



Code for Ethical Conduct

login.

Approved by the Board of Directors on 10/18/2023.



Dear employees:

LOG-IN Group's Code for Ethical Conduct is a guide to good practice conduct of mandatory compliance and directed to all our employees, regardless of their hierarchical level and business unit, such as directors, officers, committee members, employees, outsourced workers, interns and young apprentices. It also applies, as applicable, to third parties that are present in our value chain, such as service providers, suppliers, commercial partners, grant and sponsorship beneficiaries and anyone who in any way acts on behalf of Log-In Group companies.

This Code also summarizes the behavior expected from our employees and third parties towards Log-In, its employees, suppliers, service providers, clients, public agents, shareholders and the community in general.

Its effective practice aims to enable the improvement of our corporate governance and maintains the objective of building a culture of probity and honesty, cultivated through the constant exercise of the ethical principles established herein.

This Code reflects all our Values. Values that we really believe in and by means of which we can achieve our Mission and Vision and, consequently, also reach our goals.

Our Mission | To offer cabotage shipping and port handling services that generate profitable long-term relationships and contribute to

increasing Brazil's competitiveness.

Our Vision | To be the most admired and profitable company in logistics integrated to navigation, connecting Brazil and Mercosur by sea.

Focus on results | We are proud of our growth, which leads us to always focus on actions that generate value for the company.

Security | Without security, our business cannot aim for any other goal. We take care of people, the environment and the cargo we handle.

Customer at the core | Our growth can only be achieved by being relevant to the customer. In addition to showing availability and agility when serving you, we also immerse ourselves in the demands and challenges, therefore being the agent of change.

Owner attitude | We undertake responsibilities, calculate risks, seek solutions with agility and anticipate expectations and demands.

Simplicity | Our operation is complex by nature. Internally, we focus on what matters with transparency and comprehensiveness. Externally, we are objective, constructive and consultative. Our communication prioritizes the client's outlook and understanding.

Team Spirit | We keep a spirit of collaboration at all times. If necessary, we discuss constructively. Our teams make no distinction of race, belief, gender, or origin. They are skill-based.

Our Values are the foundation of our business and we are proud to say that, above all, we are ethical people in our personal and professional lives.

It is crucial that everyone reads, understands and replicates this Code, since these precepts are the foundation for building an increasingly prosperous LOG-IN!

Get to know, practice and disseminate our values, and ALWAYS adopt an ethical conduct! I count on the commitment of each one of you.

Kind regards,
Marcio Arany



Rules of Conduct

Introduction

How to use this code?

Read the entire Code to learn more about the expectations and ethical standards of the LOG-IN group. Its principles should guide our behavior, our decisions, as well as all other policies and normative documents of the company and its subsidiaries.

Naturally, no document can anticipate and solve all possible situations that may arise. However, we encourage a culture of openness where employees can raise genuine concerns.

We encourage all our employees to express their views, defend their opinions, and report behavior and requests that contradict this Code and which may have a suspicious or questionable motivation. In order to ensure that it really happens, we offer free access, to all employees, to the Whistleblowing Channel, through which everyone can - and should - report allegations of misconduct, fraud, embezzlement, corruption, irregularities, and any other infractions of the norms herein provided.

Any contact made with the Whistleblowing Channel shall be treated confidentially and dealt with directly by the Ethics Committee.





Ethical principles in our relationships

In order to maintain the respect and trust of the market, the internal and external customer and society in general, we must ensure that each and every day our actions reflect our Values.

We value diversity and base our relationships on honesty and integrity, with no room for discrimination or favoritism. We do not tolerate behaviors which are inconsistent with our Values, such as:

Abusive attitudes (gestures, words and/or physical aggression) or embarrassing behavior that violates the moral and physical integrity of any person, regardless of whether they are characterized by legislation as sexual or moral harassment, as well as intimidation or threats;

Prejudiced or discriminatory behavior regarding race, color, origin, gender, personal aesthetics, physical, mental or psychic conditions, nationality, religion, sex, age, marital status, sexual orientation, social position, opinion, political option or any other act that may characterize violation of Human Rights.

Any practices of corruption, bribery, fraud, anti-competitive acts, money laundering, financing of terrorism or related acts harmful to the public or private administration, whether national or foreign.



Posture expected from employees

We foster a pleasant and favorable environment for the dissemination of our Values. We value people who are committed and make things happen. We prioritize employee development aligned with the adoption of meritocracy for all levels.


We respect and comply with the labor and social security legislation, conventions and collective agreements; tax, anti-corruption (Act 12.846/2013), antitrust (Act 12.529/2011) and prevention of money laundering (Act 9.613/98). Under no circumstances do we use child labor (under 14 years of age) or labor that bears the characteristics of slave labor.

The behavior of our team is supposed to set an example, whether in our administrative or business activities, and our employees must:

