

# Log-In 2022 Sustainability Report



ESG Log-In. The way we do things is sustainable.

**login.**

# Contents

## Foreword 3

Message from Management 4  
Message from the Board 6  
About the report 8

## About Log-In Logística Intermodal 11

2022 at a glance 17  
Performance in the year 18  
Quality of services 22

## Environmental Commitment 26

Logistics decarbonization 27  
Log-In's GHG emissions inventory 28  
Water and effluent management 30

## Social Impact 32

Attracting and developing talents 33  
Health and well-being 42  
Community engagement 43

## Corporate Governance 45

Ethics, integrity and compliance 49  
Operational safety and emergency response 51

## Appendices 55

GRI Content Summary 70  
SASB Content Summary 77  
TCFD Content Summary 79  
Assurance Letter 80  
Corporate information 82



# Introduction

**THIS CHAPTER**

MESSAGE FROM THE PRESIDENCY

MESSAGE FROM THE BOARD

ABOUT THIS REPORT

# Message from the CEO GRI 2-22

Log-In saw a record-breaking performance in 2022, achieving targets set for 2024 well ahead of schedule. These milestones should be a source of pride and satisfaction for all of those who contributed on a daily basis to achieving them.

To quote just a few figures, that excellent performance was due to record results across all our business areas—shipping, terminals, and 3PL solutions—and the takeover of trucking company Tecmar, in December 2021, which saw total revenues of R\$ 407.3 million in 2022.

These impressive figures should act as a strong stimulus for us to maintain our strategic plan, aimed

at guaranteeing the profitability of the business, creating a competitive advantage and expanding our operations. In 2022, we pursued our strategy, taking significant steps towards our goals:

Two trucking companies with complementary geographical coverage, Tecmar and Oliva Pinto, were added to our intermodal logistics operations, enabling us to collect and deliver break-bulk cargo throughout the country.

We are investing USD 85.2 million in two new container ships, currently under construction in China and due to be incorporated in our fleet by 2024, contributing to the expansion of our shipped cargo volume. Each of the new ships will have a capacity of 3,158 TEUs (Twenty-foot Equivalent Units), 25% higher than the Log-In Polaris, but with similar fuel consumption.

We also completed the dry-docking of the Log-In Jacarandá and Log-In Pantanal, a crucial step in the cycle of corrective and preventive maintenance of our fleet, using cutting-edge technology to reinforce the safety of people and cargo, as well as reducing fuel consumption.

Using new automation resources to further simplify service procurement and supervision, we developed our digital self-service platform, Log-Aí, which was designed from the outset based on inputs received from customers about their specific shipping needs and their requirements at the Vila Velha Terminal (TVV).

Lastly, in 2022, we served over 1,500 customers of different sizes and from a range of sectors, shipping 442,000 TEUs, a 42.4% increase over the last six years.



**R\$ 407.3 million**

Tecmar revenue in 2022

One crucial point about our strategic business expansion is that we are growing without losing sight of our purpose and values. Together, we are all dedicated to making integrated maritime logistics a driver of sustainable development, while also maintaining a customer and staff focus, in order to go on innovating and improving people’s experience of Log-In. We are strongly dialog-driven and actively listen to our customers and staff, and engage with them for feedback, in order to continuously innovate customized solutions that cater to people’s specific needs.

In 2022, with the theme **The Future Is Now**, we are encouraging our leaders to see that the future of Log-In is being built today. Our aim is to engage and develop our team, and to prepare our leaders to support the pace of growth of Log-In’s business. On Employee Day, as well as digitizing processes to facilitate routines and increase productivity, we adopted new initiatives aimed at attracting, developing and retaining talent. Among them was the creation of Unilog-In, our digital corporate university, now hosted on an LMS (Learning Management System) platform, which has democratized access to knowledge, making it accessible to all company employees.

While we acknowledge the need to remain on a path of continual improvement, our efforts and investment in developing our people management programs and policies are already being recognized: in 2022, Log-In was recertified by Great Place To Work (GPTW), and the Vila Velha Terminal was ranked one of the Best Places to Work in Espírito Santo state. As regards gender diversity, our initiatives have also been acknowledged by our female staff. In the GPTW’s six specific questions on how women view the workplace, we saw a 22 percentage point increase in satisfaction compared to the previous year.

Concerning our customers, we aim to have an ever closer relationship with them, implementing

specific models of customer service for each of the different segments of our client portfolio, in shipping (short-sea), port terminals and 3PL (Third-Party Logistics) solutions. With this goal in mind, we keep the communication channels open, and have adopted initiatives to receive input directly from our customers, in order to model innovative, customized solutions that cater to the needs of each one.

As a result of all of these initiatives, we are gradually consolidating our culture of customer-service excellence, and our client-centered strategy is already beginning to be seen by the market as a significant competitive advantage: in 2022, we carried out three NPS (Net Promoter Score) surveys, and in all of them we obtained scores over 51 (within the quality scale) and higher than our NPS scores of the previous year, which shows that our customer-service quality is on an upward curve.

To conclude, I would like to reiterate that we are mindful of the ever more complex and disruptive challenges facing us in the future, but that we are preparing strategically to carry on seeking the best economic and operational gains, with a long-term vision and non-negotiable focus on people (customers and staff), management quality, best governance practices, and support for implementing our ESG agenda, which is presented in the interview with our Chairman of the Board and described in our third Sustainability Report.

Thank you and happy reading!



**Marcio Arany da Cruz Martins**  
Log-In CEO

# Message from the Board GRI 2-22

## Value created and shared

At the start of the company's restructuring (turnaround), Marco Cauduro, the Chairman of the Board and former CEO of Log-In, assesses our business achievements in 2022 and reaffirms our commitment to the ESG agenda, especially regarding the decarbonization of the intermodal logistics chain.

Our results are not just very positive quantitatively, we also have qualitative results to report: efficiency gains in operations, improved quality in customer service and higher employee satisfaction in working for Log-In.

### Having participated since the beginning of the restructuring operation (turnaround), how do you assess Log-In's record results in 2022?

**MC** In his message in this report, our CEO has already presented Log-In's operational and economic-financial results, which were truly exceptional in 2022, surpassing the goals set in our strategic planning for the end of 2024. In my evaluation, these results should not be considered as an outlier in Log-In's current performance. On the contrary, they are a clear demonstration of the consistency of our strategic plan and management quality that our executives have been instilling. These figures attest to the potential of our operations and our long-term commitment to intermodal logistics in Brazil.

### How was the beginning of the turnaround process that resulted in Log-In's current positive performance?

**MC** As the current Chairman of the Board and former CEO of Log-In, I have witnessed and been closely monitoring the company's performance since 2015 when we began planning and rolling out a turnaround process. The situation was delicate and complex, and our goal was business survival. Personally, Log-In represents a career transition process that makes me extremely satisfied.

From being an investor in the capital market, I came to Log-In as an advisor leading the Finance Committee to help conceive a turnaround plan for the company. In search of leaders with the essential mix of skills to implement it, the Board of Directors recommended me for the position of Log-In CEO, which I accepted. I was warmly welcomed by the team, and it quickly became clear to me that I could rely on many people who were passionate about this company: I was surrounded by talented and committed individuals. The team was hurting, but had bundles of energy that could be directed towards the best management practices and tools. Our individual strengths were put to the service of collective interests.

### How do you assess Log-In's current level of maturity in terms of management and governance?

**MC** Today, we are delighted to see that Log-In's managers have the competence and efficiency to create and share value with shareholders and all other stakeholders while pursuing sustainable business development. Until 2019, our sole goal was survival. From 2020 onwards, as growth resumed, we set a strategic plan with a vision until 2024, which we have been gradually delivering in three waves:

**ensuring profitability, innovating and creating competitive advantages, and expanding our logistics business.**

Each of these steps has been taken diligently, with the entire team driven by the same purpose and strategic vision. Our team of executives includes officers and even the CEO, who experienced the entire turnaround process together and can consider themselves victorious.

We are reaping extremely positive results, enabled by an iterative process that we have been following competently and efficiently: our planning, delivery and measurement feed back into our corrective actions and drive innovation and improvement in management and processes. Our results are not just quantitative; we have qualitative results to report, such as efficiency gains in operations, improved quality in customer service, and increased employee satisfaction in working for Log-In. For the second consecutive year, we have been certified by GPTW (Great Place to Work), and the Vila Velha Terminal has become one of the Best Companies to Work for in Espírito Santo state.

**During the turnaround and now, what are the main differences in the roles played by the leaders?**

**MC** Initially, there were some centralized top-down decisions, but as the new structure began to run smoothly, the leaders knew how to act as catalysts, and we started planning and executing together with our team members. After completing stage one of the turnaround, I returned to the Board of Directors, and as the Chairman of the Board, which is the highest governance body, we are fully aware that our role is not to intervene in the day-to-day management and running of the business, but rather to provide strategic guidance, monitor implementation by the executives, and promote Log-In's ESG (Environmental, Social and Governance) agenda, especially regarding the decarbonization of the intermodal logistics chain.

**Specifically regarding Log-In's ESG agenda, what were the main advances achieved in 2022?**

**MC** With a short and long-term perspective, our ESG agenda made progress in the social pillar with the enhancement of the Onboard Community (CAB) program, aimed at promoting socioeconomic development in our geographies. For our team of employees, we sought to adopt initiatives to address the specific needs of seafarers, port workers, administrative staff and truck drivers. In 2022, one of our differentiators as an employer brand in the shipping industry was the new rotation schedule for seafarers, which is now 45 days at sea followed by 45 days onshore. In terms of corporate governance, we were the first company in the logistics sector to join the B3 Novo Mercado (Brazilian stock exchange). In 2022, our Board of Directors also benefited from the expertise and skills of three board members representing MSC (Mediterranean Shipping Company), which is the Company's majority shareholder.

On the environmental front, we ramped up our logistics decarbonization program. Shipping is already the form of transportation with the lowest environmental impact, reducing greenhouse gas emissions (GHG) by up to 80% compared to the same volume of cargo transported by other ways. However, we have been striving to go beyond this competitive advantage: In 2022, our emissions inventory, in accordance with the gold seal of the Brazilian GHG Protocol Program, demonstrated a 6.7% reduction in direct emissions (scope 1) and a 10% decrease in GHG emissions intensity per TEU transported by Log-In.


In shipping, we preempted the enactment of the new regulations issued by the International Maritime Organization (IMO) in January 2023 and completed the project to adapt our fleet of ships to the new rules for fuel consumption (bunker reduction and GHG emissions in 2022). The total investment in this project over the past two years stands at R\$ 1.7 million. All these initiatives have been presented and described in qualitative and quantitative terms in this report.

**What closing message would you like to leave for people reading this report?**

**MC** Of great symbolical significance, Log-In's results in 2022 attest to and acknowledge the daily work carried out all since the beginning of Log-In's turnaround. 2022 was a year of record-breaking achievements in all areas of our operation. However, we are well aware that these accomplishments should not diminish our diligence in conducting our business. On the contrary, the positive results only reinforce and renew our commitment to the development of logistics in Brazil and the quality of our customer service, with innovation and digital transformation. We will continue making investment and expansion decisions that deliver on our broad purpose of creating and sharing value with all stakeholders.

# About this report

GRI 2-2, 2-3, 2-5



In this report, qualitative information is presented in the body of the text, while the indicators and their respective quantitative data can be found in the Appendices.

@

If you have any questions, critiques or feedback about this report, please write to [ri@loginlogistica.com.br](mailto:ri@loginlogistica.com.br)

This edition of the Sustainability Report presents our journey, purposes, challenges and results between January 01 and December 31, 2022. The contents of the report are aligned with good reporting principles, including transparency and verifiability. The report includes our corporate governance model, management approach, commitments to employees, the value chain and the environment.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. It provides qualitative and quantitative disclosures on topics listed in our materiality matrix, which we developed in 2022.

We have also adopted the Sustainability Accounting Standards Board (SASB) Standards for the transportation sector, specifically the maritime transportation subset, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

In order to provide a seamless and enjoyable reading experience, the qualitative information is presented in the body of the text, while the indicators and their respective quantitative data can be found in the Appendices.

This report encompasses both Log-In 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., and Terminal de Vila Velha S.A. The entities included in the financial report are the same as those in the sustainability report. Two strategic acquisitions in highway transportation, Tecmar and Oliva Pinto have not yet been integrated and included in the quantitative data presented in this report.

GRI disclosures have been verified by SGS and the financial statements have been audited by Deloitte Touche Tohmatsu.



## Materiality GRI 2-6, 2-29, 3-1, 3-2

In 2022, we reviewed our materiality matrix with the support of a specialized consultancy. The concept of materiality has been discussed to include insights on financial risks and the socio-environmental impact of organizations.

Ratings, studies, and sustainability reports were analyzed, as well as sectoral documents from the main frameworks (GRI and SASB) and internal ESG materials. This process allowed us to identify the list of material topics and lay the foundations for compiling our materiality matrix. The 2022 review of our matrix removed and/or reformulated the following material topics: Energy mix and energy efficiency (fuel consumption); Equal opportunity and diversity; Customer relations and satisfaction; Process and operational innovation; Strategic (maritime and road) logistics partnerships; Ship and equipment decommissioning; and Cybersecurity.

After going through the identification process, the set of consultations was formed to cover the materiality analysis pillars required by the 2021 version of GRI 3 - Material topics - and prioritized the following stakeholders: customers from different market segments served by Log-In; investors with significant shareholdings; market analysts from some of the banks we deal with; rating agencies, national and international peers (including ports and terminals, which are some of our key suppliers and members of our long-term supply chain); highway transportation companies, suppliers representing Log-In in direct contact with our customers; and experts from leading industry institutions such as ILOS.

The online stakeholder consultation involved 16 respondents, and the consultations with experts led to in three thematic technical meetings with 16 participants from the internal pillar and five individual interviews from the external pillar, conducted between 2022 and 2023. Nine material topics were identified in total, leading to a selection of GRI Content.

The next reporting cycle will continue identifying materiality based on the requirements of GRI 3 - Material topics, with a deeper focus on identifying financial impacts and risks. This will involve conducting a new online consultation with key stakeholders.

## List of material topics GRI 3-1,3-2

### Climate change

Managing greenhouse gas emissions (GHG) in line with scopes 1, 2 and 3. Managing (physical and transition) risks and opportunities related to climate change and logistics decarbonization.



### Service quality

Management practices and investments to ensure exceptional service quality.

### Ethics, integrity, governance and compliance

Transparency, anti-corruption compliance, disseminating our code of conduct and the ethical principles governing our organizational processes, combating anti-competitive practices and bribery, and managing strategic-operational risks.



### Attracting, developing and retaining employees

Company's performance as an employer brand. Career development plans; recognition; compensation; benefits; employee engagement and training, efforts to reduce turnover and nurturing a positive organizational climate.



### Human rights and labor relations

Policies and actions that ensure respect for human rights in the company's operations and throughout its value chain, preventing and addressing cases such as prostitution, child labor and slavery-like practices.



### Health, safety and well-being

Ensuring worker safety and integrity by detecting risks and eliminating hazards in the workplace. Protecting employee well-being and health by managing the organizational environment in a way that supports the mental and physical health of our employees and their families.



### Operational safety and emergency response

Preventing and mitigating critical incidents, including emergency response and contingency plans. Spill response capacity, including hydrocarbons.



### Water and effluent management

Managing impacts from our operations on water resources as a result of water withdrawals and consumption, effluent discharge and the discharge of ballast water and sludge from vessels



### Relations with surrounding communities

Managing impacts on communities near our operations, making social investments to support local social and economic development. Education, entrepreneurship and community development initiatives and enhancing communication channels and bonds between stakeholders.





# About Log-In Logística Intermodal

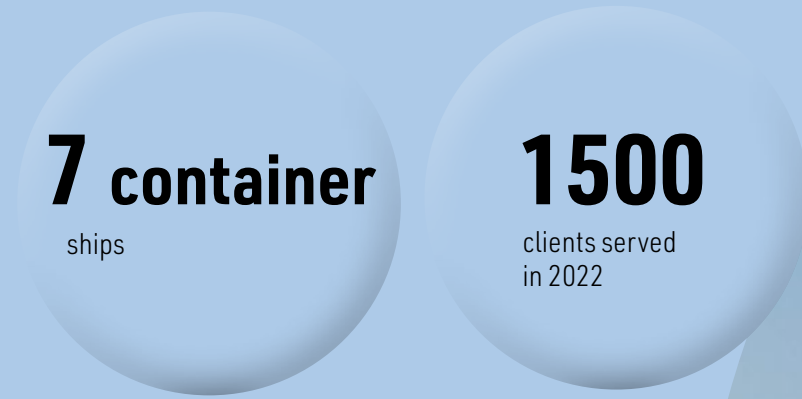
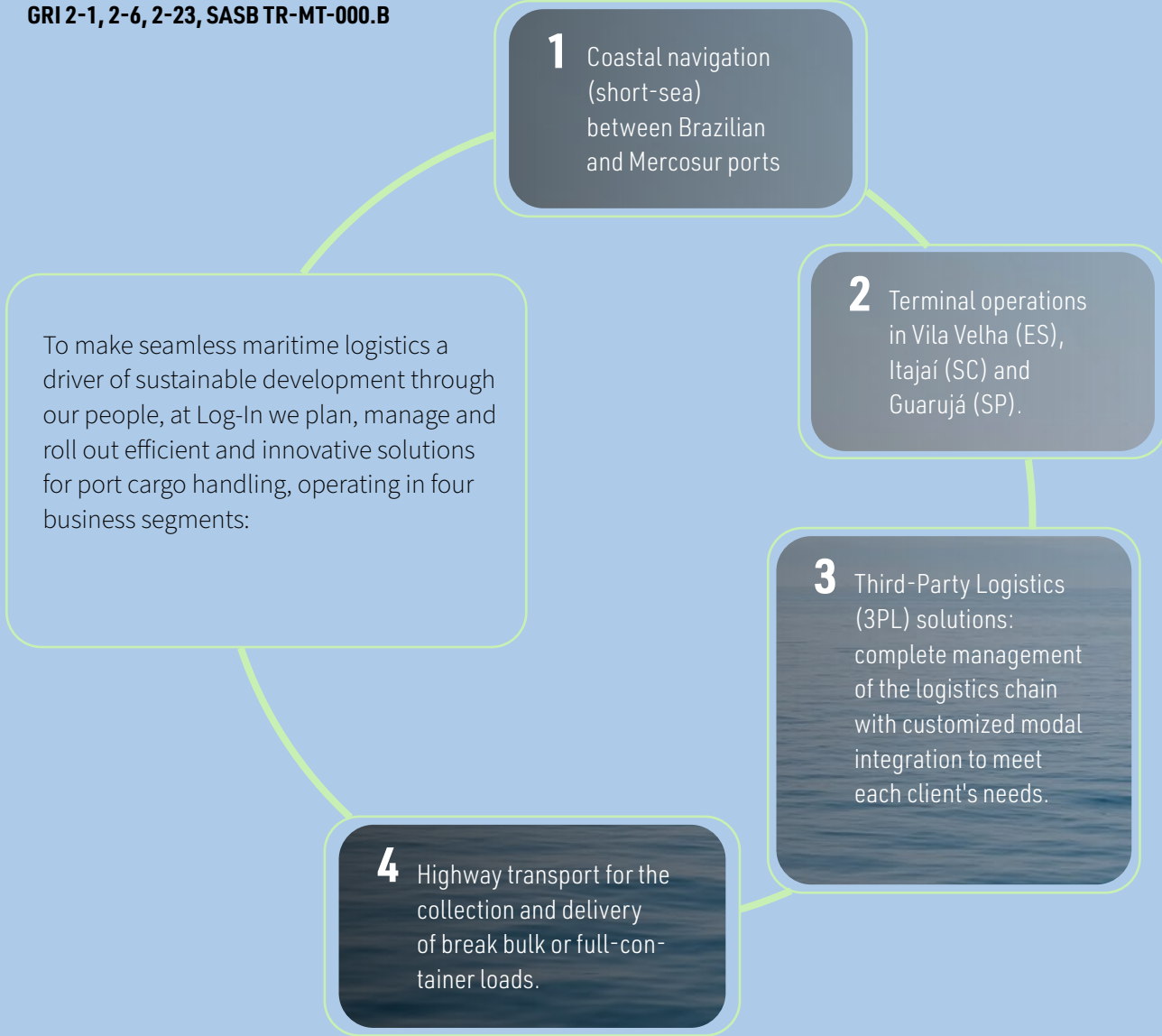
## IN THIS CHAPTER

2022 AT A GLANCE

PERFORMANCE IN THE YEAR

QUALITY OF SERVICES

GRI 2-1, 2-6, 2-23, SASB TR-MT-000.B



With an extensive intermodal network and regular routes, Log-In services the main ports of Brazil and Mercosur through the SAM (Amazonas) and SAS (South Atlantic) services. We also offer feeder services, distributing cargo to other ports brought by long-haul vessels calling in Brazil, through the Shuttle Rio Service (SSR) and Shuttle Feeder Service (SSF), via the ports of Santos (SP), Rio de Janeiro (RJ) and Vitória (ES).

We are the second largest Brazilian short-sea shipping company, with a fleet of seven container vessels with a total capacity of 18,050 TEUs (Twenty-foot Equivalent Unit, a standard unit for measuring container capacity). We have been continuously expanding our operations: in 2022, we served over 1,500 customers of different sizes and transported 442,000 TEUs, a 42.4% increase in the past six years.

# Operational infrastructure






TR-MT 000.E TR-MT-000.B

## OUR SHIPS

At Log-In, we operate with both owned and chartered container vessels, and we are investing USD 85.2 million in building two new vessels, which are expected to be delivered in Brazil by 2024. We also highlight the completion in 2022 of the docking of the vessels Log-In Jacarandá and Log-In Pantanal, marking the end of the corrective and preventive maintenance cycle for our entire fleet. We have utilized state-of-the-art technologies to enhance the safety of people and cargo and to facilitate lower fuel consumption [see more in the Logistics Decarbonization chapter](#)➤

The acquisition of the two new vessels aligns with the company's strategic planning and reaffirms our commitment to values such as safety, operational excellence and environmental diligence in our integrated logistics services.

In 2022, our ships covered a total distance of 365,818.18 nautical miles, a figure directly reported via the Departure Bulletin, which includes all data related to the calls made by each vessel.

SHIP	YEAR OF CONSTRUCTION	FLAG	CAPACITY	SERVICE	SHIPYARD
Log-In Jatobá	2011		2,800 TEUs	SAS	Brazil
Log-In Jacarandá	2011		2,800 TEUs	SAS	Brazil
Log-In Resiliente	2006		2,700 TEUs	Shuttle VIX	Poland
Log-In Pantanal	2007		1,700 TEUs	Shuttle RIO	Germany
Log-In Polaris	2019		2,700 TEUs	SAM	China
Log-In Endurance	2011		2,800 TEUs	SAS	China
Log-In Discovery	2014		2,550 TEUs	-	China
Log-In Evolution	delivery in 2023		3,158 TEUs	-	China
Log-In Experience	delivery in 2024		3,158 TEUs	-	China

## OUR TERMINALS AND OFFICES GRI 2-1

Based in Rio de Janeiro, we manage and operate three terminals, in addition to maintaining 8 regional offices throughout Brazil, covering the country from North to South. We also operate in Mercosur through an office in Argentina and a representative in Paraguay.

