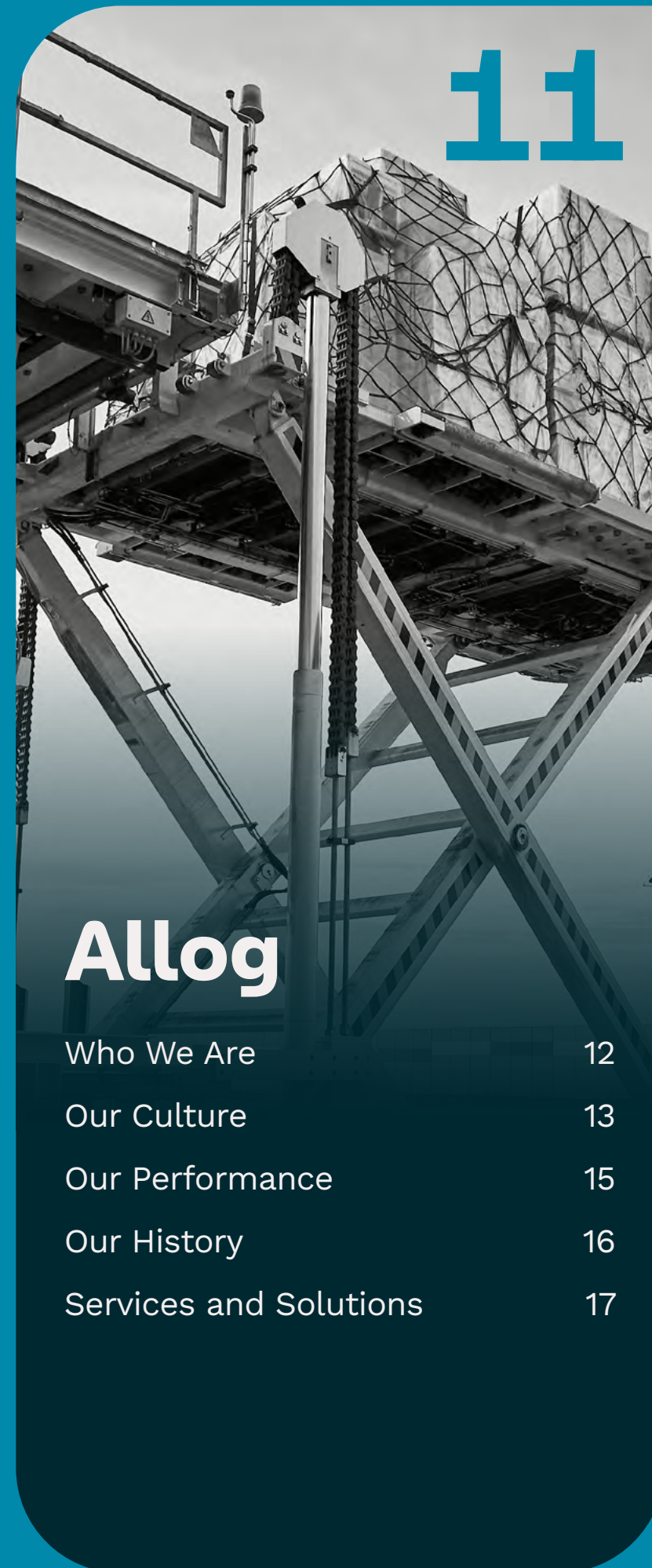




ESG Practices

Report

2025



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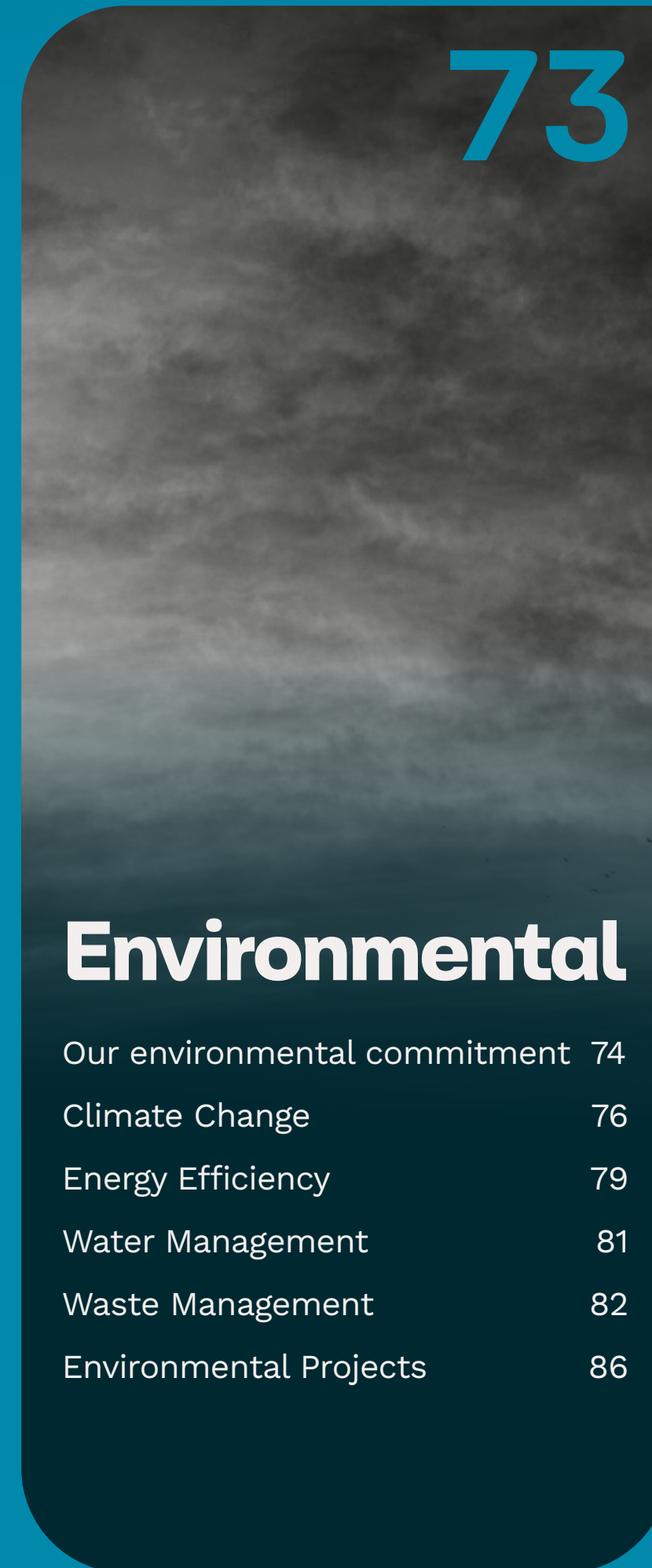
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Leadership Message

It is with a sense of responsibility and strategic direction that we present the 3rd edition of the Allog ESG Practices Report.

Founded in 2001, Allog has been operating in foreign trade for 25 years, handling resources with security and reliability for importers and exporters. The way we operate positions us in a sector that is essential for economic development, but which also generates relevant impacts, especially in emissions associated with transportation and the global logistics chain. It is precisely by recognizing our role in this context that we have structured our ESG approach, focusing on the most relevant topics for the business.

Our commitment to sustainability goes beyond international trade and is reflected in our decisions, relationships, and in the way we contribute to a safer, more efficient, and responsible logistics chain. Allog's ESG journey began in 2023, when we formally and systematically internalized the

importance of sustainability as a driver of operational efficiency, risk mitigation, and the strengthening of our business strategy. Since then, we have made progress in consolidating a culture of socio-environmental responsibility that guides our decisions and partnerships.

On the environmental front, we highlight the formalization of the Environmental Policy, which establishes, among its commitments, the development of a carbon inventory, continuous emissions monitoring, and reduction and offsetting whenever possible. In 2025, we carried out our greenhouse gas (GHG) inventory, covering all our units, strengthening data management, and enhancing evidence-based decision-making.





From a social perspective, we understand that the quality of the services we deliver is directly related to the people who build Allog every day. We continuously invest in professional development, safety, and employee well-being, while also recognizing that there is still room for improvement, especially in deepening social indicators, structuring data monitoring, and advancing diversity and inclusion.

In governance, we have strengthened control mechanisms, risk management, and compliance to ensure integrity in operations and transparency in decision-making. In a sector that heavily relies on trust, traceability, and regulatory compliance, governance is not just a requirement, but a competitive advantage and an essential part of our business model.

This is a practices report that reflects our current stage of maturity. We are aware that we can still advance in expanding metrics, standardizing indicators, and, in the future, adopting more comprehensive reporting standards. We take on this commitment with transparency, recognizing that credibility is built both through progress and through acknowledging challenges.

We pursue ESG not only because it is important, but because it is part of corporate responsibility within global trade. We believe that logistics efficiency, competitiveness, and sustainability go hand in hand, and our role is to integrate these dimensions in a consistent and lasting way.

We thank our employees, clients, and partners who share this vision and help us build an Allog that is increasingly resilient, ethical, and prepared for future challenges.



The Report

We present the **3rd edition of the ESG (Environmental, Social, and Governance) Practices Report**, covering the period from January 1 to December 31, 2025.

This report transparently discloses our actions, strategies, and internal policies, as well as outlining our commitments and goals to advance corporate responsibility. It brings together progress from recent years while also highlighting the new steps taken over the past year.

On the environmental front, 2025 marks the consolidation of the Environmental Policy, reinforcing commitments to more efficient management of water, energy, waste, and effluents. The energy transition was also intensified through the adoption of renewable energy in three Allog units.

Overall, this report advances in presenting indicators for the past three years in a systematic manner, contributing to a comprehensive view of the company's progress and reinforcing our commitment to transparency and continuous improvement.

We believe that growth enables sharing. Based on this principle, we direct efforts toward generating positive impacts in the communities where we operate, promoting inclusion, social development, and opportunities, always aligned with the ethical values that guide us and our corporate strategy.



If you have any questions,
please contact

sustentabilidade@allog.com.br

A photograph of a man with a beard and mustache, smiling. He is wearing a dark blue polo shirt with the Allog logo and 'TRADE' and 'TORTAL LOG' text on it. He has his arms crossed. The background is an office interior with a window and a plant.

We wish you an
excellent reading!

2025 Highlights

Purchasing policy



Approval of the 1st version of the Sustainable Procurement Policy.

Energy Monitoring



Launch of the Electricity Consumption Monitoring Program with a diagnostic conducted by a partner company.

GEE Inventory



Completion of the Greenhouse Gas (GHG) Inventory for all Allog units.

Unit Expansion



Expansion of operations with the creation of Allog Galeria Transportes Internacionais.

+480
employees

Renewal of the
EcoVadis Seal

Physical expansion of the
Itajaí Headquarters



Our ESG Journey

Year after year, Allog strengthens its corporate responsibility and initiatives across ESG pillars. We continuously seek solutions that integrate environmental practices, promote social inclusion, and ensure ethical and transparent governance.

Our ESG journey began in 2023, when we internalized the importance of sustainability in enhancing operational efficiency and the company's strategy. Since then, we have been committed to innovation and to strengthening a culture of social and environmental awareness, both internally and in our partnerships.

During this period, we established the Board of Partners and reached the milestone of having 50% of the company's leadership composed of women. Still within the governance pillar, we renewed the ISO 9001 certification, which establishes requirements for the Quality Management System, and reviewed supplier control and conduct systems.

For the development of our employees and impact on the community, we continued projects such as Enter Project (in partnership with Univali) and Capacitar Project (in partnership with Instituto Crescer), which train students in the computing field and young people in situations of socioeconomic vulnerability, respectively.

Our company also grew during this period. We acquired new business units for the Group and expanded from 375 to more than 480 employees. In 2024, we marked our international expansion, with services and solutions reaching Miami (USA) and Shanghai (China).

From an environmental perspective, we also began conducting the Greenhouse Gas (GHG) Inventory and implemented a Solid Waste Management Plan (PGRS), with all employees trained to better execute the management plan.

In 2025, our responsible actions continued. We began transitioning toward adopting a less carbon-intensive energy matrix in our operations. Three units (Porto Alegre (RS), Itajaí (SC), and Campinas (SP)) are already supplied with renewable energy.

As a way to institutionalize the topic and reinforce our commitment to environmental protection, we revised the Environmental Policy, which addresses water and energy management, waste management, effluent generation, environmental education, supplier environmental qualification, and recognition of our carbon footprint.





Social Responsibility

PRINCIPLES AND COMMITMENTS

Valuing the communities where the company operates

Generation of employment and income opportunities

Encouragement of social participation and respect for local culture

Continuous improvement of the Social Responsibility Management System

Engagement supported by volunteer employees

DEVELOPED PROJECTS

Biblioteca Container

Capacitar Allog Project (Instituto Crescer and Univali)

Internal campaigns (Back to School, Blanket and Winter Clothing Drive, Support for Animal NGOs, Mental Health, and Christmas)

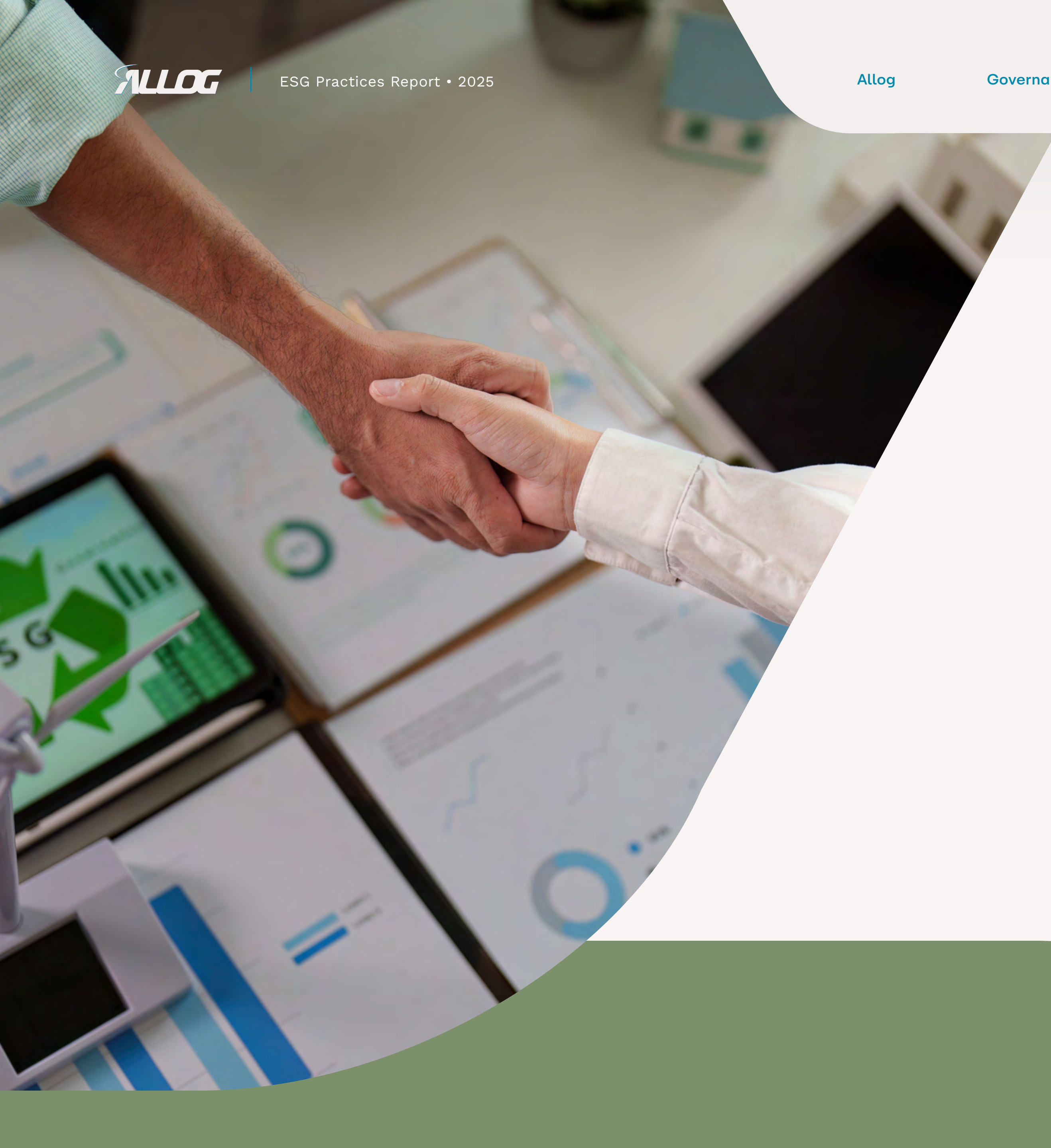
SUPPORTED PROJECTS

Corrida dos Anjos (Angels' Race)

Amigos do Bem NGO

Amigos do HIPA (Hospital Infantil Pequeno Anjo)

FSF – Education in Malawi (support for refugee children)



Environmental Management

ENVIRONMENTAL POLICY

Water Consumption

Electric Energy Consumption

Solid Waste Management Plan (PGRS)

Sanitary Effluent Generation

General Supplies Consumption

Environmental Education

Supplier Environmental Qualification

Carbon Footprint Recognition

Commitment to Continuous Improvement



Governance

DATA SECURITY

Privacy Policy

COMPLIANCE

Code of Ethics

Anti-Bribery Policy

Salary transparency

INSTITUTIONAL COMMITMENTS

Signatory to the SDGs (UN 2030 Agenda): participation in the National SDG Movement Santa Catarina

Social Seal: recognition with 16 SDG seals

Incentive Law (ISS – Itajai): allocation of up to 30% of the Service Tax (ISS) to cultural and sports projects in the community

We intend to continue advancing in initiatives and practices that reinforce a more responsible corporate performance and contribute to achieving a more sustainable future.

Chapter 01

Allog



Who We Are

Allog is a company specialized in national and international logistics, offering services across different segments with the aim of fully meeting clients' needs. With transparency, security, and reliability, we provide importers and exporters with the best possible experience.

We are part of the Allog Group, which also includes **FTrade** and Fortalog. The Group is committed to economic growth and sustainable development and is dedicated to maintaining a high standard of excellence in all services provided.

For 20 years, FTrade has been enhancing foreign trade, with the mission of delivering logistics solutions with efficiency, cost-effectiveness, and high standards. Specialized in the import and export of perishable goods, the company has become a benchmark for the agribusiness market in Brazil. Fortalog Transportes, in turn, relies on highly qualified professionals and a fleet of vehicles that ensure sequenced distribution and general warehousing.

We have a team with extensive knowledge of logistics chain processes, providing personalized service to clients and ensuring the achievement of the best results in the sector.

Our Strategic Pillars



Technological innovation in processes and customer database, enabling user-friendly and seamless interaction;



Proximity and connectivity with clients;



Efficient service, tailored according to the services offered;



Service levels customized according to clients' needs.



Our Culture

At Allog, we value maintaining ethical, positive, and inspiring conduct.

Our professionals perform their activities with excellence, transparency, and, above all, integrity. We recognize that employees are essential to our operations and to achieving the company's purpose. Therefore, we strive to attract and retain top talent, with a focus on personal and professional growth and development.

We operate based on clear principles and values that guide our daily decisions and strategic direction.

Purpose

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

Mission

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

Vision

To be among the top 5 agents in maritime shipping and to experience continuous growth in air freight.

Value Proposition

Your trust is what drives us.

Values

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



The company's culture is based on four pillars, involving a sense of responsibility for corporate objectives, focus on effective results, active listening, and fulfillment of commitments made.

Allog Culture Pillars



We all think and act like the company's president, focused on results and on managing costs and expenses;



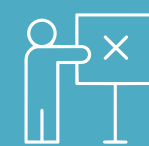
Our personal commitment is first and foremost to corporate objectives, followed by those of our area or function;



We seek to learn from mistakes, continuously pursuing improvement and innovation;



We are firm when addressing mistakes and respectful toward people — we focus on solutions rather than assigning blame;



Analyze—never decide based on the first option or alternative;



We listen more. By listening to our colleagues, we view their input as a contribution to our growth, never as personal criticism;



Communicate clearly with colleagues, clients, and suppliers.



We are committed to fulfilling and implementing the decisions agreed upon by our teams.



Our Performance

Allog operates in eight Brazilian states. Headquartered in Itajaí (SC), the company has six additional cargo transport business units strategically located in São Paulo, Paraná, Rio Grande do Sul, and Amazonas.

The company also has an international presence in:

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

 Headquartered

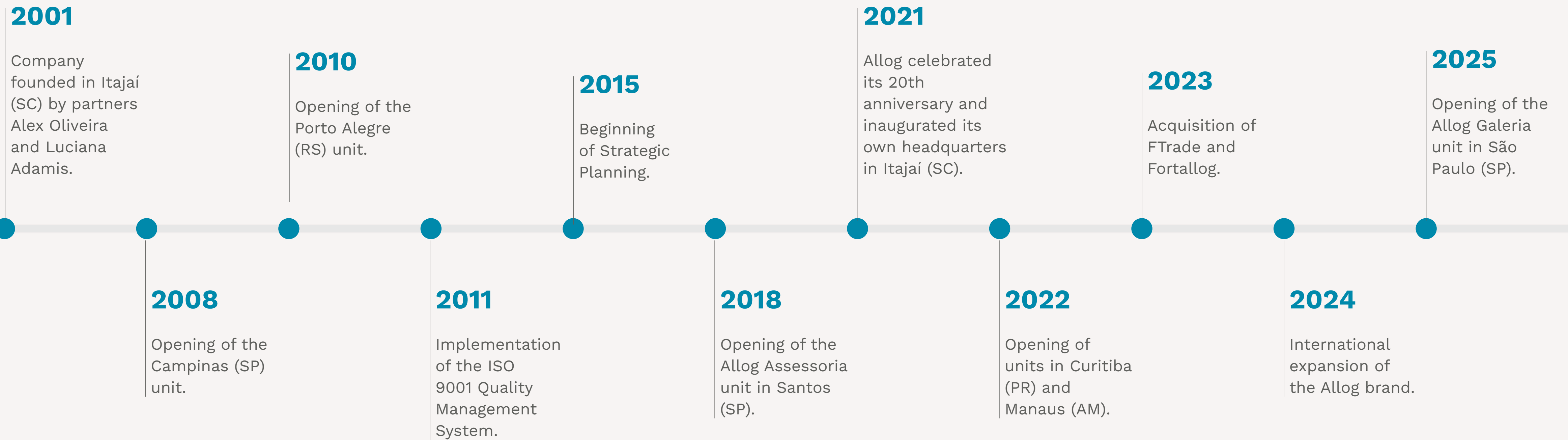
 Units

 Ftrade e Fortallog



Our History

Timeline



Services and Solutions

With 25 years of experience in the logistics market, Allog has refined its expertise in delivering specialized services capable of meeting the needs of a wide range of client profiles.

We operate in cargo trading, freight forwarding, and logistics for import/export. Our solutions cover maritime, air, and land transportation, as well as project cargo, liquid cargo, customs clearance, and cargo insurance.

Maritime Transport

From factory door to final destination, we provide storage solutions and real-time tracking throughout the entire journey.

- Customized solutions and service;
- FCL (full container load) and LCL (less than container load) services;
- Strategic partnerships to ensure transport quality and efficiency.

Air Transport

We are connected with the world's leading airlines and airports, ensuring efficiency and agility wherever we operate. We offer 24/7 service for oversized and hazardous cargo, as well as express, standard, and economy services.

We operate in the fast fashion retail, food and beverage, automotive, high-tech, perishable goods, pharmaceutical, and machinery and equipment segments.

- Personalized service and operation follow-up;
- International insurance;
- China expertise and overnight service.

Customs Clearance

Consulting on customs legislation, applying best practices to ensure regulatory compliance.

- Specialized technical team;
- Customized services such as advisory, consulting, and assistance;
- Import, export, and special regimes customs clearance services.

Project Cargo

Special logistics operations focused on transporting oversized, heavy, and high-density goods that require specialized handling and transport adapted to a high level of complexity.

- Technical team dedicated to Heavy-Lift (cargo exceeding standard weight and dimension limits) and Out of Gauge (cargo that does not fit standard container dimensions);
- Customized logistics planning according to each project's needs;
- Cargo types: Breakbulk (non-containerized general cargo), Bulk Cargo (loose cargo), FCL Oversized Cargo (cargo exceeding standard FCL container dimensions), Roll On/Roll Off (RO-RO cargo), and project cargo in the air freight mode.

Complex logistics: a railcar from India to Brazil

A railcar weighing over 54 tons crossed the globe, traveling from India to Brazil. The operation, which involved advanced logistics engineering, rapid decision-making, and international coordination, is another example of the project cargo transportation carried out by Allog.



