



SUSTAINABILITY REPORT

# COCAPEC

Coffee Growers e Agriculturists Cooperative

Year - 2023

# SUMMARY

03	Message from the President	24	Focus on the Cooperative Members <ul style="list-style-type: none"><li>• Reasons to be a Cooperative Member;</li><li>• Profile of Cocapec Cooperative Member;</li><li>• Cocapec Coffee;</li><li>• Events aimed at Cooperative Members</li></ul>
04	About the Report	32	Cocapec Laboratory
05	Our History	33	Cocapec Differentials
06	Timeline	34	Technical Sector
08	Mission / Vision / Values	38	ESG: <ul style="list-style-type: none"><li>• Environmental Pillar;</li><li>• Social Pillar</li></ul>
09	Cocapec in Numbers	50	People Management: <ul style="list-style-type: none"><li>• General Framework;</li><li>• Featured Leadership;</li><li>• Personal Development;</li><li>• Health and Safety;</li><li>• Exclusive Cocapec Employees.</li></ul>
10	Area of Activity <ul style="list-style-type: none"><li>• Area of native vegetation in our Region;</li><li>• Export Framework;</li><li>• Cocapec Units.</li></ul>	54	
14	Certificates / Highlights and Recognition	58	Cocapec Communication
16	Sustainable Development Goals	60	Testimonials
17	Corporate Governance <ul style="list-style-type: none"><li>• Objectives and Challenges;</li><li>• Governance Structure;</li><li>• Pre-Assembly Committees;</li><li>• Ordinary General Meeting (OGM);</li><li>• Advisory Committees.</li></ul>	61	Information about this Report
		62	Final Message

## MESSAGE FROM THE PRESIDENT

Dear members, customers, suppliers, employees and partners, it is with great pleasure that we share our Sustainability Report. At Cocapec, the commitment to responsible and sustainable practices is more than a philosophy, it is the foundation on which we build our strategies and legacy. In a constantly evolving world, we firmly believe that we must act with environmental, social and governance engagement. Throughout this report, which reflects collective commitment, you will find the continuous efforts we undertake to reduce our impact on the environment, support and stimulate the virtuous circle in and around communities, and promote ethical, fair and transparent commercial conducts. We are proud of the progress we have made, but we know there is always more to be done and, as we move forward, we count on the collaboration of all members and partners involved. Together, we can make a difference and build a sustainable future for generations to come. At the cooperative, we are fully convinced that success is not only measured by numbers, but also by the positive influence we leave on the environment and communities. Aligning the interests of members, society and the cooperative, from waste reduction initiatives to support programs for members, employees and local communities, each page reflects the cooperative's involvement in making the difference. As we progress, I encourage everyone to actively participate in efforts to create a more prosperous and healthier world for future generations. Through the strength of Cocapec, we remain aligned with global movements and the desires of new consumers, always in line with the Principles of the United Nations Global Compact and Sustainable Development Goals (SDGs). With the co-participation of the Board of Directors, which establishes and approves organizational policies, we implemented concrete practices that will be shared on the following pages. This is the commitment to generating value through cooperativism, producing economic and financial results for cooperative producers, customers, suppliers, employees and partners, respecting the ecosystem and nature. I thank everyone involved for their continued support and dedication to our shared vision of a more sustainable world. Together, we will cultivate the future we desire, positively impacting people and the planet.

*Carlos Yoshiyuki Sato*  
**CEO Cocapec**





## ABOUT THE REPORT

---

This is the first publication of the Sustainability Report of the Coffee Growers e Agriculturists Cooperative - Cokapec. It presents a little of our history and provides our customers and suppliers with a report on the cooperative's performance, with a comprehensive view of socio-environmental issues. By disclosing our commitments and progress we promote engagement initiatives to comply with this policy, in line with the disclosure of the main projects, initiatives and results achieved. The content of this report was defined based on the evaluation of topics of greatest relevance to the agribusiness sector. Its objective is to demonstrate the best governance practices, in accordance with cooperative principles, seeking to generate social and environmental benefits, through relationship actions with members, customers, employees. Initiatives based on the ethics and transparency of our services, which are fundamental pillars for us.

## OUR STORY

Founded on July 11, 1985, in Franca/SP, the Cooperative of Coffee Growers and Farmers (Cocapec) was materialized two years after the installation of the nucleus of the Central Agricultural Cooperative of Paraná (Cocap). The experience gained with Cocap encouraged coffee growers from Alta Mogiana to create their own cooperative. What was previously a nucleus of Cocap was transformed into the structure of Cocapec, due to the initiative of the founding partners who decided, in a general meeting, to take over the facilities that comprised a coffee warehouse with capacity for 150 thousand bags, a reprocessing plant and the administrative building. It was with this initiative that many producers came to know the value of the cooperative system.

The cooperative's performance in recent years has reflected sustainably in the increase of coffee production, the expansion of cultivable areas and productivity in Alta Mogiana, which guided its investments in expanding the storage area and in technologies that brought efficiency and cost reduction. During all these years it has acquired credibility and prestige with banks and suppliers, in addition to providing a series of services and necessary structure for the development of coffee growing in the Alta Mogiana region.

This is Cocapec, one of the largest coffee cooperatives in Brazil. There are almost 3 thousand cooperative members, 8 units and through a network of Integrated Services, they collaborate to produce one of the best coffees in the world: Alta Mogiana's Coffee

1985

**#COCAPEC'S FOUNDATION** - In 1984, some producers, through an Assembly, mobilized and decided to create Cocapec. 30 people signed the Minutes committing themselves to the new challenge, which would be officially implemented on July 11, 1985.

**#ANALYSISLABORATORY** - Created in 1986, the analysis laboratory is an important support for the member to monitor the health of their crops, and thus make corrections. Quality, agility and efficiency are some of the attributes of this sector, one of the best in Brazil..

1986

1987

**#CLARAVAL'S BRANCH** - In 1987 it was opened a unit in the city of ClaraVal/MG, which is mostly made up of small and medium-sized producers. In 2013, due to the need to expand the services provided, a new headquarters was opened in the city.

**#PEDREGULHO'S BRANCH** - The second Cocapec unit was opened in the city of Pedregulho/SP in 1989. The city has one of the best climatic and environmental conditions in the region for the production of quality coffees, and is made up of medium and large producers. In 2011, due to growing demand, the nucleus moved to a new address.

1989

**#COCAPEC ROASTING** - In 1989, the cooperative's roasting was inaugurated and the first brand produced was Café Cocapec. Later came Tulha Velha with its intense flavor and perfect for everyday life. Finally, Senhor Café was born, made with export-grade beans to offer consumers the best drink experience.

1998 a 2008

**#KNOWLEDGETOEVOLUTE** - From 1998 to 2008, the Café Field Days were held. From 2009 onwards, the format gave way to SIMCAFÉ, focusing on spreading knowledge to our members through lectures, product exhibitions, practical demonstrations and commercial opportunities.

**#CAPETINGA'S BRANCH** - The city of Capeting, in state of Minas Gerais was the third to receive a Cocapec nucleus, in 1999. Since then, it not only has developed coffee farming, but also has helped the local economy. With its increase, the unit needed to be expanded and this benefit was completed in 2014

1999

2003

**#IBIRACI'S BRANCH** - The potential of the Ibiraci/MG coffee park caught the attention of the cooperative, and in 2003 Cocapec set up shop in the city. Even though it has a large structure, the continuous growth of coffee growing in the town created the need for an expansion, so its reopening took place in 2017.

**PACKAGE RECEIPT** - Since 2004, itinerant collection/receipt of empty packaging has been carried out in the region. Over the years, the action has helped producers comply with legislation and correctly dispose of more than 500,000 packages of pesticides.

2004

**#RECOOP** - Adherence to the RECOOP Program (Livestock Production Cooperatives Revitalization Program) helps working capital, giving members the opportunity to make differentiated long-term purchases.

**#BULK STORAGE** - Until the 2011 harvest, cooperative members delivered coffee exclusively in jute bags. In the same year, the investment to implement the bulk system was approved at an EGM (Extraordinary General Assembly). As a result, in 2012, the headquarters in Franca/SP was the first to receive production in this modality.

2011

2013

**#PDGC** - SESCOOP Excellence in Management and Governance Award;

**#CRISTAISPAULISTA'S BRANCH** - With the need to expand storage capacity, an important investment was made in the city of Cristais Paulista/SP. The construction of a large complex was officially delivered in 2014 and subsequently expanded in 2018.

2014

2014 - 2016

**#RECOVERY** - Planting of almost 14 thousand seedlings in a Preservation area in the city of Cristais Paulista/SP.

**#HIGHLIGHT:** 9 Million recovered ICMS Mineiro;

2015

2018

**#SPECIALCOFFEES** - The best laboratory for specialty coffees in Alta Mogiana came into operation in 2018. With modern equipment and qualified professionals, called Q-graders, the coffee sector division analyzes the superior batches in accordance with the international protocol of the SCA (Specialty Coffee Association).

**#SÃO TOMÁSDEAQUINO'S BRANCH** - A nucleus in the city of São Tomas de Aquino/MG was created due to demand from the producers in that region. Opened in 2018, the unit has a complete store and coffee storage.

**#RENOVATION** - Head office renovation (store, commercial, cafeteria and ADM sectors). Changes to the concierge and coffee reception;

**#SOCIAL BYLAWS** - Reform of the Bylaws for Return of Capital;

**#PDGC** - Featured in the "COMMITMENT TO EXCELLENCE" category - PDGC Awards.

2021

2022

**#SAP SYSTEM** - Implementation of SAP, Business System used by the cooperative.

**#ITAMOGI BRANCH** - Coffee receiving activities begin in the city of Itamogi/MG.

2023



### MISSION

“To meet the needs of cooperative members with competitive efficiency, promoting the development of coffee growing in the region, through cooperativism, seeking economic, social and environmental sustainability.”



### VISION

“To be recognized as a reliable cooperative that offers security and profitability to the cooperative producer.”



