

# 2021 Sustainability Report.



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

**login.**

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# Presentation

- About this report
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- 2021 at a Glance



# About this report

This Sustainability Report provides our employees, investors, suppliers, customers, communities and other stakeholders with an account our journey, ambitions, challenges and results of operations in the period from January 1 to December 31, 2021. TECMAR was acquired only in December 2021 and therefore has not been included in the report. GRI 102-1, 102-40, 102-50

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards—the global sustainability reporting framework. It provides qualitative and quantitative disclosures on topics listed in our materiality matrix, which we developed in 2020 in line with best ESG practices. **The contents**

of the report are aligned with good reporting principles, including comparability, transparency and verifiability. The report addresses our corporate governance model, our management approach, and our approach to engagement with and commitments to employees, the value chain and the environment GRI 102-46

GRI disclosures have been verified by SGS and the financial statements have been audited by Deloitte Touche Tohmatsu. GRI 102-56

We have adopted for the first time the Sustainability Accounting Standards Board's (SASB) Maritime Transportation Standard as part of an effort to evolve our reporting practices. We will initially report disclosures related to the maritime transportation segment, and will subsequently incorporate other segments. SASB is a nonprofit organization that develops industry-specific sustainability accounting standards. GRI 102-46, 102-49



If you have any questions, critiques or feedback about this report, please write to [ri@loginlogistica.com.br](mailto:ri@loginlogistica.com.br) GRI 102-53

# Message from the CEO

GRI 102-7, 102-14, 102-15

2021 was a record year. We ended the year with a net income of R\$ 97.6 million, compared with R\$ 13.1 million in 2020, as well as an all-time record in net operating revenue - R\$ 1,397.0 million - up 24% in relation to 2020 - and the biggest annual volume of containers handled - 425,000 TEUs.

Our shipping performance saw the largest transported volume, driven principally by the Feeder segment and Mercosur, which were prepared to meet the high demand for imports and exports in Brazil. Due to the expansion of the product portfolio and the volume of general cargo handled, the Vila Velha Terminal (TVV) had its highest EBITDA since beginning operations. It also implemented the first phase of its expansion project: our new MHCs (Mobile Harbor Cranes) were installed, thus ensuring additional capacity and licensing the terminal to operate with new business areas.

Significant investments that prepare us for even more promising results have been a major feature

of the year. We have added the US\$ 20 million 'Log-In Discovery' ship to our proprietary fleet, and we have placed orders for the construction of two more ships that will arrive in Brazil in 2023 and 2024. Our ships received corrective and preventative maintenance work with the dry-docking of the Log-In Jatobá, Log-In Endurance and Log-In Resiliente. Both the acquisitions and the dry-docking operations guarantee cutting-edge technologies that further reinforce the safety of our personnel and cargo and allow for greater fuel economy, which is directly reflected in our greenhouse gas emissions indicators.

In December, we signed a purchase and sale agreement for the acquisition of Tecmar Transportes, a company operating in the road freight transportation segment. With 50 branches and more than 2,700 company-owned and leased vehicles, our operations are focused on the Northern, Northeastern and Southern regions of the country, serving more than 2,000 clients. Amongst the differentials that distinguish Tecmar





Our expectations also project new opportunities for the improvement of our logistics services with the arrival of MSC (Mediterranean Shipping Company) as a majority shareholder in the company

in the market are its expertise in the handling of fractional loads and a diverse portfolio of clients, allowing optimized balancing of loads under cabotage and the possibility of using cabotage for clients with long lead times, thus lowering costs. In the short and medium terms, we hope to develop solid synergies with our door-to-door cargo transportation and generate added value for our clients, expanding our activities in fractioned loads in cabotage shipping.

Our expectations also project new opportunities for the improvement of our logistics services with the arrival of MSC (Mediterranean Shipping Company) as a majority shareholder in the company. Finalization of this agreement, which had been under analysis by CADE in 2021, will generate synergies in operations and services, cost reductions, and an exchange of knowledge with the world's largest shipping company. At the start of 2022, an extraordinary general meeting elected three new members to our Board of Directors, one of whom was nominated by MSC. Another of the members elected was a CADE monitor, thus ensuring transparency in our decisions without affecting business from a competitive perspective.

The year also saw increased maturity in our ESG guidelines and targets concerning our relationships with clients and suppliers. The strategy of making the client central to our operations, which began in 2020, took physical form when the 'Log-Aí' platform became available for use. Our focus on segmented services and innovation was one of the factors that led to Log-In being awarded the Electrolux 2020 Innovation Award and to the TVV achieving 52 points in NPS (Net Promoter Score), classifying the terminal as a 'Quality Zone' under the indicator's ranking system.

In relation to suppliers, we progressed in our classification of partners through the 'Log-In Seal', which was implemented in 2020, allowing us to select and maintain a group of companies aligned with our sustainability values.

But all of this would not have been possible without the collaboration of our team which has, year on year, become more valued through the expansion of diversity and inclusion. In 2021, the participation of women in the workforce increased by 20%, one of whom is the first female ship's captain.

The '*Encontro com a Gente*' ('Meeting Each Other') Program was created to bring managers together with administrative and operational staff to identify areas that can be improved. These and other practices have led to improvements in the work environment and conditions, resulting in our classification in the 'Great Place to Work Brazil' in 2021.

In noting these highlights, outlined in more detail over the course of this, our second Sustainability Report, I feel safe in declaring that 2021 will be remembered for achievements that will open up a new vision for all of those engaged in the Company's mission and who share our values as the compass that will establish us as a benchmark in the intermodal integrated logistics sector.

My heartfelt thanks to everyone!

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

# 2021 at a glance GRI 102-7



**R\$1,397** billion  
Record net revenue in 2021



**R\$ 365.6** million EBITDA -  
An all-time record



**425,000**  
TEUs transported -  
our highest shipping volume to date



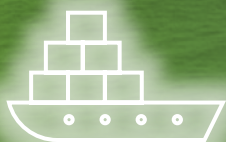
**811,000**  
metric tons  
of general cargo  
handled through TVV,  
an all-time record



**Renegotiated**  
and issued new debt,  
received upgraded ratings



**Took delivery**  
of the *Log-In Discovery*  
(with a carrying capacity of  
2,550 TEUs)



**Orders placed**  
for two new ships  
(3,158 TEUs each) - Due to join  
our fleet from 2023



**Tecmar**  
Agreement signed to acquire  
trucking company Tecmar  
Transportes



**Great Place  
to Work  
(GPTW)**  
Certification.



**Set a record**  
for on-time delivery in  
trucking operations, and  
had zero cargo theft



**Awards**  
Best Short-Sea Shipping  
Company (Braskem) and  
Electrolux Innovation Award



**Moved to**  
new headquarters  
in Rio de Janeiro

## Materiality GRI 102-40, 102-42, 102-43, 102-46

In 2020 we developed a materiality matrix with support from a specialized consultancy. As part of the exercise, we developed an ESG assessment and roadmap after benchmarking our practices against peers.

We reviewed rating frameworks, sustainability assessments and reports, and internal documents related to ESG. In addition, all executive officers and some directors were interviewed. The review and interviews informed a list of topics that are most material to Log-In, and members of the leadership team named stakeholder groups to participate in an on-line survey.

The result was a list of topics to be included in an online survey of the following stakeholder groups: customers in different segments of the markets we serve; investors with significant shareholdings; market analysts from selected banks with which we have a relationship; local and international industry peers (including ports and terminals, which are some of our main suppliers, and other members of our supply chain with which we have a long-term relationship); trucking companies as customer-facing suppliers; surrounding communities; and experts from leading industry organizations, such as the International Maritime Organization (IMO).

The online survey was answered by 26 respondents and resulted in a list of 16 topics, which were then validated by the Executive Board and the Board of Directors. These topics informed the development of our 2023 sustainability agenda. Six of these topics were rated as **very material topics** that informed the selection of our GRI disclosures, and another 10 were rated as **material topics**.



# 6 very material topics

lead to the selection of our GRI disclosures





## Very material topics GRI 102-43, 102-44, 102-46, 102-47, 103-1

### 1. Integrity, ethics and anti-corruption practices <sup>1,3,5</sup>

Log-In has an Ethics Committee, an Ethical Conduct Manual, an Ombudsman and a Whistleblowing Channel (KPMG). **GRI 205-2, 205-3**



### 2. Employee and contractor health and safety <sup>1,2,3,4</sup>

This topic is material both to the company and to the wider industry, and is addressed as a priority in our strategy, policy and targets, and supported by tone from the top. **GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9**



### 3. Air emissions (GHG, toxic gases) <sup>2,5</sup>

This topic is highly material to both the company and the broader industry. While we recognize its importance, we are still at an incipient stage of managing this topic in our shipping, port terminal and trucking operations. This topic applies both within and outside the organization; we work to limit external impacts through our strategy to reduce GHG emissions in our supply chain. **GRI 305-1, 305-2, 305-3, 305-4, 305-5**



### 4. Operations safety (shipping, terminals and trucking) <sup>1,3,4</sup>

This topic is material both to the company and to the wider industry. It includes community engagement efforts and procedures for and information flows between customer-facing departments. **GRI 416-1**

### 5. Ship waste and effluent disposal <sup>2,3,4</sup>

This topic is material on a global scale and not only to the shipping industry. Waste and effluents are a global problem that is polluting the world's oceans and threatening marine life. This topic applies both within and outside the organization. **GRI 303-1, 303-2, 303-3, 303-4, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5**



### 6. Corporate Governance <sup>1,3,4</sup>

Governance is increasingly high on companies' agendas, and at Log-In we are actively working to embed good ethics and compliance practices in our culture. We have an Ethics Committee under the Board of Directors and an independent whistleblowing channel, and are compliant with the Brazilian stock exchange B3's enhanced governance listing rules. **GRI 102-38, 102-39, 405-1, 405-2**



## Materiality matrix

- Energy mix and energy efficiency (fuel consumption)
- Equal opportunity and diversity
- Strategic and operational risk management;
- Customer relations and satisfaction;
- Process and operational innovation
- Strategic (maritime and road) logistics partnerships
- Human rights and labor relations (including in the supply chain)
- Ship and equipment decommissioning
- Cybersecurity;
- Relations with surrounding communities

<sup>1</sup> This topic directly affects Log-In's activities.  
<sup>2</sup> This material topic directly affects Log-In's activities and business relationships.  
<sup>3</sup> There are no specific limitations on the topic boundary.  
<sup>4</sup> This topic was selected by the Board of Directors, internal stakeholders and investors.  
<sup>5</sup> This topic was selected by the Board of Directors, internal stakeholders, investors and customers.

# Our Company

- About Log-In Logística Intermodal
- Corporate Governance
- Our People



# About Log-In Logística Intermodal

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

Log-In is a diversified cargo logistics company operating in the short-sea shipping, Mercosur and feeder segments, with intermodal links to rail and truck services. We provide tailored logistics services to regions representing 70% of Brazil’s GDP, as well as other Mercosur countries. Our extensive freight network supports the business strategies of more than 1,251 customers across different segments. The first step in our logistics operation is planning to select the optimal route from pickup to delivery.

We own a fleet of seven container ships with a total capacity of 18,050 TEUs (twenty-foot equivalent units), offering maritime freight services with regular routes connecting the major ports in Brazil to Argentina and Paraguay. In 2021 we took delivery of the *Log-In Discovery* and announced orders for two additional container ships that are currently under construction and will join our fleet in 2024.

SASB TR-MT-000.E

Log-In is headquartered in Rio de Janeiro (RJ) and manages and operates the Vila Velha Port Terminal—a 108,000 square-meter (m<sup>2</sup>) facility—at Vitória Port in Espírito Santo, southeastern Brazil; we also operate two intermodal terminals in Itajaí (Santa Catarina) and Guarujá (SP), with dedicated storage operations. In addition, Log-In has 11 offices across the country and in Buenos Aires, Argentina. **GRI 102-3**

In 2021 we added a new asset to portfolio: a dedicated vehicle storage terminal at Vitória Port (ES). Log-In is responsible for the overall logistics management of the terminal, a 54,086 m<sup>2</sup> site with a static storage capacity for up to 1,600 vehicles.



# Purpose, vision and values GRI 102-16

In 2021 we revisited our values and developed our purpose statement, with the active participation of people in our company.



## Our purpose

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



## Our mission

Deliver cabotage and port handling services that support long-term, profitable and long-term 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 Values

## Results orientation

We take pride in achieving business growth, and are focused on creating value for the business.

## Safety

None of our business goals can be attained without safety. We take care of our people, the environment and the cargo we handle.

## Customer centricity

We will only achieve growth if we remain relevant for our customers. In addition to serving our customers to high levels of availability and efficiency, we seek to gain insight into their needs and challenges and to act as an agent of transformation.

## Owner mindset

We take responsibility, and are prepared to take calculated risks to responsibly develop solutions that anticipate customers' expectations and needs.

## Simplicity

Our operations are complex by nature. Within the organization, we are clear about and focus on what matters. Outside the organization, we are objective, constructive and insightful. Our communication is designed around customers' perspectives.

## Teamwork

We are collaborative in everything we do. When necessary, we argue constructively. Our people make no distinctions on the basis of race, belief systems, gender or background. People's skills are all that matter.

## Container shipping GRI 102-7

**8,500** km  
coastline

**7** ships  
in operation

**16** ports

**18,050** TEUs  
in freight capacity

**10** offices  
in Brazil and  
1 in Argentina

**3** ships  
dry-docked: *Resiliente*,  
*Endurance* and *Jatobá*

**2** ships under  
construction, due to join  
our fleet from 2023

**1,251**  
customers



## Operations map GRI 102-4, 102-6, 102-7



### Ports

- Port Terminal
- Regional offices
- Manaus Service
- South Atlantic Service
- Amazon Service
- Rio Shuttle Service
- Brazil-Paraguay Service
- North-bound
- - - - South-bound

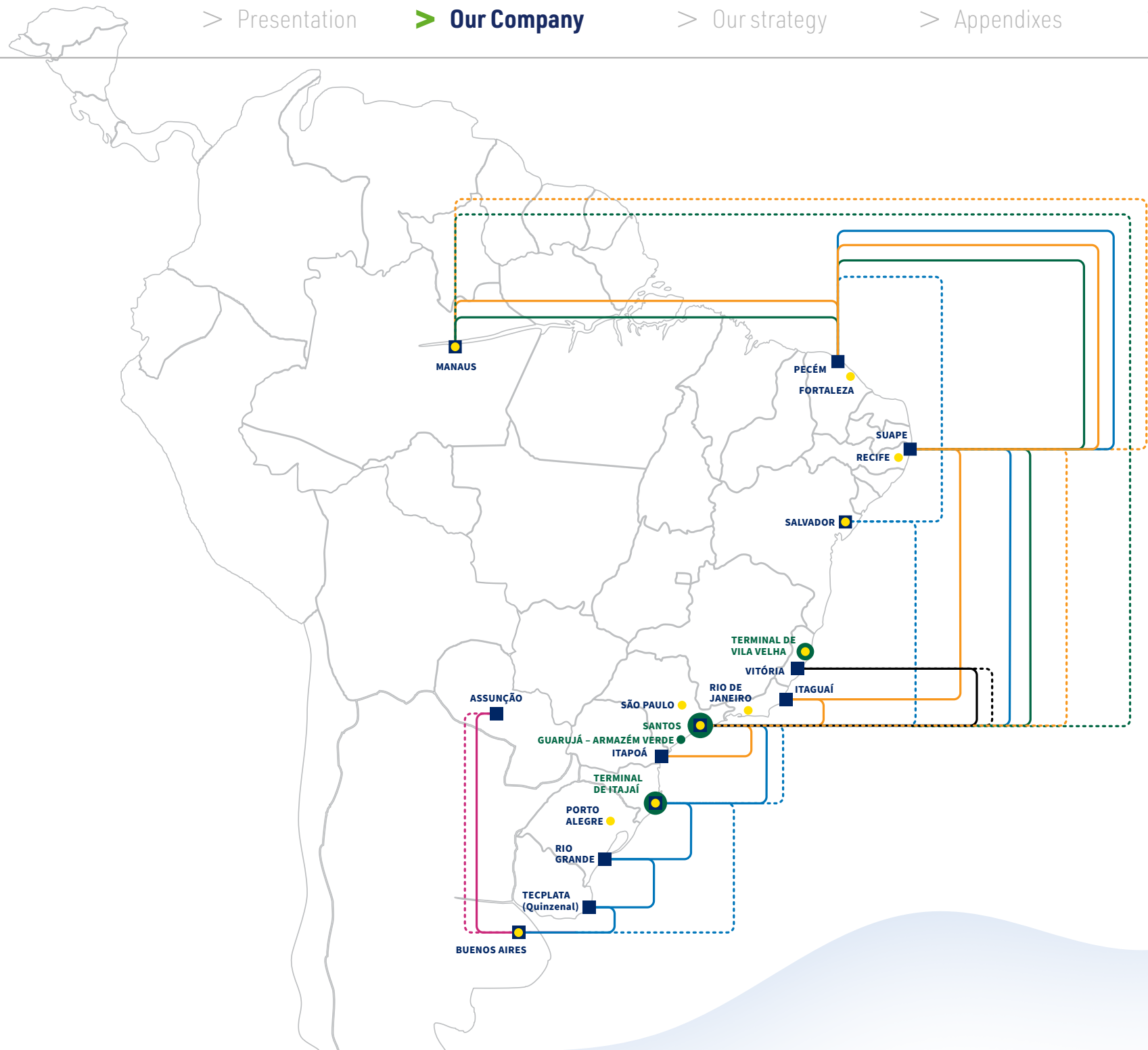


### Our ships

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

Operations map as of June 2022.

