



# ESG PRACTICES REPORT 2024



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# THE REPORT

The Allog Group is proud to present our 2nd ESG Practices Report, covering the period from January 1 to December 31, 2024. This report outlines the actions, projects, and initiatives carried out to advance the company's sustainable development across the Environmental, Social, and Governance (ESG) pillars.

We believe that transparency, ethics, and integrity are fundamental pillars in building a solid institutional culture. We also consider it essential to dedicate focused attention to people and the environment. Guided by these three principles, we operate responsibly, fostering business growth while contributing to shaping the future and society in a positive way.

In this document, we present the practices implemented to support the company's progress and continuous improvement. We reaffirm our alignment with the United Nations (UN) Sustainable Development Goals (SDGs), an initiative composed of 17 goals aimed at addressing key global challenges.

We are deeply grateful for the results achieved in 2024 and will continue on a path that prioritizes sustainable development, respect for people, environmental preservation, and compliance with laws and regulations. Thanks to the commitment of every member of our team, we exceeded expectations and move forward toward a better future for all.

We wish you an excellent read!



# MESSAGE FROM SENIOR LEADERSHIP

It is with great satisfaction that we present the second edition of our ESG Practices Report, reaffirming our ongoing commitment to building a more responsible, inclusive, and sustainable business model.

Since the publication of our first report in 2023, we have advanced toward the goals and targets defined in our strategic planning. The lessons learned during this period strengthened our conviction that it is possible to balance economic growth with positive impacts on society and the environment.

We reaffirm our commitment to human rights, diversity, equity, and the well-being of all stakeholders. We promote healthy, ethical, and collaborative work environments grounded in mutual respect and the appreciation of people.

In the environmental pillar, we intensified actions aimed at reducing carbon emissions, promoting the circular economy, and conserving natural resources. We work continuously to minimize generated impacts and actively contribute to environmental preservation.

In governance, we upheld high standards of integrity, transparency, and compliance, supporting an ethical and

responsible organizational culture. We strengthened controls, refined processes, and expanded engagement with stakeholders, always guided by principles of trust and accountability.

This report therefore represents not only the progress achieved, but also our renewed commitment to the continuous evolution of ESG practices. We are confident that through collaboration, active listening, and responsible action, we can continue to promote positive and lasting transformations.

We extend our gratitude to everyone who walks this journey with us. Together, we are building a fairer, more sustainable, and more resilient future for generations to come.



## 2024 HIGHLIGHTS

RENEWAL OF  
**ISO 9001**  
CERTIFICATION  
+ UKAS

**+400**  
EMPLOYEES

**CARBON**  
**INVENTORY**  
2024

**FRATERNIDADE**  
**SEM FRONTEIRAS**  
PROJECT

**INTERNATIONAL**  
**EXPANSION**  
OF THE ALLOG BRAND

PGRS – SOLID WASTE MANAGEMENT  
PLAN IMPLEMENTED AND  
**100%**  
OF EMPLOYEES TRAINED

# THE ALLOG GROUP



## WHO WE ARE

Since 2001, the Allog Group has specialized in national and international logistics, offering services across seven different segments with the goal of fully meeting the needs of its clients. With transparency, safety, and dedication, we provide importers and exporters with the best possible experience in their cargo transportation processes.

With a team of qualified professionals and specialists across different logistics chains, the company adopts customized strategies to ensure that each client achieves the best results in their shipments.



## OPERATING MAP

Over its 24 years of operation, Allog has expanded its activities and is currently present in eight Brazilian states. The institutional headquarters is located in Itajaí (SC), while the other units are located in:

Allog also has an international presence in:

- Miami (EUA);
- Shanghai (China).

 Headquarters

 Branches



# VALUES AND CULTURE

The Allog Group's corporate culture is grounded in a commitment to maintaining an ethical, positive, and inspiring conduct that motivates employees to deliver the highest-quality services to clients. The company relies on dedicated professionals who carry out their daily activities with excellence, respect, transparency, and, above all, integrity.

Across our offices and logistics operations, we prioritize responsible and constructive decision-making—actions that strengthen the business, drive corporate growth, and reinforce the culture of ethics, respect, and dedication that we uphold internally.

## THE VALUES THAT GUIDE THE ALLOG GROUP



### PURPOSE

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



### MISSION

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



### VISION

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



### VALUES

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



# OUR SERVICES

With more than two decades of experience in the logistics market, the Allog Group has enhanced its capabilities to offer a wide range of specialized services designed to meet the needs of the most diverse client profiles. Our solutions include:



## MARITIME TRANSPORT

- Personalized solutions and support
- FCL (Full Container Load) and LCL (Less than Container Load) services
- Strategic partnerships to ensure service quality and transport efficiency



## AIR TRANSPORT

- Personalized support and operational follow-up
- Partnerships with major airlines and airports worldwide
- International insurance
- China expertise and overnight service
- Products: Air Charter, Project Cargo, 24/7/365 Service, Oversized Cargo, Dangerous Goods, Express Service, Standard Service, and Economy Service
- Segments: Fast Fashion Retail, Food & Beverage, Automotive, High Tech, Perishables, Pharma, and Machinery





## ROAD TRANSPORT

- Customized support
- Cargo monitoring from pickup to delivery
- International insurance
- State-of-the-art storage structure
- Multiple logistics options to best fit client needs



## PROJECT CARGO

- Technical team dedicated to Heavy-Lift (cargo exceeding standard weight and size limits) and Out of Gauge (OOG) cargo
- Customized logistics planning based on each project's requirements
- Types of cargo: Breakbulk, Bulk Cargo, Oversized FCL Cargo, Roll On/Roll Off (RO-RO), and Air Project Cargo



## LIQUID CARGO

- Specialized technical support
- Equipment compliant with international certifications
- Isotank and flexitank operations throughout Brazil



## CUSTOMS CLEARANCE

- Technical team specialized in the segment
- Customized services such as advisory, consulting, assistance, and more
- Customs clearance services for imports, exports, and special regimes



## CARGO INSURANCE

- Insurance for import or export operations via maritime, air, or road transport
- Guaranteed deadline compliance
- Insurance policies with different coverage scopes

# 2024 IN NUMBERS

Maritime

**131,385** TEUs



Air

**3,757** TONs



Customs Clearance

**29,754**  
processes



Loaded Vehicles

**6,897**



# CERTIFICATIONS

The Allog Group is strongly committed to sustainable development and the company's economic growth, dedicating itself to maintaining a high standard of excellence in all services provided to clients. Over more than two decades of operation, these efforts have resulted in certifications that attest to the quality of our work—both in customer service and in organizational management.

The recognitions we have received demonstrate our adherence to international standards of quality, ethics, and responsibility, while also strengthening our position as an organization committed to generating a positive impact through its activities.



## GREAT PLACE TO WORK

Since 2019, we have earned the Great Place to Work® (GPTW) certification annually, an assessment that evaluates quality of life and organizational climate within companies. We are extremely proud of this recognition, which reinforces our commitment to creating an excellent work environment grounded in respect, well-being, and the continuous development of our employees.



## ISO 9001

ISO 9001 is an international standard that defines requirements for quality management systems. **All Allog Group units are certified**, which attests to the compliance of our operations with current regulations and ensures high-level results, as well as strong performance across all areas of the organization.



The renewal of Allog Group's ISO 9001 certification was validated by UKAS Management Systems, the British accreditation body, and by INMETRO, Brazil's national quality authority.





### AUTHORIZED ECONOMIC OPERATOR (AEO)

The Allog Group holds the AEO-S certification, which attests to the quality of the services provided within the logistics chain, as well as the company's efficiency in managing operational risk.



### INTERNATIONAL AIR TRANSPORT ASSOCIATION (IATA)

IATA is an international certification that demonstrates a **company's compliance with safety standards, operational efficiency, and regulatory requirements in the sector.** Allog's unit in Campinas (SP) holds this certification, which validates the quality of the services provided, expands opportunities for strategic commercial partnerships, and ensures access to different international markets.



### DUNS SEAL – DATA UNIVERSAL NUMBERING SYSTEM

With international reach, the DUNS seal certifies business quality through a corporate identification system. This recognition positions Allog in the market as an organization that values the quality of the services provided, operational efficiency, ethics, transparency, and security in all its activities.

### ecovadis ECOVADIS

Allog Group received the EcoVadis commitment seal, one of the most prestigious and recognized **corporate sustainability assessments** in the world. Based on international standards such as the Global Reporting Initiative (GRI), the UN Global Compact, and ISO 26000, the evaluation analyzes the Environmental, Social, and Governance (ESG) practices adopted by companies.

This recognition reinforces Allog's ongoing commitment to balanced practices that promote people's well-being, ensure compliance with regulations and standards, and value the preservation of biomes and the environment.



# OUR GOVERNANCE

# GOVERNANCE STRUCTURE



Acting in an ethical, transparent, and responsible manner is essential not only to ensure a company's financial success but also to consolidate it as a benchmark in good management within its sector. Corporate Governance practices are powerful allies that can positively and significantly transform workplace environments.

The Allog Group actively works to adopt policies and codes that strengthen the foundation of an ethical organization, with optimized processes and the ability to inspire confidence and security among all stakeholders. There is a continuous pursuit of efficiency, agility, and the highest possible performance in all activities carried out.

The highest governance body at Allog is the **Administrative Council**, which is responsible for analyzing strategic information and data about the Group and, based on these insights, making decisions that continuously enhance the company's practices and policies. From matters such as compensation to compliance with national regulations and laws, the Council plays a key role in ensuring that the organization remains on a trajectory of constant evolution.

Each year, governance-related commitments and objectives are renewed. Based on monthly goals defined by strategic departments, we continuously monitor indicators and performance. Through periodic reports, it is possible to obtain a detailed view of departments, operations, and activities, verifying compliance with national laws and internal rules, and, most importantly, identifying opportunities for improvement.

Semiannual audits are also conducted to evaluate the performance of senior leadership and the company's governance bodies, carried out by both internal auditors and an external certification body. In this way, we reinforce ethics and integrity as fundamental pillars of the organization.



## COMMITTEES

To guide and ensure the effectiveness of Governance actions, the Allog Group has thematic committees. Composed of specialized employees, these committees are responsible for monitoring the company's activities and ensuring compliance with the policies, rules, and codes in place. They are also tasked with overseeing full adherence to all applicable legislation.

Allog has five thematic committees. They are:

**PEOPLE AND MANAGEMENT  
COMMITTEE**

**ETHICS AND COMPLIANCE  
COMMITTEE**

**TECHNOLOGY COMMITTEE**

The members of these committees are selected by Allog's Advisory Board. The selection process follows clear criteria that ensure highly qualified teams to support the company's ongoing governance efforts. Factors such as tenure, relevance to the business, and professional experience are key determinants in choosing the participants.

