



# *Sustainability*

## **Report 2024**



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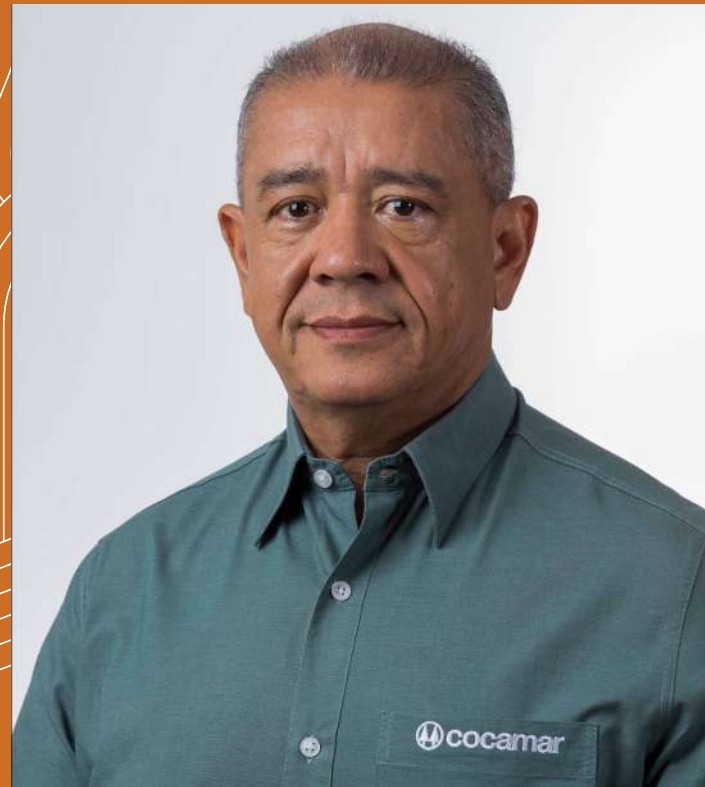
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**115** GRI SUMMARY

# Message from the *President*

(GRI 2-22)



**Divanir Higinio**  
CEO

We are pleased to present Cocamar Cooperativa Agroindustrial's Sustainability Report for 2024.

With its dynamism and history of innovation, Cocamar has made significant progress in its commitment to becoming a more sustainable organization. To achieve this, guided by ESG principles, it develops a series of programs that distinguish it and enhance its excellence in governance as a responsible cooperative, fully aware of and dedicated to the environment in which it operates.

To illustrate its relevance to the areas in which it operates, over 70% of the 20,000 cooperative members are small-scale and heavily rely on the cooperative's technical, commercial, and logistical support to stay competitive.

Simultaneously, with operations in over one hundred municipalities across five states, it helps stimulate the economy and create jobs while remaining focused on preserving the environment and supporting community development.

As a participant in the UN Global Compact for Sustainability, Cocamar aligns with and continually evolves in line to the Sustainable Development Goals (SDGs), establishing itself as a recognized and respected organization.

This report is prepared according to the Global Reporting Initiative (GRI) standards, which are the primary reference for sustainability indicators adopted by organizations worldwide. It includes best practices that promote ethics and respect.



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Mirante do Paranapanema (SP) Unit

# About this *Report*

(GRI 2-2, 2-3, 2-22, 3-1, 3-2, 3-3)



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# How the content was structured

(GRI 2-2, 2-3, 2-14)

This Sustainability Report provides a thorough overview of Cocamar’s practices and performance in the environmental, social, economic, and governance areas from January 1st to December 31st, 2024. The content of this document is organized around the cooperative’s most significant material issues, defined according to the principles of sustainability and the interests of the involved parties.

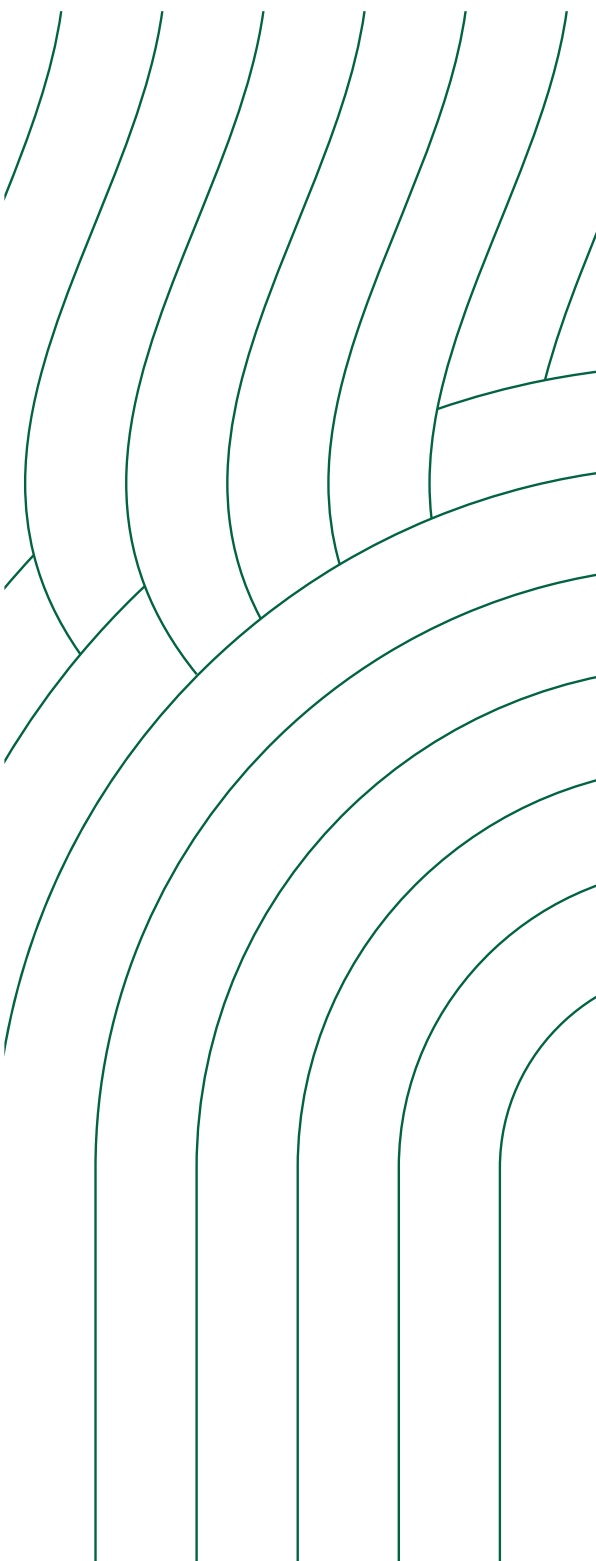
Now in its third edition, this report has been prepared according to the Global Reporting Initiative (GRI) standards, which serve as an internationally recognized guide for communicating sustainability indicators. This approach enables continuous analysis of material issues and allows for comparison of data over time.

In addition to this document, Cocamar also provides the Management Report and the Financial Balance Sheet, which are audited and enhance the transparency of the cooperative’s operations.

On the following pages, readers will find a description of the activities conducted by Cocamar in its 116 units, which serve over 20,000 cooperative members. These cooperative members produce soybeans, corn, wheat, coffee, oranges, and livestock in Paraná, São Paulo, Mato Grosso do Sul, Mato Grosso, and Goiás.

Furthermore, to facilitate identifying the specific results of Cocamar Máquinas, the John Deere dealership affiliated with the cooperative, information about this company will be highlighted whenever relevant.

The Executive Board is responsible for analyzing and approving the information presented here. This process involves reviewing the organization’s key issues and the most relevant matters for stakeholders and the cooperative. The Sustainability Team has consolidated this data and prepared it for inclusion in this report.





# Cocamar

## Materiality

(GRI 3-1)

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In 2022, Cocamar established its first materiality as part of the ESG (Environmental, Social, and Governance) Journey. With the assistance of a specialized consultancy, a thorough assessment was conducted, incorporating industry benchmarks and sustainability standards, along with interviews and consultations to pinpoint the cooperative's priority impacts on ESG aspects.

The materiality process involved a diverse array of strategic partners. In total, 11 leaders from Cocamar were interviewed, including members of its highest governance body and 12 external partners representing cooperative members, suppliers, and research institutes. To complement this effort, an online questionnaire was distributed to stakeholders, yielding over 640 valid responses.

- Employees
- Board of Directors
- Cooperative members
- Fiscal Board
- Executive Board
- Communities



- Suppliers
- Capital Providers
- Clients
- Sectoral Bodies
- Supervisory Bodies
- Communities



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# Material themes

(GRI 3-2, 3-3)



## GOVERNANCE AND COMPLIANCE

Governance of ESG issues (Environmental, Social, and Governance) through a structure that ensures corporate integrity, considering issues of ethics, competitive behavior, anti-corruption, transparency, compliance, etc.

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-15, GRI 2-16, GRI 2-17, GRI 2-18, GRI 2-19, GRI 2-24, GRI 2-27, GRI 204, GRI 204-1, GRI 205, 205-1, GRI205-2, GRI 205-3, GRI 408-1, GRI 206, GRI 206-1, GRI 3-3, GRI 409, GRI 409-1, GRI 413, GRI 415-1, Setorial GRI 13\* Tópico 13.23



## STRATEGY AND RESULTS

Establishing strategies that add value to Cocamar and strengthen cooperativism, as well as diversified business models, market opening, and commercial process management to promote resilience, the adaptation of the organizational strategy, and guaranteed income for the cooperative members.

GRI 2-6, GRI 201



## INNOVATION AND TECHNOLOGY

Use of innovation and technology to increase process efficiency, digital transformation, use of technology to optimize services, data analysis, speed of processes, and innovative solutions.

GRI 3-3



## RELATIONSHIP AND SUPPORT FOR COOPERATIVE MEMBERS

Technical support, dissemination of knowledge, services, and solutions to assist cooperative members, favoring their safety, growth, profitability, shared management (family succession), excellence in service, and promoting loyalty.

GRI 3-3



## CLIMATE CHANGE ADAPTATION AND RESILIENCE

Transition to a low-carbon economy. Minimizing greenhouse gas emissions to reduce environmental impact, including carbon sequestration. Expanding the use and supply of renewable energy.

GRI 201, GRI 305, GRI 201-2, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5, GRI 305-7, GRI 306, GRI 306-3, GRI 306-4, GRI 306-5



## HUMAN CAPITAL

Labor relations (remuneration, benefits), training, attracting and retaining talent.

GRI 401, GRI 401-1, GRI 401-2, GRI 2-21, GRI 2-8; GRI 2-20, GRI 402-1, GRI 404, GRI 404- 1, GRI 404-3, GRI 404-2, GRI 403, GRI 403-1, GRI 403-7, GRI 403-2, GRI 403-3, GRI 403-9, GRI 403-5, GRI 403-10, GRI 403-6, GRI 406, GRI 407, GRI 407-1, GRI 13.21



## INTEREST IN THE COMMUNITY

Understanding the positive and negative impacts of operations on community relations. Fostering development.

GRI 413, GRI 413-1, GRI 413-2, GRI 3-3



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# Best practices

(GRI 2-22)

Since 2020, Cocamar has been a member of the UN Global Compact and seeks to align its programs, objectives, and goals with global structures, pacts, and initiatives focused on sustainable development. With this commitment, the company guides its actions by the 2030 Agenda, linking its projects to the Sustainable Development Goals (SDGs) it has identified as priorities so far: SDG 2 - Zero Hunger, SDG 8 - Decent Work and Economic Growth, SDG 9 - Industry, Innovation, and Infrastructure, and SDG 13 - Climate Action.

# Outstanding projects by SDG



Solidarity Union



Diaper Workshop



Cultivar Program



Promoting Sustainable Agriculture



Springs Program



Dia C - "Cooperation Day"



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Sustainability  
Report 2024



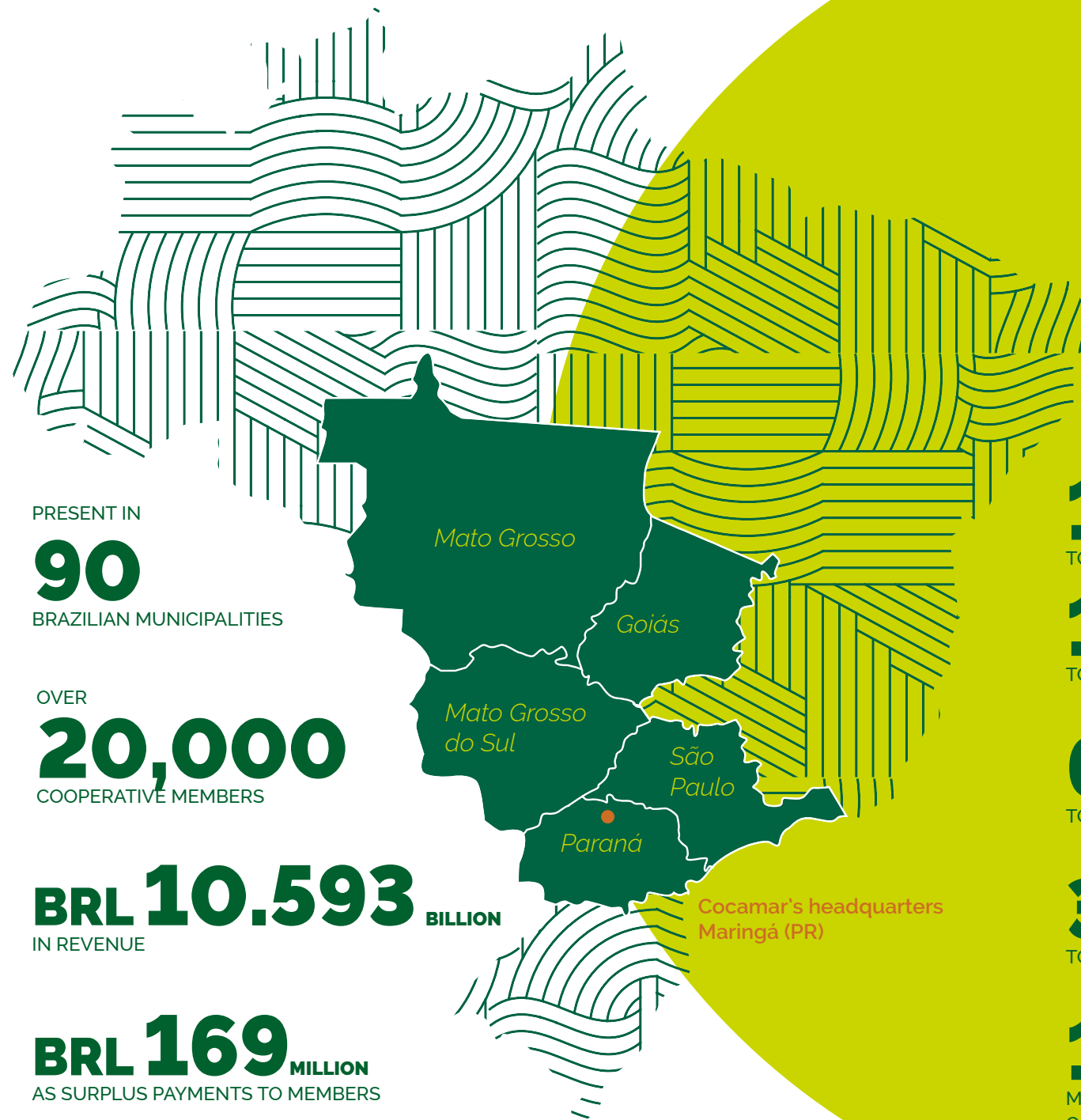
Graneleiro (Grain Storage Facility) – Industrial Complex – Maringá (PR)

# About Cocamar

(GRI 2-1, 2-6)



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PRESENT IN  
**90**  
BRAZILIAN MUNICIPALITIES

OVER  
**20,000**  
COOPERATIVE MEMBERS

**BRL 10.593** BILLION  
IN REVENUE

**BRL 169** MILLION  
AS SURPLUS PAYMENTS TO MEMBERS



**BRL 5.5 mi**  
INVESTED IN SOCIAL PROJECTS

**535**  
ENTITIES  
BENEFITED

**97.3 tons**  
OF FOOD  
DONATED

**1.733** MILLION  
TONS OF SOYBEANS RECEIVED

**1.434** MILLION  
TONS OF CORN RECEIVED

**61,000**  
TONS OF WHEAT RECEIVED

**3,566**  
TONS OF SORGHUM RECEIVED

**1.668** MILLION  
MILLION BOXES OF  
ORANGES RECEIVED

**11,000**  
PROCESSED COFFEE BAGS

**BRL 2.524** BILLION  
IN RETAIL INPUT REVENUE

**BRL 631** MILLION  
IN REVENUE FROM  
COCAMAR MÁQUINAS  
(COCAMAR MACHINES)



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# About *US*

(GRI 2-1, 2,6)

Cocamar Cooperativa Agroindustrial is based in Maringá, Paraná. Established on March 27, 1963, it has remained privately owned. Its operations cover 90 municipalities across Paraná, São Paulo, Mato Grosso do Sul, Mato Grosso, and Goiás, where it receives grains such as soybeans and corn, maintaining a static storage capacity of 2.56 million tons. In addition, it sells agricultural inputs, including photovoltaic solar energy systems and irrigation structures. It operates one of the largest and most diverse industrial complexes in Brazil's cooperative sector in Maringá.

With a business model focused on vertical integration, the cooperative adds value to the production of over 20,000 members, providing end consumers with products such as soybean, corn, sunflower, and canola oils; roasted and ground coffee; soy beverages; fruit nectars; mayonnaise;

ketchup; mustard; wheat flour; household alcohol; and beef from early-maturing cattle. Cocamar also operates industries producing foliar fertilizers, adjuvants, animal feed, mineral supplements, biodiesel, textile yarns, and treated wood. In Paraná, the cooperative also accepts oranges, wheat, and sorghum, while its members raise beef cattle.

Additionally, Cocamar operates a Seed Processing Unit (UBS) in the northern part of the state and primarily functions in the northern and northwestern regions, holding a concession for John Deere agricultural machinery, services, and technologies.



Graneleiro [Grain Storage Facility] – Industrial Complex – Maringá (PR)



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# The Adoption of a Monolithic Brand

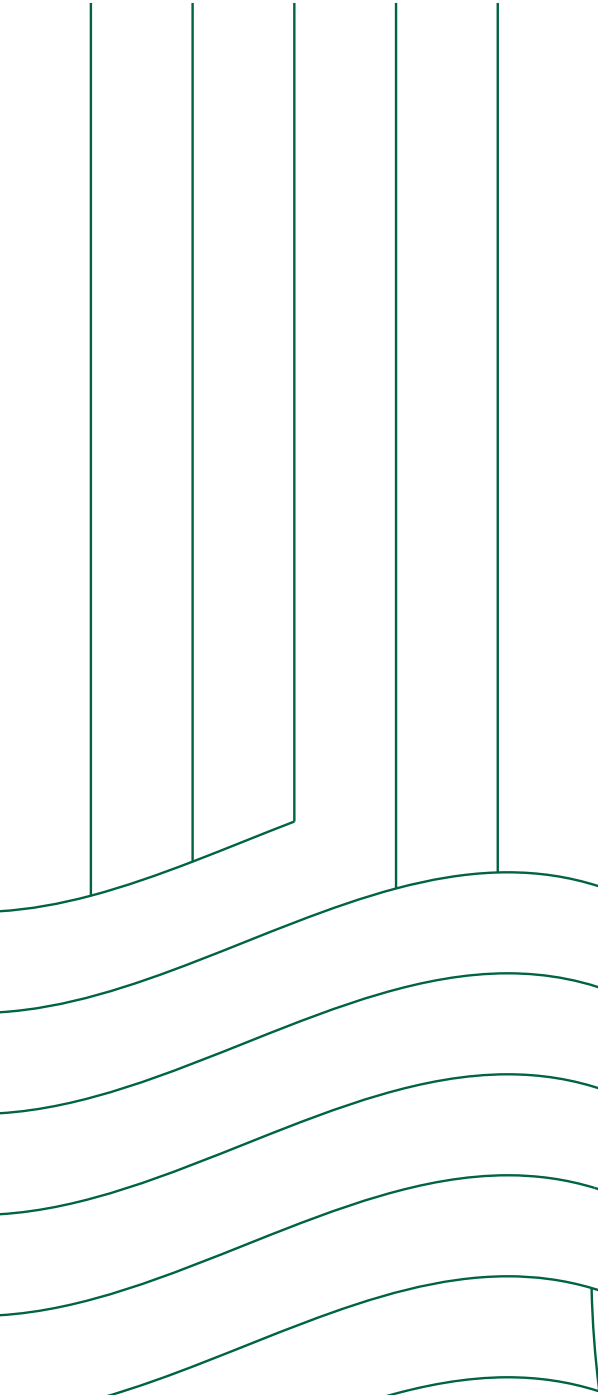
In 2024, Cocamar adopted a strategy of maintaining a unified brand for its products. By emphasizing the Cocamar brand, the cooperative blends tradition and innovation while reinforcing its position as a leader in agribusiness and other areas of operation. This decision enhances Cocamar’s visual identity, boosting its institutional, commercial, and promotional

recognition. Additionally, it increases the brand’s market impact, enabling immediate recognition and improving communication efficiency with various audiences.

Furthermore, the strategy encourages the endorsement of specific brands like Purity, Suavit, and Viridian by utilizing the strength of the parent brand for support,

improving communication results across various operational areas.

As a cooperative, Cocamar is built on the idea of collective growth. The monolithic brand reinforces this ideal by symbolizing that all regions of all operational regions are working together toward a common goal, fostering trust and unity among members, consumers, and partners.





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# Certifications and Awards

## CERTIFICATIONS



Impactacim Gold Seal in Sustainability



Gold SDG Seal



Best Cooperatives in the Country – Globo Rural Ranking



MAPA Integrity Seal

Silver GHG Seal



7<sup>th</sup> Best Fleet Management in Brazil



Best Companies to Work For – 13<sup>th</sup> Place Among Large Companies in Paraná



Best-Managed Companies – Deloitte



Paraná Climate Seal



Social Impact Seal – Instituto Dexis



Inova Maringá Award 2024



Innovative Company Award 2024





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Cocamar Gas Station – Astorga (PR)

# Strategy and Results

(GRI 2-6, 3-3, 201-2)





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# Business *model*

(GRI 2-6)

Cooperativism stands as an undeniable model of social responsibility, defined by the collaboration of individuals who share common ideals and unite to reap the benefits of their collective achievements. Cocamar's guiding principle applies to around 62% of small-scale members (operations of up to 50 hectares). Most of these producers would find it difficult to sustain themselves without the scale, security, logistics, and access to technology that the cooperative system provides.

Cocamar stands out in the market as an organization where its members are the owners, participating in the

decision-making process democratically and transparently. By joining a strong and well-structured cooperative, producers receive support and guidance to maximize the profitability of their activities.

Additionally, the entire family becomes involved in the cooperative context through shared management and training initiatives, reducing the risk of failure for producers and facilitating a planned and natural transition for future generations. Furthermore, the organization is the primary price reference in its operating regions, protecting producers from exploitative practices in selling crops and purchasing inputs.



