

LATAM SUSTAINABILITY REPORT

2026 FISCAL YEAR
(FY26)

LOGICALIS

Contents

Introduction

- About the report
- A message from the CEO
- Highlights of the 2026 Fiscal Year (FY26)

Logicalis Latam

- About Logicalis Latam
- Purpose, vision, and values
- Our history in Latin America
- Our portfolio
- Awards and recognition

Business vision

- Economic performance
- Regional highlights
- Strategic planning
- Advances in the field of IT

ESG strategy

- Value creation
- Double materiality
- Our impact on society
- ESG map

Environmental management

- Climate strategy and emissions management
- Operational efficiency and responsible use of resources

A sustainable value chain

- Value chain management
- Supplier engagement and development
- Cybersecurity

Caring for people

- Engagement and organizational culture
- Leadership training and development
- Inclusion and belonging
- Health and wellbeing
- Volunteer program

Governance

- Ethics and integrity
- Risk management
- Information security and data protection

GRI Content Index

Credits



Introduction

6 About the report
8 A message from the CEO
10 Highlights of the 2026 Fiscal Year (FY26)

About the report

GRI 2-3

The Logicalis Latam Sustainability Report highlights the company's key progress, initiatives, and challenges related to ESG (environmental, social, and governance) and financial topics over the course of the 2026 Fiscal Year (FY26), which ran from March 1, 2025, to February 28, 2026.

The document covers the Company's operations in the 12 Latin American countries where it operates and seeks to reflect the integration between the ESG agenda, organizational culture, and business strategy and management. It also aims to bring transparency to the strengthening of ESG governance, expanding the monitoring of initiatives, and broadening discussions on material topics for the technology sector that directly impact the Company's business.

Published annually and prepared in accordance with the 2021 version of the Global Reporting Initiative (GRI) standards and SASB 2023, the report reinforces the company's commitment to best practices in accountability and highlights how its initiatives align with the United Nations' (UN) Sustainable Development Goals (SDGs).

The report was prepared with input from various departments and regions within the company and was overseen by the organization's highest level of governance, including review and approval by the CEO of Latam. This structure is designed to ensure the integrity, consistency, and reliability of the information presented.



Comments, suggestions, or questions about this report can be sent to: lt.esg@la.logicalis.com



A message from the CEO GRI 2-22

When I look at our 2026 Fiscal Year (FY26), the first feeling that comes to mind is a sense of accomplishment. We had a very good year. We exceeded our profitability and net income targets in Latin America. But what excites me most isn't just looking at the positive numbers—it's understanding how we arrived at them.

Much of this success reflects the current situation we are experiencing as a company. We have always been an organization with a high level of self-criticism—which is very important. But this time around, we realized that we also needed to celebrate our achievements more. And we had many reasons for this: the pride we felt in winning the title of Cisco Partner of the Year in Latin America, and the opportunity to recognize, through the new LogiShine program, the countless projects we have undertaken for our customers, are just two examples.

Our people are the driving force behind our company and they make us stronger every day.

Brazil stood out for its gains in efficiency and its cost control. The APU region (a cluster comprising Argentina, Paraguay, and Uruguay) resumed sales growth, driven by a more stable macroeconomic environment. And the Andean region (a cluster comprising Chile, Colombia, Peru, Bolivia, and Ecuador) once again delivered positive results and generated cash.

If there's one thing our performance in the 2026 Fiscal Year (FY26) has shown, it is that there is no longer a separation between financial performance and sustainability. To believe that a company can thrive in the long term without taking social, environmental, and diversity issues into account simply doesn't make sense. To me, these agendas are different sides of the same coin. Innovative solutions that make infrastructure more efficient and consume fewer of the planet's resources are exactly what the economy, our customers, and society need today. Everything is connected.

In the social pillar, it gives me particular satisfaction to see our employees suggesting and participating in volunteer initiatives. One striking example was the record-breaking participation in the Christmas campaign, which benefited organizations in Brazil, Chile, and Argentina. We are the vehicle, but the desire to make a difference comes from our own team.

We know that the pace of the world and of technology is not going to slow down; on the contrary, it will only accelerate, and challenges will continue to arise.

What will keep us on track on this journey is continuing to work together to solidify our ambition to lead Latin America's digital evolution, driving results through technology. We want to be, and will be, one of the leading drivers of technological advancement in Latin America, pushing our customers' digital transformation through sustainable, inclusive, and high-value services.

Take care, and let's keep rowing together!

Marcio Caputo
CEO, Latin America & Executive Vice President, Brazil

Highlights of 2026 Fiscal Year (FY26)

Financial

27%
EBITDA growth

5%
reduction in operational expenditures

Environmental

Greenhouse gas emissions inventories conducted for all operations in Latin America

34%
of logistics deliveries in Brazil classified as green deliveries

2.8t
of e-waste responsibly disposed of through the *Circuito Eletrônico* (Electronic Circuit) campaign conducted in Argentina, Brazil, Chile, and Mexico

Social

Launch of the corporate volunteer platform in Brazil, with more than **500 volunteer activities** recorded this year

Two classes from the Level Up Program in Brazil and **one class** in Hispanic America, with a focus on technology training for diverse and underrepresented groups

Receipt of the Seal of Racial Equality from the City of São Paulo (Brazil)

Governance

New Materiality Matrix

ISO 37001 Certification (Anti-Bribery Management System) in Brazil

Artificial Intelligence Governance, including the creation of a multidisciplinary committee and an ambassador program to accelerate the responsible use of AI

Best Project of the Year Award at the PMI Summit São Paulo 2025 for the *Fluxo Contínuo* (Continuous Flow) Project, implemented by the logistics division of Logicalis Brasil

AWS Partner of the Year in the Latin American Marketplace

2025 Inbrasc Award in Supplier Management, in Brazil

Cisco Partner of the Year in Latin America

Splunk Elite Partner Brazil



Logicalis Latam

14 About Logicalis Latam
16 Purpose, vision, and values
19 Our history in Latin America
20 Our portfolio
26 Awards and recognition

About Logicalis Latam

GRI 2-1, 2-2

Logicalis Latam believes that technology should contribute to sustainable and meaningful results for businesses, people, and society. As Architects of Change™, we put our expertise and experience in technology to work for organizations seeking to achieve results that matter.

We are a privately held company that is present in 12 countries in Latin America, specializing in Information and Communication Technology (ICT) solutions and services for organizations in a wide range of different segments. Logicalis Latam is controlled by Datatec (68.4%) and the Brazilian group Promon (31.6%).

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

Regionally, we cover Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Mexico, Paraguay, Peru, Puerto Rico, the Dominican Republic, and Uruguay, allowing us to work closely with local realities and providing regional implementation capabilities for multinational projects. We have more than 2,600 employees and serve more than 1,000 customers. We bring together teams, operations, and partners capable of supporting customers at various stages of their technology journeys.

In a region marked by diverse contexts and challenges, we continue to work to ensure that technology helps deliver results that truly matter—for businesses, people, and society.

Our strong presence in Latin America is a major competitive advantage for our company.

Logicalis operates in
12 countries
in Latin America.





Logicalis Group

Globally, Logicalis operates in **30 territories** across North America, Latin America, Europe, the Middle East, Africa, and the Asia-Pacific region, where it employs more than 7,000 professionals.

Datatec

The company is part of the Datatec group, which operates in 50 countries. Founded in 1986 in South Africa, the group currently has approximately 11,000 employees and has been listed on the Johannesburg Stock Exchange (JSE) since 1994.

CLICK HERE to learn more on the Datatec website

Purpose, vision, and values

As Architects of Change™, Logicalis helps companies rethink their digital transformation strategies to adopt a hybrid approach—one that is rooted in agility, scalability, and innovation—thereby building resilient businesses for the future.

Vision

We harness our collective expertise to drive innovation and deliver a blueprint for repeated success for our customers across the globe, whilst remaining committed to creating a better world for the communities we work in.



Ambition

To lead Latin America's digital transformation, driving results through technology.

Values

Sustainable innovation

We create plans for lasting change.

Integrity is in our DNA

Honesty, fairness, and responsibility are at the core of who we are.

Excellence every day

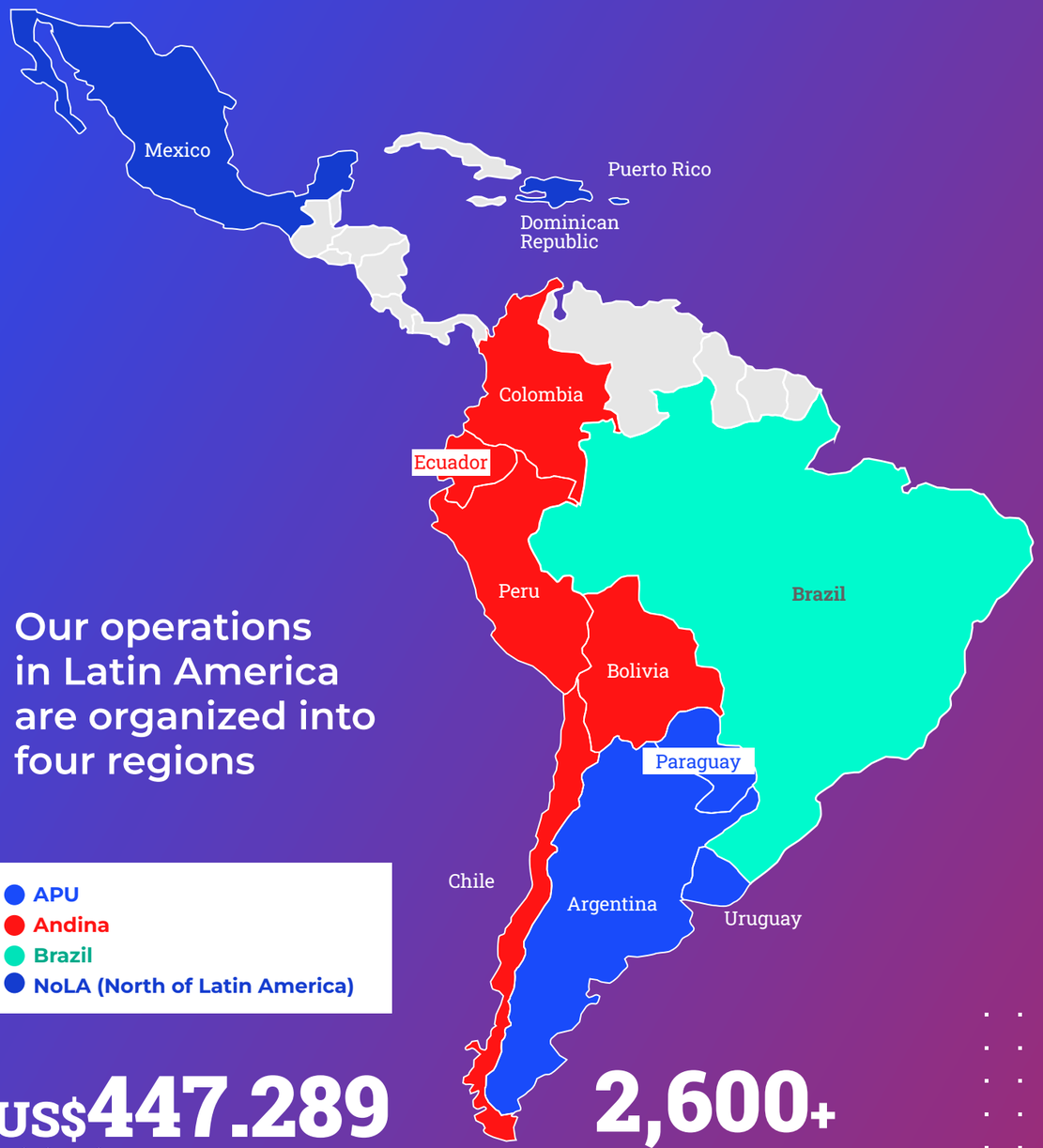
We strive for excellence in everything we do, always looking for new ways to improve.

Together we're better

We work best when we work together, drawing on our collective knowledge.

We're all part of it

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



Our operations in Latin America are organized into four regions

- APU
- Andina
- Brazil
- NoLA (North of Latin America)

US$447.289
million in revenue

Present in
12 countries

2,600+
professionals

1,000+
customers

Our history in Latin America

2008

The Brazilian group Promon Tecnologia and the British Logicalis Group join forces to form Promon Logicalis Latin America, with operations in Brazil, Argentina, Chile, Paraguay, Peru, and Uruguay.

2012

Promon Logicalis embarks on a series of mergers and acquisitions. Cibercall is acquired, integrating the company's operations in Colombia and Ecuador, and operations also begin in Bolivia.

2013

The company launches its operations in Mexico with its own team, furthering its goal of establishing a presence in the region's major markets.

2017

Promon Logicalis consolidates its operations in Latin America under a single brand: Logicalis Latin America; acquires the Brazilian company NubeliU; and begins operations in Puerto Rico.

2018

Logicalis acquires the Chilean group Coasin and C2 Mining in Peru.

2020

Logicalis acquires a stake in the startup Kumulus and strengthens its presence in cloud solutions. The following year, it acquires a majority stake. Also this year, Logicalis Latam launches WeService in Brazil, the group's IT/telecom services company designed to help drive business growth at competitive costs and ensure delivery of specific projects.

2023

Logicalis begins operations in the Dominican Republic.



Our portfolio GRI 2-6

Our portfolio is structured to support customers at different stages of their digital journey, integrating strategy, architecture, implementation, and management of technology environments through solutions and services that enable end-to-end support for projects of varying sizes and levels of complexity. Our technology solutions are designed to ensure sustainable business growth, protect corporate environments and the data of employees and end customers from cyberattacks, and promote continuous improvement in the user experience.

Technologies

Automation and Artificial Intelligence

Process optimization, error reduction, and faster decision-making. As a result, we enable the sustainable growth of our business through operational efficiency, scalability, and innovation, while at the same time facilitating continuous improvement of the user experience, whether for employees or end customers.

Cloud

We support our customers on their journeys to public and private cloud environments, providing consulting, architectural, and operational support through solutions and services that enable the creation of flexible, agile, and economically-sustainable platforms. We help our customers modernize and migrate their enterprise applications to cloud environments, facilitating greater scalability, security, and procedural and financial governance, as well as an improved user experience.

Data Analytics

Solutions and services focused on the management and analysis of corporate data, providing key insights for efficient and scalable decision-making, supporting the responsible and efficient use of AI, and contributing to the advancement of corporate governance, including the protection of data belonging to companies and individuals.

Data Center

Comprehensive solutions for data centers, enabling the creation of efficient, secure, and scalable platforms for hosting enterprise applications. We provide integrated solutions and managed services to enable hybrid and private clouds optimized for performance and energy efficiency.

Digital Workplace

Solutions for corporate communication and collaboration that boost productivity and efficiency while enhancing the employee experience.

Enterprise Networking

Modernization of corporate networks, adding layers of intelligence, automation, and security to support enterprise applications and collaboration platforms, ensuring reliable communication and a positive employee experience.

Our technology is designed to ensure the sustainable growth of business.

Cybersecurity
We help our customers protect their environments against cyber threats, from infrastructure to applications and corporate data. We help our customers assess and optimize the reliability of their technology ecosystem and operational processes, with the goal of maximizing their strength and resilience. We help protect the data belonging to individuals that are managed and processed by our customers, whilst helping to combat fraud.

IoT
Solutions for industrial environments, providing secure connectivity and data access to optimize production processes and support business strategies.

Observability
End-to-end performance monitoring and analysis, from infrastructure to applications and business processes. Our solutions and services allow the user to optimize their experience by means of a thorough understanding of application behavior, efficiently detecting and preventing issues, and ensuring the continuity of digital services.

Service Provider Architecture & 5G
Integrated solutions and services focused on the design, construction, and operation of a robust, scalable, and resilient telecommunications infrastructure. We operate from the last mile to the core of telecommunications networks, providing consultation and striving for continuous evolution in support of digital transformation. We enable connectivity in underserved areas through technologies such as private mobile networks and carrier-grade Wi-Fi, providing Internet access to businesses and underserved communities.

