

The background of the slide is a photograph of an offshore oil or gas platform at sunset. A worker in silhouette is visible on the left, pointing towards the horizon. The sky is a mix of orange, yellow, and blue, with the sun low on the horizon. The sea is dark and calm. A light blue rectangular block is positioned on the right side of the slide.

2020 Sustainability Report

login.

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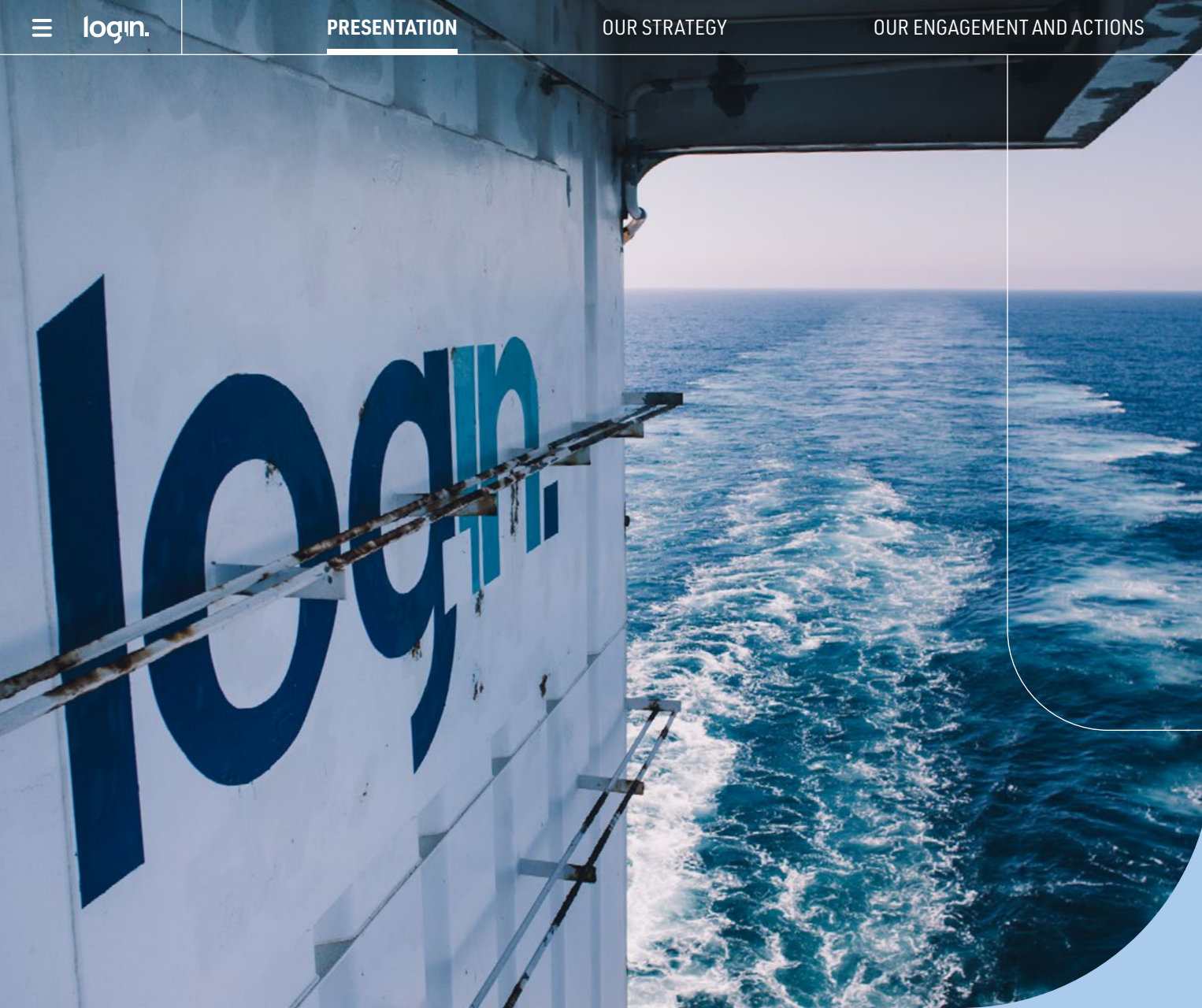
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Even faced with the adversities generated by the Covid-19 pandemic in 2020, our year was dedicated to the development of a medium to long-term strategy oriented to incorporating all our services and operations into the company's ESG (Environmental, Social and Governance) agenda.

You will learn more about this work navigating through the following pages.

Enjoy reading them!

Message from the CEO

GRI 102-14

As a Brazilian container cabotage company, Log-In is Brazil on the seas, providing an alternative to road transportation. Since this is a more sustainable modal than the others in the Brazilian transportation matrix, we offer our customers an efficient solution to the challenge of reducing greenhouse gas emissions, making the company a more sustainable alternative.

Based on this goal, we intend to achieve the position of logistics specialists in a sustainable manner, that goes beyond market questions and is the central focus for our team, which is united, committed and engaged in our ESG agenda. To this end, we have enhanced and expanded initiatives that make us socially, economically and environmentally sustainable in a journey that, over the coming years, will lead us to a new era.

Our performance in 2020 showed that we are prepared for the challenges on the course we have chosen. In a year marked by the Covid 19 pandemic, we took total care of our team, reinforcing actions oriented to their physical and mental health and providing full support for employees and their families in the face of so much adversity. In parallel, we focused on enhancing and creating policies and actions capable of making a difference for our business, for people's lives and for the planet.

In spite of the adverse situation, the year was marked by projects and accomplishments. Worthy of note were the acquisition of the ship Log-In Endurance, with an operation that comprises 100% company-owned vessels, and the expansion of our Coastal Navigation service to Paraguay. With the expansion of our service portfolio and the inclusion of new cargoes, we transformed the Vila Velha Port Terminal into a full multipurpose terminal and expanded the

Cabotage and Feeder segments. New services enhance cargo management and the customer experience, with the Jeito Log-In de Encantar (Log-In Way of Delighting) program, which sets forth 24 projects to be completed by 2023.

Our year ended with an important landmark: the renewal of the Vila Velha Port Terminal concession until 2048.

Our wide-ranging capillarity and the expansion of the cargo mix have enabled us to mitigate possible risks of impacts generated by deficiencies in specific economic sectors. Actions oriented to the customer experience also made a difference in 2020. Worthy of note among these was the development of the digital Log-Aí platform, aimed at driving agility and management autonomy for customers.

2020 was marked by the renewal of the TVV concession, the extension of the Coastal Navigation service to Paraguay and the acquisition of the ship Log-In Endurance



All our efforts resulted in a record net revenue of R\$ 1.13 billion and an adjusted EBITDA of R\$ 309.5 million, respectively 7% and 25% higher than in 2019. But the achievements were not limited to efficiency in the operations, skilled people management and robust financial results.

We are set to achieve unprecedented results for the company: by 2023, we will expand investments in the work environment; in valuing and developing our team; in inclusion and diversity programs; in the control and reduction of greenhouse gas emissions; waste management on land and at sea; modernization of processes and equipment; community projects; among other achievements.

Difficult times present risks and challenges. A successful and responsible company is defined by the way it reacts to these risks and challenges. This makes it strong in the long-term.

We remain committed to excellence and ongoing efforts to provide our customers, suppliers and communities with greater sustainable value.

Ending an atypical year with positive results and bold projections was only made possible by a combination of financial discipline, operational competency and customer focus. To achieve our objective of a sustainable future, we count on the engaged, resilient team of champions we have on board.

This is how we operate with our people.

All aboard and Bon Voyage!

Marcio Arany da Cruz Martins
CEO, Log-In





OUR STRATEGY

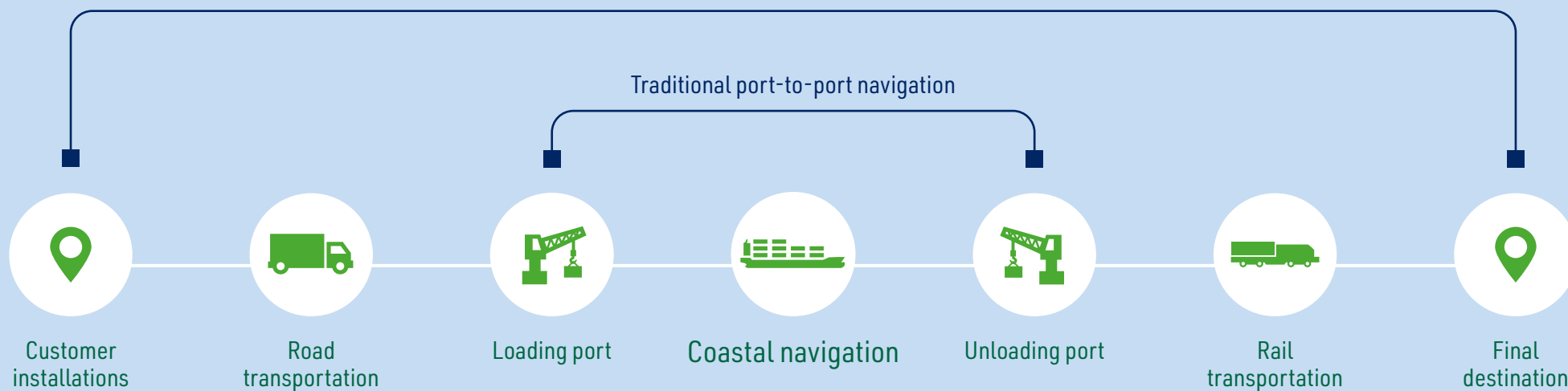
TOPICS:

- Our numbers
- Our Company
- Our Sustainability Strategy

Log-In: connecting the entire logistics chain

login. INTEGRATED MARITIME LOGISTICS

Cabotage revenues consist principally of door-to-door solutions



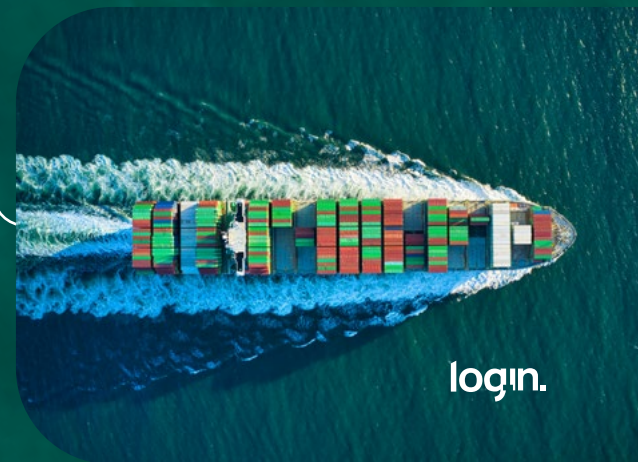
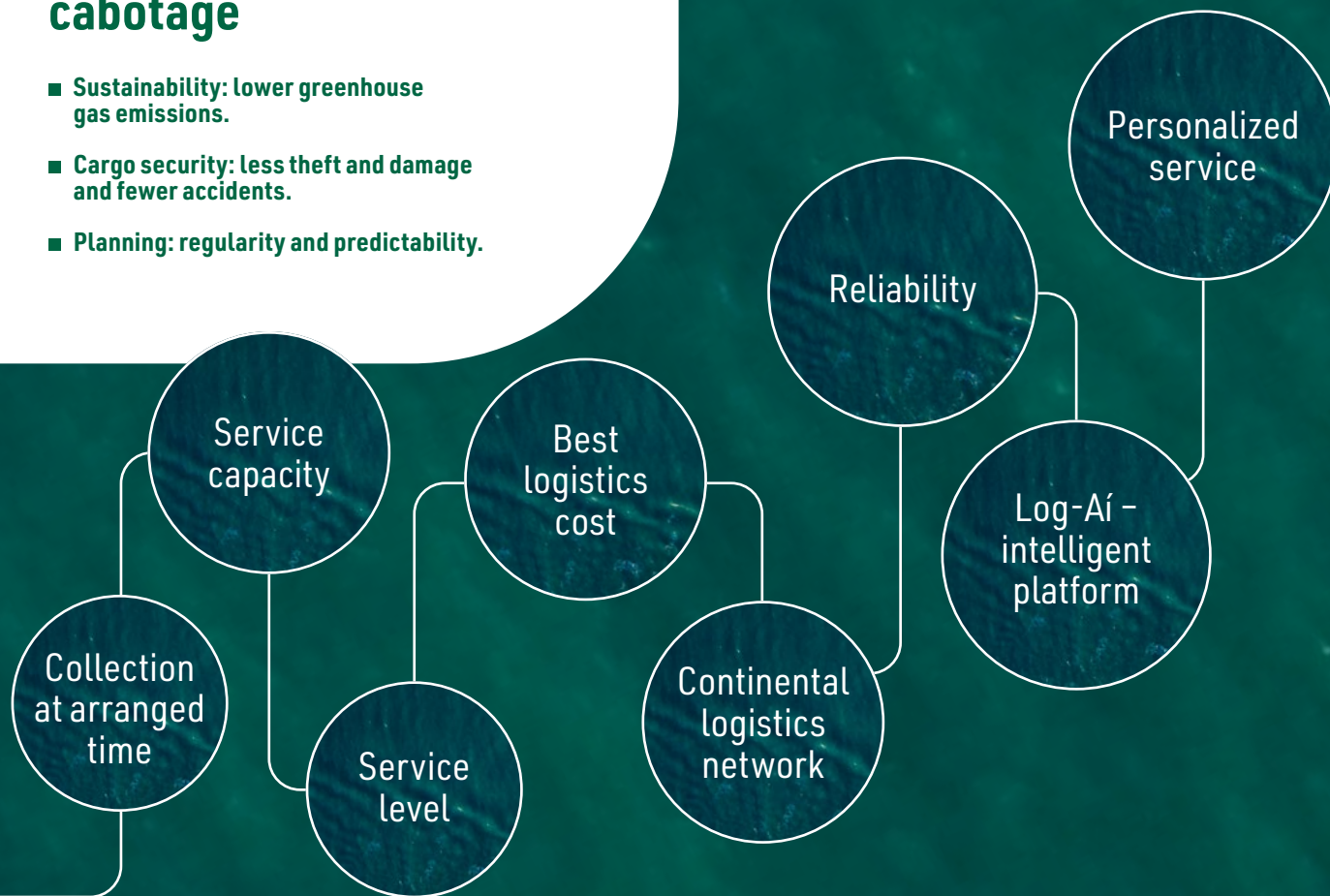
Storage
Intermodal Terminals
Guarujá (SP), Itajaí (SC)



Port operation
Vila Velha Terminal

Main advantages of cabotage

- **Sustainability:** lower greenhouse gas emissions.
- **Cargo security:** less theft and damage and fewer accidents.
- **Planning:** regularity and predictability.



Our numbers

GRI 102-7

**8,500 km**of Brazilian
maritime coast**16**embarkation and
disembarkation ports**6 ships****15,500**TEU transportation
capacity**9**offices in
Brazil and**1**

in Argentina

**900+**

employees

**20 years**of operations
in Argentina**1,256**

customers

**368,897**TEUs transported
in our ships in 2020**177,576**containers handled
at the TVV in 2020**509,115**tons of general
cargo handled at
the TVV in 2020Record net revenue of
R\$ 1.13 billion
in 2020**R\$ 309.5 million**
adjusted EBITDA
(almost 25%
up on 2019)**R\$ 13 million**
Net Profit, 16.1%
up on 2019



Our Company

A publicly traded corporation, Log-In – Logística Intermodal S.A is a Brazilian company headquartered in Rio de Janeiro (RJ). It was founded in 2007 with the purpose of transporting cargo by land and sea, integrating modalities, ideas and people.

GRI 102-1, 102-3, 102-5

Log-In Logística Intermodal

GRI 102-2, 102-4, 102-6, 102-7

Our history begins in June 2007, when we stopped being a subsidiary of Vale in the Navigation area and became the first 100% Brazilian company to offer customized logistics solutions in the Brazilian and Mercosur market. To provide port handling services for diversified cargoes by means of cabotage integrated with road transportation, we have an extensive transportation network that permits us to offer door-to-door service in regions that represent 70% of Brazil's GDP and in other countries in the South American commercial block.

Based on logistics planning, we identify operational opportunities in accordance with the customers' business strategy and develop the most efficient route for their cargoes, encompassing collection at the customer; road transportation; unloading at one of the more than 15 ports available; cabotage; arrival at the destination port terminal; and road transportation to the delivery point.

We ended 2020 with a total capacity of 15,500 TEUs (Twenty-foot Equivalent Unit container) divided into a fleet of six container ships, which transported 368,900 TEUs in the year. In February 2021, a seventh container ship, the Log-In Discovery, was acquired to expand services and meet operational needs.

Our regular routes integrate the Brazilian ports with Argentina, Uruguay and Paraguay: we operate with the Amazonas Service (SAM), which covers the regular route between the South and North of Brazil, and the South Atlantic Service (SAS), which links Brazil (Northeast, Southeast and Southern regions) with Argentina. We also provide Feeder services (distribution from a port called on by long-distance ships to other ports in the region), including the Shuttle Rio Service (SSR) and the Shuttle Feeder Service (SSF), through the ports of Santos (SP), Rio de Janeiro (RJ) and Vitória (ES).



The main container handling ports are Santos (SP), Suape (PE), Manaus (AM) and Vitória (ES), where we operate the TVV (Vila Velha Port Terminal). We provide warehousing facilities at the

Itajaí (SC) and Guarujá (SP) intermodal terminals. The company also has 10 offices, ranging from the North to the South of Brazil and in Buenos Aires, Argentina.

20 YEARS IN ARGENTINA

In 2020, our operations completed two decades in Argentina. This is because the company already operated in Buenos Aires when it was still the navigation division of Vale.