Oil Bottling Industry – Maringá (PR)



Doutor Camargo (PR) Unit



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# Revenue

(GRI 201-2)

In 2024, Cocamar encountered a challenging situation characterized by climate adversities and instability in the agribusiness sector. The extended drought and elevated temperatures impacted soybean, corn, and wheat crops, decreasing average productivity and pressuring members to defer input investments. On the global stage, large soybean harvests in the United States and Argentina kept international prices low. Meanwhile, China's economic slowdown and new European regulations, such as the EUDR, complicated the market further.

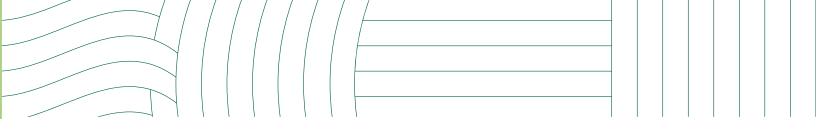
Despite these challenges, the organization demonstrated resilience and efficiency by achieving revenue of **BRL 10.59 billion**, reaffirming its position among the largest agro-industrial cooperatives in Brazil. Additionally, it received **1.43 million tons of corn, 1.73 million tons of soybeans, 61 thousand tons of wheat, 1.67 million boxes of oranges, and processed 11 thousand coffee bags**, further strengthening its relevance in agribusiness and fruit production. In retail, BRL 846 million and BRL 2.52 billion in revenue from

agricultural input sales highlight the end consumer's trust in Cocamar's product quality and the members' confidence in the cooperative's integrated and sustainable solutions.



Technology Diffusion Unit – Floresta (PR)





# Expansion

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In 2024, climate change worsened extreme events, such as prolonged droughts and unseasonal rains, negatively impacting the productivity of Brazil's main crops. This situation directly affected the grain harvest in Cocamar's regions, raising production costs and putting pressure on domestic market prices.

The challenges were overcome through the strength of cooperativism, the professionalism of its employees, and excellence in management. Along with achieving significant results during the fiscal year, the cooperative made substantial investments in expansions that will bring even greater prosperity to all involved.

Here are three key highlights of the year in our expansion efforts:

## Fertilizer Industry in Paranavaí (PR)

- The new Viridian brand fertilizer plant was inaugurated on January 29, 2024, in the municipality of Paranavaí in northwestern Paraná. With an investment of BRL 6.3 million, the facility boasts a production capacity of 3 million liters per commercial shift and 630 tons of solid fertilizers each year. It occupies a plot of 64,000 square meters, with nearly 10,000 square meters of constructed area.



## Grain Reception

Located at kilometer 127 of BR-376, the new Ivinhema (MS) facility offers more convenient access for regional cooperative producers, who previously needed to travel 60 kilometers to Nova Andradina (MS) to store their harvests. The Ivinhema unit is part of Cocamar's expansion plan, which aims to boost its static storage capacity from 2.2 million to 2.56 million tons, with a total investment of BRL 220 million.

In addition to this facility, six other grain reception structures (built, acquired, or renovated) in Paraná have been incorporated into the cooperative, increasing Cocamar's total storage capacity by 354,000 tons and serving approximately 2,716 members in their respective regions. These units are:

- Japurá - 50,000 tons
- Maringá - 200,000 tons
- Santa Cruz do Monte Castelo - 50,000 tons
- Cambé - 30,000 tons
- Uraí - 12,000 tons
- Andirá - 12,000 tons

## Early-Maturing Beef Sales

In 2024, Cocamar also advanced in its strategy for its line of premium beef cuts, opening 18 points of sale in the following municipalities of Paraná:

- Maringá
- Astorga
- Cambé
- Nova Andradina
- Naviraí
- São Jorge de Ivaí
- Assaí
- Umuarama
- Cianorte
- Paranavaí
- Iporã
- Doutor Camargo
- Primeiro de Maio
- Rolândia
- Altônia
- Cocamar Gas Station – Maringá
- Cocamar Gas Station – Astorga
- Floraí

Ten more points of sale for Cocamar beef cuts are planned for 2025.



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## Cocamar Máquinas [Cocamar Machines] Arrives in Santo Antônio da Platina (PR)

The Express branch of Cocamar Máquinas was inaugurated on April 18, 2024, to be closer to the region's producers and offer them products and services that can further enhance their competitiveness. In addition to Santo Antônio da Platina, the brand is also present in the municipalities of Maringá, Paranavaí, Apucarana, Cambé, Ivaiporã, Cornélio Procopio, Andirá, São Pedro do Ivaí, São Jorge do Ivaí, and Querência do Norte, all in the state of Paraná.



Cocamar Máquinas – Santo Antônio da Platina (PR)



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# The Future Begins Now

## New Soybean Processing Plant: The Largest Project in Cocamar's History

The cooperative is preparing to launch operations for a new soybean processing plant in 2027, marking a milestone in innovation and sustainability. Designed to process at least 50% of the more than 3 million tons of soybeans Cocamar expects to receive that year, the plant will become a national benchmark. Using cutting-edge technology, the facility will operate as a fully automated and sustainable Industry 4.0 plant. Innovations include systems that reduce water, steam, solvent, and biomass consumption while eliminating

effluent generation. In addition to enhancing energy efficiency, the plant will enable the production of new products, such as high-protein soybean meal (hipro). With an investment of over BRL 1.5 billion, this project reflects Cocamar's commitment to adding value to its members' production, boosting competitiveness in the sector, and adopting practices aligned with the highest environmental standards. The project will generate over 1,500 direct jobs during construction, positively impacting the local economy and strengthening the production chain.



Investment Announcement For The New Soybean Processing Plant

## Entry into the ARLA 32 Market

Starting in 2025, Cocamar will produce and sell ARLA 32 from a new facility in Paranavai (PR), reinforcing its commitment to environmental preservation and ensuring compliance with Inmetro regulations (Administrative Rule No. 213/2021). This material is essential for operating the Selective Catalytic Reduction (SCR) system, a technology that reduces nitrogen oxide (NOx) emissions in diesel vehicles. Through a chemical reaction in the SCR catalyst, ARLA 32 converts pollutants into nitrogen (N<sub>2</sub>) and water (H<sub>2</sub>O), both harmless to the environment.

Since its commercialization in Brazil in 2012, the use of ARLA 32 has grown

exponentially, encompassing heavy-duty vehicles, agricultural machinery, road construction equipment, and even diesel-powered light vehicles. Projections indicate that national consumption is expected to nearly double by 2028, fueled by fleet modernization and advancements from Proconve (Phases P8/L7), which enforce stricter emissions limits. To meet the increasing demand, Cocamar will provide the product in 20-liter containers at its locations and through e-commerce, as well as bulk sales for fuel stations, transport companies, and public transit operators, with delivery facilitated by TRR Cocamar.



# Surplus Distribution and *Production Delivery*

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Cocamar reaffirms its commitment to its members by distributing BRL 169 million in 2024, which comes from operational surplus and incentive initiatives. Of this amount, BRL 102 million originates directly from surplus, BRL 35.2 million from incentive programs, and BRL 31.9 million was designated for capital account credits. This return reflects the collective effort of more than 20,000 members, 70% of whom are small-scale producers with properties of up to 50 hectares.

Beyond strengthening families and local communities, this distribution enhances the economy in the regions where the cooperative operates. Transparent management and strategic planning were crucial in overcoming climatic and economic challenges, further solidifying the resilience and sustainability of the cooperative model. These outcomes highlight the power of cooperativism as a foundation for regional development and the success of producers.



Maringá Unit, Maringá (PR)



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Annual Shareholders' Meeting – Maringá (PR)

# Governance and Compliance

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# Commitment Policy

(GRI 2-23, 2-24)

Cocamar is dedicated to delivering results that guarantee the satisfaction of its clients and cooperative members by investing in the ongoing enhancement of its processes, adhering to applicable legislation, and upholding Food and Feed certifications, always guided by established principles.

The pillars of this commitment policy, approved by the Executive Board, are outlined in specific criteria and requirements, which were revised in 2024. Cocamar's Governance Manual details each principle, including the management model, responsible parties and stakeholders, as well as monitoring practices and performance evaluation.

The commitment policy is shared through the cooperative's internal and external institutional channels and can be accessed at: <https://www.cocamar.com.br/sobre>

## THE PRINCIPLES OF COCAMAR GOVERNANCE



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# Corporate Governance

(GRI 2-23)

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Cocamar translates its commitment principles into criteria and requirements that undergo annual audits. Additionally, the cooperative adheres to leading international governance and corporate transparency standards, including NBR ISO, GMP+ FSA, OHSAS, FLO, GRI, GRS, and ISCC.

In recent years, aiming to enhance its governance standards, the company has strengthened internal processes, structured decision-making levels, and improved control mechanisms. For example, the Governance Manual was first published in 2014. It details each principle, outlining the responsible parties, participants, monitoring methods, reporting, and performance evaluation based on the best practices of the PDGC (OCB's Cooperative Management Development Program) and the Good Practices Manual of IBGC (Brazilian Institute of Corporate Governance).

Cocamar's commitments go beyond policies aimed at mitigating the impacts of its activities. They encompass management,

succession planning, ethics, transparency, compliance, customer service, product quality, regulatory compliance, employee well-being, and many other key areas.



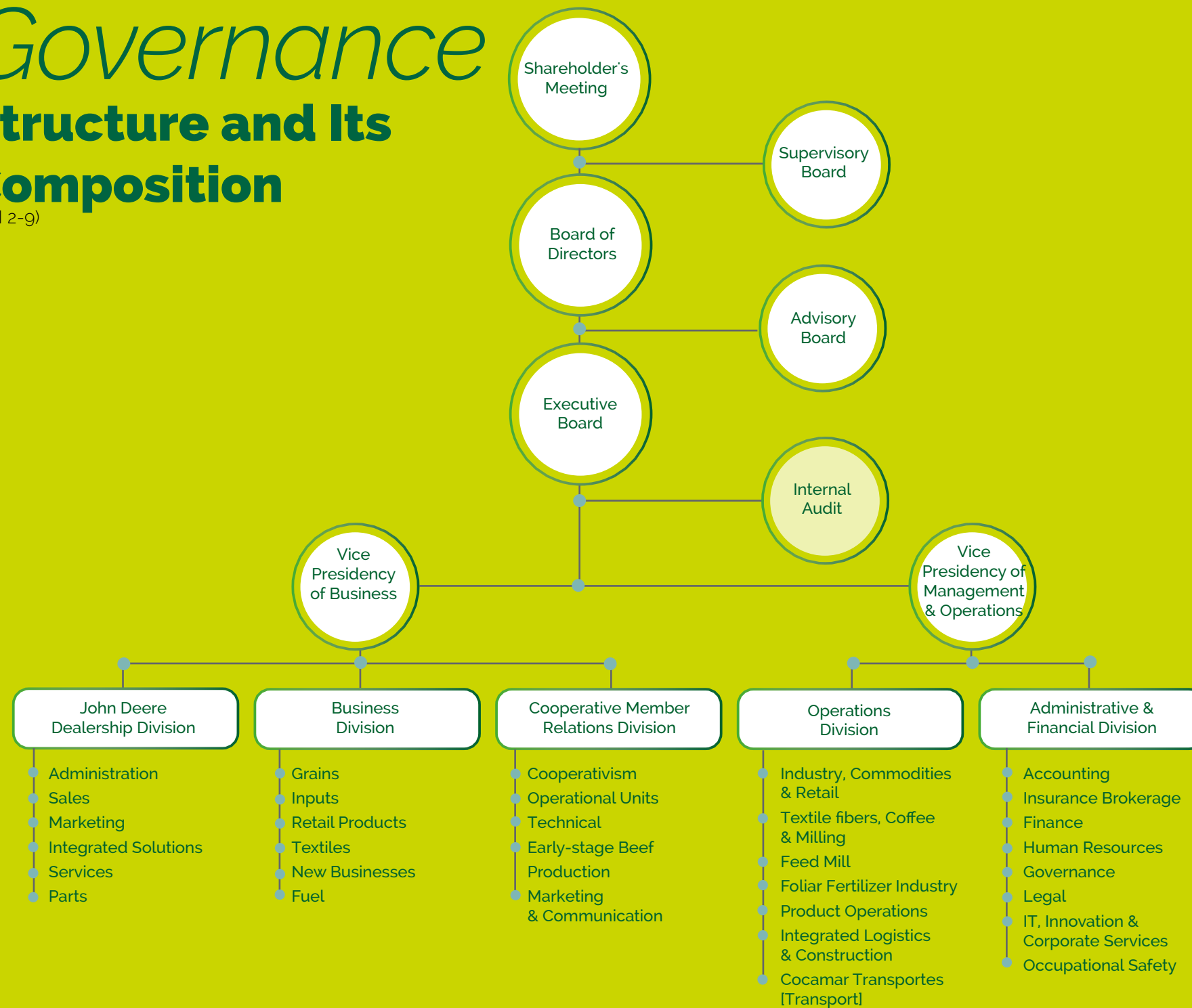
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# Governance Structure and Its Composition

(GRI 2-9)





# Delegation of Authority

(GRI 2-10, 2-11, 2-13, 2-17)

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Cocamar is governed by a Board of Directors consisting of 15 full members, all cooperative members elected at the Shareholders' Meeting for a four-year term. This board is responsible for implementing decisions, defining strategies and guidelines for the cooperative's operations and services, and monitoring results. It is important to note that the Chairman of the Board of Directors does not hold executive functions within the cooperative, preventing overlapping roles and conflicts of interest.

The CEO and up to two Executive Vice Presidents, nominated and appointed by the Board of Directors according to the Articles of Incorporation, manage the cooperative's executive operations.

The CEO is tasked with executing and overseeing administrative actions, legally representing the cooperative in or out of court, and fostering member relations and engagement policies, among other responsibilities.

To be eligible for a Cocamar management position, candidates must meet the legal requirements, have been a member for at least three years, not hold political office, be financially up to date with the cooperative, and submit a professional résumé as required by the Articles of Incorporation. The term of office is four years, with the possibility of re-election.

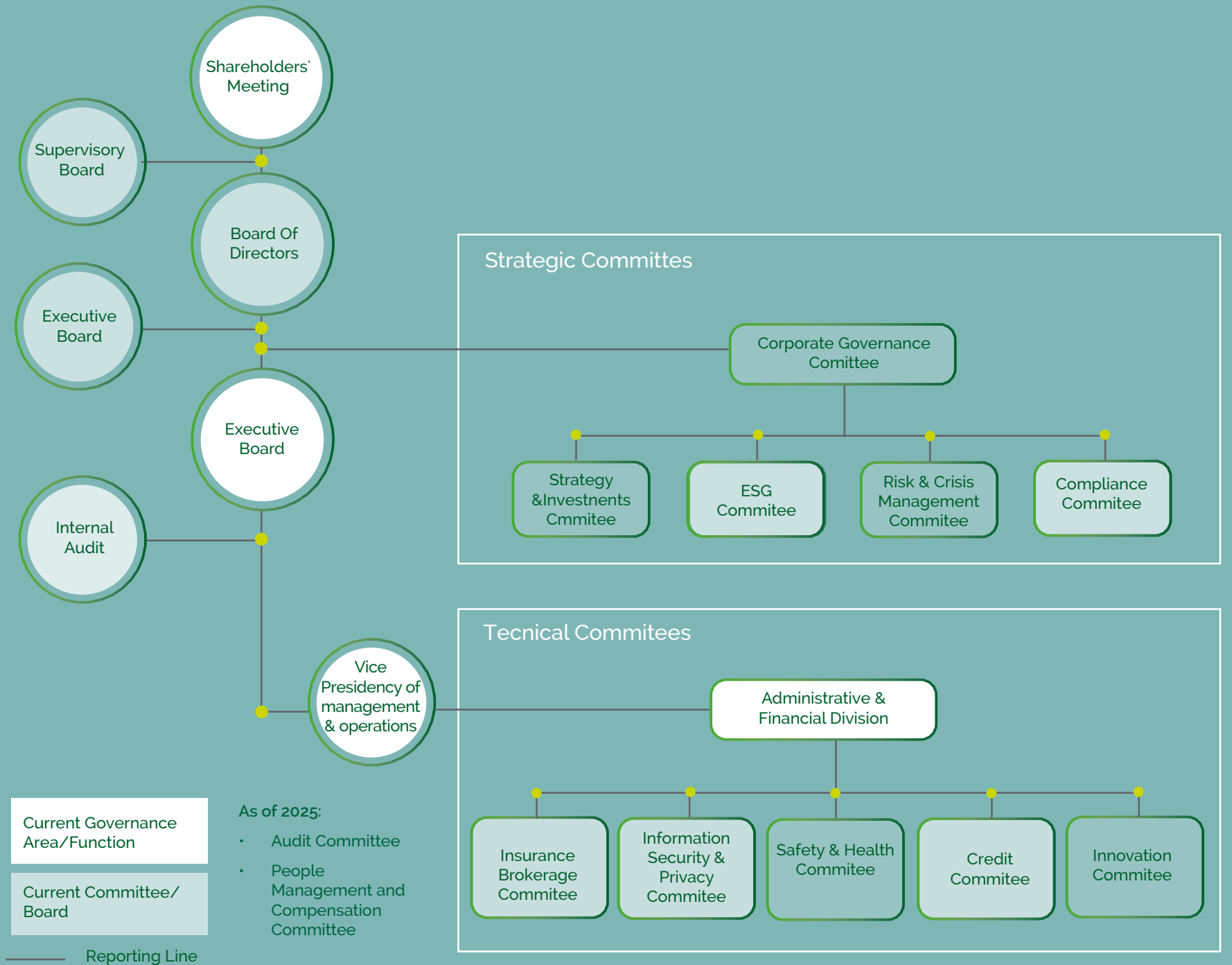
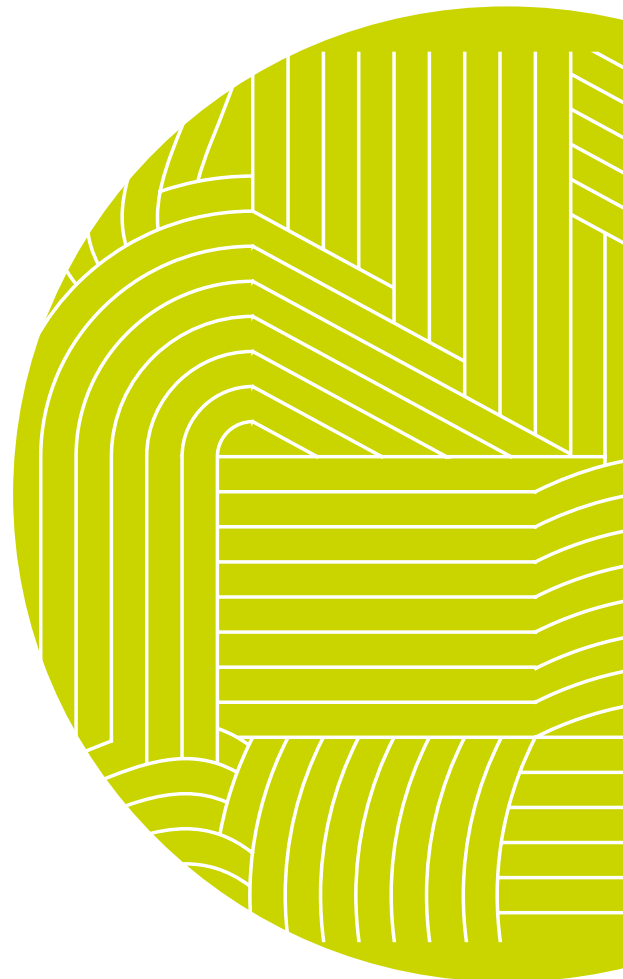
The selection process for potential candidates also considers diversity of knowledge, experience, and independence, among other factors, to strengthen the cooperative's governance.



Annual Shareholders' Meeting – Maringá (PR)

# Committees

The committees serve as advisory bodies to the Board of Directors, discussing, analyzing, and addressing specific matters.





# Governance Bodies' Responsibilities

(GRI 2-12, 2-13)

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## Board of Directors

The Cocamar Board of Directors is primarily responsible for promoting and upholding the cooperative's social purpose, safeguarding members' interests, and ensuring long-term sustainability while considering economic, social, environmental, and governance (ESG) aspects. It must adopt an agile management structure with qualified professionals of impeccable reputation, as outlined in the Articles of Incorporation. The Board is tasked with formulating management guidelines, developing the Strategic Plan, and approving the Annual Budget. Additionally, it ensures that the Executive Board effectively implements strategies and policies without interfering in operational matters and prevents or manages conflicts to ensure that the cooperative's interests prevail. The Board of Directors oversees topics such as risk management and ESG matters, which are reported to the Governance Committee.



## Supervisory Board

The Supervisory Board plays a vital role in overseeing the cooperative, which involves financial monitoring, requesting external audit services as needed, drafting and submitting statutes and regulations, and recovering assets through financial collection. Furthermore, the Supervisory Board sets timelines for preparing financial statements, recommends improvements in financial reporting, verifies the consistency between operations and projections, evaluates social benefits, and ensures compliance with labor regulations.



## Advisory Board

The Advisory Board operates strategically within the organization. Its responsibilities include recommending strategic policies to the Board of Directors, covering ESG-related topics and impact management. The Advisory Board bases its decisions on data collected from membership proposals submitted by Cocamar. Through the Board of Directors, the Advisory Board helps the cooperative gather input for the Strategic Plan and Annual Budget while maintaining Cocamar's reputation within its communities.



## Executive Board

The Executive Board is a governing body responsible for the administration and management of the cooperative. Its responsibilities include executing and enforcing resolutions from the Shareholders' Meeting and the Board of Directors, as well as implementing plans, goals, and strategies to effectively achieve the cooperative's statutory objectives. These strategies and plans involve managing ESG-related issues and impact management processes.

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## Performance Assessment

(GRI 2-18)

Cocamar evaluates the performance of the Executive Board by reviewing financial statements, results, and other predefined performance indicators specified in the annual board agenda. These evaluations gauge financial health and management effectiveness. Internal and external audits guarantee

accuracy and adherence to accounting standards.

The administration's transparency is shown through the Management Report, Financial Statements, the Supervisory Board's Opinion, the independent external audit, and the Activity Plan for the upcoming fiscal year.

# Compensation

## Policies

(GRI 2-19)

The compensation for the Executive Board is set by specialized consulting firms based on market studies of similarly sized organizations. The compensation package includes both fixed and variable components, with short-term incentives being the primary element of the variable portion. This policy is overseen and approved by the Cocamar Board of Directors.

The short-term objectives are directly aligned with the cooperative's strategic goals. Profit Sharing is granted based on achieving a set of corporate, business, and specific performance targets. These incentives enhance employees' sense of responsibility, strengthen discipline in tracking key indicators, and promote new initiatives to achieve desired results.



# Conflict of Interest

(GRI 2-15)

Cocamar implements various measures to prevent conflicts of interest, as outlined in its Code of Ethics and Conduct. This document clearly defines a conflict of interest, helping employees, members, suppliers, and third parties identify situations that could compromise the cooperative's impartiality and integrity.

Furthermore, the cooperative has a service and supply declaration, an electoral regulation, and an internal charter for the Board of Directors and the Supervisory Board.



