



ESG PRACTICES REPORT 2023

CONTENTS

ABOUT THE REPORT 3

MESSAGE FROM THE MANAGEMENT 5

ABOUT US 7

ALLOG GROUP 8

OUR SERVICES 11

OUR GOVERNANCE 17

GOVERNANCE STRUCTURE 18

ETHICS AND INTEGRITY 21

DATA SECURITY 22

CUSTOMER MANAGEMENT 23

SUPPLY CHAIN 24

RISK MANAGEMENT 25

OUR PEOPLE 26

HUMAN ENERGY 27

EMPLOYEE BENEFITS 33

HEALTH, WELL-BEING AND SAFETY 35

DEVELOPMENT AND EDUCATION 38

IMPACT ON THE COMMUNITY 40

SOCIAL INVESTMENT AND COMMUNITY ENGAGEMENT 41

OUR PLANET 45

ENVIRONMENTAL COMMITMENT 46

CLIMATE CHANGE AND EMISSIONS 47

WASTE MANAGEMENT 47

ENERGY EFFICIENCY AND WATER AND WASTEWATER
MANAGEMENT 50

OTHER ENVIRONMENTAL ACTIONS 52

ANNEXES

INDEX: SDG 53

TECHNICAL DATA SHEET 54





ABOUT THE REPORT

Allog is proud to present its first ESG Practices Report, aimed at communicating our values, strategies, and practices, along with our commitments and goals for continuous progress in corporate responsibility. This milestone marks a significant achievement in our growth path and underscores our dedication to transparency, corporate responsibility, and sustainable business practices.

As a Brazilian logistics company, we acknowledge the responsibility and importance of our actions in environmental, social, and governance matters. For the period covered by this report, from January 1 to December 31, 2023, we took another step towards sustainable development by identifying and researching leading ESG practices in the market.

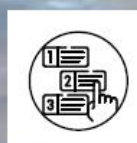
Transparency and accountability are core pillars highlighted in this report, showcasing our commitment to disclosing actions, achievements, and challenges in pursuit of a more sustainable and inclusive future. Through this document, we share our initiatives and progress while fostering dialog with stakeholders and the broader public.

In this context, we outline how our actions and practices align with the United Nations (UN) Sustainable Development Goals (SDGs), an initiative of 17 targets aimed at addressing global challenges.

We aim to provide a comprehensive view of our efforts, achievements, and challenges as we work towards a more sustainable and inclusive future.

We extend our gratitude to everyone who contributed to this report and reaffirm our commitment to responsible and sustainable business practices. Together, we will continue striving to promote a better world for present and future generations.

Happy reading!



MESSAGE FROM THE MANAGEMENT

Aligned with the goals and targets set in our Strategic Planning, we are pleased to present our first ESG Practices Report. This document reflects our ongoing efforts toward a more sustainable business model and, above all, a fairer and more equitable society that prioritizes the well-being of all involved.

The importance of this report is clear, as it transparently and responsibly communicates the progress we have made in social, environmental, and corporate governance practices. Here, we highlight our commitments in key areas, ranging from human and labor rights to environmental preservation and business ethics.

In terms of human rights, we reaffirm our unwavering commitment to respecting and promoting the fundamental rights of all individuals, both within and outside our organization. Fairness, coupled with strong practices in recruitment, development, and employee well-being, are essential pillars of our operations. We ensure decent conditions and opportunities for all employees and foster fair, transparent relationships with all stakeholder.

Regarding environmental preservation, we recognize the urgency of environmental challenges and take responsibility for reducing our impact while promoting natural resource conservation. We invest in initiatives aimed at reducing carbon emissions, efficiently managing waste, and protecting biodiversity, demonstrating our commitment to environmental sustainability.

We also reaffirm our dedication to integrity and ethical conduct across all operations. Our company upholds strict ethics and integrity policies, fostering an organizational culture grounded in transparency and compliance, while actively combatting corruption in all forms.

In summary, this report is not only a record of our efforts but also a renewed commitment to a more sustainable and inclusive future for all. We are grateful for the continued support of our stakeholders and look forward to advancing this journey together towards a better world for present and future generations.



Alex Oliveira - Chairman of the Board



Anderson Venâncio - CEO



HIGHLIGHTS IN 2023



Creation of the
**Advisory
Board**

Female Leadership

50%

of the company's
managers are women



+350
employees



Certification Renewal

ISO 9001

validated by UKAS
Management Systems,
an international quality
body.



Partnership with Instituto Crescer
to train young people in socially
vulnerable conditions in Itajaí
(SC).

Acquisition of companies



experts in international
fruit logistics.



Project

<ENTER>

Partnership with Univali to
develop technology
professionals.



ABOUT US

7



ALLOG GROUP

Since 2001, as experts in international logistics, our company has provided safe and reliable services in sea, air, and land transportation, along with project management for special cargo, customs clearance, cargo insurance, and the transportation of liquids and perishables.

Our services incorporate the latest market solutions, fueled by technological advancements and supported by a highly trained team. We blend system efficiency with team expertise to ensure the highest quality of service and the flexibility to meet customer demands. We believe this synergy between technology and human talent is key to delivering logistics solutions of international standards and enhancing service quality.

Additionally, the company has a robust international network of agents, providing clients with global coverage and reliable operations.

EXPERTS IN
LOGISTICS SINCE
2001


LOGISTICS
COMPETITIVENESS

GLOBAL
COVERAGE



MAP OF OPERATIONS

We are strategically located across various regions of Brazil, with our institutional headquarters in Itajaí, Santa Catarina, and nine additional units in Porto Alegre (Rio Grande do Sul), Curitiba (Paraná), Campinas, Santos, and São Paulo (São Paulo), Salvador (Bahia), Petrolina (Pernambuco), Fortaleza (Ceará), and Manaus (Amazonas). In 2023, we expanded our group by incorporating Ftrade and Fortal Log, companies specializing in international fruit logistics based in Fortaleza, Ceará, enhancing Allog's logistical competitiveness.

 Headquarters

 Unit



VALUES AND CULTURE

We are committed to conduct grounded in clear and inspiring values, vision, and mission for everyone involved. We prioritize ethics, transparency, respect, and trust in all our operations, as we believe these elements are essential for building long-lasting and sustainable relationships. Our goal is to make a positive impact through decisions that reflect our commitment to social and environmental well-being.



PURPOSE

To prosper in order to share experiences, opportunities and wealth.



MISSION

To shorten distances, connect people and generate results for stakeholders.



VISION

To be a benchmark in international logistics, continuously delivering the desired results.



VALUES

- We are driven by challenges and results;
- We value well-being and harmony between people;
- We respect the diversity of ideas.



OUR SERVICES

YOUR TRUST IS WHAT DRIVES US.



SEA TRANSPORTATION

- Customized solutions according to the customer's needs;
- FCL: Full container load and LCL: Less than container load;
- Partnerships with the best shipowners and exclusive negotiations;
- Supplier selection policy.



AIR TRANSPORT

- Specialized technical team;
- Partnerships with several airlines and airports;
- China expertise and overnight service;
- Products: Air Charter, Project Cargo, 24/7/365 Service, Oversized Cargo, Dangerous Cargo, Express Service, Standard Service and Economy Service.
- Segments: Fast Fashion Retailer, Food & Beverage, Automotive, High Tech, Perishable, Pharma and Machinery.





LAND TRANSPORTATION

- Best door-to-door logistics;
- Specialized service;
- Operation tracking and follow-up system;
- Cargo covered by international insurance.



CUSTOMS CLEARANCE

- Technical team with over 25 years' experience in customs clearance;
- ISO 9001 certificate;
- Support in administrative processes and tariff classification;
- Customs clearance services for imports, exports and special regimes;
- Consulting Services.



CARGO INSURANCE

- Best professionals involved;
- DOOR TO DOOR insurance;
- Contracting with other Allog services;
- Guarantee of up to 100% coverage.

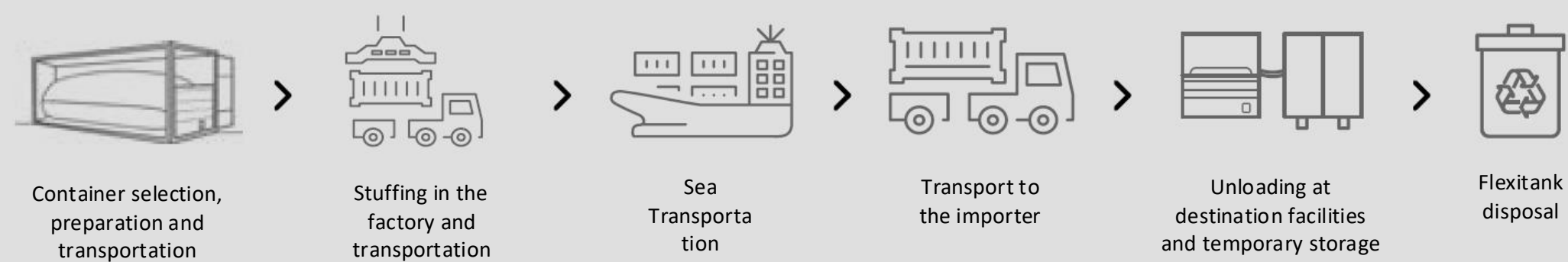




LIQUID CARGO

- Specialized technical support;
- Equipment that meets international certifications;
- Flexitank and isotank operations in all regions of Brazil.

OPERATIONAL FLOWCHART



PROJECT CARGO



Technical team dedicated to Heavy-Lift & Out of Gauge logistics projects;



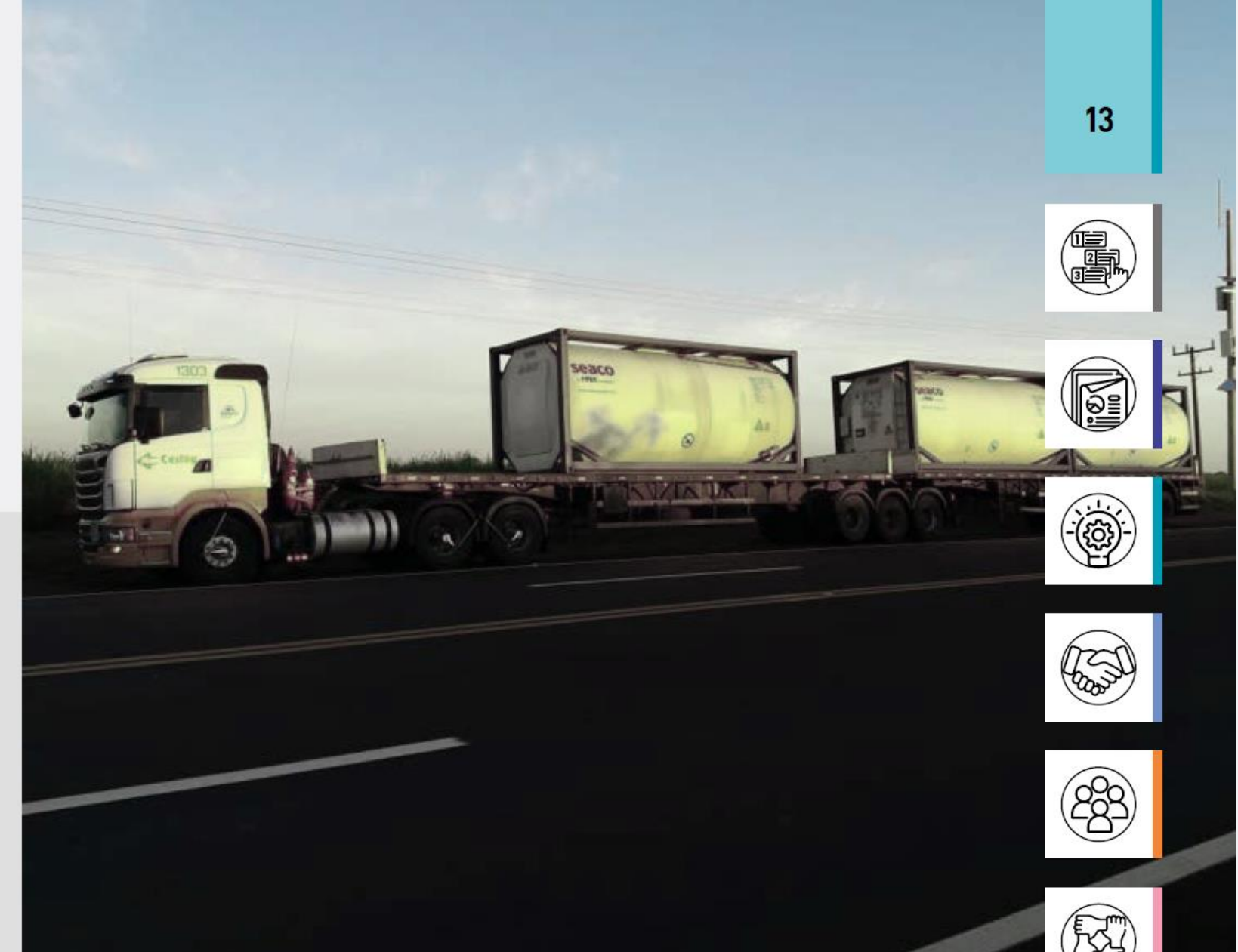
Complete and integrated logistics solution;



Logistics planning for all project phases adapted to the needs of the cargo;



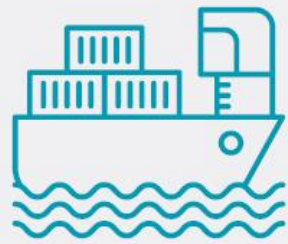
Cargo types: Breakbulk, Bulk Cargo, FCL Oversized Cargo, Roll On / Roll Off (RO-RO Cargo) and Project Cargo in the air modal.