### VILA VELHA MULTIPURPOSE TERMINAL

As a multipurpose terminal, the Vila Velha Port Terminal (TVV) holds ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) certification. It handles and stores containers and general cargo (equipment, vehicles, metals and minerals) in a total area of 108 KM2. TVV's lease contract has been renewed until 2048, and during this period we will invest R\$ 434 million in a project to modernize and expand its dynamic capacity to accommodate 368,000 containers. In 2022, we made progress in phase 2 of the TVV modernization project, implementing retrofit and embedded automation technologies in the equipment. The project is expected to be completed by the end of 2023, which will enhance safety for people and processes and improve performance and reliability. The MHC (Mobile Harbor Cranes) acquired in phase 1 have been operational since early 2022 and have already increased the terminal's productivity [find out more in Performance of the year.](#) >



one

office in Argentina

8

regional offices in Brazil

R\$ 434

million is being invested in the modernization and expansion of the Vila Velha Terminal (TVV).

### INTERMODAL TERMINALS

Under Log-In's operations, the Itajaí and Guarujá terminals showcase our ability to offer customized logistics solutions to meet the specific needs of each client. In Itajaí, we integrate road and rail transportation, and provide services such as warehousing, cross-docking, cargo sorting, trans-shipment and transit point operations - a structured operation tailored to serve a specific client's logistics chain. Within the client's facility in Guarujá, we operate a 5,500 m<sup>2</sup> warehouse known as the "Green Warehouse," as it boasts advanced technology and sustainable solutions for minimal environmental impact. Since 2021, we have also been operating an exclusive area for vehicle storage at Porto Organizado de Vitória (ES), spanning an area of 54,086 m<sup>2</sup> with a static storage capacity of up to 1,600 vehicles.

### HIGHWAY TRANSPORTATION

To optimize our operations we integrated door-to-door intermodal logistics with short-sea. By choosing to use highway transportation for trips with a maximum distance of 400 kilometers, we have adopted a win-win strategy: as the entire transportation operation - from collection at origin to delivery at the final destination - is carried out by Log-In, our customers can monitor the service better. The drivers from our transportation partners travel shorter distances, resulting in lower fuel consumption and greenhouse gas emissions. We also acquired Tecmar and Oliva Pinto - two trucking companies with complementary geographical coverage, enabling us to collect and deliver break-bulk cargo throughout the country. [For further information, see Logistics decarbonization and operational safety and emergency management.](#) >

# Seamless door-to-door maritime logistics

**1**  
Collecting containers with full loads



**SHORT ROUTES**

**2**  
Collecting break bulk from various origins



**3**  
Consolidating break bulk



**4**  
Loading at port of origin



**LOGISTICS PLANNING**  
More efficiency in each operation

**SAFER CARGO**  
Lower risk of theft and damage

**COST CUTTING**  
Selecting the best intermodal routes

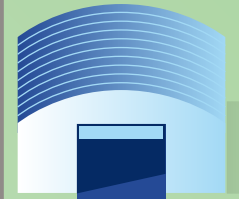
**REDUCING TRUCKING ACCIDENTS**  
Fewer trucks on the roads

**LOGISTICS DECARBONIZATION**  
Up to eight times less fuel

**10**  
Highway transportation

**5**  
Maritime transportation:  
weekly coastal shipping

**8**  
Delivering break bulk in various destinations



**7**  
Deconsolidating break bulk



**6**  
Offloading at port of destination



**9**  
Delivering containers with full loads

**login.**



## Advantages for our clients:

Strategically, our intermodal logistics solutions have customer centricity as a competitive advantage: from planning to delivery. With customized solutions and a qualified team, we are capable of reducing our clients' logistics costs by overhauling their operations and optimizing the entire cargo movement process, including bulkbreak cargo. We proactively seek operational efficiency by selecting the best routes to lower logistics costs, among other benefits presented below:



### Logistics cost reduction

From planning to delivery, selecting the best inter-modal routes enables cost reductions for the client.



### Energy efficiency

Short-sea consumes up to eight times less fuel than other forms of transportation used to collect, transport and deliver the same amount of cargo to ports.



### Geo-economic efficiency

With a total of 10,000 kilometers of navigable waters, including the Amazon River, deliveries can be made all over Brazil, as major cities, industrial hubs and large consumer centers are located near or along the coast.



### Social efficiency

Short-sea contributes to more efficient and sustainable economic growth by reducing the number of trucks on the roads and consequently decreasing the number of accidents.



### Environmental efficiency

Short-sea drives down greenhouse gas emissions for our clients, as this is the form of transportation with the smallest environmental impact.



### Lower incidence of damage and theft

Short-sea experiences less cargo damages and theft than other forms of transportation.



# 2022 at a glance

GRI 201-1, TR-MT-000.E



Transportation capacity  
**18,050 TEUs**



Total staff  
**1,004**



**GPTW Certification**  
2 consecutive years



Net Operating Revenue  
**R\$ 2.067 billion**  
**+ 48%**

HISTORIC RECORD



Adjusted Ebitda  
**R\$ 597 million**  
**+ 63.3%**

HISTORIC RECORD



Volume transported  
**442,000 TEUs**



Total clients  
**1,500+**



**Fitch Rating**  
A(bra) - outlook upgraded to positive



Two ships ordered  
**3,158 TEUs**  
capacity each



Net Income  
**R\$ 406.8 million**  
**+ 316.9%**



Navegar Program  
**2<sup>nd</sup> place**  
in ANTAQ Awards



Legal Department  
Certification 4.0  
**AB2L**  
Brazilian Association of  
Lawtechs and Legaltechs.



NPS Scores  
**over 51**  
quality zone

# Performance in the year GRI 201-1, TR-MT-000.E

Our performance set historical records in 2022, and we achieved certain goals ahead of schedule as outlined in our strategic plan through 2024. This is aimed at ensuring business profitability, creating competitive advantages and expanding our operations.

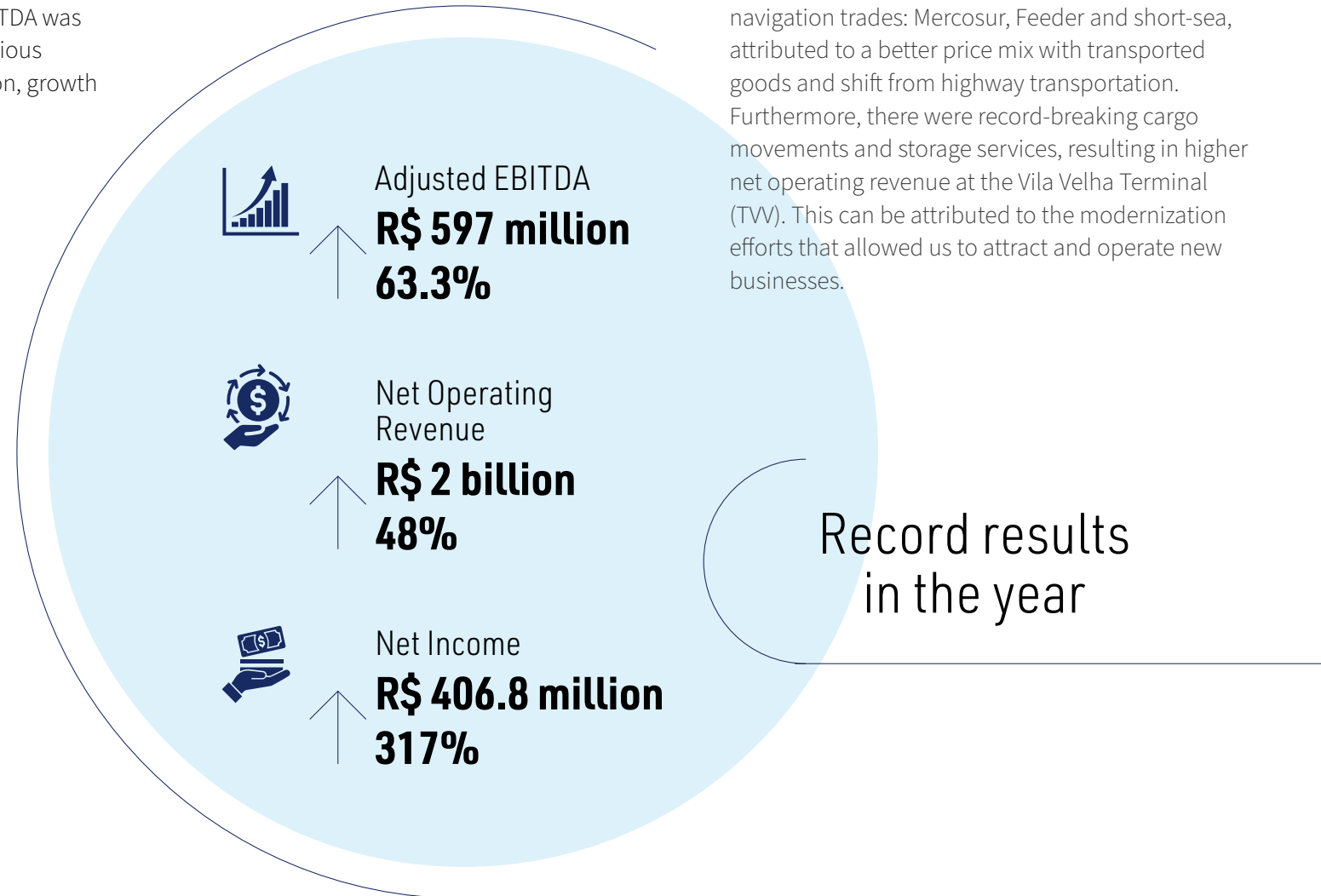
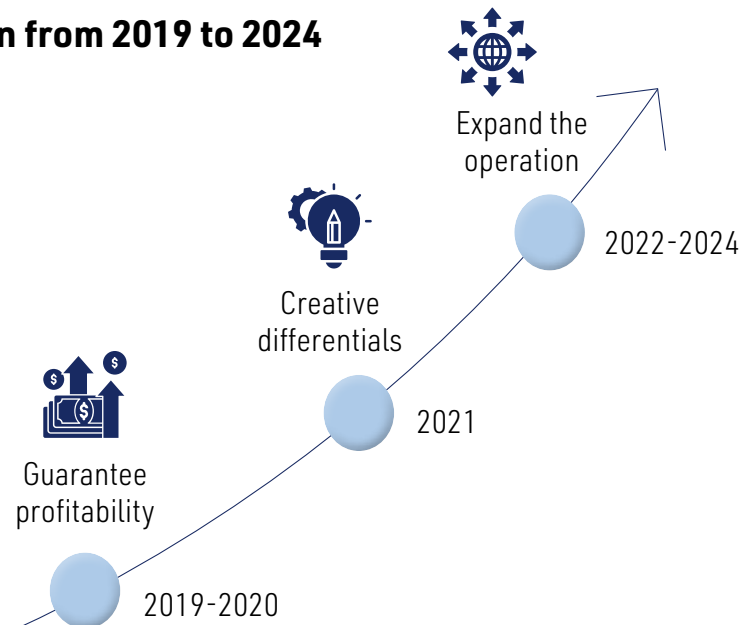
- shipping, terminals and 3PL logistics solutions - and the inclusion of revenue generated by Tecmar, totaling R\$ 407.3 million. Our adjusted EBITDA was R\$ 597 million (63.3% higher than the previous period), and Net Income hit R\$ 406.8 million, growth of almost 317% compared to 2021.

Net Operating Revenue (NOR) exceeded R\$ 2 billion, growth of 48% on 2021. This excellent performance was achieved through the combination of record-breaking results across all our business segments

The factors that positively contributed to our performance include higher volumes transported in short-sea and Mercosur trade, particularly due to higher vessel occupancy rates, primarily resulting from acquiring new customers; and the growth in the unit net operating revenue (ROL) across all navigation trades: Mercosur, Feeder and short-sea, attributed to a better price mix with transported goods and shift from highway transportation. Furthermore, there were record-breaking cargo movements and storage services, resulting in higher net operating revenue at the Vila Velha Terminal (TVV). This can be attributed to the modernization efforts that allowed us to attract and operate new businesses.

## Strategic plan from 2019 to 2024

### TIMELINE



1 People Pillar

2 Value Chain Pillar

3 Environment Pillar

# Log-In ESG Agenda



In addition to our operational and economic performance, we made significant progress in our ESG agenda during this period, with defined guidelines and action plans across three pillars: **People, Value Chain and Environment** for implementation by 2023.

## 1 People Pillar

### Relations with surrounding communities

- . Develop policies, targets, initiatives and campaigns in support of our communities
- . Develop an internal engagement plan
- . Create a Community Talent Development Program



### Employee and contractor health and safety

- . Revise Log-In's Occupational Health, Safety and Environment (OHSE) and OHS (Occupational Health & Safety) risks
- . Lead the industry for employee health and safety
- . Consistently reduce trucking and shipping accidents
- . Lower the average age of our trucking fleet
- . Enhance contractor training in our Shipping operations.



### Equal opportunity and diversity

- . Create a study group on initiatives targeting women, PwDs, ethnic minorities and sexual orientation
- . Promote diversity and inclusion across the organization
- . Attend forums and discussions on diversity.



1 People Pillar

2 Value Chain Pillar

3 Environment Pillar

# 2 Value Chain Pillar

## Cybersecurity

- . Build maturity in CIS controls
- . Build a culture of security by design: monitoring risks related to our internal and external technology ecosystem
- . Cyber Risks Management linked to Corporate Risk Management Plan
- . Organize drills and improve preparedness and recovery efforts
- . Implement tools to detect data breaches and automate our incident response



## Strategic partnerships

- . Include sustainability metrics in our Log- In Seal of Approval program
- . Create a human rights policy and supplier due diligence protocol
- . Implement preventive labor initiatives



## Strategic and operational risk management

- . Implement a Risk Committee, a risk management training plan and a crisis management plan
- . Review our ESG risk scale and develop a Business Continuity Plan



## Corporate Governance

- . Conduct a study to engage customers and investors around the ESG agenda, in line with the *Novo Mercado* listing rules
- . Create a customer background check policy



## Integrity, ethics and anti-corruption practices

- . Create a risk map and a Communication and Training Plan focused on promoting integrity guidelines and a compliance culture.
- . Apply ESG metrics to Corporate Governance



## Customer relations and satisfaction

- . Implement a customer experience and success methodology within our processes, using customer satisfaction metrics such as CSAT, CES and NPS; and implement solutions to help build long-term relationships, such as self-service channels and a logistics management platform, increasingly placing the customer's voice at the center of our decision-making



## Operations safety management

- . Administer community training
- . Implement Phase 1 of the SEPRO Project (Process Safety)
- . Continuously improve our occupational risk mapping process
- . Assess contractor performance in accident prevention training
- . Implement emergency preparedness plans in our communities



## Human rights and labor relations (including in the supply chain)

- . Add new metrics to the Log-In Seal of Approval program
- . Audit 100% of rated suppliers
- . Ensure at least 45% of our operations have Gold-status suppliers



1 People Pillar

2 Value Chain Pillar

3 Environment Pillar

# 3 Environment Pillar

## Ship and equipment decommissioning

- . Map out the life cycle time of our ships and terminal and vessel equipment
- . Formulate criteria for selecting decommissioning yards
- . Develop appropriate training for the employees involved

## Atmospheric emissions

- . Identify opportunities to reduce and neutralize emissions
- . Apply emissions metrics
- . Add ESG metrics in supplier assessments, and award quality certification to trucking suppliers

## Energy efficiency projects

- . Create an Energy Efficiency Forum
- . Develop performance indicators
- . Identify opportunities to use clean energy
- . Deploy alternative energy sources in our trucking fleet
- . Reduce average vehicle age.

## Process and operational innovation

- . Assess environmental and social benefits in our projects
- . Develop key performance indicators and guidelines for innovation programs
- . Disseminate a culture of innovation

## Ship waste and effluent disposal

- . Continue to install new ballast water systems in our ships
- . Develop and implement performance indicators for waste generation and disposal
- . Carry out internal and external education initiatives.



# Service quality GRI 2-6, 2-28, 2-29, 3-3

At Log-In, customer-centricity and innovation are intrinsically linked, but they are not connected solely to the adoption of new digital technologies: we are particularly focused on consolidating a culture of service excellence (CX) among our employees. In 2022, as part of the "Log-In Way of Wowing Customers" program, we conducted the CX Trail, providing in-person training to 100% of our team (online for onboard maritime staff) to disseminate and embed everyday customer relationship processes and practices. We also shared the Customer Service Manual and the Quick Guide of the "Log-In Way of Wowing Customers" with our team, encompassing our core beliefs and essential conduct in the art of customer service. These principles are based on five key principles:

**100%**

of our team undergoing in-person training in 2022



### Valuing efficiency

- ▶ Being straightforward and objective, always putting ourselves in the customer's shoes
- ▶ Do the right thing the first time; don't wait for a second chance to make it right

## LOG-IN WAY OF WOWING CUSTOMERS



### Listen to the customer's voice

- ▶ Listening to the customer is the first step to winning them over
- ▶ Turn the customer's needs into improvement actions



### Provide a unique experience

- ▶ To serve, it's important to understand
- ▶ Treat the customer with respect and care



### Instill trust

- ▶ Always deliver on your promises
- ▶ Be transparent to inspire desired trust.
- ▶ Clearly communicate; sometimes the obvious needs to be said.



### Show commitment

- ▶ Take ownership of your responsibilities
- ▶ Demonstrate availability and genuine interest in resolving customer issues
- ▶ Align with customer expectations

Although Log-In operates in B2B, our goal is to work closer with each customer to develop specific service models for different segments in our shipping (short-sea), port terminals and integrated logistics solutions (3PL - Third-Party Logistics) with short-haul connections (learn more in Operational infrastructure). To achieve this, we maintain open communication channels and implement initiatives to:

receiving direct input from our customers and

developing innovative solutions tailored to their needs.

### Log-Aí Platform

In 2022, we enhanced Log-Aí, our self-service digital platform, which was originally designed based on customer input regarding their specific needs in shipping and at the Vila Velha Terminal (TVV). Already recognized by the market as an agile and user-friendly tool, Log-Aí gained new automation features, further simplifying the contracting and tracking processes. For highway transportation of breakbulk cargo, we introduced Log-App in 2022: drivers use this application to provide information to the Log-Aí platform, providing customers with faster and more accurate cargo tracking.



In addition to maintaining regular in-person meetings such as Customer Journey and Customer Day, in 2022 we implemented a Customer Relationship Management (CRM) system, integrating communication and relationship management with our customers at every stage of our service provision, from sales to after-sales.





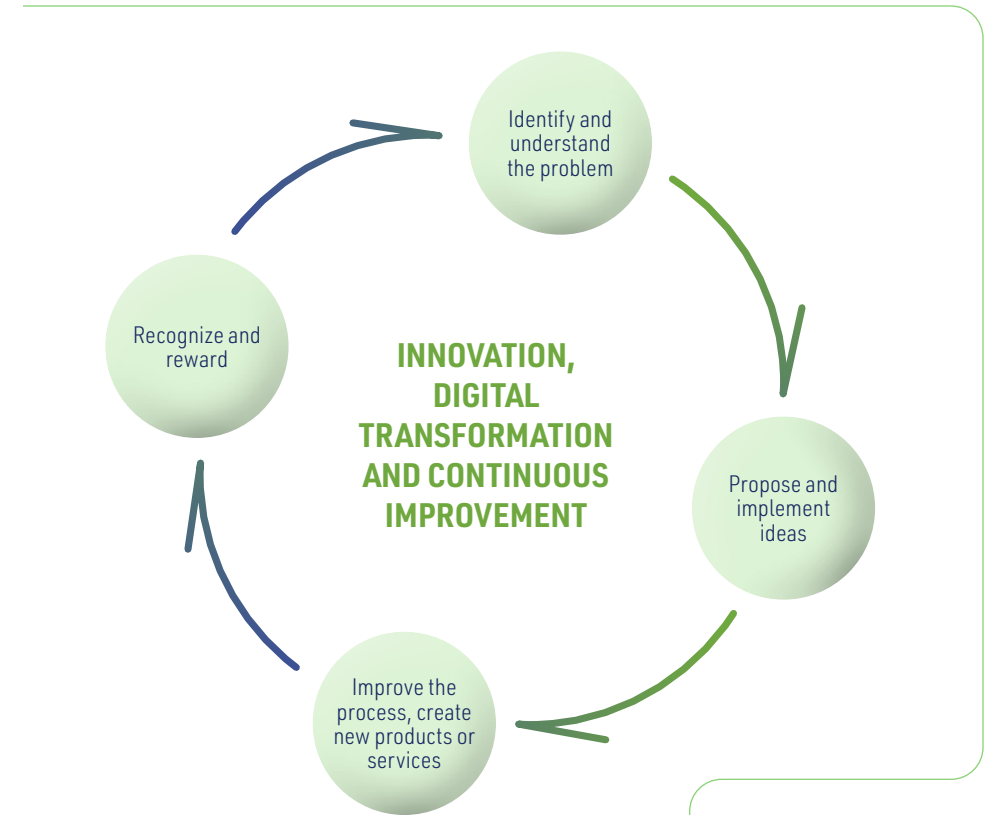
# Log-Inova

Going beyond the adoption of new and better technological tools, in 2022 we initiated the Log-Inova program to enhance our processes and increase productivity. Using gamification techniques, we challenged our employees to come up with innovative ideas to improve the efficiency and safety of our processes, reduce costs and enhance the customer experience through intrapreneurship. 83 ideas were presented in the first round of Log-Inova, with 13 being prioritized and nine implemented in 2022.

At the beginning of 2023, we conducted a recognition and award initiative for closed innovation groups that successfully completed and implemented their projects in 2022. We also implemented other challenges specifically focused on the backoffice area and Argentina, aligning them with our company values.

In addition to enabling innovation in practice, Log-Inova allowed us to bring in-person ideation workshops to all administrative offices and TVV, fostering and reinforcing our innovation culture and capabilities.

As a result of this set of initiatives, we are making progress in consolidating our culture of customer service excellence. Our customer-centric strategy, which was adopted in 2020, is already being perceived as a significant competitive advantage



in the market: in 2022, we conducted three Net Promoter Score (NPS) surveys, a methodology that measures customer satisfaction, and in all of them we received scores within the quality zone (score above 51), beating our previous performance. At Log-In, each customer is unique because we aim to become the preferred player in integrated and inter-modal logistics.