Land Transport

Door-to-door logistics with tracking systems and daily operational updates.

- Customized service;
- Cargo monitoring from collection to delivery;
- International insurance;
- Advanced storage infrastructure;
- Multiple logistics options tailored to client needs.

Cargo Insurance

Insurance tailored to each transported product.

- Risk analysis conducted by specialized professionals;
- Insurance for import or export across maritime, air, or land routes;
- Guaranteed compliance with deadlines;
- Policies with different coverage levels.

Warehousing

Global consolidation and storage solutions, supported by strong logistics partnerships with specialized local agents.

Liquid Cargo

Management and transportation of liquid and bulk cargo.

- Specialized technical support;
- Equipment compliant with international certifications;
- Operations with isotank and flexitank across Brazil.

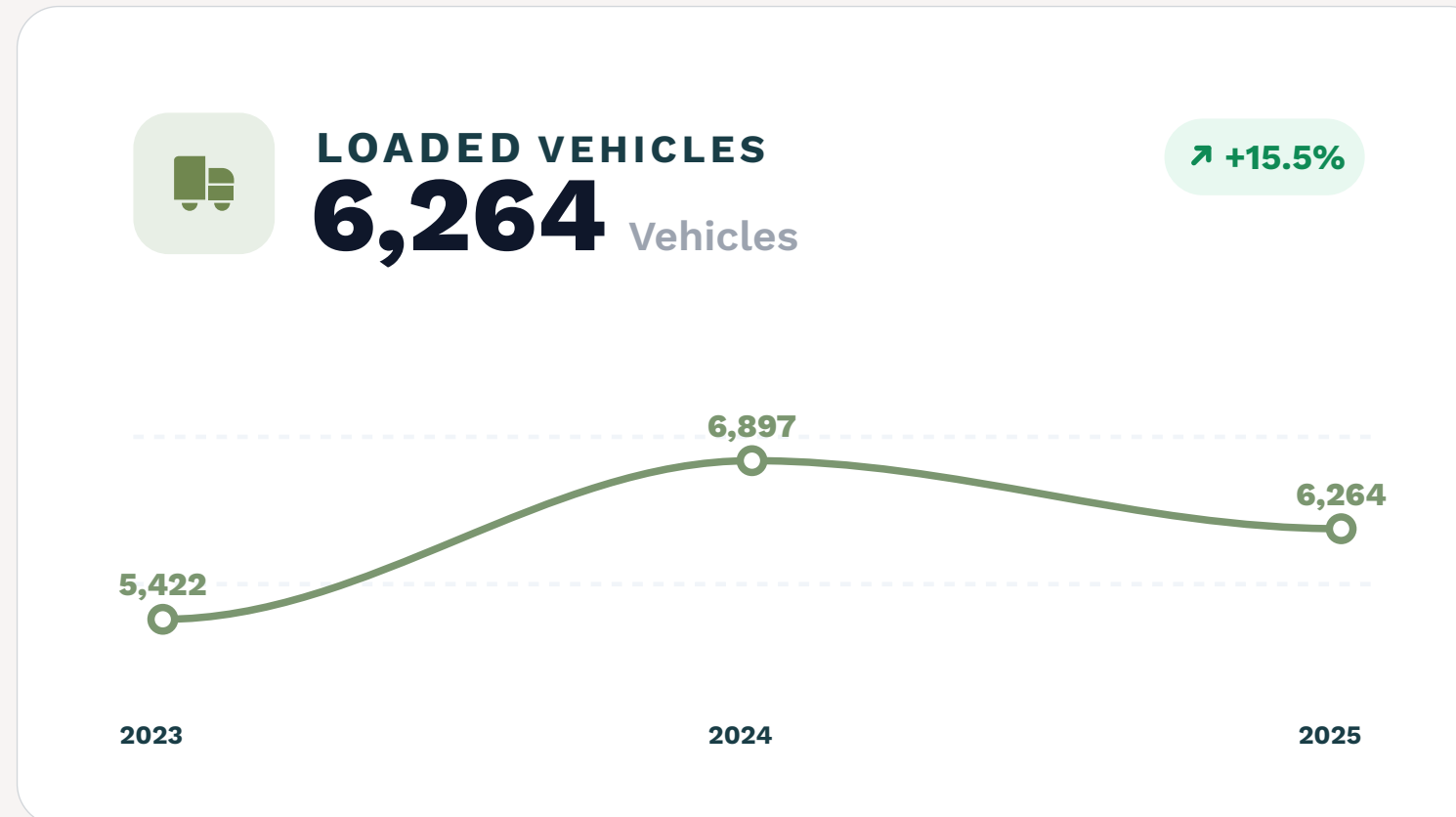
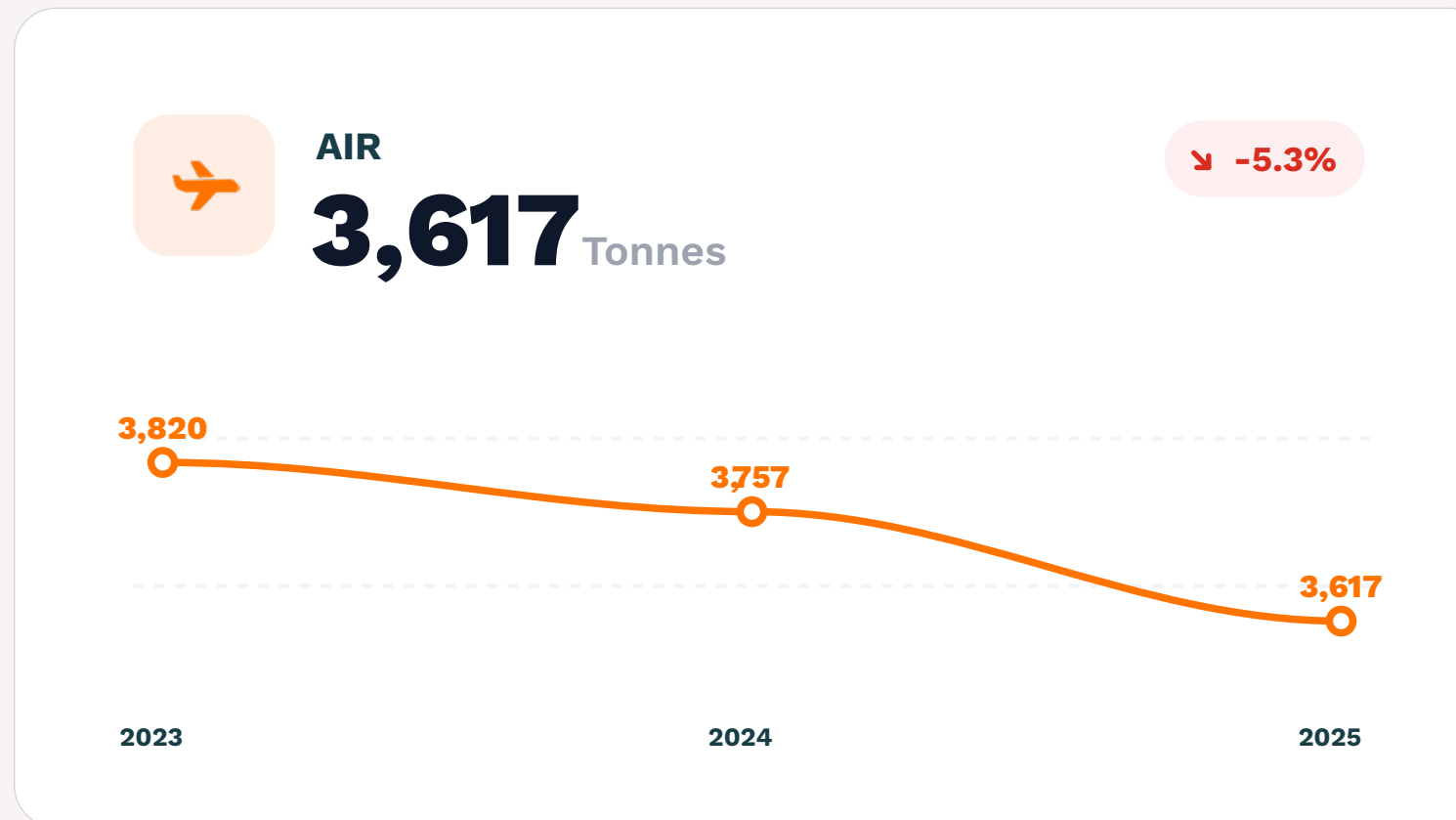
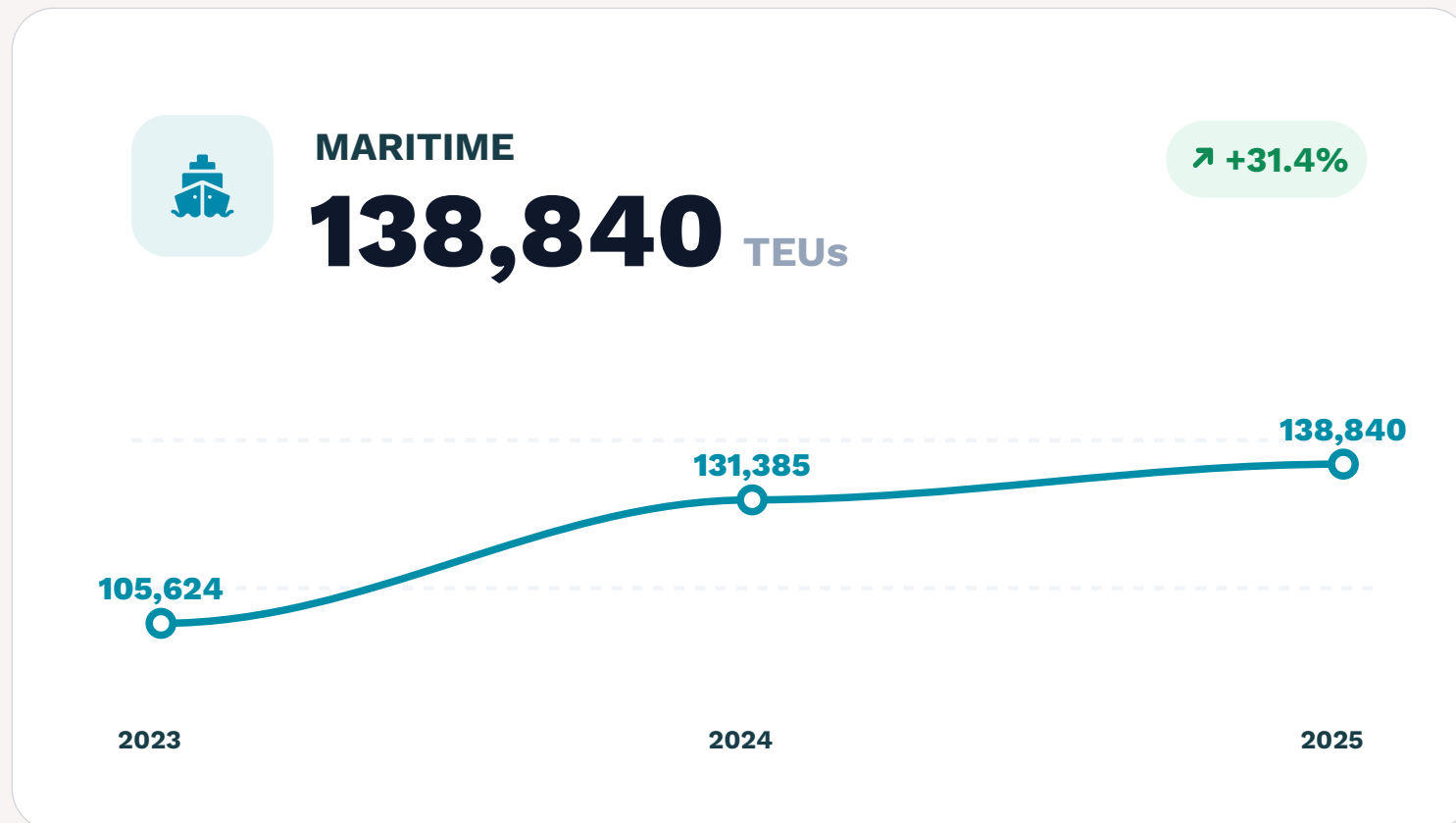
Integrated Logistics

Strategic and coordinated management of all services offered by Allog through an integrated logistics solution that connects international transportation, customs clearance, warehousing, cargo insurance, process control, and distribution into a single efficient operational flow—ensuring greater visibility, risk reduction, regulatory compliance, and agility throughout the logistics chain.



Our numbers

Over the past few years, Allog has shown consistent growth in its logistics operations, particularly in maritime transport and customs clearance, which have experienced continuous growth in volume handled and processes completed, respectively.



Certifications and Seals

For over a decade, we have held seals and certifications that attest to the quality of the work we deliver, both in customer service and in our operational processes. These certifications demonstrate compliance with national and international standards of quality, ethics, and corporate responsibility.

Access the certificates for our seals and certifications:

Great Place to Work

For another consecutive year, since 2019, we have earned the Great Place to Work® (GPTW) certification, which evaluates the organizational climate in companies. We are proud of this recognition, which reinforces our daily commitment to creating an excellent work environment, based on respect, well-being, and the continuous development of our employees.



ISO 9001

ISO 9001 is an international standard that defines the standards for **Quality Management Systems** in companies, thus attesting to the conformity of operations with current regulations. The certification aims to improve Allog's management and increase customer satisfaction.

The renewal of the ISO 9001 certification was validated by UKAS Management Systems, an English accreditation body, and by INMETRO, the national quality authority.



Authorized Economic Operator (AEO)

Allog holds the AEO-S certification, which attests to the quality of services provided within the logistics chain, as well as efficiency in operational risk management. This certification makes the company a strategic partner of the Federal Revenue Service, demonstrating reliability and low risk in the flow of foreign trade.



International Air Transport Association (IATA)

IATA is an international certification that verifies a company's compliance with safety standards, operational efficiency, and regulatory compliance in air freight.

The Campinas (SP) unit of the Allog Group holds this certification, which validates the quality of its services, expands opportunities for strategic business partnerships, and guarantees access to various international markets.



DUNS Seal - Data Universal Numbering System

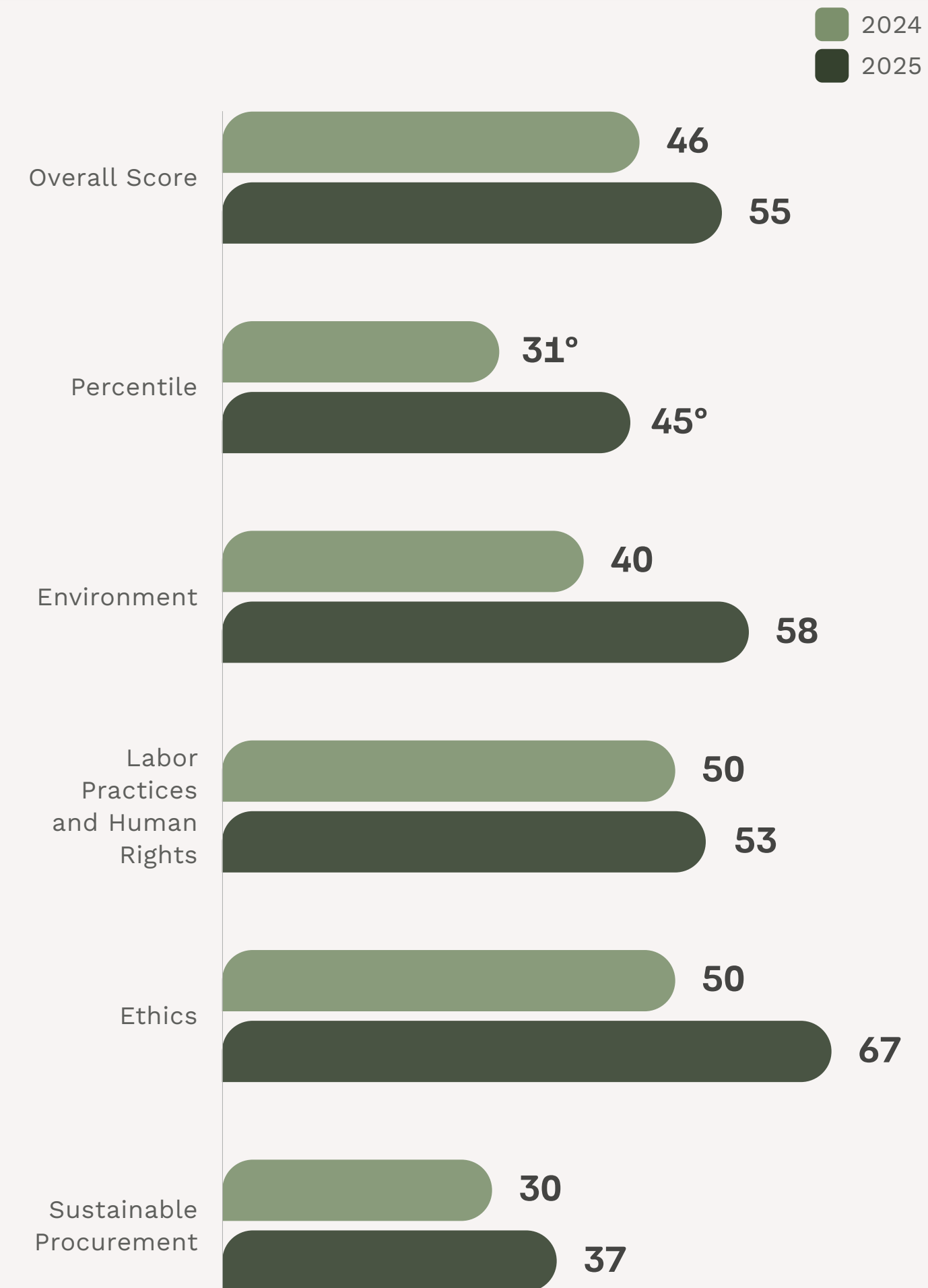
With international recognition, the DUNS seal reinforces Allog’s credibility and reliability in the global market. This registration demonstrates the organization’s commitment to operational excellence, ethics, transparency, and safety in its activities, and strengthens its reputation with clients, partners, and other stakeholders.



EcoVadis 2025

For another consecutive year, Allog received the EcoVadis commitment seal, one of the most recognized corporate sustainability assessments in the world. Based on international standards such as the Global Reporting Initiative (GRI), the United Nations Global Compact, and ISO 26000 (Social Responsibility), the practices adopted by companies in the Environmental, Social, and Governance (ESG) areas are evaluated.

EcoVadis assessment evolution



In 2025, Allog showed significant progress in the EcoVadis assessment, reaching 55 points, compared to 46 in 2024, representing a 9-point increase in the overall score. This improvement was also reflected in the percentile, moving from 31st to 45th position. This means that in 2024, Allog outperformed 31% of the companies evaluated, while in 2025 it surpassed 45% of them, demonstrating a consistent improvement in its relative positioning.

The most significant highlight was the Environment pillar, which improved by 18 points, a result directly related to the structuring of the Environmental Policy and the completion of the greenhouse gas inventory. The Ethics theme also showed significant growth, with an increase of 17 points, reflecting the strengthening of governance and compliance practices.

In the Labor Practices and Human Rights axis, there was a 3-point increase, demonstrating the continuity of actions focused on people. Sustainable Procurement showed an advance of 7 points.

These results and this recognition demonstrate a structured maturation process of ESG practices and reiterate Allog’s commitment to practices that promote ethics and corporate responsibility, and ensure compliance with laws and regulations.

Chapter 02

Governance



Governance Structure

At Allog, governance is the cornerstone of our human capital. Acting ethically, transparently, and responsibly is fundamental to success and strengthening the company's reputation.

Through good Corporate Governance practices, we promote more efficient, ethical, and trustworthy work environments, adopting policies and codes that optimize processes, ensure operational agility, and reinforce the trust of all stakeholders.

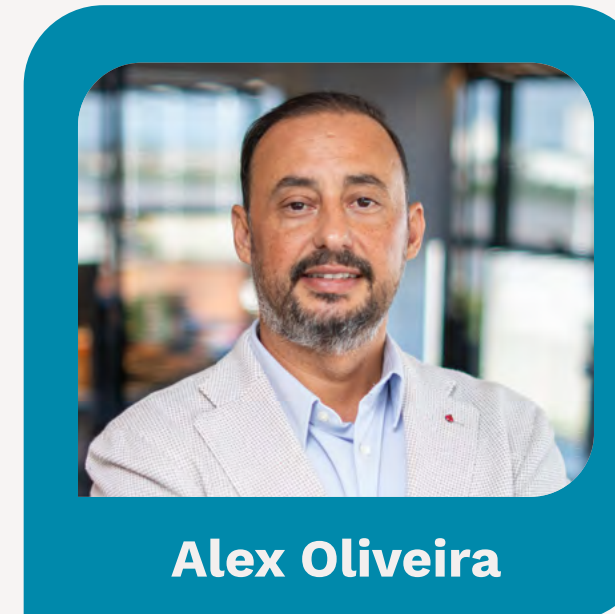
Annually, commitments and objectives related to governance are reviewed. We constantly monitor and track indicators through monthly targets defined by strategic sectors of the company.

Based on the preparation of periodic audit reports, we obtain a detailed view of departments, operations, and activities, and verify their compliance with legislation and internal regulations, as well as identify opportunities for improvement.

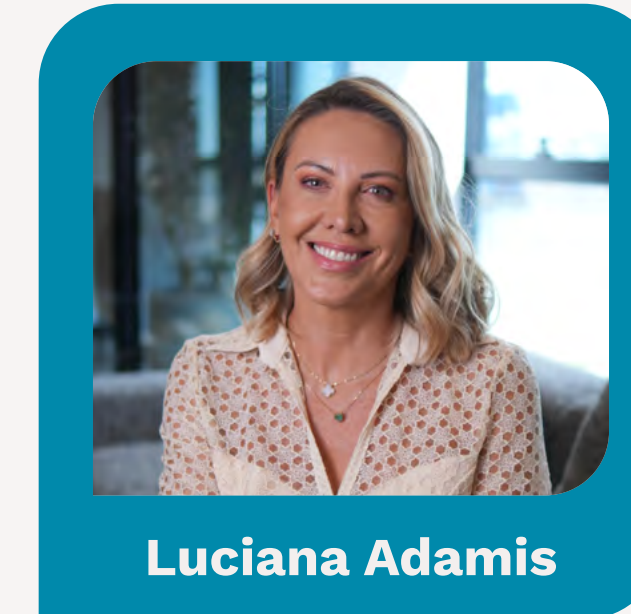
The way we organize ourselves, through well-structured policies and processes, allows for clear and transparent communication about strategic direction, providing security to stakeholders.

Our organizational structure is divided into a Board of Partners, Presidency, Partners, Committees, and Area Directorates.