- To comply with any applicable laws, policies and regulations;
- To know and act in accordance with the statutes, regulations, norms, policies and procedures applicable to our business and in our respective area of activity, such as this Code for Ethical Conduct;
- To care for the assets that are made available for the performance of our activities, using them in a correct way and aiming at the regular performance of our functions, making sure that no damage, improper handling, loss or misplacement occurs;
- To treat the confidential information properly and only disclose or share such information with other employees, customers, suppliers or third parties that need it for the performance of their activities at LOG-IN and if authorized by the manager, regardless of the means of transmission: printed, electronic or verbal;
- Not to make use or disclose, directly or indirectly and at any time, to anyone, any confidential information, even after termination of your employment contract;
- To be cautious when conducting meetings or making remarks in public places (airports, cafés, lifts, restaurants, etc.);
- To send an e-mail to the Compliance area (compliance@loginlogistica.com.br) if in doubt about what “confidential information” is;
- To behave responsibly, conscientiously and maturely when dealing with issues that may interfere with the performance of our duties and conduct;
- Not to play games of chance or make use of alcoholic beverages or narcotic substances within the work environment;
- Not to work under the influence of alcohol or narcotics;
- To be aware of situations that may constitute a conflict of interest and follow the codes set forth in this document and other policies applicable to the topic;
- To communicate, via the Whistleblowing Channel (intranet, <https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503), any kind of harassment, be it sexual, moral or economic, or situations that represent pressure, intimidation or threats in the relationship between employees, regardless of their positions, as well as any kind of intimidation or personal embarrassment by their superiors with the purpose of obtaining personal or professional advantage;
- To suggest, whenever deemed convenient, constructive criticism and suggestions for improvement, with the aim of improving the quality of the work;
- To present yourself properly dressed and at the time and place established in the Employment Agreement;
- To watch over LOG-IN’s image and values, maintain a compatible posture in personal life and in the work environment, acting in defense of the interests of customers, shareholders, suppliers, employees and the community;
- To dedicate office hours exclusively to the performance of your professional activities. Should you need to resolve personal issues, speak to your manager directly.
- Besides the aforementioned duties, it is incumbent upon us to remind you that (i) everything created, obtained or compiled by LOG-IN, or on its behalf, including customer

lists, directories, reference files and materials, computer software, data processing systems, databases, computer programs, any content and/or educational material, belong to LOG-IN; and (ii) when invention, development, concept, idea, process or work, written or not, that may or may not be patented or have its rights reserved, developed alone or in group during your period of employment at LOG-IN, that is directly or indirectly related to the company’s business, belongs to LOG-IN.






Political and religious activity

We respect the freedom of religious and political choice of our employees, customers and suppliers.

We do not tolerate any conduct that coerces, threatens, or promises benefits to make someone vote or not vote for a candidate, or any other form of electoral harassment or vote-buying; Any such practices must be communicated to our Whistleblowing Channel (intranet, <https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503).

It is the duty of every employee:

- To understand that LOG-IN has an impartial posture in relation to political and religious issues and does not campaign for political parties, candidates, professional councils, or religious campaigns using directly or indirectly any LOG-IN resources;
 - Not to wear religious or political candidates' patches or buttons within the work environment or when at LOG-IN service in external diligences;
 - Not to make or promote political campaigns and ideologies within LOG-IN, even if running for political office;
 - To respect religious and political diversity;
 - To refrain from preaching or practicing acts of religious conversion within the work environment or in external service by LOG-IN.
- 



Conducts in interpersonal relationships and conflict of interests

We encourage practices that preserve the good relationship among directors, officers and employees, maintaining effective communication to ensure a greater commitment among everyone in the exercise of their functions, aiming at the achievement of goals and the professional development and growth of all.

Any situation that involves conflict of interest must be avoided, such as relationships or operations that, effectively or potentially, characterize a circumstance of such nature.

“Conflict of interests” is the situation generated by the confrontation of personal interests, where one has an interest in the outcome of a given action contrary to the interests of LOG-IN or of the Public Administration. We must be attentive to know how to deal with these situations in an ethical and straightforward manner. To this end, LOG-IN makes the Whistleblowing Channel available, to which

communications related to this topic may be directed.

The following is the conduct required of managers and employees:

- Not to use your position or office at LOG-IN to obtain personal favors or benefits;
- Not to maintain your own business or activities that conflict with LOG-IN's business;
- Not to take advantage of privileged information for the sale or purchase of any securities issued by LOG-IN - LOGISTICA INTERMODAL S.A., directly or through third parties and observe the restrictions on trading such securities and other codes disclosed by the Company's communication channels;
- To prioritize the interests of LOG-IN in any situation that could lead to a real or potential personal benefit for yourself or any of your relatives or dependents;

- To declare yourself conflicted, not to participate in meetings and not to influence any decisions in the following situations:
 - > Involvement in any activity that conflicts with LOG-IN's interests;
 - > In the process of hiring suppliers and employees that are closely related to you;
 - > In negotiations with companies owned by relatives up to the 3rd degree, for instance: parents, children, siblings, spouses, grandparents, cousins, uncles/aunts and nephews/nieces.
- To respect all stages of the hiring process for employees and suppliers, as there can be no favoritism regardless of the professional level of the employee who made the referral;
- Not to maintain a direct or indirect leadership or subordination relationship, with employees with whom a family, affective or loving relationship is established;
- Members of the Executive Board,

Councils, Committees or Executive Managers are not allowed to indicate (former) spouses, (former) partners or relatives in a direct, collateral or affinity line, up to the 3rd degree, for hiring employees, suppliers, donations, partnerships and sponsorships.

- It is everyone's obligation to act with transparency and impartiality, immediately communicating any situation that may configure or suggest a conflict of interest to the manager, the board, the Ethics Committee, or the Whistleblowing Channel (intranet, <https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503).



Conduct in Internal Labor Relationships

FOCUS ON SECURITY

We value a safe and healthy work environment, which provides for the good development of the employees' activities, as well as the professional improvement of the teams.

Professional relations among employees, at all hierarchical levels, must be based on absolute respect for safety standards.

It is the duty of every employee to act proactively in case they observe any unsafe situation for any people that are on LOG-IN premises, immediately communicating it to the manager, to the Board of Directors, to Compliance (compliance@loginlogistica.com.br), to Legal (juridica@loginlogistica.com.br), to the Health, Safety and Environment area (ssma@loginlogistica.com.br), to the Ethics Committee or to the Whistleblowing Channel (<https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503), any non-conformity

and or safety risk situation.

All employees are responsible for the preservation of the LOG-IN asset, consisting of the facilities and equipment necessary for the performance of their activity and must use them in the correct manner, exclusively for work purposes and by duly authorized persons.



