounded in partnership, and committed to creating lasting value for the people who make it all possible.

Sincerely,



BROOKE CANTRELL
Vice President of Sustainability & Insights
Little Rock, AR



2030 GOALS »» 2025 ACCOMPLISHMENTS

2030 GOALS

2025 ACCOMPLISHMENTS



Sustainable Supply Chain & Ecosystems

Establish mutually beneficial connections
between Raíz farmers and customers

Introduced standard Raíz
farmer-to-customer connection
opportunities

6
additional customer projects in
Raíz supply chains

Partner with stakeholders to restore ecosystems
in supply chains and manufacturing communities

300,000+
trees planted in Raíz
supply chains

1,000+
MT of spent coffee
diverted from landfill
and applied as a soil
amendment

100
young farmers trained
to raise pigs and
integrate cover crops
on their coffee farms
improving soil fertility
and farm profits

Optimize production
to improve efficiencies and reduce waste
and emissions

Assessed all possible carbon
emission reduction opportunities
and vetted new reduction
innovations for
North Carolina facilities

Developed process to minimize
coffee waste during
single-serve manufacturing

Education & Empowerment

Advise farmers
on business growth & commodity
risk management

Farmer partners in
6
countries received agri-business insights tailored to their farm

Empower teams
to build sustainable communities through
learning and engagement

5
sustainability education
opportunities for Westrock Coffee
employees with
1,268 participants across
8 locations

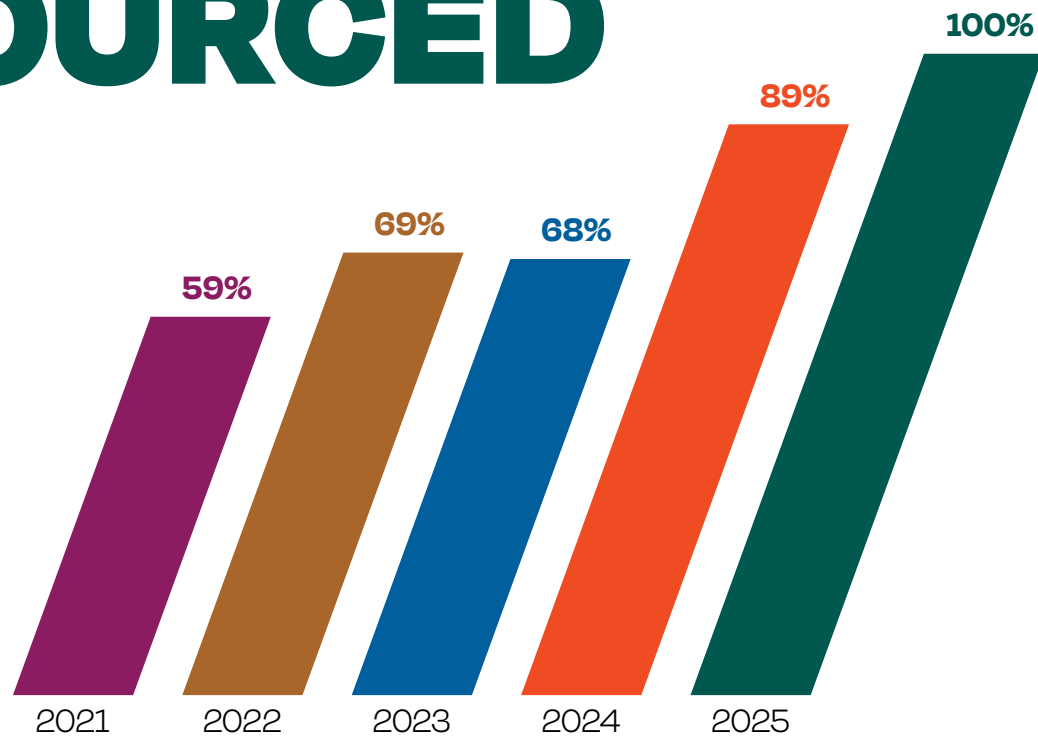
155
people participated in a
fundraising campaign for the
Westrock Coffee-sponsored
pre-primary School in Rwanda²