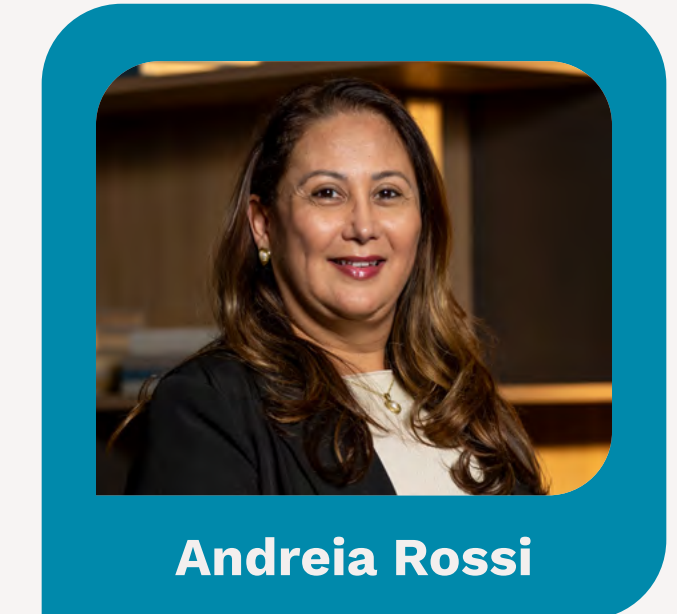
Shareholding Structure



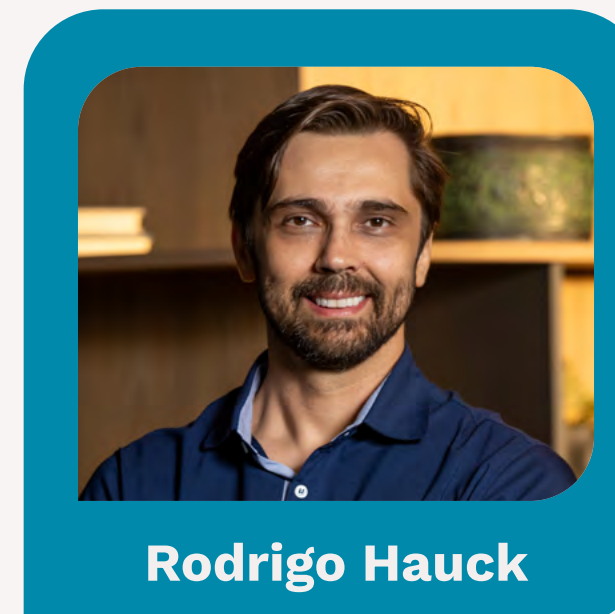
Alex Oliveira



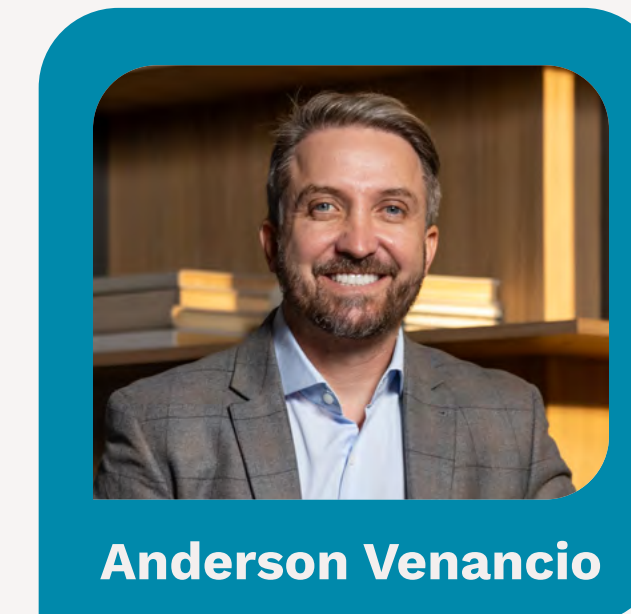
Luciana Adamis



Andreia Rossi



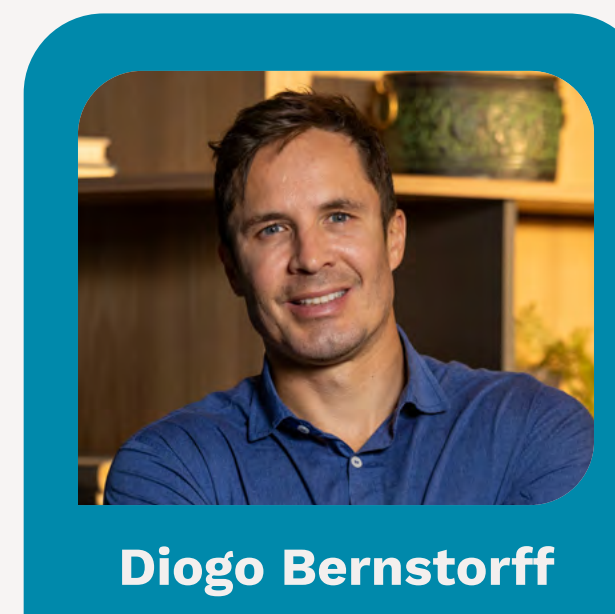
Rodrigo Hauck



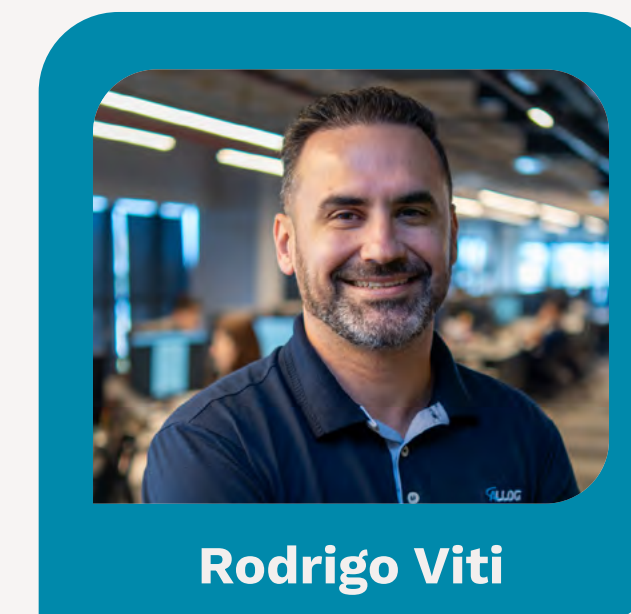
Anderson Venancio



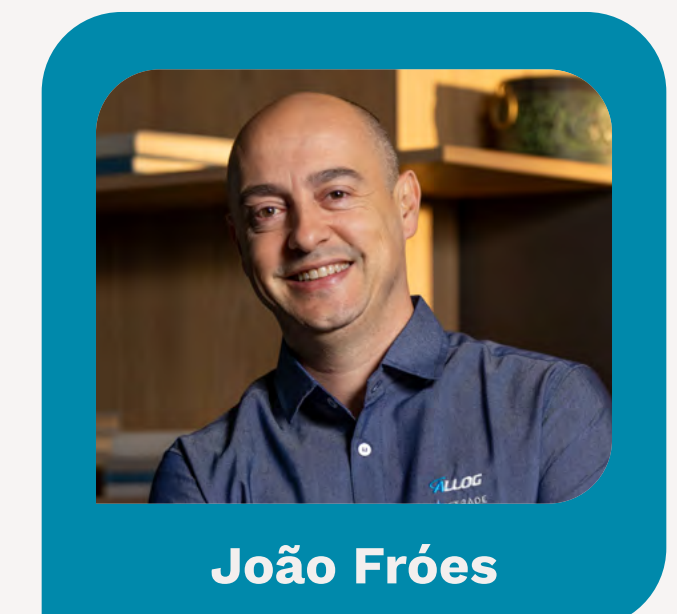
Eduardo Meira



Diogo Bernstorff



Rodrigo Viti



João Fróes

Shareholders' Council Committees

Our highest governance body is the **Shareholders' Council**. The Council plays an essential role in sustaining the organization, being responsible for analyzing strategic information and data, and based on this, making decisions that continuously improve the company's practices and policies.



Allog has thematic committees dedicated to defining and executing strategic actions within the company. These committees are responsible for monitoring company activities and ensuring compliance with legislation, internal policies, rules, and adopted codes.

Allog has five thematic committees:

Management

Delinquency

Supplier Approval

Ethics and Compliance

Technology

The composition of the committees is defined through a selection carried out by the Shareholders' Council. The selection process follows clear criteria, ensuring qualified and capable teams to support the company's governance. Factors such as tenure, business relevance, and professional experience are key in defining members.

Committee members also hold semiannual meetings with senior management to conduct a critical analysis of the Quality Management System, identifying progress and improvements to be implemented.

RETAR and REMAR

RETAR (Quarterly Results Analysis Meeting) is a key decision-making and alignment forum, essential for guiding activities and aligning the company's strategies.

It includes members of the Shareholders' Council, the executive board, and invited business managers. The meeting enables an overall performance assessment and the identification of risks and opportunities for improvement. It also supports the consolidation of ideas and projects, as well as the definition of indicators and the analysis of the Strategic Plan.

From monthly performance updates to discussions on improvements to be implemented, **RETAR** enables the measurement of impacts and the definition of actions to keep the company on a continuous improvement path.

Additionally, **REMAR** (Monthly Results Analysis Meeting) is held, focusing on the analysis of results and completed projects, with participation from Allog's leadership. This meeting ensures monitoring of ongoing activities and alignment with strategic objectives.





Risk Management



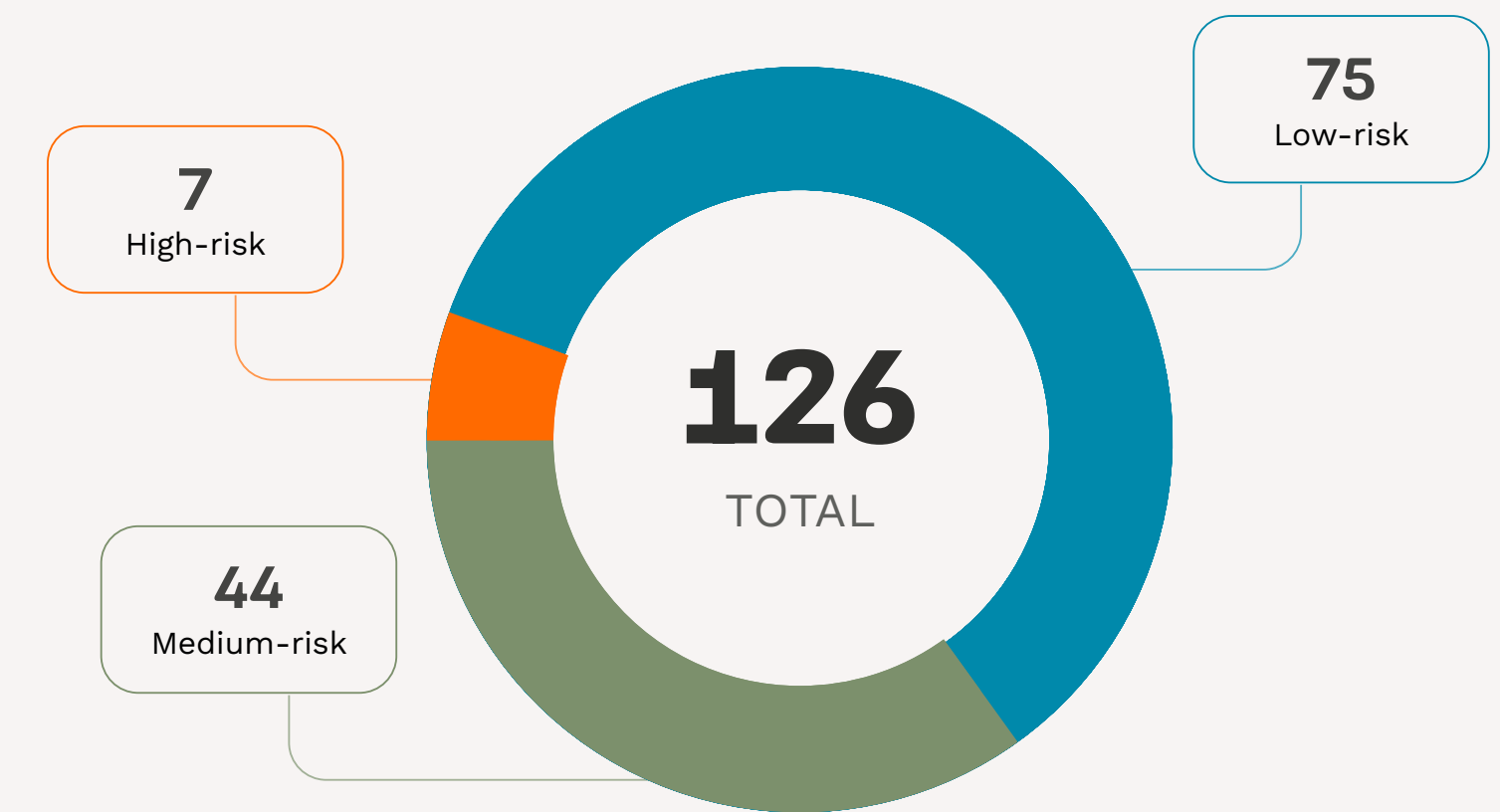
A fundamental component of governance is risk mitigation. Allog adopts risk management as a preventive practice, with continuous identification and monitoring of potential risks in daily activities and operations.

This approach strengthens trust in the workplace and reduces the impact of day-to-day issues. It also benefits stakeholders—such as investors, suppliers, and business partners—by providing greater stability and security in operations.

The assessment process begins with action mapping using a **Probability and Impact Matrix**. This analysis identifies potential risks, their severity, and frequency, enabling the development of effective measures to prevent unexpected situations or internal crises. Risk management and monitoring are conducted periodically, with quarterly evaluations.

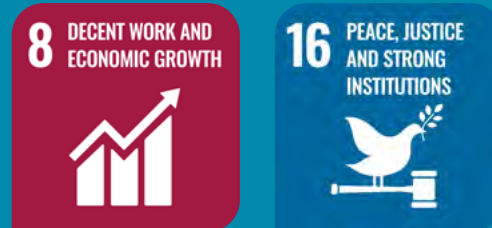
Risk Mapping 2025

Classified by impact level as follows



This ranking allowed the prioritization of mitigation actions and the continuous strengthening of internal controls and processes.

Ethics and Integrity



Allog is a company built on ethical standards of integrity and respect. To sustain this culture, it maintains a Code of Ethics and Conduct and internal policies that reinforce compliance best practices, such as an anti-bribery policy, integrity channel, and mechanisms to ensure the privacy of employee and customer data.

Code of Ethics and Conduct

The Code aims to establish the conduct, guidelines, and ethical principles that guide Allog, its partners, customers, and the community, fostering relationships based on integrity, transparency, respect, and legal compliance.

The document addresses topics such as relationships with the community, customers, competitors, and public authorities; anti-corruption practices; conflicts of interest; respect for diversity; proper use of assets and information; safety, health, and environmental management; and defines responsibilities, reporting mechanisms, and consequences for non-compliance.

Access our Code of Ethics and Conduct:

This material is widely disseminated both internally and externally through reports, communications, and the corporate website, ensuring that all stakeholders are aware of expected behaviors and non-tolerated conduct.

The **Ethics Committee** is responsible for promoting these standards and monitoring compliance within the company. Annual training sessions are conducted to ensure all employees adopt the established principles and remain updated on expected conduct and any revisions to the document.

Additionally, the topic is monitored by leadership through two recurring meetings: **REMAR**, focused on tracking strategic indicators, and **RETAR**, held quarterly.

Conflict of Interest Prevention

Conflicts of interest occur when personal, financial, or institutional interests compromise the impartiality of business relationships or the execution of activities within the company. This includes situations such as financial advantages, accumulation of roles, misuse of privileged information, among others.

Our Code of Conduct establishes guidelines to prevent such situations. It determines that the interests of Allog must always prevail. Therefore, the following practices are **not permitted**:



PERSONAL ADVANTAGES

Obtaining personal advantages through institutional relationships or using them for personal benefit.



INFLUENCE OF POSITION

Using the company's name or position to influence or induce others to act for personal gain.



OUTSIDE ACTIVITIES

Engaging in external activities that may interfere with duties, performance, or responsibilities within Allog, or that conflict with the company's interests.



INTERNAL SALES

Commercializing internally any product or service not authorized by the Compliance Officer.



PERSONAL RELATIONSHIPS

Participating in hiring processes involving suppliers or clients whose owner is a family member, spouse, or person with an affective relationship, without prior authorization from the Ethics Committee.



SERVICES TO THIRD PARTIES

Providing personal services, whether paid or unpaid, to business partners or competitors with whom there is a direct relationship.



The policy also establishes that, in cases involving family or affective relationships, no reporting relationship is allowed between the parties, in order to avoid any form of favoritism. Professional referrals are permitted, provided there is no personal benefit or undue influence in the hiring process.

Regarding gifts, presents, and hospitality, it is allowed to offer or receive courtesies of up to BRL 500.00, limited to two occurrences per year, without characterizing an exchange of favors. Concerning donations and sponsorships, any financial involvement with politicians, political parties, unions, candidates, or public agents is strictly prohibited.

Finally, external communications must only be carried out with prior authorization, in order to prevent conflicts and undue exposure.

If any conflict of interest is identified, suppliers and employees must immediately report it through the whistleblowing channel so that corrective measures can be taken.

Integrity Channel

The Integrity Channel is one of the main tools for maintaining ethics at Allog. Through different platforms, such as the ombudsman, website, and email, we receive reports of potential violations of the Code of Ethics and Conduct and the company's internal policies.

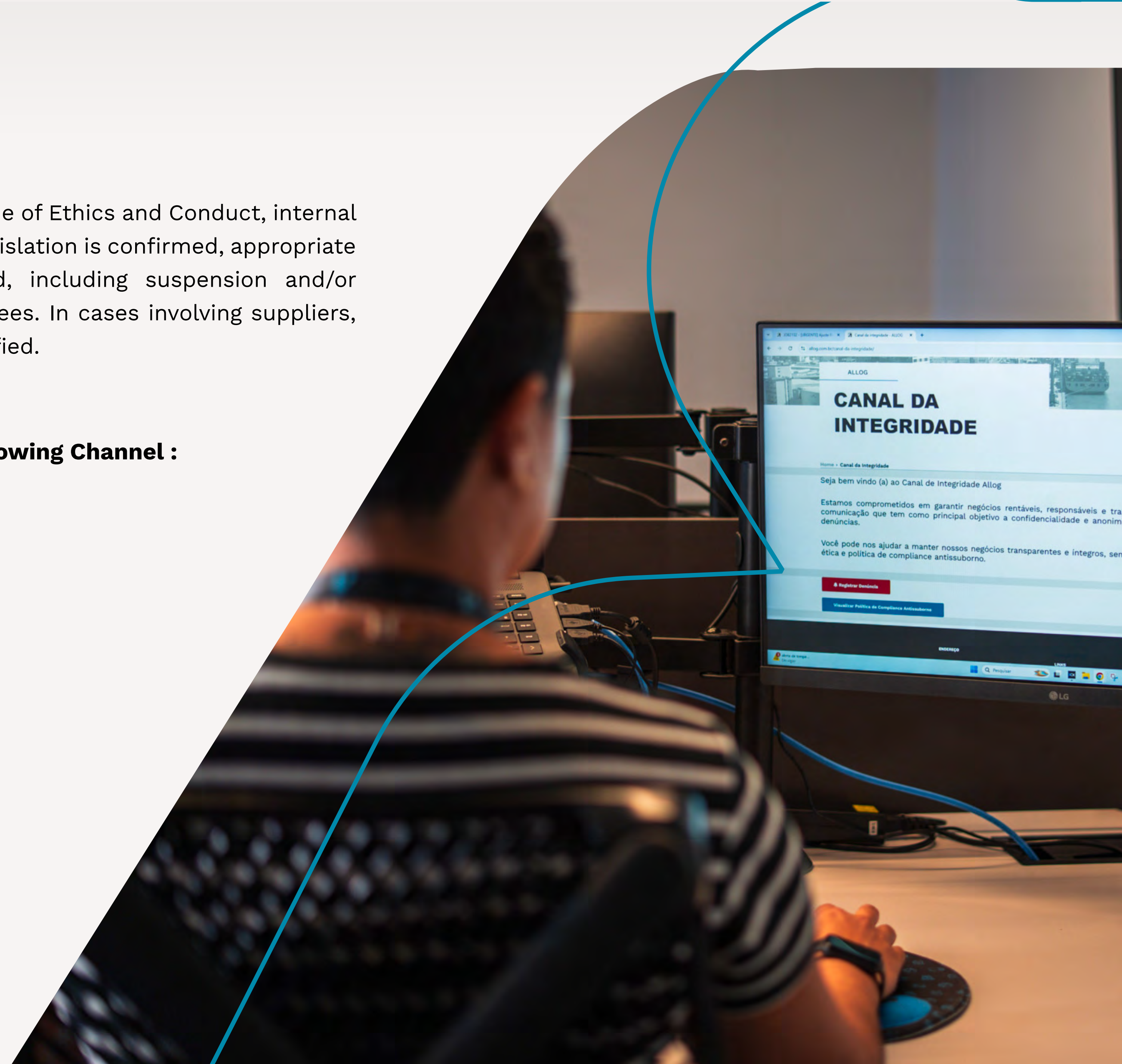
It is intended for receiving reports, complaints, inquiries, and concerns, allowing individuals with or without a formal relationship with the organization (such as clients, suppliers, employees, former employees, candidates, or anonymous parties) to submit communications.

Through this channel, it is possible to report occurrences related to misconduct, harassment, discrimination, corruption, relationship conflicts, misuse of resources, data breaches, among other situations, including details such as involved parties, date, reason, and impact of the occurrence.

Upon receipt, reports undergo an assessment process to determine the severity of the occurrence and the applicable corrective measures. Cases are initially handled by the **Compliance Officer**, who then engages the **Ethics Committee** to evaluate the situation.

If a violation of the Code of Ethics and Conduct, internal policies, or national legislation is confirmed, appropriate measures are applied, including suspension and/or termination of employees. In cases involving suppliers, the partner is disqualified.

Access our Whistleblowing Channel :



Anti-corruption Practices



Anti-bribery Compliance Policy

In compliance with the Anti-Corruption Law (Law No. 12,846/2013) and as a means to prevent and combat actions that are not in accordance with the Code of Ethics and Conduct and national legislation, Allog has established an **Anti-bribery Compliance Policy**.

The Policy aims to describe and explain prohibitions against bribery and corruption in all operations of the organization, as well as to highlight specific compliance requirements related to these restrictions. This document reinforces our commitment to conducting business globally with the highest standards of honesty and integrity.

Access the full Anti-bribery Compliance Policy:

The Policy was established in 2023 and is reviewed and revalidated annually.

The document defines clear rules regarding payments, gifts, presents, and hospitality, allowing courtesies only within specific limits, with transparency and without the intention of influencing decisions.

The Policy also addresses donations, sponsorships, and political contributions, prohibiting their use for unlawful purposes or undue advantage. It further establishes guidelines on travel, training, conflicts of interest, accurate accounting records, and the prohibition of facilitation payments, in addition to requiring mandatory due diligence in the hiring of third parties.

To strengthen anti-bribery practices, we promote annual training and capacity-building initiatives that present the Policy, its characteristics, and warning signs, ensuring that all employees are able to identify irregular actions within the company. These trainings necessarily include managers and employees whose roles involve

interaction with authorities, as well as professionals from finance, product, commercial, legal, operations, and compliance areas.

We have an Anti-bribery Compliance Office, which can be contacted via email at integridade@allog.com.br

We also maintain the Integrity Channel, available to both internal and external audiences, through which reports can be made when any activity violates our internal policies.

In 2025, there were no recorded cases of corruption at Allog.

