

LOGICALIS
Architects of Change

Sustainability Report

2024/2025



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Introduction

- About the report
- Message from the CEO
- Highlights of fiscal years 2024 and 2025 (FY24 and FY25)

About the report

GRI 2-2, 2-3, 2-14

In 2022, Logicalis' Brazilian operation began publishing annual sustainability reports, having previously developed reports for fiscal years 2022 and 2023.

This report covers the 12 countries in which we operate in Latin America

In yet another demonstration of its maturing commitment to the environmental, social, and governance (ESG) agenda, this year we present Logicalis Latam's first Sustainability Report, encompassing the 12 countries where we operate throughout Latin America.

Exceptionally in 2025, the document discloses the main initiatives of two fiscal years, covering the actions conducted between March 1, 2023 and February 28, 2025 (fiscal years represented here as FY24 and FY25). The combination of the two years in the report was necessary to align disclosure with the group's reporting cycle. From the next fiscal year, the report will be annual again.

Prepared based on the Global Reporting Initiative (GRI) 2021 standards, the document demonstrates the company's commitment to the best sustainability reporting practices, as well as the alignment of its initiatives with the United Nations (UN) Sustainable Development Goals (SDGs).

The sustainability report is prepared under the direct oversight of the company's highest governing body. The process follows a hierarchical review and approval structure that guarantees Latam CEO's direct involvement in validating the information. This ensures the accuracy, integrity and reliability of the data disclosed.



The report was drawn up based on the GRI standards



Comments, suggestions, questions or criticisms can be e-mailed to lt.esg@la.logicalis.com.

Message from the CEO

GRI 2-22

I am delighted to present our first Latam Sustainability Report, which covers our initiatives in 12 countries in the region, highlighting our achievements and progress in fiscal years 2024 (FY24) and 2025 (FY25). The launch of this document is fully aligned with the way we have been advancing our ESG (environmental, social, and governance) journey. We believe in constant and well-structured evolution, which is why the first step was taken in 2023, with the publication of our first Sustainability Report with a Brazil scope.

Over the last few years, we have matured, spread best practices among countries and the outcome of this is reflected in this document. Among the initiatives that have been replicated in the environmental pillar, for example, is the greenhouse gas emissions inventory, which, in addition to Brazil, now also covers Mexico and Chile. These two countries have also been the stage for the Logicalis Supplier Awards, an event that has been organized in Brazil since 2022 and which aims to encourage best practices throughout our chain.

Sustainability is
about building the
foundations for a better
future

It is in this context of collaboration that the concept of ESG flourishes. We are betting on our ability to influence the growth of initiatives throughout the technology market, as we recognize IT as an enabler in the sustainable journey, including that of our clients. This vision means that we are constantly looking for ways to support them with the best services and platforms, from optimizing energy consumption to adopting tools to improve the governance pillar. As part of this mobilization effort, in FY25 we launched an e-book to discuss technology as a driver of ESG practices.



In the social sphere, we also implement impactful initiatives. For example, in FY24 and FY25 we continued the Level Up Program, focused on training minority groups. Created in FY23, the initiative has already had six classes, more than 400 applications and provided 312 hours of training to participants. Our professionals also took part in the initiative, volunteering to provide career mentoring to the students. In FY26, the program is expected to have new editions, and the goal is to take it to other regions of Latin America.

This is just one of the many initiatives we will undertake in FY26. The outlook is to further strengthen ties with our customers, expand collaboration with

partners and continue pursuing ways to generate a positive impact on society in general.

At the end of the day, sustainability is about building the foundations for a better future, and the launch of a Latam report reaffirms our commitment to sustainable, responsible and innovative practices in all the markets in which we operate. Here you will find details on how we implement this at Logicalis. I hope that reading this is as inspiring to you as being part of it is for me!

Enjoy your reading!

Marcio Caputo
CEO Latam

Highlights of fiscal years 2024 and 2025 (FY24 & FY25)

Publication of the Latam Sustainability Policy.

Publication of Logicalis Group's Environmental Policy.

Organization of Ethics & ESG Trends, involving the 12 countries in which we operate.



Expansion of the greenhouse gas emissions inventory to include Mexico and Chile, in addition to Brazil, where the survey has been conducted since 2018.

Participation in the Task Force on Climate-related Financial Disclosures (TCFD) reports published by our parent company, Datatec.



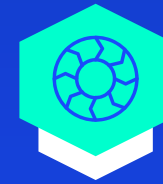
New logistics flow in Brazil, which doubled delivery capacity.

Increase from 4 percent to 6.8 percent

of deliveries made using electric vehicles in Brazil, reinforcing the commitment to reducing greenhouse gases.

Expansion of the Electronic Waste Collection program to Argentina.

Holding of the Low Carbon Day in Brazil, an initiative aimed at influencing suppliers to adopt practices for monitoring and offsetting greenhouse gas emissions.



Support for the USP Diversa program, sponsoring the graduation of Black female students in STEM (Science, Technology, Engineering, and Mathematics) courses.

Launch of Everyone Belongs created to boost the professional development of people with disabilities in the technology sector.



Unification of the portfolio in all countries where we operate in Latin America.

Change in the climate survey methodology, with positive results - every item received a rating above 8.



Maturation of the Level Up program in Brazil, with the inclusion of new technologies and new target audiences.

Growth in the EBITDA, and larger mix of services.



Winner of the Cisco Partner of the Year Global Award in the Global Sustainability Partner of the Year category for two consecutive years - 2023 and 2024.

Expansion of the Logicalis Supplier Award to Mexico and Chile. In Brazil, the initiative received an award in a category dedicated to ESG cases.



Logicalis Latam

- The company
- Purpose, vision and values
- Our portfolio
- Recognition and certifications

The company

GRI 2-1, 2-6; 3-3 Promoting business based on advanced technologies and responsible innovation

Logicalis Latam is a privately-held company with a presence in 12 Latin American countries, offering Information and Communication Technology (ICT) solutions and services to corporations in various segments. We are a subsidiary of Logicalis Group Limited, controlled by Datatec (68.5%) and the Brazilian group Promon S.A. (31,5%).

As a global provider of information technology solutions and services, we have positioned ourselves as **Architects of Change™** and support our clients in building successful journeys that generate positive impacts and deliver sustainable results, in an era of increasingly rapid digital transformation.



A strong presence in Latin America is one of Logicalis' key differentiators

Our strong presence in Latin America is a major differentiator for our company, which operates from a unified portfolio made up of cloud, connectivity, collaboration, security and data products and managed services, with solutions designed to optimize operations, reduce risks and improve processes.

Our business is based on solid partnerships with major global suppliers of technology equipment and services, and on the talent of our 2,712 employees, who are spread across 20,000 km² of Latin America, from Mexico to southern Chile.



We believe that technology has the power to directly drive behavioral change in businesses and individuals, leading to greater quality of life and a reduction in environmental impacts. That is why we embrace our role and act as a transformative agent for our ecosystem and Latin American society, delivering high-value technological and inclusive solutions that positively impact the daily lives of companies, people, and the planet.

Purpose, vision and values:

Purpose



As Architects of Change, our mission is to leverage technology to enhance quality of life, reduce environmental impacts, and foster better human connections in business and society.

Vision



To drive continuous innovation and position itself as a benchmark in the delivery of technology solutions and services that generate value for our customers' businesses.

Values

Sustainable innovation

We create plans for lasting change.

Integrity is intrinsic

Honesty, fairness and responsibility are the essence of who we are.

Excellence every day

We strive for excellence in everything we do, always looking for new ways to improve.

Better together

We work better when we work together, valuing our collective knowledge.

Everyone belongs

We do our best when we can be ourselves and embrace diverse perspectives.

Our presence in Latin America GRI 2-6

12 countries in Latin America

Brazil

NoLA (North of Latin America)

Mexico, Ecuador, Puerto Rico and Dominican Republic

APU Argentina, Paraguay and Uruguay

Andina Chile, Colombia, Peru and Bolivia

2,712
professionals

1,000
customers+

US\$455.1 million
in net revenue in FY25



Our expansion over the years

2008

The Brazilian group Promon Tecnologia and the British Logicalis Group joined forces to create Promon Logicalis Latin America, with operations in Brazil, Argentina, Chile, Paraguay, Peru and Uruguay. Thus was born the largest independent integrator of Information and Communication Technology (ICT) solutions in Latin America.

2012

Promon Logicalis begins a series of mergers and acquisitions. It acquired Cibercall, incorporating the company's operations in Colombia and Ecuador, and started operating in Bolivia.

2013

The company begins operations in Mexico with its own team, consolidating its goal of being present in the region's main markets.

2017

Promon Logicalis integrates its Latin American operations under a single brand: Logicalis Latin America;

Starts operations in Puerto Rico;

It acquires Brazilian company NubeliU, consolidating its strategy of positioning itself as a cloud integrator.

2018

Logicalis acquires the Coasin group, a company operating in Chile and Peru.

2020

Logicalis acquires a stake in the Kumulus startup and consolidates its operations with cloud solutions. The following year, it acquired a majority stake.

2023

Logicalis starts operating in the Dominican Republic.



Our portfolio GRI 2-6

Our portfolio offers customers a wide range of **technologies and services** to support business growth, empowering teams, optimizing operations, reducing risks and promoting sustainability.



Technologies

Infosec

Efficient information security technologies and strategies, with an end-to-end approach that encompasses consulting, infrastructure, data security and applications, cloud and managed services.

Data Analytics

Solutions and services, including AI (artificial intelligence), capable of generating insights and of accelerating the innovation journey and business results in companies.

Digital Workplace

Development of digital and secure work environments.

Cloud

Customized plans for building cloud journeys

that provide flexibility, speed and efficiency in applications.

IoT

Solutions that connect devices, manage activities and enable the secure transfer of information for efficient data analysis, supporting business strategies.

Enterprise Networking

Modernization of corporate networks by adding layers of intelligence, automation, and security to support innovation and keep pace with technological advances.

Service Provider Architecture & 5G

Complete range of telecommunications solutions and services, including network design, implementation of automated solutions, support and consultancy work focused on digital

transformation and innovation.

Data Center

Complete solutions for data centers with modern, secure and scalable infrastructure. Performance driven by automation, hybrid cloud, and intelligent management to ensure high performance and availability.

Observability

Real-time system performance monitoring and analysis. This enables rapid fault detection, resource optimization, and the continuity of digital services.

Automation and Artificial Intelligence

Process optimization, error reduction and acceleration of decisions. This allows us to deliver greater operational efficiency and intelligent insights for the business.

Services

Intelligent connectivity

State-of-the-art connectivity to sustain, protect and scale business.

Managed services

Management of the infrastructure of Information Technology areas.

Consulting

Support to design digital transformation journeys in line with business demands.

Our business partners

Strategic partners

- Cisco
- Microsoft
- AWS

Top partners

- Akamai
- Red Hat
- NETSCOUT
- Pure Storage
- Fortinet

Support for our customers sustainable journey

Logicalis became the first Cisco global partner to secure specialization in the Cisco Sustainable Campus Access Add-On. This means the company has all the necessary expertise to support its customers in reducing greenhouse gas emissions associated with digital infrastructure. The services offered include:

Energy consumption monitoring and reporting

This supports customers in monitoring consumption.

Equipment upgrading

Obsolete technologies are replaced by more energy-efficient alternatives.

Recycling electronic waste

Through responsible recycling options for this material.

Sectors we serve

- Energy
- Industries
- Mining
- Health
- Financial services
- Telecommunications
- Retail

Datatec GRI 2-1

A global Information and Communication Technology (ICT) solutions and services company, Datatec operates in more than 50 countries across North America, Latin America, Europe, Asia-Pacific, the Middle East, and Africa. It was founded in 1986 in South Africa and has been listed on the Johannesburg Stock Exchange (JSE) since 1994. Today, it has more than 11,000 employees and 12,000 customers and partners.

Datatec is made up of three divisions

DATATEC

Westcon International

50+ countries
3,500 employees

Logicalis International

16+ countries
4,300 employees

Logicalis Latam

12+ countries
3,200 employees

Positioning in sustainability



Datatec is committed to conducting business responsibly, creating sustainable value for its stakeholders, and ensuring business continuity. In line with its environmental, social, and governance agenda, the company is a signatory to the Global Compact and supports the UN Sustainable Development Goals (SDGs), which aim to eradicate poverty, protect the environment and climate, and promote global peace and prosperity.



Membership associations

GRI 2-28

Logicalis Latam is a member of several industry associations and advocacy organizations, actively participating in initiatives that promote the development of standards, inclusion and technological innovation. The main associations and groups to which it belongs include:

These partnerships reinforce Logicalis Latam's commitment to technological development, social responsibility, and the promotion of inclusion and belonging in its areas of operation.

AMCHAM Brazil American Chamber of Commerce for Brazil

ABNT Brazilian Association of Technical Standards

BRASSCOM Brazilian Association of Information and Communication Technology and Digital Technology Companies

ABINC Brazilian Association of the Internet of Things

MISA Microsoft Intelligent Security Association

TSIA Technology Services Industry Association

AACD Association for Assistance to Disabled Children



Winner of the Cisco Partner of the Year Global award in the Sustainability category for two consecutive years - 2023 and 2024

Recognition and certifications

Logicalis Latam has established itself as one of the main benchmarks in innovation, technical excellence and strategic impact in the technology ecosystem. This prominent position is the result of strong partnerships, a forward-looking vision, and continuous investment in high value-added capabilities. The company has a long-standing relationship with Cisco, holding Global Gold status—the company's highest level of partnership—and in 2025 became the first global partner to launch Cisco Extended Detection and Response (XDR) as a managed service (MXDR).

This pioneering spirit is complemented by an innovative position in emerging technologies, such as private 5G networks and as a service solutions, which has earned Logicalis recognition as the first premium partner in Latin America.

The strategic partnership also extends to Microsoft: with an expanding relationship, Logicalis has consolidated expertise in cloud infrastructure (Azure) and in modern workplace (Office 365), becoming a member of MISA and securing the status of MXDR partner and renewal of the Global Azure Expert Managed Service Provider (AEMSP) certification.

The outstanding performance is repeated in the partnership with AWS. Since 2022, Logicalis has had the status of Managed Provider, and in 2023 it secured competency in Financial Services, reinforcing its ability to provide secure and efficient solutions to the sector.

This performance has been widely recognized in the market. Check out a few of the awards it has been granted in the last two years:

Cisco

- 2023 and 2024 Partner of the Year in IoT/Industry, Latin America
- 2023 and 2024 Partner of the Year in the Service Provider segment, Latin America
- 2023 and 2024 Partner of the Year in Customer Experience, Brazil
- 2023 and 2024 Partner of the Year in the Service Provider segment, Brazil
- 2024 Partner of the Year in IoT/Industry, Brazil
- 2024 Trading Partner of the Year, MCR (Multi-Country Region)
- 2024 Data Center Partner of the Year, Mexico
- Partner of the Year in Security 2023, Latin America
- Partner of the Year in Collaboration 2023, Latin America
- 2023 Partner of the Year in Security, Brazil
- 2023 Partner of the Year in Enterprise, Brazil
- 2023 Partner of the Year in Corporate Networks, Brazil
- 2023 Partner of the Year in Commercial Networks, MCR (Multi-Country Region)
- 2023 Partner of the Year in Colombia, MCR (Multi-Country Region)

Microsoft

- 2024 Partner of the Year Award - Modern Work, Mexico
- 2024 Partner of the Year Award - Solution at Scale, Mexico and Paraguay
- 2023 partner of the Year Award: Azure Awards - Rising Azure
- 2023 Partner of the Year Award: Industry Awards - Health and Life Sciences
- 2023 Partner of the Year Award: Business Transformation in Technology - Microsoft for Startups

2024 Fortinet Partner Forum Brazil

- Large Systems Integrator
- Advanced Technology
- Partner of the Year

2024 Netscout Partner Summit

- Business with Highest Added Value in the Service Provider Segment, Brazil

Veracode 2024

- Project of the Year, Brazil



Corporate Certifications

- ISO 9001:2015: Quality Management System
- ISO 14001:2015: Environmental Management System
- ISO/IEC 20000-1:2011: Quality Management in IT Services
- ISO 22301:2019 - Security and Resilience: Business Continuity Management System
- ISO 27001:2013: Information Security Management Systems
- ISO 37001:2016: Anti-Bribery Management System
- ISO 45001:2018: Occupational Health and Safety Management System





Business vision

- Economic performance in FY24 and FY25 ■
- Regional highlights ■
- Strategic planning: where we are headed ■
- Advances in IT ■

Economic performance in FY24 and FY25

Several macroeconomic and political factors in Latin America affected the company's performance in fiscal years 2024 and 2025, creating a highly challenging economic and financial environment.