## Excellence Program GRI 2-6, 2-29

Based on 52 quality requirements covering health, safety, environment and social responsibility, we held our supplier recognition event in early 2023, honoring our top suppliers in the Log-In Partner and Log-In Seal programs - Gold, Silver, and Bronze categories. This recognition occurs under assessments within our Strategic Supplier and Partner Monitoring Program, including both internal and external audits.

In order to consolidate this recognition in our Supplier Management process, in 2023 we have unified these two initiatives into the Excellence Program. In addition to the existing requirements, the program now includes the creation of our Green Seal for companies with outstanding environmental performance.

Our supplier chain comprises over 1,200 companies located in Brazil, Europe, Asia and the United States, from whom we procure materials and supporting services (such as galley supplies and catering, cleaning, and IT support services), through technical services, freight, fuels, port services, and parts and equipment for vessel maintenance, to consulting and strategic partnerships supporting service delivery. In 2022 our Procurement department transacted more than R\$ 1 billion with our roughly 1,100 active suppliers, an increase of 13% previous year.

## Relations with trade associations

### GRI 2-28

With the aim of actively participating in discussions that further the sector's development and the continuous improvement of logistics services in the country, we are actively involved in several associations focused on coastal navigation and multimodal options, such as:

**Abac** - Brazilian Short Sea Shipowners Association

**Abralog** - Brazilian Logistics Association

**Abratec** - Brazilian Association of Container Terminals

**Atres** - Espírito Santo Port and Landside Terminal Users Association

**CAP-ES** - Vitória and Barra do Riacho Port Authority Council

**Fenop** (Brazilian Federation of Port Operators)

**Sindiopes** (Espírito Santo State Port Operators' Union)



# 1

# Environmental Commitment

**IN THIS CHAPTER**

LOGISTICS DECARBONIZATION

LOG-IN'S GHG EMISSIONS INVENTORY

WATER AND WASTEWATER MANAGEMENT

# Decarbonization in logistics

GRI 3-3, 302-1, 302-2, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5  
SASB TR-MT-110a.1, TR-MT-110a.2, TR-MT-110a.3, TR-MT-110a.4  
TCFD 4.b, 4.c

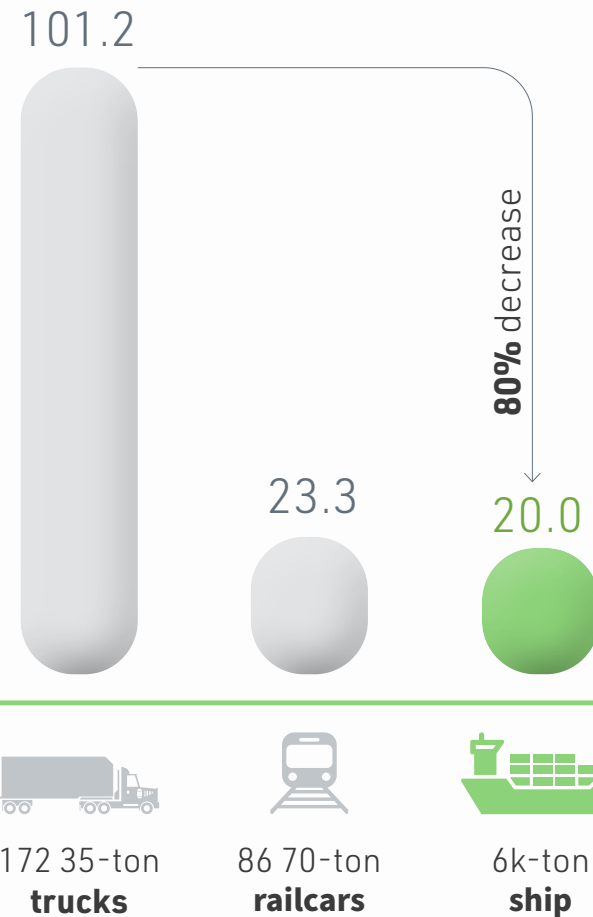
With a short- and long-term vision, at Log-In we have implemented our logistics decarbonization program and efforts to tackle climate change through the continuous adoption of preventive and mitigating measures for greenhouse gas (GHG) emissions in our business operations: shipping, terminals and highway transportation.

using short-sea shipping,  
Log-In's customers cut  
their GHG emissions by up  
to  
**80%**

With its eight thousand kilometers of coastline, Brazil has an opportunity to develop more sustainable logistics by expanding short-sea shipping, with lower CO<sub>2</sub> emissions and lower risk of cargo theft, damage and accidents.

## Reducing the emissions of Log-In's customers

gCO<sub>2</sub>/TKU(3)



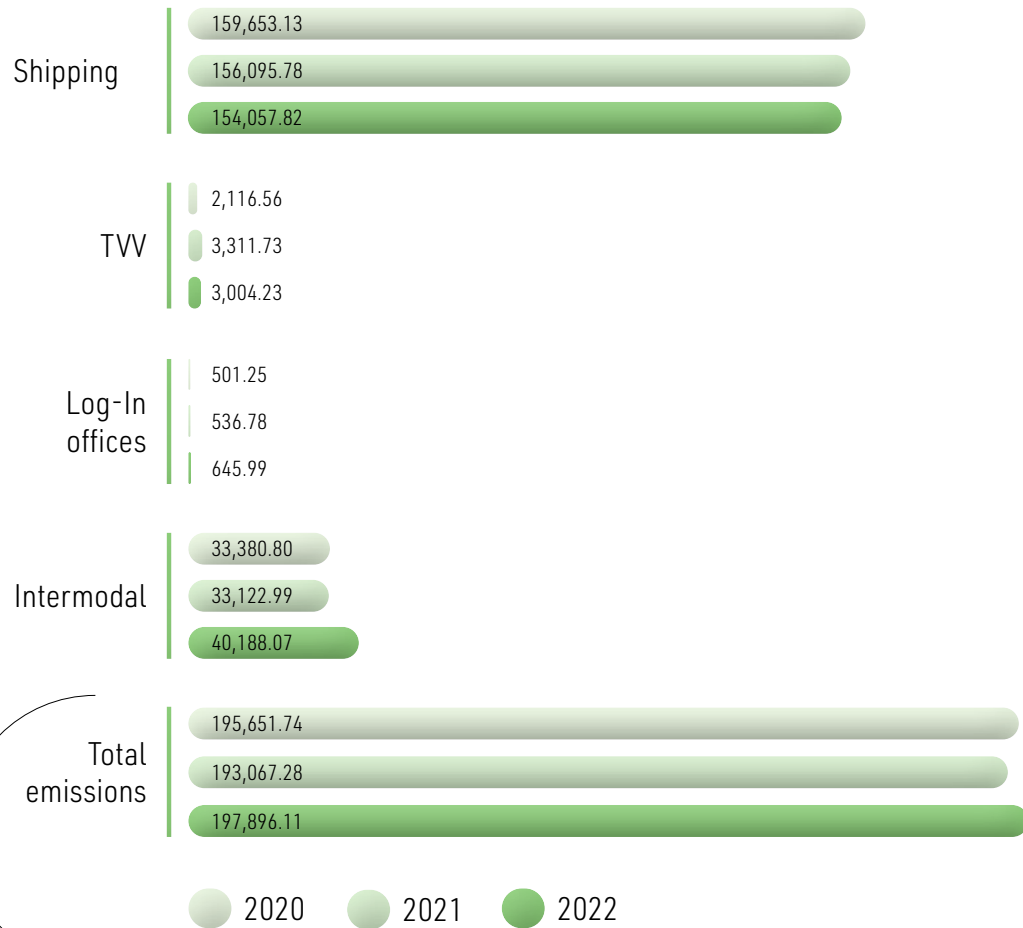
For this reason alone shipping is already the form of transportation with the lowest environmental impact, reducing our clients' GHG emissions by up to 80% compared to the same volume of cargo transported by other ways. According to the GHG Protocol, every metric-ton reduction of bunker (ship fuel) consumption avoids 3.16 tCO<sub>2</sub>e in emissions.

This energy efficiency factor has been decisive in converting customers from highway transport, enabling us to grow the annual volume of cargo transported on our ships. Despite enjoying this competitive advantage in the market, we remain diligent in our efforts and investments in our logistics decarbonization program.

Source: CNT Inland Navigation Survey, 2013

# Log-In's GHG emissions inventory

## Emissions per facility Scope 1, 2 and 3 (t CO<sub>2</sub> equivalent) GRI 305-1, GRI 305-2, GRI 305-3, SASB TR-MT-110a.4



In addition to helping reduce our clients' carbon emissions, we aim to decrease our own carbon footprint. To achieve this, our ESG agenda includes various initiatives such as investments in fuel consumption reduction, the adoption of emission metrics and indicators, lowering the average age of our truck fleet, and training and monitoring of suppliers.

For the third consecutive year, Log-In commissioned a greenhouse gas (GHG) emissions inventory, carried out by Waycarbon and independently assured by SGS. Its report stated that our GHG statement is materially accurate, a fair representation of the data, and was prepared in accordance with ISO 14064-1:2018 and ISO 14064-3:2019 for quantification, monitoring and reporting.

Among others results achieved in 2022, our emissions inventory, in accordance with the gold seal of the Brazilian GHG Protocol Program, saw a 6.7% reduction in direct emissions (scope 1 shipping) and 10% decrease in GHG emissions intensity per TEU transported by Log-In. Emissions intensity also dropped to 26% in the period 2020 to 2022.

In shipping, we preempted the enactment of the new regulations issued by the International Maritime Organization (IMO) in January 2023 and completed the project to adapt our fleet of ships to the new rules for lower bunker consumption and GHG emissions.

To drive the decarbonization of all ships by approximately 40% by 2030 (against a 2008 baseline), the IMO has started to require two annual metrics regarding vessel performance: *Energy Efficiency Existing Ship Index* - EEXI and the *Carbon Intensity Indicator* -CII. Carbon intensity relates GHG emissions to the volume of cargo transported over the distance sailed.

The project to modernize the ships in our fleet in terms of energy efficiency and emissions reduction involved various investments. These included retrofits to improve the integration of hull-propeller-engine, the implementation of smart systems for automatic engine performance control, and new software capable of optimizing shipping routes and enhancing the monitoring of each ship's performance. The total investment in this project over the past two years stands at R\$ 1.7 million.

Log-In Polaris, built in 2019, did not require this modernization, as its Average Energy Efficiency Design Index (EEDI) is already compliant with the parameter currently required by the IMO, which is 11.53 gCO<sub>2</sub>/tnm (grams of carbon dioxide per tonne nautical mile).

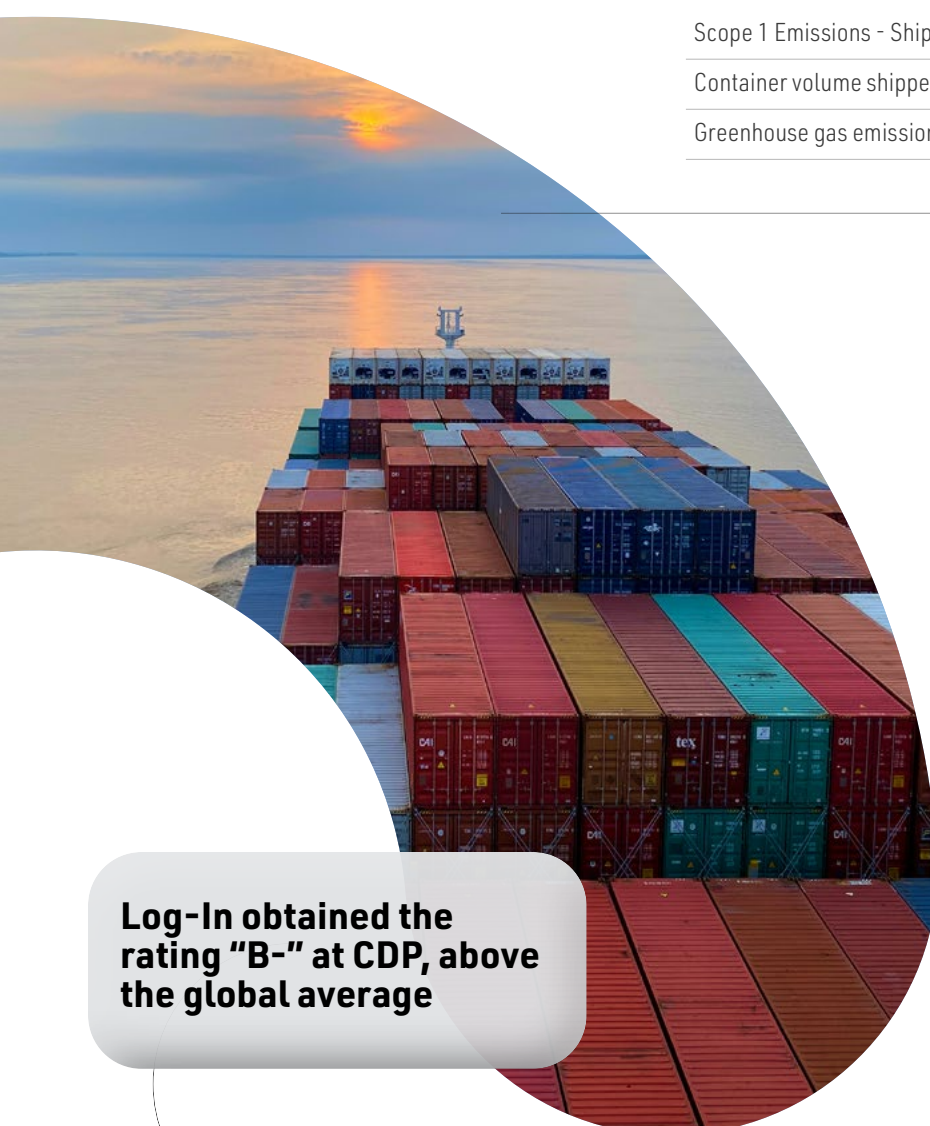
Furthermore, the two container ships currently under construction in China are expected to join our fleet in 2024, will have 25% more capacity than Log-In Polaris and similar fuel consumption. This will also help reduce pollutant emissions per Twenty-foot Equivalent Unit (TEU) transported. These vessels' EEDI was: Log-In Polaris: 11.20 gCO<sub>2</sub> ton-mN, Log-In Evolution: 10.54 gCO<sub>2</sub> ton-mN and Log-In Experience: 10.54 gCO<sub>2</sub> ton-mN.

Greenhouse gas emissions intensity in Shipping<sup>1</sup> GRI 305-4

	2020	2021	2022	2022 x 2021
Scope 1 Emissions - Shipping (t CO2 equivalent)	159,601.34	151,017.80	140,891.67	-6.7%
Container volume shipped (TEUs)	370,300.00	425,004.77	441,968.31	4.0%
Greenhouse gas emissions intensity in shipping	0.43	0.36	0.32	-10.3%

Decrease in GHG emissions intensity in shipping between 2020 and 2022

**-26%**



**Log-In obtained the rating "B-" at CDP, above the global average**

Since the beginning of 2023, the IMO has started to require an annual mandatory assessment of ship emissions volumes, classifying them into five categories: A, B, C, D and E. By the end of 2022, all seven Log-In ships were 100% compliant with the two new internationally required parameters: Energy Efficiency (EEXI) and Carbon Intensity (CII). We will continue to invest in order to further improve our operational efficiency and keep our vessels within IMO parameters.

We have a preventive maintenance plan in place at the Vila Velha Terminal (TV) to ensure that machinery and equipment are kept operational with emissions kept in check. TV operates in the Free Electricity Market and is contractually required to procure renewable sources with zero carbon emissions, allowing for the offsetting of greenhouse gas emissions through the compulsory certificate (I-REC), internationally recognized for easing environmental impacts.

Our focus on our supplier chain is to urge suppliers to adopt measures to reduce greenhouse gas emissions, especially for companies that use heavy vehicles. At TV, we have the "Despoluir" program, which measures the emissions intensity of the trucks that load and offload containers onto/from our docked ships every three months, through sampling. If a vehicle falls foul of the appropriate parameters, it is only allowed to resume work at TV after undergoing a new pollutant emissions measurement. This measure promotes air quality improvement and rational fuel use.

We have also expanded the scope for our suppliers and relaunched our Excellence Program in early 2023 (for further information, see the chapter Service Quality), introducing

the Green Seal to acknowledge those with the best environmental practices, including logistics decarbonization initiatives.

We acquired highway transportation firms Tecmar and Oliva Pinto in 2022 to integrate merge both companies' operations into our intermodal transport chain. However, we are implementing a rational highway transport strategy to reduce greenhouse gas emissions (for further information see the chapter Operational Infrastructure).

In 2022, Log-In obtained a "B-" rating in the Carbon Disclosure Project (CDP), indicating that the company is in the emissions management phase and performing above the global average and our industry peers. CDP is a global nonprofit organization that conducts environmental assessments and manages the disclosure system worldwide, enabling companies to measure and manage their environmental impacts. In addition to the information provided in that chapter, additional quantitative data on Log-In's emissions and energy consumption can be found in the chapter Appendices.

# Water and wastewater management

**GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5, 304-3, 306-1, 306-2, 306-3, 306-4, 306-5**  
**SASB TR-MT-160a.2, TR-MT-160a.3**

Log-In has an Environmental Monitoring Plan in place to detect and track risks and impacts resulting from our operations. This plan covers water, effluent and waste management tailored to the nature of both shipping and the Vila Velha Terminal (TV). Our commitments, policies, goals and initiatives focus on environmental protection and the conscientious use of natural resources, with an emphasis on reducing potable water purchases and consumption.

In shipping, we comply with the standards laid down by the International Maritime Organization (IMO), the International Convention for the Prevention of Pollution from Ships (Marpol) and the rules of Normam (Maritime Authority Standards). There are two reasons why shipping does not have a significant impact associated with water intake: firstly because the water consumed in personal use by our crew members (such as showers and sinks) is purchased from utilities (potable water at ports where we dock), which undergo our supplier

qualification process; secondly, the water used in sinks and external areas is demineralized, meaning it is taken from the sea and purified for all minerals, with chlorine subsequently added.

Water is therefore supplied or desalinated on a continuous basis, thereby reducing our potable water purchases for consumption. Wastewater from shower stalls, sinks and toilets is treated in an onboard treatment plant complying with Marpol standards.

Another use of water in shipping is for ballasting and deballasting our ships, a system that balances the weight of vessels. Although it is not classed as effluent because the water used for ballasting is the same as that discharged during deballasting, in 2022 we completed the installation of Ballast Water Treatment Systems on all seven of our container ships (100%). This measure complies with current

international standards, and the technology Log-In harnesses in this system is cutting edge. To ensure complete elimination of microorganisms, incoming ballast water is filtered and sterilized by ultraviolet (UV) rays.

Regarding effluent management in shipping, the operation of removing oil-contaminated waste, known as paid, and oily residues, known as sludge, from vessels while they are docked at ports poses the greatest potential for adverse incidents. This operation is carried out by connecting hoses between the ships and parked trucks, with a great deal of caution required as any rupture could cause ocean pollution. To reduce sludge production, which is already properly recycled, the ships' oil purifiers systematically undergo preventive maintenance to ensure maximum efficiency.

The Vila Velha Terminal's ISO 14.001-certified Environmental Management System maps out water consumption and waste sources, and controls all associated processes, activities, issues and impacts, identifying associated risks and opportunities, in accordance with our Solid Waste Management Plan (PGRS). Impact management also uses a Monitoring Program with an annual sampling schedule to ensure discharged water parameters are compliant with applicable regulations. The quantitative monitoring of water consumption is overseen by Maintenance and Environmental. When water consumption deviations or increases are detected, the information is relayed to Maintenance Coordination so it can action it. These procedures do not include our Guarujá and Itajaí terminals, where water and wastewater is managed according to existing contracts and in compliance with the applicable legislation.

in 2022 we completed the installation of Ballast Water Treatment Systems in **100%** of our fleet.

At TVW, water is supplied by the concession operator (Cesan) and is drawn from the Jucu river basin, with no local water sources or groundwater and/or surface water drawn. At the terminal, water is not used in industrial activities, and consumption is predominantly for human consumption and support for port operations (such as washing machinery and equipment), floor and surface cleaning and food preparation (restaurants).

TVW has a Compact Effluents Treatment Plant (ECTE) to treat wastewater before sending it to the Vports collection mains (previously Codesa - Companhia Docas do Espírito Santo), in accordance with the existing legislation. There is also a Water-oil Separator System (SAO) for treating oily wastewater, which underwent modernization and automation in 2022 to improve process quality. TVW also has a program for reusing water from air conditioning systems, aiming to reduce the consumption of water supplied by the concession operator.

The waste collected from operational areas is temporarily stored in the Waste Depot (DIR) or stationary skips, awaiting proper disposal by third parties, with approval and prioritization given to reverse logistics and recycling methods. TVW has a program in place for reducing effluents and monitoring consumption using water meters. Compliance data and quantitative information regarding waste in shipping and at TVW are available in the Appendices.

The Environmental  
Management System of  
the Vila Velha Terminal  
(TVW) is

**ISO 14001**

# 2 Social Impact

## IN THIS CHAPTER

ATTRACTING AND DEVELOPING  
TALENTS

HEALTH & WELL BEING

COMMUNITY ENGAGEMENT





# Attracting and developing talents

GRI 2-7, 2-8, 2-29, 2-30, 3-3, 401-1, 401-2, 404-1, 404-2, 404-3, 405-1

On the theme “The Future Is Now”, in 2022, the People, Culture and Digital Transformation department implemented an action plan to improve Employee Day by adopting new initiatives aimed at attracting, developing and retaining talent. Our goal is to engage and develop our team of employees and prepare our leaders to support the pace of growth of Log-In’s business, as well as attracting new talent aligned with company values.

Based on our Purpose, Mission and Values, we revised our Competency Model to include six competencies in keeping with this new stage of company development and the behaviors expected of staff in building the Log-In of the future: Innovation, Inclusive Attitude, Continuous Learning, Systemic Vision, Emotional Balance and Execution Through Data (see box presenting Our Values and setting out our Future Competencies).



**359**

promotions since 2019<sup>1</sup>,  
with 32% women  
and 68% men

<sup>1</sup> Amounts through May/2022

<sup>2</sup> Total amounts through December/2022

As a result, with the participation of leaders and non-leaders organized into squads, we collaboratively reformulated our People Cycle (Performance Evaluation), whose key deliveries were the expected behavior and its anti-behavior for each competency and value. For us, the evaluation of values and competencies in a single cycle is an innovation. In this process metrics and targets relating to Future Competencies were included, and workshops were held to train leaders and their teams in how to implement the new process and how to use the system.