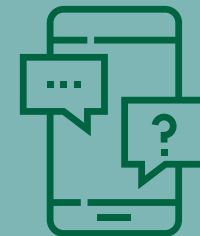
# Ethics & Transparency

(GRI 2-16, 2-26)

The cooperative provides an Ethics Channel monitored by the Compliance Committee, which investigates reports and takes appropriate actions as needed. This channel allows employees and other stakeholders to submit complaints and express concerns about organizational conduct, ensuring anonymity throughout the process, from submission to case review. A third-party company manages the channel, which operates 24/7 and is accessible via phone and online.

The cooperative offers the following mechanisms for handling stakeholder complaints:

- Cocamar Guidance Center**  
Product and/or service complaints  
(COC): 0800 644 1719 or [coc@cocamar.com.br](mailto:coc@cocamar.com.br)
- Ethics Channel**  
Reports on misconduct  
0800 602 6909 or [www.contatoseguro.com.br/cocamar](http://www.contatoseguro.com.br/cocamar)
- Privacy Portal**  
Requests regarding the processing of personal data



# Satisfaction Survey

(GRI 2-16, 2-26)

Throughout the year, four surveys are conducted with cooperative members, including six satisfaction surveys and two Net Promoter Score (NPS) assessments, as detailed below:

- **Post-Harvest Satisfaction Survey:** evaluates production delivery for summer and winter harvests;
- **Technical Assistance Satisfaction Survey:** conducted alongside the Post-Harvest survey;
- **Post-Campaign Satisfaction Survey:** assesses product purchases for summer and winter harvests;
- **NPS:** 1st semester: January or February; 2nd semester: June or July.

Members and employees have partially participated in the initial review phase of these surveys. However, Cocamar aims to increase its involvement in upcoming cycles. Additionally, Cocamar and its Cocamar Máquinas/John Deere dealership conduct an annual customer satisfaction survey\*. The survey examines satisfaction with the sales team, technical support, delivery conditions, commercial terms, product quality, and overall satisfaction with the cooperative.

\*Survey participants included customers who purchased wheat flour, yarns, grains, retail mix products, oil, and grains from Cocamar.



Maringá Unit (PR)



# Communication of Critical Concerns

(GRI 2-16, 2-26)

At Cocamar, critical concerns identified by Internal Audit are communicated to the highest governance bodies, such as the Boards and Executive Board, through structured process reports, ensuring transparency and efficiency in risk management and internal controls.

The role of Internal Audit is fundamental in ensuring compliance, financial report integrity, and operational risk mitigation. Some of the methods used to communicate these concerns include:

- **Regular Reports:** Internal Audit submits periodic reports to the Board, highlighting findings, progress, and recommendations for improving internal controls. These documents assess significant risks and weaknesses in internal controls and detect non-compliance issues.
- **Direct Meetings:** Internal Audit management may be invited to attend Board of Directors or Supervisory Board meetings to present findings and answer questions personally. This direct communication is essential in cases involving significant risks or potential fraud.
- **Annual Audit Plan:** At the beginning of each audit cycle, Internal Audit presents an annual plan to the Executive Board, outlining key focus areas, significant risks, and the audit approach for the year. The CEO reviews and approves this plan, addressing the organization's most critical concerns.
- **Escalation of Critical Issues:** When critical issues like fraud or major control failures are identified, Internal Audit may escalate these concerns directly to the Executive Board or relevant boards without waiting for scheduled reports. This ensures that corrective actions are taken promptly.

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Cocamar takes a holistic approach to identifying and resolving complaints, ensuring all stakeholders can access effective mechanisms for reporting concerns. See below:

### Ethics Channel:

A confidential platform operated by a third-party provider, allowing employees, members, suppliers, and other stakeholders to report misconduct, conflicts of interest, fraud, and ethical concerns.

### NPS (Net Promoter Score)

A tool used to measure the satisfaction of members and customers. Through periodic surveys, Cocamar collects feedback on various aspects of its operations.

### Privacy Portal:

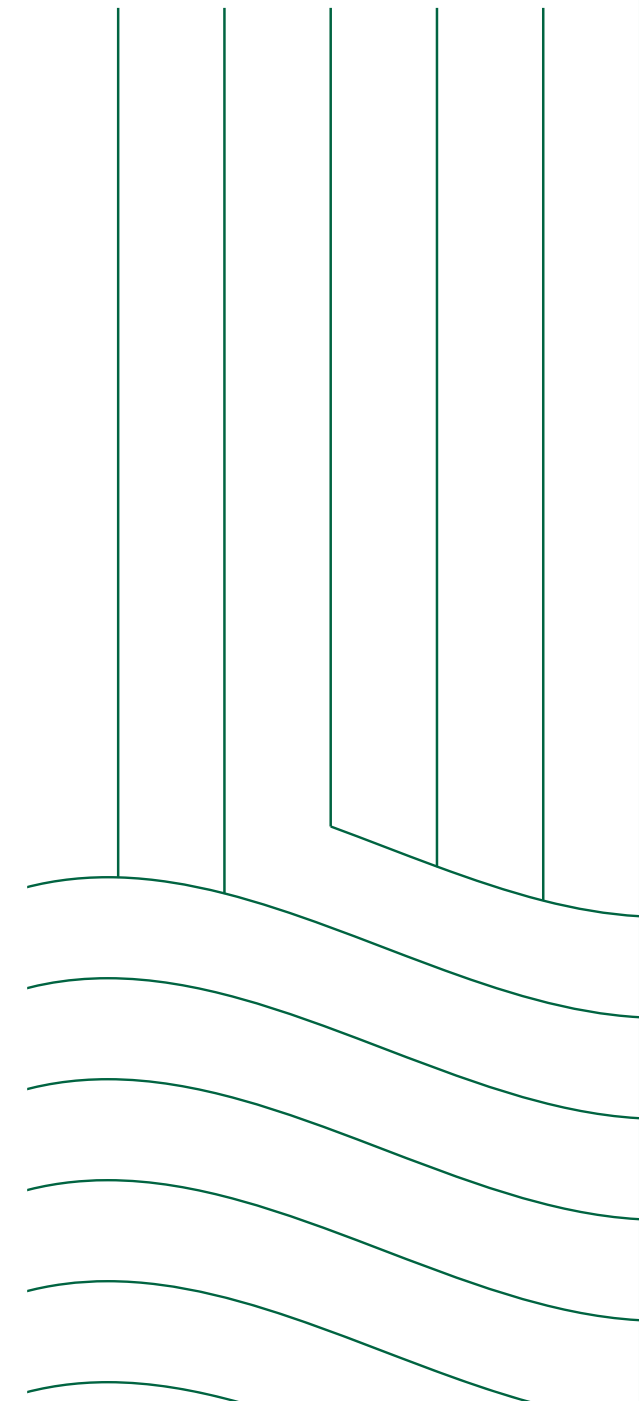
A dedicated mechanism for handling issues related to personal data protection. It allows individuals to exercise their rights under the General Data Protection Law (LGPD).

### COC:

A dedicated channel for receiving, recording, and addressing complaints and suggestions from consumers, customers, and members about products and services.

## WHISTLEBLOWING CHANNEL

Description	Nº
Unauthorized disclosure or misuse of information	2
Violation of environmental laws	3
Irregularities in financial statements and/or management reports	4
Destruction or damage to company assets	0
Fraud or theft of money	4
Sexual harassment	1
Misuse of company resources	2
Theft, burglary, or misappropriation of goods	6
Violation of labor laws	12
Favoritism towards suppliers or clients	4
Romantic relationship with direct subordination	3
Conflict of interest	32
Moral harassment, physical aggression	33
Discrimination	0
Non-compliance with internal policies and procedures	36
Violation of laws - other	1
Violation of tax laws	1
Others	24
Total	168



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# Processes to mitigate adverse impacts

(GRI 2,25)

Cocamar's governance incorporates principles of environmental sustainability, social responsibility, and stakeholder engagement. It is always guided by the commitment to ensuring the best outcomes for clients and cooperative members through continuously improving its processes. This principle directs the management of environmental and social aspects, legal compliance, ecological and social control, the development of emergency and contingency plans, and the monitoring and evaluation of socio-economic and ecological impacts.

Intending to minimize any adverse impact of the cooperative's activities while simultaneously fostering positive impacts on society, Cocamar follows a set of practices outlined in its Corporate Governance Manual, including identifying, assessing, and controlling environmental and

social effects. This ensures that negative impacts are effectively recognized and addressed.

Below are some of Cocamar's initiatives that promote or contribute to mitigating negative impacts resulting from its activities:

## Spring preservation

In partnership with Ihara, the cooperative works on rural properties to increase the water flow in micro-watersheds, benefiting local communities and agricultural activities. Consequently, urban populations also benefit, as their water supply comes from bodies of water in rural areas.

## Reuse of treated effluents

Improvements to the system reduce groundwater extraction from wells, increasing the availability of water resources for the industrial complex.

## Solidarity campaigns and events

Throughout the year, Cocamar collects and distributes food and clothing to individuals facing social and nutritional vulnerability and organizes the Solidarity Union Campaign.

## Reverse logistics for uniforms

A reverse logistics program ensures the environmentally responsible disposal of old uniforms. Since the project's inception, over 11,000 pieces have been sorted, uncharacterized, and sent for fiber recovery, returning as raw materials for new products.

## Use of ethanol:

100% of the fleet is fueled with ethanol, reducing the use of fossil fuels.

## Cultivar Program

The cooperative maintains a nursery of seedlings from various local micro-biomes and donates them for forest restoration in the communities where it operates. This initiative is carried out in partnership with APAE Maringá (Association of Parents and Friends of the Disabled).

## "Solidarity is Our Energy" Program

Donation and installation of photovoltaic panels in social institutions, reducing both environmental impacts through renewable energy production and financial costs, allowing these organizations to invest in improvements.



See more projects under "Interest in the Community."

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# Compliance with laws and regulations

(GRI 2-27)

In 2024, the organization did not record any cases of non-compliance with laws and regulations applicable to the cooperative that were considered relevant, either financially or in terms of image and reputation.

Since 2023, the cooperative has implemented a supplier and partner due diligence process, which conducts a thorough and detailed assessment before making significant business, service, or acquisition decisions. The goal is to identify risks and ensure that Cocamar has the necessary information before proceeding with transactions or contract agreements.

The management of legal requirements is carried out through systems such as GreenLegis and Âmbito, which map and update all legislation that the units must comply with at the federal, state, and municipal levels. These systems

also allow for the addition of evidence of compliance and the development of action plans for obligations that are not yet fully met.

In 2024, Cocamar employees received another cycle of training on the General Data Protection Law (LGPD). This course provides a comprehensive understanding of Brazilian data protection legislation, covering fundamental principles, data subjects' rights, responsibilities of involved parties, security measures, and the National Data Protection Authority (ANPD) role.

 **+ 1,100**  
PEOPLE COMPLETED THE LGPD COURSE THROUGHOUT THE YEAR

**CICLO DE PALESTRAS**  
Programa Integridade Cocamar



**Governança Corporativa**  
Prof. Dr. Eduardo Damiano

**SALVE ESTA DATA**

 03/09/2024

 15h - via Teams



**CICLO DE PALESTRAS**  
Programa Integridade Cocamar



**Gestão de Riscos:**  
O pilar fundamental da governança e do Compliance  
Prof. Dr. Vilmar Rodrigues Moreira

**SALVE ESTA DATA**

 05/11/2024

 15h - via Teams



**CICLO DE PALESTRAS**  
Programa Integridade Cocamar



**Compliance como Sistema de Integridade**  
Eduardo Damiano

**SALVE ESTA DATA**

 29/10/2024

 15h - via Teams



**CICLO DE PALESTRAS**  
Programa Integridade Cocamar



**Assédio Moral e Sexual**  
Vanzo Treinamentos

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 12/11/2024

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# Anti-corruption measures

(GRI 205-2, 205-3, 415-1)

Cocamar’s commitment to combatting corruption is deeply aligned with its core values of ethics and transparency, which guide all its operations and business activities. This issue is addressed in the Code of Ethics and Conduct, the Board of Directors Guidelines on relevant matters, and a specific Code of Ethics and Conduct for cooperatives members, suppliers, and third parties.

This document provides clear guidelines on bribery, offering gifts and giveaways, facilitator payments, charitable contributions, support for security forces, and sponsorships. To mitigate risks, it also includes a dedicated section on the Anti-Corruption Law and the expected conduct of employees.

Cocamar’s interaction with the public sector is minimal, a characteristic common among cooperatives. Its organizational practices align with market standards, and the company does not contribute to political parties or candidates in compliance with its internal policies.

In 2024, no cases of corruption were recorded at Cocamar.

Managers undergo refresher training each year, reinforcing their responsibility to monitor compliance with these guidelines

in daily operations. The Code of Ethics and Conduct is also presented in onboarding training for cooperatives members, suppliers, and third parties. To further enhance these practices and minimize risks, all supplier contracts contain a specific clause on the Anti-Corruption Law, emphasizing the importance of ethical conduct in all business relationships.

100% of Cocamar employees have been informed about the anti-corruption policies and procedures adopted by the organization.

Total Number and Percentage of Employees Trained in Anti-Corruption Policies	Center-West	North	Northeast	Southeast	South	Total
CEO/Chairman	0	0	0	0	0	0
Manager/ General Manager	5	0	0	8	120	133
Coordinator/ Consultant	4	0	0	13	121	138
Technician/ Analyst/ Supervisor	23	0	0	36	517	576
Trainee	0	0	0	0	10	10
Operational	75	0	0	112	1,590	1,777
Interns	0	0	0	0	0	0
Apprentices	2	0	0	11	103	116
Total employees informed	109	0	0	99	2,461	2,750
Percentage of employees informed	66%	0%	0%	100%	73%	73%

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Due diligence procedures are also applied in supplier and third-party hiring processes. This process involves a thorough investigation and analysis before establishing any business relationship with these entities, aiming to assess all relevant aspects of a company or asset to identify risks and opportunities.

This process includes collecting and analyzing financial, legal, tax, labor, and operational information to detect potential issues that could impact the contracting decision.

Due Diligence is crucial to ensuring that all involved parties have a clear understanding of the company's actual conditions and can make informed and secure decisions.

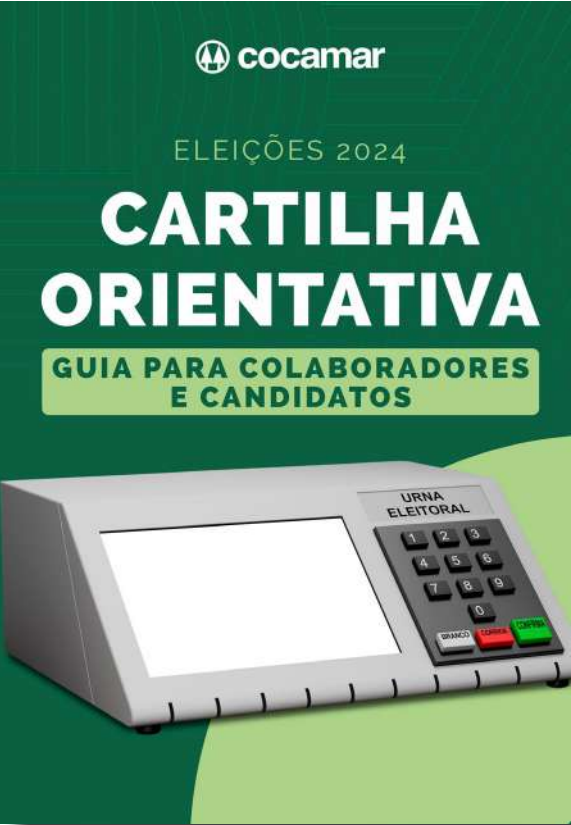


### Anti-Corruption Guide

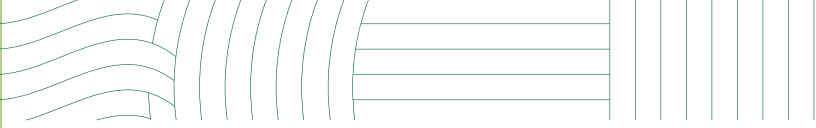
In 2024, Cocamar launched its new Anti-Corruption Guide. This document was developed to reinforce the cooperative's commitment to ethics and transparency in all its relationships.

In a municipal election year, where clear guidance is essential for employees, Cocamar also released a guidance booklet for employees and candidates.

Both guides are available on the intranet for internal access.







# Child Labor or Forced Labor

(GRI 408-1, 409-1)

Cocamar has committed to this issue. The cooperative has a Commitment Agreement and Legal and Socio-Environmental Responsibility Standards, which address child labor exploitation and forced labor or labor analogous to slavery. These documents guide employees and partners to comply with the directives of its Code of Ethics and Conduct, which strictly prohibits such practices.

These issues are also clearly outlined in the Due Diligence process and standard contract drafts, with Internal Auditing and the Ethics Channel serving as Cocamar's primary means of monitoring and assessing this matter.

In 2024, the cooperative hired the Agrottools platform to conduct socio-environmental due diligence for soybean production for biodiesel, in addition to evaluating producers in the city of Água Boa (PR). This assessment includes verifying whether a producer is listed on the Brazilian Ministry of Labor's "Dirty List."

**In 2024, no cases of child labor or forced labor risks or occurrences were identified in Cocamar's operations or among its suppliers. .**

Although no specific objectives, indicators, or targets are set to measure progress, last year's governance program actions and the consolidation of the Due Diligence program for supplier risk assessments contributed to advancing this issue within the cooperative.

Additionally, all suppliers contracted by Cocamar must sign the Commitment Agreement and Legal and Socio-Environmental Responsibility Standards adopted by the cooperative, which explicitly prohibits child labor or any form of forced labor. Beyond the Code of Ethics and Conduct, Cocamar's standard contract templates include the following clauses:

2.3.1.1. The CONTRACTED PARTY shall employ personnel of recognized competence, aptitude, and integrity in executing services and be regarded as the sole and exclusive employer.

2.3.2. The CONTRACTED PARTY shall refrain from employing child labor in any activities related to this contract per Article 7, Clause XXXIII of the Brazilian Federal Constitution. Additionally, the CONTRACTED PARTY shall not use forced labor and must ensure that these provisions are upheld in contracts with suppliers of its inputs and/or service providers. Non-compliance may result in fines, contract termination, and other applicable measures.

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# No to discrimination

(GRI 406-1)

Cocamar provides an outsourced and impartial Ethics Channel, available seven days a week, 24 hours a day. Reports are received and evaluated by psychologists from a specialized company. After this stage, the cases are forwarded to the Compliance Committee for appropriate action.

In 2024, the cooperative did not receive any reports of discrimination.

# Unfair Competition

(GRI 206-1)

The organization's mission is to serve its members, ensuring the sustainable continuity of the cooperative while upholding core values such as ethics. For this reason, Cocamar promotes market practices that prevent unfair competition.

As structured in Brazil, the cooperative model is inherently designed to prevent direct competition between cooperatives.

In 2024, Cocamar agreed with the Administrative Council for Economic Defense (CADE) due to disagreements regarding the necessity of authorization to incorporate Coanorp, which will be completed in 2022. After officially notifying the transaction in 2024, CADE approved the merger without restrictions on June 17.

# Participation in Associations

(GRI 2-28)

- Signatory of the Business Pact for Integrity and Against Corruption (Instituto Ethos de Empresas e Responsabilidade Social)
- Brazilian Rural Society (SRB)
- Brazilian Agribusiness Association (ABAG)





# Supply Chain

## Traceability

(GRI 407-1, 13-23)

To ensure the traceability of textile yarns, animal nutrition products, foliar fertilizers, biodiesel, soybeans, and soybean meal, Cocamar adheres to the legal requirements set forth by ANVISA and MAPA, in addition to maintaining the internal controls mandated by ISO 9001 and GMP+ certifications.

To monitor soybean traceability, Cocamar launched the **Lean Six Sigma 1 project** in 2024. This project aimed at developing and implementing a robust process to track the socio-environmental traceability of its soy supply chain. This initiative covers the entire process, from the producer's farm to the cooperative's product commercialization, including raw soybeans and their byproducts, such as soybean meal and degummed

soybean oil. The project is designed to comply with the new European Union Deforestation Regulation (EUDR), recently approved by the European Parliament.

Approximately 14% of critical input suppliers hold certifications under internationally recognized standards. The remaining suppliers complete a self-assessment questionnaire covering the required standards to ensure compliance with essential food quality and safety requirements.

All critical input suppliers undergo a formal approval process by Cocamar's Procurement Team, which reviews and organizes all documentation, licenses, and certifications. In addition to the required approval documents, suppliers must submit test reports verifying input specifications for each shipment or annually.



Oil Bottling Industry – Maringá (PR)



Sustainable Yarn Industry Stock – Maringá (PR)

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INNOVATION  
AND TECHNOLOGY

CLIMATE CHANGE  
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GRI SUMMARY

Sustainability  
Report 2024



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# Purchasing Practices

(GRI 204-1)

The Purchasing Department plays a crucial role in an organization. It contributes to cost reduction, product quality, and supplier management and strengthens planning, forecasting, compliance, sustainability, and innovation.

Companies can access new technologies that improve processes and products with efficient purchasing management. A well-structured purchasing practice ensures operational efficiency, reduces costs, and drives overall business success.

Additionally, supporting local suppliers and minority groups offers multiple benefits, including boosting regional economic development, strengthening social responsibility, and reducing logistical costs. This practice enhances supply chain diversity and helps fulfill corporate policies.

In summary, promoting local suppliers and minority groups benefits the organization and positively impacts the community and society. This value cycle can strengthen business operations and community relationships.

Although the cooperative does not yet have a detailed monitoring system for local supplier spending, it prioritizes partnerships within its operating regions and prefers working with other cooperatives. However, this selection is contingent on meeting product/service-specific requirements and complying with internal security, compliance, and General Data Protection Law (LGPD) guidelines and other contractual and regulatory conditions. documentação relacionada.

**60%**  
OF COCAMAR'S SUPPLIERS WERE LOCAL IN 2024

# Active Local Suppliers in 2024

(GRI 204-1)

While Cocamar has no external commitments related to this topic, it maintains internal policies that outline guidelines for purchasing and receiving goods and services and a supplier qualification and evaluation process. The effectiveness of these actions is measured through internal and external process audits (ISO 9001 and GMP+) and key Purchasing Department indicators, such as process time, negotiation gains, weighted input cost, and average payment term.

Key Supplier Management Practices include continuous inclusion of new suppliers in the organization's database for participation in bidding processes;

- Referral of non-certified suppliers with competitive prices to R&D for testing and approval;
- Monitoring key raw materials (e.g., seasonal products) to identify the best purchasing opportunities;
- Follow-ups with the fertilizer, feed, and retail industries to explore material exchange opportunities.
- Process and system improvement projects to optimize strategic task efficiency.



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Safratec – Technology Diffusion Unit – Floresta (PR)

# Relationship and support for cooperative members

(GRI 3-3)





# Our Commitment to the Cooperative *Member*

The relationship with cooperators and their families is essential to ensuring the cooperative model's continuity and fostering future generations' development. Cocamar's mission is to serve its cooperators sustainably, guaranteeing the cooperative's longevity. This commitment is reflected in its statutes, projects, processes, and products and in a structured service approach to provide the best experience possible. The cooperator experience is managed through a dedicated journey, tracking satisfaction via CSAT (Customer Satisfaction) and NPS (Net Promoter Score). These metrics enable continuous service improvement and stronger relationships.

