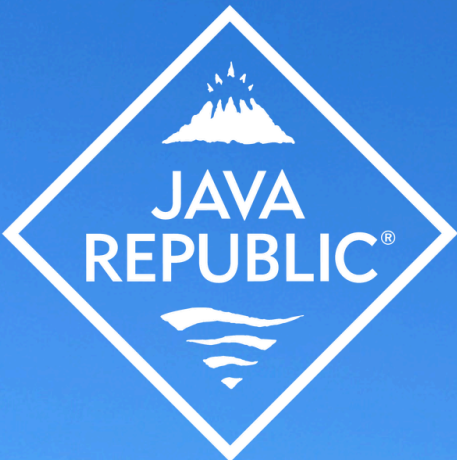




Palmital Estate,
Brazil Origin Trip

Java Republic Impact Report 2025



Our Journey

Since Java Republic was founded in 1999, the coffee landscape has significantly evolved. Consumer tastes have premiumised, cafés have become destinations for experience and discovery, and the challenges facing coffee producers have grown more complex. Yet through every change, one thing has remained constant: our commitment to sourcing exceptional coffee, building meaningful partnerships, and doing business in a way that creates a positive impact for people and the planet.

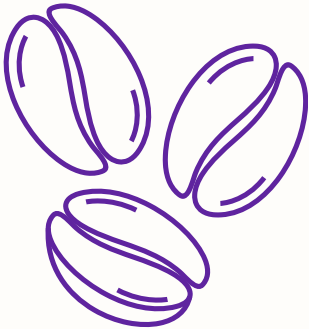
2025 was another year that tested the coffee industry. The effects of climate change continued to influence coffee-growing regions across the world, placing ongoing pressure on supply and commodity prices. At the same time, café culture continued to evolve at pace. Matcha took Europe by storm and cemented its place as a permanent feature on our menus, and customers increasingly sought quality and innovation alongside their daily coffee.

Against this backdrop, we remained focused on what matters most. We strengthened long-standing relationships with our producers and suppliers, supported our customers, and continued to invest in our people.

The purpose of this report is to provide an honest and transparent reflection on the year. It highlights the progress we have made and the opportunities that lie ahead. While the coffee industry will continue to evolve, our purpose remains unchanged: to set the standard for exceptional coffee!



2025 Highlights



Kilos Roasted
527,996



Enough Coffee for over
27 million
Double Espressos!*



Service and Quality Calls
+6,800

15%

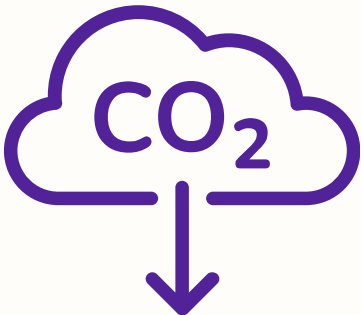
of Green Coffee
Purchased Represents
Organic or Fairtrade



Origin Trip
Brazil



Absolute YOY
Waste Reduction
13%



Scope 1+2 YOY
Emissions reduction
19%

Zero

Production Waste to
Landfill

Achieved:



**Based on a 16g coffee dose*

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Care for Origin

We are committed to sourcing coffee with transparency and traceability, building long-term relationships with producers, and supporting the communities where our coffee is grown.



