

pecege

Institutional Report 2022



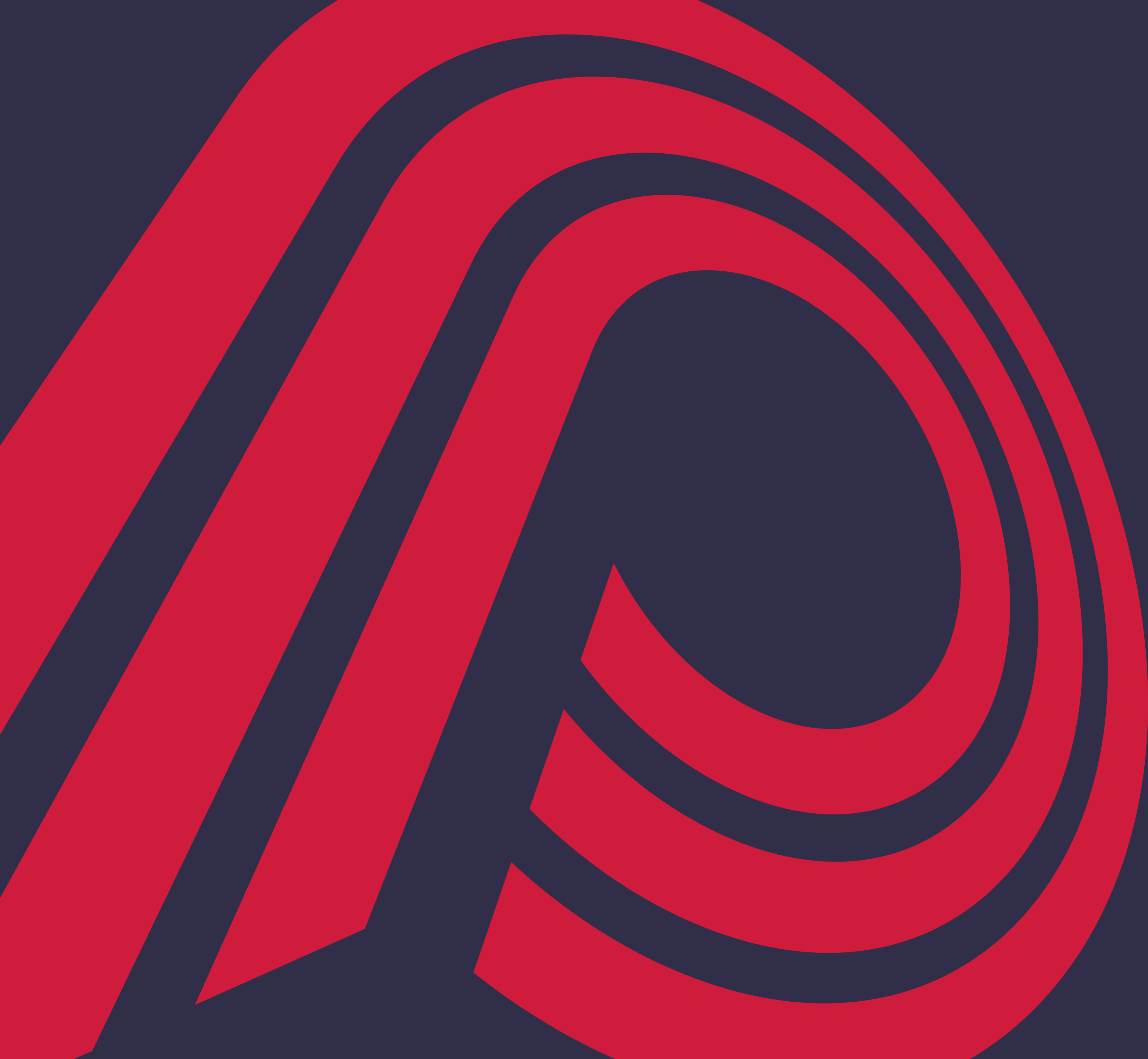


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Our year in numbers

Pecege has the objective of transmitting and transforming knowledge, aiming to create relevant practices. We believe that knowledge should be at the service of society through technology. With the use of innovative tools, we extend the reach of our initiatives, seeking engaged people who have the purpose of changing their everyday lives.

In 2022, the performance of Pecege improved by counting on a larger and more qualified body of employees, as well as solutions and initiatives of greater influence. The higher education courses developed internally and in partnership with several institutions have qualified **41 thousand professionals**. Among them, more than 14 thousand students successfully presented their Term Papers. Many of these Papers have resulted in concrete proposals of **applicable solutions to real problems**. The examining boards, all of them available remotely and in real-time, registered more than 100 thousand accesses.

The digital library operated by Pecege registered 812.482 accesses from 82.433 visitors to the portal, which holds more than 10.500 titles in its collection. This indicates an **effective contribution to the practice of continuing education** ("lifelong learning"), a concept that grounds many of our activities.



Main sectors in which the best graduate studies of 2022 were applied.



