

## JEDI COMMITMENT STATEMENT

Tropical Mountains GmbH is committed to fostering Justice, Equity, Diversity and Inclusion (JEDI) throughout its operations, business relationships and value chain.

We believe that diversity of backgrounds, cultures, experiences, perspectives and identities strengthens our company and contributes to better decision-making, innovation and positive social impact.

We are committed to providing equal opportunities and fair treatment regardless of gender, age, nationality, ethnicity, disability, religion, sexual orientation or other protected characteristics.

Our commitment extends beyond our own company and includes our relationships with suppliers, producers, customers, service providers and other stakeholders.

As an international coffee company, Tropical Mountains regularly collaborates with people from different cultural and religious backgrounds, including Christians, Muslims and Jews. We also work with members of the LGBTQ+ community and are committed to creating respectful and inclusive business relationships for all stakeholders.

Through our global sourcing and business activities, we seek to create economic opportunities regardless of gender or background. This includes working with women entrepreneurs and professionals in countries where women may face social or economic barriers to participation in the workforce.

This commitment applies to our policies, business practices, supplier relationships and stakeholder engagement activities.

Approved by:

Thomas Schwegler CEO Tropical Mountains GmbH

Date: 17 June 2026