Cocamar supports cooperators by providing technical, commercial, and logistical conditions to optimize their business operations. Regular technical events that promote knowledge exchange, new technologies, productivity growth, and sustainable practices. For the 2024/2025 harvest, Cocamar launched the Productivity and Sustainability Enhancement Program (PAPS). This initiative promotes pre-emergent herbicides, which combat weed resistance and improve agricultural efficiency and sustainability. The program includes Field Days and Technical Assistance to educate cooperators on best farming practices. Last year, 230 technical studies were conducted with Cocamar's agronomists and producers.



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Also, last year, the organization launched the Agro Verde Program in partnership with the Agoro Carbon Alliance, enabling cooperative members to enter the carbon market by adopting regenerative practices that enhance productivity and earn recognition as sustainable producers. The program includes crop rotation and integrated crop-livestock (ICL) and crop-livestock-forestry (ILPF) systems, promoting pasture regeneration and increased plant biomass. This voluntary market rewards soil conservation and the reduction of greenhouse gas (GHG) emissions, creating a new source of income for cooperative members. Additionally, the program provides technical support and consultancy for validating and selling carbon credits.

Cocamar has pioneered ILPF, promoting its adoption for over 25 years by using brachiaria grass for pest control and increased productivity. This system incorporates degraded pastures into modern grain production during the rainy season, combined with high-performance livestock farming in the winter. Intercropped eucalyptus planting provides an additional income stream from timber sales and offers thermal comfort for livestock. In 2024, several initiatives on this topic took place, including:

## ILPF Highlighted at Iporã (PR) Event

At Cocamar's Field Day, held in December in Iporã, 130 participants were introduced to soil cover methods, pest control strategies, and management techniques that enhance meat production and sustainability. The event also covered ILPF's role in carbon capture, innovative approaches to the meat market, and rational livestock management. Participants and experts highlighted ILPF's economic and environmental benefits, showcasing its potential to integrate sustainable production while meeting market demands for higher-value, lower-impact agricultural products.



## ILPF Training Program

Organized by Cocamar in partnership with Embrapa and the Paraná Institute for Rural Development (IDR/PR), this program concluded after 13 months of activities. It aimed to train professionals in technical assistance and technology dissemination among Paraná farmers. The program totaled 139 hours of training, culminating in 19 group projects developed on rural properties. The focus was on the Arenito Caiuá region, emphasizing pasture recovery and production diversification to boost productivity and sustainability.



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## Increased Meat and Dairy Production with ILPF

In May 2024, Cocamar and the Rural Society of Maringá (SRM) hosted the 5th Brazilian ILPF Forum, emphasizing the system’s benefits for animal welfare. The event demonstrated how ILPF enhances thermal comfort, increases pregnancy rates, and enables sustainable meat and dairy production. By incorporating tree planting and shaded areas, the system improves cattle adaptation to climate change while boosting productivity. Discussions included success stories, auctions, partnerships, and technological innovations strengthening agribusiness and animal welfare in sustainable livestock farming.



## ILPF Meat Farming Technical Training

Another 20 professionals participated in this course in partnership with SIA Brasil, which equipped them to conduct farm diagnostics with cooperative members. The training covered everything from selecting forage materials to pasture establishment and supplementation and developing property management indicators.





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Cocamar has maintained the + Lime + Productivity program since 2022 to strengthen technical expertise and cooperative profitability further. Through this initiative, the cooperative supplies lime at cost and supports cooperative members with modern application services, ensuring soil correction and optimal productivity.

In 2024, the cooperative expanded the Strong Soil Project alongside Cocamar Máquinas, focusing on soil fertility analysis for cooperative members' farms. The goal was to guide management based on technical recommendations. Throughout the year, the dealership covered more than 25,000 hectares under the Strong Soil Project, using precise data from John Deere equipment to apply the correct product in the right amount at the right time. This approach resulted in an additional five bags of soybeans

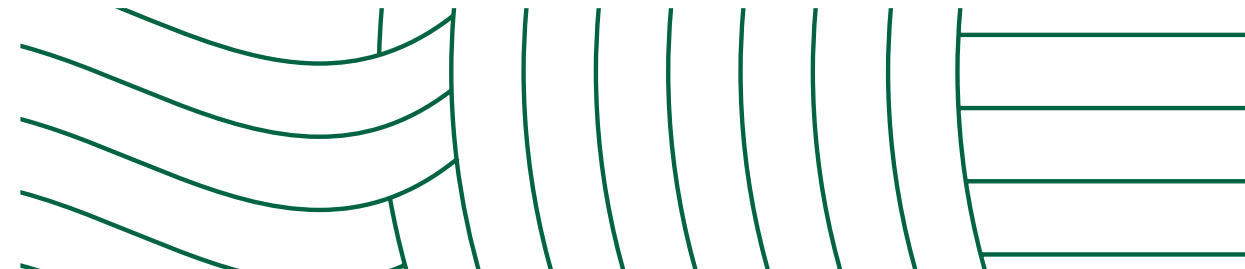
per hectare, enhancing the customer experience with the John Deere brand and the Cocamar Máquinas dealership.

For the coming years, the cooperative aims to further advance these projects and programs by:

- Continuing to promote digital agriculture projects in partnership with Cocamar Máquinas John Deere;
- Evaluating more resilient crops for areas prone to climate risks, such as sorghum, cassava, millet, and cover crops;
- Strengthening technical team training to provide even higher-quality assistance to farmers;
- Expanding irrigation projects in collaboration with the state-level Irriga Paraná program, launched in August 2024.



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# Cooperative

## Member Journey

The management of the Cooperative Member Journey aims to strengthen safety, agility, empowerment, and transparency in the relationship between cooperative members and the cooperative itself using:

- Improving in-person and digital services.
- Providing quality agronomic support.
- Strengthening communication between members and Cocamar.
- Developing tools that simplify processes.

### The Three Voices of the Journey: The Pillar of Excellence in the Cooperative Member Experience

Cocamar has broadened its vision of the Cooperative Member Journey by incorporating three essential pillars to guarantee an exceptional experience: the Voice of the Member, the Voice of the Process, and the Voice of the Employee. Together, these elements create a dynamic, collaborative, and highly effective ecosystem that places the member at the heart of the strategy in a smarter and more structured manner.



Member Services – Maringá Unit (PR)

### Voice of the Member: The Protagonist of Our Story

The member is the beating heart of Cocamar; therefore, their voice must be heard at every stage of the journey. Through structured surveys, in-depth interviews, and transparent feedback, Cocamar emphasizes the importance of listening. Each piece of feedback is a valuable contribution, meticulously analyzed and translated into meaningful action.

In-depth interviews, for instance, create a comfortable and personalized setting for listening to members who are disengaged or distancing themselves from the cooperative. This active listening reveals essential details, providing precise and targeted solutions.

Café com o Cooperado (“Coffee Break with the Member”), a meeting held by unit management with its members to present

results and action plans, reinforces this transparent relationship by realigning expectations and demonstrating that the voice of the member truly guides decision-making.

### Voice of the Process: Experience Measured in Detail

The voice of the process provides an objective and analytical perspective by monitoring operational and transactional indicators. Using an experience management tool—the Cooperative Member Journey Dashboard—Cocamar tracks the member journey in real time, identifying improvement opportunities. With this proactive approach, problems are detected before they escalate. The voice of the process translates data into improvements, ensuring that the member experience remains seamless and aligned with business results.



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## Voice of the Employee: A Keen Eye on the Journey

Employees play a crucial role in the member experience. With this in mind, Cocamar offers training focused on their development, including programs inspired by Disney’s service model, which reached over 900 employees. These training sessions are designed to create synergy with the “Cocamar Way of Serving.”

One example of this commitment to customer centricity is the Alinhamento de Safra (“Harvest Alignment”), an initiative that raises awareness among operations staff to ensure quality service to members. In addition to being trained in operational processes, employees also receive training to provide excellent service, enhancing relationships and ensuring a positive member experience.

To further improve the member experience, Cocamar implemented the De Olho na Jornada (“Keeping an Eye on the Journey”) program, which seeks to identify improvement opportunities based on the members’ own perceptions. Besides collecting feedback, the initiative strengthens employee engagement with the Cooperative Member Journey, ensuring that services increasingly align with members’ needs.

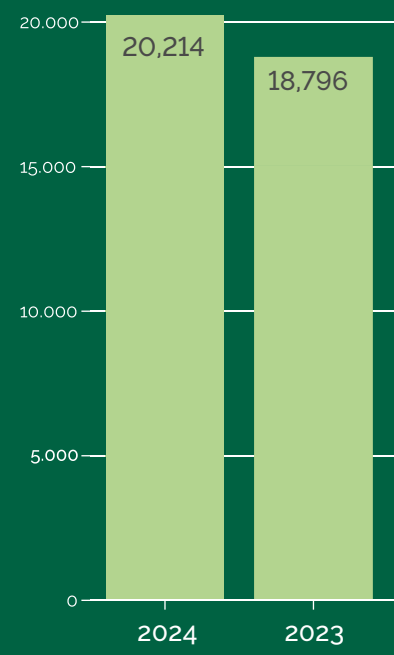
In “De Olho na Jornada” [“A Keen Eye on the Journey”], participants closely monitor any process or delivery that has caused dissatisfaction to a member and record the issue in detail using a specific tool focused on promoting service excellence. These records are then shared with the Cooperative Member Experience Team, which verifies the information and forwards the issue to the appropriate department for resolution.



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# Number of Members

Number of Cooperative Members



Number of Cooperating Members



Safratec – Technology Diffusion Unit – Floresta (PR)

	2024	2023
Average cooperation time (years)	12.73	12.77
Average age of members	59.61	58.68
NPS	Fev - 79.9% Jul - 82.1%	Fev 77.4% Jul 80.1%
Improvements implemented	393	359
Percentage of small-scale members (area ≤ 50 hectares)	62%	60%
Amount paid in surplus (BRL)	R\$ 102,010,000.00	R\$ 122,600,000.00



# Surveys and NPS

The results of satisfaction surveys feed a structured and ongoing feedback analysis process. This includes governance meetings to review the results, prioritize actions, define focus areas, and implement continuous improvements. Since the beginning of the Cooperative Member Journey in 2021, Cocamar has implemented more than 1,100 action plans, monitored daily through a dashboard. These actions span processes, products, infrastructure, and service, resulting in a more efficient cooperative focused on excellence in the member experience.

Key achievements of the Cooperative Member Journey include:

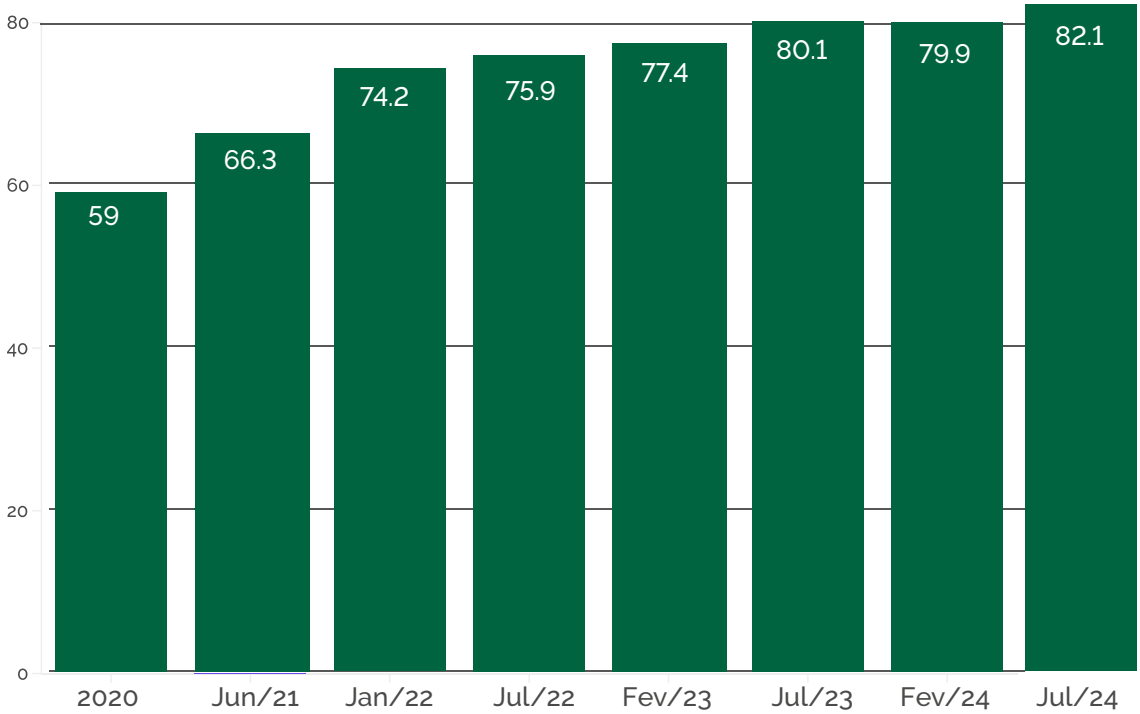
- **Customer-centric culture:** Strengthening the organizational culture with a focus on members.
- **Closer relationships:** Increased connection between members and the cooperative.

- **Employee training:** Ongoing development and qualification of the team.
- **Data-driven decision-making:** Taking member feedback into account.

Cocamar’s NPS (Net Promoter Score) growth over the years reflects the success of these initiatives. NPS is a crucial metric that measures member loyalty and satisfaction by assessing how likely they are to recommend the cooperative to others. Since 2020, Cocamar has seen a significant increase in its NPS—from 59% to 82.1% in July 2024.

In 2024, the goal was to strengthen member centricity and advance their journey, which has already been well consolidated in recent years. Processes were questioned, new ideas proposed and encouraged, and impactful actions implemented to further enhance the experience.

## NPS Evolution



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# Copa Cocamar

In 2024, the Copa Cocamar marked its 40th edition, welcoming 1,500 cooperative members from different municipalities across the state of Paraná at the Cocamar Association in Maringá (PR). This edition included four categories of seven-a-side soccer—open, veterans, masters, and supermasters—as well as a digital category. The event also featured traditional tournaments in truco, bocce, and the new addition of beach tennis.



These activities gathered members from various age groups, with active participation from female members as well.

The female audience also had access to the always popular Women's Space, offering workshops, massage sessions, and skincare treatments. Meanwhile, children enjoyed a spacious and well-equipped Kids Area, ensuring fun for the whole family.



A new and innovative feature was the FIFA video game tournament. Although a digital competition, the participants gathered in person in Maringá for the matches.

Copa Cocamar reaffirms, year after year, its purpose of promoting health, well-being, and community spirit among its members, becoming a well-established event for integration and celebration.



## Copa Cocamar 2024 - Number of Participants





# Transparency

In a significant moment of idea exchange and results presentation, Cocamar held its Annual Shareholders' Meeting in Maringá, focused on rendering accounts for the fiscal year 2024. The event gathered over 192 participants from all regions where the cooperative operates, along with various leaders from the cooperative movement. As part of the preparation for the meeting, more than 50 preliminary meetings took place from January 23 to January 30, with approximately 2,000 participants discussing and analyzing the topics to be presented.



Annual Shareholders' Meeting – Maringá (PR)

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# Mulher + agro

## [Women + Agribusiness]

With the goal of strengthening women's participation in the cooperative and in agribusiness, the Mulher + Agro program promotes initiatives that welcome various female profiles—whether leading family businesses or participating in the established Women's Nucleus. In 2024, the program organized a series of lectures in nine cities, covering all nuclei and reaching over 600 women. The lectures, conducted by Sirlei Benetti—CEO of Portal SouAgro.net and mentor for women—focused on the theme “Cooperating is in our DNA.”

Another highlight was the first cohort of the modular course “Elas na Gestão” (“Women in Management”),

a partnership between Cocamar and Coopsoli. The program brought together 35 women managers, covering topics such as self-awareness, emotional intelligence, people management, governance in agribusiness, financial management, innovation, and cooperativism.



# Jovem + agro

## [Youth + Agribusiness]

The Jovem + Agro program targets young people, focusing on shared management of family businesses and the cooperative's long-term sustainability. By fostering self-awareness, leadership, and training, it brings youth closer to the cooperative movement and prepares them for future challenges. In 2024, two cohorts of the

modular course were held in partnership with the Federal University of Paraná (UFPR) in Maringá and Londrina, training over 30 participants.

In addition, the program participated in the Young Leaders Meeting of Paraná, which featured talks by Dr. Agro and Marielly Biff.





# Uniting Generations Program

In partnership with Sistema Ocepar/Sescoop-PR, Cocamar launched the Uniting Generations program, focused on succession planning in rural properties. The aim is to raise awareness and prepare cooperative families for generational transition, ensuring the sustainability of family businesses.

The program began in September 2024 with an inaugural class held in Maringá (PR), gathering 35 participants.

The in-person training consists of 8-hour modules, covering themes such as governance, rural property management, inheritance law, conflict mediation, financial management, tax planning, and cooperativism. With expansion planned to other cooperatives in Paraná by 2025, Uniting Generations reinforces Cocamar's commitment to youth leadership development, ensuring that the cooperative movement continues to grow with excellence and relevance for future generations.



# Superproductivity

The 13th edition of Cocamar's Superproductivity Award celebrated the top soybean yield champions from the 2023/2024 harvest, offering prizes, including trips to the United States and France. The event occurred at the cooperative's headquarters in Maringá and highlighted Cocamar's commitment to sustainability and innovation in agribusiness. A total of **321 competitors participated**, with **64 audited plots**, achieving an **average yield of 82.6 bags per hectare**, exceeding the national average of 54 bags per hectare.

Beyond recognition, winners expanded their knowledge through technical visits, including one to the Timac Agro Global Innovation Center in France. Highlights included the "Colher Mais" [Harvest More] category, which awarded producers such as Valdir Waldrich, with 73.5 bags/hectare above the area average, and Avelino Taube, winner in the category below 550 meters altitude, with 195.5 bags/hectare.

The event also emphasized the importance of efficient management, innovation, and soil recovery—topics addressed by experts such as Dr. Henrique Debiasi, researcher.



# Safratec and Winter Technical Meeting

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The 2024 Safratec, held on January 17 and 18 at the Technology Diffusion Unit (UDT) in Floresta (PR), was rated positively by more than 5,500 cooperative members and specialists. It is recognized as one of the region's most prominent agricultural technology showcases. The event brought together producers from several areas and provided opportunities for learning and knowledge exchange, further establishing itself as a crucial space for agribusiness development.

Among the highlights: Embrapa and Fundação Meridional launched a new soybean cultivar, BRS 1064IPRO, suitable for high-yield regions. Four technical stations addressed topics such as soil management and productivity enhancement, with lectures by renowned specialists, including Professor Marcelo Batista. The Integrated Crop-Livestock-Forest System (ICLF) was also featured, showcasing sustainable practices

for restoring degraded areas. The event included hands-on demonstrations, such as the use of agricultural machinery and drones for spraying, and emphasized the importance of soil correction and straw cover. Sustainability was a central theme, with guidance on mitigating high temperature impacts and improving soil moisture. Notably, Safratec was a Carbon Neutral event, with offsetting provided through Cocamar's eucalyptus forests. There was also a partnership with a local waste-picker cooperative, which managed the recycling of all recyclable materials. The event featured environmental-themed lectures and distribution of a handbook on sustainable agricultural practices.

The Winter Technical Meeting was held on August 20 and 21, bringing together 120 agronomists and 25 partner companies, including: Syngenta, Bayer, Corteva, FMC, BASF, Yara, Timac, Ihara, Morgan, Forseed, Koppert, and UPL. The objective was to foster connections between professionals and companies to find better solutions for members' farms.



Safratec – Technology Diffusion Unit – Floresta (PR)



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## Cocamar Reynaldo Costa Archives

This memory space, curated by Cocamar, documents the cooperative's entire journey—from its foundation to its consolidation as one of Brazil's leading agro-industrial cooperatives. The structure, which was reinaugurated in a ceremony held in November 2023 in honor of its visionary founder, is located beside the Central Auditorium within the industrial complex.

In addition to a renewed exhibition that highlights the member's role, the space houses thousands of items such as tools, equipment, periodicals, photographs, videos, and other documents, capturing not only the cooperative's history but also that of Paraná's cooperative movement. Active since 1988, the archives are considered one of the most comprehensive cooperative memory centers in Brazil.

The Cocamar Reynaldo Costa Archives are open to the public, receiving schools, universities, cooperatives, members, and the general public. Guided by a professional, visits also include access to parts of the cooperative's industrial facilities and attract an average of approximately two thousand visitors per year.

IN 2024, THE ARCHIVES RECEIVED



**1,948**

VISITORS OVER

**73**  
GUIDED TOURS..





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Cocamar Labs

# Innovation and Technology

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# Cocamar Labs

Cocamar Labs stands as the cooperative’s leading hub for innovation and technology, acting as a strategic engine to drive transformation and advancement throughout the organization. Created to bring cutting-edge market solutions, optimize internal processes, and foster a strong innovation culture, Labs represents Cocamar’s commitment to sustainable development.

Among its initiatives, the following structured programs stand out, each addressing different levels of complexity and impact:

- **Kaizen Level 1 (K1):** Focused on incremental improvements carried out autonomously by employees.

- **Kaizen Level 2 (K2):** Encourages the development of tactical projects led by multidisciplinary teams, yielding both qualitative and quantitative gains.
- **Lean Six Sigma (LSS):** Active since 2009, this program has delivered 192 high-complexity strategic projects, generating significant financial impact and new business opportunities.
- **Disruptive Innovation (PI):** Responsible for identifying market trends and solutions and implementing them internally as Minimum Viable Products (MVPs).
- **Idea Generation:** A channel that engages both employees and cooperative members in the innovation process.

Beyond these projects, a total of 4,303 improvements (K1) related to technology and innovation were implemented in the cooperative’s daily operations.



Multidisciplinary team in an immersion session at Cocamar Labs using the Design Sprint methodology to create an innovative solution

## Technology and Innovation Results – 2024

	LSS	K2	PI	Total
Projects	13	17	4	34
Client Innovation	4	3	2	9
Market Innovation	2	3	1	6
Completed IT Projects	99			

# Entrepreneurship Support

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Since 2018, the cooperative has partnered with Evoa, a startup accelerator, investing over BRL 200,000 to promote entrepreneurship in its areas of operation. In the past year, Cocamar professionals served as mentors and participated in the selection panels for the 24 participating companies, directly contributing to the development of these businesses.

In 2024, **Cocamar Labs** solidified its role as a dedicated innovation environment by establishing partnerships with universities, innovation hubs, startup accelerators, and public-private organizations. Key initiatives include two structured open innovation programs: the Hackathon

and Direto do Campus, both of which have completed three editions in collaboration with technical and higher education institutions.

The **Direto do Campus** ['Straight From the Campus'] Challenge became an official extension program of the State University of Maringá (UEM), engaging engineering and computer science students. During the challenge, students presented innovative solutions to real problems, and the best ideas received awards and academic extension recognition. A unique feature of this program is the allocation of funds for prototyping and testing, enabling the proposals to move beyond theory and deliver tangible impact for both the students and Cocamar.



