



ESG Databook 2024



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Navigation and accessibility



Reading accessibility using Adobe Acrobat's "read aloud" tool.





Presentation

Banco do Brasil presents its third edition of ESG Booklet, a publication that is part of the institution's transparency and accountability strategy along with its stakeholders.

Complementary to the Annual Report, the ESG Booklet offers a more in-depth approach to relevant environmental, social and governance issues, bringing together articles, management practices and performance indicators that highlight the Bank's advances in sustainability.

Organized into three chapters - Governance, Environmental and Social - the content highlights strategic aspects of BB's operations, such as risk management, eco-efficiency, diversity and valuing people, among other priority topics.

ESG Booklet is a dynamic publication that can be updated throughout the year, reflecting the ongoing improvement of management practices and the dissemination of new results related to the ESG agenda.

Good reading!





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Tax strategy

Purpose

Banco do Brasil's tax strategy maintains its commitment to comply not only with the words, but also with the spirit of the tax laws and regulations of the countries in which we operate. This ensures ethical and transparent operations, in line with the best international corporate governance practices. In this regard, we rely on efficient tax management, with clear guidelines on competencies, roles and responsibilities related to taxes, including duties, contributions, fees and other fiscal charges.

This strategy is built into the organization's various initiatives, comprising business plans, corporate structuring projects, international investments, acquisitions, partnerships, and developing banking and financial products and services. Tax management is aligned with the institution's strategic objectives, allowing it to make safe decisions in line with the best market practices.

Compliance

The regular payment of taxes, in exact amounts and on time, is one of the pillars of our tax strategy. Timely compliance with tax liabilities helps to mitigate risks, avoiding penalties and adverse impacts on the business. This commitment is feasible through ongoing monitoring of legislative updates and the application of efficient and automated tax control processes.

In addition, legal solutions are adopted to optimize the tax burden within the thresholds set by laws, ensuring a balance between operational efficiency and fiscal responsibility. Therefore, we seek not only to meet regulatory requirements, but also to foster a sustainable business environment in line with our stakeholders' expectations.

This commitment is feasible through ongoing monitoring of legislative updates and the application of efficient and automated tax control processes.



Guarantees

Banco do Brasil's tax governance is guided by transparency and the adoption of responsible practices in its relationship with the tax authorities. The institution maintains an open and collaborative dialogue channel with regulatory agencies, ensuring clearness and security in its operations.

Tax governance is managed by bodies liable for formulating guidelines, monitoring risks and controlling compliance, ensuring that tax performance is aligned with internal policies and market expectations. This also ensures that our tax practices contribute to the Bank's continuity and sustainable growth.

Tax governance

Banco do Brasil's tax governance is conducted with rigor and transparency, ensuring compliance with applicable laws in all the locations where we operate. Approval of the Tax Accounting Bookkeeping (ECF) is the responsibility of the Bank's CEO, in accordance with in-house regulations in force.

The Accounting Department, through its Management Committee, is liable for validating the tax assessment bases, comprising the taxes owed by the Bank and its wholly-owned subsidiaries in Brazil.

Continuous technical actions are implemented, led by the Tax Management and Planning Department to ensure compliance with the tax guidelines. This structure is liable for coordinating tax planning, managing risks and ensuring process compliance, as well as managing tax liabilities, always leveled with the institution's strategic objectives.

We issue technical opinions, conduct tax studies and draw up technical notes and normative instructions, submitting this information for analysis by the Strategic Executive Committees and the Board of Officers. Internal regulatory mechanisms detailing the operational procedures necessary to ensure compliance with national and international legal and regulatory requirements support the decision-making processes.

International operations

Banco do Brasil's international operations are conducted in compliance with global tax standards, such as those set out by the BEPS (Base Erosion and Profit Shifting) Plan. We regularly provide information to the tax administrations of countries that are signatories to international agreements, reinforcing our commitment to transparency and integrity in transnational operations.

The exchange of information between jurisdictions is an essential practice to ensure compliance with transfer pricing rules, ensuring that the group's intercompany transactions are conducted within the arm's length principle. This practice enables to monitor the distribution of revenues, the taxation levied in different locations and the economic activities performed by each group's entity.

Our commitment includes strict compliance with applicable tax rules, avoiding the transfer of profits to low-tax jurisdictions and ensuring that revenues generated in countries with favorable tax regimes are duly taxed in Brazil, abiding by the Universal Basic Taxation Regime (RTBU). Transactions made in these countries

We issue technical opinions, conduct tax studies and draw up technical notes and normative instructions.

are subject to Corporate Income Tax (IRPJ) and Social Contribution on Net Income (CSLL), ensuring the correct application of tax legislation.

International cooperation and transparency in the disclosure of tax information are fundamental principles to comply with the treaties and agreements signed by Banco do Brasil. However, the Institution adopts strict measures to guarantee the protection and confidentiality of shared data, ensuring the integrity of operations and compliance with applicable laws.



Statements

Banco do Brasil adopts a seamless and systematic approach to the disclosure of tax information, pursuant to applicable laws. The financial statements and financial analysis report, on a consolidated basis, data on tax expenses, tax assets and liabilities, the main tax litigation accrued and the relevant tax rates levied on the institution's operations and results.

With the same rigor and control, we provide detailed reports covering the consolidated results of the units abroad, evidencing tax expenses in each location where we operate. This information is structured to provide a comprehensive view of the tax impact of the Bank's global operations, contributing to efficient management and strategic tax planning.

Since 2017, the Bank has reported country-by-country statements, an initiative that promotes transparency by providing information on the distribution of income, profits and taxes paid in each jurisdiction, bolstering alignment with global tax governance guidelines and enhancing monitoring and compliance with current regulations.

	2022				2023				2024			
	Revenue	Profit (loss) before tax	Income tax paid	Income tax accrued (current year)	Revenue	Profit (loss) before tax	Income tax paid	Income tax accrued (current year)	Revenue	Profit (loss) before tax	Income tax paid	Income tax accrued (current year)
Brazil	266,302,431	38,254,048	5,762,346	4,400,251	263,786,774	39,868,747	5,326,458	4,261,937	290,816,921	17,515,747	9,344,928	7,559,526
Germany	(16,764)	(103,639)	13,942	11,908	114,097	37,265	10,199	15,623	295,805	155,196	6,929	24,047
Argentina	10,217,128	408,150	8,421	138,026	11,063,679	450,672	55,208	485,710	12,145,339	3,841,628	598,741	71,265
Austria	4,109,620	(200,816)	-	-	4,831,136	(200,270)	-	-	2,065,254	133,659	25	-
Bolivia	(9,014)	(42,693)	115	-	(6,478)	(10,410)	-	-	21,999	13,748	-	-
Chile	(18,066)	(19,980)	5	-	-	-	-	-	-	-	-	-
China	50,025	5,494	-	2,706	49,137	(6,236)	1,688	1,440	156,679	90,798	535	2,659
USA	1,279,127	325,406	14,656	27,170	3,244,150	408,222	20,236	30,852	5,194,996	1,158,239	12,099	29,454
France	57,984	(30,239)	4,843	100	83,537	(86,541)	1,086	6	5,198	4,395	-	-
Cayman Islands	5,257,623	358,093	-	35	6,120,763	283,697	-	32	10,750,633	4,635,600	-	41
England	1,265,438	(435,660)	71	14,661	1,973,199	431,928	53,434	57,716	5,260,712	(127,170)	6,483	2,465
Ireland	(80)	(834)	-	-	-	-	-	-	-	-	-	-
Italy	-	-	39	-	-	-	15	-	-	-	-	-
Japan	227,108	(42,732)	31,676	29,446	493,855	(26,976)	49,312	34,728	881,070	237,420	67,037	59,517
Paraguay	19,667	(7,170)	377	1,054	43,092	(260)	1,225	876	70,506	36,747	641	1,627
Portugal	18,807	(10,902)	-	114	34,253	(2,647)	799	112	61,592	14,582	94	179
Singapore	(2,908)	(2,965)	-	-	-	-	-	-	-	-	-	-
Total per country	288,758,126	38,453,561	5,836,491	4,625,471	321,831,194	41,147,191	5,519,660	4,889,032	327,726,704	27,710,589	10,037,512	7,750,780
Elimination	(8,767,455)	-	-	-	(11,447,047)	-	-	-	(5,237,404)	-	-	-



IFRS Consolidated	279,990,671	38,453,561	5,836,491	4,625,471	310,384,147	41,147,191	5,519,660	4,889,032	322,489,300	27,710,589	10,037,512	7,750,780
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Lawfulness and transparency

Our tax management goes beyond compliance with legal requirements. We consider not only the terms of the law, but also court precedents and jurists understanding, ensuring transparent operation in line with best practices.

All tax-related transactions are conducted in such a way as to evidence the business results and their tax impacts, without these being used to determine the business feasibility. Therefore, we ensure a balanced, responsible approach that complies with the principles of governance and integrity.

Tax Risks

Our tax strategy considers the risks inherent in our operations, comprising financial, reputational and strategic impacts. To mitigate these risks, we rely on specialized structures working to identify, analyze and mitigate potential tax exposures. The main tax risks are related to:

- Misinterpretation or insufficient interpretation of tax laws, including exemptions, rates, special regimes, credits, incentives and tax benefits;
- Failure to comply with rules on the payment, withholding and collection of taxes and other ancillary obligations;
- Questions from the tax authorities about the tax structure adopted in new businesses or investments;
- Delays in implementing corrective measures to ensure compliance and tax regular status;
- Divergences in the tax authorities' acceptance of information and documents submitted in inspection and assessment proceedings.