Argentina, for example, faced hyperinflation of over 210 percent in calendar year 2023 and was subject to a series of government-imposed restrictions aimed at containing the situation. These measures impacted exports, raised interest rates, restricted access to the dollar and devalued the local currency. As the operation in the country has historically ranked second in financial results for Logicalis Lat-am—only trailing Brazil—these challenges directly affected the company's performance in FY24. The scenario, however, was strongly reversed, restoring the country's solid performance in our business.

In Brazil and Chile, high interest rates, especially in 2024, had an impact on investment decisions. In addition, some key sectors for the company, such as telecommunications, have slowed their investments, particularly in Brazil and Mexico.

In response to these scenarios, we realized that it was necessary to review structures and processes, making our operation even more efficient. Thus, team and process restructuring has enabled us to succeed through our revenue diversification strategy. At the end of the two fiscal years, our revenue mix was balanced between product and service sales.

Highlights

- Increase in orders and EBITDA
- Positive net profit
- Increased mix of services
- Increased managed services

Direct economic value generated (US\$ M) GRI 201-1			
	FY23	FY24	FY25
Direct economic value generated per year in thousands of Dollars	Value (US\$ M)	Value (US\$ M)	Value (US\$ M)
Revenues	491,406	513,744	455,114

Direct economic value generated (US\$ M) GRI 201-1			
	FY23	FY24	FY25
Economic value distributed	Value (US\$ M)	Value (US\$ M)	Value (US\$ M)
Operational costs	350,038	360,949	308,907
Employee salaries and benefits	121,141	141,973	127,585
Payments to capital providers	11,090	6,167	8,244
Payments to the government (by country)	1,522	278	1,054
TOTAL	483,791	509,367	445,789

Retained economic value (US\$ M) GRI 201-1			
	FY23	FY24	FY25
	Value (US\$ M)	Value (US\$ M)	Value (US\$ M)
Retained economic value	7,615	4,376	9,325

The data is presented on an accrual basis.

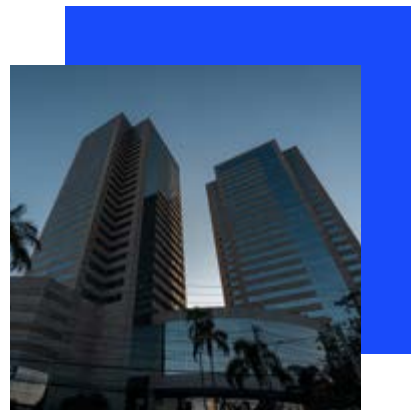


At the end of the two fiscal years, the composition of our revenues was balanced between sales of products and services.

Regional highlights

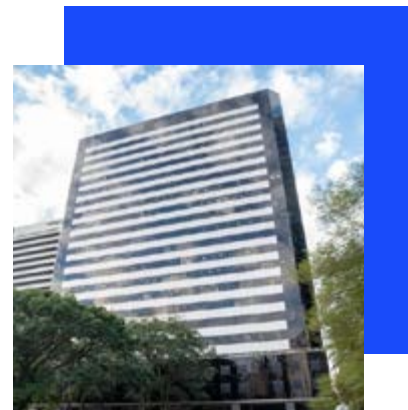
Being present in the main Latin American markets is a key differentiator for our company. In addition to the volume of business conducted in the region, we believe that providing regionalized coordination of product and service delivery, with the ability to manage

contracts and payments locally, gives us a significant competitive advantage. This is especially true with customers that are also spread across the country, such as companies in the telecommunications, pharmaceutical, automotive, financial, and energy sectors.



Brazil

The implementation of managed services in the technology area has delivered high value to our customers, fully aligned with our strategy. Over the past two years, Brazil has stood out significantly in this regard, particularly in high value-added services—a segment where we see further opportunities for growth.



APU Argentina, Paraguay and Uruguay

The macroeconomic situation in Argentina, which impacted business in FY24 (see more in the chapter on Economic performance), dampened several activities. However, they gained momentum in FY25, driving a strong recovery in sales and margins across all business lines.



Andina Chile, Colombia, Bolivia and Peru

Chile and Colombia were the countries that performed best in the Andina region during the period. In Chile, our differentiator is our expertise in the mining sector, which positions us as the leading provider of services and equipment for the country's major companies in this segment. This expertise is complemented by the knowledge accumulated by the Brazilian teams, who also work in this sector, enabling the transfer of best practices to countries such as Peru and Argentina and strengthening our regional presence in this segment.

In Colombia, we stand out for our work in security, and the country is home to one of our two Security Operations Centers (SOC). In SOCs, teams are tasked with detecting, analyzing and responding to security incidents in real time, which strengthens our experience in the field.

The operations in Peru and Bolivia underwent restructuring during the period. While the Peruvian team has been reduced, in Bolivia we have demobilized the local teams and continue to serve clients with professionals based in other countries.

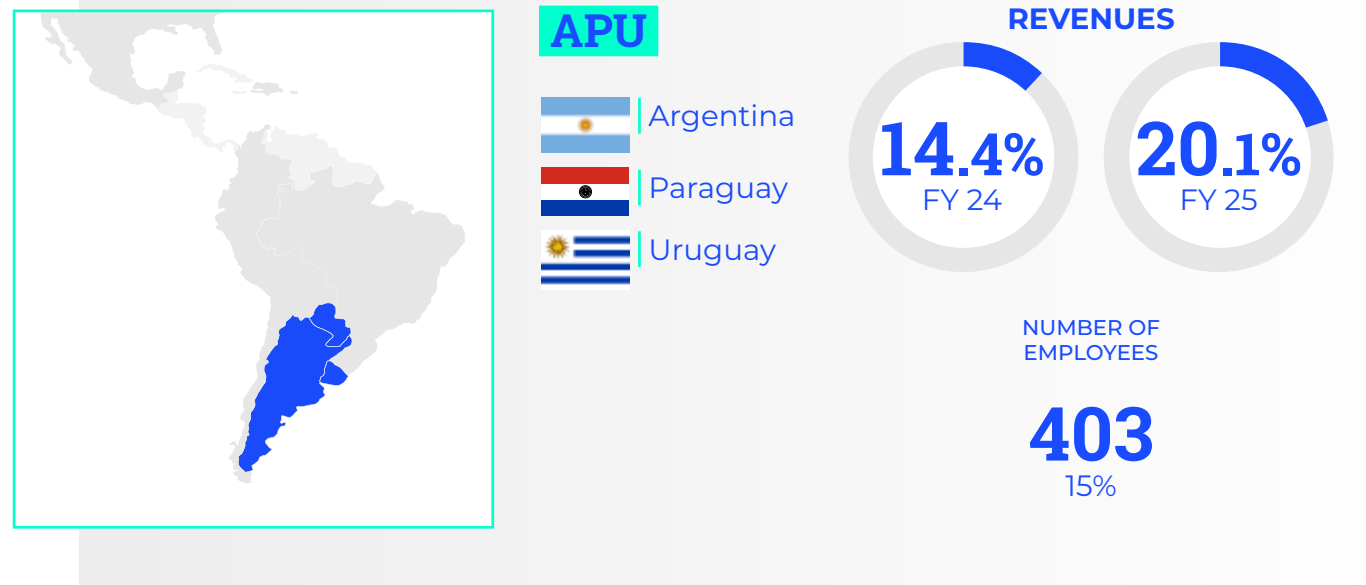
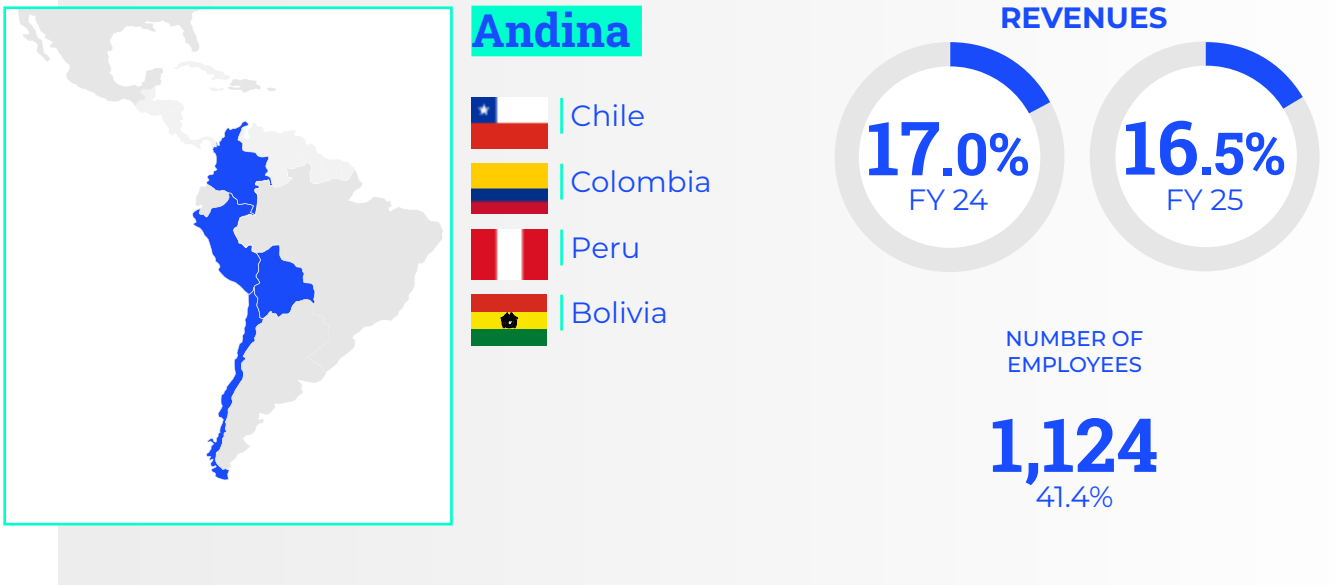
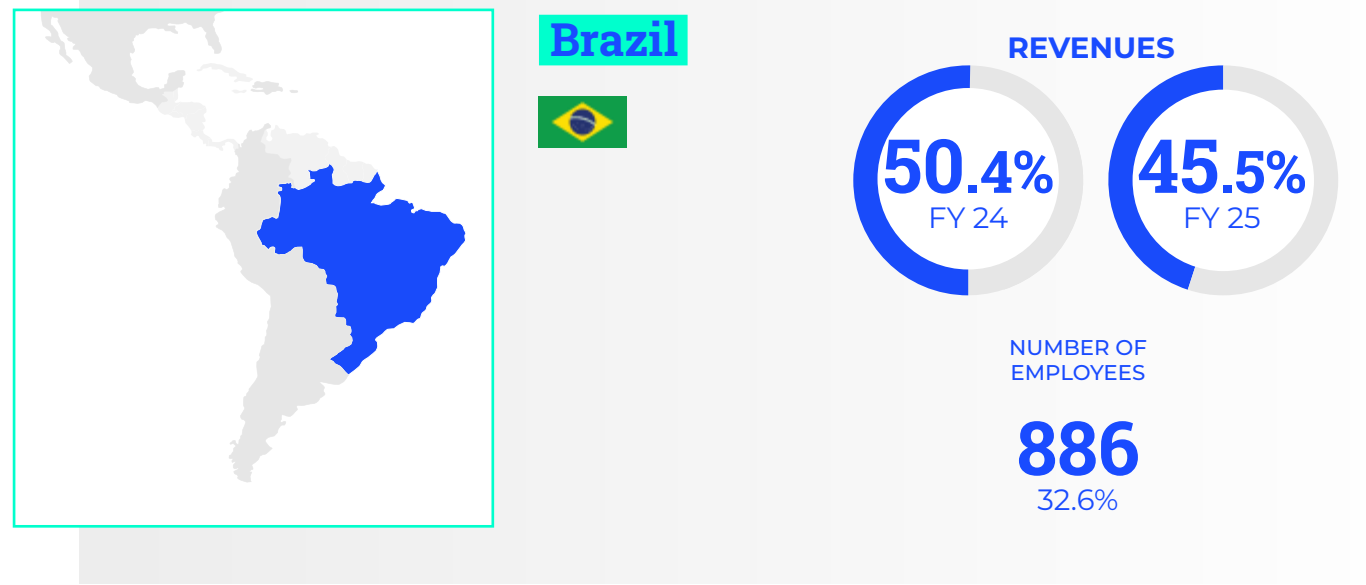
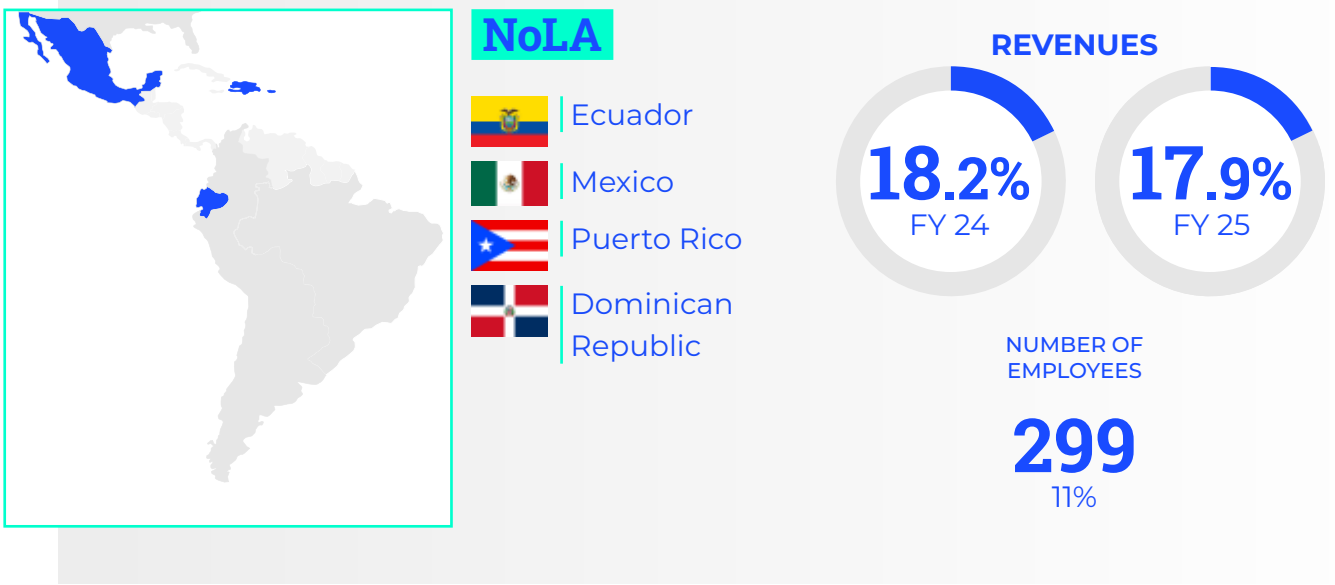


NoLa North of Latin America Mexico, Ecuador, Puerto Rico and Dominican Republic

Among the countries in this region, Mexico experienced exceptional growth in FY24 and FY25, consolidating its position as a promising market for our company. In the first period, we invested in structuring managed services businesses, hiring teams and developing a portfolio. The strategy proved to be assertive, and in FY25 we closed one of the largest contracts in Latin America for managed services. In Puerto Rico and the Dominican Republic, the company continues to grow steadily, achieving excellent profitability.