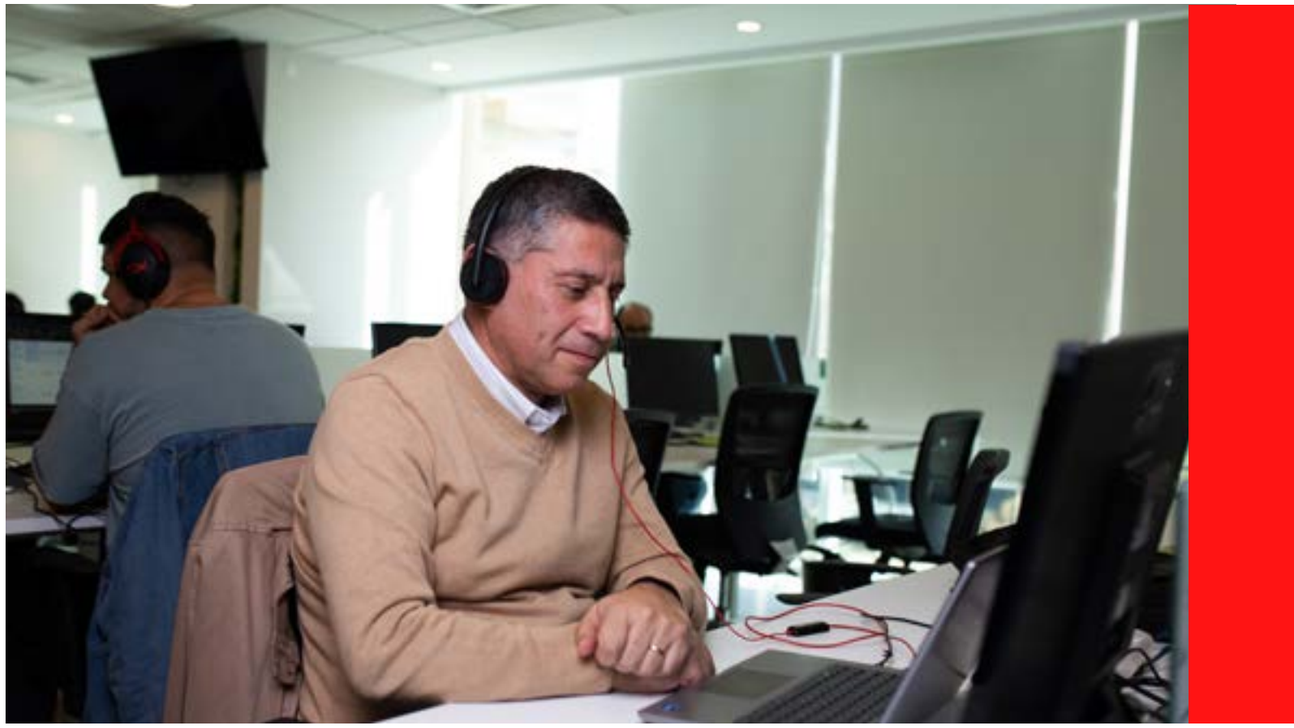
Payment Solutions
We provide, implement, and support our customers with technology solutions for point-of-sale (POS) payment methods, allowing them to expand their businesses and enhancing the customer experience for end users.

Services

Consulting
We design digital transformation journeys aligned with business needs. We conduct assessments and analyses of technology environments to guide our customers on how to move in the desired direction, as well as to support them in the secure and sustainable adoption of new platforms and disruptive technologies, such as Artificial Intelligence, and in the evolution of their operational processes.

Integrated Solutions
We combine technology platforms from our ecosystem of partners with our professional design and development services designed to implement technology solutions that make a significant impact on our customers' businesses.

Managed Services
We enable the operation and continuous improvement of our customers' business support processes through a broad and flexible portfolio of managed services, delivered by a highly skilled team and supported by a technology platform comprising powerful tools, automation, and artificial intelligence.



Key partners

- Akamai
- Algosec
- AWS
- Cisco
- Citrix
- Cloudera
- DELL
- Everpure
- F5
- Fortinet
- Gigamon
- IBM
- Ingenico
- Ingram
- Lenovo
- Microsoft
- NETSCOUT
- Nutanix
- Red Hat
- Splunk
- TD Synnex
- Veracode

Industries we serve

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



Membership associations

GRI 2-28

Logicalis Latam participates in industry associations and organizations focused on market development, contributing to discussions related to innovation, technology, inclusion, and the advancement of best practices in their sectors of operation.

Argentina

Equidad — *Fundación Compañía Social*

Brazil

Amcham Brazil – American Chamber of Commerce

AACD – Association for Assistance to Disabled Children

Brasscom – Association of Information and Communication Technology (ICT) and Digital Technology Companies

Chile

Aprimin – Association of Industrial Mining Suppliers

ChilePay — *Corporación Chilena para la Digitalización del Efectivo*

Awards and recognition

The awards received by Logicalis Latam during the last fiscal year reflect the consistent work carried out over time, in partnership with customers, manufacturers, and teams located across various countries in the region. These achievements demonstrate the company's ability to adapt its capabilities to market changes and the demands of an ever-changing technological environment.

Strategic-partner awards

AWS

- Partner of the Year in the Latin American marketplace

CISCO

- Latin America Partner of the Year, Latam
- Enterprise Partner of the Year, Latin America
- Public Sector Partner of the Year, Latin America
- Security Partner of the Year, Latin America
- SP Segment Partner of the Year, Latin America
- SP Segment Partner of the Year, MCR
- Brazil Partner of the Year, Brazil
- Mass Scale Infrastructure Partner of the Year, Brazil
- Public Sector Partner of the Year, Brazil
- Services and Software Excellence Partner of the Year, Brazil
- Security Partner of the Year, Brazil
- SP Segment Partner of the Year, Brazil

Splunk

- Elite Partner Brazil

Cisco Recognition

Logicalis was recognized by Cisco as Partner of the Year for Latin America during the 2025 Cisco Partner Summit, a global awards event that highlights the leading innovations and top-performing partners from every region of the world.

The company also received another 11 awards in the region, underscoring the importance of the strategic partnership between Logicalis and Cisco, which has been built over the years through joint initiatives, technical certifications, and integrated work on projects across various sectors and markets in Latin America.

Other awards

2025 Inbrasc Award for Supplier Management

Logicalis, together with its partner AgileOne, took first place at Inbrasc 2025, one of the leading awards in Brazil's supply chain and procurement sector. The award was presented in the Supplier Management category, in recognition of the consistent, strategic, and collaborative work carried out by the department over the past few years, with a particular focus on ESG.

PMI Summit São Paulo 2025 Award: Best Project of the Year

The Continuous Flow Project stood out for promoting efficiency, integration, and sustainable results in logistics by connecting technology, processes, and people to enhance organizational performance.

Racial Equality Seal (City of São Paulo)

Recognition from the Municipal Secretariat for Human Rights and Citizenship (SMDHC) of the City of São Paulo during the 5th edition of the International Black Awareness Day Expo. The seal recognizes companies that have at least 20% Black employees in their workforce and that promote affirmative-action policies.



Business vision

31 Economic performance
32 Regional highlights
34 Strategic planning
36 Advances in the field of IT

The 2026 Fiscal Year (FY26) was notable as a period of renewed sustainable growth. We achieved significant improvements in profitability, cash flow, and operational efficiency across the various regions where we operate in Latin America.

Although the consolidated sales volume was impacted by lower-than-expected performance in some countries, we made significant progress in our financial results throughout the period. EBITDA rose 27% compared to the previous cycle, primarily reflecting improvements in operational efficiency, cost management, and the mix of revenues.

The period also ended with the highest cash balance in the history of the Latin American operation, allowing the company to reduce its debt and strengthen its financial position vis-à-vis the parent group.

Part of this performance can be attributed to initiatives designed to optimize the operational structure. The company reduced its operational expenditures (Opex) by 5% compared to the previous year, despite inflationary pressures in numerous countries in the region.

Throughout the fiscal year, the company continued to focus on diversifying its revenue base and strengthening its presence among corporate customers outside the telecommunications sector.

The results for the period also reflect the evolution of the company's organizational culture. Over the course of the cycle, we strengthened initiatives focused on cross-departmental collaboration, management transparency, and the development of a more integrated operational model that brings together the ESG pillars, business, and finance.

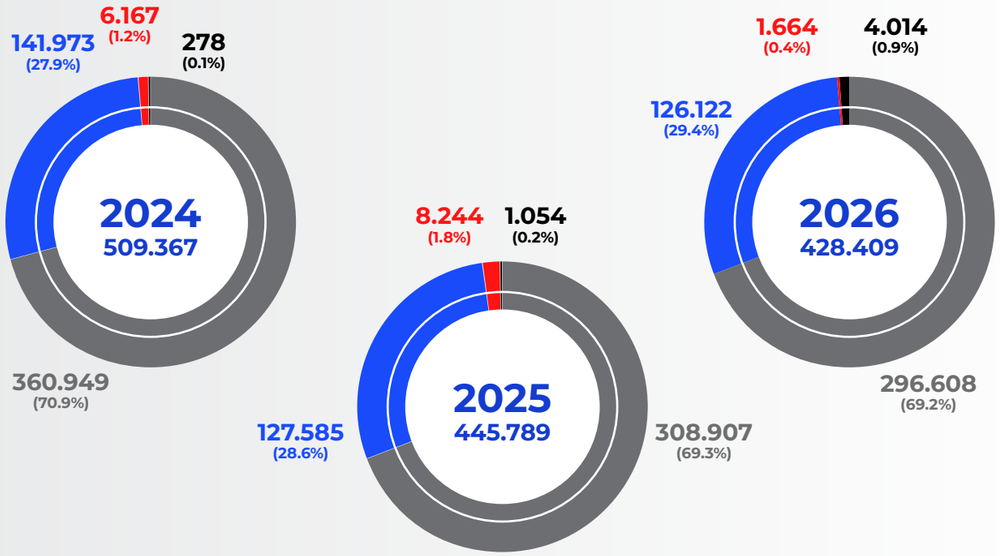


Economic performance GRI 201-1

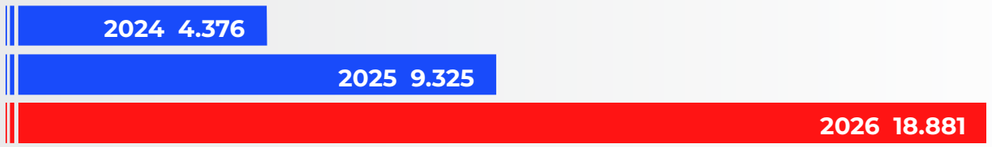
Direct economic value generated (revenue) per year (in thousands of dollars)



Economic value distributed (in thousands of dollars) GRI 201-1



Economic value retained* (in thousands of dollars) GRI 201-1



*The difference between Economic Value Generated (revenue) and Economic Value Distributed (operating costs, salaries, taxes, and returns on capital), which is used to ensure the company's self-financing and sustainability.

Regional highlights

The 2026 Fiscal Year (FY26) was also notable for consistent growth in Logicalis Latam's operations. The company ended the period with positive results, reflecting improvements in operational management, greater financial discipline, and the maturing of local strategies.

Regional organization

- **Brazil**
- **APU**
  Argentina, Paraguay, and Uruguay
- **Andina**
  Bolivia, Chile, Colombia, Ecuador, and Peru
- **NoLA (North of Latin America)**
  Mexico, Puerto Rico, and the Dominican Republic



Brazil

In Brazil, the main highlights were efficient cash management and profitability. Even in the face of a 14% decline in sales volume, the Brazilian operation continued to demonstrate solid financial performance, driven by cost-control initiatives, operational management, and better utilization of the high-interest-rate environment throughout the period.

APU

The APU region—comprising Argentina, Paraguay, and Uruguay—posted significant growth in the 2026 Fiscal Year (FY26), with a 14% increase in consolidated sales volume across the three countries. Argentina played a significant role in this performance, recording a 116% increase in sales volume and achieving a second consecutive year of profit following a long period of economic instability and losses. The recovery of Argentina's macroeconomic environment contributed to a resurgence of investment in strategic sectors such as telecommunications, energy, and mining.

Andina

In the Andina region—comprising Chile, Peru, Colombia, Bolivia, and Ecuador—the period was marked by a return to profitability and the reorganization of regional operations, including the integration of Colombia into the region's structure. In Chile, the evolution of the mix of products and services was essential to improving the regional operation's cash conversion.

NoLA

The NoLA region—comprising Mexico, the Dominican Republic, and Puerto Rico—faced a more challenging situation. The operation was impacted by a 30% decline in sales in the Mexican market, affecting the growth outlook initially forecast for the region. At the same time, we remained focused on strengthening governance, compliance, and ethical standards in our local operations, seeking to align our business expansion with the internal standards of integrity and transparency adopted by Logicalis globally.

Strategic planning

Logicalis Latam's strategic priorities for the coming cycles remain focused on developing its business mix, increasing the share of services, and strengthening higher-value-added products, in line with market changes and customer demands in the region.

In the 2026 Fiscal Year (FY26), progress in the diversification of our partner base and the expansion of opportunities in new markets and operating environments led to a strengthening of our partnership with IBM.

Sustainability remains an integral part of the company's business strategy and the way it conducts its operations, business relationships, and decision-making processes.

Looking ahead to the coming cycles, the company is mindful of the challenges related to the global technology supply chain. The increase in international demand for computing infrastructures and electronic components has been affecting delivery times, equipment availability, and price volatility, requiring greater agility in sales management and supplier relationships.



Digital governance and responsible AI

GRI 3-3 – Responsible AI and Sustainable Digital Transformation

With a focus on strengthening digital governance and responsible artificial intelligence, Logicalis Latam has made progress in consolidating its structure in this area. One of the key initiatives was the creation of a multidisciplinary committee, with participation from the Technology, People & Management, Legal, and Information Security departments.

The group began working on establishing internal guidelines and policies related to the use of artificial intelligence tools in the corporate environment, including guidelines on information security, data confidentiality, and the responsible use of technology. These guidelines have been compiled into a handbook, which is available to all employees in every Latin American country where we operate.

The document's central directive defines AI as a tool designed to support users by providing assistance on repetitive tasks and increasing productivity, rather than as a replacement for human labor.

Throughout the period, corporate tools were also approved and criteria were established for the safe use of generative AI platforms, aimed at reducing risks related to the sharing of sensitive information and protecting the company's digital environments.



AI Ambassadors

Another milestone during the period was the launch of the AI Ambassadors program, an initiative aimed at spreading knowledge about artificial intelligence among employees from different departments, with implementation of the initiative's activities set to begin in the forthcoming cycle.

The program has selected and is training employees from various backgrounds and departments to serve as internal knowledge multipliers. These ambassadors will help democratize the safe use of AI in everyday life, assisting in the development of large-scale automation projects and ideas, and ensuring a transition that prioritizes education and the employability of talent.

Advances in the field of IT

The Information Technology department underwent a major reorganization in the 2026 Fiscal Year (FY26), with a focus on simplifying the technology infrastructure and achieving greater integration between systems, processes, and business units.

A significant part of this initiative focused on modernizing the infrastructure that supports Logicalis Latam's operations. We migrated legacy applications to cloud environments, including mission-critical systems and foreign trade operations. In addition to expanding the availability of technological environments, this initiative helped reduce the energy consumption associated with maintaining on-site servers.

Other initiatives included advances in network automation, the streamlining of operational procedures, and the upgrading of systems and technological environments, which significantly reduced the number of vulnerabilities identified internally.

The IT department also played a key role in helping the company adapt to regulatory changes related to tax reform in Brazil. The project involved making adjustments to critical corporate systems, including ERP and SAP, ensuring business continuity and compliance with the regulatory deadlines set for the period.

During the 2026 Fiscal Year (FY26), we made progress in network automation, upgrading technology systems, and streamlining operational routines.



AI projects for customers

Over the past few years, Logicalis has implemented artificial intelligence projects that have driven process automation and improved its customers' operational efficiency.

Algar Telecom

Logicalis implemented an artificial intelligence-based solution to support the company's invoice review process. The initiative helped reduce the time spent on operational analyses and increase the efficiency of the team's activities. Another project that Logicalis pursued at Algar resulted in the creation of Ana, a virtual assistant responsible for reducing the average corporate customer service response time by 30%, with 63% of interactions being handled via WhatsApp.

Brazil TecPar

Another highlight of the period was the project developed for Brasil TecPar, which involved the implementation of an AIOps® solution based on IBM technology to support the expansion of the company's network infrastructure. The initiative expanded the capacity for monitoring and automating operations, contributing to economies of scale and operational efficiency.



ESG strategy

41 Value creation
42 Double materiality
44 Our impact on society
48 ESG map



Logicalis' ESG journey in Latin America in the 2026 Fiscal Year (FY26) was driven by a regional consolidation effort that respected the specific characteristics and varying levels of maturity in each country. In some markets, such as Brazil, this agenda is already well established, while others have been accelerating its development in recent years. This is the case in the Andina region, particularly in Chile and Peru, where requirements related to social, environmental, and governance topics have become increasingly important.

To support this process of regional integration, governance of the ESG agenda has been strengthened through the restructuring of the Latam ESG Committee, which now includes regional ambassadors who provide a channel for the exchange of best practices and benchmarking.

To ensure the effectiveness of this forum, focus groups were implemented in Brazil and Hispanic America, allowing local leaders to actively participate in the committee's decision-making and improvement efforts.

The ESG team has also begun in-person visits to operations in Latin America, with a focus on identifying opportunities and engaging employees. This trend is expected to gain momentum in the coming cycles, strengthening integration and driving the maturation of ESG initiatives in various countries.

A key milestone in the management of the company's ESG strategy in the 2026 Fiscal Year (FY26) was the revision of the Materiality Matrix, using the double materiality methodology, which now includes new material topics that are urgent, relevant to all countries in the Latin American region, and connected to the reality of the technology market (*read more on page 42*).

Risk management has also developed, linking local ESG challenges to the TCFD (Task Force on Climate-Related Financial Disclosures) framework of the parent company, Datatec. This integration ensures that potential environmental and social impacts are properly identified, classified, and monitored.