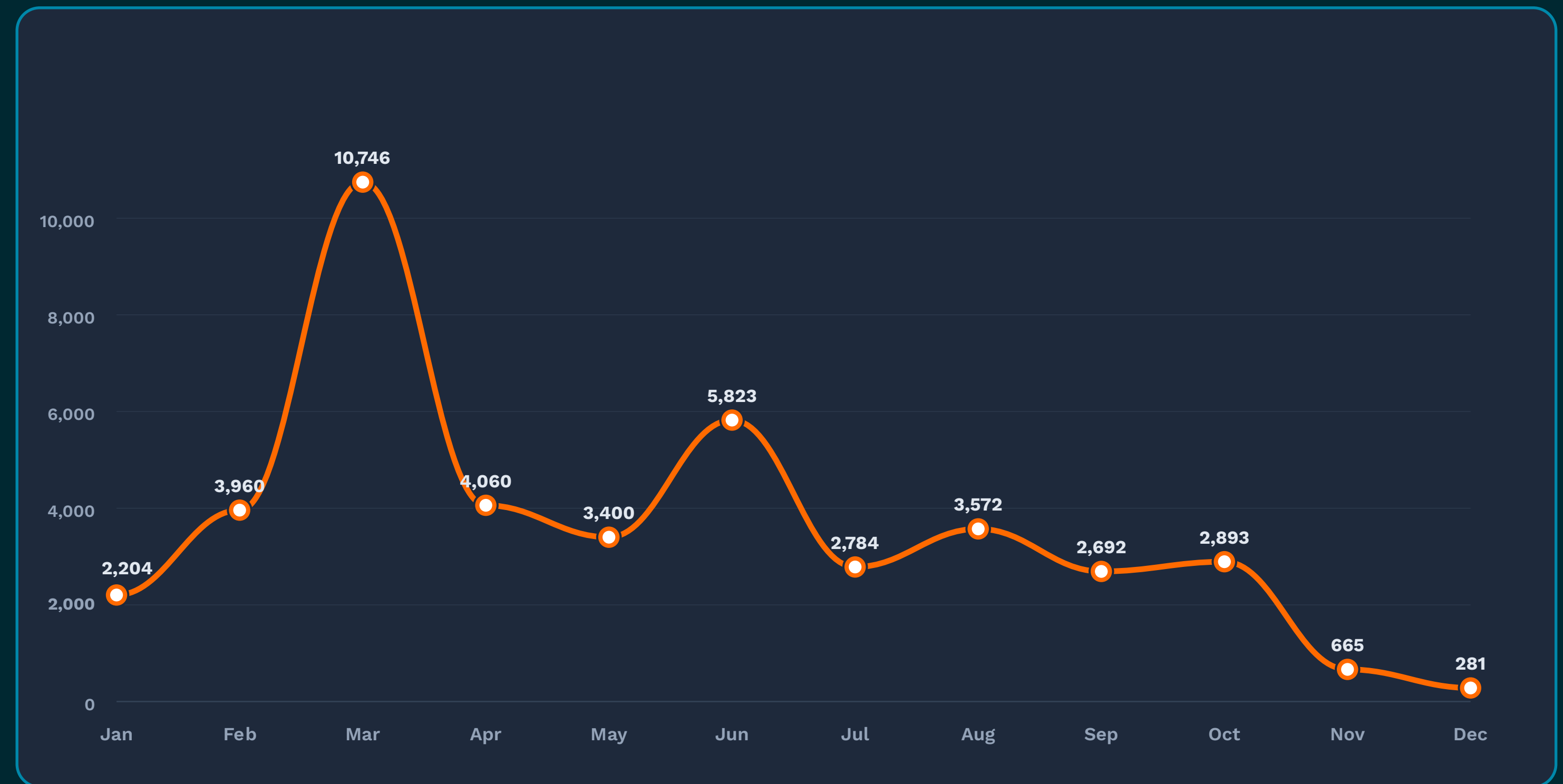
Data and information security



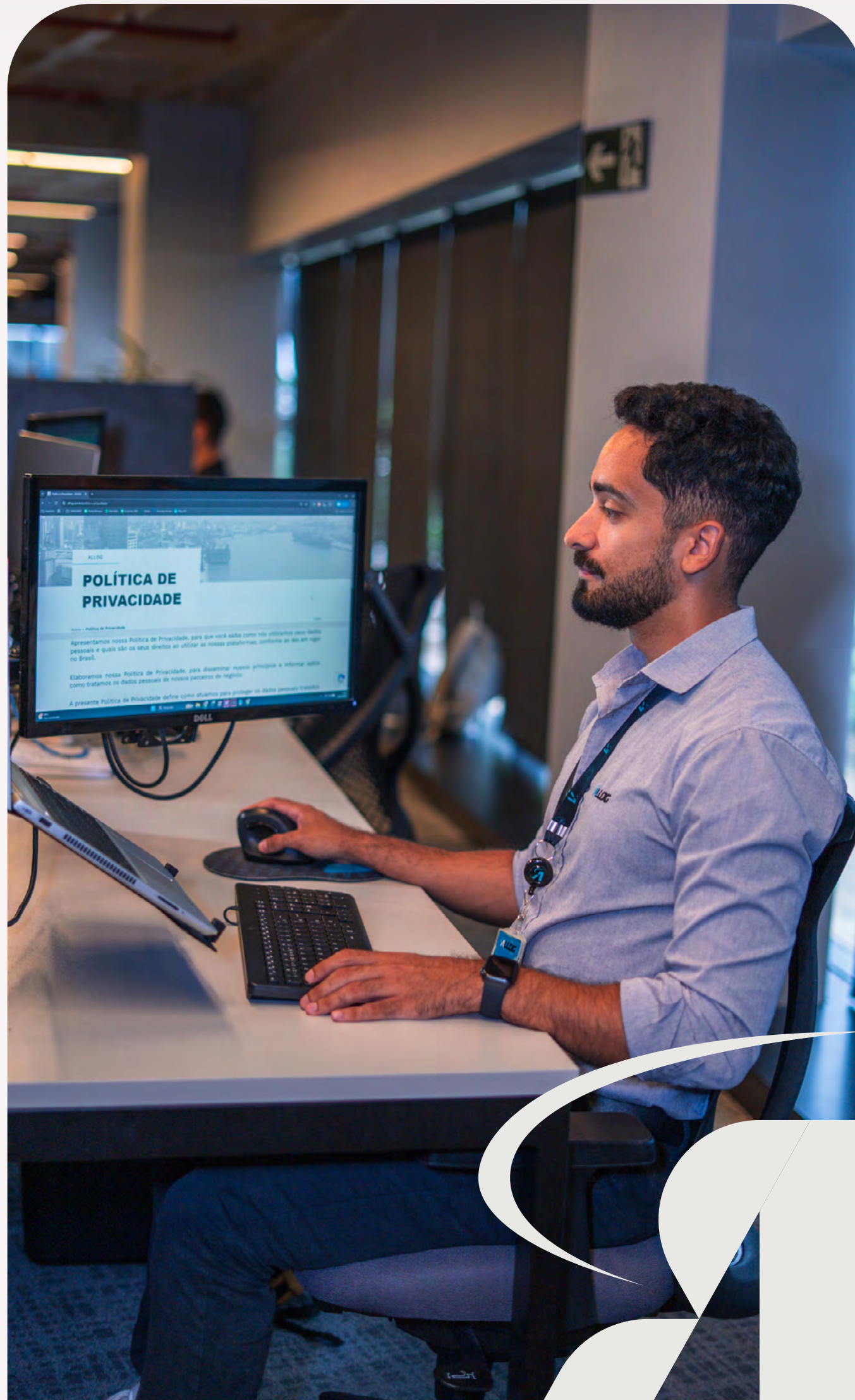
At Allog, we understand that the increasing digitalization of activities and the continuous use of technologies make it essential to adopt processes, policies, and guidelines focused on information security, such as the Privacy and Data Protection Policy.

The company implements procedures that guarantee the protection of collected data, confidential information, and documents generated in operations, through the proper organization of files and the use of equipment and systems that ensure the integrity, confidentiality, and security of information.

Attack Attempts in 2025 (Monthly Monitoring)



In 2025, a total of 43,080 cyberattack attempts were recorded, all of which were successfully blocked by the controls and procedures implemented by Allog.



Data Privacy Policy

We maintain a Data Privacy Policy aligned with the guidelines of the Brazilian General Data Protection Law (LGPD – Law No. 13,709/2018), which establishes the standards and procedures governing the storage and processing of personal data.

This policy defines the strategies, processes, and resources dedicated to strengthening the organization's digital security framework. We leverage advanced technologies for the storage and management of data collected through our business activities, while ensuring that only information strictly necessary for operational purposes is requested.

In addition to technological safeguards, we invest in **employee training and capacity-building** initiatives to ensure that all team members are well-equipped to handle sensitive information responsibly. In 2025, two training cycles on the Data Privacy Policy were conducted, each lasting approximately two hours, with all employees invited to participate.

The Allog Group has appointed a **Data Protection Officer (DPO)**, responsible for receiving and assessing data-related requests, as well as serving as the liaison between data subjects and the Brazilian National Data Protection Authority (ANPD). This structure ensures that individuals can fully exercise their rights regarding personal data, including the right to access information collected about them or request its deletion, among others.

To contact the Data Protection Officer (DPO), please email privacidade@allog.com.br

In 2025, no data breaches or related complaints were reported.

Internal and External Audits



To monitor implemented processes and ensure the effectiveness of policies, procedures, and internal controls, Allog conducts periodic internal audits covering both **information security** and the **requirements of the Quality Management System – ISO 9001**. These audits aim to identify potential vulnerabilities, such as risks of data leakage or misuse, as well as to assess compliance and the effectiveness of practices adopted across all business units.

In addition, Allog undergoes annual independent external audits conducted by an accredited certification body under ISO 9001. These audits provide an impartial assessment of processes, ensuring compliance with regulatory requirements, continuous improvement, and the robustness of controls related to quality, information security, and organizational management.

Audits (2023-2025)



EXTERNAL AUDITS

2023

- 1 ISO 9001 external audit cycle
- Duration: 5 days

2024

- 1 ISO 9001 external audit cycle
- Duration: 5 days

2025

- 1 ISO 9001 external audit cycle (5 days)
- 1 audit cycle focused on LGPD compliance

NEW LGPD COMPLIANCE

Customer Management

At Allog, we are committed to delivering services with excellence, ensuring quality outcomes, agility, and efficiency across the various segments in which we operate.

Following initial contact, clients are classified based on their service needs, allowing us to provide tailored support aligned with each requirement. Throughout the process, assessments are conducted to verify business compatibility, along with studies aimed at optimizing operational efficiency.

To enhance customer experience and ensure optimal use of our solutions, we provide an online platform called **myAllog**.

myAllog

myAllog is a digital platform that provides clients with real-time access to strategic process information, along with a range of management tools. The solution enhances visibility, control, and efficiency throughout the entire operation—from planning to final delivery.

Key features include the electronic submission of BL drafts¹, real-time shipment tracking, and centralized access to documents and operational data. This enables clients to gain greater autonomy in accessing relevant information and monitoring shipments with increased accuracy and security.

The platform also offers multiple performance indicators that support communication with internal teams, reduce errors, and improve operational agility. By consolidating critical information into a single digital environment, myAllog drives continuous improvement and enhances overall customer value.

¹ A BL Draft is the preliminary version of the Bill of Lading, shared for review and validation prior to the issuance of the final document.

YOUR TRUST DRIVES US



Customer Satisfaction Assessment



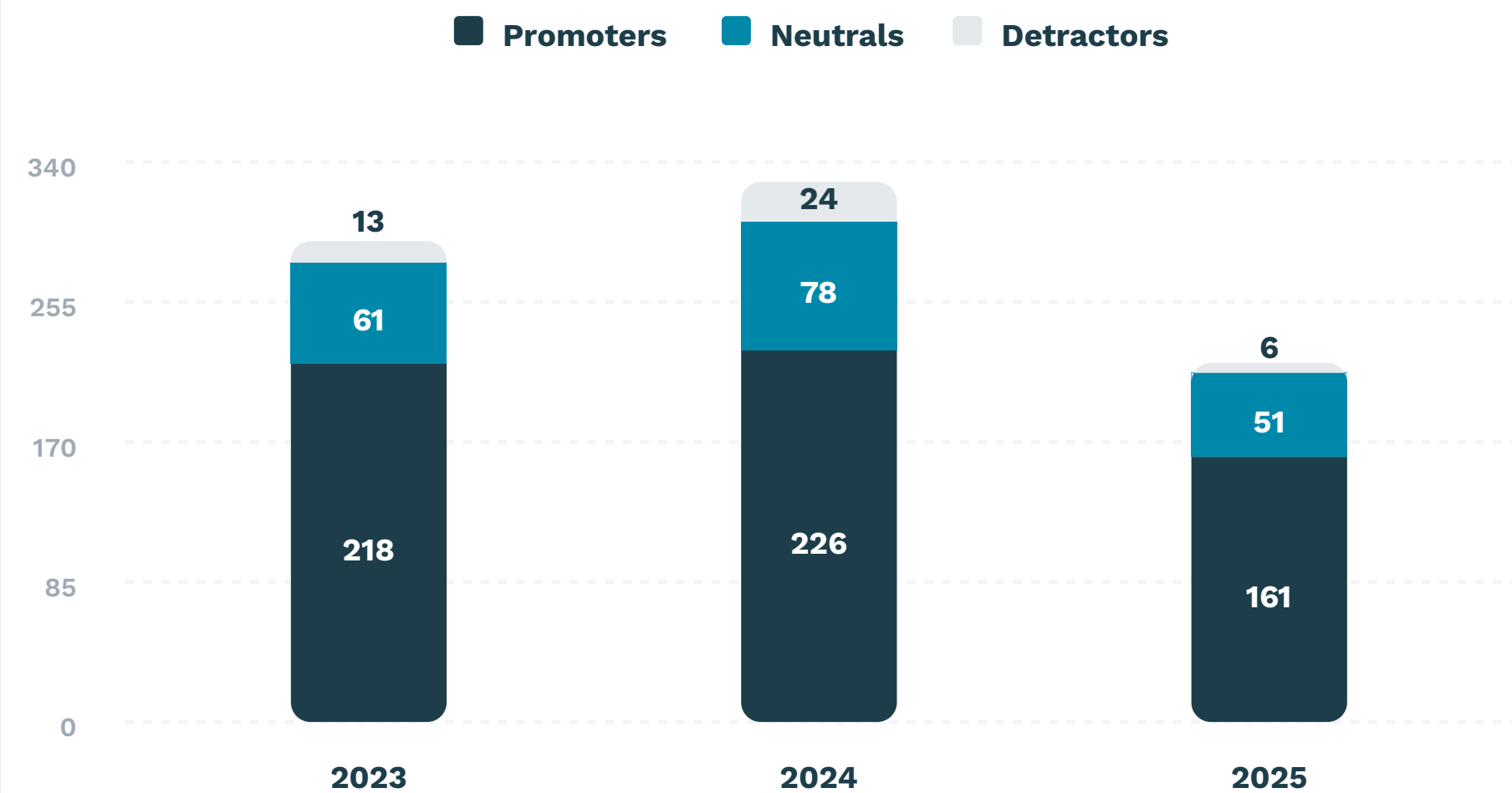
As part of our continuous efforts to enhance service quality and solution delivery, we use the Net Promoter Score (NPS), a widely recognized methodology that identifies strengths and measures customer satisfaction with our services.

Over the past three years, one out of three targets was achieved. In 2024, we reached the highest response rate (72.9%), and in 2025, our NPS increased to 71.1%. Overall, the average NPS stood at 67.6%, compared to an average target of 72.0%, with response rates ranging from 64.0% to 72.9%.

We continuously strive for excellence by improving our processes and service delivery. As part of this effort, we also collect customer suggestions, which are evaluated and incorporated into Allog's operational procedures whenever relevant.

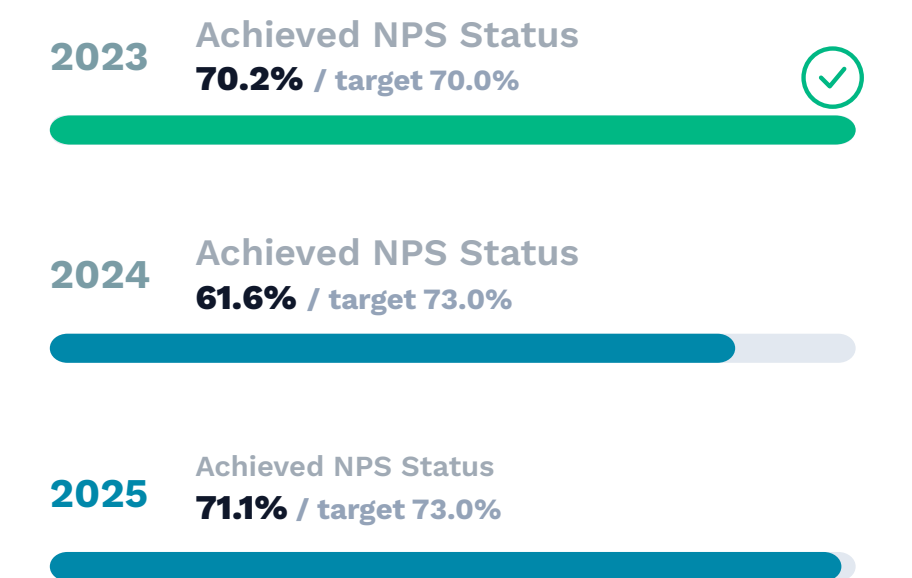
PROFILE COMPOSITION

NPS - Cycles 2023 - 2025



COMPARATIVE: CYCLES 2023 - 2025

Target Evolution %



2023


456

Base (Clients)

292

Responses (Clients)

64.0%

2024


450

Base (Clients)

328

Responses (Clients)

72.9%

2025


321

Base (Clients)

218

Responses (Clients)

67.9%



Classification Zone (NPS)

Quality

Supply Chain and Partners



Allog works with partners and suppliers located across all continents, particularly in the Americas, Europe, and Asia.

Partnerships with global freight forwarders enable us to operate beyond Brazil, expanding our international reach. In addition to maintaining high standards of transparency and integrity in our internal operations, we seek to establish partnerships that reflect the values and practices guiding our business.

To ensure that suppliers and partners are aligned with sound environmental, social, and governance (ESG) practices, we implement a structured **process for supplier qualification, monitoring, and control**. This process is managed through a specialized platform and overseen by the company's Quality department.

The evaluation process includes the analysis of financial management, compliance practices, conflict of interest

policies, licenses and certifications, as well as adherence to internal procedures and Authorized Economic Operator (AEO) requirements.

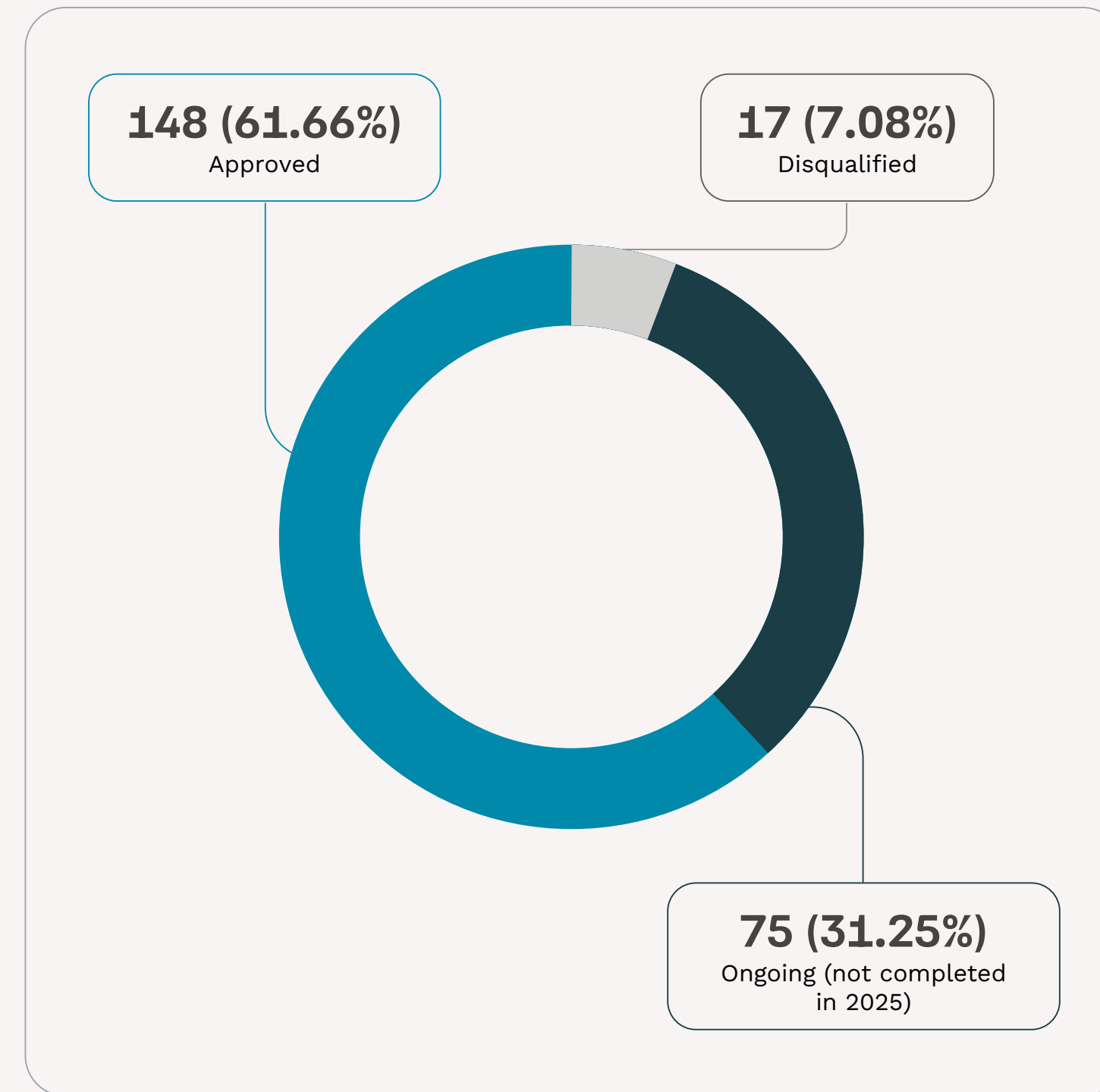
In 2023, we committed to reviewing and strengthening our supplier conduct monitoring and evaluation system. In 2024, this process was incorporated into our governance framework, and in 2025, the first performance metrics were established.

In 2025, a total of 240 suppliers were assessed through the qualification process. Of these, 148 were approved (61.66%), while 17 suppliers (7.08%) were disqualified for not meeting the established criteria. Other 75 suppliers (31.25%) had not completed all evaluation stages by the end of the reporting period and remained under assessment. The process considers criteria related to security, compliance, and operational requirements.



The institutionalization of this process ensures that suppliers are aligned with best market practices and that we engage with reliable partners who contribute to more responsible and sustainable business operations.

Supplier Evaluation in 2025



Chapter 03

People



Our Team

At Allog, caring for people is a core priority, carried out with a high level of dedication. We are committed to fostering a healthy work environment that upholds fundamental rights and supports the development of our employees.

To this end, we maintain internal policies and codes that ensure employee health, well-being, quality of life, and professional development. These guidelines are reinforced by benefits, recognition initiatives, and programs designed to promote both personal and professional growth.

“

Relationships with people are one of Allog's key differentiators. This is undoubtedly one of the main reasons I have been here for so many years. The collaborative environment and the genuine willingness of colleagues to support, listen, and guide have been fundamental to where I am today. I have great admiration for the company's founders, directors, and managers. They inspire me every day to strive for my best, constantly challenging me to grow. Walking alongside such dedicated professionals throughout this journey has been essential to my development and to building my long-standing career at Allog.”

Adriana Hulek, part of the Allog team for 10 years.



“

My journey at Allog began on June 8, 2015, when I joined as an import assistant. At that time, I faced the challenge of transitioning from the customs clearance area to the operational financial side of freight forwarding. It was an intense period of learning, adaptation, and professional development.

Shortly thereafter, I participated in the centralization of the operational financial area across all transport modes—an important experience that broadened my knowledge and contributed to my technical and professional growth.

Over the years, I became increasingly connected to Allog’s culture. The welcoming environment, openness to dialogue, and daily challenges played a key role in strengthening my journey and shaping the professional I am today.

Throughout this path, I have had valuable opportunities to learn through training, teamwork, and continuous development. My progression—from an assistant role to my current position as a coordinator—has been a natural outcome of consistent dedication, learning, and collaboration over time.

Today, I remain motivated by new challenges and grateful for the journey I have built, as well as for the contribution of Allog and the people who have been part of my professional development.”

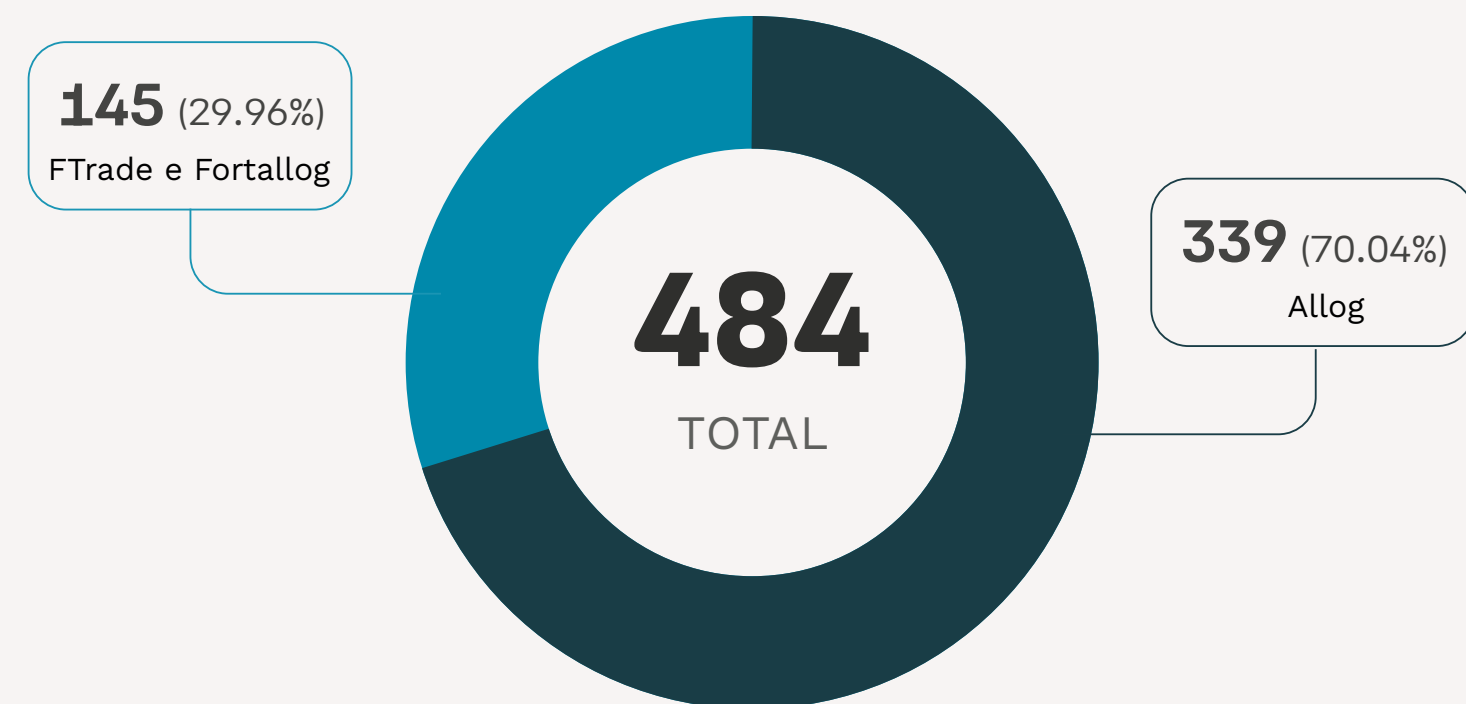


Francieli Travasso da Silva, part of the Allog team for 10 years.

