



**COCAM CIA. DE CAFÉ SOLÚVEL E DERIVADOS**

Rua Maranhão, nº 10 – Centro  
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## Message from Top Management

01/02/2024

To the stakeholders of **Cocam**,

It is with great honor and responsibility that the Statutory Board of **Cocam** declares the commitment of the Top Management of our company to the implementation and maintenance of an effective Integrity Program. This statement reaffirms our unwavering commitment to the highest standards of ethics, legality, and integrity in all our activities.

We understand that the Integrity Program is crucial for our ongoing success, as well as for building trust and credibility among all stakeholders, including customers, employees, shareholders, suppliers, and society at large. Our vision is that a robust Integrity Program is an essential part of our corporate culture and a source of sustainable competitive advantage.

Our commitments include:

- a. **Leading by example:** Demonstrating commitment to the values and ethical principles established in our Code of Ethics and Conduct. We are committed to acting with integrity and honesty in all our actions and decisions. **Exemplary Leadership**
- b. **Allocating necessary resources:** To implement and maintain an effective Integrity Program, including training, technology, and qualified personnel. **Adequate Resources**
- c. **Encouraging all employees:** To actively engage in complying with our compliance policies and procedures. We promote a work environment where reports of irregularities are encouraged and treated with confidentiality, privacy, and respect. **Support and Engagement**
- d. **We further commit to complying with all laws and regulations:** Applicable in all jurisdictions where we operate. We monitor changes in legislation and adjust our processes as necessary. **Legal Compliance**
- e. **Implementing a comprehensive system of risk prevention actions:** To identify, assess, and mitigate risks related to integrity and compliance. **Risk Management**
- f. **Establishing a policy of regular audit and monitoring:** To assess the effectiveness of our integrity program and take corrective actions when necessary. **Audit and Monitoring**
- g. **Regularly communicating our progress regarding the Integrity Program:** To stakeholders, ensuring transparency and accountability. **Transparency and Communication**

This commitment statement to integrity and compliance represents the path to an ethical and compliant journey. We acknowledge that fulfilling these commitments is an ongoing effort that will require the collaboration of everyone in our company, including both our employees and suppliers who provide services to **Cocam**.

By endorsing this statement, we commit to adopting and promoting a culture of integrity and compliance in every aspect of our business. We hope that all employees, partners, and stakeholders will join us on this journey to build a more ethical and prosperous business future.

Sincerely,

**Statutory Directors - Marcos Murari, Sidnei Beraldi, and Vicente Chiavolotti**