Value creation

GRI 3-3 – ESG as a Driver of Competitiveness and a License to Operate;
GRI 3-3 - Transparency and Data Quality

The integration of ESG pillars into the business strategy has enhanced the company's competitiveness, strengthened its institutional and commercial reputation, and expanded its ability to operate in different markets and sectors. In some operations in the Andina region, for example, requirements related to environmental, social, and governance practices are already part of the bidding and contracting processes conducted by major customers, especially in sectors such as mining.

In Brazil, this trend is also reflected in business relationships, with growing demands for information, metrics, and evidence of management practices related to these topics during the contract award and renewal processes. In this context, ESG also serves as a competitive advantage, strengthening the company's position with customers, partners, and investors.

This scenario underscores the importance of governance structures, control mechanisms, and processes capable of ensuring the traceability, compliance, quality, and transparency of the information shared with customers, partners, and investors. The provision of consistent ESG data strengthens institutional credibility and builds trust among stakeholders, while also supporting risk management and informing strategic decisions. Incorporating risk analyses and climate scenarios also helps enhance the business's resilience by foreseeing potential impacts on operations and supporting business continuity in the medium and long term.

At the same time, the evolution of the ESG agenda has been driving initiatives related to value chain management, supplier relations, and strengthening the positive social impact generated by the company in the regions where it operates. Internally, the agenda also fosters greater engagement between leaders and teams, strengthening the organizational culture and a sense of belonging.

The disclosure of consistent ESG data strengthens institutional credibility.

Double materiality GRI 3-1, 2-29

The double materiality review marked a new phase in Logicalis Latam's ESG agenda. The double materiality review process was conducted by a specialized consulting firm, integrating the perspectives of financial risks and socio-environmental impacts, along with criteria such as likelihood, severity, and scope.

The development of this framework also took into account alignment with the guidelines of Datatec, the company's parent company, as well as international reporting and sustainability standards, such as the Global Reporting Initiative (GRI) guidelines, the International Financial Reporting Standards S1 (IFRS S1), the Corporate Sustainability Reporting Directive (CSRD), and the European Sustainability Reporting Standards (ESRS).

The first step was to identify the impacts, risks, and opportunities by combining market analysis, benchmarking within the sector, and engagement with stakeholders and leaders.

The involvement of stakeholders was one of the key factors in this project, as it made it possible to significantly expand the scope of the consultation, reaching approximately 100 people. We heard from leaders, employees, partners, and strategic customers in different countries and sectors, which allowed us to incorporate a wider range of perspectives on risks, opportunities, and expectations related to the company's operations.

To identify the topics that made up the final version of the matrix, the analysis combined risks and opportunities based on technical criteria such as the likelihood of occurrence and severity (which encompasses the seriousness of the impact, the scale or extent of the resulting damage, and whether the damage is irreparable).

Based on this work, it was noted that some material topics from the past no longer fall into this category because they are now under control and integrated into the company's routine, making room for new, more pressing topics.

In addition to guiding the preparation of the annual sustainability report, the new framework now plays an even more significant role in shaping the priorities of the company's ESG agenda, supporting decision-making processes, risk management, and the development of initiatives aligned with Logicalis Latam's business strategy.

Stages in the construction of the double materiality

1 Diagnosis and active listening
Assessment of impacts, risks, and opportunities based on the perceptions of the company's internal and external stakeholders.

2 Industry benchmarking and market research
An in-depth study of the socioeconomic, political, and regulatory context in Latin America, broken down by the company's operating regions (Brazil, NoLA, APU, and Andina), identifying local trends and vulnerabilities.

3 Definition and evaluation of topics
The data collected were translated into potential substantive topics and analyzed using a risk matrix. Each topic was assessed from the perspectives of social, environmental, and financial impact, taking into account the likelihood of occurrence and the severity of each impact.

4 Global alignment check
The material topics identified underwent a verification process to ensure alignment with the guidelines of the leading international sustainability standards and frameworks. The new materiality matrix was also aligned with that of the parent company, Datatec, ensuring consistency on key topics without compromising the regional characteristics of Logicalis Latam.

5 Prioritization of material topics
The topics were consolidated into the double materiality matrix, taking into account their social, environmental, and financial impacts, thereby enabling the company to define the priorities of its ESG agenda.

Stakeholders consulted GRI 2-29

- Executives
- Employees
- Business partners
- Customers
- Suppliers
- Service providers
- Press

Material topics GRI 3-2

- Climate change and energy efficiency
- Cybersecurity and data protection
- Responsible AI and sustainable digital transformation
- Sustainable value chain management
- ESG governance and risk management
- ESG as a driver of competitiveness and a license to operate
- Transparency and data quality
- Human capital, diversity, and technical expertise

Our impact on society

GRI 413-1

Logicalis Latam develops social initiatives aimed at expanding access to technology, providing professional training, strengthening local communities, and socially engaging its employees, thereby helping to create opportunities for groups that have been historically underrepresented in the IT sector.

In the 2026 Fiscal Year (FY26), 100% of the company's operations implemented processes for engaging with local communities, conducting impact assessments, and implementing community development programs, all supported by monitoring mechanisms. Coordinated by the ESG department, in partnership with educational institutions, civil society organizations, and other partner entities, these initiatives are designed to address the needs of the communities where we operate, with the goal of promoting social transformation through education, productive inclusion, and access to technology.

100%

of the company's operations have implemented processes to engage with local communities.



Among the highlights of the year were the continuation of the Level Up program in Brazil and the start of the initiative's expansion to other Latin American countries. Designed to support the professional development of underrepresented groups in the technology sector, the program offered three sessions over the course of the period, all focused on training in the fundamentals of cybersecurity. In Brazil, the job openings were reserved for Black and mixed-race individuals, women, people with disabilities, members of the LGBTQIAPN+ community, and professionals over the age of 60. In Hispanic America, all job openings were guided towards women.

In addition to technical training, Level Up offers mentoring led by company employees and content focused on developing behavioral skills and preparing participants for the job market, with the goal of familiarizing them with the demands and challenges of the technology sector.

The company also developed the Everyone Belongs program, marking an important milestone in the promotion of Inclusion and Belonging (I&B) both internally and externally. The program was created to train people with disabilities in technology and management, expanding their potential for new opportunities in the job market.

Launched during the 2025 Fiscal Year (FY25), the program was coordinated in partnership with Prosper Tech Talents and held its second edition in the 2026 Fiscal Year (FY26). We received more than 700 applicants, 90 of whom were selected for the training program. They were divided into two groups: one focused on technical knowledge and the other on administrative skills. At the end of the program, we had a total of 66 certified participants.

The company also supports other initiatives aimed at expanding access to education and promoting diversity in Brazil's technology sector. Among these are *USP Diversa*, which provides scholarships to college students in vulnerable socioeconomic situations; the Women Rock IT program, developed in partnership with Cisco to increase female participation in the sector; and the Technovation Summer School for Girls, an initiative aimed at developing skills in innovation and technological entrepreneurship among girls and young women.

The company also made progress in social engagement and corporate volunteering, strengthening employee participation in initiatives focused on social impact and civic engagement.

Voa Maracanã: **technology, productive inclusion, and regional development**

Among the initiatives supported by Logicalis Latam in the area of social impact, one of the year's main highlights was the *Voa Maracanã* project, which aims to help reduce poverty in rural communities in São Luís (state of Maranhão), Brazil.

Conceived by Vale and implemented by the Formação Institute (Center for Basic Education Support), the project benefits approximately 700 socially-vulnerable families through integrated initiatives in the areas of education, health, generation of income, nutrition, culture, and recreation.

Logicalis' support was aimed at strengthening the community's infrastructure and providing technical training to farmers in the region, including the expansion of the community's technology lab, technical training focused on improving local agricultural production, and the construction of a warehouse designed to ensure the proper storage of the crops grown by the families served.







700

families benefited from the project.

We have strengthened the community infrastructure and provided technical training for farmers in the region.

Support for the project is provided through the Philanthropic Fund for Tackling Extreme Poverty, a mechanism established by Vale to support initiatives aligned with the principles of its Together Against Poverty program. The fund pools resources from various social investors and channels them to civil society organizations responsible for implementing projects in the areas it serves.

Logicalis' participation in the initiative is in line with the company's vision of contributing to the social development of the regions where it operates through projects developed in partnership with the local communities that are tailored to meet their real needs.

Logicalis Latam ESG map

This page highlights the main sustainability projects implemented by Logicalis Latam.

Supply chain

- LT Greenhouse gas inventory and mitigation
- Reverse logistics
- Responsible disposal of obsolete equipment
- Electric vehicles
- Green delivery
- Low carbon meeting
- Serra dos Cocais Institute
- Annual Supplier Award
- Electronic circuit campaign

Our communities

Women in technology

- Technovation Summer School for Girls (USP-São Carlos)
- *USP Diversa*
- Women Power Week
- Women in Tech

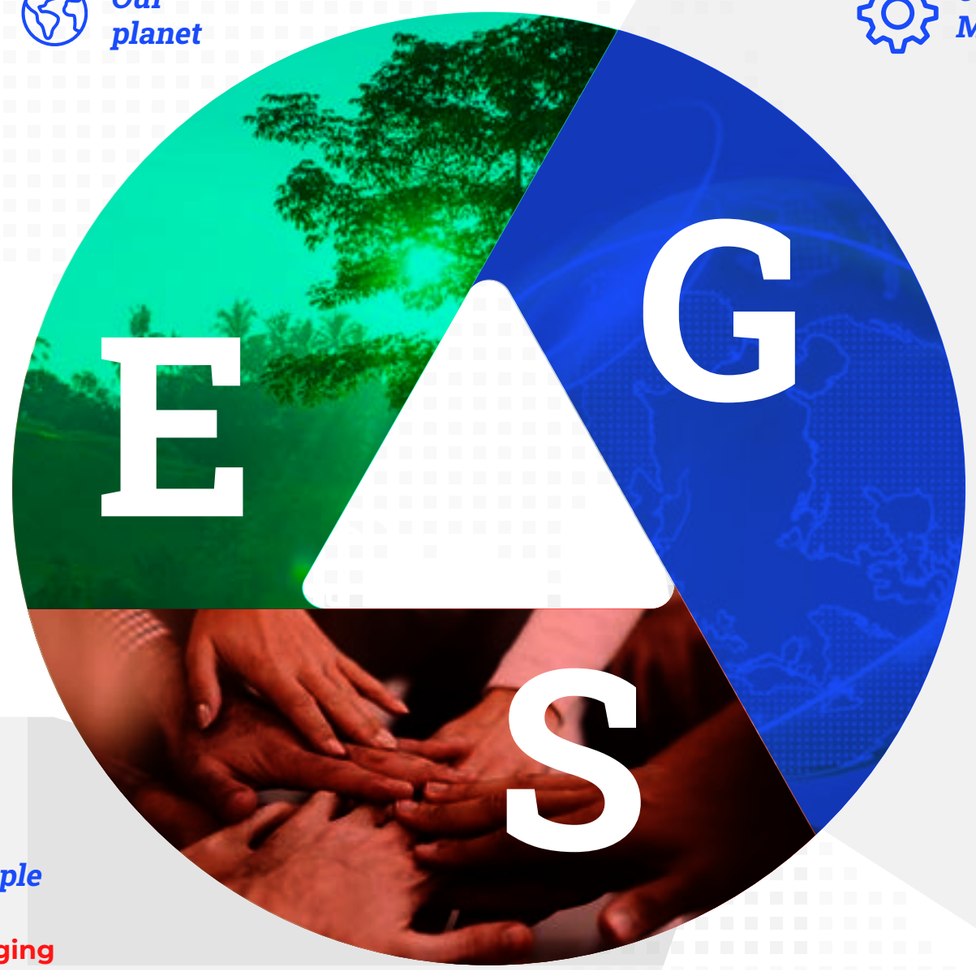
Philanthropy

- *Voa Maracanã* (IDIS)

Our people

Inclusion & Belonging

- LT Training on unconscious biases
- Virtual inclusion panels
- Volunteer program
- Level Up program
- Everyone Belongs program
- Affinity groups



Our planet

Our Management

ESG Governance

- LT Logicalis ESG journey
- ESG reporting and processes
- ESG Committee
- ESG data requests
- Annual sustainability report
- Sustainability policy
- Sustainable sourcing Policy
- Association management

Technology and AI

- LT Information security policy
- Artificial Intelligence Committee
- Guide to the safe use of Artificial Intelligence

Legal and Compliance

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

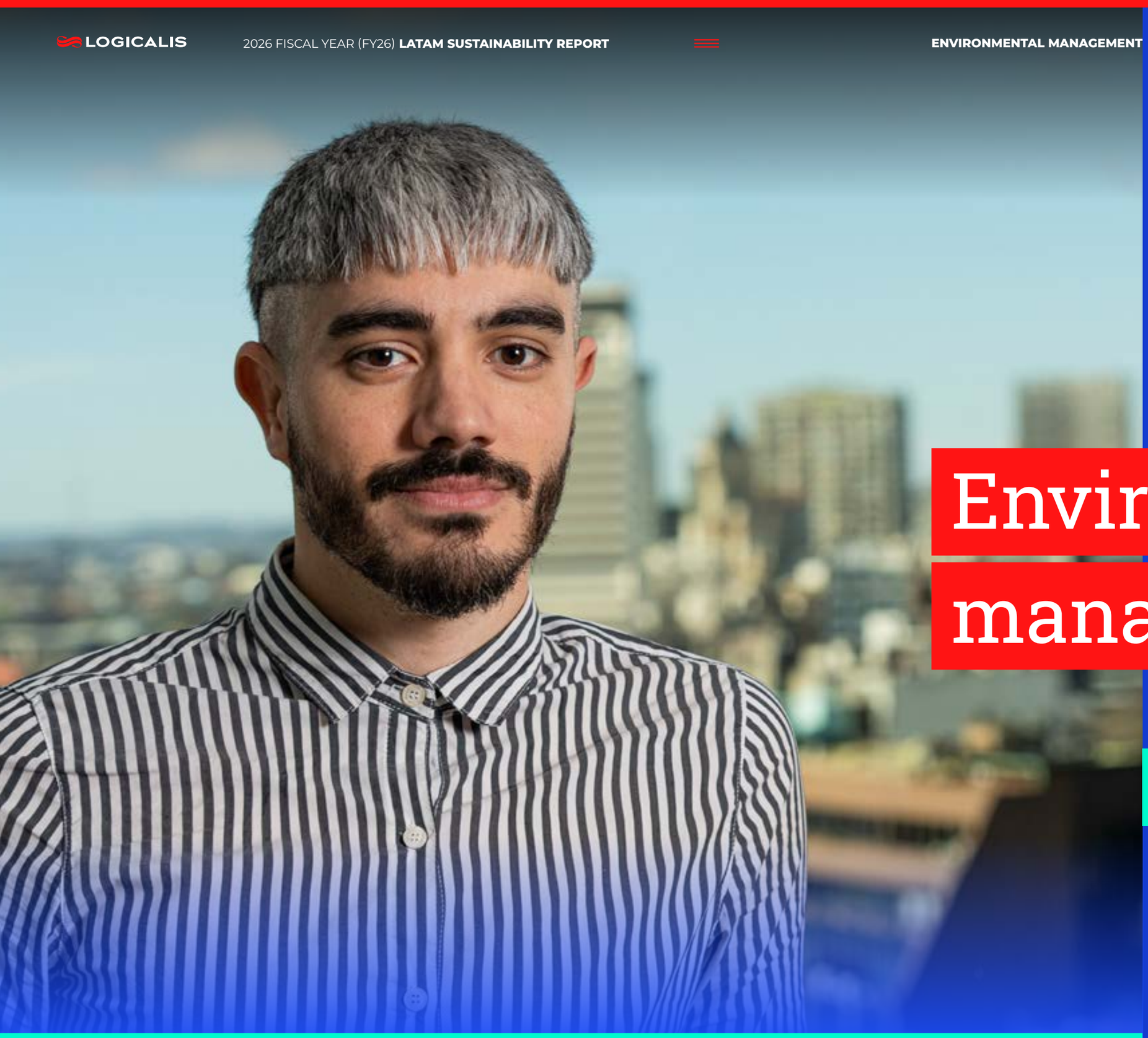
Finance

- ESG finance

Key

- LT Latin America (including Brazil)
- Argentina
- Brazil
- Chile
- Peru
- Mexico

Initiatives Implemented



Environmental management

53 Climate strategy and emissions management

56 Operational efficiency and responsible use of resources

Logicalis' environmental management in Latin America ranges from gauging greenhouse gas emissions to initiatives related to operational efficiency, sustainable logistics, and the integration of climate and digital transformation topics into the company's strategic discussions. Throughout the period, the company made progress in consolidating environmental monitoring and governance mechanisms in its regional operations.

The double materiality process conducted in the 2026 Fiscal Year (FY26) reinforced the strategic importance of topics related to climate change, energy efficiency, and sustainable digital transformation. A more integrated approach is now being taken to these topics, taking into account potential impacts on infrastructure, operations, energy consumption, business continuity, and the evolving technological demands associated with cloud computing and artificial intelligence.

In this context, the environmental agenda has increasingly become an integral part of discussions regarding operational efficiency, technological resilience, and the adaptation of businesses to sector transformations. **GRI 3-3 Climate Change and Climate Efficiency**

We have strengthened environmental monitoring and governance mechanisms in our regional operations.



