

Annual  
report  
2021/2022







# Presentation



# The beginning of an increasingly sustainable journey

GRI 102-14

The launch of our 1st Sustainability Report represents a milestone for Logicalis and, for me, a source of great pride. Throughout my 22 years with the company, 10 of which leading operations in Latin America, I have witnessed the birth and maturation of several Environmental, Social and Governance (ESG) actions, which are reported in this document.

Several initiatives led independently by the different areas made us realize that the time had come to define, in a more structured manner, what role ESG would play in our corporate

strategy. We took an important step in this direction by creating an area dedicated to the topic, which began aggregating the initiatives that were already part of the company's daily routine. In addition to ensuring the alignment of the actions with our strategy, this team will also support the areas to develop, execute and measure the positive impacts that these initiatives can promote in the daily life of the companies and society as a whole.

"Our mission is to help transform society through technology, and to attain it, we must always question how we can make our operations and those of our clients more sustainable."

**Rodrigo Parreira**

CEO of Logicalis  
Latin America





“In the social field, we have reinforced our commitment to being a benchmark in people management practices, offering an excellent work environment to our employees.”

This new approach helped us to evolve in many aspects throughout 2021. In governance, for example, we incorporated independent advisors to our Board of Directors, which has allowed this area to push forward positively, adding more transparency and governance to our practices. This care has earned us the title of an outstanding company in the Corporate Governance pillar of the VI Compliance ESG Brasil Award 2021, conducted by Ambipar, an environmental management company.

Our practices have continued to mature on the environmental front: for the third year running, we have neutralized our greenhouse gas (GHG) emissions. In addition, we continue to improve the platform developed in partnership with BlockC, which simplifies the neutralization process and provides scale to the carbon inventories conducted by companies. By doing so, we not only decrease our carbon

footprint, but we also help other companies do the same in a safe, traceable and auditable manner.

In the social field, we have reinforced for commitment to being a Benchmark for people management practices, offering an excellent work environment to our employees. We maintained prominent positions in the different Great Place To Work rankings in Brazil and Latin America and expanded the specific actions focused on diversity and education. In addition to conducting training and internal campaigns, we support projects such as Women Rock IT (conducted by Cisco, one of our strategic partners), and the PROA Institute, which promotes the education of young women in the area of technology, which continues to be a predominantly male environment. There is still a huge gap in education and gender diversity in Latin America and we want to contribute, in the coming years, to change this scenario. We

recognize that our responsibility grows as our activities become more and more essential to the efficiency of so many value chains, and as our services become important vectors of innovation, adaptation, and integration in the various industries in which we operate.

Our mission is to help transform society through technology. And to attain it, we must always question how we can make our operations and those of our clients more sustainable. It is a path that we have already begun to travel. We know that there is still a lot to do and we are ready for this journey. Enjoy your reading!

**Rodrigo Parreira**

# Highlights Brazil FY22\*

Net revenue sales and services

**BRL 1.6 billion** 

Net income

**BRL 66 million** 

Service in

**100%** of the Brazilian territory 

Professionals

**1,066** 

Projects implemented for clients

**1,167** 

\*Fiscal year 2022, from March 1, 2021 to February 28, 2022.

## Strategic Associations

### ► Association with TIP

Logicalis has joined the Telecom Infra Project (TIP), a global community of companies and organizations that are driving open connectivity standards, to offer clients the most innovative in telecom.

### ► MISA Affiliation

The Microsoft Intelligent Security Association (MISA) is an ecosystem of independent software vendors and managed security service providers. Logicalis' goal with its membership is to join forces with various industry players to combat digital threats and elevate the security of its clients.

## Strategic Partner Certifications

### ► Cisco

Logicalis remains the only partner in Brazil with all Cisco Masters' certifications.. This movement demonstrates this partner's recognition of the company's ability to deliver projects with high standards of excellence. In addition to Data Center & Hybrid Cloud, Logicalis also has the highest level of Cisco certification in four other architectures: Security, Networking, Collaboration and Service Provider.

## Business Expansion

### ► Acquisition strategy

In the last fiscal year, Logicalis acquired a majority stake in Kumulus, to add more value to its portfolio and expand its ability to deliver innovative solutions and services to its clients.

Kumulus specializes in cloud services and data management.

### ► Expansion of operations in Minas Gerais

Logicalis expanded its regional operations to Minas Gerais to increase the company's market share in the state, which should account for 15% of regional sales.

### ► Expansion of operations in Santa Catarina

Logicalis, which already operated in Rio Grande do Sul and Paraná, now also has a local structure to develop business in Santa Catarina.

## Environmental awareness from the inside out

### ► Neutralization of GHG emissions

Logicalis neutralized its GHG emissions for the years 2018 and 2019 in Brazil for the first time, accounting for all gases emitted directly by the company and those from partner and supplier operations, totaling 2,342 tons of neutralized GHG. In partnership with BlockC, it also developed, a blockchain-based platform that simplifies the neutralization process for companies and operates with carbon credits from various sources, verified and certified periodically.

### ► Eyeing the future of the IT market

The objective of Logicalis Megaleague is to arouse interest in the technology universe, encouraging new generations to pursue IT careers, minimizing the deficit of professionals in the future.

### ► Logicalis

It has certifications in AWS Partner Single Designation (Advanced Tier Services, Managed Service Provider, Solution Provider, Public Sector, Well-Architected Partner Program e DevOps Services Competency), in addition to a Multiple Designation as a Partner in Public Sector, Solution Provider and DevOps Services Competency.

## Awards 2021/22

- ▶ **Época Negócios 360° Yearbook**
  - ▶ Best Technology Company – Software and Services.
  - ▶ Ranked 18th among the 418 best companies in the country.
- ▶ **Compliance ESG Brasil Award**
  - ▶ Outstanding company in the Corporate Governance pillar.
- ▶ **Airport Logistics Efficiency Program RIOGaleão**
  - ▶ Six-time champion in the Technology segment.
- ▶ **BBM Award**
  - ▶ 2nd place in the Operational Improvement in Logistics category.
- ▶ **International Association of Outsourcing Professionals® IAOP 2022 Global Outsourcing 100**
  - ▶ One of the top 100 service providers in the world.
- ▶ **Great Place to Work® Latin America**
  - ▶ Ranked 15th in the Multinationals category.
- ▶ **Great Place to Work® Brazil**
  - ▶ 9th place in the ranking of Best Companies to work for in Technology.
  - ▶ 23rd position in the Large Company ranking.
- ▶ **Great Place to Work® São Paulo**
  - ▶ Ranked 13th among the Best Companies to work for in the Metropolitan Region.

## Partner recognition 2021/22

- ▶ **Cisco Partner Summit Award**
  - ▶ Brazil: winner in the Partner of the Year, Mass Balance Infrastructure Partner of the Year, Service Provider Partner of the Year, Marketing Partner of the Year, and Collaboration Partner of the Year categories.
- ▶ **Microsoft Partner of the Year Award**
  - ▶ Featured in the categories: Advisory Services, Solution Assessments, Sustainability Changemaker and Energy.
- ▶ **Fortinet Award**
  - ▶ Outstanding Partner of the Year – Brazil.
- ▶ **Cloudera Award**
  - ▶ AMER Partner of the year 2022.
- ▶ **ISG Provider Lens™ Analytics Services Brazil Study**
  - ▶ Highlighted for the ability to deliver Data Analytics solutions.
  - ▶ Leader in the Data Science Services and Data Engineering Services quadrants.
  - ▶ Produto Challenger in the Data Lifecycle Management Services quadrant.
- ▶ **ISG Provider Lens™ Microsoft Ecosystem Brazil Study**
  - ▶ Leader in the Office 365 - Modern Workplace Large Accounts offer quadrant.
- ▶ **ISG Provider Lens™ Public Cloud – Services and Solutions Study**
  - ▶ Rising Star in the Consulting and Transformation Services for Large Accounts and Public Cloud Managed Services for Large Accounts quadrants.
- ▶ **ISG Provider Lens™ AWS Ecosystem Partners Brazil Study**
  - ▶ Leader in four of six quadrants: Managed Services, Data Analytics and Machine Learning, Migration Services, and Consulting Services.
- ▶ **ISG Provider Lens™ Cybersecurity – Solutions & Services Brazil Study**
  - ▶ Leader in three quadrants: Technical Services, Strategic Services and Managed Services.

*Note: all other awards and recognition cited were achieved in 2021.*

# Profile

GRI 102-1 | GRI 102-2 | GRI 102-3 | GRI 102-4 | GRI 102-5 | GRI 102-6 | GRI 102-8

Logicalis is a global information technology solutions and services provider operating in 27 countries, helping more than 10,000 clients in a wide range of industries create sustainable results through technology. [GRI 102-2](#)

With about 7,000 employees, the company has annual revenues of USD 1.6 billion from its operations in Europe, North America, Latin America, Asia-Pacific, and Africa. It is a division of Datatec Limited, a South African group with global revenues of USD 4.6 billion and listed on the Johannesburg Stock Exchange. [GRI 102-3](#) | [GRI 102-3](#) | [GRI 102-8](#)

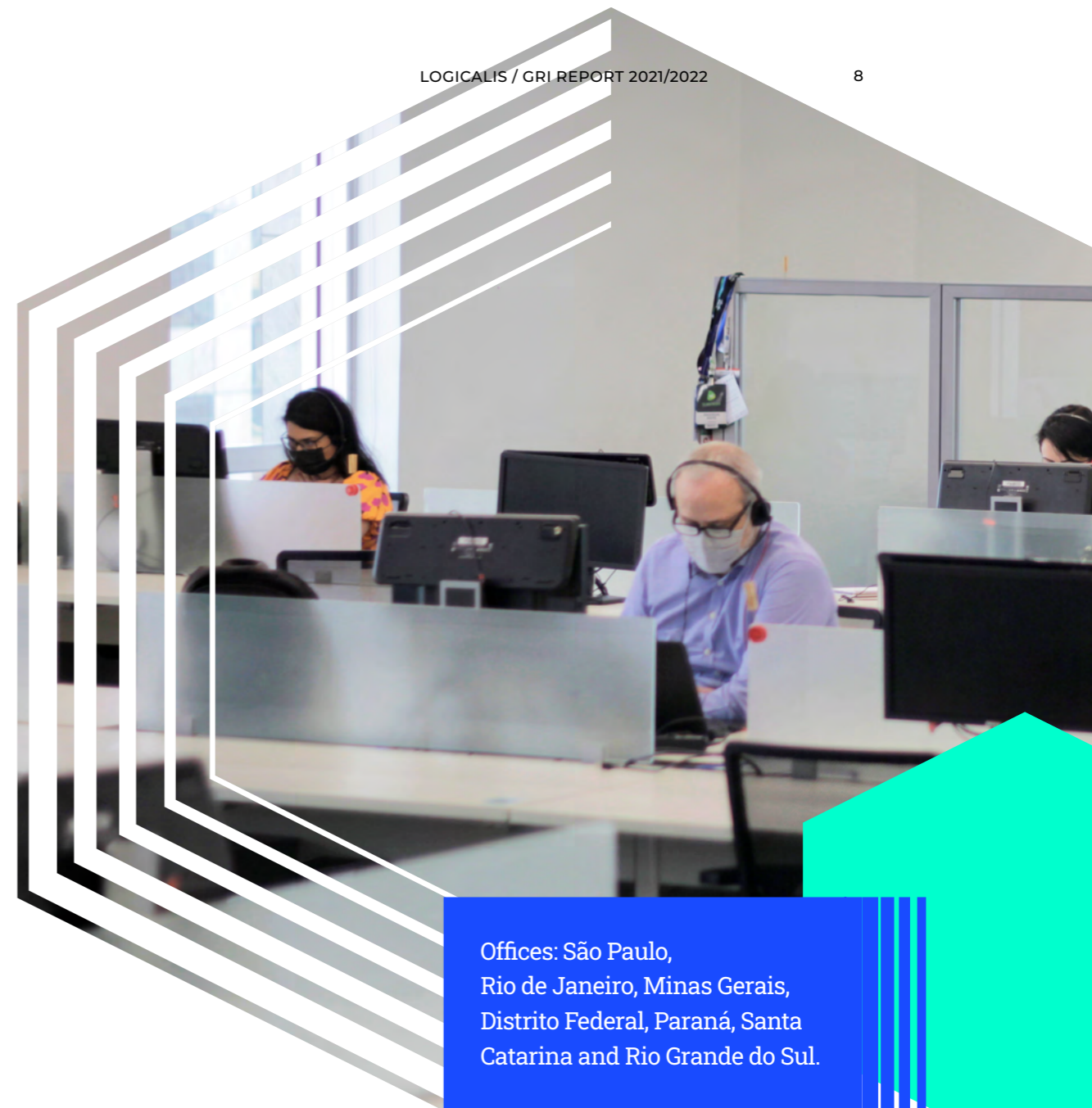
As “Architects of Change™”, we support our clients to achieve their goals in a digital-first world. We apply our knowledge and experience in technology, so they can build their journey and achieve sustainable results that really matter. [GRI 102-2](#)

Our cloud, connectivity, collaboration, security, and data-managed services are designed to optimize operations, reduce risk, and empower teams. As a global technology provider, we

provide managed services to deliver decision-making insights into the performance of digital ecosystems, including: availability, user experience, security, costs, investments, and environmental impact. [GRI 102-2](#)

In Latin America, Logicalis has a team of 3,500 employees distributed across eleven countries: Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Mexico, Paraguay, Peru, Puerto Rico and Uruguay. [GRI 102-2](#) | [102-4](#)

In Brazil, Logicalis is a joint-stock company headquartered in São Paulo. It has about 1,066 highly specialized professionals that operate all over the country with customized solutions according to the clients' business needs and a comprehensive portfolio. Logicalis' clients include telecommunications service providers and large public and private companies. [GRI 102-5](#)



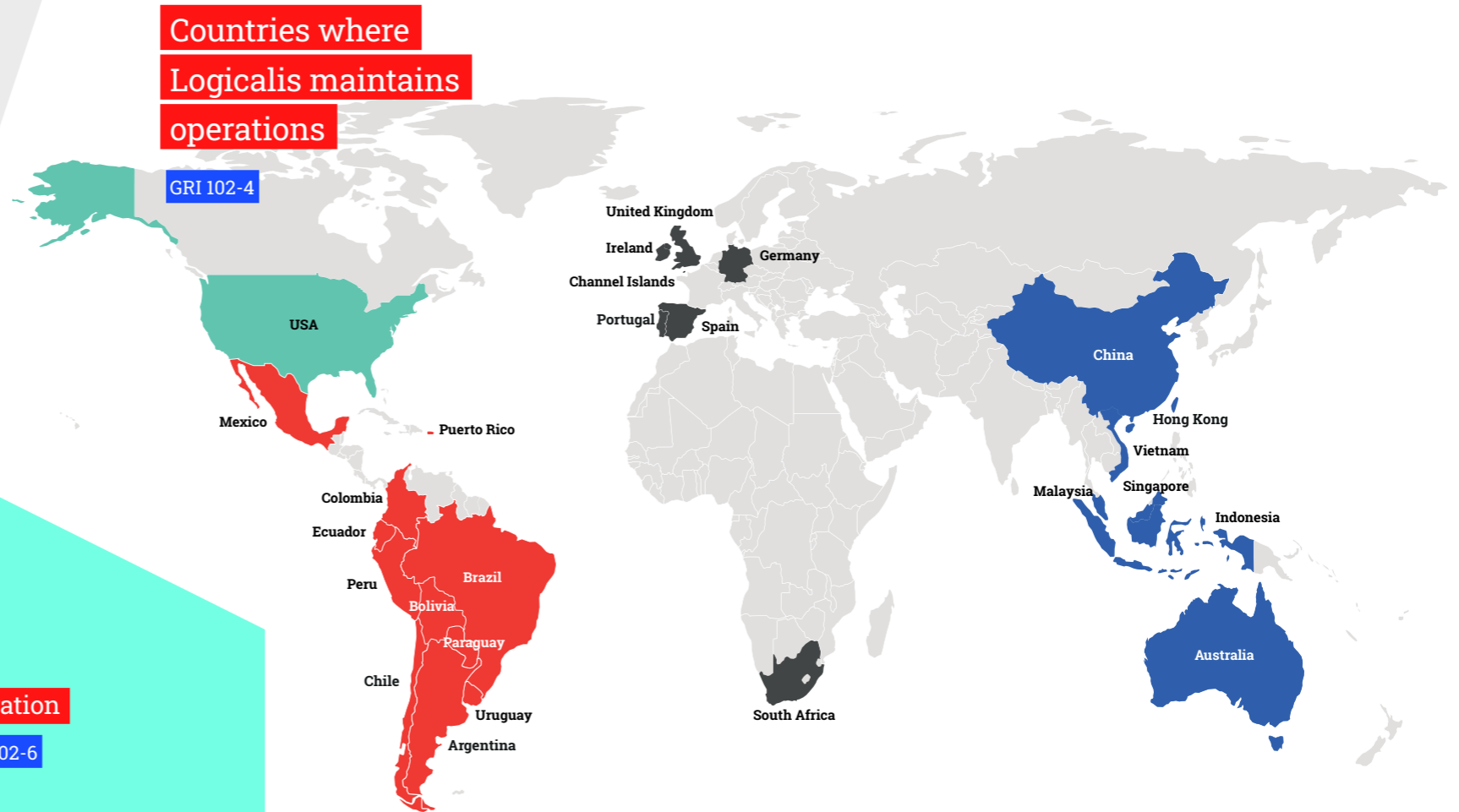
Offices: São Paulo, Rio de Janeiro, Minas Gerais, Distrito Federal, Paraná, Santa Catarina and Rio Grande do Sul.