### VALUES

- Respect
- Ethics
- Transparency
- Commitment
- Responsibility
- Innovation
- Sustainability

# COCAPEC IN NUMBERS 2023

**R\$+ 1.5 Billion**  
Revenue

**82,000 Bags**  
of Raw Coffee exported

**+ de 2,900 thousand**

Members of the Cocapec Social Framework

**+ de 1.5 Million**  
of bags received

**88%**

Satisfaction rate from our members



**R\$ 79,395,584**  
Net surplus for the year  
before allocations

**R\$ +85 thousand**  
Investment in Training

**+17%**

Increase in exports

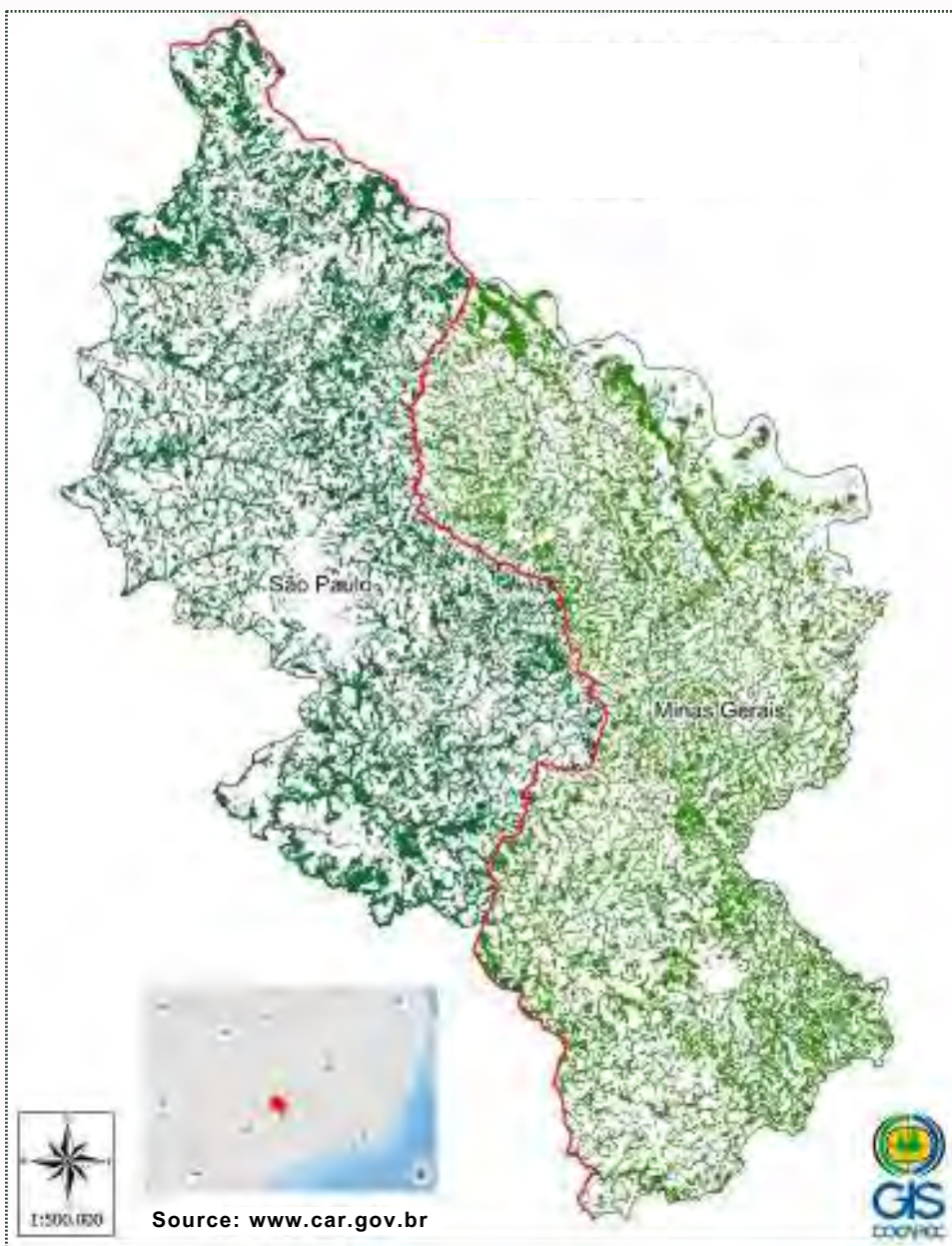
# COCAPEC AREA OF ACTIVITY

Cocapec has transformed the coffee growing scenario in the region, it has motivated technological growth in the field, it has created better conditions for purchasing products, it has boosted the purchase and sale of coffee and it has worked with its members to improve the quality of a product that has great importance in the global economic scenario. There are more than 15 cities in the Alta Mogiana region served by its Head Office (Franca) and centers such as Cristais Paulista and Pedregulho located in the State of São Paulo, and in the cities of Capetinga, Claraval, Ibiraci, Itamogi, and São Tomás de Aquino, in the State of Minas Gerais.

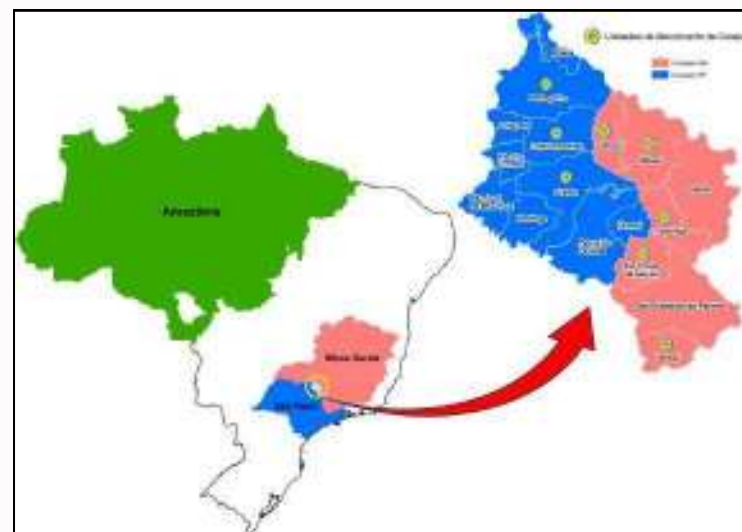
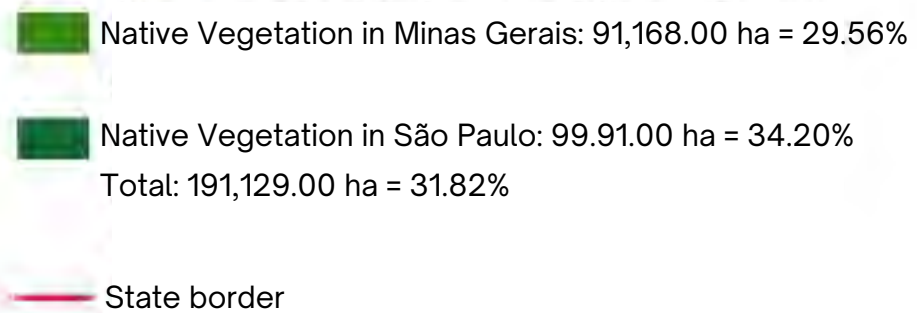


Source: Cocapec Georeferencing Sector

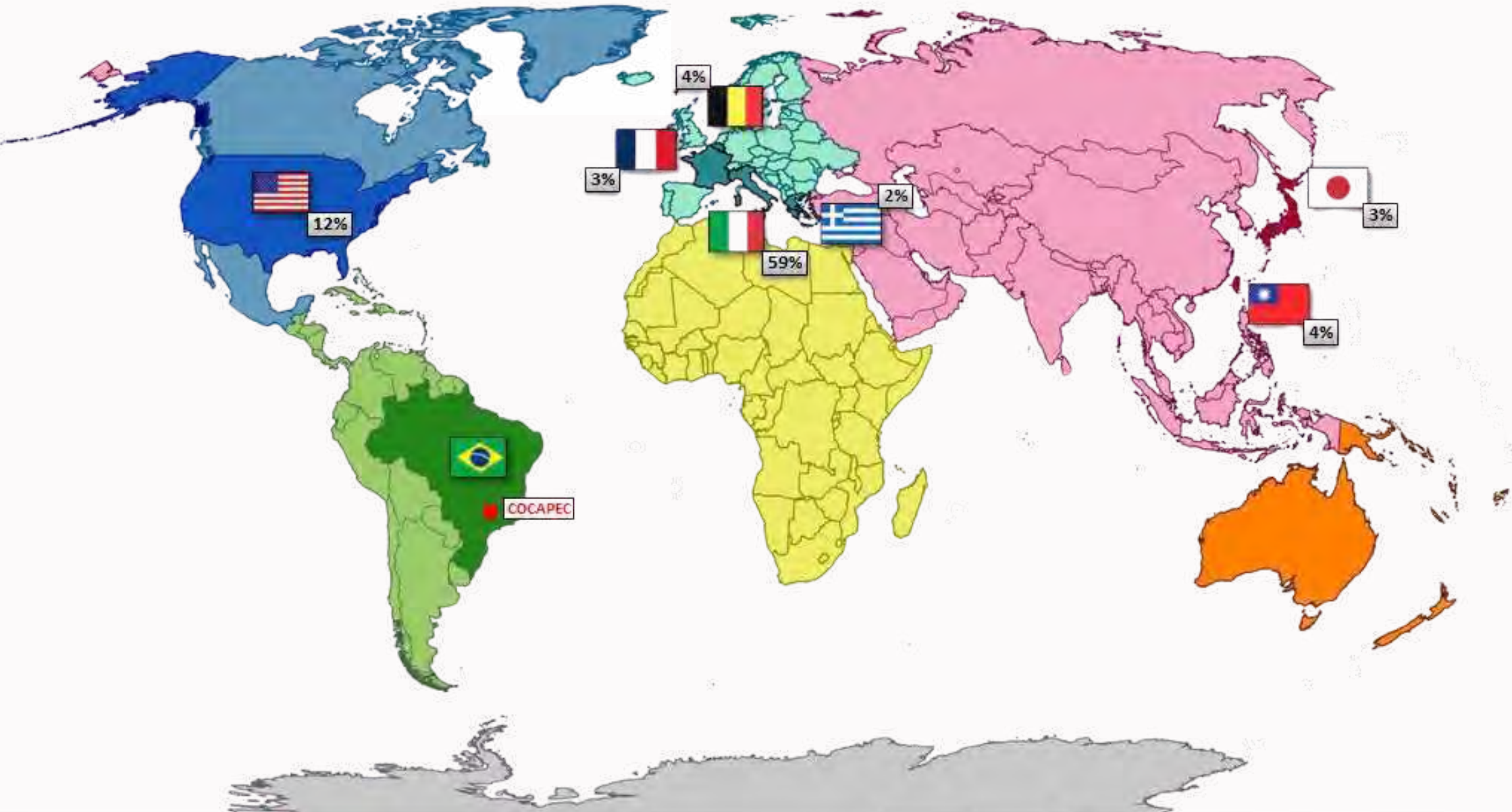
## NATIVE VEGETATION AREA IN THE REGION OF OPERATION



Source: Copepec Georeferencing Sector



# COCAPEC EXPORTS CHART 2023



Source: Cocapec export sector

# Cocapec UNITS



# CERTIFICATIONS / HIGHLIGHTS AND RECOGNITION



RAINFOREST  
CERTIFICATION



ABIC QUALITY SEAL



CERTIFICATION OF OUR  
STORAGE UNITS



PDGC RECOGNITION  
SEAL



ELECTED "A" CONCEPT  
BY ESALQ/USP AND  
IAC IN SOIL ANALYSIS

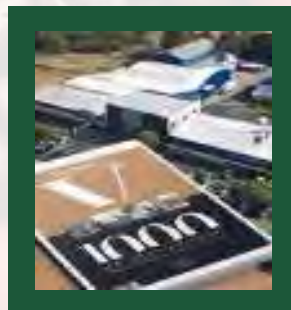


ELECTED "A" CONCEPT  
BY ESALQ/USP AND BY  
IAC IN LEAF ANALYSIS



(Ciclo/2023)

Participation and certificate of recognition in the 2023 cycle of the Cooperative Management Development Program (PDGC). An initiative of the National Cooperative Learning Service (SESCOOP). Its objectives are to identify the current situation of cooperative management, and to assist in monitoring the evolution of processes of good governance and management practices.