Transparency & Traceability

Share unparalleled insights
on supply risk management and farm
sustainability with customers

Built out an internal data management system to complement our
commodities & consumer insights with on-farm and supplier data

100% RESPONSIBLY SOURCED



We announced the intention to become a 100% responsibly sourced beverage company in 2021. Closing a 41% gap was a major goal for a company that almost exclusively provides private label products for other brands. By EOY 2025, 100% of Westrock Coffee's tea, green coffee, and soluble purchases were verified through second- or third-party programs.³

Meeting this goal required close collaboration across Westrock Coffee's commodities, sourcing, and sustainability teams to expand responsible supply chain partnerships capable of supporting increased volume. This effort was further tested by unprecedented market volatility over the past several years.

Price swings, logistics disruptions, and origin-level uncertainty forced us to be both disciplined and flexible. We're proud of the approach we built, one that upheld our standards while adapting to real market conditions.

CLAY PARKER - Senior Vice President of Commodities, Little Rock, AR



RESPONSIBLE SOURCING PORTFOLIO



19%
Raíz Sustainability™ 

30%
Real Roots™ 

51%
3rd Party Certified

THE PATH TO RESILIENCY

With our 2025 goal achieved, we are advancing our focus on supply resiliency and on strengthening versatility across origins and supplier relationships. This includes expanding sourcing options⁴ through Real Roots™, Raíz Sustainability™, and certified supply chains^{5,6}, with flexibility in quality ranges and built-in backup pathways that allow us to respond quickly to market shifts and supply disruptions.

UWIMANA MARIE GRACE - Rwanda Trading Company
farmer partner, Eastern Province, Rwanda

RESILIENCY

PAST, PRESENT, AND FUTURE

From our first steps in Rwanda to our global footprint today, Westrock Coffee has moved with a singular purpose: building a supply chain that lasts. Through vertical integration and advanced traceability, we've turned manufacturing diversification and farmer services into a blueprint for resiliency. We are driven by a long-term strategy to secure a sustainable future for our customers and partners at origin.

“From the outset, our mission has been to empower Rwanda's coffee farmers through transparent and sustainable practices and community engagement. Recognizing the unpredictable nature of the coffee market, we have committed to a strategy that emphasizes adaptability, resilience, and continuous improvement. We keep refining our strategies, learning from our experiences, and leveraging new opportunities to create a self-sustaining ecosystem that empowers farmers and uplifts communities, ultimately ensuring our farmers not only survive but thrive.”

JJ NDAVISENGA - Managing Director of Rwanda Trading Company, Kigali, Rwanda



OUR HISTORY

2009

Westrock Coffee Company inception in Rwanda

2010

Westrock Coffee Roasting opens in Little Rock, AR

2014

Acquires Falcon Coffees to expand traceability and sustainability into 20+ countries

2016

Establishes transparent supply chains in Latin America

2018

First digitally traceable coffee container ships from Rwanda to USA

2019

First digitally traceable farm-to-finished product transactions loaded to customer block chain

2020

Acquisition of S&D Coffee & Tea

2021

Expand operations in Malaysia, Arkansas, & North Carolina

2022

Publically listed on the Nasdaq under the ticker symbol "WEST"

2024

Opened largest roasting to RTD facility in US in Conway, AR

2025

Opened a second single-serve facility in Conway, AR and became 100% Responsibly Sourced

To Our Partners,

When we started Westrock Coffee Company 17 years ago in Rwanda, we had no idea that we would one day be the largest Private Label provider in our industry in the USA. In fact, most people told us that the business model we were pursuing would not work and we could not survive if we didn't change.