Clients served throughout Latin America. [GRI 102-6](#)





**Countries where Logicalis maintains operations**



GRI 102-4

**Portfolio of solutions and services**

GRI 102-2 GRI 102-6

- ▶ Service Provider Architecture
- ▶ Connectivity solutions (Enterprise Networking)
- ▶ Hybrid Cloud
- ▶ Data, Analytics & Internet of Things (IoT)
- ▶ Digital Workplace
- ▶ Information Security
- ▶ Managed Services
- ▶ Consulting

**Vertical operation**

GRI 102-2 GRI 102-6

The wide variety of market verticals served by Logicalis solutions includes: Finance, Health, Government, Telecommunications, Mining and Industries (Multi-Sector)

**GRI 102-7 – SCALE OF THE ORGANIZATION – BRAZIL**

**FY22\***

Number of employees	1,066
Total projects delivered	1,167
Net revenue (thousands of BRL)	1,684,095
Total capitalization (thousands of BRL)	121,001

\*On February 28, 2022

## Membership of associations

GRI 102-13

Logicalis participates in entities that represent professional categories and business sectors, as well as communities and non-governmental organizations, to pursue the evolution of technology and telecommunications area and the sustainable development of business and society.

### PARTICIPATING ENTITIES

American Chamber of Commerce for Brazil (Amcham Brazil)

Vice-Chair (2020) and Chair (2021) of the Strategic Supply Chain Committee

CIO Saúde Brazilian Association (ABCIS)

Brazilian Association of Software Companies (ABES)

Brazilian Association of Public Companies (Abrasca)

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

Association of Assistance to Disabled Children (AACD)

Brazilian Corporate Governance Institute (IBGC)

Institute of Operational Applications (IAOp)

Ethos Institute

Microsoft Intelligent Security Association (MISA)

Telecom Infra Project

## Mission, Vision and Values

GRI 102-16

### ► Mission

To be a transforming agent for Latin American society through the application of information technology and communications in the daily lives of companies and individuals. We believe that technological solutions have the power to provide more quality of life, reduce environmental impacts, and improve human relations, whether in business or personal life.

### ► Vision

To be the best ICT services and solutions company in Latin America, through innovation, quality, and the commitment of its professionals to its clients, shareholders, and society.

### ► Values

- **Integrity:** we promote an environment of honesty, transparency, fairness, and high moral standards.
- **Innovation:** we embrace change and creativity to deliver the best practical results.
- **Excellence:** we strive to exceed expectations and be the best we can be, while maintaining the highest level of quality.
- **Partnership:** we build strong relationships and alliances to achieve long-term success.
- **Empowerment:** we encourage initiative and provide opportunities for our people.

# Economic performance

GRI 201 103-1 GRI 201 103-2 GRI 201 103-3 GRI 201-1

In the fiscal year 2022, despite the challenging scenario marked by a component shortage throughout the world, Logicalis' Brazilian operation maintained its prominence within the group's Latin American operation, bringing in 31% of global sales. The operation in Brazil accounted for more than 60% of the revenue in Latin America, registering an upswing of about 20% in net revenue compared to the previous fiscal year. These results demonstrate the company's capacity for innovation, resilience, and adaptation.

In line with Logicalis' positioning as one of the main vectors of digital transformation in the region, the solutions that experienced the most growth

in the period were the Digital Accelerators, which involve cloud, security, and data analytics & IoT.

The company has shifted its structure to further reinforce its focus on the clients, while maintaining its commitment to help them face the challenges of digital transformation. The traditional division between sales and delivery has been replaced by a matrix (vertical and horizontal) and integrated architecture. Strategic verticals allow the teams to meet industry-specific demands, and the horizontal structures are responsible for the portfolio of business solutions, such as Hybrid Cloud, Data & Analytics, IoT, Security, Consulting, and Managed Services.

## GRI 201: ECONOMIC PERFORMANCE – BRAZIL OPERATION

### GRI 201-1 | Direct economic value generated and distributed (thousands of BRL)

		FY22	FY21
NET REVENUE SALES AND SERVICES	20	1,684,095	1,402,965
COST OF SALES AND SERVICES RENDERED	21	(1,354,997)	(1,084,217)
GROSS PROFIT		329,098	318,748
OPERATING INCOME AND (EXPENSES)			
General and administrative expenses	21	(83,085)	(62,530)
Sales expenses	21	(101,529)	(93,771)
Depreciation and amortization	21	(11,193)	(11,695)
Employee participation	21	(6,972)	(6,835)
OPERATING INCOME BEFORE FINANCIAL RESULT		126,319	143,917
FINANCIAL RESULT			
Financial expenses	22	(56,612)	(41,945)
Financial revenues	22	7,270	12,488
Exchange variation, net	22	(6,784)	2,825
OPERATING INCOME AND BEFORE INCOME TAX AND SOCIAL CONTRIBUTION		70,193	117,285
INCOME TAX AND SOCIAL CONTRIBUTION			
Current	19	(3,543)	(44,485)
Deferred	19	185	17,442
NET INCOME FOR THE YEAR		66,835	90,242

# Tax approach

GRI 207-1 GRI 207-2

It is a consensus among experts and also confirmed by the World Bank that Brazil has one of the most complex tax systems in the world, which is why tax management is one of the most challenging activities within a company in the country.

There are countless interactions with different spheres of public administration, federal, state, and municipal, which involve sending hundreds of accessory obligations, declarations, and electronic files every year. These tax, economic, and financial data comprise all transactions and operations performed by the organization on a monthly or annual basis, depending on the delivery regularity.

Added to this scenario is legislative insecurity. Constant changes are made

to the legislation applicable to the various taxes, often conflicting with each other, with a lack of definition by the tax collecting entity about the taxable event, the tax base, or other basic premises for the correct application of the rules.

The Tax area seeks to guide all of its actions based on the establishment of transparent contact with the company's internal and external areas, providing the necessary governance to fulfill the activities, answering within adequate timeframe questions from clients and suppliers, commercial operations, contracts, and inspections, among other stakeholder demands. [GRI 207-1](#)

Due to its maturity, coherence and compliance in its tax processes, Logicalis does not currently have any installment plan for debts or negotiation with any





instances administration related to taxes. [GRI 207-1](#)

To face this complex and uncertain scenario, Logicalis allocates a Tax area within its Finance Department, which, along with the Accounting, Treasury and Financial Planning areas, reports to the Finance Brazil Head. [GRI 207-2](#)

The Tax area's activities are divided into three sub-areas – Operations/ Compliance (tax Compliance), Planning/Consulting, and Litigation – to ensure proper compliance with all applicable legislation.

► **Tax compliance:** seeks to maintain a transparent attitude with the tax authorities, fulfilling all of Logicalis' accessory obligations and tax payments within the timeframe established by legislation. As such, the company can contribute to the sustainability of society as a whole.



The decisions and guidance that the Tax area sends to the company's other departments are based on the current legislation or, in its absence, on the best understanding of Brazilian doctrine and jurisprudence. To do so, it works with highly relevant and specialized partners and tax consultants. The tax reports are sent together with the other financial information to management to ensure clarity about the financial reflexes of taxation for Logicalis.

[GRI 207-2](#)

► **Tax planning/consulting:** answers questions from all company areas related to taxes and operations, applying the best practices and following the legislation in effect through a strategic approach. Its goal is to ensure uniformity and compliance across all operations so that the taxes and tax obligations due are paid/delivered according to the terms of the pertinent laws.

Other relevant topics, such as changes in legislation or procedural decisions that may impact Logicalis' operations are discussed with the Head of Finance and, when relevant/strategic, debated in a broader forum that includes the LATAM leadership (CEO, CFO, Head of Legal and Head of Finance). In addition, meetings are held quarterly to update and define tax issues with this group. [GRI 207-2](#)

► **Litigation:** manages administrative and judicial tax proceedings, assets and liabilities, and reports them frequently to Logicalis' Legal Department. These proceedings originate from inspections or administrative procedures and opportunities to question some tax laws. [GRI 207-2](#)



# ESG context in technology

# The role of technology in ESG demands

GRI 102-12 GRI 413-1 GRI 413-2

ESG demands are an increasingly strong trend and have driven recent market investments. Technology is a crucial ally for companies interested in advancing in this scenario. The IT application ranges from structuring processes and procedures to monitoring these activities with auditable indicators and metrics. Technology makes it possible to design action plans for ESG practices and identify the areas that need to be focused on to ensure the sustainability of the business.

The implementation of ESG practices implies robust governance, which requires the integration of different systems to provide auditable evidence of adherence to sustainable processes. Technology enables the development of systems capable of reducing environmental and social impacts, improving governance, and

monitoring indicators, metrics, and results.

In this regard, available technologies include IoT, Blockchain, and Data Analytics, which make it possible to track the initiatives undertaken by companies to certify the authenticity of data and processes. These technologies have become an indispensable resource to attend an increasing regulation for auditable disclosures of climate change data.

The examples are countless in the realm of digital transformation, combining both commonplace and complex applications. A simple example, but of great practical application, is the smart badge, a monitoring technology used to increase workplace safety, especially in risky or restricted access environments. The badge allows employee and

visitor circulation in companies to be controlled using tracking and digital identification for communication and real-time location. This control makes it possible to mitigate accidents and restrict access to controlled areas. Traceability mechanisms in the contaminated waste disposal chain, on the other hand, bring benefits to society as a whole.

It is worth noting that the demand for skilled labor is growing at the same speed as the development opportunities in the sector. One of the main challenges faced, especially in Latin America, is the shortage of qualified professionals, which can impact business growth. Investments in education and diversity are directed toward attracting creative and innovative professionals capable of accelerating when faced with the new demands of companies.

Logicalis' ESG map presents the company's strategic vision. It shows the future commitments made and, at the same time, actions already implemented and others underway. It is worth pointing out that the company already has a robust Supply Chain program, has been conducting an emissions inventory for years, and has solid corporate governance policies. Projects in the social area confirm the commitment to digital inclusion. [GRI 413-1](#)

It is evident that the ESG vision is harmonized with the "Architects of Change", by which Logicalis aims to be a benchmark in the digital transformation of companies. This connection combines the business knowledge of its clients, capability, and know-how about the technological environment. [GRI 413-2](#)

Logicalis' ESG map presents the company's strategic vision. It shows the future commitments made and, at the same time, actions already implemented and others underway.

# ESG Map Logicalis

BR BRAZIL

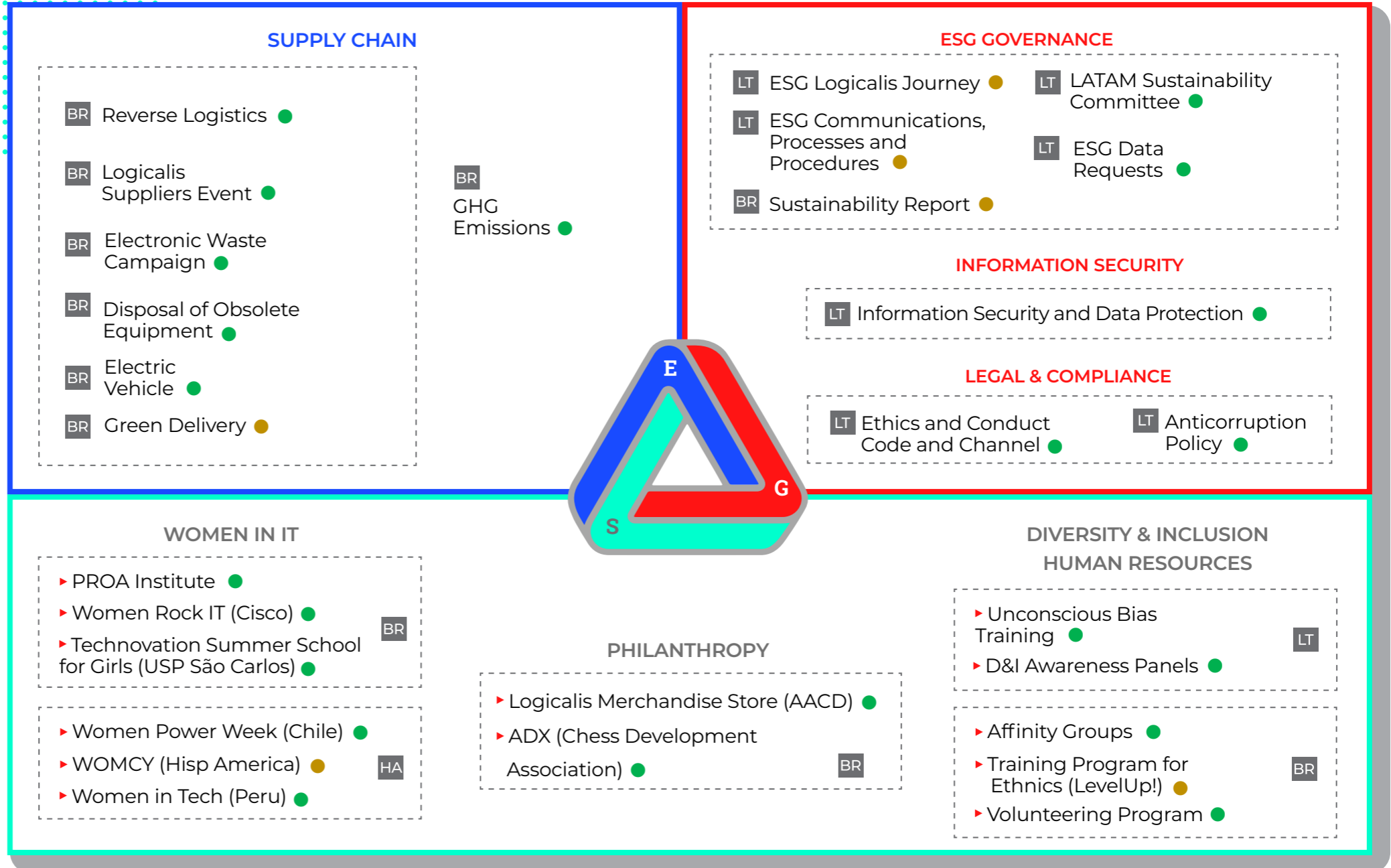
LT LATIN AMERICA

HA HISPANIC AMERICA

● PROJECTS DEPLOYED

● PROJECTS UNDERWAY

Note: projects outside Brazil will not be detailed in this report





# Technology as a bridge to inclusion and social transformation

GRI 413 103-1 GRI 413 103-2 GRI 413 103-3 GRI 102-47

Just as it makes technology a bridge for its clients' growth, Logicalis seeks to contribute so that its actions generate social value. The United Nations (UN) classifies access to the Internet as a human right and considers its non-existence, for whatever reason, a violation of Article 19. The access to information on the Internet is directly related to opportunities and facilities, such as accessible and inclusive education, which are factors in social development. The State is responsible for providing access to information to all citizens, but the private sector can contribute to this process with the vision of generating social value.