Currently the company has a service dedicated to Brazil-Argentina trade, with regular calls on the TRP terminal in the port of Buenos Aires and the TecPlata terminal in La Plata. Known as Atlântico Sul (South Atlantic), this service handles all products traded between Brazil and Argentina, including foods, polymers, copper, tires, automotive parts and domestic appliances. Since 2006, we have had our own local office manned by a team of specialized professionals who assist customers with logistics planning.

OPERATIONS IN PARAGUAY

Our long-distance cabotage navigation service started serving the port of Asunción in Paraguay in 2020. This enabled us to expand the connection between the main Brazilian ports and the Mercosur countries. In this operation, the containers from our ships are transferred to smaller ships in the port of Buenos Aires. From there they are transported via the Paraná River, through a partnership with the independent shipping company Independência Shipping Line (ISL), responsible for operating the stretch Asunción-Buenos Aires-Asunción, using three of its own ships with a total capacity of 510 TEUs. **GRI 102-10**

FLEET EXPANSION **GRI 102-10**

In addition to the coastal route, we also expanded our fleet of ships. In 2020, the Log-In Endurance came into operation in the South Atlantic Service (SAS). This involved an investment of US\$ 13.1 million in one of the most important lines for the company, which links diverse Brazilian ports with the port of Buenos Aires. With a nominal capacity of 2,800 TEUs, the vessel carries refrigerated and regular containers and is operated by a 100% Brazilian crew.

In February 2021, we acquired a container ship with a nominal capacity of 2,550 TEUs from the shipping company Klaveness Container AS. The seventh vessel in our fleet, it was built by the Chinese shipyard Jiangsu Yangzijiang Shipbuilding. It is 208.90 m long and features state-of-the-art technology and energy efficiency. It cost US\$ 20 million and was baptized Log-In Discovery.



Mission, vision and values GRI 102-16

OUR MISSION



To offer coastal navigation and port handling services that generate profitable long-term relationships and contribute to boosting Brazil's competitiveness.

OUR VISION



To be the most admired and profitable company in integrated logistics and navigation, connecting Brazil and Mercosur by sea.

OUR VALUES



Safety

We value life, building relations and processes that prioritize integrity and health for people and preserve the environment.

Owner mindset

We hold ourselves personally accountable for the results of our decisions in an open and honest way.

Transparency

We believe that transparency generates trust and is synonymous with honesty. We are clear and straightforward in communicating our actions, our policies and our results – whether they are good or bad.

Recognition

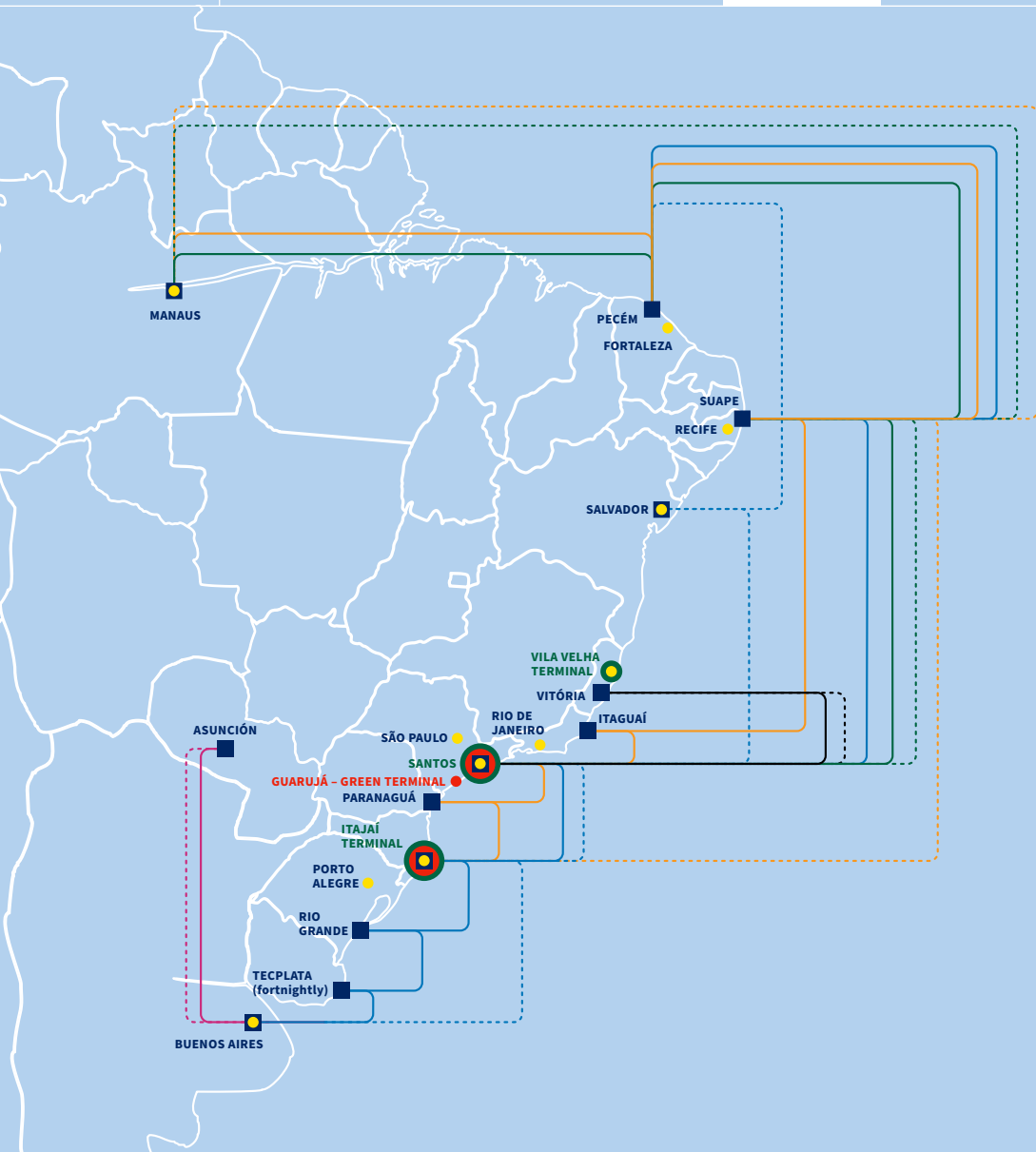
We recognize talent and individual effort that contributes to the collective result. We identify and reward the best objectively, leading by example and preparing successors.

Simplicity

We seek the simplest and most efficient way of doing things. We go straight to the point, understanding what really makes a difference in results and satisfies our customers.

Respect for customers

We listen carefully and effectively comprehend our customers' needs. We develop solutions that create value for both and reinforce our long-term relationships.



Activities map

GRI 102-4

- Ports
- Intermodal Terminal
- Port Terminal
- Regional offices
- Manaus service
- South Atlantic service
- Amazonas service
- Shuttle Rio service
- Brazil Paraguay service

- Northbound
- - - Southbound

Our Ships

Log-In Jatobá	2,800 TEUs
Log-In Jacarandá	2,800 TEUs
Log-In Resiliente	2,700 TEUs
Log-In Pantanal	1,700 TEUs
Log-In Polaris	2,700 TEUs
Log-In Endurance	2,700 TEUs
Log-In Discovery	2,500 TEUs



Green Warehouse (5,500 m²)
Cargo handling and storage in Guarujá, on the left bank of the port of Santos.

Itajaí Terminal (44,000 m²)
Storage, sorting and cross-docking services 12 km from the port of Navegantes.

Main customers by segment GRI 102-6

With 1,256 customers – a significant number for a B2B transportation company – and great capillarity, we serve varied

segments, which mitigates the possible risks of impacts generated by deficiencies in determined economic sectors.

ELECTRONICS



FOOD AND BEVERAGES



LOGISTICS



METALS AND MINING



OTHERS





Vila Velha Port Terminal

GRI 102-2

With a multipurpose profile, the Vila Velha Terminal (TVV) – the only one that handles containers in the port of Vitória – operates with the handling (loading and unloading) and storage of containers and general cargoes (electronics, equipment, vehicles, metals, minerals) in the state of Espírito Santo.

In 2020, we were granted the renewal of the lease on the terminal up to 2048 by the National Ports and Waterways Transport Department. During the same year, we initiated new investments in modernization that will boost the capacity of the TVV.

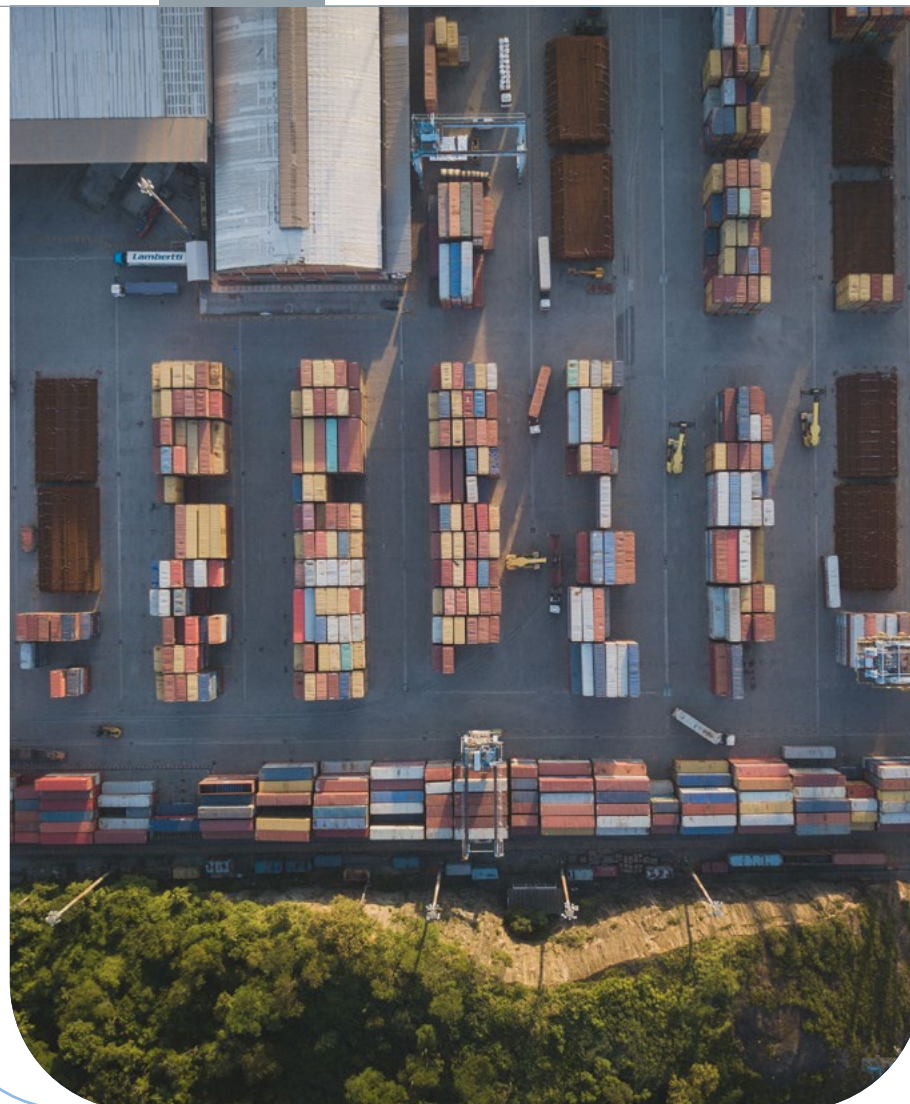
The initial investment should exceed R\$ 120 million. In the first phase it will include new equipment such as high capacity mobile cranes and reach stackers, used for handling containers and general cargo, as well as systems to increase productivity in the docking berths and on the terminal patio.

In line with projections of increased operational efficiency, the current capacity of 286,000 containers per year will be expanded to 350,000 in the coming years.

The first phase of new investments will involve more than R\$ 120 million



- Total area of **108,000 m²**
- Built area for **storage 15,400 m²**
- Handling capacity of up to **350,000 TEUs/year**
- It receives **ships** of up to **243 meters**



Leasing contract renewed for another 25 years, with a commitment of:

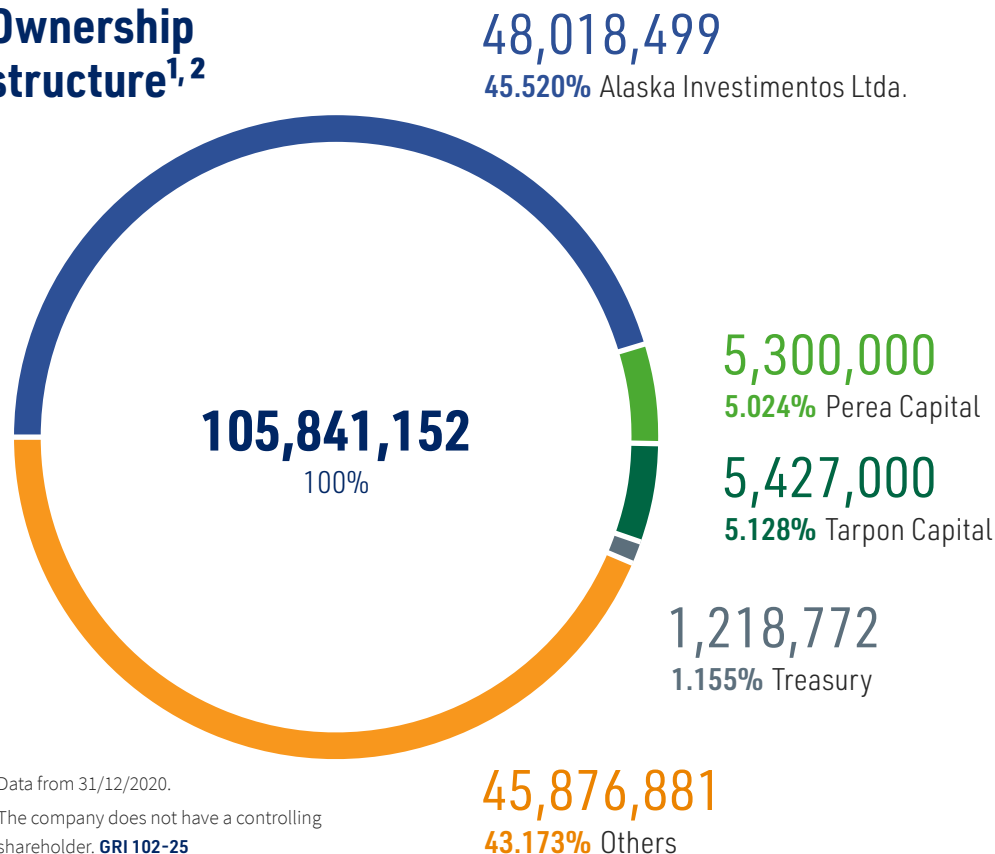
- Initial investments of **R\$ 82.9 million** in new equipment, systems to boost operational productivity in the berths and on the patio
- Another **R\$ 434 million** to be invested up to **2048** to ensure the maintenance, replacement and modernization of assets

Corporate Governance

To maintain relations based on dialogue, cooperation and transparency with our stakeholders, we are committed to constantly enhancing our Corporate Governance practices. Each year, we seek to forge closer relations with shareholders, customers, suppliers, public authorities and employees, as well as the other parties involved in our business.

With shares listed on the B3 Novo Mercado (LOGN3) since our IPO (14 years ago), incorporating good practices from diverse companies (including Vale), and exercising an activity highly regulated by the three spheres of government – federal, state and municipal –, we strive to maintain ethical and responsible relations with public authorities in the economic-financial, operational and legal areas.

Ownership structure^{1,2}



¹ Data from 31/12/2020.

² The company does not have a controlling shareholder. **GRI 102-25**



LOGN3 is the ticker symbol of our shares listed on the B3 Novo Mercado

Planning and execution GRI 102-18, 102-25

Our governance structure comprises a Board of Directors, an executive board and four advisory committees that support the Board of Directors. These are the: Audit Committee; People and Management Committee; Strategic and Finance Committee; and Ethics Committee. We do not have a specific committee for ESG decision making. Associated questions are discussed and evaluated by all the committees and reported frequently to the Board of Directors through a specific PMO that manages the program.

The compensation of the Board of Directors and the fixed remuneration of the Executive Board are based on the global remuneration approved by the General Meeting, as well as on the provisions and principles of the company's bylaws, remuneration policy, and applicable legislation and regulations. Remuneration is defined after a survey conducted by a specialized external consultancy. The last survey, conducted by Kompenson Remuneração, used the average salary as the median point of the salary band for each job. It is up to the Board of Directors to decide on the remuneration of the Advisory Committees and to define a fixed amount, given that variable remuneration is not permitted. The remuneration policy and practice for our

administrators are described in chapter 13 (from page 206 to 231) of the [Log-In Reference Form](#).

GRI 102-35

BOARD OF DIRECTORS

Responsible for determining the overall guidelines and policies for our businesses, the Board of Directors defines, oversees and monitors the activities of the executive board, selects independent auditors and implements and supervises internal audits.