Tax risk mitigating initiatives

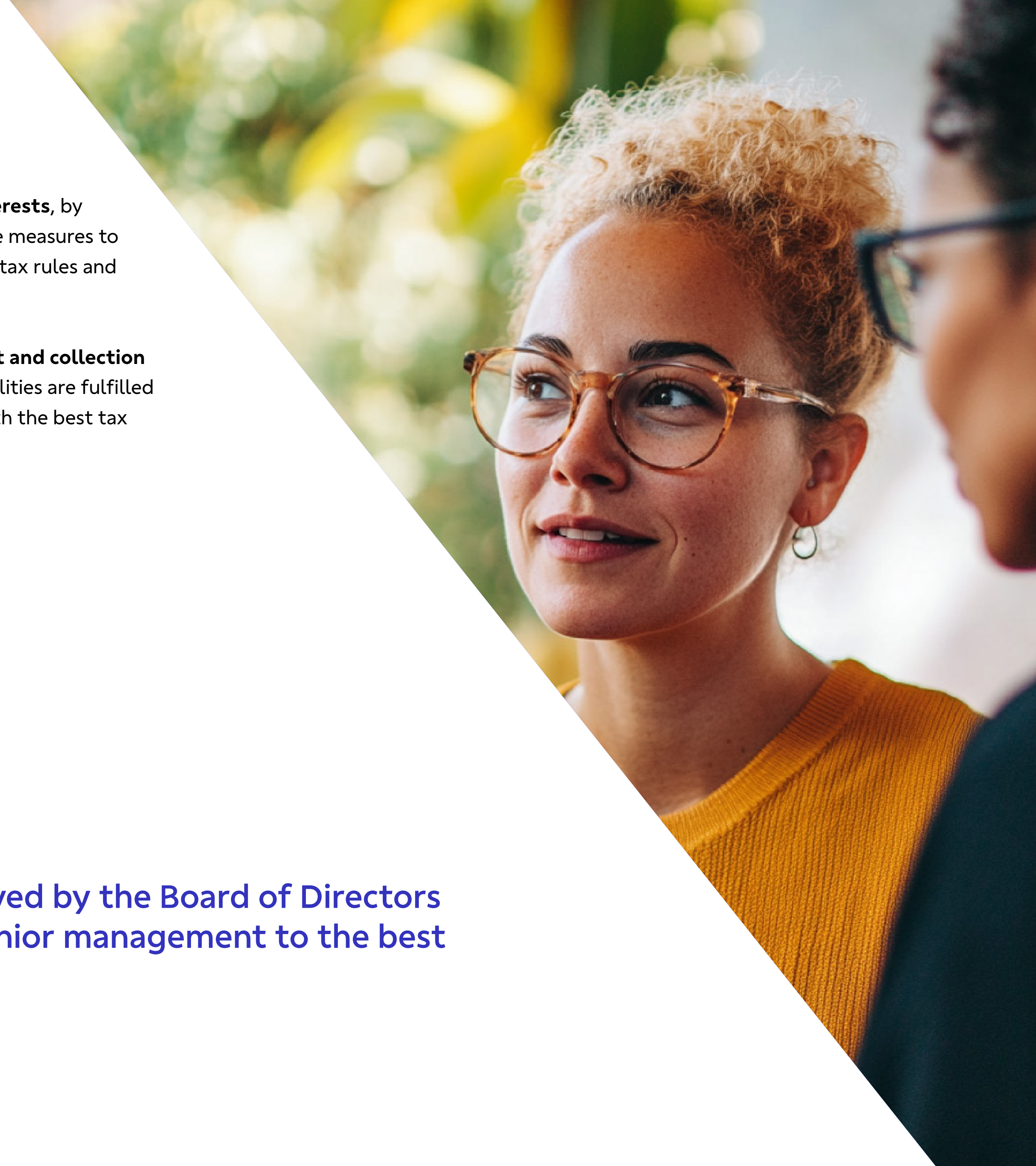
The effectiveness of our tax strategy is ensured through the coordinated action of technical (Accounting Department) and legal (Legal Department) structures, focused on:

- **Proactive tax risk management**, ensuring the early identification of eventual contingencies and the implementation of effective practices to sustain high levels of tax compliance and regular status. Standardized routines for calculating, paying and withholding taxes are continually improved to minimize losses and ensure operational efficiency.
- **Ongoing monitoring of the effectiveness of the measures adopted**, allowing for adjustments and improvements to tax management processes and systems to lessen risks and optimize internal controls.
- **Support for strategic decision-making**, providing substantiated information for the definition of mitigating initiatives and tax compliance.
- **Regulatory environment monitoring**, identifying and analyzing legislative and normative amendments with a potential impact on the Bank's operations.



- **Management of inspections and assessments**, with detailed analysis of Inspection Procedure Warrants (MPF), Tax Audit Report (TVF), Tax Reports and Notices of Tax Assessment, ensuring timely and appropriate responses to the regulator's requirements.
- **Institutional relations with tax authorities**, such as the Brazilian Federal Revenue Service (RFB) and other tax entities, to prevent disputes and seek solutions that meet institutional interests.
- **Strategic advice for business areas**, offering technical support for corporate structuring and new investments, advising on the correct application of exemptions, rates, special regimes and other available tax incentives.
- **Defense of the institution's interests**, by adopting legal and administrative measures to ensure the correct application of tax rules and protect the Bank's rights.
- **Improvement of tax assessment and collection processes**, ensuring that tax liabilities are fulfilled accurately and on time, in line with the best tax efficiency practices.

Banco do Brasil's Fiscal Strategy for 2023/2024 was approved by the Board of Directors on December 7, 2023, ratifying the commitment of BB's senior management to the best Environmental, Social and Governance (ESG) practices.





Social, environmental and climate risk mitigation cases

We conduct our operations based on principles of ethics and transparency, ensuring that our financial practices are aligned with our social, environmental and climate responsibilities. Our commitment to sustainability is reflected in our rigorous lending policies, which incorporate social and environmental criteria to mitigate risks and foster sustainable development. We are signatories to international initiatives and pacts such as the Global Compact, the Equator Principles, the Principles for Responsible Investment (PRI), the GHG Protocol, the TCFD and the Business Ambition for 1.5°C.

To ensure compliance, we require borrowers to submit documentation evidencing environmental compliance, such as licenses, impact reports and water permits, whenever necessary. The Forest Origin Document is also required, where applicable, as proof of the origin of the plant or animal production. We have adopted restrictive criteria, preventing credit from being granted to rural properties located in the Amazon Biome if they are in areas embargoed for

deforestation or illegal burning. In addition, we do not take risks with customers involved in illegal practices, such as compulsory labor, child exploitation or intentional environmental damage, and transactions with customers practicing race and gender discrimination are forbidden.

Our real estate collateral analysis process includes technical verification of eventual restrictions, such as location in archaeological sites, protected areas or regions classified as contaminated. We only accept properties that have been rehabilitated for declared use, ensuring that they comply with current regulations. If irregularities are identified, we reserve the right to suspend the transfer of funds or anticipate the maturity of operations.

We also use specialized tools to identify and mitigate social and environmental risks, such as the Social, Environmental and Climate Responsibility Level Assessment Questionnaire (RSAC). This tool allows us to analyze the practices of customers with the greater risk potential, considering their size and sector of activity. Project finance from R\$10 million is submitted to a detailed analysis, which may include technical visits to check on-site socio-environmental conditions.





Equator Principles

For projects under the **Equator Principles**, we follow a structured process of analysis, categorization and monitoring, supported by independent consultants (Sustainable Finance, Grupo Energia Consult and Limiar Ambiental) to ensure compliance with the international standards of the International Finance Corporation (IFC) and the World Bank. We continually assess social and environmental impacts, ensuring that these are manageable and mitigated through appropriate measures.

In 2024, six loans were contracted under the Equator Principles, all of them for electricity generation. For these projects, we require the creation of a Social and Environmental Management System and the engagement of independent consultancy to assess and monitor their compliance with applicable laws and IFC and World Bank standards.

The specialized consultancy has issued periodic reports, concluding that the environmental and social impacts of the projects are limited, reversible and controllable through mitigating measures. If non-conformities are identified, the Bank may suspend the release of funds or anticipate the loan maturity.

Social, environmental and climate risk mitigation cases – Equator Principles

In 2024, specific risk mitigating initiatives were conducted in projects under the Equator Principles, based on the recommendations of independent consultants engaged to assess and monitor the projects. The measures adopted by the companies involved evidence their commitment to impact management and compliance with the international standards set by the International Finance Corporation (IFC) and the World Bank. Five representative cases are highlighted below:

Pulp and paper industry expansion project

The consultancy recommended the adoption of regulatory safety measures, such as the installation of emergency showers and eyewashes in chemical product handling areas, as well as the regularization of the atmospheric discharge protection system (SPDA) reports. The company has carried out the necessary corrective actions, reported evidence of compliance and is committed to the continuous advancement of occupational health and safety conditions.

Photovoltaic power plant project

The creation of an Environmental Management System (SGA) and the inclusion of quilombola communities in the Social Communication Plan were recommended. In response, the company engaged a specialized entity to elaborate the

SGA and promoted a specific communication campaign with the quilombola community, reinforcing its commitment to dialogue and respect for the rights of traditional populations.

Hydroelectric power plant project

After inspections and recommendations from independent consultancy, improvements were made to safety practices, including Preliminary Risk Analysis (APR), emergency drills and environmental preventive actions. In addition, the company has drawn up and implemented a Solid Waste Management Plan (PGRS) and set up a Waste Treatment and Final Disposal Center (CTDFR), with agreements and suppliers contracted to handle and properly dispose of recyclable and hazardous waste.

Wind farm project

The company complied with the consultancy's guidance, reinforcing accident prevention and control measures, including evidencing the existence of an Occupational Health Medical Control Program (PCMSO), the proper use of Personal Protective Equipment (PPE), making environmental emergency kits available and providing periodic health and safety training. A Noise Control and Monitoring Plan was also implemented, attesting the compliance of emissions with legal thresholds, without causing discomfort to the community or workers.

Gas-fired thermal power plant project

Measures concerned with the health and safety of the surrounding communities have been implemented, such as social and environmental awareness campaigns, monitoring the hiring of local labor and suppliers and setting out a communication and social responsibility program. Initiatives include issuing monthly reports and providing an ombudsman channel for interaction with communities. These actions have resulted in benefits such as job creation, professional training and the reinforcement of communication and transparency.

These cases evidence the effectiveness of the socio-environmental due diligence and monitoring process conducted based on the Equator Principles, contributing to curtail risks and foster good practices in the projects financed.



Credit suspended or forbidden

We maintain strict guidelines determining the suspension or prohibition of credit for customers and projects that pose unacceptable social, environmental or climate risks. Examples of operations that were rejected in 2024 include:

- Rural producer involved in compulsory or forced labor, identified in the registry of the Ministry of Labor and Employment.
- Limestone mining project rejected due to lack of environmental practices in line with Brazilian legal requirements.
- Engineering and construction company prevented from obtaining credit due to involvement in environmental damage, according to a complaint by the Federal Public Prosecutor's Office.