[GRI 413 103-1](#)

Digital inclusion is a means of democratizing access to information technologies, allowing everyone to become a part of the information society. It is not restricted to mastering a basic language or tool, but should offer full development opportunities in the digital environment to ensure that individuals can use them to improve their social condition. [GRI 413 103-1](#)

This was one of the topics indicated in 2022, within the stakeholder engagement process, as a material topic for Logicalis. As such, the company is preparing to provide answers to society as of 2023. It is

worth mentioning that Logicalis has already started its ESG journey by supporting selected social projects [GRI 102-47](#)

Currently, one of the focuses is to foment diversity in IT, seeking to increase the presence of women and minority groups in the technology market by supporting training initiatives. The company already sponsors some actions that promote sustainable innovation and social inclusion, in addition to supporting projects related to digital literacy, assuring this universal right. [GRI 413 103-2](#)



# Social projects and programs supported by Logicalis

GRI 413-2

**PROPROFISSÃO + employability**

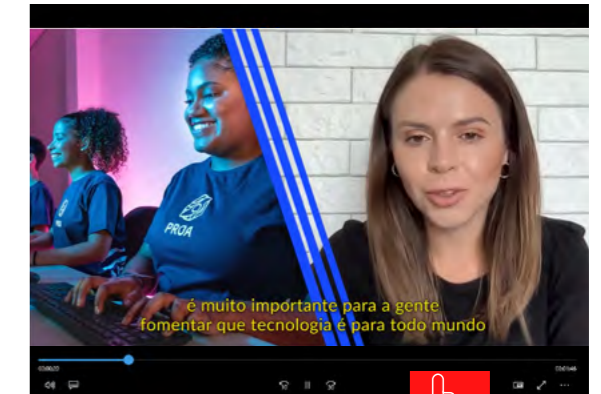
Young black women

- ▶ 17 to 22 years of age
- ▶ 6 months
- ▶ 440 hours

## PROA Institute

Sponsorship of 10 young low-income black women in the PROPROFISSÃO training course, which enables them to work as programmers and start their careers in IT. The course is intended for young people between the ages of 17 and 22 from the state of São Paulo, who are attending or have completed the 3rd year of high school in the public education system, and lasts for 6 months, with 440 hours of training.

In addition to offering professional education in technology to form programmers, the project promotes behavioral training to help the students develop the socio-emotional skills needed to enter the job market and build their life projects. It also includes an



Check out the above video to learn more about Logicalis' support for PROA.

employability stage, recommending the young graduates for their first job vacancies in the IT area and their follow-up for 3 years, with mentoring and support from the institute's alum network.

The PROA Institute is a civil society organization created 15 years ago to forge personal and professional development opportunities for low-income young people from the public school system. The institute aims that they can become the protagonists of their own stories and enter the job market competently. Since its foundation, it has already trained more than 10,000 young people.

### Technovation Summer

#### School for Girls

#### (USP-São Carlos)

A free online course organized by the Instituto de Ciências Matemáticas e de Computação (ICMC) of the University of São Paulo (USP) at the São Carlos campus, which teaches innovative methods to girls aged 8 to 18, and develops skills for conceptualizing, developing, and marketing mobile applications (apps) that help solve community problems. The ICMC is one of the most important Brazilian institutions in the fields of mathematics, applied mathematics, computing, and statistics, recognized worldwide as a center of excellence in knowledge production and dissemination.

### Women ROCK IT

A free online program developed by Cisco, a partner of Logicalis, to train girls and women (cis and trans) in support of business operations and small retailers. It covers building simple local area networks (LANs), IP addressing schemes, basic network security, and basic configurations for routers and switches.

The goal is to enable them to access more career opportunities, increasing their employability and ensuring they can decide their economic future. The course, taught by the Networking Academy platform and Cisco Webex, lasts approximately 7 months and is part of a global movement to motivate girls and women to dedicate themselves to technology, including pursuing certification in networking.

### Use Imaginar and

#### Global Innovation

#### Challenge

Innovation programs focused on Logicalis professionals aim to promote the development of digital transformation solutions that positively impact society. These programs have already produced projects related to animal health and helping immigrants reposition themselves in the Brazilian job market. In FY22, the winning solution, called “Sempre Alerta”, seeks to improve the lives of children and adults with Autism Spectrum Disorders (ASD) by monitoring body patterns, which makes it possible to create more assertive and appropriate therapies for each patient.





### Chess for All

An initiative of the Association for the Development of Chess, a non-profit entity that assists 200 children between the ages of 7 and 12 with physical disabilities, visual disabilities, mild ASD, and Down syndrome. The project uses the game as a pedagogical tool to stimulate and develop social and emotional skills in the children, such as memory, concentration, attention, logical reasoning, analytical ability, critical sense, respect for themselves, for others, and for the rules, organization, resilience, knowing how to wait their turn, and patience, among others, helping to promote their inclusion.

### Logicalis Merchandise Store (AACD)

Founded in 2019, the store promotes the sale of Logicalis-branded products to professionals and visitors to its offices. One hundred percent of the store's profits go to AACD, a non-profit organization focused on the recovery of children with disabilities.

### Megaleague

An animated series with a simple approach to the transforming power of technology connected to children's everyday life. The goal is to awaken interest in the universe of technology, encouraging new generations to pursue careers in IT. Divided into 6 episodes and broadcast on the Logicalis YouTube channel, the story features a practical, humorous approach to technology and encourages children to learn more about the subject through the adventures of various characters.

### Innovation and hackathon programs

Logicalis supports the execution of this kind of initiative in partnership with some of its clients. One example is the Mobile Campus program, held jointly with Claro, which aims to encourage young entrepreneurs to create solutions with great social and environmental impact. Some of Logicalis' employees even act as volunteer mentors for the participating students.

# Logicalis, the digital transformation and ESG demands

L2-103-1 L2-103-2 GRI 102-16

Logicalis is committed to the search for excellence, innovation, and sustainability in the solutions it offers to the market. Part of its mission is to be a transforming agent for Latin American society through the application of technology in the pursuit of promoting quality of life, reducing environmental impacts, and improving human relations, whether in business or people's lives.

The structuring of its portfolio reflects this mission, by encompassing the comprehensive capacity to supply, deploy, service, and support the technological solutions that enable its clients in their digital transformation journeys, such as 5G, AI, IoT, and digital security, among others. These technological solutions, when joined together and applied appropriately, are powerful tools for social transformation, meeting a wide variety of ESG demands.

## LOGICALIS SOLUTIONS RELATED TO ESG ISSUES

### ▶ CO<sub>2</sub> Emissions Neutralization Support Platform

A blockchain-based solution that ensures traceability, security, transparency, and auditability of all transactions performed through it, simplifying the carbon (CO<sub>2</sub>) neutralization process for companies.

### ▶ Energy Efficiency

The solution provides visibility on the consumption of resources such as energy and water in large buildings and enables automation, using AI techniques, to optimize and reduce this consumption.

### ▶ Digital Transformation in Schools

A solution that enables connectivity, collaboration capabilities, productivity management, and school student health monitoring/control.

### ▶ Worker Safety in Hazardous Areas

This solution seeks to mitigate workplace accidents by monitoring and reporting unsafe acts of professionals who work in hazardous environments.

### ▶ Remote Patient Monitoring

IoT solution for remote patient monitoring, makes it possible to scale up the number of people assisted, expand access to quality healthcare, and reduce hospital overcrowding, leaving beds free to treat more severe cases. The solution is still under development, which reflects Logicalis' commitment to applying technology to improve healthcare in the country.

### ▶ Agro 4.0

It covers a set of solutions that provide connectivity and AI to agricultural producers and cooperatives to increase productivity and efficiency in field processes, directly impacting the capacity to generate food.

### ▶ Pervasive Communication and Secure Internet

In addition to building private networks for large corporations, Logicalis is one of the companies responsible for deploying fixed and mobile internet infrastructure for all operators in the country. It is currently taking it a step further, building a service provision portfolio and skills to provide services for the massive deployment of fifth-generation (5G) mobile networks, which will bring positive social impacts that are still immeasurable.



# Business strategy



# Commitment to clients

L1 - 103-1 L1 - 103-2

Logicalis believes that the transformational process the market is undergoing involves mastering different technologies, reviewing business models, and making cultural adjustments, among other challenges. In this context, its mission is – acting as Architects of Change – to help clients navigate through this complex scenario. With a consultative approach, the company supports companies in building their own vision of the future and charting the path to achieve it.

Promoting client progress was one of the material topics highlighted in the stakeholder engagement process conducted by Logicalis in 2022, and it's easy to explain why. Logicalis plays a key role in its clients' digital journey, supporting them since the project conception. Its professionals trained in various technological domains help guide the best decisions. With continued service and excellence, Logicalis supports the

growth and evolution of its clients, driving them to keep their teams strategically focused on what is most relevant to their own business. [L1 - 103-1](#)

The company's vision is to develop technology services and solutions to transform companies' business across many different markets, and to do so by putting the client at the focal point of its actions. For Logicalis, its clients' pain points are a top priority. In each project it participates in the company aims to deeply understand the demands to find the best solutions, relying on a comprehensive portfolio and partners among the best in the technology segment. [L1 - 103-2](#)

# Responsible innovation

L1 - 103-1 L2 - 103-3 GRI 203-2

Logicalis has built 2030 Agenda-compliant solutions for its clients. Among the initiatives are those related to sustainable agriculture, quality education, clean energy, innovation in the industry, and city infrastructure. This process is due to innovation, which permeates the company, and the connection with the societal transformational process we all are experiencing.

In addition, it continuously presents innovative solutions to the market, relevant success cases, and theses on the application of new technologies, which result from projects developed together with its clients. The team publishes articles, participates in scientific and Technology-related industry events to dialogue with its peers and share their intellectual capital, contributing to the joint evolution of the sector.

Under this vision, Logicalis also invests in research on some of the challenges related to technology adoption, making them freely available to the market.



Logicalis invests in research on some of the challenges related to technology adoption.





## Main services, solutions and sectors served

L2 – 103-1 L2 – 103-3 GRI 102-6

► **HYBRID CLOUD:** Logicalis offers a range of services and solutions to support the needs of organizations, with the ultimate goal of providing the best use of the cloud. The company supports the client throughout several stages: in defining the infrastructure model to be adopted, developing an action roadmap for the journey to the cloud, modernizing applications and migrating to the cloud, and optimizing cloud resources through managed services that help achieve the technology's full potential.

► **DATA ANALYTICS:** a benchmark in data analytics solutions and services, Logicalis combines its expertise with proven methodologies to offer solutions that provide companies with better performance, efficiency and intelligence. Its offer includes: consulting, understanding the potential of data to generate business value; definition and deployment of the entire infrastructure of the corporate analytics area's data platform, either on-premise or in the cloud; use of analytics-based methods, processes, algorithms, and systems to extract knowledge, patterns, and conclusions from a wide variety of data, from traditional algorithms to more advanced areas such as Machine Learning and AI.

► **IOT:** the IoT directly addresses clients' digital transformation needs across various segments served by Logicalis. From a technological perspective, it is a comprehensive offering, encompassing everything from devices to communication infrastructure, from platform to data analysis, in fully integrated systems.

► **ENTERPRISE NETWORKING:** Logicalis works to modernize corporate networks, adding layers of intelligence, automation and security to support innovations and keep up with technological advances. The company offers managed network and monitoring services to ensure the best user experience and end-to-end control for organizations, ensuring high availability and 24/7 operational integrity with proactive and predictive analytics. All this is based on state-of-the-art solutions such as SD Wan, SD Access and Wi-Fi6

► **DIGITAL WORKPLACE:** Logicalis supports its clients in evaluating and implementing collaboration capabilities that aim to ensure the productivity of their teams, whether in the office, home office, or hybrid working models. Based on market best practices, the company helps get the most out of collaboration suites.

► **SECURITY:** with an end-to-end approach – which includes consulting, infrastructure, data security, applications, cloud and managed services – the Security Practice accompanies companies in their digital transformation process, increasing their measures to protect the confidentiality, integrity and availability of information. Through an integrated set of solutions for risk mitigation, ranging from the analysis of adherence to best practices and market regulations to the development and implementation of policies, processes and information security solutions, Logicalis offers its clients a wide range of technologies from the major players in the market, aiming to create more than just a secure architecture, but a true shield against threats.

► **SERVICE PROVIDER ARCHITECTURE:** Logicalis has a comprehensive offering of telecommunications solutions and services, such as network design, deployment of automated solutions, support and consulting work focused on digital transformation and innovation. Highlights include new technologies, such as 5G, bringing services and new forms of monetization, adding tangible improvements to the business. Logicalis' Service Provider team is prepared to help our clients on this new digital journey.

► **CONSULTING SERVICES:** ensures alignment between the client's business objectives and technology strategy. The consulting service supports the adoption of new technologies; the design of technological governance models, with management and operation processes, from design to deployment; technological infrastructure's evolution, integration, and optimization. The projects use analyses such as solution discussion workshops, benchmarks, process mapping, design of technological architectures and topologies, economic and financial feasibility studies, and consolidation of evolutionary roadmaps.

### Logicalis Services

We have a unified service area in Latin America that strives to support customers in all stages of the digital transformation trajectory to achieve their business goals, offering an integrated and unique experience through continuous services that add value to the business.

This unified model guarantees robustness and homogeneity in our services, encompassing consulting, solution integration, support and maintenance, managed services, and outsourcing for technological infrastructures. The service offering cuts across our entire portfolio, which includes Hybrid Cloud, Data Analytics, IoT, Enterprise Networking, Digital Workplace, Security and Service Provider Architecture solutions.