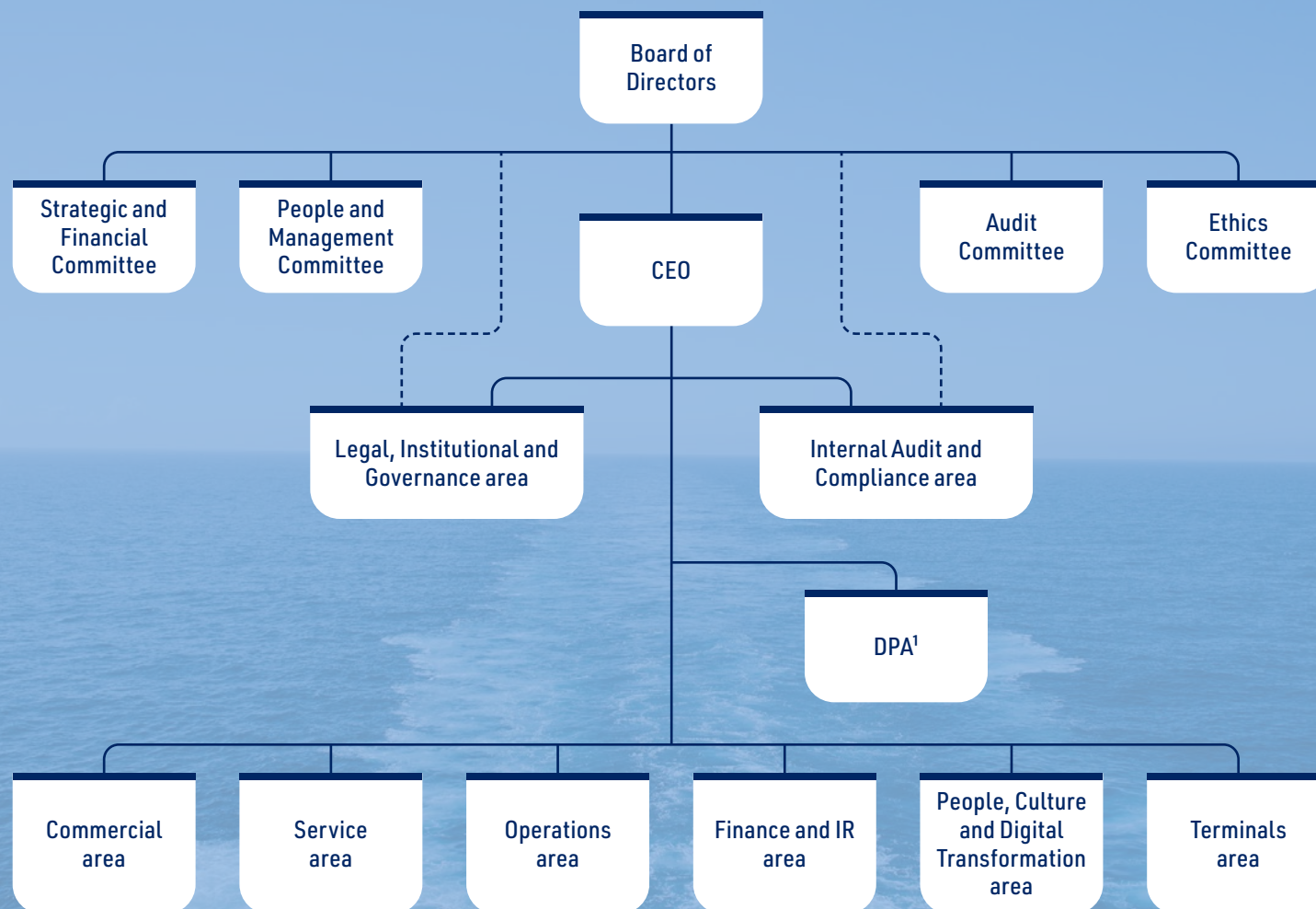
The governance body comprises at least five and at most nine members, elected at the General Meeting, for a unified two-year term of office. Meetings are convened by the Chairman or the Vice Chairman or at the request of the Executive Board, and should take place ordinarily once a quarter. We have an independent member on the company's Audit Committee. **GRI 102-24**

EXECUTIVE BOARD

In accordance with the company bylaws, the Executive Board comprises seven members. They have a two-year term of office, where each year is considered as the period between two Ordinary General Meetings. Re-election is permitted.



The Executive Board at the ceremony for the renewal of the Vila Velha Port Terminal (TVV) concession until 2048, with Cleber Lucas – President of ABAC (Brazilian Cabotage Ship Owners' Association).



The names and curricula of the current members of the Board of Directors, its Committees and the Executive Board – which are the same as those in office on 31/12/2020 – are available via this [link](#) on the [Log-In Investor Relations website](#), in the Corporate Governance area, under the topic Executive Board, Board and Committees.

¹ The Designated Person Ashore (DPA) is responsible for providing the structure and support for the ships' safety and environment management system, as well as ensuring that the crews receive adequate resources and support on land.

Risk management

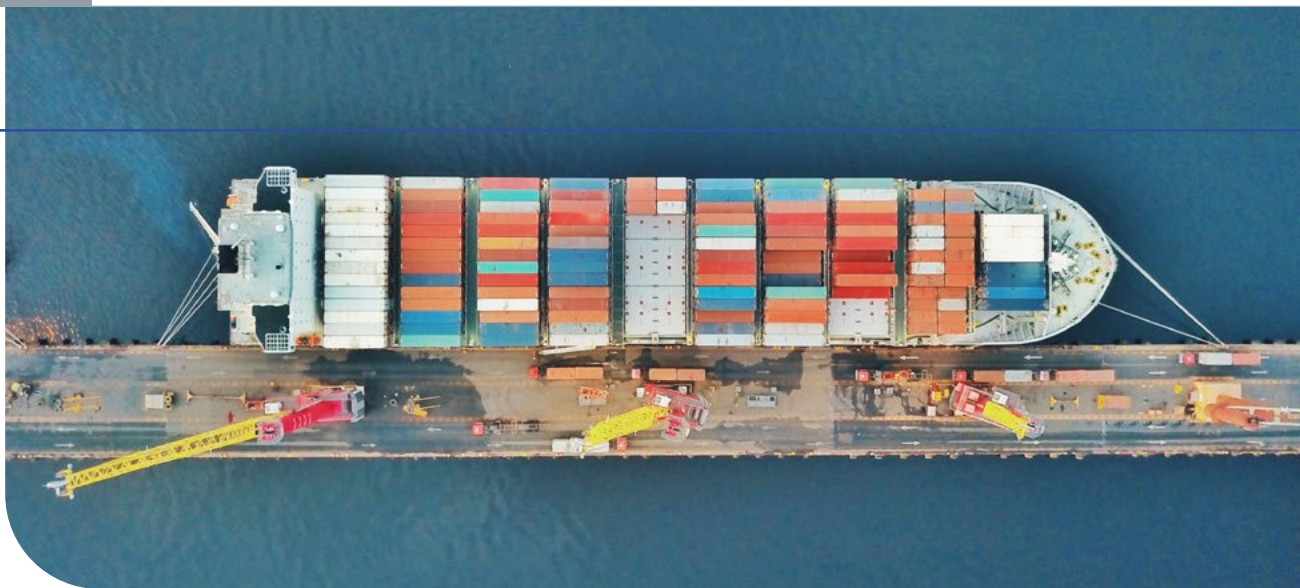
GRI 102-15

Risk management is part of our culture. It permeates all the company's processes and activities and is disseminated among employees at all organizational levels and in all areas of activity. The process enables the identification of threats to the implementation of Log-In strategy, supporting decision making based on knowledge of the financial, operational, security, compliance and continuity risks the company faces. The risk management process comprehends the stages of identification, measurement, assessment, definition of treatment and monitoring, in line with COSO (Committee of Sponsoring Organizations of the Treadway Commission) guidelines and ERM practices.

The Board of Directors, with support from the Internal Audit, Compliance and Risk area, develops the company's Risk Map on an annual basis, evaluating the criticality of risks and prioritizing the way in which they will be addressed. The monitoring and communication process is conducted by the Risk Owners (employees responsible for monitoring, creating and implementing mitigation measures), supervised by the Board of Directors, the Audit Committee and the Risk Committee.

In 2020, the Audit Committee achieved greater representation and independence with the incorporation of an external member, which inhibits conflicts or the propagation of internal interests. **GRI 102-25**

The approach to risk management has interfaces with the activities of Compliance, Internal Controls and Internal Audit, joining forces to ensure the early identification and effective management of risks.



Main risks

Retraction in the growth of the Brazilian economy; the effectiveness of planned investments to increase our operational capacity; the capacity to finance investments for expansion; and the maintenance and renewal of concessions are our main market risks.

As transportation and logistics operators, our business is highly cyclical, generally accompanying the cycles of the world economy. Accordingly, we are affected by macroeconomic conditions and by countless specific factors, such as industrial production and the

seasonality of inputs and commodities. Our operations are exposed to the possibility of losses due to natural disasters, catastrophes, accidents, fires, pandemics/endemics, as well as war and violence.

They may also be impacted by stoppages at third-parties or in customers' or suppliers' loading and unloading terminals.

Another risk factor is technological advances related to our vulnerability to virtual criminal activities and cybernetic threats.

Integrity and ethics

GRI 102-16, 102-17, 103-2 | 205

Our culture is based on the effective and constant exercise of ethical principles, valuing diversity and respect for human rights. We believe that this enhances our corporate governance and gives life to our goal of building and maintaining an environment characterized by integrity and honesty.

Through our Communication and Internal Audit areas, we guarantee the widespread dissemination of our Manual of Ethical Conduct to all company employees and third-parties by means of face-to-face or online training.

The Internal Audit, Compliance and Risk management area is manned by professionals dedicated to enhancing anti-corruption processes and ensuring compliance with the internal and external audits conducted periodically.

We also have a system for carrying out background checks on suppliers, given that questions related to business integrity affect all our suppliers who are contractually obliged to comply with the standards set forth in our Manual of Ethical Conduct, which include respect for human rights in their operations.

The incorporation of an external member ensured greater representation and independence for the Audit Committee in 2020



Reporting Channel

In addition to providing guidance on the integrity program adopted by the company, we encourage our employees, third-parties and suppliers to give their opinions and to report behaviors that may violate the principles and values established in the Manual of Ethical Conduct. Our Reporting Channel may be accessed via email, the website, telephone or post office box for reports related to misconduct; fraud; corruption; embezzlement and any other irregularities in internal conduct or in relations with government authorities,

customers and suppliers. Anonymity is guaranteed for all reports made to the channel by the Ethics Committee, which is responsible for assessing the reports and adopting the necessary procedures. After the triage conducted by a specialized company with broad experience in this area, our internal audit area investigates the reports channeled to the Ethics Committee, classifying them as substantiated or not and determining an action plan for the cases deemed to be substantiated. **GRI 103-2**

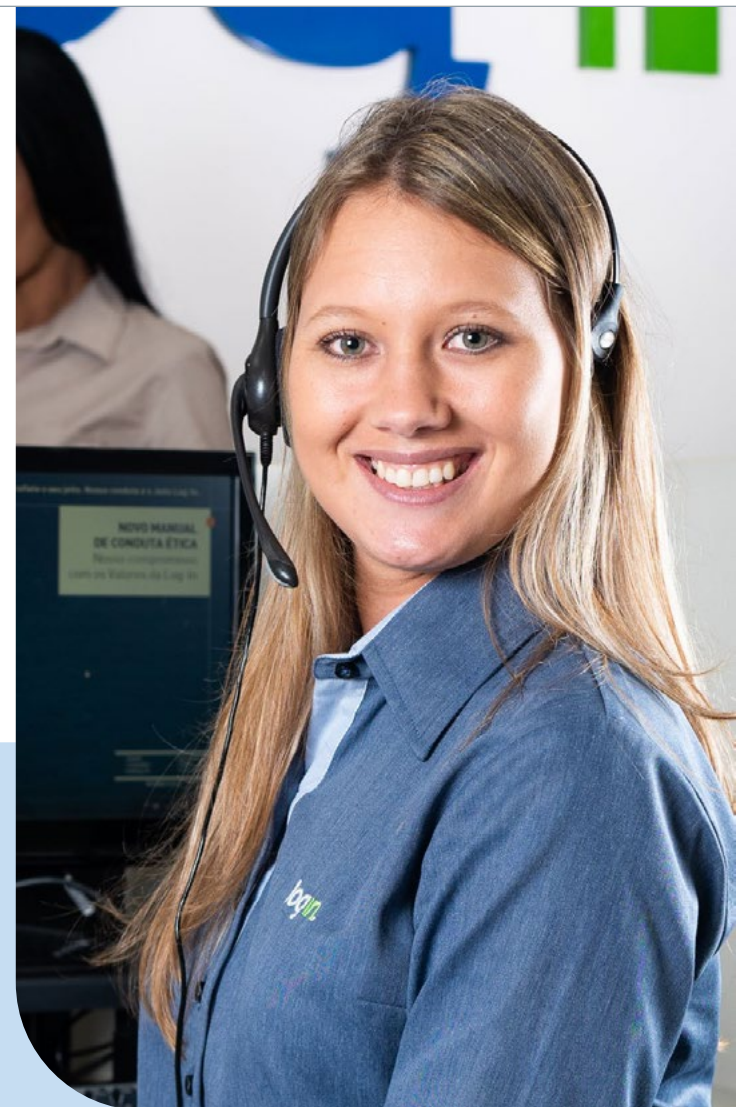


Website: www.linhaetica.com.br/etica/canaldedenuncialogin

Email: canaldedenuncialogin@linhaetica.com.br

Telephone: 0800-713-0080

Post Office Box: 79518, CEP 04711-904, São Paulo (SP)





Our sustainability strategy

In 2020, we focused company strategy on planning for sustainable growth capable of generating concrete results in the coming years.

Accordingly, we elaborated our first materiality matrix and defined guidelines and targets to be achieved by 2023, aligned with a goal inherent to our business: the reduction of greenhouse gas emissions.

Materiality matrix

GRI 102-40, 102-42, 102-43, 102-44, 102-46

In a project initiated in 2020, which encompassed an ESG diagnosis and road-map for Log-In, we elaborated our first materiality matrix, with support from a specialized consultancy.

The construction of materiality began with a market survey that involved benchmarking the sector, analyzing ratings, studies and sustainability reports, in addition to internal ESG-related documents and interviews conducted with all the directors and some board members. During the analyses and interviews, the most relevant stakeholders for the company were mapped, while each director indicated the most appropriate people to participate in an online survey.

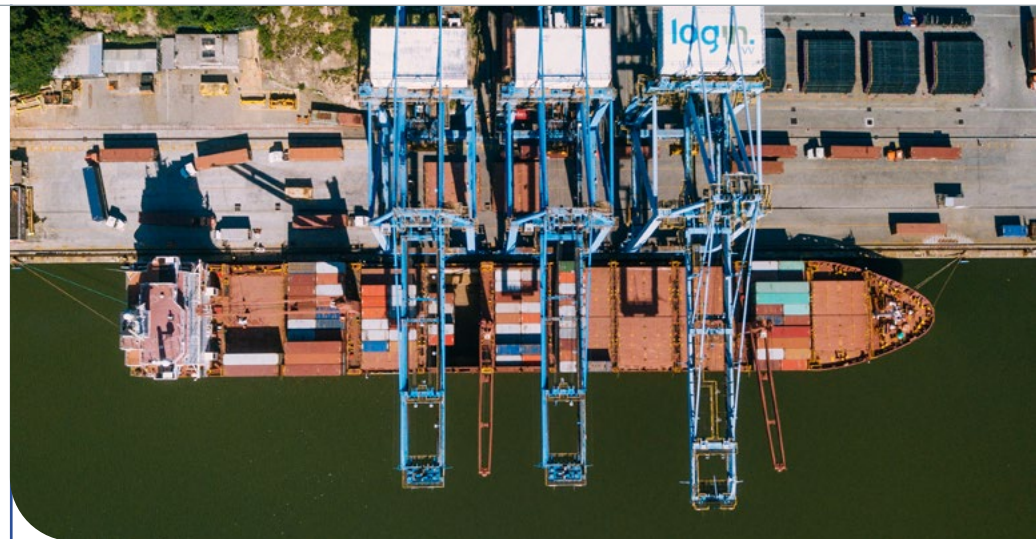
Based on this, we identified the topics in a basic list that was submitted for consultation by our stakeholders, who are engaged continuously by means of different initiatives and groups.

The following groups were prioritized in this process: some of the main customers served

by Log-In in different market segments, investors with a significant stake in our company, market analysts from some banks with which we maintain relations, ratings agencies, Brazilian and international peers (including ports and terminals, which are some of our main suppliers and members of our supply chain with whom we have long-term relationships), road transportation operators – very important suppliers because they represent Log-In in direct contact with our customers –, surrounding communities – especially for the TVV, since we are one of the largest companies in this community –, and specialists and studies from the main institutions in the sector such as the IMO (International Maritime Organization). 26 respondents participated in the online consultation.

The information gathered was applied to a prioritization tool which by considering determined axes and more relevant weights for the sector led to a list of 16 topics, which was then validated by the Executive Board and the Board of Directors.

These 16 topics oriented the construction of our 2023 Sustainability Agenda. Six were classified as **very highly material**, and led to a selection of GRI indicators. The other ten topics – considered **highly material**, are:



Highly material topics

- **Energy matrix and efficiency** (use of fuel);
- **Equality of opportunities and diversity;**
- **Strategic and operational risk management;**
- **Customer relations and satisfaction;**
- **Innovation in processes and operations;**
- **Strategic logistics partnerships** (maritime and road);
- **Human rights and labor relations** (including the supplier chain);
- **Decommissioning of ships, parts and pieces;**
- **Cybersecurity;**
- **Relations with surrounding communities.**

Very highly material topics GRI 102-47, 103-1



Integrity, ethics and anti-corruption practices^{1,3,5}

We have an Ethics Committee, as well as a Manual of Ethical Conduct, an Ombudsman Channel and a standard Reporting Channel (KPMG). This topic impacts inside the organization.

GRI 205-1, 205-2, 205-3



Employee and third-party health and safety^{2,3,4}

A material topic for the sector and for the company, which is already addressed as being highly relevant in our strategy. It is recognized and supported by senior management and is covered in our policies and targets. This topic impacts inside the organization.

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9



Atmospheric emissions (GHG, toxic gases)^{2,5}

A highly relevant topic for the sector and for the company. We recognize its importance; we are beginning to address this in the navigation operations, in the terminals and in road transportation. This topic impacts inside and outside the organization. Its external impact is limited to company strategy to promote GHG reductions in the supplier chain.