**DELINQUENCY COMMITTEE**

**SUPPLIER APPROVAL COMMITTEE**

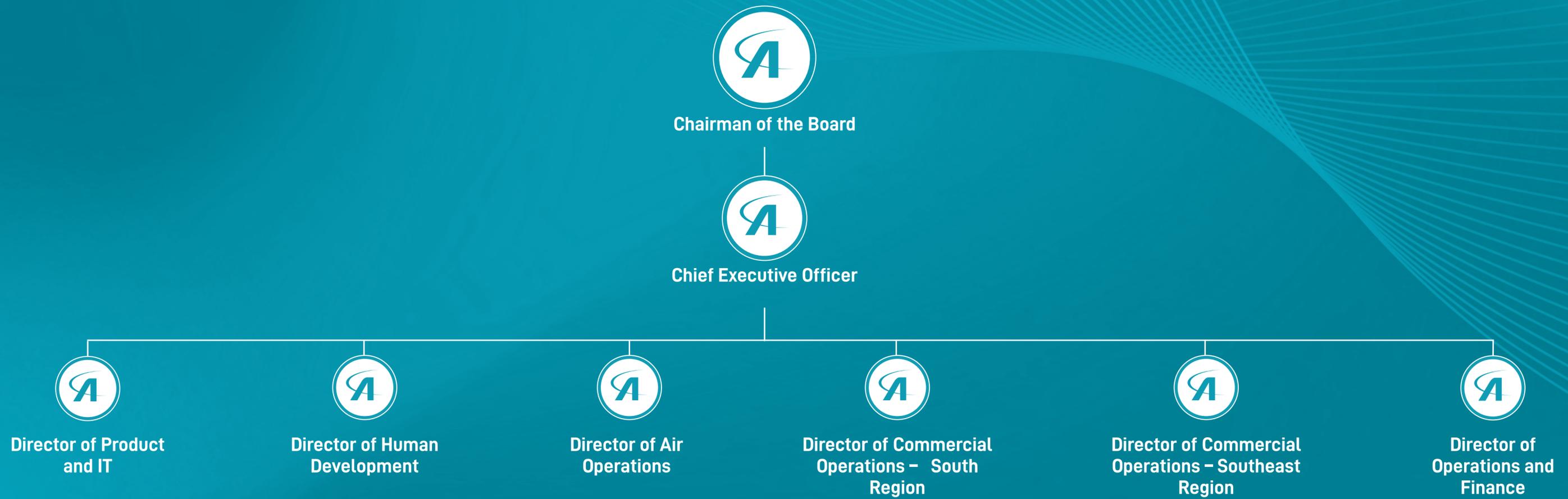
## RETAR

One of the strategies adopted to maintain the Allog Group's governance is the Quarterly Results Analysis Meeting (RETAR). Participants include members of the Advisory Board, the executive board, and invited business managers.

The meeting provides an opportunity to evaluate the company's overall performance, identify risks and opportunities for improvement, promote the development of ideas, share key indicators, and review the Strategic Planning in place.

From the presentation of monthly performance reports to discussions on enhancements to be implemented across the organization, RETAR enables the company to measure its internal and external impacts and define actions that keep the organization on a path of continuous improvement.

# ORGANIZATIONAL CHART ALLOG GROUP EXECUTIVE BOARD



# CODE OF ETHICS AND CONDUCT



Ethics is an invaluable value that underpins all actions, services, and activities carried out by the Allog Group. Maintaining a harmonious environment that enables everyone to perform effectively, fosters mutual respect, and ensures compliance with national legislation is a top priority.

To support this culture of integrity, we have the Code of Ethics and Conduct—a guide that presents to employees and stakeholders the expectations regarding behavior and conduct within the company, their rights and responsibilities, as well as the policies adopted to maintain a high standard of ethics in all operations. The document also reinforces the importance of healthy relationships among people in the workplace.

This material is widely disseminated internally to ensure that employees, investors, business partners, leadership, and other stakeholders are aware of what is expected and of the behaviors that are not tolerated within the organization. The Ethics Committee is responsible for promoting the guidelines and monitoring compliance with the established rules.

Annual training sessions on the Code of Ethics and Conduct are conducted to ensure that all employees are continuously updated on expected behaviors and any changes made to the document.

The full Code of Ethics and Conduct can be accessed on our website.



In addition, the topic is reinforced and monitored by leadership through two fixed forums: the **REMAR (Monthly Results Analysis Meeting)**, which tracks the organization's strategic indicators, and the **Advisory Board Meeting**, held quarterly, which focuses on the company's health, strategy, and leadership pillars. These meetings aim to guide and control the execution of the strategy, with a focus on decisions that may have long-term consequences.



## ANTI-BRIBERY COMPLIANCE POLICY



To prevent and combat actions that do not comply with the Code of Ethics and national legislation, Allog has an Anti-Bribery Compliance Policy, in accordance with Brazil's Anti-Corruption Law (No. 12,846/2013).

The policy was established to prohibit practices for personal gain, such as any form of corruption or bribery involving public officials or business partners. Prohibited actions include:

- Omitting, allowing, inducing, or facilitating any form of corruption or bribery, directly or indirectly, through another Allog employee or representative;
- Failing to report any payment suspected of being improper;
- Manipulating accounting records to conceal transactions or entries.

To reinforce anti-bribery practices, we conduct annual training sessions that present the policy, its key features, and warning signs so that all employees can identify irregular actions within the company. We also provide a communication channel for internal and external audiences to report any activity that violates our internal policies.



In 2024, **there were no recorded cases of corruption** within the Allog Group.

The policy, which contains all information on anti-bribery practices, can be accessed on our website.



## CONFLICT OF INTEREST



To maintain a high level of integrity and ethics in business, the Allog Group has adopted a Conflict-of-Interest Policy, which establishes guidelines to prevent such situations. A conflict of interest occurs when an employee's personal interests may interfere with the company's operations.

The policy stipulates that Allog's interests must always take precedence, ensuring the organization's impartiality. The following are not permitted:

- Gaining personal advantages through institutional relationships or using them for personal benefit.
- Using the company's name or position to influence or induce others to act for personal gain.
- Engaging in external activities that may interfere with their duties, performance, or responsibilities within the Allog Group, or that conflict with the company's interests.
- Internally marketing any product or service not authorized by HR Management.
- Participating in procurement processes with suppliers or clients whose owner is a family member, spouse, or someone with a personal relationship, without prior approval from the Ethics Committee.

- Providing personal services, paid or unpaid, to business partners or competitors with whom they have a direct relationship.

The policy also defines other important guidelines. In cases of hiring individuals with familial or personal relationships, there must be no hierarchical relationship between the parties, to prevent any form of favoritism.

Regarding gifts, presents, and hospitality, employees may offer or receive courtesies of up to R\$ 500.00, no more than twice a year. This allows for gift-giving to partners without constituting abuse or an exchange of favors beyond the courtesy received.

To avoid conflicts of interest related to donations and sponsorships, any financial involvement with politicians, unions, parties, candidates for public office, or public officials is prohibited. This measure reinforces transparency and prevents irregularities.

Regarding professional referrals, employees may make recommendations as long as there is no personal benefit for any of the parties involved.

Finally, to avoid public conflicts, Allog advises employees not to engage in external communications on certain topics, preventing potential disputes with external parties.

## INTEGRITY CHANNEL



The Integrity Channel is one of the main tools for maintaining ethics within the Allog Group. Through various platforms, such as the ombudsman, website, and email, it receives reports of potential violations of the Code of Ethics and the company's internal policies. Upon receipt, each report is analyzed to determine the severity of the incident and the appropriate corrective measures.

Reports can be submitted anonymously, ensuring the integrity of the whistleblower and guaranteeing protection from retaliation. Compliance with internal rules and legislation, as well as fostering a respectful environment, is everyone's responsibility. Therefore, we encourage employees and partners to use the Integrity Channel, contributing to the company's continuous improvement.

The **Integrity Channel** accepts reports related to physical aggression, moral or sexual harassment, corruption, discrimination, improper payments or receipts, hierarchical conflicts (direct or indirect), theft, drug use or trafficking, leakage or misuse of confidential data, among others.

All reports are investigated by the Compliance Officer, and the Ethics Committee is subsequently engaged to assess the situation. If a violation of the Code of Ethics and Compliance, Allog's internal policies, or national legislation is confirmed, appropriate measures are taken, such as suspension or termination of employees. In cases involving suppliers, the partner is disqualified.

### Reports can be submitted through:

Intranet page: **Ombudsman**

Organization's website:  
**www.allog.com.br**, under the  
Integrity Channel section 

E-mail: **compliance@allog.com.br**

# DATA PRIVACY



Ethics and integrity practices also extend to how we handle the personal data of employees, clients, and partners. We have a Data Privacy Policy based on the guidelines of Brazil's General Data Protection Law (Law No. 13,709/2018) — LGPD, which defines the behaviors and procedures related to the storage and processing of such information.

The policy establishes strategies, processes, and resources focused on the organization's digital security. We use cutting-edge technology for the storage and management of data collected in our business activities, requesting only the information relevant to operations. In addition to technological tools, we invest in employee training and capacity-building to ensure everyone is prepared to handle sensitive information appropriately.

We ensure that individuals can exercise their rights regarding the personal data we store, such as knowing which information is collected or requesting its deletion. The Allog Group has a Data Protection Officer (DPO) responsible for receiving and analyzing requests, as well as serving as the communication link between data subjects and the National Data Protection Authority (ANPD).

To contact the DPO,  
simply send an email to  
[privacidade@allog.com.br](mailto:privacidade@allog.com.br)



# INFORMATION SECURITY



With the digitization of activities and the use of various technologies in daily operations, it is essential for a company to have processes, policies, and guidelines that guide people to act ethically, respectfully, and with a focus on information security, such as the Data Privacy and Protection Policy.

The Allog Group adopts procedures that ensure the protection of collected data, confidential information, and documents generated through its operations. This objective is achieved through proper file organization and the use of equipment and systems that guarantee information security.

Another strategy adopted is investing in employee training and awareness. In 2024, we conducted a special training on information security, which presented practices and behaviors to prevent misuse or leakage of data. The importance of responsibility and careful handling and storage of information was also reinforced.

In 2024, there were **no reported data breaches or related complaints.**

To monitor the processes in place and ensure the effectiveness of policies and procedures, we conduct semi-annual internal audits on information security. These audits aim to identify potential issues, such as data leaks or theft, and assess whether the techniques and methods used are effective in keeping information secure.

Additionally, an external company conducts an independent audit annually, providing a second assessment and validating the quality of the information security processes implemented by Allog.

# CLIENT MANAGEMENT



The Allog Group has service excellence as a core pillar. We deliver high-quality results with agility and efficiency, creating a bond of trust between the company and the clients we serve.

After the initial contact, we classify clients based on the services they require and provide personalized support designed to meet each individual's specific needs. Analyses are conducted to assess compatibility between companies, as well as studies to optimize the process.

One of the tools used to better understand and improve service quality is the Net Promoter Score (NPS), a survey that identifies strengths and measures client satisfaction with the services provided. We also collect suggestions for improvement, which are evaluated and incorporated into Allog's operational processes whenever appropriate.