Conduct in Internal Labor Relationships

THE MARITIME

There are certain situations in the onboard routine that need to be explained in this Code so that there are no doubts as to their mandatory nature, such as:

Punctuality: This is crucial not only for the safe operation of the ship but also for commercial commitments and to avoid the need for extra work. As an example, it can be mentioned, the delay in the arrival of a crewmember who went ashore and returned to take up duty at their watch may be mentioned;

The use, possession, sale or being under the influence of any illicit substance of alcohol, drugs and/or restricted use medications (psychotropic) without a doctor's prescription as well as the knowledge of the health team is strictly forbidden for any of the crew members, as well as passengers or anyone else staying on board.

Individuals authorized for boarding (crew member, visitor, third party or passengers) must be with all the certifications and documentation required by the regulatory agencies, as well as those pre-established by LOG-IN's internal policy.

It is strictly forbidden for unauthorized individuals to board the vessel. Any person, crewmember, visitor and/or passenger wishing to enter the ship may only do so with the permission of the Master or Duty Officer;

Possession of fire guns and sharp weapons is strictly forbidden on board, except when authorized by the Company Security Officer (CSO) and provided for in the Ship Security Plan in accordance with the ISPS Code;

Smoking in prohibited areas is strictly unauthorized and dangerous on any ship, especially on ships carrying dangerous cargo;

The duties, as well as the rights of all crewmembers, are assured in the pertinent legislation, as well as in their work agreements and job descriptions;

The conservation of cabins and other areas of the ship should always be on the maritime's mind since it is not only your work place, but also your place of rest and leisure. Misuse of your cabin, which must be kept clean and tidy at all times, shall not be tolerated;

The conviviality on board must be maintained at the highest standard; therefore the use of bad language, rowdiness, partying, as well as noise and loud voices in the passageways shall not be tolerated, because working hours vary and inevitably there shall always be someone at rest.

Any attitudes or actions that may impact negatively on the environment of good coexistence on board and/or put at risk the safety on board, as well as in the operations, must be reported to the DPA "Designated Person Ashore" (dpa@loginlogistica.com.br), to the manager, to the board, to Compliance (compliance@loginlogistica.com.br), to the area of Health ([saúde.frota@loginlogistica.com.br](mailto:saude.frota@loginlogistica.com.br)), Safety and Environment (ssma@loginlogistica.com.br), to the Ethics Committee, to the Whistleblowing Channel (<https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503), or to the Personnel area.

Conduct in customer relations

Respect for our clients is one of our strongest pillars and is even recognized as a company differential by the market. All employees should always address customers in a cordial and respectful manner, seeking to effectively understand customer needs, developing solutions that create value for both and strengthen long-term relationships.

Preferential treatments to any customers for personal reasons and that are at odds with LOG-IN's service standards should be avoided.

Any attitudes or actions that may impact the guarantee of customer satisfaction must be communicated to the manager, to the board, to the Ombudsman (ouvidoria@loginlogistica.com.br), to the Ethics Committee and/or to the Whistleblowing Channel (intranet, <https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503).





Conduct in relations with shareholders and capital markets

In line with the best Corporate Governance practices:

Before any negotiation with LOG-IN shares, the employee is recommended to carefully read the Securities Trading and Information Disclosure Policy of LOG-IN - LOGISTICA INTERMODAL S.A., available at <http://ri.loginlogistica.com.br>

The interaction of LOG-IN and its employees with the shareholders is free of favoritism, regardless of the number of shares that the shareholder has or may come to possess;

Any and all shareholder requests, made directly to employees, must be directed to the Investor Relations area and submitted for the board's approval;

LOG-IN's information and results are disclosed to the market at the proper time and through the pertinent channels, in accordance with the Securities Trading and Information Disclosure Policy of LOG-IN - LOGISTICA INTERMODAL S.A. (Announcements, Acts or Relevant Facts) and the corporate legislation in force and employees must observe:

- Periods with restriction for trading in securities issued by LOG-IN - LOGISTICA INTERMODAL S.A.;

- Not to take advantage of privileged information for the sale or purchase of securities issued by LOG-IN - LOGISTICA INTERMODAL S.A., directly or through third parties. Improper use of this information is illegal and may result in administrative, civil and criminal penalties;
- IR - Investor Relations (ri@loginlogistica.com.br) and Legal Department (via e-mail juridica@loginlogistica.com.br) should be contacted whenever there is any doubt regarding these matters.
- All transactions with Related Parties must comply with the Company's Related-Party Transactions Policy, as well as with the corporate legislation, as applicable.
- Employees must be committed to maintaining the accounting and financial books and records system in a transparent, automated, up-to-date and accurate manner, strictly observing applicable legislation and regulatory standards.



Conduct in relations with suppliers or service providers

In dealing with our suppliers, we seek to maintain professional relationships, free of favoritism and we expect the same from our suppliers. Thus:

The selection and hiring of suppliers is based on technical, professional, ethical and environmental preservation criteria;

All suppliers have access to the same information base during the negotiation, quotation and purchasing process;

Employees involved in the hiring process must deal transparently and report to their manager, the board and Compliance (compliance@loginlogistica.com.br), to the Ethics Committee or to the Whistleblowing Channel (intranet, <https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503), the cases of conflict of interest in accordance with the content exposed in this Code for Ethical Conduct and with LOG-IN's Hiring Policy.