Climate strategy and emissions management **GRI 305-1, 305-2, 305-3, 305-4**

For the first time in its history, Logicalis Latam conducted a greenhouse gas inventory of all its operations in Latin America, marking a significant step forward in environmental monitoring in the region.

Brazil, Mexico, and Chile continued to measure Scopes 1, 2, and 3, while the other countries monitored Scopes 1 and 2.

During this period, the company also began migrating its carbon emissions management to IBM's Envizi platform, which automates the monitoring of Scope 1 and 2 emissions based on the fiscal year rather than the calendar year. The transition to the new platform aims to strengthen the traceability of environmental information, enhance the reliability of reported data, and support the development of internal climate monitoring mechanisms.

The methodology for calculating Scope 3 emissions will be revised in the 2027 Fiscal Year (FY27), particularly with regard to emissions associated with the sale of hardware, software, and subscriptions, with the goal of improving the accuracy and quality of the reported information.

Part of this movement also involves initiatives related to logistics and transportation. In Brazil, the company operates the Green delivery program, which reinforces its strategy to reduce Scope 3 impacts.

The double materiality has heightened the importance of issues related to technological infrastructure and the impacts associated with digital transformation. Accordingly, "Responsible AI and sustainable digital transformation" has been added to the company's list of material topics, reflecting the growing connection between technological infrastructure, energy efficiency, and operational sustainability.

Although Logicalis' Latin American operations do not have their own data centers, the company monitors the impacts associated with advances in artificial intelligence and cloud computing, especially in light of the sector's growing demand for computing power and energy.

Greenhouse gas emissions (tCO_2 equivalent) [1, 2, 3, 4, 5, 6]

GRI 305-1, 305-2, 305-3, 305-4

Scope 1	2024 Total	2025 Total	Brazil	Andina	APU	NoLA	2026 Total
Stationary combustion	1.21	1.17	0.00	0.00	0.00	0.00	0.00
Mobile combustion	0	12.2	0.00	210.00	0.00	0.00	210.00
Fugitive emissions	43.62	121.18	0.00	0.00	0.00	0.00	0.00
Direct greenhouse gas emissions – Scope 1	44.84	134.44	0.00	210.00	0.00	0.00	210.00
Biogenic CO_2 emissions – Scope 1	0.15	5.71	0.00	0.00	0.00	0.00	0.00
Scope 2	**2024 Total**	**2025 Total**	**Brazil**	**Andina**	**APU**	**NoLA**	**2026 Total**
Indirect emissions from energy purchases – Scope 2	23.35	37.03	57.00	35.00	100.00	16.00	208.00
Scope 3	**2024 Total**	**2025 Total**	**Brazil**	**Andina**	**APU**	**NoLA**	**2026 Total**
Upstream transportation and distribution	387.94	0.00	0.00	0.00	0.00	0.00	0.00
Business trips	747.71	162.72	76.90	19.97	6.00	1,201.00	1,303.87
Employee transportation	14.5	0.00	0.00	0.00	0.00	0.00	0.00
Downstream transportation and distribution	585.92	2,660.18	0.00	0.00	0.00	0.00	0.00
Indirect emissions – Scope 3	1,736.07	2,822.90	76.90	19.97	6.00	1,201.00	1,303.87
Biogenic CO_2 emissions – Scope 3	9.7	19.00	0.00	0.00	0.00	0.00	0.00
Greenhouse gas (GHG) emissions intensity	0.05	0.18	0.00	0.00	0.00	0.00	0.00
Reductions resulting from offsets	1,804.25	2,994.48	0.00	0.00	0.00	0.00	0.00

Note 1: Gases included in the calculations: CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3.
Note 2: Base Year 2018 (Scope 1: 511.44 metric tons of CO_2 equivalent; Scope 2: 49.49 tCO_2 equivalent; Scope 3: 2,824.62 metric tons of CO_2 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 a metric to calculate greenhouse gas emissions intensity.
Note 5: The year 2018 was used for greenhouse gas emissions reductions, with a total of 3,885.54 tCO_2 equivalent.
Note 6: Composition of the country groups: APU: Argentina, Paraguay, and Uruguay; Andina: Chile, Peru, Colombia, Bolivia, and Ecuador; NoLA: Mexico, Puerto Rico, and the Dominican Republic.

34%

of deliveries to customers in Brazil were classified as “green choices”.



Green Delivery: Emissions are now factored into logistical decisions

Among the initiatives aimed at managing indirect emissions (Scope 3), we have implemented the Green Delivery program in Brazil, an initiative that incorporates carbon footprint criteria into the process of contracting logistics providers.

Developed with support from Datatec, the company’s parent company, the project integrated information related to the estimated emissions for each transport route into the logistics system. As a result, in addition to cost and lead time, teams began to consider the environmental impact of logistics operations when making decisions.

During the 2026 Fiscal Year (FY26), 34% of deliveries made in Brazil were classified as “green choices”, demonstrating a gradual shift in how environmental criteria are being incorporated into the company’s operational routines. The initiative is directly related to discussions concerning the management of Scope 3 emissions and reinforces the integration between operational efficiency and climate strategy.

Operational efficiency and responsible use of resources

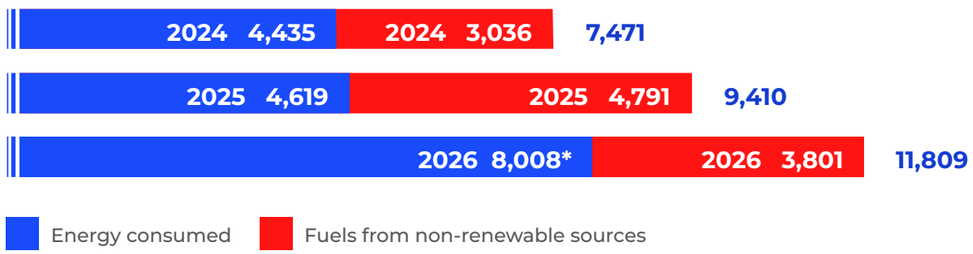
In terms of operational efficiency and the responsible use of resources, we have implemented a series of measures to modernize internal processes, optimize our technology infrastructure, and adopt new solutions.

In the Information Technology department, the migration of legacy applications to cloud environments has helped reduce the energy consumption associated with this specific infrastructure. A few examples include: a) Convergia's telephone system, which previously relied on servers and equipment physically installed within the company, has been modernized and now operates entirely in the cloud as an online service; b) The network access control service (ISE), which previously authenticated users on the company's internal servers, was migrated to an infrastructure hosted on Amazon Web Services (AWS), providing greater flexibility and scalability.

The topic of consumption of natural resources was assessed during the double materiality process. Given the predominantly administrative and digital nature of the company's operations in Latin America, this topic was not classified as a priority, although it continues to be monitored by the relevant departments.

Energy consumption within the organization

Total energy consumed (GJ) GRI 302-1



*No electricity was sold.

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable SASB TC-SI-130a.1

Total global energy consumption, grid electricity, and renewable energy	2026
(1) The total amount of energy consumed as an aggregate figure (self-generated or purchased), in gigajoules (GJ).	8,008
(2) Percentage of total energy consumption accounted for by electricity purchased from the grid.	8
(3) Percentage of total energy consumption from renewable sources (geothermal, wind, solar, hydro, certified biomass).	92



Electronic Circuit campaign

The Electronic Circuit campaign achieved the highest volume of waste ever collected by Logicalis in Latin America, with more than 2.8 metric tons of electronic waste collected across the region's countries—about one metric ton more than the result obtained in the previous cycle.

The initiative mobilizes employees and regional operations to ensure the proper disposal of electronic equipment, reinforcing practices related to responsible waste management and the circular economy.

Brazil accounted for the bulk of revenue collected during the period, driven both by the scale of its local operations and by the partnership established with the internal Information Technology department. During the campaign, infrastructure teams take advantage of the logistics operation already mobilized by the initiative to also ensure the responsible disposal of decommissioned or unused corporate equipment, expanding the scope of the initiative and contributing to the environmentally friendly disposal of these materials.



A sustainable value chain

60 Value chain management
62 Supplier engagement and development
63 Cybersecurity



Value chain management

GRI 3-3 Sustainable Management of the Value Chain, 204-1, 414-2

Relationships with suppliers and partners play a strategic role in Logicalis Latam's operations. Over the past few years, the company has been expanding its mechanisms for controlling, approving, and monitoring third parties, incorporating discussions related to compliance, information security, traceability, and ESG criteria into its value chain management routines.

This process is at different stages of maturity in Latin America. While operations such as those in Brazil have long been subject to requirements related to sustainability, governance, and supply chain responsibility, other markets in the region still have less stringent requirements in these areas. This context directly influences the pace at which practices evolve and the level of scrutiny applied to local supply chains.

GRI 3-3 - Human Capital, Diversity, and Technical Capabilities

In Brazil, the company maintains structured processes for the selection, approval, and monitoring of suppliers, including assessments related to integrity, regulatory compliance, joint liability, and information security.

The processes also incorporate assessments related to environmental and social practices, as well as the monitoring of certifications, indicators, and compliance requirements deemed relevant to the company's operations.

73.35%

of the procurement budget was allocated to local suppliers.

We also constantly monitor our critical suppliers, including reputation monitoring and evaluations carried out by the requesting departments involved in contracting and managing these partners. In the 2026 Fiscal Year (FY26), 117 suppliers were assessed, with none of them being identified as a potential source of negative social impact.

In Hispanic America, the company has been working to gradually expand the sharing of these practices among its regional operations, using internal benchmarks and fostering closer collaboration between local teams to support the evolution of value chain management processes.

Whenever possible, we prioritize working with local suppliers, thereby helping to strengthen the economies of different countries. In the 2026 Fiscal Year (FY26), 73.35% of the procurement budget for the main operating units was allocated to local suppliers, concentrated primarily in Brazil and the countries of Hispanic America.



2025 Inbrasc Award

Logicalis Brasil, in partnership with AgileOne, won the 2025 Inbrasc Award in the Supplier Management category, one of the leading awards in the supply chain and procurement sector in Brazil.

The recognition highlighted the Company's initiatives related to operational efficiency, supply chain governance, compliance, and the digitization of processes, as well as the strategic development of partnerships focused on ESG.

Supplier engagement and development

Throughout the 2026 Fiscal Year (FY26), the company also continued initiatives focused on supplier engagement and development, particularly on topics related to decarbonization and inclusion.

Among the highlights of the period was another edition of Low Carbon Day, an event organized together with logistics providers to discuss practices related to greenhouse gas emissions management and decarbonization strategies.

The initiative was initially focused on education, aiming to support partners on topics related to carbon management. In recent years, the event has come to prioritize the exchange of experiences between the suppliers themselves, sharing case studies and initiatives implemented in their operations.



Logicalis Brazil Supplier Awards V

In Brazil, we hosted the Supplier Awards for the fifth consecutive year, this being an initiative designed to recognize partners who stood out during the period based on supplier evaluations conducted internally by the company's various departments.

This year's event focused on inclusion and belonging, broadening the discussion on equity and representation throughout the value chain. In addition to recognizing the participating companies, the event promoted the exchange of experiences and the sharing of case studies related to building more diverse and inclusive environments, thereby strengthening the supply chain's engagement with ESG topics.



Cybersecurity

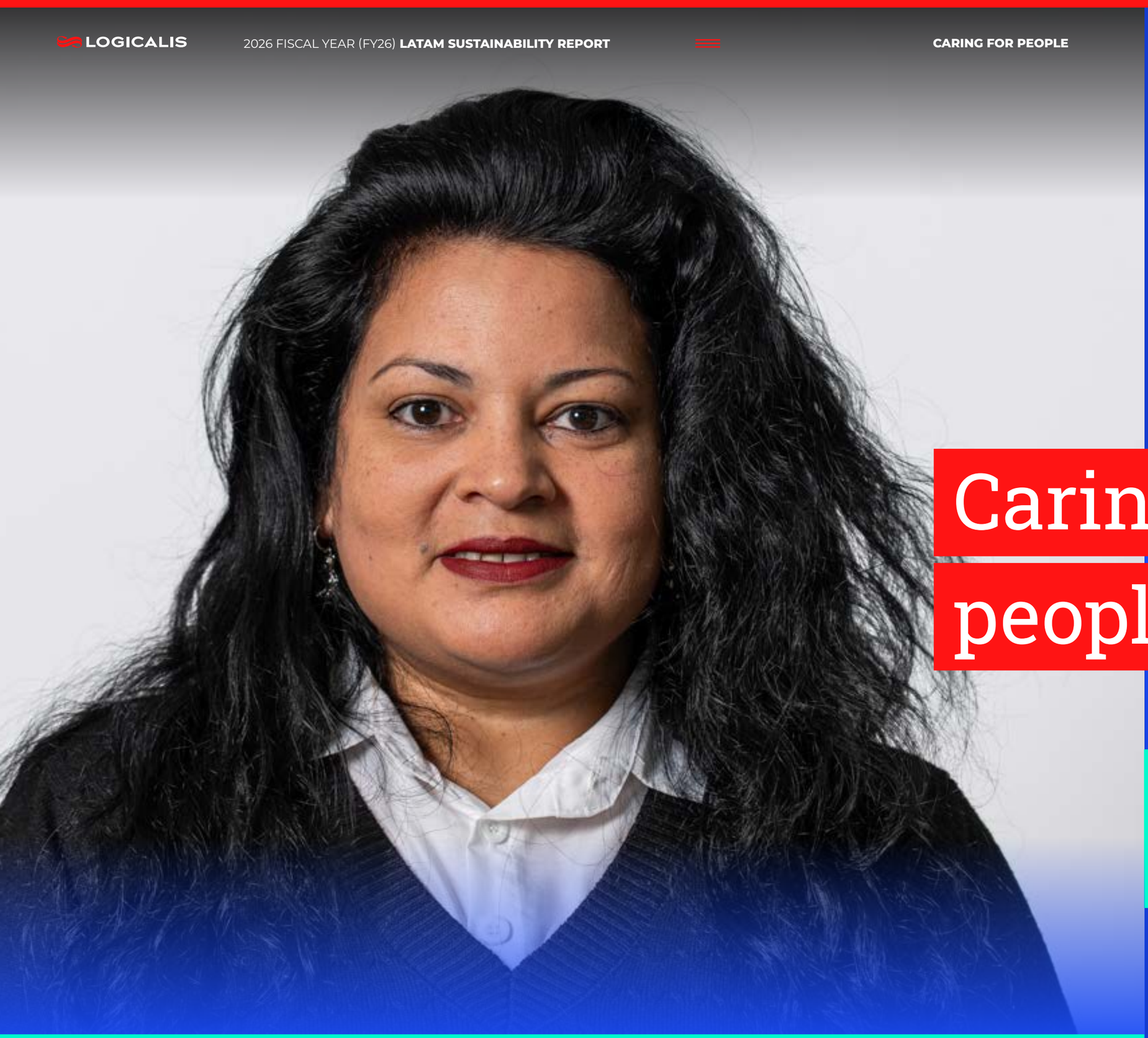
GRI 3-3 - Cybersecurity and Data Protection

We have also incorporated specific mechanisms focused on cybersecurity and information protection into our supplier management practices, particularly in contracts that involve access to systems, corporate data, or customer information.

The approval processes for our suppliers include evaluations related to the safety controls implemented in their operations. The level of scrutiny applied varies depending on the type of service contracted and the level of access to the company's information. Suppliers that store, process, or handle sensitive data are subject to more rigorous evaluation criteria, including an analysis of privacy requirements, data protection, and access control mechanisms.

We have also adopted specific contractual provisions related to privacy and information security, taking into account the shared risks involved in the activities of third parties. In situations involving corporate data or customer information, these processes aim to ensure greater traceability, clearly defined responsibilities, and the ability to respond to any incidents.

We also provide consulting services to suppliers who have a lower level of maturity in matters related to cybersecurity. Throughout the assessment process, the teams in charge support partners in understanding the requirements and developing the practices and controls necessary to comply with the standards we have adopted.



Caring for people

67 Engagement and organizational culture
74 Leadership training and development
78 Inclusion and belonging
82 Health and wellbeing
86 Volunteer program

Logicalis' operations in Latin America are supported by the creation of an increasingly collaborative work environment and the continuous development of its employees. During the 2026 Fiscal Year (FY26), we made progress on initiatives related to organizational culture, leadership development, inclusion and belonging, and health and wellbeing, as well as social impact programs and corporate volunteering.