Professional improvement

+41 thousand people

Attended the Term Paper presentations of the graduate courses

+100 thousand people

Digital library

812.482 accesses

Term Papers applied to business by

+14 thousand students

Collection

+10.500 titles

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This year, Quaestum, a scientific journal of Editora Pecege, with a broad scope in the field of Applied Social Sciences, received the Qualis B1 level awarded by CAPES, recognizing it as a **scientific publication of national excellence in Brazil**. Estratégias & Soluções (E&S), a journal of technical content, complements the editorial efforts of Pecege, serving as a channel of technical publishing and extension of academic knowledge for society.

Within the scope of trade relationships (B2B), Pecege customer base increased by 25% in the last year. This data reaffirms the value that the companies attribute to our educational proposals. We are developing increasingly efficient training dynamics, aiming at the **formation of a qualified workforce**, and consequently the improvement of productivity.

Letter from **the President**

The Covid-19 pandemic crisis, unprecedented in the recent history of humanity, demanded the adoption of several strict sanitary measures, which have led to a critical adjustment in our operations. This situation impacted both the internal activities and the structure of the processes regarding the relationship with our customers and partners.

The numbers present in this report demonstrate that, thanks to the efforts of our employees and partners, Pecege managed to face the pandemic with highly satisfactory results.

With the easing of the crisis effects, the great challenge at national and international levels was to begin the process of readaptation to normality. At Pecege, throughout 2022, the in-person modality was studied and planned with a prioritized focus.

The completion of the new building construction, located at the Technology Park in Piracicaba/SP, which has its inauguration scheduled for the first semester of 2023, will be an important milestone in returning to normality. This achievement is the result of a great effort and boldness of Pecege, which seeks to obtain positive results not only for the institution itself, but also for its employees, partners, and society as a whole.

Our challenge for the upcoming years is to expand and diversify our teaching, research, and extension activities, with the intention of increasingly contributing to the personal and professional growth of our employees, partners, and people who join us.

Therefore, we intend to continue collaborating for the economic, social, and environmental development of humanity.



A glimpse into **the future**

Unrestricted transparency, which is the primordial commitment of Pecege, is part of a set of actions that confer solidity and credibility to our institution. The elaboration of this report allows us to revise our actions, and proudly contemplate the achievements of 2022.

This material presents the results of the executed or ongoing actions, and it indicates the paths for improvement. Pecege defends the reflection, development, and shared use of knowledge as correct and fair ways of giving visibility to our activities. Our employees value the work of reflection in professionals, companies, and institutions interested in incorporating good practices and market strategies into their routines. Our main objective is to contribute to the creation of a society developed in a sustainable way through qualified agents.

Much of this effort is related to the practice of innovation, which for us is not only a term, but the means and the purpose for the existence of Pecege.

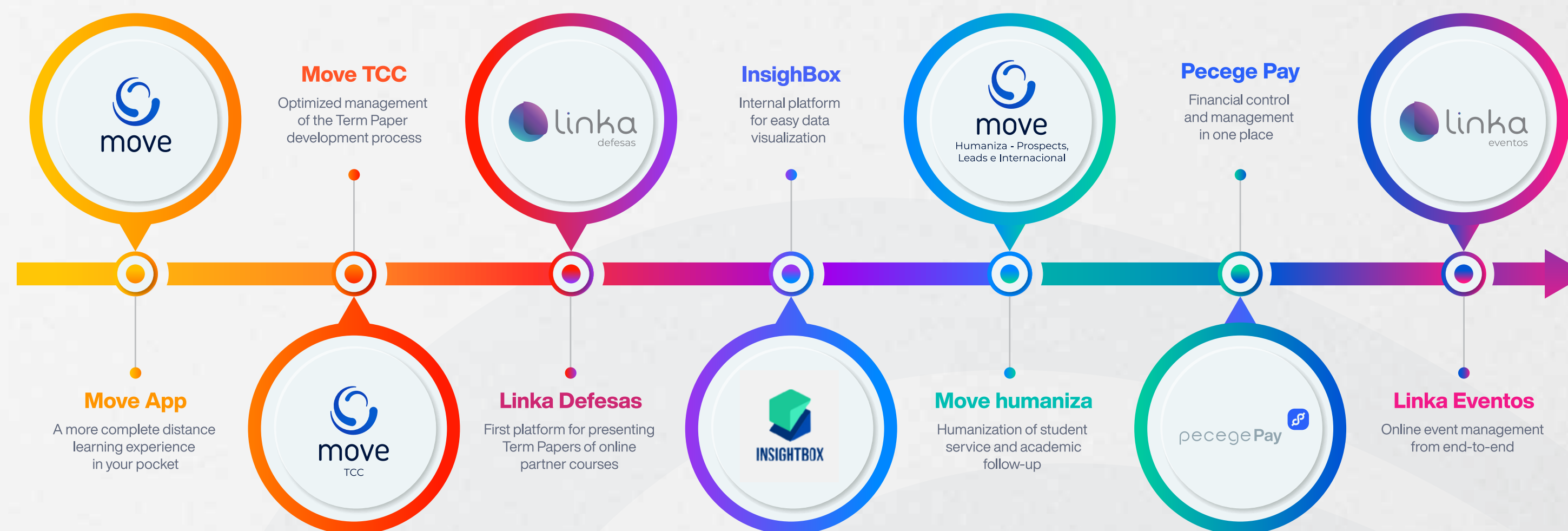


Innovation is a tool

For Pecege, it is essential to understand the demands and obtain the appropriate technologies to use them at the service of society. We develop our own solutions in technology, strategy, and data whenever a demand arises, or beforehand.