Based on that change, we also created Development Dialog, a time for leaders and teams to talk openly and transparently, and exchange information and expectations, always with a view to mutual learning and development. Together, the leader and each member of their team draw up an Individual Development Plan (IDP) setting out clear actions aimed at improving and developing their abilities and behaviors for the purposes of professional development. In 2022, following the restructuring of the People Cycle, feedback was given in dialogs between managers and team members, but we do not have the percentage of employees who took part in this performance evaluation.

In parallel with the evaluation process - People Cycle - we also conducted the mapping of potential successors. This process aims to identify internal successors from senior leadership positions to operational roles at the supervision level, developing talents with the goal of supporting the company's growth. Since 2019, our succession pipeline has enabled 436 promotions<sup>2</sup>, 32% of them women and 68% men.

2022 saw another important milestone: with the aim of supporting Log-In’s planned growth for the coming years, in 2022 we carried out a review of our organizational structure and pay policy, from operational roles through to company management. After a market survey, discussed by the People and Management Committee, which advises the Board of Directors, changes were made to our grade and salary structure, making Log-In even more competitive in attracting and retaining talent, and giving each employee greater autonomy and ownership of their own career development.

Every year, in our climate survey, we receive valuable feedback from staff to modify the People, Culture and Digital Transformation department’s action plan. We are mindful that we must go on developing in many areas, like Diversity and Inclusion (find out more in the chapter on that topic), but our efforts and investments in the continual development of our people management programs and policies are being recognized: in 2022, Log-In was recertified by Great Place To Work (GPTW), receiving a score of 87 from our employees—eight points up on the previous year; and the Vila Velha Terminal was ranked one of the Best Places to Work in Espírito Santo state.

After two years with no Log-In Leaders Meeting (ELLO) due to the Covid-19 pandemic, we met face to face once again in 2022, with the aim of sharing our company strategy with staff and inspiring leaders with talks and group dynamics. The entire content of the meeting was linked to the theme “The Future Is Now”, aimed at encouraging our leaders to see that the future of Log-In is being built today. It is the job of each of our leaders to engage their teams with our strategic plan, targets and behaviors, and with the values that will lead Log-In towards that future.



Thanks to feedback from our employees, Log-In's GPTW score rose to

**87**

in 2022 TVV was ranked among the Best Workplaces in Espírito Santo state.





## Mission, vision and purpose

### OUR MISSION

Deliver short-sea shipping and port handling services, that support long-term, profitable business relationships and boost Brazil's competitiveness in the global economy.

### OUR VISION

To be the most admired and profitable integrated logistics company, providing overseas links between Brazil and the Mercosur.

### OUR PURPOSE

Make integrated maritime logistics a catalyst of sustainable development, through a dedicated workforce.

### OUR VALUES

We are results-oriented

Safety and security

Customer-centric

Owner mindset

Simplicity

Team Spirit

### Future-Ready Skills

Innovation

Inclusive mindset

Continuous learning

Systemic vision

Emotional balance

Data-driven

## Focused on diverse internal stakeholders

Meeting the specific needs of Log-In's employees, who work as seafarers, administrative staff, port workers, and truck drivers, is one of our core challenges. For this reason, the People, Culture and Digital Transformation department sets the general guidelines and policies for the company and then guides the customization of initiatives according to the specific context and needs of each employee profile. Our management model offers each employee a comprehensive journey, underpinning our digital transformation culture, prioritizing professional development, well-being and employee empowerment.

**45 on 45 off**  
rotation adopted after active listening to feedback received from seafarers

With the aim of attracting and retaining talent in the seafaring segment, we have given special focus to these employees. One of Log-In's differentiating factors in the shipping industry is our work rotation for seafarers, which in 2022 changed from a 60-days-on, 60-days-off schedule to a 45-days-on, 45-days-off schedule. Through active listening and feedback received from seafarers in our employment surveys, we identified that the 60-days-on, 60-days-off rotation was a real source of dissatisfaction among seafarers. As a result, we conducted a preliminary study of the impacts and implemented 45-days-on, 45-days-off rotation.

In addition, our seafarers have a structured career plan and receive incentives for their own development, such as time off to participate in official Navy training courses. Our goal is to continue these specific quality of life and career development initiatives for seafarers. Log-In has already been recognized as a differentiated company in the shipping industry, with a 40% reduction in turnover in this professional category in 2022.

To support employee learning, at the end of 2022 we implemented our Log-In Corporate University - Unilog-In. It features a comprehensive and innovative virtual learning platform and in-person educational activities with diverse and relevant content delivered by respected professionals at the national and international levels.

Continuous learning is integral to our business, which is why Unilog-In provides a solid, collaborative, diverse, democratic, dynamic, simple and important educational environment for the development of personal and professional skills. The educational activities can be accessed from anywhere, at any time, through a computer or mobile device, and can also be downloaded for offline use, catering to all stakeholders, including maritime, corporate and terminal personnel.

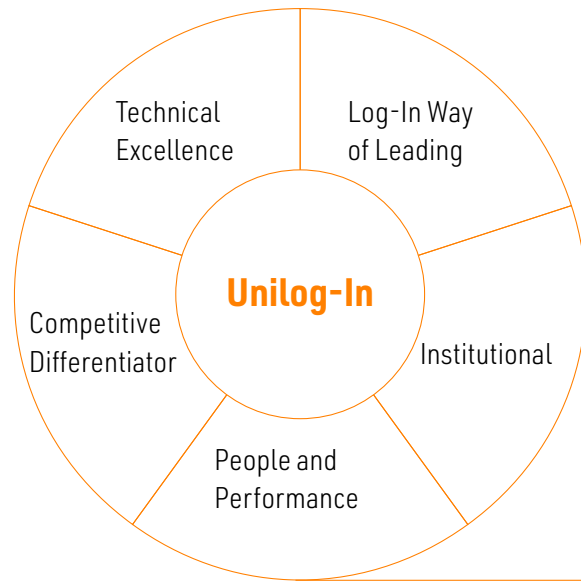
**40%**

decrease in our turnover in 2022

**We opened our corporate university, Unilog-In, at the end of 2022**



Unilog-In is structured into five schools, offering training in Technical Excellence, Log-In Way of Leading, Institutional, People and Performance, and Competitive Advantage. This digital self-development tool is complemented by the support of 19 Loginers, who are volunteer employees that share knowledge through in-person and/or online classes with all employees. Involving both leaders and non-leaders from administrative, terminal and offshore teams, in 2022 the Company conducted over 45,000 hours of internal and external training. These training programs received an average rating of 4.7 out of 5 from our employees. On average, each of our 1,004 employees received 46.45 hours of training and development.



**45,000**  
hours of internal and external training in 2022

To cultivate leaders increasingly capable of delivering the performance Log-In expects, aligned with our values that go beyond technical skills, we have the Log-In Way of Leading program, which 76 managers and coordinators took part in in 2022. With the same objective, we also have the Log-In Way of Leading at Sea, reinforcing the company's values for onboard leaders (Captain, Executive Officer, Nautical Officer, Chief Engineer, and Engineer). Log-In does not offer career transition programs to its employees.

When it comes to potential future professionals of Log-In, Programa Praticantes provides mandatory internships for the Brazilian Navy Officer Training Program, selecting and developing aspiring officers to join our team of seafarers. In 2022, eight practitioners were hired. We also continued our Internship Program, which lasts for nine months and provided development opportunities for 11 interns in 2022. With a course load of six hours a day, Log-In interns receive a stipend and benefits such as meal and grocery vouchers, transportation, discounts at gyms and other sports activities, and one day off during their birthday month.



## Diversity and inclusion

More than fostering an equal, fair, and respectful environment, at Log-In Diversity and Inclusion (D&I) is a strategic practice that adds value to our team: by attracting and retaining talent with diverse backgrounds and perspectives, each person contributes to enhancing our decision-making processes and daily activities, bringing a unique and potentially more innovative perspective.

Through the participation of a multidisciplinary squad, the Program Mais (More) runs initiatives related to these topics and conducts an annual Diversity Census, from which action plans are put together to monitor and address the initiatives and achieve our goals. Month by month, D&I performance indicators are presented to leadership, and if any goals have not been achieved, measures are taken to ensure progress in the following months based on the PDCA methodology (Plan, Do, Check, Act). To raise awareness and maintain the dialog among our employees, for the past three years we have been organizing Diversity and Inclusion Week at Log-In, which ran under the theme of Inclusive Mindset in 2023.

With the support of the Diversity and Inclusion squad, in December 2022 Log-In introduced a diversity policy and our team of employees began benefiting from a raft of new benefits designed to provide fair treatment between men and women and promote quality of life:

### New benefits

Time off to take children to see the doctor, with the frequency determined by the child's age.

Time off to take preventive exams, such as breast exams, Pap smears and PSA tests.

Time off for prenatal appointments and consultations.

Maternal leave - extended from 120 days to 180 days.

Paternity leave - extended from 5 days to 20 days.

Extension of full-time remote work for an additional two months after maternity leave, with the requirement for employees at TVV and offshore operations to return to in-person activities after 180 days.

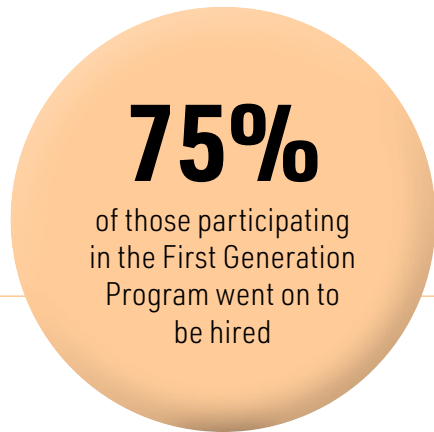
Reimbursement for the acquisition and renovation of orthotics and prosthetics.



With this diligent process of continuous improvement, in 2022, we made significant progress in our Diversity and Inclusion programs, exemplified by the following:

**First Generation Program**

In partnership with Instituto Primeira Geração, the program has been around since 2020 to foster the professional development of recent graduates who are the first person in their family to complete a degree. In addition to a practical MBA, each individual is also offered the opportunity to do an internship at Log-In. Out of the 453 applicants, 53% self-identified as black and brown and 52% identified as female in 2022. 75% of the participants went on to be hired.



**Young Apprentice Program**

Revamped in partnership with the NGO Gerando Falcões, in 2022 the program welcomed 18 young residents from communities near our administrative offices at our headquarters (Rio de Janeiro) and 17 young residents from communities near our Vila Velha Terminal (TV) aged between 16 and 21. To include them in the company's team and support their professional learning, we created a mentoring program for the young apprentices to listen to them, share behavioral content and monitor each individual's satisfaction with the program. For the managers bringing them into their teams, we conducted three prep meetings to raise awareness. In addition to mentoring, the Training Pathway offers class-room-based learning at CIEE and hands-on training at Log-In. Our young apprentices receive a monthly stipend, meal vouchers, transportation vouchers, medical and dental assistance and life insurance - all at no cost to them.

In addition to initiatives to pave the way for the professional development of socially and economically vulnerable young people, at Log-In we have also striven to provide career opportunities for people with disabilities (PWDs) and to nurture the professional development of women. This ranges from adopting six-month maternity leave for mothers and a 20-day paternity leave for fathers (Corporate Citizen) to training programs that enable women to work in all areas of the Company - including our port terminals and ships.

**Women in Operation Program**

Promoting the inclusion of women in positions considered “male” and increasing the number of women in our terminals and ships, since 2020 we have been running the Women in Operation Program. This a set of initiatives aimed at achieving this goal has nearly tripled the representation of women in our teams of employees working on ships and port terminals.



**Inclusion Program**

To improve quality and productivity in managing professionals with physical disabilities (PWDs), 20 leaders participated in two awareness meetings aimed at preparing them for inclusive leadership in 2022. The goal was to enable them to act safely and responsibly to broaden the prospects of a successful career for professionals with disabilities. Conducted in partnership with Talento Incluir, this program also held four workshops for a group of 31 PWDs, covering the following topics: Leadership and proactivity, Communication as a tool for professional growth, Emotional intelligence and Careers, growth and professional achievements.



"Being part of the Navigate Program was a great opportunity to apply my acquired knowledge to the new Log-In Way of Leading at Sea, applying it to my daily activities on board the ships and involving my subordinates in the process!"

**Vanessa Cunha**, captain



The Navigate Program is of utmost importance and relevance to the female seafaring community, increasingly demonstrating that ability is not determined by sex. I am honored to have been part of this pioneering initiative at Log-In.

**Tassya Brito**, chief engineer



"Through the Navigate Program I was able to fulfill my goal of returning to short-sea shipping. The training period was crucial for me to quickly assume the position of Chief Officer. The Log-In leadership example embodies care and respect for each professional. It brings me joy to say that the program's proposal aligns with the practices on board our ships."

**Karen Salvi**, hired as Chief Officer under the Navigate Program



### Capacitar Program

This program provides training for port equipment operators, and has already resulted in the hiring of 55 women in our port terminals. Three more women were certified in 2022.

### Women at Sea Program

This Program came second place in the ANTAQ (National Waterway Transportation Agency) Award in 2022. The initiative has successfully attracted, developed and retained female talent to work on board our ships. In addition to the female leaders trained under the Navigate Program, our ship crews now include female employees in roles such as deckhand, engine staff and electrician.

Over the past four years, our gender diversity efforts have doubled the number of women in leadership positions at Log-In. Our efforts towards gender equality have been recognized by our female employees: in a survey conducted for Log-In's recertification in Great Place to Work (GPTW), 75% of female respondents answering six specific questions about female opinions about the workplace expressed satisfaction at being a part of the company, representing a 22 percentage point increase on the previous year.

## Digital transformation culture

One of Log-In's strategic focuses is the continuous improvement of the experience for our customers, employees and suppliers through the digitalization and integration of processes and data. To enable this, we have been investing in building our digital transformation culture since 2021, as we believe that any change relies on people and not just the implementation of innovative technological resources.

Alongside investments in new tools to transform Log-In into a 4.0 company, our Oxygen Project aims to empower and engage the entire team in the planned initiatives until 2024 when we expect to achieve the digital transformation of the employee experience by digitizing all processes. We are also aiming to create a unique platform within the same timeframe that meets all of the team's functionalities and communication needs. Among the initiatives implemented in 2022 to enhance our employee experience, the pilot project on the Polaris ship stands out, which introduced digital communication (including Wi-Fi) for our seafaring team.

The Oxygen Project operates on two fronts:

- **Process Digitalization, which involves the implementation of digital tools; and**
- **Control Automation, with the creation of Indicator Dashboards.**

In corporate management, we completed the project to replace our ERP (Enterprise Resource Planning) system with the SAP Business One solution, automating key business functions in finance, operations and human resources. This advancement has already resulted in increased productivity for our employees and process improvements, particularly in corporate governance.

In addition, in 2022, we broadened the features of our self-service digital platform (Log-Ai), launched the Log-App, and completed the first cycle of the Log-Inova program (see more in the chapter Service Quality). We also strengthened our cybersecurity efforts, seeking alignment with the ISO/IEC 27000:2018 standard and the leading international frameworks for cybersecurity, information security, and privacy: NIST, CIS Control and OWASP.

We ramped up our cybersecurity defenses

# Health and well-being

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10,  
SASB TR-MT-320a.1

All our employees have health care plans and a nationwide network of professionals they can see

Employee health and well-being are protected through robust and comprehensive policies and practices, focused on employees and third parties deployed to our offices, ships and terminals. Our Health Management System is coordinated by an internal department and our Risk Management Program (PGR) and Occupational Health Medical Control Program (PCMSO) are executed and monitored by specialized consultants. They map the exposure to risks and conduct the examinations required by each job position.

Through these programs, which comply with the regulatory standards of the Ministry of Labor, we control occupational health certificates (ASO), the lab test grid, and data on the life-style and absenteeism/leave of our employees and contractors. For third-party contractors, all legal documents related to occupational health and safety are required prior to their hiring.

Going beyond legal compliance, we conduct internal health promotion campaigns annually and encourage employees to undergo examinations such as mammograms for women and PSA testing for men. All employees have access to their test results in the form of an individual letter of access to the PCMSO. Team health data is kept by the health care team and, because the company complies with the General Data Protection Law (Federal Law 13.709/2018), it is kept confidential, with the exception of data that is public such as occupational health certificates (ASO).

All our employees have health care plans and a nationwide network of professionals they can see. We also keep a physician on staff, who cares for employees individually, should this be needed. In urgencies or emergencies, employees are sent to specialized public or private health centers.



To avoid and mitigate any negative occupational health and safety impacts resulting from our activities, the use of individual and group protective equipment (IPEs and GPEs) is mandatory and administrative measures are adopted (restrictions and revolving rest periods) at terminals. We also require Permissions for Work and Permissions for Special Work (work at heights, confined space work, hot work), which require a preliminary risk analysis to be completed before beginning the task. For further information, see the chapter Operational safety and emergency management.

Log-In's quality of life program, Live Well (Viva Bem), was created to promote the adoption of healthy habits by our staff within and outside the workplace, carrying out specific actions aimed at the prevention and control of chronic diseases such as hypertension, diabetes, and repetitive strain

injuries (LER/DORT), as well as providing guidance to pregnant employees. In addition, the Viva Bem program regularly carries out campaigns and lectures on various topics such as emotional health and financial education, which are shared through our Log-In Conecta portal. The Appendices section presents and describes all the systematic actions that are part of the Viva Bem program.

Twice-yearly we conduct health and well-being realization surveys among our employees to realign actions in this regard. For example, in 2022, by monitoring Readiness Test indicators, the team at Terminal de Vila Velha (TVV) received lectures on financial education, and one of the three restrooms at the terminal was renovated to make it more comfortable for port workers. At our headquarters, breastfeeding women now have a dedicated area for milk extraction.

**R\$ 350,000**

in donations from June to December 2022 made to the NGOs

**In May 2022, we formed partnerships with two NGOs, Instituto Social Esperança and Instituto Arte Sem Limites**



# Community engagement

GRI 2-29, 3-3, 401-3, 407-1, 409-1, 413-1, 413-2

The Onboard Community (CAB) program is our flagship social investment program (learn more in the chapter Diversity and Inclusion). It began in December 2021 by outlining our geographies and implementing a methodology for socioeconomic surveys in the neighborhoods surrounding our Vila Velha Terminal (TVV) in Espírito Santo state.

In May 2022 we subsequently partnered with two NGOs, Instituto Social Esperança and Instituto Artes Sem Limites, with the aim of providing development opportunities for children aged 6 to 17 and income generation for women, all residents in the communities of Ilha das Flores, Argolas and Glória. These initiatives are carried out at TVV, which accounts for 15% of our operations.



From June to December 2022, we made two donations to the NGOs totaling R\$ 350,000, which funded the following positive social impacts. In the Glória community, over these six months of work, Instituto Artes Sem Limites provided weekly workshops in guitar, percussion, judo, Portuguese, and mathematics to 139 students. Operating in the Argolas and Ilha das Flores communities, Instituto Social Esperança offered soccer and capoeira (a Brazilian martial art) classes to 117 children and handicraft workshops to 38 women aged over 18, aiming to generate additional income for their families. As an incentive, during special events such as the Log-In Investors Day or Women's Day, we ordered sweets and distributed gifts made by the Ilha das Flores artisans.

To expand our engagement in the Onboard Community work, a Volunteering Program was created at TVV, which already has 30 participants among Log-In employees and third parties. On Children's Day, they organized a party in the communities attended by approximately 1,000 boys and girls, and the Christmas Outreach event fulfilled 200 gift requests from letters written by children, which were donated by our employees.

Between December 15, 2022, and January 17, 2023, we conducted a telephone survey among the beneficiaries of the Onboard Community program, using a questionnaire with open-ended and

closed-ended questions to ascertain the profile of the program participants and analyze three metrics: CSAT to evaluate the experience, satisfaction and impact of the program; MHS to measure the impact on the communities; and NPS to analyze the effectiveness and potential for program referrals by the participants. The entire CAB program was highly rated, and the NPS achieved by the actions carried out by Instituto Social Esperança was 97, reaching 100 for the Mulheres da Ilha project's handicraft workshops, while the NPS score for Instituto Artes Sem Limites was 96. From the audio recordings of the interviews conducted during the survey we reproduce below a number of testimonials from participants of the Onboard Community program:

"The dedication of everyone involved in the project with the children, the support they all provide to them, sometimes the children don't have that at home, and it's very important."

**Bernardo Aquiles**

"The improvements that CAB brought to the children and the development of the younger ones."

**Benjamim Guilherme**

"I learned something new and different, it's nice to see my paintings."

**Ana Luiza**

"I'm doing the crochet workshop, I'm still learning, but it's really good."

**Lourdes**

# 3

# Corporate Governance

## IN THIS CHAPTER

ETHICS, INTEGRITY AND COMPLIANCE

OPERATIONAL SAFETY AND EMERGENCY RESPONSE



# Strategic management structure

**GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-17, 2-18, 2-19, 2-20, 2-21**  
**TCFD 1.a, 1.b, 2.a, 2.b**

As a limited liability listed company, Log-In – Logística Intermodal S.A. - has listed shares (LOGN3) since the IPO in 2007, when we became the first logistics company to join the B3 Novo Mercado.

In addition to complying with Novo Mercado requirements, we aim to go beyond legal compliance by voluntarily and gradually adopting the best practices recommended by the Brazilian Securities Commission (CVM) and the Brazilian Institute of Corporate Governance (IBGC). As our activities are regulated by city, state and federal governments, in addition to stakeholder accountability Log-In has an ethical and transparent relationships with government agencies involved in the institutional-regulatory, economic-financial, operational, and legal areas.

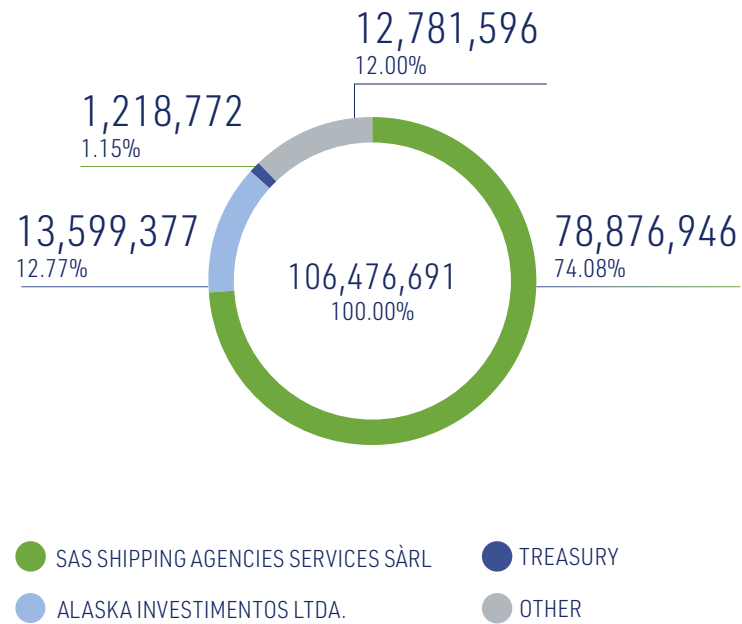
## Log-In Day: investor engagement

To maintain our engagement with investors, we held our traditional event, Log-In Day, at the Vila Velha Port Terminal in July 2022. This event practically demonstrates the company's strategies and initiatives for development.