5

Supported Origin Projects



6

Farms Visited in Brazil



4

Producer Face-to-Face Meeting



6

Limited Edition Coffee Launches



2

New Single Origin Coffees Introduced



11

Countries Sourced from

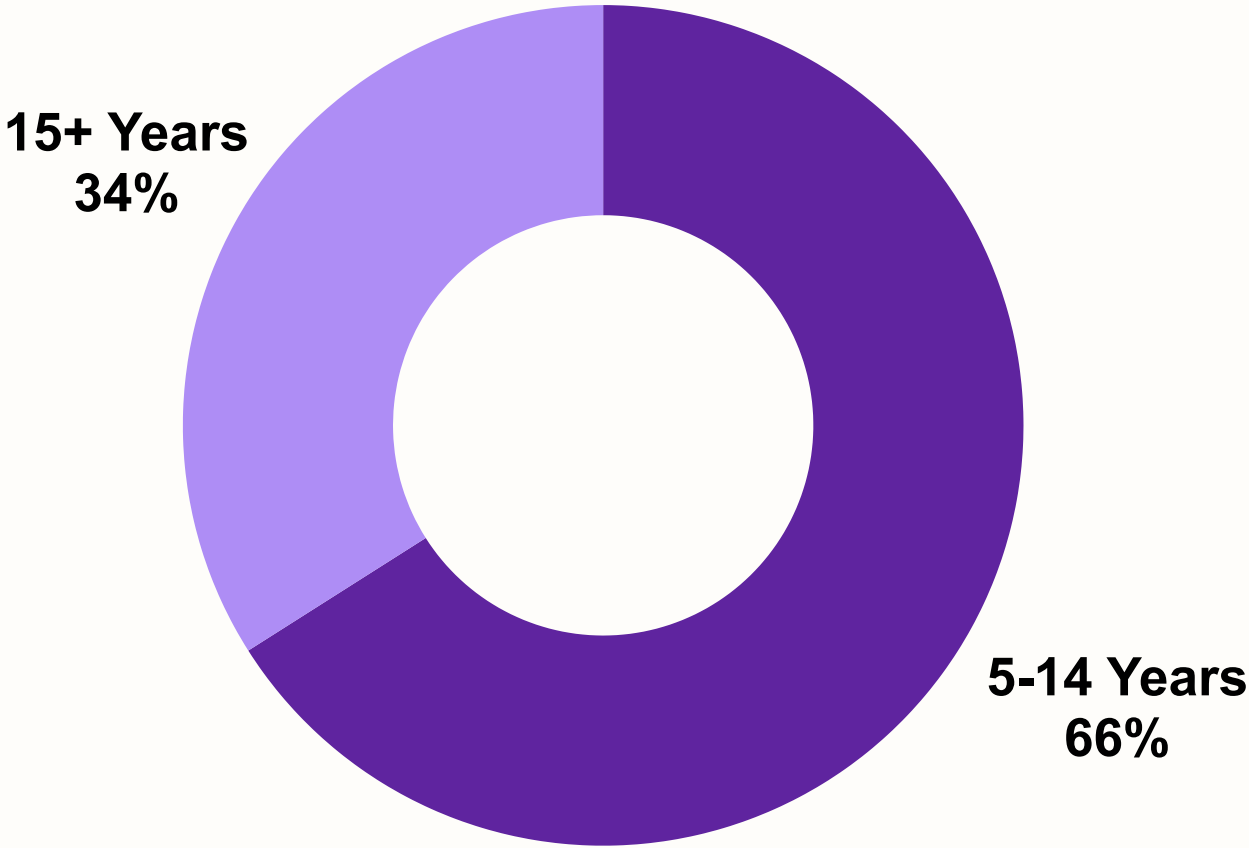
Long-term Partnerships

Long-term partnerships are at the heart of our sourcing approach.

We have worked with DRWakefield, one of our green coffee importers and one of Java Republic’s longest-standing partners, for more than 20 years (the photo on the right dates back to 2014).

Every coffee we source comes from producers we have worked with for at least five years. More than one-third of these relationships span over 15 years, with some approaching two decades. These long-standing partnerships build trust, improve consistency and provide greater stability throughout the supply chain.

Length of Our Producer Relationships



Looking ahead...

- We aim to strengthen green coffee forecasting and consolidate purchases and deliveries where possible. This will support more consistent demand for our producer partners, improve supply-chain stability and reduce the environmental impact associated with transportation.



“ For me, a long-term partnership is really about knowing each other well, growing together and working through the challenges along the way.

With Java Republic, it’s about strong relationships, shared ambitions and staying connected to the people behind the coffee. Over time, that trust allows us to share more, innovate together and create better quality, more bespoke coffees and projects that bring real value across the supply chain.”

-Priscilla Daniel, DRWakefield

Care for Origin

At Java Republic, **Care for Origin** is our broader approach to responsible coffee sourcing. We work with producers and partners who share our commitment to responsible farming, fair treatment of workers and stronger coffee-growing communities.

One measurable part of this approach is our commitment to internationally recognised environmental and ethical certifications, including Rainforest Alliance, Fairtrade and Organic. **In 2025, 14.76% of our total green coffee purchases carried one of these certifications, against our target of 20%.**

Certification is one measure of our progress, but it does not capture the full scope of Care for Origin. We also purchase coffees through partnerships and initiatives that support people, communities and the environment.

Initiatives we supported and the quantity of coffee purchased in 2025:

- **Rwanda Kinini:** Helping displaced young people and women in rural Rwanda through education and health care in Rulindo District, Rwanda (10,499 kg)
- **Colombia Crecer:** Supporting sustainable farming practises on smallholder coffee farms in Colombia (16,781 kg)
- **Brazil Donas:** Supported over 100 women producers in 2025 through training, knowledge sharing and workshops (9,321 kg)
- **Honduras Capucas:** Supporting beekeeping as a means of income diversification for coffee producers in Capucas, Honduras (35,272 kg)
- **Costa Rica:** Improving local infrastructure and community development by funding health centres, schools and supplementing producer income (32,439 kg)

Jeffrey Long, Managing Director
Brazil 2025 Origin Trip
Donas do Café Farm Visit



Producer Spotlight: Sítio Maranhão

Following two consecutive visits to Brazil, we made a commitment to support SMC's **Donas do Café Project** in 2025 – an initiative that empowers women coffee producers through training, resources, and market access.