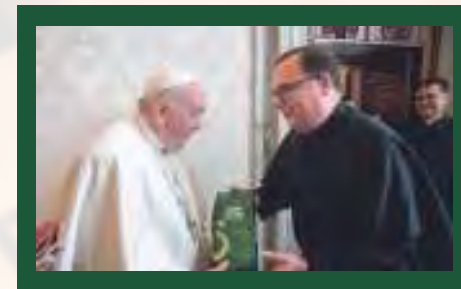
**VALOR 1000, August / 2023)**

Cocapec entered the ranking of the largest companies in the 23rd edition of the VALOR 1,000 ranking, published by the “Valor Econômico” newspaper in partnership with Getúlio Vargas Foundation, which encompasses the most diverse areas of economic activity.



**(Globo Rural Magazine, December/2023)**

According to Globo Rural Magazine – 19th Agribusiness yearbook (nº 453), Cocapec is among the 500 largest companies in Agro, occupying the position of number 216 according to consultancy firm Serasa Experian.



Pope Francis received Mr Café Gourmet from the hands of Father Daniel Luz Rochetti, during a visit by the CNBB Committee (National Conference of Brazilian Bishops). The gift given to the Pontiff represents the work of thousands of cooperating families.



It is our responsibility to contribute to achieving the Sustainable Development Goals (SDGs), proposed by the United Nations - UN, since it is a joint effort to call for global action to end poverty, to protect the environment and the climate and to ensure that people everywhere can enjoy peace and prosperity.

Composed of 17 (seventeen) objectives, they are materialized in the form of sub-goals that must be developed by governments, companies and society in general by 2030.



## OBJECTIVES DEVELOPED AT COCAPEC



Cooperatives play a fundamental role in promoting the UN Sustainable Development Goals (SDGs), as they are intrinsically linked to economic, social and sustainable development. Below are some of the main SDGs followed by Cocapec:

- **SDG 2** (Zero Hunger and Sustainable Agriculture) is promoted by the cooperative through support for family farming and Regenerative Agriculture practices;
- **SDG 3** (Health and Well-Being) through the promotion of health and safety practices at work;
- **A SDG 4** (Quality Education), support for continuing education, professional training through our online platforms (Sescoop and Senar) and partnership with universitie;
- **SDG 7** (Affordable and Clean Energy) is supported by the cooperative through investment in clean and renewable energy sources in the business units;
- **SDG 8** (Decent Work and Economic Growth) is promoted by the cooperative through the creation of decent jobs, respect for labor rights and the promotion of sustainable entrepreneurship;
- **SDG 10** (Reducing Inequalities) is supported by cooperatives through the promotion of social, economic and political inclusion;
- **SDG 12** (Sustainable Consumption and Production), encourages responsible production practices, conscious consumption, and recycling;

Finally, **SDG 16** (Peace, Justice and Effective Institutions) by encouraging democratic participation in the cooperative functioning and the respect for human rights in all spheres of society.

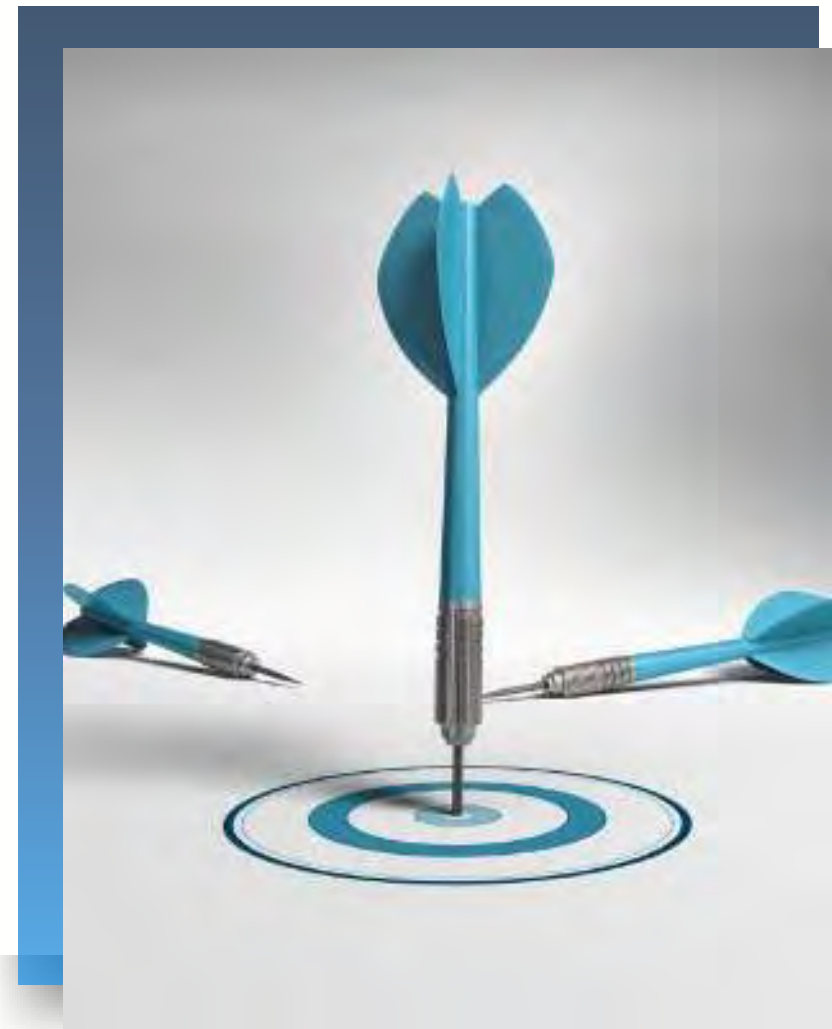


# CORPORATE GOVERNANCE



- Strengthen cooperation and integration between cooperative and members, enabling them to comply with global regulations and conquer increasingly demanding markets and consumers;
- Stimulate productivity and sustainable production, with the implementation of innovative agricultural practices, promoting quality information, through cooperative member improvement programs;
- Establish strategic partnerships with companies in the sector, strengthening the production chain;
- Seek constant improvement, focusing on excellence in service, providing members and customers with an extraordinary experience, through services and products, in addition to high quality standards;
- Promote social responsibility, contributing to local development and supporting the communities involved;
- Improve the agricultural activities of cooperative members, sharing specialized agronomic support solutions offered by the Technical Team;
- Explore technological solutions optimizing internal and external processes, improving the efficiency of the cooperative and its members;
- Guide the cooperative with the highest level of integrity, continuous evolution, disseminating information, knowledge, connecting generations and consolidating member loyalty;
- Enhance the cooperative's adaptive management structure, ensuring an efficient and resilient approach to dynamic market variables and constantly evolving demands, ensuring the best service to the cooperative producer.

# OBJECTIVES AND CHALLENGES





## Governance

It refers to the company's management policies, for example, corporate conduct, board composition, anti-corruption practices, existence of a reporting channel, audits, among others. Governance is the way rules, norms and actions are structured, sustained, regulated and held accountable. The meaning of governance is to manage, direct, monitor, guide, organize and develop strategies for making assertive decisions. These decisions are based on ethics, transparency, security, growth and generation of results.



## Company Organization Chart



## Corporate Governance

We started the year 2022 with a new management cycle, putting into practice the Strategic Planning 2022 - 2026 directing us towards building an increasingly solid business.



Carlos Yoshiyuki Sato  
CEO



Saulo de Carvalho Faleiros  
Director Vice President



José de Alencar Júnior  
Director Secretary

A Corporate Governance has been adopting practices and procedures to readjust, boost and scale its structure, as well as guidelines and principles that support its foundations. It consists of a series of management practices which purpose is to guarantee the execution of objectives in an ethical, efficient and sustainable manner, focusing on the particularities and principles of cooperativism.

**In this aspect, management and control mechanisms were established, namely:**



I. Compliance Policy, which has principles and guidelines that aim to describe and disclose the commitments we assume in relation to promoting the highest ethical values, integrity and transparency in the conduct of our business, with zero tolerance to fraud, to corruption and to money laundering. Permanent review and implementation of the Code of Ethical Conduct; Non-negotiables, Anti-Corruption and Anti-Bribery Policy, adapted to the LGPD and disclosure to stakeholders;



II. Internal Regulations, focusing on the description of the responsibilities and norms provided by the Cocapec Bylaws - art. 44, which govern the operation and internal services of this Cooperative;

III. Bylaws, which defines the nature, objectives, organizational structure and operating rules of the cooperative;



IV. Standards and Procedures Manual, in which we define the cooperative's Organizational Structure in a standardized way, through the condensation of guidelines, description of work routines, service orders signed by this and other boards, and also the needs presented by professionals;

V. Implementation and Improvement of Credit Risk Management: Credit risk is an important aspect to be considered in the business context, playing a crucial role in making financial decisions. Assessing and managing credit risk is vital as it directly affects the organization's financial health. It is a complex but necessary process. It involves the assessment, monitoring, control and mitigation of risks associated with loans, investments and credit transactions;

VI. Continuous Internal and External Audit, carried out for strategic assessment to ensure compliance in the development of good practices and presentation of opportunities for improvement, in order to assess whether the procedures are being followed correctly, taking into account the cooperative's quality standards;

VII. Communication Channels aim to outline guidelines so that communication is efficient and can reach the desired audience, such as our members and collaborators, seeking the most appropriate media, respecting each person's language.

# GOVERNANCE STRUCTURE

## BOARD OF DIRECTORS

After the General Assembly, it is the highest body in the administrative hierarchy of the Company, with its competence and responsibility to decide on any and all economic or social matters of interest to the members, in accordance with the law and the Bylaws, and the determinations of the Assembly. They work directly in strategic planning and decision-making, identifying and defining policies for analyzing and monitoring the cooperative's indicators. It is made up of 9 members: 3 Executive Directors and 6 effective voting members, all associated and elected at the General Assembly for a 4-year term.

## EXECUTIVE BOARD

This is the managing body of the Board of Directors. It is responsible for:

- Complying with the decisions and guidelines of the Board of Directors and the deliberations of the General Assemblies;
- Deciding on the future of members, under the present terms of the Statute;
- Presenting the Annual Management Report to the Board of Directors; Ensuring the smooth running of business, guiding them towards the continued development of the Company and the defense of its interests;
- Organizing the Membership into Educational Committees as many as deemed necessary;
- The specific competencies and duties of each Executive Director are defined in the Company's Internal Regulations.