Strategic studies

We continuously monitor emerging risks that could impact our business, such as extreme weather events and changes in regulatory standards. In view of the El Niño and La Niña phenomena, we have prepared specific studies to identify their potential impacts on the country's main activities and regions. These studies allows us to monitor the progression of climate scenarios and their implications, enabling a more agile and effective response to any adversities.

To bolster our Climate Risk Management process, so that to mitigate the risk and promote better inputs for decision-making process, we created comprehensive climate change scenarios, applied to the economic macro-sectors vision. These scenarios are based on the models of the IPCC, for physical climate risk, and the NGFS, for transitional climate risk, and have been adapted to the Brazilian reality.

Our objective is to foresee the potential impacts of climate change on agribusiness and other economic sectors relevant to BB's business, providing better inputs for decision-making and mitigating climate risks in a structured way. The sustainability guidelines for credit also include the recommendation of specific contractual clauses and corrective measures in cases of non-compliance identified throughout the credit cycle.

To bolster our Climate Risk Management process, we created comprehensive climate change scenarios.





Emerging issues

Emerging risks are defined as the possibility of events whose details are not yet fully understood, but which could have a significant impact on the Bank's results in the future. These risks can become relevant if their potential impact is magnified and they affect the Company's strategic objectives, which requires the adoption of specific management processes.

In this context, we rely on a process for identifying relevant risks, risk policies, standards, procedures, structure, governance, Information Technology (IT) infrastructure and risk and capital management processes that provide the necessary security for the development of our business.

The Bank's risk management is based on activities developed aiming at identifying, measuring, assessing, controlling, monitoring, reporting and mitigating risks, as well as ensuring the management's ongoing advancement.

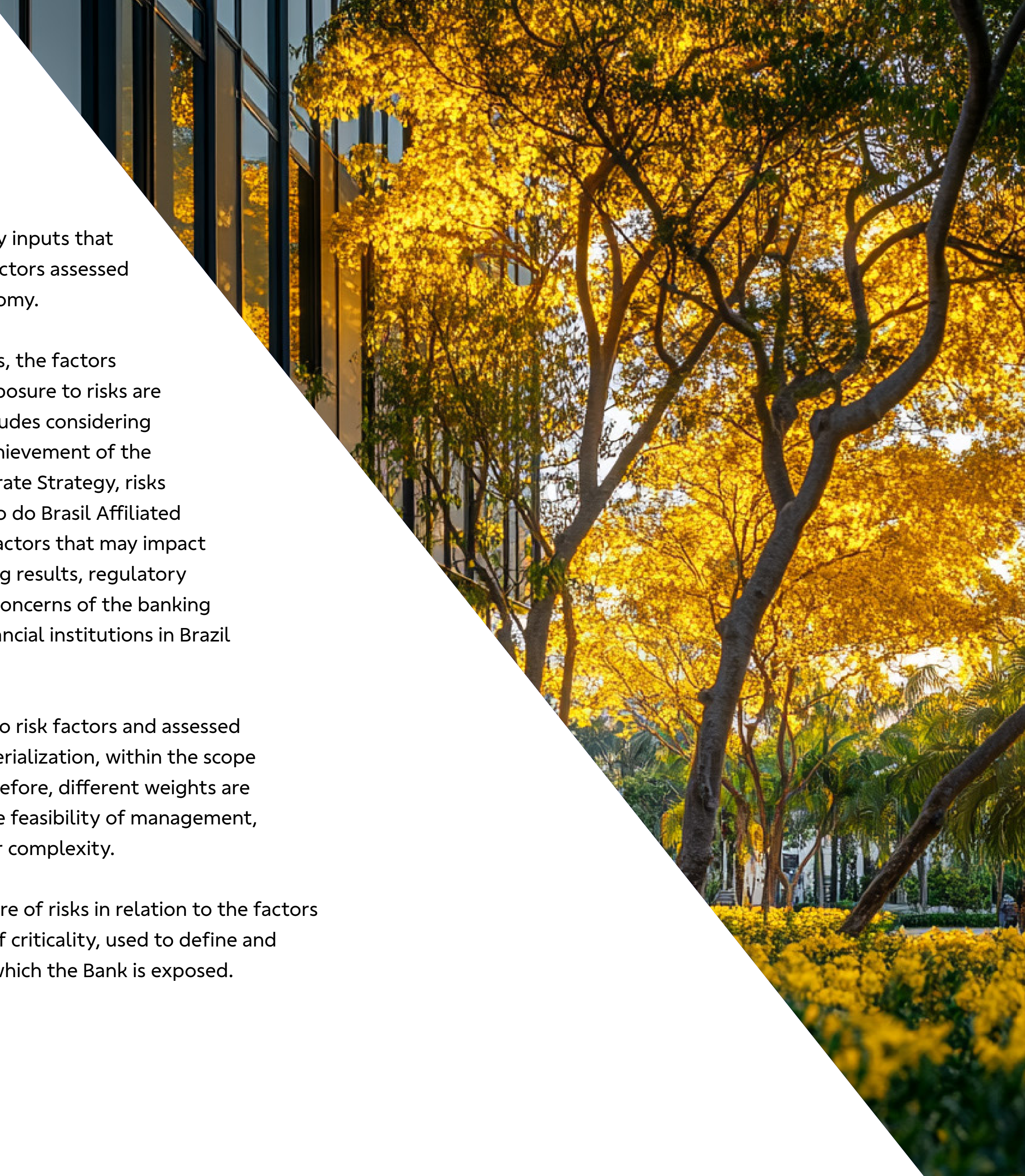
In 2024, improvements were made to identify and define the risks relevance, such as

adjustments to the methodology inputs that resulted in changes to the risk factors assessed and to the Corporate Risk Taxonomy.

In the context of emerging issues, the factors that can generate or increase exposure to risks are addressed qualitatively. This includes considering the risks that may impact the achievement of the objectives included in the Corporate Strategy, risks inherent in the activities of Banco do Brasil Affiliated Entities, the most relevant risk factors that may impact the Bank's business and operating results, regulatory guidelines in Brazil and abroad, concerns of the banking industry, and benchmarks of financial institutions in Brazil and abroad.

This information is translated into risk factors and assessed in relation to their eventual materialization, within the scope of the Bank's relevant risks. Therefore, different weights are applied, defined according to the feasibility of management, which can vary according to their complexity.

The result of the general exposure of risks in relation to the factors assessed is classified on a scale of criticality, used to define and prioritize the relevant issues to which the Bank is exposed.





Geopolitical risks and deglobalization

The deepening tensions between nations have widened the range of risks faced by organizations, generating scenarios of political and economic uncertainty due to the lack of understanding between the parties. The prospect of a global scenario of fragmentation is taking shape, which could range from agreements on humanitarian actions to trade strategies between countries. They also have short-term consequences such as rising oil, gas and food prices. Producers are finding it difficult to produce, which is pushing up the global price of food and impacting on families' budgets.

Although conflicts have existed throughout history, the current scenario of "deglobalization" and the slowdown of economic, political and cultural interactions between countries seems to be a trend even among those that are not at war, leading to eventual boycotts, protectionism, the imposition of tariff barriers, the end of trade agreements, territorial and resource disputes, which threaten a general disconnection of markets, a general increase in prices and product shortages.

A scenario of extreme polarization can even affect technology and its use. In a world

increasingly reliant on artificial intelligence, the lack of interaction between populations can raise the likelihood of biases conveyed to models and hamper the verification of the information accuracy, facilitating the spread of disinformation and the practice of cyber-terrorism, through the distortion of facts and the promotion of narratives according to the specific interests of governments, self-organized groups or private companies.

The growing distance between countries could also contribute to a decline in credibility and trust in international cooperation bodies, causing setbacks in movements for regulatory convergence, which would make interaction between governments even more difficult, preventing, for instance, the sharing and facilitation of access to new technologies and incentives for sustainable economies.

Trade relations would no longer be purely economic, focused on the search for cheaper products and inputs, but would focus on demonstrations of power, the imposition of one-sided ideas and the increasingly specific interests of each nation.

The geopolitical risks of polarization and deglobalization could compromise Banco do Brasil's domestic and international business, such as:

- Price changes in exports and imports;
- Volatility in financial assets associated with exchange rates and the stock market;
- Increases in domestic and foreign interest rates and tariffs; and
- More expensive banking products and services.

Indirectly, these could affect stakeholders operating in international trade through BB, in addition to the eventual rise of social and humanitarian crises that generate mass unemployment and a sharp drop in our customers' ability to pay, causing our loan portfolios to deteriorate.

Banco do Brasil conducts studies and promotes discussions to address macroeconomic overviews and short-, medium- and long-term challenges. Among the topics that feed into the discussions are

the international and domestic scenarios. This dynamics helps the Bank to build its strategy, risk management processes and decision-making.

Risks are identified and monitored as to their exposure, in addition to assessing their impact in relation to other risks already declared as relevant to the Bank. Scenario analysis, such as those based on fluctuations in inflation and interest rates, helps define strategy and risk appetite.



Risk of competition from new financial arrangements

The rapid rise and evolution of technologies has driven the creation of new and different financial arrangements, posing major threats to traditional systems.

Platforms that offer both convenience and security, such as Centralized and Decentralized Finance (CeDeFi) or even automated and smart financial management models, such as Autonomous Finance, which make investment and budgeting decisions with virtually no human intervention, could be responsible for reducing demand for both traditional banking products and advisory services in this field.

Our challenge will be to compete or present alternatives that are attractive to the consumer, offering safe, practical, innovative solutions at a fair price, ensuring that our products meet customer expectations in an increasingly dynamic and digital financial environment.

BB monitors these trends, analyzing the emergence of new business models and

technologies, as a way of anticipating their potential impacts within the conglomerate, relying on teams from various areas related to the topic, to understand and monitor their development and adapt their processes and planning appropriately.

These innovations are observed within BB through the Technological Trends Radar (RTT) tool, which maps out the main innovations in technology for the coming years, enabling us to identify risks and opportunities.

Through transformation strategies, we have intensified our investments in new technologies, enabling the creation of appropriate solutions and opportunities for each of our customers, from the oldest to the most recently conquered, as well as optimizing our decision-making processes, ensuring greater assertiveness and agility in keeping up with the evolution of the financial system and the banking market.