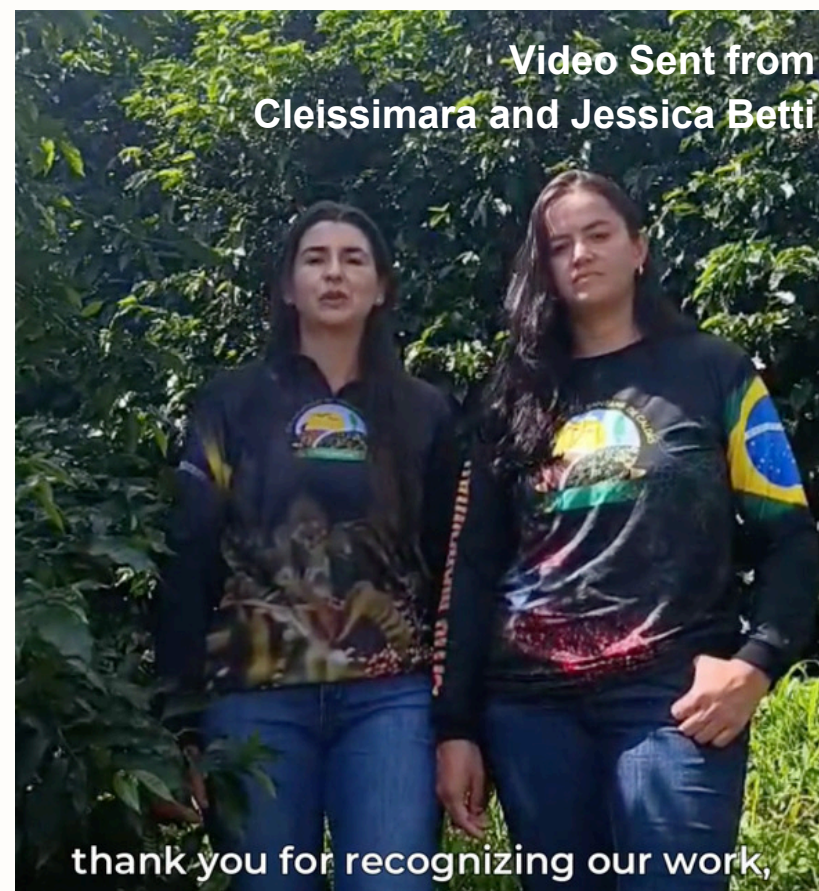
By supporting this project, we aim to:

- Champion **gender equity** at origin.
- Ensure a more **resilient, sustainable supply chain** in the face of climate change.

To bring this commitment to life, we transitioned the Brazilian beans used in our popular Mestizo blend and our Brazilian Decaf to beans sourced through the **Donas do Café Project**. In 2025, we bought over **13,000kg** of coffee from the Donas do Café Project.

Looking ahead for 2026...

- One family we've been fortunate to visit on both of our trips to Brazil is the Betti family. Jessica and Cleissimara Betti are actively involved in the Donas do Café Project and warmly welcomed us into their home.
- Inspired by families like the Bettis, we plan to launch a Brazilian Single Origin coffee sourced from Donas do Café producers, further supporting the project and the incredible women behind it.



Circular Economy

We don't just manage waste - we aim to eliminate it. By giving materials a new life, we're helping to build a more circular economy.

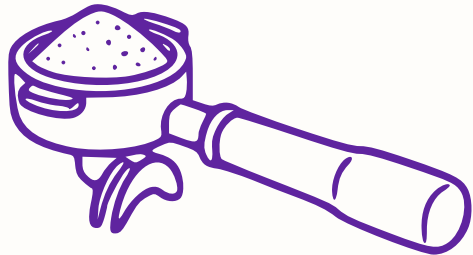
Zero

Production Waste
to Landfill



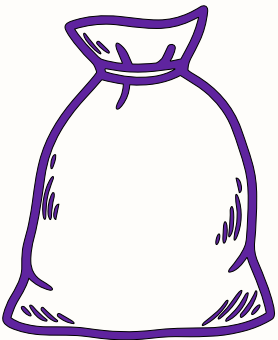
100%

of Coffee Chaff
Diverted for
Composting



100%

of Coffee Grounds
Diverted from General
Waste



100%

of Hessian Sacks
Repurposed



13%

YOY Waste
reduction (across
all waste streams)