GRI 305-1, 305-2, 305-3, 305-4



Managing operational security (maritime, terminals and roads)^{1,3,4}

A relevant topic for the sector and the company. It includes engaging employees and the surrounding communities in the company's safety policies and procedures and the information procedures and flows between the customer relationship areas. This topic impacts inside the organization. **GRI 416-1**



Discharge of waste and effluents from the ships^{2,3,4}

Topic that is relevant in a global context, not just in the navigation sector. The disposal of waste and effluents is a global problem, including pollution of the oceans and the threat to marine life. This topic impacts inside and outside the organization.

GRI 303-1, 303-2, 303-3, 303-4, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5



Corporate Governance^{1,3,4}

Governance is growing in importance in company agendas. It is our intention to instill good ethical conduct and compliance in the company's culture. We have an Ethics committee reporting to the Board of Directors, an independent reporting channel and we adopt B3 Novo Mercado policies. This topic impacts inside the organization.

GRI 102-38, 102-39, 405-1, 405-2

¹ The impact of this material topic is directly linked with Log-In through its own activities.

² The impact of this material topic is directly linked with Log-In through its own activities and also through its business relations.

³ There is no specific limitation in the company regarding the boundary of this material topic.

⁴ Topic indicated by the Board of Directors, internal audience and investors.

⁵ Topic indicated by the Board of Directors, internal audience, investors and customers.

Sustainability purpose

With the objective of promoting positive impacts on employees, suppliers, the community and the environment, in 2020 we focused on our sustainability purpose, building a program of policies and measures aligned with ESG metrics.

Accordingly, we defined our 2021-2023 ESG Agenda, with guidelines and targets to be achieved by 2023, divided into the three pillars that shape this report: Our People, Our Value Chain, Our Environmental Commitment.

55

initiatives and targets in our 2023 ESG Agenda



2021-2023 ESG AGENDA People Pillar

Relations with surrounding communities

- Develop policies and actions, defining community support campaign targets;
- Develop an internal engagement plan;
- Create a Community Talent Development Program.

Equality of opportunities and diversity

- Create a study group on this topic and initiatives oriented to women, the disabled, ethnic origin and sexual orientation;
- Promote diversity and inclusion in all areas of the company;
- Participate in forums and discussions on this topic

Employee and third-party health and safety

- Review company Health, Safety and Environment policy and Occupational Health and Safety risks;
- Be a benchmark in employee health and well-being;
- Constantly reduce road and navigation accidents;
- Create a third-party Occupational Health and Safety Forum;
- Reduce the average age of the road transportation fleet;
- Intensify third-party training in Navigation.



Value Chain Pillar

Cybersecurity

- Create a cyber-attack response plan;
- Manage vulnerabilities with the implantation of Endpoint Detection and Response (EDR);
- Link the Corporate Risk Plan and Business Continuity Plan with cybernetic risks.

Strategic logistics partnerships

- Incorporate sustainability metrics into the Log-In Seal granted to suppliers;
- Create a human rights policy and a supply chain verification protocol;
- Implement labor preventive actions.

Strategic and operational risk management

- Implement a Risk Committee, a risk management training plan and a crisis management plan;
- Review the risk ruler in accordance with ESG criteria, with the establishment of a Business Continuity Plan. GRI 102-11

Corporate Governance

- Develop a study to engage customers and investors in the ESG agenda aimed at alignment with the Novo Mercado;
- Create a background check policy for customers;
- Enter the B3 Corporate Sustainability Index (ISE);

Integrity, ethics and anti-corruption practices

- Create a risk map and communication and training plan aimed at external stakeholders and the Selo Pró-ética (Pro-ethics Seal);
- Apply ESG metrics to Corporate Governance;

Customer relations and satisfaction

- Implement a customer success and experience methodology within company processes by means of satisfaction metrics such as CSAT, CES and NPS, and systems that facilitate long-term relations, such as self-service channels, a logistics management platform, aimed at increasingly including the customer's voice in the organization's decision making.

Managing operational security

- Conduct training courses with the community;
- Implant the SEPRO Process Safety Project;
- Continuous improvement in the occupational risk mapping process;
- Assess performance of accident prevention training for third-parties;
- Implant an emergency response plan for the community.

Human rights and labor relations (including the supplier chain)

- Incorporate metrics into the Log-In Seal;
- Audit 100% of the classified suppliers;
- Ensure a minimum of 45% of operations with Gold Seal suppliers.



Environment Pillar

Decommissioning of ships, parts and pieces

- Execute description of life cycle times for parts, ships and equipment used in the terminals and vessels
- Define criteria for selecting shipyards for dismantling;
- Develop specific training courses for employees involved.

Atmospheric emissions

- Identify opportunities to reduce and neutralize emissions;
- Apply emissions indicators;
- Add ESG metrics to assessment of Log-In suppliers, granting quality certification to road transportation fleet suppliers.

Energy efficiency matrix

- Create Energy Efficiency Forum;
- Map performance indicators;

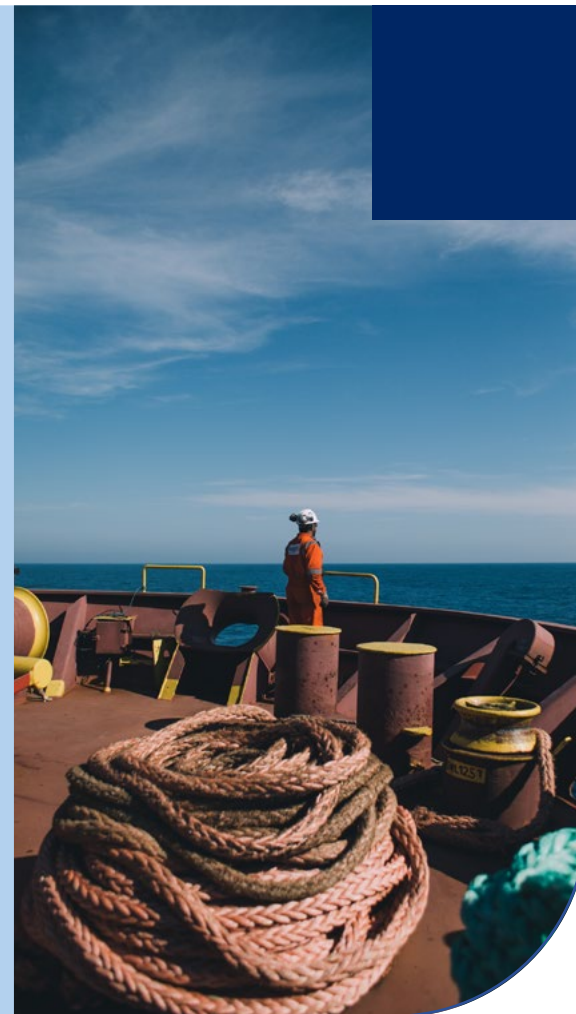
- Identify opportunities to use clean energy;
- Include alternative energies for road transportation fleet;
- Reduce average age of the vehicles.

Innovation in processes and operations

- Assess the environmental and social benefits of the projects undertaken;
- Define indicators and guidelines for the innovation projects;
- Disseminate an innovation culture.

Discharge of waste and effluents from the ships

- Continue installation of ballast water systems in our ships;
- Map and develop generation and disposal performance indicators;
- Conduct internal and external environmental education actions.





Reduction in carbon footprint

GRI 103-2, 103-3 | 305

In addition to contributing to the reduction of carbon emissions through our removal of trucks from the highways, we want to reduce our own footprint. Accordingly, among other things, our ESG agenda provides for improvements in logistics efficiency to reduce fuel consumption; the adoption of emissions metrics and indicators; reduction of the average age of the truck fleet; training and monitoring of suppliers.

**Our operation
removes more than
400,000 trucks from
the highways per year**

Sustainable logistics

Sustainability is intrinsic to our business. In a country with more than 8,000 km of sea coastline, cabotage offers diverse environmental benefits and direct and indirect gains in logistics costs.

With a fleet of six ships, we manage to remove more than 400,000 trucks from the highways per year. CO₂ emissions levels from maritime transportation are three times lower than highway transportation. There are also advantages in fuel consumption. The ships consume up to eight times less bunker fuel compared with the diesel used by trucks.

Regarding total logistics costs, cabotage represents savings that range from freight costs through cargo insurance to reduced levels of product and packaging damages which, to a large extent, eliminates the need for reverse logistics. Maritime transportation also eliminates the risk of cargo theft, with is a high risk in road transportation.

Comparison of environmental efficiency and transportation costs

Source: National Transportation Confederation waterway navigation survey, 2013

Units equivalent to
6,000 tons

ROAD¹



RAIL²



CABOTAGE²



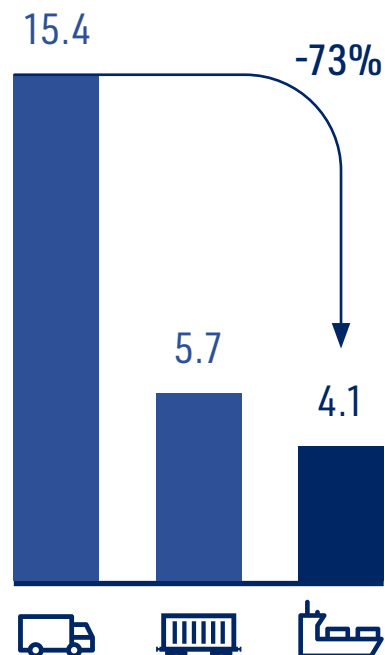
¹ High risk of cargo theft

² Low risk of cargo theft

Cabotage is the most environmentally efficient transportation modal, with an 80% reduction in carbon.

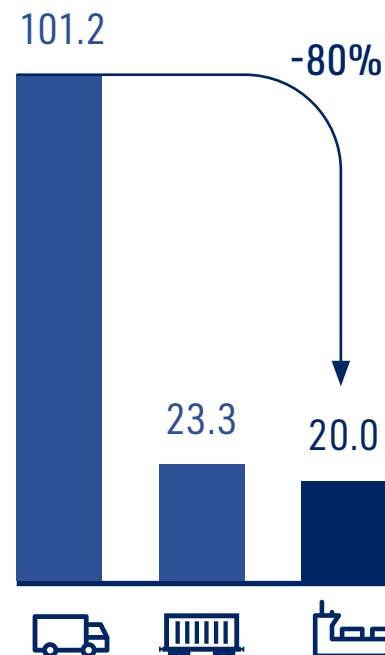
Average fuel consumption

Liters (1 ton of freight over 1 km)



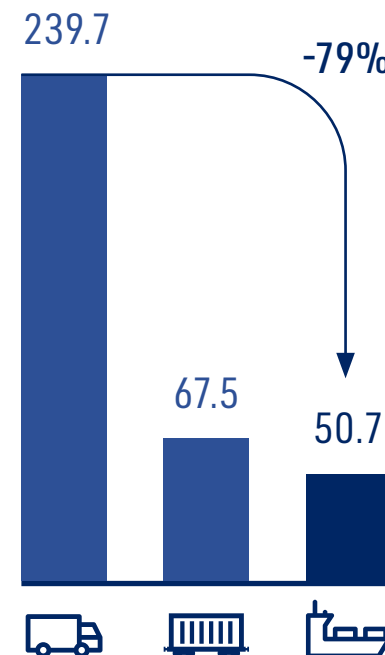
Carbon emission

gCO₂ / Tons per kilometer (3)



Average transportation cost

1,000 km; R\$/ton



OUR ENGAGEMENT AND ACTIONS

TOPICS:

- Our People
- Our Value Chain
- Our Environmental Commitment



Combating Covid-19

GRI 403-3, 403-6

In 2020, we redoubled our efforts to ensure the health of our team faced with the Covid-19 pandemic. In addition to the adoption of all the protocols established by the Ministry of Health and Anvisa, both on land and at sea, we expanded the measures in our Viva Bem (Live Well) program. We sought to support quality of life in three dimensions: emotional, mental and physical. We set up a robust support plan for the team with measures such as psychological, legal and financial support by means of a 24-hour telephone hotline; fortnightly talks with external consultants addressing questions such as stress and psychological security. Financial planning, as well as the provision of psychologists to provide specific services for the team. In parallel, given the economic conjuncture that affected our employees' families, senior management decided to maintain 100% of the team, with no changes in contracts or salaries, with a view to maintaining the relations built on trust established in the turnaround process.

The company has 100% of the work force health profile mapped through occupational

medical and complementary examinations, monitoring of absenteeism and injury and incident rate reports. The information is restricted to the healthcare team.

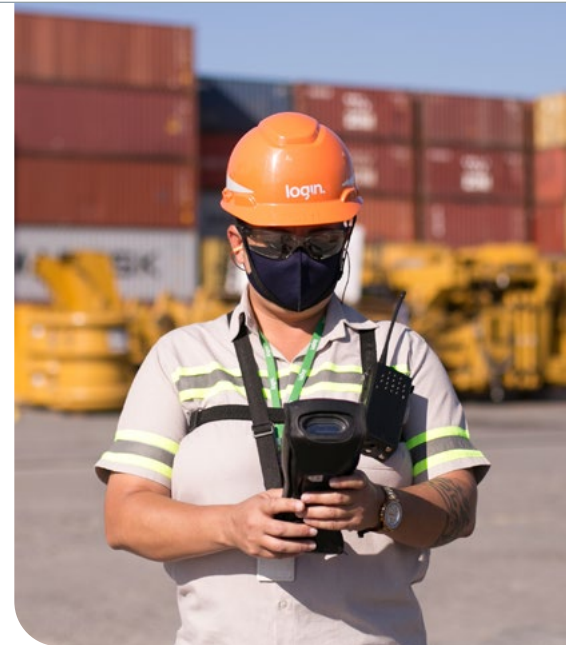
All the employees in the administrative area started working remotely. Due to the specific nature of our businesses, the remainder continued to work on site, which required rigorous preventive and control measures. In the navigation area, we included quarantine prior to embarkation, sanitary protocols, preventive actions and constant monitoring of the state of employee health, involving the maintenance of healthcare teams at the terminals and on the vessels, which enabled greater control of the propagation of the virus. We contracted agents to accompany and provide support for crews during the quarantine period, ensuring the isolation and well-being of the maritime employees.

The realization of PCR and serological tests ensured more efficient monitoring, with the identification of positive results by area and function, guaranteeing greater security in the removal of infected

employees and the ongoing adaptation of preventive measures.

Moreover, our healthcare examinations are extensive, permitting the identification of employees' state of health, with referrals to specialized care offered by the company healthcare plan. Third-party employees presenting any health problems are reported to the contract manager who ensures the employer takes the necessary measures.

Communication also made a difference in combating Covid-19. Both employees on site and those working remotely received information on a regular basis, by means of notice boards and digital newsletters about preventive measures and all the types of support available for them and their families. We also used the social networks: to encourage the exchange of information, we created the Viva Bem (Live Well) group on Facebook and maintained active communication with operational and maritime employees via WhatsApp.



PCR and Serological Tests

977

maritime

731

terminal
employees



Our People

People management at Log-In prioritizes diversity and inclusion, the development and retention of talent and the guarantee of safe and healthy working conditions and quality of life for our 936 employees, ranging from maritime and administrative workers to those working in the Vila Velha Terminal (ES) and the Guarujá (SP) and Itajaí (SC) terminals. **GRI 102-40**

Information on employees and other workers **GRI 102-8**

Employees by type of contract and type of employment¹ by gender

Type of contract	2018			2019			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	629	176	805	660	188	848	703	209	912
Temporary		N.A.			N.A.		3	11	14
Total	629	176	805	660	188	848	706	220	926

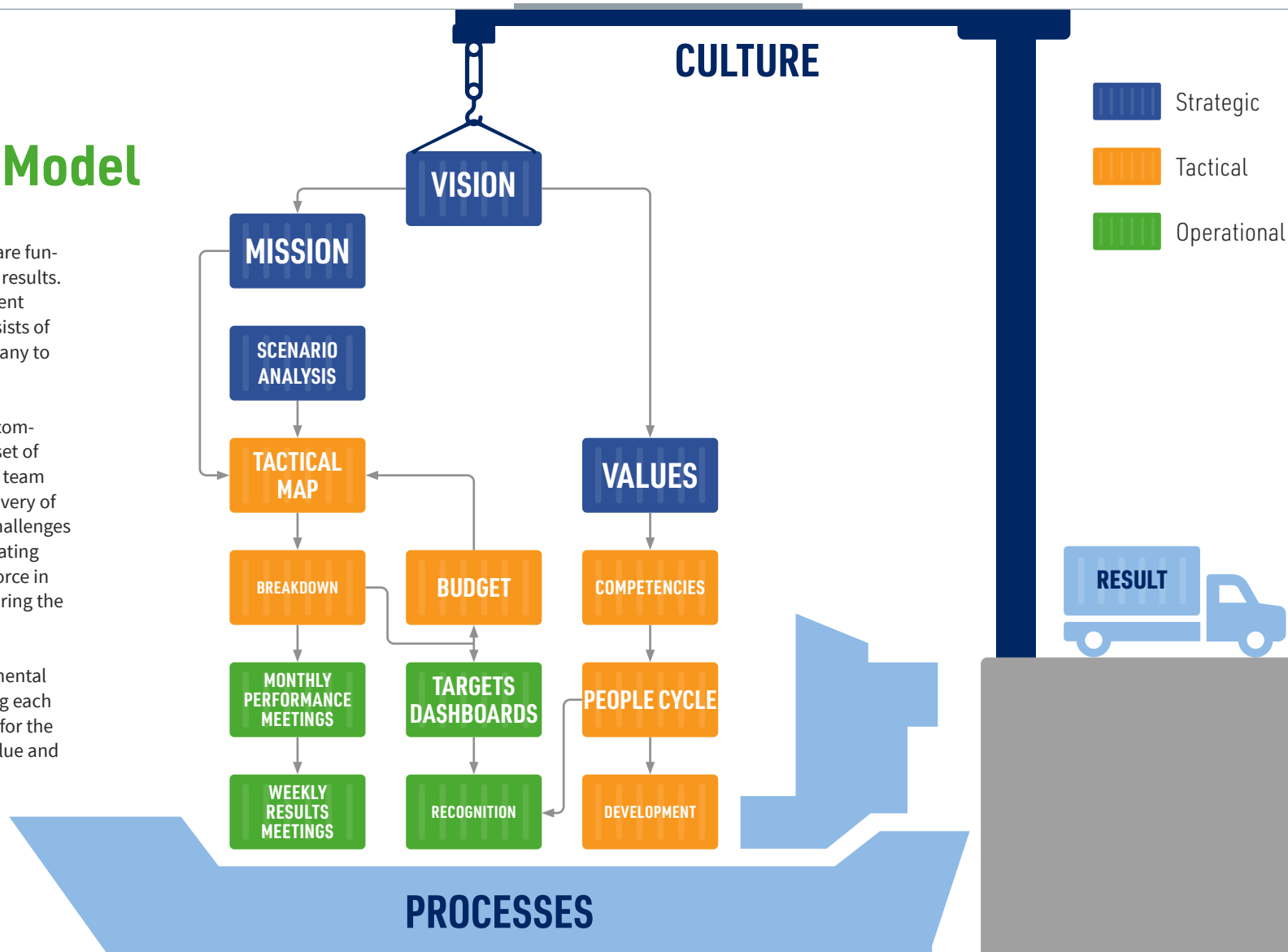
¹ Log-In does not have part-time employees.