### Suppliers and partnerships

GRI 102-9 GRI 102-10

For Logicalis, collaboration and joint growth are pillars for true digital transformation. The company relates to its suppliers of goods and services based on this principle. They are classified according to their relevance to Logicalis' business and the impact they may have on its operations. There were no significant changes in the company's supply chain in FY22.

In addition, Logicalis relies on an ecosystem of strategic partnerships, nurtured over the years, with major companies that specialize in developing world-class technologies and share its commitment to excellence, such as Cisco, Microsoft, and AWS. The company considers these relationships very relevant because they directly influence its business strategy.

GRI 102-10

### LOGICALIS SUPPLIER CLASSIFICATION

**Occasional:** occasional relationships and purchases.

**Preferred:** differentiated relationships characterized by shared strategies, recognized quality, service performance, and continuous supply scheduling.

**Strategic:** suppliers that have complexity and relevance in providing a specific opportunity.

**High risk:** brokers, attorneys, service providers with a direct relationship with the public administration, consultants, individuals or individual companies, suppliers with power of attorney on behalf of the company, among others.

Supply chain  
GRI 102-9

490 throughout Brazil

BRL 227.8 million  
in made payments

Partnerships

BRL 931.4 million  
in amounts contributed  
to key partners

# Social assessment of suppliers

GRI 408-1 | GRI 409-1 | GRI 414 103-1 | GRI 414 103-2 | GRI 414 103-3 | GRI 414-1

Logicalis requires that all its suppliers comply with current legislation and respect the constitutional and labor rights of their professionals, as well as know and follow the guidelines of the international pacts, agreements, treaties and conventions to which Brazil is a signatory. All suppliers and partners must also follow the company's Code of Ethics and Conduct guidelines.

**GRI 414 103-1**

In addition, the company conducts a qualification process for suppliers of goods and services that meet predetermined criteria, aiming to mitigate various risks. This process assesses requirements such as financial, commercial, social security, legal, and integrity – including questions about child labor and

forced or compulsory labor, as well as social and environmental issues.

**GRI 408-1 | GRI 409-1**

The qualification process begins by conducting a reputation survey. If the supplier passes this first criterion, the next step is to send a series of documents and fill out forms, in addition to formally accepting the Logicalis Code of Ethics and Conduct, which, among several topics, prohibits the use of child labor or situations involving slave labor or analogous conditions.

For example, suppliers that have labor allocated at clients or in the company must present documentation related to joint liability, which is constantly monitored by Logicalis to ensure that all professionals are hired under the

CLT regime. **GRI 414 103-2 GRI 408-1 | GRI 409-1**

Annual training is offered on the following topics to the most relevant suppliers: Logicalis' Anti-Corruption Policy and Code of Ethics and Conduct; selective waste collection; rational use and reduction of consumption of water, electricity and non-renewable natural resources; employee quality and health; and equality and inclusion. **GRI 414 103-2**

Every year, some of the suppliers are selected to undergo an external audit on social and environmental responsibility, integrity, business continuity, and technical aspects, to confirm the information they provided during the qualification process.

**GRI 414 103-3**



In FY22, social criteria were part of the qualification process for 100% of suppliers. There were no cases of suppliers not meeting the qualification process requirements.

GRI 414-1



# Governance and compliance

# A sophisticated governance model

GRI 102-18

Logicalis' governance structure comprises 21 global leadership committees and LATAM committees, in which representatives of the Brazilian operation participate. In addition, members of senior management at the subsidiary in Brazil can accumulate management functions for Latin America. There are also exclusive committees for the country.

This model, which at first glance may seem complex, results in great synergy and efficiency in decision-making.

## Some of the main leadership committees in Brazil

### Sustainability Committee

Led by the Chief Marketing, Alliances & ESG Officer, it holds monthly meetings with the participation of the heads of Quality, HR, and Supply Chain and representatives from SGSMS and consulting, to monitor the evolution of the topic at the Brazilian level, Ethos indicators, HSE management system, and other initiatives related to social and environmental sustainability.

### Risk & Compliance Committee

Led by the Head of Legal and Compliance, it is responsible for the analysis and management of corporate and operational risks, meeting every two months to monitor the activities and evolution of the risk assessment methodology. This committee includes the heads of Finance, HR, Supply Chain, Management Systems, Quality, Information Security, and PMO, as well as the Legal/Compliance, Tax, and Controllership managers.

### QBR Brazil (Verticals/Operations)

Coordinated by the Executive VP Brazil, it meets quarterly to align the executives on the performance of the business under the management of the Executive VP Brazil, update on the achievement of strategic objectives for each of the verticals/commercial clusters, follow up on action plans, and share priorities for the following quarter. Participants in the meetings include: CEO, CFO, Finance Director, COO, Strategy, HR & Adm, Mkt & Alliances, Legal, CoE, CTO, Practices VP, Mgmt Systems, Operations Director, Tech House.

## Decisions on economic, environmental and social topics

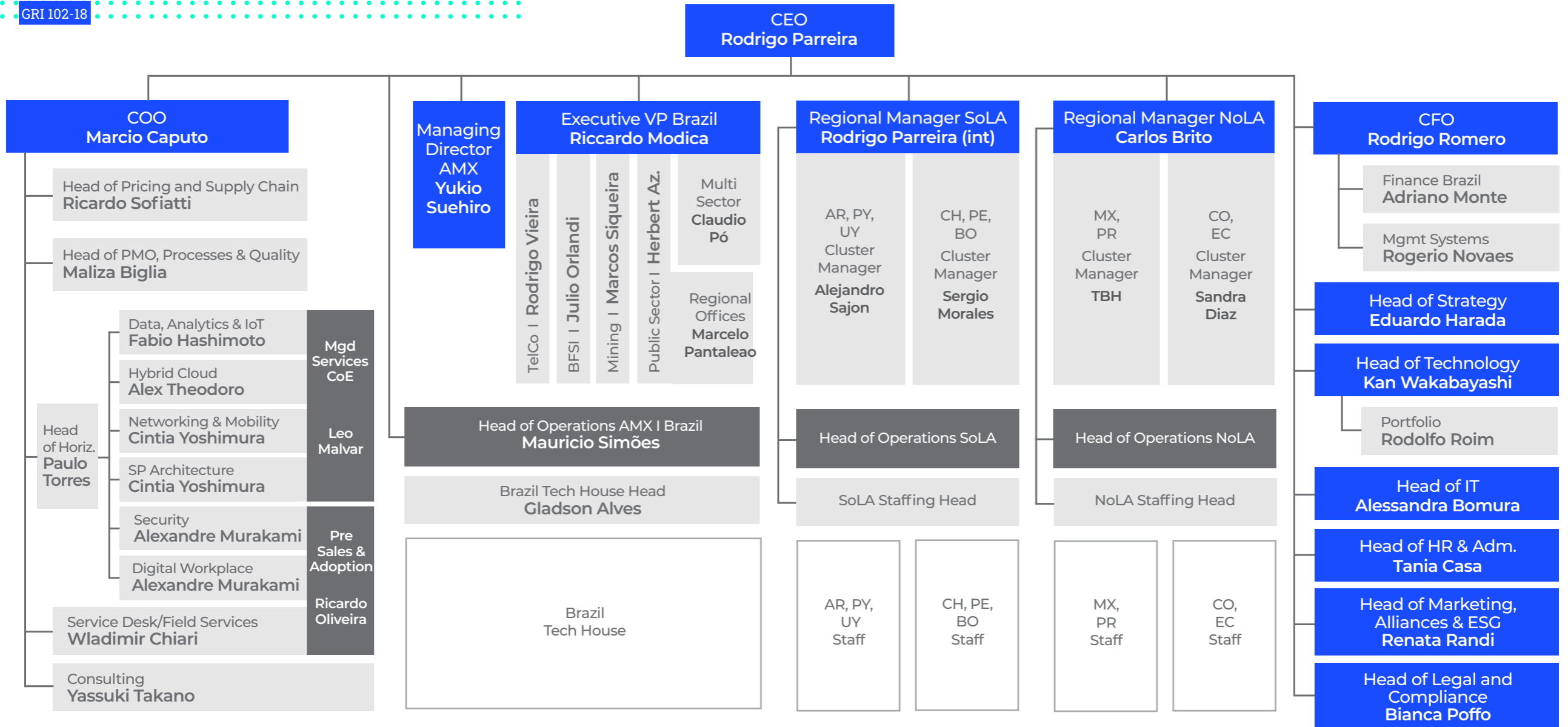
In Logicalis' corporate governance structure, two committees are responsible for oversight and decisions on environmental and social topics, created for this purpose: Sustainability Committee (environmental and social) and Diversity Committee (social). [GRI 102-18](#)

Economic decisions are made regionally in the LATAM Steering Committee and also in the QBR\* Brazil, QBR\* SoLA, QBR\* NoLA and QBR\* AMX.

*\*Quarterly Business Review.*

# Governance structure

GRI 102-18



# Ethics and integrity

GRI 102-16 103-1 GRI 102-16 103-2 GRI 102-16 103-3

## Code of Ethics and Conduct

Logicalis believes that ethical behavior is critical to maintaining successful relationships with clients and partners. That is why the company adheres to the highest ethical standards, complying with the laws and regulations proposed in the regions where it operates. [GRI 102-16 103-1](#)

Logicalis has a set of guidelines and standards that provide guidance regarding the behavior expected from its employees, suppliers, service providers, clients and partners in the development of business activities and in situations related to business ethics. The main documents are the Anti-Corruption Policy and the Code of Ethics and Conduct, which are available to the public on the company's website. [GRI 102-16 103-1](#)

Logicalis' Code of Ethics and Conduct provides a set of rules of conduct that must be observed in the development of its business for the company to fulfill the role it has committed to play with excellence. The purpose of this document is to guide the decisions and actions of the company's professionals, partners, service providers, and suppliers in general. It guides how business activities should be conducted, describes what is and what is not acceptable in the work environment, and directs the actions of the professionals linked to the company in a broad context. [GRI 102-16 103-2](#)

The Code of Ethics and Conduct is based on the principles of transparency, equity, accountability and corporate responsibility, and is supported by Logicalis' values, which are integrity, innovation, excellence, partnership and empowerment. Failure to comply with its guidelines and other Logicalis policies may result in disciplinary action.

The Ethics and Conduct Commission is responsible for its management, applying the appropriate warnings and penalties. [GRI 102-16 103-3](#)

## Ethics and Conduct Commission

GRI 102-16 103-2 GRI 205 103-2 GRI 406 103-2

The Ethics and Conduct Commission's mission is to ensure the application of ethics and equity in Logicalis' relationships with its professionals and stakeholders. Its main duties and responsibilities are described below.

- ▶ Promote an appropriate culture of integrity in the internal and external context of the company.
- ▶ Receive and assess the investigation reports submitted by the Head of Legal and Compliance, define and deliberate on the appropriate measures arising from the complaints, in accordance with the normative Procedure for Conducting Complaints and Investigations.
- ▶ Suggest changes to the Code of Ethics and Conduct and in the Anti-Corruption Policy to senior management.
- ▶ Ensure that the objectives of the Integrity Management System (SGI), the Anti-Corruption Policy and the Code of Ethics and Conduct are established, implemented, maintained and critically analyzed by the areas involved to adequately address the company's corruption risks, jointly with senior management and the Head of Legal and Compliance.

In the period covered by this report, there were no reports related to cases of discrimination.

[GRI 406-1](#)

## Ethics and Conduct Channel

GRI 102-16 103-2

GRI 102-16 103-3

GRI 406 103-2

GRI 406 103-3

GRI 102-17

If a professional has suspicions or knowledge of practices, operations and/or behavior that may be considered a violation of Logicalis' policies, codes and rules, or of the current legislation, they must report the situation through the Ethics and Conduct Channel.

**GRI 102-17**

It is a confidential and secure means of communication, available to Logicalis professionals, as well as to third parties and external audiences. The channel is managed by a third-party company called ICTS/Aliant, which receives the reports impartially and confidentially (whether anonymous or identified). It can be accessed via the intranet, in the case of professionals, or via the Logicalis website: [www.la.logicalis.com/pt-Latam/sobrenos/etica-e-conduta/](http://www.la.logicalis.com/pt-Latam/sobrenos/etica-e-conduta/). It is also possible to send complaints in person and by phone (0800 721 0755). **GRI 102-17**

To ensure the effectiveness of the Ethics and Conduct Channel, Logicalis guarantees non-retaliation and protection for good faith whistleblowers, allowing reports to be made anonymously. Those who make non-anonymous reports are also guaranteed

protection. In addition, the whistleblower can track the progress of the complaint, interact, and submit new considerations, both through the site and by phone. **GRI 102-17**

Concerns regarding ethics and integrity can be reported by the area heads or by any Logicalis professional to the Head of Legal and Compliance, either in person or by email.

**GRI 102-16 103-2 | GRI 406 103-2**

All manifestations received are handled by Logicalis' Ethics and Conduct Commission, which follows the guidelines determined by the company for this procedure. Every year, an internal and external Compliance audit verifies this topic. The company also discloses to its professionals annually the number and type of complaints received in the period and how they were finalized. **GRI 102-16 103-3 | GRI 406 103-3**

See more at [la.logicalis.com/pt-br/etica-e-conduta](http://la.logicalis.com/pt-br/etica-e-conduta)





# Compliance and risk management

GRI 102-16 103-1 | GRI 205 103-2 | GRI 406 103-1

Logicalis' primary instrument for managing corruption-related risks is the SGI, which is fully aligned with the company's profile, based on elements of its culture, with ethics and integrity as the main pillars in the development of its relationships and business.

[GRI 102-16 103-1](#) | [GRI 406 103-1](#)

The SGI aims to ensure compliance with the guidelines of Logicalis' Code of Ethics and Conduct and Anti-Corruption Policy, ensuring that the requirements and expectations of stakeholders are considered and consistent with the company's strategies, objectives, policies, processes and standards – i.e., to support the prevention, detection and reaction to practices contrary to anti-corruption and bribery laws. In this sense, the SGI

establishes the organizational structure, resources, roles and responsibilities for planning and operationalizing all activities that ensure its effectiveness and continuous improvement, including raising concerns and internal and external communications. The system is structured at Logicalis' strategic, managerial and operational levels, which enables periodic evaluation of its performance, in compliance with technical, legal and statutory requirements.

[GRI 205 103-2](#)

All these controls are implemented and managed by the respective heads, which continuously evaluate their efficiency, identifying opportunities for improvement from day-to-day monitoring,

risk analysis cycles, internal and external audits, critical analysis of the system, strategic planning cycles, and the capture of new stakeholder requirements, among other sources. [GRI 205 103-2](#)

Senior management is the main sponsor of the SGI, in the figure of the LATAM CEO, the Executive Vice President Brazil, the Executive Vice President SoLa, and the Executive Vice President NoLa, together with the Head of Legal and Compliance, the Ethics and Conduct Commission and other heads and leadership.

[GRI 205 103-2](#)

## Anti-corruption practices

GRI 205 103-3 | GRI 205-2

All Logicalis professionals sign a term of adherence to the Anti-Corruption Policy. In addition, the company promotes communication, training, and awareness actions on ethics, integrity, and anti-corruption for all its employees annually, at the strategic, managerial, and operational levels.