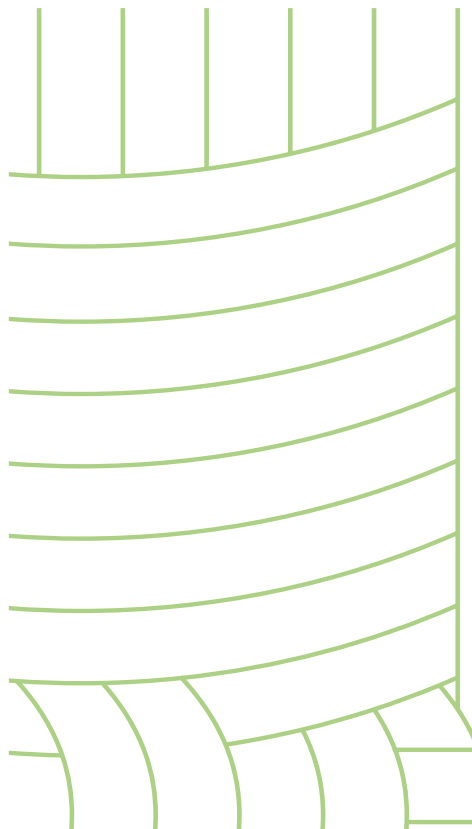
Closing Event of the "Direto do Campus" Challenge – 2024  
Edition, State University of Maringá (PR)



## Intrapreneurship

The first edition of the Cocamar Ideathon brought together 25 employees for a full day of immersive innovation and creativity. Divided into teams, participants developed solutions for challenges proposed by Cocamar Labs and presented their ideas in a pitch format to a panel of cooperative managers. The top three teams received Cocamar

product vouchers. At the same time, the Hackathon Innovation, led by the IT department and Cocamar Labs, involved third-party employees in enhancing the user experience of the Cocamar Portal. Specialists evaluated the solutions for potential implementation, reinforcing the cooperative's commitment to collaborative innovation.



## Startups Accelerated by Evoa in 2024:



- Academia da Emoção
- Apys
- AQUig
- Biolist
- CNPJ Legal
- Ecoevento
- EdgeSearch
- Gueplimp
- Nexus ai
- Poupave
- Sendcase Teleinterconsultas
- SisMc
- Vexor
- Ctrl Ennergy
- ZShop
- Tech Saplings
- imed Healthtech
- GAEL - EADSTOCK
- Token Tree
- Dignitá
- Arq2You
- Moove UP
- WORDFY - Inglês para Negócios ['Business English']
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# Key Project Results – 2024

## Image Recognition by Artificial Intelligence (AI) for Vehicle Monitoring

Cocamar implemented a pilot project using AI-powered cameras to monitor driver safety during night patrols in real time. The system detects behaviors such as fatigue or removal of hands from the steering wheel, sending alerts to both the driver and the 24-hour monitoring team, who immediately initiate preventive actions to avoid accidents and ensure safety.

## Chatbot

The cooperative launched an AI-based chatbot for Cocamar Store operations and cooperative member support, capable of conducting real-time text or voice conversations within the Cocamar App and through WhatsApp. The tool enhances security, efficiency, and traceability in service.

## Business Services Project

Cocamar is evaluating the best approach to encourage producers to regularize their processes and land through Decarbonization Credit (CBIOS) initiatives.

## Invoice Information Validation by AI (Reimbursement Project)

A system is being implemented to optimize advance request, travel report,

and expense reimbursement processes. The platform reads fiscal receipts and validates them according to predefined business rules.

## Traceability System for Wheat Flour from Cocamar’s Mill

The cooperative uses a dedicated system to organize production control data from its wheat mill, facilitating process traceability and ensuring information security and product quality.

## Data Catalog (Analytics)

Cocamar is building a registry of all data used to develop BI (Business Intelligence) scenarios as part of its data governance efforts.



# Other *Innovations* Implemented in 2024

## Cocamar Máquinas [Cocamar Machines]

Customer relations are a strategic pillar for Cocamar Máquinas, showcasing the dealership's commitment to delivering quality, ethical, and transparent service. This approach aims not only to ensure customer satisfaction but also to provide clear information on how to use their solutions, aligning with sustainable practices that minimize environmental impact and promote social development.

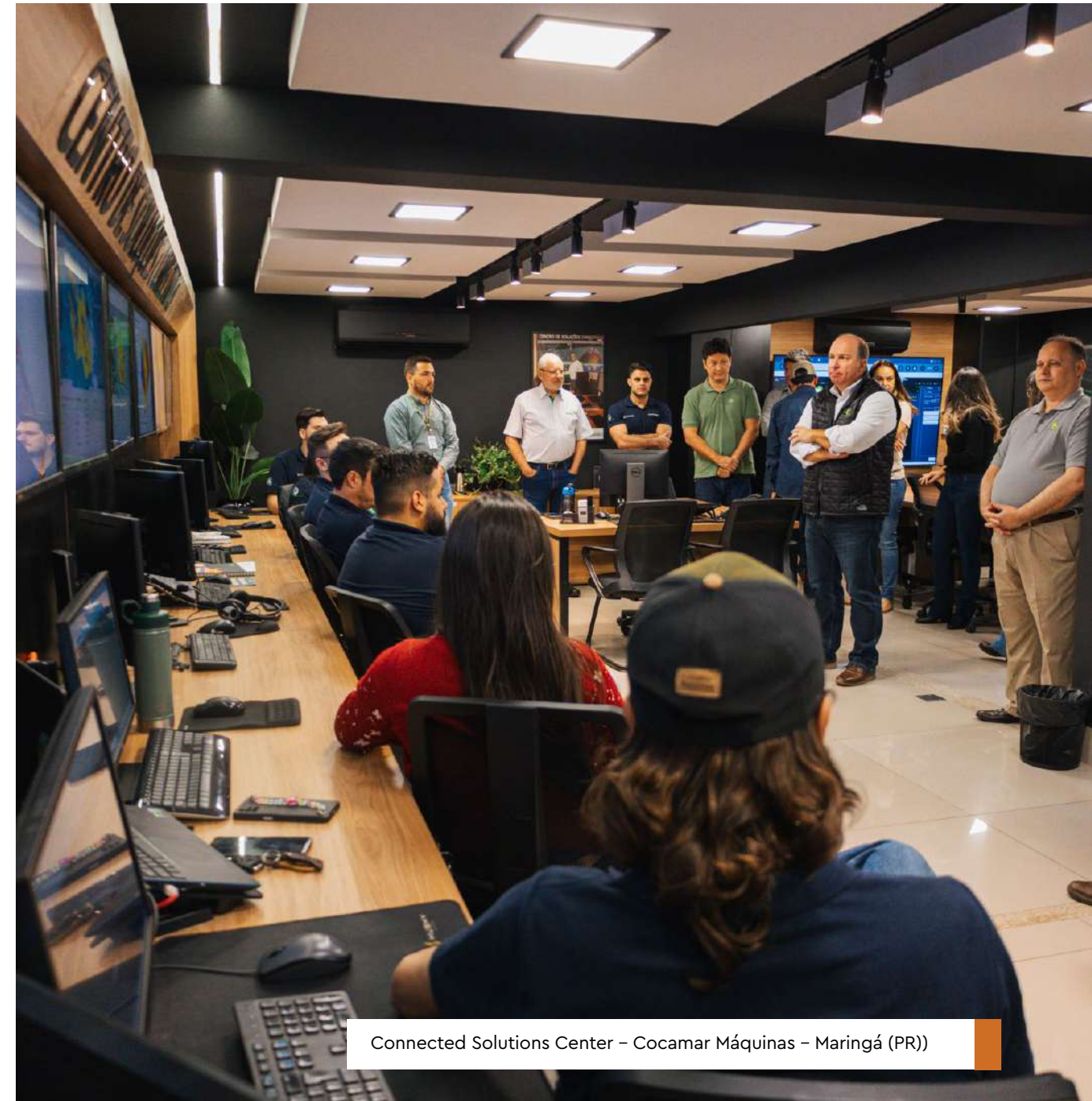
A major advantage is the implementation of advanced technologies, like John Deere's solutions. With over 1,800 connected machines and 450,000 hectares monitored in real time, Cocamar Máquinas provides clients with a powerful technological ecosystem that enhances efficiency, productivity, and sustainability in agricultural operations. This georeferenced data, securely stored in the cloud, enables more informed

decision-making, maximizing field results.

Key services include

- **Planting:** The row design project optimizes operations by creating precise maps, ensuring higher efficiency and productivity.
- **Spraying:** Spot applications and variable-rate desiccation make pesticide use more precise, eliminating waste and increasing profitability.
- **Harvesting:** The Solo Forte (Strong Soil) program analyzes land variability to define management zones and generate accurate diagnostics for sustainable fertilizer and soil amendment prescription.

The dealership is also known for innovative projects, such as the Itinerant CSC, Minuto do Operador ("Operator's Minute"), and the Digital Ecosystem, which sends real-time smart alerts to correct errors, optimizing equipment performance and supporting the Connected Solutions Center – Cocamar Máquinas – Maringá (PR).



Connected Solutions Center – Cocamar Máquinas – Maringá (PR)

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## Technology for Spare Parts Inventory Control at Cocamar Máquinas

In 2024, Cocamar Máquinas launched a Lean Six Sigma project to automate inventory management and improve traceability of spare parts. In partnership with Seal Sistemas, the dealership adopted data collectors and barcode printers compatible with Radio Frequency Identification (RFID) technology, creating an active and real-time inventory system. This modernization significantly reduced processing time and eliminated item location errors. The project also integrated RFID readers and the Kairos IoT WMS software, as well as tests with ATR7000 antennas for remote control at shipping points.



## Maintenance Diagnostics with Augmented Reality

This project aims to enhance the cooperative's operational efficiency by offering interactive equipment maintenance diagnostics, ensuring greater safety in operations. The initiative also seeks to reduce costs and minimize risks such as workplace accidents and specialist travel, while providing more practical and innovative training for employees.

# Total Investment in *Innovation* and Technology Projects

In 2024, total investment in innovation and technology projects grew nearly fivefold compared to the previous year.

	2024	2023
Investment in innovation	BRL 712,000	BRL 1,211,100
Investment in systems and tech projects	BRL 34,000,000	BRL 5,800,000
<b>TOTAL</b>	<b>BRL 34,712,000</b>	<b>BRL 7,011,100</b>



# Innovations and Technologies for 2025

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Cocamar continues to invest in process optimization and automation. Highlights include:

## Artificial Intelligence for Process Efficiency

The cooperative is implementing AI tools at various internal process stages to speed up procedures and free up staff for strategic tasks. Key initiatives include:

- **Receipt scanning with AI:** Optical recognition of fiscal coupons to streamline employee expense reimbursements.
- **Survey analysis with AI:** Identifying key recommendations from cooperative member satisfaction surveys.
- **AI in legal contracts:** Analyzing contracts between Cocamar and suppliers to ensure compliance with standard requirements.

## Improving Service Efficiency for Cooperative Members

In addition to AI, the cooperative is enhancing service efficiency through process automation and simplification:

- **Fala aí, cooperado [‘Speak Up, Member’]:** Initiative to optimize communication and service through the Cocamar App chatbot.
- **Improved coordination between commercial support and units:** Streamlining steps in grain trading, contract drafting, and price fixing.
- **Unit process automation:** Launch of a new billing system to reduce wait times, including a self-service kiosk pilot at the Maringá Unit.

## Data Integration Between John Deere and Cocamar

This initiative will integrate agronomic data from John Deere machines with Cocamar’s technical operations, enabling fully data-driven agriculture.

## Strategic Spare Parts Management

The project envisions a strategic parts management system, anticipating future demand for parts required in servicing new machinery sold.

## Restructuring the Livestock Chain for Greater Competitiveness

Development of a stronger and more competitive livestock chain, from the producer to distribution. The focus includes feed plant optimization, logistics, and a review of the commercial model.



## Innovation Hub – CUBO Itaú

Cocamar has entered a new partnership for 2025 with Cubo Itaú Innovation Hub, enabling connections, startup scouting, and innovation initiatives within the cooperative

## AI Residency Program – SENAI Paraná Cooperative AI Hub

Cocamar will have a participant in the AI specialization program at the SENAI Paraná Cooperative AI Hub, which tackles real cooperative challenges and develops up to four proof-of-concept projects. Upon completion, the resident will be certified as an AI Specialist, with the expectation that this training will accelerate AI adoption within Cocamar.



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Sítio São Carlos – Atalaia (PR)

# Climate Change Adaptation and Resilience

(GRI 3-3, 201-2, 203-2, 302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5)





# Climate Change Risks and Opportunities and Their Management

(GRI 201-2)

Climate change poses a global challenge that directly impacts agribusiness. The key risks identified include weather-related events such as flooding, extended droughts, frosts, and abrupt temperature fluctuations. These phenomena have serious physical consequences, affecting infrastructure, farmland, and crops. From a financial viewpoint, costs related to repairs, insurance, and economic losses are substantial. Extreme weather events can also result in defaults by key partners and inflation due to the scarcity of natural resources.

To mitigate these risks, Cocamar has adopted several strategies such as crop diversification, improved irrigation techniques, and the implementation of agroecological practices. The cooperative also promotes environmental education and raises awareness of the need to mitigate the effects of climate change. These efforts reinforce Cocamar's commitment to sustainability, ensuring operational resilience and contributing to climate security in the regions where it operates.



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# Climate Change

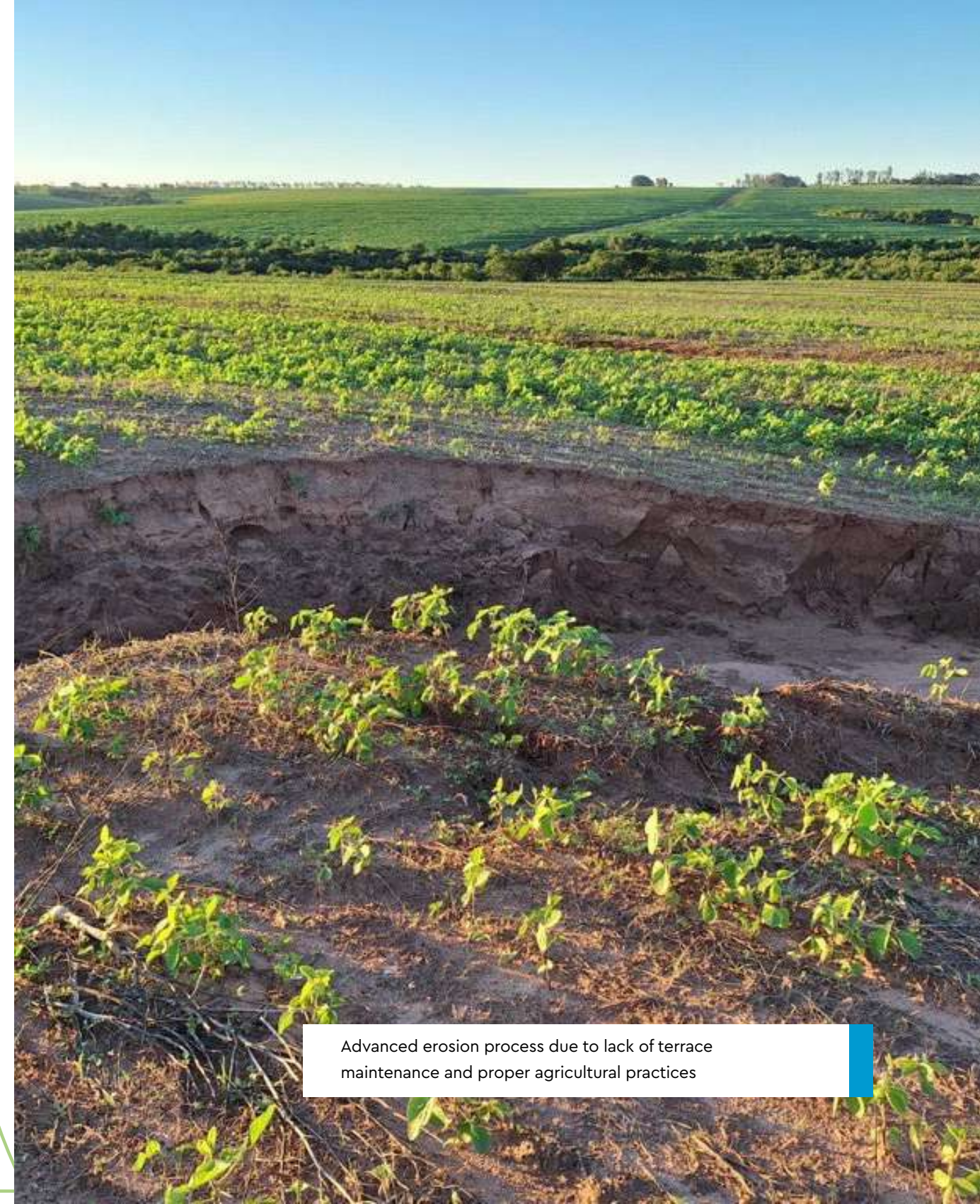
(GRI 203-2)

In 2024, Cocamar encountered challenges posed by climate change, which significantly affected the Brazilian agro-industrial sector. Extreme weather events, including high temperatures, prolonged droughts, and frosts, led to major crop failures, directly impacting the financial stability of producers and the agribusiness economy.

The impacts were significant among cooperative members. The 2023/2024 soybean harvest saw a 36% decrease in yield potential due to high temperatures and water scarcity. Meanwhile, second-crop corn and wheat experienced a 27% drop in

productivity due to adverse weather conditions during critical stages of crop development.

In response to these challenges, Cocamar has been investing in strategic partnerships, including its collaboration with Lindsay to provide irrigation technologies, as well as initiatives like the Collaborative Weather Analysis Network, which delivers more accurate weather forecasts to support on-farm decision-making. Moreover, sustainable practices such as soil management and the Integrated Crop-Livestock-Forest System (ILPF) help reduce climate vulnerability and enhance production efficiency.



Advanced erosion process due to lack of terrace maintenance and proper agricultural practices

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# Energy

(GRI 302-1)

In analyzing energy consumption in 2024, Cocamar observed an increase in the use of renewable energy sources and a reduction in reliance on non-renewable sources compared to the previous year. This progress is partially attributed to the replacement of fuel in Cocamar’s light vehicle fleet, which transitioned from gasoline to ethanol, helping reduce greenhouse gas emissions. There was also an increase in the use of biomass, such as wood and woodchips, to fuel industrial operations. Despite the climate challenges that affected agricultural production, the cooperative’s industrial complex remained fully operational, including the launch and use of its largest grain storage facility. These initiatives reinforce Cocamar’s commitment to energy transition and sustainability across its operations.

## ENERGY CONSUMPTION (IN GJ)\*

	2024	2023
Renewable Fuel Consumption (GJ)	2,468,348.51	2,555,824.52
Non-Renewable Fuel Consumption (GJ)	102,672.41	77,140.44
Total Electricity Consumed (GJ)	426,499.20	492,010.35
<b>Total Energy Consumed by the Organization (GJ)</b>	<b>2,997,520.12</b>	<b>3,124,975.30</b>

\*Self-generated energy: Cogeneration + solar + biogas. Renewable sources: Cogeneration + solar + biogas + incentivized ML. Electricity consumption includes all of Cocamar.

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# Energy Intensity

(GRI 302-3)

This is a key indicator for tracking Cocamar’s long-term energy performance. By monitoring this metric, the cooperative can detect deviations and implement corrective actions to improve operational efficiency. In the industrial complex, where soy processing is the main activity, the parameters for evaluation are the amount of refined oil and the volume of soy crushed.

In 2024, despite an increase in total energy consumption, the productivity of the industrial complex also rose significantly. As a result, the energy intensity rate decreased, demonstrating greater efficiency in resource utilization. This improvement reflects Cocamar’s commitment to continuous process enhancement, aligning productivity, sustainability, and reduced environmental impact.

## ENERGY INTENSITY RATE

	2024	2023
kWh/ton of refined oil	38	36
kWh/ton of soy processed	27.87	28.66

# DAIAs and Environmental Legislation

Since 2021, the cooperative has been working to consolidate its assessments of environmental aspects and impacts, enhancing processes and structures to mitigate the negative environmental effects of its activities. The DAIA methodology (Determination of Environmental Aspects and Impacts) identifies elements that may cause changes in nature—whether positive or negative—such as air emissions, soil contamination, reverse logistics, and natural lighting. The identification, evaluation, and control of these impacts facilitate the development of effective strategies to manage environmental emergencies and contingencies.

In 2024, Cocamar advanced in integrating environmental and social impact assessments, promoting a more holistic

and collaborative approach to identifying and managing such effects. As part of this evolution, the impact matrix was simplified, making the data more accessible and easier to interpret for all employees involved in operations. This initiative reduced the number of recorded impacts, reflecting Cocamar’s commitment to continuous improvement and compliance with environmental legislation.

All Cocamar units and industries undergo on-site environmental impact assessments, with re-evaluation cycles every two years. This practice strengthens infrastructure monitoring and ensures compliance with environmental standards, which is in line with the cooperative’s strategy to promote sustainability and protect natural resources in its operating regions.

	2024	2023
Number of environmental aspects inherent to industrial activities	6,092	8,332
Number of positive and negative impacts	9,998	13,620
Number of suggested controls to mitigate potential damage	6,234	8,431
Number of legal obligations monitored	7,678	7,100



# Spring Protection Program

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This initiative by Cocamar aims to preserve water springs located on the properties of cooperative members, thereby contributing to agricultural sustainability and the conservation of essential water resources. Using a low-cost, easy-to-apply soil-cement technique, the program ensures spring protection and promotes more resilient and environmentally responsible practices.

Since its creation in 2022, the program has identified around 1,600 springs in Cocamar's area of operation, in the following cities in Paraná State:

- Atalaia
- São Jorge de Ivaí
- Ivatuba
- Florai
- Floresta
- Lobato
- Nova Esperança
- Ourizona
- Querência do Norte

**In 2024, the program partnered with Ihara, conserving 22 springs.**

In addition to providing high-quality water for consumption and irrigation, the program benefits local ecosystems and biodiversity. With well-structured phases—including initial survey, execution, and monitoring—the project also generates positive community impact and attracts new partners.



Spring at Sítio São Carlos – Atalaia (PR)



# Emissions Management

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Cocamar monitors emissions to comply with the limits set by environmental authorities. When deviations from parameters are identified, immediate action plans are implemented in operational areas to address nonconformities. The main risks associated with emissions include fines, issues with regulatory negotiations, community complaints, financial losses, and damage to the cooperative's reputation.

Cocamar's operations generate Total Suspended Particulates (TSP) from grain handling, dust particles, and greenhouse gases (GHG) due to vehicle activity. Additional emissions arise from industrial processes, including boiler operations and energy cogeneration, which emit nitrogen oxides and sulfur oxides. The cooperative is also associated with indirect emissions stemming from field harvesting and logistics related to the transportation of grains, inputs, and finished products.

## GHG Emissions Inventory

(GRI 305-1, 305-2, 305-3, 305-4, 305-5)

Cocamar's greenhouse gas emissions inventory uses 2022 as the base year and is prepared according to the GHG Protocol. It underwent independent third-party verification and includes all gases regulated by the Kyoto Protocol, such as carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>). Emission factors and Global Warming Potential (GWP) indices were sourced from the

Intergovernmental Panel on Climate Change (IPCC) guidelines—2006 Guidelines for National Greenhouse Gas Inventories.