In the presence of 30 investors we presented Log-In's Sustainability Report and results and strategies, followed by a round of talks with our officers. Participants also had the opportunity to visit the facilities of the Vila Velha Port Terminal and talk with the captain of one our ship captains. Log-In Day is essential for strengthening our relationship with investors and transparently showcasing the efficiency of the Company's operations. It reinforces the relevance of the strategies and investments made to enhance and ensure operational excellence.



**Ownership structure<sup>1</sup>** GRI 2-6



<sup>1</sup> Data as of 12/30/2022

Log-In’s governance framework consists of a Board of Directors (CA), an executive board, and four committees, which are collegiate and advisory in nature to the CA: Audit Committee, People and Management Committee, Strategy and Finance Committee and Ethics Committee.

The Board of Directors is composed of a minimum of five and a maximum of nine serving members, along with up to three alternates. The Board members are elected and deselected by the General Meeting, which also determines the number of CA members, ensuring compliance with the independence requirement (20%) stipulated by Novo Mercado. The mission of our board members, as defined in the CA’s Rules of Procedure, is to protect and appreciate the Company’s assets and maximize the long-term return on shareholders’ investment. They follow the highest ethical principles to sustainably maintain the business’ longevity, respecting its values and purposes. Their responsibilities include: steering the strategic business direction, overseeing management and operations carried out by the executive board, and resolving the calling convocation of the General Meeting. The General Meeting must meet annually and, extraordinarily when required by stakeholder interests.

The highest governance body (CA) is involved in all stages of the process of analyzing and signing off reported information, including the organization’s material topics. It is responsible for providing information (through personal interviews), analyzing the report during its preparation and signing it off. At the request of the board members, sustainable development was included in the CA’s agenda to foster collective knowledge about it. Twice a year,

presentations are given on our ESG agenda status, including actions to address climate change. In addition to regular presentations to the Board, a long-term plan is being developed that includes actions for climate analysis and guidance. Learn more in Logistics Decarbonization.

Our Executive Board consists of eight officers, seven of whom are male and one female. It has the same mandate of two years between two Annual General Meetings, and officers are elected by the Board of Directors and may be reelected. The roles of Chairman of the Board of Directors and CEO should not be held by the same person.

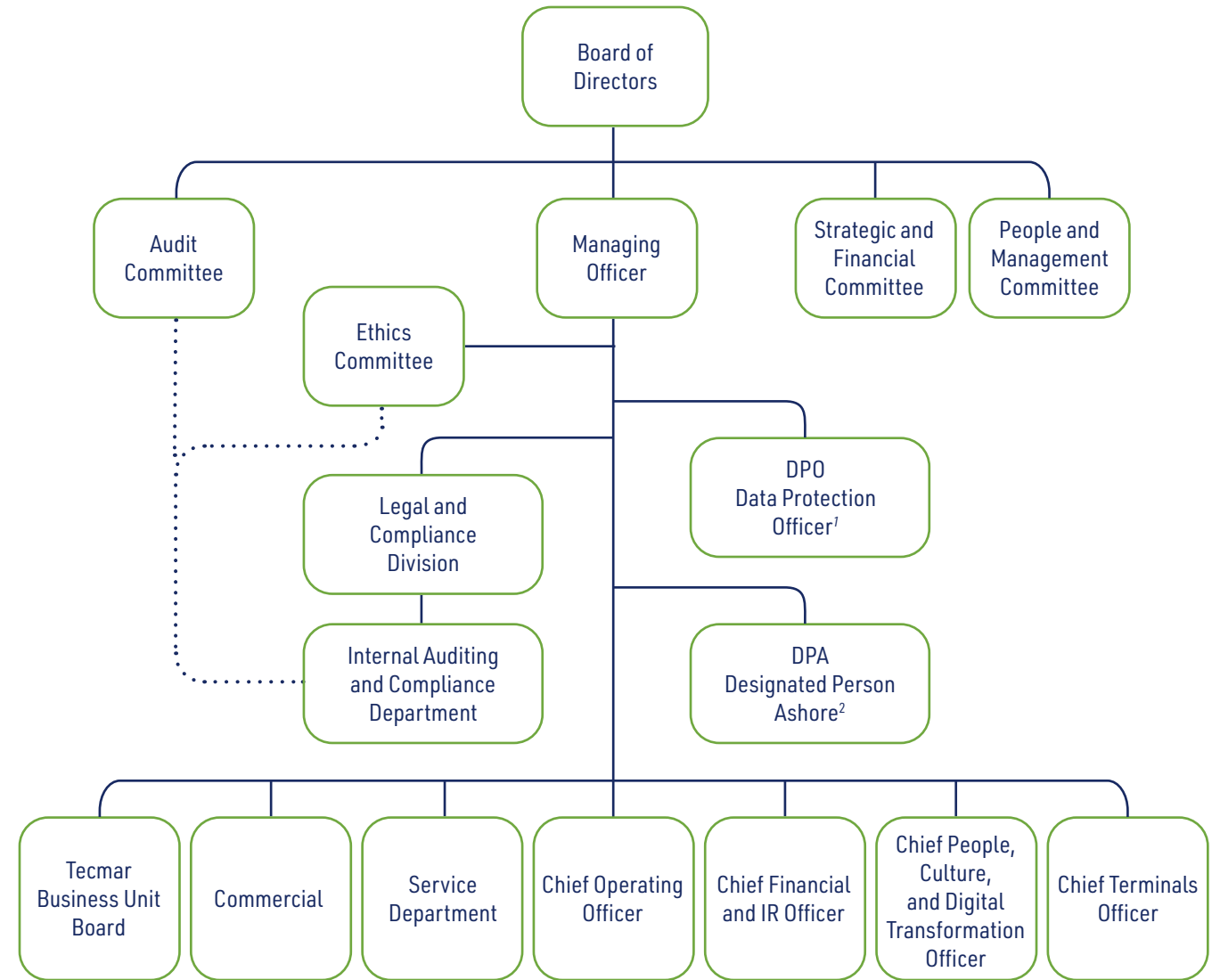
The Board of Directors has not yet established a performance assessment process. To learn about the names, resumes and other responsibilities of Log-In’s directors, committees and Executive Board, please see the link provided, which also contains our Nominations Policy which outlines the criteria for forming the Executive Board, Board of Directors and Advisory Committees.

**Compensation:** Board members receive fixed monthly compensation within the limit set by the General Meeting. On top of fixed monthly compensation, officers also receive variable compensation based on corporate and individual performance indicators, also indexed to ESG goals. The company does not offer recruitment bonuses, and there is no clawback of incentives received thereafter. The Private Pension plan does not include board members.

Executive compensation is discussed in the People and Management Committee and validated by the Board of Directors. The opinion of stakeholders (including shareholders) regarding the proportion of overall compensation is discussed and validated at General Board Meetings. No compensation consultants are involved in this process. On top of fixed monthly compensation, officers may also receive performance-related variable compensation, based not on business results but also linked to ESG goals such as the quality of service provided and achievement of health, safety and environmental (HSE) indexes. Upon termination, officers receive a payment of three times the value of the last fixed monthly installment, which does not apply to board members.

Further information on this topic can be obtained from our [Compensation Policy](#).

**Risk management:** At Log-In, risks that may impact business development and value created are managed in a cross-cutting way within the company. This is based on internationally recognized methodologies and guidelines such as ERM Coso (Committee of Sponsoring Organizations of the Treadway Commission). With the support of the Audit Committee and the Internal Audit, Compliance, and Risk Management Department, the Board of Directors reviews and approves our risk management model and the annual risk mapping focused on six categories: financial, operational, regulatory, commercial, safety and environmental. The Internal Audit, Compliance and Risk Management Department is tasked with monitoring the implementation of action plans and the effectiveness of mitigating actions. The results of this monitoring are reported to the Executive Board, the Audit Committee and the Board of Directors. Our risk management comprises the processes and strategic operations, and each department head is charged with adopting and rolling out mitigation plans, as described in our Risk Management Policy. **GRI 2-12, TCFD 2.a**



<sup>1</sup> DPO - Data Processing Officer - liaises between Log-In, data subjects and the National Data Protection Authority.

<sup>2</sup> DPA - The Designated Person Ashore is responsible for providing the structure and support for the vessel safety management and environment system. It also ensures the crew that there are suitable resources and support ashore.

Based on the governance framework as of 12/31/2022.



# Ethics, integrity & compliance

GRI 3-3, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 205-1, 205-2, 205-3, 207-3, 405-1, 405-2, 406-1  
SASB TR-MT-510a.1, TR-MT-510a.2

Due the Log-In's breathtaking expansion, one of our main areas of focus has been the consolidation and dissemination of our Integrity Program across key spheres of our relationships: employees, suppliers, government regulatory and oversight entities, and customers. We believe that acting with ethics and integrity at all levels of business is the starting point for building enduring and sustainable relationships with all our stakeholders.

We believe that to maintain the respect and trust of the market, internal and external customers and society as a whole, we must ensure that our actions reflect the alignment of values between individuals and the Company, day after day. We are committed and demand that our entire value chain complies with domestic legislation and the commitments undertaken in international treaties and conventions for the protection of human rights (UN) and the promotion of labor rights (ILO), of which Brazil is a signatory.

With this goal in mind we adopted a set of initiatives that began with the reviewing and subsequent approval by the Board of Directors of our expanded Code of Ethics. In addition to ethical conduct and behaviors expected in the internal and external relationships of our employees regarding fraudulent practices such as corruption, bribery and related acts, the code explicitly states our zero tolerance for any prejudiced and discriminatory acts and mindsets around race, color, origin, gender, personal appearance, physical, mental, or psychic status, nationality, religion, sex, age, marital status, sexual orientation, social position, opinion, political preferences or any other individual traits. In 2022, 90% of our team of employees - regardless of hierarchical position - received information and training on the guidelines of our Code of Ethics and Integrity Program. In January 2023 Log-In also began to offer specific training on the Anti-Corruption Law to all its employees through its corporate university, Unilog-In.

Another noteworthy initiative was the extension of our Integrity Program to Tecmar, a highway transport company acquired in December 2021. After

communication campaigns, we sought to identify our common ground in values and adapted the requirements of our Integrity Program to the reality of Tecmar's operations. A leadership training cycle was then initiated, preparing them to disseminate the program amongst their teams.

In order to identify conflicts of interest - real, potential or apparent - department heads and other professionals designated by Compliance are required to complete a Declaration of Conflicts of Interest. There are mitigation actions when a conflict is identified, which can be actioned individually or collectively, ranging from participation in conflict of interest training to transferring the employee to another department.

Our supplier chain is already subject to a consolidated due diligence process. Contractors are monitored by an external company system that conducts a prior Background Checks. This check aims to identify if suppliers have a history of engaging in practices such as corruption and environmental crimes, among other offenses, in order to mitigate integrity risks.

To engage our contractors, in 2022 the companies comprising our supplier chain received information on our Code of Ethics. We have already begun implementing a due diligence process for our customers, which is part of our ESG agenda concerning integrity and risk monitoring. Throughout 2023, Know Your Client (KYC) and Background Checks for Clients procedures will begin to be implemented. At Log-In, anti-corruption guidelines are in the Code and available to the company's entire value chain on its site.

## Whistleblowing Hotline **GRI 2-16, 2-25, 2-26**

Another important commitment fulfilled in 2022 was reducing the number of reports outside the remit of our Whistleblowing Hotline. We ran an intensive internal training agenda to guide employees on when to report, the scope of the whistleblowing hotline, and how to make a report that includes sufficient information for investigation and correction. At Log-In, the Whistleblowing Hotline has been up and running since 2019 and is managed by a third-party firm (KPMG) to ensure the confidentiality and anonymity of reports. KPMG analyzes reports before forwarding them to the Ethics Committee. If the reported individual is a member of the Ethics Committee, KPMG follows an alternative workflow, excluding the individual from the process and blocking their access to the report.

In 2022, there were 52 reports submitted through the Whistleblowing Hotline, a 38% reduction on the previous year. This decrease can be attributed to the focus on training employees to understand what should be reported and the minimum information required for a thorough investigation. All stakeholders can use this channel to report conduct that contravenes the principles and values in our Code of Ethics via e-mail, directly on the website, by phone, or PO Box.

Site: <https://canaldedenuncia.com.br/grupologin/>

Tel: 0800 450 4503

## Internal ethics and integrity Policies and Standards

- Code of Ethics<sup>1</sup>
- Donations Policy<sup>1</sup>
- Related-Party Transactions Policy<sup>1</sup>
- Securities Trading Policy<sup>1</sup>
- Reporting Policy<sup>1</sup>
- Integrity Policy
- Whistleblowing Rules
- Internal Disciplinary Measures Standard
- Supplier and Employee Background Check Internal Procedures
- Internal Standard for Declaring Conflicts of Interest

<sup>1</sup> Available at Log-In's IR page: <https://ri.loginlogistica.com.br/governanca-corporativa/politicas-e-regimentos-internos>

# Operational safety and emergency response GRI 3-3, 403-2, 403-4, 416-2, 418-1

In addition to the set of initiatives adopted to foster employee health and well-being (learn more in Health and Well-being), at Log-In we have the Risk Management Program (RMP), which aims to continuously enhance the level of safety in all our operational activities by implementing specific initiatives for each area: coastal shipping, terminals and highway transport. The program's primary focus is the safety of individuals, but it also includes initiatives aimed at environmental preservation and protecting of our customers' cargo.

## Ten Golden Rules

- Professional responsibility
- Sound professional conduct
- Equipment and tool inspections
- Work permits
- Respecting practices and procedures
- Using PPE
- Only do it if it's safe.
- Don't cut corners
- Follow rules for driving vehicles and equipment
- Obey traffic signs

Log-In has insurance policies from P&I Club Steamship Mutual, an insurance company based in London, providing our customers with coverage for cargo damage, environmental damage, crew, employee or third-party injuries, and traffic and terminal accidents. In 2022 there were no environmental incidents involving overboard oil spills, or any environmental incidents resulting in any fines or sanctions, demonstrating that our prevention practices are effective.

Our Internal Accident Prevention Committee (CIPA) complies with NR 05 and includes company and employee representatives, who meet ordinarily on a monthly basis and have the powers to make decisions by a unanimous or majority vote of members. The purpose of the committee is to implement programs, campaigns and initiatives to mitigate and/or eliminate unsafe conditions in the workplace environment, both on land (offices and terminals) and at sea.

Our Training Grid maps out the required training for each position, and offers periodic safety training. In 2022, we administered over 290,000 man-hours of training, with a special emphasis on our Golden Rules, which have also been extended to Tecmar's highway transport staff. The Golden Rules establish the mindsets and conduct to be followed by all Log-In employees, both internal and external, with the aim of preserving Log-In's core value: the lives of every person working within the company.



## NAVIGATION



We operate operational shipping activities in accordance with specific rules that reinforce our guidelines, such as the ISM Code (International Safety Management Code) and we are certified by Bureau Veritas, DNV and Lloyd's Register. In 2020 we also implemented the process safety culture (SEPRO), which focuses on rare but high severity events. Although originally designed for the petrochemical sector by the Center for Chemical Process Safety (CCPS) in the United States, this methodology allows us to monitor the safety of our fleet of ships through specific indicators, internal controls, systematic inspections and monthly meetings.

Our Risk Management Program (RMP) includes a Governance function that is responsible for monitoring processes and indicators, and a Facilitators Program in which employees review our processes and results to support continuous improvement. The risks identified and monitored on a monthly basis in shipping operations are managed through our Prevention and Action Program, which includes the development of emergency plans.

### Master of the Seas Program - MSP

As a tool for measuring and transparently assessing the performance of our fleet's ships, the Master of the Seas Program (PRM) is based on four of our values: safety, teamwork, ownership mindset, and a results-centric approach. It consists of monthly KPI meetings - and two annual inspections in June and December.

Each month indicators are added to results of the half-yearly performance inspections (HYPI). Each KPI (Key Performance Indicator) has specific scores in operations, safety, maintenance and onboard management, which contribute to the final rating assigned to each ship in the fleet. In 2022, the title of King of the Seas

In shipping there is also a schedule for conducting drills: incidents involving safety, fires, explosions, groundings and stowaways on board, among other possible events, are simulated every four months, with two separate groups, on a ship from our fleet. We also take prompt, coordinated action to address any emergencies, in accordance with international standards. For cases that may require external structured support, we have a crisis management plan supported and handled by the Organizational Response Structure (ORS). The ORS is comprised of company employees and is based on ICS - Incident Command System, deployed in the event of major emergencies.

Shipping risk monitoring is reinforced by a Designated Person Ashore (DPA) who reports directly to the Log-In CEO, liaising between the leadership team and ship crews. The Designated Person Ashore (DPA) is responsible for providing the structure and support for the vessel safety management and environment system. It also ensures the crew that there are suitable resources and support ashore.

was awarded to the vessel Polaris for its most efficient performance, highest level of safety and lower greenhouse gas emissions (learn more in Logistics Decarbonization).

## TERMINALS

discrepancies, the system allows for correction and the selection of more suitable and secure storage and transportation options. The adoption of this tool has prompted some of our customers to implement prior registration procedures for hazardous cargoes, recognizing the importance of the process for the safety of people and ships.

Our Risk Management Program (PGR) covers the Guarujá (SP), Itajaí (SC) and Vila Velha (ES) terminals, enabling systematic evaluation of routine and non-routine activities to inventory, identify and quantify operational risks. One of the tools used in the PGR is the Safety Incident Records (ROS), essential for identifying deviations and preventing accidents at the terminals, which is used by both our employees and contractors. Our best practices in safety management include not only activity risk management but also training and capacity-building initiatives, third-party management, accident investigation

management, and emergency response. In managing our terminals, we are committed to:

- Meeting the requirements of products and services, legislation, and other subscribed regulations related to significant issues and impacts.
- Preventing air, water and soil pollution, promoting the rational use of natural resources, and ensuring proper waste disposal.
- Promoting continuous improvement in the Integrated Management System's performance to achieve customer satisfaction.
- Establishing and reviewing objectives and targets based on the company's needs assessment.
- Ensuring interaction among stakeholders and providing information through effective communication channels.
- Training, raising awareness and honing the skills of employees.

### PROCESS WORKFLOW



#### Automated hazardous cargo identification

#### CLIENT

Books a date and time to load non-hazardous products

#### CLIENT

Loads hazardous and nonhazardous products into the container, without proper labeling

#### ROBOT

The Log-In system identifies scheduled hazardous products that are not properly labeled (by uploading the delivery note and inspecting each NCM)

#### RISK TEAM

Blocks the loading operation and requests documentation for a detailed review

#### RELEASE OF SHIPMENT

With corrected and approved hazardous goods documentation

After undergoing a cycle of independent internal and external audits in 2022, our Vila Velha Terminal (TVV) renewed its certifications for the ABNT NBR ISO 9001 and ISO 14001 standards, as well as the ISPS Code (International Ship and Port Facility Security Code). The ISPS is an international code developed by the International Maritime Organization (IMO) in response to the September 11, 2001 attacks, with the aim of protecting ships and port facilities against terrorist attacks, piracy, theft, stow-aways and other security threats.

Twice a day, before starting work and during operations, each TVV operational employee undergoes an electronic Readiness Test that assesses their behavior and decision-making in various situations.

The test results indicate the individual's emotional state, such as anxiety and lack of attention, which can jeopardize their own safety and that of others. Area supervisors are informed of the results to provide support or refer the employee to health care professionals, as necessary.

The Vila Velha Terminal also has the support of a specialized company for emergency response and has an Emergency Response and Drills Plan in place, which has an Emergency Response Structure with human and material resources, alongside an external support team. At TVV, management also involves the participation of the Specialized Service for Port Health and Safety (SESSTP/SESMT), in compliance with NR-05 and NR-29.

### Terminal Champion Program aim

The Terminal Champion Program aims to cultivate a preventive safety culture among our employees and the workers of fixed contractor operating at TVV. The focus is on caring for each other's safety. Each month, the best approaches to safety are evaluated and rewarded, and at the beginning of the following year, the employee with the most positive performance in preventing unsafe acts receives a prize. There is also an annual award for contracted companies, based on their performance in safety indicators. In 2022, the company Vix Logística received the award for the best contractor at the Vila Velha Terminal (TVV) for safety.

## Highways

Even before the acquisition of Tecmar and Oliva Pinto, two highway transport companies that support us in short-haul routes for the collection and delivery of breakbulk cargoes, we already considered this segment as our strategic partners. We included them in our ESG agenda with initiatives ranging from guidance and training in cargo and driver safety through monthly Safety Forums to the distribution of handbooks to truck drivers. In 2022 our Excellence Program (see more in Service Quality) introduced the Green Seal to acknowledge suppliers with the best environmental practices, including logistics decarbonization initiatives.

Our trucking Safety Program also comprises processes for identifying unsafe driving practices in our trucking operations, such as speeding, exceeding driving hours and tracking-related irregularities. This program has been effective in adopting immediate corrective actions, reducing the likelihood of road accidents and cargo thefts/ robberies, and enhancing the efficiency of highway transportation.

In order to ensure the evolution and safety of our highway transportation operations, in 2022 we emphasized the improvement, content recycling

and awareness of drivers. We conducted in-person safety workshops, monthly safety forums, weekly alert and awareness meetings, created and disseminated the loading and offloading guide, training with external consultancy firms and meetings with specific clients to address process corrections. We also implemented our Partner program, which rewards suppliers with the highest level of safety and service quality.

## Green Seal

created to recognize suppliers with the best environmental practices

# Appendices

## IN THIS CHAPTER

GRI CONTENT INDEX

SASB CONTENT SUMMARY

ASSURANCE LETTER

CORPORATE INFORMATION



## Supplement to GRI and SASB disclosures

### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED GRI

201-1	2020	2021	2022
<b>Direct economic value created (R\$)</b>			
Revenue	1,254.2	1,546.4	2,352.5
AFRMM <sup>1</sup>	49.4	57.3	59.0
Total	1,303.6	1,603.7	2,411.5
<b>Economic value distributed (R\$)</b>			
Operating expenses	(830.1)	(1,031.6)	(1,417.0)
Wages and benefits	(152.7)	(176.2)	(308.6)
Payments to providers of capital	(214.2)	(150.7)	(151.5)
Payments to government	(93.6)	(147.6)	(127.3)
Community investments	0	0	(0.4)
Total	(1,209.6)	(1,506.1)	(2,004.7)
<b>Economic value retained (R\$)</b>			
"Direct economic value generated" less "Economic value distributed"	13.0	97.6	406.8

<sup>1</sup>Freight Surcharge for Merchant Fleet Renewal (AFRMM): financial support received by the shipbuilding industry from the Federal Government in connection with the construction of Log-In's ships at domestic shipyards.