MOVEMENTS IN 2023

Sea

105,624 TEUs*



Customs Clearance

29,658

Processes



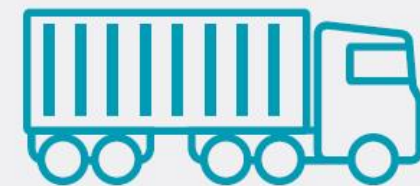
Air

3,820 TONS



Loaded Vehicles

5,422



*TEU (Twenty-Foot Equivalent Unit) – Unit equivalent to a 20-foot container.



RECOGNITIONS AND CERTIFICATIONS

Aligned with sustainable development and the adoption of best practices in the market, Allog reinforces its commitment through notable recognitions and certifications within the sector. These distinctions not only validate our expertise but also reflect our ongoing pursuit of excellence and quality in all activities.

Through these certifications, we ensure adherence to the highest standards of sustainability and business ethics, demonstrating our commitment to positively impacting the environment and society. These recognitions place us among market leaders and strengthen our credibility with customers, partners, and stakeholders.



GREAT PLACE TO WORK

Since 2019, we have received the GPTW - Great Place to Work certification, which assesses organizational climate through an anonymous and confidential employee survey. We are immensely proud of this recognition, as it reflects our efforts to improve people management policies and practices to meet employee expectations.



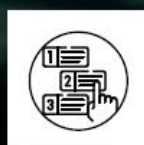
ISO 9001

To develop and enhance performance while delivering high-quality results, all our units hold ISO 9001 certification, granted to companies following successful audits that meet the legal and regulatory requirements of their operations. To maintain and evaluate compliance continuously, we conduct monthly internal audits across various sectors of the group.



AEO - AUTHORIZED ECONOMIC OPERATOR

All group units have AEO (Authorized Economic Operator) certification, which attests to our diligence within the logistics chain through operational risk management, making us strategic partners of the Federal Revenue Service.





MUNICIPAL SOCIAL SEAL PROGRAM

Through a program of local appreciation, aligned with the UN's Sustainable Development Goals (SDGs), which recognize companies for their social and sustainable actions, we were awarded the Social Seal in 2022 at our institutional headquarters.



IATA - INTERNATIONAL AIR TRANSPORT ASSOCIATION

Our group's IATA-certified units comply with the association's standards for safety, operational efficiency, and regulatory adherence. This certification not only validates the quality of our services but also enables strategic partnerships within the airline industry and facilitates access to various international markets.

Compliance with IATA standards underscores the group's commitment to excellence in air transportation, ensuring a safe and reliable experience for customers and partners in their logistics and transportation operations.



DUNS (DATA UNIVERSAL NUMBERING SYSTEM) SEAL

This international seal, developed by one of the world's leading credit rating agencies, certifies corporate quality through a corporate identification system. With this seal, our group joins a community of companies internationally recognized for their quality, efficiency, transparency, and operational safety.





OUR GOVERNANCE

GOVERNANCE STRUCTURE



Through a set of practices, policies, and structures, Corporate Governance provides shareholders and stakeholders with assurance of the company's strategic direction and guarantees transparency, accountability, fairness, and adherence to laws and regulations.

Corporate governance transforms the company, enhancing efficiency, promoting effective decision-making, sustainable performance, and long-term value creation.

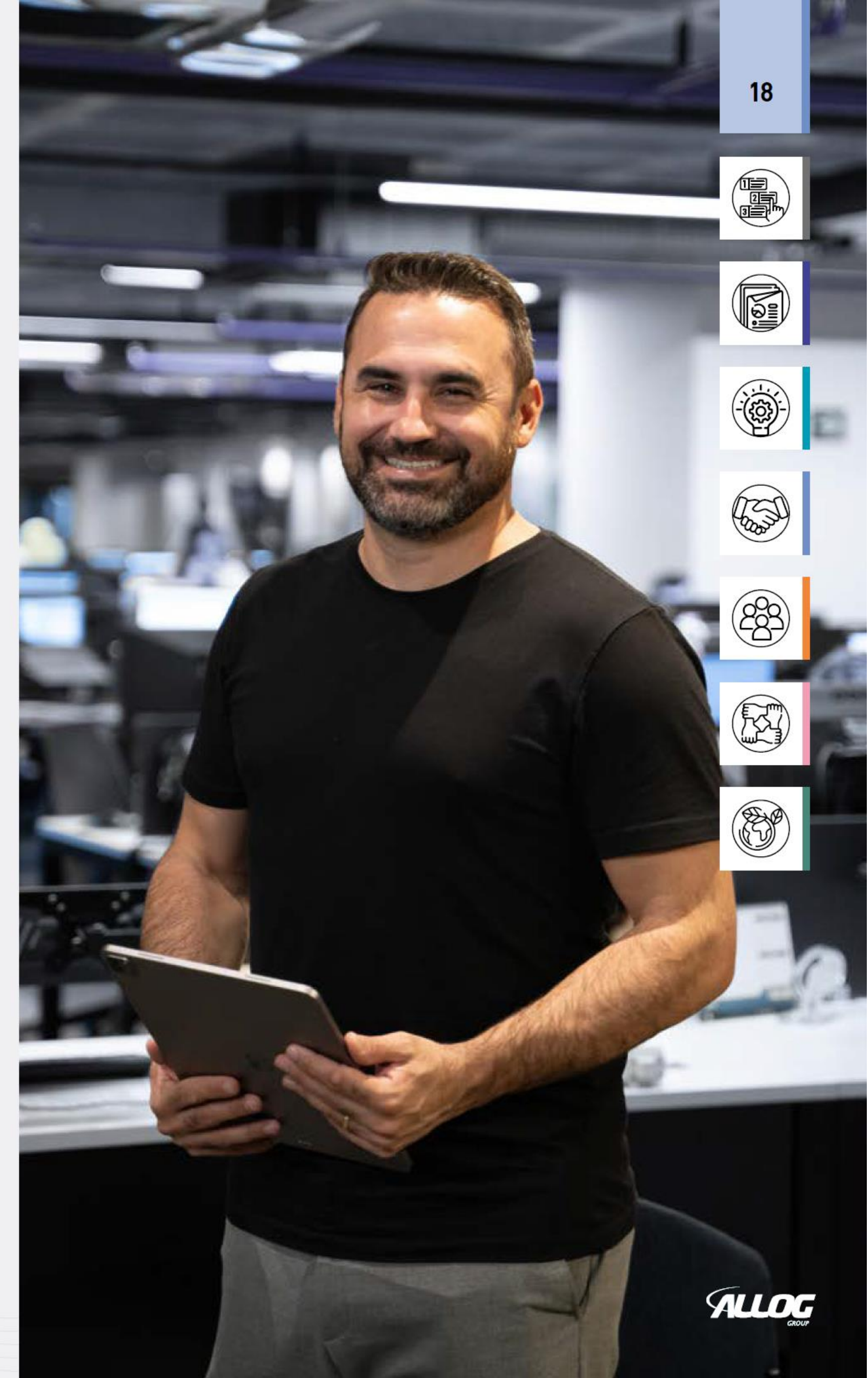
The Board is essential to the smooth functioning of our governance, steering decisions on key issues within our Corporate Strategy.

At Allog, the Chairman of the Board plays a pivotal role by setting priorities and guiding the business's main strategies, facilitating discussions during meetings, advising the executive board, and challenging other board members to ensure a well-rounded approach to decision-making for the group in areas such as Investments, Performance Evaluation, Executive Compensation and Development, Audit, and Succession to support the best possible progress in activities.

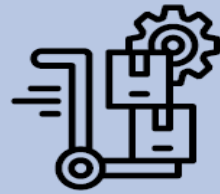
Our CEO, who is at the top of the operational hierarchy and responsible for daily organizational management, maintains a collaborative and aligned relationship with the Chairman to ensure synergy between strategy and execution.

The company's structure comprises boards and management teams covering the core business areas and working closely with the CEO to achieve the desired outcomes. This effort is supported by the Technology, People, Audit, and Compliance committees, which offer guidance, transparency, and balance for all involved.

In 2022, the company embarked on the second cycle of Strategic Planning with a 10-year vision. This plan, initiated in 2015, aims to ensure business sustainability, define long-term goals, guide resource allocation efficiently, and support adaptation to market changes.



MAIN COMMITMENTS MADE IN 2023



Review and improvement of
the
supplier
control and conduct system



Participation of invited businessman in the
board meeting to discuss better
governance
practices



Technology
Management
Improvement



Environmental
Management
Report Implementation

ADVISORY BOARD MEETING

The meetings are held quarterly and focus on the pillars of Company Health, Strategy, and Leadership. These sessions guide and control the strategy's implementation, with an emphasis on decision-making that may have far-reaching consequences.

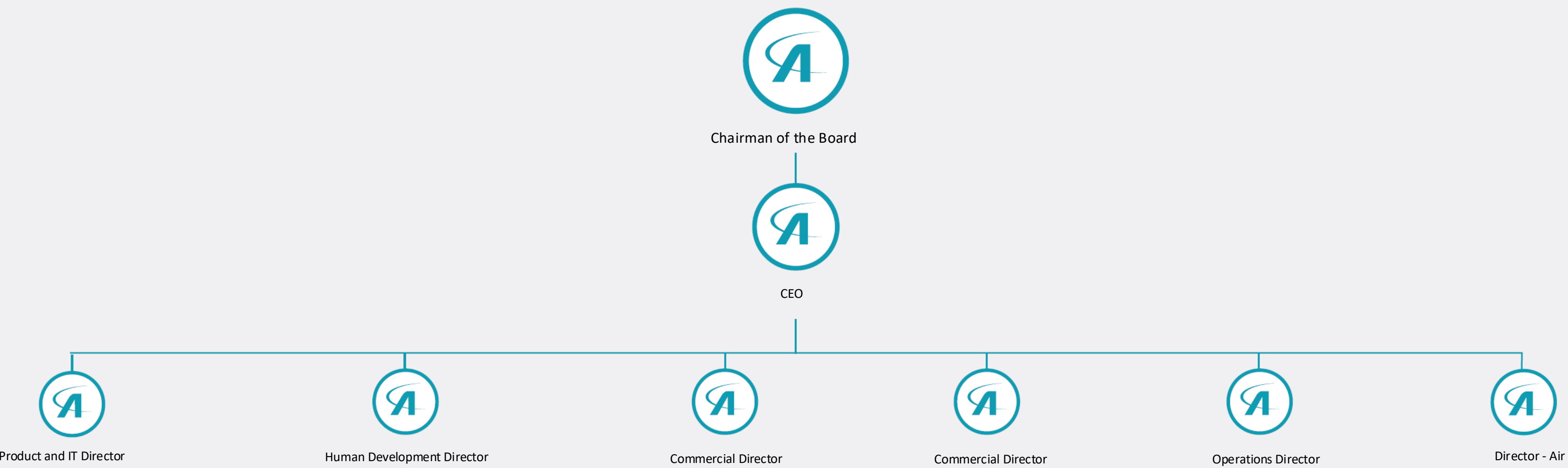
MEETING WITH LEADERS AND SECTORS

These meetings are vital for keeping us aligned with our strategic planning and for transparently communicating business results.