Log-In Management Model

We believe that People and Method are fundamental for generating sustainable results. In 2018 we formalized our Management Model for the organization. This consists of a set of functions that lead the company to deliver value.

The model aligns and organizes the company to achieve its vision through a set of strategies adopted to coordinate the team in the execution of tasks and the delivery of results. The model breaks Log-In's challenges down to the operational level, generating the engagement of the entire work force in fulfilling their routines and underscoring the importance of their deliveries.

The management model was fundamental in restructuring the company, making each employee's role and responsibilities for the final delivery clearer, ensuring we value and develop our team!



Health and safety

GRI 103-2, 103-3 | 403, 403-1, 403-2, 403-3

Our company's main value, people safety involves a series of guidelines and practices to ensure safe working conditions for all our employees and the third-parties allocated in our ships, offices and terminals. To achieve this, in addition to observing all legal rules and guidelines, such as the 10 Golden Rules, the ISM (International Safety Management) Code and the *International Ship and Port Facility Security Code* (ISPS Code), employees and third-parties receive safety guidance on a daily basis, based on the results of the preliminary risk assessment conducted before each activity.

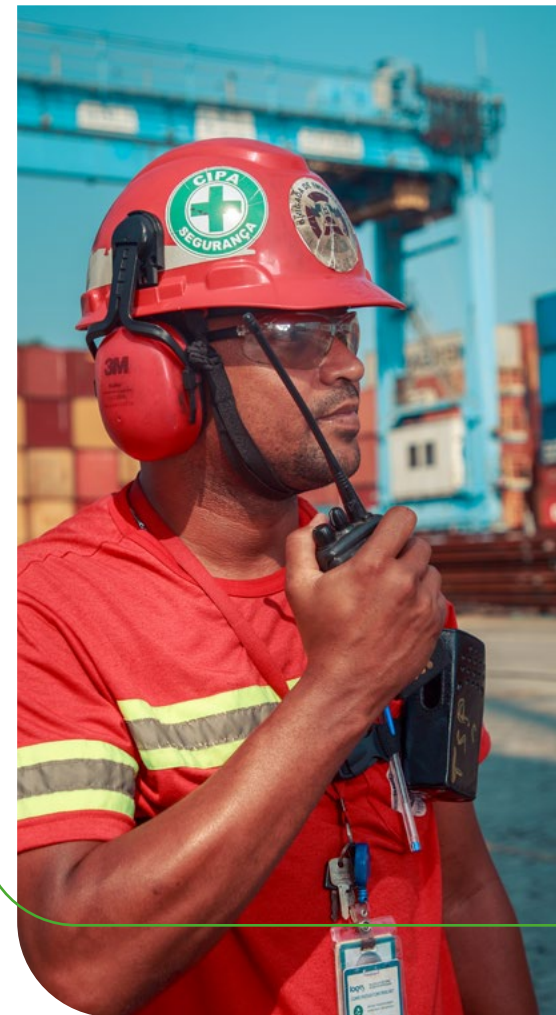
For company employees, the Healthcare Management System centralizes information on mandatory and labor-related examinations, treatments, consultations, absences and health reports. Occupational health certificates are required for all third-party workers. All service providers must also have an

Occupational Health Medical Control program in place. These are verified directly by the contract managers.

Best safety management practices are applied in the TVV and other terminals in line with legal requirements. These cover activity risk management, training, third-party management, investigation management and emergency response activities. In the navigation area, there are crew members specialized in health, safety and environment who are dedicated to assessing risks and preventing accidents. The teams on board and in the terminals participate in Safety, Health and Environment Dialogues at the beginning of the working day. During the operations, safety technicians undertake Behavior-Based Safety observations on active employees, with the elaboration of checklists to assess risks and correct non-conformities. There is also a monthly meeting on

each ship to address this question. Additionally, the company adopts a pre-task analysis to assess risks before activities are undertaken.

To prevent and mitigate any occupational health and safety impacts directly linked with company operations, employees use personal and collective protective equipment (PPE and CPE). Administrative measures (restrictions, rest rotations) are also in place. Furthermore, the company employs Work Permits and Special Work Permits (work at height, in confined spaces, hot work), with the mandatory filling out of forms related to the activity executed. Workers/crew members have the right to refuse work when they do not feel safe, even with all the precautions in place. **GRI 403-7**



On board the Log-In ships, the crews are trained in company operational procedures, which are compliant with the guidelines set forth in the International Safety Management Code (ISM – Code). The management system in our ships is compliant with IMO (International Maritime Organization) resolutions, as well as with Brazilian regulations and the regulatory standards of the Ministry of Labor.

Log-In also has a procedure in place to investigate incidents that cause damage to health, physical integrity, company assets and the environment, with measures to prevent recurrence of such incidents. By means of the tools Safety Incident Log and Observation Card, in the navigation area company employees and third-parties may report any situations in which there is a risk of accidents to the safety area and receive feedback from the area.

GRI 403-2, 403-4

Instituted in compliance with Brazil's NR 05 standard, the company's accident prevention committee or CIPA comprises representatives of the employees, crew members and the company, who discuss health and safety related subjects, in particular during the SIPAT accident prevention week. By means of the Log-In Padroniza system, the entire company has access to procedures and incidents related to health and safety. **GRI 403-4**

Accident prevention committee members are elected both on board and on land. Maritime members also take part in accident prevention meetings on land (via the Teams platform) and in the monthly On Board Occupational Health and Safety Group (GSSTB) meetings. In the terminals, there is a weekly Safety Committee meeting to address the most relevant matters. Third-party indicators and the main health and safety questions for third-party providers are discussed in the monthly Contractor Meeting.

GRI 403-4



Quality of life GRI 403-3, 403-6

Created in 2017 to offer our employees better health, quality of life and well-being, the Log-In Viva Bem (Live Well) program, which is based on actions and information aimed at promoting health, was expanded and enhanced during the pandemic. Our health plan is accessible to the employee and dependents immediately after they are hired. We also offer an application that stimulates the practice of physical activities and conduct a health and well-being survey twice a year to realign actions in accordance with the team's inputs.

Training and drills

The entire team participates in periodic safety training programs which address general safety procedures and underscore the 10 Golden Rules, which are best practices to be followed by all employees. The company also has a legal training matrix in which the mandatory training for each function is mapped in accordance with the applicable regulatory standards. In the terminals, company employees and third-parties undergo the compulsory basic safety training when starting work at the terminal. In the navigation area, there are pre-embarkation meetings during which crews undergo training and receive information on the company's monthly results. **GRI 403-5**

In the Vila Velha Terminal, we work with a company specialized in readiness and emergency response. The Emergency Response Plan was developed based on a preliminary risk analysis and involves an emergency response structure comprising human resources, materials and an external team.

On the ships, training is in accordance with company standards and aligned with the ISM (International Safety Management) Code and the ISPS (*International Ship and Port Facility Security*) Code .

As part of our safety plan, we conduct periodic drills based on scenarios set forth in the Emergency Response Plan. In navigation, there is specific governance called the Emergency Response Organizational Structure, based on the American ICS (Incident Command System) model, with simulations (safety, fire, explosion, etc) carried out every four months in two different groups, always involving a ship from the fleet.

In 2020, the following drills were conducted in the company, on land or on board:



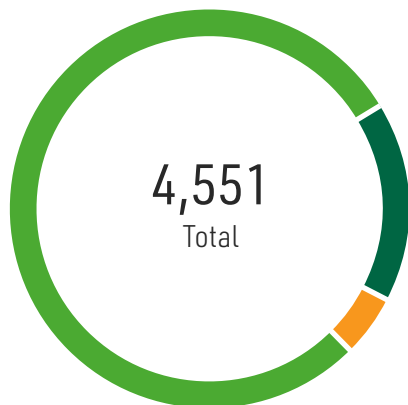
- General area evacuation and victim rescue
- Accident in confined space
- Accident with pedestrian and rescue of victim
- Electric shock and rescue of victim
- Fire-fighting. In 2020, fire extinguishing balls were installed at strategic points on the premises of the Vila Velha Terminal.
- Chemical product spill
- Ship grounding
- Protection Exercises (ISPS code)
- Man overboard
- Fire/explosion;
- Chemical product intoxication
- Launch of rescue boat (lowering of lifeboat)
- Ship Oil Pollution Emergency Plan (SOPEP)
- Engine Room Rescue
- Rescue at height
- LPG Spill

Readiness test

In 2020, we innovated in the health and safety areas at the terminals with the implantation of the Readiness Test, which assesses employee behavior and decisions when faced with different situations. The test is electronic and is applied twice a day, before the beginning of work and during the shift. The result indicates the employees' emotional

state and factors that could compromise their health and safety, such as anxiety and lack of attention. If any alteration is detected, the area supervisor is communicated via cellular phone, to offer support to the employees and if necessary ensure they receive care from healthcare professionals.

Readiness Tests conducted in 2020



3,545
78% Normal

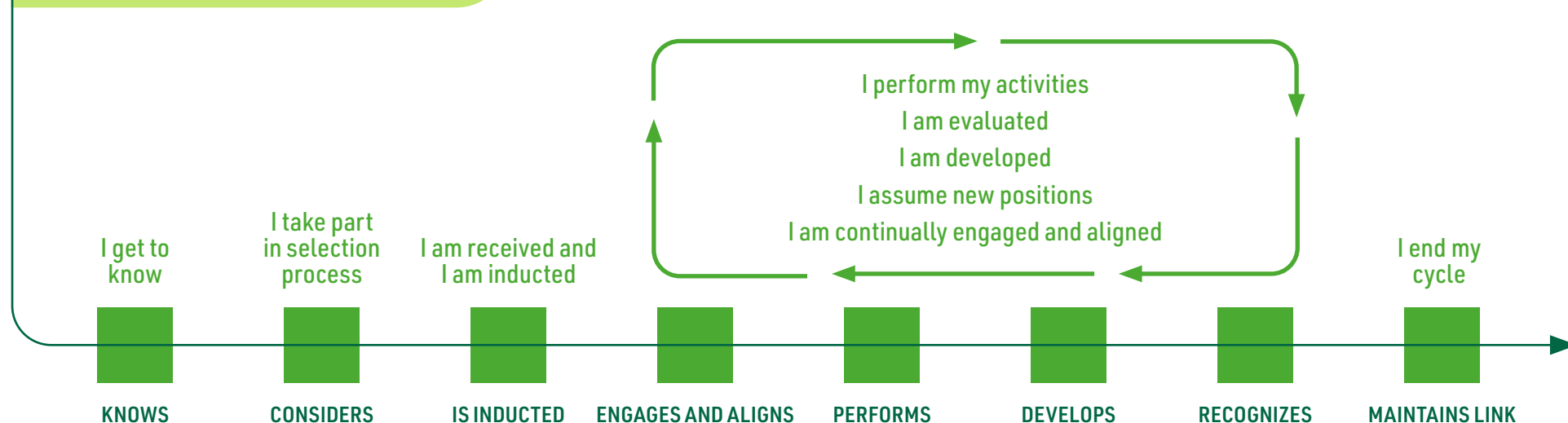
724
16% Borderline

220
5% Altered



Talent development

Our team has policies and actions focused on attracting and retaining talent, based on our Continuous Improvement culture and the employee journey, which is divided up as follows:



In 2020, even with the challenges generated by the Covid-19 pandemic, our year was marked by the creation and expansion of programs and activities that innovated in the people management area. The initiatives include:

PEOPLE CYCLE

As part of our commitment to development, since 2018 we have tracked and evaluated our employees through the People Cycle. This is an annual program to evaluate performance in competencies aligned with the Log-In organizational culture and values.

Based on expected behaviors, the methodology identifies employees' strengths and areas for development so that they may enhance their performance, adopt a proactive stance and receive new challenges.

With 360° assessment for leaders (directors, managers and coordinators) and a 180° process for other employees, 668 employees received reviews in 2020. It has become a major ally for management because it promotes dialogue and feedback, enabling the construction of Individual Development Plans. Moreover, the People Cycle is essential in shaping the implantation of people management

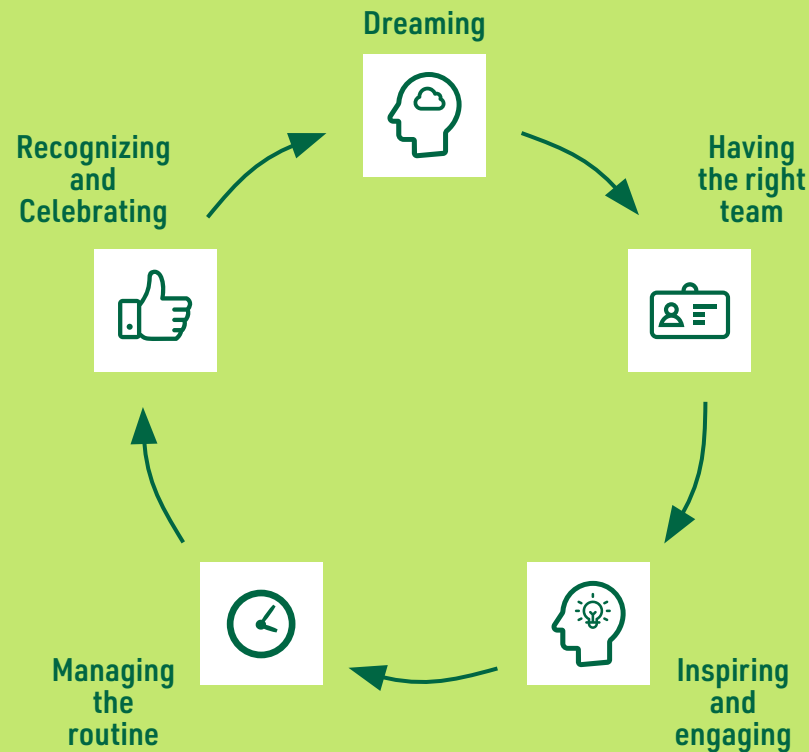
strategies such as training courses, the talent program and development, retention, internal recruitment, recognition, career and succession measures.

THE LOG-IN WAY OF LEADING

Our leadership development program was launched in 2019 based on the People Excellence Cycle concept (figure at the side). The program is aimed at promoting reflection, developing soft skills and best practices for leaders, seeking alignment with our Mission, Vision and Values and strengthening participants as ambassadors of our culture. The first edition was aimed at evening out knowledge among all leaders, with contents on culture, business vision and people management.

The 2020 edition was constructed in accordance with the challenges at each hierarchical level (management, coordination and supervision), with the division of the journey into modules with subjects pertinent for the context of the year. In 2020, 82 employees took part in more than 50 hours of training that addressed subjects such as Empathetic Communication, Intelligence for Innovation, Management at the Present Moment, Leader Responsibilities and Conflict Management and Authentic Relations.

People Excellence Cycle



LOG-IN WAY OF LEADING AT SEA

In 2020 we initiated a specific program for maritime leaders, called the Log-In Way of Leading at Sea (JLLM in the Portuguese acronym), which goes beyond a development project, representing the start of our dream of building the best crew.

The JLLM program is not a protocol, rather it is a style of working that believes in our sailors and challenges them to work with excellence, adopting the Log-In way of acting, speaking and loving what one does. Since it was implanted, the program has trained 27 commanders.

In 2020, 240 maritime employees took part in the program, with a total of over 1,500 hours of training in subjects such as Communication, Being Proactive, Managing Emotion, Team Work and Log-In Competencies. A total of 260 maritime employees have received more than 1,600 hours of training in 2021.

INTERN PROGRAM

Our undergraduate intern program supports students on any course from their fourth year. With a daily work load of six hours, the intern receives a study grant and benefits such as discounts in gyms and sports activities on the Gympass platform, as well as a day off in the month of their anniversary.



YOUNG PROFESSIONALS PROGRAM

In a process involving five selection stages and over 15,000 candidates, in February 2020 Log-In initiated its Young Professionals Program. Seven recent graduates, willing to assume challenges, develop ideas and create important solutions for the company's business, joined the organization.