IT professionals from Pecege work to ensure internal data security and improve the experience of more than 14 million visitors from the websites managed by our system, besides the 40 thousand users of our educational tools. In total, our technology team has over 100 highly qualified professionals who are capable of promptly responding to the changes and evolutions of the market.

In 2022, the solution system of Pecege refined the main system of classes, for both courses and partners. Several applications that improve the students' experience have been released and updated. These applications cover a wide range of activities, from financial management to data analysis, and academic submissions, with the objective of improving online access and humanizing service.



Innovation is connection and opportunity

Good ideas need to be transformed into concrete projects. The networking promotion and knowledge sharing allow fluidity, with the objective being to achieve noble purposes and make the world a better place.

Courses, educational programs, and events create opportunities for students, professors, lecturers, and professionals to come together as groups with common interests, which leads to favorable environments for developing and implementing new ideas.

With this purpose, in 2022, we created the educational program for qualification in strategic planning for the leaders of Brazilian agribusiness. Its objective is to foster the knowledge acquired through network, by sharing experiences and promoting debates, resulting in applicable knowledge. An additional benefit is the creation of a relationship and networking system capable of adding value to business, benefiting both individuals and society.





Innovation is to make sense

The improvement and update are closely related to the act of organizing information and concepts, selecting those necessary for the development of certain tasks. Pecege initiatives arise from identifying demands of professionals who seek updating and/or requalification, aiming to reposition themselves in the market, or to improve their routines in companies. In general, they are dynamic professionals who understand that growth in a competitive and constantly changing market requires continuous learning.


In order to meet this demand, Pecege offers several courses related to agile management and transformation, corporate social responsibility, improvement of behavioral skills, problem solving with a creative and innovative vision, and an international partnership certification for project leadership in digital environments.


01 Leadership 

02 Career and professional development 


03 Life purpose 

04 Time management 

05 Emotional intelligence 

06 Creativity and problem solving 

07 ESG 

08 Agile transformation 

09 Communication 

10 Digital economy 

most searched topics from the portfolio of Pecege's courses and training programs

The numbers published in this document are the result of a sum of efforts and achievements.



But... **who makes the numbers?**

Pecege organiza y mantiene un ambiente interno seguro, desarrollado en una atmósfera de innovación e inspiración. Este ambiente es construido por los Pecegers, colaboradores siempre motivados a prosperar, conscientes de su papel y alineados con los valores y propósitos de la institución. Las funciones de nuestros colaboradores son denominaciones formales que componen una estructura organizacional y son ejercidas por personas. Son estas personas, con características y habilidades únicas, que dan forma al organismo corporativo de Pecege.



Empresa que dá feedback

“

"Creo que el sentido de pertenencia, valorización de cada uno de los miembros del equipo y la identificación con los valores que vivimos en el día a día son los puntos claves que mantienen el clima peceger."

”

Kevin Casarin
Training & Development Analyst



“

"It is an immeasurable honor to experience the growth of employees since the beginning of Pecege. Following their intellectual and personal development, while celebrating each accepted challenge and achievement."

”