We also hold exclusive meetings with leaders, known as REMAR (Monthly Results Analysis Meeting) and RETAR (Quarterly Results Analysis Meeting), aimed at analyzing and monitoring strategic indicators. Additionally, monthly meetings occur within departments, attended by leaders and employees, to foster a collaborative and unified perspective and to share information of common interest.



ORGANIZATION CHART - ALLOG GROUP



ETHICS AND INTEGRITY



We prioritize harmonious relationships within our work environment, making it essential to uphold the integrity, individual expectations, and privacy of our stakeholders.

The Code of Ethics and Conduct serves as a fundamental guide for all involved, ensuring that the organization's services and relationships align with our institutional vision, mission, and values.

To monitor, communicate, and address any potential violations of the Code of Ethics, we have established a Committee composed of group employees. All employees and partners are responsible for adhering to and promoting our Code.

The document is available for reference in the Qualyteam tool.

The Code of Ethics is available [here](#).

ANTI-CORRUPTION



Recognizing that corruption undermines economic development, market trust, and the integrity of corporate systems, we strictly prohibit any misconduct related to bribery and corruption in all operations.

We have implemented an Anti-Bribery Compliance Policy that aligns with national and international legislation, addressing prohibitions against bribery and corruption within the organization's activities. This document is widely disseminated, and employees receive regular training to clarify any questions on the topic.

For enhanced transparency and to mitigate associated risks, our financial statements are periodically audited by certified third-party companies.

To further promote transparency and integrity within our environment, we provide an interactive channel where individuals can raise questions about proper conduct and express any related concerns.



INTEGRITY CHANNEL



To further enhance the work environment, with ethics and transparency as our highest priorities, we encourage all employees and partners to report potential violations of the Code of Ethics. We understand that such actions are essential to upholding the organization's integrity and core values.

The integrity channel provides a safe and confidential way for employees and partners to report possible violations and misconduct that breach the Code.

Reports can be made through any of the following options :

Intranet Page: Integrity Channel;

Organization's website: www.allog.com.br under the Integrity Channel option;

Email: compliance@allog.com.br

The Ethics Committee is responsible for analyzing these reports, assessing the situation, and, if verified, determining appropriate disciplinary actions in accordance with relevant legislation.

We respect and emphasize that all complaints are handled anonymously, ensuring the integrity and non-retaliation of those involved.

DATA SECURITY



We protect the integrity and privacy of employee, customer, and company data. To achieve this, we have implemented an Information Security Policy and a Data Privacy Policy that outline the strategies, processes, and resources in place to maintain data integrity within the organization.

All data held by the group that is not publicly accessible is treated confidentially and only shared with those directly involved in the relevant business processes. Employees are strictly prohibited from sharing information with third parties, whether for personal gain or business purposes.

Find out more: [Privacy Policy \(allog.com.br\)](http://allog.com.br/PrivacyPolicy)



CUSTOMER MANAGEMENT



Customer satisfaction is a fundamental pillar at every stage of the process, from attracting clients to service delivery. Meeting expectations with confidence, speed, and quality is a daily goal, and we are continually enhancing this area.

We start by classifying customers based on service criteria to ensure personalized service tailored to their needs, optimizing the entire process. Customers also undergo a comprehensive review, including a credit assessment, to confirm compatibility between our companies.

To assess services and customer satisfaction, we use the NPS (Net Promoter Score), a survey designed to identify strengths and gather suggestions for improving operational processes.



SUPPLY CHAIN



Supplier analysis is essential for organizational management, as it plays a key role in selecting vendors aligned with our objectives and standards of conduct.

All units conduct a thorough evaluation of suppliers via a specialized system that checks public websites for financial stability, service quality, certifications, and compliance with the organization's criteria.

Currently, each unit has employees dedicated to registering, controlling, and monitoring suppliers with high-tech tools, overseen by the Quality department.

Benefits added to supplier management:



RISK MANAGEMENT



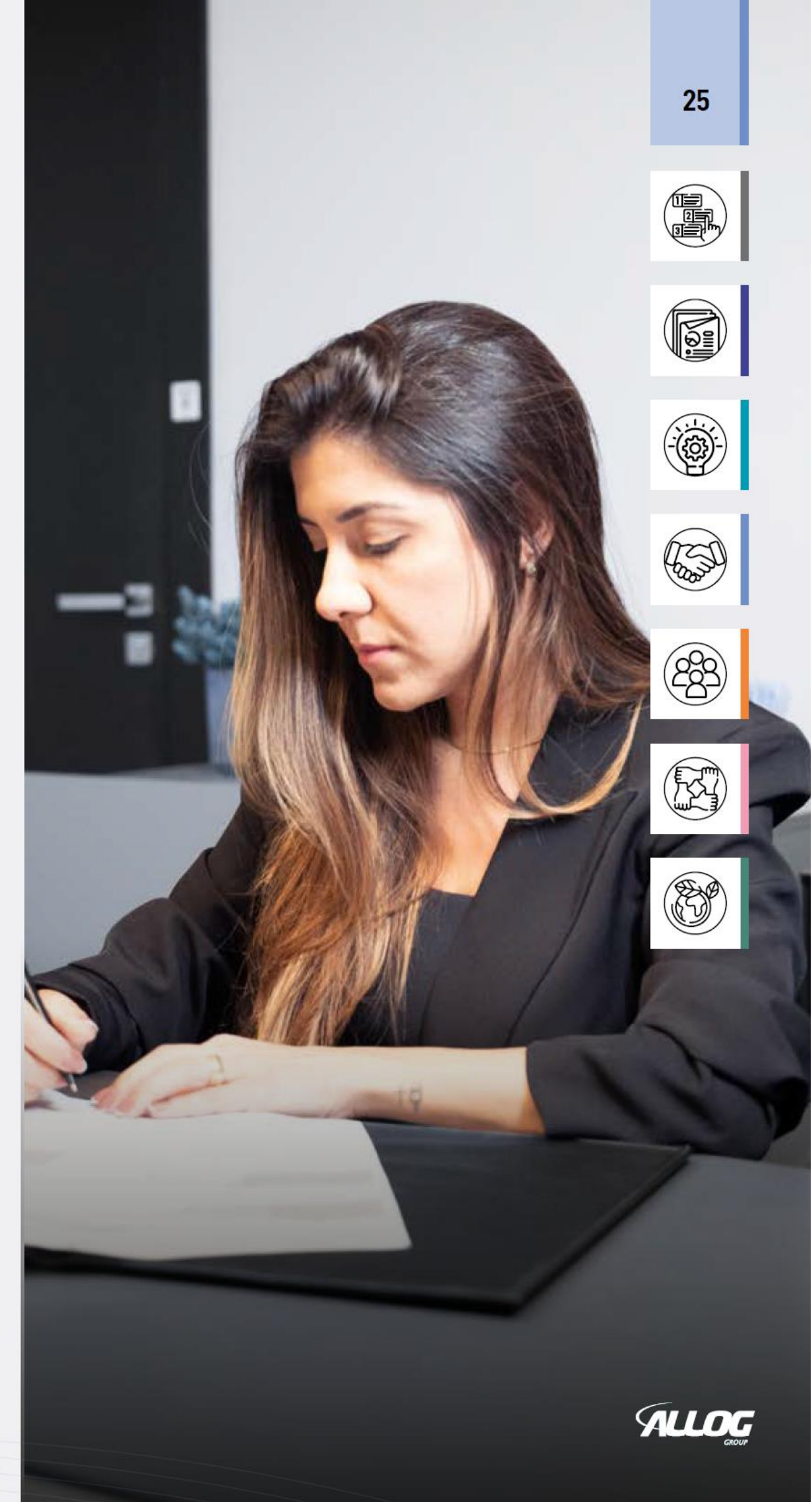
This action has become increasingly important for the survival of companies, as it enables the identification and monitoring of risks in various daily situations.

We conduct risk management across sectors by mapping actions that could impact stakeholders, using the GUT method (gravity x x trend) with the support of a management system. Monitoring occurs monthly and is assessed through internal audits.

CONTROL OF INCOME AND EXPENSES



To maintain financial health, we manage corporate income and expenses across all units. For effective control and management of future actions, we create an annual budget with input from specialist employees and leadership. This process is essential, as it allows for planning activities according to available financial resources, preventing waste and ensuring investments are made in the best interests of the company.





OUR PEOPLE

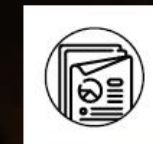
HUMAN ENERGY



In our pursuit of excellence, we reaffirm our commitment to the rights and well-being of every team member. We believe that, beyond being an ethical imperative, prioritizing the protection of individual rights is essential to fostering a strong corporate culture.

Our approach is guided by policies and practices aimed at promoting employee well-being. From implementing workplace safety measures to encouraging work-life balance initiatives, we are continually working to improve practices and create an environment that supports the growth of all.

We believe that by caring for people, we not only strengthen Allog's foundations but also contribute to building a fairer and more inclusive society. We are dedicated to being agents of change, both within and beyond our workplace, and to cultivating a culture that celebrates diversity, equality, and mutual respect at every level.



RECRUITMENT AND SELECTION



We highly value our employees, recognizing them as our most valuable assets. To build and maintain a team of excellence, all processes, beginning with recruitment, are conducted with respect, ethics, and transparency. We respect candidate privacy and data confidentiality in line with Allog's Information Security Policy. Information provided is handled sensitively and shared only with authorized individuals involved in the selection process.

Our dedicated recruitment and selection team is composed of qualified professionals who stay updated on best practices in human resources.

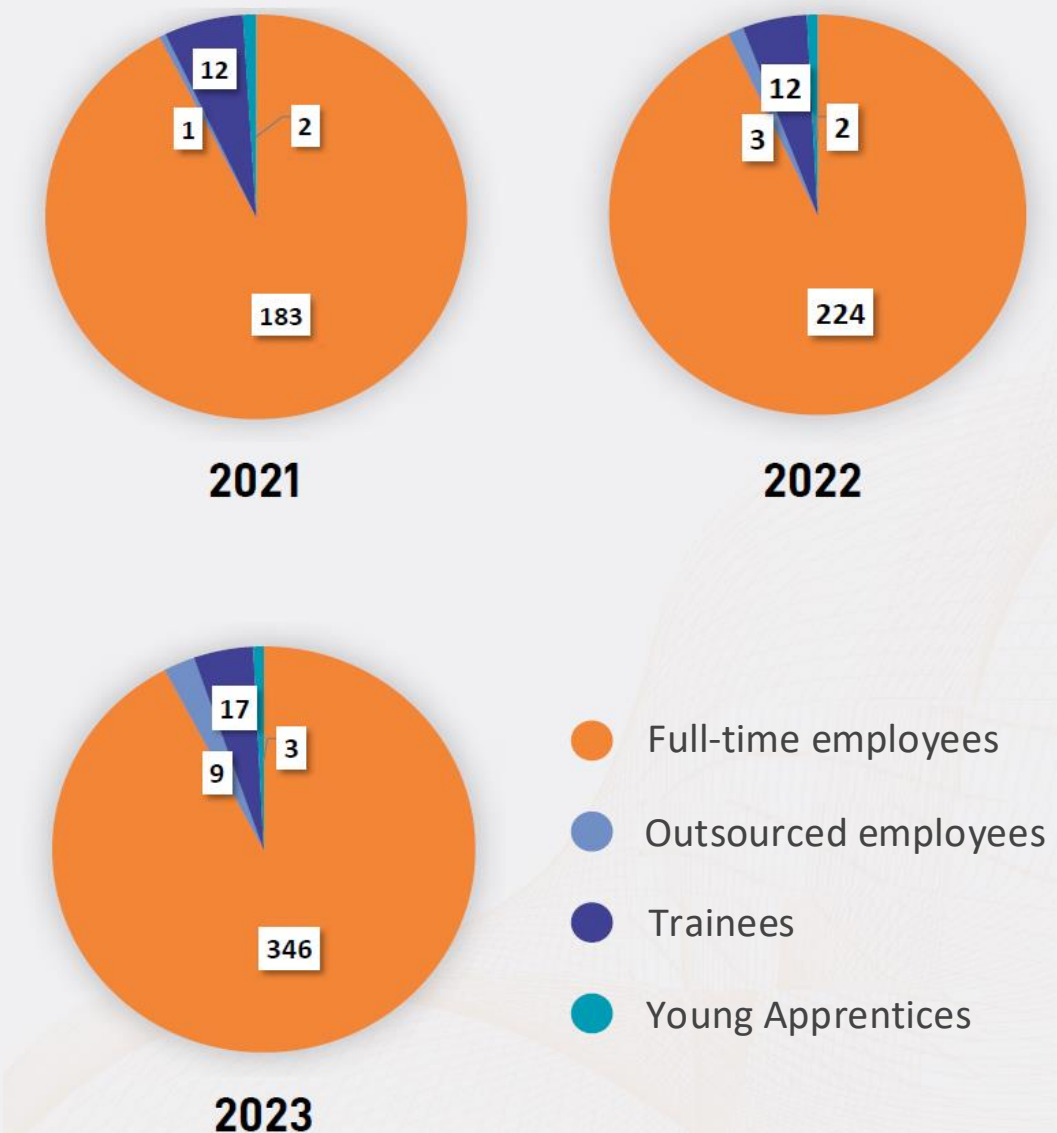
This team ensures that hiring is focused on finding top talent and alignment with our organizational culture. The selection process includes several stages, such as interviews, psychological assessments, and evaluations for cultural fit, all in accordance with our Human Resources Policy.