Workforce Profile

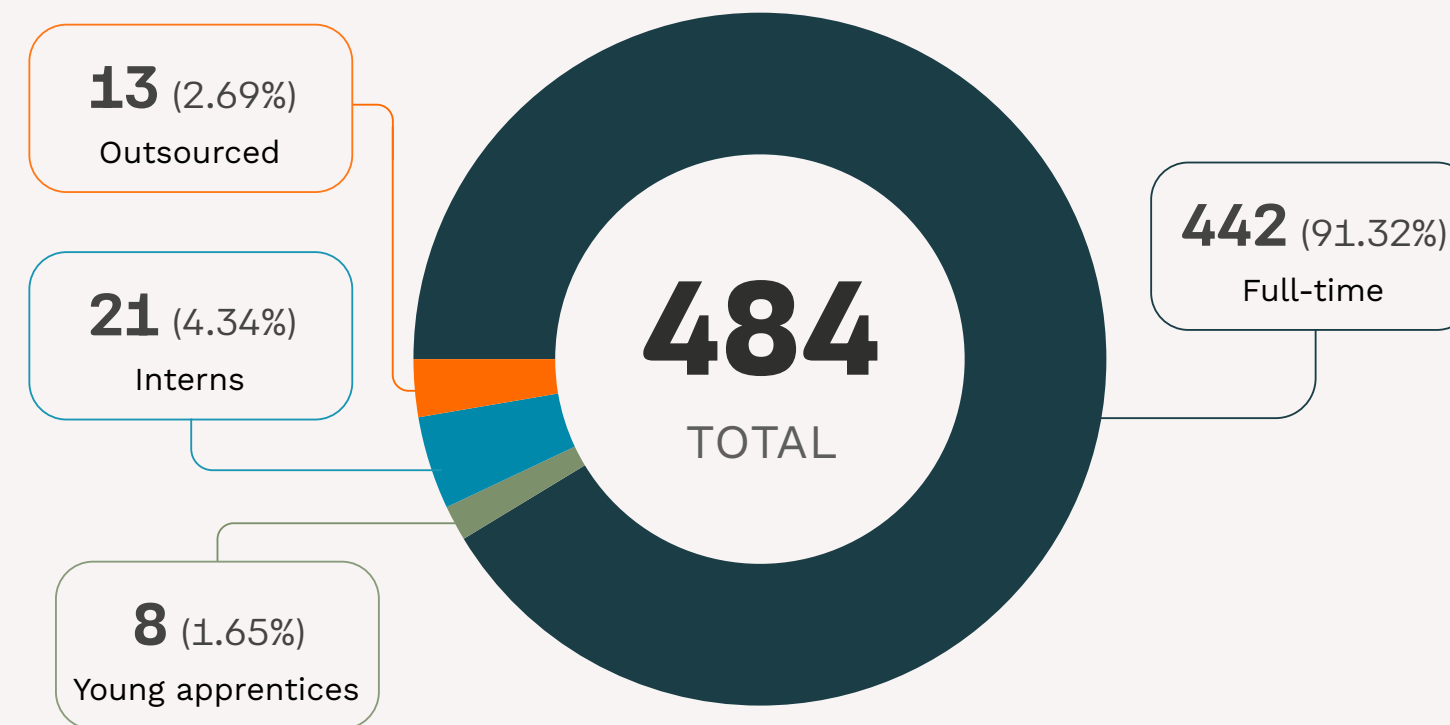
In 2025, the Allog Group reported a total of 484 employees, of which 70% are part of Allog. This represents an increase of 11% compared to 2024 (436 employees) and 29% compared to 2023 (375 employees). During the reporting year, there were 142 hires and 98 terminations, resulting in a turnover rate of 1.68% at Allog and 4.33% at FTrade combined with FortaAllog.

Allog Group Workforce – 2025



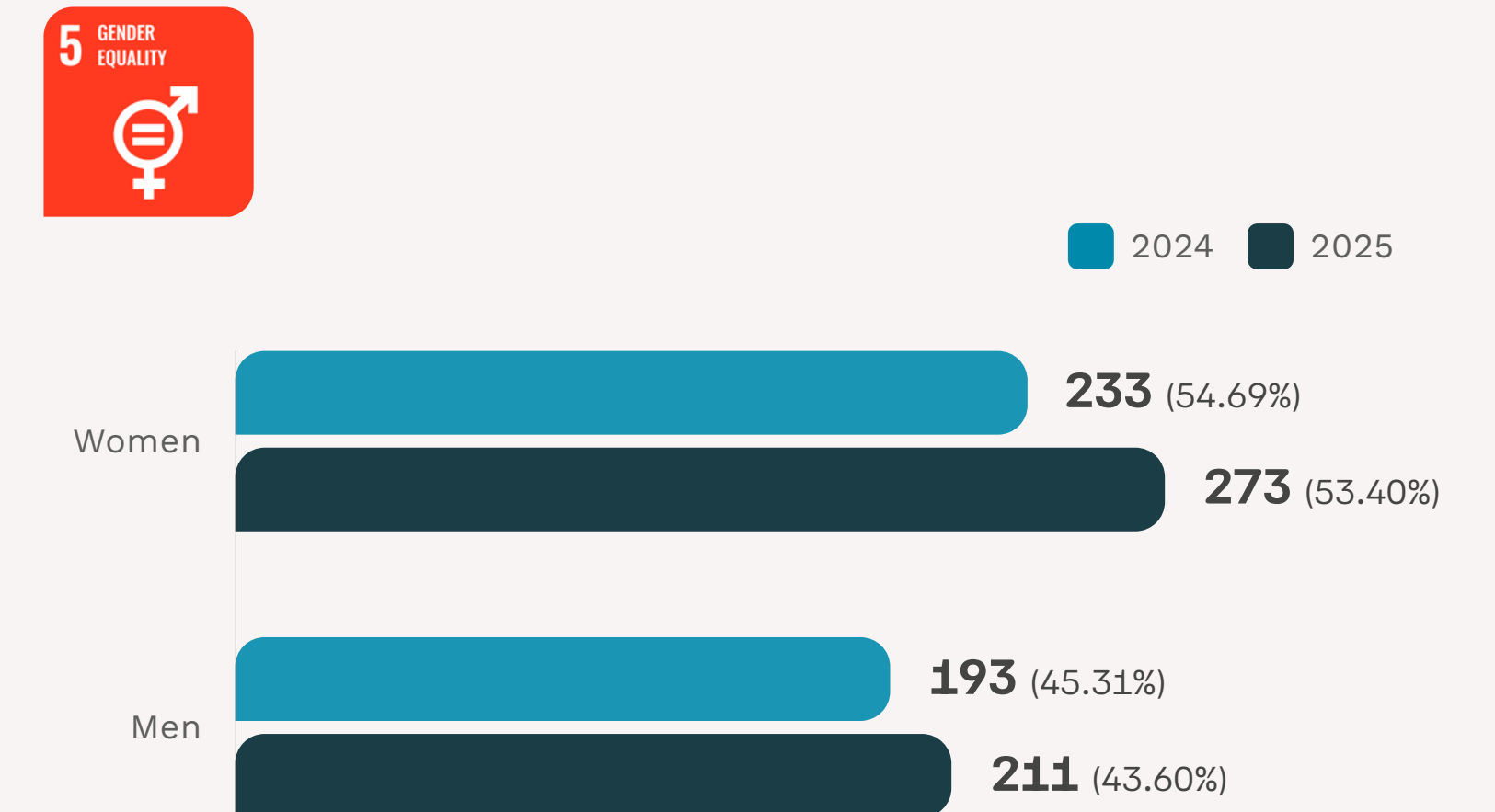
Considering the total workforce, approximately 91.32% are full-time employees, followed by 4.34% interns, outsourced workers, and young apprentices.

Allog Group Workforce by Category – 2025



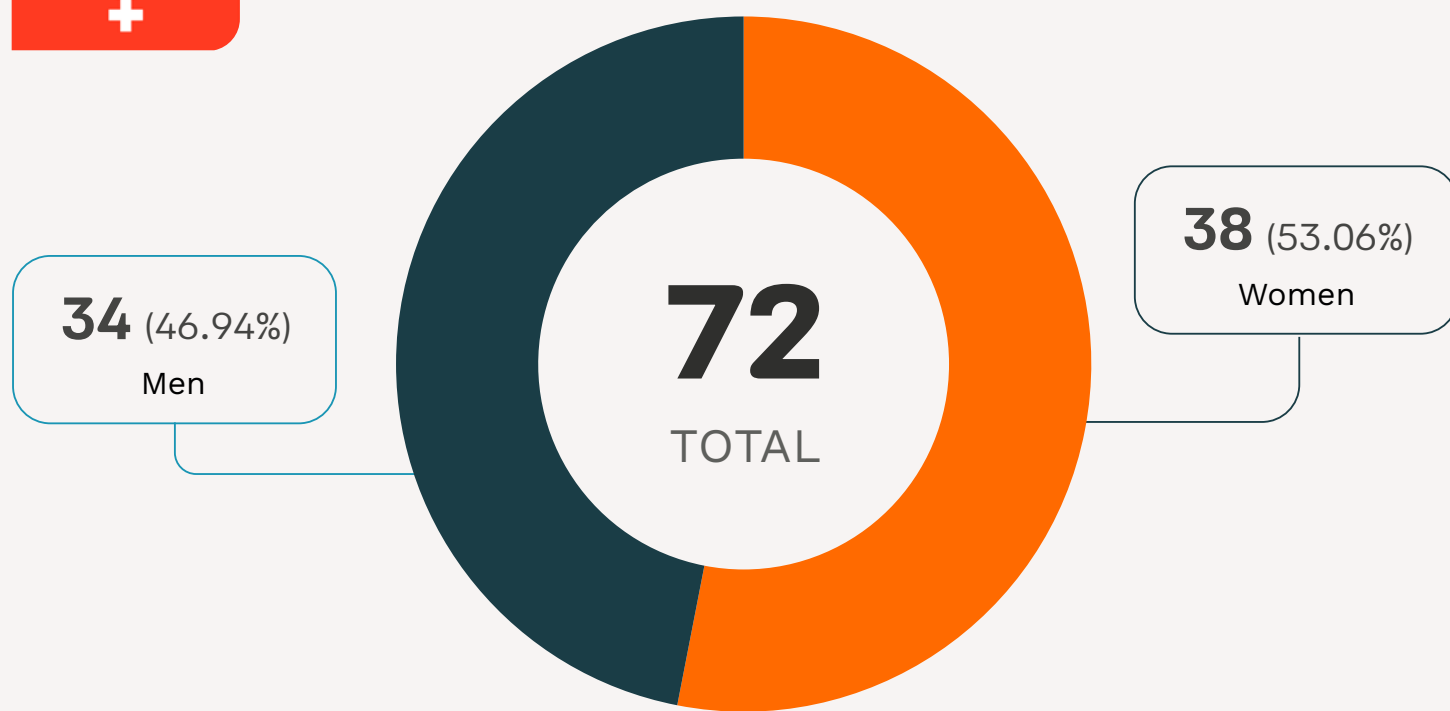
Allog's workforce is predominantly female (56.40%), a trend that is also reflected in leadership positions, where women represent 53.06%. These figures demonstrate progress toward greater gender balance in the distribution of roles across the Group.

Employee Distribution by Gender (2025 and 2024)



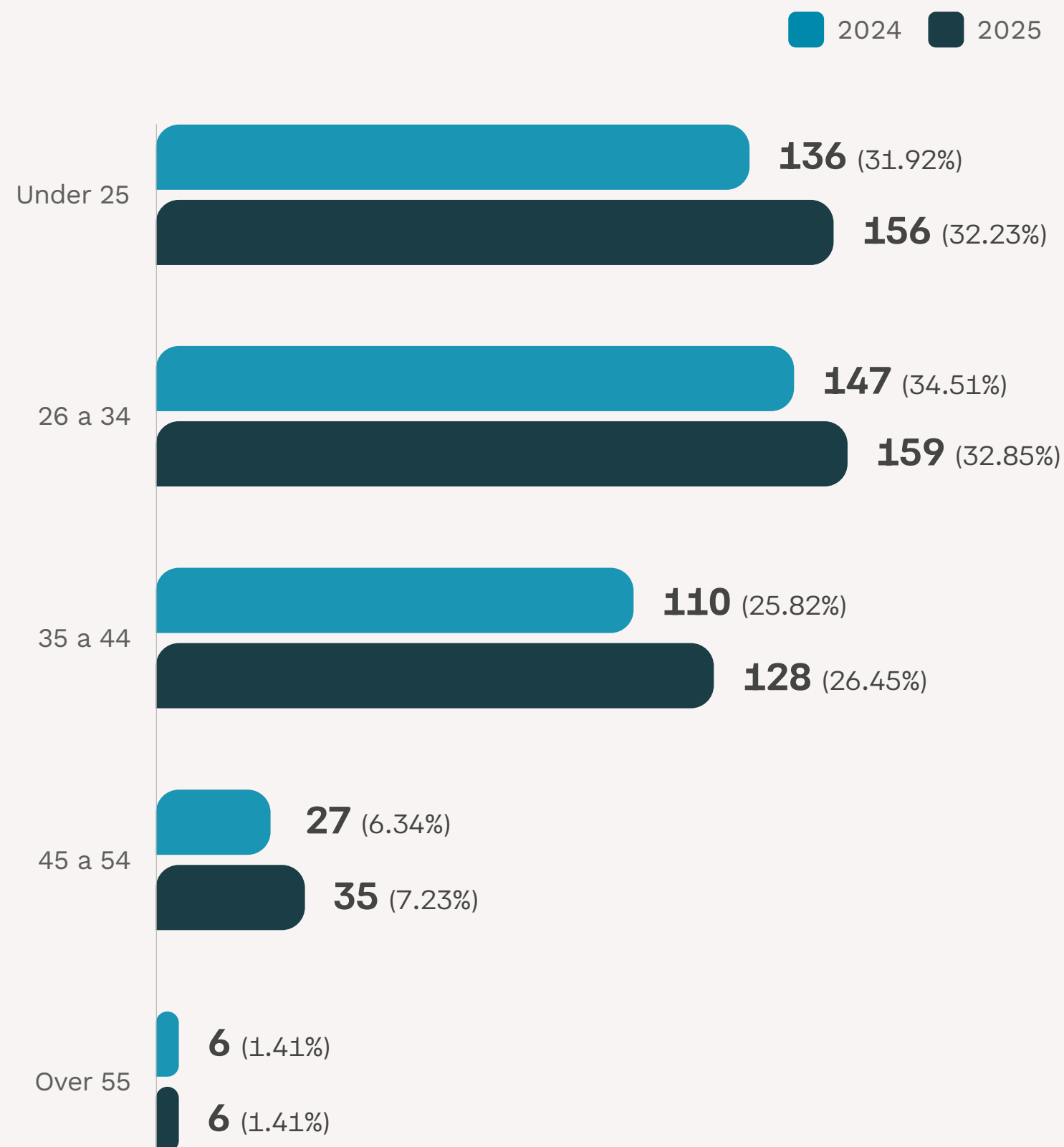
Leadership Distribution by Gender (2025)

*Coordinator, Management, Executive Board, CEO, and President



The majority of employees (32.85%) are between 26 and 34 years old, followed by those under 25 (32.23%) and those aged 35 to 44 (26.45%). Compared to 2024, the Group saw an increase in employees aged 45 to 54, rising from 6.34% to 7.23%.

Employee Distribution by Age Group (2025 and 2024)



Regarding ethnic and racial distribution, there is a predominance of employees who self-identify as White, representing 63.43% of the total, a percentage similar to the previous year (64%). There was an absolute increase in employees who identify as Brown (“Pardo”), rising from 110 to 125, maintaining a similar proportional share (25.83% in 2025 and 25% in 2024). The number of employees who identify as Black remained stable at 27, although with a slight proportional decrease.

Employee Distribution by Ethnic-Racial Group (2025 and 2024)

Grupo	2024	2025
White	276 (64.8%)	307 (63.43%)
Brown (Pardo)	110 (25.8%)	125 (25.83%)
Black	27 (6.3%)	27 (5.58%)
Asian	3 (0.7%)	5 (1.03%)
Not disclosed	10 (2.3%)	20 (4.13%)

Diversity, Equity and Inclusion (DEI)



Diversity, Equity, and Inclusion (DE&I) are fundamental aspects of Allog’s corporate culture. We value differences and recognize the diverse experiences and perspectives that each individual brings.

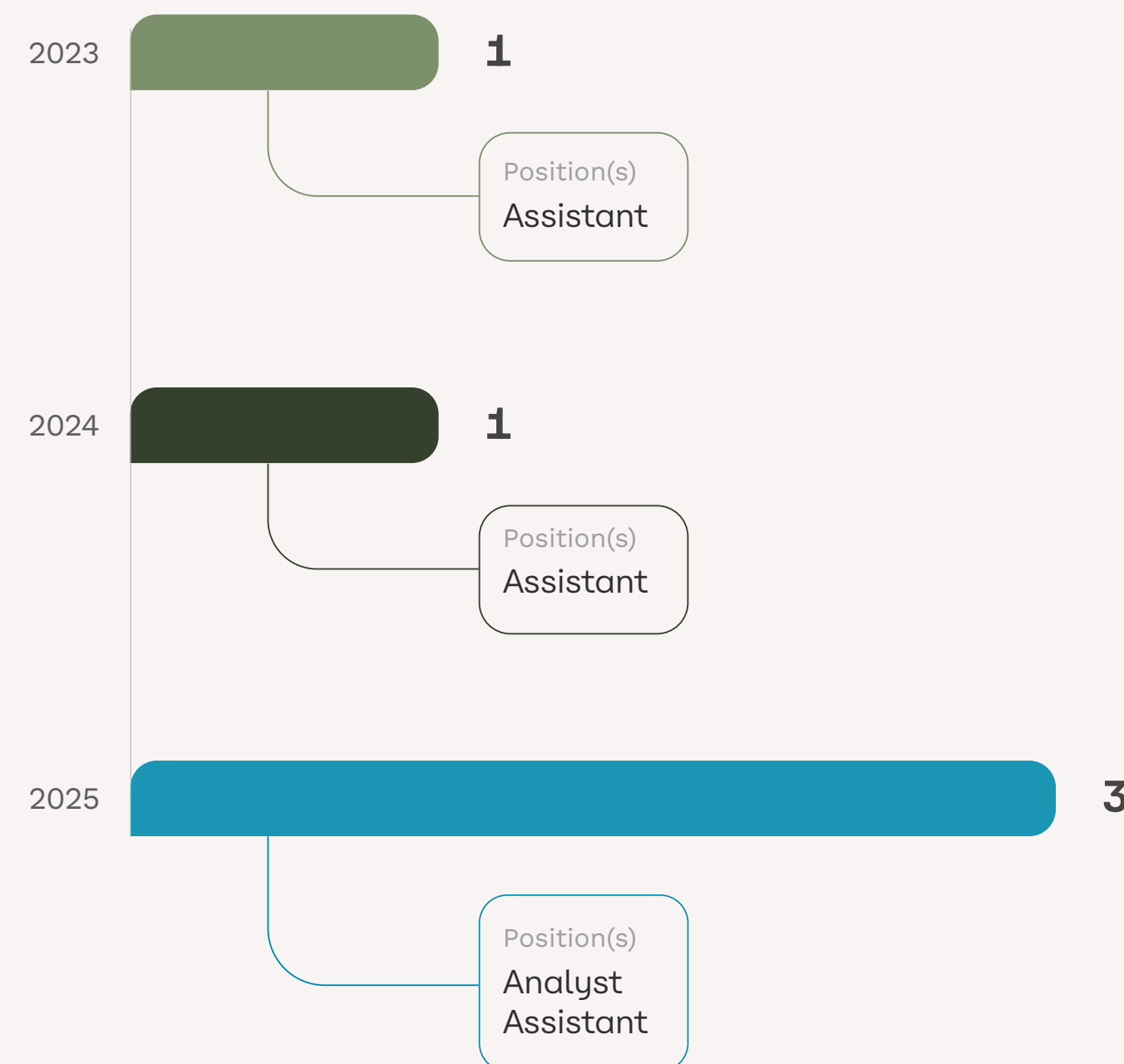
A diverse workforce fosters innovation, enhances continuous improvement, and strengthens the development of ideas that support organizational growth. We ensure equal opportunities for all individuals and provide the conditions necessary for employees to develop, achieve professional excellence, and contribute to the company’s success.

Between 2023 and 2025, there was an increase in the number of Persons with Disabilities (PwD) within the Group. In 2023 and 2024, the total remained at one employee, holding an Assistant position.

In 2025, this number increased to three employees, distributed across different roles. This progress reflects

the strengthening of inclusion practices and highlights opportunities to further expand representation across various functions and organizational levels.

Number of Persons with Disabilities (PwD) in the Group



Recruitment, Selection and Hiring

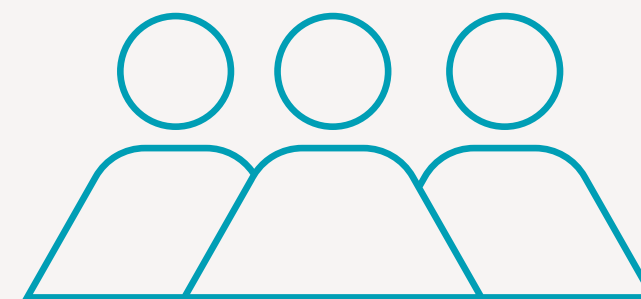


We believe that people have the potential to transform the organization and achieve the highest standards of performance. Recruitment and selection processes are conducted by a qualified team dedicated to identifying the best talent aligned with our strategic needs.

At every stage, we ensure respect, ethics, and transparency. From the outset, candidates are informed about the core values that guide our operations, and we guarantee the privacy and confidentiality of all data provided, with processes conducted in full compliance with data security policies.

We ensure equal opportunities for all individuals, regardless of race, color, religion, gender, sexual orientation, age, nationality, disability, or any other characteristic.

The selection process includes multiple stages, such as interviews, psychological assessments, and cultural fit evaluations. This comprehensive approach enables a thorough assessment of candidates, ensuring that selections are based on competencies and skills, and that no candidate is excluded for reasons related to diversity.



Employee Benefits and Recognition

At Allog, we offer a comprehensive benefits package aimed at enhancing quality of life and overall well-being. Key initiatives include a flexible work model, meal and food allowances, transportation support, health insurance, medical assistance, dental coverage, and childcare support.



Benefits Offered by Allog

FLEXIBLE WORK MODEL

To promote well-being and quality of life, we adopt a flexible work model that combines in-office and remote activities. This model is governed by a pre-established agreement defining work schedules, ensuring a better work-life balance.

DENTAL PLAN

In addition to physical and mental health care, we offer dental coverage, providing access to consultations and treatments. The company fully covers the monthly premium, with employees contributing a co-payment for services used..

TRANSPORTATION VOUCHER

An optional benefit provided through a transportation card, covering commuting costs between home and the workplace, ensuring accessibility without compromising employees' personal budgets.

CHILDCARE ASSISTANCE

Parents receive financial support to help cover daycare or specialized caregiver expenses. This benefit applies to children up to 6 years and 11 months old, ensuring a safe environment while employees fulfill their work responsibilities.

HEALTH INSURANCE

We provide health insurance that can be extended to employees' dependents. The company fully covers the monthly premium, while employees are responsible for a portion of the co-payment associated with the services used.

MEAL OR FOOD VOUCHER

This benefit provides financial support for employees to purchase meals at restaurants or bakeries, as well as groceries at supermarkets and fresh produce markets.