Érica Donatte
HR Manager



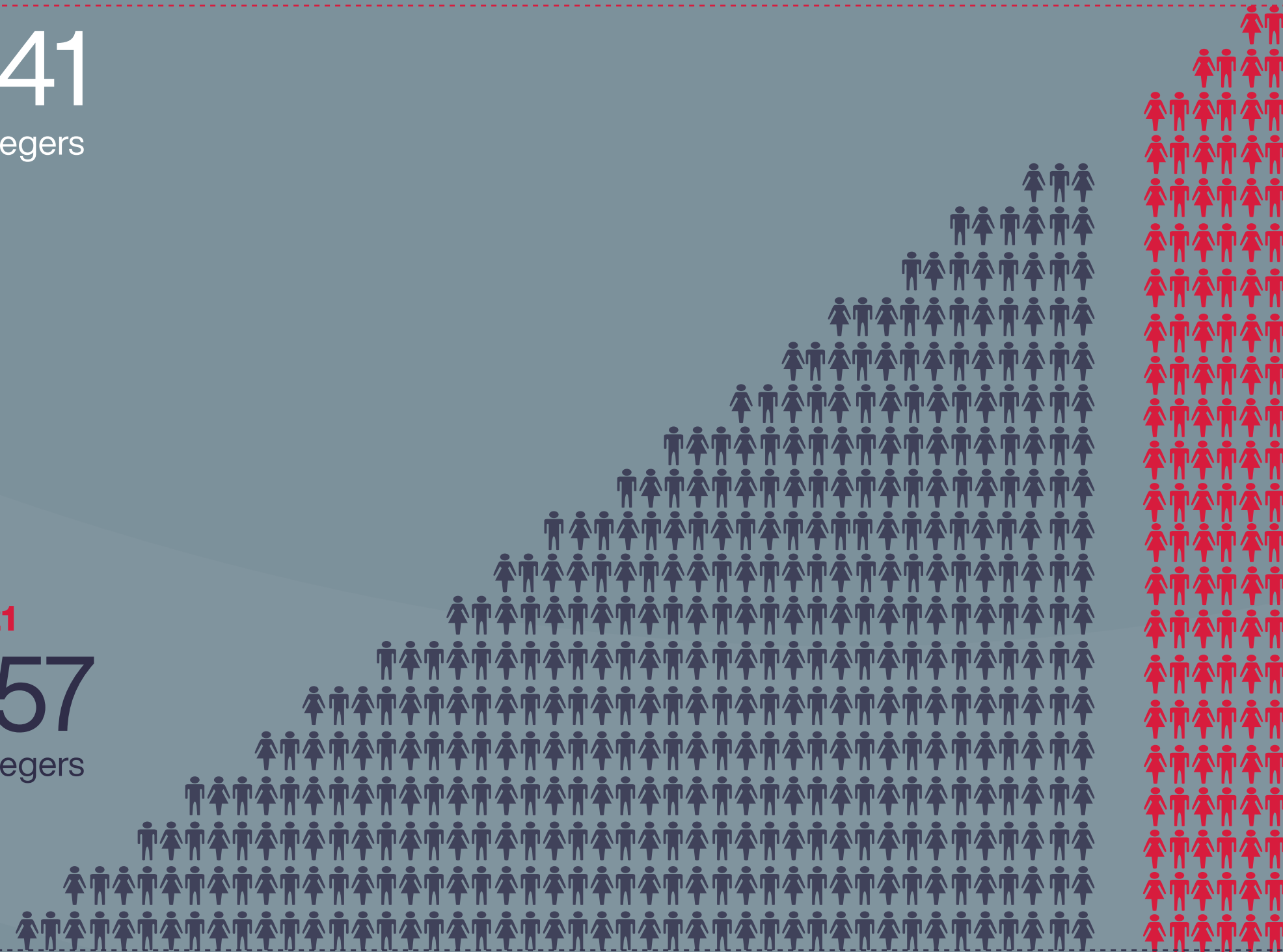
Pecegers: what makes us unique

2022

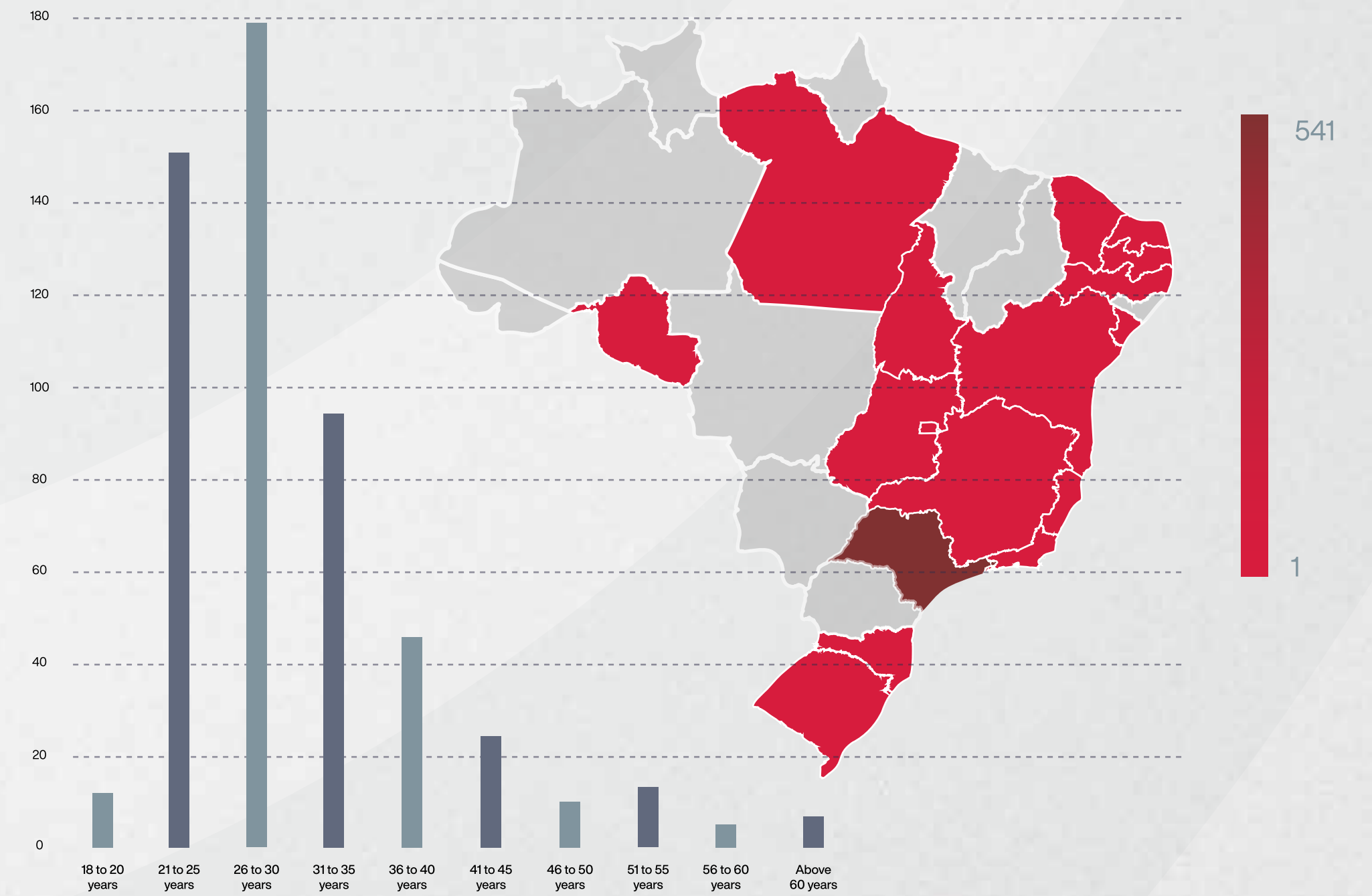