We are committed to providing equal opportunities to all candidates, regardless of race, color, religion, gender, sexual orientation, national origin, age, disability, or any other legally protected characteristic.

We are also dedicated to offering ongoing development and growth opportunities for all employees. We invest in benefits and provide a variety of courses and programs for professional and personal development. We believe that by investing in employee growth, we strengthen the company and contribute to the development and well-being of each team member.

We currently employ 353 people across our units. From 2022 to 2023, we recorded an increase of over 120 employees, representing overall growth of 56% compared to 2022..

EMPLOYEES



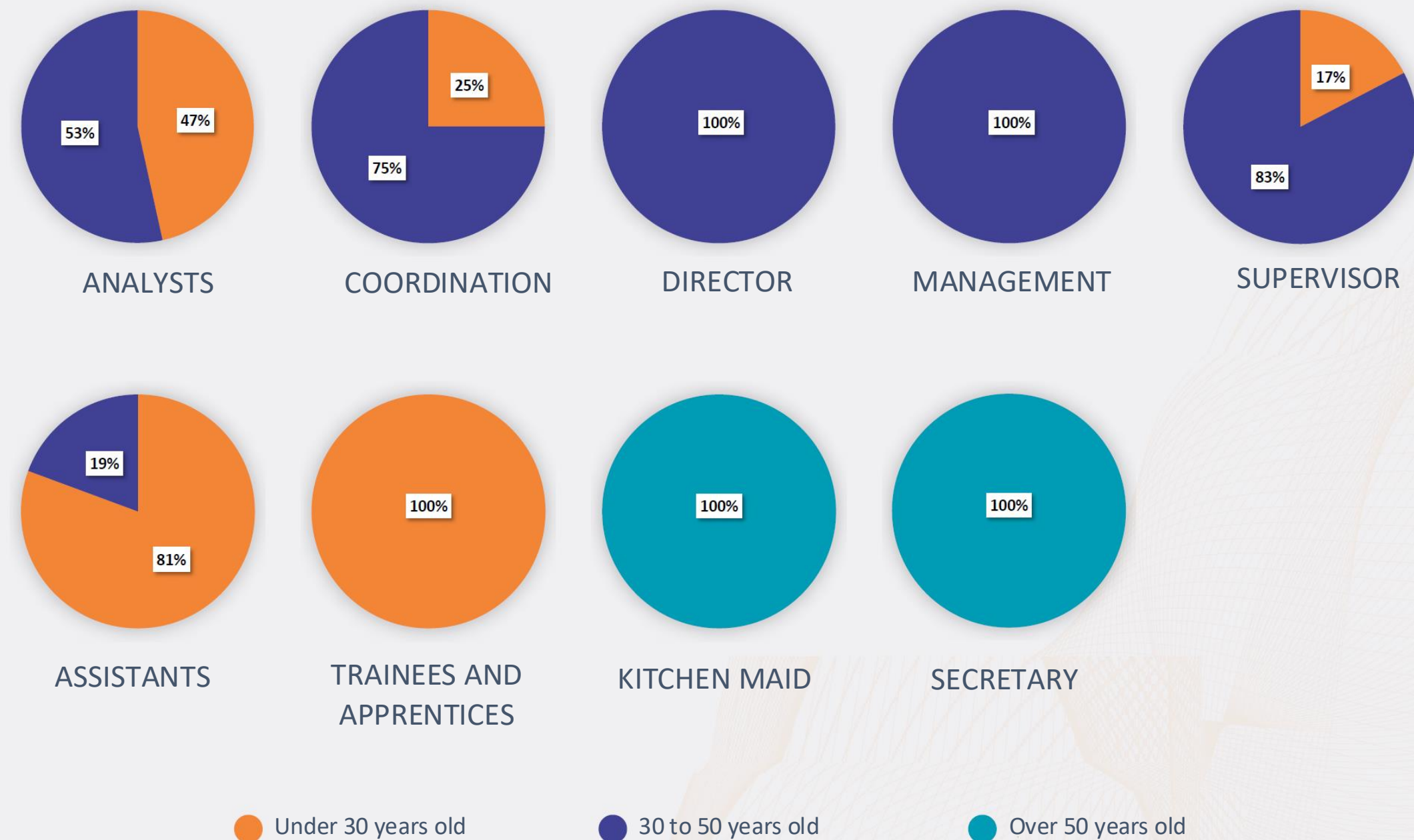
EQUITY, DIVERSITY AND INCLUSION



To foster a diverse and inclusive work environment, it is essential that our governance bodies also reflect this diversity. We believe that including varied perspectives and experiences enriches decision-making and supports the company's long-term sustainable success. We value a culture that celebrates differences and ensures that all employees have equal opportunities to contribute to growth and prosperity.

Demographic analysis is key to this process. By understanding the diversity within our organization—including factors such as gender, race, and age—we can make more informed strategic decisions, develop talent effectively, and create a fairer, more representative workplace. This approach not only strengthens our organizational culture but also positively impacts long-term outcomes

AGE GROUP REPRESENTATION IN THE VARIOUS POSITIONS IN 2023



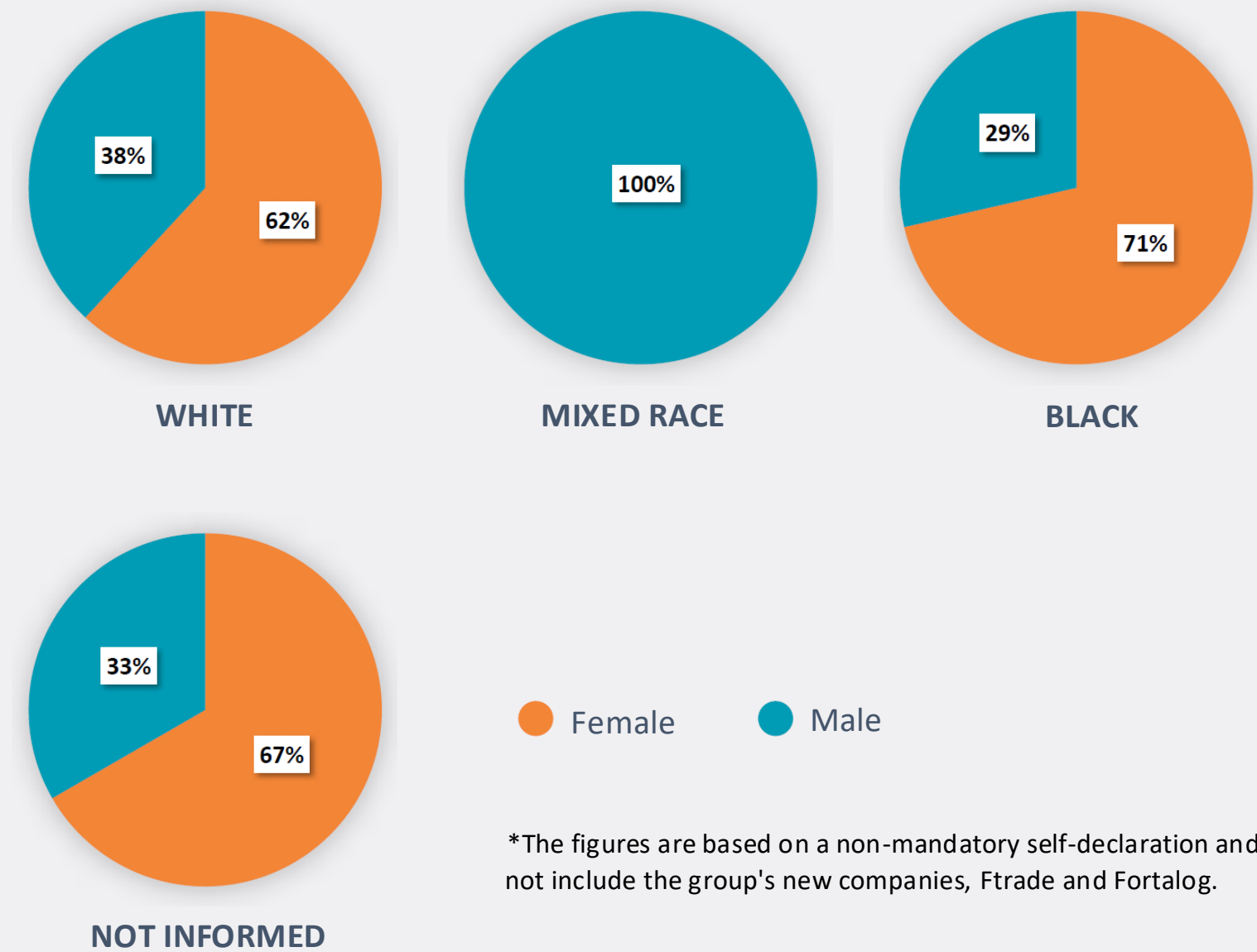
RACIAL AND ETHNIC EQUITY



Racial and ethnic diversity is a fundamental value in our journey toward inclusion and innovation. We recognize that a diverse workforce not only reflects the society we operate in but also enriches our organizational culture and strengthens our capacity to innovate.

We are committed to fostering a work environment where all individuals feel valued, respected, and empowered to contribute fully with their talents and skills. We understand the importance of celebrating and cultivating diversity in all its forms and are dedicated to ensuring that our company is a true and inclusive reflection of the surrounding community.

GENDER REPRESENTATION BY ETHNIC-RACIAL GROUP IN 2023



*The figures are based on a non-mandatory self-declaration and do not include the group's new companies, Ftrade and Fortallog.