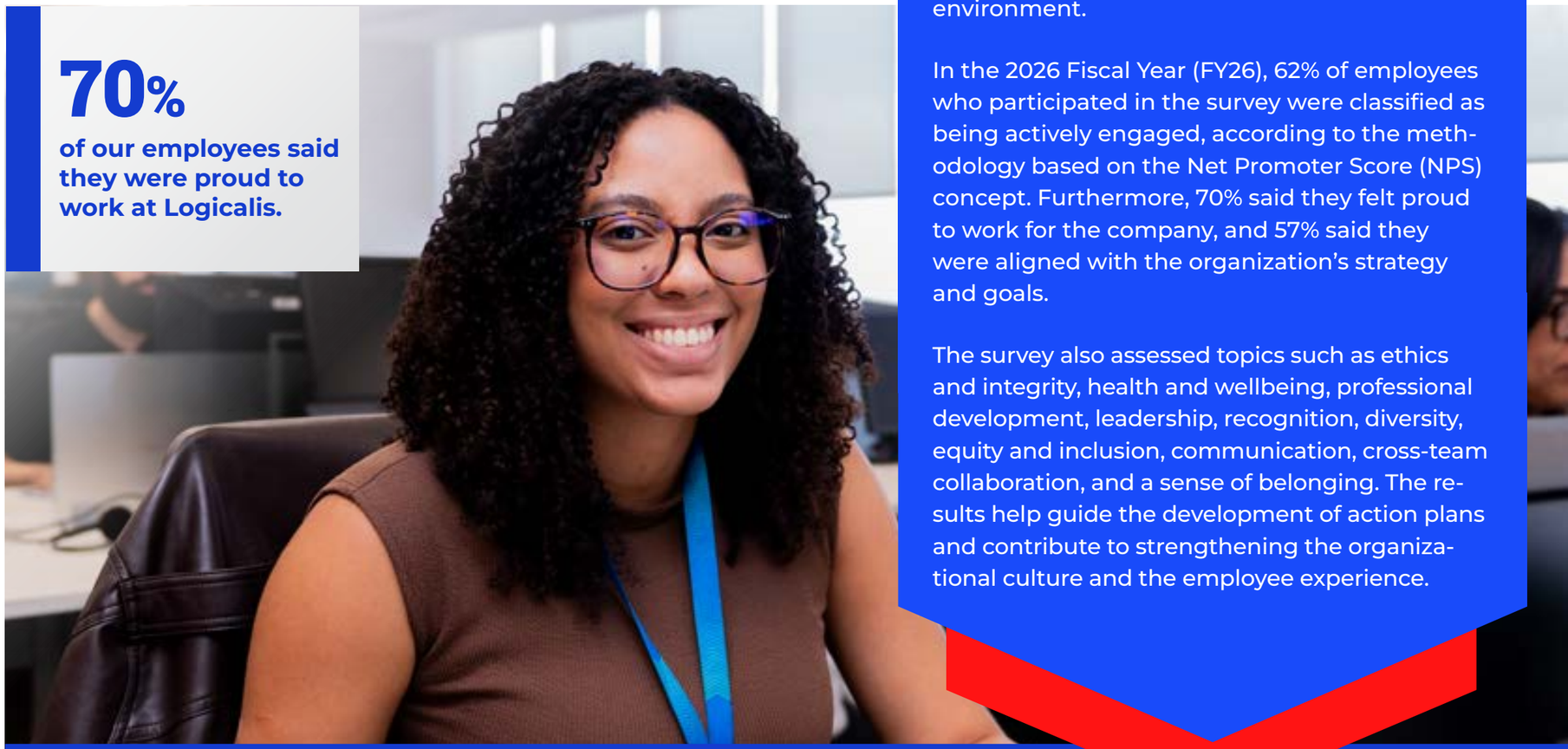
One of the year's key achievements was the review of how we apply our principles to our day-to-day regional operations. Into these concepts we have incorporated elements that are more closely linked to the type of behavior we want to see in our teams throughout Latin America. The project involved professionals from different countries, fields, and organizational levels in a collaborative effort that will be translated into action plans for the next cycle.

To strengthen internal recognition, we implemented the LogiShine program. Designed to highlight projects by teams and employees, it includes categories related to excellence in delivery, excellence in sales, impactful innovation, and behavior aligned with the organization's cultural principles.

Cross-functional collaboration and the sharing of knowledge were also approached using different channels during this cycle. Among these initiatives is LogiTalks, an event designed to encourage the exchange of experiences between professionals from different fields, thereby broadening employees' understanding of the company's operations and business in the region.

We also reviewed our organizational structure with the aim of improving organizational efficiency. The change reduced the number of hierarchical levels, improved the balance of team members, and created career paths, expanding opportunities for professional development.

Programs and initiatives designed to develop new leaders, improve the organizational climate, increase employee engagement, and promote diversity are constantly reviewed to prevent the potential risk of losing talent. **GRI 3-3 - Human Capital, Diversity, and Technical Capabilities**



70%

of our employees said they were proud to work at Logicalis.

Engagement and organizational culture TC-SI-330a.2

Listening to employees on an ongoing basis is one of the pillars of Logicalis's personnel management. To monitor the employee experience and identify opportunities for improvement, we have continued to run the POV (Point of View) program and use the Peakon platform globally, allowing us to track metrics related to organizational climate, engagement, and employees' perceptions of various aspects of the work environment.

In the 2026 Fiscal Year (FY26), 62% of employees who participated in the survey were classified as being actively engaged, according to the methodology based on the Net Promoter Score (NPS) concept. Furthermore, 70% said they felt proud to work for the company, and 57% said they were aligned with the organization's strategy and goals.

The survey also assessed topics such as ethics and integrity, health and wellbeing, professional development, leadership, recognition, diversity, equity and inclusion, communication, cross-team collaboration, and a sense of belonging. The results help guide the development of action plans and contribute to strengthening the organizational culture and the employee experience.

Total number of employees, broken down by gender and region GRI 2-7

Gender and Region	2024			2025			2026		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Brazil	740	311	1,051	607	279	886	559	279	838
NoLA	191	93	284	198	101	299	129	67	196
Andina	973	256	1,229	882	242	1,124	948	258	1,206
APU	299	97	396	303	100	403	300	95	395
TOTAL	**2,203**	**757**	**2,960**	**1,990**	**722**	**2,712**	**1,936**	**699**	**2,635**

*The methodology used to compile the data involved consolidating information from across all of Latin America and breaking it down as necessary. We also considered a sample of active employees as of February 2026, always including interns and young apprentices—who are classified as "temporary"—in the total count. It is worth noting that we did not experience any significant fluctuations during this period.

** Employees work in a location where Logicalis has an office; however, we have customers in different cities throughout Latin America, and the assignment of professionals depends on the specific contract with each customer.

Total number of employees, broken down by type of contract and gender GRI 2-7

Types of contract and gender	2024			2025			2026		
	Temporary	Permanent	Total	Temporary	Permanent	Total	Temporary	Permanent	Total
Men	177	2,026	2,203	87	1,903	1,990	92	1,844	1,936
Women	46	711	757	13	709	722	35	664	699
TOTAL	**223**	**2,737**	**2,960**	**100**	**2,612**	**2,712**	**127**	**2,508**	**2,635**

Total number of employees, broken down by type of employment contract and region GRI 2-7

Types of employment contract and region	2024			2025			2026		
	Temporary	Permanent	Total	Temporary	Permanent	Total	Temporary	Permanent	Total
Brazil	25	1,026	1,051	24	862	886	41	797	838
NoLA	4	280	284	4	295	299	0	196	196
Andina	1,038	191	1,229	92	1,032	1,124	84	1,122	1,206
APU	393	3	396	4	399	403	2	393	395
TOTAL	**1,460**	**1,500**	**2,960**	**124**	**2,588**	**2,712**	**127**	**2,508**	**2,635**

Total number of employees by type of job GRI 2-7

Type of job and gender	2024			2025			2026		
	Full-time	Part-time	TOTAL	Full-time	Part-time	TOTAL	Full-time	Part-time	TOTAL
Men	2,173	30	2,203	1,967	23	1,990	1,909	27	1,936
Women	726	31	757	698	24	722	676	23	699
TOTAL	**2,899**	**61**	**2,960**	**2,665**	**47**	**2,712**	**2,585**	**50**	**2,635**

Total number of employees by type of job GRI 2-7

Region	2024			2025			2026		
	Full-time	Part-time	TOTAL	Full-time	Part-time	TOTAL	Full-time	Part-time	TOTAL
Brazil	1,026	25	1,051	862	24	886	797	41	838
NoLA	280	4	284	295	4	299	196	0	196
Andina	1,200	29	1,229	1,109	15	1,124	1,198	8	1,206
APU	393	3	396	399	4	403	394	1	395
TOTAL	**2,899**	**61**	**2,960**	**2,665**	**47**	**2,712**	**2,585**	**50**	**2,635**

Total number of workers who are not employees, by gender GRI 2-8

Employee category	2024			2025			2026		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Apprentices	2	5	7	5	7	12	6	7	13
Trainees	19	15	34	14	10	24	22	15	37
TOTAL	**21**	**20**	**41**	**19**	**17**	**36**	**28**	**22**	**50**

*Methodologies and assumptions used to compile the data: interns and apprentices are included in 2-7 “Employees,” in the total number of employees, in the part-time employees, and in the employees with fixed-term contracts (each described in their respective section under 2-7). There were no significant fluctuations during the period.

Total number and rate of new employee hires, by age group GRI 401-1

Age group	2024		2025		2026	
	Hires	Rate (%)	Hires	Rate (%)	Hires	Rate (%)
Under 30 years old	314	58.3	210	47.2	185	43.9
30-50 years old	530	26.4	456	24.7	337	19.2
Over 50 years old	90	21.7	83	19.9	77	17.0
Total	**934**	**31.6**	**749**	**27.6**	**599**	**22.7**

Total number and rate of new employee hires, by gender GRI 401-1

	2024		2025		2026	
	Hires	Rate (%)	Hires	Rate (%)	Hires	Rate (%)
Men	697	32.07	576	28.9	452	23.4
Women	237	32.64	173	24.0	147	21.0
Total	**934**	**31.6**	**749**	**27.6**	**599**	**22.8**

Total number and rate of new employee hires, by region GRI 401-1

	2024		2025		2026	
	Hires	Rate (%)	Hires	Rate (%)	Hires	Rate (%)
Brazil	266	25.3	187	21.1	203	24.2
NoLA	101	35.6	102	34.1	38	19.4
Andina	499	40.6	387	34.4	313	25.9
APU	68	17.2	73	18.1	45	11.4
TOTAL	**934**	**31.6**	**749**	**27.6**	**599**	**22.7**

The rate is calculated based on the headcount for the 2026 Fiscal Year (FY26) within the timeframe specified by the indicator, divided by the number of people hired over the course of the year within that same timeframe.

Total number and percentage of employees who left the company, by age group

GRI 401-1

	2024		2025		2026	
	Departures	Rate (%)	Departures	Rate (%)	Departures	Rate (%)
Under 30 years old	233	43.2	196	44.0	147	34.8
30-50 years old	641	31.9	583	31.5	430	24.4
Over 50	97	23.4	133	31.9	104	22.9
Total	**971**	**32.8**	**912**	**33.6**	**681**	**25.8**

Total number and percentage of employees who left the company, by gender GRI 401-1

	2024		2025		2026	
	Departures	Rate (%)	Departures	Rate (%)	Departures	Rate (%)
Men	774	35.1	712	35.8	511	26.4
Women	197	26.0	200	27.7	170	24.3
Total	**971**	**32.8**	**912**	**33.6**	**681**	**25.8**

Total number and percentage of employees who left the company, by region

GRI 401-1

	2024		2025		2026	
	Departures	Rate (%)	Departures	Rate (%)	Departures	Rate (%)
Brazil	215	20.5	355	40.1	249	29.7
NoLA	84	29.6	62	20.7	44	22.4
Andina	608	49.5	435	38.7	333	27.6
APU	64	16.2	60	14.9	55	13.9
TOTAL	**971**	**32.8**	**912**	**33.6**	**681**	**25.8**

Employee engagement as a percentage SASB TC-SI-330a.2

	2026
Percentage calculated as the number of “actively engaged” employees divided by the total number of employees who completed the survey	62
Percentage of employees who are proud of their job/workplace	70
Percentage of employees aligned with the strategy and targets	57

Source of the Study: The Peakon tool/system, used globally by the Logicalis Group to measure organizational climate.
Method used to calculate the percentage: To calculate the number of promoters, we use the NPS concept, considering scores of 9 and 10 as highly engaged/promoters. Scores of 8 and 7 are considered neutral, and scores of 6 or lower are considered negative.

Leadership training and development GRI 404-2; TC-SI-330a.1

Leadership development remained one of the company's priorities, and the highlight of the year was the progress made in the Leadership Pro program. We implemented four training modules designed to strengthen management skills, with approximately 40% of the regional leaders participating.

We also improved our performance evaluation processes with the launch of the Inspiring People's Performance (InsPPer) initiative, which now combines skills and performance in a single evaluation tool. The process includes self-assessment, 360° evaluations, structured feedback, and the creation of individual development plans, thereby fostering a culture of continuous learning and employee leadership in career management.

We are driving talent development through the relaunch of the internal mobility program.

Another highlight was the relaunch of the internal mobility program. With a focus on accelerating the development of talent, this program expands opportunities for career mobility across departments and operations, supporting continued employability and the development of career paths aligned with employees' interests and business needs. For international assignments, the company relies on structured processes, specialized legal support, and the ongoing monitoring of local immigration laws, ensuring regulatory compliance and a smoother experience for professionals relocating between countries.

We have also developed a new technical certification program to strengthen the development of skills aligned with the demands of the technology market. Employees also have access to learning platforms such as CrossKnowledge, Udemy, and Cisco INE, as well as incentives to pursue academic education and executive development in specific cases.

Managers also began participating in the Leadership in Motion program, which consists of monthly meetings focused on aligning strategies, strengthening the organizational culture, and discussing the challenges related to managing teams in the region.

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

	2024	2025	2026
Men	8.8	26.2	7.3
Women	10.0	29.6	6.00
Total	**9.1**	**27.1**	**7.00**

Average hours of training per year, per employee, by employee category

GRI 404-1

	2024	2025	2026
Executive Board	31.2	46.4	2.8
Management	20.8	46.6	13.7
Coordinators/Supervisors	12.6	26.2	19.1
Specialists/Experts	9.6	33.0	7.2
Analysts	10.4	32.8	6.4
Sales	14.5	32.3	4.6
Technicians	1.3	9.8	4.9
Assistants	6.5	25.9	3.5
Total	**9.1**	**27.1**	**7.0**

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

	2024	2025	2026
Apprentices	11.9	13.7	18.1
Trainees	22.8	38.5	8.1
Total	**20.9**	**30.2**	**10.7**

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

	2024			2025			2026		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Board	76.5	85.7	78.41	100	100	100	100	100	100
Management	88.9	92.7	90.0	98.9	98.4	98.7	100	100	100
Coordinators/ Supervisors	92.1	93.1	92.4	100	100	100	100	100	100
Specialists/ Experts	85.4	86.7	85.6	99.4	100	99.5	99.8	100	99.8
Analysts	80.8	85.3	82.4	100	99.6	99.8	100	100	100
Sales	84.8	82.8	84.3	100	100	100	100	100	100
Technicians	82.4	81.9	82.3	100	100	100	99.8	100	99.8
Assistants	84.6	95.0	89.9	100	100	100	100	100	100
Total	**86.3**	**83.7**	**84.4**	**99.7**	**99.7**	**99.7**	**99.9**	**100**	**99.9**

Percentage of employees that require a work visa SASB TC-SI-330a.1

	2026
Number of employees (direct, full-time, and part-time) that require a temporary work visa.	3
Total number of employees directly employed by the organization at the end of the period.	2,635
Percentage of employees that require a work visa.	0.11

Recognition and development of talent GRI 2-19, 2-20

Logicalis' remuneration strategy aims to attract, develop, and retain professionals who are aligned with the company's business objectives, combining market competitiveness, recognition for performance, and the promotion of critical skills. The company adopts fixed and variable remuneration policies based on salary surveys, market trends, and organizational results, ensuring alignment between individual performance, team performance, and the organization's strategic goals.

The salary-setting and salary-review processes are conducted in accordance with a corporate authority matrix and, whenever necessary, submitted to the People Committee for review. In addition to annual salary review cycles, the company has specific mechanisms in place to recognize key talent, retain professionals with critical skills, and attract strategic talent for the business.



Inclusion and belonging TC-SI-330a.3

One key focus of our inclusion and belonging initiatives this year was the strengthening of affinity groups in Brazil: LogiWomen (Women), LogiBold (Black and Mixed-ethnic employees), LogiBrave (People with Disabilities and Neurodiverse Individuals), and LogiPride (LGBTQIAPN+). Throughout the period, the groups expanded their efforts to foster integration among employees, organizing meetings, discussions, and activities aimed at sharing experiences and strengthening support networks within the company.

Among the initiatives, the meetings organized by the women's group and the volunteer activities carried out in partnership with social organizations linked to the LGBTQIAPN+ community stood out. The groups continued to serve as permanent spaces for listening, connection, and dialogue between employees from different departments and backgrounds.

Racial equality

Logicalis Brasil received the Seal of Racial Equality, awarded by the City of São Paulo. This recognition refers to internal initiatives to promote racial equity and the representation of Black and mixed-ethnic individuals in the workforce. Currently, more than 20% of Logicalis Brazil's employees are Black or Mixed-ethnic.



Percentage of individuals within the organization's governance bodies, by gender GRI 405-1

	2024		2025		2026	
	Men	Women	Men	Women	Men	Women
Members of governance bodies	100	0	100	0	100	0

N.B.: There are no individuals from minority and/or vulnerable groups on the governance bodies.