We provide integrated logistics solutions, including cabotage and storage services, to a diverse customer base



## Diversified customer base

GRI 102-6, 102-40

Examples of industries and customers we serve:



### Electronics



### Food & beverage



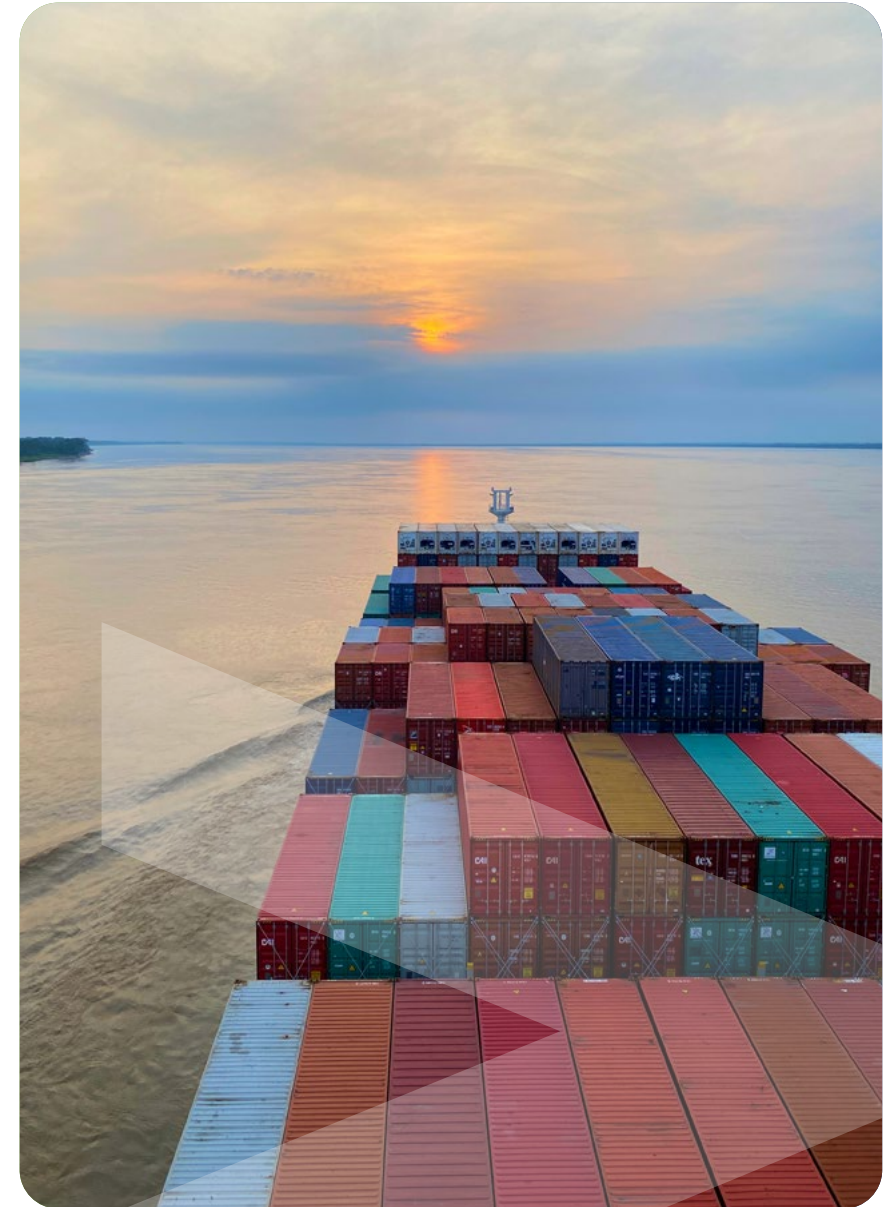
### Logistics



### Metals & mining



### Other



## Integrated logistics solutions

We provide integrated shipping solutions including short-sea shipping, container handling and storage at the Vila Velha Port Terminal (TVV), as well as third-party logistics (3PL) solutions.

Log-In connects major ports in Brazil and Argentina through our Amazon (SAM) service, offering regular routes between the South and North of Brazil; and our South Atlantic (SAS) service, linking Brazil's Northeast, Southeast and South to Argentina. We also offer Feeder services (cargo distribution from hub ports (which are called on directly by deep-sea vessels) to other spoke ports in the region), including our Rio Shuttle Service (SSR) and our Shuttle Feeder Service (SSF), operating in the ports of Santos (SP), Rio de Janeiro (RJ) and Vitória (ES).

### Door-to door shipping chain GRI 102-10





## Shipping

In 2021 our fleet comprised a total of seven ships: *Log-In Pantanal*, *Log-In Jatoba*, *Log-In Jacaranda*, *Log-In Polaris*, *Log-In Endurance*, *Log-In Discovery* and *Log-In Resiliente*. Our fleet traveled a total distance of 312,771.45 nautical miles in the year. These distances were reported directly by ship captains via departure notifications, which provide complete data on ports called on by each vessel.

SASB TR-MT-000.B, TR-MT-000.E

## Mercosur

Log-In operates a dedicated Brazil-Argentina freight service with ships regularly calling on the TRP terminal in the Port of Buenos Aires, and the TecPlata terminal in La Plata, transporting a range of exports between Brazil and Argentina, including polymers, food products, copper, tires, auto parts and home appliances. Since 2020, our short-sea shipping service, with links to deep-sea routes, has also served the Port of Asuncion in Paraguay. Customers with cargo bound for Paraguay are served by our offices in Buenos Aires and our freight forwarders in Paraguay, Trade Paraguay.

In 2021 we expanded our operations at the TecPlata terminal. We completed our first ship-to-ship transfer with two ships operating simultaneously, providing a maritime link between the Port of Asuncion, in Paraguay, to the Port of Santos.

## Vila Velha Port Terminal (TVV)

At the Vila Velha Port Terminal (TVV), we provide services that include handling (loading and unloading) and storage of containers and general cargo (equipment, vehicles, metals and minerals). Our lease on the multipurpose terminal—the only container handling terminal at Vitória Port—was renewed in 2020 to 2048. That same year we announced investments of R\$ 434 million in maintenance and upgrades over the term of the lease to improve our port operations.

In 2021 we launched a modernization program that will increase operating efficiency and handling capacity. We expect to expand dynamic capacity from a current 286,000 containers to 368,000 containers over the coming years. As part of the first phase of the project, in 2021 we ordered

2 new mobile harbor cranes (MHCs) for added cargo capabilities; 5 new reach stackers, and 14 new terminal tractors to expand cargo handling capacity. We also implemented gate and warehouse management and automation systems, as well as portainer automation systems to improve safety and productivity in loading and unloading operations.



R\$ **434** million  
to be invested at TVV  
with the renewal of our  
lease to 2048



## TVV - Multipurpose terminal

(containers, general cargo and vehicles)

**108** km<sup>2</sup>  
in total area

**450** m  
total berth length

**350,000**  
TEU-per-year handling  
capacity

**15,000** m<sup>2</sup>  
storage area

**6,000** TEUs  
of storage capacity

**108,000** m<sup>2</sup>  
of bonded warehouses

**15,400** m<sup>2</sup>  
built-up storage area

**New**  
dedicated vehicle  
storage terminal (TEV)

Accommodates ships up to  
**243** meters in  
length



## Certifications

ISO 9001

Quality Management System

ISO 14001

Environmental Management System

### 3PL solutions

Our Log-In 3PL division offers tailored logistics solutions to different markets, integrating road, rail and maritime transportation as well as cargo management, container terminal storage and vertically-integrated terminals.

These solutions offer competitive benefits that include fewer players in the logistics value chain; inventory reliability; the ability for customers to focus on their core business; new market development; cost reduction; improved information management; and higher service levels.

Every Log-In customer is unique and our 3PL division provides the optimal logistics solutions for every player in the logistics chain. By delivering tailored and innovative logistics solutions, we create value for our customers while ensuring the sustainability of the business.

Our 3PL division **provides** tailored solutions for the logistics chain

### We handle everything from order to delivery



  
Fewer players in the logistics chain

  
Increased focus on core business and new markets

  
Information management

  
Cost reduction

  
Inventory reliability

  
Higher service levels

## Business and fleet expansion GRI 102-10

In December 2021 we acquired Tecmar, a trucking company with a fleet of 1,740 vehicles, 50 branches, and more than 2,000 customers and 95,000 m<sup>2</sup> of warehouses. The newly acquired operations will be integrated into the group over the medium term, capturing synergies from door-to-door shipping and creating added value for our customers by expanding our less-than-container-load short-sea shipping services.

We have also invested in expanding our ship fleet. We recently took delivery of the *Log-In Discovery*, a container ship with a carrying capacity of 2,550 TEUs, and have ordered an additional two vessels from Zhoushan Changhong International Shipyard Co., each with a nominal capacity of 3,158 TEUs.

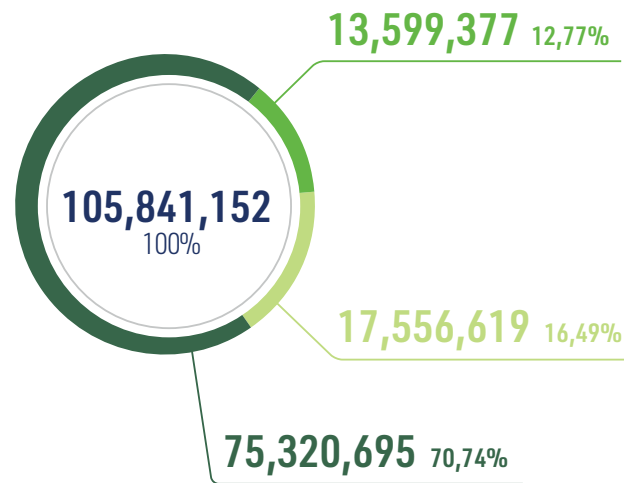
# Corporate Governance

The quality of our relationship with our stakeholders focuses on continuously improving our Corporate Governance practices. Our relationship with our shareholders, customers, suppliers, government agencies, and employees is based on dialog, cooperation, and transparency.

As our activities are regulated by city, state, and federal governments, Log-In has an ethical and responsible relationship with government agencies involved in the institutional-regulatory, economic-financial, operational, and legal areas.

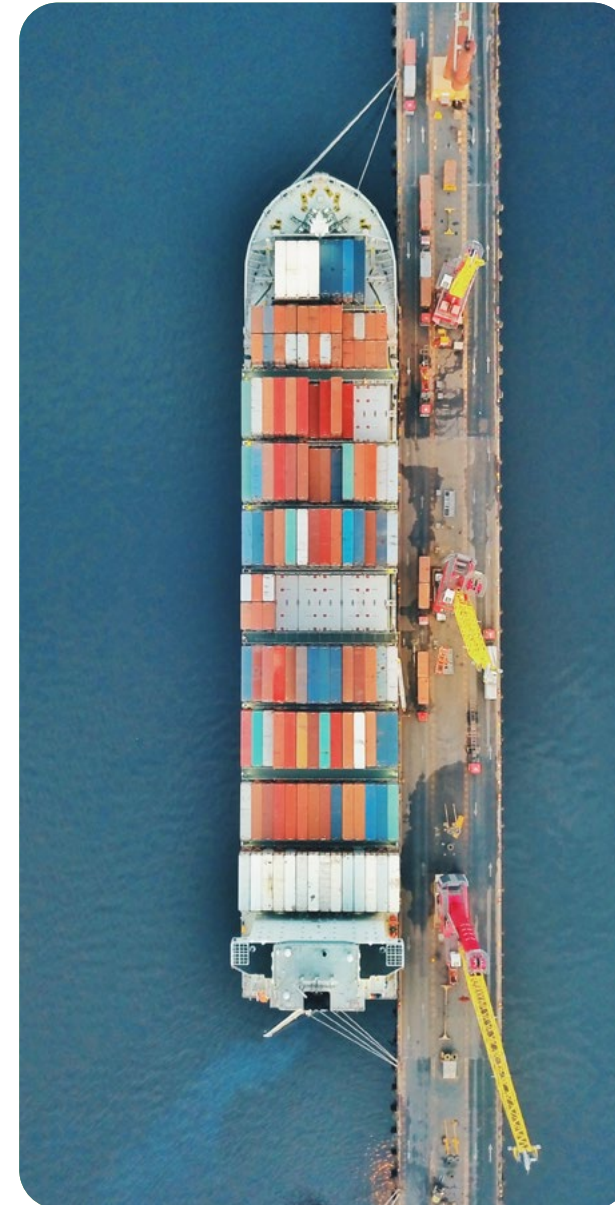
As a limited liability traded company, Log-In – Logística Intermodal S.A. - shares have been listed on the B3 exchange (LOGN3) since its IPO in 2007, when it became the first logistics company to join the B3 “*Novo Mercado*”. **GRI 102-1, 102-5**

**Ownership structure<sup>1</sup>** GRI 102-7



- Sas Shipping Agencies Services Sàrl
- Alaska Investimentos Ltda.
- Other

<sup>1</sup>As of 07/04/2022. Our current governance structure can be viewed [here](#).

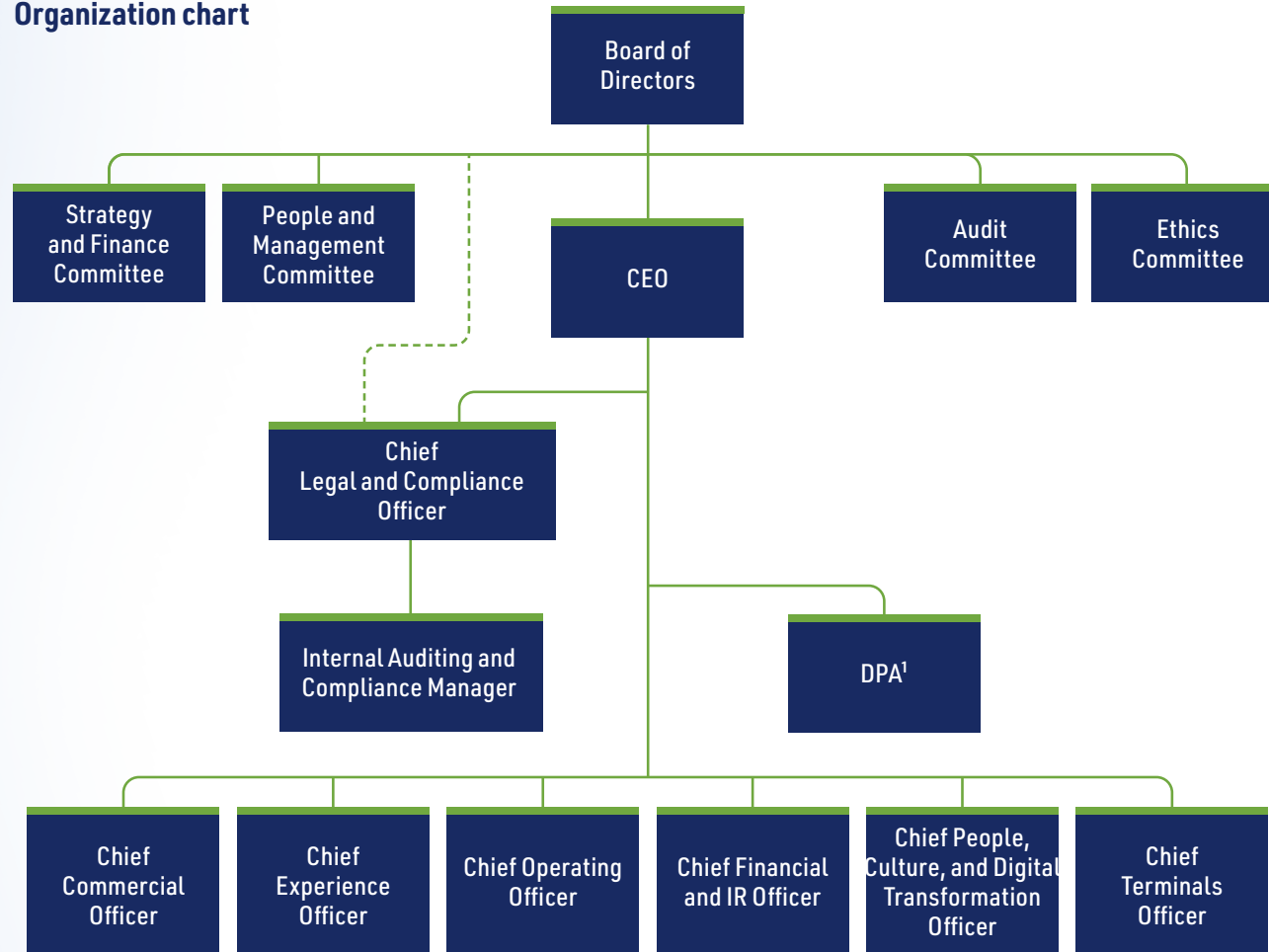


With the IPO in 2007, Log-In became **the first logistics company to join B3 Novo Mercado**

**Governance structure** GRI 102-18

Our governance structure includes our Board of Directors (BoD), an Executive Board (Directors) comprised of seven directors, and four collegiate and advisory committees that support the Board of Directors. Decisions are made and ESG topics addressed by all committees (Auditing - with one independent member; People and Management; Strategy and Finance; and Ethics and Internal Controls).

**Organization chart**



<sup>1</sup> 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.

<sup>2</sup> Based on the governance structure as of 5/30/2022.

The **Board of Directors** is responsible for defining the overall business policies and guidelines. It has at least five and at most nine members, each elected at the General Meeting of the Shareholders for the same two-year term. This governance body defines, oversees, and monitors the activities of the executive board, selects independent auditors, and implements and oversees internal audits. Ordinary meetings of the BoD are held each quarter. **GRI 102-24**

The **Executive Board** is a seven-member body with the same mandate of two years between two General Meetings of the Shareholders, they are elected by the BoD and may be reelected.



The names and resumés of Log-In Board, Committee, and Directors is available [here](#). **GRI 102-22**

**Compensation**

Compensation of the Board of Directors and the Executive Board is based on the overall compensation approved at a General Meeting of the Shareholders, and the provisions and principles in the Company Bylaws, the Compensation Policy, and applicable laws and regulations. It is defined following a compensation survey by an independent consulting firm that specializes in this, and discussed by the People and Management Committee.

The Board of Directors is responsible for deciding if members of the Advisory Committees will be compensated and the amount of such compensation. They are not allowed variable compensation. Policies and practices concerning officer compensation are described in chapter 13 of [Log-In's Reference Form](#). In 2021 we engaged consultants to carry out a company-wide compensation review whose findings will be submitted and acted upon in 2022. **GRI 102-24, 102-35, 102-36**



## Risk management GRI 102-15, 103-2, 103-3 | 201

Risk Management is embedded into all our processes. As part of our culture, it is disclosed to all employees and areas. This enables identifying potential risks and making decisions that can protect our business strategy. Management interfaces with compliance, internal controls, and internal auditing, combining efforts for effective management and for early risk identification.

Financial, operating, regulatory, commercial, safety, and environmental risks are managed based on the following steps: identify, measure, assess, and define how to address and monitor according to COSO (Committee of Sponsoring Organizations of the Treadway Commission) guidelines, as well as ERM (Enterprise Risk Management) practices.