Cocamar adopts an operational control approach to consolidate emissions, ensuring accurate and comprehensive data collection. This inventory not only provides a detailed view of the cooperative's emissions but also serves as a basis for strategic mitigation planning in alignment with global climate change goals.



Graneleiro [Grain Storage Facility] – Maringá (PR)



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GREENHOUSE GAS (GHG) EMISSIONS (GEE) (tCO2eq)

COCAMAR		
	2024	2023
Total Scope 1	47,215.69	46,761.03
Total Scope 2	5,079.94	4,094.44
Total Scope 3 (non-mandatory)	13.02	0.00
Total Scope 1 + 2 (and/or 3)*	52,308.66	50,855.47
Intensity	0.03	0.02

\*The 2023 indicator was updated due to recalculation.

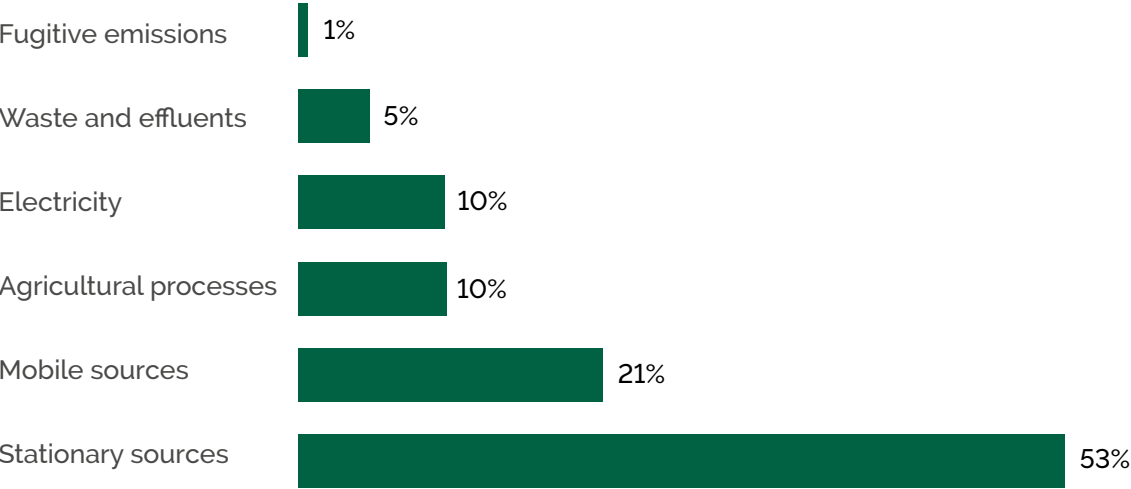
GREENHOUSE GAS (GHG) EMISSIONS (tCO2eq)

COCAMAR MÁQUINAS [COCAMAR MACHINES]		
	2024	2023
Total Scope 1	373.28	174.55
Total Scope 2	11.04	9.32
Total Scope 3	24.13	0.00
Total Scope 1 + 2 (and/or 3)*	408.45	183.87
Intensity	0.43	0.29

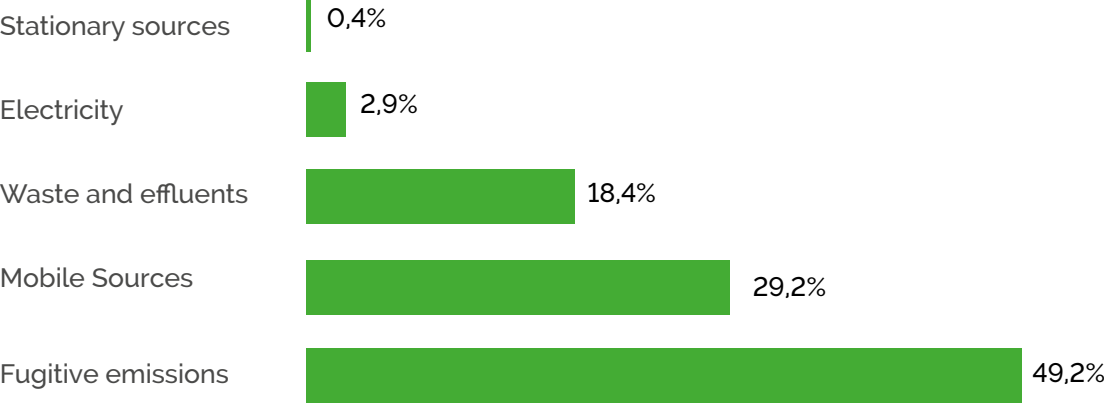
\*The 2023 indicator was updated due to recalculation.

Direct Emissions (Scope 1) and Indirect Emissions (Scope 2)

Cocamar



Cocamar Máquinas



Removals through Agricultural Activities (tCO2e)



Cocamar Eucalyptus Forest

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# Emissions of NOx, SOx and Other Air Emissions

(GRI 305-6, 305-7)

The cooperative follows national protocols and CONAMA and SEMA resolutions, which set criteria for measuring and mitigating emissions from its industrial and agro-industrial operations.

In 2024, Cocamar invested over BRL 3.37 million in structural upgrades at its facilities in Apucarana, Cambé (Grain Storage Facility), Primeiro de Maio, Assaí, Santa Fé, and Astorga. These enhancements included the installation of gates at receiving pits, film collectors in dryers, the construction of warehouses for organic waste, and the implementation of bag filters, a technology that significantly reduces

airborne particle emissions during grain processing.

Along with structural upgrades, the cooperative implements operational measures to manage dust dispersion in yards and receiving areas, including soil humidification and the application of specific polymers to reduce the impact of heavy truck traffic during harvest seasons.

Another advancement in 2024 was the enhanced monitoring of emissions at the feed plant, as mandated by the operating license. This expansion reinforces Cocamar's commitment to transparency and continuous improvement, ensuring its activities conform to environmental best practices and regulatory standards.

## SIGNIFICANT AIR EMISSIONS (IN KG/M<sup>3</sup>)

	2024	2023
NOx	0.0005839	0.00060082
Particulate Matter (PM)	0.0009058	0.0009279
Other standard categories of air emissions identified in relevant laws and regulations (CO)	0.00245968	0.00181603
Other standard categories of air emissions identified in relevant laws and regulations (TSP)	3.92E-05	3.35494E-05



Environmental Air Monitoring – Maringá (PR)



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# Waste Management

(GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Cocamar regards waste management as a core pillar of sustainability in its operations and supply chain. Committed to minimizing generation and maximizing reuse, recycling, and recovery, the cooperative adopts practices aligned with the circular economy, significantly reducing landfill disposal. Beyond environmental benefits, these actions stimulate innovation, operational efficiency, and value creation in production processes.

The organization’s agro-industrial waste is primarily organic, enabling its reuse throughout the value chain. Nearly 100% of grain cleaning residues are repurposed to produce animal feed, compost, or cleaning products. Furthermore, biomass waste is utilized for energy generation, and Cocamar has the infrastructure in place to commercialize byproducts to other industries.

In 2024, Cocamar reduced landfill waste by 33% compared to the previous year. The target for the coming years is a 50% reduction, focusing on co-processing, composting, and recycling. Co-processing of Class I and II waste is already in place, enabling the controlled incineration of waste in cement kilns for energy generation, replacing fossil fuels.

## Highlights – Reverse Logistics and Sustainable Disposal

Cocamar performs systematic monitoring of waste, which includes weighing and categorizing, to ensure precise control and ongoing improvement. It collaborates with specialized companies that manage collection, documentation, transportation, and final disposal. Notable initiatives include:

### REVERSE LOGISTICS OF UNIFORMS

Used uniforms are collected, de-branded, and sent for fiber shredding, where the thread is reused as raw material. Over 12,000 garments have been reused so far..

### WASTE MANAGEMENT AND SORTING AT SAFRATEC EVENT

During the agricultural technology event, waste is separated and correctly disposed of with support from a local cooperative, creating income opportunities for the community.

### REVERSE LOGISTICS OF LUBRICANT OILS AND PACKAGING

Cocamar implemented a robust system for collecting, transporting, and refining used or contaminated oils at all fuel stations, machinery dealerships, logistics divisions,

and industrial sites, preventing soil and water contamination.

### BATTERIES, ELECTRONICS, AND E-WASTE COLLECTION

In partnership with ABREE (Brazilian Association for Electronics and Appliance Recycling), Cocamar maintains 13 drop-off points (PEVs) across Paraná, São Paulo, and Mato Grosso do Sul.

### AGROCHEMICAL PACKAGING RETURN PROGRAM

In partnership with input distributors, Cocamar encourages members to return packaging properly, reducing environmental impact in rural areas.

### REUSE OF INDUSTRIAL WASTE

Byproducts from production are reintegrated into new production cycles, avoiding waste and reducing environmental impact.

## Waste Generated

In 2024, climate-related challenges affected the harvest, resulting in lower-quality soybeans and an increase in impurities and vegetative waste. Conversely, the reduced grain volume processed led to lower production of ash, scrap, rejects, and sludge. The halt of construction and renovation projects also contributed to diminished debris generation. Refer to the charts below:

### WASTE TYPE

	2024	2023
	Waste generated per activity (t)	
Non-hazardous	47,900.42	42,508.92
Hazardous	57	53
<b>Total (t)</b>	<b>47,957.42</b>	<b>42,561.92</b>

### WASTE NOT DESTINED FOR FINAL DISPOSAL BY TYPE AND RECOVERY OPERATION

Inside and outside the organization		2024	2023
	Operation Type	Weight of non-hazardous waste (t)	
	Reuse Preparation	30,447.54	19,228.92
	Recycling	1,005.83	1,137
	Other Operations	-	-
	<b>Total (t)</b>	<b>31,453.37</b>	<b>20,365.92</b>

<sup>1</sup> Waste recovery takes place both inside and outside our operations.

<sup>2</sup> No hazardous waste was excluded from final disposal.

### WASTE DESTINED FOR FINAL DISPOSAL BY TYPE AND DISPOSAL OPERATION

Outside the organization	Operation Type	2024		2023	
		Weight of hazardous waste (t)	Weight of non-hazardous waste (t)	Weight of hazardous waste (t)	Weight of non-hazardous waste (t)
	Incineration with energy recovery	-	4,743	-	9,195
	Incineration without energy recovery	-	-	-	-
	Landfill	57	1,052.05	53	1,625
	Other disposal operations	-	10,652	-	11,323
	<b>Total weight (t)</b>	<b>16,504.05</b>		<b>22,196</b>	

<sup>1</sup> All waste was disposed of off-site. <sup>2</sup> Data refers to waste from the industrial complex and 15 operational units.

<sup>3</sup> Composting is included in "Other disposal operations". <sup>4</sup> Biomass burned in the cooperative's boiler (vegetable waste) is considered in "Incineration with energy recovery".



Cocamar's short-term focus is on reducing landfill disposal, expanding alternatives such as recycling, co-processing, and composting.

For 2025, the cooperative will intensify its 3Rs Program (Reduce, Reuse, Recycle), increasing material reuse and improving waste segregation. Additionally, the co-processing of Class I (contaminated) and Class II waste will begin, ensuring environmentally responsible disposal in alignment with circular economy principles.

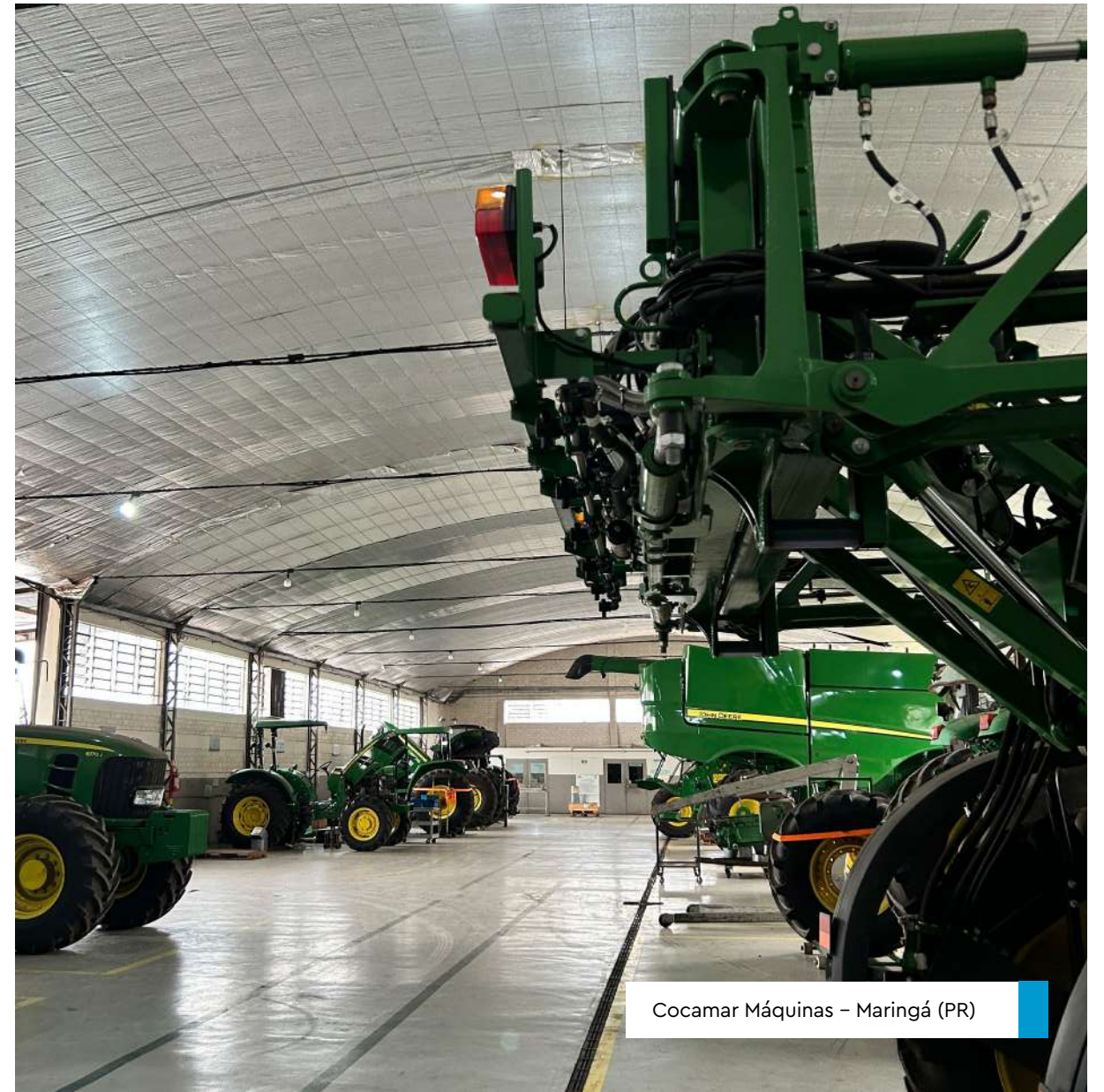
## Conscious Company Seal

Cocamar received the Conscious Company Seal from its print services provider for efficient printer cartridge usage, consuming them to the end of their lifecycle. De-branded cartridges are turned into new components, reinforcing the circular economy.

# Prevention and Sustainability: Environmental Actions of Cocamar Máquinas [Cocamar Machines]

Cocamar Máquinas recognizes that managing products with high environmental contamination potential requires strict measures to mitigate negative impacts. Consequently, the dealership implements various actions to ensure environmental safety and comply with current legislation, which include training its employees, engaging specialized companies for waste collection and disposal, and utilizing appropriate facilities for storing such materials.

In 2024, environmental emergency drills were conducted, and employees received training on handling lubricants, oil filters, hoses, and oil packaging, reinforcing the company's commitment to accident prevention and environmental protection. These initiatives ensure compliance with regulations and reflect Cocamar Máquinas' dedication to sustainability.





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# Community Engagement

GRI 2-29, 3-3, 203-1, 203-2, 413-1



# Approach to Stakeholder *Engagement*

(GRI 2-29)

Cocamar values people and collective interests equally with individual aspirations, in line with the 7th Cooperative Principle. Therefore, its work with cooperative members is central to fostering regional development in the areas where it operates. Furthermore, the cooperative creates positive impacts in nearby communities by contributing to job creation, strengthening local commerce, improving education, and enhancing access to healthcare. These initiatives stem from the belief that high-quality relationships generate shared economic, social, and environmental value.

To achieve these goals, the organization prioritizes building trust across its value chain, striving to establish solid and lasting connections

with a wide network of partners, including labor-union, community, and political leaders, law enforcement agencies, Public Prosecutors' Offices and judges, financial and business institutions, and governmental and environmental bodies. Cocamar maintains open dialogue with institutions connected to industry, commerce, health, labor, environment, agribusiness, and culture, as well as with civil society organizations and various associations.

With a strong commitment to environmental and social responsibility, Cocamar also collaborates with educational institutions, research bodies, innovation ecosystems, and all levels of government. This integrated approach strengthens its cooperative role, promotes collective well-being, and ensures that its practices align with social progress.



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# Investment in Sustainable Development

(GRI 203-1, 203-2, 413-1)

Cocamar plays a vital role in the sustainable development of the communities where it operates, fostering both economic and social progress. The cooperative's presence stimulates the local economy, generates direct jobs as well as jobs in the supply chain, and significantly contributes to municipal development through tax revenue. The cooperative's growth in revenue directly supports the production chain and bolsters the regional economy.

In 2024, Cocamar invested over BRL 5.4 million in the regions where it operates through tax incentives, the Technical, Educational, and Social Assistance Reserve (RATES), one-time donations, and residual surpluses approved at the Annual Shareholders' Meeting, in addition to funding from its own resources and partners. These funds were allocated to social projects

such as: production of adult diapers, a community soccer training program in Maringá (PR), aid campaigns, and the program "Solidarity is our Energy," which donated five photovoltaic solar energy systems to charitable organizations in Paraná (2023 + 2024).

Additionally, the União Solidária Campaign, in collaboration with Sicredi Dexis, mobilized 565 organizations in 2024, raising over BRL 6 million and impacting around 400,000 individuals. The cooperative also donated approximately six tons of clothing to those affected by floods in Rio Grande do Sul.

These initiatives showcase Cocamar's dedication to creating shared value, supporting the social and environmental transformation of the regions in which it operates, and strengthening its role as a catalyst for sustainable change.

## Social Fuel Seal



Cocamar has reaffirmed its commitment to a low-carbon economy and social inclusion through the biodiesel market. Since 2020, the cooperative has supplied soybeans from family farmers to industry companies, ensuring bonuses and providing technical support. In 2022, Cocamar inaugurated its biodiesel plant and was awarded the Social Biofuel Seal, recognizing its inclusive initiatives. In 2024, Cocamar donated BRL 2.27 million to Cooperparaíso in Bahia to support fruit processing and solar energy generation, thereby strengthening family farming and promoting socioeconomic impact in Brazil's North and Northeast regions.



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# Impact Research

(GRI 203-2, 413-1, 413-2)

Cocamar’s governance is rooted in environmental, social, and stakeholder engagement principles, striving for continuous improvement in processes to achieve the best outcomes for clients and members. These principles include environmental and social impact assessments, adherence to legal requirements, environmental controls, emergency planning, and socioeconomic as well as environmental monitoring. The aim is to minimize the negative impacts of the cooperative’s activities while

maximizing positive contributions to society.

In 2024, an impact survey was conducted across all Cocamar units in Brazil. This initiative enables the cooperative to understand how its actions affect communities both positively and negatively. Based on the results obtained, action plans are created to minimize negative impacts and enhance positive ones. The progress of these actions is periodically assessed through new research cycles conducted every two years, ensuring the effectiveness and continuity of sustainable initiatives.

# InstitutoCocamar [Cocamar Institute]

(GRI 413-1)

One of the organization’s main arms in the communities is the Cocamar Institute, a non-profit socio-environmental organization associated with the cooperative. Founded in 2003 in honor of former president Constâncio Pereira Dias, it aims to mobilize human resources to address needs related to volunteer work and enhance the community in the areas of citizenship, education, culture, environment, and sports, while integrating social assistance actions.

In 2024, the Cocamar Institute celebrated 21 years of social development and real impact on the lives of thousands of beneficiaries.

The Institute’s work is aligned with the global Sustainable Development Goals (SDGs), especially SDG 2 (Zero Hunger) and SDG 10 (Reduced Inequalities).



# Solidarity Campaigns

(GRI 413-1)

Cocamar's solidarity campaigns, which support organizations helping vulnerable populations, are traditionally held three times a year: during the Cooperative's anniversary celebrations, one month before winter, and at Christmas. In 2024, a special edition was organized to aid flood victims in Rio Grande do Sul.

## Anniversary Solidarity Campaign

In celebration of Cocamar's anniversary, a campaign was conducted to collect and distribute food donations to people in social vulnerability at the headquarters and across all regions where Cocamar operates. A total of more than 7.4 tons of food were donated to the "Mesa Brasil" program and several other institutions.



## SOS RS

Through Instituto Cocamar, the cooperative led a campaign to collect clothing, mattresses, blankets, pet food, non-perishable food, hygiene, and cleaning items for victims of the floods in Rio Grande do Sul. Over 53,000 items, totaling six tons, were donated and delivered by the Transcocamar fleet to Curitiba (PR), Santa Cruz do Sul (RS), Teutônia (RS), and Campo Bom (RS)—which served as distribution hubs for the affected regions.





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## Winter Solidarity Campaign

The campaign aims to collect blankets, sweatshirts, knitwear, coats, pants, gloves, and footwear in good condition for donation to organizations that support socially vulnerable families in the cities where Cocamar operates. In 2024, 21,218 items were collected across 47 participating units and donated to flood victims in Rio Grande do Sul and to the “Mesa Brasil” program.



## Christmas Campaign

The Christmas Solidarity Campaign aims to collect food for institutions operating in areas where Cocamar is present. In 2024, over 31 tons of food were donated, providing Christmas meals and a dignified end-of-year celebration for families in social vulnerability, beneficiaries of “Mesa Brasil” and other organizations.



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# Dia C – “Cooperation Day”

(GRI 413-1)

Aligned with the 17 Sustainable Development Goals (SDGs) of the United Nations (UN), Dia C is a national movement to promote cooperation with society. In 2024, Cocamar adopted a new format for this initiative: for the first time, actions were extended across multiple days and cities, rather than being centralized in Maringá (PR) on a single day as in previous years.

Through partnerships with third-sector institutions, the actions followed a scheduled plan with various dates and phases from June to August. Key Results of the Mobilization:

 **75**  
ACTIONS

 **881**  
VOLUNTEERS

 **4.061**  
BENEFICIARIES



## LOCATIONS

- Paraná
- São Paulo
- Mato Grosso do Sul
- Goiás



## FOCUS AREAS

- Volunteer mobilization
- Financial support for local social projects
- Support or sponsorship of NGOs and social projects
- Food collection and donation
- Social outreach projects for communities



## TARGET GROUPS

- Children and teenagers
- Families in vulnerable situations
- People with Disabilities (PwD)
- Elderly individuals





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Numerous actions contributed to the success of Dia C. Here are a few examples:

### Joy at Manaaim

**City:** Rolândia (PR)  
**Date:** July 6, 2024

Action: Volunteers visited Manaaim Nursing Home, bringing joy and affection to the residents. Their visit included traditional Brazilian country music, group dancing, and homemade sweets prepared by the volunteers.