## FISCAL COUNCIL

It is an important body within the Cooperative's governance structure. It exercises regular supervision over operations, activities and services, verifying compliance with legal and statutory duties, together with other decision-making bodies. It is made up of 03 effective members and 03 substitutes, all cooperative members elected individually by the Ordinary General Assembly.



COCAPECO

O melhor café está aqui

Relatório de Gestão  
2023



Committee Franca/SP



Committee Pedregulho/SP



Committee São Tomas de Aquino/MG



Committee Capetinga/MG



Committee Ibiraci/MG



Committee Claraval/MG

## PRE-ASSEMBLY COMMITTEES

The meetings mark the beginning of the next General Assembly cycle, bringing together producers in specific groups to present the cooperative's results. Pre-assemblies are an opportunity for cooperative members, in each of the locations where the cooperative operates, to check its performance and achievements over the past year and the objectives for the next year. For better functioning and understanding of the procedures discussed at the AGM, Cocapec holds Pre-Assembly Committees. In total there are 7 meetings with the expectation of participation of all cooperative members, providing a democratic and participatory environment where those present know in advance the results of the cooperative, thus being able to make their contributions for the presentation at the AGO (Ordinary General Assembly).

## ORDINARY GENERAL MEETING (OGM)

The Ordinary General Assembly is the supreme body of the Cooperative, it has powers within the limits of the law and statute to take any and all decisions of social interest and its deliberations are binding on everyone, even if absent or discordant. This is carried out annually and represents an accounting in a format defined by law. Through it, it is possible to maintain trust, transparency and commitment with the cooperative producers. In addition to the distribution of leftovers, during the Assembly, members discuss and democratically approve the accounts of the Board of Directors, the management report and the balance sheet for the last financial year.



## ADVISORY COMMITTEES

The Committees have technical functions that aim to make the Executive Board's performance more efficient, enhancing strategic discussions with well-founded recommendations, assisting in the performance of the Board's legal and statutory functions.



### SIMCAFÉ COMMITTEE

The Symposium is one of the largest events focused on the coffee market held in the Alta Mogiana region, one of the main coffee producing areas in Brazil, in terms of quality. Its objective is to be an active agent in the dissemination of coffee farming and in disseminating information related to cultivation and good practices.



### ETHICS AND COMPLIANCE COMMITTEE

This Committee is made up of the Human Resources (HR) and Internal Audit sectors, and it is responsible for: evaluating commitment to excellence, work ethics, transparency, based mainly on compliance with the laws that guide business practice, and following the highest ethical standards in our business conduct. This includes prohibiting bribery and corruption.



### LGPD COMMITTEE

The General Data Protection Law (LGPD) aims to provide more security and confidentiality with citizens' data. It requires companies to make several adjustments to their data collection, storage and processing procedures. It is important to note that data protection has always been a concern of the cooperative even before it became law. The LGPD committee is made up of employees from different areas, together they have a broader view of the cooperative, thus being able to map the points that need to be studied and adapted to this new law.



### ESG COMMITTEE

The Symposium is one of the largest events focused on the coffee market held in the Alta Mogiana region, one of the main coffee producing areas in Brazil, in terms of quality. Its objective is to be an active agent in the dissemination of coffee farming and in disseminating information related to cultivation and good practices.



### COOPERATORS COMMITTEE

The Regional Educational Committee or Central Committee is a permanent committee formed by members seeking to improve their cooperative. It is an educational, cultural, assistance and consultative body, advising the Administration, which aims to promote the full integration and participation of its members. It aims to constantly promote cooperative education, but above all democratic participation;



### PDGC COMMITTEE

The Cooperative Management Development Program (PDGC) is a program aimed at developing the self-management of cooperatives. The committee is responsible for: Promoting the adoption of good management and governance practices.



### RISK COMMITTEE

It is responsible for supervising the entire risk management structure to identify and deal with regulatory, legal, financial, operational, environmental, reputation, technology, information security, strategic risks, among others, faced by the company. It also has the function of reviewing the effectiveness of risk control/risk mitigation.



### CREDIT COMMITTEE

This committee aims to establish parameters and make decisions related to the granting of credit, within its respective jurisdiction. This process is guided by the cooperative's credit policy.



### CONTINGENCY COMMITTEE

This committee works within the cooperative on emergency issues. Through quick and agile action due to the saving of time, the Contingency Committee aims to minimize risks, through training, organization and guidance, facilitating, streamlining and standardizing the actions necessary for control responses and combating abnormal occurrences.

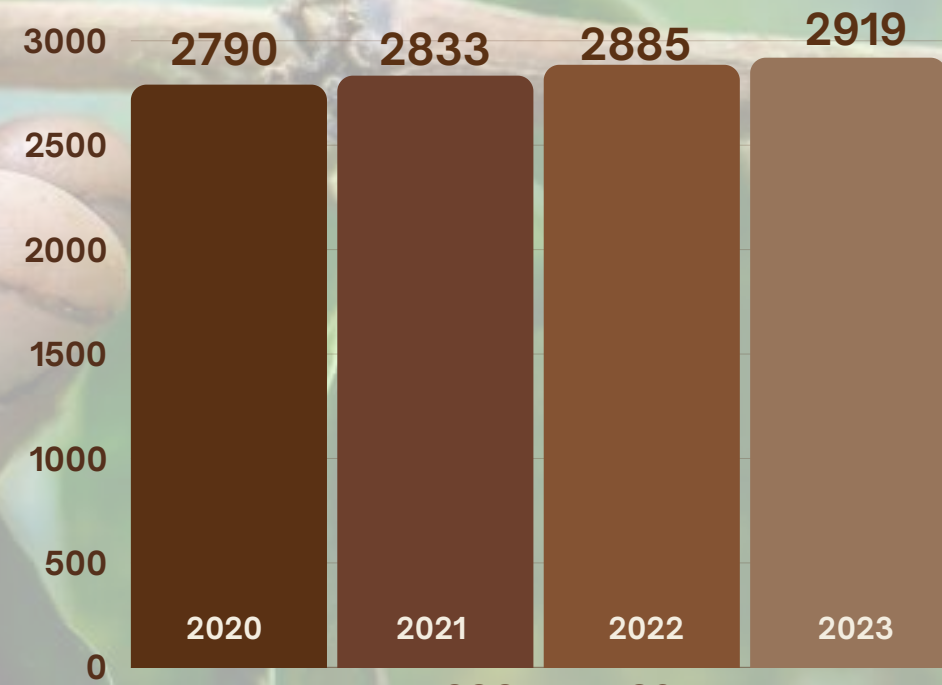
# FOCUS ON COOPERATORS



# FOCUS ON COOPERATORS

Cocapec is present at all stages of our members' production cycle, from planting to harvesting, we offer a broad portfolio, with quality service and technical support. We provide inputs and machines, receiving production and combining products and services, combined with differentiated prices, resulting in the generation of Integrated Services. Regardless of size or area of activity, rural producers are strengthened and have access to the best solutions, focusing on efficiency and productivity of their crops.

**EVOLUTION IN THE NUMBER OF COOPERATORS**





## REASONS TO BE A COOPERATOR

Being part of a cooperative that represents the coffee growing class goes beyond just helping to sell the product. It is possible to observe that cooperatives play a fundamental role in the coffee production chain, becoming agents of knowledge, support, dissemination of good production practices and technological and economic development. Cocapec can bring many more advantages to the cooperative producer, such as:

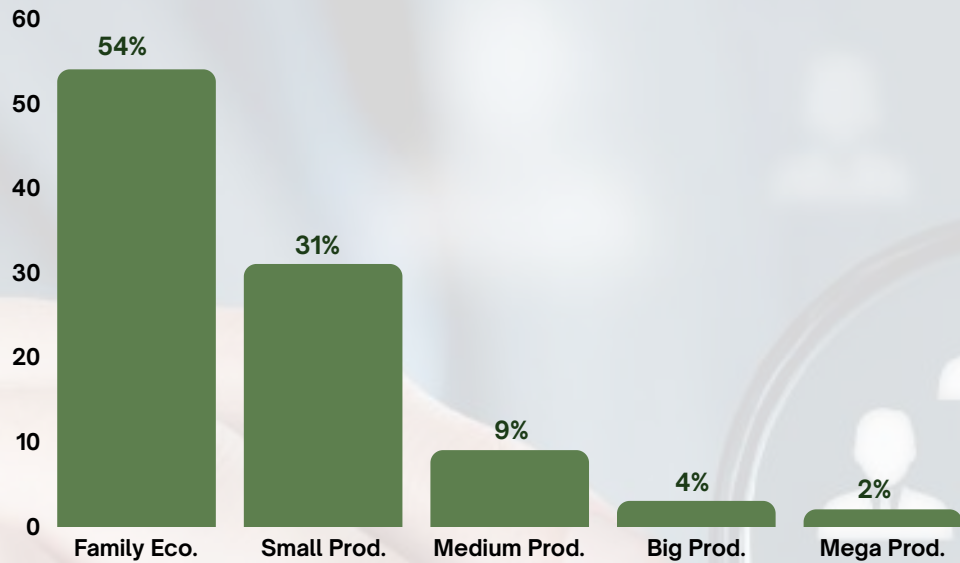
- Sustainable technical consultancy with specialized guidance. This allows better communication, training and provision of services to rural producers, with a view to disseminating the best techniques and planning of rural activities;
- Acquisition of products with a guarantee of origin that attests to aspects such as quality, origin, compliance with current legislation, sustainability and safety;
- Secure warehouses accredited by government sources to store the product until it is sold
- Promotion actions that qualify the producer, making him a modern, updated professional, and helping him to produce excellent and sustainable coffee;
- Opportunities to have a coffee evaluated and awarded by our panel of experts;
- Exclusive payment conditions and differentiated rates for purchasing inputs, machines and others;
- Barter negotiation – exchange of bags of coffee for inputs and/or agricultural machinery;
- Participation in events promoted by the cooperative with the participation of experts to help with business
- Inclusion in our CoopVida+ Program: a benefits program that includes: Medical Insurance (for members, their spouses and children under 18), mobile telephony and Life Insurance;



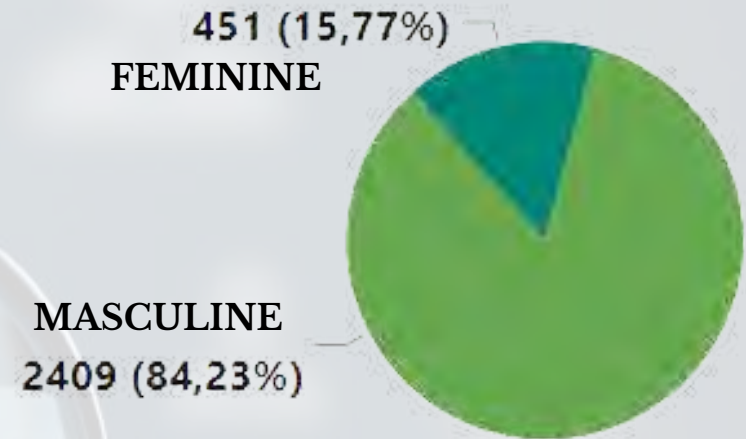
Photo: Producer Rafael Stefani and Paulo Pimenta (Cocapec agronomist).

