

KONTCH's E & E GmbH

IT IS NOT JUST A COFFEE, IT'S A PROJECT AROUND COFFEE ☺

<https://kontchs.com>

HISTORY

Our coffee culture began seventy years ago with our Grand Ma Elisabeth (Mamie Matcha), and has continued with her daughter Emilie who is now passing the baton on to the next generation with Yaya and Magni, both grandchildren of Elisabeth and children of Emilie Kontchou heading the new venture: KONTCH's E & E GmbH. Elisabeth and Emilie (E & E) inspired us with their hard work ethic and their standard of Excellence and Exclusivity (E & E) in all they did (essential in a tough environment traditionally dominated by men), in addition to their emphasis on customer satisfaction.

Magni acts as COO for all activities of the subsidiary in Cameroon. As General Manager for the local subsidiary, she is responsible for its administration and organization. She is also the deputy CEO in Cameroon. With her legal and human resources backgrounds, she ensures the well-being of our workers and an enthusiastic, respectful and energizing working environment.

Yaya, with a PhD in Natural Sciences is the CEO of the organization, and his wealth of experience gained over 25 years in the chemical & pharmaceutical industry contributes to the organisation's very high standards for quality.

Urbain, the CIO with his background as an IT systems engineer and many years' working experience in various organizations, is responsible for the appropriate implementation of the IT tools utilised by KONTCH's E & E GmbH.

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LOCATION

- The headquarters are located in Switzerland (Solothurn County), and is the base for the overall business strategy, management and governance for KONTCH's E & E GmbH. The HQ is wholly responsible for the export market business.
- The subsidiary is located in Cameroon (Mungo division), and is the main site for the production and processing of agricultural products. The subsidiary is also responsible for strategy implementation, local personnel management, and is involved in the local market business.
 - Our main manufacturing division was initiated by Elisabeth, and is located in Lelem, a small village in the Mbos plain of Cameroon. The fields here produce most of our Robusta coffee, some of our Arabica coffee, as well as cocoa.
 - Our other fields are in the North West and Bamboutos regions of the highlands of Cameroon; most of our Arabica coffee comes from here.

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VISION & MISSION STATEMENT

At the core of our business is the development of people and their environment through sustainable agriculture, with a strictly-controlled production process that culminates in an **Excellent and Exclusive tailor-made product!**

We grow coffee with love, respecting our people and the environment, thereby adhering the principles of sustainability and accountability.

We plant, we grow, we harvest, we roast using readily-available and well-developed skills of our people in order to bring your delightful and unique coffee to you!

We invite you to create your own coffee!

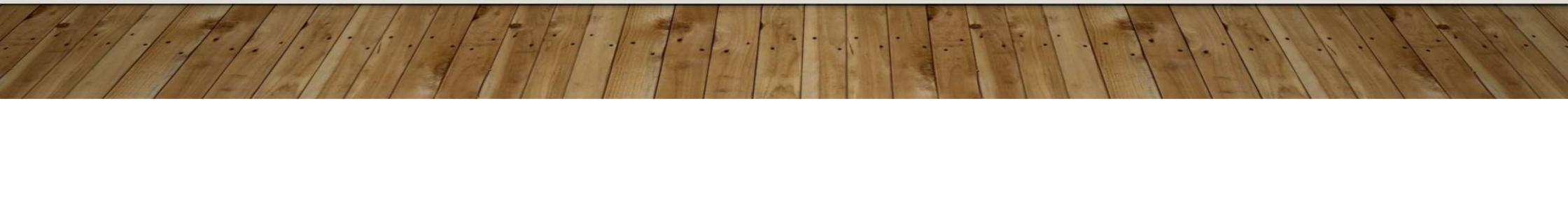
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KONTCH's COFFEE VALUES

- **Quality:** KONTCH's E & E GmbH assures an Excellent & Exclusive product, quality-controlled to the highest standards and tailor-made for the customer; a delightful coffee, uniquely planted, grown, harvested, roasted and supplied.
- **Nature:** KONTCH's Coffee is a pure, naturally-enhanced product, resulting from the established know-how of local people and thereby sustainable natural agriculture.
- **Social:** KONTCH's E & E GmbH offers fair and ethical working conditions, utilises and supports the highly-developed skills of local people to help stabilize the local/regional populations and their environment. We support local child education, and facilitate access to basic health insurance for KONTCH's E & E GmbH employees and their immediate families (spouses & children).
- **Environment:** KONTCH's E & E GmbH coffee is grown with love, respecting our people and the environment, while maintaining high standards of sustainability and accountability.
- **The customer:** We offer our customers a unique opportunity to create their own coffee blend based on various green coffee beans from our farms. If desired, extra flavour can be added with our organic fruit or spice extracts.