[GRI 205 103-3](#)

These actions, carried out through a technological platform, with control and reporting of the level of participation and individual assessment, address the Anti-Corruption Policy, the Code of Ethics and Conduct and the main risks associated with Logicalis' business, in addition to alerting professionals about their roles, responsibilities and potential damage that can be caused

by them. They also indicate how they can help prevent and avoid bribery and corruption and offer guidance on ethics, behavior, conflict of interests, among other topics, as well as explain how to recognize and respond to bribe requests and offers, use the reporting channel, and preserve the image and integrity of all professionals. [GRI 205 103-3](#)

During the period of this report, all Logicalis suppliers and business partners were also notified about the anti-corruption policies and procedures adopted by the company and underwent qualification, monitoring and due diligence, which includes a reputational survey, as do its business partners. [GRI 205-2](#)

Logicalis' Anti-Corruption Policy only authorizes ethical and legal charitable donations, which must be approved by the CFO and Head of Legal and Compliance.

[GRI 412-1](#)

# Data privacy and information security

GRI 418 103-1 | GRI 418 103-2 | GRI 418 103-3 | GRI 418-1

Logicalis' business model is fundamentally based on information assets. Its value is strategic and decisive competitiveness and the very continuity of the company's business.

As a result, data privacy has been prominent in corporate discussions due to risks related to reputation and the imposition of large fines.

In addition, clients, suppliers, and partners are also subject to the same privacy laws. They have questioned the companies they deal with about applying good corporate practices for handling personal data.

[GRI 418 103-1](#) | [GRI 418 103-2](#)

Logicalis addresses the topic of personal data privacy following the same practices and policies adopted for information security management, which is certified to ISO 27001:2013 and includes all work processes.

One such practice is the asset inventory, updated annually, which contains all company information, including personal data, its location, classification, and the applicable information security risk assessment.

The data protection system is audited annually by an internal team and external auditors from the certification body.

[GRI 418 103-2](#)



## Logicalis' Information Security Policy

The policy is guided by the following principles in order to protect the company's information assets:

- ▶ Use and handling of information assets in an ethical and professional manner by everyone.
- ▶ Access to information assets only by authorized persons, respecting their confidentiality.
- ▶ Information integrity at its origin and in its content.
- ▶ Availability of information assets at the required time.
- ▶ Compliance with other policies established by Logicalis.



The inspection and control of the use of personal data is done using data loss prevention (DLP) tools, which analyze the actions of each professional, preventing personal data from being misappropriated, printed, saved on external devices, or sent to the Internet. Data stored in cloud services is monitored and controlled by a solution called Cloud Access Secure Broker (CASB). All internet access is monitored, even for employees who are working remotely, regardless of location.

**GRI 418 103-2**

Responsibility for data privacy management lies with the Information Security team, supported by regional Data Protection Champions. Complaints related to the topic can be sent to those responsible via the Service Desk or by email to the Information Security area.

**GRI 418 103-2**

Mandatory annual training in information security and data privacy, phishing simulation campaigns, biannual invasion tests (pentest), and constant dissemination of security tips to all professionals are carried out. **GRI 418 103-3**

To assess the management of the topic at Logicalis, an annual critical analysis meeting of the Information Security Management System is held, in which the security indicators and objectives are presented to the company's management and any adjustments or changes are defined.

Security management is also partially verified in audit processes for ISO 22301 (Business Continuity Management), ISO 20000 (Quality Management in IT Services – Information Technology), and ISO 27001 (Information Security Management), in addition to finance-related audits that comprehensively check the security control environment.

**GRI 418 103-3**

As a result of these actions, Logicalis has been able to maintain ISO 27001 certification since 2006. Any non-conformities or opportunities for improvement captured in internal or external auditing processes are addressed in the context of this requirement, which is included in ISO 9001. So far, no information security or personal data-related incidents have been reported. **GRI 418-1**



# Environmental management

Logicalis is conscious of its environmental responsibilities. That is why the company seeks to minimize how its business and operating activities impact the environment, in addition to defining goals and actions to improve environmental management and reduce pollution, in compliance with the laws and other environmental regulations in the regions where it operates.

The company is also committed to offering advice and support to its clients on how technology can contribute to environmental preservation and reduce impacts associated with their operations.

# Commitment to neutralization

GRI 305 103-1

GRI 305 103-2

GRI 305 103-3

GRI 306-2

GRI 305-3

The topic of emissions is very relevant in Logicalis' value chain. Its direct emissions are generated by the offices, due to the consumption of electricity and refrigeration gas (in the Barueri/SP office). On the other hand, indirect emissions are generated by the movements of the company's employees, business trips, and, mainly, by equipment transportation. [GRI 305 103-1](#)

Since part of Logicalis' scope of operations is the acquisition, resale and installation of equipment from various global technology manufacturers, there is a constant flow of physical product shipments from suppliers to the company's distribution centers and then to clients, as well as movements between distribution centers and the return of products from clients to Logicalis. [GRI 306-2](#)

Logicalis has been inventorying its scope 1, 2 and 3 emissions since 2018, and

neutralizing scope 1 and 2 since 2018 and scope 3 since 2019. This work is currently performed in partnership with BlockC, which, in addition to helping the company consolidate its inventory calculation and validate the evidence of emissions, supports the negotiation and search for projects with the appropriate neutralization mechanism, such as carbon credits and others (RECs, REDDs, etc.), according to the premises of the GHG Protocol. [GRI 305 103-2](#) | [GRI 305 103-3](#)

Based on the inventory conducted in 2021, Logicalis' emissions in scopes 1, 2 and 3 totaled 1,369.05 tCO<sub>2</sub> equivalent. Scope 3 accounts for about 92.7% of the company's CO<sub>2</sub> emissions and, even though it is not mandatory, the company also neutralizes this scope as a compensation measure for the impact generated. The neutralization of these emissions is underway, and is expected to be completed by the second half of 2022. [GRI 305-3](#)



# Greenhouse gas emissions

GRI 305-1

GRI 305-2

GRI 305-3

GRI 305-7

## GRI 305: EMISSIONS

### GRI 305-1 Direct (Scope 1) GHG emissions

a/b. Total direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent			
	2021	2020	2019
CO <sub>2</sub>	1.68	3.95	3.95
HFCs	43.63	0	0
<b>TOTAL SCOPE 1</b>	<b>45.31</b>	<b>3.95</b>	<b>3.95</b>

The direct emissions sources are related to the air conditioning system and diesel generator at the Barueri office (Canopus). The other offices contract the air conditioning system with their respective condominiums. There were no emissions of CH<sub>4</sub>, N<sub>2</sub>O, PFCs, SF<sub>6</sub>, NF<sub>3</sub> as well as emission and removal of biogenic CO<sub>2</sub> for all three years.

## GRI 305: EMISSIONS

### GRI 305-2. Energy indirect (Scope 2) GHG emissions

a. Indirect GHG emissions from energy acquisition (scope 2) in metric tons of CO <sub>2</sub> equivalent			
	2021	2020	2019
CO <sub>2</sub>	54.89	25.55	63.74
<b>TOTAL SCOPE 2 (traditional)</b>	<b>54.89</b>	<b>25.55</b>	<b>63.74</b>

The only direct emissions sources are related to the energy consumption of the Barueri (Edifício Canopus) and Rio de Janeiro (Edifício Galeria) offices, because they contract energy from local distributors. The São Paulo office (Edifício CENU-Torre Norte) acquires energy jointly with the building's condominium, so it is not included in the GHG neutralization portfolio. There were no emissions of CH<sub>4</sub>, N<sub>2</sub>O, PFCs, SF<sub>6</sub>, NF<sub>3</sub>.

## GRI 305: EMISSIONS

### GRI 305-3. Other indirect (Scope 3) GHG emissions

a/b. Total other indirect (Scope 3) GHG emissions in metric tons of CO <sub>2</sub> equivalent			
	2021	2020	2019
CO <sub>2</sub>	1,257.26	1,657.000	2,198.140
CH <sub>4</sub>	0.01	0.020	0.030
N <sub>2</sub> O	0.04	0.060	0.070
HFCs	0.000	0.030	0.000
<b>TOTAL SCOPE 3</b>	<b>1,268.86</b>	<b>1,657.110</b>	<b>2,198.240</b>

c. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent			
<b>BIOGENIC CO<sub>2</sub> (emissions)</b>	<b>6.35</b>	<b>32.873</b>	<b>24.660</b>

Emissions related to fuel consumption in air and road travel (business trips and home-work commute), and upstream distribution (national and international) of the technological equipment contracted by clients (road, sea and air modes). There were no emissions of PFCs, SF<sub>6</sub> and NF<sub>3</sub>, as well as removal of biogenic CO<sub>2</sub> in all three years.

Logicalis does not emit ozone-depleting substances (ODS), NOX, SOX, persistent organic pollutants (POPs), volatile organic compounds (VOCs), hazardous air pollutants (HAP), particulate matter (PM) or other types of gases.

GRI 305-6 | GRI 305-7

## Actions for reducing carbon emissions

GRI 305-5 | GRI 413-2

Logicalis is currently developing 2 projects to decrease the company's Scope 3 emissions, which account for the largest share today

### ► Green Delivery

Its goal is to give visibility, through the control software used for logistics management, to the number of CO<sub>2</sub> emissions of each available freight option, which allows the company to make strategic choices aimed at reducing emissions. With this, in addition to promoting environmental awareness in transportation decisions, the company will be able to control, in real-time the emissions generated by the logistics distribution activities.

### ► Electric vehicles

Still in the testing phase, it will start with a vehicle for local transport, responsible for 4% of the deliveries, with zero carbon emissions. The intention is to increase the electric fleet to reduce emissions gradually and significantly. [GRI 305-5](#) | [GRI 413-2](#)

In addition, Logicalis is establishing metrics to control and reduce emissions in its operations.



## Environmental assessment of suppliers

GRI 308103-1 | GRI 308103-2 | GRI 308103-3

GRI 308-1 | GRI 308-2 | GRI 308 103-1

Logicalis does not perform a specific supplier assessment focusing on environmental issues. However, in addition to the qualification process described above, it also conducts a survey of the transportation companies' emissions (which are Scope 3, the company's main source of emissions) and promotes their neutralization in partnership with BlockC, through the acquisition of carbon credits.

Thus, despite considering their actions and encouraging them to adopt responsible environmental practices, the company has not selected suppliers based on environmental criteria.

# Waste management

GRI 306 103-1 GRI 306 103-2 GRI 306 103-3 GRI 306-2 GRI 306-4

Throughout all its processes for the materials and equipment supply chain, Logicalis shares the responsibility of ensuring the correct disposal of solid waste resulting from its operations, following current legislation. It also undertakes to decrease the volume of waste generated and reduce its impacts by adopting reverse logistics practices.

**GRI 306 103-1**

The company also maintains a specific channel to assist its clients in returning obsolete items or items with problems that prevent their normal operation. These products are stored in distribution centers until they are taken for correct disposal. **GRI 306 103-2**

The companies contracted for storage and transport are responsible for managing their fleets and for the product control routines, with Logicalis being co-responsible for the destination for correct disposal. The company currently relies on 7 transportation companies and 5 distribution centers.

**GRI 306 103-2**

The documents that regulate these activities to minimize the impacts generated by them, are the Material Reservation and Availability Policy, which regulates the availability of materials for reuse in the various projects with clients, and the Reverse Logistics Regulation, which describes the

conditions for sending obsolete or misplaced items for sustainable disposal. **GRI 306 103-2**

To avoid waste generation and minimize the impacts of what is generated, a stock analysis routine is conducted every six months with the technical and operational teams to identify items that will no longer be used for commercialization or internal use. The items listed as "unusable" are separated and forwarded for sustainable disposal, carried out by a supplier licensed and responsible for this operation. The measure is conducted to reduce economic impacts, clean up the company's material base,

and consequently promote the reinsertion of the raw material in the production lines.

**GRI 306-2 | GRI 306-4**

The company also maintains a control routine for obsolete and lost items, which are sent to a supplier every six months for the correct destination of the products. At the end of the process, a technical report is issued to prove the appropriate disposal of the items, which is stored for control purposes.

**GRI 306-2 | GRI 306-4**

## REVERSE LOGISTICS

**23** tons of materials

**43** clients performed the collection

## DISPOSAL OF OBSOLETE EQUIPMENT

**9.8** tons of hardware and cables were discarded and processed by a specialized company in FY22



**Electronic waste campaign**

GRI 306 103-3

In FY22, Logicalis promoted an electronic waste collection action in its offices. 203.10 kg of equipment was collected, including headsets, mice, a television, iron, fax machine, camera etc. This result was 3 times higher than the last campaign, held in 2019.



**GRI 306: WASTE**

**GRI 306-5. Waste directed to disposal**

306-5 a Total weight of waste directed to disposal in metric tons and a breakdown of this total by composition of the waste.

306-5 a/c Composition of non-hazardous waste	FY22	FY21	FY20
Scrap electronic material	16.33	6.43	16.27
<b>Total</b>	<b>16.33</b>	<b>6.43</b>	<b>16.27</b>

*There is no hazardous waste. All the material is sent to a hired company that performs the process of decharacterization, destruction, and sending for recycling by processing companies and plants. Non-recyclable waste is sent for final disposal.*

**Energy**

GRI 302 103-1 GRI 103-2 GRI 103-3

Logicalis is a company that provides services and equipment to its clients throughout Brazil, including technical support, often on a 24/7 basis. Thus, energy consumption is critical to run its operations and provide services reliably. [GRI 302 103-1](#)

The first type of demand is for electricity, mostly from local power distributors, to run the São Paulo (CENU), Barueri (Edifício Canopus) and Rio de Janeiro (Edifício Galeria) offices. A quantity of energy is also consumed from a diesel generator at the Barueri office, rented to meet supply contingencies. This generator is necessary because this office is home to Logicalis' NOC, which operates 24 hours a day, 7 days a week, and houses the employees who provide support

for the services and equipment offered to clients. [GRI 302 103-2](#)

In addition, the company has equipment vital to its operation located in the data centers of Edifício Canopus and a specialized external provider (Equinix), which is responsible for providing electrical power to this infrastructure. [GRI 302 103-2](#)

The electricity bills for the offices are managed by Logicalis' administrative area, which analyzes the reported consumption, trends, histories, and any discrepancies every month and assesses ways of reducing them in each unit. The CENU and Canopus offices have already been inaugurated with high-efficiency LED lighting in all spaces. The Galeria office,

meanwhile, has had all the lighting replaced with LED over the years. [GRI 302 103-2](#)

Regarding the use of air conditioning, in the CENU and Galeria offices, the air conditioning equipment belongs to the condominium, which is responsible for its maintenance and power supply. At Canopus, the equipment was automated – automatic shutdown of all machines by time slot, operation by location, and smoother on/off controls – which led to savings in energy consumption. [GRI 302 103-2](#)

# Consumption of fuels

GRI 302 103-1 GRI 302 103-2 GRI 302 103-3 GRI 302-1 GRI 302-2

The primary energy source used in Logicalis' operations is fuel. This resource is used during business travel of the company's professionals and, especially, in the transportation of equipment between its technology partners' factories and its clients' facilities all over the country. In other words, consumption occurs outside the organization, by third parties, through service contracts. **GRI 302-2**

Business travel: includes cabs and airfare used by the company's professionals, through urban transport service providers and travel agencies. Transportation (upstream) of equipment sold

to clients: encompasses 2 categories, international and domestic logistics.