### Cooperating with Joy

**City:** Maringá (PR)  
**Date:** July 5, 2024

Action: An afternoon of recreational activities for children from Ruy Alvino Alegretti Municipal School, featuring a theatrical presentation on cooperativism and sustainability, followed by classic games such as capture the flag, sack races, dodgeball, and tic-tac-toe with hula hoops. The day concluded with a coffee break prepared by volunteers.

### Square Revitalization

**City:** Paranavaí (PR)  
**Date:** July 6, 2024

Action: In partnership with Sicredi Sumaré, volunteers revitalized the main square in the Sumaré industrial district, a vital space for the local community. The project included planting grass and flowers and replacing the sand in the children's playgrounds. Support was provided by Cocamar's Paranavaí, Sumaré, and Santo Antônio do Caiuá units.



### Charity “Arraiá” Festival – APAE Paranacity + Cocamar and Members

**City:** Paranacity (PR)  
**Date:** July 6, 2024

Action: Cocamar employees and cooperative members from Paranacity united to support the Beneficent “Arraiá” Festival of the local APAE. Volunteers collected food supplies for the event and assisted with decorating, cooking, managing the food counter, and handling cashier operations.





## Cookies and Snacks of Cooperation

**City:** Maringá (PR)

**Date:** July 3, 6, and 20, 2024

**Action:** Over three days, Cocamar volunteers assembled 210 snack kits for the Ecumenical Charity Entity, which supports families of cancer patients. Activities included a cooking workshop where participants made homemade cookies with Cocamar products and mortadella sandwiches. The initiative involved 95 volunteers.



## Afternoon with the Elderly

**City:** Maringá (PR)

**Date:** June 5 and 19, 2024

**Action:** Eight volunteers spent the afternoon with the residents of São Vicente de Paulo Nursing Home, engaging in activities such as manicure and pedicure, group conversations, and serving a special afternoon coffee.

## Solidarity Meals

**City:** Maringá (PR)

**Date:** June 24 and July 4, 2024

**Action:** Over three days, Cocamar volunteers prepared meals for the Amor ao Próximo Institution, which supports families of cancer patients at the Maringá Cancer Hospital. Using food donated by the cooperative, they prepared 120 meals each day, with a total of 18 volunteers participating.





# Cocamar Choir

(GRI 413-1)

In 2024, the Cocamar Choir performed 15 concerts across several cities in Paraná. After selecting the repertoire and arranging the music with a qualified technical team, the group launched its annual schedule.

Additionally, the project “Encantos da Terra”, approved for funding through Brazil’s Rouanet Cultural Incentive Law by the Ministry of Culture, held its scheduled 2024 performances, reaching over 750 attendees across five cities: Rolândia, Apucarana, Japurá, Santa Fé, and Nova Esperança.

The Cocamar Choir brings numerous benefits, both to singers, who have the opportunity to participate in a musical and cultural group activity that contributes positively to mental health, and for communities, providing them with cultural enrichment through musical performances.





# Cocamar Soccer

## Training Center (CFFC)

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The Cocamar Soccer Training Center (CFFC) program, conducted by Instituto Alex Santos in collaboration with Instituto Cocamar, provided sports training for over 80 children and teenagers from the Maringá (PR) area. It offered soccer instruction at the Cocamar Association in the following age categories: Under-17 (born in 2007/2008), Under-15 (born in 2009/2010), and Under-13 (born in 2011/2012).

During the first semester of the year, all three teams took part in the Liga de Maringá's Copa Cidade Canção Regional, the largest youth soccer tournament in the region. Each team progressed to the second round, with the Under-17 team reaching the semifinals.

The first half of 2024 also included activities involving students and their families:

- A meeting and lecture for parents/guardians about the opportunities the project offers, whether through soccer or agribusiness;
- A dental health lecture and free care at the clinic of Dr. Cleber Brene, open to all students;
- A lecture on Personal Branding and Communication, focusing on social

media, presented by Vitor Santos, a communications expert with sports media experience.

In the second semester, students across all categories excelled in the Liga de Maringá and the Copa Catedral Regional, catching the attention of talent scouts who came to the Association to observe players and coaches. CFFC also launched the "Soccer in Words" writing contest to promote creativity and encourage cooperative values through sports.

Participants were challenged to create a text or video testimony of up to 60 seconds using the phrases "Cocamar Soccer Training Center," "Social Project," "Sports Incentive," "Cocamar," "Cooperativism," and "Cooperation."

A panel composed of professionals from Cocamar's Social and Environmental Responsibility, Audit, Marketing and Communications departments, along with the Instituto Alex Santos, selected the winners. Each winner received a voucher valued at BRL 250 to purchase a new pair of soccer cleats.





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# Diaper Workshop

(GRI 413-1)

The Diaper Workshop, promoted by the Cocamar Institute, aims to strengthen volunteer work in the community. It serves individuals who are experiencing or are under conditions of social vulnerabilities by supporting nonprofit organizations committed to community well-being.

In 2024, nearly 100,000 geriatric diapers were produced and

distributed to 26 institutions across 14 cities. The production involved a team of 618 volunteers, which included employees, cooperative members, and representatives from civil society.

In order to facilitate the workshop, the institutions provide volunteers for finalizing the product, while the project management supplies the location, training, and semi-finished materials.



In 2025, the Diaper Workshop will receive support from Instituto Dexis, which will provide its volunteers and agencies to facilitate donations.

IN 2024,

**100,000**  
GERIATRIC DIAPERS WERE PRODUCED

# Solidarity Bottle Caps

(GRI 413-1)

The Solidarity Bottle Caps Project was launched by the Cocamar Institute in collaboration with ARBEC Maringá last year. Its aim is to encourage employees, cooperative members, and the community to sort recyclable materials, including PET bottle caps, glass bottle caps, and aluminum can tabs. The proceeds from selling these collected items help the Institute acquire hospital equipment for nonprofit organizations in the municipalities where the cooperative operates.

In addition to upholding the cooperative principle of community interest, the program promotes awareness of socio-environmental initiatives, covering recycling, proper waste disposal, and support for social institutions that assist people in vulnerable situations.



IN 2024, FORAM ARRECADADOS

**990kg**  
OF MATERIALS WERE COLLECTED.

# Saca do bem Campaign

(GRI 413-1)

In partnership with the Londrina Cancer Hospital, Cocamar supports the "Saca do Bem" campaign [a philanthropic initiative for donating sacks of agricultural products], which encourages regional farmers to donate a portion of their harvest (in sacks). The hospital can fund expensive treatments such as video laparoscopy, tumor surgery, and complex medical procedures by accepting bulk grain donations.



IN 2024,

**BRL 72.192**  
WERE RAISED

# União Solidária (Solidarity Union)

(GRI 413-1)

The União Solidária campaign encourages civil society organizations to raise funds and promote engagement in local community causes by selling physical and online tickets. With reach across the municipalities where the cooperative operates, the amount raised is fully converted into income for implementing or improving social transformation projects. Each ticket costs R\$10 and grants the right to participate in prize draws throughout the campaign, provided it is registered and validated on the official website to generate the lucky number.

**BRL 6,1 million**

WERE RAISED DURING THE CAMPAIGN,  
OF WHICH,

**BRL 1.152 million**

WERE RAISED ACROSS COCAMAR'S

**89**  
UNITS.

In 2024, Instituto Cocamar relied on Instituto Dexis for resources for the prizes and the campaign's operational execution in addition to support from the Institute of Public Accounting and Democracy (ICPD).



Launch of the 2024 União Solidária Campaign – Maringá (PR)



# ASM Surplus Allocated to *Instituto Cocamar*

(GRI 413-1)

In 2024, strategic social investments were made to benefit various populations, generating meaningful impact.

**Residual surplus funds from the Annual Shareholders' Meetings (ASM)** amounted to **BRL 426,897.98**, benefiting institutions serving over 100,000 people, including cancer patients, elderly individuals, and socioeconomically vulnerable families.

The allocation of surplus funds for donations is approved during Cocamar's Annual Shareholders Meetings. At that time, the Chairman of the Board of Directors presents the proposal to cooperative members, requesting approval to allocate the funds, which represent part of the previous year's surplus, to the Instituto Cocamar.

In addition, **one-time donations totaling BRL 45,077.93** were made to support community campaigns, charity bazaars, and specific causes.

**BRL 300,000**, sourced from the **Technical, Educational, and Social Assistance Reserve (RATES)**, was allocated for the installation of photovoltaic solar systems. These systems benefited institutions that serve children, teenagers, elderly individuals, and families undergoing cancer treatment or experiencing vulnerability, reinforcing the cooperative's commitment to social inclusion and sustainability.



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# Cultivar Program

(GRI 413-1)

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The Cultivar Program seeks to encourage the preservation of riparian forests and permanent conservation areas while promoting social inclusion and human development. Launched in 2006 in partnership with the Association of Parents and Friends of Individuals with Disabilities (APAE) in Maringá, the project supports the production of native seedlings through the efforts of employees with intellectual and multiple disabilities, recognizing their skills and fostering autonomy.

In addition to the environmental impact in Maringá (PR), the program is also implemented in the municipality of Rolândia (PR), where it contributes to participants' social, physical, personal, and professional development. This is achieved through educational lectures, recreational activities, and group discussions that encourage interaction, learning, and recognition

of each individual's potential. These actions strengthen inclusion and create a welcoming, transformative environment that positively impacts both employees and the communities involved.



IN 2024

**59.825**

SEEDLINGS WERE DISTRIBUTED TO COOPERATIVE MEMBERS AND THE COMMUNITY, WITH



**46**

EMPLOYEES INVOLVED – 27 IN MARINGÁ AND 19 IN ROLÂNDIA.



**28**

TRAINING SESSIONS AND EDUCATIONAL LECTURES CONDUCTED.



APAE – Maringá e Rolândia (PR)





# Solidarity Is Our Energy

(GRI 413-1)

The program aims to support institutions across multiple service areas, including shelters, hostels, support and care centers, long-term care facilities for socially vulnerable populations, health institutions, and charity hospitals.

To date, the program has benefited 29 institutions in the communities where Cocamar operates. More than

**BRL 2.8 million** from the Technical, Educational, and Social Assistance Reserve (RATES)—allocated by cooperative members during the Annual Shareholders' Meeting—has been invested in installing photovoltaic systems that use sustainable and renewable energy sources.

Since the installation of the first solar panels 25 years ago, **BRL 19.4 million** in

energy cost savings have been recorded. These savings can be redirected into services for more than **4,000** beneficiaries. From an environmental standpoint, the program saves **94,000 kWh** of non-renewable energy per month, promoting sustainable energy expansion within the national energy matrix and enhancing resilience against climate change impacts.



Delivery of photovoltaic panels at APAE – Alvorada do Sul (PR)

# Museum of the Person

Founded in 1991, the Museum of the Person is a collaborative virtual space for life stories, open to the public. Last year, under Brazil's Federal Culture Incentive Law, Cocamar sponsored the web series "Harvesting Stories", in which small and medium-sized farmers from Maringá (PR) shared their experiences with nature and rural life.

These stories reveal the value of the deep relationship between people and the land, inviting us to reflect on respect for and preservation of nature. They are available at the [link](#) below.



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Employee at the Grain Storage Facility – Industrial Complex – Maringá (PR)

# Human Capital

GRI 2-7, 2-8, 2-20, 2-21, 2-30, 3-3, 401-1, 401-2, 401-3, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10, 404-1, 404-2, 404-3, 407-1, 13-21



# Growing with People

(GRI 2-7, 2-8)

Cocamar is made up of individuals who are dedicated to its mission and united by cooperative values. As a result of consistent work carried out by the People Management department, the cooperative was once again recognized in 2024, for the third consecutive year, as one of the 15 Best Companies to Work For in the state of Paraná, according to the Great Place to Work (GPTW) engagement survey.

This recognition came during a year marked by challenges in the agricultural sector. Regardless of the circumstances, Cocamar remained committed to preserving its employees' jobs.

## TOTAL NUMBER OF EMPLOYEES BY CONTRACT TYPE AND GENDER

	2024			2023		
Direct employees	Male	Female	Total	Male	Female	Total
Permanent direct employees	2,656	1,066	3,722	2,755	1,055	3,810
Temporary direct employees	35	10	45	0	0	0
Permanent third-party workers	95	51	146	-		307
Temporary third-party workers	54	29	83	1,177	398	1,575
Total	2,786	1,156	3,996	3,932	1,453	5,692

## DIRECT EMPLOYEES BY REGION

	2024	2023
Central-West	165	128
Southeast	167	171
South	3,390	3,511

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# Employment

(GRI 401-1)

Our People Management strategy focuses on fostering an open and positive communication environment that encourages employee growth and talent development. With nearly 4,000 direct employees across five regions of Brazil and approximately 2,000 third-party workers, the commitment and efforts of these professionals have greatly contributed to Cocamar's achievements.



## NEW HIRES – 2024

Distribuição Geográfica*	Gender	Age Group			Total	Hiring Rate by Gender & Region
		<30	30-50	>50		
Central-West	Men	12	10	1	23	4%
	Women	7	2	1	10	2%
Southeast	Men	9	7	1	17	3%
	Women	9	2	0	11	2%
South	Men	179	145	19	343	63%
	Women	87	52	3	142	26%
Total	Men	200	162	21	383	70%
	Women	103	56	4	163	30%
	Subtotal	303	218	25	546	100%
Hiring Rate by Age Group		55%	40%	5%		

\*Note: The North and Northeast regions are not part of the cooperative's operational areas and are therefore not included in the table.



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NEW HIRES - 2023

Distribuição Geográfica*	Gender	Age Group			Total	Hiring Rate by Gender & Region
		<30	30-50	>50		
Central-West	Men	23	13	2	38	4%
	Women	14	7	1	22	3%
Southeast	Men	29	10	2	41	5%
	Women	13	6	0	19	2%
South	Men	296	178	21	495	57%
	Women	179	56	11	246	29%
Total	Men	348	201	25	574	67%
	Women	206	69	12	287	33%
	Subtotal	554	270	37	861	100%
Hiring Rate by Age Group		55%	27%	4%		

\*Note: The North and Northeast regions are not part of the cooperative's operational areas and are therefore not included in the table.



Oil Bottling Plant – Maringá (PR)

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TURNOVER - 2024

Distribuição Geográfica*	Gender	Age Group			Total	Hiring Rate by Gender & Region
		<30	30-50	>50		
Central-West	Men	4	13	2	19	43%
	Women	8	7	0	15	3%
Southeast	Men	11	25	1	37	7%
	Women	8	5	0	13	2%
South	Men	110	115	43	268	47%
	Women	96	72	46	214	38%
Total	Men	125	153	46	324	57%
	Women	112	84	46	242	43%
	Subtotal	237	237	92	566	100%
Hiring Rate by Age Group		42%	42%	16%		

\*Note: The North and Northeast regions are not part of the cooperative's operational areas and are therefore not included in the table.

TURNOVER - 2023

Distribuição Geográfica*	Gender	Age Group			Total	Hiring Rate by Gender & Region
		<30	30-50	>50		
Central-West	Men	12	17	1	30	3%
	Women	6	0	0	6	1%
Southeast	Men	17	19	3	39	4%
	Women	11	12	0	23	3%
South	Men	236	258	53	547	60%
	Women	152	109	13	274	30%
Total	Men	265	294	57	616	67%
	Women	169	121	13	303	33%
	Subtotal	434	415	70	919	100%
Hiring Rate by Age Group		47%	45%	8%		

\*Note: The North and Northeast regions are not part of the cooperative's operational areas and are therefore not included in the table.



# Minimum Wage and Living Wage

(GRI 401-2, 401-3, 13-21)

Cocamar ensures equitable compensation for all its employees, offering salaries that align with market standards. Additionally, the cooperative provides a comprehensive benefits package that includes meal vouchers, food vouchers, health insurance, a dental plan, life insurance, profit-sharing, and social and psychological support. These benefits are extended to employees at the headquarters, affiliated companies, operational units, and industrial plants.

Temporary labor hired through third-party contractors receives benefits adjusted according to the conditions set by the respective suppliers. For part-time employees, benefits are preserved but calculated proportionally based on their working hours. Cocamar’s internal minimum wage is 31.5% higher than the national minimum wage. To determine the normative base salary, the cooperative considers benchmarking with sector peers and national economic indicators.

The organization guarantees maternity and paternity leave and tracks mothers’ return to work after their leave. In 2024, 100% of mothers returned to work after their leave.



Biodiesel Plant – Maringá (PR)

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# Annual Total Compensation Ratio

(GRI 2-21)

In 2024, the gap between the highest salary and the average employee salary at Cocamar was 18.76 times. The percentage increase for the highest-paid individual was 1.18 times greater than the average salary increase given to the rest of the staff.

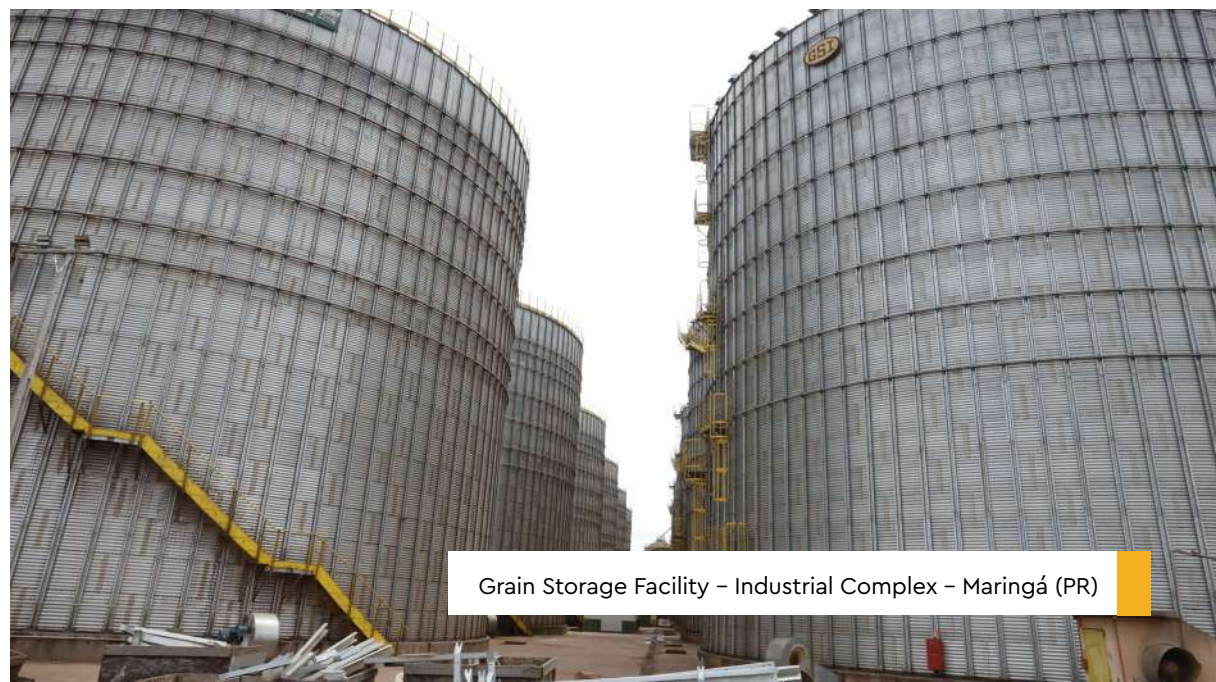
This data was compiled from the salary report and the individual salary increase history report.

# Remuneration Determination Process

(GRI 2-20)

Cocamar’s Compensation Policy was developed with the assistance of a specialized consultancy and involved a thorough process of job mapping and descriptions, along with the creation and evaluation of a salary table. After finalization, the document was reviewed and approved by the Executive Office and Board of Directors, without the participation of other stakeholders.

As the cooperative expands into new regions and market segments in the coming years, the Compensation Policy will be restructured to reflect regional salary practices. The goal is to enhance talent attraction and retention while aligning compensation strategies with the specific demands of each location and a diversified labor market.



Grain Storage Facility – Industrial Complex – Maringá (PR)



# Labor Unions Associated with Cocamar

- Agricultural, Livestock, and Agro-Industrial Cooperative Workers' Union;
- Petroleum Derivatives Fuel Stations and Convenience Store Workers' Union;
- Biodiesel Industry Workers' Union;
- Commercial Workers' Union;
- Mineral and Petroleum Derivatives Workers' Union;
- Insurance Brokers and Capitalization Union;
- Road Transport Workers' Union;
- Occupational Safety Technicians' Union;
- Healthcare Facility Workers' Union;
- Workers' Union for Cultural, Recreational, Social Assistance, Guidance, and Professional Training Entities.

# Union Freedom and Collective Bargaining

(GRI 407-1)

Cocamar actively supports the right of all its employees to join unions and engage in collective bargaining. Unions also offer additional benefits, such as travel opportunities, psychological support, and various services that enhance members' well-being.

The cooperative strictly follows collective labor agreements and conventions, ensuring full transparency through both internal and external audits. To promote communication and quickly address any concerns, Cocamar maintains an open channel for reporting issues that may affect employees or suppliers. In 2024, Collective Bargaining Agreements were successfully negotiated and finalized with all representative unions.



Oil Bottling Plant – Maringá (PR)

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# Collective Bargaining Agreements

(GRI 2-30, 402-1)

In 2024, 99.99% of Cocamar’s employees were included under collective bargaining agreements. For those who were not covered, the cooperative follows the terms set forth by the Collective Labor Conventions relevant to their respective categories.

All plans concerning the acquisition of new infrastructure or the opening of new units are communicated to employees at least 24 weeks in advance. Although there is a Collective Agreement in place for such instances, no specific formal notice period is mandated for operational changes.

# Education and Training

(GRI 404-1, 404-3)

Cocamar values each stage of its employees’ journey, offering professional and personal development initiatives. The cooperative regularly promotes training, upskilling, and performance management to help maximize individual potential and turn continuous learning into tangible outcomes. These efforts are aligned with the Cocamar Way of Being, grounded in the following pillars: “We care for people”, “We do what is right,” “We create value,” “Challenges drive us,” and “Excellence guides us.”

The impact of these initiatives is clearly reflected in employee performance, ensuring they are prepared to meet both mandatory and strategic business needs. To support this process, Cocamar operates a comprehensive Performance

Management Program and a Corporate University, Unicocamar, which offers mandatory learning tracks and specialized training programs that are accessible via computers or mobile devices.