The Risk Map is created and reviewed annually by the Board of Directors, with the support of the Auditing Committee, and the Internal Auditing, Compliance, and Risk Management. Monitoring and communication are the responsibility of the Risk Owners (employees in charge of monitoring the risk and for developing and implementing mitigating measures), supervised by the Board of Directors, the Auditing Committee, and the Executive Board. The operating areas map the risks under their responsibility using methodology define by the company, and these risks are linked to corporate risks. The Audit Committee has an external member and we have a related-party transaction policy to prevent conflicts of interest or favoritism. **GRI 102-25**

### Main risks

As a transportation and logistics operator, our business generally keeps up with the economic cycles in Brazil and abroad. For example, it is impacted by manufacturing output and the seasonality of inputs and commodities. The main market risks are economic slowdown, the efficiency of the investments made to increase our operating capacity, our ability to fund our expansion investments, and the renewal of our concessions.

Our operations are vulnerable to losses due to natural disasters, catastrophes, accidents, fires, pandemics/endemics, war, and violence. They may also be impacted by interruptions at third parties, including at our loading and unloading terminals, as well as interruptions at customers and suppliers.

We are increasingly factoring climate-change impacts into our strategies, as described in our Reference Form. Among the initiatives we have implemented is a Slow Steaming Upgrade Kit (SSUK) that helps ship engines to operate more efficiently. **GRI 201-2**

Advances in technology are also a risk that requires that we reinforce measures to avoid cyber-threats. The country's regulatory environment can also give rise to uncertainties by changing the laws and regulations that govern the industry.



## Risk Map

A risk map is drafted by, and reviewed by the Board of Directors every year



The Audit Committee has an external member and we have a related-party transaction policy to prevent conflicts of interest



## Ethics and compliance GRI 102-16, 102-17, 103-2, 103-3, 205-1 | 205

To improve our culture of ethics, valuing diversity, and respect for human rights, we focus on continuously developing an environment known for its probity and honesty, enabling the improvement of our corporate governance. In 2021 we created an **Internal Controls Committee**, which enabled the development of the Internal Control Plan to be implemented in 2022.

The **Internal Audit, Compliance, and Risk Department** has professionals dedicated to fighting corruption, improving processes, and compliance with the periodic internal audits.

To engage employees and contractors, in-person and online trainings ensure that our **Manual of Ethical Conduct** is widely disclosed. These same practices must be followed by our suppliers, who are contractually committed to ensure respect for human rights in their operations. Suppliers are first monitored using an independent service provider that runs background checks. Our agreements have **anti-corruption clauses**, and any suppliers considered high-risk are periodically and transparently monitored.

In 2021, all employees (1,025) received communication and training on anti-corruption policies and procedures. Since in 2020 we have provided ample training in this regard. In 2021 only new employees and those who had not been trained in 2020 were included, which resulted in training 194 new people. Because of the persistence of COVID-19, once again training was remote. **GRI 205-2**

### Anti-corruption

The following are our most significant policies:

- Ethical Conduct Manual
- Integrity Policy
- Whistleblowing Rules
- Disciplinary Policy
- Supplier and Employee Background Check Procedures

The company is committed to implementing an ESG agenda that includes integrity and risk monitoring. Targets include reducing out-of-scope reports, and implementing Know-Your-Client (KYC) routines and background checks. As part of this, we are now reformulating our Communication Plan.

In 2021 (and in 2020), Log-In vessels did not stop in any ports located in countries in the bottom 20 International Transparency and Perception of Corruption Index. We have also suffered no monetary losses resulting from legal proceedings related to bribery or corruption. **SASB TR-MT-510a.1, TR-MT510a.2**

Our Whistleblowing channel is our main tool for anti-corruption and risk monitoring. 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. **SASB TR-MT-510a.1, TR-MT-510a.2**

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Our Whistleblowing channel is an active tool for anti-corruption and risk monitoring

**Whistleblowing Hotline** GRI 102-43, 102-44

Log-In has had a Whistleblowing Channel since 2019. It is monitored by KPMG to ensure the confidentiality of any reports received. This channel can be used by employees, contractors, and suppliers to report behaviors that go against the principles and values in our Manual of Ethical Conduct via e-mail, directly on the website, by phone, or PO Box. The reports received are related to improper conduct, occupational safety, fraud, theft/robbery, the environment, commercial ombudsman, administrative ombudsman, harassment, and human resources.

After screening by the KPMG team, reports are sent to the Ethics Committee; the Internal Auditing, Compliance, and Risks Department is responsible for analyzing them. Once suitable measures have been taken, the area classifies the reports as valid or not valid, out-of-scope, not investigated, partially valid, inconclusive, or insufficient data, so that suitable measures may be taken and an action plan developed for reports judged to be valid.

In 2021, the number of reports dropped 9% compared to the previous year, due to internal measures to create awareness and enforce proper use of the tool. **GRI 103-2**



Website:  
**[www.linhaetica.com.br/etica/canaldedenunciain](http://www.linhaetica.com.br/etica/canaldedenunciain)**



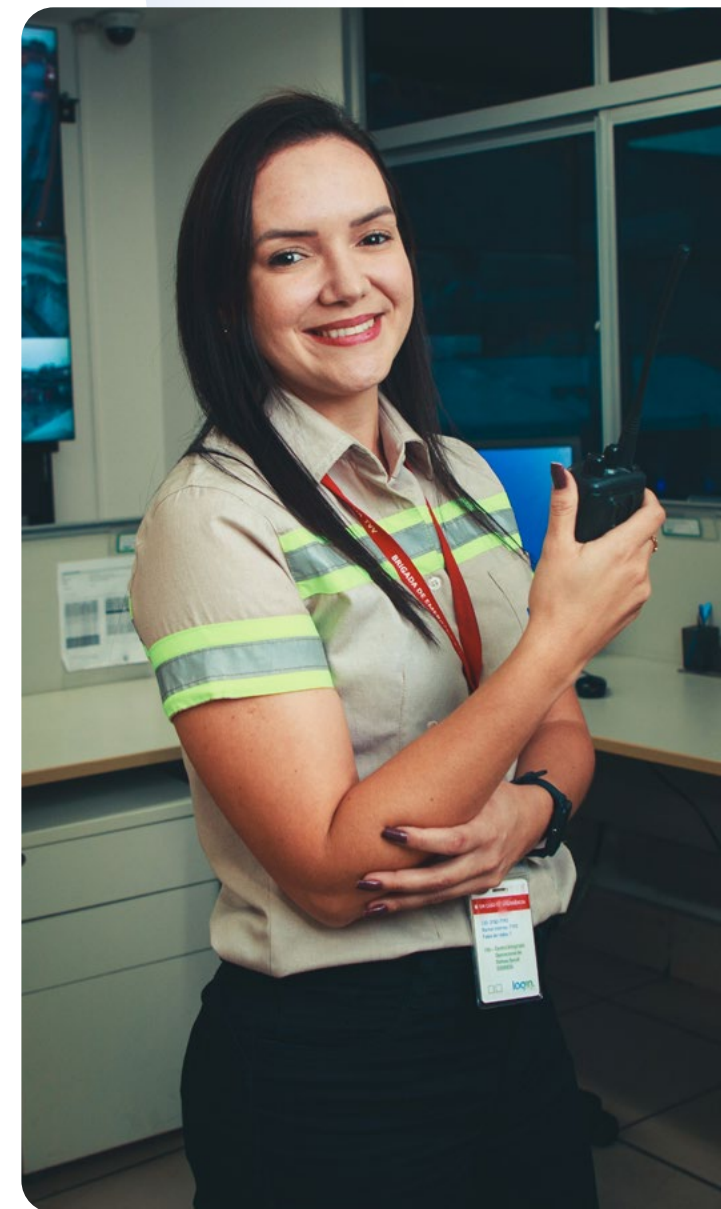
Email:  
**[canaldedenunciain@linhaetica.com.br](mailto:canaldedenunciain@linhaetica.com.br)**



Telephone:  
**0800-713-0080**



PO Box:  
**79518, CEP 04711-904, São Paulo (SP)**





# Our People

Diversity and inclusion, development, talent retention, and an assurance of healthy and safe work and quality of life are the priorities of the Log-In Management Model, formalized in 2018. It aims to develop a journey that prioritizes the well-being and satisfaction of our 1,025 employees, including seagoing, administrative and port professionals allocated to the Vila Velha, ES, Guarujá, SP, and Itajaí, SC Terminals.

The Log-In Management Model combines strategies to coordinate the team in charge of performing tasks and capturing results, creating engagement among everyone in performing their routines, encouraging professional development and valuing performance.

The number of Log-In employees and the percent women among them have progressively grown in the past three years. In 2021 the company's headcount increased 6.6% compared to 2020. In

absolute numbers it went from 926 in 2020 to 987 in 2021. The share of women increased 23.44% compared to 2020. In absolute terms, the number of women went from 209 in 2020 to 258 in 2021. In Log-In team is made up of employees, board members, interns, and apprentices. **GRI 102-8**



**6.6%**

year-on-year increase in our workforce in 2021





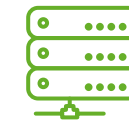
## Employee Journey

The Log-In Management Model prioritizes the integration, professional development, well-being, and protagonism of Company employees. The company combines initiatives that involve our leaders, who in turn have the support of a broad and continuous endomarketing practice. The focus of getting involved and exercising the company's values is present from the very start - in recruiting and selection, which prioritize candidate fit with the Log-In culture. This willingness opens the door to the technical and cultural onboarding of new employees, which receive support for their entrepreneurial performance in the company, as well as valuable compensation.

The goal of our people management is to create and maintain a group of employees committed to our purpose of making integrated maritime logistics a driver of sustainable development through our people.

## Project Oxygen

To drive better employee and customer experience, in 2021 Log-In started building a culture of digital transformation by systematizing and integrating processes and data (**read more at Digital Transformation Culture**). Project Oxygen was launched because the Company believes that any transformation relies on people. The goal is to qualify and involve the entire team in the measures expected until 2024, when we expect the employee digital experience will be fully in place, digitizing all processes and creating a unique platform that meets all of the team's functionalities and communication needs.

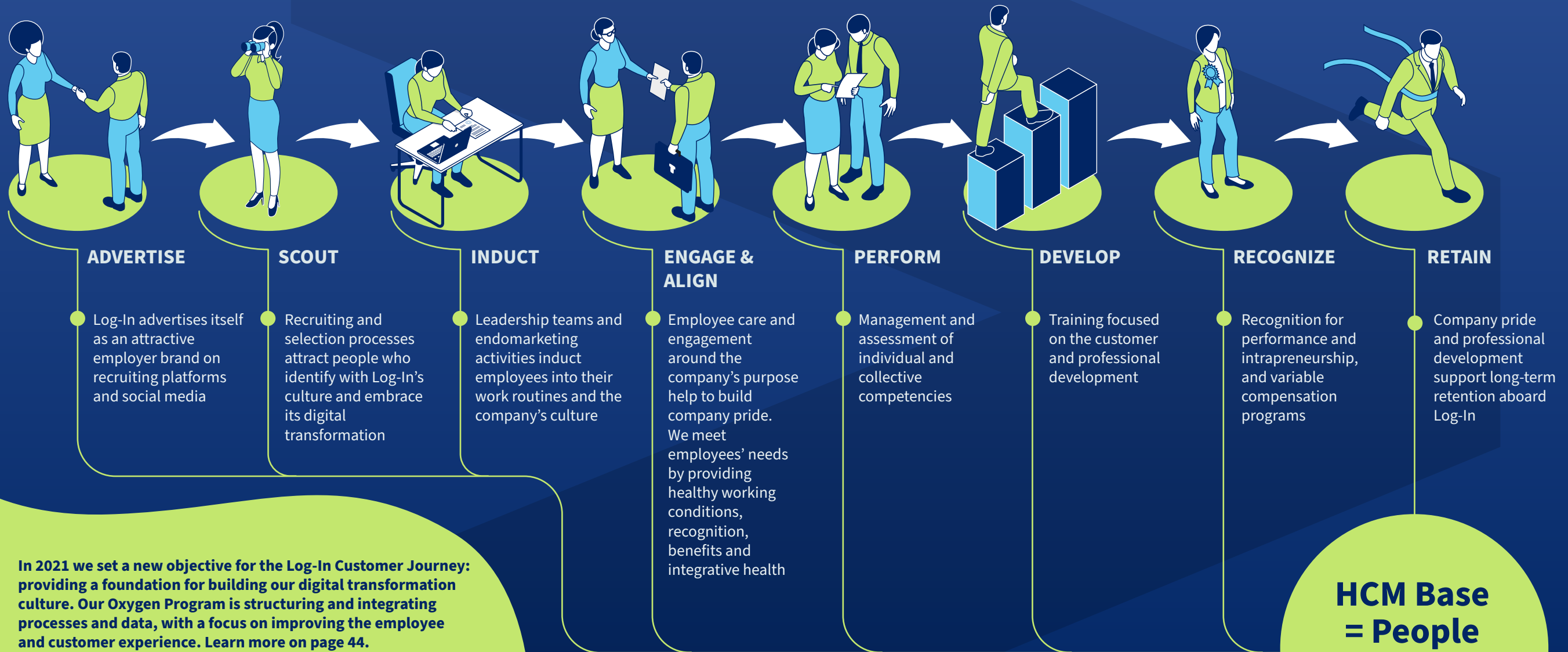


## Project Oxygen

will train all employees in digital transformation by 2024

# Log-In Employee Experience

Leadership and endomarketing



**In 2021 we set a new objective for the Log-In Customer Journey: providing a foundation for building our digital transformation culture. Our Oxygen Program is structuring and integrating processes and data, with a focus on improving the employee and customer experience. Learn more on page 44.**

**HCM Base = People Analytics**

\*HCM stands for Human Capital Management.

**Engagement initiatives** GRI 102-43

In 2021, employee engagement with the Company's mission - to be recognized as a provider of sustainable logistics - was reinforced by the return of in-person work, following the social distancing imposed by the Covid-19 pandemic. Late last year we implemented a hybrid work model that fits the new culture of balanced personal and professional lives.

This measure is also in line the creation of an organizational climate that values end-to-end employee development, constantly fed by an endomarketing strategy that makes our employees the guardians of our culture, and of the leading communication agents.

This work environment is responsible for the positive results of the 2021 organizational climate survey , and for our being certified as a Great Place to Work (GPTW), a global consulting firm that helps organizations get the best results with a culture of trust, high-performance, and innovation. In the first year of the survey using GPTW parameters, the company achieved a score in line with the Strategic Benchmark, and is recognized as a company that has pride and camaraderie among its greatest strengths.

This survey was applied in September and 59% of the employees responded - 1,017 participants and 1,997 comments to the questions asked.

In 2021, the engagement process gained two new allies: the *Encontro com a Gente* [Meet with Us] Program, and the Onboarding Program. Both focus on the Log-In Culture and on diagnosing the team's perception of their area, its leadership, and future outlook. We also Described Roles and Responsibilities, arranged conversation rounds, and trainings to understand employee opinions on the communication between supervisors and supervisees, and their understanding of the area.

## GPTW

**59%**  
response rate

**1,017**  
Respondents

**1,997**  
Comments

**79**  
Log-In's rank  
in the GPTW list



## Communications channels

In addition to our Intranet, we also have e-mail and WhatsApp. We are also on social media: LinkedIn, Instagram, Facebook, and YouTube, for which we produce exclusive content. Our communication initiatives include Log-In Play, an in-house webinar open to all employees, where they can go online and exchange their experiences with our business. In 2021 we organized a webinar dedicated to ESG. We also added a channel to our toll-free number (0800) to handle community demands.



## Employee Journey programs support **talent development and retention**

### Professional development

Our policies and actions focused on talent attraction, development, and retention are based on a culture of continuous improvement and on an Employee Journey that includes knowledge, alignment, assessment, development, and recognition. Our main programs are:



### Log-In Development Academy

In a world of constant changes, the learning process is increasingly dynamic and connected. In line with this, we created the Log-In Development Academy. This platform combines the different opportunities for technical, behavioral, organizational, and leadership along the entire Log-In employee journey. The goal is to prepare our employees to take on bigger challenges and increasingly contribute to the business with outstanding performance.

The Academy works with four dimensions of strategic themes, and there are schools for each one that guide the themes of each training event.

The schools in each of the dimensions translate knowledge themes into development actions, and use a portfolio of learning experiences and themes that provide the development required by all Log-In employees.



### People Cycle

As part of our commitment to development we monitor and assess our employees using our People Cycle. Created in 2018, the People Cycle is performed annually using competence-based performance assessment that are aligned with Log In's organizational culture and values.

Employee strengths and development needs are identified based on the expected behaviors, and used to improve their current performance, and help them embrace future challenges.

Assessments are 360° for those in leadership positions (directors, managers, and coordinators, and 180° for all other employees. In 2021 623 employees were assessed, and the process has become a great ally to our management, as it fosters dialog and feedback, and allows us to organize individual Performance Plans (IPPs) for team growth.

Furthermore, the People Cycle is an essential corporate process to guide the implementation of the various people management structures in the company, such as trainings, our Talent program, and internal recruiting, development and retention measures, as well as recognition, career, and succession plans.



### Practitioners Program

Provides mandatory internships for the Brazilian Navy Officer Training Program. The goal is to select and develop aspiring officers to join our seagoing team. In 2021 we hired 12 professionals from this program.



### The Log-In Way of Leading

A leadership development program that seeks to align participants and the Company's Mission, Vision, and Values. Created in 2020, this program has been designed based on the challenges of each hierarchical level (manager, coordinator, supervisor), and is split into modules, each addressing a theme that is relevant to the situation of that year. In 2021, 90 leaders had over 50 hours of training addressing themes such as Customer-Centricity, Value Creation and Purpose, Remote Management, Digital Mindset, and Diversity & Inclusion.



### The Log-In Way of Leading at Sea

This program develops onboard leaders (Captain, Executive Officer, Nautical Officer, Chief Engineer, and Engineer), reinforcing the importance of everyone being family with the Log-In Culture and the importance of empathy for good team leadership.



