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TEGMA GESTÃO LOGÍSTICA S.A.

N.I.R.E. 35.300.340.931

CNPJ/ME nº 02.351.144/0001-18

Public Company

NOTICE TO SHAREHOLDERS – Dividends and IoC distribution

Tegma Gestão Logística SA ("Tegma" or "Company" - B3: TGMA3) hereby informs its shareholders and the market in general that, at the Company's Board of Directors meeting held on November 3rd, 2025, the proposal for the payment of dividends (interim dividends and payment of interest on equity) was approved, referring to the quarter ended on September 30th, 2025, as follows:

R\$63,959,638.84, or R\$ 0.97 per share, consisting of: (i) R\$ 52,090,839.88, as interim dividends, corresponding to R\$ 0.79 per share; and (ii) R\$ 11,868,798.96, as interest on equity, corresponding to R\$0.18 per share.

Interest on equity will be allocated to the mandatory dividends relating to the 2025 fiscal year, in accordance with Article 9, paragraph 7, of Law No. 9,249/95, and income tax will be levied on these amounts at a rate of 15% (fifteen percent), except for shareholders who are demonstrably exempt or immune. All holders of the Company's common shares on November 6, 2025 ("Record Date") will be entitled to receive these proceeds, and the Company's shares will be traded "ex-dividend and ex-interest on equity" from November 7, 2025, inclusive.

Payments will be settled on November 18th, 2025, according to the following instructions:

- (1) the stockholders of the fiduciary custody service will have their dividends credited according to the procedures adopted by B3 S.A. - Brasil, Bolsa, Balcão;
- (2) the payment to the other shareholders will be made through credit in the current bank account informed by the respective shareholder to Itaú Corretora de Valores S.A., as the depositary financial institution of the Company's shares; and
- (3) Shareholders who do not provide bank details or do not have a current account with a Financial Institution should contact the registrar Itaú Corretoras de Valores S.A. for guidance on updating their registration details by calling: 3003.9285 (Capital Cities and Metropolitan Regions) or 0800.720.9285 (Other locations).

São Bernardo do Campo, November 3rd, 2025.

Ramón Pérez Arias Filho
CFO and Investor Relations Officer

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