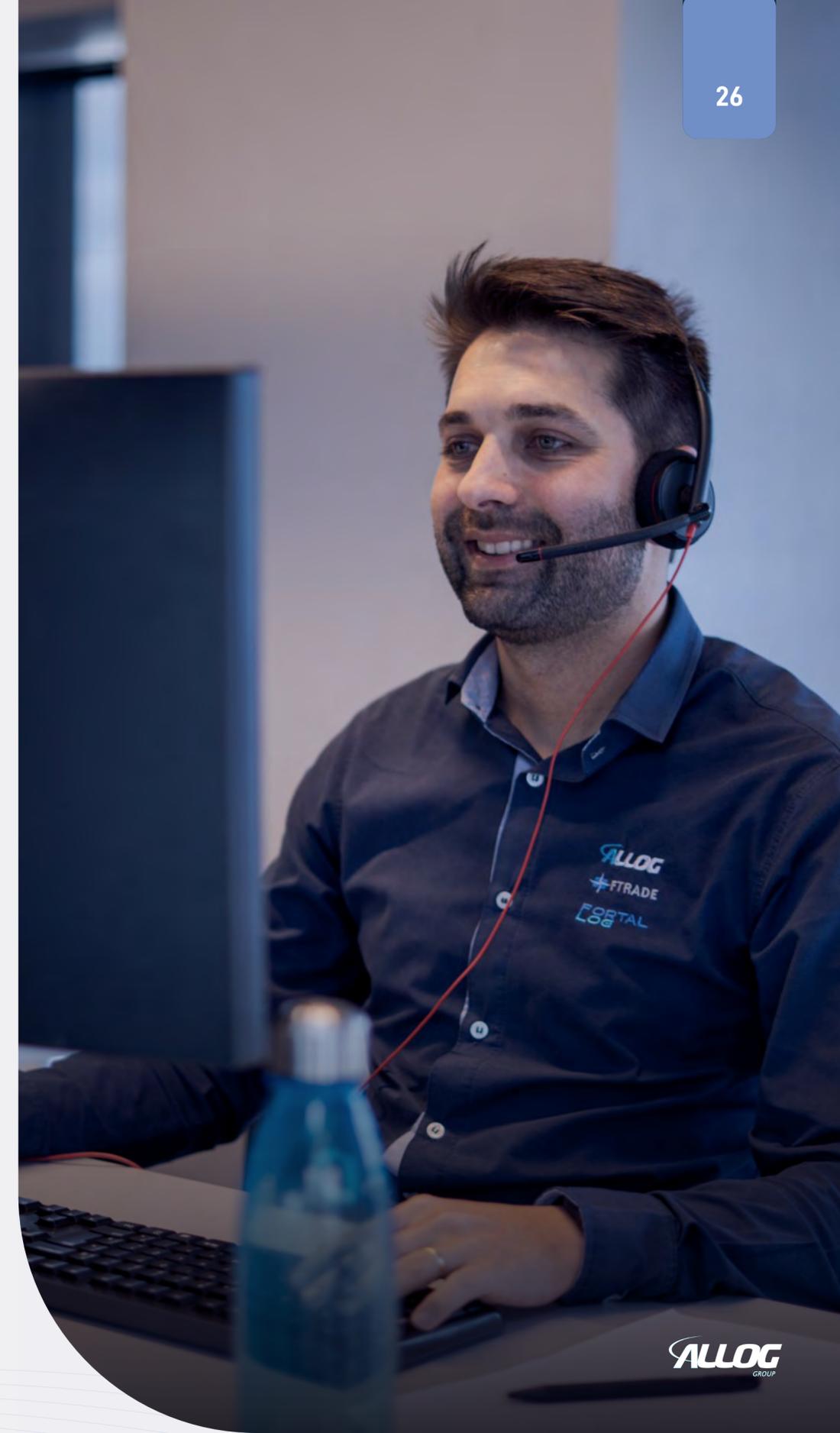
## myAllog

Client Management also involves developing tools to enhance the user experience and ensure the optimal use of the products and services offered.

MyAllog is an online platform that provides clients with access to essential information about their processes in real time, along with various management features, offering greater visibility, control, and efficiency at every stage—from planning to delivery.

Available features include the digital submission of BL drafts, real-time shipment tracking, and access to all operational documents and data. This way, clients have more control over their shipments and greater autonomy to consult information relevant to their business.

MyAllog offers multiple performance indicators that support communication with internal teams, reduce errors, and increase efficiency in shipping procedures. The platform promotes continuous improvement and benefits clients by consolidating all important information in a single digital environment.



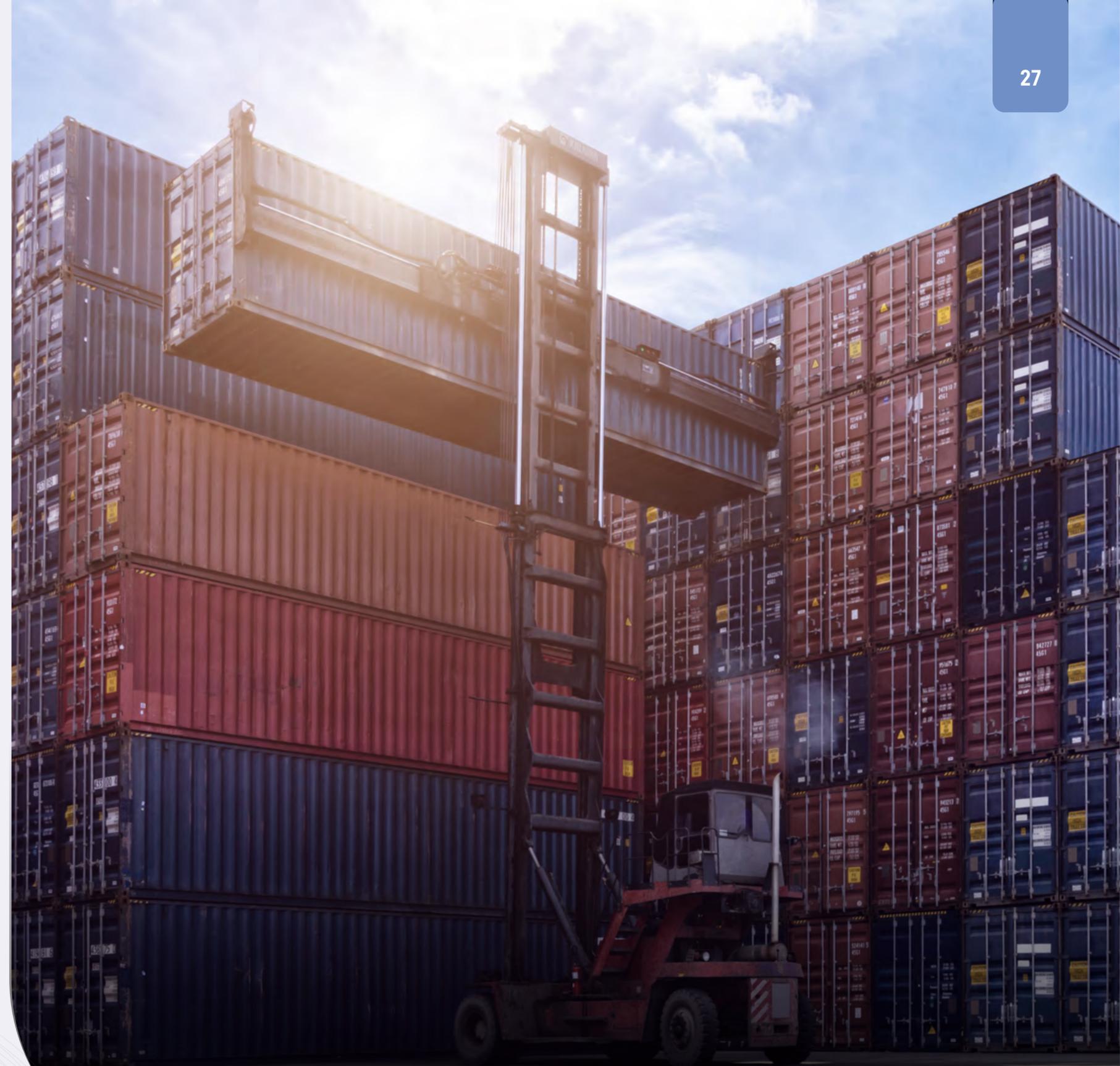
# SUPPLY CHAIN



Far beyond maintaining high standards of ethics, transparency, and integrity in our internal operations, we strive to establish partnerships that reflect the values and practices guiding our work. We conduct assessments of suppliers and business partners to ensure that we engage with companies aligned with the objectives and codes of conduct we uphold.

At Allog's units, the Quality Department is responsible for the **approval, monitoring, and control of suppliers**, using high-tech tools. The evaluation process involves analyzing aspects such as financial management, compliance practices, conflict of interest policies, licenses and certifications, as well as conformity with internal processes and AEO requirements.

This assessment is essential because it ensures that our suppliers adhere to best market practices and that we conduct business with partners of integrity, contributing to the consolidation of responsible corporate practices.



# RISK MANAGEMENT



Risk management is a preventive practice adopted by Allog. Our goal is to identify and monitor potential risks across the various activities carried out daily.

The process begins with mapping actions using the Probability and Impact Matrix tool, which assesses the risks inherent in the company's operations. This analysis identifies potential risks, measures their severity and frequency, and allows for the development of effective mitigation measures to prevent unexpected situations or internal crises.

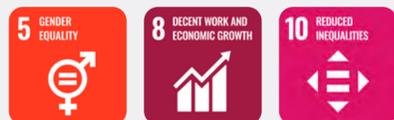
Efficient risk management strengthens trust in the workplace and reinforces the organization's proactive approach, reducing the likelihood of day-to-day issues. Additionally, it benefits stakeholders such as investors, suppliers, and business partners, providing greater stability and security in all operations.



# OUR PEOPLE



## HUMAN ENERGY



Far beyond providing high-quality services, the Allog Group strives for excellence in all aspects, especially in the treatment of its employees.

The foundation of this approach is an organizational culture based on ethics, integrity, and transparency in all actions. These values support responsible people management, **prioritizing employee protection, the creation of a healthy environment, the guarantee of fundamental rights, and the encouragement of continuous development.**

Internal policies and codes have been developed to ensure the well-being and quality of life of employees. They are essential to promoting initiatives and projects that strengthen and enhance Allog's work environments and contribute to the company's overall results.

Our commitment to responsible governance guides the creation of an inclusive workplace where employees feel comfortable and secure, with opportunities for personal and professional growth. For us, caring for people is essential and carried out with unique dedication.