The regionalization of our services provides us with a competitive advantage

Performance by region
FY24 and FY25



Strategic planning: where where we are heading

Diversifying revenue by increasing our share of high value-added services is the main driver of our strategic planning across all countries in which we operate, and over the past two years we have made consistent progress toward this goal. This strategy is fundamental to the continuity of our business, as it drives recurring revenue, diversifies the sectors in which we operate, expands our customer portfolio, and strengthens an operating model based on our intellectual capital.

We adjust our planning according to the macroeconomic and political characteristics of each of the countries in which we operate, as well as the degree of maturity of our presence in these markets. In the long term, we strive to increase the company's value for all its stakeholders .

Topics such as AI, security,
and cloud still hold strong
growth potential

Our planning also maps out trends and opportunities in the technology market, which is constantly changing. In this context, topics such as artificial intelligence, information security, and cloud migration—which still have room for growth in the Latin American market—are highly relevant. They reflect the realities of each economic sector and country in which we operate and are already shaping new partnerships and business opportunities.

Continuous investment in innovation, research, and technological development has driven a significant increase in the number of projects recognized under Brazil's Ministry of Science, Technology, and Innovation (MCTI) “Lei do Bem” (the Brazilian Tax Incentive for Technological Innovation law). This alignment with legislative requirements brings significant tax benefits to Brazilian operations, resulting in an important financial return for the group.



ESG principles are strategic elements for the company and are fully incorporated into our long-term planning.

Managed services

Brazil has distinguished itself in the advancement of managed services contracts, becoming a benchmark for other countries—particularly due to its significant presence in high value-added markets. Chile has also performed satisfactorily over the last two years, albeit in less profitable services.

For the coming years, we aim to expand our presence in Mexico, where we have identified significant potential for developing this type of service. Our goal is to strengthen the supply of solutions that meet local demands, promoting innovation and increasingly qualified delivery to customers in this strategic region.



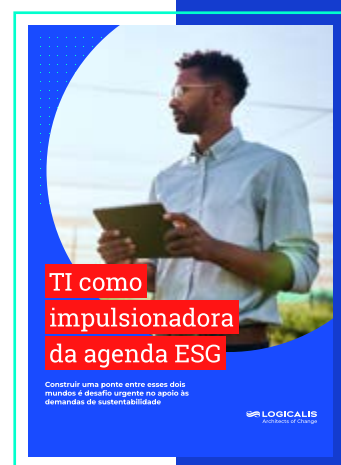
We consistently
invest in innovation,
research, and
technological
development

Strengthening our ecosystem

With a track record of more than ten years publishing reports and articles, we have consolidated our position as a transformative force in the technology industry, contributing meaningfully to the ecosystem while fostering continuous learning and the exchange of experiences among companies in the region.



Get to know our main publications



IT as a driver of the ESG agenda

Published in FY25, the document encourages reflection on the role of Information Technology (IT) as a key driver of companies' sustainability journeys.



CIO Report 2024

Published ten years ago, the study provides insights on the priorities and challenges faced by CIOs in Latin America, covering topics such as digital transformation and the integration of new technologies.



IT Trends Snapshot 2023

A survey that analyzes the trends shaping the future of IT, offering a comprehensive overview for business leaders.

Advances in IT

The company's Information Technology (IT) department is committed to innovation and the best market practices, helping to ensure that the company has the right structure to provide the best services to its customers.

In this sense, fiscal years 2024 and 2025 were marked by the consolidation of major changes, especially with regard to the standardization of operations in all countries. The analytics platform, called ANA, was implemented in 2023 and unified the way data is processed, optimizing the use of resources, reducing waste and improving the quality of information.

In addition, the company advanced in automating its internal service processes, consolidating practices, and promoting the unification of tools and methods.

The IT infrastructure has also undergone significant transformations, with the migration of data centers from Argentina and Chile to the cloud or to the data center in Brazil. In addition, generative AI is already widely used in our services. This centralization not only generated cost and energy efficiencies but also enabled the creation of more robust control and security layers.

We have evolved in
internal service process
automation

Another highlight of the period was the implementation of a new help desk called EVA, which standardized internal service requests and replaced the different solutions previously used across the countries. By drawing on the experience gained with ticketing systems in Chile and Argentina, we have optimized workflows and tasks—including employee onboarding and offboarding—by centralizing these processes. With these innovations, the IT department seeks to offer more agile and effective support, positively impacting user experience (Logicalis employees) throughout Latin America.



Tax approach

GRI 207-1, 207-2

Logicalis' tax approach is guided by principles of integrity, compliance and efficiency, ensuring strict compliance with federal, state and municipal legislation. The Tax area is structured around three pillars—Tax Compliance, Litigation, and Consulting/Planning—and reports to the Finance Department in Brazil, with escalation to Lat-am leadership (CEO, CFO, Legal, and Finance) on relevant matters discussed at quarterly meetings.

Tax governance is integrated into the company's strategic planning and influences operational decisions such as pricing and issuing invoices. The Tax area monitors legislative changes, procedural decisions, and tax risks,

providing guidance to other areas in line with current legislation or doctrinal interpretations, supported by specialized consultants.

We maintain a transparent relationship with the tax authorities, we comply with accessory obligations on time and we use our tax positioning as a tool for social impact, through sponsorships and donations linked to taxes, aligning our practice with the ESG guidelines. Compliance is verified through internal and external audits, with periodic process reviews and assessments of tax calculations.



ESG Strategy

- Information technology as a driver of the ESG agenda
- Governance maturity
- Contributions to the ecosystem
- Materiality matrix
- ESG map



Information technology as a driver of the ESG agenda

Logicalis Latam recognizes the Information Technology (IT) area as essential to driving the environmental, social and governance (ESG) agenda, by enabling effective and scalable sustainability and governance practices.

On the environmental front, IT offers solutions such as real-time emissions monitoring and predictive analysis to reduce energy consumption and minimize waste. On the social side, it fosters digital inclusion by democratizing access to technology and information, while also enabling greater

transparency and engagement with stakeholders. In the field of governance, it strengthens compliance with regulations, protects data and facilitates audits, promoting a responsible and reliable organizational structure.

These and countless other contributions from IT help companies fulfill their ESG commitments and adapt to a more sustainable and ethical economic scenario, in which transparency and responsibility are core values.

IT promotes digital inclusion, democratizing access to information

Governance maturity

Between fiscal years 2024 and 2025 (FY24 and FY25), we consolidated our role in the ESG agenda through initiatives that accelerated the maturity of governance on the topic. We have strengthened the connection with the responsible business strategy of our parent company, Datatec; we published policies (*see more on [page 47](#)*); we have expanded the engagement and knowledge of our teams; we have extended our actions to more countries, and we have strengthened the Latam Sustainability Committee.

Created in fiscal year 2022 (FY22), the committee is made up of representatives from different countries and areas, such as Compliance, Logistics, Purchasing, Human Resources, Marketing, and the Commercial area, among others. Its strives to promote a space for discussion and guidance for key areas, ensuring that ESG practices are aligned with Latam's strategies and those of the global headquarters,

considering local economic, social, environmental and climate opportunities and challenges. Since its creation, the committee has established itself as a collaborative space for strengthening the company's ESG initiatives.

To increase internal engagement and the knowledge of our teams on the subject, we hold Ethics & ESG Trends in all the countries where we operate. The event promoted discussions on how companies, especially in Latin America, can adopt better ESG practices, using technology as an ally in implementing more responsible and ethical strategies. More than 2,000 people took part in the initiative. ESG matters are presented to the Board of Directors at quarterly meetings by the Strategy and Business Development Committee, an advisory body. **GRI 2-17**

We have reinforced our relationship with our customers

We also launched the ESG Latam Intranet, a platform that centralizes our ESG data, including carbon inventories, neutralization certificates, reports and policies. With this initiative, we have made it easier for all areas of the company to access operational information, particularly for the sales teams, who rely on this data when engaging with customers.

Our engagement with customers was also strengthened through the production of content and the organization of events, such as the roundtable that led to the publication "IT as a driver of the ESG agenda" (*learn more on [page 38](#)*). This content was also deployed in an engagement campaign on our social networks, fostering discussions in the market.

Ethics & ESG Trends

12 countries

2,200
participants

14 virtual
panels

8 topics
discussed

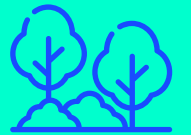
Latam Sustainability Policy

We published the Latam Sustainability Policy in fiscal year 2024. The document establishes ESG action guidelines tailored to the region's specific context, aligned with the global policies of our parent company, Datatec, and with the UN Sustainable Development Goals (SDGs).

The macro guideline of this policy is to "accelerate digital transformation in Latin America through the sustainable use of technology." This is the basis for the development of priorities in each ESG pillar, defined as follows:

Environmental

To be a protagonist, proactively protecting the environment and using technology sustainably and efficiently



Social

To educate people through technology, empowering them to positively transform their lives and those of their communities.












Governance

To execute, measure and manage our business initiatives, and expand best governance practices in our stakeholder ecosystem.



Logicalis Group Environmental Policy

In fiscal year 2025, the Logicalis Group launched its Environmental Policy, which applies to all subsidiaries, including Logicalis Latam. The document presents the Group's environmental commitments, which are:

	Achieve zero net carbon emissions by 2050		To implement mandatory ESG training for all professionals
	To neutralize scope 1 and 2 emissions by 2025		To evaluate, report and disclose environmental performance
	To adopt renewable energy sources to supply 75 percent of global operations by 2025		To comply with all environmental laws, regulations and standards, exceeding the minimum requirements whenever possible
	To recycle at least half of the waste generated by operations by 2025		To promote a culture of continuous improvement, with a focus on minimizing impacts and maximizing actions for the environment
	To support suppliers in improving the environmental performance of the supply chain		



With the global Environmental Policy, we made nine commitments related to our impacts



A few milestones of our performance in the ESG agenda

- **2021**
Structuring of Logicalis Latam's ESG area, with the aim of consolidating, monitoring and promoting the company's environmental, social and governance initiatives across the region.
- **2022**
Creation of the Latam Sustainability Committee, completion of the materiality study and publication of Logicalis Brazil's first sustainability report.
- **2023**
Review of the materiality study and definition of the ESG strategy for Latin America.
- **2024**
Creation of the Latam Sustainability Policy.
- **2025**
Release of Logicalis Latam's first sustainability report.
Publication of Logicalis Group's Environmental Policy.

Contributions to the ecosystem

In addition to promoting internal practices, Logicalis Latam also contributes to its customers' progress in their own ESG journeys. To this end, we offer solutions in line with sustainable demands, such as energy efficiency and reducing resource consumption. We position ourselves as strategic partners for our clients in their sustainability initiatives, adapting and developing technological solutions that help them achieve their environmental, social and governance objectives.

We are strategic partners to our customers in advancing their sustainability initiatives

An example of this are tools such as the hybrid cloud that contribute to reducing the carbon footprint of companies as they are more energy-efficient solutions than traditional data centers. Meanwhile, the digital workplace promotes workplace flexibility, improving the quality of life of professionals by enabling a better work-life balance.

Solutions that strengthen the ESG agenda

In fiscal year 2024 we launched the Digital Fabric Platform, a tool that strengthens the ESG agenda.

The platform was created to offer CIOs a real-time view of the performance of their entire digital ecosystem based on five metrics, including environmental impact. Using machine learning and artificial intelligence, it provides a simplified score for each metric, allowing comparisons with the market. This enables users to benchmark their performance against similar organizations and receive practical recommendations for improvement.

In the governance pillar, data analysis and information security solutions offer significant benefits. Analyzing large volumes of data helps companies make more informed decisions, based on insights and in real time, as well as ensuring compliance with industry regulations. Information security, in turn, is essential to protecting customer data and ensuring system integrity—fundamental elements of sound corporate governance.

Materiality matrix

GRI 3-1

Our sustainability agenda is guided by the issues that are most relevant to our stakeholders. This process is conducted periodically and combines consultations with stakeholders, *benchmarking*, analysis of sector trends and evaluation of economic, social and environmental impacts.

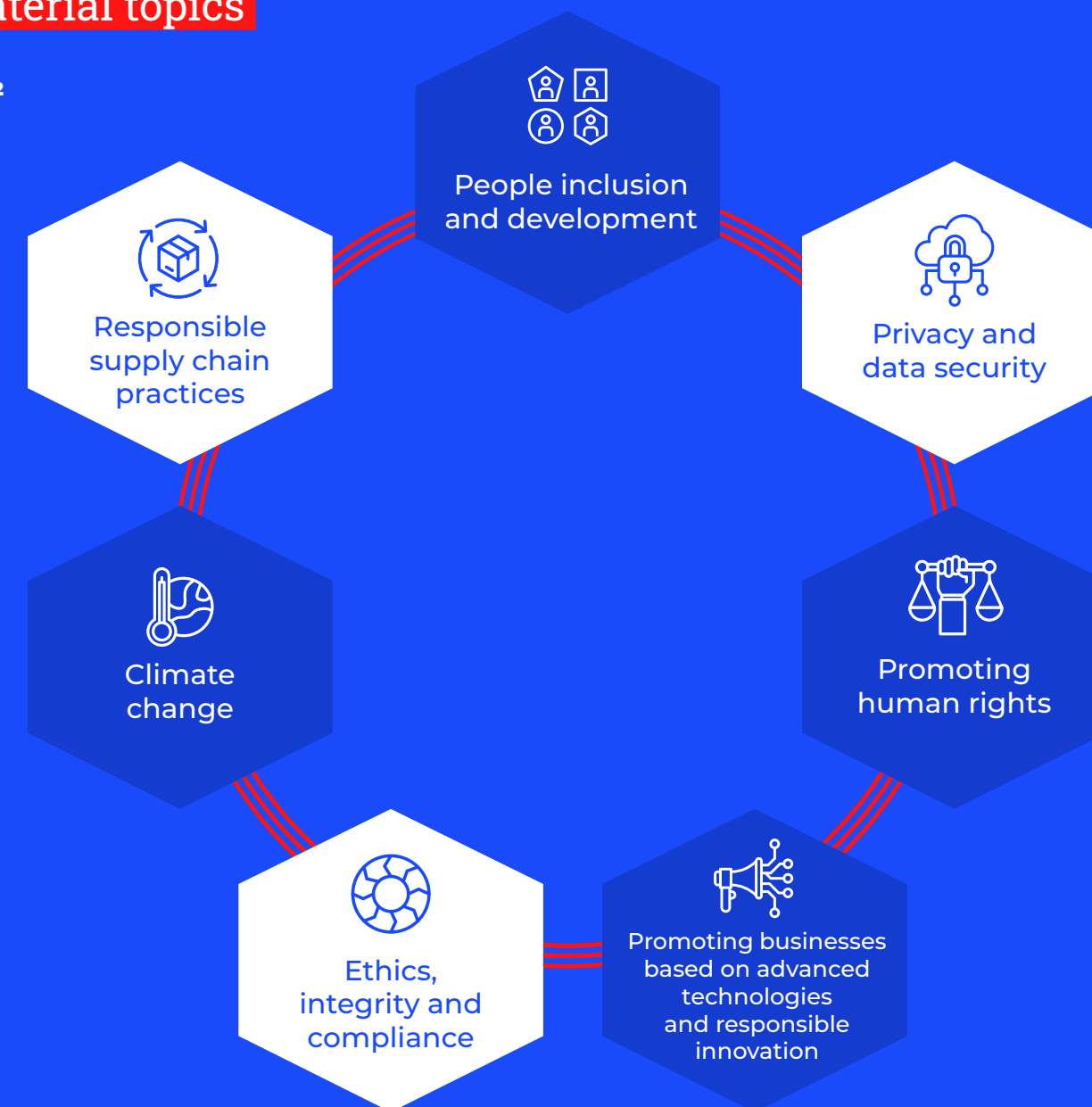
The last materiality analysis was conducted in 2022 and included a comprehensive survey of various groups of stakeholders, such as customers, employees, shareholders, suppliers and industry associations. Moreover, qualitative interviews and consultations with experts were conducted to gain an in-depth understanding of the expectations of each group. These audiences' opinions and expectations were fundamental in defining priority topics and adjusting the company's sustainability strategies.