### Energy consumption within the organization GRI 302-1, SASB TR-MT 110a.3

#### ENERGY CONSUMPTION (GJ)<sup>1,2,3</sup>

Fuel consumption - nonrenewable (GJ)	Shipping	Terminals	Offices
Oil (S-10 Diesel)	0	0	0
Diesel Fuel	50,416.72	27,064.21	0
LPG	0	533,079.53	0
Total	50,416.72	560,143.74	0
Electricity consumed (GJ)	Shipping	Terminals	Offices
Electricity	0	11,071	664.12
<b>TOTAL</b>	<b>0</b>	<b>11,071.00</b>	<b>664.12</b>
<b>TOTAL ENERGY CONSUMPTION</b>	<b>50,416.72</b>	<b>571,214.74</b>	<b>664.12</b>

<sup>1</sup> Energy consumed relates to fuel consumption (IFO + MDO) by our seven ships in the 2022.

<sup>2</sup> Log-In does not consume renewable fuels or makes energy sales.

<sup>3</sup> At the terminals, the data was extracted from the energy account and diesel monitoring spreadsheet, with conversion factors used source from: National Energy Balance 2021: Baseline 2020 / Empresa de Pesquisa Energética. Rio de Janeiro: EPE, 2021.

### Energy consumption outside the organization

#### GRI 302-2

#### ENERGY CONSUMED OUTSIDE THE ORGANIZATION (GJ)<sup>1</sup>

Fuel consumption - nonrenewable (GJ)	Intermodal
Oil (S-10 Diesel)	339,687.61
Total	339,687.61

<sup>1</sup> Intermodal used the following information to compile the data: (1) Estimated distance traveled considering the route from the port terminal municipality to the customer municipality. (2) 100% of operations using Diesel S-10. (3) Empty Container Transport autonomy in Highway transportation. (4) Full Container Transport autonomy in Highway transportation. (5) Container Transport autonomy in Railroad transportation. (6) Container Transport autonomy in Waterway transportation. (7) Conversion factors: 1L DIESEL S-10 =36 MJ. (8) Conversion Factor: 1 Megajoule [MJ] = 0.001 Gigajoule [GJ]. According to the source: LITERS, CUBIC METERS OR MEGAJOULES? - Autoentusiastas.

#### TOTAL NON-RENEWABLE ENERGY CONSUMED (GJ)<sup>1</sup> GRI 302-1, SASB TR-MT-110a.3

Ship fleet <sup>1</sup>	Terminals and TVV	Total
2,131,956.00	571,214.74	<b>2,703,170.74</b>

<sup>1</sup> Energy consumed relates to fuel consumption (IFO + MDO) by our seven ships in the 2022.

### Reduction of energy consumption

#### GRI 302-4

There was no reduction in energy consumption at Log-In during the reporting period, and there was an increase in energy consumption in the offices as employees returned to the workplace in November 2021, in the post-pandemic period. Actions are being taken at terminals to reduce energy

consumption, such as panel replacement and the replacement of bulbs in some equipment. However, it is not yet possible to measure the reduction in energy consumption. The investment project is currently underway and is scheduled to be implemented in 2023.



## TOTAL VOLUME OF WATER WITHDRAWAL AND CONSUMPTION ACROSS ALL AREAS AND IN AREAS WITH WATER STRESS, BY SOURCE (ML) <sup>1 2 3 4 5</sup> GRI 303-3

Source	2020 All areas	2021 All areas	2022 All areas
Utility water			
Browsing	8.284	8.363	9.870
Freshwater TVV	6.133	6.630	8.189

(>1000 mg/l of Total Dissolved Solids)

<sup>1</sup> Water used at TVV is supplied from local utilities, and water discharge volumes are equal to consumption volumes. GRI 303-4, 303-5

<sup>2</sup> No data on water withdrawal and discharge is available for the Itajaí and Guarujá terminals. Our operations do not consume significant amounts of water other than for human consumption. GRI 303-3, 303-4

<sup>3</sup> All water purchased from local utilities for our regional offices, TVV and Itajaí and Guarujá terminals is discharged into the public sewer system. GRI 303-4, 303-5

<sup>4</sup> In shipping, discharge volumes are equal to consumption volumes. GRI 303-4, 303-5

<sup>5</sup> There is no data available regarding seawater withdrawal and discharge by the vessels. However, all effluent is discharged in accordance with International Maritime Organization (IMO) parameters and regulations. GRI 303-3, 303-4

## Total waste generated by <sup>1 2 3 4 5</sup> GRI 306-3

In relation to water and waste management in shipping, Log-In follows the standards laid down by the International Maritime Organization (IMO), the International Convention for the Prevention of Pollution from Ships (Marpol) and the rules of Normam (Maritime Authority Standards).

Shipping waste is collected at the ports our ships call on, and the contractors in charge of this service are pre-approved by the Health, Safety, and Environment (HSE) department before the contracting process begins. All companies involved in the waste management process, whether for collection or final disposal, are duly licensed by the local environmental agencies.

At the Vila Velha Terminal (TVV), quantitative data is obtained through weighing at the TVV's weighbridges, and the Waste Transport Manifest (MTR) is issued through SINIR (National Waste Information System). Waste at terminals is internally managed exclusively by contractors, as per supplier approval criteria. The sector-specific regulations related to the discharge of effluents from the terminals are parameters established by the Ministry of the Environment and the National Environmental Council (CONAMA) through CONAMA 430/11 - Resolution No. 430, issued May 13, 2011 - Article 21.

## TOTAL WASTE GENERATED BY COMPOSITION <sup>1 2 3 4</sup> GRI 306-3

Category	2020		2021		2022	
	Shipping (m³)	TVV (ton)	Shipping (m³)	TVV (ton)	Shipping (m³)	TVV (ton)
Class 1 (Hazardous)	834.1	39.6	1,562.0	29.7	979.2	105.74
Class 2 (Non-hazardous)	690.3	568.6	434.0	813.0	529.8	1,425.05
<b>TOTAL</b>	<b>1,524.5</b>	<b>608.3</b>	<b>1,996.1</b>	<b>842.8</b>	<b>1,509.0</b>	<b>1,530.8</b>

<sup>1</sup> Data is not compiled for the Guarujá and Itajaí terminals.

<sup>2</sup> Class 1 waste includes: electronic waste, infectious waste, used light bulbs, medicines, sludge, paint and pads and class 2 waster includes other waste.

<sup>3</sup> Office waste not included.

<sup>4</sup> Waste materials generated at TVV are measured in kg using a weigh bridge and are accounted for based on information compiled from Waste Transportation Manifests. In Shipping operations, waste materials are measured in m³ and noted on truck weighing tickets at the terminal exit and in Waste Transportation Manifests.

## Waste diverted from disposal <sup>1 2 3</sup> GRI 306-4 (2021)

In 2022, 890.42 m³ of hazardous shipping waste was sent for refining, and 0.42 m³ of non-hazardous waste was recycled within the organization.

## TOTAL WASTE DIVERTED FROM DISPOSAL, BY COMPOSITION <sup>1 2 3</sup>

Composition	2020 <sup>1</sup>	2021	2022
<b>Shipping<sup>2</sup> (in m³)</b>			
Class 1 (Hazardous)	798.6	1,513.5	890.4
Class 2 (Non-hazardous)	0.3	0.1	0.4
<b>SUBTOTAL (SHIPPING)</b>	<b>798.9</b>	<b>1,513.6</b>	<b>890.8</b>
<b>TVV and terminals<sup>3</sup> (in metric tons)</b>			
Class 1 (Hazardous)	15.1	19.0	15.5
Class 2 (Non-hazardous)	152.4	417.1	534.5
<b>SUBTOTAL (TVV AND TERMINALS)</b>	<b>167.5</b>	<b>436.1</b>	<b>550.0</b>

<sup>1</sup> Information for 2020 has been restated.

<sup>2</sup> Waste data for our shipping operations are available in m³ only, and cannot be translated into metric tons.

<sup>3</sup> This disclosure is based on data for TVV only and excludes the Guarujá and Itajaí terminals.

## TOTAL WASTE DIVERTED FROM DISPOSAL, BY RECOVERY OPERATION<sup>1</sup> - OFFSITE

Composition	2020	2021	2022
<b>Shipping<sup>2</sup> (in m³)</b>			
<b>Nonhazardous waste</b>			
Recycling	0.3	0.1	0
<b>Hazardous waste</b>			
Re-refining	798.6	1,513.5	0
<b>SUBTOTAL (SHIPPING)</b>	<b>798.9</b>	<b>1,513.6</b>	<b>0</b>
<b>TVV and terminals<sup>3</sup> (in metric tons)</b>			
<b>Nonhazardous waste</b>			
Preparation for reuse	35.4	36.5	00
Recycling	117.0	380.6	532.1
<b>Hazardous waste</b>			
Recycling	6.9	8.7	6.3
Re-refining	8.2	10.3	8.7
<b>SUBTOTAL (TVV AND TERMINALS)</b>	<b>167.5</b>	<b>436.1</b>	<b>547.1</b>

<sup>1</sup> Information for 2020 has been restated.

<sup>2</sup> This disclosure is based on data for TVV and excludes the Guarujá and Itajaí terminals.

**WASTE DIRECTED TO DISPOSAL BY COMPOSITION GRI 306-5**

Composition	2020	2021	2022
<b>Shipping<sup>1</sup> (in m<sup>3</sup>)</b>			
Common	249.1	197.2	206.05
Electronics	0.2	3.2	1.05
Infectious	10.0	-	-
Used light bulbs	0.2	1.2	4.55
Wood	2.0	3.5	2.64
Metal	5.2	11	30.55
Organic	89.9	10.2	28.91
Paper	104.4	19.4	25.8
Plastic	237.2	190.5	236.05
Expired medicines	0.1	1.5	0.18
Paint	5.2	0.02	-
Pads	19.8	42.6	80.23
Glass	2.4	1.9	2.17
Cooking oil	-	-	0.03
<b>SUBTOTAL (SHIPPING)</b>	<b>1,211.7</b>	<b>482.2</b>	<b>618.21</b>
<b>TVV and Terminals<sup>2</sup> (in metric tons)</b>			
Class 1 (Hazardous)	27.9	10.7	90.2
Class 2 (Non-hazardous)	458.2	395.9	890.5
<b>SUBTOTAL (TVV AND TERMINALS)</b>	<b>486.1</b>	<b>406.6</b>	<b>980.7</b>

<sup>1</sup> Waste data for our shipping operations are available in m<sup>3</sup> only, and cannot be translated into metric tons.

<sup>2</sup> This disclosure is based on data for TVV only and excludes the Guarujá and Itajaí terminals, where waste materials are not managed by Log-In.

**TOTAL WASTE DIRECTED TO DISPOSAL, BY OPERATION - OFFSITE**

Composition	2020	2021	2022
<b>Shipping<sup>1</sup> (in m<sup>3</sup>)</b>			
<b>Class 1 (Hazardous)</b>	<b>834.2</b>	<b>48.5</b>	<b>88.8</b>
Incineration without energy recovery	31.5	15.4	40.6
Landfilling	4.1	33.1	48.2
Re-refining (sludge)	798.6	-	-
<b>Class 2 (Non-hazardous)</b>	<b>690.3</b>	<b>433.9</b>	<b>529.4</b>
Incineration without energy recovery	13.5	35.9	48.4
Landfilling	676.5	398.0	481.1
<b>SUBTOTAL (SHIPPING)</b>	<b>1,211.7</b>	<b>482.4</b>	<b>618.2</b>
<b>TVV and Terminals<sup>2</sup> (in metric tons)</b>			
<b>Class 1 (Hazardous)</b>	<b>27.9</b>	<b>10.7</b>	<b>90.2</b>
Landfilling	-	-	90.2
<b>Class 2 (Non-hazardous)</b>	<b>458.2</b>	<b>395.9</b>	<b>890.5</b>
Landfilling	-	-	890.5
<b>SUBTOTAL (TVV AND TERMINALS)</b>	<b>486.1</b>	<b>406.6</b>	<b>980.7</b>

<sup>1</sup> Waste data for our shipping operations are available in m<sup>3</sup> only, and cannot be translated into metric tons.

<sup>2</sup> This disclosure is based on data for TVV only and excludes the Guarujá and Itajaí terminals, where waste materials are not managed by Log-In.

**DIRECT GREENHOUSE EMISSIONS (SCOPE 1)<sup>1</sup> (t CO<sub>2</sub> EQUIVALENT) GRI 305-1, TCFD 4.b**

	2020	2021	2022
Production of electricity, heat or steam	13,849.23	32,233.79	23,426.90
Transportation of materials, products, waste, employees and passengers	142,543.79	120,412.14	118,690.55
Fugitive emissions	4,962.10	636.71	867.07
<b>TOTAL GROSS CO2 EMISSIONS</b>	<b>161,355.12</b>	<b>153,282.64</b>	<b>142,984.56</b>
<b>BIOGENIC CO2 EMISSIONS</b>	<b>195.20</b>	<b>219.61</b>	<b>193.49</b>

<sup>1</sup> Since our first inventory in 2020, the data have been calculated using the Brazilian GHG Protocol Program's calculation tool. The consolidation approach we used for emissions is Operational Control.

## ENERGY INDIRECT GHG EMISSIONS (SCOPE 2)<sup>123</sup> (t CO<sub>2</sub> EQUIVALENT) GRI 305-2, TCFD 4.b

	2020	2021	2022
<b>TOTAL INDIRECT EMISSIONS</b>	<b>222.79</b>	<b>463.83</b>	<b>10.97</b>

<sup>1</sup> Includes CO<sub>2</sub> only.

<sup>2</sup> Since our first inventory in 2020, the data have been calculated using the Brazilian GHG Protocol Program's calculation tool. The consolidation approach we used for emissions is Operational Control.

<sup>3</sup> TVV obtained certification for the purchase of clean energy, so its results were accounted for as "non-Kyoto" gases.

## OTHER INDIRECT GHG EMISSIONS (SCOPE 3)<sup>12</sup> (t CO<sub>2</sub> EQUIVALENT)

GRI 305-3, TCFD 4.b

	2020	2021	2022
Activities related to the fuel and energy industry (not include in Scope 1 or 2)	NA	NA	11.07
Transportation and distribution (upstream)	33,380.80	33,122.99	40,188.07
Waste generated in operations	58.62	484.41	922.03
Business travel	475.25	508.12	681.23
Employee commuting	159.18	269.55	197.42
Leased assets (the organization as lessor)	NA	4,923.55	0.00
Goods and services purchased	NA	12.18	0.00
Leased assets ( <i>upstream</i> )	NA	NA	12,900.82
<b>TOTAL</b>	<b>34,073.85</b>	<b>39,320.81</b>	<b>54,900.64</b>
<b>BIOGENIC CO<sub>2</sub> EMISSIONS</b>	<b>3,905.54</b>	<b>3,749.97</b>	<b>4,100.68</b>

<sup>1</sup> Gases included in disclosures: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O.

<sup>2</sup> Since our first inventory in 2020, the data have been calculated using the Brazilian GHG Protocol Program's calculation tool. The consolidation approach we used for emissions is Operational Control.

## EMISSIONS BY OPERATIONAL UNIT (T CO<sub>2</sub> EQUIVALENT)

GRI 305-1, GRI 305-2, GRI 305-3, TCFD 4.b

	2020	2021	2022
<b>Scope 1</b>			
Shipping	159,601.34	151,017.80	140,891.67
TVV	1,726.51	2,252.18	2,058.73
Log-In offices	27.26	12.66	34.12
<b>SUBTOTAL</b>	<b>161,355.12</b>	<b>153,282.64</b>	<b>142,984.52</b>
<b>Scope 2</b>			
Shipping	N.A.	35.42	0.02
TVV	210.62	412.41	N.A.
Log-In offices	12.17	16.00	10.95
<b>SUBTOTAL</b>	<b>222.79</b>	<b>463.83</b>	<b>10.97</b>
<b>Scope 3</b>			
Shipping	51.79	5,042.56	13,166.15
Intermodal	33,380.80	33,122.99	40,188.07
TVV	179.43	647.14	945.5
Log-In offices	461.82	508.12	600.92
<b>SUBTOTAL</b>	<b>34,073.85</b>	<b>39,320.81</b>	<b>54,900.64</b>
<b>TOTAL EMISSIONS</b>	<b>195,651.75</b>	<b>193,067.28</b>	<b>197,896.13</b>

## Employees GRI 2-7

The data of Log-In workers was obtained through the Payroll System (LG), which includes the total number of workers in December 2022, from all companies, including LOG-IN, LOGNAV, LOGMAR and TVV.

## Collective bargaining agreements

GRI 2-30

All employees are currently covered by Collective Bargaining Agreements.

### EMPLOYEES SUBJECT TO COLLECTIVE BARGAINING AGREEMENTS

2021	2022
96.88%	100.00%

The data used is for the month December 2022.

## WORKFORCE BY EMPLOYMENT CONTRACT AND GENDER<sup>1</sup> 2

Contract type	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	703	209	912	729	258	987	733	271	1,004
Temporary	3	11	14	N.A.	N.A.	N.A.	04	05	9
<b>TOTAL</b>	<b>706</b>	<b>220</b>	<b>926</b>	<b>729</b>	<b>258</b>	<b>987</b>	<b>733</b>	<b>271</b>	<b>1,004</b>

<sup>1</sup>Log-In has no part-time employees.

<sup>2</sup>There were no significant changes in headcount.

## WORKFORCE BY EMPLOYMENT CONTRACT AND REGION<sup>1</sup>

Region	2020			2021			2022		
	Definite term	Indefinite term	Total	Definite term	Indefinite term	Total	Definite term	Indefinite term	Total
North	1	15	16	0	16	16	0	16	16
Northeast	3	24	27	1	25	26	0	24	24
Southeast	10	832	842	19	904	923	0	920	920
South	N.A.	29	29	1	30	31	0	32	32
Argentina	N.A.	12	12	0	12	12	0	12	12
<b>TOTAL</b>	<b>14</b>	<b>912</b>	<b>926</b>	<b>21</b>	<b>987</b>	<b>1,008</b>	<b>0</b>	<b>1,004</b>	<b>1,004</b>

<sup>1</sup> Log-In has no part-time employees.

In 2022, Log-In increased the number of positions for young apprentices in order to meet the legal quota. In the previous report, the category "interns"

included both interns and trainees, who are maritime interns. However, in December 2022, trainees are not indicated as the pilotage period had ended.

## Workers who are not employees and gender GRI 2-8

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Apprentices	8	8	16	5	11	16	13	21	34
Interns	2	1	3	13	9	22	6	10	16
Trainees	4	3	7	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>TOTAL</b>	<b>14</b>	<b>12</b>	<b>26</b>	<b>18</b>	<b>29</b>	<b>38</b>	<b>19</b>	<b>31</b>	<b>50</b>

## Minimum notice periods regarding operational changes GRI 402-1

The company regularly informs employees about any significant operational changes that may affect their work routine.

Agreements (CLAs) that require communication to the participating unions within a maximum period of 48 (forty-eight) hours for the disembarkation of maritime employees due to illness or accidents.

Regarding collective bargaining agreements and the minimum notification period, shipping companies have provisions in their Collective Labor

Agreements (CLAs) that require communication to the participating unions within a maximum period of 48 (forty-eight) hours for the disembarkation of maritime employees due to illness or accidents. Additionally, if there is a change from remote work to in-person work, a prior notification will be given within two weeks.

## PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO GRI 2-21

Amount	2022
Highest compensation paid (in the reporting period)	2,785,000
Median annual total compensation for all employees (except the highest-paid individual)	133,060.67
Ratio	20.93

### PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO<sup>1,2</sup> (%) GRI 2-21

	2020	2021	2022
Percentage increase in the highest-paid individual's compensation	-0.10%	-78.93%	47.92%
Percentage increase of median annual total compensation	25.80%	8.38%	23.80%
Ratio of the percentage increase of the highest-paid individual to the median annual total compensation percentage increase	-0.004	-9.41	2.01

<sup>1</sup>Median annual total compensation: Salaries, statutory additions, vacation pay, fees, bonuses, overtime, profit shares.

<sup>2</sup>Data for 2020 include bonuses paid as described in our Reference Form (sections 13.2 and 13.11).

### Benefits provided to full-time employees that are not provided to temporary or part-time employees\* GRI 401-2

Standard benefits provided to full-time employees that are not provided to temporary or part-time employees:

- Share acquisition plan
- Medical plans

- Pension fund/benefits plans
- Grocery vouchers
- Dental plan
- Reimbursement for glasses
- School material allowance
- Daycare allowance
- School fees reimbursement

- Private Pensions
- Orthotics and prosthetics allowance
- Life insurance
- Gympass;
- Paid day-off on birthdays.

\* The benefits offered to part-time employees (interns) are: transportation tickets, meal vouchers, food vouchers, life insurance, gympass and paid day-off on birthdays.

### Maternity/paternity leave GRI 401-3

#### PARENTAL LEAVE

Employees entitled to parental leave	men	733
	women	271
Employees who took parental leave	men	27
	women	18
Employees who returned to work during the reporting period after parental leave ended	men	23
	women	16
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	men	43
	women	12
Return rate	men	1
	women	1
Retention rate	men	1
	women	0.8

### NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER <sup>1</sup> GRI 401-1

	New hires	Terminations	Turnover Rate	Rate of New Hirings
<b>Total headcount</b>				1,004
<b>By gender</b>				
Men	133	166	14.89	0.18
Women	54	50	5.18	0.20
<b>By age group</b>				
Under 30	66	46	5.58	0.34
Between 30 and 50	109	138	12.30	0.16
Over 50	12	32	2.19	0.09
<b>By geography</b>				
North	2	0	0.10	0.13
Northeast	3	4	0.35	0.13
South	3	1	0.20	0.09
Southeast	179	211	19.42	0.19
Argentina	0	0	0	0
<b>TOTAL</b>	<b>187</b>	<b>216</b>	<b>20.07</b>	<b>0.19</b>

<sup>1</sup>Calculation methodology:  $\frac{(\text{hired} + \text{terminated})/2}{\text{total headcount}} * 100$

### Form of management - Promoting worker health GRI 403-6

At Log-In, the Live Well Program [Viva Bem] program aims to provide employees with a work environment that does not compromise their health while offering the possibility of finding pleasure, professional satisfaction and personal fulfillment. It therefore encompasses all the planning of actions focused on prevention and health promotion, including:

- Chronic Management Program - a program for employees and their dependents that provides telephone monitoring for individuals with chronic

diseases such as renal, pulmonary, hypertension, diabetes and obesity, among others.