In international logistics, Logicalis' Supply Chain team performs the importation of the main partners in the North American bases, through logistics operators hired to transport the equipment to Brazil. Upon arrival in the country, the national logistics team starts working, which handles the operation of distribution and delivery of the equipment to the end clients. The Supply Chain team controls all means of transportation

contracted (air, sea and road), the weights transported and distances traveled. This data are used to calculate the indirect scope 3 emissions. **GRI 302-2**

Fuel consumption related to equipment transportation is managed by the Supply Chain team, which seeks the optimization of national and international routes to adopt the most efficient ones, both in terms of cost and travel distance. This process translates into improved efficiency in the company's fuel consumption. **GRI 302-2**

## Consumption of energy within the organization

GRI 302-1

### GRI 302: ENERGY

#### GRI 302-1. Energy consumption within the organization in Gigajoules (GJ)

302-1.a Fuel consumption from non-renewable sources	FY22	FY21	FY20
Diesel	30	30	30
<b>Total</b>	<b>30</b>	<b>30</b>	<b>30</b>
302-1.c Energy consumed	FY22	FY21	FY20
Electricity	1,524	1,342	1,426
Cooling	3	3	3
<b>Total</b>	<b>1,527</b>	<b>1,345</b>	<b>1,429</b>
302-1.e Total energy consumed	FY22	FY21	FY20
Energy consumed	1,527	1,345	1,429
<b>Total</b>	<b>1,557</b>	<b>1,375</b>	<b>1,459</b>

**Notes:**

The electricity invoices were used as a basis, with information on the monthly consumption of each office. For the amount of diesel for the generator, the information provided by the company that maintains the equipment was used, and for the air conditioning calculation, the information was taken from the Maintenance and Operational Control Plan (PMOC) that is produced for all the company's refrigeration equipment.

There was no consumption of fuels from renewable sources, heating energy, steam, and energy sales in the three years.

For conversion into GJ, the factors from the National Energy Balance (BEN) 21 were used.



# Commitment to people



GRI 401 103-1

Logicalis believes that different ways of perceiving the world pave the way for technological innovation and a better society. That is why its professionals are the company's greatest competitive advantage. It seeks to keep its teams motivated, providing a diverse, inclusive, healthy, and sustainable work environment, thus reflecting differentiated and innovative customer service. Everyone is treated equally, fairly, and with respect at all times.

GRI 102-8 PROFILE OF LOGICALIS PROFESSIONALS

GRI 102-8 Information on employees and other workers

102-8 b Number of employees by region			
Region	FY22	FY21	FY20
South	20	14	22
Southeast	1,038	999	1,142
Midwest	7	6	7
Northeast	0	1	4
North	1	1	1
<b>Total</b>	<b>1,066</b>	<b>1,021</b>	<b>1,176</b>

GRI 102-8 PROFILE OF LOGICALIS PROFESSIONALS

GRI 102-8 Information on employees and other workers

102-8 b Number of employees by employment contract									
Employment contract	FY22			FY21			FY20		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	723	298	1,021	709	277	986	826	307	1,133
Part-time	27	18	45	22	13	35	24	19	43
<b>Total</b>	<b>750</b>	<b>316</b>	<b>1,066</b>	<b>731</b>	<b>290</b>	<b>1,021</b>	<b>850</b>	<b>326</b>	<b>1,176</b>

Note: All employees have permanent, full-time work contracts, except interns and apprentices, who work part-time hours.

# Attraction and valorization of professionals

GRI 401 103-1 GRI 401 103-2 GRI 401 103-3

Attracting qualified professionals who identify with its culture, with differentiated compensation and a well-structured career plan, is the strategy used by Logicalis to guarantee success in the market. The company identifies with creative, restless, committed, and inspiring employees, who take care of their self-development, seek new knowledge, and contribute to the education of the younger staff. [GRI 401 103-1](#)

Since 2020, tech professionals have been in demand by companies across many different segments. This intense search for qualified personnel has enhanced competitiveness and introduced a series of challenges for attracting talent. Logicalis had to restructure its Talent Acquisition (TA) team, develop and qualify it so that

the business strategy and the company's competitive differentials were present in the recruiters' discourse. [GRI 401 103-1](#)

Hiring people who follow Logicalis' values is more important than the technical knowledge they may bring. Thus, in external recruitment, the TA team, in partnership with the company's areas, seeks professionals who, in addition to having the necessary behavioral and technical skills specific to each position, identify with its values and principles, with enthusiasm, the capacity to innovate, entrepreneurial vocation, and team spirit. People who are flexible and have the ambition to transform the world through the application of technology, who dare to imagine different projects, who can share ideas and knowledge, and who collectively reach decisions that lead to the best

solutions for our clients and, consequently, for society. [GRI 401 103-2](#)

Logicalis' hiring process is very hands-on and involves the leadership, management, and subject coordination levels, which, together with the Human Relations area, define the profiles and seniorities required already in the company's strategic planning cycle, considering the company's and the employee's objectives and perspectives in the medium and long term. [GRI 401 103-2](#)

Currently, all stages of the selection process are virtual, performed through a robust talent management platform (Talent Connection), capable of maintaining governance and lending greater agility to hiring. [GRI 401 103-3](#)

## Selection process stages

- ▶ **1.** Competencies and values interview with the HR area, to certify the employee's alignment with the corporate competencies, culture, and skills required for the position.
- ▶ **2.** Interview with the professional from the demanding area and others indicated (depending on the position complexity and seniority).
- ▶ **3.** Interview with a representative of the Competence Center, responsible for developing the technical skills required to make Logicalis' businesses viable.
- ▶ **4.** Predictive Index Behavioral Assessment.
- ▶ **5.** Reputation survey.

In order to amplify the satisfaction and opportunities for development and growth of the professionals who are already part of the Logicalis team, all open positions in the company are disclosed internally through the My Jobs Program on the Talent Connection platform, except for the confidential ones. Once the possibility of internal utilization has been exhausted, the external recruitment process is initiated. In this case, opportunities are advertised on the website and social networks, such as Twitter, Facebook, and LinkedIn, to attract new talent from outside the organization.

Logicalis also encourages and values the referral of candidates, which is done through the Headhunter for a Day Program, carried out by professionals who show engagement with the company's initiatives and practices. [GRI 401 103-2](#)

The TA area is responsible for the selection processes involving external and internal candidates for permanent positions and the Internship and Young Apprentice programs. The selection and hiring of professionals who work for the company as third parties and

temporary workers is executed by the Supply Chain area, which also analyzes and registers the external consulting companies specialized in recruitment that TA may hire.

[GRI 401 103-2](#)

► **Internship Program**

One of Logicalis' main means of hiring is the Intern Program. Well-established, it strives to offer young talents training about the company's culture and processes for their future entry as new employees. The program is also a way to promote increased diversity in the company year by year. Comprised of students in their last or second-to-last year of various undergraduate courses, the intern group accounts for approximately 8% of Logicalis' staff, with a historical hiring rate of over 90%. This high rate portrays the care taken with the program beginning with the selection of candidates. [GRI 401 103-2](#) | [GRI 401 103-3](#)

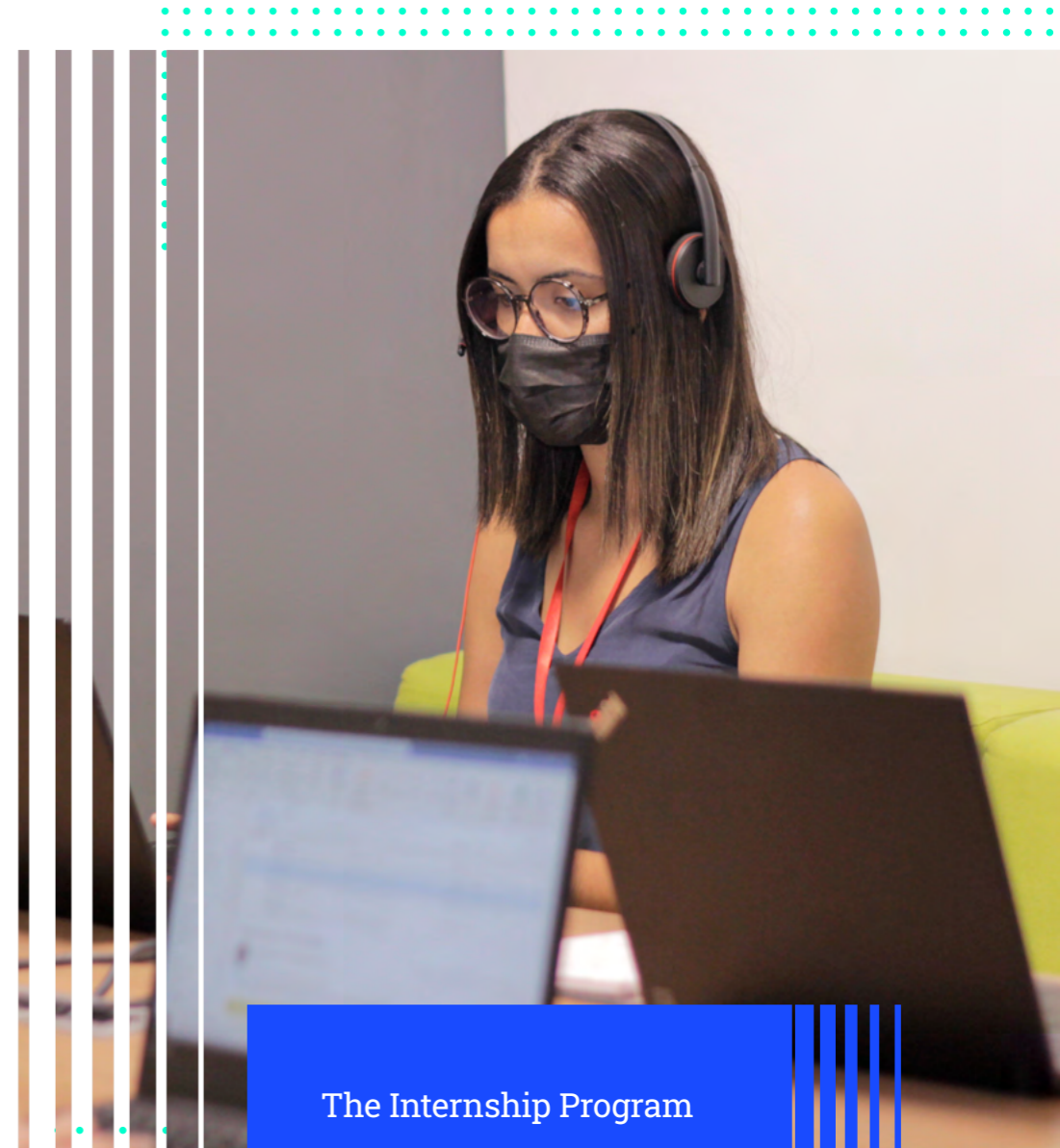
Conducted by partner suppliers specialized in the selection stage, the program relies on the direct participation of the leaders and values diversity, reinforcing the company's commitment to providing equal opportunities to all who qualify for its

positions, regardless of gender, race, sexual orientation, disability, or any other characteristic. [GRI 401 103-2](#)

► **Young Apprentice Program**

The objective of the Young Apprentice program is to provide young people attending high school, or who have already graduated and have not yet entered college, with the opportunity for intellectual growth and personal fulfillment, promoting their training and developing their employability and integration into the job market. It lasts a maximum of 2 years, according to the guidelines established in legislation. [GRI 401 103-3](#)

The young person is hired through partners, such as IOS, Nube, and Saber. In alignment with its new diversity and inclusion strategy, Logicalis has expanded its range of partners to contemplate different courses and profiles of young people working in different areas. [GRI 401 103-3](#)



The Internship Program has a historical hiring rate of over 90%. [GRI 401 103-3](#)

The program determines four days of work and one day of study per week. The young person's exposure to the corporate environment transforms the theory in the classroom into practice. To that end, the company seeks to leverage the apprentices' development and broaden their possibilities to work as full-time employees.

**GRI 401 103-3**

At the beginning of this journey, a manager is appointed by the company as responsible for coordinating practical exercises and monitoring the apprentice's activities in the workplace, always seeking to ensure training that can contribute to their full development and is in line with the contents of the course in which the youngster is enrolled. In addition, the young people have access to the Logicalis Language Program and undergo a behavioral assessment twice a year, to become aware of what is required of them and receive feedback for their development in the work environment based on the company's values and culture.

**GRI 401 103-2**

**GRI 401: EMPLOYMENT**

**GRI 401-1. New employee hires and employee turnover**

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

Age group	FY22			FY21			FY20		
	Total employees	Number of new hires	Rate	Total employees	Number of new hires	Rate	Total employees	Number of new hires	Rate
Under 30	231	97	42.0%	241	52	21.6%	311	114	36.7%
Between 30 and 50 years of age	714	244	34.2%	690	89	12.9%	777	229	29.5%
Over 50	76	18	23.7%	55	6	10.9%	45	13	28.9%
<b>Total</b>	<b>1,021</b>	<b>359</b>	<b>35.2%</b>	<b>986</b>	<b>147</b>	<b>14.9%</b>	<b>1,133</b>	<b>356</b>	<b>31.4%</b>

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

Gender	FY22			FY21			FY20		
	Total employees	Number of new hires	Rate	Total employees	Number of new hires	Rate	Total employees	Number of new hires	Rate
Men	723	257	35.5%	709	104	14.7%	826	267	32.3%
Women	298	102	34.2%	277	43	15.5%	307	89	29.0%
<b>Total</b>	<b>1,021</b>	<b>359</b>	<b>35.2%</b>	<b>986</b>	<b>147</b>	<b>14.9%</b>	<b>1,133</b>	<b>356</b>	<b>31.4%</b>

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

Region	FY22			FY21			FY20		
	Total employees	Number of new hires	Rate	Total employees	Number of new hires	Rate	Total employees	Number of new hires	Rate
North	1	0	0.0%	1	0	0.0%	1	0	0.0%
Northeast	0	0	0.0%	1	0	0.0%	4	1	25.0%
Midwest	7	1	14.3%	6	0	0.0%	7	4	57.1%
Southeast	993	347	34.9%	964	146	15.1%	1,099	343	31.2%
South	20	11	55.0%	14	1	7.1%	22	8	36.4%
<b>Total</b>	<b>1,021</b>	<b>359</b>	<b>35.2%</b>	<b>986</b>	<b>147</b>	<b>14.9%</b>	<b>1,133</b>	<b>356</b>	<b>31.4%</b>

Note: Does not consider interns and apprentices

► **Summer Talent Program**

Summer Talent Logicalis is a short-term internship program for young Brazilians enrolled in undergraduate courses abroad, such as Business Administration, Computer Science, Finance, Environment Development, Mechanical Engineering and Agricultural Business.