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WHAT ARE WE OFFERING

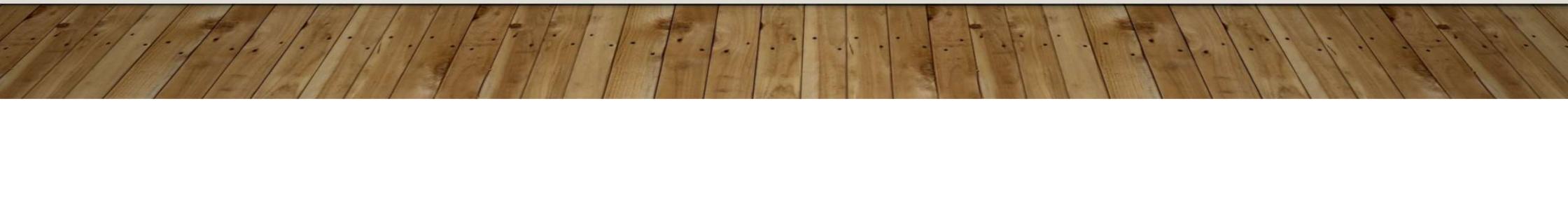
It is not just about coffee, but an entire concept of sustainability and development around exclusive, tailor-made coffee.

We operate three plantation fields in 3 different locations in Cameroon, with four varieties of Robusta coffee and 3 varieties of Arabica coffee (all chemical-free); this provides us with the possibility of many varied formulations. The production process and end products are rigorously quality-controlled by highly qualified local staff, and is carried out on site.

Our product groups are:

- Exclusive, tailor-made coffee formulations
- B2B products for special events
- KONTCH's very own one-off special editions.

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KONTCH'S SUSTAINABLE AGRICULTURE

- Monoculture may enhance productivity; however mixed plantation enhances quality and generates sustainability for both people and soil balance. We have chosen the second option and have maintained wild, controlled cultures in some areas of the farms. Over fifty years of study have shown the efficiency of this approach, so let's go for it!
- Food-producing cultures are a big asset which enable adequate nutrition for both our local and neighbouring populations. These cultures mainly comprise of vegetables (maize, manioc, bananas, peanuts, beans, potatoes, tomatoes, carrots), various spices and fruits. After harvest, our products can be made into jams, mash, pastes, flour, as well as attractive presentation baskets for associates' use and local market supplies.
- Some of the fruits and spices are used in the preparation of our extra-flavouring component of the coffee.
- The palm trees in the Lelem farm enable the production of palm oil for associates' use and the local market.

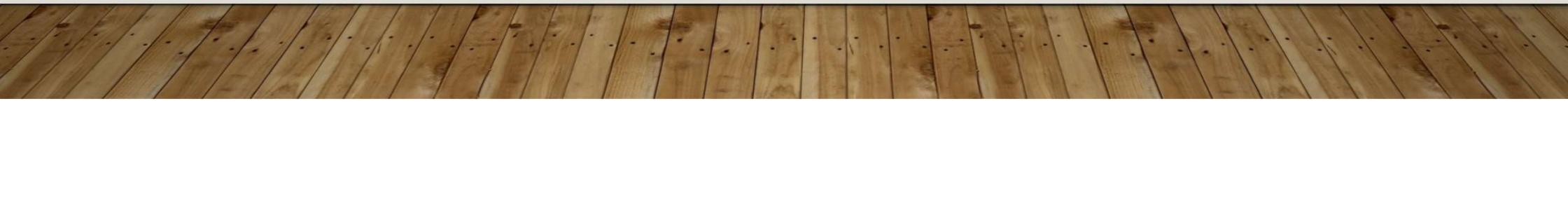
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KONTCH's SOCIAL RESPONSIBILITIES

- KONTCH's E & E GmbH partner with the Elisabeth & Kontchou, a non-profit organization for the development and well-being of its employees and immediate family, as well as support for social programmes in the neighbouring areas (schools and health care). These include:
 - Providing access to clean water.
 - Supporting special courses for children with learning difficulties.
 - Educational funding for all employees' children up to 16 years old; the funds are from an allocated budget, and are given based on merit. There is also a 'best in class' award fund for neighbouring schools.
 - Facilitating access to basic health insurance for KONTCH's E & E GmbH employees and their immediate families (spouses and children).
- **Funding of the social programmes is derived from:**
 - A portion of the turn-over from KONTCH's E & E GmbH .
 - Profits from sales of agricultural products (vegetables and fruits) produced by KONTCH's E & E GmbH employees.
 - Donations and partnerships with other organisations.