541
Pecegers

2021

457
Pecegers

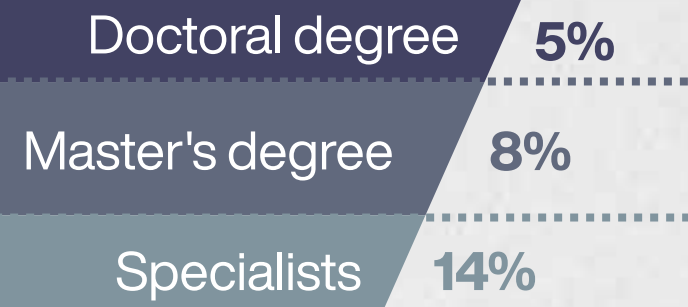
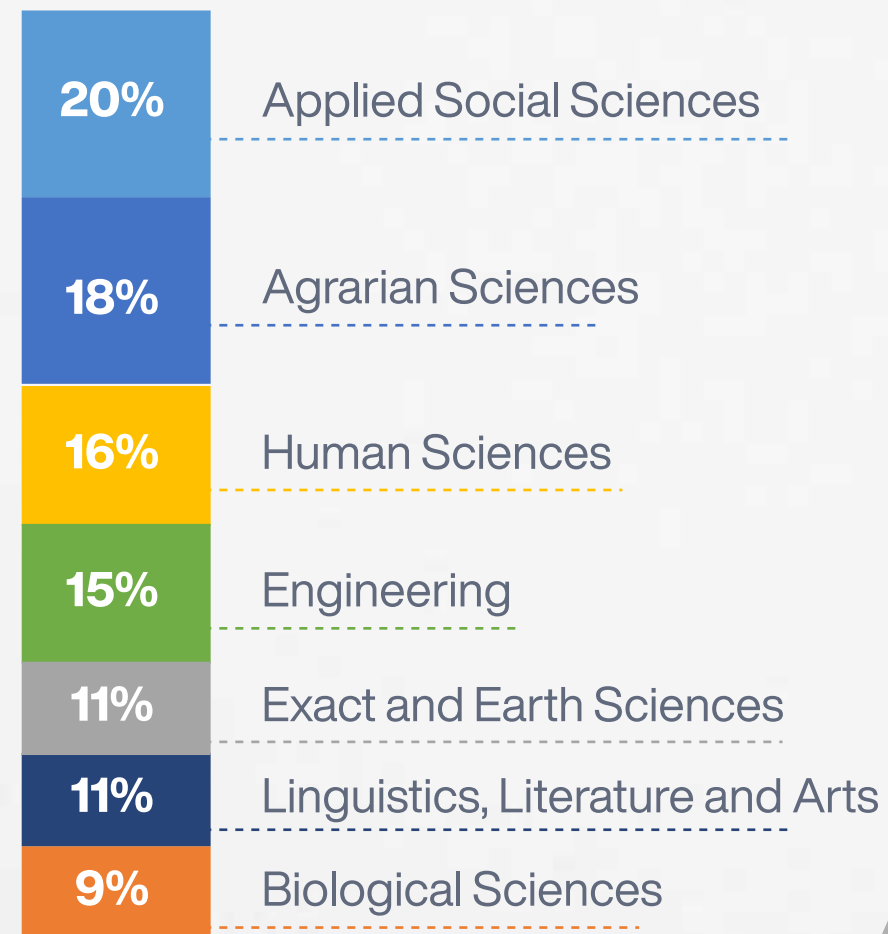