# COCAPEC COOPERATED PROFILE

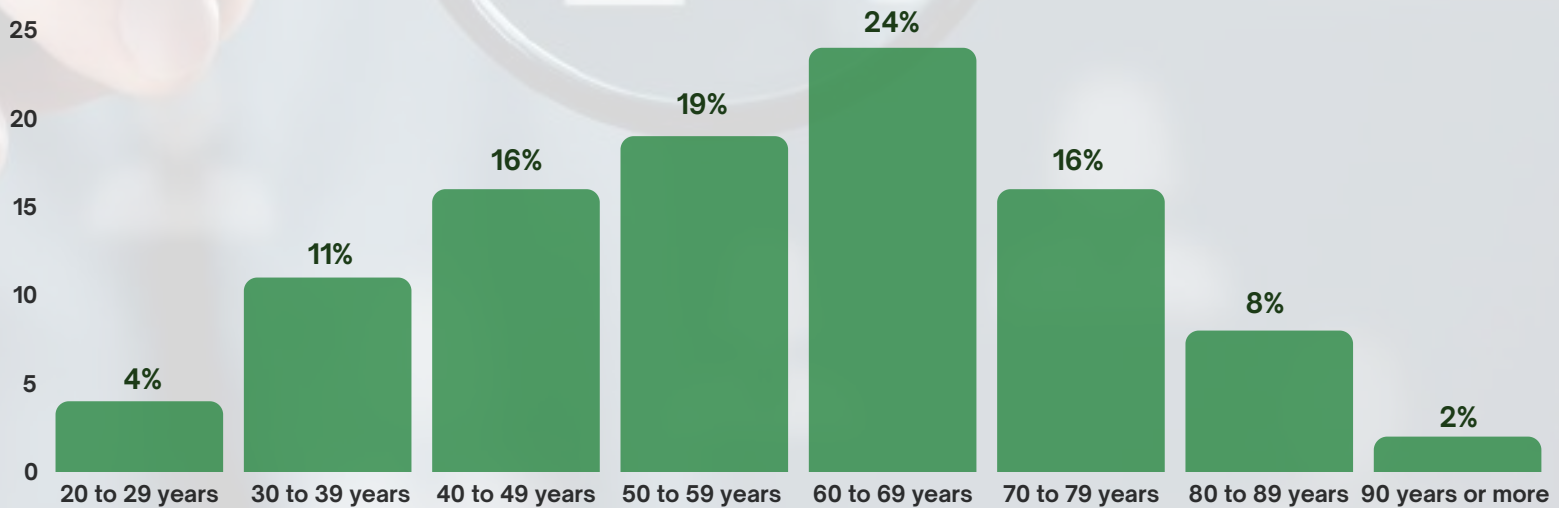
## SIZE:



## GENDER:



## AGE GROUP:



## COCAPEC COFFEE

Cocapec has, on its premises at the Headquarters in Franca, a roasting facility where its own coffees are processed and specific blends are also prepared for other brands. All the product used by the cooperative is produced by its members in Alta Mogiana, a region known worldwide for producing Arabica coffee of exceptional quality. There are 3 major brands, Tulha Velha, Cocapec and Linha Senhor Café (Roasted and Ground, Capsules, Grain and Cappuccino).

---

## EVENTS AimED AT OUR COOPERATORS



The aim of “Field Day” is to bring innovation, new technologies, a lot of information and knowledge to producers, as well as being a way to unite members, cooperative and suppliers.

It is an inviting meeting point where Coffee growers receive information through in loco technological demonstrations, thus being able to visualize in practice the latest research results. This event, promoted by Cocapec, takes place throughout the cooperative's operating region. Field Days are a way for the cooperative to be present alongside its members and reach out to them, providing information and knowledge. We have partnership with several suppliers who are ready to introduce new trends for coffee growing, anticipating good practices aligned with productivity gains.





Field Day Pedregulho/SP



Field Day Claraval/MG



Field Day R. Corrente/SP



Field Day Cocapep



Field Day Capetinga/MG



Field Day Ibiraci/MG

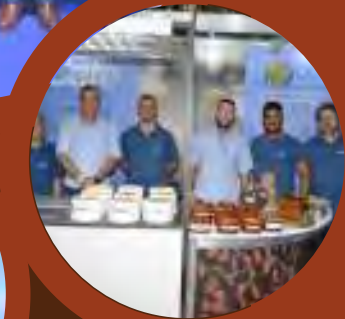


Field Day São Tomas de Aquino/MG



Coffee Agribusiness Symposium in Alta Mogiana

Starting in 2009, SIMCAFÉ (Alta Mogiana Coffee Agribusiness Symposium) began as a small cooperative event and today has become one of the most awaited and renowned events in the region. After several editions already held, this pioneering spirit and tradition means that SIMCAFÉ brings together the cooperative family, visitors and exhibitors, and aims to promote the dissemination of technology, information and negotiation. During the 3-day event, visitors can attend lectures and workshops with themes focused on sustainability, increase productivity, economy, climate and the coffee market. The event is based on 3 important pillars: “technological”, represented by companies with their products that provide solutions for cultivation; “knowledge”, which comes through lectures and workshops with relevant topics, and, finally, “business”, which comes with the offer of machines and inputs, developed to serve the members of the cooperative, and with special conditions for acquisition.





## “SENHOR CAFÉ” QUALITY COMPETITION

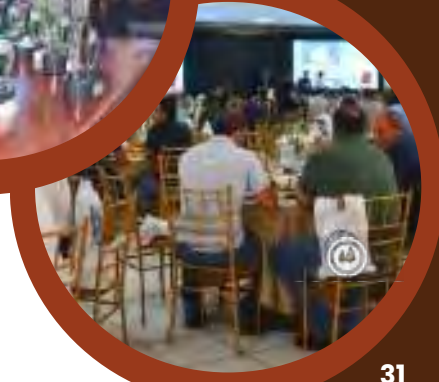
The Senhor Café Quality Contest is a way of recognizing our members who seek continuous improvement in the production and quality of their coffee. The cooperative promotes it annually with the aim of rewarding the best batches. There is a total of 6 award-winning coffee growers, 3 from the state of São Paulo and 3 from the state of Minas Gerais, regions where Cocapec operates. The winners receive bonuses as a prize according to their placement, following the provisions of the Official Regulations. “Producing quality coffee requires dedication and time and the competition, in fact, is an incentive for producers who invest in this practice. Therefore, celebrating the work of our members is one of our duties, in addition to affirming our commitment to coffee growing in our region”, says Cocapec vice-president Saulo de Carvalho Faleiros.



## SEMINAR – OUR COFFEE

This event is held exclusively for cooperative members. It brings together information and innovations for coffee growers in the Alta Mogiana region. The “Our Coffee Culture” panel featured renowned experts, who debated the future of the segment, with discussions led by agribusiness professionals, explaining crucial topics from the market and sustainability to future perspectives. In addition to the panel, on the day of the event, the winners of the “Senhor Café Quality Competition” will be awarded.

This stands out for the excellence and dedication of the coffee community, revealing products that stand out for the exceptional quality of their beans and the variation in aromas and flavors.



The serious and dedicated work of Cocapec Laboratory is recognized by the Campinas Agronomic Institute (IAC) and Esalq (Luiz de Queiroz Higher School of Agriculture of University of São Paulo - USP). The seals acquired are renewed year after year, certifying the quality of the services provided through soil and leaf analyses. Their objectives are to qualify laboratories to provide services with technical competence. It also seeks to standardize methods and procedures. This result brings even more credibility to our Laboratory, which has been offering security and agility to our members and customers across the region for over 38 years.

## Soil and Leaf Analysis

Soil and leaf analyzes have already become standard procedures among farmers in Alta Mogiana, and Cocapec Laboratory is a reference in the region for the quality and guarantee of the presented results. The analyzes are important for the rational use of inputs, directly benefiting the producer, as it guides the correct usage of fertilizers in the field, thus avoiding waste and reducing environmental impacts. By optimizing productivity, the producer's results are increased, with a reduction in unit costs.



**SOIL ANALYSIS QUALITY PROGRAM** 40 Anos

**BASIC + MICRONUTRIENTS**



**2024**

**INTERLABORATORY PROGRAM** **2024**

**LEAF ANALYSIS**

**N P K Ca Mg S B Cu Fe Mn Zn**





# COCAPEC

THE BEST COFFEE IS HERE

## COCAPEC DIFFERENTIALS

### ☑ COFFEE DEPARTMENT

Together with the producer in decisive moments of his business.

- Receiving and Storage - Infrastructure and certifications that facilitate more profitable operations;
- Classification/Tasting - Security and Credibility recognized by main markets;
- Commercialization - Different types of commercialization and constant search for better opportunities with maximum liquidity;
- Specialty Coffee Market - Qualified professionals and structure to handle these beans in the correct way, following SCA Protocol. Recognized excellence in export boarding.

### ☑ INPUTS SECTOR

Inputs for various crops such as:

- Coffee, soybeans, corn, sugar cane and pasture;
- Competitive prices;
- Guarantee of Original Products;
- Purchases made directly from suppliers with guaranteed delivery.

### ☑ COMMERCIAL DEPARTMENT

From land preparation to post-harvest. The right place for everyday life in the countryside.

- Quality Products and Services with different acquisition methods and at the right time of the agricultural year;
- Complete stores with a variety of brands in different product lines; Pesticides and fertilizers; Veterinary products;
- Machines and Implements;
- Utilities for the Countryside.

### ☑ GIS COCAPEC GEORREFERENCE

This tool offers members thematic map services of rural properties through high-resolution satellite images, enabling the measurement of areas, topographic survey that assists planting projects and administrative management.

A photograph of a coffee plantation. In the foreground, there are several branches of a coffee tree with green leaves and clusters of unripe green coffee cherries. In the background, two people are walking away from the camera through the rows of coffee plants. One person is wearing a light blue shirt and a white hat, and the other is wearing a dark purple shirt and a dark hat. The background is slightly blurred, showing more rows of coffee plants and a blue sky.