Even after being taken by surprise by the pandemic, the 18-month program was fully adapted to remote format and maintained its objective of offering opportunities for learning and growth by means of technical and behavioral training, accompaniment by mentors, knowledge of over 40 company areas through job rotation, checkpoints with strategic leaders,

performance assessment with feedback and the creation of an individual development plan. At the end of the program, the young professionals made a presentation of the improvement project developed during the period to the CEO and all the directors.

FIRST GENERATION

This is an intern program aimed at postgraduate students who were the first generation of their family to enter higher education. In partnership with the Instituto Primeira Geração, we provide support in their first job and their career development. Created in 2020, the first enrollment phase attracted 6,226 candidates in the selection process for the vacancies available in the first half of 2021. **GRI 102-12**

CLIMATE SURVEY

Since 2017, we have conducted climate surveys that result in significant parameters for the development of policies and initiatives that impact our work environment; the action plan is prepared with collaboration from the teams and the monitoring is included in the performance meetings. To ensure active listening we conduct focus groups with an external consultancy. In 2020, we achieved 80% employee participation with a 90% favorability rate, a 29% increase compared with 2019, and 48% up on the previous survey, held in 2017. **GRI 102-43**

BELTS PROGRAM

The employees selected to participate in the Belts Program are trained in Lean Six Sigma methodology, which is applied to real problems in the company. At the end of the projects, they are evaluated by an examination board, comprising directors, which assesses the correct application of the methodology and the results of each project in the operations. The program drives improvement in the company's performance, as well as promoting learning and recognition for the teams. More than 70 employees developed 25 projects in 2020.



BREAKFAST WITH MANAGEMENT

A series of videos with straightforward information to clarify employees' main doubts about management. Available only for the internal audience, the program facilitates the dissemination of information, helping everyone to better understand the tools, processes and methodologies that help us to multiply the continuous improvement culture. In 2020, 38 videos were posted with 1,330 views.

SOCIAL NETWORK STRATEGY

Our social network presence include profiles on LinkedIn, Instagram, Facebook and YouTube. In March 2020, we started working on the production of exclusive contents. The metrics applied include: number of posts, interactions, engagement rate, reach, impressions, evolution in followers and analysis of the competition. LinkedIn is the social network with the highest growth in number of followers (20% in 2020).

ENDOMARKETING STRATEGY

In recent years, we have managed to build a positive organizational climate by adopting an endomarketing strategy from the inside out. We stimulate a work environment that values employees with actions to boost their personal and professional development. This makes them feel like ambassadors of our brand and guardians of our culture. We also work with specific communications for each

type of audience and targeted contents. Today, our leaders exercise the role of communication agents, transmitting relevant information to their subordinates which directly impacts the climate in the company.

COMMUNICATION CHANNELS

Log-In's intranet has become more active since 2019, when it was reformulated and incorporated exclusive contents, shortcuts to HR services and interactive features. In addition to the intranet, we use two other communication channels, email and WhatsApp, which is important principally for the operational and maritime teams, who do not have regular access to their email.

LOG-IN PLAY

This is an internal webinar open to all employees with online participation for the exchange of experiences about our business, assets and the industry we work in. The interactive encounters connect employees at all levels, who have the opportunity to exchange experiences and clear up their doubts.

OUR PEOPLE

With the objective of getting our brand to "tell" its story, we have made our employees' episodes our own story. Positioning the employees as the protagonists in the narrative, the Our People web series talks about people's professional and personal challenges and achievements.



Diversity and inclusion

GRI 103-2, 103-3 | 405

In 2020, we launched our Diversity and Inclusion program, as part of the company's ESG (Environmental, Social and Governance) strategy. We promote social responsibility initiatives that go beyond just meeting quotas because they are aimed at creating a more egalitarian, respectful and fairer environment for our employees. After an internal diagnosis, we launched the programs Women in the Operation, Navigate and First Generation.

The first and the second pose the challenge of including women in functions considered to be masculine in our business segment, as well as boosting the number of female professionals in the terminals and on the ships. Our target is to reach 50% women occupying leadership positions in the company by 2023. The third program promotes the inclusion in our work force and the professional growth of ex-university students who were the first generation in their families to conclude higher education.



Our Value Chain

Enhancing relations with customers, suppliers and communities is one of our priorities for the coming years. In 2020, the customers were at the center of our attention with a focus on improving services in general, as well as customer service. Regarding suppliers, the focus was on support actions oriented to quality. In the communities, we initiated an important intervention involving the generation of new socio-economic opportunities for young residents in the area surrounding the Vila Velha Terminal (ES).

The role we play in the market, segment and society is reinforced by our membership of industry associations:

GRI 102-13, 102-40

- **ABAC** (Brazilian Association of Cabotage Shipowners)
- **ABRLOG** (Brazilian Logistics Association)
- **Comitê Rio de Janeiro** (comprising Brazilian navigation companies working the routes between Mercosur countries)
- **ABTP** (Brazilian Port Terminal Association)
- **ABRATEC** (Brazilian Container Terminal Association)
- **FENOP** (National Federation of Port Operators)
- **SINDIOPEs** (Espírito Santo State Association of Port Operators)
- **CAP-ES** (Vitória and Barra do Riacho Port Authority Council)
- **OGMO-ES** (Espírito Santo Port Manpower Management Entity)
- **ATRES** (Association of Retro Port Terminals and Users of the Ports of the State of Espírito Santo)



Operational efficiency

GRI 103-2, 103-3 | 416, 102-40

In support of one of our material topics – **managing operational security** – 100% of our terminal and navigation operations receive investments that guarantee safety and security for customers, in particular regarding protection from unsafe conditions and cargo losses and damages. This is guaranteed by swift, efficient and coordinated actions to handle emergency situations, in line with international standards. In addition to the company's own first responders, we are supported by a Mutual Assistance Plan in each region in which we operate. **GRI 416-1**

We are members of the P&I Club Steamship Mutual, headquartered in London, which ensures insurance coverage for any damage

to cargo, from loading on the ship to the final destination, including risks of environmental damage on land or at sea, the physical integrity of crew members, employees and third-parties, and accidents on roads and in terminals. We also have insurance coverage for our terminals and road operations, as well as partners' retro port terminals where we store cargo (before or after embarkation). **GRI 102-13**

The efficiency of our operations is reflected in our economic-financial performance in 2020, which exceeded the projected pre-Covid 19 pandemic targets. All our financial results are disclosed on a quarterly basis in the [Results Center](#) on our [Investor Relations website](#).

24

projects with a central focus on customers will be developed by the end of 2023

Security on land, at sea and in the network

GRI 102-15

Our work in cybersecurity focuses both on lines of defense and on a proactive approach involving three fronts: technology, processes and people.

In technology, we have invested in new protection solutions and software, such as advanced security and endpoint detection and response (EDR), intelligent alert systems based on event correlation (SIEM) and ongoing real-time vulnerability management, in addition to penetration tests.

In the process pillar, we have developed an incident response team and plan, using drills to prepare the company to respond rapidly to any incident of this nature. Moreover, we have contracted cyber-insurance which, in addition to

reimbursing any losses in the event of operational impacts caused by this kind of incident, also provides specialized technical consultancy to ensure the rapid recovery of the environment affected.

Regarding people, the company organizes awareness campaigns, workshops and phishing tests, aimed at boosting the maturity of our team. We also expanded our capacity for action, contracting a Security Operation Center (SOC) to monitor our technological environment 24x7, focused on early identification of abnormal behaviors and internal or external threats to IT assets. We also implanted Multi Factor Authentication (MFA) technology in order to protect our perimeter and our employees upon accessing the corporate network and data.

Customers

GRI 102-40

We believe that our differential in the inter-modal logistics market is the ongoing increase in the quality of our operational performance, supported by a rapid, flexible and agile decision making process, with great proximity to our customers.

To achieve service excellence, a diagnosis was conducted in the company in 2020 focused on the vision of the centrality of the customer. This led to the creation of 24 projects that will be executed by the end of 2023. This set of projects, called the Jeito Log-In de Encantar (Log-In Way of Delighting), encompasses the four pillars of centrality of the customer: CX Strategy, Customer Insights, Customer Journeys and Employee Experience (EX), in which the entire company participates and is engaged.

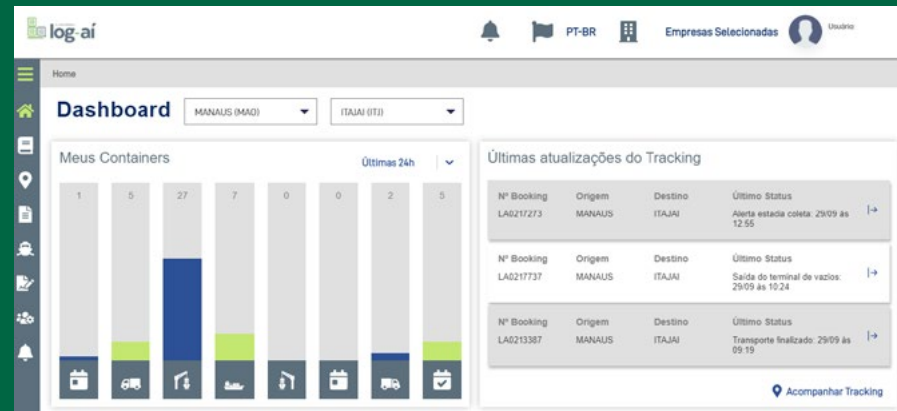
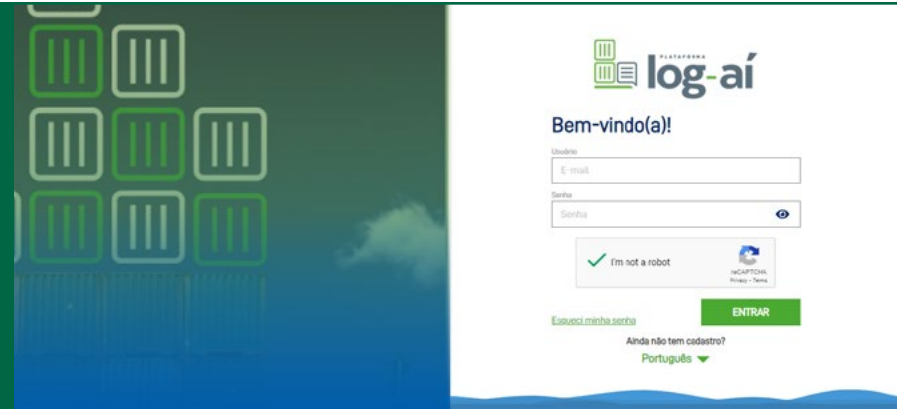
Based on this culture, we segment our portfolio in accordance with the complexities and characteristics of each customer and their share in our business. This work resulted in the formation of three groups that were provided with specific customer service programs. We also increased our indicators in NPS metrics, establishing KPIs for each customer group.

GRI 102-43

Log-Aí Innovation

In 2020, we initiated our digital transformation oriented to enhancing the customer experience. We developed Log-Aí, a digital platform that simplifies the logistics operation, providing the customer with autonomy and agility and facilitating management. In two versions – one for navigation customers and the other for the Vila Velha Port Terminal (ES) – the innovation enables real-time tracking from contracting to the delivery of the cargo.

Log-Aí was conceived by a multidisciplinary team. It is based on customer feedback and applies customer experience practices and methodologies.



Suppliers GRI 102-40

Log-In contracts numerous types of suppliers, ranging from fuel, services such as canteens, maintenance, container leasing, port operations to transportation, service, IT materials and maintenance providers. Our suppliers are located in diverse Brazilian states, as well as in the United States, Europe and Asia. We ended 2020 with more than one thousand active suppliers in our base, with whom we do business worth approximately R\$ 750 million a year.

GRI 102-9

Our door to door operation conducts on average around 19.7 million kilometers of cargo movements in the country, making road transportation providers strategic suppliers. Accordingly, we prioritize the development of a qualified road transportation chain focused on our values.

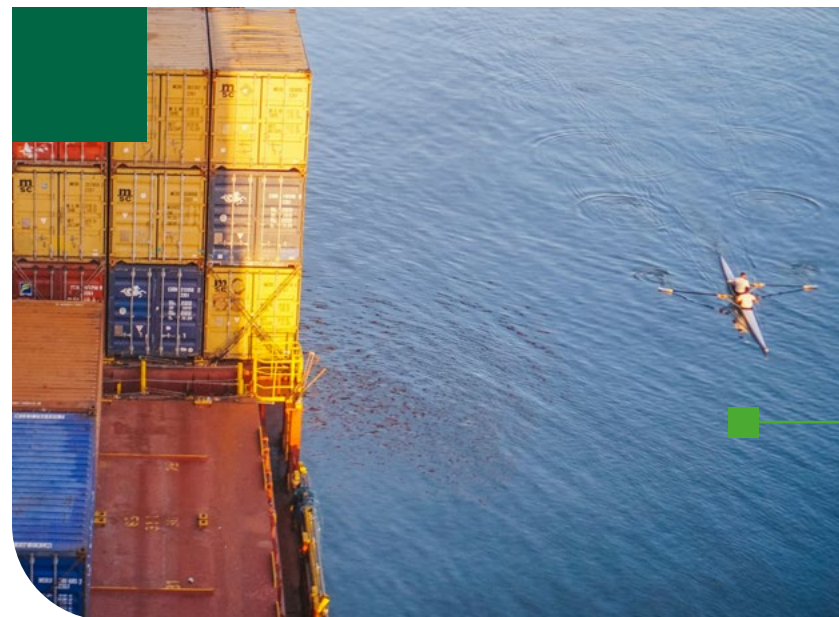
In 2020, in addition to the reinforcement of guidance and training focused on cargo security and road safety, through our monthly Safety Forum and the distribution of handbooks to truck drivers, we invested in actions aimed at including suppliers and partners in our ESG agenda. The first step was the “Log-In Partner” campaign, which recognizes and awards suppliers with the highest service levels, aimed at strengthening partnerships that provide support in fulfilling the Log-In mission.

We also created the Log-In Seal, classifying suppliers with Gold, Silver and Bronze seals. This became mandatory for all road transportation suppliers serving Log-In, directly impacting the quality of our operations. The classification is based on 52 quality requirements, ranging from health, safety, the environment to social responsibility. The pillars of the Log-In seal are legal requirements, service level, fleet management, certifications and risks. **GRI 102-43**

Surrounding communities GRI 102-40

In 2020, we intensified our Apprentice Program aimed at assisting the development of the communities in which we operate by means of the socio-economic inclusion of young people. During the year, a number of job vacancies

were offered in different areas of the Vila Velha terminal (ES). The 14 young people selected initiated their activities and participated in talks and professional training courses in 2021.



Our Environmental Commitment

GRI 103-2, 103-3 | 303, 305, 306

Using intermodal transportation in a rational and efficient manner, combining cabotage with short stretches of road transportation, our business is responsible for reducing toxic gas emissions because it helps to decrease the number of trucks circulating on the country's highways, making the Brazilian transportation matrix much more sustainable. Accordingly, our environmental commitment is intrinsic to our operations, applying knowledge with the objective of reducing greenhouse gas (GHG) emissions intensity, in particular carbon dioxide (CO₂). **GRI 102-11, 102-12**

Our environmental management is compliant with the main Brazilian and international legislations related to navigation, such as the

International Safety Management (ISM) code. Periodic audits are conducted both onboard and on land by companies known as Classification Societies¹, duly approved and certified in Brazil.

Furthermore, there is a person who has direct access to the CEO responsible for guaranteeing reliable connection between the company and the crews on vessels. Known as the DPA (see the organizational chart on page 20), this executive is responsible for monitoring safety aspects and preventing pollution in the operation, as well as risks to people and the environment. The DPA's duties include emergency drills, continuous improvement and analytical processes and the assessment of indicators.



Environmental emergencies GRI 102-11

The Vila Velha Terminal (ES), which is ISO 14001:2015 certified, has controls established for operational aspects and impacts. It has an Individual Emergency Plan and an Emergency Response Plan, which set forth measures to be adopted in the event of environmental emergencies. By means of training

courses and periodic drills, our team is qualified to eliminate or minimize any environmental impact.

Meanwhile the ships, in addition to receiving support from the infrastructure on land, have emergency plans approved by the Classification Societies¹.

We also have a Management area in charge of monitoring and assessing our indicators and processes, encompassing the environment. Within this area, there is the Performance Office, which provides support for company areas in the development, analysis and management of KPIs, and the Process Office, which coordinates process management for the company. This area is also responsible for the Facilitators Program. Comprising employees from

all areas, the facilitators review processes and results on an annual basis, with a view to driving continuous improvement.

Our ESG agenda for 2021-2023 contains four priority topics directly related to the environment: Emissions, Waste, Energy and Decommissioning, including the identification of specific performance indicators for our operations.

¹ Licensed by the Maritime Authority (Brazilian Navy) for the control and certification of ships regarding aspects related to secure navigation, safeguarding human life and preventing environmental pollution.

Care with the air

GRI 103-2, 103-3 | 305

All the fuel used in our ships is compliant with the standards established by the International Maritime Organization (IMO) in 2020, which limit sulfur content in fuels to 0.5%. To adapt to this new environmental rule, we conducted studies to define maintenance standards for the ships which would permit the use of Low Sulfur Fuel Oil (LSFO).

With the company's ESG agenda, the topic of emissions includes the identification of emission sources and KPIs, with a focus on reducing fuel consumption and, consequently, emissions. The initiatives already applied include the installation of a Slow Steaming Upgrade (SSUK) kit which helps engines to run more efficiently at low RPM – and the adoption of a system which reduces fuel consumption by optimizing navigation, taking into account factors external and internal to the vessel.

Based on the assessment and quantification of greenhouse gas emission impacts, we will develop a carbon emission pricing process in the coming years.