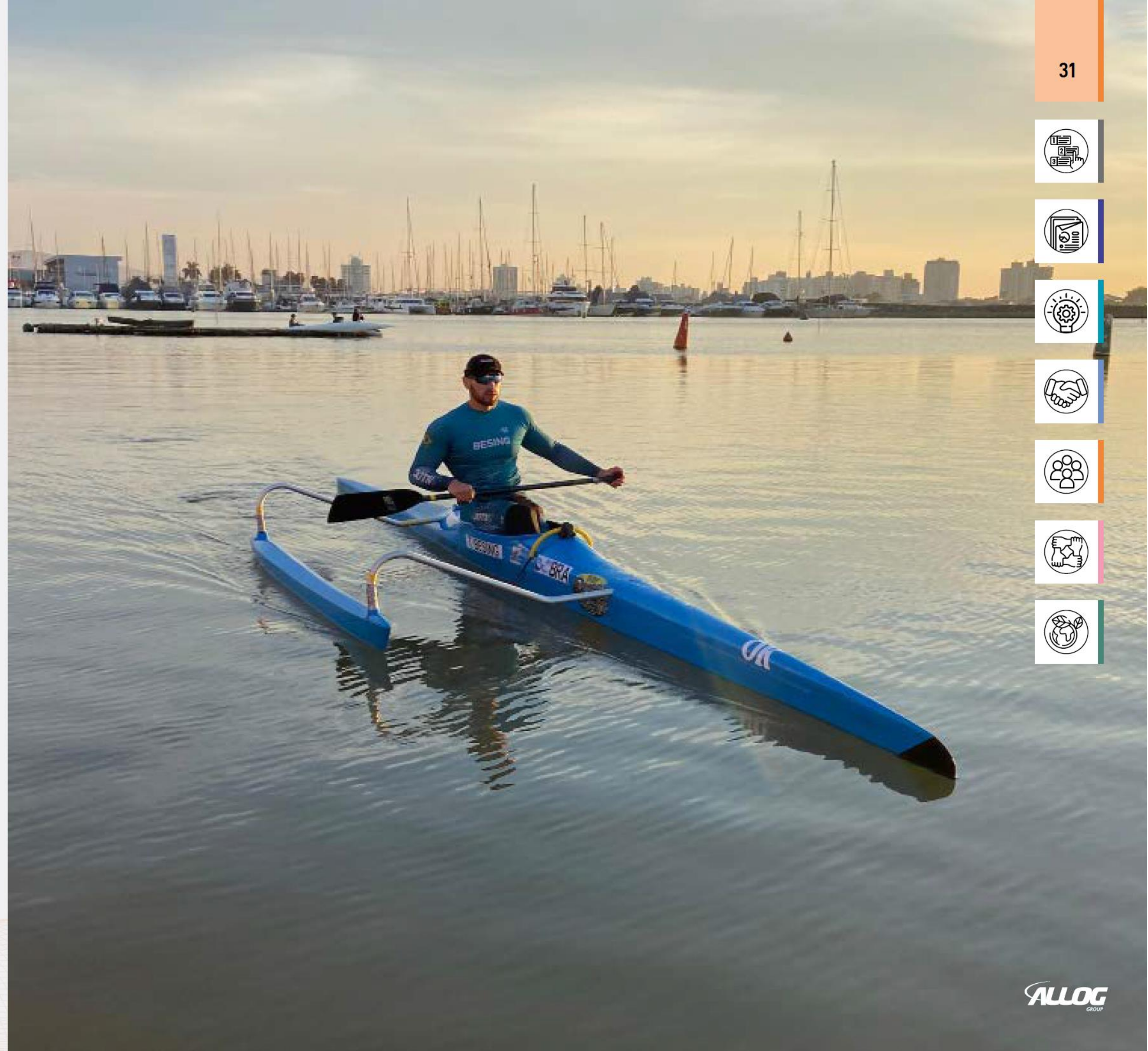
INCLUSION AND DEVELOPMENT OF PEOPLE WITH DISABILITIES (PWD)



Addressing the creation of opportunities and the professional growth of People with Disabilities (PwD) in the job market is not only a matter of social responsibility but also a way of promoting a more inclusive and equal society.

By adopting an inclusive approach to hiring, training, and developing PwD, we fulfill our commitment to diversity and equal opportunities and contribute to a richer, more collaborative, and dynamic working environment. We are committed to improving our practices and policies to ensure that all team members have the necessary conditions to thrive and contribute meaningfully to our success.

One case we are very proud of is that of employee Tcharles Besing, who, in addition to working in our Social Responsibility sector, is also an international paracanoe athlete in the VL3 category, sponsored by the company.





PARENTAL LEAVE



Parental leave is a key part of our strategy for caring for people, as it supports the well-being of not only our employees but also their families, reflecting our strong commitment to care and inclusion. We have recently enhanced internal policies to ensure that all parents, regardless of gender or marital status, have equal access to a meaningful period of leave to care for their children.

Maternity Leave (120 days + 30 days granted by Allog)

Paternity Leave (05 days + 10 days granted by Allog).

Investing in parental leave promotes gender equity and diversity, while enhancing productivity and employee engagement, solidifying our reputation as a responsible employer. We will continue to review and refine parental leave policies to provide an ideal balance of flexibility and financial security.

REPRESENTATION OF PARENTAL LEAVE BY GENDER

CATEGORY	WOMEN	MEN	TOTAL
EMPLOYEES WHO WERE ENTITLED TO LEAVE	2	3	5
EMPLOYEES WHO ACTUALLY TOOK LEAVE	2	3	5
EMPLOYEES WHO RETURNED TO WORK AT THE END OF THEIR LEAVE	2	3	5
RETURN RATE	100%	100%	
EMPLOYEES WHO HAVE COMPLETED 12 MONTHS SINCE RETURNING FROM LEAVE	0	0	0
RETENTION RATE	100%	100%	

EMPLOYEE BENEFITS



FLEXIBLE WORK MODEL

This model, adopted across various sectors, combines in-person activities (in the office) with remote work (at home or a chosen location), scheduled in advance according to the work plan. This approach provides greater flexibility, supports well-being, and fosters a balance between employees' personal and professional lives.

FOOD OR MEAL VOUCHERS

We provide a monthly benefit for food or meals, available to employees as either food vouchers (usable at supermarkets, butcher shops, greengrocers, etc.) or meal vouchers (usable at restaurants, bakeries, and similar establishments). Our units also offer comfortable, well-equipped spaces for employees to eat.

TRANSPORT VOUCHER

All employees receive transportation vouchers in advance to cover commuting costs to and from work. This benefit covers the full fare for public transportation, provided on a transportation card.

HEALTH INSURANCE AND MEDICAL AID

Prioritizing the health and well-being of our employees, we offer health insurance that can be extended to spouses and dependents. The company fully covers the monthly fee, while employees pay 25% of the co-payment for services used.

We provide medical assistance for employees needing specialized psychological treatment and care. To access this service, employees must meet the company's established prerequisites.

DENTAL PLAN

Our dental plan ensures employees have access to quality dental care. Like the health insurance, we cover the monthly fee, and employees are responsible for the co-payment for services rendered.



VALUING EMPLOYEES



We make the most of every special moment with our employees to remind them of their value to us. We carry out various daily actions to ensure that everyone at Allog feels appreciated and recognized.

BONUS

To keep the team engaged and motivated for peak performance, we run an annual bonus campaign, rewarding all employees who have contributed to our best results. This initiative is based on strategic indicators and performance tracking by sector.

PREGNANCY ANNOUNCEMENT AND CHILDBIRTH KIT

When an employee informs Human Resources that they are expecting a child, we celebrate by gifting them a small shoe, symbolizing our warmth and support during this special time.

We also provide a card with essential information, such as leave duration, health plan inclusion, and other details.

After the birth, we prepare a thoughtful kit with personalized items for the baby's comfort.

TIME AT THE COMPANY

Having skilled, happy, and loyal professionals in our company is a privilege. To honor their commitment, we present a token of appreciation to each employee celebrating their work anniversary with us. We are deeply grateful to everyone who shares our culture and proudly wears the Allog shirt every day.

WEDDING KIT

To join in employees' joyful moments, when we receive a wedding announcement in the HR department, we order a special kit as a gift for the couple.

EMPLOYEE'S BIRTHDAY

To start the day off right, employees celebrating their birthday receive our warm wishes and a gift. Each year, we refine our gestures and adjust the gifts to make birthdays even more memorable.

UNDERGRADUATE COURSE COMPLETION

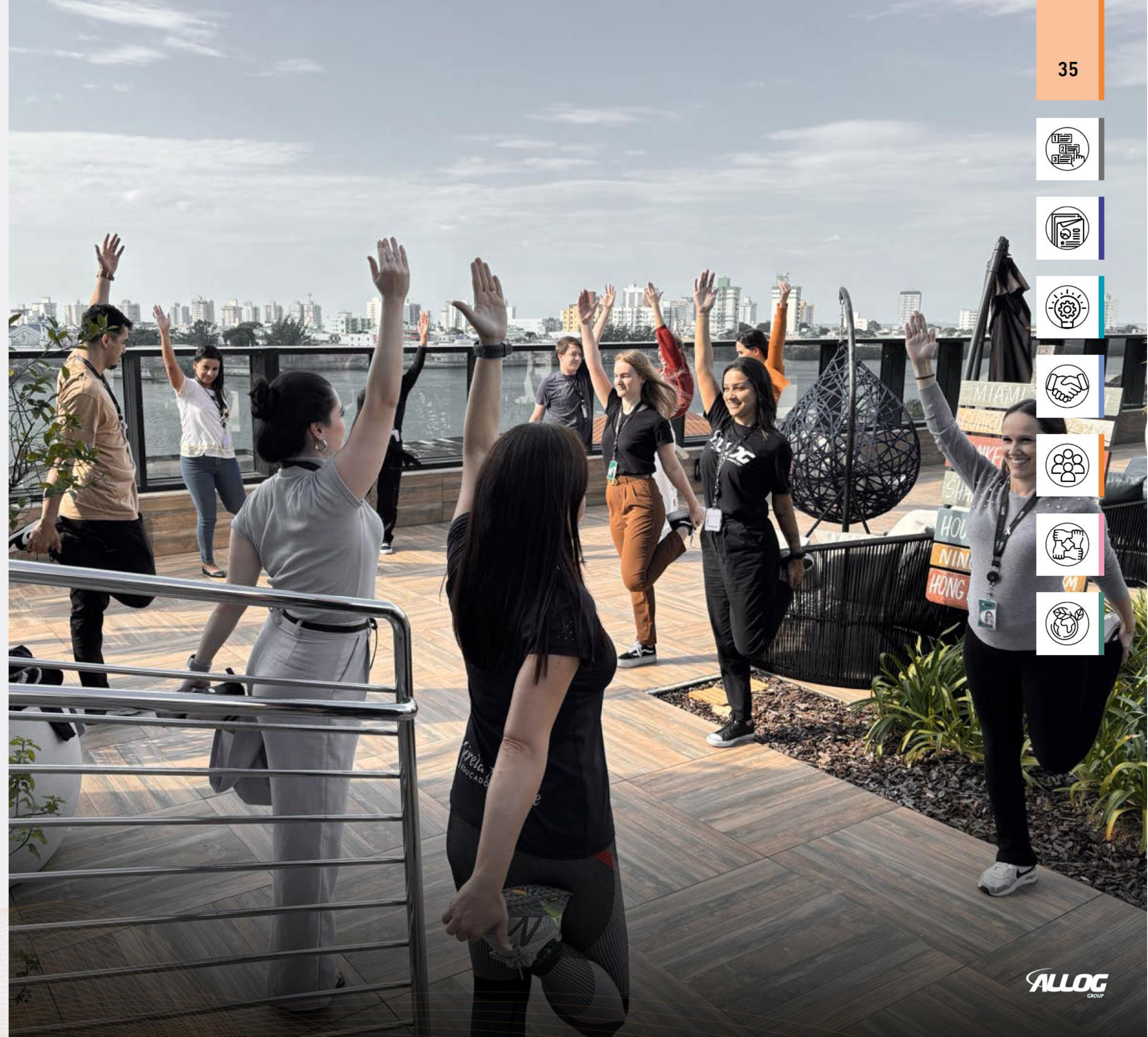
Recognizing the hard work and dedication of employees who achieve graduation milestones is essential to inspire them to pursue their development goals. Therefore, we present new graduates with a beautifully personalized pen as a symbol of their accomplishment..



HEALTH, WELL-BEING AND SAFETY



Safety, health, and valuing the lives of our employees are fundamental pillars of our organization. We continuously adapt and evolve our practices to create better, more productive, and more sustainable environments



HEALTH AND WELL-BEING ACTIONS



WORK STRUCTURE

We strictly adhere to Regulatory Standard 17, which sets guidelines for adapting working conditions to the psychophysiological characteristics of employees. To assess its effectiveness and identify potential adjustments, we conduct a climate survey with those involved.