- Pregnancy Monitoring Program - a program for employees and their dependents that provides telephone monitoring for pregnant women throughout their pregnancy.
- Emotional Health Management Program - provided through a partnership with a consulting firm and a multidisciplinary team oriented towards providing emotional support to Log-In employees.

- Always Well Program - a program for employees and their dependents that provides telephone monitoring for individuals with chronic diseases such as renal, pulmonary, hypertension, diabetes and obesity, among others;
  - Mother's Love Program - a program for employees and their dependents that provides telephone monitoring for pregnant women throughout their pregnancy.
  - Psychological Support - provided through a partnership with a consulting firm and a multi-disciplinary team oriented towards proper case management.
  - Seeds of Well-being - specific content on emotional health to raise awareness and provide guidance on emotional health care.
  - Therapeutic Moment - an action for employees to take a guided break with stretching and relaxation exercises to improve physical and emotional health.
  - Annual Health Challenge - a prepared action based on an analysis of the employee's nutritional health profile, aiming to serve as an incentive tool for improving quality of life.
  - White January Campaign - an awareness campaign on the importance of taking care of emotional health.
  - Yellow September Campaign - an awareness and alert campaign on the importance of discussing suicide prevention.
  - Pink October Campaign - an awareness and information campaign on the importance of addressing women's health with a focus on breast cancer.
  - Blue November Campaign - an awareness and information campaign on the importance of addressing men's health with a focus on prostate cancer.
  - Educational Lectures - lectures prepared by the Health team on predetermined health guidelines or specific topics for targeted groups.
  - Technical Health Bulletins - specific health content to raise awareness and provide guidance to employees on general health topics.
  - Health Week - an event for all Log-In employees with activities related to each of the 3 pillars of the program, aiming to raise awareness and reinforce the Log-In health culture.
  - Log-In Run – Health event for all employees that aims to promote physical activity and social interaction.
- In maritime shipping, during the embarkation of seafarers, there is a structured facility (onboard infirmary) designated for health care, carried out through telemedicine with the support of qualified professionals, onboard health assistants and onshore doctors.

## WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM GRI 403-8

### NUMBER AND PERCENTAGES OF WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM <sup>3</sup>

		2020		2021		2022	
		Employees	Workers <sup>2</sup>	Employees	Workers <sup>2</sup>	Employees	Workers <sup>2</sup>
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines.	Number	926	124	1,031	168	1,004	50
	Percent	100%	100%	100%	100%	100%	100%
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines, which have been internally audited.	Number	316	124	1,031	168	1,004	50
	Percentage	34%	100%	100%	100%	100%	100%
Individuals covered by such a system that has been audited or certified by an external party	Number	316	124	333	124	3,881	181
	Percentage	34%	100%	32%	74%	39%	36%

<sup>1</sup> Includes TW and Guarujá terminal

<sup>2</sup> Workers who are not employees, but whose work and/or workplace is controlled by the organization.

<sup>3</sup> Includes employees, interns and board members.

**WORK-RELATED INJURIES<sup>1234</sup> GRI 403-9**

	2020		2021		2022	
	Employees	Workers	Employees	Workers	Employees	Workers
<b>TVV and Itajaí and Guarujá terminals</b>						
Number of hours worked	1,096,380.00	163.00	1,133,640.00	267,120.00	950,940.00	390,960.00
Number of recorded work-related injuries (including fatalities)	2	0	0	0	6	0
Rate of recorded work-related injuries (including fatalities)	1.82	0	0	0	89.61	0
<b>Number of recorded work-related injuries (including fatalities)</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>1</b>	<b>0</b>
<b>Rate of recorded work-related injuries (including fatalities)</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>N.A.</b>	<b>14.93</b>	<b>0</b>
<b>Shipping</b>						
Number of hours worked	1,141,776.00	43,422.20	1,203,566.00	65,257.05	742,672.00	680,851.00
Number of recordable work-related injuries (no lost time)	1	1	0	0	1	1
Rate of recordable work-related injuries (lost time)	0.87	4.61	1.66	0	1.4	1.32
Number of recordable work-related injuries (no lost time)	5	1	8	0	0	0
Rate of recordable work-related injuries (no lost time)	4.37	4.61	6.65	0	0	0
<b>Number of recorded work-related injuries (including fatalities)</b>	<b>8</b>	<b>6</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>1</b>
<b>Rate of recorded work-related injuries (including fatalities)</b>	<b>5.25</b>	<b>9.21</b>	<b>8.31</b>	<b>15.32</b>	<b>8.42</b>	<b>1.32</b>

Note: Workers who are not employees, but whose work and/or workplace is controlled by the organization

1 Based on 1,000,000 hours worked.

2 There were no work-related injuries in our regional offices in 2020, 2021 and 2022.

3 There were no fatalities in 2020, 2021 and 2022.

4 Workers who are not employees, but whose work and/or workplace is controlled by the organization.

**Work-related ill health GRI 403-10**

In 2022 the organization recorded no fatalities as a result of work-related ill health amongst employees and workers. There was only one case of a recordable occupational disease.

**AVERAGE HOURS OF TRAINING PER EMPLOYEE BY GENDER GRI 404,1, 404-2**
**Average hours of training per employee by gender**

Men	51.34
Women	33.22
<b>TOTAL</b>	<b>46.45</b>

**AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY GRI 404,1, 404-2**

Apprentices	16.97
Interns	26.81
<b>TOTAL</b>	<b>20.12</b>

**AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY GRI 404,1, 404-2**

Presidency	12.00
Executive Board	26.57
Managers	54.52
Coordinators	40.81
Supervisors	32.35
Specialists	25.59
Analysts	21.93
Assistants	16.55
Technicians	43.81
Operational	68.30
<b>TOTAL</b>	<b>46.45</b>

**WORKFORCE BY EMPLOYEE CATEGORY AND GENDER GRI 405-1**

Employee category	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Presidency	100.0%	0%	100.0%	0%	100.0%	0%
Executive Board	83.0%	17.0%	83.0%	17.0%	85.7%	14.3%
Managers	90.0%	10.0%	87.5%	12.5%	76.0%	24.0%
Specialists/Coordinators	65.0%	35.0%	61.5%	38.5%	66.0%	34.0%
Supervisors	88.0%	12.0%	82.4%	17.6%	94.1%	5.9%
Analysts	55.0%	45.0%	54.0%	46.0%	48.5%	51.5%
Assistants	55.0%	45.0%	53.5%	46.5%	55.7%	44.4%
Technicians	91.0%	9.0%	89.6%	10.4%	91.5%	8.5%
Apprentices	50.0%	50.0%	31.2%	68.8%	38.2%	61.8%
Interns	67.0%	33.0%	59.1%	40.9%	37.5%	62.5%
Maritime	90.0%	10.0%	85.8%	14.2%	45.0%	16.0%
Trainees	57.0%	43.0%	0%	0%	0%	0%
Operation	100.0%	0%	94.6%	5.4%	95.0%	5.0%
<b>TOTAL</b>	<b>76.0%</b>	<b>24.0%</b>	<b>72.9%</b>	<b>27.1%</b>	<b>68.7%</b>	<b>31.3%</b>

**PERCENTAGE WORKFORCE BY EMPLOYEE CATEGORY AND AGE GROUP<sup>1</sup> (%)**

Employee category	2020			2021			2022		
	Below 30	Between 30 to 50	Over 50	Below 30	Between 30 to 50	Over 50	Below 30	Between 30 to 50	Over 50
Apprentices	100.0%	0%	0%	100.0%	0%	0%	100.0%	0%	0%
Interns	100.0%	0%	0%	86.4%	13.6%	0%	81.3%	18.7%	0%
Trainees	86.0%	14.0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>96.0%</b>	<b>4.0%</b>	<b>0%</b>	<b>92.1%</b>	<b>7.9%</b>	<b>0%</b>	<b>94.0%</b>	<b>6.0%</b>	<b>0%</b>

<sup>1</sup>In 2020, 2021 and 2022, 100% of apprentices, interns and trainees were under 30.

**PERCENTAGE OF EMPLOYEES, BY EMPLOYEE CATEGORY AND AGE GROUP (%)**

Employee category	2020			2021			2022		
	Below 30	Between 30 and 50	Over 50	Below 30	Between 30 to 50	Over 50	Below 30	Between 30 to 50	Over 50
Presidency	0%	0%	100.0%	0%	0%	100.0%	0%	0%	100.0%
Executive Board	0%	83.0%	17.0%	0%	83.3%	16.7%	0%	85.7%	14.3%
Managers	0%	85.0%	15.0%	0%	83.3%	16.7%	0%	92.0%	8.0%
Specialists/Coordinators	0%	92.0%	8.0%	2.2%	91.2%	6.6%	4.4%	87.8%	7.8%
Supervisors	0%	88.0%	13.0%	0%	94.1%	5.9%	0%	94.1%	5.9%
Analysts	27.0%	71.0%	2.0%	21.7%	76.2%	2.1%	21.7%	76.2%	2.1%
Assistants	43.0%	54.0%	3.0%	43.5%	54.1%	2.4%	43.5%	54.1%	2.4%
Technicians	11.0%	78.0%	11.0%	18.8%	70.8%	10.4%	18.8%	70.8%	10.4%
Maritime	10.0%	61.0%	29.0%	11.7%	62.8%	25.5%	10.8%	64.8%	24.3%
Operation	6.0%	74.0%	20.0%	4.0%	79.7%	16.3%	4.0%	79.7%	16.3%
<b>TOTAL</b>	<b>17.0%</b>	<b>69.0%</b>	<b>14.0%</b>	<b>16.4%</b>	<b>71.4%</b>	<b>12.2%</b>	<b>16.4%</b>	<b>71.4%</b>	<b>12.2%</b>

**PERCENTAGE OF EMPLOYEES FROM UNDERREPRESENTED GROUPS, BY EMPLOYEE CATEGORY<sup>1 2</sup>**

Employee category	2020		2021		2022	
	Black and Brown	PwDs	Black and Brown	PwDs	Black and Brown	PwDs
Executive Board	66.7%	-	50.0%	-	57.1%	-
Managers	35.0%	-	25.0%	-	28.0%	-
Specialists/Coordinators	43.4%	1.2%	44.0%	1.1%	47.2%	-
Supervisors	93.7%	-	88.2%	-	88.2%	-
Analysts	57.9%	1.2%	55.0%	2.1%	14.1%	28.6%
Assistants	59.7%	3.8%	44.1%	3.5%	40.4%	33.3%
Technicians	71.7%	-	73.0%	-	8.7%	-
Maritime	67.1%	-	67.4%	-	36.5%	4.8%
Operation	93.1%	1.7%	100.0%	3.0%	40.4%	38.1%
<b>TOTAL</b>	<b>67%</b>	<b>1.3%</b>	<b>65.0%</b>	<b>1.7%</b>	<b>66.1%</b>	<b>2.9%</b>

<sup>1</sup> There were no persons from underrepresented groups in CEO-level positions during the three-year period.

<sup>2</sup> Data reported for 2020 have been adjusted internally.



## PERCENTAGE OF WORKERS FROM UNDERREPRESENTED GROUPS, BY EMPLOYEE CATEGORY (BLACK AND BROWN) <sup>1 2</sup>

	2020	2021	2021
Apprentices	43.7%	25.0%	70.8%
Interns	33.3%	18.2%	29.2%
Trainees	14.3%	-	-
<b>TOTAL</b>	<b>34.6%</b>	<b>21.05%</b>	<b>48.0%</b>

<sup>1</sup> Data reported for 2019 and 2020 have been adjusted internally.

<sup>2</sup> There were no PwDs in worker positions during the three-year period.

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN, BY EMPLOYEE CATEGORY<sup>1</sup> GRI 405-2

By employee category	2020	2021	2022
Executive Board	1	0.98	1.12
Managers	0.99	1.2	1.01
Specialists/coordinators	0.93	0.95	1
Supervisors	0.80	0.87	1.03
Analysts	0.95	0.93	0.98
Assistants	0.89	0.93	0.97
Technicians	0.81	0.85	0.95
Interns	0	0	0.99
Apprentices	0	0	1

<sup>1</sup>The operations were our corporate headquarters in Rio de Janeiro and the Vila Velha Terminal (TVV) in Espírito Santo.

## Incidents of discrimination and corrective actions taken GRI 406-1

Log-In did not have any cases of discrimination reported during the period 2022. There were no legal actions filed regarding allegations of

discrimination based on race, color, gender, religion, political opinion, national origin or social origin.

## Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk GRI 407-1

All Log-In employees have guaranteed rights to freedom of association and union representation. During the reporting period, the organization took measures to support the exercising of freedom of association and collective bargaining rights.

## Operations and suppliers at significant risk for incidents of forced or compulsory labor GRI 409-1

Log-In has no record of incidents involving forced labor or slavery-like practices, and takes preventive action through initiatives such as Background Checks on suppliers. We have contractual provisions that explicitly prohibit such practices, and regular monitoring is conducted. In the event that such a situation is identified, we have a Severity Matrix in place to apply administrative sanctions. Furthermore, Log-In does not specifically identify significant risks based on the type of operation or supplier, countries or geographical areas, or suppliers considered to be at risk.

## Ethics, integrity, governance and compliance GRI 2-23

Log-In aims to identify and promote actions with positive impact, incorporating best practices into its Integrity Program. These practices are identified through market benchmarking, client demands and recommendations from civil society organizations, regulatory bodies and government agencies.

To assess the effectiveness of integrity measures, we collect and monitor indicators, actively listen to internal stakeholders, and occasionally engage external evaluations to assess the maturity of our Integrity Program. In 2022, based on findings and lessons learned, key integrity regulations were revised, including the Code of Ethics, the Background Check Policy for Employees and Suppliers, the Whistleblowing Channel and the Conflicts of Interest Declaration Policy, which was created and incorporated into the company's policies.

The integrity communication plan was also reviewed based on active listening to internal demands, stakeholder needs and engagement with other areas of the company. Additional communications and reinforcements were implemented beyond the originally planned ones, addressing questions and demands brought by stakeholders.

As goals for the Integrity Program in 2022, we aimed to increase its maturity level and reduce the percentage of whistleblower reports considered out of scope.

### Processes to remediate negative impacts GRI 2-25

Log-In regularly complies with applicable legislation and human rights principles to promote the remediation of negative impacts identified to have been caused or contributed to by the organization. There are no ongoing legal or administrative proceedings related to human rights violations.

Various stakeholders are involved in the process of addressing complaints, including the offending areas, legal, compliance, the whistleblowing channel, and auditing. In the event of a complaint, these stakeholders handle the process, including knowledge gathering, investigation, decision-making and the adoption of corrective and punitive measures.

### Delegation of responsibility for managing impacts GRI 2-13

The highest governance body has not yet delegated responsibility for managing the organization's economic, environmental and social impacts to any specific executive. However, the Company

is currently developing its first Sustainability Committee, which is expected to commence its work in the second half of 2023. This committee will be responsible for managing the organization's impacts on the economy, environment and people.

### Highest governance body's role in sustainability reporting GRI 2-14

The highest governance body is involved in all stages of the process of analyzing and signing off reported information, including the organization's material topics. It is responsible for providing information (through personal interviews), analyzing the report during its preparation and signing it off. The data resulted in a list of 16 material topics, which were then validated by the Executive Board. These topics informed the development of our 2023 Sustainability Agenda and nine of these topics were rated as very material topics that informed the selection of our GRI disclosures, and 10 others.

### Conflicts of interest GRI 2-15

Log-In's Code of Ethics requires administrators and employees not to use insider information to buy or sell securities issued by the company. It also prohibits them from engaging in their own businesses or activities that conflict with those of Log-In, participating in or influencing the process of hiring

suppliers or employees with whom they have a close relationship, and maintaining relationships of leadership or subordination with employees with whom they have a family, emotional or romantic relationship.

Log-In adheres to the rules established in the Company's Related-Party Transactions Policy, as well as applicable legislation and regulations. Cross-participation in other management bodies, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders, and related parties, their relationships, transactions, and outstanding balances are disclosed to the market and stakeholders in Log-In's Financial Statements and Reference Form. Note that conflicts of interest may arise in related-party transactions when the personal interests of the involved parties override the company's interests. Situations that potentially constitute conflicts of interest are therefore reported to stakeholders, ensuring transparency and disclosure.

### Communicating critical concerns GRI 2-16, 2-26

Crucial concerns received by the Internal Audit, Compliance and Governance Management are reported to the Audit Committee according to their respective severity. The Ethics Committee is generally responsible for overseeing investigations conducted by the company's Internal Audit, especially those related to the company's Whistleblowing Hotline. The Audit Committee advises the Board of Directors. Examples of crucial concerns include:

- i. serious reports received through the Whistleblowing Hotline
- ii. situations reported by the Independent Auditors and
- iii. serious allegations communicated by suppliers or customers.

## Collective knowledge of the highest governance body GRI 2-17

With the purpose of developing collective knowledge, skills and experience of the highest governance body regarding sustainable development, at the request of the Board of Directors (CA), a presentation on the status of the sustainability agenda is conducted twice a year. During these occasions, the board members make decisions related to the topic.

Significant non-monetary fines and sanctions are penalties imposed for non-compliance with legal or regulatory obligations where the requirement is not fulfilled through monetary payment, but rather through an obligation to perform or refrain from certain actions.

## Compliance with laws and regulations GRI 2-27

During the reporting period, a fine was imposed for non-compliance with laws and regulations, amounting to R\$ 286,203.58, related to the regulatory administrative proceeding ANTAQ No. 50300.015333/2020-89. The case is currently at the appeals stage, and TVV is defending the regularity of its procedures. In addition to the above, during the reporting period, no significant fines were identified or paid that would have had serious impacts as determined by the Company's management or other industry entities in the event of their occurrence. Log-In does not have significant cases of non-compliance.

## Individuals within the organization's governance bodies, by gender GRI 405-1

Board of Directors	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Percentage	80%	20%	80%	20%	100%	0
<b>TOTAL PERCENTAGE</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>	

## Individuals within the organization's governance bodies, by age group<sup>1</sup> GRI 405-1

		Board of Directors
2020	Between 30 and 50	60%
	Over 50	40%
	<b>TOTAL</b>	<b>100%</b>
2021	Between 30 and 50	60%
	Over 50	40%
	<b>TOTAL</b>	<b>100%</b>
2022	Between 30 and 50	50%
	Over 50	50%
	<b>TOTAL</b>	<b>100%</b>

<sup>1</sup>Log-In had no governance body members under the age of 30 during the three-year period.

## Tax governance, control, and risk management

GRI 207-2

Fiscal coordination is part of the Controllership management and the administrative and financial board, and interacts continuously with the entire organization (e.g., purchasing, sales, projects, legal, auditing and compliance, investor relations and operations) to discuss and implement processes and business activities.

The entire tax strategy undergoes validation by the Controllership management, the administrative and financial board and Compliance and Legal. Topics considered most material must be validated in officers' meetings and, when necessary, by the Board of Directors.

### Operations assessed for risks related to corruption GRI 205-1

In 2022, all operations were assessed for risks related to corruption, totaling two operations: TVV and Shipping. No significant risks related to corruption were identified for the two operations during the reporting period.

### Confirmed incidents of corruption and actions taken GRI 205-3

There were no confirmed incidents of corruption or any public legal cases regarding corruption brought against the organization or its employees during the reporting period. The indicator remained stable, with no cases of corruption reported, similar to the year 2021.

### Communication and training about anti-corruption policies and procedures GRI 205-2

#### COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES<sup>1 2</sup>

	Employees	2020		2021		2022	
		Informed	Trained	Informed	Trained	Informed	Trained
Total	number	962	735	1,014	194	1,004	299
	%	100%	76%	100%	19%	100%	30%

<sup>1</sup> Includes interns and young apprentices, but not staff in Argentina.

<sup>2</sup> In 2020 and 2021 training was provided online and could not be computed by region.

#### EMPLOYEES AND BUSINESS PARTNERS TRAINED IN ANTI-CORRUPTION POLICIES AND PROCEDURES, BY REGION<sup>1</sup>

Region	Trained
North	3
Northeast	6
Southeast	282
South	8
Midwest	0

<sup>1</sup> In 2022, a total of 314 employees and business partners received training, including: 11 suppliers and service providers, 4 contractors and 299 employees.

### POSITIONS OF EMPLOYEES AND BUSINESS PARTNERS TRAINED IN ANTI-CORRUPTION POLICIES AND PROCEDURES

Positions	Trained
Legal advisor	1
Analysts	33
Apprentices	49
Assistants	41
Auditor	1
Helper	14
Chief Engineer	5
Captain	4
Mechanical Driver	3
Assistant Master	4
Controller	9
Coordinator	8
Cook	2
Electrician	10
Loader	1
Nurse	2
Specialist	3
Interns	19
Sales Executive	2
Managers	4
Executive Officer	6
Sailor	18
Mechanic	5
Deckhand/Engine room staff	8
Nautical Officer	27
Operator	9
Trainee	3
Secretary's Office	1
Steward	4
Technical	7
Service Provider	11
<b>TOTAL</b>	<b>314</b>

The fiscal coordination is responsible for monitoring federal, state and municipal tax jurisdictions where the company and the Fiscal Council interact, being aware of and responding to notices, communications, tax assessments and audits. Fiscal coordination accordingly works in collaboration with the legal department, ensuring awareness of all activities in these tax jurisdictions to ensure tax compliance and control. Controllershship holds a weekly meeting with the legal department to discuss all matters related to tax control.

The company calculates all direct and indirect taxes and submits the necessary federal, state and municipal tax obligations by the legal deadlines. Maintaining the organization's integrity regarding taxes involves regular monitoring of tax compliance. Additionally, the company maintains strict control over clearance certificates or liability certificates with a clearance effect, properly regularized branches, location and operation permits for all establishments, property taxes (IPTU), registrations with regulatory agencies, etc. Regarding the disclosure of tax-related information, the company publishes its quarterly and annual results, including to regulatory bodies.

The process of verifying tax-related content at Log-In is published at the beginning of the quarterly Financial Statements and is available on the company's Investor Relations website. We also

have a [Whistleblowing Channel for reporting concerns regarding corporate conduct and the organization's integrity regarding taxes.](#)

### Stakeholder engagement and management of concerns related to tax

GRI 207-3

Log-In's fiscal department collaborates Legal when it needs to engage with tax authorities. It is important that meetings with tax authorities involve more than one company representative to prevent and discourage any proposals that are not in line with the company's tax compliance. When pursuing tax incentives for operationalization, expansion or new investments, the company must provide information about its activities, the number of employees (both direct and outsourced), and the direct and indirect taxes generated in the region and/or the country. The company must maintain and always communicate its tax compliance status, including permits, certificates, tax processes and taxes paid. The company is frequently questioned, particularly by external stakeholders, regarding its tax situation. Regarding internal stakeholders, the fiscal coordination interacts with various company departments, aligning on taxes applicable to the purchase and sale of goods and services, opportunities for tax credits, and tax incentives.