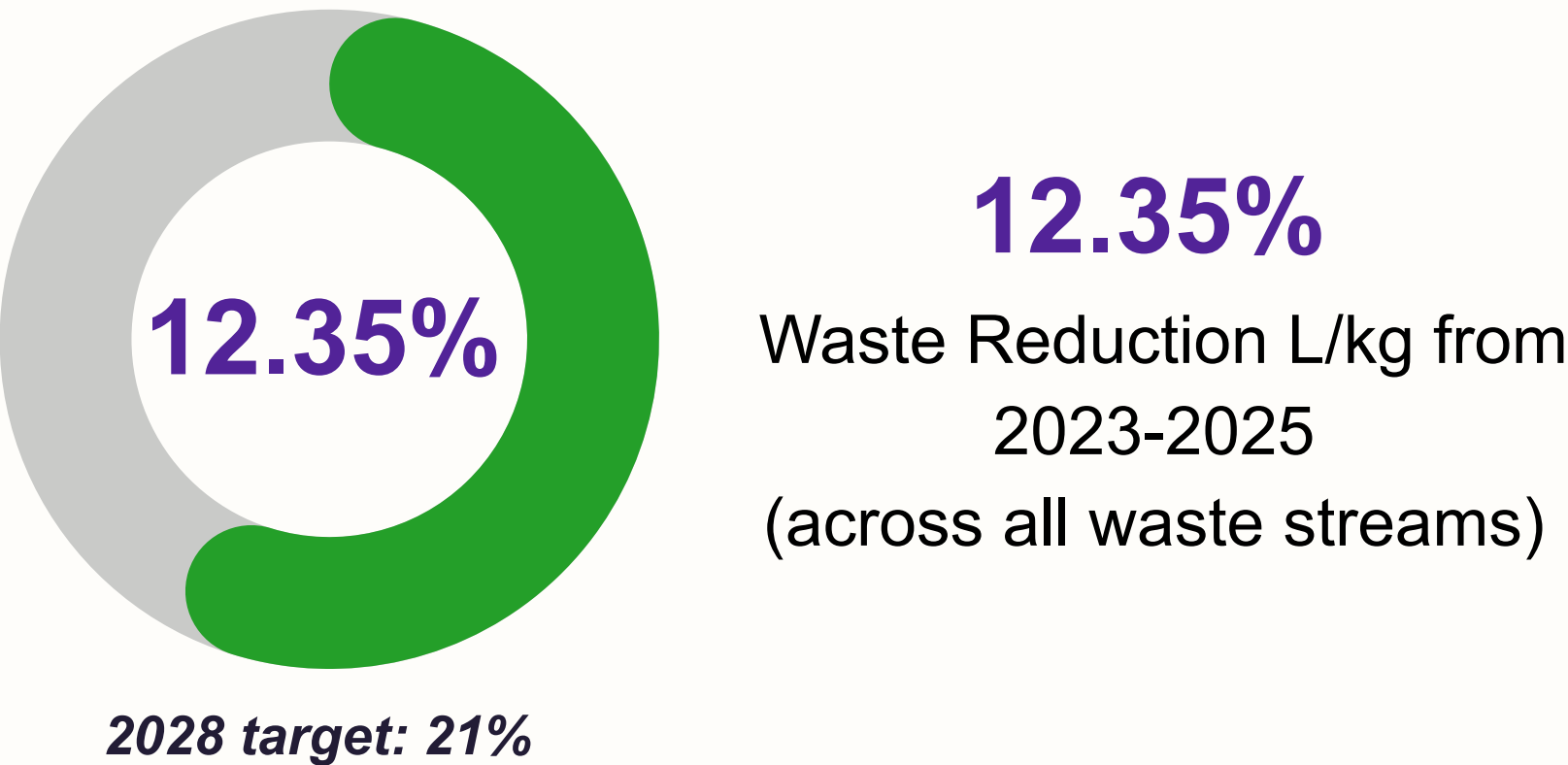
1500m

of Coffee Foil Saved by
Using Reusable Coffee
Containers in our own Café

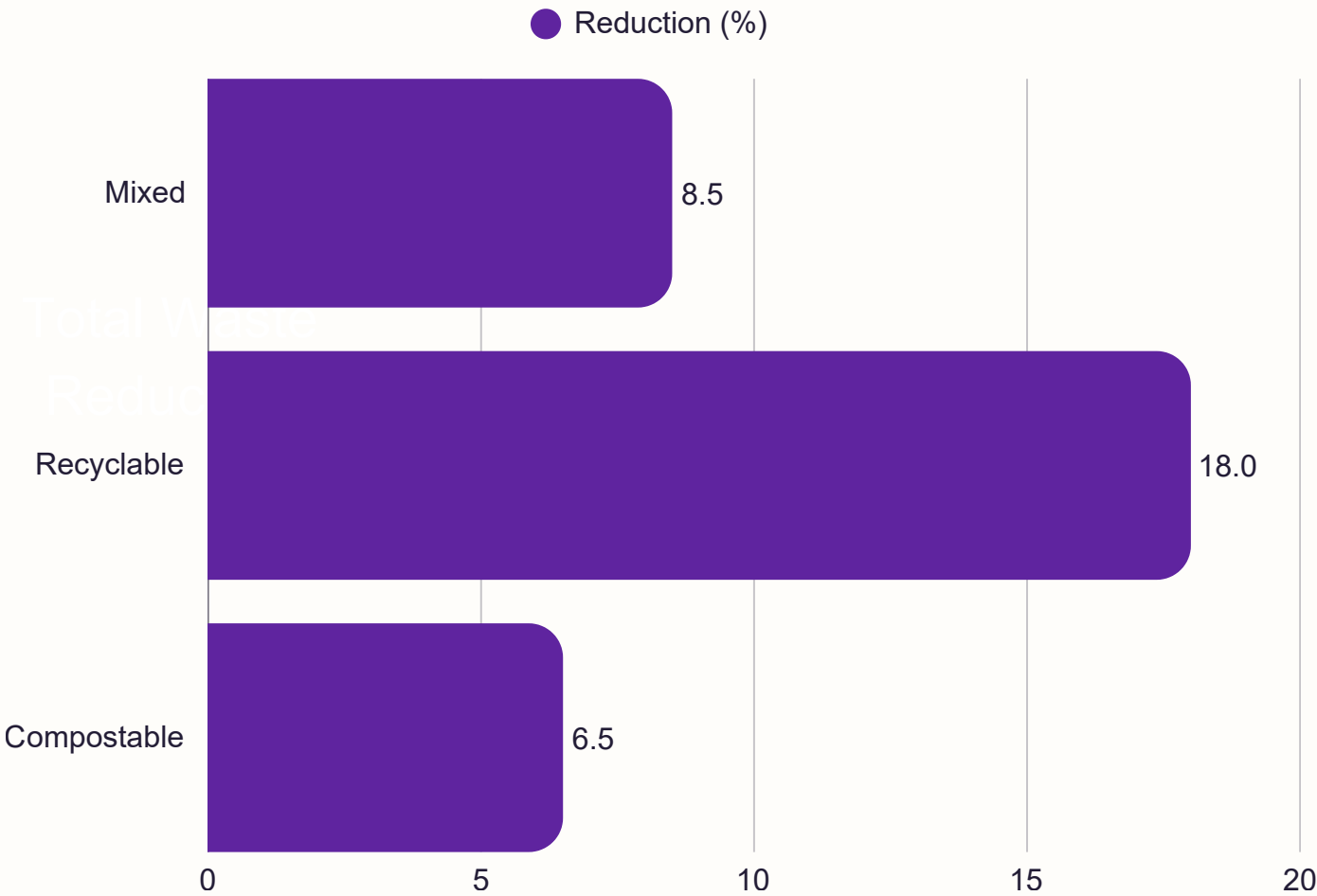
Waste Reduction

Our **ambition for 2023–2028** is to reduce total waste generated by 21% per litre/kg of product, accounting for business and product volume growth.

Overall Progress on our 5 Year Target:



YOY Waste Stream Reduction by Category



Operational Improvements Implemented in 2025:

- Reduction in commercial bin numbers to improve waste management and minimise unnecessary collections.
- Introduced dedicated waste segregation areas to make correct separation easier and more consistent.
- Integrated waste segregation performance into monthly hygiene audits, creating regular accountability and monitoring.
- Embedded waste segregation principles into induction training for all new team members, helping establish good practices from day one.

Resource Conservation

Java Republic-produced products

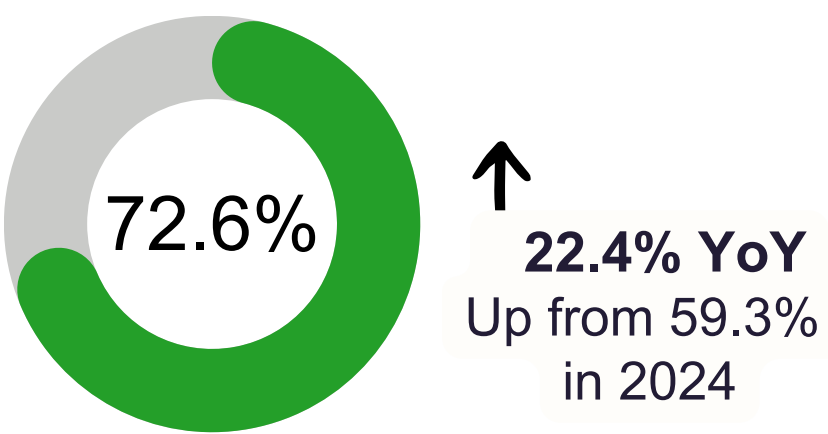
Target for 2025: Achieve 100% recyclable or compostable primary and secondary packaging across all products produced by Java Republic.



Traded Goods

Target for 2027: Achieve 100% recyclable/compostable packaging across all traded goods purchased from suppliers by the end of 2027.

2025 Progress: Achieved 72.6%, up from 59.3% in 2024, representing a 22.4% YoY increase



2027 target: 100%

Looking ahead...

- We aim to re-introduce a 6kg coffee bag solution to help reduce the amount of packaging used per kg of coffee.
- Continue to review our existing packaging range to identify opportunities for ongoing improvement in recyclability, resource use and packaging efficiency.
- Ensuring full compliance with EU PPWR legislation.



Biodiversity Partnership Spotlight

The Green Edge, Rush

As of March 2024, we have established a partnership with Green Edge in Rush. An organic farm owned by Tony Lowth, who collects 100% of our coffee chaff from the roastery and coffee grounds from the Café and uses them to create compost.

Coffee chaff is a bio product from roasting coffee - it's a "husk" covering the coffee bean. It has no purpose to the process, but it has great properties to add value to compost production. It introduces healthy amounts of nitrogen, enriches the soil and works extremely well as a mulching agent.

“ *Through my volunteer work with homeless people, I discovered that many people had valuable planting skills and a strong connection to growing plants. I was inspired to apply these ideas, so I started building no-dig gardens back in 2005.*

I wanted to do something meaningful and give back while focusing on soil fertility and growing naturally produced vegetables, much like my father did. My approach was to use free, natural materials to enrich the soil, as I understood that fertility builds up over time through a gradual process.