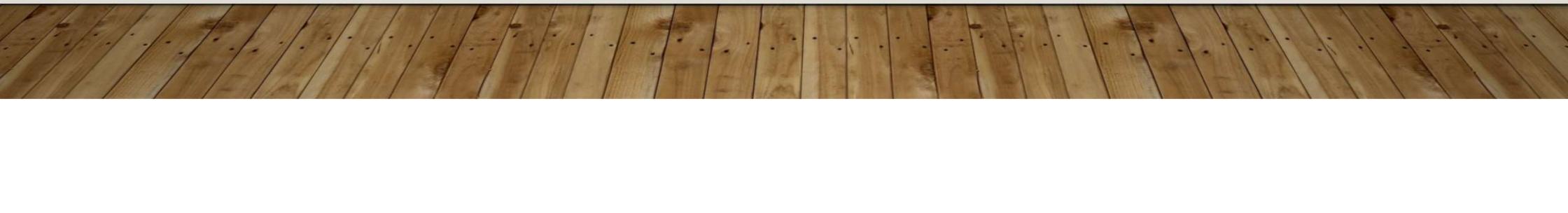
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KONTCH's ENVIRONMENTAL PRINCIPLES

- We operate chemical-free agriculture.
- All packaging materials used by KONTCH's E & E GmbH are environmentally-friendly, so can be composted, re-purposed or recycled.
- All ingredients of KONTCH's E & E GmbH end products meet the strict criteria for sustainable agriculture.
- All our electricity is supplied by the state electricity network. However within the next 5 years we plan to have a secondary supply from renewable sources.
- Strict waste management is implemented on site by sorting and separately packaging the various materials.
- We are committed to developing human skills as well as their immediate/neighbouring environment, thereby helping to stabilize the local/regional population.

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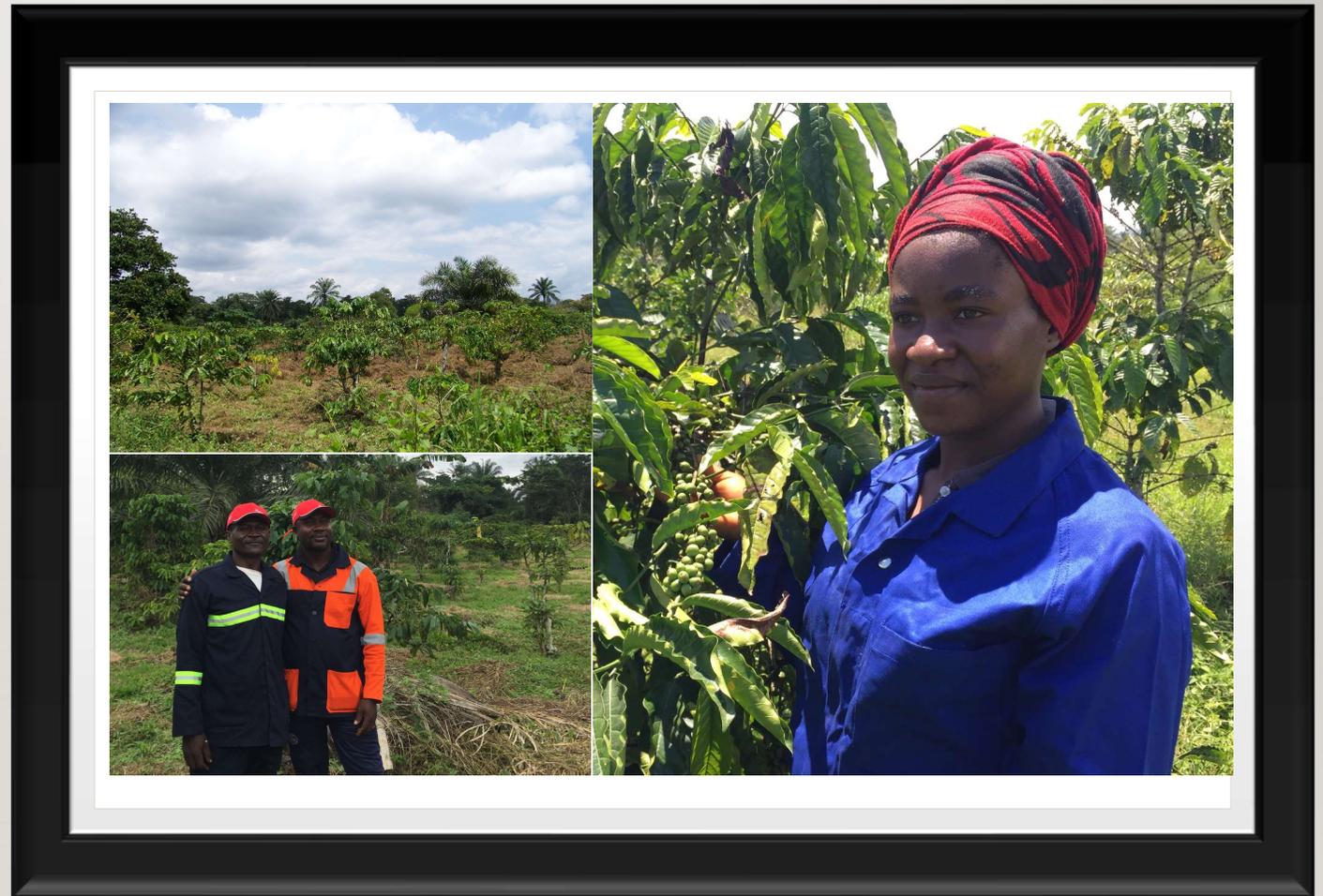