MEDICAL AND THERAPY ASSISTANCE

Support for physical and mental health care and treatment.

Ações de valorização realizadas pela Allog:

At Allog, we believe that valuing people is a core strategic priority. We recognize that employees should be acknowledged for their performance and the excellence of their contributions.

To support this, we implement a range of recognition initiatives, including performance bonuses, childbirth and wedding gifts, recognition for academic achievements, birthday celebrations, tenure recognition, partnerships and discounts, as well as extended parental leave.

PERFORMANCE BONUS

Conducted semiannually, this program rewards employees who contribute to the company's results through financial bonuses, recognizing performance, engagement, and dedication throughout the year.

BABY KIT

Upon announcing the arrival of a child, employees receive a symbolic gift along with guidance on parental leave, health insurance, and other relevant information. After birth, a second personalized kit is provided for the baby.

WEDDING KIT

Upon marriage, and with submission of the marriage certificate, employees receive a personalized gift kit to celebrate this important milestone.

BIRTHDAY CELEBRATION

Employees are recognized on their birthdays with a celebration and a special gift, along with a half-day off to celebrate with family and loved ones.

LENGTH OF SERVICE RECOGNITION

Allog acknowledges long-tenured employees through special recognitions that highlight their dedication and contribution to the company's growth over time.

GRADUATION RECOGNITION

To encourage professional development, employees who complete undergraduate or postgraduate degrees receive symbolic recognition, represented by a personalized pen.

PARTNERSHIPS AND DISCOUNTS

The company maintains partnerships with educational institutions, gyms, pharmacies, restaurants, clinics, optical stores, and other services, providing employees with access to preferential pricing and contributing to their well-being and quality of life.

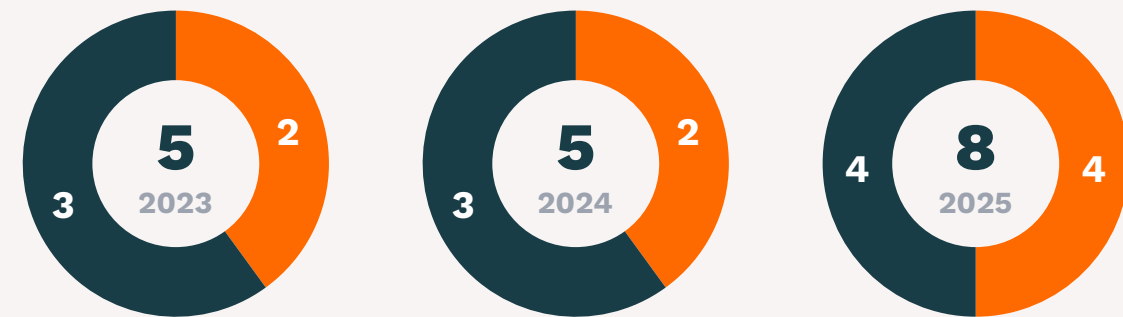
EXTENDED LEAVE

Allog offers extended maternity and paternity leave to promote employee well-being and strengthen family bonds during the early stages following childbirth.

Parental Leave Comparison (2023–2025)

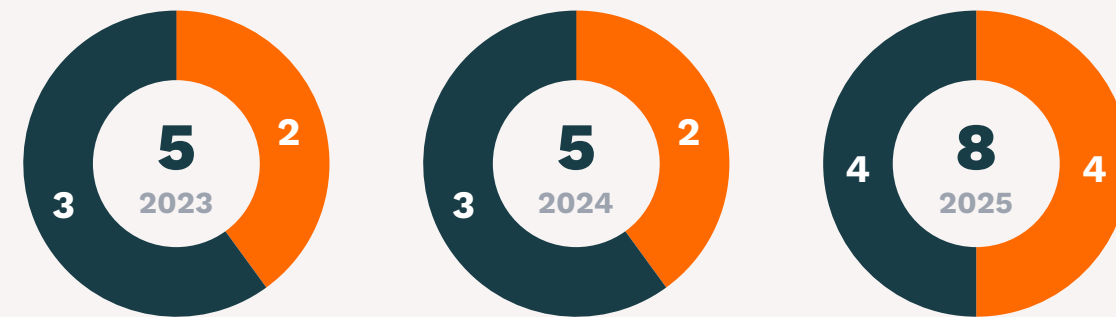
Employees eligible for parental leave

● Women ● Men



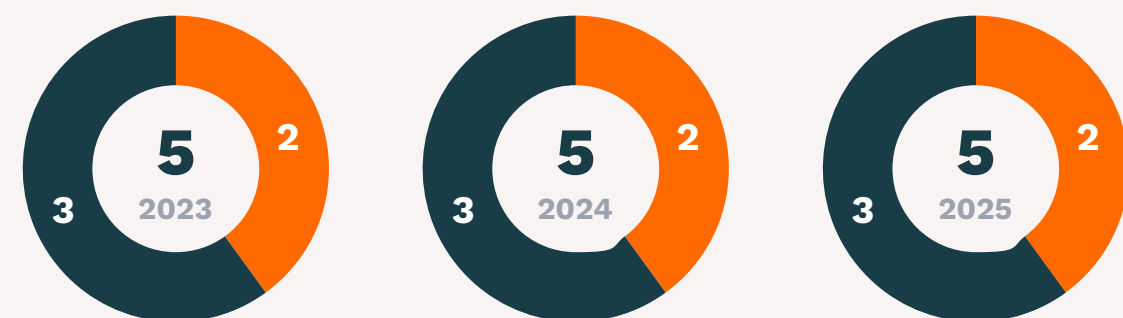
Employees who took parental leave

● Women ● Men



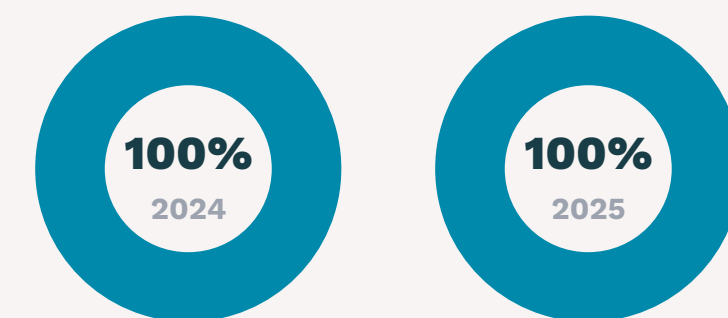
Employees who returned from parental leave

● Women ● Men



Return rate from parental leave

2023



Employees retained 12 months after return

100%

Retention rate after parental leave

100%

Development and Education



At Allog, we actively promote the personal and professional development of our employees to ensure that our solutions are delivered with excellence and that daily operations are continuously improved.

To foster continuous development, engagement, and talent retention, the company invests in a range of initiatives focused on professional training, lifelong learning, and strengthening organizational culture. These initiatives include internal and external training programs, incentives for academic education and language learning, talent retention strategies, as well as internal communication and knowledge-sharing practices.

“

I have been at Allog for 14 years, and during this time I have gone through many phases—from starting as an assistant to reaching the management position I hold today. None of this happened overnight; it was the result of continuous learning, support, and preparation for the opportunities that arose along the way.

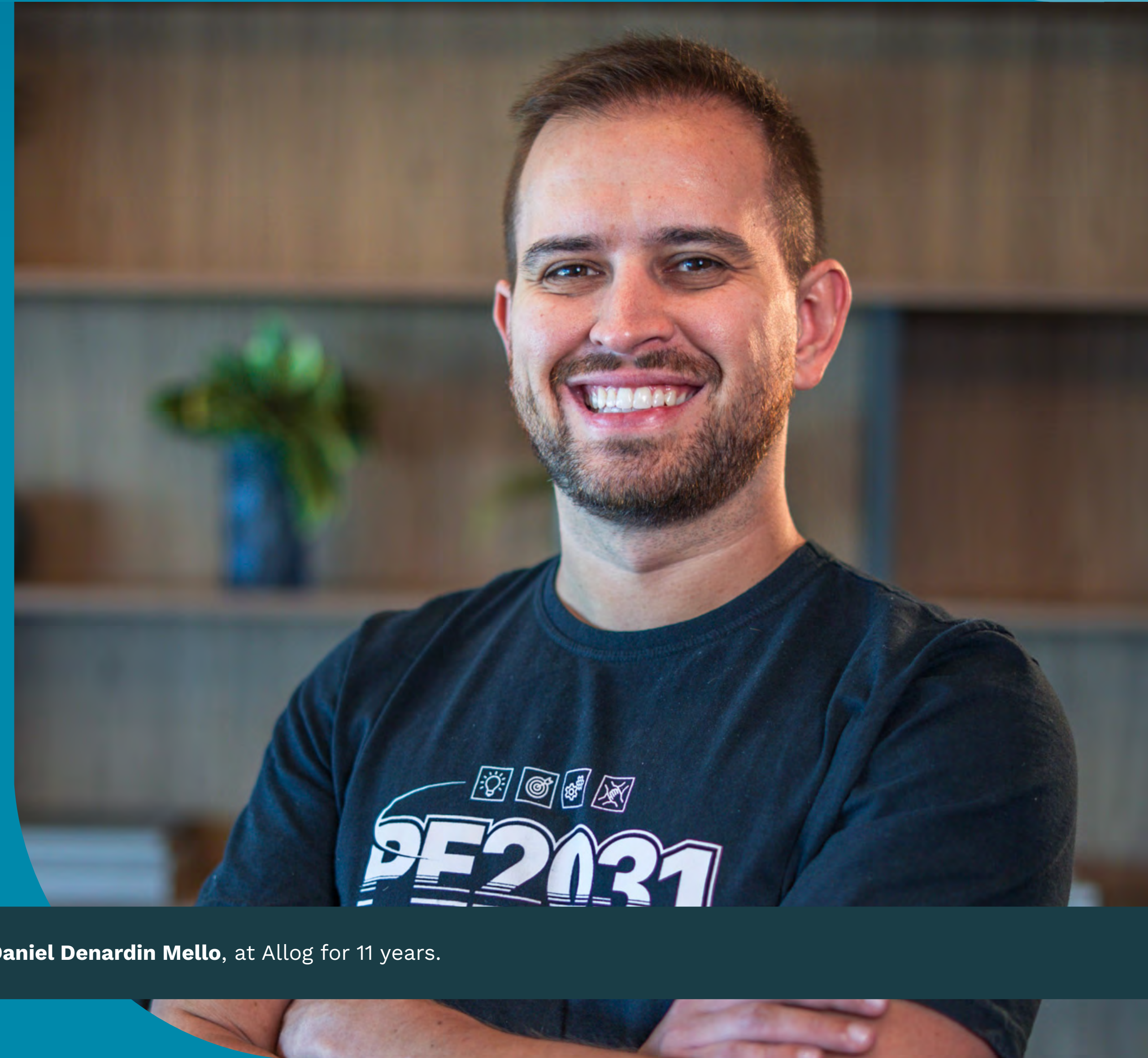
I feel that I have grown alongside the company and that, in some way, I have also contributed to its growth. Seeing the team’s development and maturity over the years is truly inspiring”.



Rodrigo Portes, at Allog for 14 years.

“

The company's ambition in business and its drive for growth constantly push me out of my comfort zone, motivating me to grow, deliver more, and continuously develop myself. This is all combined with a strong focus on people and sound judgment. Not every day is easy, but from time to time, it feels like I am starting fresh in a new company.”



Daniel Denardin Mello, at Allog for 11 years.

Training and Capacity Building



Allog invests in internal training programs and educational support initiatives aimed at promoting continuous employee development. Through technical, behavioral, and management training—delivered by qualified professionals or external partners—these initiatives are structured to meet organizational needs, enhance team performance, and support employees' career progression.

Mandatory training programs cover topics such as: Brazilian General Data Protection Law (LGPD), Authorized Economic Operator (AEO) certification, Information Security, Occupational Health and Safety, internal Codes and Policies, and emergency response training. In addition, we offer complementary training based on departmental needs or individual employee profiles, delivered both online and in person.

In 2025, 339 employees participated in Allog's training programs, with an average of 34 hours and 20 minutes of training per employee.

Allog Cultural Week

Held annually in Itajaí (SC) with live streaming to other locations, Allog Cultural Week features a series of lectures aimed at reinforcing organizational culture, promoting professional development, and addressing key business topics.

Over the past few years, the three-day event has become an important platform for knowledge exchange and strategic reflection, covering topics relevant to the logistics sector, the economic landscape, and leadership development.

Since 2023, the event has included discussions on strategic planning, specific supply chains, market trends, and the company's future outlook—aligning employees with business challenges and opportunities.



2023

Post-pandemic shipping outlook

Leading with Soul: a model for more conscious leadership

Energy market in Brazil

2024

Logistical bottlenecks in Southern Brazil’s port infrastructure and their impacts (ANTAQ partner)

Directors’ Panel: Allog’s Strategic Planning and its developments

Logistics in the automotive supply chain (Sumitomo client)

2025

BYD experience: logistics challenges, strategies, and the automotive market in Brazil

From the Northeast to the world: transportation of perishable fruits by air and sea

Executive leadership discussion on Allog’s present and future



Internal engagement calendar

To strengthen employee engagement, we develop an annual calendar of commemorative dates and relevant events addressing topics such as health, environment, and occupational safety. These initiatives are led by volunteers and aim to promote awareness, well-being, and constructive dialogue across the organization.

Career Development



Our employee development initiatives include strategies focused on employee recognition, educational support, access to an internal library, and foreign language learning programs.

TALENT RETENTION

The company adopts continuous strategies to value employees who align with its purpose, encouraging participation in new opportunities and internal recruitment processes, as well as promoting compensation improvements. These initiatives recognize individual performance, strengthen engagement, and support employees in remaining part of the organization's growth journey.

EDUCATIONAL SUPPORT

To encourage continued education, the company provides partial subsidies for undergraduate tuition fees. Eligibility considers tenure, with variable support levels based on the cost of each program.

In addition, a Language Support Program is offered from the time of hiring, enabling employees to invest in learning new languages, expand their professional skills, and enhance day-to-day performance.

INTERNAL LIBRARY

To facilitate access to knowledge, the Allog Group maintains an internal library with a diverse collection of books across multiple subjects. This space provides a practical and accessible learning resource, fostering continuous development and knowledge sharing among employees.

IN-COMPANY ENGLISH PROGRAM

As part of its development strategy, Allog offers an In-Company English Program, with weekly classes tailored to each employee's proficiency level, promoting continuous language improvement.

Participants also have the opportunity to join exchange programs, including 30-day experiences in English-speaking countries. These programs combine classes with native-speaking instructors and visits to business partners, providing a practical and immersive learning experience.

Allog Exchange Program

Allog operates in countries such as China and the United States, continuously strengthening its international presence. As part of this strategy, the company offers an **internal Exchange Program** that enables selected employees to gain professional and personal experience in countries where the company operates.

This initiative goes beyond geographic expansion: it promotes human, cultural, and professional development, broadens participants' global perspectives, and directly contributes to the integration of new practices, processes, and insights into the workplace.



“

In 2025, Allog's presence in the United States further strengthened trust and transparency with our clients and partners, expanded opportunities, and positioned the company more competitively in the market. Today, Allog has become even more recognized among major shipping lines and airlines operating in this key global market.

From a professional standpoint, this experience contributed to my maturity, autonomy, and strategic vision, while reinforcing the importance of alignment between teams and processes to sustain international growth. On a personal level, it required adaptability and clear communication in a multicultural environment. Working in another country and engaging with different work styles, expectations, and rhythms demanded flexibility, resilience, and proactivity.

It increased my confidence in decision-making and in collaborating with diverse teams. I gained a clearer understanding of how our local work impacts clients, partners, and operations globally, strengthening my sense of responsibility. Without a doubt, this experience adds practical knowledge, global perspective, and personal growth, directly enhancing the quality of the work we deliver.

Overall, being part of Allog's international expansion reinforces my pride in belonging and my responsibility in representing the brand globally, driven by the trust of our clients, employees, and partners”.

Bruna Oliveira Rossi Severo, at Allog for 16 years.



“

This experience represents a significant leap in my career development, particularly through immersion in the dynamics of the Asia Trade, currently the highest-volume segment in our import operations. It has also contributed greatly to my personal growth, as I have learned from new cultures here in Asia and become more adaptable to future opportunities that may take me out of my comfort zone.

In terms of my perspective on the company and our work, I can clearly see how the Allog brand is recognized internationally among players operating with Brazil. Carrying the company's name across Asia is extremely rewarding and a unique opportunity".



Luiz Fellipe Pimpão Giocondo, at Allog for 7 years.



Health, Safety and Well-being

We believe it is essential to maintain continuous attention to health, safety, and well-being, acting proactively to ensure that all work environments provide adequate infrastructure and enable employees to perform their duties under optimal conditions.

In this context, we develop internal projects and initiatives aimed at strengthening a culture of care, ensuring compliance with applicable regulations and industry standards, and promoting quality of life.

Occupational Health and Safety



Risk Management Program (PGR)

As Allog operates predominantly in administrative activities, it does not engage in operations that pose significant risks to the physical or mental well-being of employees. Nevertheless, all units are equipped with safe and appropriate infrastructure to ensure comfort and a secure working environment.

For specific demands at the Itajaí (SC) unit, we rely on the support of an outsourced Occupational Safety Engineer, who provides guidance on best practices for task execution.

Workplace Structure Aligned with Regulatory Standards

The company adopts practices aligned with Regulatory Standard No. 17 (NR-17), which addresses ergonomics and the adaptation of the work environment to employees' physical and cognitive characteristics.

This approach includes the organization of workstations, furniture, equipment, and environmental conditions, aiming to ensure comfort, safety, and efficiency in task execution, while preventing work-related injuries and occupational illnesses.

In 2025, one employee was on leave due to occupational illness.

Fire Brigade

Allog's fire brigade is composed of trained employees and safety technicians responsible for preventing and responding to potential incidents across its units. To support these activities, we use the E-Brigada application, which assists in managing fire prevention and accident response routines.

Air Conditioning Maintenance, Operation and Control Plan (PMOC)

To ensure air quality and the proper functioning of climate control systems, Allog implements an Air Conditioning Maintenance, Operation, and Control Plan (PMOC). Preventive and corrective maintenance, carried out by qualified professionals, helps reduce health risks for employees while ensuring greater efficiency and durability of the equipment.

Health and Well-being Promotion



Active Listening Support

Contamos com uma psicóloga que atua presencialmente em nosso escritório e oferece acolhimento e suporte emocional aos colaboradores e, sempre que necessário, realiza encaminhamentos para tratamentos especializados. Essa iniciativa contribui para o fortalecimento do bem-estar e auxilia na redução do estigma ainda existente em relação aos cuidados com a saúde mental.

Health Awareness Campaigns

In addition to health plan benefits, we promote awareness initiatives throughout the year focused on disease prevention and treatment, including 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 healthier eating habits and reinforce the importance of fruit consumption for quality of life, we provide fruit trays in work areas. This ensures employees have access to practical and nutritious snacks that support physical health.

Workplace Exercise Program

At our Itajaí (SC) unit, we offer workplace exercise sessions on scheduled days, led by a qualified professional. This initiative helps prevent injuries and occupational illnesses, encourages stretching, and reinforces the importance of ergonomics and proper posture in the workplace.

Chapter 04

Communitie



Our Impact on Communities

At Allog, we believe that a more just and sustainable future is directly linked to the development of local communities and the promotion of social inclusion. For this reason, we carry out a range of initiatives aimed at generating positive impact in the areas surrounding our operations, including educational programs, donation campaigns, and awareness initiatives.

Through these projects and actions, we strengthen our social responsibility and take meaningful steps toward contributing to a more equitable society.



Projects and Programs Developed by Allog

The projects and programs developed by Allog reflect the company's commitment to fostering social, educational, and human development in the communities where it operates.

Through proprietary initiatives—carried out with the engagement of employees and partners—the company promotes access to education, strengthens professional skills, encourages reading, supports families in vulnerable situations, and contributes to improving overall quality of life.

Key initiatives include:

Rede do Bem

Back-to-School Campaign

Literallog – Book Day

Winter Clothing Campaign

Capacitar Project

Enter Project

Christmas Initiative

Univali Room



Rede do Bem (Network of Good)



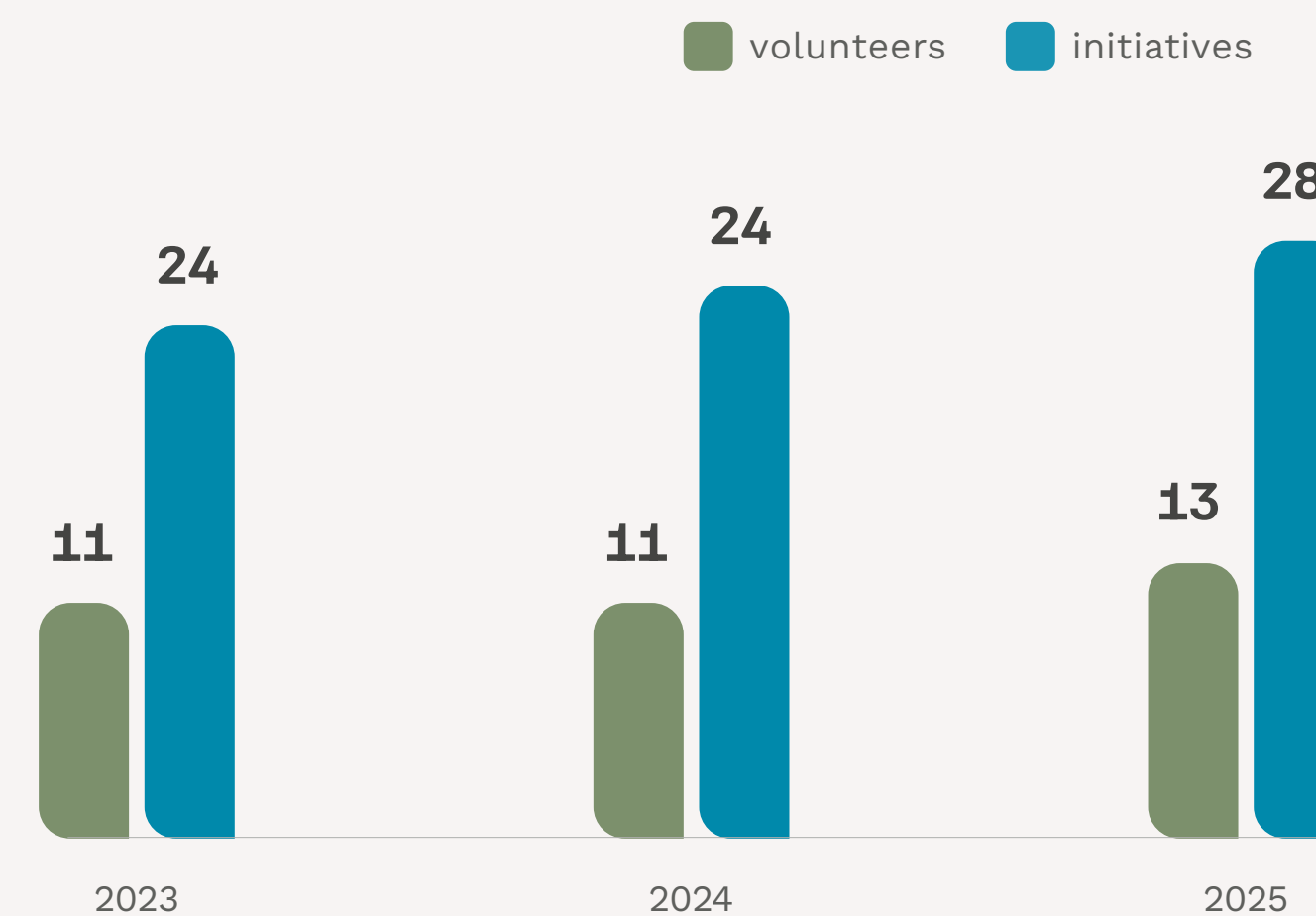
Founded in 2020, Rede do Bem is an Allog initiative dedicated to supporting NGOs and vulnerable communities by providing essential assistance to those in need.

Its guiding principles are solidarity, social responsibility, and transparency. All initiatives are driven by volunteers who dedicate their time, energy, and resources to support social causes and foster community development.

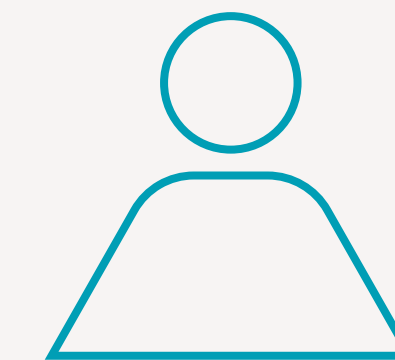
Through Rede do Bem, projects focused on education, health, and sports are carried out, promoting healthy habits, expanding opportunities, and improving quality of life.