### Operations with significant actual and potential negative impacts on local communities GRI 413-2

The operation of the Vila Velha Terminal (ES) has significant actual and potential negative impacts on local communities. Mitigating actions, such as the CAB - Community Onboard program, are implemented. However, impact studies on the surrounding area have not yet been conducted to assess the extent and nature of these impacts.

### Incidents of non-compliance concerning the health and safety impacts of products and services GRI 416-2

At Log-In there were no incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of our products and services in the reporting period. The incidents did not result in fines or penalties for the Company or the customer. The damages were addressed through insurance, and upon assessment, the customer was reimbursed. It is worth noting that these incidents may refer to accidents, thefts and the transportation of high-risk goods.

### Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 418-1

Log-In has no reports of data leaks, theft, loss or complaints regarding data breaches, from customers, suppliers, employees or service providers. In the past year, there has been an emphasis on communicating the importance of data privacy in personal data handling. Privacy workshops have been conducted with the leadership team and all employees. Furthermore, tools and processes for the protection of personal data have been consolidated, and the Privacy Policy has been revised and the information classification policy has been implemented.

# GRI Content Summary

Statement of use Log-In has developed its report in accordance with the GRI Standards for the period January 01 to December 31, 2022.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		REF. NO OF GRI SECTOR STANDARD	SDGs
			REQUIREMENT(S) OMITTED	REASON		
<b>General disclosures</b>						
	2-1 Organizational details	12, 14, 46	-			
	2-2 Entities included in the organization's sustainability reporting	8				
	2-3 Reporting period, frequency and contact point	8				
	2-4 Restatements of information		There was no restatement of information in relation to previous years.			
	2-5 External assurance	8				
<b>GRI 2:</b> General Disclosures 2021	2-6 Activities, value chain and other business relationships	9, 12, 22, 25, 47			-	
	2-7 Employees	33, 60			-	
	2-8 Workers who are not employees	33, 60			-	
	2-9 Governance structure and composition	46			-	
	2-10 Nomination and selection of the highest governance body	46			-	
	2-11 Chair of the highest governance body	46			-	
	2-12 Role of the highest governance body in overseeing the management of impacts	46, 48			-	

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION			REF. NO OF GRI SECTOR STANDARD	SDGs	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
<b>GRI 2:</b> General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	46, 66	All	Not applicable	The highest governance body has not yet delegated responsibility for managing the organization's economic, environmental and social impacts to any specific executive.	-		
	2-14 Highest governance body's role in sustainability reporting	46, 66				-		
	2-15 Conflicts of interest	46, 66				-		
	2-16 Communication of critical concerns	49, 50, 66				-		
	2-17 Collective knowledge of the highest governance body	46, 67				-		
	2-18 Evaluation of the performance of the highest governance body	46				-		
	2-19 Remuneration policies	46				-		
	2-20 Process for determining remuneration	46				-		
	2-21 Annual total compensation ratio	46, 60-61				-		
	2-22 Statement on sustainable development strategy	4, 6				-		
	2-23 Policy commitments	12, 49, 65				-		
	2-24 Incorporating policy commitments	49				-		
	2-25 Processes to remediate negative impacts	49-50, 66				-		
	2-26 Mechanisms for seeking advice and raising concerns	49-50, 66				-		
	2-27 Compliance with laws and regulations	49, 67				-		
	2-28 Membership associations	22, 25				-		
	2-29 Approach to stakeholder engagement	9, 22, 25, 33, 43				-		
	2-30 Collective bargaining agreements	33, 60				-		
	<b>Material topics</b>							
	<b>GRI 3:</b> Material Topics 2021	3-1 Process to determine material topics	9-10				-	
3-2 List of material topics		9-10				-		
<b>Climate change</b>								

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		REF. NO OF GRI SECTOR STANDARD	SDGs
			REQUIREMENT(S) OMITTED	REASON		
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	27				
	302-1 Energy consumption within the organization	27, 56				7, 8, 12, 13
<b>GRI 302:</b> Energy 2016	302-2 Energy consumption outside of the organization	27, 56				
	302-4 Reduction of energy consumption	27, 56				7, 8, 12, 13
	305-1 Direct (Scope 1) GHG emissions	27-28, 58-59				3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	27-28, 59				3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	27-28, 59				3, 12, 13, 14, 15
	305-4 GHG emissions intensity	27, 29				13, 14, 15
<b>GRI 305:</b> Emissions 2016	305-5 Reduction of GHG emissions	27				13, 14, 15
	305-6 Emissions of ozone-depleting substances (ODS)	Log-In's operations do not use ozone-depleting substances (ODS).				3, 12
	305- 7 NOx, SOx, and other significant air emissions		All	Information not available	Log-In is not yet measuring nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.	3, 12, 14, 15
<b>Service quality</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	22				
<b>Water and effluent management</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	30				
	303-1 Interactions with water as a shared resource	30				6, 12
<b>GRI 303:</b> Water and Effluents 2018	303-2 Management of water discharge related impacts	30				6
	303-3 Water withdrawal	30, 57				6
	303-4 Water discharge	30, 57				6
	303-5 Water consumption	30, 57				6
<b>GRI 304:</b> Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity		All	Information not available	There are no recorded studies on biodiversity impacts in Log-In's operations.	6, 14, 15
	304-3 Habitats protected or restored	There are no records of protected areas or restored areas in the Terminals and Shipping operations.				6, 14, 15



GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		REF. NO OF GRI SECTOR STANDARD	SDGs
			REQUIREMENT(S) OMITTED	REASON		
<b>GRI 306:</b> Waste 2020	306-1 Waste generation and significant waste-related impacts	30				3, 6, 11, 12
	306-2 Management of significant waste-related impacts	30				3, 6, 11, 12
	306-3 Waste generated	30, 57				3, 6, 12, 15
	306-4 Waste diverted from disposal	30, 57				3, 11, 12
	306-5 Waste directed to disposal	30, 58				3, 6, 11, 12, 15
<b>Ethics, integrity, governance and compliance</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	49				
<b>GRI 201:</b> Economic Performance 2016	201-1 Direct economic value generated and distributed	17-18, 56				8, 9
<b>GRI 205:</b> Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	49, 68				16
	205-2 Communication and training on anti-corruption policies and procedures	49, 68				16
<b>GRI 205:</b> Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken		There were no confirmed incidents of corruption or any public legal cases regarding corruption brought against the organization or its employees during the reporting period.			16
<b>GRI 207:</b> Taxes 2019	207-2 Tax governance, control and risk management	67				1, 10, 17
<b>GRI 405:</b> Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	33, 49, 64, 67				5, 8
	405-2 Ratio of basic salary and remuneration of women to men	49, 65				5, 8, 10
<b>GRI 406:</b> Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	49, 65				5, 8
<b>Attracting, developing and retaining employees</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	33				
<b>GRI 401:</b> Employment 2016	401-1 New employee hires and employee turnover	33, 61				5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	33, 61				3, 5, 8

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		REF. NO OF GRI SECTOR STANDARD	SDGs
			REQUIREMENT(S) OMITTED	REASON		
<b>GRI 404:</b> Training and Education 2016	404-1 Average hours of training per year per employee	33, 63				4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	33, 63				8
	404-3 Percentage of employees receiving regular performance and career development reviews	33				5, 8, 10
<b>Human rights and labor relations</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	43				
<b>GRI 401:</b> Employment 2016	401-3 Parental leave	43, 61				5, 8
<b>GRI 402:</b> Labor Relations	402-1 Minimum notice periods regarding operational changes	60				8
<b>GRI 407:</b> Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	43, 65				8
<b>GRI 409:</b> Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	43, 65				5, 8
<b>Health, safety and well-being</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	42				

GRI STANDARDS	DISCLOSURE	LOCATION	OMISSION		REF. NO OF GRI SECTOR STANDARD	SDGs
			REQUIREMENT(S) OMITTED	REASON		
<b>GRI 403:</b> Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42, 63				8
	403-2 Hazard identification, risk assessment, and incident investigation	42, 51				8
	403-3 Occupational health services	42				8
	403-4 Worker participation, consultation, and communication on occupational health and safety	42, 51				8, 16
	403-5 Worker training on occupational health and safety	42, 51				8
	403-6 Promotion of worker health	42, 61				3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42				8
	403-8 Workers covered by an occupational health and safety management system	42, 62				8
	403-9 Work-related injuries	42, 63				3, 8, 16
	403-10 Work-related ill health	42, 63				3, 8, 16
<b>Operational safety and emergency response</b>						
<b>GRI 3:</b> Material Topics 2021	3-3 Management of material topics	51				
<b>GRI 416:</b> Consumer Health and Safety 2016	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	51, 69				16
<b>GRI 418:</b> Customer privacy	418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data	51, 69				16
<b>Relations with surrounding communities</b>						
<b>GRI 3:</b> Topics Materials 2021	3-3 Management of material topics	43				
<b>GRI 207:</b> Taxes 2019	207-3 Stakeholder engagement and management concerns related to tax	49, 69				1, 10, 17
<b>GRI 413-1</b> Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	43				
	413-2 Operations with significant actual or potential negative impacts on local communities	43, 69				1, 2

**Sustainable Development Goals**

- |  |  |  |
|--|--|--|
| 1. No poverty                              | 7. Affordable and clean energy             | 13. Climate action                         |
| 2. Zero hunger and sustainable agriculture | 8. Decent work and economic growth         | 14. Life below water                       |
| 3. Good health & well-being                | 9. Industry, innovation and infrastructure | 15. Life on land                           |
| 4. Quality education                       | 10. Reduced inequalities                   | 16. Peace, justice and strong institutions |
| 5. Gender equality                         | 11. Sustainable cities and communities     | 17. Partnerships for the goals             |
| 6. Clean water and sanitation              | 12. Responsible consumption and production |  |

# SASB Content Index

## Number and aggregate volume of spills and releases to the environment TR-MT 160a.3

In 2022 there were no environmental incidents involving spills of oil and/or harmful substances from Log-In's operations.

## Lost time incident rate (LTIR) TR-MT 320a.1

In 2022, there were no recorded incidents with lost time in shipping. However, in the terminals, the Lost Time Incident Rate (LTIR) was 1.42%.

## Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index TR-MT 510a.1

In 2022 (and in 2021 and 2020), Log-In vessels did not stop in any ports located in countries in the bottom 20 International Transparency and Perception of Corruption Index.

## Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption TR-MT 510a.2

In 2022, there were no monetary losses resulting from legal proceedings associated with bribery or corruption as Log-In does not engage in corrupt practices to facilitate its operations, complying with the Anti-Corruption Law.

Topic	Title	Code	Page
Greenhouse gas emissions	Gross global Scope 1 emissions	TR-RO-110a.1	27
	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	TR-RO-110a.2	27
	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TR-RO-110a.3	27, 56
	Average Energy Efficiency Design Index (EEDI) for new ships	TR-RO-110a.4	27, 28
Ecological Impacts	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	TR-RO-160a.2	30
	(1) Number and (2) aggregate volume of spills and releases to the environment	TR-RO-160a.3	30
Workforce Health & Safety	Lost time incident rate (LTIR)	TR-RO-320a.1	42
Competitive Behavior	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR-RO-510a.1	49
	Amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	TR-RO-510a.2	49
Operational information	Total distance traveled by vessels	TR-MT-000.B	12-13
	Number of vessels in total shipping fleet	TR-MT-000.E	17-18

# TCFD Content Index

## TCFD Recommended governance disclosure b. Describe management's role in assessing and managing climate-related risks and opportunities TCFD 1.b

Log-In assigns climate responsibilities to management positions, with the Strategy, IR and ESG management focusing on this topic and implementing actions from the ESG agenda by assigning them to other management positions within the company. These positions do not report to the Board of Directors or any of its advisory committees. The assigned responsibilities include the evaluation and management of climate-related issues. In addition to the ESG agenda, climate-related issues are assessed and managed through the Climas system. The IR, Strategic and ESG management team consists of four employees.

## TCFD Recommended Metrics and Targets disclosure c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets TCFD 4.c

The company does not have goals directly related to climate based on greenhouse gas emissions, water usage, energy usage, etc. The greenhouse gas emissions report is in its third edition and in the process of establishing a solid foundation for evaluating and setting specific targets. We emphasize that the vessels accounting for 77.8% of global emissions have specific targets aligned with the IMO's strategy to achieve a 40% reduction in carbon intensity in international maritime shipping by 2030 compared to 2008. The entire Log-In fleet has been modernized, resulting in lower greenhouse gas emissions and compliance with IMO regulations. Learn more in **Logistics Decarbonization**.

## TCFD Recommended Strategy disclosure b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning TCFD 2.b

To encourage the reduction of carbon intensity of all ships by 40% by 2030 compared to the 2008 baseline, the IMO has mandated that ships calculate two ratings: The Existing Ship Energy Efficiency Index (EEXI) achieved to determine their energy efficiency and the annual operational Carbon Intensity Indicator (CII) and associated CII rating, which links greenhouse gas emissions to the amount of cargo carried over the distance traveled. In response to these regulations, Log-In has been adapting through the following initiatives:

- a. Adoption of a fleet modernization project completed in 2022, ensuring that all ships comply with operational navigation standards that promote fuel efficiency.
- b. Use of the Climas software for monitoring and controlling emissions in Scopes 1, 2 and 3.

c. Monitoring the reduction of fuel consumption, which can be considered an indirect indicator of emissions reduction.

## TCFD Recommended Risk Management disclosure a. Describe the organization's processes for identifying and assessing climate-related risks TCFD 3.a

The identification and assessment of climate-related risks are part of the process of compiling the Materiality Matrix. The matrix is currently being revised to assess the Log-In's impact on the world and vice versa (Double Materiality Matrix). The relative significance of the risks is discussed in working group meetings conducted by a specialized consultancy. They are subsequently validated by the Board of Directors and Executive Board.

The organization considers existing and emerging regulatory requirements according to their relevance and the potential financial impact they may cause. Material factors are also taken into account: the creation of a regulated carbon market; new legal and regulatory requirements on reducing GHG

emissions from shipping; stakeholder preference for companies with better climate-change governance; more frequent extreme weather events; an increase in legal proceedings and sanctions related to our operations' contribution to climate change; and external pressure to decarbonize the industry.

The processes the organization uses to assess the potential dimension and scope of climate-related risks occur in multidisciplinary working group meetings, where they are evaluated based on the probability of occurrence and the magnitude of the associated financial impact in the event they materialize. The risk terminology used for the existing risk classification frameworks was based on 2021 GRI Standards.

**TCFD Recommended Risk Management disclosure c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management TCFD 3.c**

After identifying and assessing the risks and defining the Materiality Matrix, risk management is carried out through an ESG management program. For high and very high materiality topics, actions, responsibilities, and timelines are defined.

**TCFD SUMMARY**

Recommendation	Recommended disclosures	Page
1. Governance	a. Describe the board's oversight of climate-related risks and opportunities	46
	b. Describe management's role in assessing and managing climate-related risks and opportunities	46, 78
2. Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	46, 48
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	46, 78
3. Risk management	a. Describe the organization's processes for identifying and assessing climate-related risks	78
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	79
4. Metrics and Targets	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	27, 58-59
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets (Guidance for all sectors)	27, 78

# Assurance Letter

## STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN “SUSTAINABILITY REPORT 2022” FROM LOG-IN LOGÍSTICA INTERMODAL S.A.

### NATURE AND SCOPE OF ASSURANCE

The SGS was hired by LOG-IN LOGÍSTICA INTERMODAL S.A. to carry out the third-party assurance of its Sustainability Report, which provides information for the year 2022 and that follows international guidelines for monitoring and reporting sustainability information, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) of the maritime transport subsector and Task Force on Climate-related Financial Disclosures (TCFD). The scope of assurance, based on the methodology for assurance sustainability reports from SGS, included the text and data related to GRI Standards 2021, current version of GRI, SASB and TCFD.

The information provided in “SUSTAINABILITY REPORT 2022” and its presentation is a sole responsibility of LOG-IN LOGÍSTICA 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 LOGÍSTICA 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 LOGÍSTICA 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, in its most up-to-date version of 2021, 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 2021, Universal Standards (GRI 1\_ Foundation 2021, GRI 2\_ General Disclosures 2021, GRI 3\_ Material Topics 2021) and the requirements of Topic Standards (GRI 200, GRI 300 and GRI 400) according to the material topics identified by LOG-IN LOGÍSTICA INTERMODAL S.A. through the process described in this report.

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, SASB and TCFD disclosures were reviewed, (ii) review of the documentation presented by LOG-IN LOGÍSTICA

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 LOGÍSTICA INTERMODAL S.A. contained and referenced in the “SUSTAINABILITY REPORT 2022” 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 LOGÍSTICA 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.

**ASSURANCE OPINION**

Regarding the verification carried out in the methodology, processes and data presented by LOG-IN LOGÍSTICA INTERMODAL S.A., we are confident that the information and data contained in the "SUSTAINABILITY REPORT 2022" are reliable and a balanced representation of the sustainability activities developed by LOG-IN LOGÍSTICA INTERMODAL S.A in the base year 2022. The SGS has the opinion that the report can be used by the company's stakeholders as part of its company evaluation processes.

In our opinion, based on what was verified and on the materials presented by LOG-IN LOGÍSTICA INTERMODAL S.A., the content of the report fully meets the requirements of the GRI Standards, wich are: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use and after publication notify GRI.

**RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE**

- The Report of LOG-IN LOGÍSTICA INTERMODAL S.A., "SUSTAINABILITY REPORT 2022" is aligned with GRI Standards 2021, and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400).
- LOG-IN LOGÍSTICA INTERMODAL S.A. presents its Report with 9 material topics revised in dual materiality process in 2022, which are: 1. Climate Change; 2. Water and Wastewater Management; 3. Quality of Service; 4. Ethics, Integrity, Governance and Compliance; 5. Attraction, Development and Retention of Employees; 6. Human Rights and Labor Relations; 7. Health, Well-being and Safety; 8. Operational Safety and Emergency Management, and 9. Relationship with Surrounding Communities. In our view, and in accordance with GRI, the material topics reflect the impacts of LOG-IN LOGÍSTICA INTERMODAL S.A. activities in a balanced manner, and the report covers information on all topics considered as materials for the sector and stakeholders, according to GRI 3: Material Topics 2021.

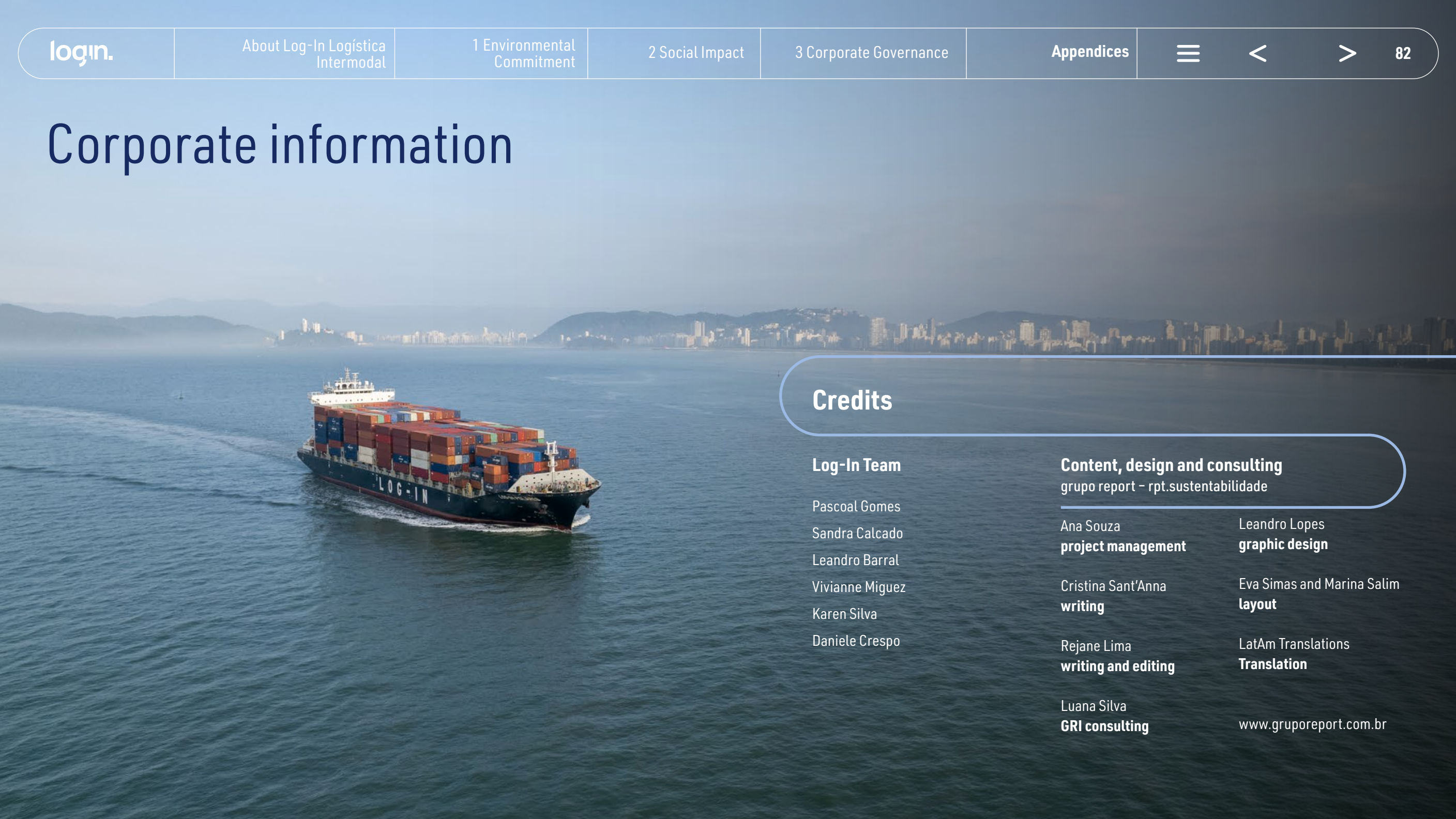
Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

**May 24th, 2023**  
**Executed by and on behalf of SGS.**

**Gustavo Venda**  
 Business Manager - Sustainability

**Mariana de Oliveira Klein**  
 Lead Auditor for Sustainability Report

# Corporate information



## Credits

### Log-In Team

Pascoal Gomes  
Sandra Calcado  
Leandro Barral  
Vivianne Miguez  
Karen Silva  
Daniele Crespo

### Content, design and consulting

grupo report – rpt.sustentabilidade

Ana Souza  
**project management**

Cristina Sant'Anna  
**writing**

Rejane Lima  
**writing and editing**

Luana Silva  
**GRI consulting**

Leandro Lopes  
**graphic design**

Eva Simas and Marina Salim  
**layout**

LatAm Translations  
**Translation**

[www.gruporeport.com.br](http://www.gruporeport.com.br)