Essentially, skeptics disparaged our belief that all valuable constituents in a commodity-based supply chain could be treated fairly and thrive by sharing proportionately in the profits of our collective endeavors.

Breaking a century-old model because it was simply wrong and being part of an entire industry realignment to this new business model was a long road, but it was worth it.

Today, our customers, shareholders, employees, suppliers, and farmer partners participate fully and transparently in the long value chain that turns a farmer's harvest into coffee, tea, and energy-centered drinks for the world's pre-eminent brands.

As I often say, industry structure is critical, but individuals matter more! The many people who helped drive this shift over the last 17 years flood my memory and stir me to do even more for everyone we serve as we continue building for what comes next.

SCOTT FORD
Founder & CEO, Little Rock, AR



At the heart of Westrock Coffee's mission is a commitment to farmer resiliency, a goal we realize through our Raíz Sustainability™ (Raíz) program. Built on a foundation of long-term business, Raíz provides farmers with the financial security of consistent premiums and dedicated technical support regardless of market volatility or regulatory shifts. By remaining agile in the face of evolving global challenges, we have expanded our reach. Following the 2025 launch of our five strategic focus areas⁷, our 2026 efforts will center specifically on farmer resiliency and gender equity to ensure a resilient, inclusive future for all our partners and maximum return on investment for Westrock Coffee and our Raíz customers.

2025 RAÍZ HIGHLIGHTS

13,250
training attendees

4,670
technical assistance
visits

30,000+
hectares of
sustainable coffee
production

9
specialized projects,
funded by customers
& facility teams, in
Raíz farmer groups

“I am consistently inspired by Raíz farmers, who perform the most demanding work in our industry despite being historically excluded from the conversation. The Raíz program provides a platform to learn from their expertise and support their journey toward building sustainable farms and resilient businesses.”

DANIELLE AKINS - Sustainability Manager, Little Rock, AR



2025 FARMERS OF THE YEAR



MARTHA LUCIA RESTREPO RESTREPO
Antioquia, Colombia
Farm Size: 2.2 Hectares
Farmer Partner Since: 2022



“I want consumers to know they are drinking a coffee that has been carefully selected and looked after—from having a good seed and caring for the plant’s growth, to the harvesting, and the entire washing, drying, and packaging process. Activities done with love are evident in a good cup of coffee.”

Martha Lucia Restrepo Restrepo is a trailblazer of business excellence, distinguished by her highly professionalized and data-driven approach to farm management. By integrating agroforestry and shade-grown techniques, she protects local biodiversity while maintaining a resilient operation grounded in meticulous record-keeping and rigorous standards. Her leadership is defined by a deep commitment to social responsibility, ensuring fair labor practices and a stable workplace that can withstand industry crises. As a role model for women in agriculture, Martha proves that a perfect balance between environmental stewardship, productivity, and professional ethics is the ultimate formula for a sustainable coffee business.



JOSÉ GÓMEZ LÓPEZ
Chiapas, Mexico
Farm Size: 2 Hectares
Farmer Partner Since: 2018



“With the support we received from the Raíz program, we improved how we process our coffee—from fermentation to drying. This coffee represents hard work done as a family. We hope it reaches far, so that people can consume and enjoy a quality coffee that takes great effort to produce.”

José Gómez López is a transformative leader, who has redefined coffee farming through a model of comprehensive sustainability. Since 2018, he has successfully balanced high-yield productivity with environmental restoration—notably, converting degraded pastureland into thriving, shade-grown plantations. Beyond his own fields, José mentors fellow farming families in climate-resilient practices while maintaining a workplace rooted in social equity and rigorous safety. His commitment to continuous improvement proves that ecological health and social dignity are the ultimate drivers of coffee quality and farm profitability.