That is why I bought a derelict property to carry out proper research into simpler ways for people to grow vegetables in the modern era. I believe we have forgotten many of these practices, and I wanted to help rediscover and promote them through the work we are doing.”

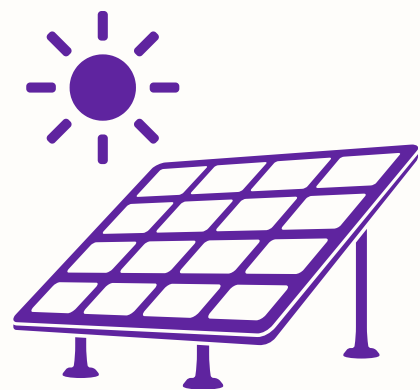
-Tony Lowth, Green Edge



We operate zero production waste to landfill - in collaboration with The Green Edge Company, 100% of our coffee chaff is repurposed

Climate Action

We are on the journey to Net Zero. Net Zero emissions means that the amount of greenhouse gases released into the atmosphere from human activities is balanced by the amount removed from the atmosphere. When emissions and removals are equal, the “net” impact on the atmosphere is zero.



315

Solar Panels
Installed

31%

Electricity Demand
Supplied by Solar Panels



3 cars & 1 vans

Switched to EV Vehicles

21%

YOY reduction in
diesel usage



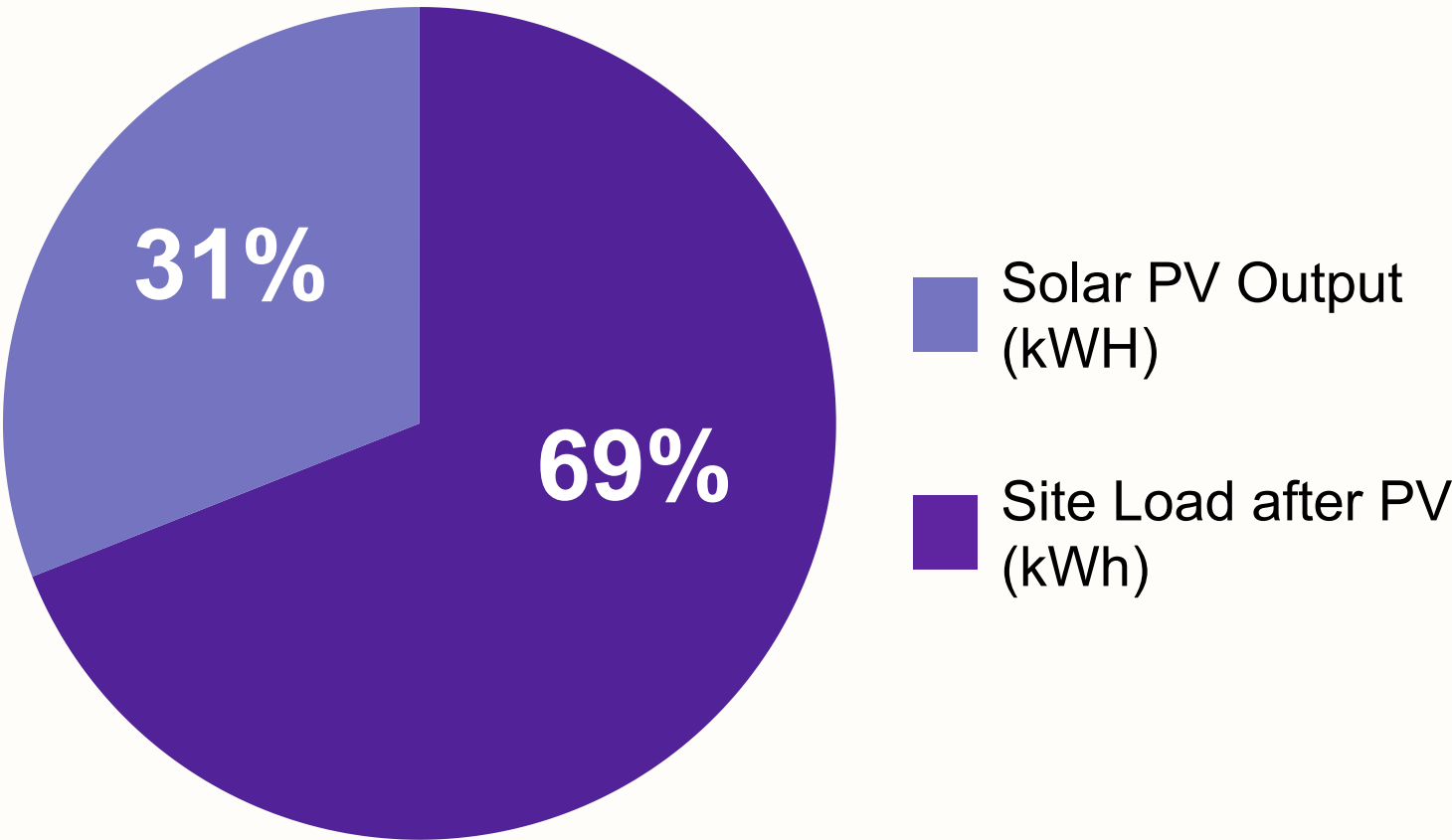
100%

LED Lighting

Energy Breakdown

2025 Energy Breakdown		
Site Energy Consumption	kWh	227,322
PV Generation	kWh	70,913
Grid Usage Reduction	%	31%

Site Electricity Demand 2025



The number of kilograms of CO2 you have offset with Solar PV

This Year: 24,664

Lifetime: 56,110



The number of Evergreen trees it would take to offset this much Carbon annually

This Year: 1,762

Lifetime: 4,008



The number of Households' annual electricity usage you have offset

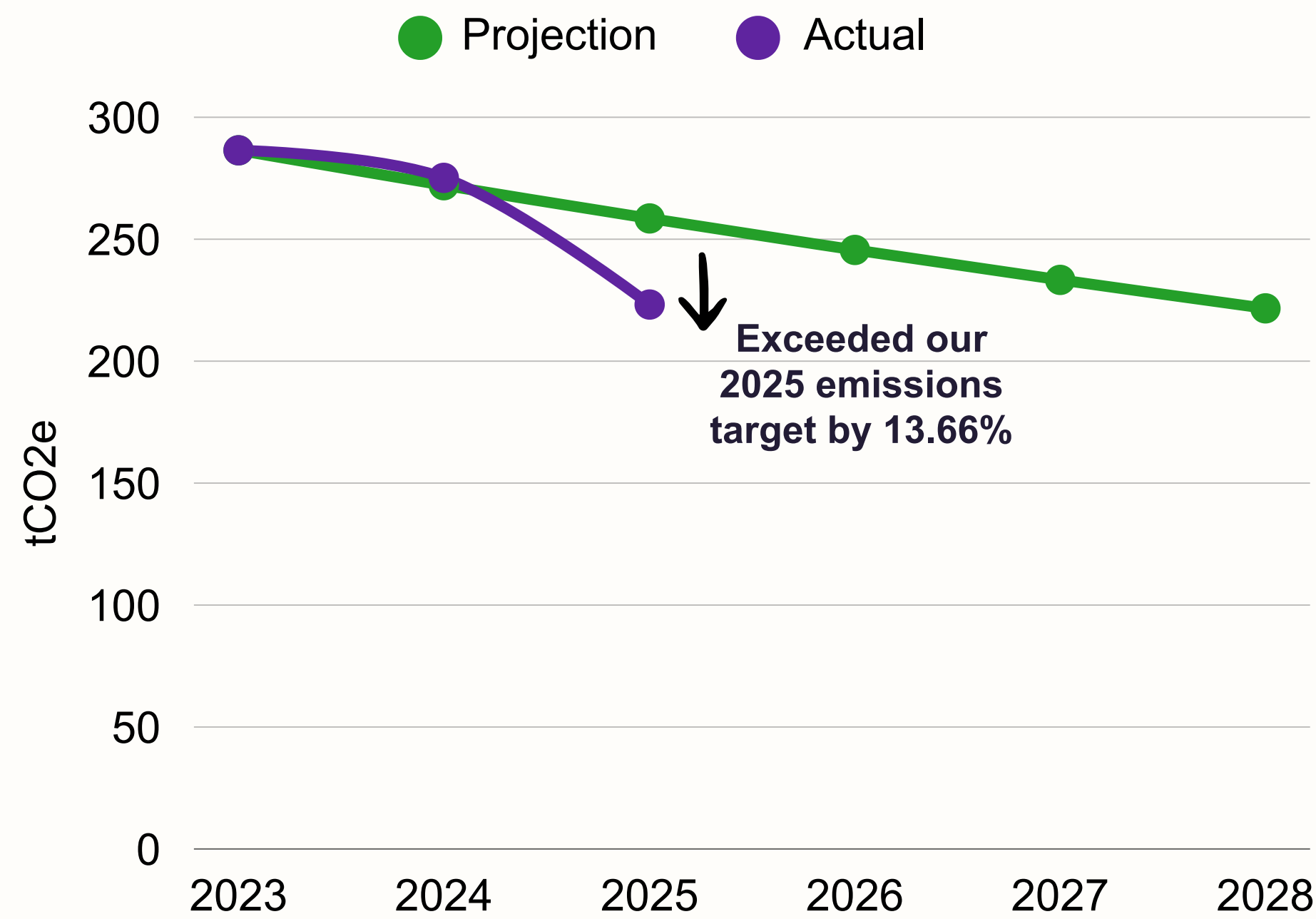
This Year: 16.9

Lifetime: 38.4

Carbon Emissions

We are committed to achieving a minimum 5% year-on-year reduction in Scope 1 & 2 emissions. Our target will be supported by continued investment in renewable energy, energy efficiency, lower-carbon transport and more efficient production processes.