### Internship Program

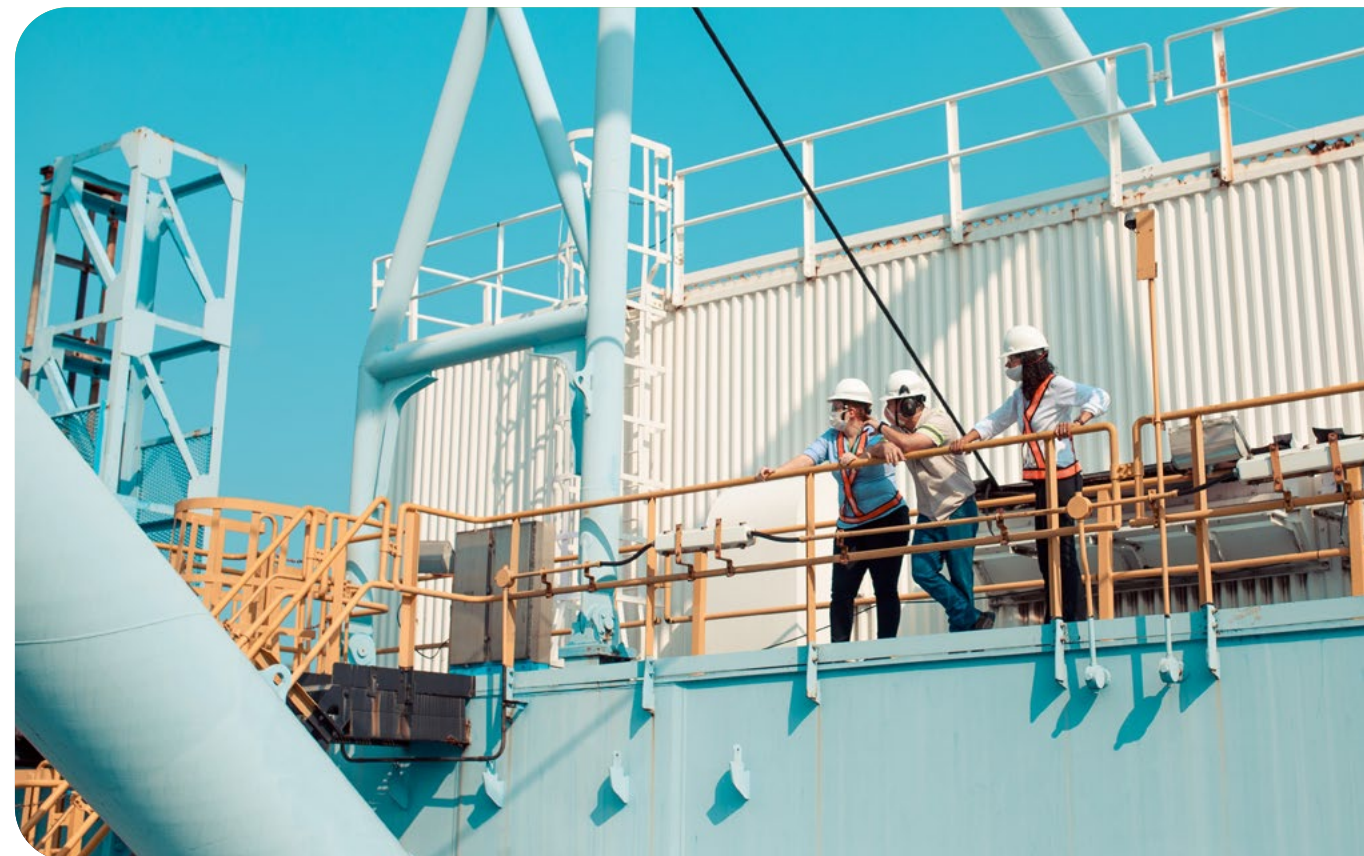
Our undergraduate internship program supports students who are at least in the 4th semester. With a course load of six hours a day, interns receive a stipend and benefits such as meal and grocery vouchers, transportation, a Gympass, which offers discounts at gyms and other sports activities, and one day off during their birthday month.



### Knowledge Multipliers

To promote a culture of continuous learning by disseminating knowledge in-house and exchanging experiences, in 2021 we created the Loginers, Knowledge Multiplier Program, part of our corporate education strategy. These employees voluntarily register to share their skills and experiences with the entire company.

14 Loginers registered in 2021. They were trained by a consulting firm that specializes in adult education and learning skills and techniques, and learned about planning, organization, and execution methodologies to lead their training events. See below some of the outcomes from the program:



**332 trained**  
2,000+ hours of training

**96%**  
satisfaction rate



### Young Professionals Program

In February, 2020 Log-In started its Young Professionals Program, and over 15,000 people registered for the 5-step screening process. Seven recent graduates were selected and embraced challenges, developed ideas, and came up with important solutions for the company's business.

This 18-month program happened remotely during the pandemic, continuing to offer opportunities for learning and development in the form of technical and behavioral trainings, mentoring, and knowledge of the more than 40 areas in the company in the form of job rotation, checkpoints with strategic leaders, performance assessments and feedback, and creation of a PDI.

In the last semester of the program, in 2021, the young professionals organized improvement projects for their areas, and completed the program submitting their work to a bench consisting of the company CEO and all directors.



### Belts Program

Enables improving the company's performance and contributes to team knowledge and recognition. Employees chosen for the program are trained in Lean Six Sigma Methodology. The assessment is taken into consideration for the correct application of the methodology, and the outcome of each project for operations.



### Our People

Employees talk about their personal and professional challenges in different episodes of a web-series.



**15,000**

graduates joined Log-In's Young Professionals Program in 2021

## Health and safety GRI 103-2, 103-3 | 403

Safety is the company's main value, and is ensured through solid guidelines and practices focused on the day-to-day routines of the employees and contractors onboard our ships and in our offices and terminals. In 2021, the second year of the COVID-19 pandemic, we maintained an **active crisis committee** that met monthly to share the programs of the Company's actions. [GRI 403-4](#)

Log-In has an **Internal Accident Prevention Committee** composed of employees appointed by the employer and elected by employees, 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. [GRI 403-4](#)

To reinforce the enforcement of legal rules and guidelines, such as the ISM (International Safety Management Code), and the International Ship and Port Facility Security Code (ISPS), our crew and teams receive daily instructions (DSSMA), and routinely participate in campaigns that address relevant themes, such as the **Golden Rules**. Risk

analyses are always performed before activities to ensure increased safety during execution, and reduced risk for our employees. In shipping, our health and safety management system and each vessel in our fleet are certified by Bureau Veritas and Lloyd's Register, and the Log-In office meets the ISM Code in full.

**Monitoring** - The Occupational Health and Safety Management system holds data on the required and occupational tests, care events, absenteeism, and health reports of the company's employees. Monitoring uses data provided by RHMED according to the regulatory standards of the Ministry of Labor, medical guidelines, and the General Data Protection Law (Federal Law 13.709/2018). All our employees are covered by the RHMED system, except at TVV, which is monitored by an internal health department. Control is kept of occupational health certificates (ASO), the lab test grid, and data on the life-style and absenteeism/leave of our employees and contractors. [GRI 403-1](#)

Contractors must submit all legally required documents before they start work: Occupational Health Certificates (ASOs) for the entire team, and documentation regarding contractor's Occupational Health Medical Control Program (PCMSO).

Our entire team receives periodic safety training that addresses general safety procedures. In addition, the company has a Legally Required Training Grid that maps the required training for each position, as per applicable regulations.

Periodic training addresses general safety procedures for the entire workforce







Log-In ensures the quality of its occupational health services, and facilitates access for all employees, offering specialized professionals supported by a consulting firm that drafts Workplace Risk Prevention Program (PPRA) and Occupational Health Medical Control Program (PCMSO) documents, mapping exposure to risks and the tests required for each position. Team health data is kept by the Healthcare team and, because the company complies with the General Data Protection Law, it is kept confidential, with the exception of data that is public such as occupational health certificates (ASO). [GRI 403-3](#)



All our employees have a healthcare plan that includes a nation-wide reference network

Medical tests go beyond minimum legal requirements, and some, such as mammograms and PSA for instance, are included in employee collective agreements. All employees have access to their test results in the form of an individual letter of access to the PCMSO.

### Well-being and quality of life

All our employees have healthcare plans and a nationwide network of professionals. We also keep a physician on staff, who cares for employees individually, should this be needed. In the event of urgencies or emergencies, employees are sent to specialized public or private health centers. [GRI 403-6](#)

Our Internal Accident Prevention Committee (CIPA) complies with NR 05 and includes company and employee representatives. [GRI 403-4](#)

To avoid and mitigate any negative occupational health and safety impacts resulting from our activities, we use individual and group protective equipment (IPEs and GPEs), as well as administrative measures (restrictions and revolving

rest periods). 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. [GRI 403-7](#)

Our Risk Management Program (PGR) aims to identify hazards in the workplace which could lead to the development of work-related illness. The Program uses the hierarchy of controls methodology for mitigating operational risks. In 2021 CBA recorded no fatalities as a result of work-related ill health or any cases of recordable work-related injury or ill health. During the year we reported one potentially high-consequence on-board incident and 19 near misses, including 5 on-board incidents and 14 at TVW. [GRI 403-10](#)

In 2021 we recorded two lost-time injuries, a relatively small number considering that three of our ships were dry-docked for maintenance ([see the disclosures on page 61](#)). The dry-dock maintenance involved a team of 300 people, and was completed with no lost-time injuries involving employees or contractors.



### Terminals

At our Port Terminals in Vila Velha (TVV), ES, Guarujá, SP and Itajaí, SC, best practices in safety management include **managing the risks associated with the activities, qualification and training, management activities with third parties, investigation management, and emergency services**. At these terminals employees and contractors receive mandatory Basic Safety Training when first coming onsite. From time to time, activities are developed that include safety, health, and the environment to strengthen the ESG culture at the Terminal. **GRI 403-5**

Terminals comply with Regulatory Standards (RS) and resolutions of the Federal Board of Medicine (FBM) regarding Occupational Health services. The legal documents of contractors at these terminals are audited by occupational health, and they must submit the minimum documentation required according to worker health legislation. One of the terminal's differentiators is its Quality and Environmental Management System, which is certified to ISO 9001, ISO 14001 and the International Ship and Port Facility Security Code (ISPS Code). **GRI 403-1**

The Risk Management Program means that routine and non-routine activities at the terminals have a risk inventory that enables identifying and quantifying such risks.

**Safety Incident Records (SIR)** are an important tool for identifying deviations and preventing accidents at the Terminal. SIRs can be filed both by employees and by contractors. **GRI 403-2**

TVV has numerous programs and initiatives, such as Golden Rules, the right to refuse, registry of safety incidents, occupational medical examinations, health assessment prior to special tasks, sobriety tests, and readiness assessments. The terminal abides by Log-In's Manual of Ethical Conduct, which defines the premises for employee health and safety.



Employees and contractors use Safety Incident Records (SIRs) to identify deviations and prevent accidents

The terminal is supported in a company specialized in emergency response and readiness, and has an Emergency Services Plan that includes a response structure comprised of human and material resources, material, and an outside service team.

The electronic **Readiness Test** measures employee behavior and decision-making when faced with different situations. It is applied twice a day, before the start of the working day, and during operations. The result reveals any emotional situations the employee may be facing that might compromise his/her health and safety, such as anxiety and lack of focus. Area supervisors are informed of the results to provide support or refer the employee to healthcare professionals, as necessary.

The electronic Readiness Test measures employee behavior and decision-making when faced with different situations.

## Champion Terminal Program

Created to encourage employees to look out for each other's safety, this program presents monthly awards for the best safety stops, in which employees approach their colleagues to address unsafe behavior or conditions. Awards are also presented to contractors based on their safety performance. In 2021, Líder Brasil received the award for the best contractor at the Terminal for occupational safety.



## Shipping

We also have Golden Rules in navigation, with targets for Safety, Health and the Environment (SHE), and a Process Safety (SEPRO) project. Safety onboard is monitored in the form of indicators, monthly meetings, internal controls, and inspections.

Crews are regularly trained and instructed in the legal requirements and good health, safety, and environmental practices. Every working day starts with Safety, Health, and Environmental Dialogs (SHED), when risks are assessed to eliminate or minimize them, and permissions for work are signed. If necessary, working in heights, in confined spaces, and at high temperature are further analyzed. Risks listed in the analyses of operations are managed with specific measures and procedures, and emergency plans are drafted. **GRI 403-2**

Ship crews and land-based employees who perform shipboard tasks receive mandatory safety training as specified in a training matrix developed by the Safety department. In 2021, training was provided online by Human Resources. **GRI 403-5**

For activities that require external support the company created a crisis management plan supported and handled by the Organizational Response Structure (ORS). The ORS is comprised of company employees and is based on the US ICS - Incident Command System, deployed in the event of major emergencies. We have a schedule of mock security incident exercises such as fires, explosions, running aground, and stowaways, among others, run every four months for two separate groups. These always involve at least one vessel of our fleet.



### Live Well Program

Log-In's quality of life program, Live Well (*Viva Bem*), was created to offer increased health, quality of life, and well-being for healthier and more satisfied employees within and outside the work environment, promoting the adoption of healthy habits to prevent diseases and control claims, thus keeping the company's agreement with the healthcare plan healthy. Twice-yearly health and well-being surveys provide subsidies to realign actions in this regard. Among other initiatives, the Live Well program includes the Pregnancy Support Program, and the Management of Chronic Patients.

In 2021, the company continued to focus on measures to prevent the spread of COVID-19, and other initiatives were added to the program. The disclosure of guidelines for living well was highlighted in our Log-In Conecta website. The year was also marked by the creation of our Emotional Health Program, which sponsors conversations with psychology professionals. The Live Well program organized two lectures for women on Maternity and Career.



### Master of the Seas Program - MSP

The Master of the Seas Program is a tool that transparently measures the performance the vessels in the Log-In fleet. It is based on four of our values - safety, team spirit, a sense of ownership, and focus on results. It consists of monthly meetings that look at KPIs, and two annual inspections in June and December. Indicators are compiled each month, and combined with the outcome of the half-yearly performance inspections (HYPI). Each KPI is assigned a score, and these are added up month by month so that each vessel receives a final score. KPIs include operations, safety, maintenance, and onboard management. In 2021 Log-In Endurance was crowned Master of the Seas.



### Process Safety

Process Safety (SEPRO) was originally created for the petrochemicals industry in the US - the Center for Chemical Process Safety, and has since been rolled out to other industries such as mining, aviation, and pharmaceuticals. While occupational safety primarily focuses on high-frequency, low-severity incidents, SEPRO focuses on incidents of extremely low frequency but high severity. Because it is aware of the risks inherent to the business, in 2020 Log-In started a project to implement the SEPRO culture in navigation.

Programs that value the **health, safety, and well-being** of those working onboard



## Diversity and inclusion GRI 103-2, 103-3 | 405

Log-In remains committed to diversity and equal opportunity for all employees. We have several programs in this area: **Navigate Program; Young Apprentice Program; Onboard Community (OBC); Limited Operations Program; A Mix of Us Program.** The Mix of Us Program aims to implement a culture of diversity in the company.

This policy is continuously managed in the form of results meetings of the areas that execute Diversity and Inclusion (D&I) activities. Within our Internal Consulting area, each consultant is in charge of one or more D&I programs. At the end of each month, performance indicators linked to the expected deliveries are submitted to management and then to the company's Executive Board. If the monthly targets are not met, measures based on the PDCA approach are designed to ensure delivery in the next months.

In the past quarter, the ratio between the base-salary and compensation of women to that of men increased, in particular for those in management, supervisory, assistant, and technician positions. GRI 405-2

This past quarter the number of employees who self-identify as black or brown increased 60%, many of them in senior leadership positions such as directors, managers, and supervisors. PwDs also increased in the past year, from 12 in 2020 to 17 in 2021, a 30% increase. The number of PwDs in operations doubled in this same period. GRI 405-1

Our diversity and inclusion initiatives, part of our ESG strategy, aim to create an environment that is more equitable, fair, and respectful. In 2020, these programs started to change the behavior and profile of our employees:



### **First-Generation Program –**

Created as a partnership with the First Generation Institute (*Instituto Primeira Geração - PriG*), this program supports those who are part of the first generation in their families to get a university degree, and achieved professional development via a practical MBA and internship in their area of concentration. Created in 2020, the first run in 1H2021 had 6,226 applicants. A new group will start in 1H22.





**Qualification Program** – technical qualification for port equipment operators, strengthening the female presence among our staff. The pilot program in 2021 qualified three women.



**Women in Operation Program** – promotes the inclusion of women in positions considered “male”, increasing the number of women in our terminals and ships.

To continuously increase the number of women in leadership positions across the company, we reinforced our investment and efforts to expand these activities in 2021. In addition to the Conversations with the psychologist and meetings such as the Lecture on Female Talent, other key initiatives for the period were:



**Navigate Program** – the first recruitment program exclusively for female sailors. This is a pioneer initiative and aims to increase the female presence in leadership positions, especially in operational and sea-going positions. In 2021 we hired two women for two of the highest-ranked onboard position: Captain and Chief engineer.

**“During the 2021 Navigate Program, which was very good and productive, I was able to go onboard some of Log-In’s vessels and show my worth”.**

***Vanessa Cunha**, Captain of the Log-In Polaris*



**Women at Sea Program** – the main goal of this program is to attract and retain professionals, considering diversity on board.



**Women and Women at Sea Satisfaction Surveys** – these surveys were run to identify the difficulties and specificities of women in order to increase the number of female hires. The findings provided subsidies to fulfill the specific needs of women.



**20** women hired in 2021, 18 of them for onboard positions

**The first female ship captain hired**

**“I’m thrilled to have had this opportunity for my professional career. Log-In is innovating each day across different areas, and women are very much welcome and supported here: the company trains women employees because it believes in our potential for operational roles”**

***Viviane Felix**, Port Equipment Operator*



## Communication and Social Actions

In 2021 our Young Apprentice Program partnered with NGO *Gerando Falcões* [Creating Falcons]. As of 2022, this innovation will enable expanding the program, focused on developing the communities where we are present, with the socioeconomic inclusion of youth. In 2021, 14 youth living around the Vila Velha, ES Terminal listed to lectures and participated in professional development courses.



「Voluntariado TRANSFORMAR」



# 14 youth

residing in the area surrounding TVV attended workshops and courses

The year was also marked by launching the Onboard Community Program at TVV which, with the active involvement of the communities, seeks to offer employment opportunities to those who are disadvantaged due to their gender, race, or socioeconomic situation. As part of this program, following a socioeconomic diagnosis and a listing of the public and private equipment available, we created an intervention for Vila das Flores, a neighborhood close to the Vila Velha terminal with social, cultural, and environmental activities. As an extension of our Onboard Community, in 2022 we created a volunteer program to encourage employees to participate.