These topics guide various projects and initiatives, ensuring that business practices are aligned with the highest standards of sustainability, with a focus on the continuous improvement of actions and the positive impact on society. They are also directly linked to the United Nations' Sustainable Development Goals (SDGs). In the social sphere, they relate to SDG 4 (quality education) and SDG 5 (gender equality); in the environmental sphere, SDG 12 (responsible consumption and production) and SDG 13 (climate action); and, in the sphere of governance, SDG 16 (peace, justice and strong institutions).

The opinions of our stakeholders were fundamental in defining the company's priority topics

Material topics

GRI 3-2



Stakeholder engagement

GRI 2-29

We seek to maintain our stakeholders' engagement to meet their needs and align expectations in relation to the company's performance. To do this, we adopted different strategies, such as:



Customers

To improve the experience and facilitating digital transformation.



Business partners

To pursue synergies to promote innovation and technical excellence.



Suppliers

To ensure an ethical and sustainable value chain.



Our sustainability agenda is guided by our stakeholders



Shareholders

To align financial results with the company's ESG agenda.



Employees

To develop an inclusive environment and promote professional development.

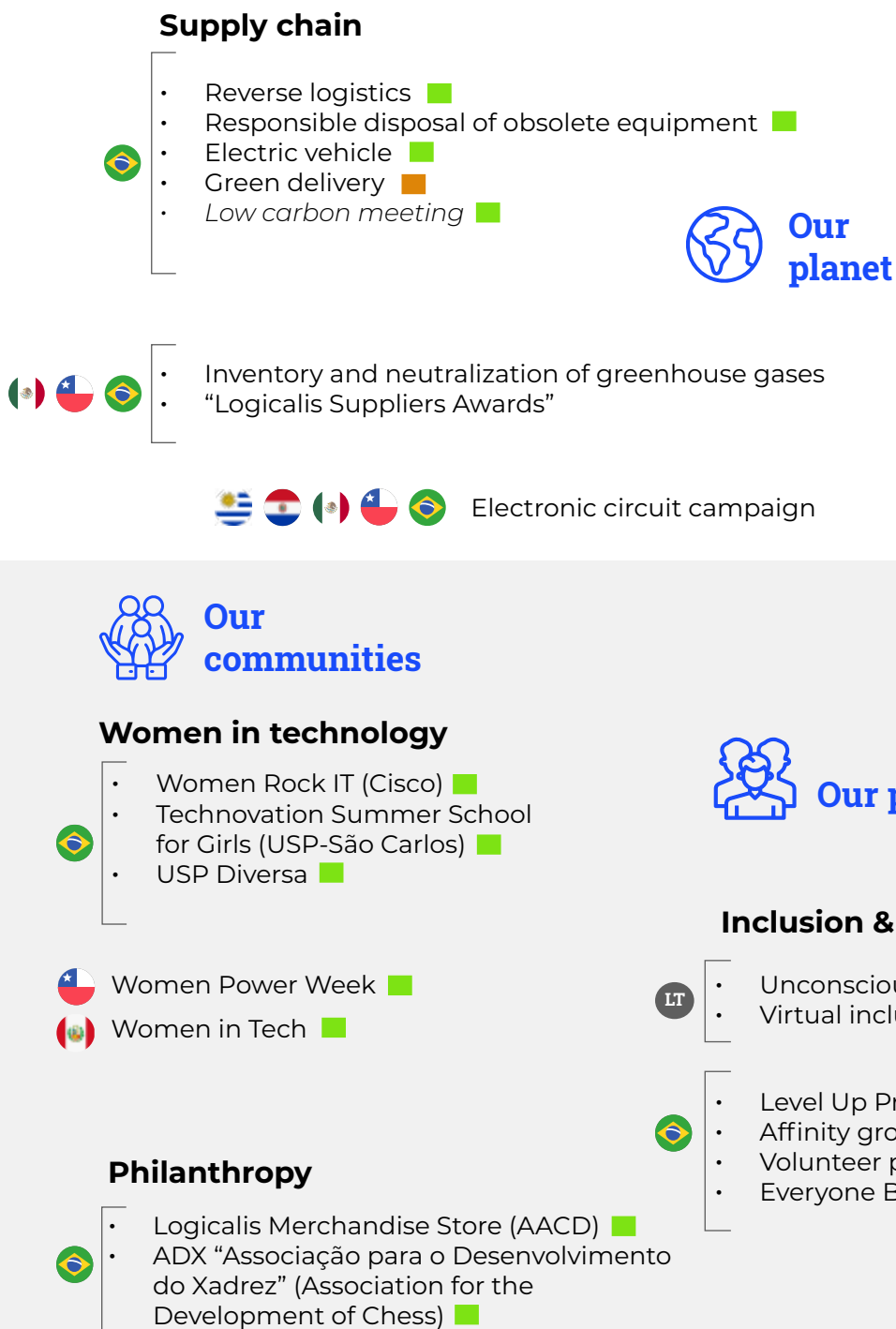


Associations and the press

To strengthen corporate reputation and support best sector practices.

ESG Map

The infographic shows the main sustainability projects implemented by Logicalis Latam.



Our management

ESG Governance

- Logicalis ESG Journey
- ESG communications and processes
- ESG Committee
- ESG data requests
- Annual sustainability report
- Sustainability Policy
- Sustainable Purchasing Policy

- Association management

Information Security

- Information Security Policy

Legal and Compliance

- Code and Channel of Ethics and Conduct
- Anti-corruption policy
- Ethics & ESG Trends

Finance

- ESG Finance

Caption

- Latin America (including Brazil)
- Brazil
- Chile
- Paraguay
- Peru
- Mexico
- Uruguay

- Initiatives implemented
- Initiatives under development



Governance

- Governance model ■
- Ethics and integrity ■
- Risk management and compliance ■
- Data privacy and information security ■
- Supplier management ■

Governance model

GRI 2-10, 2-11, 2-12, 2-13, 2-28

Our company is committed to the highest standards of corporate governance, which are essential for building stakeholder trust and ensuring ethical conduct across all the countries where we operate. Based on guidelines aligned with the principles of transparency, corporate responsibility and regulatory compliance, we prioritize risk mitigation, strengthening the organizational structure and sustainable business growth, thus promoting positive social and environmental impacts throughout the region.

The Board of Directors is the highest governance body, and its members are appointed by the shareholders based on the criteria outlined below.



Our Board of Directors oversees social, environmental and economic impacts

- **Competencies specific to the organization's impacts:** Board and committee members are selected on the basis of competencies directly related to Logicalis' economic, social and environmental impacts. The qualifications of these members are essential for monitoring and influencing the company's sustainability objectives, as well as for guiding strategic decisions.
- **Stakeholder opinions:** the perspectives and expectations of shareholders and other stakeholders are taken considered in governance processes.
- **Inclusion and belonging:** Logicalis is committed to promoting gender plurality and including underrepresented groups in its governance structure, encouraging a more inclusive and representative decision-making environment.
- **Independence:** The composition of the Audit, Risk, and Compliance Committee, which advises the Board of Directors, includes the presence of independent members who exercise impartial oversight guided by the principles of transparency and ethics, thereby ensuring autonomy in strategic decision-making.



Logicalis is committed to best corporate governance practices

The Chairman of the Board of Directors does not hold an executive position in the organization in Latin America, ensuring a clear separation between governance and executive management responsibilities. This model ensures independence in strategic decisions and provides objective oversight of operations, eliminating the need for additional measures to prevent or mitigate conflicts of interest.

The supervision of socio-environmental and economic impacts is carried out by the Board of Directors, with the direct involvement of the CEO of Latin America, who plays a central role in defining and validating strategic guidelines

related to sustainability and corporate governance. The CEO delegates central oversight of this management to the Chief Legal & Compliance Officer who is responsible for coordinating corporate risk management processes.

In addition, all managers in the business and support areas are responsible for ensuring effective risk management within their respective areas. They implement and improve controls aimed at mitigating specific risks and contribute directly to strengthening our organizational risk management culture.

To ensure consistent oversight, the Chief Legal & Compliance Officer leads the annual risk monitoring process with key areas and participates in the biannual meetings of the Risk, Audit and Compliance Committee, which advises the Board of Directors. These meetings address audit results, compliance and internal control matters, solvency management, and the organization's liquidity. This structured process ensures that impact management is continuously monitored and reviewed, promoting transparency and continuous improvement in our operation.

The CEO is the main point of contact with shareholders in discussions on strategic ESG issues. In response to a direct request from the CEO to monitor and follow up on performance and progress on priority sustainability issues, Logicalis Brasil's ESG area is currently developing targets and KPIs.

The CEO is the point of contact with our shareholders in discussions on strategic ESG issues



Business and support area managers are responsible for ensuring effective risk management in their respective departments

Committees GRI 2-12

The Board of Directors has the support of 21 leadership committees at the global and Latam levels, which are responsible for specific strategic issues, ensuring the effectiveness of processes. These committees include:

Latam ESG Committee

Managed by the *Chief People & Administration Officer* and led by the ESG Associate Manager, it holds quarterly meetings attended by representatives from all Latin American regions, to engage, propose and monitor the evolution of the issue in the territory.

LATAM Audit, Compliance and Risk Committee

Logicalis Latin America's Audit, Compliance and Risks Committee is an advisory body to the company's Board of Directors. The committee's objectives are to oversee the quality and integrity of financial reports; adherence to legal, statutory and regulatory standards; the adequacy of processes relating to risk management, internal auditing and internal controls, and the activities of independent auditors, as well as to receive internal and external complaints about the company.

Strategy and Business Development Committee

Logicalis Latin America's Strategy and Business Development Committee is an advisory body to the company's Board of Directors. Its main function is to evaluate, review, and guide the

company's management on strategic matters. This includes the development and implementation of the corporate strategy, business intelligence, innovation, sustainability and regulatory monitoring. It also reviews opportunities for alliances, acquisitions and new business models, and ensures that these initiatives are aligned with the company's long-term objectives and risk appetite.

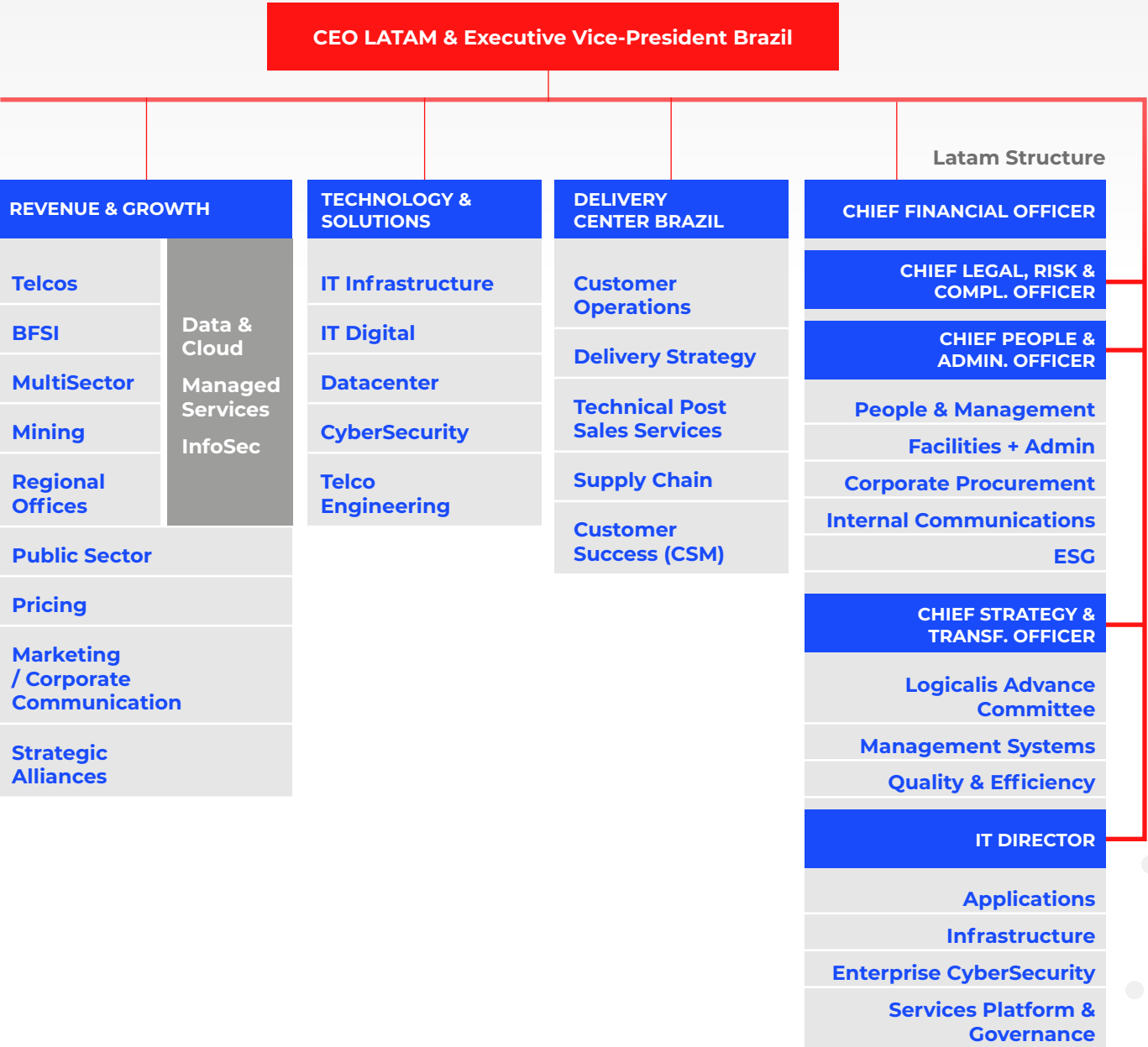
People, Appointments and Remuneration Committee

Logicalis Latin America's People, Appointments and Remuneration Committee is an advisory body to the Company's Board of Directors. The committee's general functions are to advise the Board of Directors with recommendations on the company's strategies, policies and practices concerning people. It also reviews proposals from the Executive Board, establishes its internal regulations, and safeguards the company's interests by balancing performance with care for people. Additionally, it evaluates reports from regulatory bodies, recommends external consultants when necessary and interacts with internal departments.