In 2020, we took the first step towards achieving one of the priorities in our ESG agenda, energy efficiency. By adopting leading edge technology, we started to apply navigation operational standards capable of ensuring reductions in **fuel consumption**. Employing artificial intelligence, the system defines the best pattern for different routes, serving as a parameter and control tool for the crew to manage energy efficiency.

Depollution Program

GRI 102-12

Conducted in partnership with Fetransportes (Federation of Transportation Companies) and CNT (National Transportation Confederation), the Depollution Program monitors the emissions opacity of diesel vehicles circulating in the Vila Velha Terminal (ES). Vehicles with high emissions are not allowed to enter the terminal until they are compliant, promoting improved air quality and the rational use of fuel. In 2020, more than 1,500 vehicles or diesel-powered machines were classified as qualified to enter the terminal, obtaining over 98% of good or regular ratings.

The preventive maintenance plan executed by our team ensures that the machinery and equipment in operation in the terminal function within the permitted emission levels.

The year was also marked by the preparation of our first greenhouse gas (GHG) emissions inventory for base year 2020, calculated in accordance with the Brazilian GHG Protocol Program calculation tool. The consolidation approach chosen for the emissions was the operational control one.

Direct GHG emissions (Scope 1)^{1,2} in 2020 (tCO₂ equivalent) GRI 305-1

Generation of electricity, heat or steam	13,849.23
Transport of materials, products, waste, employees and passengers	142,543.79
Fugitive emissions	4,962.10
Total gross CO₂ emissions	161,355.12

Biogenic CO₂ emissions in 2020 (tCO₂ equivalent) **GRI 305-1:** 195.20

¹ Gases included in the calculation: CO₂, CH₄, N₂O and HFCs.

² Navigation scope 1 corresponds to 82.47% of the emissions identified in Log-In with 159,601.34 tCO₂ equivalent.

82% of our emissions result from Scope 1 from Navigation

17% of our emissions result from Scope 3 from road transportation by third-parties

Indirect emissions from the acquisition of energy (Scope 2)^{1,2} in 2020 (tCO₂ equivalent) GRI 305-2

Total indirect emissions	222.79
---------------------------------	---------------

¹ Gases included in the calculation: CO₂

² Total indirect GHG emissions (Scope 2) calculated based on the choice of purchase approach in the market: 13.08 tCO₂e

Other GHG emissions (Scope 3)^{1,3} in 2020 (tCO₂ equivalent) GRI 305-3

4 - Transportation and distribution (upstream)	33,380.80
5 - Waste generated in the operations	58.62
6 - Business travel	475.25
7 - Employee commuting (work x home)	159.18
Total	34,073.85

Biogenic CO₂ emissions in 2020 (tCO₂ equivalent) **GRI 305-3:** 3,905.54

³ Gases included in the calculation: CO₂, CH₄, N₂O.

195,652 tCO₂ equivalent is the total of Log-In emissions in 2020

Greenhouse gas emissions intensity in navigation (EEOI)^{4,5} in 2020 GRI 305-4

Total GHG emissions (tCO₂ equivalent)
Considered as base of calculation part of Scope 1 from Navigation - mobile (140.797,92) and stationary (13.841,84) combustion.

Greenhouse gas emissions intensity	19.69
Total indirect emissions	222.79

⁴ The GHG emissions intensity index for the organization is the Energy Efficiency Operational Indicator (EEOI) – a specific indicator for navigation, in accordance with the indication of the IMO (International Maritime Organization) MEPC.1/CIRC. 684.

⁵ Calculation metric: fuel consumed (t) times the fuel emission factor (tCO₂e/ton.), divided by the cargo transported (t) times the distance traveled (nautical miles).



Care with natural resources

GRI 103-2, 103-3 | 303, 306

Log-In has an environmental safety and protection policy that translates its commitment to harmonize development with safety in navigation and protection for the environment, for human beings and for property. Onboard water management, for example, ensures monitoring of withdrawal and storage. To avoid pollution of sea **water**, we follow the guidelines and standards of the International Convention for the Prevention of Pollution from Ships (MARPOL).

Effluents are controlled operationally through an onboard sanitary effluent treatment system that guarantees that the ships' treatment plants have international sewage pollution prevention certification. All effluent and waste disposal is conducted based on the MARPOL 73/78 rules, which address the prevention of pollution by oil, and the Brazilian Navy standard (NORMAM-20/DPC) which regulates ballast water management. Accordingly, **waste** is removed and disposed of by companies approved by the Safety and Environment area, whose documents and licenses are verified. Furthermore, our ships have so-called garbage

record books, which categorize the international disposal of navigation waste.

In the Vila Velha Terminal, the waste management plan is in line with the premises of reducing waste generation, promoting recycling, reverse logistics and, when necessary, the most appropriate and sustainable final disposal possible. Our external providers are qualified based on the supply of products and services that minimize environmental impacts and prioritize life cycle.

The selective collection implanted in the ships, offices and terminals enables reuse and recycling, contributing to the generation of employment, the increase in the working life of sanitary landfills and the preservation of the environment. Educational measures for our teams also reinforce the need for reductions in waste generation.

Regarding energy, consumption at the TVV is controlled by monitoring meters on a monthly basis. Alternatives to reduce consumption are assessed based on this control.

Mitigating impacts

GRI 303-1, 306-1, 306-2

In Navigation the operational waste generated includes rags contaminated by oil, oily residue or sludge, as well as regular waste such as paper, metal, wood, glass, organic material etc.

The sludge has the greatest potential to generate impacts because it is removed in the ports by trucks, which extract the material via hoses. Ruptures in these hoses may result in water pollution.

The operations in which there is a risk of oil spillage are subject to work permits, in which the tasks are preceded by a preliminary risk analysis. The risks are identified and discussed with the teams involved in the operation, who receive guidance on preventive and accident control measures.

The Vila Velha Terminal and the Guarujá and Itajaí intermodal terminals have oil and water separation systems and water treatment plants, with a reuse plant for the treatment of oily effluents, ensuring the reduction in consumption of water from municipal utilities. In the Vila Velha Terminal, 95% of the treated water is used for washing company equipment.

With ISO 14.001 certification, the TVV Environmental Management System maps all environmental aspects and impacts, the waste generated and the controls associated with all processes and activities. Control is undertaken via a spreadsheet prepared in accordance with the solid waste management plan, which is updated annually in line with the legal requirements in force. The waste collected is stored temporarily in the Intermediate Waste Deposit or in stationary dumpsters.

Waste generated GRI 306-3

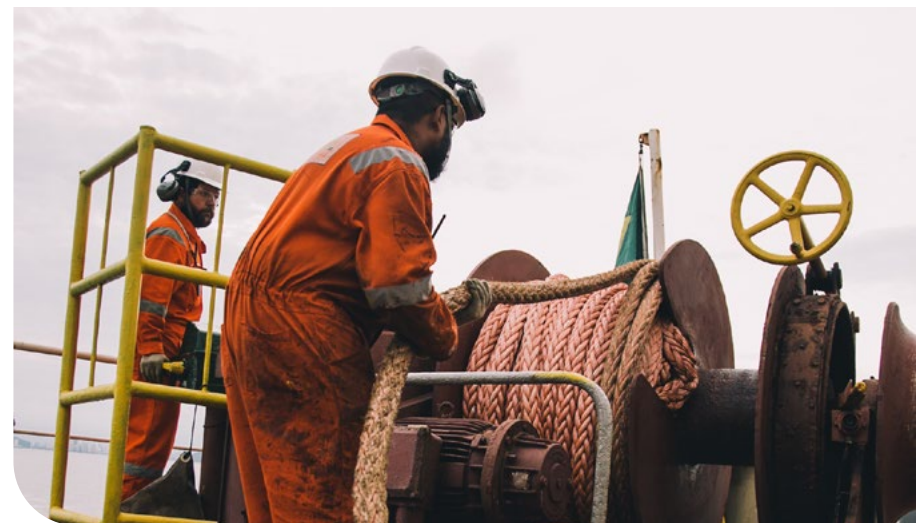
Total waste generated, by composition in 2020^{1 2 3}

Category	Type	Navigation (M ³)	TVV (T)
Class 1	Hazardous	834.13	39.69
Class 2	Non-hazardous	690.37	568.64
Total		1,524.5	608.33

¹ Data for the Guarujá and Itajaí terminals is not traceable.

² Class 1 waste includes: electronics, infectious materials, used light bulbs, medications, sludge, ink, rags; all other waste is classified as class 2.

³ Office waste was not considered.



Water management

GRI 103-2, 103-3 | 303, 303-1

In the ships operating for Log-In, water for the personal use of the crew (showers and sinks, for example) is potable water bought from supply companies (water tankers or in the ports where the ships dock). The water used in the lavatories and external areas is demineralized, that is, water withdrawn from the sea which is submitted to a physical process to remove all the minerals, after which chlorine is added to it. Accordingly, the withdrawal of water by the ships and the demineralization process is continuous. There is no meter (neither is there any legislation that requires control). Consequently, the navigation data are not included in the water withdrawal, use and discharge indicators. The same is true in the office operations, since they function in rented premises.

Regarding discharge, the water from showers, sinks and lavatories is channeled to an internal treatment plant in the ship which is in line with MARPOL rules.

The ballast water used in the ships is withdrawn from and discharged into the sea without causing significant impacts: all the IMO rules are complied with by means of standard operating procedures, such as, for example, withdrawal and discharge only in authorized areas. This ballast water is used only to balance the weight of the ship and does not interact with processes involving consumption or pollution. Consequently it is not considered to be effluent, since the water that is discharged is the same water that is withdrawn. **GRI 303-2**

In 2020, we initiated the installation of ballast water treatment systems in the ships which did not leave the shipyard with this kind of system installed. The technology, which guarantees the elimination of the microorganisms present in the water used by the ships, will be integrated into our entire fleet by 2022.

Water withdrawal, consumption and discharge

Total water volume withdrawn in all areas and water stress areas, by source in 2020 (ML) **GRI 303-3**

Source	All areas
Third-party water	
Navigation	8,284
Freshwater TVV and regional offices	45,825.45

(≤1000 mg/l Total Dissolved Solids)

¹ The water in the TVV and the regional offices is supplied by municipal utilities; the volume of water discharged is equal to the volume consumed. **GRI 303-4**

² No data on the withdrawal and discharge of water is available for the Itajaí and Guarujá terminals. **GRI 303-3, 303-4, 303-5**

³ The full volume of water bought from the municipal utilities for the regional offices, the TVV and the Itajaí and Guarujá terminals is discharged into the public sewage network. **GRI 303-5**





ATTACHMENTS

TOPICS:

- About the report
- GRI indicators
- GRI content summary
- Statement by SGS
- Corporate information



About the report

In this first Sustainability Report, we present our employees, investors, suppliers, customers, communities and other Log-In stakeholder groups with a summary of our voyage since 2007, our purposes, the challenges overcome and the results obtained between January 1 and December 31 2020, the period covered by the report. From now on, it is our intention to publish this report annually. **GRI 102-40, 102-50, 102-52**

Elaborated in accordance with the Core option of the GRI (Global Reporting Initiative) Guidelines, the main sustainability reporting methodology worldwide, this publication presents qualitative and quantitative indicators focused on the most relevant topics for our

stakeholders. To do so, we developed a materiality matrix which is aligned with and sustains our 2023 Agenda (further information on pages 26, 27 and 28). In line with best ESG practices, the content also addresses our corporate governance model, management approach, engagement and commitments to employees, the value chain and the environment.

GRI 102-46, 102-54

The GRI criteria and indicators in this report were verified by SGS, and the company's financial statements were audited by Deloitte Touche Tohmatsu. Any doubts, criticisms and suggestions may be addressed to the email ri@loginlogistica.com.br. **GRI 102-53, 102-56**

GRI Indicators

Complaint mechanisms GRI 103-2

	2019	2020
Number of complaints identified via the mechanism	26	91
Number of complaints addressed	26	91
Number of complaints resolved	20	92
Number of complaints recorded before the period covered by the report and resolved during the cycle	-	6

¹ 2019 was the first year in which the KPMG reporting channel tool was contracted.



Communication and training for employees in anti-corruption policies and procedures (2019) GRI 205-2

Region	Employees	Communicated	Trained
North	Number	18	16
	Percentage	100%	89%
Northeast	Number	24	18
	Percentage	100%	75%
Southeast	Number	911	775
	Percentage	100%	85%
South	Number	27	26
	Percentage	100%	96%
Argentina	Number	12	12
	Percentage	100%	100%
Total	Number	992	847
	Percentage	100%	85%

¹ There is no control over the number and percentage of business partners who received communications about the anti-corruption policies and procedures adopted by the organization.

Employees^{1,2} (2020)

	Communicated	Trained
Total	Number	735
	Percentage	76%

¹ Although the employees were trained in 2020, it was not possible to break this down by region.

² Includes interns, apprentices, trainees and employees on leave, but does not include the net headcount in Argentina.

Information on employees and other workers GRI 102-8

Employees by type of work contract and region^{1, 2, 3}

Region	2018	2019	2020		
	Permanent	Permanent	Permanent	Permanent	Total
North	15	15	1	15	16
Northeast	22	22	3	24	27
Southeast	731	772	10	832	842
South	25	27	-	29	29
Argentina	12	12	-	12	12
Total	805	848	14	912	926

¹ Log-In did not have temporary contracts in 2018 and 2019.

² Board members were included in this section.

³ Apprentices, Interns and Trainees were not included

Employees by age group¹

	2018	2019	2020
Under 30 years	155	166	151
Between 30 and 50 years	540	567	626
Over 50 years	110	115	135
Total	805	848	912

¹ The numbers refer only to permanent employees.

Work force by functional category and gender

Functional category ¹	2018			2019			2020		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
CEO	1	-	1	1	-	1	1	-	1
Director level	4	1	5	6	1	7	5	1	6
Management	14	-	14	15	2	17	18	2	20
Coordinators / Specialists	44	14	58	48	24	72	54	29	83
Supervisors	23	5	28	15	1	16	14	2	16
Analysts	89	71	160	92	76	168	90	74	164
Assistants	98	69	167	92	61	153	87	72	159
Technicians	37	4	41	42	5	47	42	4	46
Apprentices	6	9	15	7	11	18	8	8	16
Interns	11	18	29	16	5	21	2	1	3
Trainees	1	3	4	-	-	-	4	3	7
Maritime employees	142	11	153	169	16	185	213	24	237
Operation	174		174	177	1	178	174		174
Total	644	205	849	680	203	883	712	220	932

¹ Board members were not included in this section.

Workers covered by an occupational health and safety management system GRI 403-8

Number and percentage in 2020	Employees	Workers who are not employees, but whose work and/or work place are controlled by the organization
Individuals covered by an occupational health and safety system based on legal requirements and/or recognized standards/guidelines	926	124
	100%	100%
Individuals covered by an occupational health and safety system based on legal requirements and/or recognized standards/guidelines, audited internally.	316	124
	34%	100%
Individuals covered by an occupational health and safety system based on legal requirements and/or recognized standards/guidelines, audited or certified externally.	316	124
	34%	100%

¹ Numbers refer to the TVV, there are no data for Itajaí and Guarujá.

Work-related injuries^{1, 2, 3} GRI 403-9

Work-related injuries in 2020	Employees	Workers who are not employees, but whose work and/or work place are controlled by the organization
TVV and Itajaí and Guarujá terminals		
Number of hours worked	1,096,380.00	163.00
Number of recordable work-related injuries	2	0
Rate of recordable work-related injuries	1.82	0
Navigation		
Number of hours worked	1,141,776.00	43,422.20
Number of serious work-related injuries	1	1
Rate of serious work-related injuries	0.87	4.61
Number of light recordable work-related injuries	5	1
Rate of light work-related injuries ⁴	4.37	4.61
Number of recordable work-related injuries	6	2
Rate of recordable work-related injuries	5.25	9.21

¹ There were no work-related injuries in the regional offices in 2020.

² There were no fatalities in 2020.

³ The main types of accidents in the company in 2020 were related to falls and handling tools.

⁴ Internal KPI.

Percentage of work force by functional category and gender GRI 405-1

Functional category	2018		2019		2020	
	Men	Women	Men	Women	Men	Women
CEO	100%	0%	100%	0%	100%	0%
Director level	80%	20%	86%	14%	83%	17%
Management	100%	0%	88%	12%	90%	10%
Specialists/ coordinators	76%	24%	67%	33%	65%	35%
Supervisors	82%	18%	94%	6%	88%	12%
Analysts	56%	44%	55%	45%	55%	45%
Assistants	59%	41%	60%	40%	55%	45%
Technicians	90%	10%	89%	11%	91%	9%
Apprentices	40%	60%	39%	61%	50%	50%
Interns	38%	62%	76%	24%	67%	33%
Trainees	25%	75%	0%	0%	57%	43%
Maritime employees	93%	7%	91%	9%	90%	10%
Operation	100%	0%	99%	1%	100%	0%
Total	76%	24%	77%	23%	76%	24%

Percentage of employees by functional category and age group GRI 405-1

Functional category	2018			2019			2020		
	< 30 years	Between 30 and 50 years	> 50 years	< 30 years	Between 30 and 50 years	> 50 years	< 30 years	Between 30 and 50 years	> 50 years
CEO	0%	100%	0%	0%	100%	0%	0%	0%	100%
Director level	0%	60%	40%	0%	71%	29%	0%	83%	17%
Management	7%	86%	7%	0%	88%	12%	0%	85%	15%
Specialists/ coordinators	4%	79%	17%	3%	89%	8%	0%	92%	8%
Supervisors	7%	79%	14%	0%	88%	12%	0%	88%	13%
Analysts	21%	75%	4%	32%	64%	4%	27%	71%	2%
Assistants	46%	52%	2%	44%	53%	3%	43%	54%	3%
Technicians	12%	78%	10%	19%	70%	11%	11%	78%	11%
Maritime employees	9%	60%	31%	9%	62%	29%	10%	61%	29%
Operation	12%	71%	17%	9%	72%	19%	6%	74%	20%
Total	19%	67%	14%	20%	67%	13%	17%	69%	14%

Percentage of workers by functional category and age group (2020)¹ GRI 405-1

Functional category	< 30 years	Between 30 and 50 years	> 50 years
Apprentices	100%	0%	0%
Interns	100%	0%	0%
Trainees	86%	14%	0%
Total	96%	4%	0%

¹ In 2018 and 2019, 100% of the apprentices, interns and trainees were aged under 30 years.