## RECRUITMENT AND SELECTION



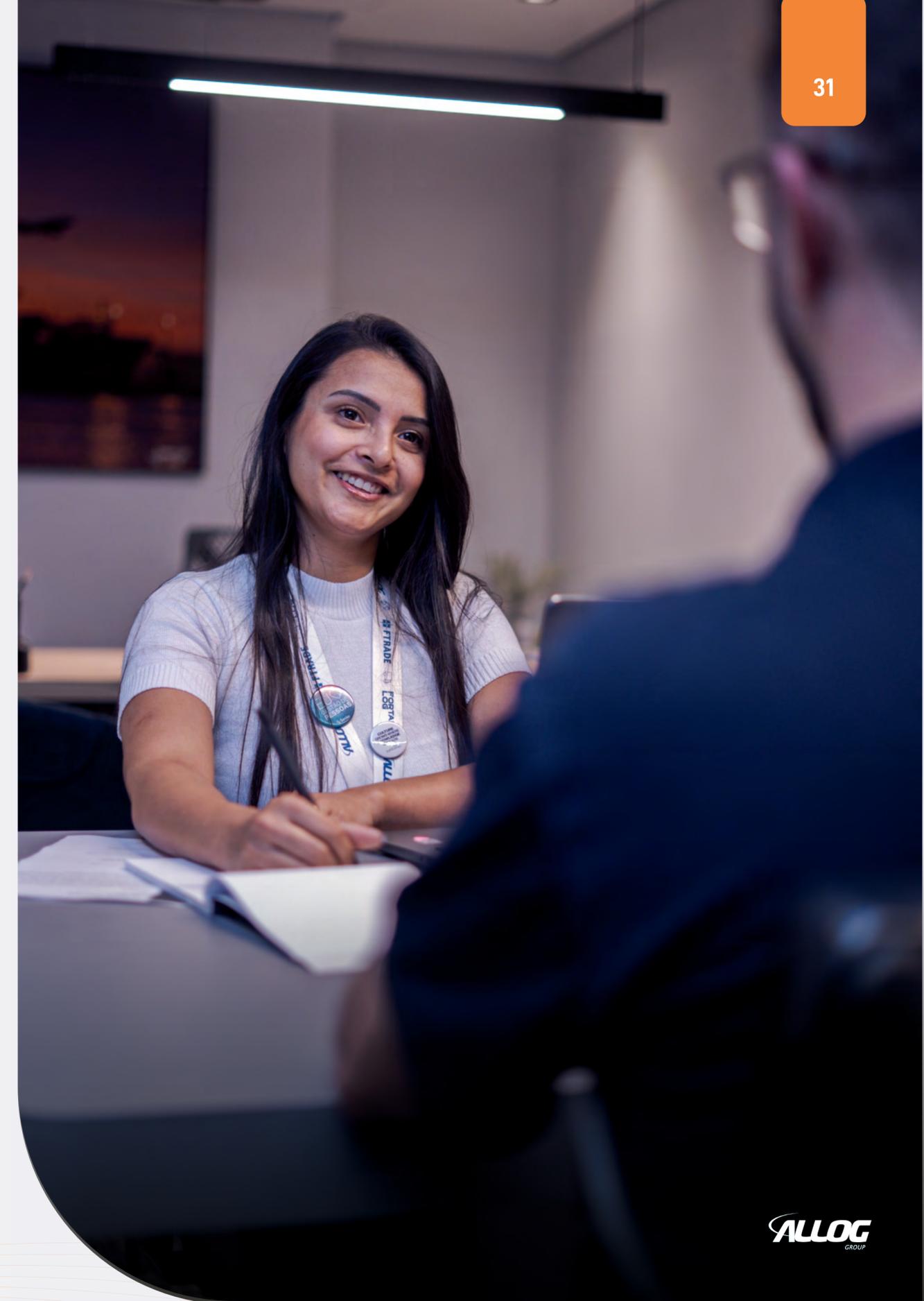
The Allog Group believes that everyone has the potential to transform the company and achieve the highest standards in their work. Recruitment and selection are conducted by a qualified team dedicated to identifying the best talent for our opportunities.

At every stage, we ensure respect, ethics, and transparency. In doing so, we demonstrate to candidates the core values that guide our operations. We also safeguard the privacy and confidentiality of the information provided, conducting the entire recruitment process in compliance with the Group's Information Security Policy.

The selection process includes various stages, such as interviews, psychological tests, and compatibility assessments. This approach allows us to comprehensively evaluate candidates and select those who best meet the requirements of each position.

We ensure that everyone, regardless of race, color, religion, gender, sexual orientation, age, nationality, disabilities, or other characteristics, has equal opportunities when applying for our positions. During selection, the responsible team prioritizes skills and competencies, never excluding candidates based on diversity-related factors.

In 2024, the Allog Group had **426 employees**. During the year, 168 new hires were made, and 110 terminations were recorded.



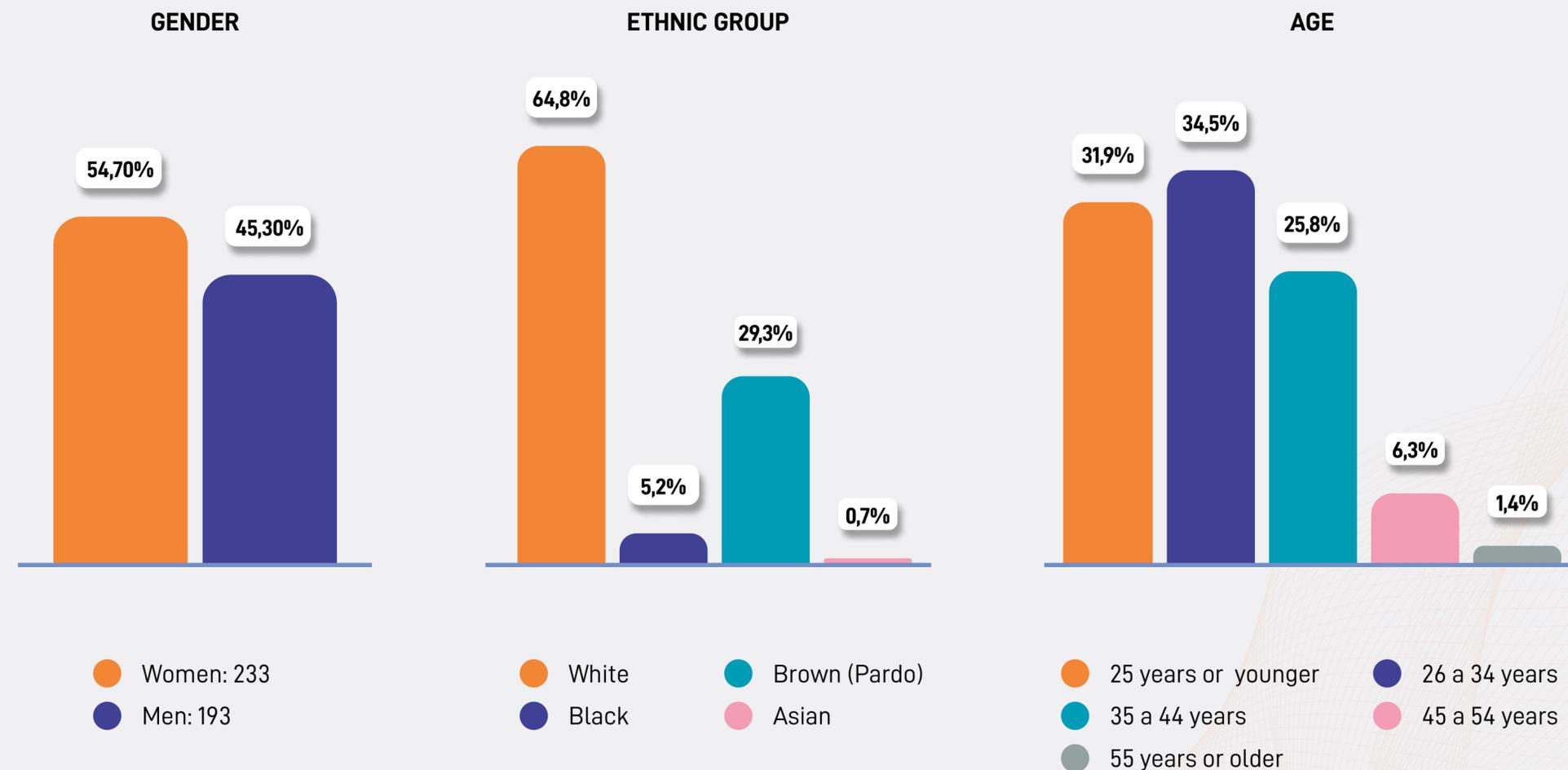
# DIVERSITY, EQUITY, AND INCLUSION



Allog believes that Diversity, Equity, and Inclusion (DE&I) are essential aspects within the company. Our corporate culture celebrates differences and values the diverse experiences and perspectives that each individual brings. With diverse teams, new solutions emerge, techniques are enhanced, and ideas mature, strengthening the organization.

We provide equal opportunities for everyone, ensuring full conditions for individuals to develop, achieve professional excellence, and contribute to the company's responsible growth.

## DIVERSITY CENSUS



**PEOPLE WITH DISABILITIES**  
 • 1 person, in the role of Assistant

# BENEFITS



To ensure that everyone has the resources needed to perform their roles at Allog, we offer a benefits package that supports employees in areas such as transportation, health, food, and well-being. Quality of life is multifaceted, and with the benefits provided, we offer greater comfort and convenience to all members of our teams.

## FLEXIBLE WORK MODEL

To promote the well-being and quality of life of our employees, we have adopted a flexible work model that combines on-site activities, carried out at the office, with remote work performed from home or another location of choice. This model is regulated by a pre-established agreement that defines the work schedule, ensuring a better balance between personal and professional life.

## MEAL OR FOOD ALLOWANCE

This benefit provides employees with assistance for purchasing ready-made meals in restaurants or bakeries, as well as food items in supermarkets and produce markets.



## TRANSPORTATION VOUCHER

The transportation voucher is an optional benefit offered to employees. Through a transportation card, we provide the necessary amount for them to use public transportation on their commute between home and the office, ensuring that everyone has adequate resources to get to work without complications and without placing an excessive burden on their personal budget.

## CHILDCARE ALLOWANCE



Parents and guardians receive a benefit to help cover expenses with daycare or a specialized caregiver. This ensures that employees can leave their children in a safe environment while they complete their workday. This benefit is granted for children up to 6 years and 11 months old.

## HEALTH INSURANCE AND MEDICAL ASSISTANCE



To support the health and well-being of our team members, we offer a health insurance plan that can be extended to dependents. The monthly premium is fully covered by the company, while employees pay a portion of the co-participation for the services they use. The medical assistance benefit, on the other hand, is focused on care and treatments related to psychological health.

Both benefits were created to reinforce the importance of a healthy life and to provide support during moments that require more complex follow-ups or procedures.

## DENTAL PLAN



In addition to caring for the body and mind, we also offer a dental plan that promotes oral health by making it easier to access consultations and dental treatments with qualified professionals. The monthly fee is fully covered by the company, while the employee is responsible only for a copayment percentage for the services used.

# EMPLOYEE VALUE



Allog Group believes that valuing people is the best strategy to increase engagement and build a bond of trust between the company and its employees. Internal projects and initiatives have been developed to encourage the teams and demonstrate their importance within the organization.

## BONUS

To encourage our employees to achieve their best performance, we hold a biannual bonus campaign that awards a financial bonus to those who contribute to the company's strongest results.

In addition to providing extra income, the bonus recognizes employees' effort and dedication throughout the year, strengthening engagement and increasing overall satisfaction.

## EXTENDED LEAVES

To encourage parents and provide more time with their newborn children, the Allog Group grants extended maternity and paternity leave to its employees. Parental leave is a benefit that supports employees' well-being, allowing them to enjoy their children's early moments and strengthen family bonds.

Mothers receive an additional 30 days beyond the 120 days granted by law. Fathers receive an additional 10 days beyond the 5 days granted by law.