# TECHNICAL SECTOR

“PLANTING SOLUTIONS, HARVESTING DEVELOPMENT”





Knowledge and technology applied to productivity and management. Committed technical team dedicated to guiding producers directly in the property, with on-call service in our stores and with the following objectives:

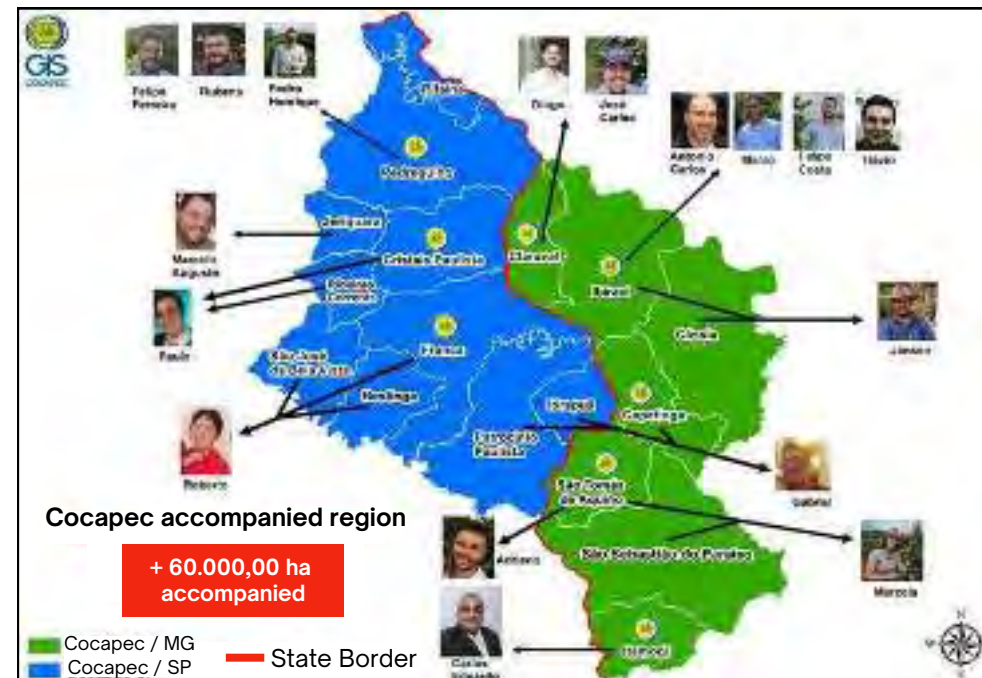
- ➔ To Keep a relationship with the producer;
- ➔ To prescribe technical recommendations;
- ➔ To Carry out the harvest forecast;
- ➔ To Assist in managing the member's business;
- ➔ To sell inputs.

Today, Cocapec, through its technical team, provides an average of 12,000 services per year to producers in the field, an area of activity equivalent to around 65 thousand ha. They are 17 technicians serving 2,398 members in 3,498 properties. It is estimated that more than 70% of producers assisted by Cocapec use sustainable practices in their production, forming part of the development of regenerative coffee farming in Alta Mogiana.

The Technical Sector numbers reveal active work in the support provided, with the objective of better productivity and consequent profitability.



Photo: Producer Miguel Jorge Gomes and Luiz Coelho (agronomist Cocapec)



SOURCE - GIS Cocapec: Performance of the technical sector - Regional Distribution

**+ 60MIL**

Pesticide packaging  
correctly destined



**900 Participações  
nos Dias de Campo  
Cocapec**

Participations in the Cocapec  
Field Days - Held in 6 cities, the  
event brought information and  
technology to producers,  
who followed demonstrations  
by several companies



**+ 120 horas**

Team Training to better  
serve our members

**+ 12 MIL**

Assistance to  
cooperative members



## Regenerative Agriculture

One of the cooperative's main objectives in this pillar is to encourage the commitment to sustainable agriculture, through technical recommendations provided by the agronomic assistance service, the conscious usage of pesticides and fertilizers, combined with new technologies and management solutions, which strengthen productivity and optimize the applied resources, with the adoption of measures to protect biodiversity and natural resources; Nowadays, a lot is said about regenerative agriculture, which, definition consists of aiming at the regeneration and maintenance not only of the soil and crops, but of the entire production system, including producers and the consumers through actions carried out by them. Today, there are recurring practices in our recommendations in the field which offer the producer sustainable agriculture, shaping and giving rise to regenerative coffee farming. The first of them is the usage of resistant cultivars to pests and diseases, developed by research institutes such as our partner in the region, Fundação Procafé. This practice enables to reduce the usage of agrochemicals during production, maintaining the plant's productive capacity, helping management in decisions and bringing profitability to the producer (figure 1).



Figure 1 - Cultivar ARARA Procafé. Resistant to coffee rust.



Figure 2 - Management of brachiaria as a cover plant.

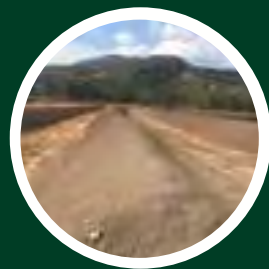


Figure 3 - Use of organic matter.



Figure 4 - Use of biological inputs in coffee farming.

Another widely used practice is the management of plants between coffee rows, which, in turn, consists of planting a mix of seeds, brachiaria and other plants, forming a cover on the soil, enabling several benefits such as maintaining erosion, decompression, nutrient cycling, moisture retention, biomass formation, supply of organic matter, structuring and maintenance of soil microbiota, among other benefits, all linked to the ecological mowing of cover crops (figure 2).

Recommending the usage of organic materials is also a very important practice in regenerative coffee farming, which may involve the usage of organic compounds, organic material from animal husbandry and also residues from coffee production itself, such as the usage of straw. These elements, in addition to bringing nutritional benefits, also help in the protection and structural maintenance of the soil (figure 3).

Finally, the practice of using biostimulants has recently become a reality in the daily lives of our technicians in the field, forming part of our sustainable recommendation. This type of input associated with chemicals promotes better results in controlling the main pests and diseases in the year of the coffee harvest, in addition to synergism with the environment (figure 4).





## Environmental, Social and Governance.

The ESG concept is increasingly becoming a requirement for competitiveness and transparency. The financial market and investors place more value on the topic, and it is increasingly common for it to serve as a inductor of growth in the future. The practices can also help, in medium or long term, to reduce operational costs and gain productivity. The term brings together three fundamental pillars: Environmental, Social and Governance. This means that the cooperative has constantly sought to establish practices focused on the environment, relationships with people and communities and the principles applied in administration. All of them, more directly or indirectly, are associated with cooperative principles.



# 7 COOPERATIVE PRINCIPLES



Demonstrating that Cocapec increasingly remains within the standards of this agenda, with the formation of a specific committee to work with actions and goals focused on the pillars. It is also dedicated to carrying out projects that comply with ESG practices, seeking to act with greater awareness of the environment and society, therefore, the cooperative meets all the technical requirements defined by the competent bodies of which it is part of the chain of supplies.





# ENVIRONMENT

ENVIRONMENTAL PILLAR



Photos taken at Furnas do Bom Jesus State Park - Pedregulho/SP



## FURNAS DO BOM JESUS STATE PARK

This full protection Conservation Unit was created in 1989, with 2,065 hectares, an important area for the conservation of the Cerrado biome, which today is one of the most threatened by deforestation. Cocapec has been part of this Council since 2014, assisting in actions to improve the Park and encouraging its members to visit and enjoy leisure activities there.



## ITINERANT COLLECTION OF DEFENSIVE PACKAGING

According to Law No. 9605 of 02/13/1998, it is the rural producer's responsibility to correctly dispose of empty agricultural pesticide packaging. Cocapec annually carries out the itinerant collection of these packaging in partnership with our members and with the companies ARPAF (Association of Agricultural Product Resellers of Franca and Region) and InpEV (National Institute of Empty Packaging Processing). This action is essential to respect legislation and contribute to the preservation of the environment. This reverse logistics creates greater environmental and economic awareness in the producer.



Photos recorded during itinerant collection



## WASTE MANAGEMENT

Solid waste management is a set of planning, implementation and management procedures to reduce waste production and provide collection, storage, treatment, transportation and adequate final destination for the waste generated. Waste management covers all stages of planning physical and material resources and training the human resources involved. Waste: These are the parts left over from processes derived from activities and production processes such as organic matter and domestic waste. Dealing with leftovers and producing sustainably is essential for preserving the environment. All recyclable material generated by COCAPEC is donated to Assistance Entities designated by the ESG Committee.



**METAL  
SCRAP**

**6,000Kg**



**ELECTRONIC  
WASTE**

**340Kg**



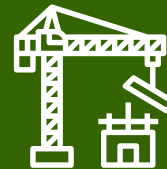
**RECYCLED  
(Cardboard / Plastic)**

**11,900Kg**



**LABORATORY  
WASTE**

**2,030Kg**



**CONSTRUCTION  
WASTE**

**40m<sup>3</sup>**



**SEPTIC TANK  
CLEANING**

**32 ton.**



**COFFEE POWDER**

**Ibiraci/MG : 1,180Kg**

**Franca/SP : 23,950 Kg**

# STOCKS IN FOCUS



## ESG - SOCIAL OBSERVATORY OF THE CITY OF FRANCA - SP (FOCUS ON OUR COOPERATORS AND COMMUNITY)

ESG is a topic that has been in the spotlight for a few years and has been gaining strength with society's and investors' concern for social and environmental issues. Dr. Andreia Mara de Oliveira, lawyer, master in law and ESG consultant, was present at our cooperative addressing the topic. In her talk, she discussed the evolution of the concept of Sustainability over the years and how its pillars are in accordance with the UN SDG. She also highlighted that this transformation is not just about profit, but about the well-being of all parties involved, consumers, the environment, the local community and workers. She highlighted the European Union, which has already included this topic in its internal policies, as well as placing conditions for exporting countries to meet the requirements imposed by local law. And the same trend continues with financial institutions that are already requesting, whether from rural producers or companies, proof of good practices in their economic activity. In cooperativism, themes like this have always been worked on, as they are present in our principles, but we cannot limit ourselves, as our consumers yearn for changes at all times.



## SUSTAINABILITY FOCUS ON EMPLOYEES

Our employees participated in several training sessions highlighting the urgency of adopting sustainable measures in their daily routines, whether in the cooperative or at home, aiming to preserve the planet for future generations. We believe that awareness is a fundamental issue nowadays, and that such acquired knowledge contributes to a more balanced and responsible world. The garden workshop complemented the experience, putting some concepts into practice, demonstrating how to grow food in a practical way, as well as experiencing the challenges of making cultivation sustainable.



# ROOTS PROJECT

The Project encourages tree planting and it introduces employees to ESG environmental practices. Furthermore, in the cooperative there are more than 14,000 trees that are preserved in an APP (Permanent Preservation Area) located in the nucleus of Cristais Paulista/SP and also on the premises of the other units.

Cocapec also supports Verdejar Committee - Franca/SP nucleus, which brings together volunteers to mobilize the community and carry out planting actions in the city. It also aims to act through local actions to increase environmental awareness among Franca citizens, being one of the Committees of the Women of Brazil Group – Non-Profit Civil Association.