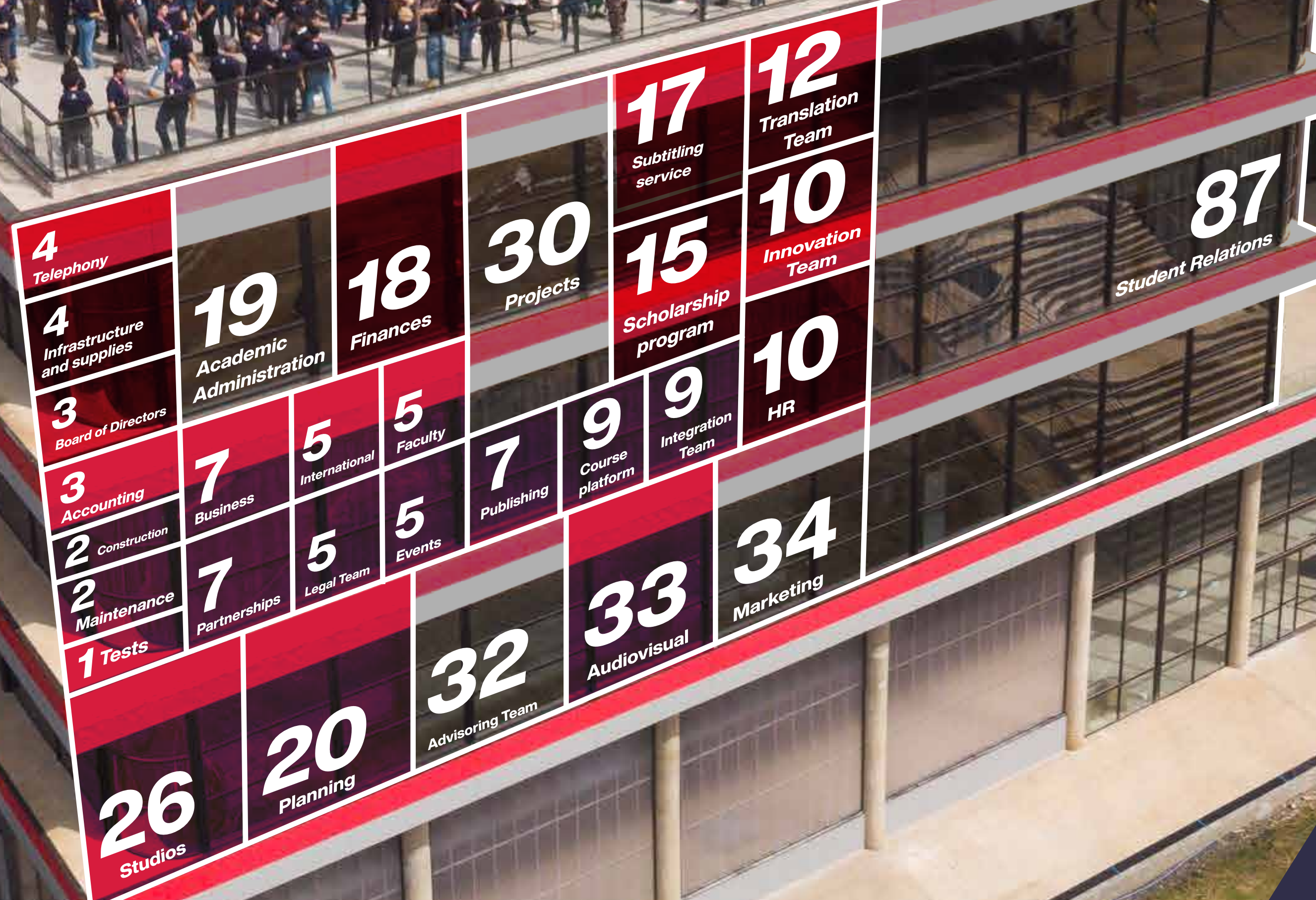
growth in the number of Pecegers 2021 x 2022



distribution of Pecegers by Brazilian states and age group

Level and fields of training of **Pecegers**





Distribution of Pecegers per sector

And... what do the numbers say?

The numbers generated by the projects and activities provided by Pecege allow us to define, redefine, and transform the institution's path. Careers are born and reborn. Dreams come true. Companies arise and improve themselves by optimizing their processes. Jobs and income are generated.

By engaging in such a broad chain, ranging from the formation of new professionals to the creation of unpublished tools using the most advanced technology, Pecege seeks to develop its potential and demonstrate that its relevance is proportional to the society's desire for innovation. Our constant transformation makes us more stable, and it serves as motivation for us to be more comprehensive.