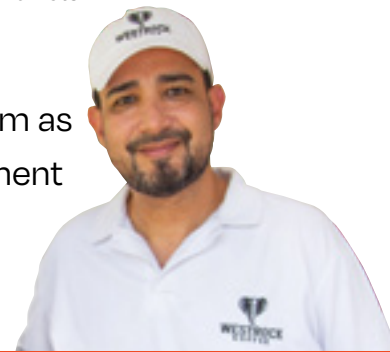


FARM RESILIENCY»»»

INSIGHTS DRIVING IMPACT

Profitability is the bedrock of resilient farming. By translating years of direct farmer feedback and regional cost-of-production data into a localized farm cost efficiency tool, we are empowering our farmer partners to move beyond estimation. Our efficiency tool doesn't just calculate costs; it identifies the precise levers a farmer can pull to maximize their return per hectare while navigating volatile markets.

“Cost modeling with farmers is important. Farmers begin to see their farm as a business, and by applying each of the personalized financial management recommendations, we help them clearly see how their business, if organized and well managed, can be economically sustainable.”



MARLIO ABELLA - Westrock Coffee Field Manager, Huila, Colombia

In a recent cost-of-production exercise conducted with coffee producers in Huila, Colombia, farmers gained critical visibility into the financial health and operational efficiency of their individual operations. By benchmarking performance against a local peer group, participants identified specific levers to improve long-term financial resiliency. Throughout 2026 and 2027, we are expanding the reach of these insights to ensure all Raíz farmer partners can access insights tailored to their farm operations.

Farm ⁸	Profitability Rank	Key Strength	Primary Weakness
Farm #1	1st	Highest income/ha; Debt-free	Highest labor costs per hectare
Farm #2	2nd	Economies of scale; Moderate costs	Room to improve quality/yield
Farm #3	3rd	Moderate baseline	High loan/miscellaneous input costs
Farm #4	4th	Potential future infrastructure	Highest building & loan costs; Lowest income



CLOSING THE GAP»»»

OUR COMMITMENT TO GENDER EQUITY

Roughly 12% of women in agriculture have access to technical assistance, compared to 30% of men, leading to 24% lower productivity on women-run farms⁹. In Raíz, closing this productivity gap would put an additional \$7.8M+ in the pockets of female farmers and generate 5M+ lbs. more coffee for Westrock Coffee customers annually. In other words, our investments in supply resiliency are most efficient and economically advantageous when men and women have equal access to Raíz services.

WHAT WE DID IN 2025

Research shows that increased access to networks and social capital for women leads to higher crop yields. Knowing this, we collaborated across the value chain on several initiatives.

Created action plans to increase inclusion of women with each group of Raíz farmers—in trainings, on farms, and in specific leadership roles.

Partnered with Equal Origins to launch a workshop series to increase awareness, action, and benefits of gender equity in two Raíz groups.

Facilitated two customer-funded workshops exclusively for women in coffee on soft and hard skills development.

2026 IS THE UNITED NATIONS INTERNATIONAL YEAR OF THE WOMAN FARMER

Westrock Coffee will use the UN International Year of the Woman Farmer as a foundation to amplify the benefits of gender equitable opportunities in coffee.



Meet Maria Luz, a 50-year coffee veteran with the insatiable desire to continue learning and improving her coffee farm. We will follow her progress to see where engagement in the Raíz program and infrastructure investments take her. Follow her journey on Westrock Coffee's Instagram @westrockcoffee.

“Women have always been working, but in the shadows. Today our work is visible. Being a woman coffee grower means being a leader who contributes to the farm, the work, and the people involved.”