PROFESSIONAL FOR ACTIVE LISTENING

The company's staff includes an on-site psychologist who provides care and emotional support and, when necessary, refers employees to specialized treatment. We have found that having this professional available in daily operations is essential for employee well-being..

HEALTH CAMPAIGNS

We promote health awareness by organizing campaigns aligned with the health calendar for our employees. These initiatives focus on the importance of information, prevention, and disease prevention, as well raising awareness about significant health observances. In 2023, we conducted campaigns such as White January (mental and emotional health), Yellow September (suicide prevention), Pink October (breast cancer awareness), and Blue November (prostate cancer awareness).

FRUIT DAY

To encourage a healthy diet and highlight the importance of daily fruit consumption, we provide fruit trays in each department for employees to enjoy

WORKPLACE EXERCISE

We provide a trained professional to lead workplace exercises on designated days for employees, aiming to prevent occupational diseases, reduce fatigue, enhance well-being, and improve interactions and the organizational climate

This initiative is currently conducted at the Itajaí unit, with plans to expand it to other units given its numerous benefits

AGREEMENTS AND PARTNERSHIPS

We have partnerships and agreements with various establishments to offer our employees services and products at more affordable prices.

Employees are also encouraged to search for and suggest establishments. Currently, we have agreements with educational institutions and partnerships with gyms, stores, parking facilities, pharmacies, beauty salons, clinics, opticians, and nutritionists in the states where we operate.



SAFETY ACTIONS AND VALUING LIFE



SAFETY MANAGEMENT

Our team includes an Occupational Safety Engineer, responsible for managing legal compliance, and occupational safety technicians who oversee field activities. The HR team supports demands such as managing Personal Protective Equipment (PPE). All employees receive training on safety issues related to the company and their roles, and are provided with the necessary safety equipment to perform their duties safely. We have occupational safety technicians at all our units

FIRE BRIGADE

We also have employees and safety technicians trained in firefighting and handling potential incidents at the units.

To enhance the management of accident and incident prevention, we use a modern, specialized software called Ebrigada, installed on accessible equipment for all responsible personnel.

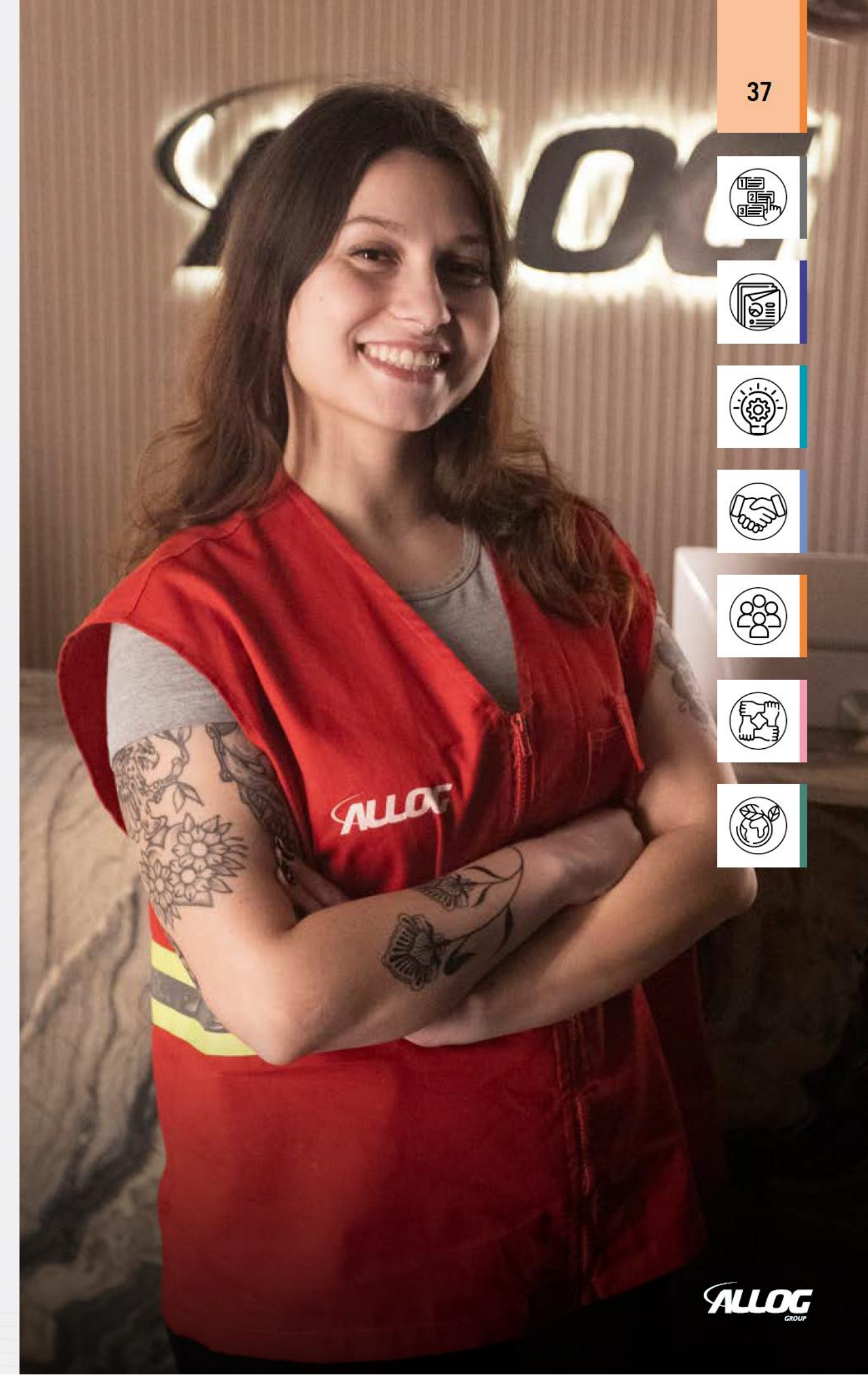
MAINTENANCE, OPERATION AND CONTROL PLAN - MOCP

Our plan also includes monitoring and managing air conditioners across units, along with preventive and corrective maintenance routines.

Managed by a technical supervisor, the main objective is to maintain indoor air quality within legal limits, minimizing health risks for employees

UNION AGREEMENT

We maintain an open and transparent dialog on union matters and employee concerns. Each year, we hold a collective bargaining meeting to hear their needs and evaluate potential adjustments



DEVELOPMENT AND EDUCATION



The knowledge shared through training empowers employees to develop new skills, competencies, and behaviors. We believe that every day offers an opportunity to learn something valuable, whether in a professional or personal context. Training is an educational process designed to guide participants in enhancing their understanding of a subject while introducing new values and purposes into their daily lives.

At Allog, we implement various initiatives aimed at our employees' professional and personal development. Each year, a schedule of activities is created with input from multiple departments, partners, and volunteers, and is then approved by the Board of Directors

TRAINING ACTIONS



INTERNAL TRAINING

At all units, employees and leaders participate in training courses, delivered either by qualified in-house professionals or by specialist service providers. The training focuses on technical knowledge of operations and management, aiming to achieve the highest standards in our services

ALLOG CULTURAL WEEK

An annual event is held at all units to address business-related topics and professional development in a dynamic, interactive format. This three-day event also involves the participation of customers and partners in its organization. The topics covered in 2023 included: 1) Perspectives on Shipping After the Pandemic; 2) Leader with a Soul – A Model for More Conscious Leadership; and 3) The Energy Market in Brazil.

INTERNAL MARKETING CALENDAR

Each year, we create a calendar of significant commemorative dates to be highlighted with employees. These include observances from the health, environment, and workplace safety calendars, among others, and are organized by group volunteers. The initiative aims to engage employees in issues that support their individual and collective well-being



ACTIONS FOR CAREER DEVELOPMENT AND ACCELERATION



TALENT RETENTION

We provide opportunities for advancement, participation in internal selections, and salary improvements to all employees who are dedicated to our purpose, as a way to recognize their efforts within our group.

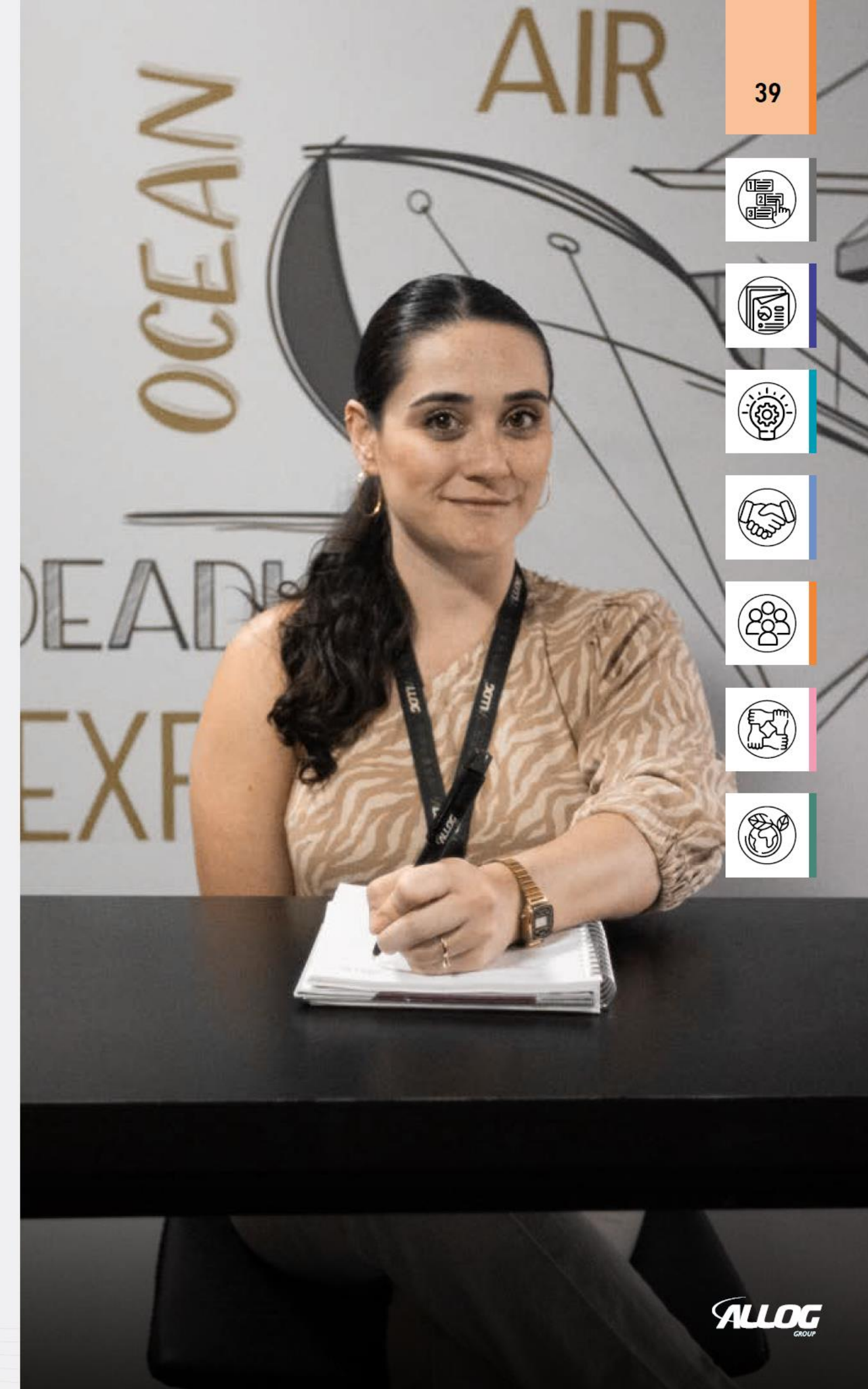
DEGREE AND LANGUAGE ASSISTANCE

To support professional growth, we partially subsidize tuition for undergraduate courses and offer a fixed amount for language courses. To qualify for the graduation subsidy, employees must meet certain prerequisites, such as tenure at the company, which affects the percentage covered based on the course cost. Language assistance is available from the time of admission and follows specific guidelines for eligibility.