Risks of digital identity manipulation

Deep Fake is a media manipulation technique that employs artificial intelligence to create content that can appear authentic. This artificially generates fake audio, images and videos that can be used to manipulate the individuals' identity without their consent. Malicious people can create fake news, generate disinformation, manipulate public opinion, non-consensual pornography, phishing scams, among other types of fraud, creating serious concerns about privacy and trust in the digital age.

Banks can be impacted by identity fraud, in which Deep Fakes are used to create fake content, such as videos or audios, which imitate real customers, manipulating identity verification systems and allowing scammers to access banking systems or manipulate fraudulent transactions.

There are also social engineering attacks, where Deep Fakes are used to carry out sophisticated phishing attacks. Scammers create fake videos or audios of bank executives, asking employees to share sensitive information or carry out improper transactions.

False information about the stability of a bank or its executives, created by Deep Fake, can

undermine the confidence of customers and investors, negatively affecting share prices, the institution's reputation and manipulating the financial markets.

The use of Deep Fake can lead to legal and regulatory complications, requiring banks to invest more in technology and adapt their policies and standards to protect customers, employees, collaborators and suppliers, promoting the integrity of the financial system.

Deep Fake Defense is a set of strategies, technologies and measures adopted to detect, prevent and mitigate the dissemination of these fakes. Some techniques are: Digital Watermarks, Media Authentication, Public Awareness, Anti-Deep Fake Technologies and Deep Fake Detection Systems. Defending against this threat is a constantly evolving field, as Deep Fakes become more sophisticated and difficult to detect. Continuous research and development is therefore needed to tackle this challenge.

The adoption of protection measures against Deep Fake is one of the technological trends monitored by BB.



Engaging customers for a more sustainable life

At Banco do Brasil, we direct our actions to meet society's demands, in line with the Sustainable Development Goals (SDGs) and the Paris Agreement, through the Sustainability Plan - Agenda 30 BB and BB Commitments for +Sustainable World. These commitments are built in four main fronts: Sustainable Loan, Responsible Investment, ESG and Climate Management, and Positive Impacts on the Value Chain.

Our Sustainability Guidelines for Credit seek to incorporate sustainable development principles into our operations, stimulating customers to adopt more responsible practices. We work to support customers in the transition to sustainable portfolios, directing resources to businesses that build positive social and environmental impacts, as well as fomenting low-carbon agriculture, financial inclusion and diversity.

In order to engage consumers in the transition to renewable energy and to reduce GHG emissions, we offer products, such as [BB Crédito Energia Renovável](#),

to finance photovoltaic systems and their installation for residential solar energy generation, the, the [BB Crédito Mobilidade](#), with special conditions for the purchase of bicycles, scooters or electric motorcycles and [the hybrid and electric cars financing](#) with special rates¹. In addition, we seek to engage our customers in investing resources in sustainable assets, offering products that combine profitability with the best ESG practices. Our sustainable investment solutions reached R\$ 4.1 billion in 2024, while the LCA Verde product, aimed exclusively at low carbon and renewable energy operations, totaled R\$ 7.1 billion.

We also promote inclusion through products such as [BB Crédito Acessibilidade](#), which finances the acquisition of assistive technologies, contributing to social inclusion and improving the quality of life of people with disabilities. For micro-entrepreneurs, we offer Guided Productive Microcredit (MPO), with affordable conditions and financial guidance.

¹ When compared to the financing of combustion vehicles under the same business conditions.

Banco do Brasil is committed to financing renewable energies and sustainable mobility through products such as [BB Crédito Energia Renovável](#) and [BB Crédito Mobilidade](#).





In this context, the National Family Farming Strengthening Program (Pronaf) stood out as an important tool to support family farming and productive inclusion in rural areas. Through customized financial solutions, the program bolsters the activities of mini and small producers, promoting sustainable practices, enhancing competitiveness and ensuring greater economic security for rural families. This reaffirms Banco do Brasil's commitment to the social and economic development of farming communities.

In 2024, Banco do Brasil took an important step to build up its ties with communities in the Legal Amazon by launching Bioeconomy Financial Hubs in Belém (PA) and Manaus (AM). These spaces work as "phygital" service centers, combining physical presence and digital solutions to facilitate access to financial services. The proposal is to meet the needs of family farmers and local entrepreneurs in a customized way, supporting them from the regularization of documents to the adaptation of credit processes to the reality of the region. The objective is clear: to foster sustainable economic development and create job opportunities while respecting the Amazon's socio-cultural diversity.

Direct engagement with communities is one of the pillars of this strategy. BB teams provide on-site assistance in riverside areas and settlements, promoting the sustainable management

of native products and offering technical assistance, financial education and banking services. Partnerships with municipalities, local agents and multilateral organizations extend the reach of these actions, ensuring that even the most isolated communities have access to financial guidance and support to develop productive activities that are compatible with the forest.

In 2024, we furthered our commitment to support customers facing over-indebtedness. This included implementing comprehensive strategies that entailed continuous monitoring, financial planning assistance, and guidance on responsible credit usage. In addition, we renegotiated the debts of 2.9 million customers, exceeding the target set in the BB 2030 Commitment for a +Sustainable World, which estimated the renegotiation of debts of 2.5 million customers by 2025.

In addition, we believe that financial education is paramount to enhancing our customers' quality of life. With a focus on hyper-customized service, we provide tailor-made financial profiles that have guided more than 34 million customers. In 2024, we approved the Financial Education Specific Policy, whose objective is to encourage customers and users to develop a healthy relationship with money and promote their financial well-being by raising awareness of the habit of saving, building financial resilience and the responsible use of credit.



The creation of the Bioeconomy Financial Hubs in Belém and Manaus reinforces Banco do Brasil's commitment to sustainable economic development and financial inclusion in the Legal Amazon.



To promote financial education among consumers, BB offers solutions such as My Finances and BB Blog. By the end of 2024, more than 24 million customers had used My Finances, with 7.2 million unique monthly active users. With the younger generation in mind, we developed My Cash, a children's version of My Finances, encouraging conscious consumption and learning about finances from an early age. On the other hand, the BB Blog, which advises customers on controlling spending and organizing their budgets, has received more than 780,000 users.

The BB Foundation supports job and income generation projects across all regions of the country, for the social and productive inclusion of vulnerable people. [See more details under the heading "Non-financial support" in this document.](#)

As part of our commitment to Diversity, Equity and Inclusion, Banco do Brasil develops initiatives that promote representation and positive social impact. One example is the Pride Card, which celebrates the LGBTQIA+ community with an exclusive design in the colors of the flag and earmarks part of its revenue to support NGOs and social projects aimed at promoting the rights of this population. Issued free of charge, the card also offers benefits such as bonus points in the Livelo rewards program, reinforcing our role as an agent of financial inclusion.

In addition, BB has an active presence at events of great relevance to the community, such as the LGBTQIA+

Diversity Cultural Fair and the LGBTQIA+ Pride Parade in São Paulo. During these events, we organized activities such as lectures on financial planning, immediate issuance of the Pride Card, and interactive sessions like the "Investees Encounter," which attracted thousands of participants and broadened financial education access in an engaging and inclusive manner.

To intensify support for female entrepreneurship, we rely on the Women at the Top strategy, which aims at supporting women who want to start or expand their businesses. The movement offers financial, entrepreneurial education, health and well-being solutions. Among the program's various initiatives, an exclusive platform was developed with content and special benefits for all women.

With a focus on credit for women, BB has lines with special conditions for this public: the FCO Women Entrepreneurs and the Giro Mulher Empreendedora (Working Capital for Businesswomen). In 2024, these initiatives had resulted in disbursements of more than R\$1.5 billion, evidencing the positive impact of financial solutions for women.

In 2024, the First Export program launched the Women in the World edition, aiming at fomenting the growth of micro and small enterprises (MSEs) led by women in the international market. Throughout the year, the program impacted 430 women with training courses in business and behavior, besides free-of-charge consultation sessions with the Bank's specialists.

+ 24 million
were impacted by the First
Export program, in 2024.

430 women
were impacted by the
First Export program,
in 2024.

**In 2024, the strategies of
credit for women resulted
in disbursements of more
than R\$ 1.5 billion.**



Institutional and Government Relations (RIG)

We understand Institutional and Government Relations (RIG) or only Government Relations (RelGov)¹ as a set of engagement strategies adopted by individuals, organizations, social or economic groups, both on their own behalf and on behalf of third parties, aiming at collaborating with public authorities in the formulation of more complete and effective political decisions.²

Many countries have developed rules and procedures to regulate lobbying and ensure that advocacy is conducted seamlessly and within ethical limits. Government Relations play an essential role in consolidating and making democracy effective. This goes beyond simple governance by the majority, incorporating respect for and inclusion of minorities, and facing the various challenges posed by an increasingly complex society and economy. In this context, RIG professionals primarily focus on

bolstering channels of participation by establishing closer links between decision-makers and those affected by those decisions.³

In Brazil, since 2018, the activity of Institutional and Government Relations has been recognized as a profession by the Ministry of Labor in the Brazilian Classification of Occupations (CBO)⁴, with the definition that lobbyists are agents who act in the political decision-making process, participate in the formulation of public policies, elaborate and set out government relations strategies, analyze regulatory or normative risks and defend the interests of those represented.

As for the activity regulation, from the Federal Constitution of 1988 (CF/88), the defense of interests has been seen from a new perspective in Brazilian democracy, with great empowerment of society

in the decision-making process by public agents⁵. In 2022, the House of Representatives approved Bill of Law (PL) No. 1202/2007, which regulates lobbying in the country. This legislation is currently under review by the Federal Senate (identified as PL No. 2914/2022). The bill defines lobbying as the representation of interests by individuals or legal persons before public agents of the three branches of government. The proposal establishes how the defense of these interests should be exercised and requires transparency in the relationship between public officials and lobbyists. The bill also provides for equal treatment for interest representatives in terms of access to information, and considers lobbying a legitimate exercise, as long as there is no offer of illicit advantages or other irregularities. It is worth noting that regulating the practice is one of the requirements for the country's accession to the Organization for Economic Cooperation and Development, the OECD⁶.

¹ The practice of Institutional and Government Relations (RIG), often associated with the term lobbying, dates back to the end of the 19th century, with the emergence of the word "lobbyist". The president of the United States, Ulysses S. Grant, used this term to describe the people who waited in the lobby of the Willard Hotel in Washington to meet him and influence his political decisions.

² IRELGOV. Guia de melhores práticas da atividade de relações governamentais (Guide to best practices in government relations). São Paulo, 2019.