**Maternity leave:** 150 days

**Paternity leave:** 15 days

## PARENTAL LEAVE REPRESENTATION BY GENDER:

CATEGORY	WOMEN	MEN	TOTAL
EMPLOYEES WHO WERE ELIGIBLE TO TAKE THE LEAVE	2	3	5
EMPLOYEES WHO ACTUALLY TOOK THE LEAVE	2	3	5
EMPLOYEES WHO RETURNED TO WORK AT THE END OF THE LEAVE	100%	100%	
EMPLOYEES WHO COMPLETED 12 MONTHS AFTER RETURNING FROM LEAVE	0	0	0
RETENTION RATE	100%	100%	

## **BABY KIT**

When an employee informs us that they are going to become a parent, we present them with a pair of baby shoes, symbolizing our care and support during this special moment. We also provide a card with guidance on parental leave, the health plan, and other relevant information. After the birth, we offer another gift to the parents, with personalized items designed to bring greater comfort to the baby.

## **WEDDING KIT**

To celebrate the union and share this special moment with the couple, when an employee gets married and presents their marriage certificate, we offer a special kit with personalized items. In this way, Allog is present and provides support to the couple during this important and joyful milestone.

## **BIRTHDAY CELEBRATION**

On their birthday, employees are welcomed with a celebration and a special gift, marking this moment of personal growth and celebration. Each year, the gifts and other actions are updated so they remain meaningful and convey our gratitude to the birthday celebrant.

We also grant half a day off, allowing employees to enjoy and celebrate this important day with their loved ones.

## **LENGTH OF SERVICE**

There is great care and appreciation for long-serving employees at the Allog Group. To recognize and honor each of them, we grant special tributes to professionals who dedicate many years of their careers to the company. This journey represents true mutual enrichment: we provide continuous support to our employees while acknowledging all the effort and dedication that have contributed to Allog's growth.

## **UNDERGRADUATE STUDIES COMPLETION**

Recognizing and valuing academic achievement is essential, both for the accomplishment itself and for encouraging continuous growth and development. When an employee completes an undergraduate or postgraduate program, Allog presents them with a personalized pen, symbolizing their academic success.

## **PARTNERSHIPS AND AGREEMENTS**

The Allog Group maintains strategic partnerships that offer employees access to services and products at more affordable prices, including agreements with educational institutions, gyms, stores, parking facilities, pharmacies, restaurants, beauty salons, aesthetic clinics, optical shops, and nutritionists.

With this benefit, employees can invest in their personal development, promoting improvements in mental health and strengthening self-esteem.

# HEALTH, WELL-BEING AND SAFETY



Health, safety, and well-being are aspects that can never be overlooked in a company. We believe it is essential to stay attentive to these matters and act proactively to ensure that all work environments, whether operational or administrative, offer infrastructure that provides comfort, ensures safety, and keeps employees fully able to perform their daily duties.

We develop internal projects and initiatives aimed at strengthening our culture of care for people, ensuring compliance with industry laws and regulations, and promoting a better quality of life for everyone.

In 2024, there were **no recorded work-related accidents, incidents, or cases of occupational illnesses** at Allog Group.



## ACTIVE LISTENING



We have a psychologist who works on-site in our office, offering support and emotional care to employees and, when necessary, referring them to specialized treatment. This initiative strengthens people's well-being and helps break the stigma that still exists around mental health care.

## HEALTH CAMPAIGNS



Complementing the health plan benefits, we promote awareness initiatives throughout the year focused on disease prevention and treatment, such as White January (awareness of mental and emotional health), Yellow September (suicide prevention), Pink October (breast cancer prevention and awareness), and Blue November (care and warning signs related to prostate cancer).

## FRUIT DAY

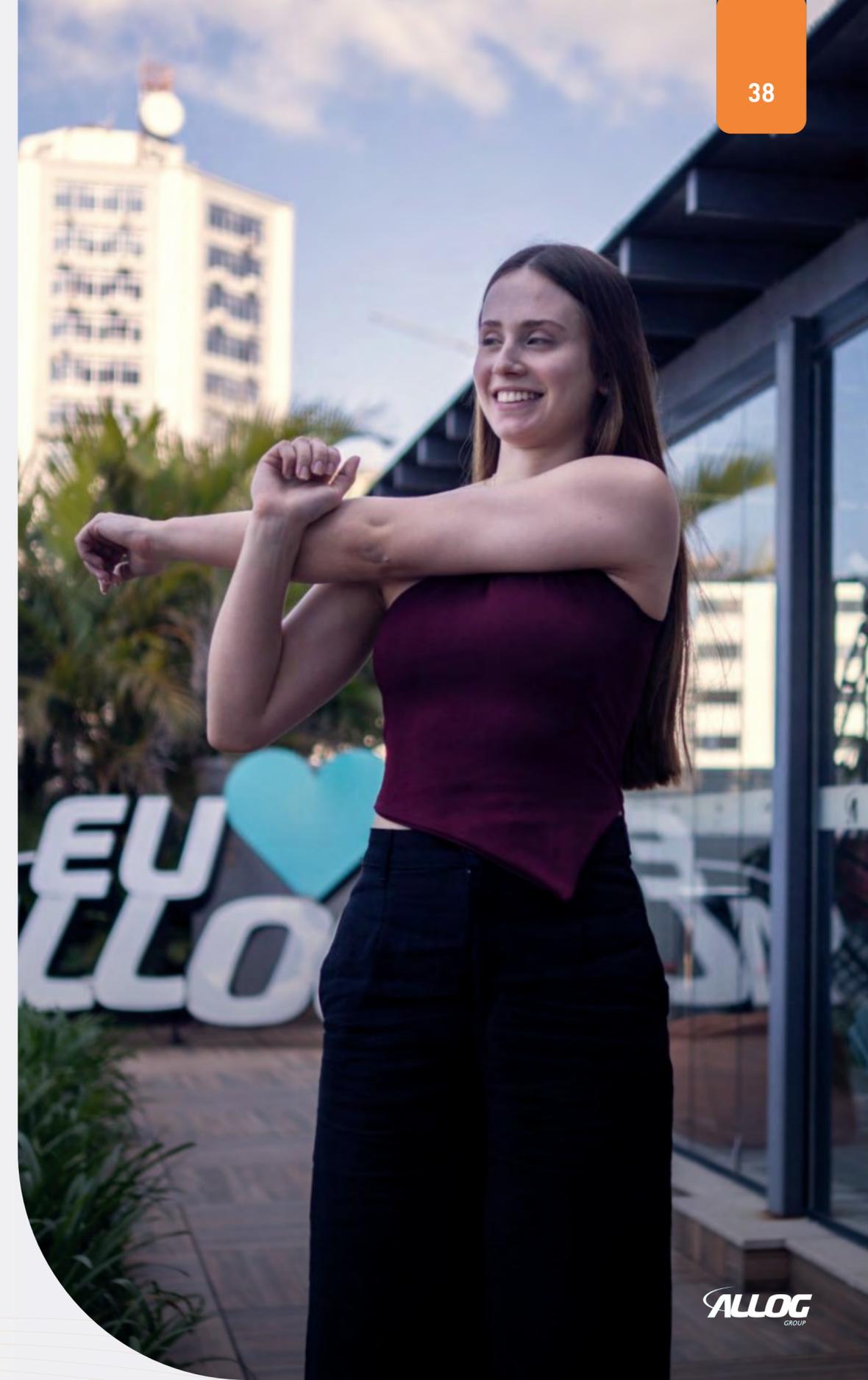


To promote healthy eating and reinforce the importance of fruit for maintaining quality of life, we provide trays of fruit in each department. This allows employees to enjoy nutritious snacks that are easy to consume and support good overall health.

## WORKPLACE STRETCHING PROGRAM



At the Allog Group unit in Itajaí (SC), we provide a professional who, on scheduled days, conducts workplace stretching and exercise sessions with employees. This initiative is essential, as it helps prevent injuries and occupational illnesses, encourages healthy habits such as stretching, and reinforces the importance of good posture and ergonomics in the workplace.



### SAFETY MANAGEMENT

Since the company operates primarily on administrative processes, Allog does not carry out activities that pose significant risks to the physical or mental well-being of its employees. Our units are equipped with safe infrastructure, ensuring comfort and peace of mind for everyone.

For specific needs at the Itajaí (SC) unit, we rely on the support of an outsourced Occupational Safety Engineer, responsible for providing guidance on best practices for performing activities. The Allog Group's HR department is responsible for sharing these guidelines with the other units.

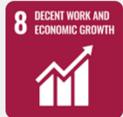
### FIRE BRIGADE

Allog's fire brigade is composed of trained employees and safety technicians responsible for preventing and responding to incidents at the facilities. To support these efforts, we use the E-Brigada app, which helps manage fire prevention routines and related accident protocols.

### MAINTENANCE, OPERATION, AND CONTROL PLAN (PMOC)

To ensure air quality and the proper functioning of equipment, Allog implements the PMOC — Air Conditioning Maintenance, Operation, and Control Plan. Preventive and corrective maintenance actions, carried out by qualified technicians, reduce health risks for employees and ensure greater efficiency and durability of the equipment.

### UNION AGREEMENT



We maintain an open and transparent dialogue regarding union matters and the demands of our employees' category. This approach allows us to understand needs, identify improvements, and provide a more supportive environment for everyone. Annually, we hold an assembly to define the collective agreement, during which we listen to requests and assess possible adjustments.



# DEVELOPMENT AND EDUCATION



For excellence to be achieved, it is essential that people remain constantly updated. Both behavioral skills and technical competencies can be improved, so employees can develop daily activities more quickly and efficiently, while yielding positive results for the company.

We have internal training programs and educational support initiatives that encourage and engage our team in a continuous journey of growth. These actions cover various sectors and were developed to meet the specific needs of the company.

## TRAINING

### INTERNAL TRAINING

In all our units, employees and leaders participate in specific training to develop technical and service management skills. The training is conducted by qualified professionals or external companies, reinforcing best practices to achieve excellence and obtain increasingly better results.

Mandatory training covers topics such as LGPD (Brazilian General Data Protection Law); OEA (Authorized Economic Operator); Information Security; Workplace Safety; and training for fire brigade members. There are also complementary training courses, created based on identified needs, which can be delivered online or in person, to groups or individually.

In 2024, employees participated in approximately **279 hours of training.**

### ALLOG CULTURAL WEEK

Allog's Cultural Week takes place annually in person at the Itajaí unit, with live streaming to the other units. The event aims, through lectures, to reinforce the organizational culture, promote professional development, and address topics relevant to the business.

For three days, we foster closer relationships with clients, who share their knowledge with employees, providing everyone with the opportunity to enrich their resumes, encourage the exchange of experiences, and strengthen networking among participants.

The topics covered in 2024 were:

- Logistical bottlenecks in the port infrastructure of the Southern region and the impacts on shippers, terminals, and maritime carriers.
- Directors' Panel - Allog's Strategic Planning and its developments.
- Logistics in the automotive supply chain.

## INTERNAL MARKETING CALENDAR

To increase team engagement, we annually create a calendar with all the commemorative dates and relevant events to be worked on with employees. These dates are related to themes such as health, environment, and workplace safety.