IN-COMPANY ENGLISH AND EXCHANGE PROGRAM

In addition to language assistance, we offer in-company English classes to help employees improve their skills daily. Classes are organized by language level and held weekly.

Employees in business areas also have the opportunity to spend 30 days in an English-speaking country to participate in classes and visit partners.





IMPACT ON THE COMMUNITY

SOCIAL INVESTMENT AND COMMUNITY ENGAGEMENT



Success, to us, goes beyond numbers and financial targets. It's reflected in the positive impact we create in the lives of our employees and those around us. Our commitment extends beyond profit; we strive to cultivate an inclusive, respectful, and inspiring work environment. We value each team member's personal and professional growth, promote mutual development, and encourage social responsibility. In this way, we contribute to a fairer and more supportive society, where true success is shared and felt by all.

SOCIAL ACTIONS



REDE DO BEM [NETWORK OF GOOD] VOLUNTEER GROUP

This initiative aims to build a more inclusive society through actions that create opportunities for employment, education, health, and quality of life.

Founded during the pandemic, this group supports employees and communities, starting with small goals and now involving numerous volunteers who conduct at least one action per month. The group consists of Allog employees and partners who share the values of Rede do Bem.

SPONSORSHIPS

With a focus on sports and education, we provide resources to support projects that help athletes develop, offering financial assistance and necessary materials. Our goal is to encourage sports both as a career path and as a way to promote quality of life.



ACTION TO COLLECT SCHOOL SUPPLIES

Each year, we launch an initiative at the start of the school year to collect school supplies for children in need within surrounding communities. This effort involves our employees who wish to contribute. With the collected materials, we assemble kits to provide children with the resources they need to thrive and develop at school.

CHRISTMAS ACTION

To bring joy, dreams, and memorable moments to families in social vulnerability during this special time of year, we collaborate with our employees and partners to gather gifts for children and young people. Every year, we conduct a survey to determine the actions and communities to benefit.

In 2023, we organized this initiative at the nursery school of the Campo da Tuca Community Association in Porto Alegre (RS), celebrating the children's graduation and Christmas party.

The event, filled with food and drink, included the distribution of gifts and school kits to the graduates, involving a total of 120 children and their families.

CAPACITAR PROJECT

In 2021, in partnership with Instituto Crescer, we launched a project that has reached 180 young people eager for professional growth. This initiative aims to train socially vulnerable youth aged 14 to 18 by offering vocational courses in English, Interpersonal Relations, Ethics, Citizenship, and the World of Work—essential skills for job opportunities and market entry. After completing these courses, many young people participate in our group's selection processes.



ENTER PROJECT

The Allog Enter project is the result of a partnership between Allog and the University of Vale do Itajaí - Univali, aimed at strengthening the connection between academia and the job market. The project's two main objectives are to enhance the training of professional programmers in the Vale do Itajaí region, focusing on commercial software production technologies, and to provide an opportunity for growth and improvement in the academic and professional training of students in the field of Computing.

To achieve these objectives, a 280-hour training course was created, divided into six modules with specific workloads per module, designed to develop the technical profile of a full-stack programmer with an emphasis on C#. The company supported the training by awarding scholarships, valued at approximately one minimum wage, to 15 students from Univali's Computer Science and Engineering programs who participated in the training.

C# is a programming language developed by Microsoft and launched in 2000 as part of the .NET platform. It is widely used to develop various applications, including desktop, web, mobile, and gaming software.

The training included the following stages:

- I. planning and organization;
- II. student selection;
- III. classes;
- IV. practical work;
- V. company onboarding sprint;
- VI. process monitoring and evaluation;
- VII. completion ceremony at the company.

At the end of the training, 14 out of the 25 participants completed their studies by developing a software program requested by Allog, giving them hands-on experience beyond what undergraduate courses typically offer. They also designed projects addressing training challenges and participated in an immersive onboarding experience during a development sprint. As a key result, shortly after the project concluded, eight students were shortlisted by Allog for potential trainee positions.



STAPLE FOOD BASKET DONATIONS

One of the initiatives coordinated by Rede do Bem volunteers is distributing food baskets to low-income families in nearby communities. To receive this assistance, families are registered and assessed, with special needs for food products among the criteria considered. This action aims to ensure access to meals for families in situations of social vulnerability.

ANJO COMPANY

The Pequeno Anjo Children's Hospital in Itajaí (SC) welcomes patients and their companions daily for consultations and treatments, with many traveling long distances for care.

To help provide nutritious meals for these individuals, we contribute a monthly amount to assist the hospital in covering meal costs for patients and companions.

AMIGOS MADRE TERESA ORGANIZATION

In partnership with Casa Madre Teresa in Itajaí (SC), we began an initiative in 2020 to support patients undergoing cancer treatment at Marieta Hospital by offering accommodation and meals during their treatment period.

To maximize patient comfort, we contribute a monthly amount to Casa Madre Teresa, which provides essential support for the local community.

SUPPORT - PRORIM FOUNDATION BALNEÁRIO CAMBORIÚ (SC)

We also support an institute that offers treatment for patients with chronic kidney disease. Since 2022, we have provided monthly funding for the unit's upkeep, ensuring they can continue offering quality care and comfort, especially given the frequency of patient visits.

CONTAINER LIBRARY

To promote early childhood reading, we donated a container library with over 1,800 books to the Ermelinda Potter Custódio Children's Education Center in Itajaí (SC). Located within the nursery school, the library is also open to the public, allowing students from other institutions to access the space.

This initiative was made possible through partnerships with Karen Schauffert (architectural design), Tecadi (container logistics), and SCA Móveis in Balneário Camboriú (SC).

ROOM AT UNIVALI

In collaboration with the University of Vale do Itajaí (UNIVALI), we renovated a spacious classroom at the university to host undergraduate, graduate, and master's degree classes.

The modernized space is now equipped with new tables and seating, projectors, updated lighting, varied flooring, and the group's visual identity, underscoring the strong connection between the company and the academic community.



- 
- 
- 
- 
- 
- 
- 

OUR PLANET



ENVIRONMENTAL COMMITMENT



We are firmly committed to the environment, which is reflected in our daily practices. We adopt sustainable measures, such as using ecological materials, recycling, and reducing waste, to minimize environmental impact. We also ensure strict compliance with industry environmental regulations, making certain our operations meet established standards. We encourage our employees and partners to embrace similar environmental awareness.

We believe in collective responsibility for environmental preservation and invest in projects that support biodiversity conservation and carbon emission reduction. Through awareness campaigns and partnerships, we strive to engage the community and foster a more sustainable future for all.

STRICT COMPLIANCE
WITH
**ENVIRONMENTAL
REGULATIONS**

COLLECTIVE
RESPONSIBILITY FOR
PRESERVATION OF THE
ENVIRONMENT

PROJECTS THAT PROMOTE
CONSERVATION OF THE
BIODIVERSITY



CLIMATE CHANGE AND EMISSIONS



We are dedicated to addressing the challenge of climate change and reducing greenhouse gas emissions. Our company recognizes the importance of acting responsibly toward the environment and is committed to implementing concrete measures to reduce environmental impacts.

As part of this commitment, we have adopted sustainable practices across our operations, including reducing electricity consumption, using renewable energy sources whenever possible, and optimizing our logistics processes to lower carbon emissions. We are also investing in innovative technologies and solutions to help us reach our emissions reduction targets and make a positive contribution to combating climate change.

We also engage employees, partners, and customers in discussions on climate change to raise awareness and encourage the adoption of sustainable practices throughout the supply chain.

WASTE MANAGEMENT



We are committed to actions aimed at minimizing waste generation across all our processes. We implement environmental practices and continually monitor their progress and effectiveness using specific indicators.

Employees receive training in waste management, enabling them to actively participate in environmental education programs that focus on both raising awareness and developing advocates within the company. We recognize that their involvement is essential for the success of initiatives in this area.



ENVIRONMENTAL PRACTICES AIMED AT CONSCIOUS WASTE MANAGEMENT

WASTE MANAGEMENT

We have selective collection kits at all our units to promote proper waste separation in our operations. These kits are located both indoors and outdoors and are marked with identification stickers.

Internal collection is handled by a trained employee, who prepares the waste for external transportation and final disposal at recycling plants and landfills.

All waste management practices comply with environmental regulations.

COLLECTION OF SPONGES

We are aware of the environmental impact of improperly disposed dishwashing sponges, which are made from polyurethane. Recognizing that many people use and discard this material without considering its environmental effects, we implemented collection bins for used sponges at our Itajaí unit, where we have the largest workforce. This initiative allows employees to bring sponges from home for proper disposal.

Collected sponges are sent to Terracycle, a company specializing in recycling. After treatment, the recycled material is repurposed by industries for products like fruit crates, traffic cones, buckets, and shovels. This initiative reflects our commitment to sustainability and raises awareness about recycling among local collectors and communities.

COLLECTION OF ELECTRONIC WASTE AND BATTERIES

To properly manage electronic waste generated in our operations, we partner with Reciclavale, a recycling cooperative in the Itajaí Valley. Electronic waste is manually dismantled, and parts are separated by type—metals, plastics, and batteries—ensuring correct disposal. In 2023, we sent approximately 300 kg of electronic waste for recycling.

Given the environmental risks associated with improper battery disposal due to their toxic components, we encourage employees to

bring used batteries from home. We provide collection bins to segregate this material for safe disposal.

These actions underscore our commitment to sustainability and environmental responsibility, led by the Rede do Bem volunteer group.

COLLECTION OF PLASTIC CAPS AND ALUMINUM SEALS

In partnership with NGOs focused on recycling seals and caps, we encourage employees to set these items aside for donation. At our Itajaí unit, we collect and store these materials until a substantial amount is ready for delivery to partner organizations. These organizations use the seals and caps for community projects that positively impact both the environment and the local community.



DONATION OF COMPUTERS

With the goal of democratizing access to technology and supporting both the community and employees who need a computer for personal use, the IT department regularly surveys obsolete laptops. Equipment in good condition is carefully evaluated and, when feasible, prepared for donation.

This initiative not only creates a positive social impact by facilitating access to technology for those who might not otherwise have it but also contributes significantly to reducing electronic waste. By extending the lifespan of these devices, we benefit individuals and communities while also helping to protect the environment.