Governance structure

GRI 2-9

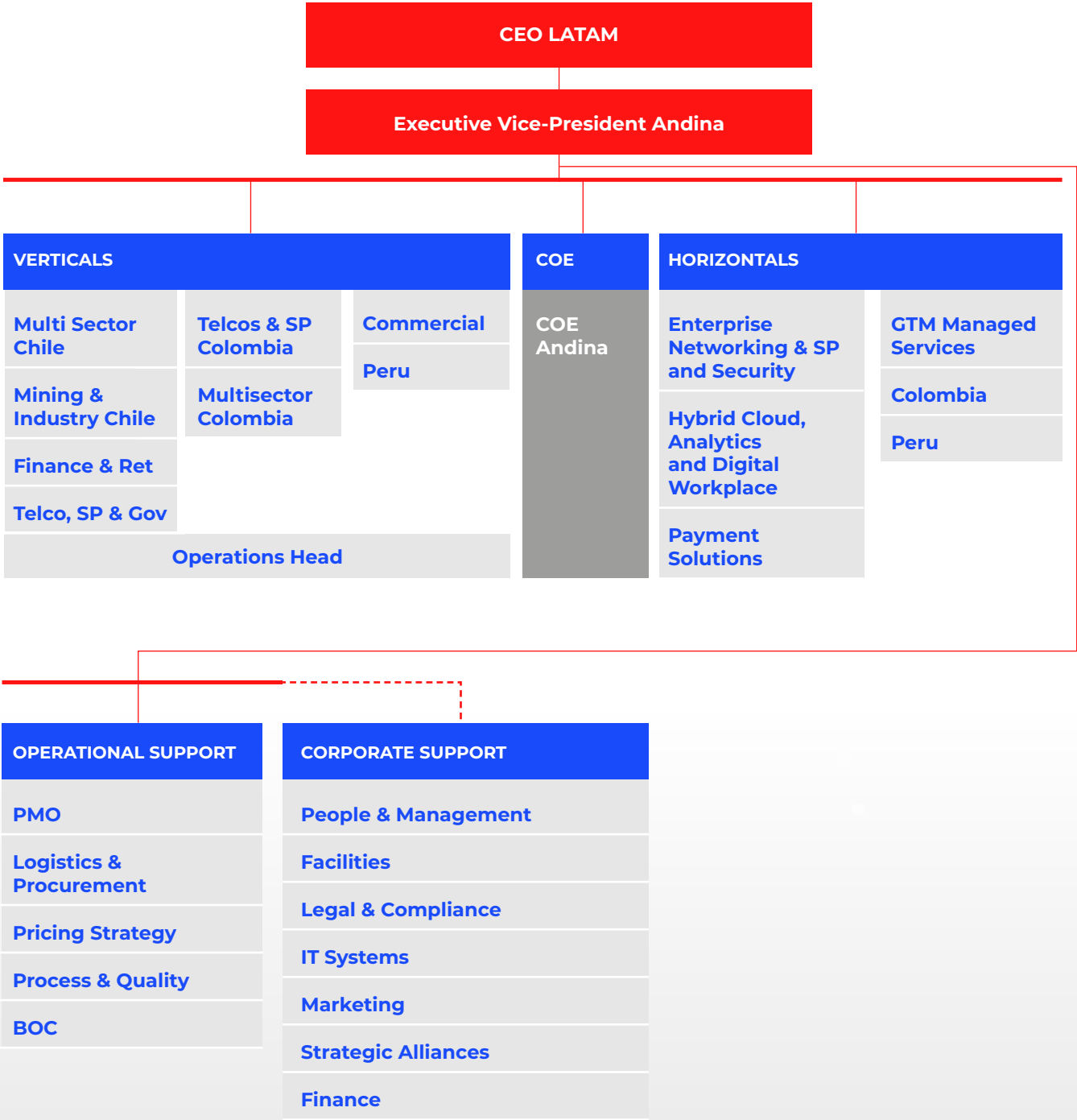
Organograma Brasil



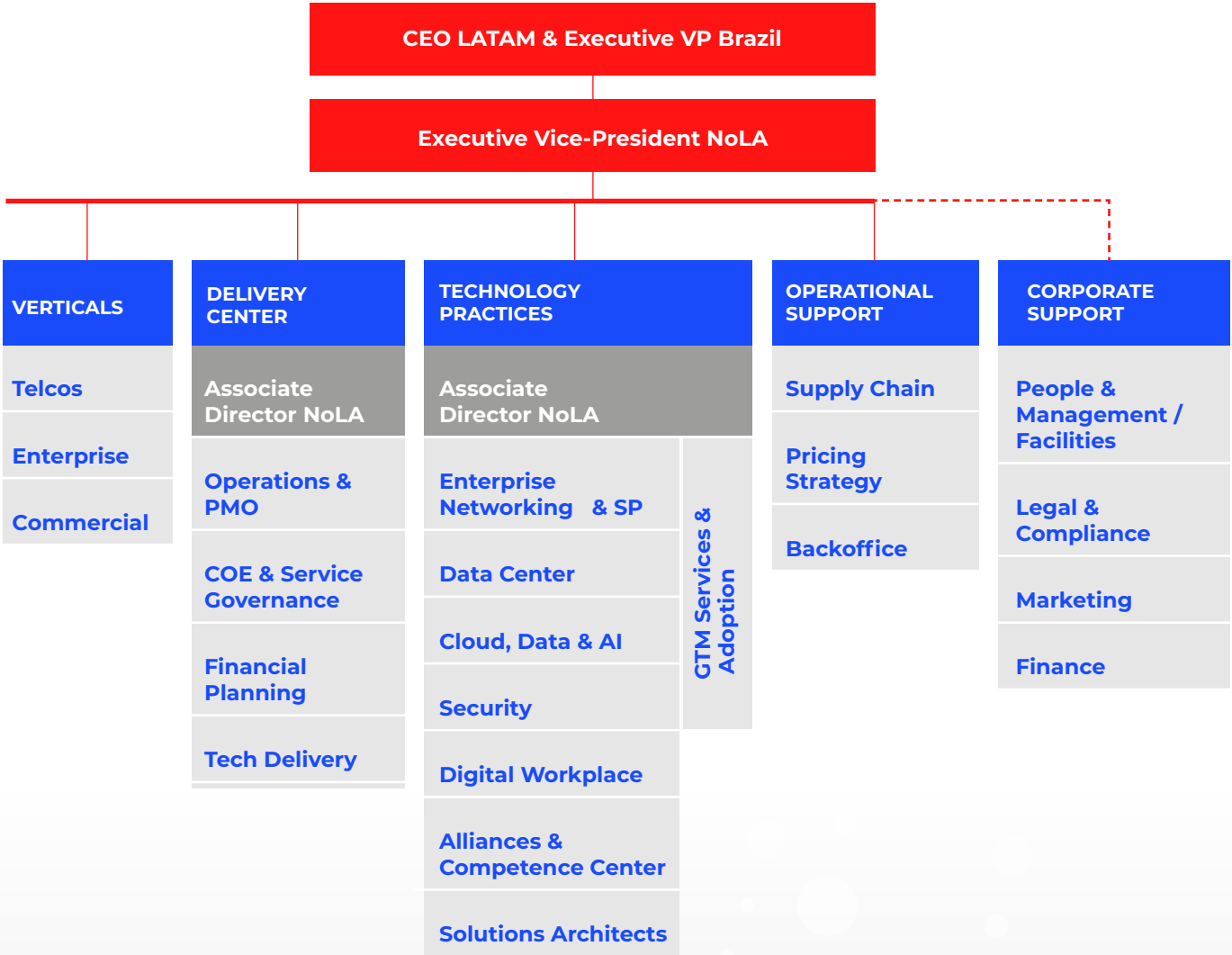
Organograma APU



Organograma Andina



Organograma NoLA



Ethics and integrity

GRI 2-16, 2-23, 2-24, 205-2, 3-3 Ethics, integrity and compliance

Ethics is a key pillar for success and for building solid relationships with all our stakeholders. We are committed to adopting the highest ethical standards, respecting the laws and regulations applicable in the 12 countries where we operate.

To this end, we rely on the Integrity Management System (SGI), which, in fiscal year 2024, was recertified by ISO 37001 for anti-corruption practices in Brazil. The SGI is made up of a comprehensive set of guidelines and standards that guide the behavior expected of employees, suppliers, service providers, customers and partners in all business activities.

The Ethics and Conduct Committee is responsible for ensuring compliance with the rules and policies that make up the SGI. It is also responsible for periodically updating these documents and reviewing complaints received through the Ethics and Conduct Channel, determining the appropriate measures for each case.

The Integrity Management System (SGI) was recertified by ISO 37001 in 2024

All the documents that make up the SGI are available on the intranet and on the company's website. In addition, ethics and compliance guidelines are embedded in all contracts, ensuring that every party involved is fully aware of our expectations and commitments.

Every year, the different areas of the company meet to align the commitments of the policies with the organizational strategy during the Strategic Planning and Critical Analysis Cycle. The Quality area is tasked with updating and publishing policies, promoting a culture of continuous improvement.

In the past two years, new data privacy and artificial intelligence regulations, alongside legislation addressing harassment in Chile and developments in Brazil's General Law on the Protection of Personal Data (LGPD), have received special attention from our Compliance team, with the objective of ensuring full compliance in all our activities. We have also extended practices already consolidated in the Brazilian operation to the other 11 countries in which we operate, unifying regulations and procedures in areas such as Finance and Procurement.

Training

Employee alignment with and awareness of the company's policy commitments are promoted through mandatory training, including onboarding for new hires and courses on business ethics, data protection, and information security. This training reinforces commitments to ethical conduct and corporate responsibility in all areas.

The members of the Board of Directors are informed about the anti-corruption policies and procedures the company adopts. **GRI 205-2**

For suppliers, training is provided according to the level of integrity risk associated with each one. Although business partners who are not considered critical suppliers do not receive training, they all have access to the Code of Ethics and Conduct and the Anti-Corruption Policy. In fiscal year 2024, 84 percent of suppliers classified as high integrity risk were trained. **GRI 205-2**

Get to know our policies

Code of Ethics and Conduct

The document defines the ethical practices expected of employees and stakeholders and is based on the principles of transparency, fairness, accountability and corporate responsibility. It is supported by the values that govern our company: integrity, innovation, excellence, partnership and empowerment.

The document was updated in FY25, with a change related to conflicts of interest, specifically with regard to personal relationships. Updates are made periodically and whenever necessary. The code is organized into sections that cover the behavior expected in the workplace; in relations with customers, suppliers and partners; in the competitive marketplace; in the communities with which we relate, and in corporate issues involving data records and asset protection. The document also defines the disciplinary measures applicable in the event of non-compliance with the rules.



[Click here to get to know our Code of Ethics and Conduct](#)

Anti-corruption Policy

We operate with zero tolerance for bribery and corruption, ensuring integrity in our transactions and business relationships.

Best Practice Guide for Bids and Public Administration Relations

The document provides clear guidelines on ethical and responsible interaction with the public sector.



[Click here to get to know some of our policies](#)



Ethics and Conduct Channel GRI 2-26, 2-16

The company provides a dedicated channel for reporting violations of its Code of Ethics and Conduct as well as other integrity policies. Operated by a third-party company, the channel ensures confidential and secure communication for complainants.

During the period covered by this report, one concern related to a conflict of interest and psychological harassment was reported to the highest governance body in FY24, while in FY25 a total of 31 cases were reported, involving psychological harassment, inappropriate behavior, violations of labor laws and non-explicit laws, conflicts of interest, discrimination, and fraud. In addition to the 31 complaints received on the channel in FY25, one concern was raised about psychological harassment and conflict of interest. Furthermore, two other complaints were made through the Datatec Channel (indirect parent company). These communications were not registered as formal complaints in the channel, but were addressed directly by senior management in accordance with the planned flow.



The Ethics and Conduct Channel can be accessed by calling 0800 721 0755, from Monday to Friday, from 9 a.m. to 5 p.m., via the intranet (for employees) or through the [website](#).

Communication and training about anti-corruption policies and procedures, by employee category **GRI 205-2**

	FY24	
	Notified	Trained
Executive Board		
Total number of employees		41
Total number of employees notified/trained	41	34
Percentage of employees notified/trained (%)	100	82.9
Management		
Total number of employees		299
Total number of employees notified/trained	299	277
Percentage of employees notified/trained (%)	100	92.6
Coordination/Supervision		
Total number of employees		92
Total number of employees notified/trained	92	89
Percentage of employees notified/trained (%)	100	96.7
Experts		
Total number of employees		660
Total number of employees notified/trained	660	582
Percentage of employees notified/trained (%)	100	88.2
Analysts		
Total number of employees		747
Total number of employees notified/trained	747	661
Percentage of employees notified/trained (%)	100	88.5
Sales		
Total number of employees		108
Total number of employees notified/trained	108	95
Percentage of employees notified/trained (%)	100	88.0
Technicians		
Total number of employees		891
Total number of employees notified/trained	891	630
Percentage of employees notified/trained (%)	100	70.7
Assistants		
Total number of employees		78
Total number of employees notified/trained	78	66
Percentage of employees notified/trained (%)	100	100
Total		
Total number of employees		2,916
Total number of employees notified/trained	2,916	2,434
Percentage of employees notified/trained (%)	100	83.5

	FY25	
	Notified	Trained
Executive Board		
Total number of employees		25
Total number of employees notified/trained	25	24
Percentage of employees notified/trained (%)	100	96.0
Management		
Total number of employees		305
Total number of employees notified/trained	305	300
Percentage of employees notified/trained (%)	100	98.4
Coordination/Supervision		
Total number of employees		54
Total number of employees notified/trained	54	51
Percentage of employees notified/trained (%)	100	94.4
Experts		
Total number of employees		418
Total number of employees notified/trained	418	413
Percentage of employees notified/trained (%)	100	98.8
Analysts		
Total number of employees		876
Total number of employees notified/trained	876	856
Percentage of employees notified/trained (%)	100	97.7
Sales		
Total number of employees		85
Total number of employees notified/trained	85	80
Percentage of employees notified/trained (%)	100	94.1
Technicians		
Total number of employees		743
Total number of employees notified/trained	743	684
Percentage of employees notified/trained (%)	100	92.1
Assistants		
Total number of employees		61
Total number of employees notified/trained	61	55
Percentage of employees notified/trained (%)	100	90.2
Total		
Total number of employees		2,567
Total number of employees notified/trained	2,567	2,463
Percentage of employees notified/trained (%)	100	96.0

Communication and training about anti-corruption policies and procedures,
by region **GRI 205-2**

	FY24		FY25	
	Notified	Trained	Notified	Trained
Brazil				
Total number of employees		1,051		886
Total number of employees notified/trained	1,051	953	865	854
Percentage of employees notified/trained (%)	100	90.7	97.6	96.4
NoLA				
Total number of employees		284		299
Total number of employees notified/trained	284	243	277	263
Percentage of employees notified/trained (%)	100	85.6	92.6	88.0
Andina				
Total number of employees		1,229		1,114
Total number of employees notified/trained	1,229	891	1,087	1,018
Percentage of employees notified/trained (%)	100	72.5	96.7	90.6
APU				
Total number of employees		396		403
Total number of employees notified/trained	396	337	400	385
Percentage of employees notified/trained (%)	100	85.1	99.3	95.5
TOTAL				
Total number of employees		2,960		2,712
Total number of employees notified/trained	2,960	2,424	2,629	2,520
Percentage of employees notified/trained (%)	100	81.9	96.9	92.9

Communication and training about anti-corruption policies and procedures,
by employee category **GRI 205-2**

	FY24		FY25	
	Notified	Trained	Notified	Trained
Apprentices				
Total number of employees		7		12
Total number of employees notified/trained	7	4	11	8
Percentage of employees notified/trained (%)	100	57.1	91.7	66.7
Interns				
Total number of employees		34		24
Total number of employees notified/trained	34	26	21	21
Percentage of employees notified/trained (%)	100	76.5	87.5	87.5
Total				
Total number of employees		41		36
Total number of employees notified/trained	41	30	32	29
Percentage of employees notified/trained (%)	100	73.2	88.9	80.6

Operations assessed for risks related to corruption **GRI 205-1**

	FY24	FY25
Number of operations in the organization	36	36
Number of the organization's operations that have undergone risk assessments related to corruption	30	30
Percentage of the organization's operations assessed for risks related to corruption (%)	83%	83%

Risk management and compliance

Risk management is a responsibility shared by all the business areas of our company, under the leadership of the Chief Legal, Compliance & Risk Officer who is responsible for overseeing corporate risks. Business and support area managers must ensure effective management of the risks within their attributions, including by adopting new controls to mitigate them.

The company's risk matrix encompasses more than a hundred categories and was revised in fiscal year 2024.

Every six months, the Risks, Audit and Compliance Committee meets to evaluate the results presented by the Finance, Risks and Compliance areas, addressing audits, risk management and solvency and liquidity issues.

With regard to compliance risks, the company uses the Integrity Management System (SGI) as its main tool for combating corruption, bribery, fraud and harassment. The system establishes a clear organizational structure, defining resources, roles and responsibilities that are essential for its effectiveness and continuous improvement. This includes gathering concerns, communications, and due diligence investigations in contracting, as well as controls over gifts and hospitality.

The SGI is implemented and managed by the responsible departments, which continuously assess its effectiveness and identify opportunities for improvement. The system is also subject to annual internal and external audits.