The activities are conducted by volunteers, who highlight the importance of the celebrations and promote awareness, well-being, and constructive discussions among everyone.

## CAREER DEVELOPMENT INITIATIVES

### TALENT RETENTION



We adopt strategies to value all employees who share our purpose. We encourage participation in new opportunities and internal selection processes, in addition to promoting improvements in compensation. These initiatives recognize individual efforts and strengthen engagement, so that each person continues to be part of our growth journey.

## EDUCATION ASSISTANCE

To encourage our employees to continue their studies, we offer partial subsidies for undergraduate tuition fees. The benefit considers length of service and grants a variable percentage, according to the course value.

We also offer Language Assistance, available upon hiring, which can be used to learn new languages. This incentive enhances the professional resume and directly contributes to day-to-day work activities.

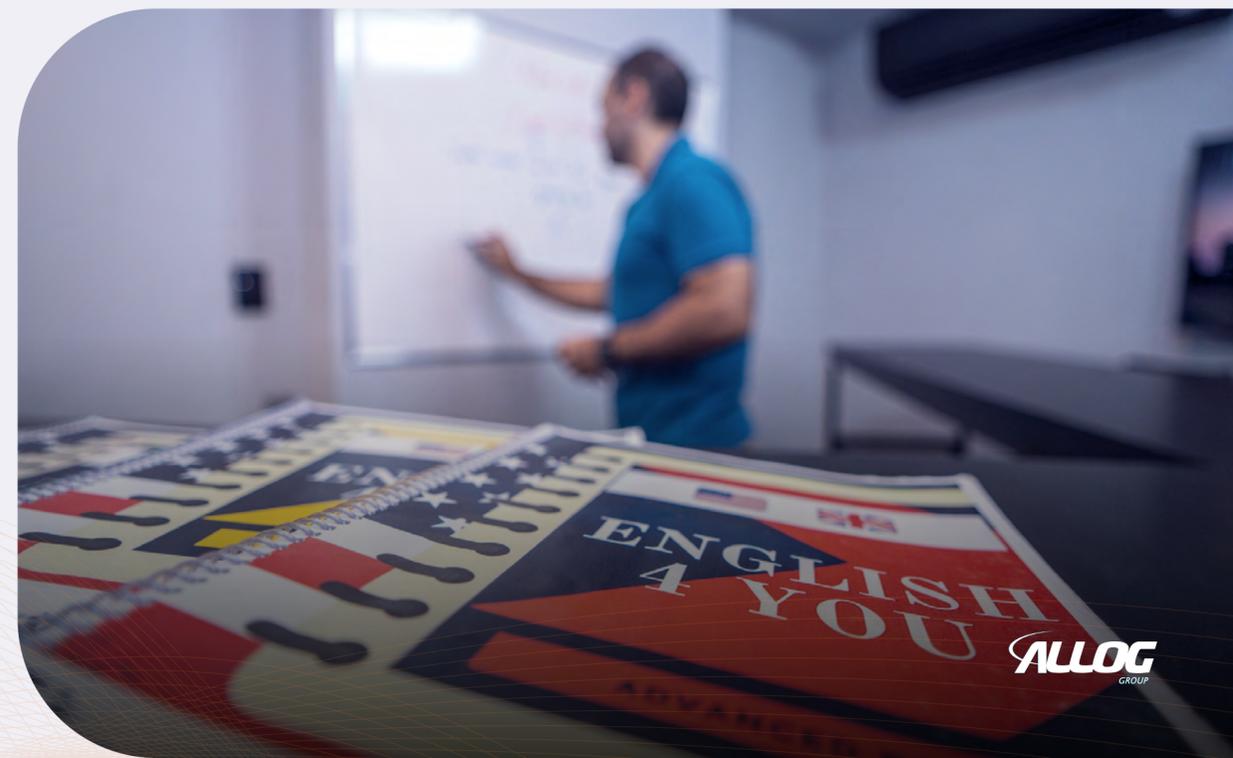
## INTERNAL LIBRARY

To facilitate employee access to learning materials, the Allog Group maintains an internal library. The space houses a large collection of books on various topics, made available in a simple and practical way. This allows us to promote more comprehensive and accessible study sessions for everyone.

## IN-COMPANY ENGLISH AND EXCHANGE PROGRAM

One of the strategies adopted by the Allog Group to support employees in learning new languages is the In-Company English program. Weekly classes are offered, organized according to each student's level, which promote the continuous improvement of these skills.

In addition, employees can participate in exchange programs, in which they spend 30 days in an English-speaking country. During this period, they participate in classes with native teachers and visit business partners, experiencing the use of the language in practice.



# COMMUNITY IMPACT



Beyond caring for people, the Allog Group understands that, to create a fairer and more balanced future for the next generations, it is essential to support the development of local communities. In this way, it is possible to ensure that people from diverse backgrounds have opportunities to exceed expectations and overcome difficult times.

In 2024, we carried out several initiatives with the communities surrounding our units, including projects to encourage education, campaigns to collect basic items, and awareness-raising actions.

Thanks to the engagement of our professionals and the participation of society, we were able to achieve the objectives proposed in each project. We believe that unity strengthens bonds and highlights not only the care we have for the communities where we operate, but also our empathy, social responsibility, and collective desire to transform the world into a better place, one step at a time.

Among the main impactful actions carried out, we highlight:

## FRATERNIDADE SEM FRONTEIRAS



In 2024, Allog became a sponsor of Fraternidade sem Fronteiras (Fraternity Without Borders), a humanitarian organization that operates in 6 countries on the African continent and 3 countries in the Americas. The organization maintains 11 projects in shelters, offering daily meals, hygiene care, health support, educational activities, cultural activities, vocational training, and decent housing.

These initiatives aim to offer opportunities for people in vulnerable situations to develop and transform their realities, always with the support, affection, and dedication of volunteers. The sponsors, in turn, contribute with one-time or periodic donations, which are essential for the continuity of the actions.

As part of this movement, the **Allog Group sponsored 50 children in Malawi, Africa**. Through monthly donations, the Fraternidade sem Fronteiras ensures the acquisition of books, teaching materials, and school supplies, guaranteeing the children access to a quality education. This contribution opens doors for them to have more opportunities for growth and full development in the future.



## REDE DO BEM



Founded in 2020, Rede do Bem (Network of Good) is an initiative of the Allog Group dedicated to supporting NGOs and communities in vulnerable situations. Its first projects, carried out in 2021, focused on **meeting basic health and education needs**, offering essential support to those who needed it most. Since 2022, Rede do Bem has been undergoing **a process of continuous expansion, reaching more people and institutions**.

Its guiding principles are **solidarity, social responsibility, and transparency in actions**. All initiatives are conducted with the commitment of volunteers who dedicate time, energy, and resources to support relevant causes and boost the development of communities.

Through Rede do Bem, education, health, and sports projects are promoted, encouraging healthy habits, expanding opportunities, and contributing to improving people's quality of life.

Since 2020, **627,800 people** have been impacted by the initiatives of the Rede do Bem initiative.

## VOLTA ÀS AULAS CAMPAIGN



In 2024, the Volta às Aulas (Back to School) campaign mobilized Allog employees in a major effort to collect school supplies. The initiative aims to encourage students, providing motivation to learn and ensuring they have the necessary resources to carry out their school activities without difficulty.

Allog professionals donated items such as notebooks, erasers, pencils, pens, rulers, and other materials. In addition, the campaign had financial support from different sources: R\$ 3,300.00 raised from the public and R\$ 2,219.00 from Rede do Bem (Allog). The amounts were entirely used to purchase new school supplies, further amplifying the impact of the action.

With the items collected, we assembled kits that were **distributed among 55 children and teenagers** in vulnerable situations.



## CORRIDA DOS ANJOS



Every year, the Allog Group sponsors the Corrida dos Anjos (Angels' Race), held by the Pequeno Anjo Children's Hospital, the only pediatric hospital in the Association of Municipalities of Foz do Rio Itajaí (Amfri), in Santa Catarina. The action aims to raise funds for the maintenance of the unit, the acquisition of new equipment and the costs of hospital operations. In addition to promoting solidarity, the race also encourages sports practice, health care and a more balanced lifestyle.

Internally, we publicize the action to engage our professionals. In 2024, 30 Allog Group employees participated as runners, some of whom had already participated in previous editions.

## LITERALLOG - BOOK DAY



Responsible for the library at the Professor Ermelinda Potter Custódio Early Childhood Education Center, in the

Cidade Nova neighborhood, Itajaí (SC), the Allog Group carries out actions to encourage reading among children and adults in the region.

In 2024, we **donated 200 books** on various subjects, which make up the collection of the place. In this way, students and their families can enjoy the copies, cultivate the habit of reading and expand their personal and cultural development.

## WINTER CLOTHING DRIVE

To help those who need it most, during the coldest months of the year, we carry out the Winter Clothing Drive. Through the Rede do Bem Campaign, we mobilize employees to contribute with donations of items such as coats, pants, t-shirts, socks, shoes, among others, which are sent to institutions that serve populations in vulnerable situations.

In 2024, during the collection month, 500 pieces of clothing and 53 pairs of shoes were collected, which were delivered to Casa de Repouso Shekinah, an institution dedicated to caring for the elderly, offering them more quality of life, shelter and comfort.

## CAPACITAR PROJECT



The Allog Group believes that encouraging education is transformative and opens paths for young people to have better life opportunities. The Capacitar (Empowe) Project is an initiative **that offers teenagers the chance to participate in professional training, helping them to develop a career plan, project their future, and exceed personal expectations to achieve their dreams.**

In partnership with the **Instituto Crescer**, participants are selected through written tests and in-person interviews. Those who pass participate in classes with a structured pedagogical schedule, focused on developing behavioral skills and technical competencies.

Allog actively participates in this educational process, promoting **special classes, lectures with employees, and mentoring programs** that show young people, based on real experiences, what daily life is like in the job market.

In 2024, the project served **60 teenagers**, some of whom were hired and are now part of the Allog Group team.

## ENTER PROJECT



Created in **partnership between Allog and the University of Vale do Itajaí (Univali)**, the Enter Project was designed to offer Computer Science and Engineering students the opportunity to enhance their skills and strengthen their professional resumes.

The program consists of **280 hours of training**, divided into six modules, in which participants develop technical skills geared towards the profile of a full-stack programmer, with an emphasis on the C# language, widely used in the development of applications for computers, mobile devices, the internet, and games.

Students receive a scholarship as an incentive for continuous learning and, at the end of the training, may be pre-selected for Allog's internship/trainee program. In this way, in addition to supporting education, **the project directly contributes to the insertion of young people into the job market.**

## ALLOG SPONSORSHIPS

The Allog Group sponsors sports and education projects as a way to encourage sports participation and promote quality of life. The resources contribute to the development of athletes, enabling the acquisition of equipment and covering other financial needs related to sports activities.

## CHRISTMAS CAMPAIGN

Every year, Allog promotes a special Christmas event aimed at families in situations of social vulnerability, providing moments of joy and celebration during this significant time of year.

The initiative is guided by research that defines the community to be served. In it, employees and partners sponsor children and teenagers, giving them gifts with great affection.