The employees involved in the hiring process must always check if the LOG-IN representatives, as well as the Suppliers' representatives, have legal powers of representation/hiring;

LOG-IN demands from its suppliers:

- Compliance with labor, social security,

tax and anti-corruption legislation (Act 12.846/2013), Competition defense (Act 12.529/2011) and prevention of money laundering (Act 9.613/98) and others applicable to your business, in particular the non-use of child and slave labor;

- Ethical standards compatible with those of LOG-IN, as described in this Code for Ethical Conduct and observing excellence in services and best practices;
- Confidentiality and secrecy about data and information that may come to access by any means or form during the hiring process or in the performance of work at LOG-IN or for LOG-IN;
- Declaration of knowledge and commitment to comply with this Code for Ethical Conduct in each negotiation process and the supplies area shall be responsible for keeping such adhesion documents;
- Not to offer or receive bribes, kickbacks, or the like, from/to any legal or natural person, public or private;
- The full compliance with the codes set forth herein and, in case of infractions or irregularities, LOG-IN may apply any of the following measures: warning, suspension, or employment termination;
- Agree to have their operations and documents reviewed by LOG-IN whenever requested.

It is forbidden for our employees:

- to receive gifts, presents and favors other than those described in this Code for Ethical Conduct, in the item "Presents, Gifts and Favors";
- to attend professional events (such as fairs, congresses, visits for technical evaluation or homologation of suppliers and products) sponsored or promoted by suppliers without the approval of the responsible board of directors;
- To accept payment of any kind of expenses, such as meals, from suppliers.





Conduct in relations with competitors

In dealing with our competitors, we seek to maintain relationships founded on the principles of honesty and respect for the free competition, acting in accordance with the Brazilian fair competition and antitrust acts and refraining from predatory behavior that reflects an abuse of a dominant position.

It is the duty of every employee:

- Not to exchange or disclose Log-In's confidential, strategic and competitively sensitive information with competitors and business partners;
- Not to practice any type of strategy that aims to limit, distort, or in any way harm free competition or free enterprise, or that aims to obtain benefits by offering any undue advantage to a public or private agent;
- To respect the confidential information and intellectual property rights of our competitors and other Third Parties;
- To use legitimate means to obtain information about our competitors;
- Not to hold a senior management position or exercise professional activity in competing companies.



Presents, gifts and favors

In order to ensure impartiality in any situation, as well as to eliminate any possible expectation of retribution or favoritism, the receiving or solicitation of favors, gifts and presents, whether from suppliers or candidate employees, is prohibited, except in the situations described below.

On celebration dates (Christmas, Easter, among others), or in initial contacts, the offering of gifts and presents turns out to be a cordial gesture, sometimes materializing the gratitude that comes from providing quality service and respect to the customer. Therefore, it is hereby established that:

- The employee can receive, solely and exclusively, promotional gifts with no commercial value, such as: office supplies in general, T-shirts, among other similar items;
- Objects outside of the category

described above, where it is not possible for the employee to refuse, must be submitted immediately to the attention of the manager and the Compliance area (compliance@loginlogistica.com.br).

The following acts are prohibited:

- Accepting, requesting or offering money or any other kind of bribe, kickback or favor;
- Accepting, requesting or offering business lunches and dinners, as well as accommodation in exchange for favors or benefits;
- Offering gifts, presents and favors to public officials, with the exception of commercial and institutional materials; for instance, office supplies in general, among other similar ones.

Conduct in relations with the community

We are committed to the social development of the country and seek to contribute to the improvement of the living conditions of the communities where we operate.

This commitment is reflected in our corporate and social responsibility activities, through business strategies that encourage good practices in the areas of citizenship, culture and the environment.

We do not tolerate child labor, slave or analogous to slavery, whether in the internal environment, at suppliers, or in any kind of business partnership.

We support cultural and racial diversity and do not tolerate discriminatory

practices based on gender, skin color, sexual orientation, religion, political and philosophical orientation and conducts that violate Human Rights.

We do not allow the Company's operations to be used for money laundering, terrorist financing or other illegal activities.

We support, with our own resources or with tax incentives, social, environmental and educational development actions, investigating and punishing any kind of deviation in the rendering of accounts and in the destination of these resources.



Conducts in relations with agencies governmental

We seek to maintain a good relationship with the Public Power, based on ethics, respect and transparency. We always act in defense of the company's legitimate interests and, in this business segment, we seek to contribute to the development of the country's infrastructure and transportation matrix and to discuss issues that are relevant to society.

Log-In is committed to promoting integrity and does not condone the practice of acts of national and transnational corruption, whether active or passive; concussion; administrative improbity; fraud to bidding or related acts in national or foreign territory. We are also committed to preventing the use of our operations for money laundering, the financing of terrorism or other criminal activities and involving the simulation or concealment of financial resources.

We shall take the appropriate actions in order to respect the legislation of prevention and combat of corruption and other acts against the public administration, money laundering and financing of terrorism and all our employees and third parties must communicate any suspicion or knowledge of these facts to the Whistleblowing Channel (intranet, <https://canaldedenuncia.com.br/grupologin/>, 0800-450-4503).

Thus, the employee is strictly forbidden to:

- Promise, offer or give, directly or indirectly, an undue advantage to a

public agent (a public agent is anyone who exercises, even if temporarily or without remuneration, by election, appointment, designation, hiring or any form of investiture or relationship, a mandate, post, employment or public function) or to a third person related to them;

- Finance, fund, sponsor, or in any way subsidize the practice of illicit acts;
- Frustrate, defraud, prevent, or perform any act that harms the Public Administration during the public bidding procedure and during the execution of the contract;
- Prevent, hinder or defraud investigation or inspection by public agencies, entities or agents, or intervene in their performance, including in the scope of regulatory agencies and inspection bodies.

In case any act listed above is identified and proven, on the part of a LOG-IN employee, the information shall be forwarded to the competent authorities, so that legal actions may be taken.

Should there be any doubts, as well as knowledge of any situation that may configure a conflict of interest with the Public Administration, the employee must report it immediately and/or consult the area of Compliance (compliance@loginlogistica.com.br), the Legal Department (juridica@loginlogistica.com.br) or the Ethics Committee.