Percentage of members of the organization's governance bodies, by age group

GRI 405-1

	2024	2025	2026
Board of Directors			
Under 30 years old	0.0	0.0	0.0
30-50 years old	57.1	28.6	28.57
Over 50 years old	42.9	71.4	71.43

Employees by employee category and gender GRI 405-1

	2024		2025		2026	
	Men	Women	Men	Women	Men	Women
Executive Board	82.9	17.1	85.2	14.8	78.26	21.74
Management	72.6	27.4	72.9	27.1	72.91	27.09
Coordinators/Supervisors	68.5	31.5	71.2	28.8	77.97	22.03
Specialists/Experts	82.9	17.1	80.7	19.3	79.83	20.17
Analysts	64.5	35.5	63.6	36.4	63.00	37.00
Sales	73.2	26.9	63.3	33.7	61.54	38.46
Technicians	80.8	19.2	80.1	19.9	82.74	17.26
Assistants	49.4	50.6	46.9	53.1	35.48	64.52
Total	**74.8**	**25.3**	**73.7**	**26.4**	**73.81**	**26.19**

Employees, by employee category and age group GRI 405-1

	2024	2025	2026
Executive Board			
Under 30 years old	0.0	0.0	0.0
30-50 years old	58.5	48.1	47.8
Over 50 years old	41.5	51.9	52.2
Management			
Under 30 years old	0.3	0.0	0.0
30-50 years old	75.9	74.1	71.9
Over 50 years old	23.8	25.9	28.1
Coordinators/Supervisors			
Under 30 years old	4.3	4.1	3.4
30-50 years old	78.3	78.1	74.6
Over 50 years old	17.4	17.8	22.0
Specialists/Experts			
Under 30 years old	5.3	4.3	3.5
30-50 years old	76.5	76.4	73.3
Over 50 years old	18.2	19.3	23.2
Analysts			
Under 30 years old	26.7	23.7	22.14
30-50 years old	66.9	68.8	69.0
Over 50 years old	6.4	7.5	8.9
Sales			
Under 30 years old	0.9	0.0	0.0
30-50 years old	66.7	66.3	57.1
Over 50 years old	32.4	33.7	42.9
Technicians			
Under 30 years old	26.0	24.0	23.5
30-50 years old	63.4	63.2	63.5
Over 50 years old	10.6	12.8	13.0
Assistants			
Under 30 years old	38.0	32.8	29.0
30-50 years old	45.6	48.4	51.6
Over 50 years old	16.4	18.8	19.4
TOTAL			
Under 30 years old	**17.2**	**15.4**	**14.5**
30-50 years old	**68.6**	**69.0**	**67.9**
Over 50 years old	**14.2**	**15.6**	**17.6**

N.B.: In some countries outside Brazil, there are legal restrictions on requesting data regarding ethnicity and sexual orientation. As such, this information will not be included in this report, which covers Latin America. The handling of PwD quotas also varies from country to country, and there is no meaningful basis for comparison that can be included in the report.



Health and wellbeing

GRI 403-1 (2019), 403-6 (2019)

Mental health, quality of life, and flexible work arrangements were among the priorities the company focused on in its employee-care initiatives in Latin America.

Some of these initiatives are coordinated by the Safety, Environment, and Health Management System (SEHMS), which has been implemented in Brazil, Argentina, Chile, Peru, Mexico, and Colombia. The system serves as the primary tool for coordinating and integrating initiatives related to safety, occupational health, and environmental management across the company's entire operations.

Structured in accordance with the ISO 45001 standard for occupational health and safety management and the ISO 14001 standard for environmental management, the SEHMS includes policies, commitments, objectives and targets, the definition of responsibilities, the allocation of resources, and mechanisms for recording complaints.

In every country where it operates, Logicalis complies with applicable occupational health and safety laws and regulations, implementing measures aimed at reducing exposure to risks and preventing workplace accidents and illnesses, covering its own employees, third parties, and service providers.

Benefits and promotion of quality of life

We offer a comprehensive range of benefits and programs designed to promote the health and wellbeing of our employees, while taking into account the specific characteristics of each Latin American country where we operate.

In Brazil, we offer a health insurance plan with nationwide coverage, including psychological and dental care. In the APU, NoLA, and Andina regions, mandatory health insurance—funded by the company—is provided to cover treatment for work-related accidents or illnesses. In some countries, benefits also include private health insurance, supplemental health coverage, and extended coverage for dependents.

The company has also put together a regional schedule of wellness-focused activities, with sessions held in Portuguese and Spanish for the different countries in the region. Among the topics covered are emotional wellbeing, financial wellbeing, and support for leaders in managing teams in high-pressure and rapidly changing environments.

The Employee Assistance Program provides psychological counseling, legal advice, and financial support to our employees.

Our commitment to our employees also includes the Employee Assistance Program, which provides psychological counseling, legal advice, and financial support, always with a guarantee of privacy and confidentiality. Through the program, professionals have access to support and guidance on issues related to stress, insomnia, depression, financial planning, and legal advice, for example.

Throughout the period, the company promoted preventive and awareness campaigns, such as Yellow September, Pink October, and Blue November, as well as annual flu vaccination campaigns in all Latin American countries. In Brazil, one of the highlights was the launch of the Digital Check-up, designed to streamline the process of health assessments, medical screenings, and test requests, thereby enhancing the convenience and effectiveness of the preventive care provided by healthcare teams. Health promotion initiatives also included the Health Station, access to physical activity platforms, workplace exercise programs, mindfulness, active breaks, and quick massage sessions at various operations in the region.

The company also encourages healthy habits through benefits tailored to each country. In Brazil and Mexico, employees and their dependents have access to mental health resources and physical activity benefits. In Uruguay and Paraguay, the company subsidizes gym memberships, while in Argentina, it offers discounts at partner gym chains. All employees in Latin America also have travel insurance to cover medical emergencies during business trips.

Among other initiatives focused on wellbeing and flexibility, Logicalis has maintained its hybrid work policy, and in some countries, it offers participation in the Citizen Company program, which provides 20 days of extended paternity leave and 180 days of maternity leave. The company also launched the Work From Anywhere program, which allows employees to work from anywhere in the world for up to two weeks each semester.

Health-related personal information is treated confidentially, ensuring that participation in health programs and services is not used to provide employees with any form of favorable or unfavorable treatment.

Benefits offered GRI 401-2

- Life insurance
- Health insurance
- Dental plan
- Disability and invalidity benefits
- Parental leave
- Private pension plans
- Daycare assistance
- Transportation voucher
- Meal and food vouchers
- Physical activity incentive program
- Employee Assistance Program (EAP)
- Birthday off
- Shortened workweek

The benefits listed in this report correspond to those offered in at least three Latin American countries and which are made available to all eligible employees. There are also specific benefits adopted by one or two countries that are not reflected in this consolidation because they vary depending on local laws, market practices, and policies.



Parental leave GRI 401-3

		2024	2025	2026
Employees that were entitled to parental leave	Men	2,258	1,990	1,936
	Women	697	722	699
Employees who took leave	Men	39	48	32
	Women	10	46	36
Employees who returned to work during the reporting period	Men	39	47	47
	Women	18	45	45
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Men	36	36	34
	Women	13	11	31
Rate of return	Men	100	100	100
	Women	100	100	95.1
Retention rate	Men	86	100	72.0
	Women	100	100	69.0

Footnote: The retention rate takes into account cases in which employees themselves resigned after 12 months. We also had one case in which an employee resigned while on leave. It is also important to note that there is no discontinuation of a performance improvement plan that is structured and aligned with the employees. Therefore, the dismissals performed by the company during the 12-month period were part of Logicalis's effort to improve performance.

Volunteer program

Corporate volunteering has taken center stage in the company's social agenda with the launch in Brazil of the Volunteering Platform, a regional system designed to engage employees in initiatives that have a social impact.

The system has been designed to allow professionals themselves to propose, organize, and lead social initiatives aligned with the causes they feel most strongly about, such as education, support for children and the elderly, animal welfare, and community development.

During the 2026 Fiscal Year (FY26), more than

500

voluntary actions were recorded.

We are committed to the development of the communities in which we operate.





The proposed initiatives are reviewed by an internal multidisciplinary committee responsible for ensuring compliance with the company's guidelines, particularly with regard to ethics, political neutrality, and transparency.

Team engagement saw significant participation within the first few months of implementation. Between July 2025 and February 2026, more than 500 individual volunteer initiatives were recorded, demonstrating the growing culture of social participation and Logicalis Brasil's commitment to the development of the communities where it operates.



Governance

96 Ethics and integrity

104 Risk management

108 Information security and data protection



Logicalis Latam's governance structure is guided by principles of ethics, transparency, corporate responsibility, and regulatory compliance. During the 2026 Fiscal Year (FY26), the regional governance body oversaw major transformative initiatives at the company, including the strengthening of structures focused on integrated risk management, sustainability, and digital transformation.

The Board of Directors is the primary governance body, responsible for the strategic oversight of the business and for monitoring the social, environmental, and economic impacts related to Logicalis' operations in the region.

Its members are appointed by the shareholders, based on criteria such as independence, the technical skills and experience necessary to perform their duties, and the expectations and guidelines of the shareholders themselves.

The Chairman of the Board of Directors does not perform executive functions in the Latin American operation, ensuring a separation between governance responsibilities and executive management.

Oversight of ESG topics and corporate risks involves the direct participation of the Latam CEO and the Chief Legal & Compliance Officer, who is responsible for coordinating compliance, integrity, risk management, and regulatory monitoring in the region. **GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-16**

Committees

The governance structure is supported by regional committees responsible for monitoring the company's strategic topics. Of these, those listed below stand out.

Based on this set of tools, Logicalis's management and leadership have established a set of processes, control mechanisms, meetings, events, and other management practices that support its leadership system. The topic of sustainable development is discussed and reviewed quarterly by the Strategy and Business Development Committee, which, in turn, reports to the Board. **GRI 2-17**

Regional committees

1. **Audit, Compliance, and Risk Committee**
2. **Strategy and Business Development Committee**
3. **People, Appointments, and Remuneration Committee**
4. **Ethics and Conduct Committee**
5. **Information Security Committee**

Evaluation **GRI 2-18; 2-15**

The performance evaluation processes of the highest governance body include oversight of the management of the organization's impacts on the economy, the environment, and people.

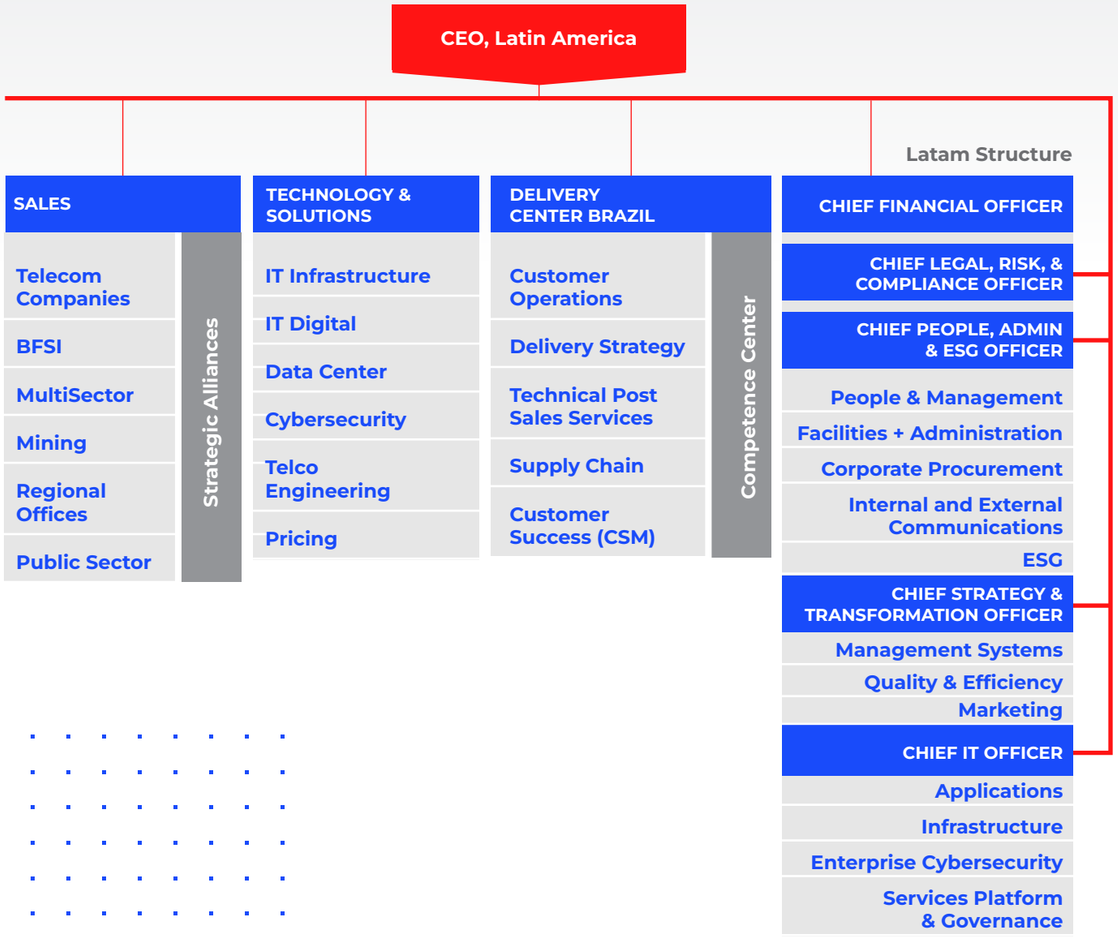
In the ESG context, this assessment is conducted every six months within the framework of the Datatec Responsible Business Committee, involving the Datatec Board and the global Responsible Business team. The process is supported by internal and external audits, monitoring activities, and continuous improvement initiatives, contributing to effective governance and alignment with best practices in sustainability and corporate responsibility.

Among the aspects considered are the senior management's adherence to corporate policies on ethics, anti-corruption, and the prevention of conflicts of interest, compliance with which is formally confirmed annually by members of senior management.

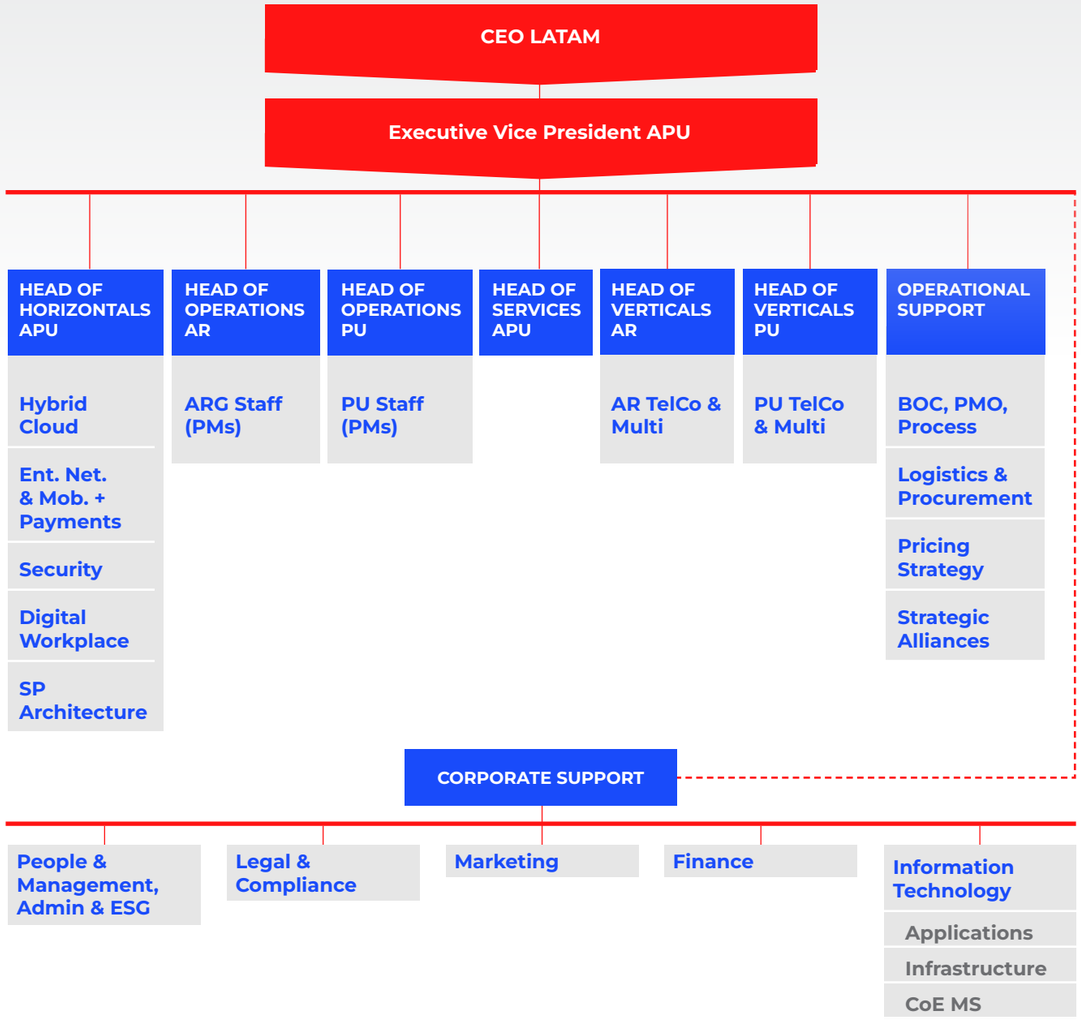
The evaluation is conducted internally, without the participation of independent evaluators. During the reporting period, the assessments conducted did not result in the implementation of any specific measures or additional corrective actions.