In addition to the Christmas celebration, a graduation ceremony is also held for the children, as a way to recognize their academic performance and encourage them to continue their studies.



## EMPRESA ANJO



Since 2022, Allog has supported the **Empresa Anjo** project, promoted by the Pequeno Anjo Children's Hospital, a leading pediatric care center in the Itajaí region (SC). Through this initiative, **we sponsor two days of meals per month for patients**, contributing to the maintenance of a healthy diet and reducing hospital costs, thus strengthening the continuity of care for children.

Over **500,000** children have been helped by the Empresa Anjo project since 2022.



## BASIC FOOD BASKET DONATIONS



Through the Rede do Bem initiative the Allog Group donates basic food baskets to vulnerable families in communities surrounding the company, ensuring access to quality food. Before delivery, interested parties are registered, followed by an evaluation process to identify specific needs related to food products, ensuring that the support is even more effective.

## SUPPORT FOR THE PRÓ-RIM FOUNDATION OF BALNEÁRIO CAMBORIÚ



Since 2022, we have made monthly donations to contribute to the maintenance of the Pró-Rim Foundation in Balneário Camboriú. This partnership enables the unit to maintain an adequate infrastructure to welcome patients with comfort and quality. The institute is a reference in the treatment of people with chronic kidney disease in the region, offering specialized care and continuous support.

## UNIVALI CLASSROOM

In partnership with the University of Vale do Itajaí (Univali), Allog renovated a classroom intended for undergraduate, postgraduate, and master's degree courses. The space was completely modernized to provide greater comfort to students and equipped with quality resources, such as adequate lighting and projectors, ensuring an even more complete academic experience.

## AMIGOS DO BEM



Since April 2024, Allog has been a partner of the **Amigos do Bem project**. Founded in 1993 and **elected the Best NGO in Brazil**, the initiative operates in the northeastern hinterland with actions focused on education, water and housing, work and health. Thus, thousands of people in the region have the opportunity to develop, overcome barriers and build new perspectives for the future.

Through financial donations from its partners, the organization generates a positive monthly impact on more than 150,000 people in 300 villages in the northeastern hinterland of Brazil. It is estimated that around 30,000 families benefit from the projects, which include improving schools, distributing meals to students, creating jobs, building houses, cisterns and artesian wells, as well as maintaining hospital care centers.



# OUR PLANET

# ENVIRONMENTAL COMMITMENT

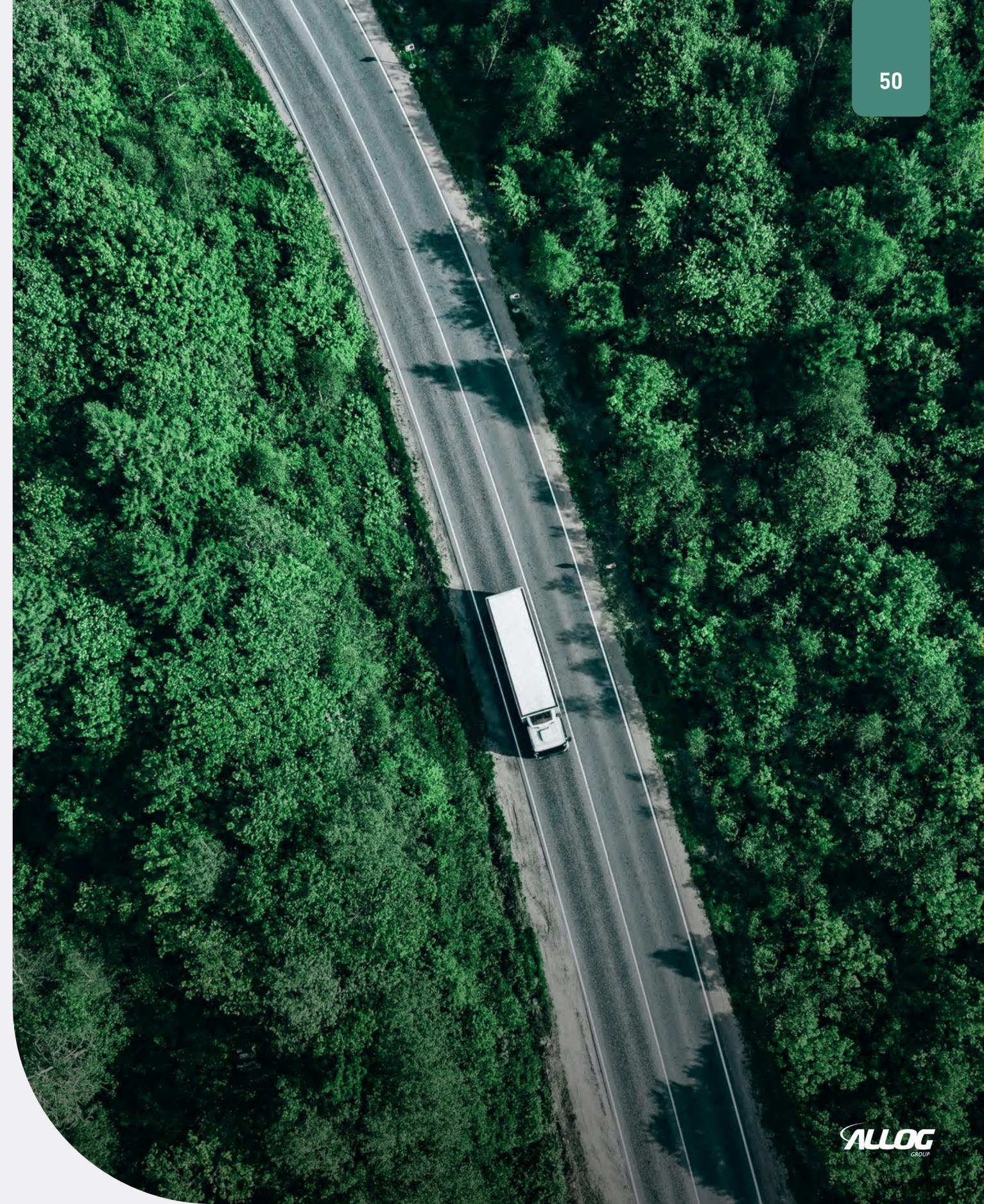


Commitment to the environment is part of the Allog Group's DNA and is a principle that cannot be neglected. In all our actions, from administrative activities to large-scale logistics operations, care is taken to avoid harming or damaging the planet.

Faced with challenges such as climate change, the risk of species extinction, and the intense exploitation of natural resources, it is essential that everyone takes responsibility and adopts proactive practices that preserve the environment.

At Allog, we maintain a permanent commitment to increasingly reduce the negative impacts of our activities. In all sectors, we seek ways to act efficiently and responsibly.

With the dedication of our employees, who engage in our initiatives, we promote respect for the environment and the conscious use of resources every day. We believe that cooperation is essential to generate significant transformations, both in the present and in the future.



# EMISSIONS MANAGEMENT



Climate change is no longer a future concern, it is already a present reality. High temperatures, intense rainfall, and devastating floods are just some of the effects that directly impact people's lives and generate major disruptions in different regions of the world.

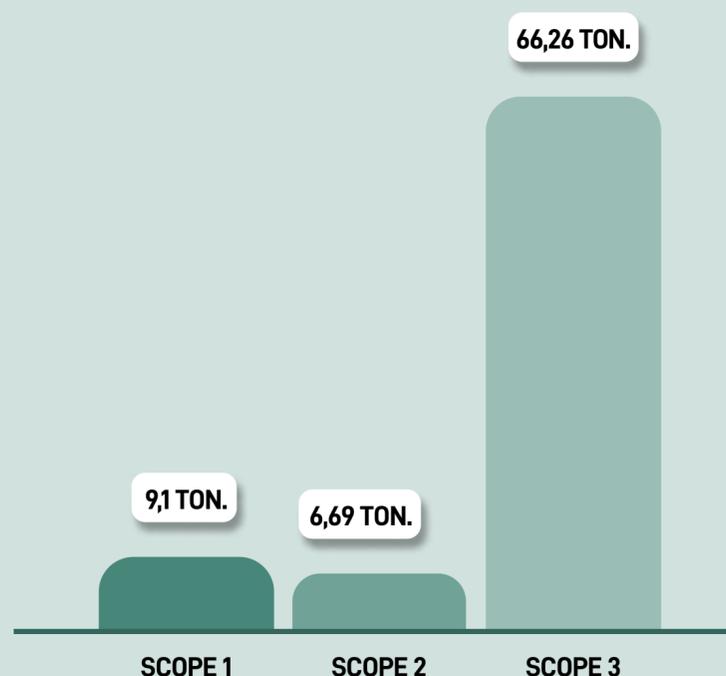
One of the main factors exacerbating this situation is the emission of greenhouse gases (GHG), responsible for the increase in global temperature and a series of negative chain effects on the environment and society. These gases, mainly from the burning of fossil fuels, are released in various human activities, such as electricity consumption and transportation.

GHG emissions are classified into three categories:

- **Scope 1:** direct emissions generated by the company's own operations, such as industrial processes.
- **Scope 2:** indirect emissions associated with the use of electricity from non-renewable sources.

- **Scope 3:** indirect emissions linked to the company's activities, but outside its direct control, such as employee transportation, business trips, and third-party logistics.

## COMPANY EMISSIONS VOLUME



This survey is fundamental because by identifying the scopes of emissions, we can develop effective mitigation strategies. We invest in awareness campaigns so that everyone understands the impacts of their actions and knows how to reduce them through simple everyday actions.

In addition, we adopt proactive practices, such as the hybrid work model, which contributes to the reduction of scope 3 emissions by reducing travel and, consequently, the use of transportation.

# WASTE MANAGEMENT



Waste production is a natural consequence of human activities, but we believe it is essential to act consciously to reduce the amount of waste generated and seek more sustainable alternatives, such as recycling and composting.

At Grupo Allog, we adopt strategies that minimize waste from our operations and promote environmental education actions among employees. In this way, we form an engaged team that understands the importance of taking care not only of the amount of waste generated, but also of the correct destination after disposal.

We also have internal projects that strengthen waste management, making it increasingly efficient and aligned with our environmental responsibility practices.

## SELECTIVE COLLECTION

In all our units, we provide specific containers for selective waste collection, encouraging employees to correctly separate materials daily. This practice contributes to recycling and naturally reinforces the importance of proper waste disposal.

The bins are located in indoor and outdoor environments, facilitating access and adherence to the practice. The entire management process complies with environmental regulations, ensuring responsibility and efficiency in waste management.



## SPONGE COLLECTION

Present in homes and workplaces throughout Brazil, sponges are indispensable cleaning materials, but they have a short lifespan and represent an environmental challenge because they are made of plastic. With this in mind, the Itajaí unit, which has the largest number of employees, has implemented a program to collect used sponges.

The collected material is sent to Terracycle, a company specializing in recycling. After treatment, the sponges are transformed into raw material and sent to industries that produce new items, such as fruit crates, traffic cones, and buckets.

This partnership helps reduce the volume of waste sent to landfills and reinforces the potential for repurposing plastic, extending the lifespan of sponges and encouraging the reuse of materials instead of extracting new natural resources.