³ IRELGOV. Guia de melhores práticas da atividade de relações governamentais (Guide to best practices in government relations). São Paulo, 2019.

⁴ The purpose of the CBO is to identify occupations in the labor market for classification purposes in administrative and household records. BRAZIL, Ministry of Labor - CBO: 1423-45 (<http://www.mtecbo.gov.br/cbosite/pages/home.jsf>).

⁵ According to Galvão (2016), the CF/88 brought about citizens' participation in government decisions by ensuring the right to freedom of expression of thought, assembly and association for lawful purposes (Article 5, items IV, XVI and XVII); of expression of intellectual, artistic, scientific and communication activity (item IX); of access to public.

⁶ OECD, *Organisation for Economic Co-operation and Development: ROADMAP FOR THE OECD ACCESSION PROCESS OF BRAZIL* (<https://www.oecd.org/en/countries/brazil.html>).



Institutional and Government Relations at Banco do Brasil

BB's management system governing RIG activities is guided by Banco do Brasil's General Institutional Scope Policy. This policy encompasses ethics, social, environmental and climate responsibility, brand management, and the organizational, business, and shareholding scopes. At BB, transparency, ethics and a commitment to social, environmental and climate responsibility guide our administrative and business practices and our relationships with stakeholders across all the jurisdictions in which we operate.

In addition to adhering to Banco do Brasil's Code of Ethics, RIG practices are also guided by specific policies of the organization, among which we highlight:

- Specific Policy for Relationship with Customers and Users of Products and Services;
- Specific Policy to Prevent and Combat Money Laundering, Terrorism Financing, the Financing of the Proliferation of Mass Destruction Weapons and Corruption;

- Specific Internal Controls and Compliance Policy;
- Specific Social, Environmental and Climate Responsibility Policy; and
- Credit Sustainability Guidelines.

Accordingly, in accordance with these institutional regulations: we guide relationships with our customers, including the public sector, by safeguarding from eventual conflicts of interests, taking measures to prevent and combat corruption. We adhere to the principles of cooperation, transparency, legality, and ethics. Our decision-making process is anchored in compliance obligations and best market practices, also considering criteria to promote diversity, equity, and inclusion. We do not provide any form of support, including financial assistance, for promotional events intended to benefit candidates or political parties. We enter into partnerships, agreements, protocols of intent, and technical-financial cooperation with external private or public entities. These partnerships are subject to a thorough examination of the potential return on investment, strategic interests, and the potential social, environmental, and climate impacts.

At BB, we conduct lobbying activities directly, aiming at assisting public authorities make better political decisions. To generate opportunities and mitigate risks, we contribute to improvements in the regulatory, economic, social, environmental, and climate environment. We also act indirectly through industry associations.

With regard to lobbying in line with the Paris Agreement, among the initiatives carried out by Banco do Brasil we have:

- Participation in associations or public agencies fomenting business engagement and effective climate policies;
- Promotion of sustainable and inclusive development;
- Provision of technical information;

- Participation in meetings and public hearings with decision-makers;
- Monitoring of the legislative process, to provide information to those involved in drawing up public policies, allowing them a more comprehensive view of the impact their decisions will have on society⁷.

BB's assumptions for lobbying and its position on climate alignment in relation to the Paris Agreement are valid for all actions and services provided in all jurisdictions in which it operates.

Therefore, BB contributes to the formulation of public policies, making use of the legitimate mechanisms for defending interests available in our participatory democracy.

⁷ Examples of positioning, studies and public hearings with participation of BB or associations in which BB is represented:

- Prevention of disasters and natural calamities: <https://www.camara.leg.br/evento-legislativo/72457>;
- Green Hydrogen Investment: <https://legis.senado.leg.br/comissoes/reuniao?54&reuniao=11452&codcol=2589>;
- Green taxonomy: <https://www.camara.leg.br/noticias/970207-especialistas-buscam-classificacao-das-atividades-economicas-quanto-aos-impactos-socioambientais/>;
- Green Investment Seal: <https://www.camara.leg.br/noticias/863689-projeto-cria-selo-para-incentivar-praticas-sustentaveis-no-mercado-financeiro>;
- Brazilian Emissions Reduction Market: <https://legis.senado.leg.br/comissoes/reuniao?0&reuniao=11455&codcol=50>;
- Carbon Market: <https://legis.senado.leg.br/comissoes/reuniao?27&reuniao=12162&codcol=1450>;
- Low-carbon economy: <https://legis.senado.leg.br/comissoes/reuniao?reuniao=2820&codcol=1450>.

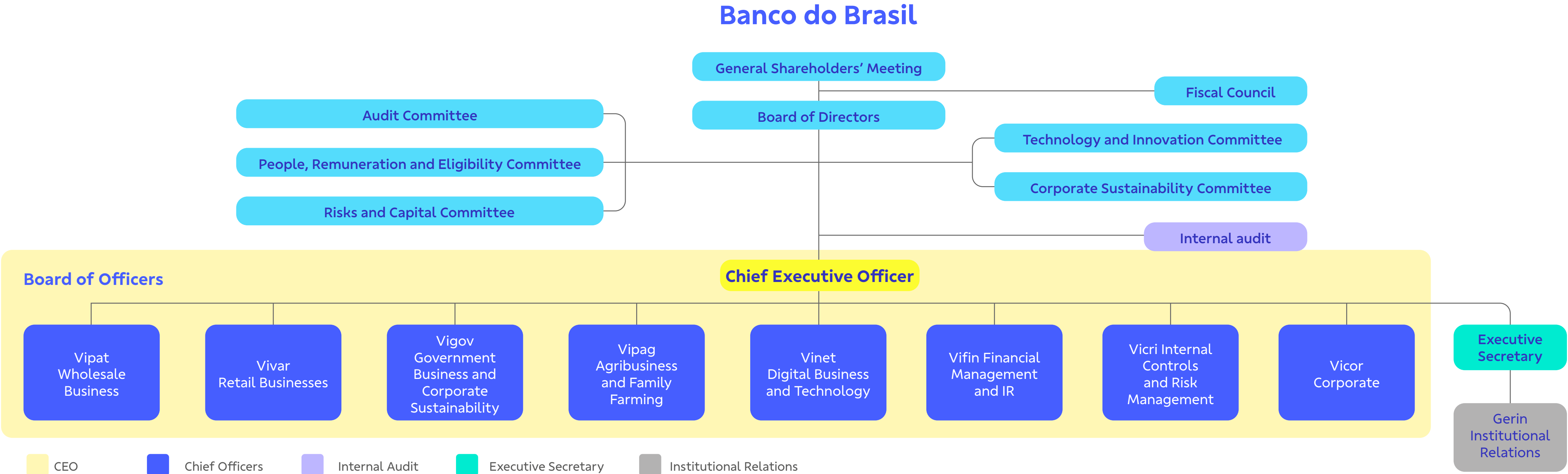


Governance of Institutional and Government Relations at BB

BB adopts the best corporate governance practices, maintaining its commitment to the principles of transparency, accountability, fairness and corporate responsibility. Since 2006, it has been listed on B3's Novo Mercado, a segment with the highest corporate governance standards. Decisions are taken jointly at all levels. Thus, the management relies on a structure of committees, subcommittees and strategic commissions that ensure agility, quality and security in decision-making¹.

According to our governance's structure, the Executive Secretariat, a body directly linked to BB's CEO and liable for advising the Bank's corporate governance, through the Institutional Relations Executive Management (Gerin), coordinates Banco do Brasil's relationship with the federal executive and legislative powers concerning legislative matters in production and pending in the National Congress. To ensure effective management of relations, GERIN employs a

technological tool to record and make transparent all hearings and interactions between decision-makers and the institutional relations team, as well as the demands and letters sent to BB by members of the National Congress. It is also responsible for coordinating the management of BB's representation in associations and public agencies.



⁸ BANCO DO BRASIL, Banco do Brasil's Institutional Performance in Sustainability. ESG Unit, Dec/2023.



Due to its nature as a mixed-capital company, Banco do Brasil's RIG activity is cross-sectional and shared. In other words, various sectors of the Company advocate for the institution's interests in the three levels of government (municipal, state or federal), as well as in trade associations and/or public agencies wherein it is represented.

In this regard, considering its legal nature and the particularities of being a company with a high diversity of institutional demands, the Bank's each strategic unit participates and conducts lobbying specific to its attributions, defending the interests of BB and its stakeholders, following the guidelines of the Company's general and specific policies, as well as their respective governance.

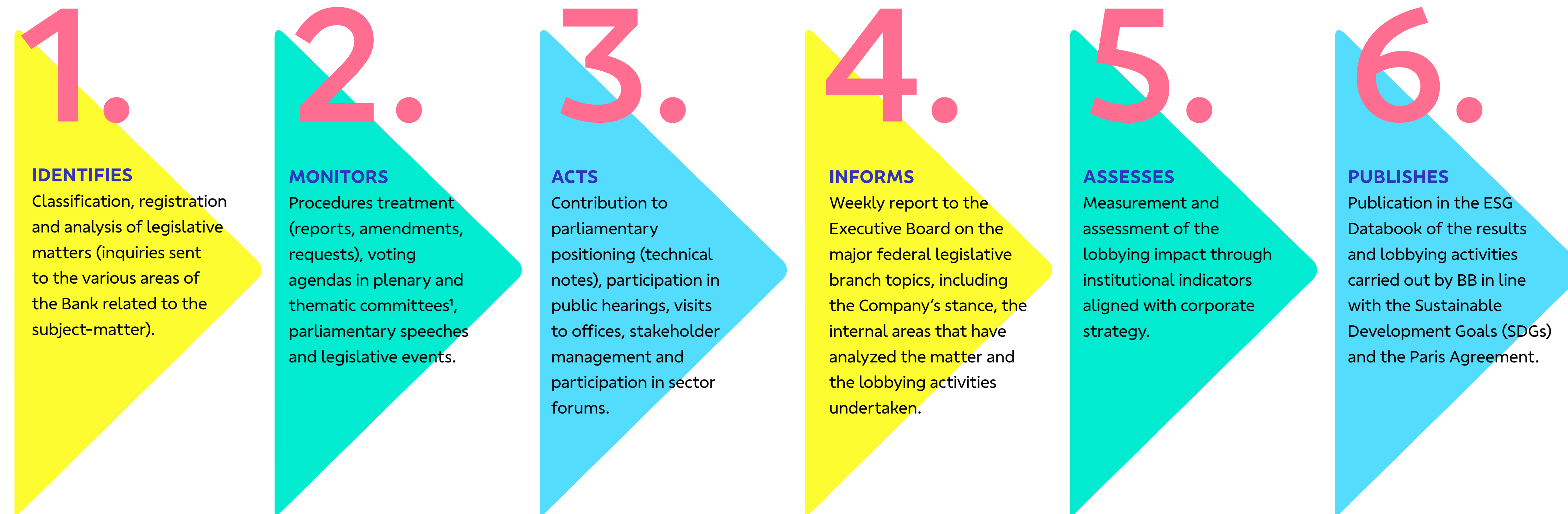
Banco do Brasil stands up for its interests with a focus on social, environmental and climate performance, promoting public policies that adhere to the Paris Agreement.