Conduct in relations that may affect the environment

The respect and commitment we have to the environment are reflected in the way we conduct our activities, always with socio-environmental responsibility and aiming at sustainable development.

As a promoter of the development of cabotage, as it is the least polluting mode of transport, we want our employees and third parties to incorporate the environmental theme in the various fields of activity and to act as partners in the correct interaction of the company with the environment.

LOG-IN employees and suppliers are instructed to act in an environmentally correct manner, respecting the current legislation, as well as to report immediately to the Legal Department (via juridica@loginlogistica.com.br), to the Safety, Health and Environment area (via e-mail ssma@loginlogistica.com.br) or to the Ethics Committee (via the Whistleblowing Channel), any risk, threat or violation to the environment.

Conduct in relations with the media

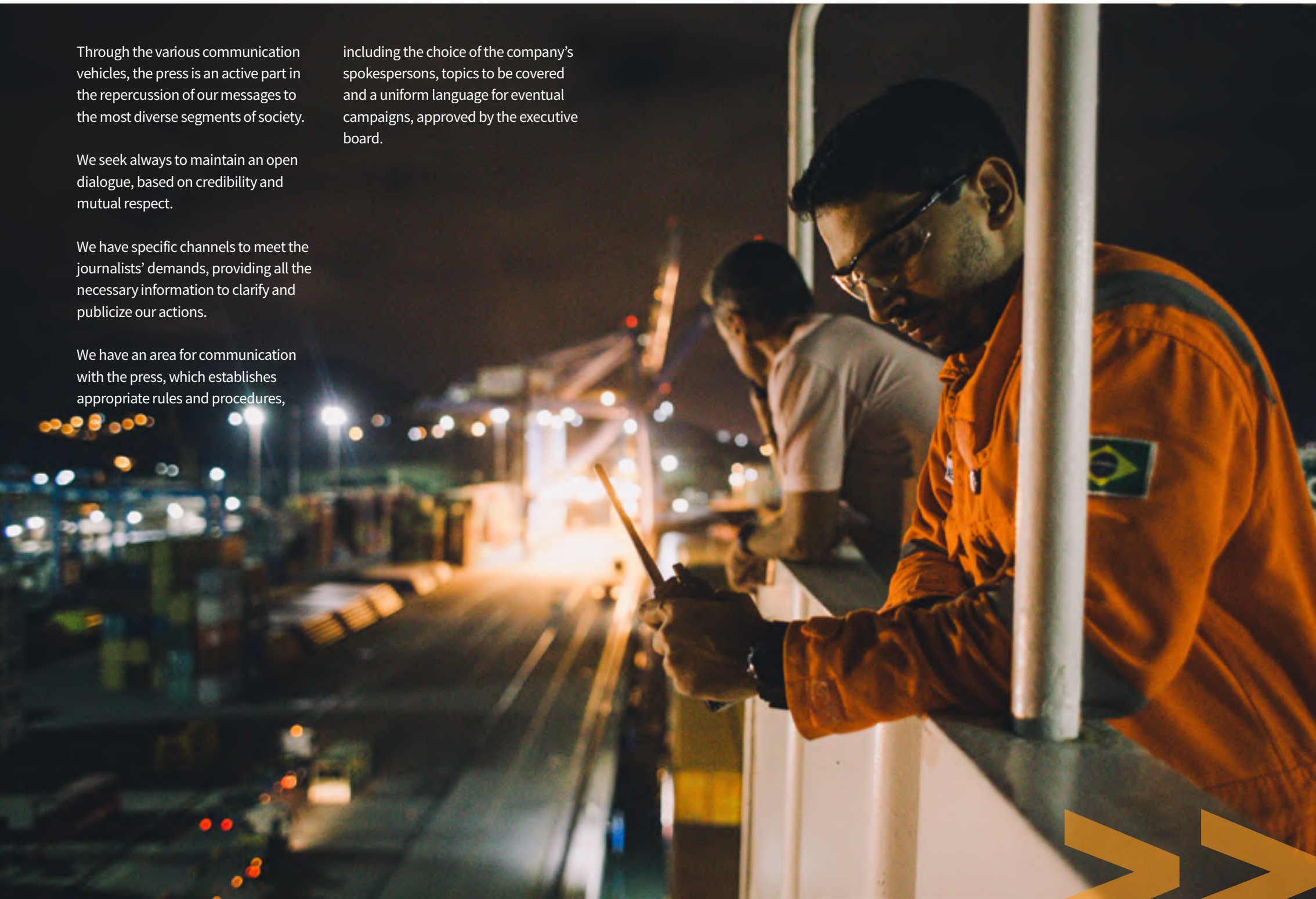
Through the various communication vehicles, the press is an active part in the repercussion of our messages to the most diverse segments of society.

We seek always to maintain an open dialogue, based on credibility and mutual respect.

We have specific channels to meet the journalists' demands, providing all the necessary information to clarify and publicize our actions.

We have an area for communication with the press, which establishes appropriate rules and procedures,

including the choice of the company's spokespersons, topics to be covered and a uniform language for eventual campaigns, approved by the executive board.



Conducts at protecting confidential information

The electronic mail (e-mail) systems, Information systems, internal chat communicator, audio and video calling software and other communication devices, at the workplace or supplied by LOG-IN, are company property and must be used exclusively for professional purposes.

We reserve the right to monitor, analyze and control the use of computers, systems, software, telephones and other company assets, as well as access to the Internet and e-mail by all our employees, regardless of position, always with the objective of verifying the appropriate use of these instruments; production of evidence for internal investigations, to respond to requests from public authorities and to comply with legal duties and obligations.