## COLLECTION OF ELECTRONIC WASTE

More than ever, electronic items such as batteries, office equipment, and communication devices are part of everyone's daily lives. However, the improper disposal of these materials can generate serious environmental problems, since their chemical components, in contact with water or soil, have a high potential for contamination.

To mitigate these risks, the Allog Group maintains an internal electronic waste recycling project. All collected material undergoes sorting at a specialized recycling plant, which separates the recyclable parts from those that can be reused. What cannot be reused is properly disposed of, without negative impacts on the environment. In 2024, 310 kg of electronic waste was collected.

In addition to collection, we promote employee awareness of the risks of improper disposal and encourage them to adopt more responsible practices in their personal routines as well. After all, every action counts and contributes to building a more balanced future for everyone.

## COLLECTION OF BOTTLE CAPS AND ALUMINUM CAN TABS

With the support of NGOs specializing in recycling, we collect plastic bottle caps and aluminum can tabs. The organizations receive the material and, after a separation and sanitization process, they are redirected to social projects that reuse the materials.

Between January 5, 2024, and December 31, 2024, we collected **55 kg of plastic bottle caps**, destined for the Novos Caminhos Project, which promotes the development of children and adolescents in vulnerable situations, sheltered by protective measures. The resources obtained were used to purchase sports equipment used in the project's activities.

In the same period, **30 kg of aluminum tabs** were collected and sent to the Tampinha Legal Project, which recycles the items and promotes socio-environmental actions.

Thus, we combine two important fronts: reducing environmental impact and strengthening local social initiatives that offer new opportunities to those who need them most.



## DONATION OF COMPUTERS

To extend the lifespan of certain equipment and democratize access to technology, we have a computer donation program. The IT department is responsible for periodically surveying laptops that have become obsolete for our activities.

When the devices are still in good working condition, they are donated. In this way, we avoid premature disposal, reduce environmental impact, and offer support to people and communities that need computers but cannot afford to buy them.

With this initiative, we combine environmental responsibility and social impact, reinforcing our commitment to being a positive force in transforming lives.

## DISTRIBUTION OF REUSABLE BOTTLES

Although they may seem harmless, single-use plastics are responsible for causing significant environmental degradation. As they accumulate, landfills become more crowded, and it takes about a century for the plastic to fully degrade.

To reduce the disposal of this type of material, we distributed reusable bottles to our team. The continuous use of these items results in a significant decrease in the consumption of disposable plastics, reducing environmental impacts and encouraging a change in habits.

# ELECTRICAL ENERGY MANAGEMENT



Electrical energy is closely linked to our activities, and due to its constant use, we seek to adopt strategies to avoid waste in Allog's daily operations. To this end, we use more efficient equipment and promote awareness among our teams on how to reduce consumption during their activities.

We believe that, far beyond the initiatives proposed by the company, it is essential to have engaged people who work with us to optimize resources. Therefore, we continuously invest in environmental education and awareness.

To strengthen our management, we are studying the transition to renewable sources, such as photovoltaic energy, which contributes to a significant reduction in our carbon footprint and reinforces our strategies for mitigating greenhouse gases.

**In 2024, the Allog Group's average monthly consumption was 16,325.24 kWh**, a value below the estimate for office activities, which could reach 23,650 kWh/month.

As part of the improvement plan, **starting in 2025 we will begin the transition to clean energy in all operations**. By the end of the first semester, three units had already switched to renewable energy, reinforcing our ongoing commitment to energy efficiency.

Among the main actions created to reduce consumption are:



### SMART LIGHTING

We use motion sensors in our facilities, which activate the lighting only when they detect people in the environment. This measure optimizes the use of electricity and avoids waste, such as lights left on outside of working hours.

We also replace conventional light bulbs with LED models, which consume less energy and have greater durability. This change has a positive impact on both the environment and the financial aspect, with reduced energy costs and the need for frequent equipment replacements.

### AIR CONDITIONING AUTOMATION

In our Itajaí unit, we have an automated system that turns off the air conditioning units after business hours. This practice prevents excessive electricity consumption and contributes to the efficiency of the equipment, which then has rest periods.

In addition, we carry out periodic preventive maintenance, ensuring the proper functioning of the equipment and the air quality in the work environment.

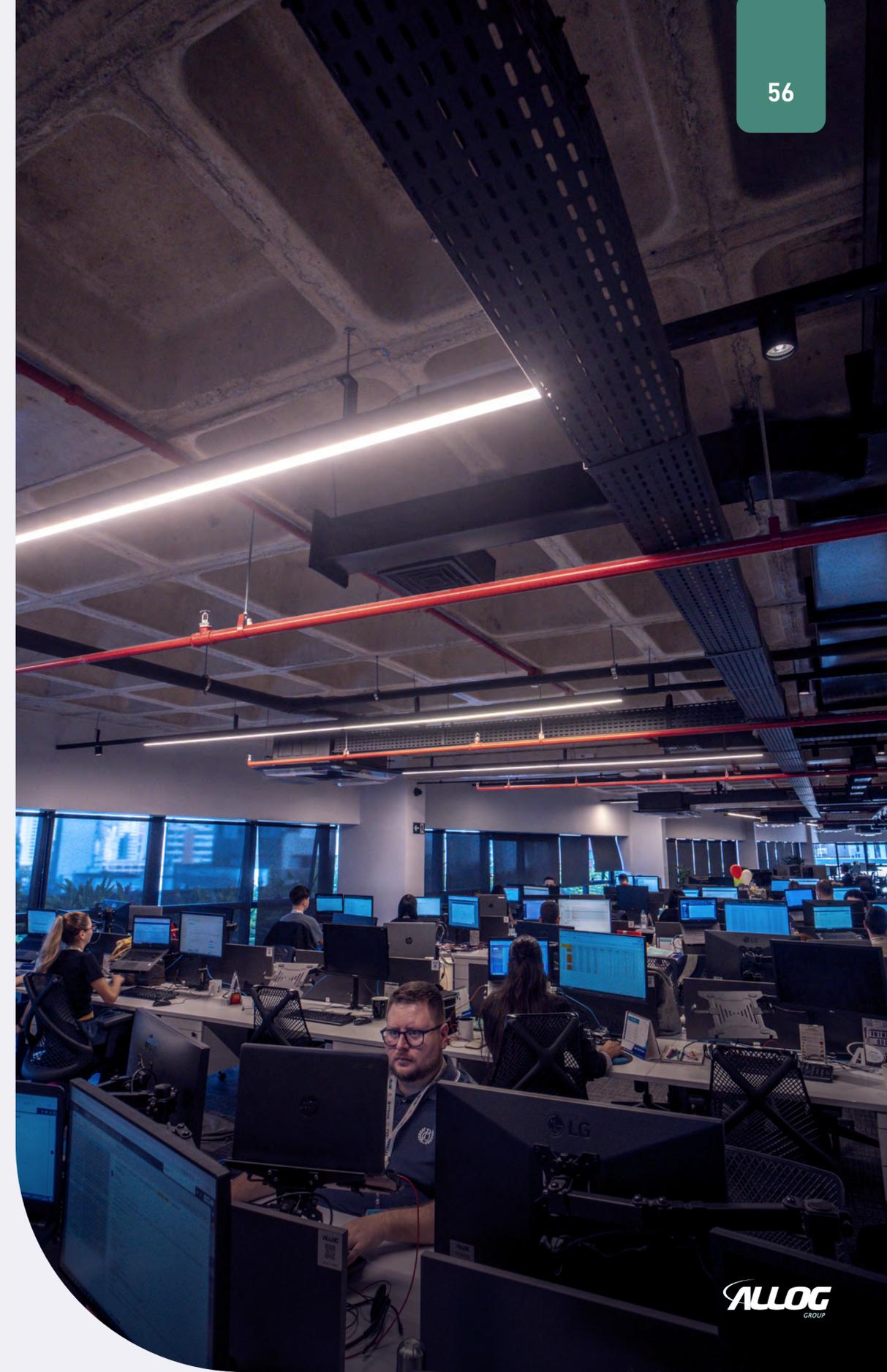
### EFFICIENT PAINTS

To improve the lighting in the spaces, we opted for light-colored walls and furniture, which reflect natural light better. This reduces the need for artificial lighting and optimizes energy consumption. In addition to efficiency, this choice also makes the spaces more welcoming, light, and pleasant for employees.

### MORE ECONOMICAL EQUIPMENT

We purchase electronic equipment with the Procel seal, which certifies greater efficiency and energy savings in daily use. This choice ensures better performance of the devices and contributes to our environmental goals.

In addition, we carry out periodic preventive and corrective maintenance, ensuring that the devices function fully, meet the needs of the team and generate less environmental impact.



# WATER MANAGEMENT



Water is one of the most important natural resources for human, animal, and plant life. Because it is a finite resource, it must be used carefully and responsibly.

Water conservation, in addition to bringing financial benefits, is essential to ensure that future generations can also enjoy this valuable resource. We consider it our mission to avoid waste and contribute to a better future for the environment and for people.

We develop internal educational projects and actions that reinforce among employees the importance of water and how small daily actions can prevent inappropriate use and situations of scarcity. With individual and collective contributions, we are advancing towards more consistent results and the continuous reduction of water consumption.

At the Allog Group headquarters, monthly water consumption is approximately 1,000 m<sup>3</sup>, totaling an annual average of 12,000 m<sup>3</sup>. We emphasize that our activities do not generate hazardous effluents, and treatment is carried out by the Wastewater Treatment Plant (WWTP) of the municipality of Itajaí.

## CONTROL AND INSPECTION OF THE WATER NETWORK

The Maintenance department conducts periodic inspections to identify and correct potential leaks in the units. This helps us avoid wasting potable water and prevents structural problems, such as damage to environments or the growth of mold.

In addition, all employees are instructed to use water consciously and to immediately report any irregularities to the responsible areas, ensuring prompt action in preventive measures.

## DUAL FLUSH TOILETS

The restrooms in the branches are equipped with dual-flush toilets, which allow for the use of different volumes of water as needed. With this simple measure, we can reduce daily consumption without any detriment to people's quality of life.

In addition, all employees receive guidance on the correct use of the system, reinforcing the importance of water conservation and raising awareness of the value of this essential resource for sustaining life.



# ENVIRONMENTAL PROJECTS



## JUNTOS PELO RIO

To strengthen actions in favor of the environment in the Itajaí region, the Allog Group participated in the Juntos pelo Rio (Together for Rio) project, an initiative that promoted clean-up campaigns of waste in the Itajaí-Açu River, Afonso Wippel Bay, Beira-Rio, Molhes and Atalaia Beach. In addition to the clean-up, awareness campaigns were carried out on the impacts of the irregular disposal of garbage and ways for the population to contribute to reducing this problem.

Three representatives from the Allog Group participated in strategic meetings to organize the event, and the company also donated personalized t-shirts to identify the volunteers.

The clean-up campaign brought together 1,700 volunteers and resulted in the collection of approximately **6 tons of waste in rivers and beaches of Santa Catarina**. In addition, participants worked on environmental education activities and actions to combat dengue fever, further expanding the benefits generated for the community.





# APPENDIX

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