IT IS A PRINCIPLE
BEING CLOSE TO
OUR PEOPLE AT
ALL LEVEL

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OUR FARM AND AGRICULTURAL LEADERS



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OUR FACTORY BUILT FROM SCRATCH, THE ROASTING TEAM AND PRODUCT



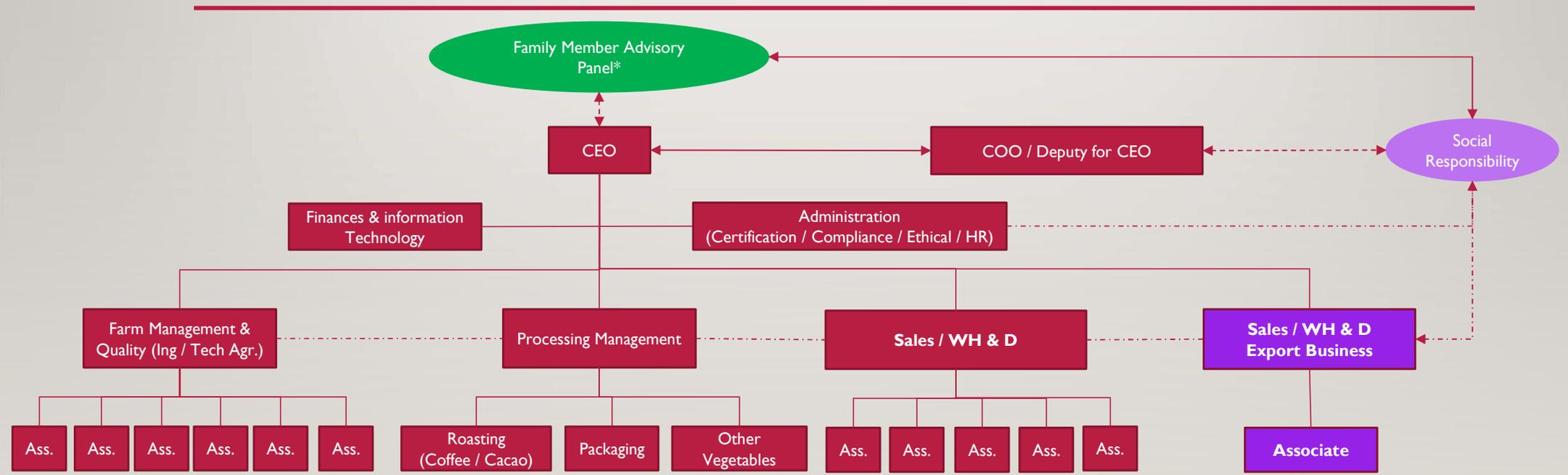
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OUR ROASTING AREA