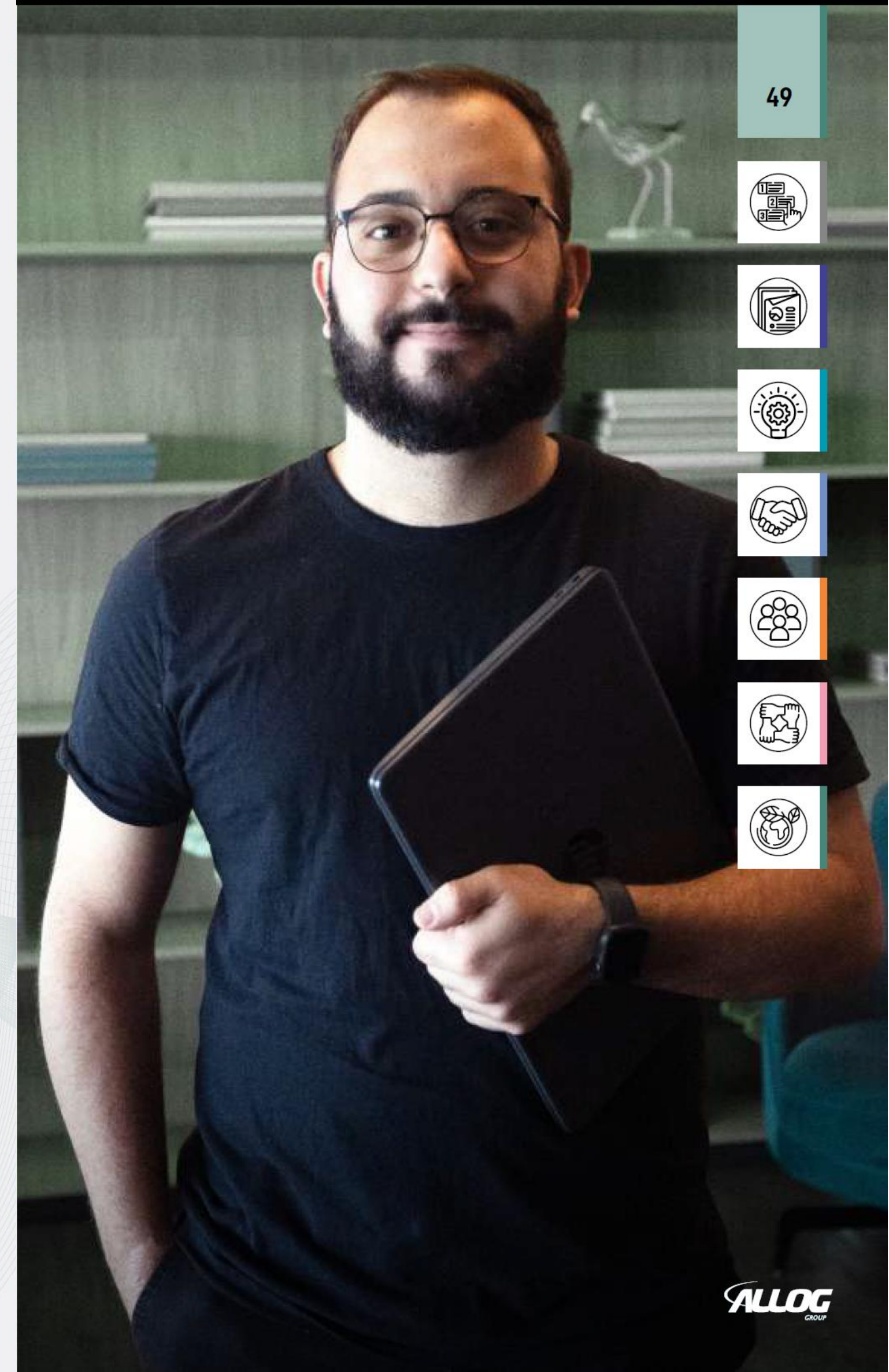
DISTRIBUTION OF ECOLOGICAL BOTTLES AND MAGNETS

We recognize plastic as a threat to the environment. We are committed to reducing its use.

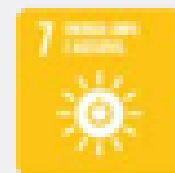
We identified a significant reliance on disposable cups and plastic bottles for water in our units.

As an action plan, we initiated environmental dialogs in departments to address waste management. We also distributed reusable ecological bottles for daily use in the workplace. This initiative was well received and resulted in an approximate 80% reduction in the use of plastic water bottles and disposable cups. Currently, water is supplied through filters that receive regular preventive maintenance and cleaning to ensure a high standard of quality.

To further increase visibility, we created fridge magnets with waste management tips. Among the tips, we included reminders about the types of waste employees can bring to the company for proper disposal.



ENERGY EFFICIENCY AND WATER AND WASTEWATER MANAGEMENT



We recognize the importance of conscious energy and water management and embrace this cause in our day-to-day work at the units.

Energy and water consumption are essential for the operational and administrative needs of the units. They power equipment and materials used in the work environment and meet basic human needs.

Environmental education practices and actions are our pillars for achieving conscious consumption goals and for setting future action targets.

CONSCIOUS MANAGEMENT OF ENERGY AND WATER

CONSCIOUS CONSUMPTION

FUTURE ACTIONS GOALS



ENVIRONMENTAL PRACTICES AIMED AT CONSCIOUS ENERGY CONSUMPTION

MOTION SENSORS IN LIGHTING AND THE USE OF LED LAMPS

In various areas of the company, we have installed motion sensors in the lighting. These sensors activate the lights upon detecting movement in the room and include a photocell function, allowing them to determine if the space is already adequately lit, regardless of movement. Initially implemented at the Itajaí unit, this action is under consideration for installation in other units.

Additionally, we have chosen to use LED light bulbs exclusively in all our units. This choice contributes not only to energy efficiency but also to reducing energy consumption and associated costs, aligning us with sustainable practices.

AUTOMATIC AIR CONDITIONING SHUT-OFF SYSTEM

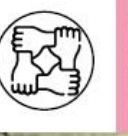
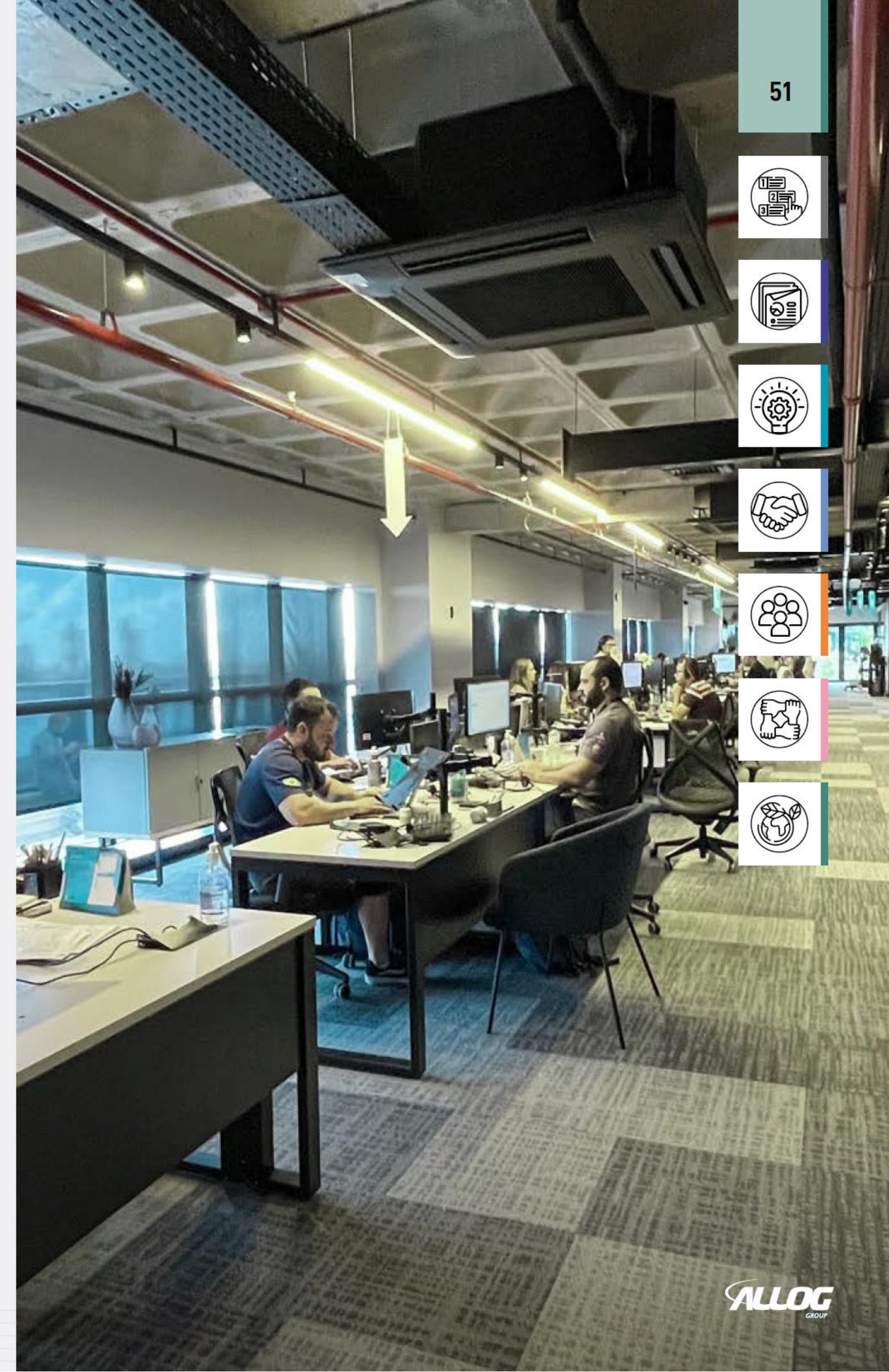
At the Itajaí plant, air conditioners are programmed through the DAIKIN System to switch off automatically at the end of working hours. Preventive maintenance is also conducted to ensure proper operation and good indoor air quality.

LIGHTLY PAINTED ROOMS

Environments painted in light colors require less artificial lighting. At Allog, sectors are designed with light tones on walls and furniture, which supports conscious energy management and creates a more pleasant and brighter space for employees.

EQUIPMENT WITH PROCEL SEAL

The equipment we purchase, even the simplest items, undergoes careful analysis. We only purchase equipment that has the Procel seal, certifying it as the most efficient and economical on the market, ensuring quality, better performance, and lower energy consumption. For efficiency and quality control, all equipment is subject to regular preventive and corrective maintenance.



ACTIONS AIMED AT CONSCIOUS WATER CONSUMPTION

CONTROL AND INSPECTION OF POSSIBLE LEAKS

Under the responsibility of the Maintenance sector, periodic inspections are conducted to identify potential leaks on company premises. All employees receive training on the importance of conscious water management during environmental education activities. If they notice any leaks in the workplace, they must immediately report it to the responsible department for prompt action.

RESTROOMS WITH DOUBLE-ACTING TOILETS

Our restrooms are equipped with dual-flush toilet seats to avoid using maximum water volume at all times. This simple action significantly reduces water consumption. As with other initiatives, this is shared with employees during environmental education sessions.

OTHER ENVIRONMENTAL ACTIONS

SUPPORT DURING ENVIRONMENTAL DISASTERS

At the Itajaí unit, we have an Emergency Response Plan (PAE), a document that identifies potential accidental scenarios in operations, establishes team planning and training, and ensures the availability of necessary resources for an effective response.

This document guides the company to take immediate, appropriate action in case of an accident. We also collaborate with the company E-brigada for additional support. Additionally, we maintain an emergency brigade of trained employees, updated in accordance with applicable legislation. These measures ensure we are prepared to respond efficiently and safely to any incident.

JUNTOS PELO RIO [TOGETHER FOR THE RIVER] PROJECT

In partnership with the Municipal Water, Sanitation and Infrastructure Service (SEMASA) and the communities of Itajaí and Navegantes, we organized an initiative to collect improperly discarded waste from local riverbanks. In addition to waste collection, the event includes talks and environmental education activities to emphasize the importance of proper waste disposal for health and environmental protection.

In 2023, we collected over 10 tons of waste, nearly doubling the amount collected in 2022. After collection, all waste is sorted and disposed of according to current environmental regulations. This initiative not only helps clean and preserve rivers but also raises community awareness about environmental responsibility and proper waste disposal practices.



INDEX: SUSTAINABLE DEVELOPMENT GOALS



SDG 3
Good Health and Well-Being

p.35 p.36 p.37



SDG 4
Quality Education

p.38 p.39 p.41



SDG 5
Gender Equality

p.27 p.28 p.29 p.32 p.33 p.34



SDG 6
Clean Water and Sanitation

p.46 p.50



SDG 7
Affordable and Clean Energy

p.46 p.50



SDG 8
Decent Work and Economic Growth

p.24 p.25 p.27 p.28 p.35 p.36 p.37 p.38 p.39



SDG 9
Industry, Innovation and Infrastructure

p.23 p.24



SDG 10
Reduced Inequalities

p.27 p.28 p.29 p.30 p.31 p.32 p.33 p.34



SDG 11
Sustainable Cities and Communities

p.41 p.46 p.47



SDG 12
Responsible Consumption and Production

p.23 p.46 p.47 p.50



SDG 13
Climate Action

p.46 p.47



SDG 15
Life On Land

p.46



SDG 16
Peace, Justice and Strong Institutions

p.18 p.21 p.22 p.23 p.24 p.25



CREDITS

CONSULTING, WRITING AND LAYOUT:
Geração Social | Great People

CONSULTING: Bruna Molessani, Patrícia Mello Silva

WRITING: Jaqueline dos Santos Cerqueira, Adriana Coutinho

REVIEW: Grupo Allog – Eduardo Meira

GRAPHIC DESIGN: Marco Barbaresco

LAYOUT: Elizangela Aparecida da Silva

PHOTOS AND ILLUSTRATIONS:

Allog image banks and digital collection.





ALLOG
GROUP