Upon verification of any inappropriate, inadequate use or that can be characterized as risky behavior for LOG-IN or any kind of fraud, by any employee, they shall be subject to all labor, civil and criminal penalties provided by applicable laws and internal regulations.

We can generate reports of the sites accessed and, if we deem necessary, we can block access to files, sites or domains that compromise the use of bandwidth, disturb the good progress of the work or that configure access to inappropriate content and/or that

are not related to the activities of the employees.

The passwords for access to the information systems, corporate network and e-mail are personal and nontransferable, individualized for each employee. Employees must ensure the correct use of the accesses they have, and may not give them to other employees, suppliers or service providers under any circumstances.

It shall not be allowed to install software(s) that are not contemplated and authorized in normative documents approved by the Information Technology Management.

All use of the electronic communications and Internet access shall be made in accordance with applicable laws, regulations and LOG-IN policies and standards and shall not be intended for:

- Infringing copyrights, trade secrets, patents or other laws related to intellectual property;
- Threatening, deceiving, defrauding, harassing, defaming, intimidating, or offending persons, or infringing upon the privacy of any individual;
- Attempting to gain illegal access to another computer system or network;
- Deliberately creating, executing, storing or propagating unapproved files such as viruses, worms, password-catching programs, trojans

(trojan horses), etc.;

- Sending chain messages and unauthorized solicitations or advertisements;
- Accessing non-work-related chat rooms or virtual message boards intended for online gaming, with pornographic, erotic, violence, firearms and streaming content.

Employees should be aware that their actions and opinions can damage the company's image in society, thus we list some examples of what is not acceptable in the conduct of a LOG-IN employee on social networks:

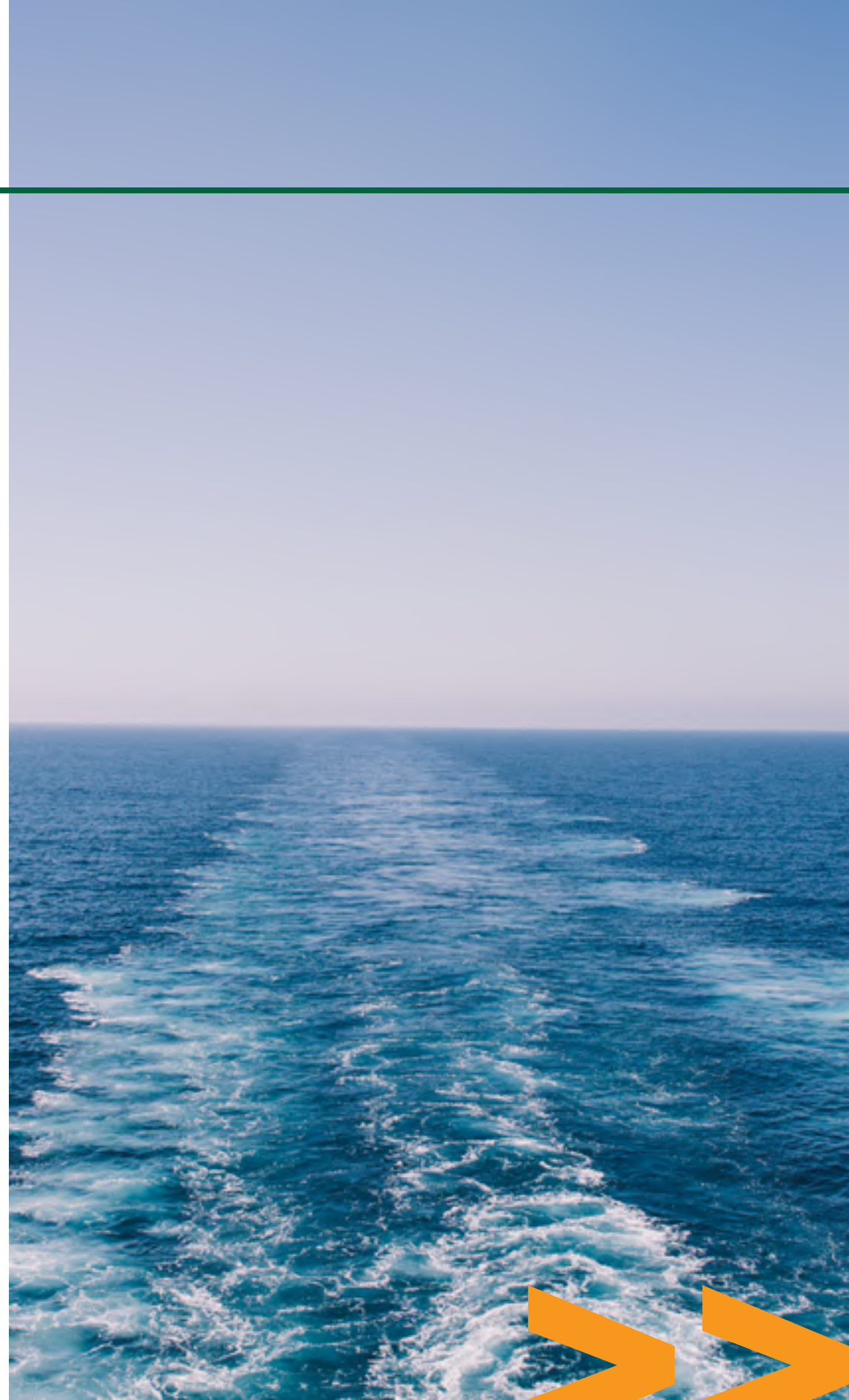
- Issuing prejudiced, discriminatory, defamatory, injurious positions or that may be harmful to the LOG-IN image;
- Exposing photos, materials or any situation related to LOG-IN, competitors, partners, customers or suppliers;
- Participating in groups that practice illicit acts or that make advocate trafficking, drugs, crimes, among other situations that can be harmful to the LOG-IN image.