Lasting two months, to take advantage of the northern hemisphere summer vacation period between June and August, the program exposes participants to Logicalis' business challenges involving areas such as consulting, cloud computing, IoT, security, and analytics. The students are accompanied by tutors, who help them develop their skills and conduct the proposed projects, as well as facilitator in the process of integration into the corporate environment. The daily dynamics of the interns also include interaction with leadership, participation in meetings, corporate activities, and social events. [GRI 401 103-3](#)

For Logicalis, this is an opportunity to identify, develop and connect talents and participate in the professionals' formation fostering an innovative spirit and allowing them to develop skills that stand out in the market. [GRI 401 103-3](#)

**GRI 401: EMPLOYMENT**

**GRI 401-1. Employee turnover**

401-1 b Total number and rate of employee turnover, by age group									
Age group	FY22			FY21			FY20		
	Total employees	Number of dismissals	Rate	Total employees	Number of dismissals	Rate	Total employees	Number of dismissals	Rate
Under 30	231	69	29.9%	241	62	25.7%	311	37	11.9%
Between 30 and 50 years of age	714	244	34.2%	690	221	32.0%	777	157	20.2%
Over 50	76	11	14.5%	55	11	20.0%	45	7	15.6%
<b>Total</b>	<b>1,021</b>	<b>324</b>	<b>31.7%</b>	<b>986</b>	<b>294</b>	<b>29.8%</b>	<b>1,133</b>	<b>201</b>	<b>17.7%</b>
401-1 b Total number and rate of employee turnover, by gender									
Gender	FY22			FY21			FY20		
	Total employees	Number of dismissals	Rate	Total employees	Number of dismissals	Rate	Total employees	Number of dismissals	Rate
Men	723	241	33.3%	709	221	31.2%	826	145	17.6%
Women	298	83	27.9%	277	73	26.4%	307	56	18.2%
<b>Total</b>	<b>1,021</b>	<b>324</b>	<b>31.7%</b>	<b>986</b>	<b>294</b>	<b>29.8%</b>	<b>1,133</b>	<b>201</b>	<b>17.7%</b>
401-1 a Total number and rate of employee turnover, by region									
Region	FY22			FY21			FY20		
	Total employees	Number of dismissals	Rate	Total employees	Number of dismissals	Rate	Total employees	Number of dismissals	Rate
North Region	1	1	100.0%	1	0	0.0%	1	0	0.0%
Northeast Region	0	0	0.0%	1	3	300.0%	4	0	0.0%
Midwest Region	7	0	0.0%	6	2	33.3%	7	0	0.0%
Southeast Region	993	317	31.9%	964	280	29.0%	1,099	193	17.6%
South Region	20	6	30.0%	14	9	64.3%	22	8	36.4%
<b>Total</b>	<b>1,021</b>	<b>324</b>	<b>31.7%</b>	<b>986</b>	<b>294</b>	<b>29.8%</b>	<b>1,133</b>	<b>201</b>	<b>17.7%</b>

Note: Does not consider interns and apprentices





# Health and well-being of professionals

GRI 403 103-1 | GRI 403 103-2 | GRI 403 103-3 | GRI 403-1 | GRI 403-6

Logicalis complies with local legislation and international occupational health and safety standards, taking actions to minimize exposure to risks, prevent accidents and occupational diseases, both for its professionals and dependents, third parties, and resident service providers.

**GRI 403 103-1**

Its commitment to occupational health and safety is expressed in its Safety, Occupational Health and Environmental Policy, which describes Logicalis' commitments concerning these issues.

- ▶ Protect our employees and service providers, providing safe and healthy working conditions to prevent accidents and deterioration of health that may

occur while developing daily activities.

- ▶ Meet the legal requirements for occupational health and safety and the environment, and the additional stakeholder requirements, seeking to minimize the impacts of its operations.

- ▶ Identify occupational safety and health hazards and environmental aspects, constantly evaluating the risks, to eliminate the dangers and environmental aspects, ensuring that the control measures implemented reduce occupational safety and health risks, protect the environment, and prevent pollution.

- ▶ Continuously improve the performance of the Occupational Health and Safety and Environmental Management Systems in all its operations and integrate them with the company's other systems, processes and activities.

- ▶ Consider the participation and consultation of our employees in safety and occupational health activities, through their representatives, inspections, and other instances determined by our regulations.

- ▶ Within the scope of our business, advise our clients on how technological solutions can contribute to the safety and health of their employees and control impacts. **GRI 403 103-2 | GRI 403-1**

The main instrument for coordinating and integrating environmental preservation, safety and health initiatives throughout Logicalis' chain of operations is its Health, Safety and Environment Management System (HSE).

It covers:

- ▶ policies;
- ▶ commitments;
- ▶ objectives and goals;
- ▶ responsibilities;
- ▶ resources;
- ▶ complaint mechanisms;
- ▶ specific actions, such as processes, projects, programs, and initiatives.

[GRI 403 103-2](#) | [GRI 403-1](#)

The efficiency of the HSE Management System is related to the participation of all the company's employees in adopting of a preventive and attentive stance towards the environmental and safety requirements during the activities developed in the offices, operations, relationships with clients, suppliers, partners, and other stakeholders.

[GRI 403 103-3](#) | [GRI 403-1](#)

The system is structured so that environmental, safety, and health

aspects and impacts are identified, assessed and controlled. In operations, we consider everything from the development and detailing of the information and communication technology (ICT) solution, through the acquisition of goods and services, to the implementation activities and all those necessary for a contract management, including the relationship with the stakeholders involved.

**Through the system, it is possible to:**

- ▶ determine the aspects that have or can have significant impacts on the environment and the actions necessary to control them;
- ▶ identify the hazards and reduce the risks that could harm the health and safety of the professional or cause material losses;
- ▶ feed the planning process of the Occupational Health, Safety, and Environment Management System;
- ▶ plan the operational controls, with tighter control applied to the most significant risks. [GRI 403 103](#) | [GRI 403-1](#)

This information is generated and stored in specific files. At least once a year – when Logicalis business requires changes in legal requirements – the files are updated and the new version is communicated to those involved.

[GRI 403 103](#) | [GRI 403-1](#)

When the need for training to meet the execution of a control, the application of practice, and legislation is identified, it is up to the HSE coordination and the responsible managers to evaluate the establishment of training initiatives with the Human Resources area.

[GRI 403 103](#) | [GRI 403-1](#)

In FY22, Logicalis recorded no work accidents, deaths or illnesses related to the work activities of direct employees or service providers. [GRI 403-10](#)





System planning is conducted at the strategic and operational levels, considering the environments and processes of Logicalis' value chain, and is conducted by the HSE Coordination and carried out by multidisciplinary teams. At the operational level, the Internal Commission for Accident Prevention (CIPA) is responsible for representing the professionals in participations and consultations related to Safety, Environment, Health, and Quality of Life. [GRI 403-1](#)

In addition to meeting all the legal requirements applicable to its area of activity and additional stakeholder areas, Logicalis works to prevent accidents and damage to health that may occur while developing daily activities. The hazards are identified through a technical visit to survey the risk for elaborating the legal documents, which are the Risk Management Program (PGR) and the Occupational Health and Medical Control Program (PCMSO). [GRI 403-10](#)

The company has identified ergonomic and work-related risks for its employees. Logicalis adapted the furniture with ergonomic equipment that allows individual adjustments to prevent health risks. This care extends to employees working from home, with the loan of the same equipment available in offices to ensure their comfort and correct posture. [GRI 403-10](#)

Healthcare and prevention also involves a flu vaccination campaign; webinars on Yellow September, Pink October, and Blue November,

and exemption from co-participation for specific consultations and exams during these months; among others. In 2021, 1,119 doses of influenza vaccine were given to employees, their dependents, and resident service providers. [GRI 403-6](#)

Logicalis also provides medical and dental assistance to its professionals and dependents, as well as the Employee Support Program (EAP), which offers welcoming, listening and confidentiality services so that each person feels supported whenever they experience difficulty. The service is available around-the-clock via a toll-free phone call, in the areas described below. [GRI 403-6](#)

► **Psychological Support:** guidance provided by specialized professionals in crises situations, such as stress, insomnia, depression, trauma, and violence.

► **Financial Support:** help from social workers to identify the history and origin of debt and to plan a personal or family budget.

► **Legal Support:** offers clarification of doubts by specialized lawyers about contracts, understanding of laws, and other procedures necessary to solve problems of a legal nature. [GRI 403-6](#)

**GRI 401: PARENTAL LEAVE**

**GRI 401-3 Maternity/paternity leave**

	FY22		FY21		FY20	
	Men	Women	Men	Women	Men	Women
Employees who took parental leave	20	9	24	8	29	13
Employees that were still employed 12 months after their return from parental leave	19	9	17	5	25	10
<b>Retention rate (%)</b>	<b>95.0</b>	<b>100.0</b>	<b>70.8</b>	<b>62.5</b>	<b>86.2</b>	<b>76.9</b>

Notes:  
 All employees are considered, except apprentices, because they are hired through partnerships with educational entities.  
 All employees who took parental leave returned to work at the end of it, that is, the return rate was 100%.

# Training and development

GRI 404-1 GRI 404-2

One of the main highlights of Logicalis' Human Relations policies is the investment in training and resources, expanding people's capabilities to develop their careers, grow, and serve their clients increasingly better. It is only possible to support clients during their digital transformation through experienced teams, employees, and talent.

To this end, the company has several programs that include academic training, technical training, and soft skills. Subsidies of 50% of the tuition fees are offered to employees who want to attend their first undergraduate course (bachelor's, undergraduate and technologist level) and 40% for graduate, extension, master's and doctorate courses, benefiting 44 employees in the last 3 years.

Employees also receive soft skills training, language programs, and corporate onboarding, which, in 2021,

totaled more than 5,000 hours of training. The highlight of FY22 was the Leadership Now Program, which focused on middle management. Based on three pillars – innovative leadership, inspiring leadership, and effective team leadership – the training included the participation of 27 professionals over four months, totaling 913 hours of training with external partners.

In addition to training programs, professionals enjoy access to the self-study content platforms Crossknowledge, Udemy, and Cisco INE.

Crossknowledge provides knowledge tracks based on the 10 behavioral competencies for high performance.

Udemy and Cisco INE, on the other hand, are used to obtain technical certifications associated with the technologies present in the company's portfolio of solutions. In such cases, the company will reimburse 100% of the

## GRI 404: TRAINING AND EDUCATION

### GRI 404-1 Average hours of training per year per employee

b – Average hours of training by employee category

Employee category	FY22			FY21		
	Number of employees	Total hours of training	Average	Number of employees	Total hours of training	Average
Executive Board (with CEO)	42	126	3.0	36	96	2.7
Management	80	528	6.6	44	432	9.8
Leadership/coordination	104	1,289	12.4	105	951	9.1
Sales Force	41	195	4.8	45	446	9.9
Administrative	176	515	2.9	146	1,338	9.2
Operational	587	2,084	3.6	598	4,819	8.1
Trainees	36	280	7.8	47	296	6.3

Note: does not consider technical training. Data not available for FY20.

amount in case of approval or offer free vouchers, depending on the linked strategic partnership.

The average technical training per professional was 30 hours in FY22 and FY21 and 40 hours in FY20. In FY22, the most accessed technical courses were those in the Technology area. The most sought-after topics include: Microsoft Certification, Microsoft AZ-900, AWS Certification, AWS Certified Solutions Architect-Associate and Python.

GRI 404-1

## GRI 404: TRAINING AND EDUCATION

### GRI 404-1 Average hours of training per year per employee

a – Average hours of training by gender

	FY22		FY21	
	Men	Women	Men	Women
Number of employees	750	316	732	289
Total training hours	3,296	1,721	5,283	3,095
Average	4.39	5.45	7.22	10.71
Retention rate (%)	4.71		8.21	

Tech Week

LATAM

Tech Week LATAM is a regional event intended for the nearly 3,000 Logicalis professionals based in 11 Latin American countries, including Brazil. It aims to promote knowledge exchange and team integration, providing employees' visibility into the company's business, the evolution of markets and technologies, as well as addressing strategic offerings and their ecosystems. The event lasted 3 days in FY22, with content about technology and innovation, technical panels and discussions about digital transformation and market trends, with the presence of special guests and partners.

10 competencies assessed

▶ Ability to adapt

- ▶ Agile Transformation
- ▶ Positive Resilience

▶ Ability to collaborate

- ▶ Inclusive Teamwork
- ▶ Cross Business Engagement
- ▶ Influential Communication

▶ Ability to think

- ▶ Self Driven Learning
- ▶ Smart Decision-Making
- ▶ Entrepreneurial Spirit

▶ Ability regarding deliveries

- ▶ Accountable Execution
- ▶ Excellent Customer Solutions

Performance

Review

GRI 404-3

One of the ways to identify the demands for personal and professional development is through the Skills Assessment (AvCom), conducted annually with all employees hired until the base date of 10/31. With a behavioral focus, the evaluation uses the 360° methodology, which enables a comprehensive perspective of the professional through their relationship network. The employees receive feedback on their performance through feedback conversations, which encourage open dialogue and relationships of trust.



**GRI 404 – TRAINING AND EDUCATION**

**GRI 404-3 Percentage of total employees who receive regular performance and career development reviews**

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

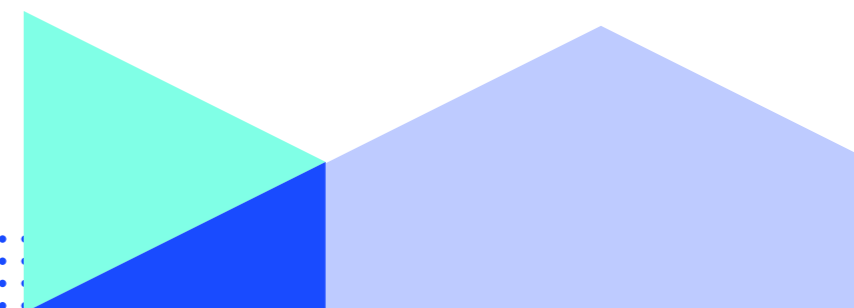
Employee category	FY22						FY21						FY20					
	Total men	Total men assessed	%	Total women	Total women assessed	%	Total men	Total men assessed	%	Total women	Total women assessed	%	Total men	Total men assessed	%	Total women	Total women assessed	%
Executive Board (with CEO)	33	30	91%	9	8	89%	36	33	92%	8	7	88%	36	34	94%	7	7	100%
Management	56	51	91%	24	23	96%	56	50	89%	21	21	100%	53	51	96%	23	20	87%
Leadership/coordination	74	66	89%	30	27	90%	67	62	93%	27	26	96%	98	94	96%	35	34	97%
Sales Force	27	21	78%	14	11	79%	30	29	97%	10	10	100%	28	25	89%	13	12	92%
Administrative	55	41	75%	121	99	82%	53	43	81%	113	98	87%	44	40	91%	116	105	91%
Operational	480	402	84%	107	84	79%	472	431	91%	102	84	82%	573	522	91%	116	107	92%
Trainees	25	25	100%	11	11	100%	19	19	100%	7	7	100%	21	21	100%	13	12	92%
Total	750	636	85%	316	263	83%	733	667	91%	288	253	88%	853	787	92%	323	297	92%

Note: For the calculation, it considers the staff on 10/31 of each year, which corresponds to the base date for eligibility for the review process.