On a weekly basis, Gerin prepares and forwards a report to the members of the Senior Management and to the Officers and Executives of the Company's Strategic Units. This report contains the main issues that have been discussed in the Federal Legislative Branch. It highlights the Company's position, the internal areas that have analyzed the issue, and the lobbying actions conducted by BB. The document points out the defense of interests with a focus on social, environmental and climate performance, as well as the promotion of public policies, including those adhering to the Paris Agreement. In addition, the report includes the sector's position for enhancing the regulatory environment, through the work of trade associations and confederations, in which BB is a member.





Banco do Brasil monitoring flow and legislative activity



¹Main thematic committees with a focus on climate alignment active in the National Congress:

•House of Representatives: Environment and Sustainable Development Committee (CMADS); Agriculture, Livestock, Supply and Rural Development Committee (CAPADR); Amazon and Original and Traditional Peoples Committee (CPOVOS); Mines and Energy Committee (CME); and Temporary Committee on Energy Transition and Green Hydrogen Production.

•Federal Senate: Environment Committee (CMA); Agriculture and Agrarian Reform Committee (CRA); Permanent Mixed Committee on Climate Change (CMMC); and Special Committee to Discuss Public Policies on Green Hydrogen (CEHV).

In 2024, we actively monitored proposals such as the low-carbon hydrogen framework (Law No. 14.948/2024), the carbon market (Law No. 15.042/2024), the fuels of the future law (Law No. 14.993/2024), and the creation of climate adaptation plans (Law No. 14.904/2024), among others on the so-called "green agenda".



Lobbying and Trade Associations – Climate Alignment

Banco do Brasil is committed to the transition to a low-carbon economy and recognizes the leading role that Brazil can take on this issue. In line with the Paris Agreement, we are aware of the relevance and urgency of the issue of climate change and the importance of engaging governments, the private sector, and society in efforts to reduce greenhouse gases and adapt communities in areas of climate vulnerability.

For Banco do Brasil, climate risk refers to the potential for losses due to climate change, extreme weather events, or long-term consequences that could impact the creation of value for companies. This new approach was based on the recommendations published by the Task Force on Climate Related Financial Disclosures (TCFD), which called upon financial institutions to identify and seamlessly disclose the risks associated with climate change, also recommending analyzing climate-related elements as a key component of their business resilience strategy.

In alignment with BB’s Corporate Strategy 2024-2028, which outlines the directives for the Bank’s operations over the next five years, BB’s RIG activity is grounded in the Company’s strategic objectives. Among these, we emphasize the ESG perspective of our Strategy Map, which aims to be a leader in sustainability and the promotion of ESG practices and businesses. In this regard, the Institutional Relations Department (Gerin) has indicators to measure lobbying in line with the Paris Agreement, including the “Gerin – ESG Agenda” indicator.

The “Gerin – ESG Agenda” indicator measures the compliance percentage of BB’s monitoring and performance in legislative matters pending in the National Congress which aim at promoting a culture of sustainability and decarbonization of the planet, addressing climate change, fostering the energy transition, boosting diversity, equity, and inclusion, and fomenting best corporate governance practices.

Currently, there are several pieces of legislation before the House of Representatives and the Federal Senate dealing with environmental sustainability and climate change. BB has a solid system for monitoring the regulatory environment⁹, using digital tools and subject to governance and compliance.

On a daily basis, all legislative proposals submitted by federal parliamentarians are analyzed and classified as being of interest or not to Banco do Brasil, which then monitors their procedural progress at the National Congress, therefore, covering the legislative process in its entirety, from the submission of the proposal to the enactment or sanctioning of the law. In this context, the Bank also contributes to the formulation of public policies by proposing technical notes on the topics under discussion and participating in public hearings in legislative bodies through the Company’s representatives. This involves direct lobbying with parliamentarians and public policy makers, or indirectly through debates and recording its stance on each topic through sector associations.

As for climate alignment, BB monitors legislative matters in the National Congress that contribute to alignment with the Paris Agreement, among which we highlight:

- Environmental Licensing (PLP 102/2024, PLP 262/2023, PL 2159/2021 and PLS 168/2018);
- Green economy, carbon neutralization, Brazilian Emissions Reduction Market – MBRE, Green Treasury and green debentures (PL 2088/2023, PL 4516/2021, PL 4464/2021 and PL 5173/2019);
- Environmental and social taxonomy of economic activities (PL 2838/2022);
- Sustainable construction practices and solid waste management (PL 702/2021 and PL 9938/2018); and e
- National ESG seal (PL 4363/2021).

⁹ Table 1 shows the flow of monitoring and BB’s legislative action, with a focus on legislative matters on climate alignment.



In 2024, the National Congress discussed and approved “green agenda” proposals, aligned to the compliance with the Paris Agreement and Banco do Brasil, directly or sectorally followed the debate, participated in public hearings and contributed with technical notes on the issue, for instance:

- Bill (PL) 4129/2021, converted into Law No. 14.904 of June 27, 2024, setting out general guidelines for the elaboration of climate change adaptation plans;
- Bill (PL) 2148/2015 (or PL 182/2024), which became Law No. 15.042 on December 11, 2024, regulates the carbon market in Brazil, creating the Brazilian Greenhouse Gas Emissions Trading System (SBCE), which defines emission ceilings and a bond sales market;
- Bill (PL) No. 2308/2023, converted into Law No. 14.948 of August 2, 2024, establishes the legal framework for low-carbon hydrogen; provides for the National Low-Carbon Hydrogen Policy; defines incentives for the low-carbon hydrogen industry; sets out the Special Incentive Regime for Low-Carbon Hydrogen Production (Rehidro); and creates the Low-Carbon Hydrogen Development Program (PHBC);

- Bill (PL) No. 576/2021, converted into Law No. 15.097 of January 10, 2025, created the legal framework for the exploration and development of energy generation from offshore sources, such as offshore wind generation, with sustainable development, energy security and lower carbon emissions as fundamental principles;
- Bill (PL) 528/2020, converted into Law No. 14.993 of October 8, 2024, dealing with the so-called “fuels of the future”, provides for the promotion of sustainable low-carbon mobility and the capture and geological storage of carbon dioxide; it creates the National Sustainable Aviation Fuel Program, the National Green Diesel Program and the National Program for the Decarbonization of Producers and Importers of Natural Gas and Incentives for Biomethane.

With regard to its activities in associations, BB has a model for managing representativeness that is regulated in its internal rules, with responsibilities and workflows defined by the Executive Secretariat, through the Institutional Relations Management (Gerin). The Bank has developed a tool to monitor and follow up the work of representatives in Associations and/or Public Agencies (Associations Portal), which features include: i) dashboards and reports; ii)

records including information on associations; iii) an assessment of the level of relevance of the association’s work, indicating whether the representation is maintained or closed; iv) an information archive; v) record and control of claims; vi) a schedule of appointments and a calendar of meetings, among others.

Currently, BB is represented in 44 Associations and 24 Public Agencies, which deal with various issues such as: regulatory, banking, consumer, tax, labor, banking security, technology, environmental and climate, etc. Overall, the work and monitoring of BB’s representation in Associations and Public Agencies are conducted according to the structure, strength and strategic relevance of those entities. Participation takes a variety of forms, from temporary technical groups to permanent committees, and the role of representing BB is performed by managers and employees of the Company’s units related to the respective purposes of the Associations and Public Agencies.

Still concerning BB’s activities in associations, with a focus on lobbying activities aimed at alignment with the Paris Agreement, we highlight BB’s participation in 26 Associations and 9 Public Agencies¹⁰. The Bank’s



representativeness is guided by values of proximity, innovation, efficiency, integrity, and diversity, with a strong commitment to contributing to the betterment of society, in which the Bank considers the collective interests in decision-making process, with the objective of being close and relevant in people’s lives at all times.

To advance the processes of reviewing, monitoring and evaluating whether the association’s public policy and lobbying commitments are aligned with the Paris Agreement and the Sustainable Development

¹⁰ Table 2 – “Main trade/sectoral associations and public bodies with BB representation, which have sustainability committees, forums, or policies aligned with the Paris Agreement”.



Goals (SDGs), the BB includes this requirement in its representativeness management tool, under the responsibility of the Executive Secretariat. In other words, BB representatives from different strategic units in their respective associations certify annually, when assessing the relevance of the association's performance, the association's alignment with the provisions of Agenda 30 BB (BB's Sustainability Plan for alignment with the Paris Agreement and the Sustainable Development Goals—SDGs) in a systemic and standardized way. The aim is to indicate the maintenance or termination of the Bank's representation in that joint committee.

Among the voluntary commitments and pacts made over time, several address the issue of climate change in a direct or cross-cutting way, such as the following:

- Caring for Climate - The Global Compact;
- Carbon Disclosure Project – CDP;
- Business for Climate – EPC;
- Sustainable Development Goals – SDGs;
- Equator Principles;
- Brazilian GHG Protocol Program;
- Task Force on Climate-Related Financial Disclosures – TCFD;
- Business Ambition for 1.5°C.

Still in relation to indirect lobbying, we highlight the Brazilian Federation of Banks (Febraban), which represents its members at all government's levels – the Executive, Legislative and Judiciary branches and entities representing society, and acts with a view to contributing to the country's economic and social development, adopting measures to establish and maintain a healthy, ethical and efficient Financial System. It also seeks to focus efforts on increasing the population's access to financial products and services.

Febraban works along with public agencies through committees and advisory groups, facilitating communication between the government and the banking sector, especially with regard to improving legislation.