Posture expected from our third parties

We extend our values and commitments to integrity to all third parties in our value chain, such as service providers, suppliers, business partners, grant and sponsorship beneficiaries and anyone acting in any way on behalf of Log-In.

To our third parties, their legal representatives, employees and any subcontractors, all the codes and conduct expected and prohibited from our employees in the items Ethical principles in our relationships; Posture expected from employees; Political and religious activity; Conduct in interpersonal relationships and conflict of interest apply to the extent applicable to them; Conduct in Internal Labor Relationships; Conduct in relations with customers; Conduct in relations with shareholders and the capital market; Conduct in relations with competitors; Presents, gifts and favors; Conduct in relations with the community; Conduct in relations with government agencies; Conduct in relations that may impact the environment; Conduct in relations with the media; and Conduct in the protection of confidential information.

Failure to comply with any of the policies expressed in this Code may result in the suspension or termination of services and agreements in effect, without prejudice to the application of the appropriate contractual and legal measures, as well as communication to the competent authorities.





Management of ethics

LOG-IN shall ensure the broad dissemination of this Code for Ethical Conduct so that all employees, without exception, are aware of its content.

The application of the codes of this Code for Ethical Conduct and the maintenance of an environment with high standards of ethical conduct are commitments of all employees. For ethics management to be effective at LOG-IN, it is fundamental that everyone reads, understands and replicates all the information contained in this Code.

It is also important that you report any and all non-compliance with this Code for Ethical Conduct through the Whistleblowing Channel.

Should you have any questions or suggestions, please send them to the Ethics or Compliance Committee (compliance@loginlogistica.com.br).

Each employee is responsible for taking daily decisions that do not allow the occurrence of situations of non-compliance with the Code for Ethical Conduct and it is everyone's responsibility to report the violations of which they are aware, through the Whistleblowing Channel.

The Whistleblowing Channel ensures complete anonymity and guarantees that the denunciations made shall be properly verified and investigated, and there will be no

retaliation of any kind against the whistleblower, witnesses or any other person who cooperates with the investigations by assisting them.

In addition to direct contact with their respective managers, the employee has the following formal channels that must be used to clarify doubts:

- Ethics Committee;
- Compliance;
- Personnel and Management;
- Legal;
- Other Offices.

On LOG-IN's intranet you can find details and updates about the available communication channels.

All irregular acts ascertained and proven shall be punished with one of the following penalties, always keeping the due proportion between the offense and the penalty and safeguarding the applicable legal actions: verbal or written warning, suspension and dismissal for cause.



Whistleblowing Channel and Ethics Committee

All reports of misconduct by employees or third parties that are present in our value chain are carefully investigated by the Ethics Committee, regardless of the individuals involved.

The Whistleblowing Channel, available to LOG-IN's internal and external publics, is a proactive, transparent, independent and impartial communication tool for reporting violations or suspected breaches of any of the points described in this Code. Among them are possible accounting irregularities or improprieties or any other accounting matters, auditing matters and those related to internal controls, standards, policies, ethics, human rights and the environment.

By making a complaint via electronic form, available on the LOG-IN website (www.loginlogistica.com.br), intranet (www.loginconecta.com.br), Whistleblowing Channel website (<https://canaldedenuncia.com.br/grupologin/>) or via 0800-450-4503, the whistleblower shall receive a protocol number that can be used later for forwarding additional information or for verification of the progress and outcome of the investigation.

The LOG-IN Whistleblowing Channel is an independent channel, managed by a third-party company that reports to the Ethics Committee, which has the necessary experience to obtain information in situations such as misconduct, fraud, corruption and

embezzlement, ensuring the anonymity and confidentiality of the information received through the website and 0800 line.

All contacts made with the Ethics Committee are discussed and treated absolutely confidentially.



login. **OUR WAY
LOG-IN
INTEGRITY**
WHISTLEBLOWING CHANNEL

WHISTLEBLOWING CHANNEL

Our whistleblowing tool in relation to the standards of our Code for Ethical Conduct


The Whistleblowing Channel should be used to report information about:

- **Misconduct;**
- **Irregularity;**
- **Fraud;**
- **Corruption;**
- **Embezzlement of resources, among others.**