MARIA LUZ ZAPATA - Raíz Sustainability™ farmer partner, Hispania, Colombia



MEXICO

Active Since: 2017
 Female Participation: 26%
 Average Age: 48
 Average Farm Size in Hectares: 1.91
 Average Production: 1,232 kg GBE/ha*

HONDURAS

Active Since: 2023
 Female Participation: 21%
 Average Age: 50
 Average Farm Size in Hectares: 5.56
 Average Production: 1,287 kg GBE/ha*

NICARAGUA

Active Since: 2015
 Female Participation: 15%
 Average Age: 56
 Average Farm Size in Hectares: 18.28
 Average Production: 1,160 kg GBE/ha*

COLOMBIA

Active Since: 2015
 Female Participation: 21%
 Average Age: 58
 Average Farm Size in Hectares: 9.54
 Average Production: 1,710 kg GBE/ha*

PERU

Active Since: 2015
 Female Participation: 16%
 Average Age: 50
 Average Farm Size in Hectares: 3.8
 Average Production: 1,351 kg GBE/ha*

BRAZIL

Active Since: 2015
 Female Participation: 17%
 Average Age: 65
 Average Farm Size in Hectares: 93.94
 Average Production: 2,741 kg GBE/ha*

2025 Raíz Sustainability™ COUNTRY SNAPSHOTS

From country to country, Raíz Sustainability™ has stayed true to the foundational elements of the program while also adapting to the unique farm profiles and needs of each origin. This flexibility provides both year-round surety of supply for customers and tailored programing for all types of Raíz farmers. Here's a glimpse into the diversity of the Raíz program across Latin America.

*Green Bean Equivalent per hectare



EDDIE MOORE - Facility Supervisor, Conway, AR

SUSTAINABLE MANUFACTURING » POWERED BY PEOPLE

Sustainable manufacturing is not something that happens in a vacuum. It takes:

FOCUSED LEADERSHIP

Leaders from departments and facilities across the company came together in 2025 to form teams focused on maximizing operational efficiency and minimizing waste, leading to over \$4 million in cost savings and optimization initiatives.

EMPOWERED TEAM MEMBERS

The team at our single-serve cup manufacturing facility tested and refined their own prototype to recover more coffee during the manufacturing process, minimizing waste and optimizing systems.

EVERYDAY ACTIONS

By integrating everyday sustainable actions, we are optimizing our cost structure and fostering a resilient supply chain. From energy efficiency to lean processes, these actions reduce environmental impact while supporting high-quality production for our customers.

“Our commitment to sustainability is foundational to our operational excellence. We have institutionalized environmental and social stewardship within our manufacturing processes through three key levers: responsibly sourced coffee and tea, energy-optimized roasting technology, and lean waste reduction. This proactive approach to waste and energy reduction and supply chain resilience safeguards our product integrity and ensures a stable, premium supply for our stakeholders.”

STACY GREENE - Senior Vice President of Manufacturing, Little Rock, AR



WESTROCK COFFEE » PURPOSE-BUILT, CUSTOMER-DRIVEN

To Our Partners,

Sustainability at Westrock Coffee is not a one-department operation. It is at the core of our entire business. That belief has guided our decisions from the very beginning.

When we learned that farmers in Rwanda could not sustain their families within the existing coffee supply chain, Rwanda Trading Company was born. Since 2009, we have grown our business with the purpose to buy more coffee. The more coffee we can buy, the more farmers' lives we can help positively impact.

What you see in these pages is the culmination of a 1,300+ person team and now 17 years of working together to build processes and products that are better for people and the planet.

We intend to lead the industry in innovation, resilient beverage solutions that empower our farmers and deliver competitive advantage to our customers.

We are confident in our direction, clear-eyed about the challenges and opportunities, and unified in the work ahead of us. As the brand behind the brands, we are here for any company that wants to partner in creating ethical products and supply resiliency.

Sincerely,

WILL FORD
Chief Operating Officer, Little Rock, AR

3

Origin projects funded by waste sales in 2025

4,464

MT of spent coffee diverted from landfill

631

MT CO2e saved through improved operational efficiency

Looking for a beverage solutions partner? Scan the code to get in touch with us.



RESILIENCY IN ACTION »» WORDS FROM OUR FARMER PARTNERS

Providing platforms for farmer voices is a key part of our sustainable supply strategy. Beatriz Vélez and her children, Lina and Hernán Posada, Raíz farmer partners since 2016, provide their perspective on the coffee business.