Click here to learn more about our Anti-Corruption Policy



Processes to prevent conflicts of interest

GRI 2-15

The Integrity Management System supports processes to prevent and mitigate conflicts of interest. In applicable cases, such as related-party transactions and situations involving controlling shareholders, the Shareholders' Agreement requires that any conflicts of interest be disclosed to stakeholders.

To ensure transparency, due diligence is conducted and relevant stakeholders are informed whenever potential conflicts are identified.

Our risk matrix encompasses more than 100 categories and was revised in FY24

- **The Code of Ethics and Conduct, and the Anti-Corruption Policy,** which establish clear guidelines on expected ethical conduct and anti-corruption practices.
- **Annual declaration of compliance signed by senior management,** confirming commitment to the Code of Ethics, the Anti-Corruption Policy and the absence of conflicts of interest.
- **Due diligence in hiring processes for high-risk positions,** such as directors and compliance professionals, and for employees promoted or transferred to positions sensitive to conflicts of interest.

Processes for addressing negative impacts **GRI 2-25, 2-26**

The company uses the following tools to identify complaints and remedy possible negative impacts:



In addition to these tools, the company promotes and supports reparations through annual critical reviews of the Integrity Management System, conducted by the Legal & Compliance Department and involving stakeholders such as partners, professionals, clients, suppliers, and society. These analyses consider internal and external changes, stakeholder satisfaction, SGI performance, non-conformities, investigations and bribery risks, resulting in decisions for improvements and the allocation of the necessary resources.



Climate risks **GRI 201-2**

Logicalis Latam faces significant risks and opportunities arising from climate change, mainly classified as physical risks, with substantial impacts on its operations, revenues and expenses.

The main risks include extreme heat, forest fires, water stress, floods and extreme storms. These extreme weather events can affect infrastructure, employee health, the supply chain and the continuity of services, generating increased operating and capital costs, as well as potential damage to the company's reputation and revenue.

To manage these risks, Logicalis adopts measures such as installing air conditioning in offices to mitigate the impact of extreme heat and decentralizing business to address damage caused by forest fires. With regard to water stress, the company is evaluating the plans of its data center operators. Supplier diversification helps to mitigate risks in the supply chain, while infrastructure is generally built in areas of low flood risk. The deployment of underground networks and 5G aims to reduce vulnerabilities to storms.

Recognizing the escalating challenges posed by climate change, the Datatec Group, Logicalis Latam's parent company, published its first two Task Force on Climate-related Financial Disclosures (TCFD) reports in FY24 and FY25. Logicalis Latam contributed to the drafting of these documents.

This methodology aims to inform, in an objective and transparent manner, which climate change-related risks affect the company's operations, the strategies and actions taken to manage these risks, as well as the governance structure, metrics and targets related to the issue.

Data privacy and information security

GRI 3-3 Data privacy and security
; 418-1

We have adopted
several measures to
strengthen our level of
information security



Information security is a critical issue today for all organizations, both public and private. Experts point out that cybersecurity attacks have grown some 20 percent a year. In addition to the increase in the volume of occurrences, these attacks are becoming increasingly sophisticated.

At Logicalis Latam, information security is treated with the utmost seriousness, and fiscal year 2024 was marked by significant learning and the consolidation of maturity in this area.

During this period, we identified that we had been the victims of an information security incident. Incident response protocols were promptly activated to mitigate any risks, including bringing in external experts for a full assessment of the event. Information security and the protection of personal data are fundamental to the Group's operations. Data in transit has always been encrypted and, in some situations, even stored data. In addition, we have adopted information security and privacy policies, physical access control and logical access control.



We also have backups, antivirus solutions including EDR, a data loss protection (DLP), a Security Operations Center (SOC) and monitoring that includes Threat Intelligence. We conduct regular penetration tests and have application and perimeter protections such as firewalls and application firewalls, multi-factor authentication factors, among other security mechanisms.

As a result of this incident, careful action was taken, investigations were carried out, data were collected and an external cyber audit was engaged to assess the environment. Together with the external auditors, the company's management assessed the environment and concluded that there had been no impact that could harm the Group or its operations.

Following this incident, we adopted several measures that unfolded throughout fiscal year 2025, strengthening our level of security and our response capacity. The main measures focus on the following axes: governance and transparency, security planning, effective response, consolidation of security controls, and security from design.

Supplier management

GRI 3-3 Responsible supply chain practices;
GRI 3-3 Promoting human rights

We have adopted a rigorous and integrated management for the qualification of suppliers, in collaboration with the Procurement team, which conducts the selection, negotiation and analysis of these partners. The process includes financial, technical and compliance and requires suppliers to fill in questionnaires on ESG practices, with emphasis on ethical issues, the existence of reporting channels and possible ties with politically exposed people.

In addition, the company uses a specific tool to monitor the reputation and possible negative media alerts regarding these suppliers. Any critical situation is analyzed jointly with the Compliance area and the relevant department before the final hiring decision is made. In 2024, Logicalis Latam consolidated this process across Latin America, ensuring uniformity and transparency in its regional operations.

Due to all these controls, we have no suppliers with a significant risk of child, forced or compulsory labor conditions.

GRI 408-1, 409-1

Supply chain

Our supply chain is structured around two main areas: procurement and logistics. We have eight distribution centers that serve our operations in 12 countries, and we work with around 5,000 active suppliers, divided into two large groups.

The first group, called "business partners," includes major technology manufacturers that supply technological products and services sold to our customers. These partners generally follow structured sustainability and innovation programs in the supply chain.

The second group consists of operational support suppliers, including specialized service providers for equipment installation and technical support, logistics companies for storage and transportation, and suppliers serving internal areas such as legal and financial consultancies, training, and office supplies.



Supply chain in Latin America



5 thousand
active suppliers



8 distribution
centers



21 thousand
purchase orders



We monitor the
reputation of suppliers

Proportion of spending on local suppliers GRI 204-1

	FY24	FY25
Budget for suppliers (US\$)	378,104,025	331,650,206
Spending with local suppliers (US\$)	154,995,401	104,869,205
Proportion of spending on local suppliers (%)	41%	32%

Low Carbon Day

To promote and advance the ESG agenda among operational support suppliers, including smaller companies, we hosted the first Low Carbon Day in Brazil in FY24. The event was educational in nature, introducing participants to the concepts of carbon management and presenting practices to measure and offset greenhouse gas emissions, encouraging them to begin their climate journeys. Held in FY25, the second edition focused on Brazilian logistics providers, which account for 33 percent of our scope 3 emissions in Brazil.

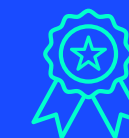
The second edition of the Low Carbon Day focused on Brazilian suppliers

Annual supplier awards

Every year, we hold an award ceremony to recognize the best practices of suppliers, promoting sustainability and social responsibility in our supply chain. In FY24, we held the third Supplier Awards in Brazil, while Chile held the first edition of the event. In FY25, the fourth edition of the award was held in Brazil, while Mexico hosted the award for the first time during the same period.

In Brazil, the award includes several categories, and the novelty of the FY24 edition was the inclusion of a category for initiatives aligned with the ESG agenda, which allowed suppliers to present social initiatives, action related to water efficiency, and the use of renewable energies, among others, promoting an enriching presentation of best practices. The Best ESG Case category became a permanent feature and was also included in the FY25 edition of the event.

In Mexico and Chile, the event was held virtually and did not include the ESG category, due to the early stage of maturity in sustainability, but the expectation is to expand the agenda in future editions.



**In FY24 and FY25,
Chile and Mexico
held their first
Supplier Awards**



Environmental management

- Commitments to the planet
- Climate strategy
- Waste management
- Initiatives to reduce impacts



Commitments to the planet

3-3 Climate change

Logicalis Latam is firmly committed to environmental conservation, recognizing that human activity has driven a serious environmental crisis, marked by biodiversity loss, water scarcity, and increasingly evident climate change. In response, the company has adopted a two-pronged operating model. The first consists of mitigating the environmental impacts of its operations. This effort includes the management of greenhouse gas (GHG) emissions and the conscientious use of water and energy.

On the second front, the company takes advantage of its geographical presence to promote environmental education and act as an agent of transformation. In its operations, it reinforces its commitment to a low-carbon economy and promotes sustainability awareness among professionals, clients, suppliers, and other members of its ecosystem. Waste management and reverse logistics are part of this commitment, enabling the proper disposal of materials.

Our environmental strategy is aligned with the global goals of our parent company, the Datatec Group, which published its Environmental Policy in 2025 and made several commitments, including becoming zero carbon in scopes 1 and 2 by 2025 (*see more on page 48*). The group has been developing several initiatives to deepen its analysis of the environmental impact generated by its businesses. The measures include the [first](#) and [second](#) Task Force on Climate-related Financial Disclosures (TCFD), based on data from fiscal year 2024.



Datatec Group's first Task Force on Climate-related Financial Disclosures (TCFD) report demonstrates the company's commitment to the environmental agenda.



Logicalis works to mitigate the environmental impacts of its operations

Climate strategy

3-3 Climate change

Greenhouse gas (GHG) emissions are a central concern for Logicalis Latam, with its main direct sources being electricity consumption and the use of refrigerant gases across its 25 offices in Latin American countries. Indirect emissions derive mainly from its executives' business trips and from equipment transportation.

Since 2018, the company has been taking stock of its scope 1, 2 and 3 emissions, as well as neutralizing scopes 1 and 2 in the Brazilian operation. In 2023, we started the emissions inventory for Chile and Mexico.

Our main sources of direct emissions are electricity consumption and the use of refrigerated gas in our offices



Logicalis Latam's operations do not emit ozone-depleting gases or particulate matter into the atmosphere

This work is carried out with the support of a specialized consultancy, which validates the data and the neutralization of emissions, identifying projects with appropriate mechanisms such as Carbon Credits, Renewable Energy Certificates (I-RECs), and Reducing Emissions from Deforestation and Forest Degradation (REDD) projects, in line with the principles of the GHG Protocol.

it is important to note that Logicalis Latam does not emit ozone-depleting gases (ODS), NOx, SOx, persistent organic pollutants (POP), volatile organic compounds (VOC), hazardous air pollutants (HAP), particulate matter (PM) or other types of gases.

Direct greenhouse gas emissions - Scope 1 (t CO ₂ equivalent)			
GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5			
BRAZIL	2022	2023	2024
Scope 1			
Stationary combustion	1.54	1.21	1.17
Mobile combustion	0	0	12.2
Fugitive emissions	21.81	43.62	121.18
Direct greenhouse gas emissions - Scope 1	23.35	44.84	134.55
Biogenic CO ₂ emissions - Scope 1	0.16	0.15	5.71
Scope 2			
Indirect emissions from energy purchases - Scope 2	24.40	23.35	37.03
Scope 3			
Upstream transportation and distribution	209.92	387.94	0.00
Business trips	344.17	747.71	162.72
Employee transportation	0.00	14.5	0.00
Downstream transportation and distribution	218.29	585.92	2,660.18
Indirect emissions - Scope 3	772.38	1,736.07	2,822.90
Biogenic CO ₂ emissions - Scope 3	1.71	9.70	19.00
Intensity of greenhouse gas emissions	0.05	0.05	0.18
Reductions from offsetting	820.13	1,804.25	2,994.48

Note 1: gases included in the calculations: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃

Note 2: base year 2018 (Scope 1: 511.44 tCO₂ equivalent; Scope 2: 49.49 tCO₂ equivalent; Scope 3: 2,824.62 tCO₂ equivalent).

Note 3: the data reported in this inventory refer to the calendar year.

Note 4: the number of full-time employees was used as the metric to calculate greenhouse gas emission intensity.

Note 5: 2018 was used for greenhouse gas emission reductions, with a total of 3,885.54 tCO₂ equivalent.

Direct greenhouse gas emissions - Scope 1 (tCO ₂ equivalent)			
GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5			
CHILE	2022	2023	2024
Scope 1			
Stationary combustion	0	0.12	0
Mobile combustion	10.94	0	0
Fugitive emissions	0.32	0.05	0
Direct greenhouse gas emissions - Scope 1	11.26	0.17	0
Biogenic CO ₂ emissions - Scope 1	0.16	0.01	0
Scope 2			
Indirect emissions from energy purchases - Scope 2	144.65	91.94	44.55
Scope 3			
Business trips	100.20	0.00	45.79
Downstream transportation and distribution	293.97	357.92	357.44
Indirect emissions - Scope 3	394.17	357.92	403.23
Biogenic CO ₂ emissions - Scope 3	0	67.21	0
Intensity of greenhouse gas emissions	0	0.08	0.04
Reductions from offsetting	550,08	450.03	447.78

Note 1: gases included in the calculations: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃

Note 2: base year 2022 (Scope 1: 11.26 tCO₂ equivalent; Scope 2: 144.65 tCO₂ equivalent; Scope 3: 394.17 tCO₂ equivalent).

Note 3: the data reported in this inventory refer to the calendar year.

Note 4: the number of full-time employees was used as the metric to calculate the intensity of greenhouse gas emissions.

Note 5: the year 2022 was used for greenhouse gas emission reductions, with a total of 550.08 tCO₂ equivalent.

Direct greenhouse gas emissions - Scope 1 (tCO ₂ equivalent)		
GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5		
MEXICO	2023	2024
Scope 1		
Direct greenhouse gas emissions - Scope 1	0	0.01
Biogenic CO ₂ emissions - Scope 1	0	0
Scope 2		
Indirect emissions from energy purchases - Scope 2	19.03	19.00
Scope 3		
Business trips	13.32	125.11
Downstream transportation and distribution	6.27	39.49
Indirect emissions - Scope 3	19.59	164.6
Biogenic CO ₂ emissions - Scope 3	0.76	4.71
Intensity of greenhouse gas emissions	0.1	0.1
Reductions from offsetting	38.62	183.61

Note 1: gases included in the calculations: CO₂, CH₄, N₂O and HFC.

Note 2: base year 2023 (Scope 2: 19.03 t CO₂ equivalent; Scope 3: 19.59 t CO₂ equivalent).

Note 3: the data reported in this inventory refer to the calendar year.

Note 4: the number of full-time employees was used as the metric to calculate the intensity of greenhouse gas emissions.

Note 5: reductions in greenhouse gas emissions may be reported in the next report.

For all the emissions inventories, the consolidation approach chosen was Operational Control and the standards

and methodologies adopted for drawing up the emissions inventory were based on the GHG Protocol.

Total energy consumed (GJ) GRI 302-1		
TOTAL ENERGY CONSUMED BY TYPE	FY24	FY25
Fuels from non-renewable sources	3,036	4,791
energy consumed	4,435	4,619
TOTAL	7,471	9,410

Note 1: in FY24 and FY25, there was no consumption of fuels from renewable sources.

Note 2: Logicalis does not sell energy.



Waste management

GRI 306-1, 306-2, 306-4, 306-5

Reverse logistics practices are already integrated into all stages of our supply chain. We are committed to the proper disposal of 100 percent of the solid waste generated in our operations and we comply with Law No. 12.305/2010 (in Brazil) and other regulations.

We strive to reduce the volume of waste and the environmental impacts of the life cycle of the products we sell through the following initiatives:

E-waste collection

Originally implemented in Brazil, we expanded our e-waste collection program to Argentina in FY24. The expansion to Chile, Paraguay, Uruguay, Colombia, and Mexico took place in FY25, resulting in the collection of more than three tons of equipment. In our offices, professionals are encouraged to bring personal electronic equipment they no longer use for proper disposal. In Brazil, the program includes residential collection in São Paulo and Rio de Janeiro, with transport made using electric vehicles. The company relies on

Environmental management 05

the services of a specialized company to manage the process of sorting the materials collected, ensuring the proper segregation of materials such as metals and plastics, as well as issuing destruction and recycling reports.

Reverse logistics

In Brazil, we have adopted a sustainable and integrated approach to managing the life cycle of the equipment we sell. Every six months, we conduct Healthier Inventory Management—audits of customer inventories that identify obsolete items and promote their sustainable disposal. As with the e-waste campaign, we engage a specialized company to manage the recycling process of the materials collected. In *Hispanic America* this process also takes place at the request of our customers.