Febraban relies on 113 member financial institutions. Banco do Brasil (BB) has been a member since June 24, 1970 and is represented on that Entity's management bodies, taking part in deliberations on the Boards, Executive Boards, Committees, Advisory Groups and other forums. Among the Febraban joint committees in which BB participates, we highlight the ESG Committee, which is dedicated to discussing the development of topics such as the carbon market in Brazil, green rural credit, policies for the elimination of deforestation, financial inclusion and education and the improvement of the legal framework for social, environmental and climate responsibility, TCFD and alignment with the Paris Agreement.

Banco do Brasil actively participates in the ESG Committee of the Brazilian Federation of Banks (Febraban). This committee is dedicated to addressing crucial issues such as the carbon market in Brazil, green rural credit, policies to eliminate deforestation, financial inclusion and education.





Main trade/sector associations and public agencies with BB representation that maintain sustainability committees, forums or policies and are in line with the Paris Agreement

Association (Name and Acronym)	Area of activity Climate Alignment	Useful link
Brazilian Federation of Banks (Febraban)	It has social and environmental guidelines for its operations, seeking to promote best practices internally and among its stakeholders, while encourages a look at the issue from the opportunity viewpoint, consolidating, through leadership, example and action, the Federation's leading role in improving the financial system and in the transition to low carbon economy.	https://cmsarquivos.febraban.org.br/Arquivos/documentos/PDF/FBB_C012_21_Politica_de_%20Sustentabilidade_vs3.pdf
Brazilian Business Council for Sustainable Development (CEBDS)	It leads the transition to a low-carbon economy through business engagement and effective climate policies, fostering sustainable and inclusive development. It focuses on efforts to lessen and mitigate greenhouse gases emissions. It intensifies dialogue between the public and private sectors to build a common agenda on climate change, energy efficiency and the pursuit to raise the share of renewable energies in the energy matrix. It proactively represents the vision of CEBDS companies in matters related to energy and climate change, in debates and the formulation of public policies with governments and other stakeholders. To be a catalyst for the changes needed to address the climate change issue by stimulating Brazilian companies to contribute to the reversal of the global warming phenomenon.	https://cebds.org/camara-tematica/clima-energia-e-financas-sustentaveis/
Business Social Responsibility Ethos Institute (ETHOS)	It makes companies partners in building a fair and sustainable society by mobilizing, raising awareness and helping them to run their business in a socially responsible way. It thrives, contributing to social, economic and environmentally sustainable development	https://www.ethos.org.br/conteudo/projetos/
Global Compact Brazil Network Institute	Member of the UN Global Compact, it undertakes responsibility for contributing to the achievement of the Sustainable Development Goals (SDGs). As the UN's main channel with the private sector, the Global Compact's mission is to engage businesses in this development agenda.	https://www.pactoglobal.org.br/ods-e-agenda-2030/
Carbon Disclosure Project (CDP)	Nonprofit organization mobilizing investors, businesses and governments to build and accelerate collaborative development that works for present and future generations. Its environmental priority is to reduce carbon emissions to 1.5°C and restore the health of the planet's ecosystems.	https://cdp.net/en
Brazilian Business Council for Sustainable Development (CEBDS)	Thematic Chambers (CTs) and Working Groups are discussion forums composed of member companies to research and develop strategic projects focused on sustainable development. The Climate, Energy and Sustainable Finance CT leads the transition to a low-carbon economy through business engagement and effective climate policies, promoting sustainable and inclusive development. To speed up this process, it focuses its efforts on climate neutrality, working on three main fronts: connection and collaboration; advocacy and capacity building.	https://cebds.org/camara-tematica/clima-energia-e-financas-sustentaveis/
Abrinq Foundation	It takes part in the Partnership Forum of the United Nations Economic and Social Council, ECOSOC. It aims to launch Social Credits, which will work similarly to carbon credits. While carbon credits primarily aim to finance global GHG emission reductions to combat climate change, the Social Credits aim to lessen social inequalities in climate-impacted regions or other social vulnerabilities.	https://fadc.org.br/noticias/fundacao-abrinq-nc-ecosoc



Association (Name and Acronym)	Area of activity Climate Alignment	Useful link
Brazil Export Promotion Agency (Apex-Brasil)	Its mission is to highlight business and investment opportunities in sectors related to the green economy and sustainability, presenting Brazil's opportunities as a country that has the capacity to offer products and services in line with the goals to combat the global climate crisis. It promotes the country's image as a nation committed to the preservation of the climate conditions necessary to sustain life on planet Earth, highlighting Brazilian companies' sustainable policies and practices. It seeks strategic partnerships with international investors and buyers interested in solutions that contribute to sustainable development and the fulfillment of the commitments signed in the Paris Agreement.	https://apexbrasil.com.br/br/pt/conteudo/noticias/ApexBrasil-participara-da-COP-28.html
Brazil-China Business Council (CEBC)	The Council discusses the challenges of the climate agenda in bilateral cooperation. During the meeting, strategies were discussed to promote sustainability and combat climate change in joint actions between the two countries.	https://www.cebc.org.br/quem-somos/
Brazilian Agribusiness Association (Abag)	The Sustainability Committee aims to formulate action plans to consolidate sustainable practices and create economic, environmental and social value; to establish the concept and practice of sustainability; to map and propose the application of sustainability indicators; and to include agribusiness in the national and international climate change agenda.	https://abag.com.br/comites/
Sustainable Livestock Working Group (GTPS)	The purpose of the Working Group is to seamlessly discuss and formulate common principles, standards and practices to be adopted by the sector. These contribute to the development of sustainable, socially equitable, environmentally sound and economically feasible livestock production. Representatives from the government, industry, livestock associations, retailers, banks, civil society organizations, research centers and universities are taking part	https://www.gov.br/agricultura/pt-br/assuntos/camaras-setoriais-tematicas/documentos/camaras-setoriais/carne-bovina/anos-anteriores/grupo-de-trabalho-da-pecuaria-sustentavel.pdf
Brazilian Association for Research and Development of Innovative Companies (Anpei)	Anpei is committed to the ENRICH Global initiative, taking on the role of co-leader of the Climate Change and Sustainability working group, aiming at contributing to the vision of our country and our members on the topic.	https://br.linkedin.com/company/anpei
Associação Brasileira de Instituições Financeiras de Desenvolvimento (ABDE)	The association's activities must be developed taking into account the local availability of resources and the environment, seeking to maximize the use of these resources and minimize any adverse impact resulting from its activities, with sustainability and the 17 Sustainable Development Goals (SDGs) as its guiding principles.	https://abde.org.br/institucional/
International Association of Credit Portfolio Managers (IACPM)	Focus Group Discussions on Climate Risks. ESG and climate change-related risk management. ESG advocacy and climate risk management. Sustainable Finance events, publications and reports.	https://iacpm.org/esg/
Brazilian Association of Financial and Capital Market Entities (Anbima)	The Anbima Sustainability Network focuses on four agendas: climate change and biodiversity; human rights and transitioning to a fairer society; financial mechanisms and instruments; and governance and leadership. Initiatives include monitoring trends, sharing best practices, and developing knowledge and tools to help the market address key challenges in promoting sustainable finance.	https://anbi.ma/RedeSust
Brazilian Association of Publicly-held Companies (Abrasca)	Through its technical committees, it closely monitors topics, analyzes and suggests guidelines on issues and processes relevant to publicly-held corporations. The ESG Committee discusses issues such as climate, environmental and social risk management.	https://www.abrasca.org.br/abrasca/governanca
Investor Relations Brazilian Institute (Ibri)	The aim of the ESG Committee is to produce and disseminate relevant content in an appropriate format for Investor Relations professionals, so as to help them become agents of transformation in their companies. It also aims to support the IBRI itself in discussions on the topic, and the inclusion of ESG parameters in the decision-making process of companies and the capital market.	https://www.ibri.com.br/pt-br/o-ibri/comissoes-e-grupos-de-trabalho/



Association (Name and Acronym)	Area of activity Climate Alignment	Useful link
Brazilian Association of Advertisers (ABA)	The Communications and ESG Committee aims to inspire, educate, promote and communicate content so that sustainability and communications knowledge and initiatives become tools for businesses working with marketing to transform and engage consumers.	https://aba.com.br/sobre-os-comites/
Brazilian Association of Corporate Communications (Aberje)	In 2023, three thematic Study Committees were set up, with 30 companies on each committee, discussing the following topics: ESG Communication and Engagement. In addition, the Aberje School of Communication coordinated the “Amazon Expedition: Knowing to Communicate”: a six-day trip to the Amazon, the world’s largest rainforest, to train and raise awareness of communicators working in the areas of corporate communications and sustainability.	https://www.aberje.com.br/wp-content/uploads/2024/03/Relatorio-de-Atividades-Aberje-2023.pdf
Brazilian Association of Facility Management, Property and Workplace (Abrafac)	Through the ESG Committee, it aims to identify, collect, organize and disseminate ESG-related knowledge. It elaborates recommendation documents to guide its members.	https://abrafac.org.br/ https://abrafac.org.br/comite-esg/
National Association of Credit, Financing and Investment Institutions (Acrefi)	It works in line with the BC# agenda to promote inclusion, competitiveness, transparency, education and sustainability along with its members and society. In particular, it fosters sustainable finance and contributes to mitigate socio-environmental and climate risks in the economy and the financial system.	https://acrefi.org.br/quem-somos/
Brazilian Association of Real Estate Credit and Savings Entities (Abecip)	It has guidelines based on values such as transparency, equity, ethics and corporate responsibility that are in line with the legal and regulatory framework which reinforces the idea of good governance practices. It fosters best practices that respect the environment and development of a culture of social and environmental sustainability.	https://www.abecip.org.br/admin/assets/uploads/anexos/manual-melhores-praticas-atualizado-outubro-2023.pdf
Getúlio Vargas Foundation (FGV)	Training courses offered include Climate Change and Energy Transition, which provides an overview of the current environmental scenario, threats, risks and emerging opportunities in light of the need for a low-carbon economy. The course presents the knowledge base and tools for your organization to drive strategic changes, exposing practical and immediate solutions.	https://educacao-executiva.fgv.br/cursos/online/curta-media-duracao-online/mudancas-climaticas-e-transicao-energetica?oferta=109621
Army Housing Foundation – FHE / Savings and Loan Association (Poupex)	It is guided by the principle of strategic alignment which is outlined in its Social, Environmental and Climate Responsibility Policy. It stipulates that strategic definitions must consider applicable laws and regulations governing social, environmental, and climate issues, as well as other voluntary covenants and commitments.	https://www.poupex.com.br/institucional/responsabilidade-socioambiental/
Brazilian Micro and Small Business Support Service (Sebrae)	It offers support to entrepreneurs intending to enhance environmental management in their businesses and contribute to preserving the planet’s climate.	https://sebrae.com.br/sites/PortalSebrae/industria-precisa-se-empenhar-em-conter-as-mudancas-climaticas,1f6998f5dc737810VgnVCM100001b00320aRCRD
National Confederation of General Insurance, Private Pension and Life, Supplementary Health and Savings Bonds Companies (CNSeg)	In line with the regulatory framework for sustainability in the insurance sector (Circular Letter No. 666/22), the best global practices for sustainability promoted by the Sustainable Development Goals (SDGs) adopted by the United Nations, and the UNEP FI Principles for Sustainable Insurance, CNSeg guides the Confederation’s actions to foment more sustainable practices by sector companies and to foster synergies between the agendas of sustainability and consumer relations.	https://production-cms-upload.s3.sa-east-1.amazonaws.com/pt_roadmap_2024_01_dc3e46d2ab.pdf
Public agency: Brazilian Climate Change Forum (FBMC)	This initiative aims to raise awareness and mobilize society to tackle global climate change. It aligns with the provisions of the National Policy on Climate Change, the United Nations Framework Convention on Climate Change, and the international agreements arising therefrom, including the Paris Agreement.	https://www.planalto.gov.br/ccivil_03/_ato2015-2018/2017/decreto/d9082.htm