Governance structure

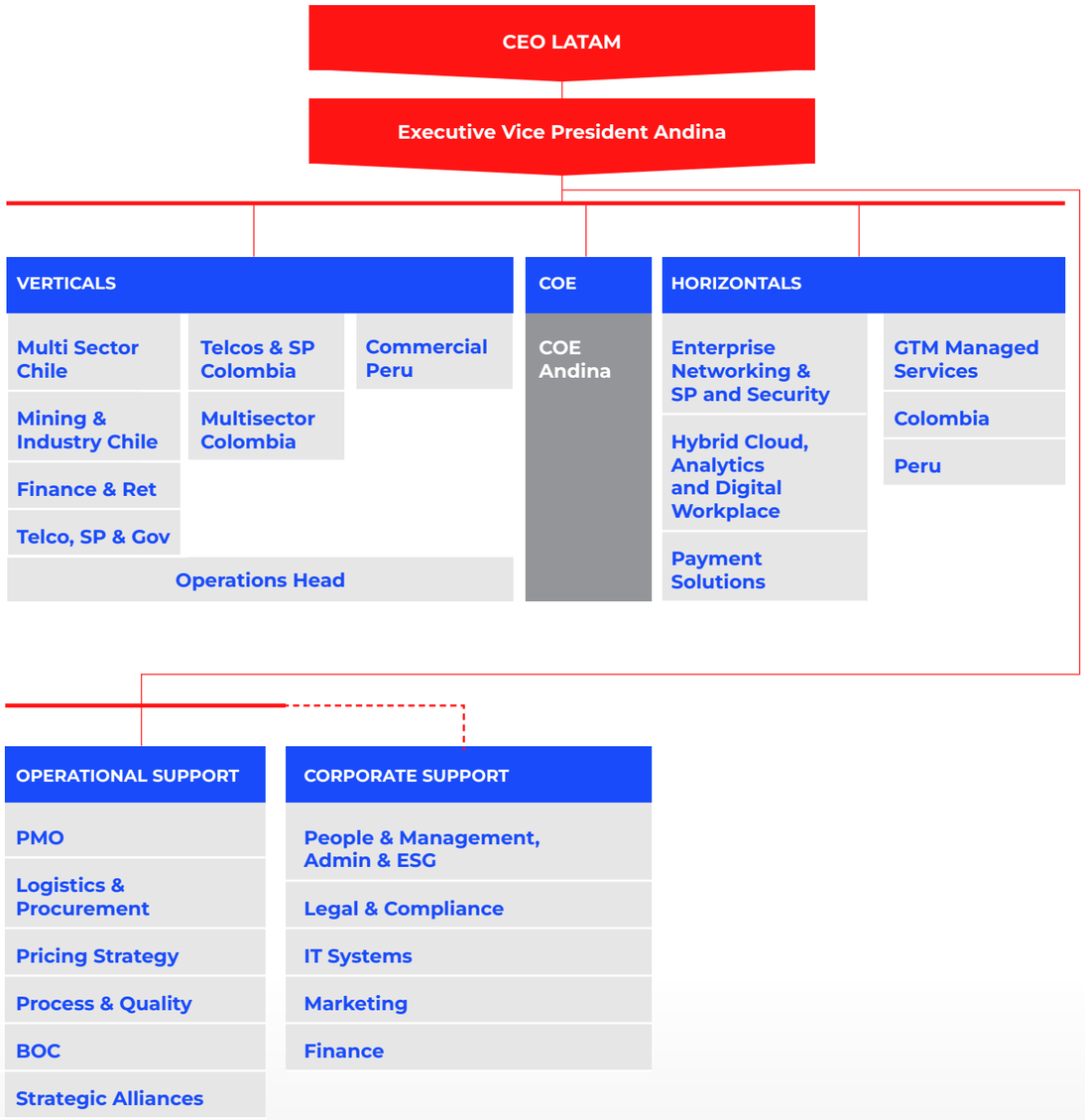
Organizational Chart for Brazil



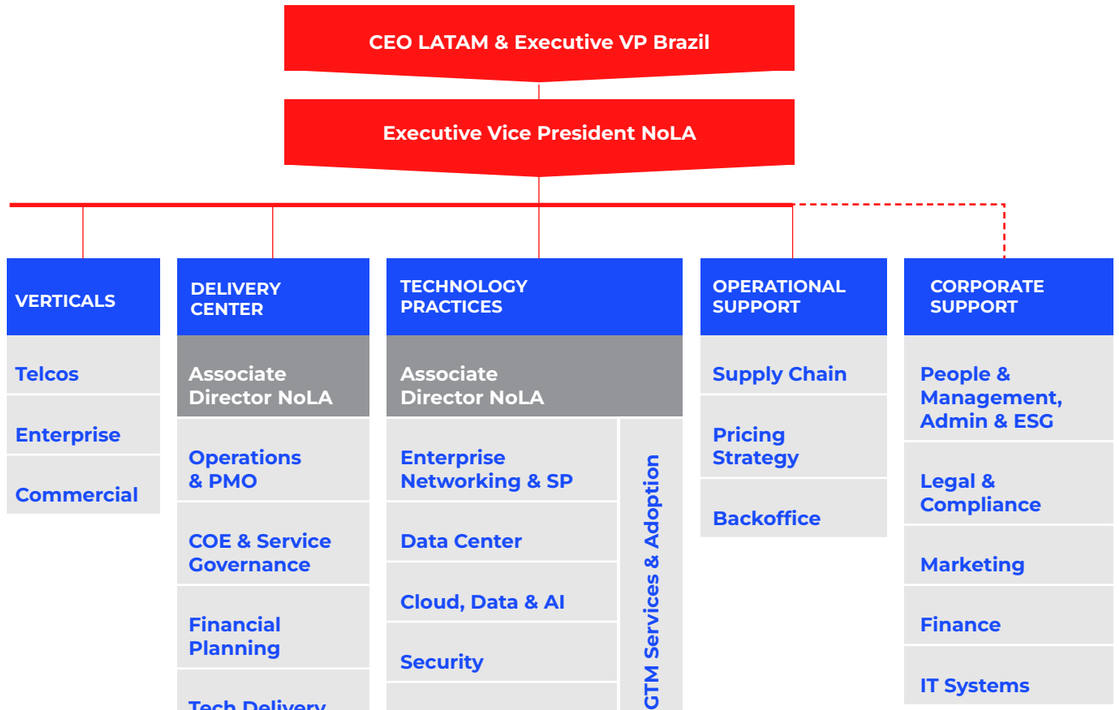
APU Organizational Chart



Andina Organizational Chart



NoLA Organizational Chart



Ethics and integrity

GRI 2-16, 2-23, 2-24, 2-25, 2-26, 2-27



A commitment to ethics, integrity, and responsible business practices guides Logicalis' operations throughout Latin America. The company adopts the ten principles of the United Nations Global Compact as a framework for its practices related to human rights, labor relations, the environment, and anti-corruption, incorporating these commitments into its strategies, policies, processes, and business relationships.

The Code of Ethics and Conduct and the Anti-Corruption Policy are the primary tools that guide the actions of employees, suppliers, and other stakeholders. These commitments are implemented through the Integrity Management System (IMS), which is structured at the strategic, managerial, and operational levels and is responsible for supporting the prevention, detection, and handling of misconduct, as well as promoting the continuous improvement of the organization's integrity practices.

We have adopted the
10principles
of the UN Global Compact.

The company offered periodic training sessions for all employees and suppliers based on their level of integrity risk, covering topics related to ethics, compliance, data protection, and health and safety. These commitments are also integrated into the organization's daily operations through internal and external communication processes, a clear definition of responsibilities, and the implementation of operational and financial controls. In Brazil, 90% of suppliers posing a high integrity risk received training during the period.

Among the measures adopted, the following stand out: due diligence processes for professionals and suppliers classified as high-risk, financial controls and segregation of duties, contractual anti-corruption commitments, and specific procedures related to gifts, hospitality, donations, and similar benefits.

We conduct regular training sessions for all employees.

Pillars of the Integrity Management System

GRI 2-23, 2-24

- Code of Ethics and Conduct
- Anti-Corruption Policy
- Integrity Management System (IMS)
- Ethics and Conduct Channel
- Due diligence of employees and suppliers
- Periodic training sessions
- Internal and external audits
- ISO 37001 Certification (Brazil)

Ethics and Conduct Channel

GRI 2-25, 2-26, 406-1

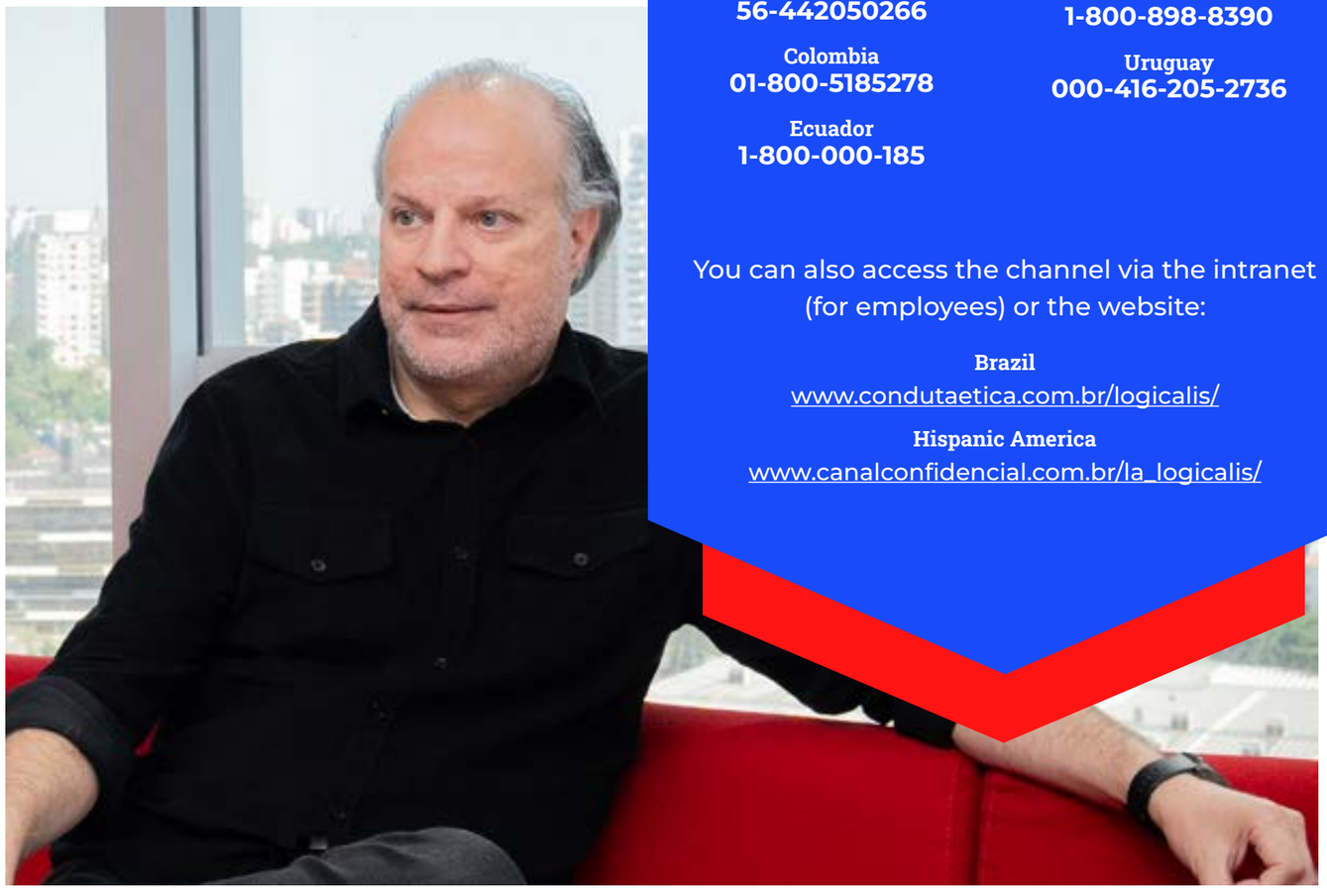
The Ethics and Conduct Channel remained one of the primary tools for receiving and investigating reports related to potential ethical violations. Available to employees, suppliers, customers, and other stakeholders, the channel allows for the submission of either identified or anonymous reports, ensuring confidentiality, independence, and protection against retaliation.

During the period, 41 issues deemed to be critical were reported to the highest governance body, primarily relating to cases of workplace bullying (14) and inappropriate behavior (11), as well as situations involving conflicts of interest (5), discrimination (3), the leakage or misuse of information (3), sexual harassment (1), improper payment or receipt (1), violations of labor laws (1), and other topics (2).

All reports received are reviewed in accordance with specific internal procedures, ensuring that the facts are properly investigated and appropriate measures taken. Whenever necessary, corrective, mitigating, or disciplinary measures are implemented that are proportionate to the nature and severity of the cases, helping to prevent recurrences and continuously strengthen internal controls.

The company continued to work to strengthen confidentiality and trust in the Ethics and Conduct Channel, while also creating regular internal reports on metrics related to case filings and closures.

The Ethics and Conduct Channel is available to employees, suppliers, customers, and other stakeholders.



The Ethics and Conduct Channel can be reached at the phone numbers listed below, Monday through Friday, from 9 a.m. to 5 p.m.:

Argentina
0800-333-0299

Bolivia
800-101-186

Brazil
0800 721 0755

Chile
56-442050266

Colombia
01-800-5185278

Ecuador
1-800-000-185

Mexico
800-099-0423

Paraguay
55 11 2739 4509

Peru
0800-77768

Puerto Rico
1-800-898-8390

Uruguay
000-416-205-2736

You can also access the channel via the intranet (for employees) or the website:

Brazil
www.condutaetica.com.br/logicalis/

Hispanic America
www.canalconfidencial.com.br/la_logicalis/

Compliance and prevention of corruption

We also promote initiatives to foster closer ties between the Compliance department and our employees. Among these, the Coffee with Compliance initiative stands out. This in-person event held at the offices takes an open-discussion format to answer questions related to the Ethics and Conduct Channel, the Code of Ethics, and anti-corruption practices.

Maintaining ISO 37001 certification, related to the Anti-Bribery Management System in Brazil, also remained among the department's priorities. Although formal certification is focused on the Brazilian operation, the anti-corruption controls and practices adopted are shared with the other countries in Latin America.

The effectiveness of the integrity mechanisms is continuously monitored by means of audits, tracking of indicators, periodic assessments, and reports to senior management, which support decision-making and the continuous improvement of the Integrity Management System. During the reporting period, we did not record any significant instances of noncompliance with applicable laws or regulations. **GRI 2-27**



Ethics & ESG Trends GRI 2-17

For the second consecutive year, we held the Latin American edition of Ethics & ESG Trends, an internal event designed to broaden the discussion on ethics, compliance, and sustainability among employees in the region.

The initiative brought together leaders, experts, and teams from different countries for discussions on organizational culture, inclusion, information security, digital transformation, and the ESG agenda. The program also included the internal launch of the Sustainability Report for the previous cycle and presentations on social initiatives carried out in partnership with customers and civil society organizations.

Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region GRI 205-2

	2026	
	Communicated	Trained
Brazil		
Total number of members in the year	5	5
Total number of members communicated/trained	5	5
Percentage of members communicated/trained (%)	100	100

Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by region GRI 205-2

	2026	
	Communicated	Trained
Brazil		
Total number of employees	838	838
Total number of employees communicated/trained	838	828
Percentage of employees communicated/trained (%)	100	98.8
NoLA		
Total number of employees	199	199
Total number of employees communicated/trained	199	199
Percentage of employees communicated/trained (%)	100	100
Andina		
Total number of employees	1,203	1,203
Total number of employees communicated/trained	1,203	1,153
Percentage of employees communicated/trained (%)	100	95
APU		
Total number of employees	401	401
Total number of employees communicated/trained	401	400
Percentage of employees communicated/trained (%)	100	99.7
TOTAL		
Total number of employees	**2,641**	**2,641**
Total number of employees communicated/trained	**2,641**	**2,580**
Percentage of employees communicated/trained (%)	**100**	**97.7**

Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category GRI 205-2

	2026	
	Communicated	Trained
Executive Board		
Total number of employees	23	23
Total number of employees communicated/trained	23	23
Percentage of employees communicated/trained (%)	100	100
Management		
Total number of employees	149	149
Total number of employees communicated/trained	149	146
Percentage of employees communicated/trained (%)	100	98.0
Coordinators/Supervisors		
Total number of employees	115	115
Total number of employees communicated/trained	115	113
Percentage of employees communicated/trained (%)	100	98.3
Specialists/Experts		
Total number of employees	695	695
Total number of employees communicated/trained	695	683
Percentage of employees communicated/trained (%)	100	98.3
Analysts		
Total number of employees	699	699
Total number of employees communicated/trained	699	685
Percentage of employees communicated/trained (%)	100	98
Sales		
Total number of employees	91	91
Total number of employees communicated/trained	91	90
Percentage of employees communicated/trained (%)	100	98.9
Technicians		
Total number of employees	752	752
Total number of employees communicated/trained	752	726
Percentage of employees communicated/trained (%)	100	96.5
Assistants		
Total number of employees	62	62
Total number of employees communicated/trained	62	61
Percentage of employees communicated/trained (%)	100	98.4
Total		
Total number of employees	**2,586**	**2,586**
Total number of employees communicated/trained	**2,586**	**2,527**
Percentage of employees communicated/trained (%)	**100**	**97.7**

The "Assistants" category includes apprentices and interns.