Management and disposal of obsolete equipment

Internally, we adopt circular economy practices with policies that extend equipment life—such as computers—which, after a few years of use, are re-purposed in lower-processing-demand areas, avoiding unnecessary purchases. In addition, we have implemented safe practices for data disposal, such as degaussing, avoiding incineration and ensuring the proper treatment of information.



Brazilian customers have access to an online reverse logistics channel, which facilitates the return of products for proper disposal, as determined by local solid waste legislation.

Waste generated (t) GRI 306-3	
FY24	FY25
4.6	13.5

Initiatives to reduce impacts

In recent years, Logicalis Latam has implemented and expanded initiatives aimed at reducing the environmental impact of its operations.

New logistics flow

The highlight of the period was the re-organization of the logistics flow in the Brazil operations, which now allows the separation of materials in the distribution center based on transport routes. This change enabled a significant gain in efficiency, doubling the delivery capacity per vehicle.

This made it possible to reduce operating costs by approximately BRL 1 million, decreased the use of vehicles and slashed emissions by consolidating deliveries into a single route. This initiative is aligned with the company's goal of making its processes more sustainable and efficient throughout its operation.

Optimizing deliveries with electric vehicles

Three years ago, the Brazilian unit adopted an electric vehicle for deliveries in the city of São Paulo, the company's main operating region in the country. Since 2024, we have prioritized zero-carbon transport, raising the share of deliveries made via these vehicles to about 7 percent in FY25. Driven by a woman, the electric vehicle is also used in social initiatives the company promotes in Brazil.



A new logistics flow has doubled delivery capacity per vehicle

Around 7 percent of deliveries in Brazil were made by electric vehicles in FY25





Our care for people

Caring for our professionals ■
Social responsibility and volunteer programs ■

Caring for our professionals

Logicalis Latam’s professionals are essential to fulfilling the company’s mission of driving societal transformation through information technology. We strive to maintain a positive, welcoming and motivating work environment that recognizes the value of inclusion and fosters individual and collective success.

We make continuous efforts to attract, develop and engage talent in all the countries where we operate, always in compliance with local labor laws, promoting human rights and ensuring fair working conditions.

We are firmly committed to equity, guaranteeing equal access to opportunities and resources for all; to inclusion, cultivating a culture that values and welcomes plurality, and to mutual respect and well-being, promoting the physical and mental health of our teams.

We also seek to have a positive impact on the communities where we operate by supporting social projects. Our actions focus on educational initiatives aimed at minority groups in the technology sector, especially women and black people.



Employees by gender and region GRI 2-7						
	FY24			FY25		
	Men	Women	Total	Men	Women	Total
Brazil	740	311	1,051	607	279	886
NoLA	191	93	284	198	101	299
Andina	973	256	1,229	882	242	1,124
APU	299	97	396	303	100	403
TOTAL	2,203	757	2,960	1,990	722	2,712

Note 1: data taken from the "full-time" report of February 2025, considering only CLT employees

Note 2: interns and young apprentices are included in the total number.

Employees by employment contract and gender GRI 2-7						
Types of contract and gender	FY24			FY25		
	Temporary	Permanent	Total	Temporary	Permanent	Total
Men	177	2,026	2,203	87	1,903	1,990
Women	46	711	757	13	709	722
Total	223	2,737	2,960	100	2,612	2,712

Employees by employment contract, by region GRI 2-7						
Region	FY24			FY25		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Brazil	1,026	25	1,051	862	24	886
NoLA	280	4	284	295	4	299
Andina	191	1,038	1,229	1,032	92	1,124
APU	3	393	396	399	4	403
TOTAL	1,500	1,460	2,960	2,588	124	2,712

Employees by employment type, by gender GRI 2-7						
Employment type	FY24			FY25		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Men	2,173	30	2,203	1,967	23	1,990
Women	726	31	757	698	24	722
Total	2,899	61	2,960	2,665	47	2,712

Note: all employees are permanent, work full-time and have a guaranteed workload.

Employees by employment type, by region GRI 2-7						
Region	FY24			FY25		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Brazil - Total	1,026	25	1,051	862	24	886
NoLA	280	4	284	295	4	299
Andina	1,200	29	1,229	1,109	15	1,124
APU	974	3	396	399	4	403
Total	2,899	61	2,960	2,665	47	2,712

Total number of workers who are not employees and whose work is controlled by the organization, by gender GRI 2-8						
Employee category	FY24			FY25		
	Men	Women	Total	Men	Women	Total
Apprentices	2	5	7	5	7	12
Interns	19	15	34	14	10	24
Total	21	20	41	19	17	36

note: considered was the employee base for the last month of the period (February/25), with no significant fluctuations over the period.

New employee hires and employee turnover, by age group GRI 401-1				
	FY24		FY25	
	No.	Rate (%)	No.	Rate (%)
Under 30 years old	314	58.3	210	47.2
30-50 years old	530	26.4	456	24.7
Over 50 years old	90	21.7	83	19.9
Total	934	31.6	749	27.6

New employee hires and employee turnover, by gender GRI 401-1				
Gender	FY24		FY25	
	No.	Rate (%)	No.	Rate (%)
Men	237	10.8	576	28.9
Women	697	92.1	173	24.0
Total	934	31.6	749	27.6

New employee hires and employee turnover, by region GRI 401-1				
Region	FY24		FY25	
	No.	Rate (%)	No.	Rate (%)
Brazil	266	25.3	187	21.1
NoLA	101	35.6	102	34.1
Andina	499	40.6	387	34.4
APU	68	17.2	73	18.1
Total	934	31.6	749	27.6

Total number and rate of employee turnover during the reporting period, by age group* GRI - 401-1

FY24			FY25	
Age group	No.	Rate (%)	No.	Rate (%)
Under 30 years old	233	43.2	196	44.0
30-50 years old	641	31.9	583	31.5
Over 50 years old	97	23.4	133	31.9
Total	971	32.8	912	33.6

* The figures presented represent a consolidation of Latin America in the period. It must be noted that there are particularities for each country, as well as for each type of expertise in IT and levels of seniority.

Total number and rate of employee turnover during the reporting period, by gender GRI 401-1

FY24			FY25	
Gender	No.	Rate (%)	No.	Rate (%)
Men	774	35.1	712	35.8
Women	197	26.0	200	27.7
Total	971	32.8	912	33.6

Total number and rate of employee turnover during the reporting period, by region GRI 401-1

FY24			FY25	
Region	No.	Rate (%)	No.	Rate (%)
Brazil	215	20.5	355	40.1
NoLA	84	29.6	62	20.7
Andina	608	49.5	435	38.7
APU	64	16.2	60	14.9
Total	971	32.8	912	33.6

Paternal leave GRI 401-3

		FY24*	FY25*
Total number of employees that were entitled to parental leave	Men	2,258	1,990
	Women	697	722
Total number of employees that took parental leave	Men	38	48
	Women	10	46
Total number of employees that re-turned to work in the reporting period after parental leave ended	Men	39	47
	Women	18	45
Total number of employees that re-turned to work after parental leave ended that were still employed 12 months after their return to work	Men	36	36
	Women	13	11
Rate of return	Men	100%	100%
	Women	100%	100%
Rate of retention	Men	86%	100%
	Women	100%	100%

*The total number of employees does not include interns, as they are not eligible for leave.

Proportion of senior management hired from the local community* GRI 202-2

	FY24	FY25
Total number of senior management	41	27
Senior management hired from the local community	41	27
Percentage of the senior management hired from the local community	100%	100%

*Management positions in Latin America, defined as the local community.

Climate and culture

The organizational climate survey is an essential tool for understanding employees' perceptions of the work environment, company culture, and day-to-day challenges. In line with this evolution, the company revamped its approach and launched the Point of View (POV) Engagement Program, shifting to a monthly survey cadence to enable dynamic monitoring and swift, effective action.

The results are made available to all managers with more than five subordinates to guarantee data confidentiality, promoting accountability and ensuring that each team can take targeted action to improve engagement.

In addition to continuous monitoring, the company measures consolidated results every six months and shares progress with all teams on a quarterly basis, reinforcing its commitment to transparency and continuous improvement. With indexes already exceeding 8 points, the survey aims to capture the nuances of the organizational climate, enabling strategic adjustments that enhance internal alignment and improve the employee experience.



For more dynamic and effective actions, we have made the climate survey monthly



One of the results of this survey, which is currently being structured, is the Leadership Pro leader development program. Targeted at middle management, the program is designed to foster the ongoing development of professionals and is scheduled for implementation in fiscal year 2026.

Other examples of deployment include the restructuring of our annual performance evaluation, our mental health programs and career acceleration programs, among others.

Attracting and retaining professionals

The technology market is facing growing challenges in finding qualified professionals, due to the rapid evolution of demands, the complexity of new technologies and the high competitiveness of the sector. The training of new talent is not keeping pace with the digital transformation or the rapid growth of the market. This scenario makes attracting and retaining professionals a strategic challenge for companies operating in the industry, with a direct impact on their ability to innovate.

Our commitment to attracting and retaining talent translates into structured strategies to ensure that the best professionals choose and remain at Logicalis. We maintain a competitive remuneration model and continually improve our selection processes, making them more agile and effective. The redesign of the vacancy pages and the standardization of the offer letter were important milestones in strengthening our value proposition for candidates. In addition, the promotion management model based on Position Management ensures predictability and fairness in development opportunities for both internal employees and new hires from the market.

We act strategically to ensure that the best professionals choose Logicalis

Another important differentiator for the company is its presence in several countries, which offers opportunities for growth both locally and internationally, with standardized processes throughout Latin America. This approach allows professionals to explore a network of possibilities that transcends borders, contributing to talent retention and broadening their vision of the various aspects of the business.

With a culture that values respect, fairness and inclusion, and fosters continuous development, the company remains attractive to professionals seeking not only career growth, but also an environment where they can have a positive impact on society through technology.

We believe that an inclusive and stimulating environment is essential for attracting and retaining talent that shares our values and purpose. That is why we continually invest in development programs that promote the personal and professional growth of our employees. Initiatives such as

Everyone Belongs, aimed at including people with disabilities, and Level Up, which opens doors for talent from minority groups in the technology area, reinforce our commitment to equity. In addition, our internship programs are designed to train future leaders, offering learning paths, mentoring and practical experiences from the first steps in their careers. These efforts are part of our journey to build a company that is more human, diverse and prepared for the challenges of the future.





Remuneration Policies

GRI 2-19, 2-20, 2-21

We have adopted a structured process, overseen by the People Committee, to define the remuneration of senior executives and the highest governance body. Made up of members of senior management and the Board, this committee uses an Authority Matrix to approve and review guidelines, ensuring impartial decisions in line with internal policies.

The remuneration policy is connected to the organization's strategic and sustainability objectives, promoting behaviors and results that support economic, social and environmental goals - especially those related to ESG principles. Individual and corporate performance is evaluated based on clear targets, and salary adjustments follow an Annual Planning Cycle that considers market salary benchmarks, inflation and the budget approved by shareholders.

We maintain a competitive remuneration model and continually improve our selection processes

The remuneration structure consists of:

Fixed remuneration

Defined through salary surveys and skills assessments, this approach ensures internal equity and external competitiveness. It is reviewed annually.

Variable remuneration

Variable Performance Plan (VPP): linked to corporate, financial and individual goals, applicable to CLT professionals according to position and seniority.

Sales remuneration: based on financial and individual performance targets, specific to the sales team.

Attraction and retention bonuses (claw-back) : offered for strategic positions and may include a clawback clause if the professional leaves before the stipulated deadline.

Retirement benefits: private pension program with a counterpart from the company equivalent to the employee's contribution, limited to up to 6 percent of salary.



Our remuneration policy is linked to Logicalis' strategic and sustainability objectives

In FY24, the ratio between the total annual remuneration of the highest paid individual in the organization and the average annual remuneration of all employees (excluding the highest paid) was 15.6, while in FY25 this ratio was 12.2.

In FY24, the percentage increase in the remuneration of the highest-paid individual was 8.1 percent, compared to a 4.6 percent increase in average employee remuneration, resulting in a ratio of 1.76. In FY25, the highest-paid individual's remuneration increased by 23.4 percent, while the average employee remuneration rose by 10.8 percent, yielding a ratio of 2.17. Because the report is from Latam, this data has been compiled considering the salaries in Dollars of all employees.

Ratios of standard entry level wage by gender compared to local minimum wage* GRI 202-1		
	FY24	FY25
Percentage ratio - men (%)	100.00	125.87
Percentage ratio - women (%)	100.00	137.06

**The amounts reported were dollarized according to the dollar exchange rate on the last business day of FY25. The use of the dollar as the reference currency was necessary to standardize data reporting across all Latin American countries.*



Training and development

GRI 404-2

Professional development is a strategic priority for the company, reflecting our commitment to nurturing talent and promoting a continuous learning environment. We recognize that the individual growth of professionals is intrinsically linked to organizational success and, for this reason, we have implemented various practices aimed at training and evolving teams, ranging from encouraging academic and technical training to developing behavioral skills.

The company also promotes a culture of mentoring and coaching through which more experienced employees guide younger ones, facilitating the exchange of knowledge and building a collaborative environment. This practice strengthens interpersonal relationships and drives the development of future leaders, creating a recurring cycle of learning and growth.

We have implemented various practices aimed at training and developing our teams

Our strategy also includes specialized technical training, strategic certifications and the development of essential soft skills for leadership and innovation. Programs such as Leadership Pro, scheduled for FY26, and Leadership in Motion provide specialized learning for managers, ensuring that they are prepared for the challenges of modern management.

Incentives

Logicalis Latam offers interpersonal skills training, language programs and a complete corporate onboarding process. Professionals also have access to self-learning platforms such as Crossknowledge, Udemy and Cisco INE. Crossknowledge offers specific tracks to develop the company's ten high-performance behavioral competencies, while Udemy and Cisco INE offer training and technical certifications aligned with Logicalis Latam's portfolio of solutions, subsidized by the company.

In Brazil, Logicalis is reformulating its outplacement program which is offered to executives who have left the company or are in career transition, in partnership with specialized consultancies. This program also includes the exploration of alternative careers, such as entrepreneurship and consulting. In the other countries, the program has not yet been implemented.

Average hours of training that the organization's employees have undertaken during the reporting period, by, by gender GRI 404-1

	FY24	FY25
Men	8.8	26.2
Women	10.0	29.6
Total	9.1	27.1

Average hours of training that the organization's employees have undertaken during the reporting period, by employee category GRI 404-1

	FY24	FY25
Executive Board	31.2	46.4
Management	20.8	46.6
Coordination/Supervision	12.6	26.2
Experts	9.6	33.0
Analysts	10.4	32.8
Sales	14.5	32.3
Technicians	1.3	9.8
Assistants	6.5	25.9
Total	8.9	27.1

Average hours of training per year per employee, by employee category GRI 404-1

	FY24	FY25
Apprentices	11.9	13.7
Interns	22.8	38.5
Total	20.9	30.2

Performance evaluation

GRI 2-18, 403-3

Performance appraisals at Logicalis Latam are designed to inspire and advance every employee’s career, which is why we are committed to continually improving these processes. Known internally as Competency Assessment (AvCom), our methodology focuses on behavioral development and uses a 360° approach, allowing for a complete analysis of performance based on feedback from colleagues, leaders and subordinates. The process fosters conversations that promote open dialogue and strengthen relationships of trust.

In FY25, the appraisal program was reformulated and renamed InsPPer (Inspiring People), making the process clearer and simpler, and allowing for a greater impact on performance management and people development, with a continuous and more straightforward feedback practice.