Cocamar aims to expand and diversify its education and training efforts, valuing its people and preparing the organization for future challenges. The planned initiatives include:

- Expansion of the Performance Improvement Program for assistant-level roles;
- Technical training in occupational safety, chemistry, and electrical engineering;

- Updates to onboarding and training processes for new hires;
- Adoption of assistive technologies to foster inclusion of people with disabilities at Unicocamar;

67% of employees receive regular performance evaluations and career development reviews



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Average Training Hours Provided to Employees During the Reporting Period, by Category and Genderro		2024			2023		
		Number of Employees	Training Hours	Average Training Hours	Number of Employees	Training Hours	Average Training Hours
Executive Board	Women	0	0	0	0	0	0
	Men	5	0	0	5	0	0
	Category Average	5	0	0	0	0	0
Head of Department	Women	41	1,396	34	41	1,287	31.39
	Men	140	6,583	47	136	5,288	38.88
	Category Average	181	7,979	44	177	6,575	37.15
Operational Management	Women	98	4,281	43.68	91	5,892	64.75
	Men	160	16,643	104	164	12,801	78.05
	Category Average	258	20,924	81.10	255	18,693	73.31
Sales*	Women	0	0	0	7	87	12.43
	Men	0	0	0	66	1,315	19.92
	Category Average	0	0	0	73	1,402	22.39
Technical	Women	30	1,739	57.96	30	2,305	76.83
	Men	157	10,695	68.12	171	14,115	82.54
	Category Average	187	12,434	66.49	201	16,420	81.69
Administrative	Women	86	2,546	29.60	82	2,458	29.98
	Men	73	2,381	32.61	71	2,704	38.08
	Category Average	159	4,927	30.98	153	5,162	33.74
Operational	Women	810	21,420	26.44	766	21,004	27.42
	Men	2,122	111,329	52.46	2,004	90,196	45.01
	Category Average	2,932	132,749	45.27	2,770	111,200	40.14
Total		3,722	179,013	48	3,629	159,452	43.94

\* em 2024 as médias de horas de treinamento do Comercial foram contabilizados em outra categoria

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# Skills

## Development Programs

(GRI 404-2)

- In 2024, education and professional development initiatives stood out among Cocamar’s best practices:
- The Executive Training Program for Managers, launched in September and lasting 18 months, is designed to strengthen the leadership and management skills of managers at Operational Units.
  - The Performance Enhancement Training covered technical and behavioral topics, aimed at analysts and specialists.
  - Courses on specific subjects like communication and public speaking, Brazilian Sign Language (Libras), and Microsoft Excel equipped employees to meet the demands of their daily routines.

In addition, around 60 managers from various areas of Cocamar received certificates of completion in May 2024 for the ESG+Coop program, which was offered by the Ocepar/Sescoop-PR System. Launched in April 2023, the course was designed to structure and formalize ESG (Environmental, Social, and Governance) initiatives within cooperatives, facilitating the monitoring and certification of practices that align with evolving market demands. The program also sought to enhance the image of cooperatives by showcasing their positive impact on sustainability and local communities. Participants included the executive board, superintendents, and members of the Board of Directors, alongside executives from different departments.





# Cocamar University

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In 2024, Cocamar officially launched Unicocamar, its corporate education platform, which promotes continuous learning through custom learning paths, mandatory training, and an open course catalog. This initiative demonstrates the cooperative's commitment to professional development as a key pillar for long-term business sustainability and its strategic Human Resources management.

In June, Unicocamar expanded its reach by launching a mobile app that mirrors the features of the desktop version, enabling quick and flexible access to training and learning paths. This innovation made training opportunities even more accessible to many employees since all content is available on demand.

15.210 courses  
were completed  
through  
Unicocamar



High-Performance Training – Supervisors

# Valuing Life

(GRI 403-1)

At Cocamar, the commitment to valuing life lies at the heart of all operations—and it begins with sound governance. The cooperative believes that successful results only hold true significance when every team member, from top management to frontline workers, can carry out their activities safely. This principle drives the adoption of rigorous standards and practices to ensure a healthy and secure work environment for everyone.

Occupational health and safety are managed through a robust

Occupational Health and Safety Management System, known as Vida Segura ("Safe Life"), which ensures regulatory compliance, identifies and controls risks, and monitors incidents and accidents with appropriate follow-up. In addition, Cocamar performs thorough risk assessments in outsourced activities, especially in contracted construction projects. These inspections verify required training certifications for high-risk activities—such as working at heights, in confined spaces, and with hot work—ensuring compliance with Occupational Health and Safety (OHS) regulations, as outlined below:

## WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

	2024		2023	
	Direct employees	Indirect employees	Direct employees	Indirect employees
Overall total	3,767	229	3,810	1,882
Total Covered by a System	3,767	229	3,810	1,882
Percentage of Employees Covered by a System	100%	100%	100%	100%
Total Covered by a System that has been internally audited	3,767	229	3,810	1,882
Percentage of Employees Covered by a System that has been internally audited	100%	100%	100%	100%
Total Covered by a System that has been externally audited	0	0	0	0
Percentage of Employees Covered by a System that has been externally audited	0%	0%	0%	0%



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# Proactive Measures

(GRI 403-4, 403-7)

Cocamar’s occupational health and safety approach is founded on integrated practices rooted in strong governance and a deep commitment to valuing life. Since implementing its Integrated Management System in 2004—based on standards such as OHSAS 18001—the cooperative has consistently strengthened its policies and procedures, creating a robust framework to identify, assess, and manage risks. This commitment, supported by the executive board and embedded in a dedicated safety policy, represents one of Cocamar’s core management principles, ensuring that safety is treated as a non-negotiable value.

Preventive management includes risk assessments in outsourced activities and construction works, with document inspections and certification checks for critical operations like working at heights, in confined spaces, and conducting hot work. The main risks identified include work-related accidents resulting in injuries or fatalities, fires, explosions involving hazardous substances, and potential shutdowns enforced by regulatory agencies. To mitigate these risks, Cocamar plays an active role in the Mutual Assistance Plan (PAM), cooperating with the local Fire Department and peer companies in emergency situations.

## Actions Taken in 2024

Throughout 2024, Cocamar reinforced its preventive measures through several initiatives:

- **Theoretical and hands-on training:** Mandatory and specialized training in compliance with Regulatory Norms (NRs);
- **Audits:** Structural Inspection Reports (RIEs) and Safe Practices Index (IPS) evaluations, focusing on both compliance and safety behavior;
- **Health programs:** Vaccination campaigns, pre-employment and periodic medical exams, along with occupational health and safety integration;
- **Emergency drills and fire brigades:** Training for critical scenarios and crisis management skills;
- **Leadership development:** Training supervisors, coordinators, and frontline leaders to promote day-to-day safety;
- **Change management and critical risk control:** Deployment of policies to prevent accidents in operations and ensure procedural discipline.



Environmental Emergency Response Drill – Maringá (PR)

## 2024 Results and Challenges

The year's indicators demonstrate significant progress, yet communication between management and the operational area continues to pose challenges. To tackle this issue, Cocamar has intensified training and awareness initiatives for employees regarding the importance of safety. Leadership development and ongoing training are crucial for aligning operational practices with safety standards.

## Development and Planning for 2025

The 2025 planning reflects the cooperative's ongoing commitment to safety:

- Expansion of safety training, including behavioral observations.
- Structural investments to reduce unsafe conditions.
- Review of risk analysis procedures and work permits.

- Implementation of a mechanical integrity program and pre-startup reviews.
- Reinforcement of safety measures with third-party service providers and review of the consequence policy.
- Integration of safety as a strategic value in the 2025–2030 planning.

## Stakeholder Engagement

Cocamar's safety management involves a wide range of stakeholders, including specialized consulting firms, the Fire Department, Civil Defense, contractors, and public agencies. This collaborative effort covers everything from defining policies and governance to training and standardizing management systems, ensuring a comprehensive approach aligned with industry best practices.

Through this integrated strategy, the cooperative reaffirms its commitment to safety, health, and the value of life, fostering a progressively safer and more sustainable work environment. These efforts not only safeguard employees and nearby communities but also position the organization as a standard-bearer in social responsibility and governance.



Yarn Manufacturing Facility – Maringá (PR)



# Hazard Identification

(GRI 403-2)

Cocamar employs a structured approach to identify and manage hazardous and unhealthy conditions in its operations, placing a high priority on employee safety and regulatory compliance. Through its Occupational Health and Safety Management System, the cooperative engages specialized firms in Occupational Safety Engineering and Industrial Hygiene to perform comprehensive assessments of occupational risks. These analyses yield technical reports that identify areas classified under the Homogeneous Exposure Group (GHE), which guide the recognition of rights to hazard or hardship pay.

Additionally, tools such as the Structural Inspection Report

(RIE) facilitate the analysis of facility conditions, assign risk levels, and define corrective action plans with deadlines. Another key tool is the Safe Practice Index (IPS), which assesses behaviors and compliance with safety standards, enabling preventive actions through a visual and quantitative approach.

Risk management also involves continuous training for Occupational Health and Safety (OHS) teams and the analytical evaluation of technical reports, following the provisions of Regulatory Norms (NRs) 15 and 16. Performance indicators are routinely assessed, and work plans are presented to the executive board and senior management during governance meetings, reinforcing the dedication to transparency and ongoing improvement.

## Recording and Investigation Tools

Hazardous situations and deviations can be reported using digital forms available on the intranet or in operational and administrative areas. These records are enhanced by behavioral observations and discussions held during meetings of the Internal Accident Prevention Commission (CIPA) and the Emergency Response Brigade. Cocamar employs the Fault Tree Analysis (FTA) method to investigate work incidents, review timelines, identify root causes and management gaps, and recommend corrective and preventive actions.

## Right to Refuse and Training

Employee safety is upheld through the Work Refusal Form (PRO/SST-0056), which ensures the employee's

right to refuse tasks that pose serious or imminent danger. This guideline is communicated during the initial safety orientation and reinforced in regular training sessions, which also stress the mandatory use of Personal Protective Equipment (PPE), Collective Protective Equipment (CPE), and risk control measures for mitigation.

## Risk Committee and Preventive Strategies

Cocamar's Corporate Risk Committee assesses critical incidents and formulates strategies to tackle them in an integrated way, aligning short-, medium-, and long-term actions. This corporate management is bolstered by proactive practices such as the IPS, which evaluates unit compliance with safety standards, and audits that verify the effectiveness of action plans.

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# Workplace Accidents

(GRI 403-9)

The primary types of accidents involving employees occur with rotating equipment and subcontracted workers conducting hot work. To eliminate hazards linked to these incidents—including working at heights, in confined spaces, explosive atmospheres, and electrical interventions—the organization has implemented the following measures:

- Falls from height: safety training, Golden Rule, Work Permit, and Preliminary Risk Analysis.
- IDLH Atmospheres (confined spaces): safety training, Golden Rule, Work Permit, and Preliminary Risk Analysis.

- Fires, explosions, and burns (hot work): safety training, Golden Rule, Work Permit, and Preliminary Risk Analysis.
- Exposure to rotating/energized equipment: training in energy isolation procedures and the Golden Rule.
- Exposure to vehicle traffic risks: defensive driving training for light vehicles (mandatory for all Cocamar drivers), motorcycle defensive driving training for all Cocamar employees, Golden Rule, and awareness campaigns.
- Exposure to electrical activities: training in energy isolation procedures, NR-10 training, and training on installing and repairing electrical equipment.

## WORKPLACE ACCIDENTS

	2024	2023
i. Number of fatalities due to work-related accidents	0	0
i. Fatal accident rate	0	0
ii. Number of serious accidents (excluding fatalities)	24	11
ii. Serious accident rate (excluding fatalities)	2,10	1,35
iii. Number of reportable occupational accidents	34	17
iii. Reportable occupational accident rate	2,98	2,08
v. Total hours worked	11,424,940	8,146,655.00
Reporting base (200,000 or 1,000,000 hours)	1,000,000	1,000,000

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# Workplace Safety Is Everyone's Responsibility

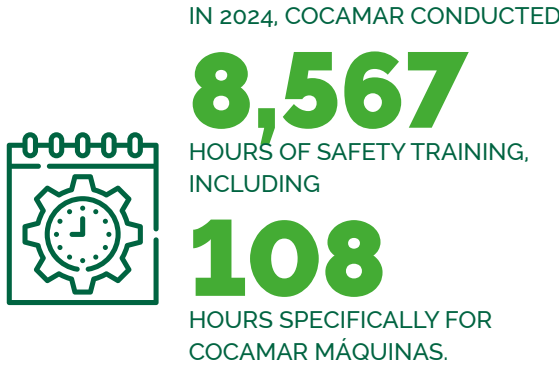
(GRI 403-5)

Workplace safety is a collective responsibility shared by all employees, who actively participate in the Internal Accident Prevention Commissions (CIPAs). These committees assess safety and health management indicators and guide efforts and resources towards preventive and corrective actions. They consist of representatives from senior management and various departments, ensuring an integrated and effective approach.

The cooperative consistently invests in training, awareness, and development for both direct and indirect employees, fostering the essential competencies needed to prevent and mitigate workplace risks. Initiatives encompass training focused on preventive measures, emergency drills, procedure updates, and discussion forums aimed at improving and evaluating

the Occupational Health and Safety Management System. Furthermore, safety awareness is reinforced through meetings and events conducted by CIPA, the Emergency Response Brigade, Governance teams, and Working Groups.

Operational employees receive guidance through Safety Talks, Safety Training, awareness sessions, the Internal Workplace Accident Prevention Week (SIPAT), and Safety Multipliers meetings.



**8 REGRAS DE OURO**

**REGRA 01**  
Eu uso o cinto de segurança, obedecendo os limites de velocidade, se dirijo não bebo e não uso o celular ao volante;

**REGRA 02**  
Não realizo trabalho a quente sem a PET;

**REGRA 03**  
Não realizo trabalho em espaço confinado sem a PET;

**REGRA 04**  
Não realizo trabalho em altura sem a PET;

**REGRA 05**  
Não permaneço ou circulo atrás dos tombadores em uso;

**REGRA 06**  
Não realizo intervenção em máquinas e equipamentos em movimento;

**REGRA 07**  
Comunico todos os acidentes com lesão e danos materiais;

**REGRA 08**  
Não oriento ou permito a violação das Regras de Ouro.

**JUNTOS FAREMOS A DIFERENÇA!**



Textiles Facility – Maringá (PR)



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# Occupational Health and Safety *Training* for Employees

(GRI 403-5)

Cocamar acknowledges the significance of safety training as a vital component of safeguarding the health and well-being of its employees. Training sessions are customized to align with each role and the occupational hazards present in various work environments, ensuring that every employee receives targeted and relevant guidance for their position.

Conducted in person, the training sessions follow the curricula outlined in the Regulatory Standards (NRs) and are adjusted to the characteristics of the workplace. In some cases, the cooperative exceeds the minimum hours required by law, reinforcing

its commitment to high-quality training. In addition, all sessions are conducted in accessible language, adapted to the participants' profiles—whether operational or administrative staff—and are offered free of charge during working hours.

Instructors technically assess participant performance to ensure training effectiveness. Prior to the training, area leaders also review each employee's readiness to ensure they are prepared to absorb the content. Key practices include Weekly Safety Dialogues (DSS), operational safety awareness sessions, and STOP—Behavioral Observation Training, all aimed at reinforcing safety consciousness.



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TRAINING SESSIONS 2024

	Quantity	Total Hours
Emergency Brigade – Certification	120	2,480
Defensive Driving – Car and Motorcycle	28	136
Safety Multipliers	23	368
Regulatory Standard (NR) Training	339	3,928
Machinery and Equipment Operator Training	132	1,048
PET Form Completion	11	11
Hot Work	19	152
Safety Drills	113	396
STOP (Behavioral Observation Training)	7	48
TOTAL	792	8,567

EM 2024, IN 2024, THERE WERE

**108**

TOTAL HOURS OF SAFETY TRAINING AT COCAMAR MÁQUINAS.

# Occupational Illnesses

(GRI 403-10)

The cooperative adopts a systematic approach to identifying and mitigating the risks of occupational illnesses, using technical reports on hazardous and unhealthy conditions and data generated by the Occupational Health System. Key risk factors identified include noise, chemical exposure, and airborne dust. The most frequently observed conditions among employees are hearing loss and muscle injuries, while muscle injuries are most common for third-party workers.

The organization has implemented several preventive measures to mitigate these risks and eliminate hazardous situations, including process automation and reducing employee and contractor exposure to dangerous environments. Additionally, Cocamar has invested in using Collective Protection Equipment (CPE) and Personal Protective Equipment (PPEs), combined with targeted occupational health and safety training. These efforts demonstrate the cooperative's commitment to occupational health, as reflected by the absence of fatalities or serious incidents related to occupational illnesses in 2024.



# Health Services

(GRI 403-3)

Cocamar provides a comprehensive array of occupational health services aimed at prevention, treatment, and continuous care. These services are tailored to address the needs of employees in all regions where the cooperative functions, promoting a safe and healthy workplace.

## Services Provided

- **Occupational medical exams:**  
Admission, periodic, return-to-work, and psychosocial exams to identify potential health issues.
- **Medical assistance:**  
Medical care is available during business hours (7:30 AM to 5:30 PM), including teleconsultations and in-person care at Cocamar's industrial complex clinic. On-site medical services include

testing for dengue, diabetes, and other diagnostics.

- **Health campaigns and awareness initiatives:**
  - Monthly programs such as Yellow September (suicide prevention), Pink October (breast cancer), and Blue November (prostate cancer).
  - Health Week.
  - Mental health platform.
  - Regular vaccination campaigns.
- **Regional partnerships:**  
Partner clinics offering medical examinations and disease testing, including COVID-19, are located in all areas where the cooperative operates.

The cooperative's Occupational Health Medical Control Program (PCMSO) is managed by experienced occupational physicians, with support from a multidisciplinary team that includes nursing technicians, nurses, speech therapists, physical therapists, psychologists, and examining physicians. Health professionals consistently engage in training programs to ensure outstanding service delivery. Additionally, when necessary, employee job functions are adjusted in collaboration with managers to ensure that work activities do not jeopardize health.

Physical documents are kept in restricted areas and stored in locked cabinets. Employee health information is managed with the utmost confidentiality. Medical records are digitally stored in password-protected systems, with access limited to authorized professionals.



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# Promoting Worker Health

(GRI 403-6)

Beyond mitigating occupational accidents and illnesses, Cocamar offers vital medical services and runs continuous health campaigns in collaboration with public and private institutions. Notable projects include initiatives for pregnant women, individuals with diabetes, and smokers, showcasing an inclusive and holistic approach.

One highlight is the mental health program aimed at democratizing access to emotional support and self-awareness services. Employees can access therapy, nutrition, and coaching sessions anytime through a

secure, encrypted online platform. The cooperative covers two sessions each month.

Another key initiative is Cocamar's Health Week, which offers a hybrid program of both in-person and virtual activities. Employees undergo clinical, occupational, dental, vision, and hearing assessments. Nutrition professionals provide guidance on healthy eating, while physical education specialists conduct exercise sessions at the workplace. Additional services include wellness and beauty options, enhancing the integration of preventive care and overall well-being in the workplace.



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Cocamar has reported the information cited in this GRI content index from January 1, 2024, to December 31, 2024, under the GRI Standards.

**Publication Date:**  
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**GRI Used:**  
GRI 1: Foundation 2021

**GRI Sector Standard:**  
GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022



GRI CONTENT INDEX – GENERAL DISCLOSURES

GRI Standards	Disclosure	Location	Omission Reason
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 11	
	2-2 Entities included in the sustainability reporting	Page 5	
	2-3 Reporting period, frequency, and contact point	Page 5	
	2-4 Restatements of information		Not applicable
	2-5 External assurance		Not applicable
	2-6 Activities, value chain, and business relationships	Pages 11, 16	
	2-7 Employees	Page 94	
	2-8 Workers who are not employees	Page 93	
	2-9 Governance structure and composition	Page 24	
	2-10 Nomination and selection of the highest governance body	Page 25	
	2-11 Chair of the highest governance body	Page 25	
	2-12 Role of the highest governance body in overseeing impacts	Page 27	
	2-13 Delegation of responsibility for managing impacts	Pages 25, 27	
	2-14 Role of the highest governance body in sustainability reporting	Page 5	
	2-15 Conflicts of interest	Page 29	
	2-16 Communication of critical concerns	Pages 29, 30, 31	
	2-17 Collective knowledge of the highest governance body	Page 25	
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	2-19 Remuneration policies	Page 28	
	2-20 Process to determine remuneration	Page 98	
	2-21 Ratio of annual total compensation	Page 98	
	2-22 Statement on sustainable development strategy	Pages 3 and 8	
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	2-24 Embedding policy commitments	Page 22	
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	2-26 Mechanisms for seeking advice and raising concerns	Pages 29, 30, 31	
	2-27 Compliance with laws and regulations	Page 34	
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	2-29 Approach to stakeholder engagement	Page 77	
	2-30 Collective bargaining agreements	Page 100	

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	3-3 Management of material topics	Pages 7, 14, 21, 41, 56, 64, 76, and 92
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	Pages 16 and 65
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 78
	203-2 Significant indirect economic impacts	Pages 66, 78, and 79
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 40
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 35
	205-3 Confirmed incidents of corruption and actions taken	Page 35
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior	Page 38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 67
	302-3 Energy intensity	Page 68
	305-4 GHG emissions intensity	There was no energy reduction in 2024.
	302-5 Reductions in energy requirements	There was no reduction in the energy requirements of products and services in 2024.
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	Page 70
	305-2 Indirect GHG emissions (Scope 2)	Page 70
	305-3 Other indirect GHG emissions (Scope 3)	Page 70
	305-4 GHG emissions intensity	Page 70
	305-5 GHG emissions reduction	Page 70
	305-6 Ozone-depleting substances emissions	Page 72
	305-7 NOX, SOX, and other significant air emissions	Page 72
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	306-2 Waste-related impact management	Page 73
	306-3 Waste generated	Page 73
	306-4 Waste diverted from disposal	Page 73
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	403-2 Hazard identification, risk assessment, and incident investigation	Page 107
	403-3 Occupational health services	Page 112
	403-4 Worker participation, consultation, and communication on OH&S	Page 105
	403-5 Worker training on OH&S	Pages 109 e 110
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	403-7 Prevention and mitigation of OH&S impacts	Page 105
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	GRI 404: Training and Education 2016	404-1 Average hours of training per employee
404-2 Programs for skills management and career development and assistance with career transition		Page 102
404-3 Percentage of employees receiving performance and career development reviews		Page 100
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions	Page 38
GRI 407: Freedom of Association and Collective Bargaining 2	407-1 Operations and suppliers in which freedom of association may be at risk	Pages 39 e 99
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 37
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced labor	Page 37
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89 e 91
	413-2 Operations with significant potential or actual negative impacts on local communities	Page 79
GRI 415: Public Policy 2016	415-1 Political contributions	Page 35
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GRI 3: Material Topics 2021	3-3 Management of material topics	Page 56
Custom Topic: Relationship and Support to the Cooperative Member		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 41
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GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022	13.21 – Living wage and fair income	Page 97
	13.23 – Supplier traceability	Page 39



# Credits

**Divanir Higino**  
CEO, Cocamar

**Alair Aparecido Zago**  
Superintendent of the Administration and Finance Division

**Leandro Cézar Teixeira**  
Superintendent of the Member Relations Divison

**Gustavo Henrique Coelho Dias**  
Governance Executive Manager

**Silvia Helena Podolan**  
Social and Environmental Responsibility Manager

**Leticia Camargo Hass**  
Process Specialist

**Bruno Freitas Simão**  
Process Analyst

**Vania Soares Almeida**  
Executive Marketing and Communication Manager

**Lais Marjorie Tessaro**  
Communication Coordinator

**Priscila Palma Stadler Correa**  
Communication Analyst

---

**BH Press Comunicação**  
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