# Our sustainability strategy

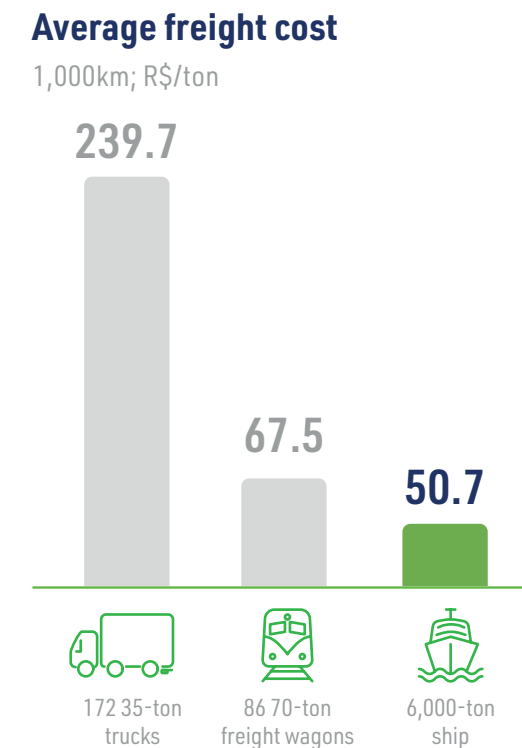
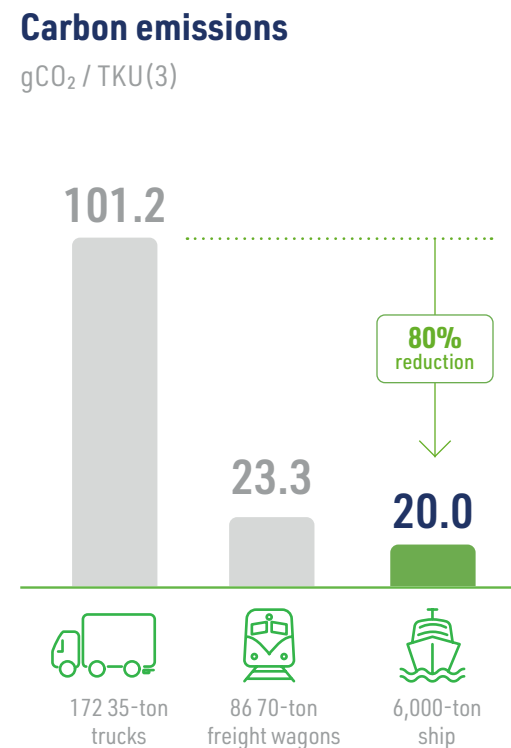
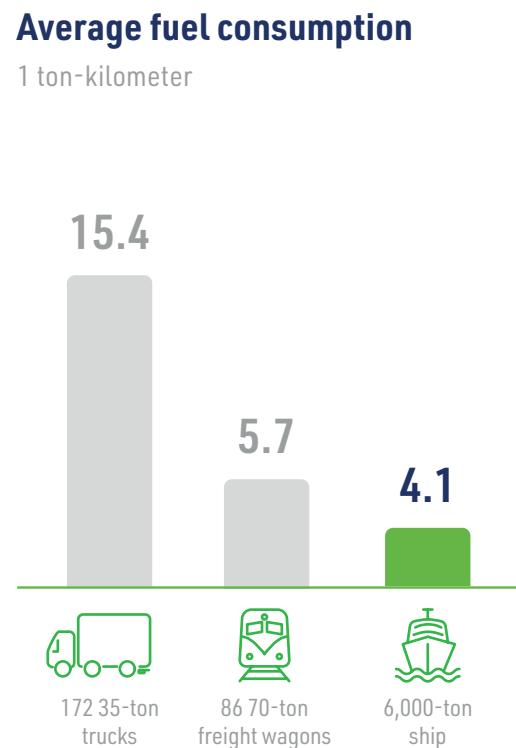
- Sustainable logistics
- Value chain
- Our environmental commitment





# Sustainable logistics

In a country with more than 8,000 kilometers (km) of coastline, short-sea shipping is the most sustainable mode of transportation, providing both environmental benefits and direct and indirect logistics cost savings. The circular economy is at the core of our business model. Our fleet of seven ships means 170,000 fewer trucks are on Brazil's roads each year. In addition to cost savings from integrated logistics, maritime transportation also carries a low risk for cargo theft and damage.



## Advantages of short-sea shipping



Eight times lower fuel consumption than trucks

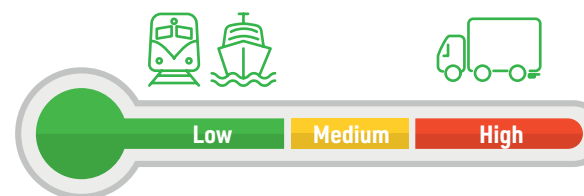


Three times lower CO<sub>2</sub> emissions than trucks



Lower risk for cargo theft, damage and accidents

## Cargo theft risk



Source: CNT Inland Navigation Survey, 2013.

**With its 8,000 km of coastline**, Brazil has an opportunity to develop more sustainable logistics by expanding short-sea shipping

## ESG agenda

Our strategic planning is focused on sustainable growth. In 2020 we established set of guidelines and targets for 2023, with a particular emphasis on reducing greenhouse gas emissions, the most significant impact from our intermodal logistics operations. Our ESG Agenda 2021/2023 comprises a set of 55 initiatives and targets across three pillars of action: People, Value Chain and Environment.



52 initiatives and targets make up our ESG Agenda



### People

#### 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

#### 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

#### 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.



### Value Chain

#### Cybersecurity

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

#### Set up strategic logistics 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
- Enter the B3 Corporate Sustainability Index (B3 ISE)

**Integrity, ethics and anti-corruption practices**

- Create a Communication & Training Plan for external stakeholders and Pró-ética Label stakeholders;
- 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



**IN THE ENVIRONMENT**

**Ship and equipment decommissioning**

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

**Air 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 matrix**

- Create an Energy Efficiency Forum
- Develop performance indicators
- Identify opportunities 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



Our 2023 ESG Agenda comprises three pillars: People, Value Chain and Environment

## Digital transformation culture

At Log-In, digital transformation is more than just about investing in new technology. We first lay the groundwork for transformation by creating and maintaining a digital culture among our employees at all levels of the organization. Innovation is an integral part of the Employee Journey (**read more on page 26**), from future-oriented hiring through ongoing training and engagement. Alongside these initiatives, we invest in new tools to build a digital transformation culture by structuring and integrating processes and data, with a focus on improving the employee and customer experience, and with the ultimate goal of transforming Log-In into a 4.0 enterprise.

In 2021 our digital transformation initiatives benefited employees, customers and suppliers. These initiatives included: knowledge sharing; mapping the Employee Journey; internal process digitization; a pilot platform to centralize information and services available to employees; our 1<sup>st</sup> Customer Journey Workshop; and implementation of new tools.

Spanning people, technology and processes, our digital transformation journey began with the following steps:

- Digital Transformation Training
- Gartner Digital Business Maturity Assessment
- Digital Transformation Workshop for executives Log-Aí platform
- New Log-App
- Project Oxygen and Robotic Process Automation (RPA)
- ERP system replacement

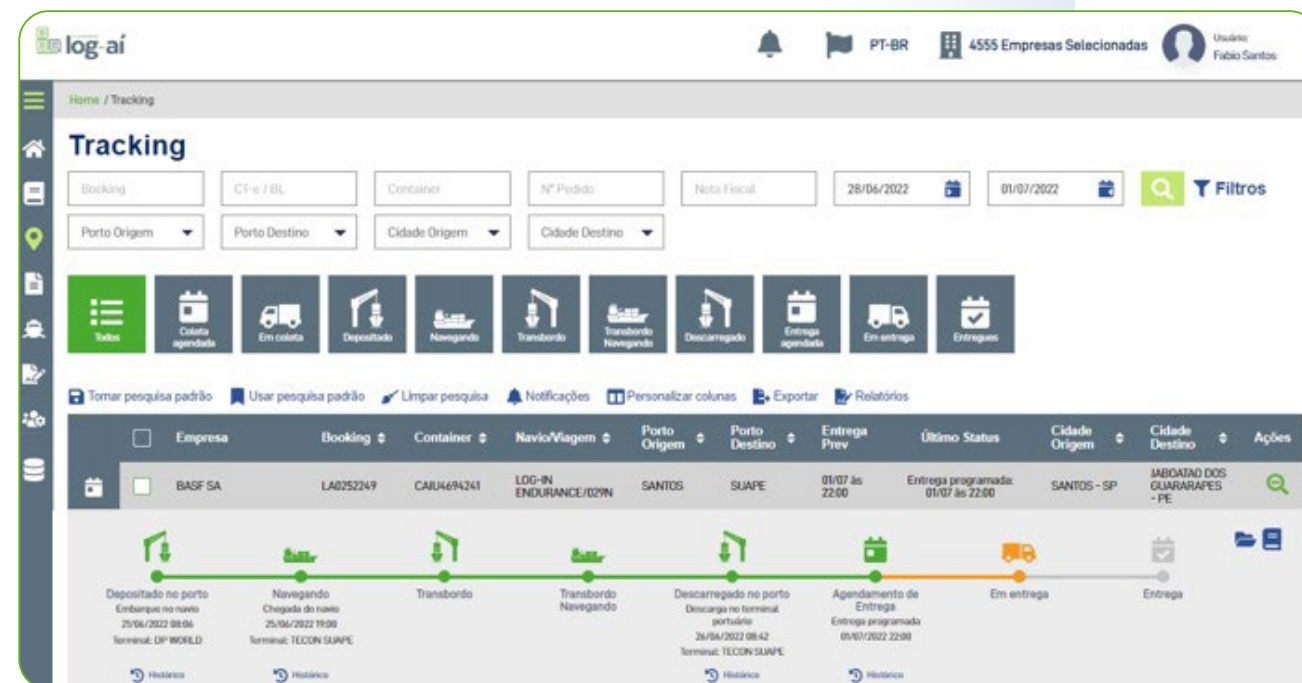


# 2021

was marked by our  
1<sup>st</sup> Customer Journey Workshop

By 2024, we aim to achieve:

- Excellence in customer service (CX)
- Digital transformation of the employee experience (EX)
- Digital Transformation Culture:
- Operational excellence



# Our value chain

GRI 102-40

Among the priorities in our ESG Agenda 2021/2023 is continuously improving our relationships with customers, suppliers, trade associations and communities. In 2021 we increased our focus on initiatives aimed at enhancing the customer experience. We also improved our approach to selecting and screening suppliers. In our communities, we created new opportunities for community participation in improving social and economic conditions for youth.



In 2021 we improved our approach to selecting and screening suppliers



## Membership of trade associations - GRI 102-13

- **ABAC** (Brazilian Short Sea Shipowners Association)
- **ABRALOG** (Brazilian Logistics Association)
- **ABRATEC** (Brazilian Association of Container Terminals)
- **ABTP** (Brazilian Association of Port 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)

## Operations efficiency

GRI 103-2, 103-3 | 416, 416-1

As one of our material topics, we invest in providing a high level of operations safety for our customers, and in avoiding unsafe conditions, losses and cargo damage. Our Maritime Management function, within the OSHE department, is responsible for:

- Overseeing compliance with our Safety Management System across our fleet
- Ensuring our headquarters and ships are compliant with Flag State requirements
- Managing statutory and class certificates and records for each ship, ensuring they are compliant with applicable local and international regulations
- Managing IMO compliance, attending meetings organized by the IMO’s Executive Secretary (SEC-IMO-DPC) and other maritime authorities (Directorate of Ports and Coasts (DPC), Maritime Court, port authorities) and agencies to address matters related to navigation and maritime safety

Log-In also has a trucking Safety Program comprising processes for identifying unsafe driving practices in our trucking operations, such as speeding, exceeding driving hours and tracking-related irregularities. This informs immediate corrective action to reduce the likelihood of traffic accidents and cargo theft or robbery.

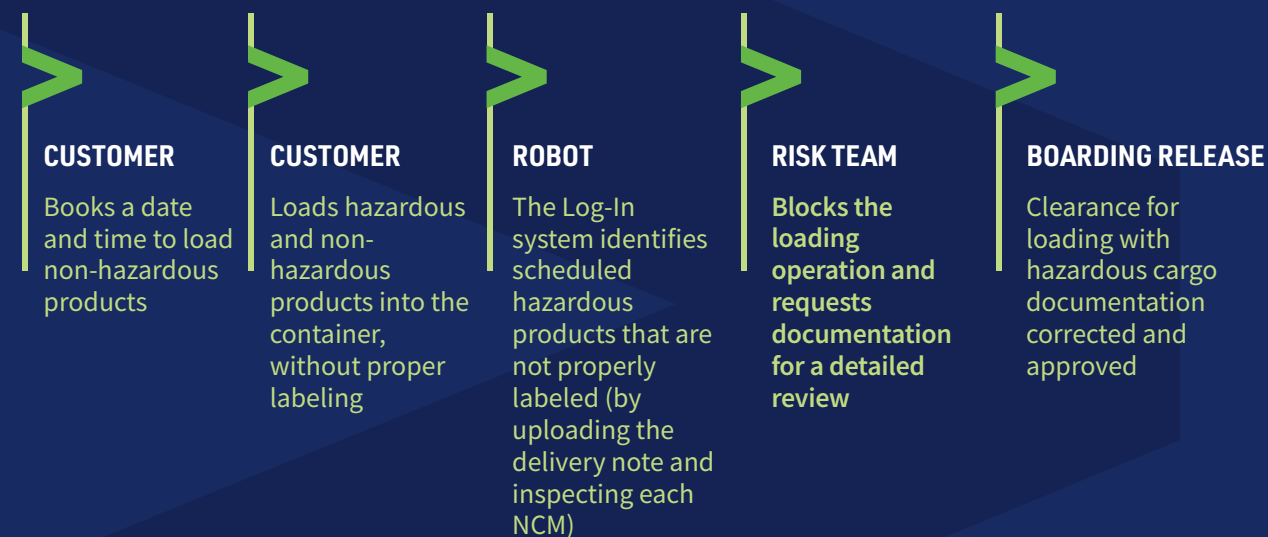
We also take prompt, coordinated action to address any emergencies, in accordance with international standards. In 2021 we enhanced operations efficiency with the implementation of a tool for identifying hazardous cargo (IMO). The new tool supports customers in checking information when contracting for services. If any issues are identified, the system allows them to correct their selection and opt for more appropriate storage and transportation arrangements.

In 2021 we implemented a new hazardous cargo identification tool to improve **operations safety**



## Hazardous cargo identification

### PROCESS WORKFLOW





As part of our practices to ensure safe shipping operations, in 2021 we dry-docked the *Log-In Resiliente*, the *Log-In Endurance* and *Log-In Jatobá* for preventive and corrective maintenance, a process carried out every five years. More than 300 people were involved in maintenance planning and execution.

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 2021 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.



## Record-setting performance

**53%**

reduction in trucking incidents compared to 2020

## Zero cargo theft

On-time delivery rate

**95%**



**Proactive cybersecurity**

Our cybersecurity initiatives are focused on proactive protection, using an approach that spans technology, processes and people. Log-In’s cyber investments in 2021 included implementation of detection and protection software and tools (EPP, SWG, firewalls, WAF, SOC and SIEM); initiatives for compliance with data privacy regulations (LGPD and GDPR); cybersecurity assessments; and a newly created EOR Committee for Cybersecurity.



Log-In’s **cybersecurity initiatives** are focused on proactive protection

**Technology** – investing in new solutions and security software, such as Endpoint Detection and Response (EDR), smart warning systems, real-time management of vulnerabilities, and penetration testing. Multifactor Authentication (MFA) technology for employee access to our corporate network and data.

**Processes** – having a team prepared to promptly respond to any incidents; cyber insurance to cover any operational damages; technical consulting on rapidly recovering the affected environment; and monitoring our technology environment to identify abnormal behavior and internal or external threats to our IT assets, through a Security Operation Center (SOC).

**People** – awareness campaigns, workshops and phishing tests.

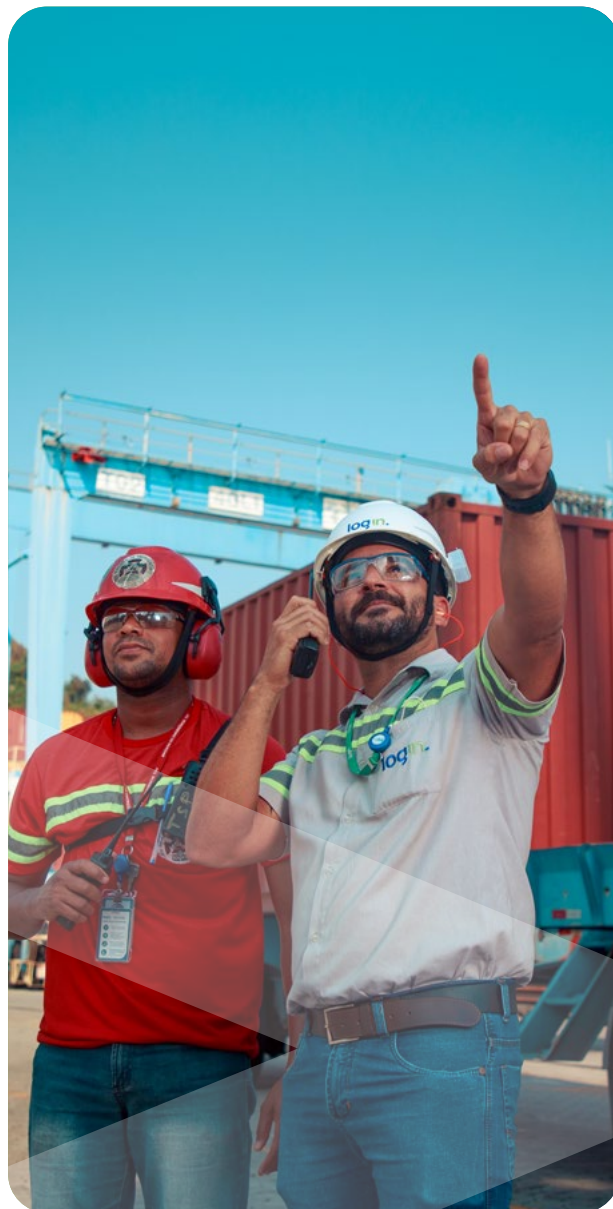


## Customer centricity

Since 2020 we have advanced efforts to achieve customer centricity. Within this culture, our customer base has been segmented in terms of complexity, type of business and share of revenue, forming customer cells that each have dedicated customer service programs. This model extends beyond customer-facing activities to include our broader operations, supporting more autonomous and efficient customer service.