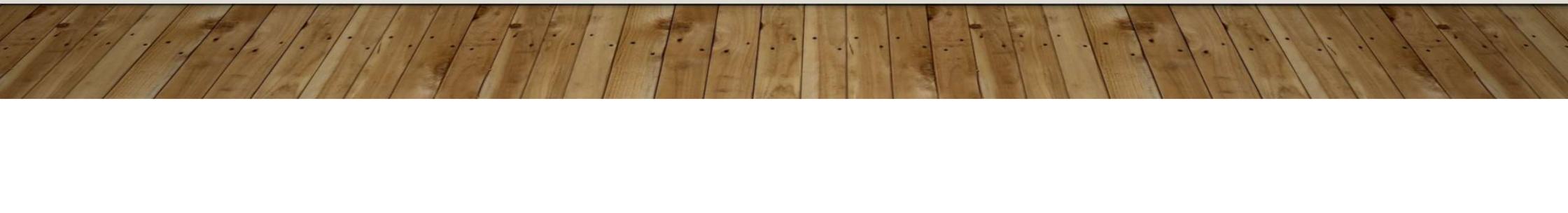
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OVERALL ORGANIZATION



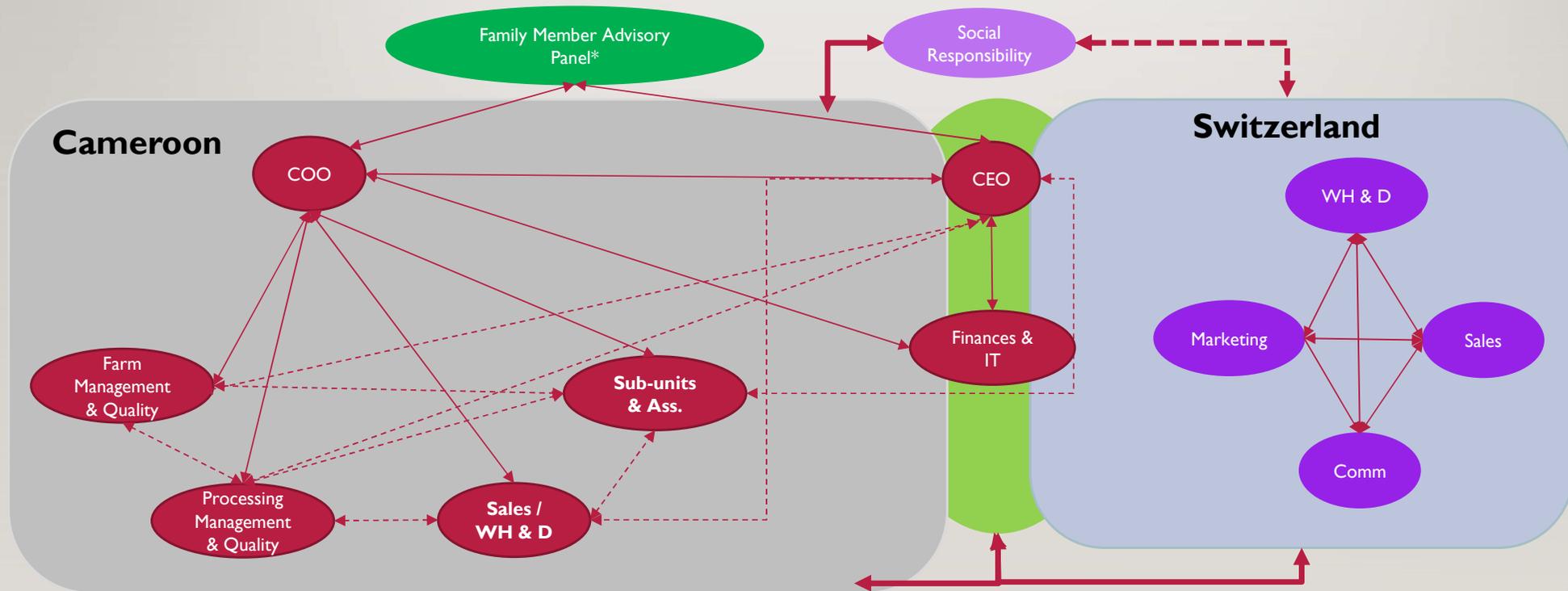
* All direct descendants of Thomas Roger Kontchou and Elisabeth Kouaya

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WORKING FLOW

FULL INTERACTION BETWEEN PEOPLES AND UNITS



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