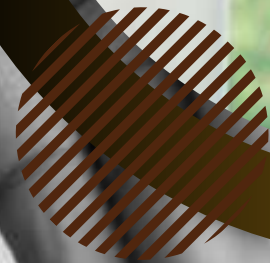
The Women of Brazil group, nationwide, is made up of volunteer women from various sectors who work to promote social impact actions in the city. The group of the city of Franca – SP established in 2016 seeks to carry out actions with social and environmental impact and, for this purpose, created, among others, the Verdejar Committee, which aims to plant 1 million trees on the city's streets. Therefore, the cooperative participates in this action through the donation of inputs and assistance in planting seedlings (by volunteers). In 2023, it was present at the replanting of around 800 Riparian Forest seedlings in one of the city's neighborhoods.

For more information about the work carried out by these groups visit: <http://www.verdejarfranca.com.br> and <http://www.grupomulheresdobrasil.org.br>.



Group women from Brazil





# SOCIAL PILLAR

“Uniting is a good start, Maintaining unity is progress, and working together is victory.”

Henry Ford



## These are some of Cocapec's commitments to our community:

- ① To maintain a commitment to respecting Human Rights and combating any form of abuse, following the Universal Declaration of Human Rights;
- ② Commitment to the Community: Examples of this are the encouragement of food donations by our employees, in addition to the “Cooperate Day (C-Day)” which aims to develop social responsibility by putting cooperative values and principles into practice, by means of social actions;
- ③ To establish a humanized and personalized relationship with your membership, regardless of size.

### Project “INSPIRATIONS”

In order to assist the Human Development Project “Inspirations” of Allan Kardec Foundation, in the city of Franca/SP, which holds several workshops including the Electronics Recycling Workshop, Cocapec promotes an action focused on collecting electronic waste to submission to the Project. This main objective is the social inclusion of people with some type of neurological disability through work. The Project works mainly with sustainability and social inclusion in mind. In the workshop, equipment is tested and restored, and those that cannot be reused are resold to specialized companies. It is by dismantling electronic equipment and selling the parts that workshop owners have gained a new meaning for their daily lives, with more dignity, autonomy, discovery of skills and greater self-esteem.



## COFFEE ON THE GO PROGRAM

A link between truck drivers and the cooperative, the Program aims to assist and inform truck drivers who work in the Alta Mogiana region and who provide services to the cooperative. The meeting brings together drivers for a morning of learning and health care. The action precedes the harvest period, and professionals receive guidance on health care during long trips and also acquire knowledge about cooperativism and Cocapec's operations.



## COOPERATING DAY - "Victory belongs to those who do Good"

Cooperativism has as one of its main pillars the appreciation and interest in the community in building a more supportive and egalitarian world. In celebration of Cooperative Day, Cocapec holds the "Solidarity Championship", an action that involves our employees in donating food to the community. In its most recent edition, more than 400 kilos of food were donated to an NGO in the city of Franca/SP that helps children and adolescents in vulnerable condition. During the event, employees compete in a soccer tournament, they also volunteer to play games with the NGO's children together with their families. At Oficina ESG, children's creativity is heightened through the creation of toys with recycled materials, reinforcing how small actions can contribute to the preservation of our planet. Through cooperativism, we are able to build fairer scenarios in society. Therefore, Cocapec is strongly involved in activities that make it possible to transform the reality of the community.



# COCAPEC VISITS PROGRAM



Through the Visits Program, Cocapec opens its doors and presents its role within the coffee growing sector to different audiences, highlighting the differences offered by cooperativism and the relevance of the activity within agribusiness. The itinerary begins with an institutional presentation, highlighting the cooperative's main activities: history and curiosities of coffee farming, numbers and magnitude of cooperativism. Afterwards, properly equipped with PPE (Individual Protection Equipment), the group walks through the facilities of the cooperative as a soil and leaf analysis laboratory; roasting, coffee receiving process, including scales, tipper, coffee warehouse and plant; rating/tasting of coffee and shops. At each stop, professionals detail the processes, highlighting the contribution of the stage in providing services to producers. At specific times, visitors are invited to a sensorial experience with coffee, which makes the immersion even more complete and fun. The public that visits the cooperative is quite varied, from school-age children to delegations from national and international institutions. Because of this, the content is adapted according to the group's profile, so that everyone has the best experience and, in the end, understands the importance of coffee growing and Cocapec in this sector of the national economy.





# PEOPLE MANAGEMENT

“When everyone moves forward together, success happens on its own.”

Henry Ford

## PEOPLE MANAGEMENT

Our cooperative currently has 315 direct employees. We prioritize ensuring employees have a good organizational climate, exploring each person's skills, seeking individual and collective development, always prioritizing health and safety and complying with all legal issues and current labor legislation.

In addition to the benefits offered by the cooperative, we also have internal programs that aim to improve the quality of life of our employees.

“Cuidar”, a program implemented in 2021, offers psychological, financial and legal assistance, through scheduling with specialized professionals who work within the cooperative itself, which is a differentiator.

In addition to developing Internal Campaigns to value and raise awareness among our professionals, such as: Mother's Day, Father's Day, Women's Day, White January, Yellow September, Pink October, and Blue November, they are also part of our annual calendar, in addition to the celebration of the Birthday, with the delivery of a gift. An “Organizational Climate” survey is also carried out annually, which aims to listen to employees, map the main points for improvement, seek suggestions and reinforce positive actions that are already taking place. The adherence rate for the survey carried out in 2023 was 85%, reaching an overall satisfaction rate of 97%, surpassing the previous year's results.

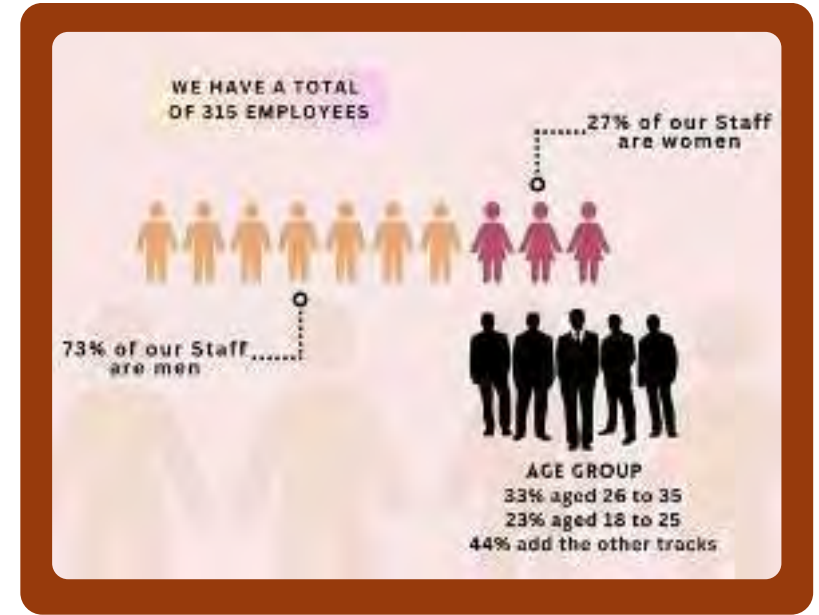
### BENEFITS OFFERED TO OUR EMPLOYEES

- Life insurance;
- Dental Insurance;
- Health insurance;
- Food Card;
- Agreements with Pharmacy;
- Optical Agreement;
- Partnerships with Colleges;
- “Arejar” Space: Space intended for the employee's well-being, providing an adequate place to rest;
- “Café com Prosa” Program;
- “Cuidar” Project: psychological, financial and legal assistance.

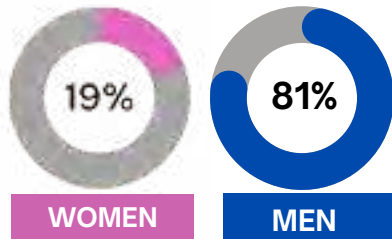


# GENERAL PICTURE

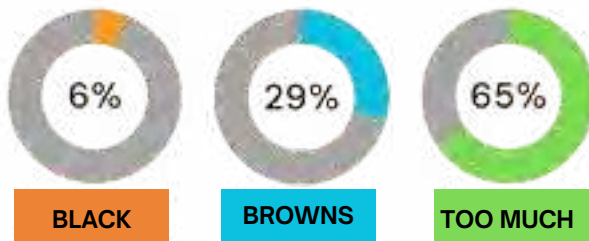
Our last year was marked by the growth of the cooperative. We maintained the number of employees without major changes, except during the harvest season, when we already have a planned increase. Within the current staff of 315 employees, it is possible to analyze the entire profile, as we have started the annual Cocapec Census, which in its first edition had a participation rate of 76%. The purpose of this research is to better understand the profile of each employee and unit, and consequently be able to develop more assertive and targeted actions. The cooperative is made up of 27% of its staff by women. This group has been growing and occupying more and more strategic positions. In the coming years we want to increase this number, giving more space to women both in management and in operations, always seeking gender equality.



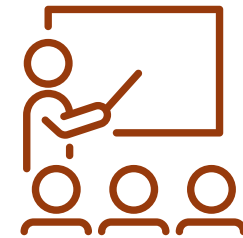
## OUR LEADERSHIP - GENDER



## OUR LEADERSHIP - ETHNICITY



## EDUCATION



**More than 7,000 hours of Training with our Employees in 2023 with different approaches.**

## FEATURED LEADERS



(Bruna Artiballe is one of the female representatives who coordinates the cooperative's Patrimony and Maintenance areas. Today 77% of its staff is made up of male employees).

*"My leadership has been an opportunity to promote a more inclusive and collaborative environment, in which differences are valued and respected. I am proud to contribute to breaking down gender stereotypes and showing that women can occupy leadership positions with competence and excellence."*

*Bruna Artiballe - Coord. of the Patrimony and Maintenance sector.*



(Mara Rúbia is also one of the female representatives highlighted, she coordinates our branch in the city of Ibiraci - MG, which has 90% made up of male employees).

*"I have been a leader for 16 years, and during this period, I found a welcoming and supportive environment for my development. Here I am heard, respected and fulfilled. Leadership lies in me and not in my gender classification."*

*Mara Rúbia - Coord. Ibiraci branch - MG*

## PERSONAL DEVELOPMENT

Among Cocapec's investments, training for employees grows every year, always seeking excellence and developing their skills. Through training with our leaders, we align the discourse with different areas, so that the cooperative remains connected and can act in a more strategic way. In addition to courses and training, the cooperative holds Engaja annually, an event that aims to train our employees and to prepare them for the next cycles. We understand that our employees are the pillar that supports the cooperative, and that they strive daily to meet the needs and promote the best opportunities for members, which is why it is so fundamental to strengthen and develop the relationship between cooperative and employee.