We implement continuous improvements in our appraisal processes



Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period
GRI 404-3

	FY24			FY25		
	Men	Women	Total	Men	Women	Total
Executive Board	76.5	85.7	78.1	100	100	100
Management	88.9	92.7	90.0	98.9	98.4	98.7
Coordination/ Supervision	92.1	93.1	92.4	100	100	100
Experts	85.4	86.7	85.6	99.4	100	99.5
Analysts	80.8	85.3	82.4	100	99.6	99.8
Sales	84.8	82.8	84.3	100	100	100
Technicians	82.4	81.9	82.3	100	100	100
Assistants	84.6	95.0	89.9	100	100	100
Total	86.3	83.7	84.4	99.7	99.7	99.7

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period
GRI 404-3

	FY24			FY24		
	Men	Women	Total	Men	Women	Total
Interns	52.63	53.33	52.94	52.63	53.33	52.94

Note 1: young apprentices are not eligible to take part in the appraisal cycle.
Note 2: due to the reformulation of the program, the FY25 performance appraisal has not yet been carried out.

Health and well-being of professionals

GRI 403-1, 403-6, 403-10

In addition to complying with occupational health and safety regulations, Logicalis takes steps to minimize risks and prevent accidents and occupational illnesses among its professionals, third parties and resident service providers. All initiatives are coordinated through the Safety, Environment and Health Management System (SGSMS), implemented in Brazil, Chile and Peru, and certified to ISO 45001 (occupational health and safety) and ISO 14001 (environmental management) standards.

Through the Employee Assistance Program (EAP), the company offers its employees a range of initiatives aimed at promoting physical and mental health. In Brazil, it offers health insurance with national coverage, including psychological and dental care. In the countries of the APU, NoLa and Andina regions, a compulsory health insurance policy is offered, financed by Logicalis, to cover accidents and occupational illnesses. In addition, the company offers private medical insurance in APU for all professionals and their dependents, which covers consultations, examinations and hospitalizations. In NoLa, there is a similar healthcare policy, with coverage for consultations, exams and hospitals.

In Peru, health insurance is provided to employees, while in Chile, supplementary health insurance with co-payment is offered to those who join Bienestar—an organization that delivers benefits to its members and their families.

The company also invests in health promotion programs for non-work-related risks.

The company also invests in health promotion programs for non-work-related risks. In all countries, there is a support program that offers shelter and guidance for psychological issues (such as stress, insomnia and depression), financial support (guidance on budget planning) and legal support (clarification on contracts and laws), while maintaining secrecy and confidentiality.

In Brazil, anti-flu vaccination campaigns and awareness-raising initiatives such as Yellow September, Pink October and Blue November are promoted, with exemption from co-payment for specific consultations and exams during these periods. A new mental health prevention program is planned for the next fiscal year throughout the Latam region.

In addition, in Brazil and Mexico, professionals and their dependents have access to the Wellhub digital platform, which offers physical activity plans and wellness and nutrition apps. In Uruguay and Paraguay, Logicalis finances gyms for professionals, and in Argentina, it offers discounts at two gym chains. In Chile, Brazil, and Peru, workplace exercise sessions and quick massages are available at the main offices. All employees in Latin America have travel insurance to cover medical emergencies during corporate trips.

In fiscal years 2024 and 2025, the company recorded no fatalities due to accidents at work or cases of occupational diseases among employees or workers. There were, however, two incidents with a high potential for occurrence in Chile.



Inclusion and belonging

3-3 Inclusion and people development

Inclusion and belonging are strategic pillars of Logicalis Latam's culture, reflected in structured initiatives that generate internal and external impact. One of the main programs in this regard is Level Up, created to boost the professional development of under-represented groups in the technology sector. In Brazil, the first edition of the program, held in FY23 and focused on networks, was aimed at black professionals with an IT background and impacted 120 people. Continuing into FY24, the program expanded its scope, training new cohorts and consolidating

its remote learning model, which combines e-learning, webinars, live classes, and mentoring by company professionals. The FY25 edition was aimed at women and focused on cybersecurity. The company is preparing to expand the project to other Latam countries with the financial assistance of parent company Datatec in FY26.

Raising awareness is also an essential part of our journey towards inclusion. Webinars and themed events are held periodically, addressing issues such as accessibility, women's leadership, LGBTQIAPN+ experiences and the inclusion of people with disabilities. The expansion of these initiatives to Hispanic America is in the company's plans for the coming years, reinforcing a comprehensive commitment to inclusion in all its operations in the region. Through these initiatives, we continue to promote equity and create opportunities for different professional profiles, in line with the best global inclusion practices.

Awareness-raising events are part of our journey towards inclusion



Affinity groups

Another important front in the inclusion and belonging strategy are affinity groups, which promote a more inclusive environment and provide support for different communities within the company. In FY25, these groups were strengthened by the appointment of executive sponsors for each one—LogiWomen (for women), LogiBold (for Black and Brown people), LogiPride (for the LGBTQIAPN+ community), and LogiBrave (for people with disabilities and neurodiverse individuals)—ensuring a direct connection with senior leadership.

In addition, we worked on structuring the Everyone Belongs program, dedicated to the inclusion and training of people with disabilities, seeking to offer technical training and professional development to increase the employability opportunities for this group in the technology sector. The program relies on strategic partnerships for recruitment and qualification, as well as ongoing support for participants during their learning journey and insertion into the market.

In the last cycle, the initiative received 350 applications for 48 openings, and 40 participants completed the course. The syllabus includes topics such as basic computer concepts, cybersecurity, networks and development, as well as administrative management. To ensure that the training is effective, we have partnered with a company that specializes in training people with disabilities, which helps with both the recruitment and development of participants.

As a result, the program has increased the hiring of professionals with disabilities, reinforcing our commitment to inclusion in the corporate environment.

Throughout FY25, we strengthened the work of our affinity groups



Our affinity groups

Logi Brave: for people with disabilities and neurodiverse people

Logi Woman: focused on women

Logi Pride: aimed at the LGBTQIAPN+ community

Logi Bold: for black people

Individuals who make up the company's governance bodies, by gender **GRI 405-1**

FY24		FY25	
Men	Women	Men	Women
100	0.0	100	0.0

Note: there are no individuals belonging to minority and/or vulnerable groups on the governance bodies.

Diversity of governance bodies and employees, by age group **GRI 405-1**

	FY24	FY25
Board of Directors		
Under 30 years old	0.0	0
30-50 years old	57.1	28.6
Over 50 years old	42.9	71.4

Employees by employee category and gender **GRI 405-1**

	FY24		FY25	
	Men	Women	Men	Women
Executive Board	82.9	17.1	85.2	14.8
Management	72.6	27.4	72.9	27.1
Coordination/Supervision	68.5	31.5	71.2	28.8
Experts	82.9	17.1	80.7	19.3
Analysts	64.5	35.5	63.6	36.4
Sales	73.2	26.9	66.3	33.7
Technicians	80.8	19.2	80.1	19.9
Assistants	49.4	50.6	46.9	53.1
Total	74.8	25.3	73.7	26.4

Employees by employee category and age group GRI 405-1			
	FY24		
	Under 30 years old	30-50 years old	Over 50 years old
Executive Board	0.0	58.5	41.5
Management	0.3	75.9	23.8
Coordination/Supervision	4.3	78.3	17.4
Experts	5.3	76.5	18.2
Analysts	26.7	66.9	6.4
Sales	0.9	66.7	32.4
Technicians	26.0	63.4	10.6
Assistants	38.0	45.6	16.4
Total	17.2	68.6	14.2

Employees by employee category and age group GRI 405-1			
	FY25		
	Under 30 years old	30-50 years old	Over 50 years old
Executive Board	0.0	48.1	51.9
Management	0.0	74.1	25.9
Coordination/Supervision	4.1	78.1	17.8
Experts	4.3	76.4	19.3
Analysts	23.7	68.8	7.5
Sales	0.0	66.3	33.7
Technicians	24.0	63.2	12.8
Assistants	32.8	48.4	18.8
Total	15.4	69.0	15.6

Social responsibility and volunteer programs

GRI 413-1

Logicalis carries out local development programs based on the needs of communities, focused on transforming the reality of minority and vulnerable groups through education in technology, with the institutional relationship carried out by the ESG area with educational institutions, NGOs and other entities.



Women Rock IT

The free online program developed by Cisco in partnership with Logicalis Brasil, aims to train girls and women (cis and trans) to support the operations of companies and small retailers. The initiative aims to broaden career opportunities for the participants, strengthening their employability and enabling them to shape their own economic future. Delivered through the Networking Academy platform and Cisco Webex, the course lasts approximately seven months and is part of a global initiative to encourage girls and women to pursue careers in technology.



USP Diversa

Logicalis Brasil is a supporter of the USP Diversa project, an initiative of the University of São Paulo that enables individuals and companies to engage in the financing of scholarships for undergraduate students in situations of socioeconomic vulnerability associated with diverse profiles (race, disability, gender and ethnicity). In FY24 and FY25, Logicalis Brasil took on the sponsorship of two young black women starting their undergraduate studies in Mechatronics Engineering. The sponsorship will continue until the students graduate, which is scheduled for 2028.



Technovation Summer School for Girls

Aimed at girls aged 8 to 18, the Technovation Summer School for Girls is organized by the Institute of Mathematical and Computer Sciences (ICMC) at the University of São Paulo (USP), at the São Carlos campus, and is supported by Logicalis Brasil. The aim of the initiative is to teach innovative methods, promoting the development of skills for the design, creation and marketing of mobile applications (apps) aimed at solving community issues.



"Xadrez para Todos" (Chess for All)

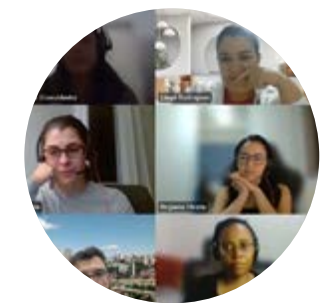
The Association for the Development of Chess (ADX), a Brazilian social organization, is supported by Logicalis Brasil in implementing a project that serves 200 children aged 7 to 12 with physical disabilities and mental disorders. The project uses chess as a pedagogical tool to stimulate and develop a range of socio-emotional skills in children, including memory, concentration, attention, logical reasoning, analytical ability, critical thinking, self-respect, respect for others and rules, as well as promoting organization, resilience, patience, and the ability to wait one's turn. The main objective is to promote the social inclusion of these children.

We transform the reality
of vulnerable groups
through technology
education



Logicalis Merchandise Store

Founded in 2019, the store promotes the sale of Logicalis-branded products to professionals and visitors to its offices. The proceeds go to AACD, a non-profit organization dedicated to the recovery of disabled children.



Level Up

Created to boost the professional development of under-represented groups in the technology sector ([read more on page 109](#)).



GRI content summary

Declaration of use	Logicalis reported the information cited in this GRI content summary for the period from March 1, 2024 to February 28, 2025 based on the GRI Standards.
GRI 1 used	GRI 1: Fundamentals 2021

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	SDGs
General content			
GRI 2: General contents 2021	2-1 Organizational details	14, 22	
	2-2 Entities included in the organization's sustainability reporting	6	
	2-3 Reporting period, frequency and contact point	6	
	2-4 Restatements of information	-	
	2-5 External assurance	None	
	2-6 Activities, value chain and other business relationships	14, 17, 21	
	2-7 Employees	101, 102	8, 10
	2-8 Workers who are not employees	102	8
	2-9 Governance structure and composition	64	5, 16
	2-10 Nomination and selection of the highest governance body	60	5, 16
	2-11 Chair of the highest governance body	60	16
	2-12 Role of the highest governance body in overseeing the management of impacts	60, 63	16
	2-13 Delegation of responsibility for managing impacts	60	
	2-14 Role of the highest governance body in sustainability reporting	6	
	2-15 Conflicts of interest	77	16
	2-16 Communication of crucial concerns	68, 71	
	2-17 Collective knowledge of the highest governance body	45	
	2-18 Evaluation of the performance of the highest governance body	116	
	2-19 Remuneration policies	110	
	2-20 Process to determine remuneration	110	
	2-21 Proportion of total annual remuneration	110	
	2-22 Statement on sustainable development strategy	8	
	2-23 Policy commitments	68	16
	2-24 Embedding policy commitments	68	
	2-25 Processes to remediate negative impacts	78	
	2-26 Mechanisms for seeking advice and raising concerns	71, 78	16

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	SDGs
GRI 2: General contents 2021	2-27 Compliance with laws and regulations	In the past three fiscal years, there was only one significant case of non-compliance with laws and regulations, occurring in FY24, which resulted in a fine imposed for not replacing a PwD employee who was terminated for performance reasons on 06/17/2020. The organization defines significant cases of non-compliance based on the relevant impact and the possibility of legal or reputational repercussions.	
	2-28 Membership associations	23, 60	
	2-29 Approach to stakeholder engagement	54	
	2-30 Collective bargaining agreements	As in FY23 and FY24, in FY25 100 percent of the employees of all the Group's companies in Brazil were covered by collective bargaining agreements.	8
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	52	
	3-2 List of material topics	52	
Inclusion and people development			
GRI 3: Material topics 2021	3-3 Management of material topics	120	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	31	8, 9
GRI 202: Market presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	112	5, 8
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	105	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	103, 104	4, 5, 8, 10
GRI 401: Employment 2016	401-3 Parental leave	105	5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	115	4, 5, 8, 10
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	114	8
GRI 404: Training and education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	117	5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	123, 124, 125	5, 8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	As in FY23, in FY24 we had a case of discrimination related to xenophobia. The case was investigated and closed as inconclusive. In FY25, we recorded one case of racial discrimination, which is still under investigation.	5, 8
Ethics, integrity and compliance			
GRI 3: Material topics 2021	3-3 Management of material topics	68	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	75	16
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	68, 69, 72, 73, 74, 75	16

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	SDGs
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	In FY23, FY24 and FY25, there were no confirmed cases of corruption. There were also no employees dismissed or punished, nor contracts with business partners terminated or not renewed due to corruption-related violations. No public corruption-related lawsuits were reported against the organization or its employees in the reporting period.	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior , anti-trust, and monopoly practices	In FY23, FY24 and FY25, there were no pending or closed lawsuits involving unfair competition, trust and monopoly practices in which the organization was identified as a participant. No results, decisions or rulings related to these actions have been reported.	16
GRI 207: Tax 2019	207-1 Approach to tax	41	1, 10, 17
GRI 207: Tax 2019	207-2 Tax governance, control and risk management	41	1, 10, 17
Climate change			
GRI 3: Material topics 2021	3-3 Management of material topics	88, 90	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	79	13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	94	7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	92, 93, 94	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	92, 93, 94	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	92, 93, 94	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-4 GHG emissions intensity	92, 93, 94	13, 14, 15
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	92, 93, 94	13, 14, 15
Responsible supply chain practices			
GRI 3: Material topics 2021	3-3 Management of material topics	82	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	83	8
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	95	3, 6, 11, 12
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	95	3, 6, 8, 11, 12
GRI 306: Waste 2020	306-3 Waste generated	96	3, 6, 11, 12
GRI 306: Waste 2020	306-4 Waste diverted from disposal	95	3, 11, 12
GRI 306: Waste 2020	306-5 Waste directed to disposal	95	3, 6, 11, 12, 15
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Under construction - Work under analysis so that we can classify suppliers according to ESG criteria. Expected implementation: 2025/2026.	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	We have no actions on the subject at the moment. We are in the structuring phase, with implementation planned for 2025/2026.	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Logicalis does not select suppliers based on social criteria. We are in the process of building these supplier selection criteria with ESG criteria.	5, 8, 16
Data privacy and security			
GRI 3: Material topics 2021	3-3 Management of material topics	81	

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	SDGs
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	81	16
Promoting businesses based on advanced technologies and responsible innovation			
GRI 3: Material topics 2021	3-3 Management of material topics	15	
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	126	
Promoting human rights			
GRI 3: Material topics 2021	3-3 Management of material topics	82	
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	82	5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	82	5, 8

Credits

Sustainability Report
FY 2024 and FY 2025

**Consultancy, project management,
content and design**
Grupo Report

Gathering of indicators
Grupo Report (ESG Center)

Translation
Grupo Report

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Architects of Change