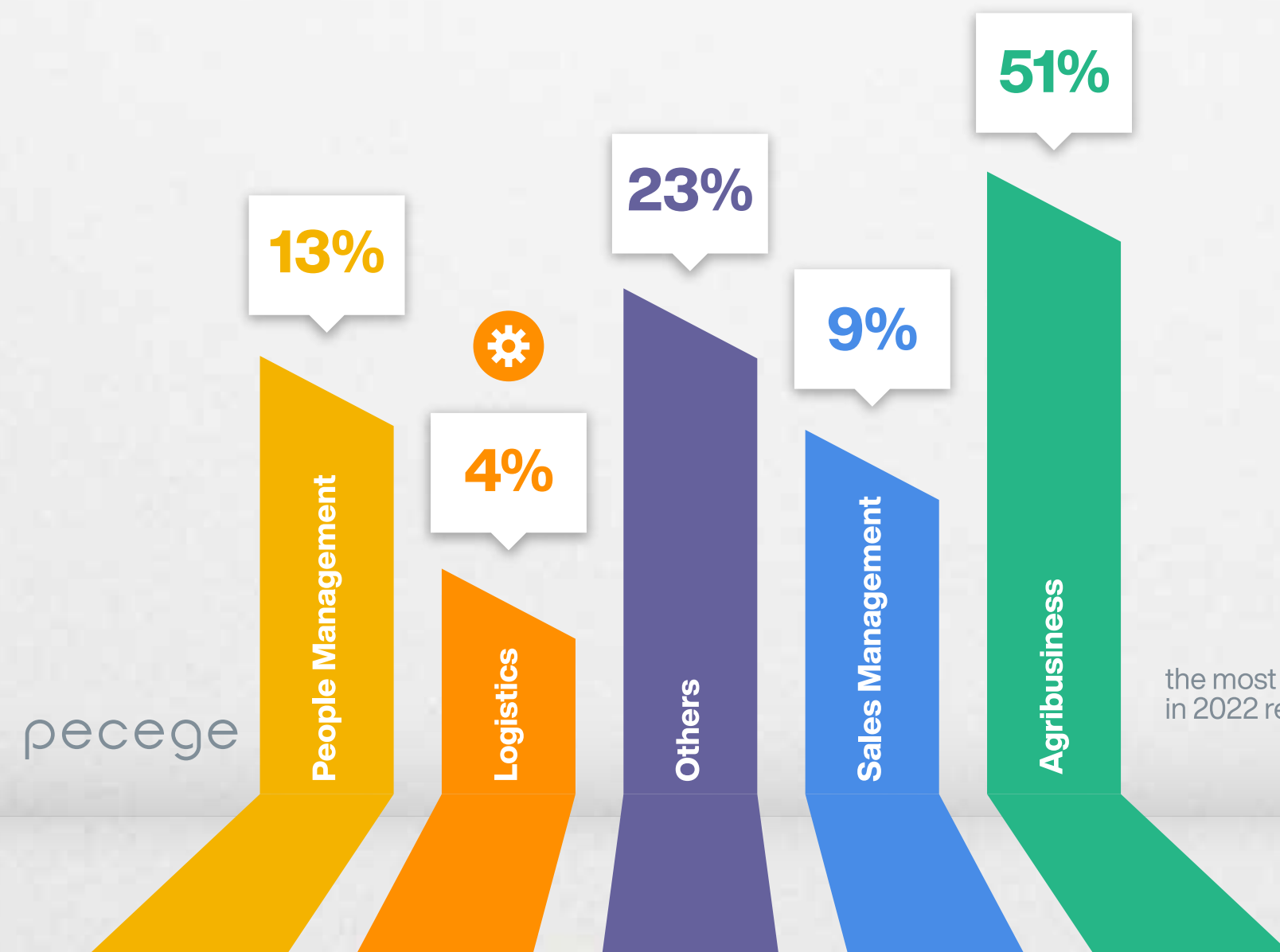
Multiple Initiatives

At Pecege, we always seek to expand and improve the initiatives that complement a virtuous cycle of learning and practices. Our actions incorporate the desire to be present in several stages of professional, institutional, and personal projects. We prioritize the individual objectives and/or groups that seek a journey of constant updating. We are aware of the reach of our operation, and we align projects and actions with a single purpose: the uninterrupted journey of construction and dissemination of knowledge.