Minority group workers by functional category (black and mixed race)¹ GRI 405-1

	2018	2019	2020
Apprentices	13%	17%	13%
Interns	0%	4%	0%
Total	5%	9%	8%

¹ There were no members of minority groups in the position of trainee in the three-year period analyzed.

¹ There were no disabled persons in the positions of apprentice and intern in the three-year period analyzed.

Ratio of women's basic salary and remuneration to men's GRI 405-2

By functional category	2018	2019	2020
Director level	1	1	1
Management	-	0.89	0.99
Specialists/coordinators	0.99	0.89	0.93
Supervisors	0.93	0.66	0.80
Analysts	0.95	0.95	0.95
Assistants	0.95	0.85	0.89
Technicians	0.68	0.76	0.81

¹ The important operational units chosen were the corporate area, located in Rio de Janeiro and the TWV (Vila Velha Terminal – ES).

¹ In 2018 there were no women managers.

Percentage of employees from minority groups, by functional category¹ GRI 405-1

	2018		2019		2020	
	Black and mixed race	Disabled	Black and mixed race	Disabled	Black and mixed race	Disabled
Specialists/ coordinators	9.80%	1.96%	4.84%	1.61%	1.35%	1.35%
Supervisors	-	-	-	-	5.88%	-
Analysts	3.03%	0.76	2.84%	0.71%	4.35%	0.72%
Assistants	9.30%	7.75%	9.17%	5.83%	8.13%	4.07%
Technicians	4.88%	-	6.38%	-	4.35%	-
Total	2.29%	0.51	1.72%	0.49%	1.89%	0.47%

¹ There were no members of minority groups in the position of CEO, director and manager in the three-year period analyzed.

Information on remuneration

Annual total compensation ratio (R\$) GRI 102-38

	2018	2019	2020
Highest remuneration paid	3,189,633.62	8,945,400.90	8,936,900.96
Median annual total remuneration for all the employees	83,913.47	78,825.81	99,164.34
Ratio of total annual remuneration of the best paid individual to the total average annual remuneration of all the employees (excluding the best paid employee)	38.01	113.48	90.12

¹ The total average annual remuneration includes: salary, legal additions, holidays, fees, gratifications, overtime and profit share.

Percentage increase in total annual compensation ratio (R\$) GRI 102-39

		2019	2020
Highest remuneration paid	Remuneration	8,945,400.90	8,936,900.96
	Percentage increase	180.45%	-0.10%
Total annual average remuneration for all employees	Remuneration	78,825.81	99,164.34
	Percentage increase	-6.06%	-0.004%
Percentage increase in total annual remuneration ratio		-29.76	25.80

Board of Directors

Number and percentage of individuals in the organization's governance entities, by gender GRI 405-1

	2018	2019	2020
Men	4/80%	4/80%	4/80%
Women	1/20%	1/20%	1/20%
Total	5/100%	5/100%	5/100%

Percentage of individuals in the organization's governance entities, by age group¹ GRI 405-1

	2018	2019	2020
Between 30 and 50 years	50%	75%	60%
Over 50 years	50%	25%	40%
Total	100%	100%	100%

¹ Log-In did not have any individuals aged under 30 years in its governance entities in the three-year period analyzed.

Total waste NOT directed to disposal in 2020, by composition (in metric tons) GRI 306-4

TVV and terminals	
Class 1 (hazardous)	13.4
Class 2 (non-hazardous)	163.9
Navigation	
Class 1 (hazardous)	798.6
Class 2 (non-hazardous)	0.3
Total	976.2

Total waste NOT directed to disposal in 2020, by recovery operation, in metric tons (t) ¹ GRI 306-4

Non-hazardous waste	Inside the organization (onsite)
Preparation for reuse (Composting)	35.4
Recycling	128.8
Sub-total	164.2
Hazardous waste	Inside the organization (onsite)
Recycling	13.4
Re-refining	798.6
Sub-total	812.0
Total	976.2

Total waste DIRECTED to disposal in 2020, by COMPOSITION in metric tons (t) GRI 306-5

Navigation	1,211.7
Common	249.1
Electronics	0.2
Infectious	10.0
Used light bulbs	0.2
Wood	2.0
Metal	5.2
Organic	89.9
Paper	104.4
Plastic	237.2
Medicines past due date	0.1
Paint	5.2
Rags	19.8
Glass	2.4
TVV and terminals	486.1
Class 1 (hazardous)	27.9
Class 2 (non-hazardous)	458.2
Total	1,697.8

Total waste DIRECTED to disposal in 2020, by OPERATION in metric tons (t) GRI 306-5

Composition	Outside the organization (offsite)
Navigation	1,211.7
Hazardous	834.2
Incineration without energy recovery	31.5
Landfill	4.1
Non-hazardous	690.3
Incineration without energy recovery	13.5
Landfill	676.5
TVV and terminals	486.1
Hazardous (landfill)	27.9
Non-hazardous (landfill)	458.2
Total	1,697.8

¹ Indicator includes data from the TVV and does not include the Guarujá and Itajaí terminals, where Log-In does not conduct the waste management.

GRI content summary GRI 102-55

GENERAL DISCLOSURES

GRI Standards	Content	Page	Omission	SDG
GRI 101: FOUNDATION 2016				
GRI 101 no disclosures				
ORGANIZATIONAL PROFILE				
GRI 102: General disclosures 2016	102-1 Name of organization	10		
	102-2 Activities, brands, products and services	11 and 16		
	102-3 Location of organization's head office	10		
	102-4 Location of operations	11 and 14		
	102-5 Ownership and legal form	10		
	102-6 Markets served	11 and 15		
	102-7 Scale of organization	9 and 11		
	102-8 Information on employees and other workers	34 and 58		8, 10
	102-9 Supply chain	48		
	102-10 Significant changes in the organization and its supply chain	12		
	102-11 Precautionary principle or approach	28 and 49		
	102-12 External initiatives	49		
	102-13 Membership of associations	46		
STRATEGY				
GRI 102: General disclosures 2016	102-14 Statement from senior decision maker	4		
	102-15 Key impacts, risks, and opportunities	21		



GRI Standards	Content	Page	Omission	SDG
ETHICS AND INTEGRITY				
GRI 102: General disclosures 2016	102-16 Values, principles, standards and norms of behavior	13 and 22		16
	102-17 Mechanisms for advice and concerns about ethics	22		
GOVERNANCE				
GRI 102: General disclosures 2016	102-18 Governance structure	19		
	102-23 Chair of the highest governance body	The chairman of the Board of Directors is not a Log-In executive director.		
	102-25 Conflicts of interest	19		
	102-35 Remuneration policies	19		
	102-38 Annual total compensation ratio	62		
	102-39 Percentage increase in annual total compensation ratio	62		
STAKEHOLDER ENGAGEMENT				
GRI 102: General disclosures 2016	102-40 List of stakeholder groups	25, 34, 45, 46, 47, 48 and 56		
	102-41 Collective bargaining agreements	96.90% Agreement does not apply to directors, managers and interns.		8
	102-42 Identifying and selecting stakeholders	25		
	102-43 Approach to stakeholder engagement	42, 47 and 48		
	102-44 Key topics and concerns raised	25		

GRI Standards	Content	Page	Omission	SDG
REPORTING PRACTICE				
GRI 102: General disclosures 2016	102-45 Entities included in the consolidated financial statements	The consolidated financial statements include the company itself and its subsidiaries: Log-In Internacional GmbH, Log-In Mercosur S.R.L., Log-In Intermodal Del Uruguay S.A., Log-In Navegação Ltda., Log-In Marítima Cabotagem Ltda., Terminal de Vila Velha S.A.		
	102-46 Defining report content and topic boundaries	25		
	102-47 List of material topics	26		
	102-48 Restatements of information	Not applicable. This is the first report.		
	102-49 Changes in reporting	Not applicable. This is the first report.		
	102-50 Reporting period	56		
	102-51 Date of most recent report	Not applicable. This is the first report.		
	102-52 Reporting cycle	56		
	102-53 Contact point for questions regarding the report	56		
	102-54 Claims of reporting in accordance with the GRI Standards	56		
	102-55 GRI content index	64		
	102-56 External assurance	56		

MATERIAL TOPICS

GRI Standards	Content	Page	Omission	SDG
ANTI-CORRUPTION				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	22 and 23		
	103-3 Evaluation of management approach	Information not available.		
	205-1 Operations assessed for risks related to corruption		Information not available. The company will develop controls to adapt to the indicator.	16
GRI 205: Anti-corruption 2016	205-2 Communication and training in anti-corruption policies and procedures	57		16
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption or lawsuits related to corruption brought against the organization or its employees in the reporting period.		16
WATER AND EFFLUENTS				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	23, 49, 52 and 54		
	103-3 Evaluation of management approach	49, 52 and 54		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	53 and 54		6, 12
	303-2 Management of water discharge-related impacts	54		6
	303-3 Water withdrawal	54		6, 8, 12
	303-4 Water discharge	54		6
	303-5 Water consumption	54		6

GRI Standards	Content	Page	Omission	SDG
EMISSIONS				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	23, 30, 49 and 50		
	103-3 Evaluation of management approach	30, 49 and 50		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	51		3, 12, 13, 14, 15
	305-2 Energy Indirect (Scope 2) GHG emissions	51		3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	51		3, 12, 13, 14, 15
	305-4 GHG emissions intensity	51		13, 14, 15
WASTE				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	23, 49 and 52		
	103-3 Evaluation of management approach	49 and 52		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	53		3, 6, 11, 12
	306-2 Management of significant waste-related impacts	53		3, 6, 11, 12
	306-3 Waste generated	53		3, 6, 12, 14, 15
	306-4 Waste not directed to disposal	63		3, 11, 12
	306-5 Waste directed to disposal	63		3, 6, 11, 12, 14, 15
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	23 and 36		
	103-3 Evaluation of management approach	36		

GRI Standards	Content	Page	Omission	SDG
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	36		8
	403-2 Hazard identification, risk assessment and incident investigation	36 and 37		3, 8
	403-3 Occupational health services	36		3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	37		8, 16
	403-5 Worker training on occupational health and safety	38		8
	403-6 Promotion of worker health	37		3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36		8
	403-8 Workers covered by an occupational health and safety management system	59		8
	403-9 Work-related injuries	59		3, 8, 16
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	23 and 44		
	103-3 Evaluation of management approach	44		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	60, 61 and 62		5, 8
	405-2 Ratio of basic salary and remuneration of women to men	61		5, 8, 10
CONSUMER HEALTH AND SAFETY				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	26		
	103-2 Management approach and its components	23 and 46		
	103-3 Evaluation of management approach	46		
	416-1 Assessment of the health and safety impacts of product and service categories	46		

Sustainable Development Goals

The Sustainable Development Goals are a global call to action to end poverty, protect the environment and the climate and ensure that all people enjoy peace and prosperity. Established by the United Nations, the 17 goals and 169 global action targets are integrated and interrelated with the UNO 2030 Agenda.



STATEMENT BY SGS ICS CERTIFICADORA LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN "2020 SUSTAINABILITY REPORT" GIVEN TO LOG-IN - LOGISTICA INTERMODAL S/A

NATURE AND SCOPE OF ASSURANCE

The SGS was hired by LOG-IN – LOGISTICA INTERMODAL S/A to carry out the third-party assurance of their Sustainability Report 2020. The assurance scope, based on assurance methodology of sustainability reports of SGS, comprises the disclosure verification under GRI standards in 2020.

The information provided in "2020 SUSTAINABILITY REPORT" and its presentation is a sole responsibility of LOG-IN – LOGISTICA INTERMODAL S/A management structure. The SGS is not involved in the preparation of any material, including the in the said report, such as risk analysis, materiality tests and other critical issues that may affect severally the LOG-IN – LOGISTICA INTERMODAL S/A business. We are

liable for giving our opinion of the GRI disclosures and their texting, data, charts, and statement within the assurance scope in order to keep the LOG-IN – LOGISTICA INTERMODAL S/A stakeholders informed.

The SGS Group has developed a set of assurance protocols for Sustainability Communication based on the best practices provided in GRI Sustainability Reporting Standards and the assurance standard *International Standard on Assurance Engagements* - ISAE3000. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of GRI Sustainability Reporting Standards, (Universal

Standards 101, 102 and 103) and the requirements of Topic-specific Standards (GRI 200, GRI 300 and GRI 400). Based on this context, the "2020 SUSTAINABILITY REPORT" is considered as "Core option".

The assurance process comprised (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation presented by LOG-IN – LOGISTICA INTERMODAL S/A and comparison with the information entered by the company in the report and (iii) evaluation of versions of this report for alignment with GRI standards and (iv) analysis of engagement activities with defined parties (stakeholders) and assessment of the form of sustainability as defined materials were and inserted in the context of the organization and in the content of this sustainability report. The accounting information of LOG-IN – LOGISTICA INTERMODAL S / A contained and referenced in the "2020 SUSTAINABILITY REPORT", was not evaluated as part of this assurance process, but in a separate audit process. The information related to the inventory of greenhouse gases was verified and went through a specific audit process.

IMPARTIALITY AND COMPETENCE STATEMENT

The SGS Group is global lead in inspection, analysis and verifications services, operating in more than 140 countries and rendering services that includes management system certification, audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. The SGS attests your independence against LOG-IN – LOGISTICA INTERMODAL S/A stating that is exempt from interest conflict with the organization, their subsidiary and stakeholders.

The assurance team was composed according to members' expertise, experience and competence for this activity, the team is composed of:

- An Audit Lead on Assurance of Sustainability Report, a Lead auditor on Socioenvironmental programs, a Lead Assessor of Greenhouse Gases (GHG), Lead auditor on Renovabio program.
- An Audit Lead on Assurance of Sustainability Report, a Lead auditor on Socioenvironmental programs, a Lead Assessor of Greenhouse Gases (GHG) and climate changes, Lead auditor on Renovabio program.

ASSURANCE OPINION

Limited assurance was requested and the work performed was sufficient and adequate for firm assurance. Regarding the verification carried out in the methodology, processes and data presented by LOG-IN – LOGISTICA INTERMODAL S/A, we attest that the information and data contained in the disclosures of the “SUSTAINABILITY REPORT 2020” are reliable and a reliable and balanced representation of the sustainability activities developed by LOG-IN – LOGISTICA INTERMODAL S/A in the base year 2020. The assurance team gives the opinion that the report disclosures can be used by the company’s stakeholders as part of their company evaluation processes. The organization chose the Core Option level of assurance, which meets its needs.

In our opinion, based on what was verified and on the materials presented by LOG-IN – LOGISTICA INTERMODAL S/A, the content of the report fully meets the requirements of the GRI Standards.

RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE

- The LOG-IN – LOGISTICA INTERMODAL S/A Report, “2020 SUSTAINABILITY REPORT” is in line with the Sustainability Reporting Standards (Universal Standards 101, 102 and 103) and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400), Essential Option (Core Option).
- LOG-IN – LOGISTICA INTERMODAL S/A presents its Report with 06 topics of very high materiality. The information for defining the materiality collected was applied to a prioritization tool that, when considering certain axes and weights, led to a list of 16 topics, validated by the Executive Board and the Administrative council. Of these 16 topics, six were classified as having very high materiality, and led to a selection of GRI indicators for the preparation of this report, namely: Integrity, ethics and anti-corruption practices; Health and safety of employees and third parties; Atmospheric emissions; Operations security management; Disposal of waste and effluent from ships; and Corporate Governance. In our understanding, the themes resulting from the study reflect the impacts of the activities of LOG-IN – LOGISTICA INTERMODAL S/A in a balanced

way and the report covers information on all topics considered as material for the sector and for the interested parties.

- Regarding the material topic “Disposal of waste and effluent from ships” we suggest that it be better explored in future publications, with more information on the assessment of the management method “disclosure 103-3 – Assessment of the management method”.

In terms of contributing to the improvement in the development of future sustainability reports and greater efficiency in the assurance process, it is suggested that LOG-IN – LOGISTICA INTERMODAL S/A:

1. Develop an ongoing process for mapping stakeholders and materiality. Best practices indicate that material themes should be extracted from the organization’s interaction processes with its stakeholders, which are already underway and that take place throughout the year.
2. Regarding disclosure 102-15 – Main impacts, risks and opportunities, there is a clear description of impacts and risks, we suggest that in the next report the opportunities are also presented.

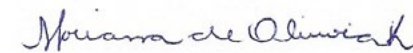
Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

November 04th, 2021

Executed by and on behalf of SGS.



Fabian Peres Gonçalves
Business Manager - Sustainability



Mariana de Oliveira Klein
Lead Auditor for Sustainability Report



Corporate information

Log-In

Investor Relations, Strategy and ESG

Rua do Passeio, 78 – 12º andar, Centro

Rio de Janeiro (RJ) CEP: 20021-280

Telephone: 55 21 2111-6500

www.loginlogistica.com.br

Team

Daniele Crespo

Leandro Barral

Sandra Calcado

Pascoal Gomes

Credits

Content, design and consulting

grupo report – rpt.sustentabilidade

Ana Carolina Souza – project management

Cristina Barbosa and Rejane Lima – copy and editing

Jeniffer Sant’Anna – GRI consulting

Felipe Kaizer – graphic design and layout

Raymond Maddock – translation to English

www.gruporeport.com.br