Total number and percentage of workers that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category GRI 205-2

	2026	
	Communicated	Trained
Apprentices		
Total number of apprentices	13	13
Total number of apprentices communicated/trained	13	11
Percentage of apprentices communicated/trained (%)	100	84.6
Trainees		
Total number of interns	40	40
Total number of interns communicated/trained	40	40
Percentage of interns communicated/trained (%)	100	100
Total		
Total number of workers	**53**	**53**
Total number of workers communicated/trained	**53**	**51**
Percentage of workers communicated/trained (%)	**100**	**96.2**

Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by region GRI 205-2

	2026	
	Communicated	Trained
Brazil		
Total number of partners	80	80
Total number of partners communicated/trained	80	72
Percentage of partners communicated/trained (%)	100	90

Risk management

GRI 3-3 – ESG Governance and Risk Management, 201-2, TC-SI-550 a.2

The company's corporate risk matrix was reviewed annually and monitored on an ongoing basis throughout the cycle by means of periodic monitoring, updates to controls, and reports to internal committees. The Legal, Compliance & Risks department coordinates this process, encouraging managers to regularly review and update their risk matrices.

The global situation continued to demand that attention be paid to topics with the potential to impact our business, such as information security, data protection, climate risks, and disruptions in the global supply chain for technological components and equipment.

We monitor risks that could potentially impact our business.

Climate risks

Physical and transition climate risks have been progressively integrated into the Company's corporate strategy and risk management, taking into account their potential financial, operational, and reputational impacts.

The analyses conducted by the Datatec Group identified physical and transition-related climate risks with the potential to have significant impacts on the company's operations, revenues, and costs in the medium and long term. Of the physical risks, chronic and extreme events stand out, including extreme heat, water stress, droughts, wildfires, and severe weather events, which can cause operational disruptions, damage to infrastructure, reduced productivity, and restrictions on the use of natural resources.

Transition risks, on the other hand, include regulatory changes, rising energy and strategic input costs, increased pressure from stakeholders, changes in customer preferences, and challenges related to the supply chain and acquisition of talent.

These factors can result in financial, operational, and reputational impacts, including increased operating costs, pressure on margins, logistical delays, loss of competitiveness, and potential impacts on revenue. To manage these exposures, the Datatec Group uses climate scenario analyses aligned with TCFD recommendations, integrating the results into the corporate risk management process and strategic decision-making.

As part of this global process, the company has been expanding its ability to identify, assess, and anticipate risks related to climate change through qualitative exercises with stakeholders and the analysis of climate scenarios, which allow it to assess the potential impacts on operational continuity and business resilience over different time horizons. The analyses also include financial modeling of certain material climate risks, enabling the estimation of potential impacts on revenue and supporting the development of adaptation and resilience measures.



Business continuity and operational resilience

In addition to climate risks, the company continuously monitors risks related to business continuity, particularly those associated with the unavailability of critical systems, cyber incidents, failures in technology environments, and dependencies on third parties. Events such as cyberattacks, cloud service outages, failures in data centers, and data loss or corruption are all considered potential factors that could disrupt operations and are assessed for their impact on critical processes and services.

To strengthen operational resilience, the company maintains a Business Continuity Management System (BCMS) based on the ISO 22301 and ISO 27001 standards, which involves periodic business impact analyses, formal continuity and recovery plans, regular testing, and crisis and incident management frameworks. These practices are complemented by the continuous monitoring of technological environments, the use of redundant architectures, backup policies, and the management of strategic suppliers, all of which help ensure service continuity and the rapid recovery of operations in crisis situations.



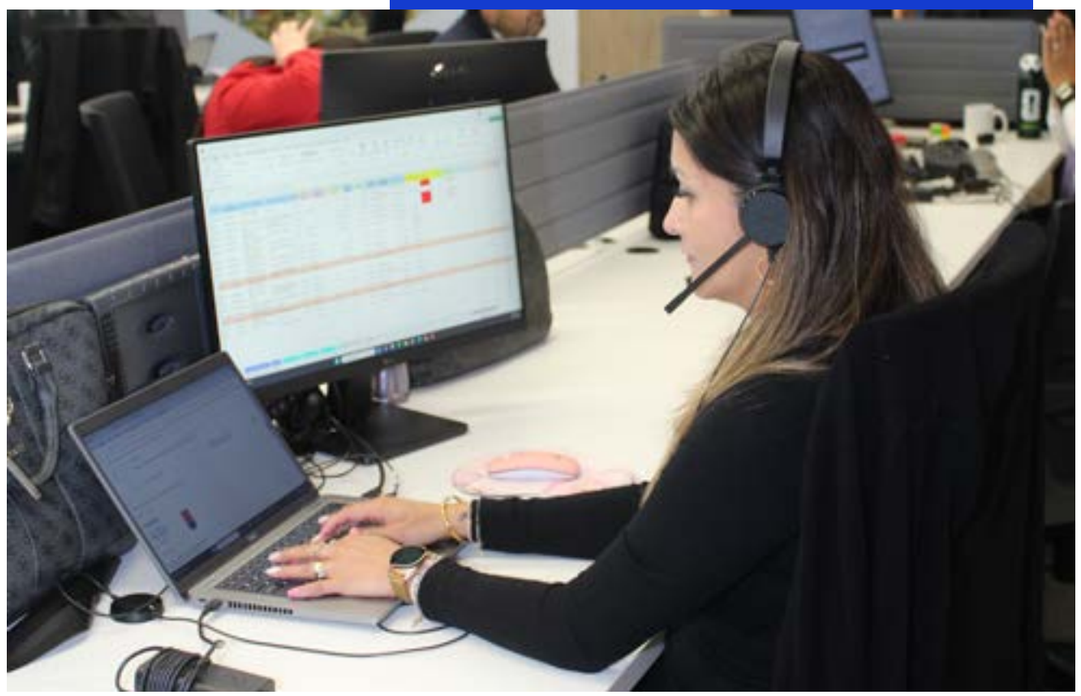
Evolution of the ESG Agenda

The double materiality has also broadened the company's perspective on ESG risks, incorporating discussions related to climate change and sustainable digital transformation. In the 2026 Fiscal Year (FY26), this trend was accompanied by a strengthening of the ESG culture across our Latin American operations, with greater involvement of the regional leaders and initiatives designed to raise awareness and engage teams. The ESG risk matrix will be revised in the 2027 Fiscal Year (FY27), reflecting the evolving agenda and alignment with new regulatory requirements, and the expectations of customers, partners, and investors.

Our ESG risk matrix will be redesigned during the 2027 Fiscal Year (FY27).

Information security and data protection

GRI 3-3 - Cybersecurity and Data Protection, 418-1



Discussions about information security and artificial intelligence have become even more important within the company, especially given the growing use of digital tools and the increasing regulatory requirements related to data protection in Latin American countries.

One of the developments during this period was the strengthening of governance related to the use of artificial intelligence. We have developed internal guidelines and a regional policy on the responsible use of AI, in accordance with the General Data Protection Law (LGPD), and these are monitored by a multidisciplinary AI Committee. Among our key guidelines, we prioritize productivity solutions certified under the copilot concept (with active human supervision and review) and the strict prohibition of the transmission of corporate or sensitive data to unauthorized public platforms.

The legal department itself began using an internal artificial intelligence tool called “Norma”, which was developed to assist with the initial review of contracts. The initiative has helped improve the teams' operational efficiency and reduce the time spent on contract reviews.

In the field of cybersecurity, we have made significant progress in the maturity of our internal controls based on the international NIST framework, raising our regional maturity index from 1.5 to 1.95 through the implementation of dozens of security initiatives. This technical advancement led to a drastic reduction in the number of active vulnerabilities in the corporate infrastructure—which fell from 800,000 to about 71,000. This record result was achieved thanks to the automation of the correction process (patching), which focuses on calculating the actual risk and the likelihood of each threat being exploited.

We have raised our regional NIST maturity index from

1.5 to 1.95.

To mitigate risks and protect identities, in addition to using MFA (Multi-Factor Authentication), we have implemented a robust PAM (Privileged Access Management) framework, ensuring that all administrative access to critical servers is conducted through secure, fully traceable, and recorded connections. Our active threat monitoring capabilities (SOC) have been improved by the adoption of the MITRE ATT&CK model, allowing us to proactively map more than 600 potential attack scenarios and automatically detect attempts at data leaks, exposed services, or vulnerable credentials within the network. During the reporting period, we did not receive any substantiated complaints regarding violations of privacy or the loss of customer data.

This ecosystem also extends to our supply chain. We have established an automated risk assessment process for suppliers and third parties with access to confidential data, applying strict privacy and security standards to ensure full compliance with the Brazilian National Data Protection Authority (ANPD) and current data protection regulations in Latin America.

The period was also marked by the increased integration of the Information Security, Legal, and Compliance departments, particularly in light of new requirements related to data protection and international data transfers. This project involved reviewing policies, contracts, and processes related to information management and supplier management in various countries in the region.

Our Cybersecurity and Data Protection Strategy

An integrated risk management model that protects our clients, our operations, and our people

People and a culture of security

Ongoing training
Periodic training and updates

Awareness
Communication and campaigns about current threats

Shared responsibility
Everyone plays a role in protecting information

Governance
We have adopted policies and procedures aligned with the LGPD, GDPR, and ISO 27001. Roles and responsibilities defined.

Incident response
We have established processes for detection, containment, eradication, recovery, and communication, ensuring business resilience and continuity.

Security controls
We have implemented technical and administrative controls: encryption, access management (MFA), EDR, DLP, firewalls, network segmentation, and backups.

Personnel management

Assessment and continuous improvement
We assess the effectiveness of controls through audits, metrics, and the NIST framework, focusing on continuous improvement in maturity and security.

Continuous Monitoring
24/7 SOC, threat intelligence, vulnerability management, and periodic testing ensure rapid detection and continuous visibility.

Risk Assessment
We identify and assess risks, vulnerabilities, and impacts. We conduct Data Protection Impact Assessments (DPIA) and supplier assessments to prioritize mitigation measures.

Values created

Results that build trust
Continuous improvement in our levels of maturity

Significant reduction of vulnerabilities
Creation of a controlled and resilient environment

Expansion and standardization of controls
Continuous strengthening of security practices across all operations in Latin America

Trust and resilience
We protect data, ensure compliance, and strengthen relations with our customers, partners, and society



GRI Content Index

Statement of Use	**LOGICALIS** has reported the information cited in this GRI content index for the period from **March 1, 2025 to February 28, 2026 with reference to** the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGs
General disclosures			
The Organization and its Reporting Practices			
GRI 2: General disclosures 2021	2-1 Organizational details	14	
	2-2 Entities included in the organization's sustainability reporting	14	
	2-3 Reporting period, frequency and contact point	06	
	2-4 Restatements of information	There are no restatements.	
	2-5 External assurance	Not externally verified.	
Activities and Workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	20	
	2-7 Employees	68, 69, 70, 71	8, 10
	2-8 Workers who are not employees	70	8
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	90	5, 16
	2-10 Nomination and selection of the highest governance body	90	5, 16
	2-11 Chair of the highest governance body	90	16
	2-12 Role of the highest governance body in overseeing the management of impacts	90	16
	2-13 Delegation of responsibility for managing impacts	90	
	2-14 Role of the highest governance body in sustainability reporting	90	
	2-15 Conflicts of interest	91	16

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGs
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	90, 96	
	2-17 Collective knowledge of the highest governance body	91, 100	
	2-18 Evaluation of the performance of the highest governance body	91	
	2-19 Remuneration policies	77	
	2-20 Process to determine remuneration	77	
	2-21 Annual total compensation ratio	The ratio of the total annual remuneration of the highest-paid individual in the organization to the average total annual remuneration of all employees (excluding the highest-paid individual) was 13.69. The ratio between the increase in the remuneration of the highest-paid employee and the increase in the average remuneration of employees was 10.13 (with the highest remuneration increasing by 11.66 percent and the average total remuneration increasing by 1.15 percent).	
Strategy, Policies, and Practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	8	
	2-23 Policy commitments	96, 97	16
	2-24 Embedding policy commitments	96, 97	
	2-25 Processes to remediate negative impacts	96, 98	
	2-26 Mechanisms for seeking advice and raising concerns	96, 98	16
	2-27 Compliance with laws and regulations	96, 100	
	2-28 Membership associations	25	
Stakeholder Engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	42, 43	
	2-30 Collective bargaining agreements	43.8% of Logicalis Latin America's employees are covered by collective bargaining agreements. In Brazil, 100% of the employees are covered. In Latin America, only Argentina (4.4%) and Chile (28.9%) have employees covered by collective bargaining agreements; in the other countries, labor relations are governed by local law and individual agreements.	8
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	42	
	3-2 List of material topics	43	

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGs
Human Capital, Diversity, and Technical Expertise			
GRI 3: Material topics 2021	3-3 Management of material topics	60, 66	
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The ratio of the lowest wage paid by the company to the local minimum wage was 134.9% for men and 183.82% for women. For calculation purposes, young apprentices and interns were not included.	1, 5, 8
	202-2 Proportion of senior management hired from the local community	The percentage of senior management members at operating units hired from the local community is 100%, with "local" referring to Latin America.	8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	71, 72, 73	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	84	3, 5, 8
	401-3 Parental leave	85	5, 8
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	82	8
	403-6 Promotion of worker health	82	3
	403-10 Work-related ill health	No fatalities resulting from work-related ill health were reported during this period. One case of reportable work-related ill health was recorded in Chile, as well as three less serious incidents related to work and commuting.	3, 8, 16
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	75	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	74	8
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	79, 80	5, 8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	98	5, 8
SASB	TC-SI-330a.1 - Percentage of employees that require a work visa	74, 76	
	TC-SI-330a.2 - Employee engagement as a percentage	67, 73	
	TC-SI-330a.3 – Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	78	

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGs
Cybersecurity and Data Protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	63, 108	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	108	16
ESG as a Driver of Competitiveness and a License to Operate			
GRI 3: Material Topics 2021	3-3 Management of material topics	41	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	44	
Sustainable Value Chain Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	60	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending with local suppliers	60	8
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	101, 102, 103	16
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Criteria currently being developed in Brazil. Implementation is expected by 2027.	
	308-2 Negative environmental impacts in the supply chain and actions taken	Criteria currently being developed in Brazil. Implementation is expected by 2027.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No suppliers were identified as posing a significant risk of child labor.	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	No suppliers were identified as posing a significant risk of forced or compulsory labor.	5, 8
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	60	5, 8, 16
Climate Change and Energy Efficiency			
GRI 3: Material Topics 2021	3-3 Management of material topics	52	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	104	13

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	SDGs
GRI 302: Energy 2016	302-1 Energy consumption within the organization	56	7, 8, 12, 13
	302-3 Energy intensity	The total energy intensity per employee was 4.49 GJ, calculated by dividing the total consumption of 11,809 GJ, related to fuel and electricity, by the 2,634 employees.	7, 8, 12, 13
	302-4 Reduction of energy consumption	No energy-reduction initiatives were implemented during the reporting period.	7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	53, 54	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions from energy purchases	53, 54	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	53, 54	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	53, 54	13, 14, 15
	305-5 Reduction of GHG emissions	No initiatives to reduce greenhouse gas emissions were implemented in Brazil or in other Latin American countries.	13, 14, 15
SASB	TC-SI-130a.1 - (1) Total energy consumed, (2) Percentage of grid electricity, (3) Percentage of renewable energy	57	
Transparency and Data Quality			
GRI 3: Material Topics 2021	3-3 Management of material topics	41	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	31	8, 9
Responsible AI and Sustainable Digital Transformation			
GRI 3: Material Topics 2021	3-3 Management of material topics	34	
ESG Governance and Risk Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	104	

Credits

2026 Fiscal Year Sustainability Report (FY26)

Consulting, project management, content, and design

Grupo Report

Indicator collection

Grupo Report (Central ESG)

Translation

Grupo Report

Logicalis Latam Team

Chief People, Adm & ESG Officer

Luciana Depieri

ESG Lead

Felippe Esteves

External Communications Lead

Roberta Gonçalves

ESG & Communications Analyst

Beatriz Alves



LOGICALIS

Architects of Change