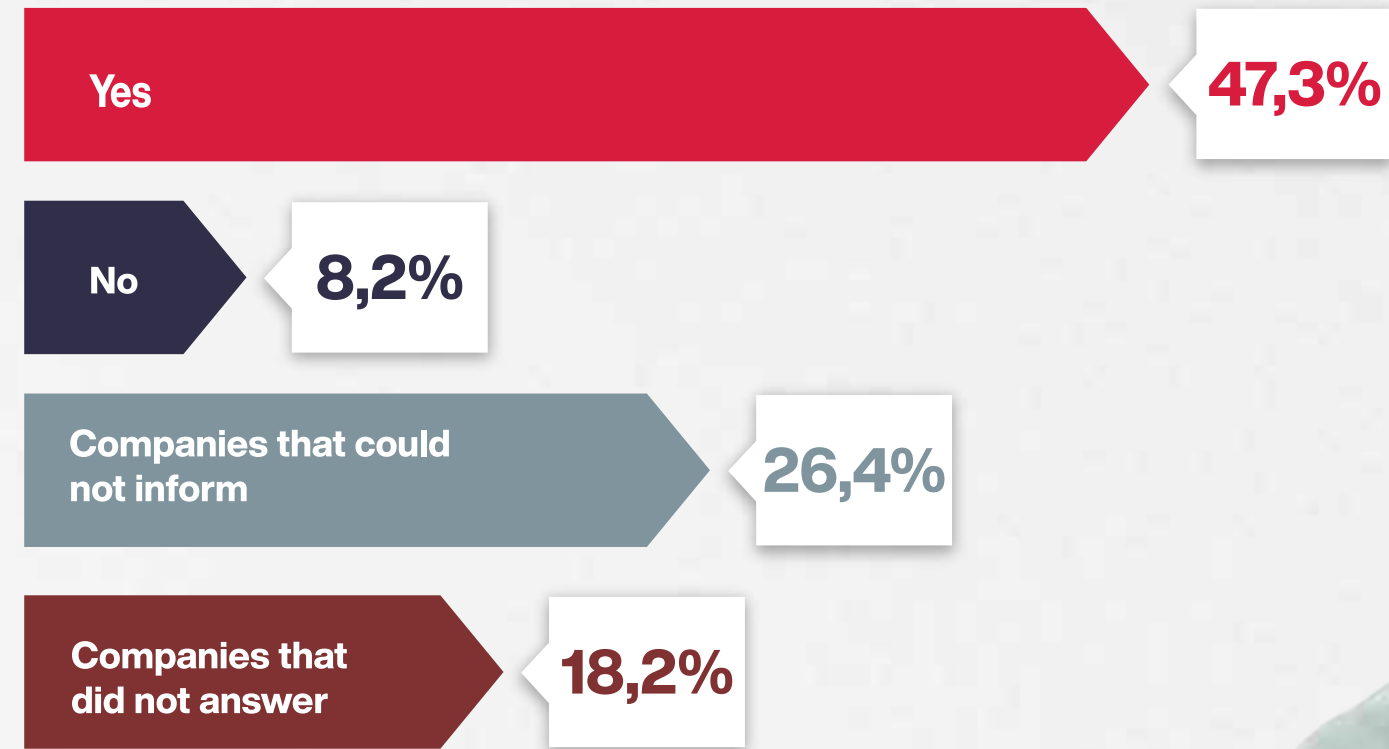


Professional work par excellence

In its trajectory, Pecege has always been and is constantly stimulated by the challenge of positively reacting to innovations, which are fundamental tools to achieve its purposes. We believe that the association of people and institutions aligned with our objectives makes the journey more productive. The sum of experiences can transform knowledge into a tool for innovation in business, projects, and personal and collective objectives. In the last year, Pecege's business relations with companies increased by 25%. The search for in-Company projects increased by 150%, clearly demonstrating that our educational proposals have been more sought-after and valued in the business world.



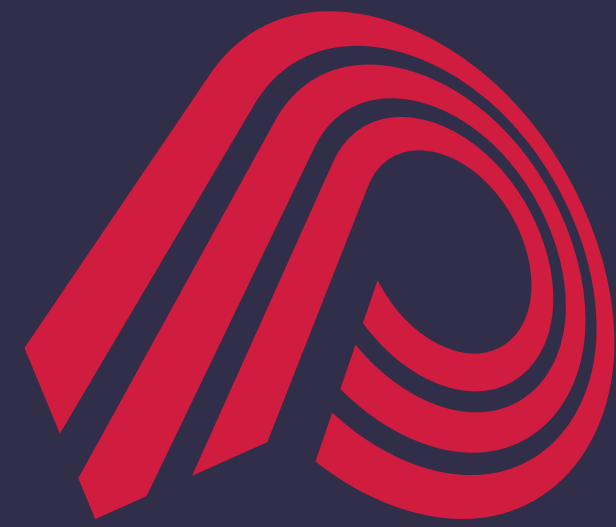
the most sought-after macro themes in 2022 regarding the in-Company Pecege training



companies' responses to the Pecege Corporate Education research when asked if, in 2023, they intended to invest in actions aimed at in-Company courses and training.

This approach generated positive results for the purposes of Pecege. It allowed us to diagnose the need to always be ready to meet the demands of current partners, the business market, and the freelance professionals. Among other priorities that have been identified, we see the development of technical and behavioral competencies, as well as the alignment of strategic objectives and organizational culture. All of these are reasons to search for training and qualification for employees.





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