Investing in recruitment practices and preserving talent is a priority for Cocapec, which is dedicated to carrying out internal recruitment and improving skills. And talking about development, in 2023 Cocapec offered more than 7 thousand hours of training for employees. This number was only possible thanks to the involvement of employees and leaders to the encouragement of people from management area, through the creation of the “Gameificação - Jogo do Sucesso” program. This aims to reward employees who participate in training and internal events, in a logic of exchanging points. The more training completed, the more points the employee earns, and at the end of the year these points can be exchanged for prizes, such as cinema tickets, days off, chocolate baskets, coffees, among many other options. In addition to the training offered by the Cooperative and in partnership with SESCOOP, we also have the “Blast” platform, which provides courses, podcasts, exercises, videos and dynamics through a 100% online experience. The search for development is constant, so that, from the moment an employee is admitted at Cocapec, he always seeks to offer the best training for its employees. The integration carried out at the time of hiring employees is a differentiator, as it aims to guide actions linked to each professional's area of activity, in addition to information about the cooperative, its history, safety standards, among other information.



## IMPROVEMENTS FOR COOPERATORS AND EMPLOYEES – SESCOOP PARTNERSHIP

The courses in partnership with SESCOOP/SP provide the opportunity for training and professionalization in various segments for cooperative members, children, wives and also for Cocapec employees. Over the years, several courses have been offered with themes that strengthen the income of members and their families. The training courses feature trained professionals and objective content that is applicable to everyday life in the field. For our employees, we have two platforms for carrying out online training, “Capacitacoop” and “Sistema Ocesp”. They develop people through cooperativism, work on the professionalization of management and sustainability of cooperatives. They present a wide variety of topics regardless of the employee's area of expertise.



Training - Application of Agrochemicals



Management Development Program Cooperatives (PDGC)



Sescoop training - Leadership



Training for Working at Height - NR35



Training - Post-Harvest Operations



Training - Post Harvest Operations



Training - Post Harvest Operations

# HEALTH AND SAFETY



The Occupational Health and Safety sector is responsible for centralizing safety planning in line with the activities carried out in the cooperative, monitoring, observing and providing guidance so that these activities do not present risks or that these are minimized. To this end, we reinforce the culture of health and safety with our employees when carrying out their duties, from their first day at the cooperative. The area provides all necessary NR training, delivers and monitors the use of PPE (Personal Protective Equipment), offers an internal flu vaccination campaign at no cost to employees and works with CIPAA (Internal Commission for Accident and Harassment Prevention) who is active in the cooperative, disseminating the safety culture and supporting internal actions. It is possible to prove the effectiveness of these actions by monitoring the area's indicators. We have been without sick leave due to occupational illnesses for 5 years.

## SIPAT COCAPEC

Sipat (Internal Work Accident Prevention Week) annually focuses on relevant topics and features lectures, campaigns and plays, to bring information to all employees, with due responsibility. Safety and health at work is a subject that is constantly on the agenda at Cocapec. Awareness of good practices and health protection of professionals in the workplace must be carried out, monitored and encouraged daily and this motto is part of our principles.



CIPA Voting



Committee elected 2023



Vaccination Campaign



### “CAFÉ COM PROSA” PROGRAM

With the intention of bringing employees closer to its Management, Cocapec created the “Café com Prosa” project. A good leader must know how to not only evaluate, train and prepare his followers, but also listen to them. The success and growth of a company happens with the dedication, mainly, of the people who, on a daily basis, perform their duties with assertiveness and quality. In this way, highlighting the importance of each employee is essential. The objective of this Program is to provide employees with information about the cooperative and to reinforce the internal culture, respecting differences, in addition to discussing topics worked on in the cooperative, such as ESG and sustainability.



### “CUIDAR” PROJECT

The objective of this Project is to offer support and guidance to employees, acting on emotional, social and financial aspects. In addition to offering group and/or individual meetings with a focus on:

- The emotional health of employees;
- To provide space for clarifications and guidance on legal doubts;
- To provide space for collective and individual meetings with the aim of providing guidance for financial organization.

People are going through troubled times when it comes to emotional and financial health and offering this support and listening space to these employees is necessary. It is known that all of these factors directly influence the productivity and attention of employees, which directly impacts the cooperative's results.



### “AREJAR AND DINDA” SPACES

Exclusive spaces for our employees to promote rest, leisure and well-being. “DINDA” is an environment shared with the Employee Association, it is the ideal space for those workers who want to spend their break in a more relaxed way. At “AREJAR”, the environment has a library and was created for those employees who want to rest, practice reading, and study during their break.



# COMMUNICATION COCAPEEC



## COCAPEC COMMUNICATION

To be close to its members and collaborators, Cocapec maintains several communication channels, mixing digital and traditional media, adapting the language for everyone, and, in this way, providing more information to our increasingly diverse and connected audience.

## COMMUNICATION CHANNELS AND RELATIONSHIP WITH THE COOPERATOR

- In-person at all Cooperative Units;
- Magazine;
- Social Media (WhatsApp, Instagram, YouTube, LinkedIn);
- Indoor TV;
- At our events:
  - ✓ SIMCAFÉ;
  - ✓ Field Days;
  - ✓ Seminars;
  - ✓ Educational Committees and Pre-Assembly Committees;



## COMPLAINT CHANNEL

Complaints are dealt with in two different aspects, to better serve the complainant and guarantee assertiveness in the resolution. For employee complaints we have the S.I.C. (Internal Employee Support). The main reasons that may lead to a notification are: breach of compliance standards and non-negotiable items, but the employee can use the channel to refer to any person, situation or process that leaves them in an uncomfortable situation.



(16) 3711 - 6200



[www.cocapec.com.br](http://www.cocapec.com.br)



@cocapecaltamogiana



Av. Wilson Sábio de Melo, 3100  
Distrito Industrial / Franca - S.P (main unit)

“At Cocapec, we transform challenges into opportunities, guided by an ESG journey that seeks sustainable excellence. Our mission is to drive innovation, to promote inclusion and to preserve the planet for future generations. As a Cooperative, we adopt a long-term vision, committed to economic responsibility, social development, ethical and transparent governance, positively impacting the entire coffee value chain, ensuring that our strategic decisions promote balanced and sustainable development. We are dedicated to creating an extraordinary future, where every action becomes a fruitful legacy.”

**Eliane Souza – Secretary**

“ESG has become an important reference for evaluating business sustainability. With growing awareness of these issues, cooperatives are seeking to increasingly integrate these principles into their operations. Essentially, sustainability is fundamental to ensuring a viable and prosperous future for present and future generations. Furthermore, it can also positively influence organizational culture, promoting a sense of purpose and engagement on the part of employees, who identify with the cooperative's values. Awareness about sustainable practices can also take into account the motivation to be part of an organization that cares about the environment and society.”

**Mariana Lamins – Process Analyst / ESG**

“Sustainability may seem like a new concept, but it has actually been discussed for years in companies, academic institutions and the market. Coffee farmers have already realized that sustainable practices are beneficial for both themselves and their businesses, contributing positively to prosperity and productivity on their properties. Furthermore, these practices influence consumer behavior, who increasingly seek products from sustainable practices. As a cooperative, it is our role to support and encourage our producers to adopt good practices, record information (traceability) and share it with the entire market, demonstrating how coffee farming works throughout its chain and how sustainable our coffee is.”

**Willian César Freiria – Coffee Operations Manager**

"Sustainability is a constant learning process, which must be initiated internally, it is a change in concept and understanding and, without an internal change, we will not be able to practice it. This transformation begins with small gestures and actions that must be primarily within us and in our homes.

In the context of rural properties, I consider myself privileged not only to be a leader in the cooperative, but also to be a producer. I always think about how I received my property, how it is nowadays and I hope it will be in better condition when I can no longer be in charge of it. I would like to leave a positive legacy for my children. Just like Cocapec, I also hope that it is better than when we started managing. .

Thinking as leadership, and remembering that this is not just a hierarchical position, but rather an attitude, I have constantly sought to learn and challenged myself to be an increasingly better leader for the cooperative. At all times, we have created tools, applied governance, good management and market intelligence. In the corporate world, if leaders do not have a clear vision of sustainability as already being a reality, it will be difficult for them to continue their activities. This requires knowledge, strategy and a good work plan.

We are a cooperative that produces a precious commodity: Coffee. And having a company capable of offering a high quality product, produced in a truly sustainable and food safe way, combined with a good governance and transparency policy is fantastic.

Including small producers and providing access to prosper through the cooperative is fundamental when we talk about sustainability. This is the way to differentiate ourselves in the market

Agribusiness is one of the sectors with the greatest evolution and capacity to generate wealth for our country. Our agricultural model, especially coffee growing, was developed over time based on a very strong pillar of sustainability. I believe we are moving further and further towards achieving a balance between production and preservation."

**Saulo de Carvalho Faleiros - Director Vice President Cocapec**



## Entities representing the Class in which Cocapec is inserted



## INFORMATION ABOUT THIS REPORT

The document presents the maturity of our strategy and our environmental, social and governance practices. The socio-environmental and governance data, as well as those relating to the operation, were collected through contact with internal areas, which provided indicators, information and analyzes about the business and its relationship with sustainability. Our cooperative's executive board analyzed and approved the information in this report, participating in both the validation process and reading the final material before its publication.

[www.cocapec.com.br](http://www.cocapec.com.br)

## FINAL MESSAGE

Talking about sustainable processes means translating strategy into actions, making the concept less utopian and closer to reality. And the reality is that, increasingly, the world is demanding effective displays of sustainability from companies, whether because of government regulations, market requirements or even consumer demands. Thinking about how our processes can become sustainable is thinking about a situation in which the cooperative, the environment and society win. Working from this perspective even makes relationships with stakeholders more effective, reducing the risk inherent to any business.

## REFERENCES

- Cocapec Compliance Policy;
- Cocapec Code of Ethics: Non-negotiable;
- Cocapec Anti-Corruption and Anti-Bribery Policy;;
- Cocapec Bylaws;
- General Personal Data Protection Law – LGPD;
- Cocapec website;
- Cocapec Communication Channels;
- Cocapec Electoral Process Regulation;
- Cocapec Internal Regulation;
- Cocapec Standards and Procedures Manual
- Internet.



## **BOARD OF DIRECTORS**

Carlos Yoshiyuki Sato - CEO

Saulo de Carvalho Faleiros - Vice President Director

José de Alencar Coelho Junior - Secretary Director

Ricardo Lima de Andrade - Cocapec Business Director

Alberto Rocchetti Netto - Administrative Superintendent

## **PROJECT**

Mariana Branco Lamins - Process / ESG Analyst

## **PROJECT COORDINATION/REVIEW**

Morgana Reatto Mattos - Administrative Management

## **PHOTOS**

Cocapec Image Bank and Internet.

Questions, suggestions and/or comments regarding the content of this Report can be sent to the email [sustentabilidade@cocapec.com.br](mailto:sustentabilidade@cocapec.com.br)