Following implementation of the new model, we launched a “Customer Voice” program within the company that includes regular customer satisfaction surveys and internal discussions for continuous improvement. Concurrently, we conducted a customer assessment across Log-In with support from specialized consultants. The assessment informed the development of 24 initial projects within the Shipping business, which are slated to be completed by the end of 2023. These initiatives are all part of a program, called the “Log-In Way of Wowing Customers,” that is based on four customer centricity pillars: Culture, Suppliers, Customer Insights and Customer Journey.

These programs have allowed us to improve inbound and outbound information flows, leading to better quality of service and improved NPS scores in the period.



### Log-Aí Platform

Log-Aí is a digital platform designed to simplify customers’ logistics operations, providing greater autonomy, efficiency and ease of day-to-day management. In 2021 Log-Aí launched new features to operate as a full-service platform.

Available in two versions—one for Shipping customers and the other for the Vila Velha Port Terminal (TVV)—the new platform has been designed based on logistics needs and difficulties reported by customers.

The version for Shipping customers has features such as online scheduling, cargo tracking, and documentation uploads. For Terminal customers, the platform enables online communication with the customs system and faster customs processing.



## Accolades in the year

### 1<sup>st</sup> Place

in the Braskem Short-Sea Shipping Awards

### 4<sup>th</sup> Place

in the Heineken TEP 2020 Program

### Top Supplier for Innovation 2020 – Electrolux

## Supplier relations GRI 102-9, 102-43

Our operations rely on a diverse range of suppliers, located in Brazil, Europe, Asia and the US. Log-In's procurement needs span different categories, from 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 2021 our Procurement department transacted approximately R\$ 960 million with our more than 1,000 active suppliers, an increase of 28% from 2020.

Through our Procurement Academy, we train our Procurement team on the use of strategic sourcing and other tools and methods, providing a strategic vision of the procurement process and helping to strengthen our supply chain.

Working with our Health, Safety and Environment function, we identify legal requirements and standards applicable to our suppliers to ensure regulatory compliance and that we uphold our core value of safety.

We have set a goal for the following reporting period to further strengthen our supplier management processes at Log-In.

### Strategic partners

With a door-to-door shipping operation that covers approximately 19.7 million kilometers per year, trucking companies are among our strategic suppliers. Our initiatives to bring them on board our ESG agenda range from cargo and driver safety training and instruction, through our monthly Safety Forum, to distributing safety guides to truck drivers.

As part of efforts to engage business partners around our ESG Agenda, we ran a "Log-In Partner" campaign to recognize and present awards to suppliers delivering outstanding service levels. Our suppliers are also rated within our "Log-In Mark" program with either a Gold, Silver or Bronze mark. These ratings are based on 52 quality requirements covering topics such as health, safety, the environment and social responsibility. Suppliers are assessed on legal requirements, service levels, fleet management, certifications, and risks. In 2021, 65 suppliers underwent assessments within our Strategic Supplier and Partner Monitoring Program, including both internal and external audits.



## Supplier ratings in 2021

**92%**  
of transactions with suppliers awarded the Log-In Mark

**32%**  
Gold



**37%**  
Silver



**23%**  
Bronze



**43**  
companies screened

# Our environmental commitment

Operations efficiency helps us to deliver a seamless and streamlined intermodal service. Log-In's short-sea shipping services, which reduce the need for trucking freight, help to minimize emissions. Our commitment to the environment, which is intrinsic in our operations, includes investments to reduce greenhouse gas (GHG) emissions intensity, and in particular carbon dioxide (CO<sub>2</sub>).

At TVV, for example, we have programs in place to minimize resource consumption and optimize logistics efficiency by reducing the number of movements. At the Itajaí terminal, in 2021 we implemented a Warehouse Management System specially designed for the terminal operations. The system manages the warehouse and the container inventory. A fully paperless process helps to reduce paper and print toner consumption. We estimate savings of 11,200 sheets of paper per month for an average of 1.6 operations.

Log-In's shipboard environmental management practices are compliant with local and international laws and regulations, including the International Safety Management (ISM) Code. Our ship fleet has emergency response plans approved by the relevant class society and the Brazilian maritime authority (Brazilian Navy), addressing safety-related aspects of navigation, the safety of life at sea, and preventing environmental pollution. In our landside operations, our Vila Velha Port Terminal (TVV) has ISO 14001 (2015 edition) environmental certification and controls appropriate to the relevant operational risks.



**COMMITMENT:**  
Invest in initiatives to reduce greenhouse gas emissions intensity in our operations

**OPERATIONAL CONTROL:**  
TVV has **ISO 14001 environmental certification**



Our workforce is trained on preventing or mitigating environmental impacts. In the event of an environmental emergency, we have two plans in place that outline related procedures and actions: an Individual Emergency Plan (PEI) and an Emergency Response Plan. Log-In is not a signatory of any agreement regarding the precautionary approach, but we take a responsible approach to our activities and have taken environmental risks into account in our risk matrix and in our operational procedures. **GRI 102-11**

Risks to people and the environment in shipping operations are monitored by a Designated Person Ashore (DPA) who reports directly to the CEO (**see the organization chart on page 21**), liaising between the leadership team and ship crews. We also have a Governance function that is responsible for monitoring processes and performance indicators, and a Facilitators Program in which employees review our processes and results to support continuous improvement.

In 2021 we launched a collaboration with the University of Hamburg, in Germany, to benchmark sustainability practices around the world, in particular those designed to reduce greenhouse gas emissions. Every two months, Log-In representatives meet at the university to discuss key initiatives and challenges in implementing our ESG Agenda. We have also been invited to workshops on the topic with representatives from companies from around the world. **GRI 102-12**

In 2021 Log-In did not operate in marine protected areas or areas of protected conservation status.

**SASB TR-MT 160a.1**



Individual Emergency Plans and **Emergency Response Plans** are activated in the event of an emergency



## Energy and emissions management

GRI 103-2, 103-3 | 305

As part of our ESG Agenda, our approach to emissions reduction includes identifying sources and developing KPIs, with a particular focus on reducing fuel consumption and ultimately emissions. In 2020 we implemented state-of-the-art technology and shipping standards to help reduce fuel consumption. We also developed an emissions inventory in 2020 to inform these initiatives.

Our recent deployment of a system to optimize ship engine power has helped to minimize bunker consumption (CO<sub>2</sub> emissions) while keeping the ship on the planned course. In 12 months the system supported bunker savings of 0.95% compared to historical consumption, demonstrating good potential for delivering environmental benefits. According to the GHG Protocol, every metric-ton reduction of bunker consumption avoids 3.16 tCO<sub>2</sub>e in emissions.

Our long-term plans to reduce greenhouse gas emissions are in line with guidelines issued by the International Maritime Organization (IMO), which has adopted a set of measures to reduce carbon intensity in maritime shipping and has

established a ship classification system through its Marine Environment Protection Committee (MEPC 76). The IMO has also adopted amendments to Annex VI to the International Convention for the Prevention of Pollution from Ships (MARPOL), requiring ships to reduce their greenhouse gas emissions from 2023. These amendments call for a combination of technical and operational approaches to be used to improve energy efficiency in maritime transportation, and also lay the groundwork for future measures to reduce GHG emissions. [SASB TR-MT-110a.2](#)

Among the proposed measures is the installation of Slow Steaming Upgrade Kits (SSUK). With investments of R\$ 5 million to date, SSUK systems help our ship engines run more efficiently at low speeds.

In addition, in 2021 we replaced 1000W mercury vapor light bulbs with 250W LED bulbs at portainers P01 and P02, reducing electricity consumption by 50%.

Two ships newly ordered in 2021 from a shipyard in China, with a 25% larger design capacity than the *Log-In Polaris*, currently our most modern ship, will also help to improve fuel performance. With latest-generation, highly efficient technology, the new vessels will contribute to reducing emissions per TEU transported.

In our current fleet, only the *Log-In Polaris* has an Energy Efficiency Design Index (EEDI) of 11.53 gCO<sub>2</sub>/tnm (grams of carbon dioxide per tonne nautical mile). Log-In's current fleet does not use renewable fuels. [SASB TR-MT 110a.3](#), [TR-MT 110a.4](#)



In 2022 we implemented a CO<sub>2</sub> emission simulation and control tool for customers. The tool, available on our website, allows companies to **calculate and compare the emissions** generated by maritime and road transportation.

Total energy consumption<sup>1</sup> [SASB TR-MT110a.3](#)



<sup>1</sup>Conversion factor: 1 metric ton of diesel = 42.286679 GJ.  
<sup>2</sup> This disclosure is based on data for TVV and excludes the Guarujá and Itajaí terminals.

## GEE Inventory

GRI 103-2, 103-3 | 305, 305-1, 305-2, 305-3, 305-5, SASB TR-MT-110a.1

For the second consecutive year, Log-In commissioned a greenhouse gas (GHG) emissions inventory to inform improvements to our emissions management practices.

The inventory showed that the company emitted a total of 193,067.29 tCO<sub>2</sub>e equivalent in 2021 across all gases regulated by the Kyoto Protocol, a year-on-year reduction of 1.32% overall and 5% in direct (Scope 1) emissions, which fell from 161,355.12 t CO<sub>2</sub>e to 153,282.64 t CO<sub>2</sub>e. The 2021 inventory was developed by KPMG and the 2020 inventory by WayCarbon, with both using the same methodology.

Our efforts to minimize impacts on the environment enabled us to reduce our emissions intensity per container shipped in our Shipping operations.

Broken down by operation, GHG emissions fell by 2.23% in Shipping operations, from 159,653.13 t CO<sub>2</sub>e to 156,095.78 t CO<sub>2</sub>e equivalent, and by 0.772% in intermodal operations, from 33,380.80 t CO<sub>2</sub>e in 2020 to 33,122.99 t CO<sub>2</sub>e in 2021.

In 2021, most of our emissions were Scope 1 (79.39%). Scope 3 emissions accounted for 20.37% of total GHG emissions, and were largely in the transportation and distribution (upstream) category. Only 0.24% of emissions were Scope 2.

Mobile combustion was our largest source of GHG emissions in 2021 at 151,017.80 tCO<sub>2</sub>e (62.37%), largely deriving from the combustion of heavy fuel by our Shipping fleet, with the South Atlantic Service (SAS) generating the highest amount of emissions. Transportation and distribution (upstream) was the second largest source at 33,122.99 tCO<sub>2</sub>e (17.16%), deriving from diesel consumption in Intermodal and especially trucking operations, which accounted for virtually all emissions (99.9%) in this category. Another significant emissions category was stationary combustion, at 32,233.79 tCO<sub>2</sub>e (16.70%), with these emissions primarily deriving from heavy fuel oil combustion in Shipping operations.

The business unit generating the highest emissions in 2021 was Shipping at 156,095.78 tCO<sub>2</sub>e (80.85%),

followed by Intermodal at 33,122.99 tCO<sub>2</sub>e (17.16%), and lastly by Terminals & Offices at respectively 1.72% and 0.28% of total emissions.

As a positive result from our efforts against climate change in Shipping, greenhouse gas emissions intensity in 2021 was 18% lower than in the previous year. Emissions intensity is calculated as total mobile emissions (scope 1) divided by container volumes shipped (in TEUs). **GRI 305-4**

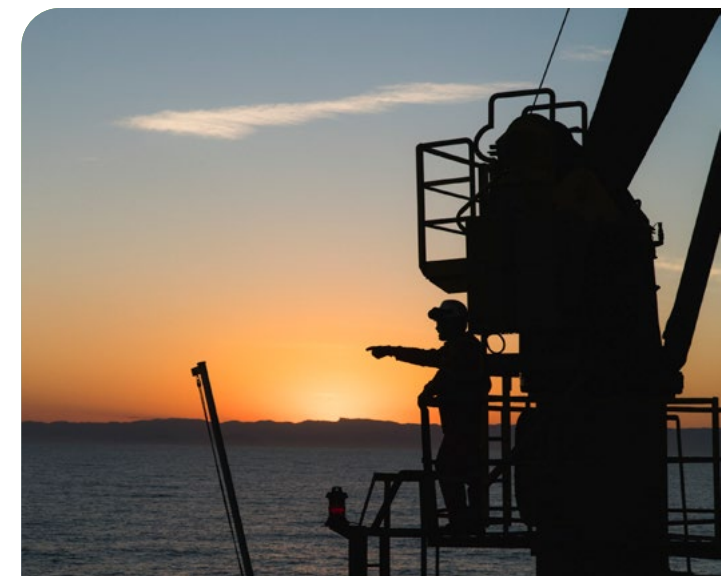
At our Terminals, most emissions were from diesel oil consumption and machinery, while at our Offices the primary source of emissions was jet fuel in business travel.

**Partnerships** - In 2021 we also prospected for potential sustainability initiatives through market research and by brainstorming with our key partners, leading us to identify a novel green fuel technology as a promising opportunity (pilot project). Developed by a startup in partnership with the Federal University of Mato Grosso do Sul (UFMS), this technology injects hydrogen into diesel engines to reduce fuel consumption and, ultimately, greenhouse gas emissions. A pilot project implemented in collaboration with one of our partners in Santa Catarina resulted in 9.96% diesel savings in two of our vehicles.

## Reduction of GHG emissions (t CO<sub>2</sub> equivalent)

GRI 305-5

By operation	2020	2021	Change
Shipping	159,653.13	156,095.78	-2.23%
Intermodal	33,380.80	33,122.99	-0.77%
TWV	2,116.57	3,311.73	56.47%
Offices	501.25	536.79	7.09%
<b>Total</b>	<b>195,651.75</b>	<b>193,067.29</b>	<b>-1.32%</b>





## TVV Maps out the waste materials generated in each of its processes and activities



## Waste management aboard our ships is **carried out in accordance** with the international rules adopted by the IMO and MARPOL

## Waste and water management

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

Oily waste has the highest potential impact in our shipping operations, which also generate paper, metal, wood, glass and organic waste. Any operations carrying a risk for oil spill incidents are preceded by Permit-to-Work assessments. Before each task, a preliminary analysis is carried out to identify and discuss related risks with crew members, who are instructed on preventive and control measures.

The Vila Velha Port Terminal's ISO 14.001-certified Environmental Management System maps out waste sources and controls across all processes and activities, in accordance with our Waste Management Plan. Collected waste materials are temporarily stored at a Waste Depot or in stationary skips.

Shipboard waste management systems are compliant with standards issued by the International Maritime Organization (IMO), the International Convention for the Prevention of Pollution from Ships (MARPOL), and applicable Brazilian regulations. All waste management contractors—including those responsible for transportation and final disposal—are duly certified, ensuring that the end-to-end process is environmentally compliant. **GRI 306-1**

The potential impacts from waste and shipping operations include oil-contaminated pads and sludge. The waste material with the highest potential for adverse environmental impacts is sludge as it is pumped from berthed vessels into tank trucks. This operation requires extreme caution, as hose failure during the transfer can result in water pollution. **GRI 306-1**

Shipping waste is collected at the ports our ships call on. The waste collection companies are contractors previously approved by our OHSE, procurement and compliance departments. Companies responsible for collecting waste materials and those responsible for final disposal are licensed by the local environmental authorities. After waste materials are collected, all appropriate documentation is issued, including waste collection certificates, weigh tickets, waste transportation manifests, etc. **GRI 306-2**

### Conscientious consumption

In our shipping operations, our primary commitments, policies, targets and initiatives relating to water and effluent management were the same as in the previous reporting period. We have an environmental policy containing requirements on environmental protection, natural resource efficiency, and the use of desalinated seawater. This significantly reduces our requirement for purchased water.

Ship effluents are treated by onboard equipment with appropriate class certification for compliance with IMO rules and standards. Following treatment, wastewater is discharged overboard in accordance with the standards issued by the maritime authority, in a way that causes minimal impact. Wastewater is treated in accordance with the instructions provided by the equipment manufacturer in terms of volume and frequency. Treatment equipment has class certification attesting to its efficiency. **GRI 103-2, 103-3 | 303**

On our ships, the water used in crew quarters (shower heads and sinks, for example) is potable water supplied either from tank trucks or from port facilities. Flush water and water used in external areas is produced by freshwater makers. Water is therefore supplied or desalinated on a continuous basis and is unmeasured (nor are there regulatory requirements requiring metering). As a result, water

consumption data for our Shipping operations is not included in water withdrawal, consumption and discharge disclosures. This also applies to our office operations, which use leased office space.

Wastewater from shower stalls, sinks and toilets is treated in an onboard treatment plant complying with MARPOL standards. Ballast water is collected and subsequently discharged overboard without causing significant environmental impacts: we have standard operating procedures in place to ensure compliance with all applicable IMO rules, which includes ensuring that water withdrawals and discharge are only done in authorized areas.