In 2025, 28 initiatives were conducted, involving more than 13 volunteers and reaching approximately 9,500 people—representing a 21.79% increase compared to the previous year.

Volunteers and People Reached by Rede do Bem (2023–2025)



2023 - People Reached	6,300
2024 - People Reached	7,800
2025 - People Reached	9,500



Since 2020, approximately

14,000

people have been impacted

by Rede do Bem initiatives.

Food Basket Donations



Through Rede do Bem, Allog donates food baskets to families in vulnerable situations within communities surrounding its operations. Prior to distribution, beneficiaries are registered and assessed to identify specific dietary needs, ensuring that the support provided is both effective and aligned with real demands.

In 2025, approximately 18 families were supported.

Families Supported by Food Basket Donations (2023–2025)



Back-to-School Campaign



In 2025, Allog continued its Back-to-School Campaign, mobilizing employees in a large-scale initiative to collect school supplies. The campaign aims to encourage students, support their motivation to learn, and ensure they have the necessary resources to carry out school activities.

Employees contribute items such as notebooks, erasers, pencils, pens, rulers, and other materials, in addition to financial donations. All funds raised are fully allocated to the purchase of new school supplies, further expanding the initiative’s impact. In 2025, the campaign reached 16 more children and adolescents compared to 2024.

In 2025, the collected items were assembled into kits and distributed to 71 children and adolescents in vulnerable situations.

Back-to-School Campaign – Key Figures (2024–2025)

Amount invested	BRL 3,300.00 raised from external donors and BRL 2,219.00 from Rede do Bem (Allog)	BRL 3,109.25 raised by Rede do Bem (Allog)
Total children and adolescents supported	55 children and adolescents in vulnerable situations	71 children and adolescents in vulnerable situations

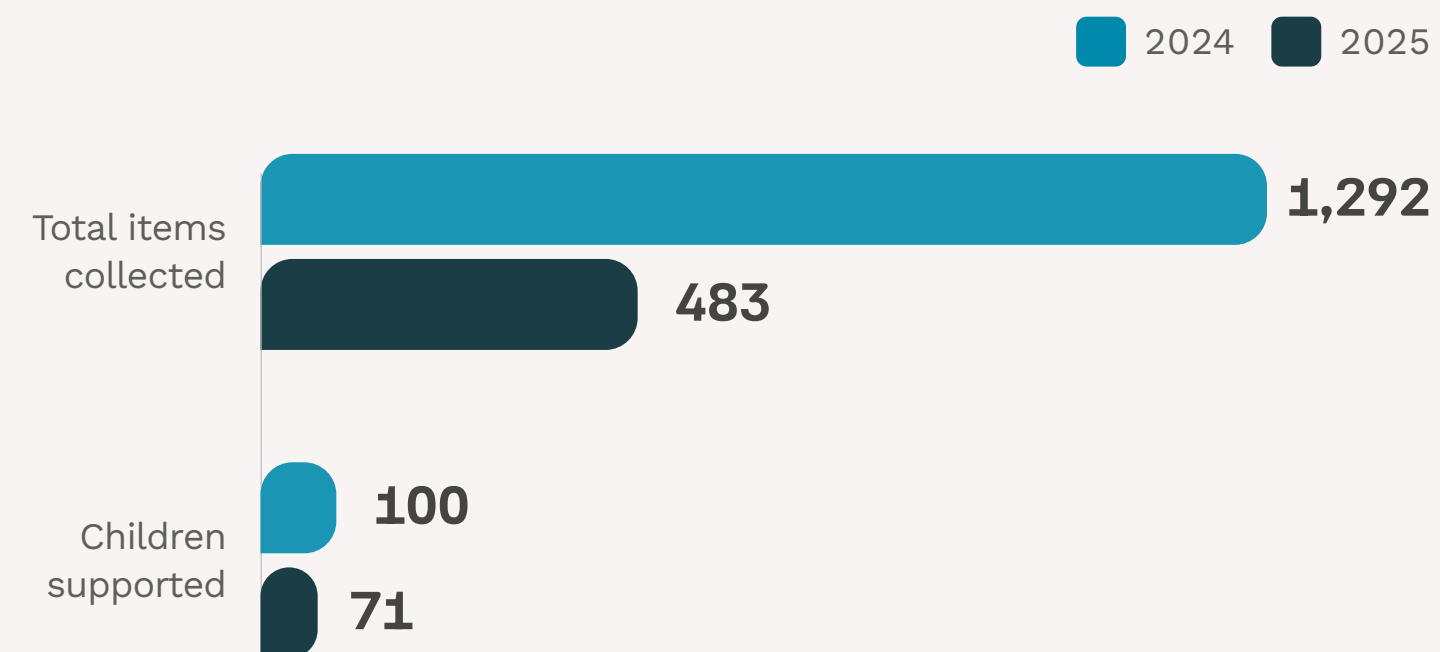


School Supply Donations



Conducted in Itajaí (SC), this initiative involves the collection and donation of school supplies, engaging Allog employees in supporting education. In 2025, 483 items were collected, benefiting 71 children.

School Supply Collection and Donation – Key Figures (2024–2025)



Literallog – Book Day



As the organization responsible for the library at the Professora Ermelinda Potter Custódio Early Childhood Education Center, located in the Cidade Nova neighborhood in Itajaí (SC), Allog promotes initiatives to encourage reading among children and adults in the community.

In 2025, **the library was renovated** to improve comfort and safety, enabling better use by students and their families.

Winter Clothing Campaign

During the colder months, Allog conducts its Winter Clothing Campaign to support those in need. Through Rede do Bem, employees are mobilized to donate items such as coats, pants, shirts, socks, and footwear, which are then distributed to organizations serving vulnerable populations.

In 2025, more than 200 clothing items were donated to Casa de Repouso Shekinah, an institution dedicated to the care of elderly individuals. Additionally, approximately BRL 2,000 was invested by Allog (through Rede do Bem) to purchase 32 new pairs of shoes. In total, the campaign benefited more than 100 individuals.

Winter Clothing Campaign – Summary (2024–2025)

Period	Donations
2024	500 clothing items; 53 pairs of shoes
2025	216 clothing items; 17 pairs of shoes; 26 pairs of socks; 39 blankets (32 purchased by the company)

Capacitar Project



We believe that encouraging education is transformative and opens pathways for young people to access better life opportunities. The Capacitar Project provides adolescents with access to professional training, helping them define career paths, plan their future, and achieve personal aspirations.

In partnership with Instituto Crescer, participants are selected through written exams and in-person interviews. Approved candidates attend structured classes focused on developing both behavioral and technical skills.

Allog plays an active role in this educational process by offering special classes, employee-led lectures, and mentoring programs that provide real-world insights into the job market.

In 2025, the project reached

80 adolescents

(a 33% increase compared to 2024, which had 60 participants), some of whom have since joined Allog's workforce.



Enter Project



Developed in partnership with the University of Vale do Itajaí (Univali), the Enter Project provides students in Computer Science and Computer Engineering with opportunities to enhance their professional skills.

The program includes 280 hours of training, divided into six modules, where participants develop technical competencies aligned with a full-stack developer profile, with a focus on C#—a widely used programming language for applications, mobile devices, web platforms, and gaming.

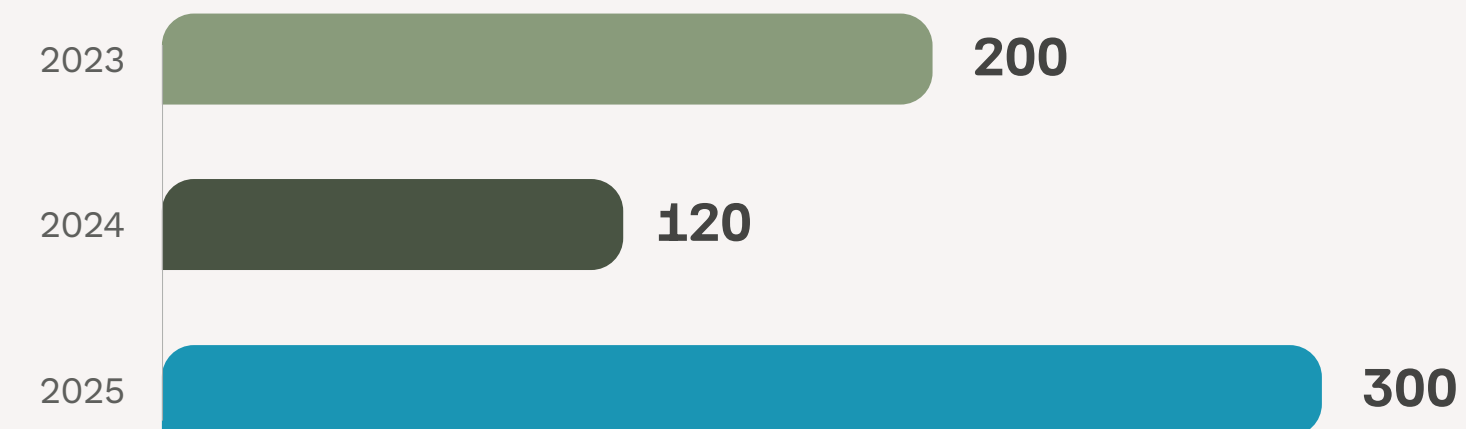
Students receive scholarships as an incentive for continuous learning, and upon completion, may be pre-selected for Allog's internship program. In this way, the initiative supports education while contributing directly to youth employability.

Christmas Initiative

Each year, Allog organizes a special Christmas initiative aimed at supporting families in vulnerable situations, providing moments of joy and celebration during an important time of the year.

The initiative includes sponsorship of children and adolescents by employees and partners, who contribute by purchasing gifts. Additionally, a graduation ceremony is held to recognize academic achievements and encourage continued education.

Christmas Initiative – Key Figures (2023–2025)



In 2025, the initiative reached

300 children



Initiatives Supported by Allog

The initiatives supported by Allog reflect our collaborative engagement with organizations and projects recognized for their social impact in the areas of health, education, sports, and humanitarian assistance.

Through sponsorships, financial donations, and institutional support, the company contributes to expanding the reach of these initiatives, strengthening networks of solidarity and promoting tangible improvements in the lives of thousands of people.

This support reinforces Allog's commitment to social responsibility, inter-institutional cooperation, and the sustainable development of the communities it serves.

Between 2023 and 2025, approximately BRL 1 million per year was invested in sponsorships supporting social impact initiatives.

Fraternidade sem Fronteiras (Fraternity without Borders)

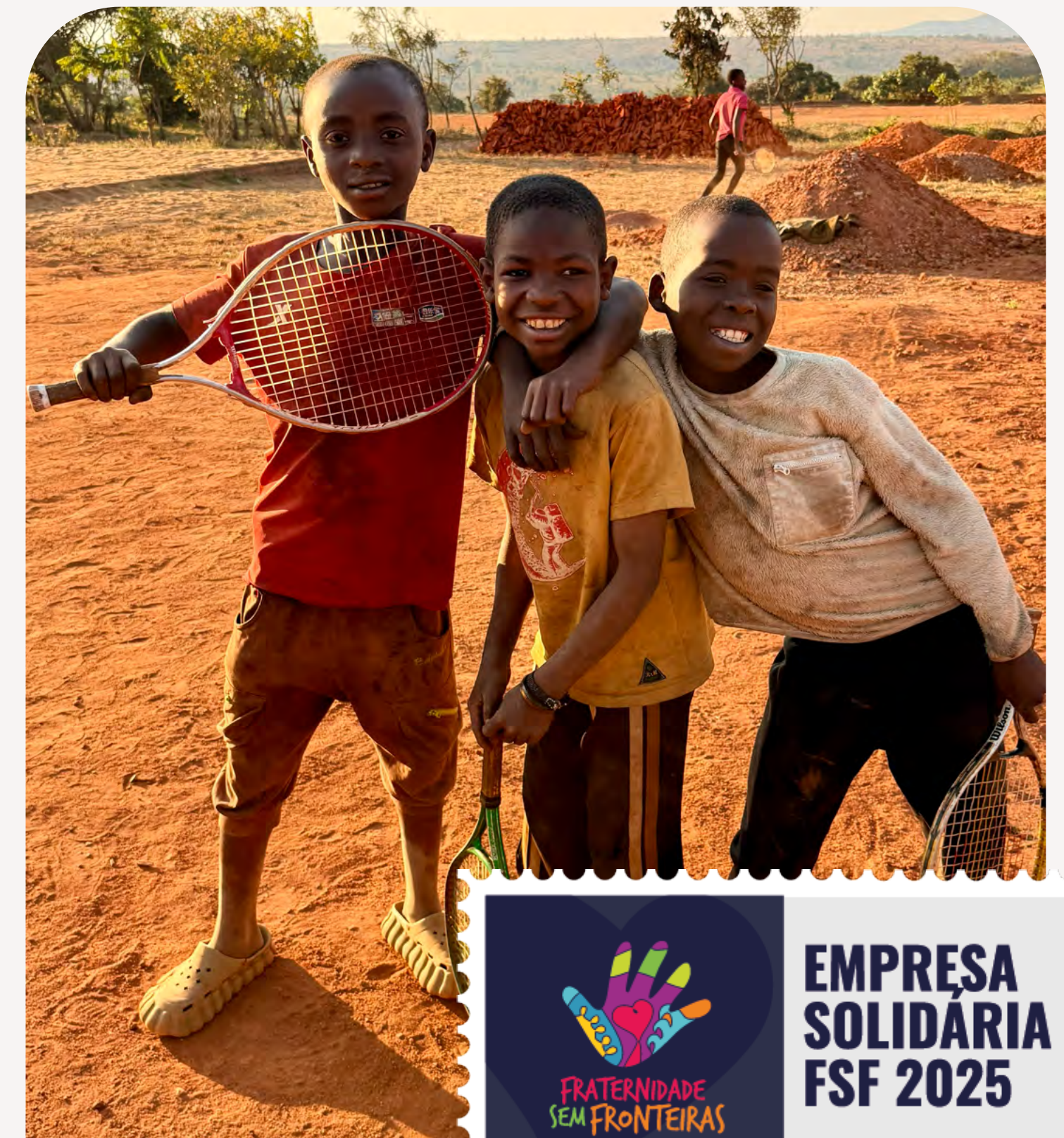


Since 2024, Allog has supported Fraternidade sem Fronteiras, a humanitarian organization operating in six countries in Africa and three in the Americas. The organization manages 11 projects across community centers, providing daily meals, hygiene care, healthcare support, educational activities, cultural initiatives, vocational training, and adequate housing.

These initiatives aim to create opportunities for individuals in vulnerable situations to develop and transform their realities, supported by dedicated volunteers.

Sponsors contribute through one-time or recurring donations, which are essential for maintaining these initiatives. Monthly contributions help ensure access to books, educational materials, and school supplies, promoting quality education for children.

As in the previous year, in 2025 Allog sponsored **50 children in Malawi, Africa, with total annual donations of BRL 180,000.**



“

The Pedagogical Caravan to the Dzaleka Refugee Camp in Malawi is an initiative by Fraternidade sem Fronteiras that brings us closer to the reality faced by thousands of refugees. In this context, Ubuntu School emerges as a space for education, care, and the restoration of dignity, currently serving more than 2,000 children and over 1,000 adult refugees.

I went with an open heart and returned deeply transformed. I encountered a joyful, intelligent, resilient, and capable community that does not give up, even in one of the most challenging circumstances imaginable. The concept of Ubuntu has become a lived experience and an essential part of my life. Africa is now within me—present in my daily life and in who I am.

Today, I actively contribute as a volunteer in fundraising efforts for the Nação Ubuntu project, participating in ongoing initiatives to strengthen the school and improve community living conditions.

I am also proud to be part of Allog, a company that supports this project and shares a commitment to transforming lives through education. Volunteering is a deeply rewarding and enriching experience.”



Eduardo Brambilla Meira, employee with 15 years at Allog

Empresa Anjo Program (Angel Company Program)



Since 2022, Allog has supported the **Empresa Anjo** program, promoted by Hospital Infantil Pequeno Anjo, a reference in pediatric care in the Itajaí (SC) region. Through this initiative, in 2025 we sponsored four days of meals per month for patients (two more days compared to 2023 and 2024), contributing to maintaining a healthy diet and reducing hospital costs, thereby supporting the continuity of care for children.

Corrida dos Anjos (Angels' Race)

Allog annually sponsors Corrida dos Anjos, also organized by Hospital Infantil Pequeno Anjo, the only pediatric hospital within the Association of Municipalities of the Itajaí River Mouth (AMFRI), in Santa Catarina.

The initiative aims to raise funds for hospital maintenance, acquisition of new equipment, and operational costs. In addition to promoting solidarity,

the event encourages physical activity, health awareness, and a balanced lifestyle.

Internally, the initiative is promoted to engage employees. **In 2025, 20 Allog employees participated as runners.**

Support for Pró-Rim Foundation (Balneário Camboriú)



Since 2022, Allog has made monthly donations to support Pró-Rim Foundation in Balneário Camboriú (SC). This partnership helps maintain adequate infrastructure to provide patients with comfort and quality care. The institution is a regional reference in the treatment of chronic kidney disease, offering specialized care and continuous support.



Amigos do Bem (Friends of Good)



Since April 2024, Allog has partnered with **Amigos do Bem**, a nonprofit organization founded in 1993 and recognized as **one of Brazil's leading NGOs**. The initiative operates in 300 communities in Brazil's northeastern semi-arid region, focusing on education, water access, housing, employment, and healthcare. Through its programs, more than 150,000 people have access to opportunities for development and improved living conditions.

Approximately 30,000 families benefit from initiatives such as school improvements, meal distribution for students, job creation, housing construction, water infrastructure (cisterns and wells), and healthcare services.

In 2025, Allog contributed financial donations to initiatives focused on education, water access, housing, employment, and healthcare in Brazil's northeastern semi-arid region.



Casa Madre Teresa (Madre Teresa House)

This initiative began in 2020 through a partnership with **Casa Madre Teresa**, located in Itajaí. The institution provides accommodation and meals for patients undergoing cancer treatment at Hospital e Maternidade Marieta Konder Bornhausen, supporting individuals who travel to the city for medical care.

To enhance comfort and well-being, Allog contributes monthly resources to support the institution's operations, which play a vital role in assisting the local community.



Chapter 05

Environmental

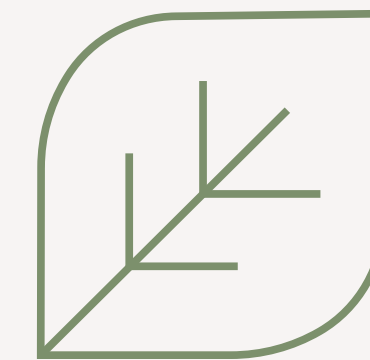


Our environmental commitment



Commitment to the environment is part of Allog's identity. In all our decisions, from administrative activities to large-scale logistics operations, we take care to avoid negative impacts or causing damage to the planet. In all areas, we seek ways to operate with greater efficiency and corporate responsibility.

Together with our employees, we promote initiatives for the conscious use of resources and the implementation of environmental projects every day. This commitment is supported by continuous monitoring practices, environmental education, process improvement, and support from senior management, aligning operational performance with socio-environmental responsibility.



To this end, in 2025 we consolidated **the Environmental Policy**, which integrates environmental responsibility into the company's operational performance. The Policy provides guidelines for reducing environmental impacts, efficient use of natural resources, proper management of waste and effluents, reduction of carbon emissions, and compliance with applicable legislation, as well as promoting environmental education and awareness among employees and suppliers.



Allog Environmental Policy Guidelines

NATURAL RESOURCE CONSUMPTION MANAGEMENT

Water: Continuous monitoring of consumption, implementation of water-saving devices, and promotion of responsible use among employees;

Electricity: Monitoring of consumption indicators, adoption of energy-efficient equipment, use of LED lighting, and awareness initiatives to encourage rational energy use.

WASTE MANAGEMENT

Implementation of a Solid Waste Management Plan (SWMP);

Adoption of practices focused on reduction, reuse, segregation, recycling, and proper disposal;

Monitoring of performance indicators and compliance with environmental legal requirements.

EFFLUENT MANAGEMENT

Proper treatment of sanitary effluents through wastewater treatment systems;

Continuous monitoring to ensure compliance with applicable environmental regulations.

RESPONSIBLE USE OF MATERIALS

Development of consumption matrix assessments to prioritize sustainable materials;

Reduction in the use of disposable materials and encouragement of reuse and recycling practices.

ENVIRONMENTAL EDUCATION AND AWARENESS

Environmental training programs for employees;

Promotion of sustainable practices both in the workplace and in employees' daily lives;

Encouragement of socio-environmental initiatives as a way of leading by example.

SUPPLIER ENVIRONMENTAL QUALIFICATION

Selection of suppliers based on sustainability criteria;

Requirement for responsible environmental practices and collaboration toward continuous improvement across the supply chain.

CARBON FOOTPRINT

Commitment to developing a carbon inventory (Scopes 1 and 2);

Monitoring, reduction, and offsetting of carbon emissions whenever feasible.

CONTINUOUS IMPROVEMENT

Ongoing enhancement of environmental practices;

Establishment of clear targets supported by senior leadership;

Active engagement of employees, partners, and other stakeholders.

Climate Change

The effects of climate change are already part of our daily lives and highlight the urgency of adopting concrete actions, especially by companies. Phenomena such as rising temperatures, extreme rainfall, and high-impact floods demonstrate how the climate balance has been affected and has direct consequences for society, the environment, and the economy on a global scale.

A large part of these impacts is related to the emission of greenhouse gases (GHG), which intensify global warming and trigger various adverse effects. These gases are generated mainly from the burning of fossil fuels and are present in common daily activities, such as the use of electricity, commuting, and transportation and logistics operations.



Emissions Management

In this context, Allog is committed to monitoring, reducing, and offsetting greenhouse gas (GHG) emissions, actively contributing to climate change mitigation. To support decision-making and guide its actions, the company prepares a GHG emissions inventory—an essential tool to measure impacts, identify reduction opportunities, and drive continuous improvement across its operations.

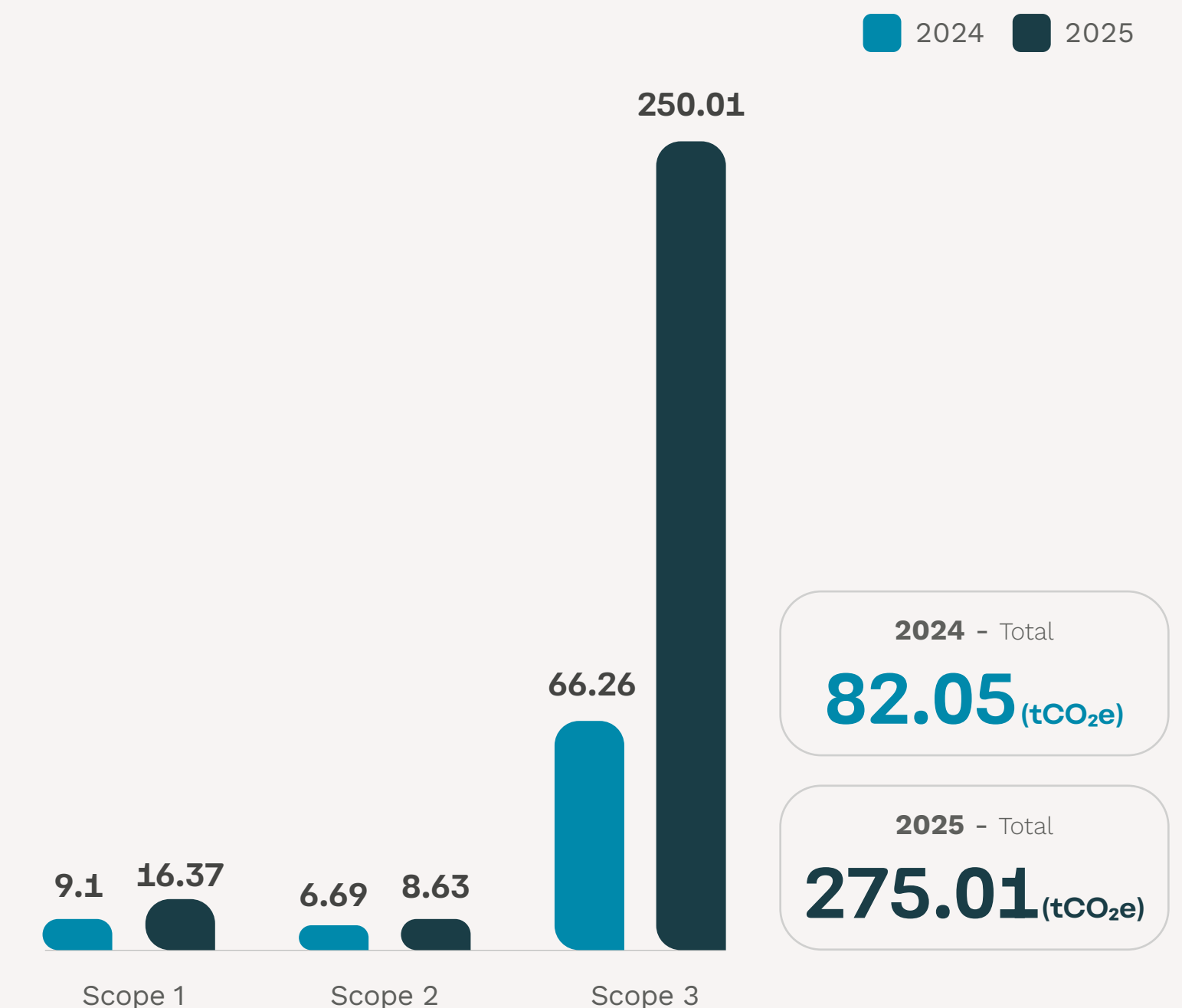
In 2025, we advanced this process by **expanding the inventory to cover all business units** (previously limited to the Itajaí – SC unit).