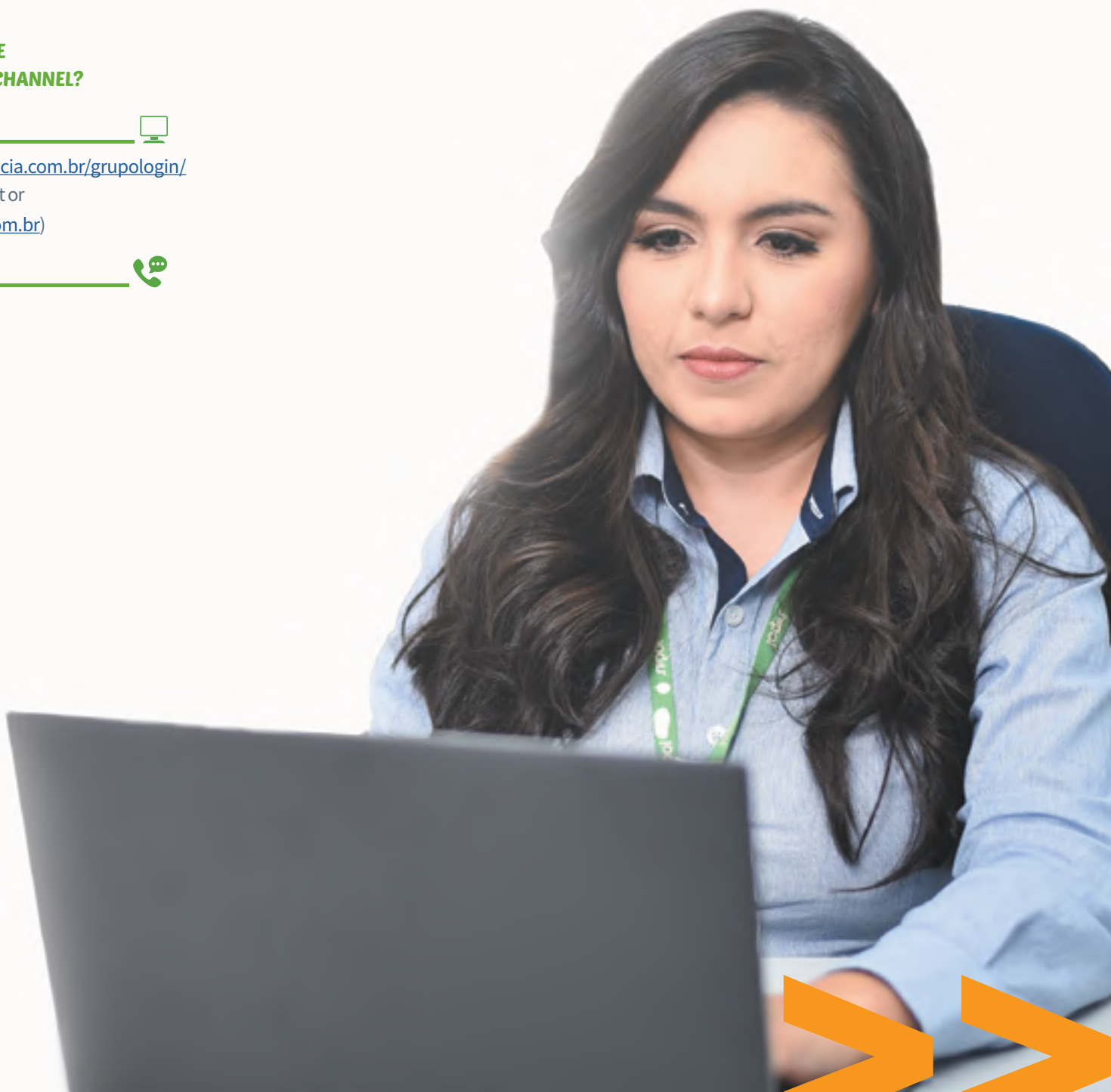
Anonymity and total confidentiality of the information received is guaranteed.

Dear employee: it is your duty to report situations that violate our Code for Ethical Conduct.

HOW TO ACCESS THE WHISTLEBLOWING CHANNEL?

SITE 
<https://canaldedenuncia.com.br/grupologin/>
(Access also via intranet or
www.loginlogistica.com.br)

PHONE 
0800-450-4503



Compliance, Training and Communication of the Ethical Conduct Manual

LOG-IN's good image is the responsibility of all its employees and third parties that are present in its value chain, who must act in accordance with the principles and rules established in Code of Ethical Conduct. Thus:

- Violations of the Code for Ethical Conduct, as well as of the by-laws, regulations, policies and other rules of LOG-IN shall not be admitted;
- The violation of items of this Code for Ethical Conduct may expose our employees and LOG-IN to legal situations of criminal or civil nature. LOG-IN may take legal action, aiming at the recovery of the moral or patrimonial damages;
- It is the obligation of every employee, as well as of third parties and/or their legal representatives, to read and sign a term of awareness of this Code, whether by means of a physical or electronic term; as well as renew its adhesion when there is an alteration in the Manual.

If there is any doubt or suggestion regarding any policies of the Code, they should send it to the Compliance area ([compliance@ loginlogistica.com.br](mailto:compliance@loginlogistica.com.br)).

Furthermore, LOG-IN maintains a Communication and Training Plan, which includes carrying out mandatory periodic trainings, with the objective of disseminating the Manual's codes,

the Policies and other Integrity regulations, in order to make employees aware of the need of complying with them.

Approval and Reviews

In 2015, the Board of Directors approved Log-In's Code of Ethical Conduct for the first time.

On 10/18/2023, the Board approved a new version of the Code for Ethical Conduct. This is the third amendment to this document, in order to keep up with legal and regulatory changes, the deepening of the maturity level of its Integrity Program and its ethical commitments and environmental, social and corporate governance.

Term of Awareness and Agreement of the Code of Ethical Conduct - Collaborators

I hereby declare that I have received, read and understood the LOG-IN Code of Ethical Conduct and that I am aware of the established codes and their relevance to me and to the company. I commit myself to comply fully with it, replicate its information and report to the LOG-IN Whistleblowing Channel, in case I am aware of any non-compliance, under penalty of being subject to the applicable administrative and legal measures, during the entire period of my employment and afterwards, in what is applicable.

I declare that I am aware of the existence and function of the LOG-IN Whistleblowing Channel and how to use it, should the need arise.

Full name (print):

Registration No:

Signature:

Term of Awareness and Agreement of the Code of Ethical Conduct Code

I hereby declare that I have received, read and understood the LOG-IN Code of Ethical Conduct and that I am aware of the established codes and their relevance to me and to the company. I commit myself to comply fully with it, replicate its information within my organization and report to the LOG-IN Whistleblowing Channel, in case I am aware of any non-compliance, under penalty of subjecting myself and the company I represent to the applicable administrative and legal measures, during the entire period of the contractual relationship and thereafter, in that which is applicable.

I declare that I am aware of the existence and function of the LOG-IN Whistleblowing Channel and how to use it, should the need arise.

Full name of the company or organization:

Legal Representative's Full Name (print):

CNPJ:

Signature:



login.

www.loginconecta.com.br