Ballast water is used only for the purpose of maintaining vessel stability, and is not used in any processes involving consumption or a risk of pollution. It is not considered an effluent as ballast water is discharged in the same condition in which it was withdrawn. All seven ships in our fleet (100%) have ballast water exchange processes. **SASB TR-MT 160a.2**



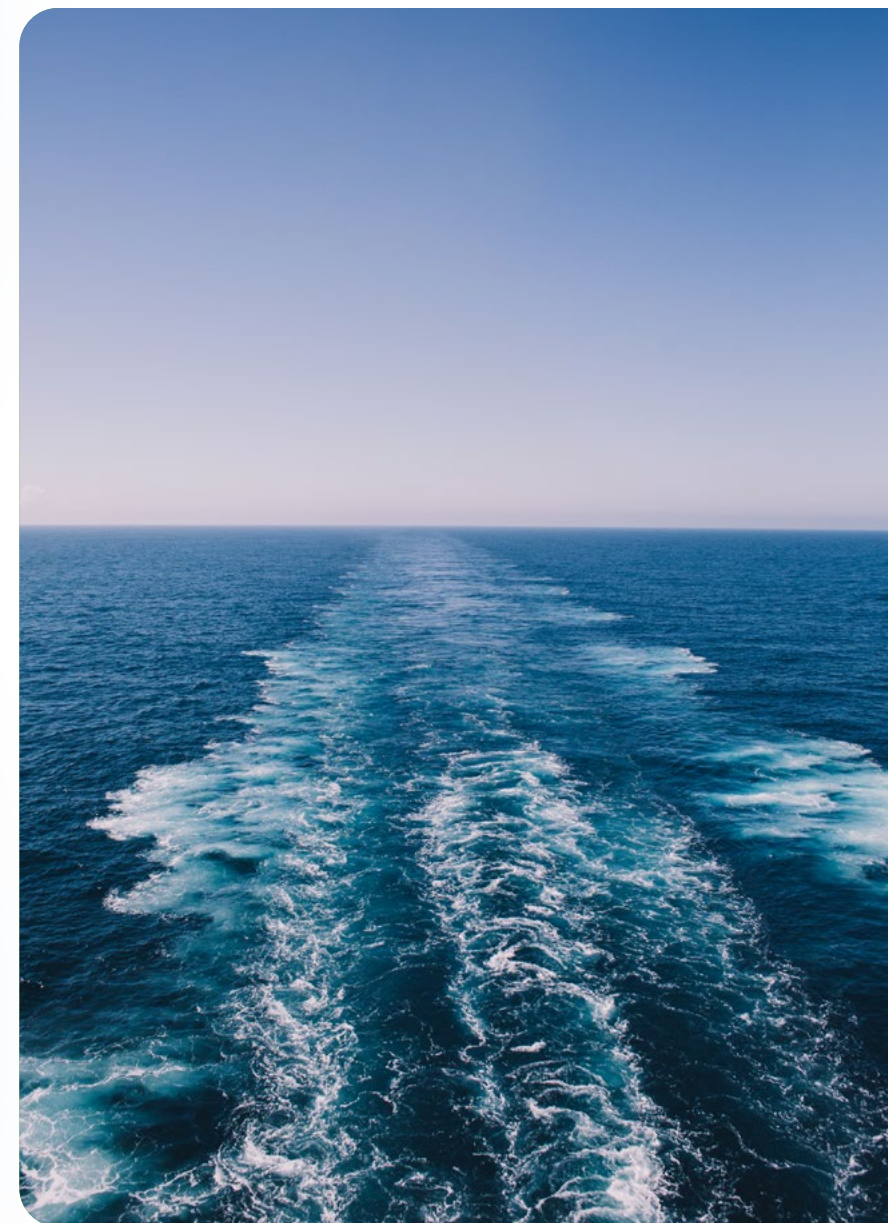
## Wastewater

is treated in on-board treatment plants

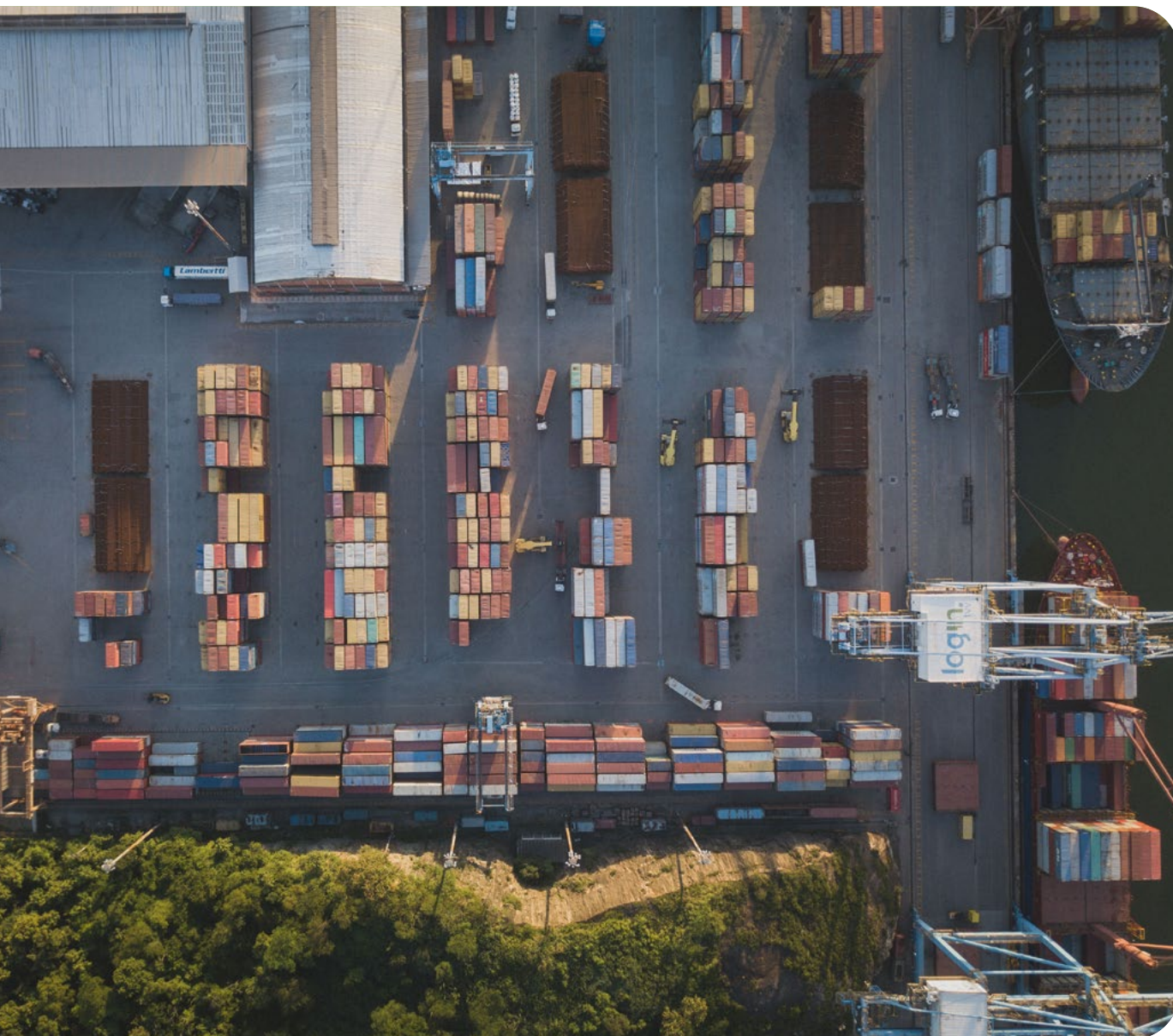


## Ballast water

is used only for the purpose of maintaining vessel stability







In 2020 we began installing ballast water treatment systems on our ships in compliance with international regulations. Currently used on five of our ships (71% of the fleet), the new systems, which eliminate microorganisms present in the water, will be installed on all ships in our fleet by 2022.

Our Vila Velha Port Terminal (TV) has a water-oil separator system and a water treatment plant for treating oil-contaminated effluents. It also has arrangements for reusing water from air conditioning systems. This reduces the requirement for water supply from local utilities, with 95% of treated water being used for washing machinery. At TV, all aspects and impacts related to operations, and associated controls, are documented in a spreadsheet. The terminal also has a supplier screening program that includes environmental requirements for onboarding. **GRI 303-1**

TVW has a program in place for reducing effluents and monitoring consumption using water meters. At two on-site wastewater treatment plants, wastewater is treated before being discharged to the Codesa collection mains. At the maintenance workshop, we have an SAO system with a water treatment plant. **GRI 103-2, 103-3 | 306**

The Terminal has a Monitoring Program with an annual sampling schedule to ensure discharged water parameters are compliant with applicable regulations. Our Shipping operations are compliant with IMO, Norman and Marpol rules. **GRI 303-2**

In 2021 there were no environmental incidents or any oil and/or hazardous chemical spills of any size at our terminals or from our ships into the sea or rivers. **SASB TRI -MT 160a.3**



TVW has a water-oil separator system and a water treatment plant for treating oil-contaminated effluents

# Appendixes

- GRI Disclosures
- GRI Content Index
- SASB Content Index
- Assurance letter
- Corporate information



# GRI Disclosures

## Direct economic value generated and distributed (R\$ MM) GRI 201-1

	2019	2020	2021
<b>Direct economic value generated</b>			
Revenue	1,171.6	1,254.2	1,546.4
AFRMM <sup>1</sup>	49.5	49.4	57.3
Total	1,221.1	1,303.6	1,603.7
<b>Economic value distributed</b>			
Operating expenses	(794.2)	(830.1)	(1,031.6)
Wages and benefits	(135.0)	(152.7)	(176.2)
Payments to providers of capital	(146.7)	(214.2)	(150.7)
Payments to Government	(134.0)	(93.6)	(147.6)
Community investments	N/A	N/A	N/A
Total	(1,209.9)	(1,209.6)	(1,506.1)
<b>Economic value retained (R\$ MM)</b>			
“Direct economic value generated” less “Economic value distributed”	11.2	13.0	97.6

<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. **GRI 201-4**

## Grievance mechanisms<sup>1</sup> GRI 103-2

	2019	2020	2021
Number of complaints filed	26	91	83
Number of grievances addressed	26	91	83
Number of grievances resolved	20	92	76
Number of grievances filed prior to the reporting period that were resolved during the reporting period	N.A	6	5

<sup>1</sup> 2019 was a first year the KPMG-managed whistleblowing channel was in operation.

## Percentage increase in annual total compensation ratio<sup>1</sup> (%) GRI 102-39

	2019	2020	2021
Percentage increase in the highest-paid individual’s compensation	180.45%	-0.10%	-78.93%
Percentage increase of median annual total compensation	-29.76	25.80%	8.38%
Ratio of the annual total compensation percentage increase of the highest-paid individual to the median annual total compensation percentage increase	6.06	0.004	9.41

<sup>1</sup> Data for 2019 and 2020 include bonuses paid as described in our Reference Form (sections 13.2 and 13.11).

## Employees trained about anti-corruption policies and procedures<sup>1,2,3</sup> GRI 205-2

Employees	2019	2020	2021 <sup>5</sup>
Total Number	847	735	194
Total Percentage	85%	76%	19%

<sup>1</sup> 100% of employees received communications about our anti-corruption policies and procedures in the three-year period.

<sup>2</sup> We do not compile data on the total number and percentage of business partners that have received communications about our anti-corruption policies and procedures.

<sup>3</sup> Includes interns, apprentices, trainees and employees on leave, but does not include net personnel in Argentina.

<sup>4</sup> In 2020 and 2021, all training was provided online.

<sup>5</sup> In 2021, training was provided only to new hires; existing employees had received training in prior years.

**Total workforce by employment contract and gender<sup>1,2</sup> GRI 102-8**

Region	2019			2020			2021			
	Indefinite term	Indefinite term	Definite term	Total	Indefinite term	Definite term	Total	Indefinite term	Definite term	Total
North	15	15	1	16	16	0	16			
Northeast	22	24	3	27	25	1	26			
Southeast	772	832	10	842	904	19	923			
South	27	29	N.A	29	30	1	31			
Argentina	12	12	N.A	12	12	0	12			
<b>Total</b>	<b>848</b>	<b>912</b>	<b>14</b>	<b>926</b>	<b>987</b>	<b>21</b>	<b>1,008</b>			

<sup>1</sup> Log-In had no temporary employees in 2019.

<sup>2</sup> Board members, apprentices, interns and trainees not included.

**Workforce by age group<sup>1</sup> GRI 102-8**

	2019	2020	2021
Under 30	166	151	162
30 to 50	567	626	705
Over 50	115	135	120
<b>Total</b>	<b>848</b>	<b>912</b>	<b>987</b>

<sup>1</sup> The data include only employees with indefinite employment contracts.

**Workforce by employee category and gender GRI 102-8**

Employee category <sup>1</sup>	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
CEO	1	N.A	1	1	N.A	1	1	N.A	1
Executive Board	6	1	7	5	1	6	5	1	6
Middle Management	15	2	17	18	2	20	21	3	24
Coordinators/ Specialists	48	24	72	54	29	83	56	35	91
Supervisors	15	1	16	14	2	16	14	3	17
Analysts	92	76	168	90	74	164	102	87	189
Assistants	92	61	153	87	72	159	91	79	170
Technicians	42	5	47	42	4	46	43	5	48
Apprentices	7	11	18	8	8	16	5	11	16
Interns	16	5	21	2	1	3	13	9	22
<b>Trainees</b>	N.A	N.A	N.A	4	3	7	N.A	N.A	N.A
Maritime	169	16	185	213	24	237	205	34	239
Operation	177	1	178	174	N.A	174	191	11	202
<b>Total</b>	<b>680</b>	<b>203</b>	<b>883</b>	<b>712</b>	<b>220</b>	<b>932</b>	<b>747</b>	<b>278</b>	<b>1,025</b>

**Members of governance bodies GRI 102-8**

	2019	2020	2021
Governance body members	5	5	5

**Workers covered by an occupational health and safety management system<sup>1,2,3</sup> GRI 403-8**

	2020		2021	
	Employees	Workers	Employees	Workers
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines. Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines	926	124	1,031	168
	100%	100%	100%	100%
Individuals covered by such a system that has been internally audited.	316	124	1,031	168
	34%	100%	100%	100%
Individuals covered by such a system that has been audited or certified by an external party.	316	124	333	124
	34%	100%	32%	74%

<sup>1</sup> The data are for TVV only; no data is available for the Itajaí and Guarujá terminals.

<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>1,2,3,4</sup> GRI 403-9**

	2020		2021	
	Employees	Workers <sup>5</sup>	Employees	Workers <sup>5</sup>
<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
Number of recorded work-related injuries (including fatalities)	2	0	0	0
Rate of recorded work-related injuries (including fatalities)	1.82	0	0	0
<b>Shipping</b>				
Number of hours worked	1,141,776.00	43,422.20	1,203,566.00	65,257.05
Number of lost-time work-related injuries	1	1	2	0
Rate of lost-time work related injuries	0.87	4.61	1.66	0
Number of recordable work-related injuries (no lost time)	5	1	8	0
Rate of recordable work-related injuries (no lost time)	4.37	4.61	6.65	0
<b>Number of recorded work-related injuries (including fatalities)</b>	<b>8</b>	<b>6</b>	<b>10</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>

<sup>1</sup> Based on 1,000,000 hours worked. <sup>1</sup> Based on 1,000,000 hours worked for both employees and workers.

<sup>2</sup> There were no work-related injuries in our regional offices in 2020 and 2021.

<sup>3</sup> There were no fatalities in 2020 and 2021.

<sup>4</sup> The main types of injuries in 2020 were related to tripping and falling and tool handling.

<sup>5</sup> Workers who are not employees, but whose work and/or workplace is controlled by the organization.

**Individuals within the organization's governance bodies, by gender** GRI 405-2

Board of Directors	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
Percentage	80%	20%	80%	20%	80%	20%
<b>Total percentage</b>	<b>100%</b>		<b>100%</b>		<b>100%</b>	

**Percentage of individuals within the organization's governance bodies, by age group<sup>1</sup>** GRI 405-1

		Board of Directors	
2019	30 to 50	75%	
	Over 50	25%	
	Total	100%	
2020	30 to 50	60%	
	Over 50	40%	
	Total	100%	
2021	30 to 50	60%	
	Over 50	40%	
	Total	100%	

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

**Percentage of workforce by employee category and gender** GRI 405-1

Employee category	2019		2020		2021	
	Men	Women	Men	Women	Men	Women
CEO	100%	0%	100%	0%	100%	0%
Executive Board	86%	14%	83%	17%	83%	17%
Middle Management	88%	12%	90%	10%	87.5%	12.5%
Specialists/ coordinators	67%	33%	65%	35%	61.5%	38.5%
Supervisors	94%	6%	88%	12%	82.4%	17.6%
Analysts	55%	45%	55%	45%	54%	46%
Assistants	60%	40%	55%	45%	53.5%	46.5%
Technicians	89%	11%	91%	9%	89.6%	10.4%
Apprentices	39%	61%	50% stake	50% stake	31.2%	68.8%
Interns	76%	24%	67%	33%	59.1%	40.9%
<b>Trainees</b>	0%	0%	57%	43%	0%	0%
Maritime	91%	9%	90%	10%	85.8%	14.2%
Operation	99%	1%	100%	0%	94.6%	5.4%
<b>Total</b>	<b>77%</b>	<b>23%</b>	<b>76%</b>	<b>24%</b>	<b>72.9%</b>	<b>27.1%</b>

**Employees by category and age group** GRI 405-1

Employee category	2019			2020			2021		
	< 30	30 to 50	> 50	< 30	30 to 50	> 50	< 30	30 to 50	> 50
CEO	0%	100%	0%	0%	0%	100%	0%	0%	100%
Executive Board	0%	71%	29%	0%	83%	17%	0%	83.3%	16.7%
Middle Management	0%	88%	12%	0%	85%	15%	0%	83.3%	16.7%
Specialists/ Coordinators	3%	89%	8%	0%	92%	8%	2.2%	91.2%	5.9%
Supervisors	0%	88%	12%	0%	88%	13%	0%	94.1%	5.9%
Analysts	32%	64%	4%	27%	71%	2%	21.7%	76.2%	2.1%
Assistants	44%	53%	3%	43%	54%	3%	43.5%	54.1%	2.4%
Technicians	19%	70%	11%	11%	78%	11%	18.8%	70.8%	10.4%
Maritime	9%	62%	29%	10%	61%	29%	11.7%	62.8%	25.5%
Operation	9%	72%	19%	6%	74%	20%	4%	79.7%	16.3%
<b>Total</b>	<b>20%</b>	<b>67%</b>	<b>13%</b>	<b>17%</b>	<b>69%</b>	<b>14%</b>	<b>16.4%</b>	<b>71.4%</b>	<b>12.2%</b>

**Percentage of workers by category and age group**<sup>1</sup> GRI 405-1

Employee category	2020			2021		
	< 30	30 to 50	> 50	< 30	30 to 50	> 50
Apprentices	100%	0%	0%	100%	0%	0%
Interns	100%	0%	0%	86.4%	13.6%	0%
Trainees	86%	14%	0%	0%	0%	0%
<b>Total</b>	<b>96%</b>	<b>4%</b>	<b>0%</b>	<b>92.1%</b>	<b>7.9%</b>	<b>0%</b>

<sup>1</sup>In 2019, 100% of apprentices, interns and trainees were under 30.

**Percentage of employees from underrepresented groups, by employee category**<sup>1,2</sup> GRI 405-1

	2019		2020		2021	
	Black and Brown	PwDs	Black and Brown	PwDs	Black and Brown	PwDs
Executive Board	28.6%	-	66.7%	-	50% stake	-
Middle Management	41.2%	-	35%	-	25%	-
Specialists/Coordinators	44.4%	1.1%	43.4%	1.2%	44%	1.1%
Supervisors	93.7%	-	93.7%	-	88.2%	-
Analysts	57.7%	1.1%	57.9%	1.2%	55%	2.1%
Assistants	62.1%	4.7%	59.7%	3.8%	44.1%	3.5%
Technicians	74.5%	-	71.7%	-	73%	-
Maritime	71.9%	-	67.1%	-	67.4%	-
Operation	93.3%	1.5%	93.1%	1.7%	100%	3.0%
<b>Total</b>	<b>69%</b>	<b>1.6%</b>	<b>67%</b>	<b>1.3%</b>	<b>65%</b>	<b>1.7%</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 2019 and 2020 have been adjusted internally.