To Our Customers,

When we started on our farm in 1973, we knew almost nothing about coffee. Over the years, we learned how to care for the plants, harvest, roast, and appreciate good coffee ourselves. As more families settled nearby, our neighbors became our collaborators, and slowly, our farm became our home and livelihood.

Resiliency is not optional for us; it is part of being coffee producers. We choose to focus on areas that can make a difference.

When we saw mothers bringing their children to the fields because they had no one to care for them, we founded a school to provide a safe place for them. When we wanted to certify our farm but were overwhelmed by the investment and technical expertise necessary, we joined Raíz Sustainability™ so we had a partner to help us improve.

This is why meaningful collaboration matters. In the future, we hope that the industry changes and begins to recognize the immense effort that is put into producing coffee through collaborative, long-term partnerships. When people are treated with dignity, they want to stay.

For us, knowing the people who work with us—their joys, struggles, and stories—is part of our responsibility. And we believe they deserve to drink the coffee they harvest. Sharing it with them completes the circle in a beautiful way.

Cheers to our partnership,

BEATRIZ VÉLEZ, LINA POSADA, & HERNÁN POSADA

Raíz Sustainability™ farmer partners
Concordia, Colombia
Farm Size: 13.84 hectares



GLOSSARY

ECOLOGICAL RESTORATION: Environmental interventions like reforestation that are implemented to recover the health of ecosystems that have been damaged or degraded

GENDER EQUITY: Equal participation on coffee farms to ensure greater farm profitability and surety of supply

REGENERATIVE: Our ultimate goal is that farmer partners and their environments are thriving, their work helps the people around them, and they are restoring the ecosystem they're working in

RESILIENCE: The ability to maintain profitable and ethical business amidst market-, climate-, and community-based variables

RESPONSIBLE: A characteristic of farms and suppliers that are doing no harm to people or ecosystems. This is our baseline requirement of our partners and promise to our customers

SUSTAINABLE: Partners are resilient; their work helps the people around them; and they are doing no harm to ecosystems

TRACEABILITY: An accountability tool. Westrock Coffee uses traceability to ensure supply partners and the coffee we purchase from them meets our ethical requirements. Depth of traceability depends on customer preference and the type of supply chain their product comes from

TRANSPARENCY: Forthcoming, collaborative relationships built with repeatable business and demonstrated commitment to sustainable partnerships

VERTICAL INTEGRATION: Ownership and management of multiple entities along the supply chain to reduce risk and increase operational efficiencies





APPENDIX

¹Westrock Coffee uses 40% less energy to roast twice as much coffee relative to other leading roasting equipment. This figure only pertains to machines in our newest facility.

²MWITO FUNDRAISER

Since 2019, success stories from Mwito Primary School have connected those of us at the end of the coffee supply chain to those at the beginning in a distinctly human way.

In 2025, we wanted to give people the chance to support the Mwito school personally. Through the sales of RTC branded merchandise, over \$2,000 was raised, supporting 365 students and 6 teachers.



See what you can do here >>>

³One container representing less than 0.5% of annual coffee and tea volume was conventionally purchased decaf. Controls have been put in place to prevent this in the future.

⁴WESTROCK COFFEE COMPANY'S RESPONSIBLY SOURCED PORTFOLIO

REAL ROOTS™: provides a responsible foundation for coffee sourcing that establishes social and environmental accountability through a supplier vetting process and an ethical risk management approach.



3RD PARTY CERTIFICATIONS: offer customers robust choices and benchmark compliance criteria for Westrock Coffee's programs.



RAÍZ SUSTAINABILITY™: is comprised of sustainable supply chain partners who are moving toward regenerative agriculture. Raíz products are also traceable to the farmer. We know the name, location, and sustainability status of every Raíz farm and ensure they are paid fairly.