Scope 1 + 2 Emissions: Actual vs Projected



Our Focus

- **Lower-Carbon Fleet**
Increasing the use of HVO in our company vehicles to reduce reliance on fossil diesel
- **Biomass Energy**
Using our Eco Cabin and wood pellets for heating and hot-water generation, reducing fossil-fuel use
- **More Efficient Roasting**
Optimising production planning and roasting schedules to reduce natural gas consumption
- **Energy-Efficient Equipment**
Upgrading energy-intensive equipment, such as the production compressor, to reduce electricity consumption

Looking ahead...

- We will continue to measure our performance, invest in practical carbon-reduction initiatives and work towards achieving our 5% year-on-year reduction target.

Climate Investments

We do what we can to make our facilities as energy efficient as possible and have a long-term strategy for a low-carbon fleet, but we know there is more work to be done.

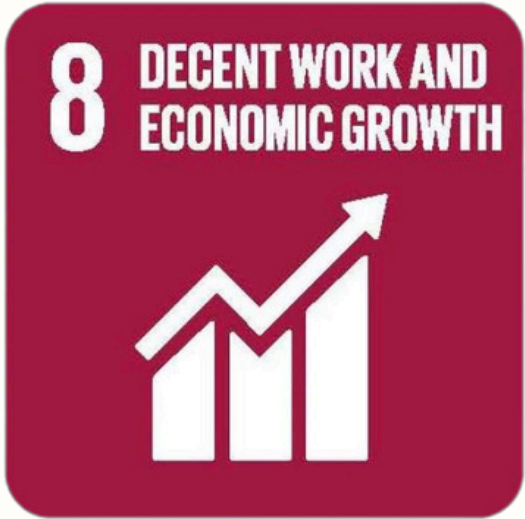
ecoact Since 2010 we participate in Carbon Clear Projects customised for us by Eco Act.

In 2025, we selected a project in Brazil supporting the transition from fossil fuel use to renewable biomass energy. This project was chosen not only for its strong carbon reduction impact, but also for its biodiversity protection and social development benefits.

The Serragem project has developed a new biomass brick design with two factories location in the municipality of Sao Miguel do Guamá in Brazil. Willing to reduce their impact on the environment, these companies have chosen to use biomass residues based on Açai seeds and sawdust, reducing pressure on the native forest and protecting biodiversity.



Supports a drug and alcohol rehabilitation centre



Created 220 employment opportunities



Reduced 577,290 tCO2 over its first 10 years of operation



Protected 1,773 hectares of forests

**Our investments in these programmes does not negate the GHG emissions of our products or our value chain but remain an important part of our overall climate action plan.*

Care for People

We are committed to creating an inclusive, ethical and supportive workplace, while making a positive impact in the communities where we live and work.



400kg

Coffee Donated to
Focus Ireland



71%

Employees received
SCA Accredited
Training



6.6

Average length
of Service



+90

Volunteer Hours



12

Internal Events
Hosted

10

Employees with 10-
14 years of Service

6

Employees with 15+
years of Service

Inclusive, Fair & Thriving Workplace



Dublin: 61



Galway: 5



Cork: 7



Other: 4

Workplace Benefits:

- Pension scheme, Income Protection, SCA-certified coffee training, Employee Service Awards Programme, product discounts.

Employee Wellbeing:

- Trialled an Employee Assistance Programme
- Reduced the working week from 40->37.5
- Flexible working hours
- Hybrid working models
- Cycle to work scheme launched
- Introduced a quarterly MVP Award
- We have a goal of running four coffee culture and wellbeing events a year. This year we hosted 12!

Launched in 2025:

- Employee Engagement and Inclusion Survey
- One Annual Charity Volunteer Day per employee



Roastery, Café and Office in Dublin 15.

Company Culture

We hosted more than 12 internal culture events, creating meaningful opportunities for employees to connect, celebrate, and develop their coffee knowledge and skills.



Blue Monday



International Women's Day



Summer Social
Evenings in
Dublin, Cork &
Galway



International Coffee Day



Valentines Day



Easter



Halloween



St Patrick's Day Matcha
Masterclass



International Tea Day



Meditation & Mocha Morning



Movember

Charity Partner Spotlight: Focus Ireland

Not only do we aim to support coffee communities at origin, but we also strive to provide support locally in Ireland, where our coffee beans are roasted and distributed.

Focus Ireland

In 2023, we entered into a partnership with Focus Ireland which sees us delivering ground coffee to their Dublin base every month. We have also donated coffee equipment to the charity and hosted Barista Training for their staff.

“ Focus Ireland's collaboration with Java Republic has been such a positive journey, from the very first request through our website right through to today, nearly three years on. One of our values in Focus Ireland is quality, and collaborating with Java Republic helps us honour this value. It goes without saying that Java Republic coffee is a quality product, allowing us to offer our customers a premium product that they might not otherwise experience at such an affordable cost.

Our collaboration is about more than coffee. It is about working with the Java Republic team, who genuinely believe in what we do, share our values and recognise the positive social impact they can have. The support we receive is always incredibly meaningful, and they are there for us in all our interactions and requests, no matter how grand they may be. Our values are truly aligned, and I believe that is what makes the collaboration such a winner.

-Alison Cullen, Catering & Facilities Manager, Focus Ireland