Emissions are classified according to their source into three scopes:

- **Scope 1:** Direct emissions from the company’s own operations, such as fuel consumption in internal processes;
- **Scope 2:** Indirect emissions associated with the consumption of electricity, steam, heating, or cooling in company facilities;
- **Scope 3:** Indirect emissions resulting from business-related activities outside the company’s direct control, including employee commuting, business travel, and logistics operations carried out by third parties.

In 2025, as in 2024, Scope 3 accounted for the largest share of emissions (250.01 tons), followed by Scope 1 (16.37 tons) and Scope 2 (8.63 tons), representing an increase of 235.2% compared to the previous year.

GHG Emissions in 2024 and 2025 (tCO₂e)



The 2024 GHG inventory covered only the Itajaí unit. In 2025, the inventory was expanded to include all Allog units, significantly increasing the scope of accounting. As a result, the observed increase in emissions is not necessarily associated with a real rise in emitting activities, but primarily reflects the broader scope and improved accuracy of the inventory.

GHG Emissions by Business Unit – 2025 (tCO₂e)

Unidade	Escopo 1 (tCO ₂ e)	Escopo 2 (tCO ₂ e)	Escopo 3 (tCO ₂ e)	Total (tCO ₂ e)
Allog Itajaí	12.99	3.14	154.39	170.52
Allog Campinas	1.29	0.16	20.42	21.87
Allog Santos	2.09	0.43	44.42	46.94
Allog São Paulo	0.00	0.33	3.62	3.98
Allog Curitiba	0.00	0.13	15.84	15.97
Allog Porto Alegre	0.00	0.14	10.26	10.04
Allog Manaus	0.00	0.20	1.06	1.26
Total Geral	16.37	8.63	250.01	275.01



This assessment is essential, as it provides the foundation for developing effective emission mitigation measures. Among the initiatives implemented, the adoption of a hybrid work model has contributed to reducing employee commuting and, consequently, Scope 3 emissions.

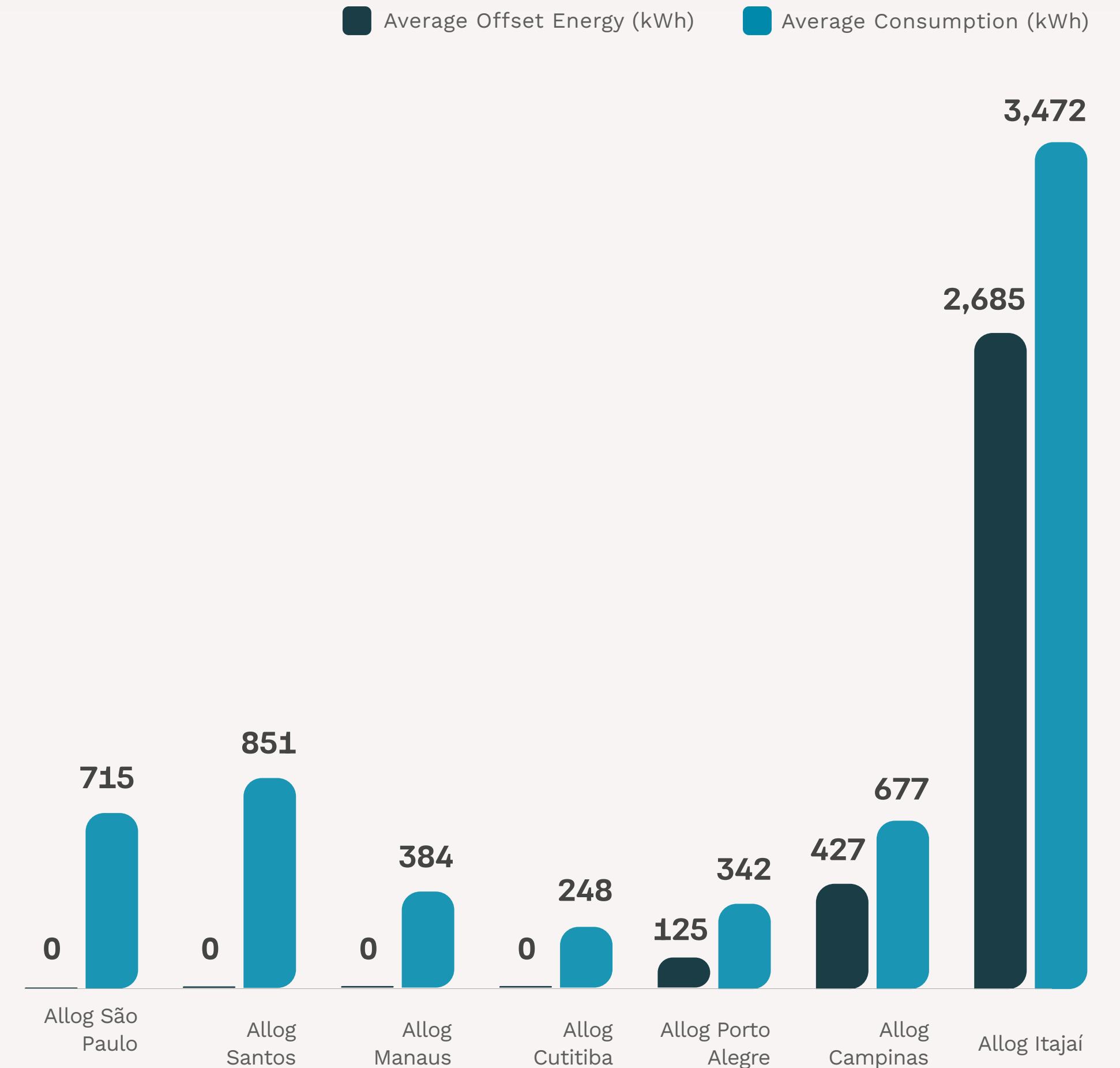
Energy Efficiency

At Allog, energy consumption is intrinsically linked to our operations. For this reason, we implement measures to improve energy efficiency and promote employee awareness.

Since 2024, we have maintained an Electricity Consumption Monitoring Program, conducted in partnership with a specialized provider. Monthly diagnostics assess energy usage across lighting, computers and monitors, air conditioning systems, kitchen equipment, and common areas. On average, estimated office consumption reached 495 kWh/day, with peak monthly averages of up to 10,906.5 kWh.

In 2025, the average monthly consumption across Allog units was 6,689 kWh, representing a 55.46% reduction compared to the previous year.

Committed to reducing our carbon footprint, we initiated the transition toward renewable energy generation across our units. In 2025, three Allog locations began sourcing energy from renewable sources.



Key Energy Efficiency Measures

SMART LIGHTING

We use motion sensors across our facilities to activate lighting only when spaces are occupied. This initiative enhances energy efficiency and prevents waste, such as lights remaining on in unoccupied areas or outside working hours;

In addition, we are progressively replacing conventional lighting with LED solutions, which offer lower energy consumption and longer service life. This transition delivers both environmental and financial benefits by reducing electricity costs and minimizing maintenance and replacement needs.

AIR CONDITIONING AUTOMATION

At the Itajaí (SC) unit, an automated system ensures that air conditioning units are turned off after working hours. This practice reduces energy consumption, avoids unnecessary use, and enhances both efficiency and equipment lifespan;

Complementarily, periodic preventive maintenance is conducted to ensure optimal system performance and indoor air quality, providing greater comfort and well-being for employees.

EFFICIENT INTERIOR DESIGN

To maximize natural lighting, we prioritize light-colored walls and furnishings that enhance light reflection. This approach reduces reliance on artificial lighting during the day and contributes to overall energy optimization.

Beyond efficiency, this solution creates more pleasant, bright, and welcoming environments, positively impacting the organizational climate.

ENERGY-EFFICIENT EQUIPMENT

We prioritize the acquisition of electronic equipment certified with the Procel Energy Efficiency Label, which attests to lower energy consumption and higher performance. This practice aligns operational efficiency with our environmental commitments.

Additionally, regular preventive and corrective maintenance ensures optimal equipment performance, extended lifespan, alignment with operational needs, and reduced environmental impacts associated with energy consumption.



Water Management

Water is a shared resource and one of the most valuable assets for life on Earth. For this reason, Allog takes a proactive approach to preventing waste and contributing to water availability.

We implement projects and educational initiatives to raise employee awareness about the importance of water and how daily actions can prevent misuse and water scarcity.

In 2025, average monthly consumption reached approximately 87.393 m³, totaling 1,048.76 m³ for the year. Wastewater generated from our operations does not include industrial effluents and is directed to municipal wastewater treatment plants (WWTPs) in the locations where we operate.

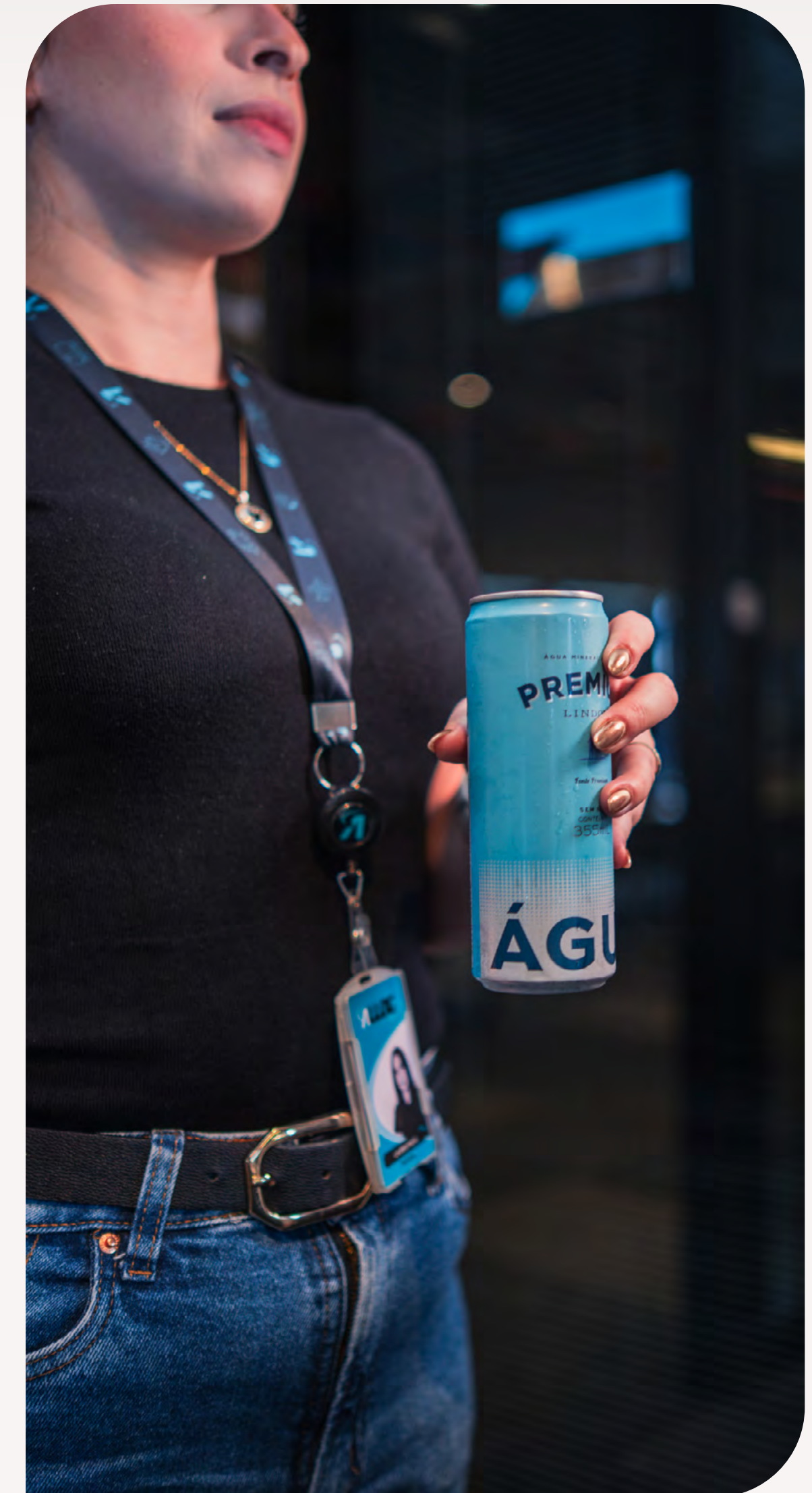
Measures Adopted to Reduce Water Consumption

Water Network Monitoring and Inspection

- The Maintenance team conducts periodic inspections of the water systems across all units to identify and address potential leaks proactively. This practice helps reduce potable water waste and prevents structural issues such as infiltration, damage to facilities, and mold growth.
- Additionally, employees are encouraged to adopt responsible water usage practices and to promptly report any irregularities. This collaborative approach ensures faster corrective actions and reinforces a culture of environmental responsibility.

Dual-Flush Sanitary Systems

- Restrooms across Allog facilities are equipped with dual-flush systems, allowing users to select the appropriate water volume based on need. This simple and effective solution reduces daily water consumption without compromising comfort and well-being.
- Alongside adequate infrastructure, employees receive guidance on proper usage, reinforcing awareness about water conservation, and the importance of this essential resource for sustainability.





Waste Management

We implement measures to reduce waste generation in our operations and promote employee awareness to ensure adherence to the principles of waste minimization and environmentally sound disposal, in line with the National Solid Waste Policy.

Internally, we maintain a **Waste Management Plan** and provide training to ensure proper implementation across all operations.

We aim to further improve waste disposal practices, particularly regarding organic waste, which in 2025 showed the highest rate of improper disposal. Based on technical inspections assessing compliance with our Waste Management Plan, the following corrective and adaptive actions were identified:

Action	Objective
Team retraining	Reduce disposal errors
Installation of new containers	Improve segregation at source
Standardized labeling	Enhance visibility and correct usage
Replacement of waste bags	Standardize color coding (green/blue/black)
Reorganization of storage areas	Prevent exposure to rain and damage
Strengthened internal communication	Increase employee engagement in waste management

Below, we highlight key internal practices and initiatives for managing waste generated from our operations.

Waste Management and Disposal

Selective Collection

At our Itajaí (SC) unit, dedicated containers are available for selective waste collection, encouraging proper waste segregation in daily activities. This practice directly contributes to increased recycling rates and continuously strengthens environmental awareness among employees.

Waste bins are strategically placed across indoor and outdoor areas to facilitate access and promote adherence. The entire waste management process is conducted in compliance with applicable environmental regulations, ensuring traceability and accountability in material disposal.



Special Waste Collection

Sponge Collection

Widely used in both households and corporate environments, sponges have a short lifecycle and pose an environmental challenge due to their plastic composition. In response, the Itajaí (SC) unit—where most employees are based—has implemented a dedicated sponge collection program.

Collected materials are sent to TerraCycle, a company specialized in recycling hard-to-process waste. After processing, the sponges are transformed into raw materials used in the production of new items such as storage bins, traffic cones, and buckets. This initiative reduces landfill waste and reinforces circular economy principles by extending the lifecycle of plastics and reducing the need for virgin raw materials.

Electronic Waste Collection

Electronic equipment such as batteries, office peripherals, and communication devices are part of daily operations but require careful disposal. When improperly discarded, these materials can cause significant environmental harm due to their high contamination potential for soil and water.

To mitigate these risks, Allog maintains an internal electronic waste collection and recycling program. All collected materials are sent to a specialized recycler responsible for sorting components, recovering recyclable materials, and ensuring environmentally appropriate disposal of non-recyclable parts.

In addition to collection, the company promotes awareness initiatives encouraging employees to adopt responsible disposal practices in both professional and personal contexts.

In 2025, 78 kg of electronic waste were collected, adding to the 310 kg recorded in 2024.

Waste and Social Impact

Plastic Caps and Aluminum Pull Tabs Collection

In partnership with specialized NGOs, Allog collects plastic caps and aluminum pull tabs, which are directed to social projects after undergoing sorting, cleaning, and recycling processes.

In 2025, 122.9 kg of plastic caps were collected and donated to the **“Novos Caminhos”** Project, an initiative focused on supporting children and adolescents in vulnerable situations. The proceeds were used to purchase sports equipment for project activities.

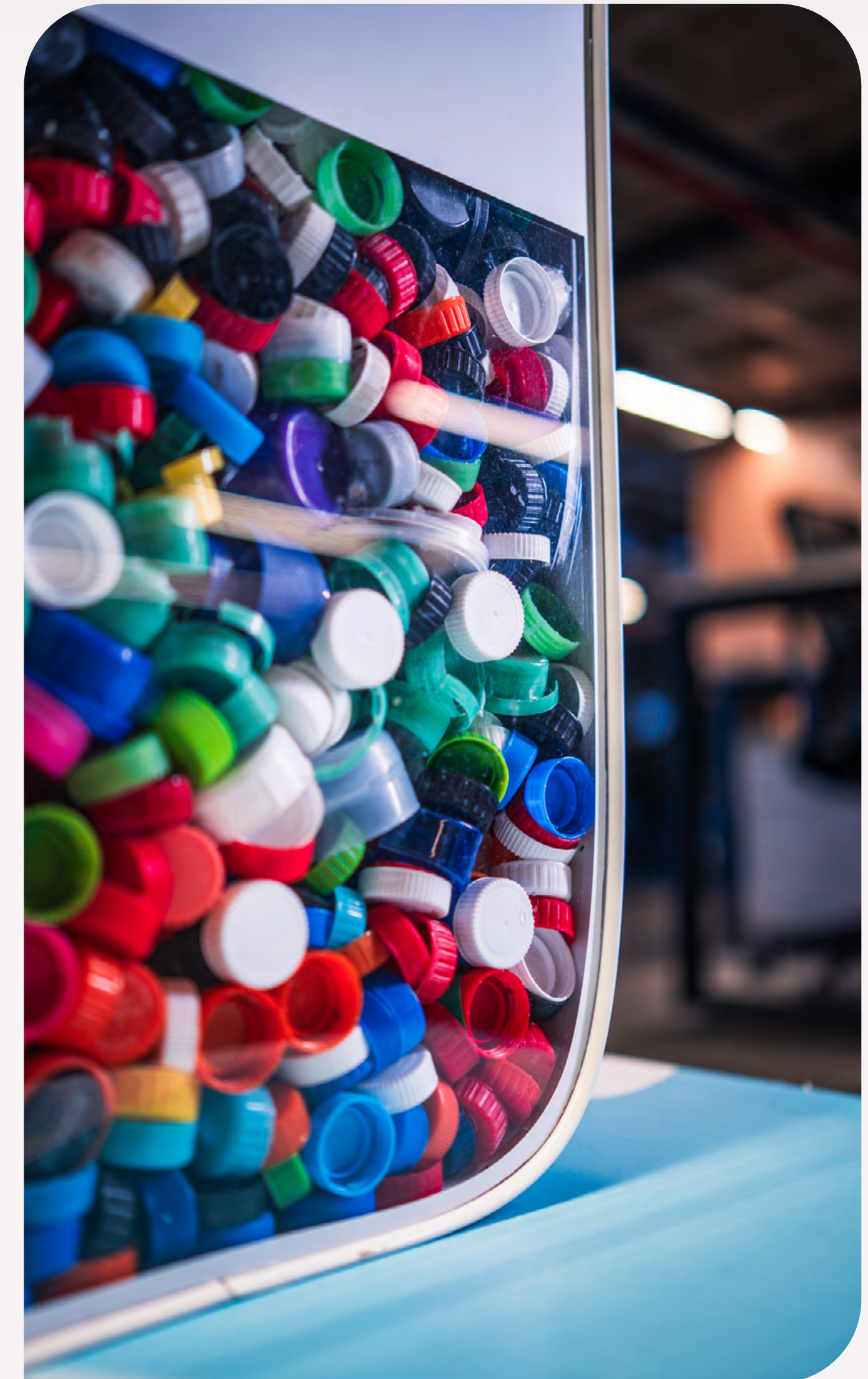
During the same period, 46.60 kg of aluminum pull tabs were collected and allocated to the **“Tampinha Legal”** Project, which combines recycling with socio-environmental initiatives. These actions integrate environmental impact reduction with the strengthening of local social projects, expanding the positive impact of these initiatives.

Computer Donations

To extend equipment lifecycle and expand access to technology, Allog maintains a computer donation program. The Information Technology department periodically identifies devices that are no longer suitable for internal use but remain functional.

These devices are donated to avoid disposal, reduce environmental impacts, and support digital inclusion for individuals and communities with limited access to technology.

In 2025, 59 monitors were donated to communities surrounding Allog’s operational units.

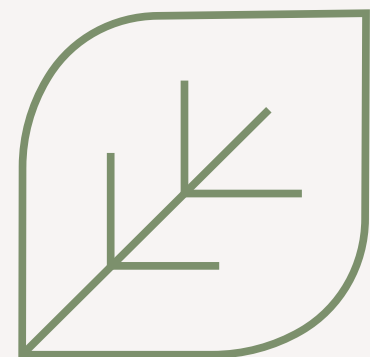


Reduction of Plastic Use

Single-use plastics represent one of the main environmental challenges due to the large volume generated and their long decomposition time, which can exceed hundreds of years.

To address this issue, Allog distributes **reusable bottles** to employees, encouraging their continued use and replacing disposable cups and bottles. These bottles are made from **100% rPET**—recycled plastic that has been processed and repurposed for reuse.

This initiative significantly reduces plastic consumption, promotes behavioral change, and reinforces a culture of sustainability within the corporate environment.



In 2025,

400 BOTTLES
100% rPET

were distributed across all
Allog units.



Environmental Projects



Juntos pelo Rio (Together for the River)

With the aim of strengthening environmental preservation efforts in the Itajaí (SC) region, Allog participates in the “Juntos pelo Rio” initiative. This project focuses on organizing large-scale clean-up efforts in key water bodies, including the Itajaí-Açu River, Afonso Wippel Bay, Beira-Rio waterfront, the jetties, and Atalaia Beach.

In addition to clean-up activities, the initiative promotes environmental awareness campaigns, educates the community on the impacts of improper waste disposal, and encourages responsible practices that contribute to pollution reduction and the preservation of local ecosystems.

In 2024, the initiative brought together 1,700 volunteers and resulted in the collection of approximately 6 tons of waste from rivers and beaches in Santa Catarina.

In 2025, the 12th edition of the “Juntos pelo Rio and Aedes Aegypti Prevention Task Force” engaged more than 1,500 volunteers and removed approximately 8.5 tons of waste from the environment during the event.

Of this total, 3.2 tons of recyclable materials were directed to a local recycling cooperative.



Chapter 06

Appendices



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Credits

ADVISORY AND CONTENT DEVELOPMENT:

Great People ESG

Advisory: Gabriela Ottoboni Maciel de Castro

Content Writing: Fernanda de Marco de Souza

Proofreading: Adriana Coutinho

REVIEW:

Great People ESG: Gabriela Ottoboni Maciel de Castro

Allog: Mikaias da Cunha Benevides

GRAPHIC DESIGN:

Great People ESG

Designer: Sabrina Grecci Fernandes

LAYOUT AND FORMATTING:

Great People ESG

Designer: Elizangela Silva

PHOTOGRAPHY:

Allog's digital photo library



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