⁵Westrock Coffee's Responsible Sourcing Portfolio percentages represent 2025 coffee volume only. These values are subject to change in future years

⁶1% of 3rd party purchases were certified Organic-only

ROSA INES QUITIAN - Raíz Sustainability™ farmer partner, Quindío, Colombia

⁷RAÍZ SUSTAINABILITY'S™ FIVE FOCUS AREAS

LABOR PRACTICES: Contribute to on-farm and community well-being while also enhancing the quality and resilience of the coffee supply chain

GENDER EQUITY: Equal participation on coffee farms to ensure greater farm profitability and surety of supply

FARM RESILIENCY: Advance farm business management and the ability to be profitable in the face of outside risks

REGENERATIVE AGRICULTURE & AGROFORESTRY: Ensure the long-term viability of coffee production while minimizing its environmental impact

YOUTH PARTICIPATION: Facilitate the transmission of coffee knowledge to foster innovation and create economic incentives that further the generational legacy of coffee

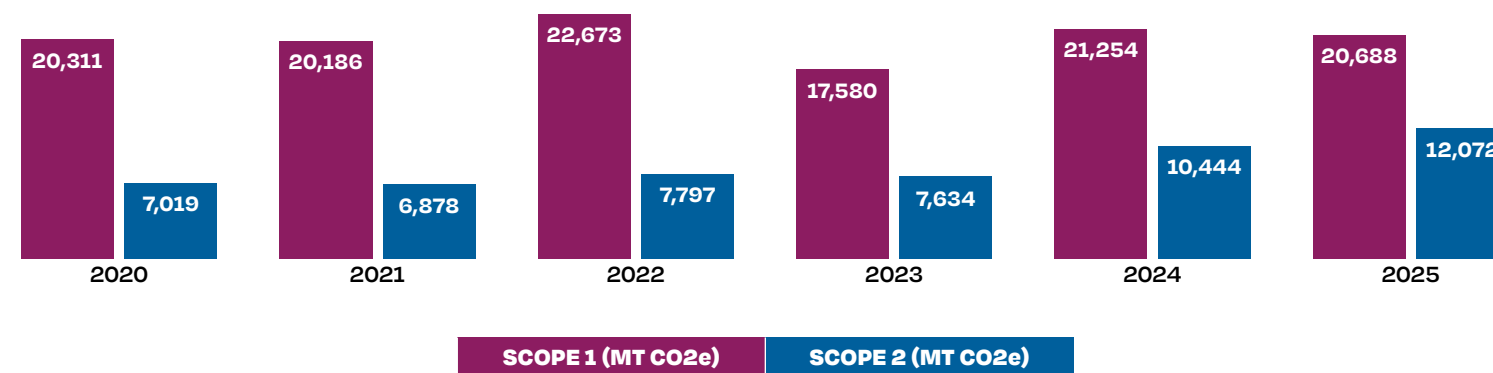
⁸The data represented here is pulled from a sample of farms within Westrock Coffee's dedicated supply chains

⁹Food and Agriculture Organization of the United Nations (FAO). The Status of Women in Agrifood Systems. Rome, 2023. <https://doi.org/10.4060/cc5343en>



HISTORICAL EMISSIONS UPDATES >>> 2020 TO 2025

Each year that we have calculated our Scope 1 and 2 emissions, we have continued to improve, refining our systems and our internal controls, which has allowed us to be more precise in our calculation. To reflect these improvements and to maintain consistent methods over the years, we have recalculated our historical emissions. See our corrected Scope 1 and 2 emissions in the table below.¹⁰



¹⁰Scope 1 and Scope 2 emissions presented in this table utilize emissions factors, assumptions, and methodologies published and available at the time of calculation. These figures include an inherent margin of error. Annual emissions totals are subject to change whenever the Emission Factor Database updates emissions factors, calculation methodologies, and/or the GHG Protocol updates accounting methodologies.



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