**GRI 404-3 PERFORMANCE REVIEW**

**Performance review evolution**

	FY22	FY21	FY20
Total employees	1,066	1,021	1,176
Total employees assessed	899	920	1,084
% of employees assessed	84%	90%	92%



# Diversity, equity and inclusion

GRI 405 103-1 GRI 405 103-2 GRI 405 103-3

At Logicalis, diversity, equity and inclusion are strategic topics. For the company, career opportunities, recognition and rewards should be determined by people's capabilities and achievements. This direction promotes and respects the diversity of opinions, generations, cultures, histories, conditions, and interests, equally and with respect for differences, without prejudice. Logicalis understands that the plurality of ideas, the multiplicity of cultures and the different ways of perceiving the world are essential to innovation, fostering new business opportunities that lead to business competitiveness and thus contribute to a better society. [GRI 405 103](#)

Since 2019, the company has a Diversity & Inclusion Committee responsible for disseminating the initiatives and actions related to this

topic, aligned to the global strategy, supporting the construction of an increasingly inclusive and diverse work environment. [GRI 405 103-2](#)

Panels are also held for all the company's employees, in which Diversity & Inclusion themes are debated in a comprehensive, transparent, and respectful manner, with internal and external guests, to make everyone more aware of the topic, leading to a shared collective understanding. These panels, called D&I Awareness Panels, occur annually, usually on dates that mark the struggle of minority groups for equal opportunity and respect, and have an audience of approximately 120 to 150 employees per event. [GRI 405 103](#)

To demonstrate the fundamental role that leadership plays in the engagement of this topic, the first "Inclusive Leadership Workshop" was held in 2021, aimed at senior leaders of the company's operations worldwide. [GRI 405 103](#)

In addition, to continue to raise awareness and train its leadership on issues of diversity and inclusion, Logicalis offers specific content on this topic in the Leadership Now Program, held in partnership with GPTW and intended for leaders, encouraging the practice of inclusive leadership by building a more diverse and innovative environment. [GRI 405 103](#)

## GRI 405-1: DIVERSITY PROFILE AT LOGICALIS

### GRI 405-1 Diversity of governance bodies and employees

405-1 a. Percentage of individuals within the organization's governance bodies, by gender			
		Number	Percentage
FY22	Men	23	79.3%
	Women	6	20.7%
	Total	29	100%
FY21	Men	20	83.3%
	Women	4	16.7%
	Total	24	100%
FY20	Men	21	84.0%
	Women	4	16.0%
	Total	25	100%

Note: The Senior Officers were considered for governance.

## GRI 405-1: DIVERSITY PROFILE AT LOGICALIS

### GRI 405-1 Diversity of governance bodies and employees

405-1 a. Percentage of individuals within the organization's governance bodies, by color			
		Number	Percentage
FY22	White	26	89.7%
	Yellow	3	10.3%
	Total	29	100%
FY21	White	21	87.5%
	Yellow	3	12.5%
	Total	24	100%
FY20	White	21	84.0%
	Yellow	4	16.0%
	Total	25	100%

Note: There were no brown or black members for the periods reported.

**Logicalis**  
**impact initiatives**

► Launch of a behavioral training track through the Continuous Learning Program, with a pillar dedicated exclusively to diversity and inclusion topics covering content such as Managing Diverse Teams, Managing Different Generations, among others. Through the Talent Connection platform, these courses are available to all employees in Brazil and Latin America. [GRI 405 103-2](#)

► Repositioning of the Talent Connection program, which removed geographic barriers so that the attraction process could be expanded to the entire Brazilian territory, emphasized the valorization of "diversity of thought" and strengthened partnerships with educational institutions focused on vulnerable audiences, such as Zumbi dos Palmares University and SPTEch (formerly BandTech). As a result, 9 times more black and brown people were selected than in previous years and 27% more women. [GRI 405 103-3](#)

**GRI 405-1: DIVERSITY PROFILE AT LOGICALIS**

**GRI 405-1 Diversity of governance bodies and employees**

405-1 a. Percentage of individuals within the organization's governance bodies, by age group

		Number	Percentage
FY22	Between 30 and 50 years old	12	41.4%
	Over 50 years old	17	58.6%
	Total	29	100%
FY21	Between 30 and 50 years old	9	37.5%
	Over 50 years old	15	62.5%
	Total	24	100%
FY20	Between 30 and 50 years old	12	48.0%
	Over 50 years old	13	52.0%
	Total	25	100%

Note: There were no members under the age of 30 for the periods reported.

► Inclusion of Unconscious Biases training among the mandatory training that is part of the Integration Day for all of Logicalis' new hires. It is an invitation the company makes to the new employee to reflect on the

topic, reinforcing its commitment to building a more inclusive and diverse work environment where discrimination is not tolerated.

[GRI 405 103-3](#)

► Launch of the affinity groups LogiPride (LGBTQIA+), LogiWomem (Women), and LogiBold (Black and Brown), which are formed by an average of 10 volunteer members with a connection and interest in the topic. These groups meet monthly in safe environments, in which actions are discussed and aligned with the company's global strategy. Each group can implement these initiatives with the support of the Diversity & Inclusion Committee and management.

[GRI 405 103-3](#)

► The D&I topic is part of the company's internal satisfaction survey (Peakon). The results are used as input to guide the work of the Diversity & Inclusion Committee.

[GRI 405 103-3](#)

**Discrimination reporting channel**

To allow employees to report discrimination or lack of respect in the workplace, Logicalis makes available the Ethics and Conduct Channel. All reports are rigorously investigated and treated confidentially – they can also be made anonymously. In FY22, one complaint about an incident was registered. After investigation, discrimination was not confirmed and the case was closed. There were no such complaints in the previous two years.

[GRI 406-1](#)



**GRI 405-1: DIVERSITY PROFILE AT LOGICALIS**

**GRI 405-1 Diversity of governance bodies and employees**

405-1 b. Percentage of employees, by working hours and gender

		FY22			FY21			FY20		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Full-time</b>	number	723	298	1,021	709	277	986	826	307	1,133
	%	70.8%	29.2%	100%	71.9%	28.1%	100%	72.9%	27.1%	100%
<b>Part-time</b>	number	27	18	45	22	13	35	24	19	43
	%	60.0%	40.0%	100%	62.9%	37.1%	100%	55.8%	44.2%	100%
<b>Total (full + part-time)</b>	number	750	316	1,066	731	290	1,021	850	326	1,176
	%	70.4%	29.6%	100%	71.6%	28.4%	100%	72.3%	27.7%	100%

Note: Part-time considers interns and apprentices.

**GRI 405-1: DIVERSITY PROFILE AT LOGICALIS**

**GRI 405-1 Diversity of governance bodies and employees**

405-1 b. Percentage of employees, by working hours and age group

		FY22				FY21				FY20			
		Below 30 years old	Between 30 and 50 years old	Over 50 years old	Total	Below 30 years old	Between 30 and 50 years old	Over 50 years old	Total	Below 30 years old	Between 30 and 50 years old	Over 50 years old	Total
<b>Full-time</b>	number	231	714	76	1,021	241	690	55	986	311	777	45	1,133
	%	22.6%	69.9%	7.4%	100.0%	24.4%	70.0%	5.6%	100.0%	27.4%	68.6%	4.0%	100.0%
<b>Part-time</b>	number	45	0	0	45	35	0	0	35	43	0	0	43
	%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%
<b>Total (full + part-time)</b>	number	276	714	76	1,066	276	690	55	1,021	354	777	45	1,176
	%	25.9%	67.0%	7.1%	100%	27.0%	67.6%	5.4%	100%	30.1%	66.1%	3.8%	100%

**GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**

**405-1 a. Percentage of individuals within the organization's governance bodies, by race**

405-1 b. Percentage of employees, by working hours and color

		FY22					FY21					FY20				
		White	Yellow	Brown	Black	Not informed	White	Yellow	Brown	Black	Not informed	White	Yellow	Brown	Black	Not informed
<b>Full-time</b>	number	818	30	137	33	3	783	40	130	32	1	924	38	127	37	7
	%	80.1%	2.9%	13.4%	3.2%	0.3%	79.4%	4.1%	13.2%	3.2%	0.1%	81.6%	3.4%	11.2%	3.3%	0.6%
<b>Part-time</b>	number	31	3	9	2	0	21	0	9	5	0	31	3	5	3	1
	%	68.9%	6.7%	20.0%	4.4%	0.0%	60.0%	0.0%	25.7%	14.3%	0.0%	72.1%	7.0%	11.6%	7.0%	2.3%
<b>Total (full + part-time)</b>	number	849	33	146	35	3	804	40	139	37	1	955	41	132	40	8
	%	79.6%	3.1%	13.7%	3.3%	0.3%	78.7%	3.9%	13.6%	3.6%	0.1%	81.2%	3.5%	11.2%	3.4%	0.7%

Note: Data not available by employee category.

**GRI 405-2 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**

**GRI 405-2. Ratio of the basic salary and remuneration of women to men for each employee category**

Ratio of the basic salary and remuneration of women to men, by employee category received by men

Employee categories	FY22	FY21	FY20
Executive Board (with CEO)	8%	11%	16%
Management	2%	1%	2%
Leadership/coordination	5%	15%	10%
Sales Force	8%	8%	17%
Administrative	76%	70%	79%
Operational	13%	6%	9%



2021-2022  
Edition  
(FY22)

# About the report

GRI 102-44 | GRI 102-45 | GRI 102-46 | GRI 102-48 | GRI 102-49  
 GRI 102-50 | GRI 102-51 | GRI 102-52 | GRI 102-54 | GRI 102-56

Logicalis' first Sustainability Report, which provides information referring to the fiscal year 2022 (FY22), integrates a movement of the company to engage with its various stakeholders and the launch of its broad ESG strategy planned for this year. With this report production and its inherent process of mapping and managing social and environmental indicators, allied with the strategy, Logicalis advances to a new level in the face of the challenges posed to the society around the 2030 and 2050 goals.

One of the main objectives of this document is to share with Logicalis' stakeholders the results of the company's ESG management. As such, this report was prepared following the Global Reporting Initiative (GRI) Standard: Core option. The principles and requirements of the Standard were followed, including the main topics addressed by the stakeholders. The reporting period is from March 1, 2021 to February 28, 2022, and is expected to be published annually. This edition (FY22) did not rely on external assurance.

# Materiality Matrix

Logicalis' 2021-2022 Materiality Matrix was conducted in early 2022, with the scope being the operation in Brazil, where the company is incorporated as a limited liability company. Being the first publication, there was also no reformulation.

[GRI 102-48](#) | [GRI 102-49](#)

As the company's core business is based on the integration of services and customization of technology solutions for its clients, the definition of the stakeholder groups heard and engaged to build the matrix considered the representativeness of each of those that make up the ecosystem in which Logicalis is inserted. Twelve stakeholder groups were consulted. The process of engaging and actively listening to these stakeholders was carried out by means of personal interviews and online questionnaires. Interviews and meetings with top leadership, context and trend studies, and analysis of institutional documents were also conducted.

[GRI 102-42](#) | [GRI 102-43](#)

[GRI 102-40](#)

## STAKEHOLDER GROUPS ENGAGED BY LOGICALIS

Clients

Suppliers

Business partners

Shareholders

Education NGOs (Tech and non-Tech)

Education Specialists

Logicalis Professionals

Press

Opinion makers

Banks

Headhunters (recruitment and selection partner consultancies)

Associations representing the sector

The topics identified throughout the process defined Logicalis' 2021-2022 Materiality Matrix, presented below, which guided the production of the content of this report.

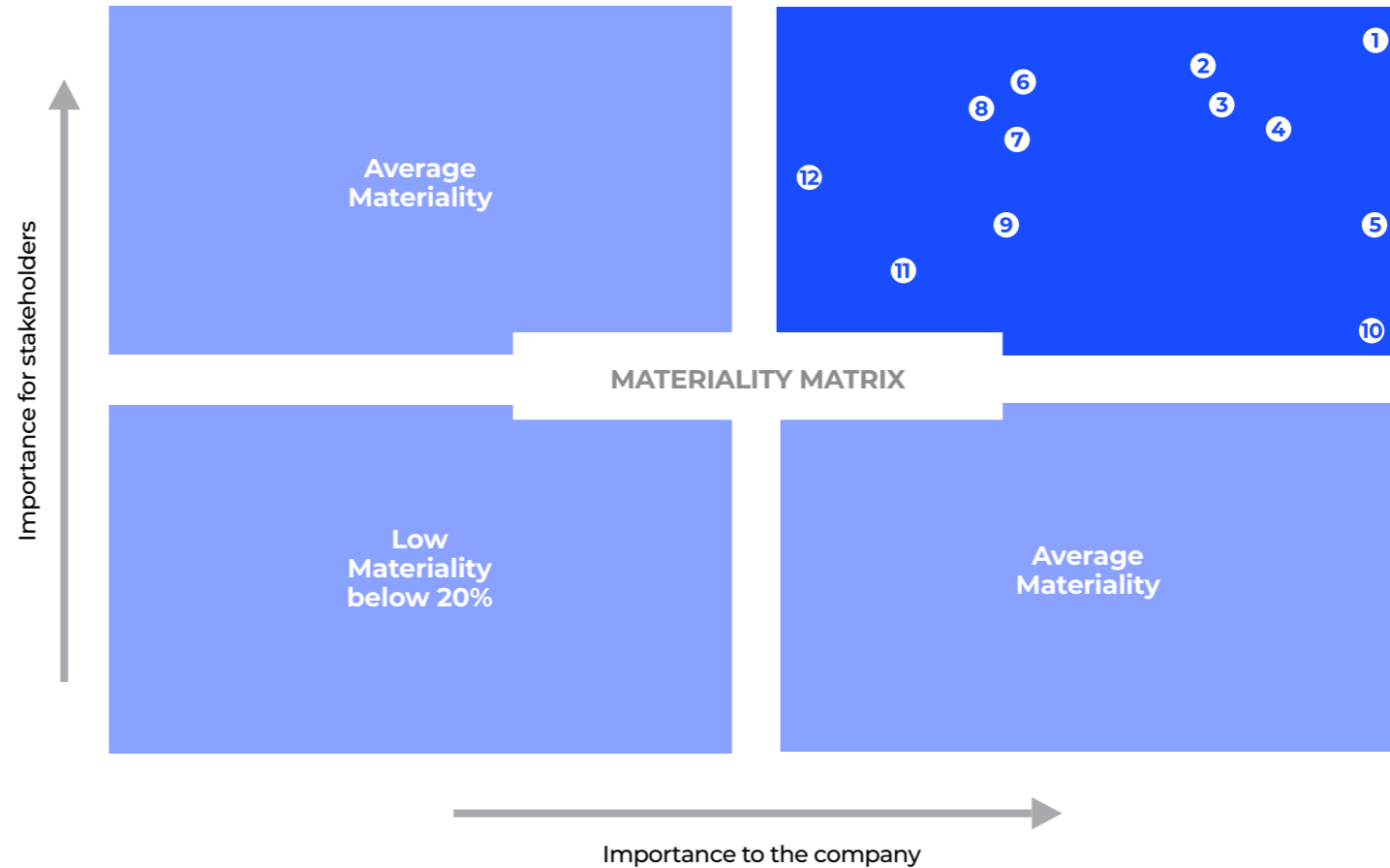
[GRI 102-44](#) | [GRI 102-46](#)

**Materiality matrix Logicalis**

GRI 102-47

**MATERIAL TOPICS IDENTIFIED**

- 1 Climate change
- 2 Data security and privacy
- 3 Practices for non-discrimination of people
- 4 Guarantee of a stable IT infrastructure operation
- 5 Ethics, integrity and compliance
- 6 Promoting human rights
- 7 Diversity, equity and inclusion
- 8 Waste management and reverse logistics in IT
- 9 Responsible sourcing practices
- 10 Impacts generated by the company's economic performance
- 11 Practices of attracting and developing people for IT
- 12 Promoting business based on advanced technologies and responsible innovation



As a result of the engagement process, 12 topics were identified in the high materiality quadrant.

GRI 102-47

GRI 102-55

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No information was omitted from this report.

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No information was omitted from this report.

\*Due to the relevance of human capital to Logicalis, the company has chosen to take a broader approach to the topic of "Well-being and commitment to professionals" in this report.

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No information was omitted from this report.



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Logicalis would like to give special thanks to the entire team that contributed to gathering the information in this report.

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