**Percentage of workers from underrepresented groups, by employee category (black and mixed-race)**<sup>1,2</sup> GRI 405-1

	2019	2020	2021
Apprentices	50% stake	43.7%	25%
Interns	42.9%	33.3%	18.18%
Trainees	-	14.3%	-
<b>Total</b>	<b>46.1%</b>	<b>34.6%</b>	<b>21%</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 405-1

Employee category	2019	2020	2021
Executive Board	1	1	0.98
Middle Management	0.89	0.99	1.2
Specialists/coordinators	0.89	0.93	0.95
Supervisors	0.66	0.80	0.87
Analysts	0.95	0.95	0.93
Assistants	0.85	0.89	0.93
Technicians	0.76	0.81	0.85

<sup>1</sup>The operations selected as significant locations off operation were our corporate headquarters in Rio de Janeiro and the Vila Velha Terminal in Espírito Santo.

**Direct (Scope 1) greenhouse gas (GHG) emissions<sup>1,2,3</sup> (t CO<sub>2</sub> equivalent)** GRI 305-1

	2020	2021
Production of electricity, heat or steam	13,849.23	32,233.79
Transportation of materials, products, waste, employees and passengers (mobile)	142,543.79	120,412.14
Fugitive emissions	4,962.10	636.71
<b>Total gross CO<sub>2</sub> emissions</b>	<b>161,355.12</b>	<b>153,282.64</b>
<b>Biogenic CO<sub>2</sub> emissions</b>	<b>195.20</b>	<b>219.61</b>

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

<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 use for emissions is operational control.

<sup>3</sup> Scope 1 emissions in Shipping operations accounted for 98.5% of our total emissions, at 151,017.80 tCO<sub>2</sub> equivalent.

**Energy indirect (scope 2) GHG emissions<sup>1</sup> (t CO<sub>2</sub> equivalent)** GRI 305-2

	2020	2021
Total indirect emissions	222.79	463.83

<sup>1</sup> The data include CO<sub>2</sub> only.

**Other indirect (Scope 3) greenhouse gas emissions<sup>1</sup> (t CO<sub>2</sub> equivalent)** GRI 305-3

	2020	2021
Transportation and distribution (upstream)	33,380.80	33,122.99
Waste generated in operations	58.62	484.41
Business travel	475.25	508.12
Employee commuting	159.18	269.55
Leased assets (the organization as lessor)	N.A.	4,923.55
Goods and services purchased	N.A.	12.18
<b>Total</b>	<b>34,073.85</b>	<b>39,320.81</b>
<b>Biogenic CO<sub>2</sub> emissions</b>	<b>3,905.54</b>	<b>3,749.97</b>

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

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

	2020	2021
Scope 1 emissions - Shipping, mobile fuel combustion (t CO <sub>2</sub> equivalent)	159,601.34	151,017.80
Container volume shipped (TEUs)	370,300.00	425,004.77
<b>Greenhouse gas emissions intensity</b>	<b>0.43</b>	<b>0.36</b>

<sup>1</sup> GHG emissions intensity is the ratio of Scope 1 emissions (t CO<sub>2</sub> equivalent) from mobile fuel combustion (shipping) to total shipped container volume (TEUs)



**Emissions by significant location of operation (t CO<sub>2</sub> equivalent)** GRI 305-1, 305-2, 305-3

Scope 1	2020	2021
Shipping	159,601.34	151,017.80
TW	1,726.51	2,252.18
Log-In offices	27.26	12.66
<b>Subtotal</b>	<b>161,355.12</b>	<b>153,282.64</b>
Scope 2	2020	2021
Shipping	N.D.	35.42
TW	210.62	412.41
Log-In offices	12.17	16.00
<b>Subtotal</b>	<b>222.79</b>	<b>463.83</b>
Scope 3	2020	2021
Shipping	51.79	5,042.56
Intermodal	33,380.80	33,122.99
TW	179.43	647.14
Log-In offices	461.82	508.12
<b>Subtotal</b>	<b>34,073.85</b>	<b>39,320.81</b>
<b>TOTAL EMISSIONS</b>	<b>195,651.75</b>	<b>193,067.28</b>

**Total volume of water withdrawal across all areas and in areas with water stress, by source (ML)** GRI 303-3

	2020	2021
<b>Source</b>	<b>All areas</b>	<b>All areas</b>
<b>Utility water</b>		
Shipping	8.284	8.363
Freshwater TW	6.133	6.630

(< 100 mg/l of Total Dissolved Solids)

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

<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, TWV and Itajaí and Guarujá terminals is discharged into the public sewer system. GRI 303-4, 303-5

**Total waste generated<sup>1,2,3,4</sup>** GRI 306-3

Category	2020		2021	
	Shipping (M <sup>3</sup> )	TVV (T)	Shipping (M <sup>3</sup> )	TVV (T)
Class 1 (hazardous)	834.1	39.6	1,562.0	29.7
Class 2 (non-hazardous)	690.3	568.6	434.0	813.0
<b>Total</b>	<b>1,524.5</b>	<b>608.3</b>	<b>1,996.1</b>	<b>842.8</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 contaminated pads. Other types of waste are classified as class 2.

<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 m<sup>3</sup> and noted on truck weighing tickets at the terminal exit and in Waste Transportation Manifests.

<sup>5</sup> The significant increase in class 1 waste disposal in shipping operations in 2021 reflects the dry-docking of three ships, which resulted in larger amounts of sludge (residual fuel) being disposed of to clean the fuel tanks.

**Total waste diverted from disposal, by composition** GRI 306-4

Composition	2020 <sup>1</sup>	2021
<b>Shipping<sup>2</sup> (in m<sup>3</sup>)</b>		
Class 1 (Hazardous)	798.6	1,513.5
Class 2 (non-hazardous)	0.3	0.1
<b>Subtotal (Shipping)</b>	<b>798.9</b>	<b>1,513.6</b>
<b>TVV and terminals<sup>3</sup> (in metric tons)</b>		
Class 1 (Hazardous)	15.1	19.0
Class 2 (non-hazardous)	152.4	417.1
<b>Subtotal (TVV and terminals)</b>	<b>167.5</b>	<b>436.1</b>

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

<sup>2</sup> Waste data for our shipping operations are available in m<sup>3</sup> 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** GRI 306-4

Composition	2020 <sup>1</sup>	2021
<b>Shipping<sup>2</sup> (in m<sup>3</sup>)</b>		
<b>Nonhazardous waste</b>		
Recycling	0.3	0.1
<b>Hazardous waste</b>		
Re-refining	798.6	1,513.5
<b>Subtotal (Shipping)</b>	<b>798.9</b>	<b>1,513.6</b>
<b>TVV and terminals<sup>3</sup> (in metric tons)</b>		
<b>Nonhazardous waste</b>		
Preparation for reuse (Composting)	35.4	36.5
Recycling	117.0	380.6
<b>Hazardous waste</b>		
Recycling	6.9	8.7
Re-refining	8.2	10.3
<b>Subtotal (TVV and Terminals)</b>	<b>167.5</b>	<b>436.1</b>

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

<sup>2</sup> Waste data for our shipping operations are available in m<sup>3</sup> 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.

**Waste directed to disposal, by composition** GRI 306-5

Composition	2020	2021
<b>Shipping<sup>1</sup> (in m<sup>3</sup>)</b>		
Regular	249.1	197.2
Electronics	0.2	3.2
Infectious	10.0	-
Used light bulbs	0.2	1.2
Wood	2.0	3.5
Metal	5.2	11
Organic	89.9	10.2
Paper	104.4	19.4
Plastic	237.2	190.5
Expired medicines	0.1	1.5
Paint	5.2	0.02
Pads	19.8	42.6
Glass	2.4	1.9
<b>Subtotal (Shipping)</b>	<b>725.7</b>	<b>482.2</b>
<b>TVV and Terminals<sup>2</sup> (in metric tons)</b>		
Class 1 (Hazardous)	27.9	10.7
Class 2 (non-hazardous)	458.2	395.9
<b>Subtotal (TVV and Terminals)</b>	<b>486.1</b>	<b>406.6</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** GRI 306-5

Composition	2020	2021
<b>Shipping<sup>1</sup> (in m<sup>3</sup>)</b>		
<b>Class 1 (Hazardous)</b>	<b>834.2</b>	<b>48.5</b>
Incineration without energy recovery	31.5	15.4
Landfilling	4.1	33.1
<b>Class 2 (non-hazardous)</b>	<b>690.3</b>	<b>433.9</b>
Incineration without energy recovery	13.5	35.9
Landfilling	676.5	398.0
<b>Subtotal (Shipping)</b>	<b>1,211.7</b>	<b>482.4</b>
<b>TVV and Terminals<sup>2</sup> (in metric tons)</b>		
Class 1 (Hazardous)	27.9	10.7
Class 2 (non-hazardous)	458.2	395.9
<b>Subtotal (TVV and Terminals)</b>	<b>486.1</b>	<b>406.6</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.

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	102-41 Collective bargaining agreement.	96.88%	Not applicable to executives and managers.	
	102-42 Identifying and selecting stakeholders	8		
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<b>Reporting practices</b>				
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	The consolidated financial statements include the company and its subsidiaries: Log-In Internacional GmbH, Log-In Mercosur S.R.L., Log-In Intermodal Del Uruguay S.A., Log-In Navegação Ltda., Log-In Marítima Cabotagem Ltda., Terminal de Vila Velha S.A.		

GRI Standards	Disclosure	Page	Omission	SDGs
GRI 102: General Disclosures 2016	102-46 Defining report content and topic Boundaries	4, 8, 9		
	102-47 List of material topics	9		
	102-48 Restatements of information		The calculation method for disclosure GRI 305-4 has been modified for comparability with market data, under a new IMO resolution on greenhouse gas emissions.	
	102-49 Changes in reporting		There were no changes to the material topics or their boundaries.	
	102-50 Reporting period		01 January to 31 December, 2021.	
	102-51 Date of most recent report		November 2021, for fiscal year 2020.	
	102-52 Reporting cycle		Annual	
	102-53 Contact point for questions regarding the report		4	
	102-54 Claims of reporting in accordance with the GRI Standards		This report has been prepared in accordance with the GRI Standards—“Core” option.	
	102-55 GRI content index		68	
102-56 External assurance		4, 76		

GRI Standards	Disclosure	Page	Omission	SDGs
<b>Material topics</b>				
<b>GRI 200 ECONOMIC DISCLOSURES</b>				
<b>Economic performance</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	22		
	103-3 Evaluation of the management approach	22		
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	59		8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	22		13
	201-4 Financial assistance received from government	59		

GRI Standards	Disclosure	Page	Omission	SDGs
<b>Anti-corruption</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary		In 2021 corruption risk assessments covered 100% of our operations.	
	103-2 The management approach and its components	23		
	103-3 Evaluation of the management approach	23		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	23		16
	205-2 Communication and training on anti-corruption policies and procedures	9, 23, 59		16
	205-3 Confirmed incidents of corruption and actions taken	9, 24		16
<b>GRI 300 ENVIRONMENTAL DISCLOSURES</b>				
<b>Water &amp; Effluents</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	55, 56		
	103-3 Evaluation of the management approach	55, 56		
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	9, 57		6, 12
	303-2 Management of water discharge related impacts	9, 57		6
	303-3 Water withdrawal	9, 65		6, 8, 12
	303-4 Water discharge	9, 65		6
	303-5 Water consumption	9, 65		6

GRI Standards	Disclosure	Page	Omission	SDGs
<b>Emissions</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	53, 54		
	103-3 Evaluation of the management approach	53, 54		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	9, 54, 64, 65		3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	9, 54, 64, 65		3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	9, 54, 64, 65		3, 12, 13, 14, 15
	305-4 GHG emissions intensity	9, 54, 64		13, 14, 15
	305-5 Reduction of GHG emissions	9, 54		13, 14, 15
<b>Effluents and waste</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	55, 57		
	103-3 Evaluation of the management approach	55, 57		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	9, 55		3, 6, 11, 12
	306-2 Management of significant waste-related impacts	9, 55		3, 6, 11, 12
	306-3 Waste generated	9, 65		3, 6, 12, 14, 15
	306-4 Waste diverted from disposal	9, 66		3, 11, 12
	306-5 Waste directed to disposal	9, 67		3, 6, 11, 12, 14, 15
<b>GRI 400 SOCIAL DISCLOSURES</b>				
<b>Occupational health and safety</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	ok		
	103-3 Evaluation of the management approach	ok		



GRI Standards	Disclosure	Page	Omission	SDGs
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	9, 32, 34		8
	403-2 Hazard identification, risk assessment, and incident investigation	9, 34, 35		3, 8
	403-3 Occupational health services	9, 33		3, 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	9, 32, 33		8, 16
	403-5 Worker training on occupational health and safety	9, 34, 35		8
GRI 403: Occupational health and safety 2018	403-6 Promotion of worker health	9, 33		3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	9, 33		8
	403-8 Workers covered by an occupational health and safety management system	9, 61		8
	403-9 Work-related injuries	9, 61		3, 8, 16
	403-10 Work-related ill health	33		3, 8, 16
<b>Diversity and equal opportunity</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	37		
	103-3 Evaluation of the management approach	37		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	9, 37, 62, 63, 64		5, 8
	405-2 Ratio of basic salary and remuneration of women to men	9, 37, 62		5, 8, 10
<b>Consumer health and safety</b>				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary	9		
	103-2 The management approach and its components	46		
	103-3 Evaluation of the management approach	46		
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	9, 46		

**Sustainable Development Goals**

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



# SASB content index

## Transportation Sector

### Maritime Transportation

Disclosure	Title	Code	Page
Greenhouse gas emissions	Gross global Scope 1 emissions	TR-MT-110a.1	54
	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-MT-110a.2	53
	(1) Total energy consumed, (2) percentage heavy fuel oil, (3) percentage renewable	TR-MT-110a.3	53
	Average Energy Efficiency Design Index (EEDI) for new ships	TR-MT-110a.4	53
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	TR-MT-160a.1	52
	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	TR-MT-160a.2	56
	(1) Number and (2) aggregate volume of spills and releases to the environment	TR-MT-160a.3	57
Occupational health and safety	Lost time incident rate (LTIR)	TR-MT-320a.1	In 2021 there were no lost-time injuries at our terminals. In our shipping operations, there were two lost-time injuries, resulting in an LTIR of 0.002%.
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	TR-MT-510a.1	24
	Amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	TR-MT-510a.2	24
Activity Metric	Total distance traveled by vessels	TR-MT-000.B	17
	Number of vessels in total shipping fleet	TR-MT-000.E	11, 17

# Assurance letter

GRI 102-56

## **STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN “2021 SUSTAINABILITY REPORT” GIVEN TO 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 their Sustainability Report 2021. The assurance scope, based on assurance methodology of sustainability reports of SGS, comprises the disclosure verification under GRI standards in 2021 and SASB (Sustainability Accounting Standards Board), a subsector of Marine Transportation.

The information provided in “2021 SUSTAINABILITY REPORT” 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 and the assurance standard International Standard on Assurance Engagements - ISAE3000, the level of verification adopted was limited, according to the requirements of ISAE 3000. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of GRI Sustainability Reporting Standards, (Universal Standards 101, 102 and 103) and the requirements of Topic-specific Standards (GRI 200, GRI 300 and GRI 400). Based on

this context, the “2021 SUSTAINABILITY REPORT” is considered as “Core option”. The information submitted for SASB content, a subsector of Marine Transportation, was also audited.

The assurance process comprised (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures and SASB were reviewed, (ii) evaluation of versions of this report for alignment with GRI standards and SASB (iii) 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 “2021 SUSTAINABILITY REPORT”, as well as emissions inventory data (GRI Standard 305) was not evaluated as part of this assurance process, but in a separate 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. A stating that is exempt from interest conflict with the organization, their subsidiary and stakeholders.

The assurance was carried out based on knowledge, experience and qualification for this service, and was composed of:

- An Audit Lead on Sustainability Report Assurance, a Lead Auditor in Integrated Management Systems, Greenhouse Gas Verifer (GHG), Lead Auditor in the Renovabio Program; and

- An Audit of Sustainability Report Assurance, Lead Auditor of Social and Environmental Programs and Environmental Management, Lead Auditor in the Renovabio Program.

**ASSURANCE OPINION**

Limited assurance was requested and the work performed was sufficient and adequate for firm assurance. Regarding the verification carried out in the methodology, processes and data presented by Log-In Logística Intermodal S.A., we attest that the information and data contained in the disclosures of the “SUSTAINABILITY REPORT 2021” are reliable and a reliable and balanced representation of the sustainability activities developed by Log-In Logística Intermodal S.A. in the base year 2021. The SGS gives the opinion that the report disclosures can be used by the company’s stakeholders as part of their company evaluation processes.

In our opinion, based on the sampling of what has been verified and the documentation presented by Log-In Logística Intermodal S.A., as well as the level of essential assurance (Core Option), the content of the report meets the requirements of GRI Standards.

**RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE**

- The Log-In Logística Intermodal S.A. Report, “2021 SUSTAINABILITY REPORT” is in line with the Sustainability Reporting Standards (Universal Standards 101, 102 and 103) and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400), Essential Option (Core Option).
- The information regarding SASB content (Subsector Marine Transportation) presented was also validated in audit.
- Log-In Logística Intermodal S.A. presents its Sustainability Report with 06 topics of very high materiality, namely: Integrity, ethics and anti-corruption practices; Health and safety of employees and third parties; Gas emissions; Management of the safety of operations; Disposal of waste and effluent from ships; and Corporate Governance. The consolidation of these 06 material themes led to a selection of GRI disclosures for the preparation of the report, as well as served as the basis for presenting the information and data contained in the “SUSTAINABILITY REPORT 2021”. In our view, the themes resulting from the study reflect the

impacts of Log-In Logística Intermodal S.A. activities in a balanced way and the report covers information on topics considered as materials for the sector and stakeholders.

- It was verified in an audit that Log-In Logística Intermodal S.A. has improved and carried out, in addition to the evaluation of environmental aspects, the evaluation in social aspects of suppliers, having as an opportunity for improvement that in next report includes information of the thematic standard 414 - Social Evaluation of Suppliers.
- In view of the material theme “Integrity, ethics and anti-corruption practices”, it was possible to verify actions that effectively meet the theme and investigate its organizational management, having as an opportunity to improve the reporting of disclosure 205-1 (Operations evaluated when to risks related to corruption) in next reports.

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.

**July 4, 2022.**  
**For and on behalf of SGS**



**Fabian Peres Gonçalves**  
Business Manager - Sustainability



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

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