Association (Name and Acronym)	Area of activity Climate Alignment	Useful link
Órgão Público: Secretaria de Comunicação Social (Secom)	Global initiative to promote the integrity of information on climate change. The United Nations and UNESCO are collaborating on a proposal to convene international collective entities of researchers, such as the Global Knowledge Network, the Observatory on Information and Democracy, and the International Panel on the Information Environment, as well as other agencies within the UN System that are directly involved in addressing climate change.	https://www.gov.br/secom/pt-br/fatos/brasil-contra-fake/noticias/2023/3/brasil-lidera-iniciativa-global-para-integridade-da-informacao-sobre-mudancas-climaticas
Public agency: Deliberative Council for the Mid-West Development (Condel/ Sudeco)	The Midwest Regional Development Plan (PRDCO), the Midwest Constitutional Financing Fund (FCO) and the Midwest Development Fund (FDCO) are pillars for leveraging projects that contribute positively to infrastructure, agriculture, employability, quality of life, promoting sustainability and reducing the effects of climate change in the Midwest region.	https://www.gov.br/sudeco/pt-br/assuntos/noticias/2024/balanco-sudeco-2023-mais-de-r-10-bilhoes-em-investimentos-e-quase-1-milhao-de-empregos
Public agency: Steering Board of the Merchant Marine Fund (CDFMM)	It promotes compliance with the climate change targets of the International Maritime Organization (IMO). At COP28, IMO member countries, including Brazil, committed to zero net GHG emissions over the next 30 years. Before then, by 2030, they must have adopted at least 5% of technology or energy matrix that does not generate these gases, replacing the fossil fuels consumption. Another line of action is to encourage more economical use of ships' machinery.	https://www.marinha.mil.br/agenciadenoticias/transporte-maritimo-fixa-novas-metas-de-combate-mudancas-climaticas
Public agency: Impact Business and Investments Committee (Enimpecto)	The National Impact Economy Strategy is a collaborative effort among federal public administration, private sector, and civil society entities aimed at fostering a conducive environment for impact businesses. The Impact Economy is marked by a balance between the pursuit of financial results and the promotion of solutions to pressing social and environmental challenges, through projects with a positive socio-environmental impact to enable the regeneration, restoration, and renewal of natural resources, along with the inclusion of communities. These initiatives contribute to an inclusive, equitable, and regenerative economic system.	https://www.gov.br/mdic/pt-br/assuntos/inovacao/enimpecto https://www.gov.br/mdic/pt-br/assuntos/inovacao/enimpecto/EnimpectoPlanoDecenal202320321.pdf
Public agency: National Tourism Council	It proposes guidelines, offers subsidies and contributes to the formulation and implementation of the National Tourism Policy and public policies related to tourism activity, taking into account urban, peri-urban, rural and traditional territories and compliant with territorial, regional and socio-environmental policies. It ensures that the development of tourism in the country respects environmental, socio-cultural and economic sustainability, especially for people living in rural, forests and water areas.	https://www.planalto.gov.br/ccivil_03/_ato2023-2026/2023/decreto/d11623.htm
Public agency: Federal District Rural Development Policy Council (CPDR)	It deals with the interests of rural producers, both in drawing up and fomenting public policies for the development of agricultural activities and for environmental conservation. Its primary objective is to present guidelines for the development and implementation of rural public policies in the Federal District. It establishes a forum for collaboration between different government levels and civil society organizations for sustainable rural development.	https://www.agricultura.df.gov.br/conselhos-rurais-de-desenvolvimento-sustentavel/
Public agency: National Strategy to Combat Corruption and Money Laundering (Enccla)	In 2024, Enccla's topics focused on the environment and new technologies. In the environmental front, it monitors and acts on crimes that have an impact on the issue, such as illegal gold digging, illegal mining and deforestation.	https://enccla.camara.leg.br/noticias/a
Public agency: National Council for Sustainable Rural Development (Condraf)	It facilitates the formulation of public policies focusing on rural areas, particularly concerning agrarian reform, the enhancement of family farming, agroecology, and sustainability. Production policies that consider climate adversity, with a focus on restorative agriculture and preserving woodlands and forests.	https://www.gov.br/mda/pt-br/noticias/2024/01/conselho-discute-acoes-para-o-desenvolvimento-rural-nos-proximos-tres-anos



Contributions to associations

In 2024, we contributed R\$37.6 million to entities that work in defense of causes of our interest, trade associations and tax-exempt groups.

Total contributions	(R\$ thousand)			
	2021	2022	2023	2024
Entities working to defend causes of our interest	32,241	33,425	34,159	35,557
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade association and tax-exempt groups	2,354	2,490	2,656	2,053
Other (e.g., expenses related to counting votes or referendums)	0	0	0	0
Total contribution	34,595	35,915	36,815	37,610

The most significant contributions in 2024 amounted to **R\$35.7 million (94.9% of the total)** and have been allocated to the following organizations:

- **Brazilian Federation of Banks (Febraban):** the main entity representing the Brazilian banking sector, it is a non-profit association committed to bolstering the financial system and its relations with society and contributing to the country's economic, social and sustainable development - R\$32.0 million.
- **Brazilian Association of Credit Card and Services Companies (Abecs):** since 1971, the Association has supported and been active in the cards market to promote the sector's sustainable development. It aims to represent the electronic means of payment sector, ensuring the interests of its members and contributing to the development of the market and society - R\$2.49 million.
- **Brazilian Association of Real Estate Credit and Savings Entities (Abecip):** its objective is to defend the rights and interests of its member entities, collaborate in the development and foment the improvement of the Brazilian Savings and Loan System - SBPE, the Housing Finance System - SFH, the Real Estate Financing System - SFI and the National Financial System - SFN - R\$1.25 million.

These institutions aim to bolster the financial system and its relations with society, as well as contributing to the country's economic and social development and influencing legislative activities and those of chambers of commerce, boards of trade and related, among others.

These entities also play an important role in continuously enhancing the banking system's productivity, reducing and controlling risk levels; for greater efficiency in financial brokerage, aiming at enhancing the offer of credit and to reduce its cost; and to create conditions that enable the growing society's access to financial products and services. These are also responsible for conducting and disseminating studies and research on the financial system, aimed at its regulatory and operational improvements.

In accordance with our [Code of Ethics](#), we forbid the financing of political parties or candidates for public office in Brazil and in the countries where we operate on behalf of the Bank or its representatives.



Materiality

Materiality guides our sustainability strategy and the identification of the most relevant issues for our stakeholders. We review this process every two years, ensuring alignment with international guidelines and market practices. In 2024, we conducted a comprehensive review based on an assessment of ESG risks and opportunities, sector studies, benchmarking, analysis of market indexes and consultations with stakeholders. The online consultation relied on the participation of 7,098 stakeholders, complemented by in-depth interviews, consolidating perceptions of the actual and potential impacts of our operations on the economy, society and the environment.

The results reinforce our commitment to sustainable and strategic management, reflecting our stakeholders' expectations and heightening BB as an agent of socio-economic transformation. The prioritized topics were validated by the Executive Sustainability Committee and compose our Agenda 30 BB, guiding our future challenges and commitments.

Materiality matrix





Environmental

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 Interactive summary



Ecoefficiency

In an effort to optimize the use of natural resources and reduce environmental impacts, we have adopted the Operational Eco-Efficiency Index (IEO), which allows us to assess and monitor the environmental performance of our units, by measuring cost-savings and the consumption of natural resources such as water, energy and paper, as well as the management of waste disposed of by the units, as detailed in the following pages.

Certifications

At the end of 2024, we held the following certifications, which attest to our commitment to environmental preservation:

Leadership in Energy and Environment Design

(LEED): seal related to the sustainable construction and awarded by the US Green Building Council, This is a globally recognized system for assessing and certifying the sustainability of buildings used in more than 160 countries, and the Bank is certified at its headquarters in Brasília (DF) and São Paulo (SP).

In 2024, the headquarters in Brasília (DF) **received LEED O+M Platinum certification**, marking an advance in Banco do Brasil's ESG policies. The O+M type focuses on the operation and maintenance of developments and the Platinum score is the highest classification within this system.

ISO 14001 of Environmental Management System operating in the BB headquarters, in Brasília (DF), CCBB (DF) and Edifício Torre Matarazzo, in São Paulo (SP). The Banco do Brasil's Environmental Management (GABBi) is verified by internal and external audits attesting the standard requirements and evidence the effectiveness of the environmental actions related to the consumption of water, electricity, selective collection, services and the involvement of +8,000 people residing on these areas.



Operational eco-efficiency index

In order to optimize the use of natural resources and minimize environmental impacts, we have adopted the Operational Eco-Efficiency Index (IEO). The IEO is an instrument that assesses our units based on three key areas: water and energy consumption, paper consumption, and proper waste disposal. This initiative is part of our sustainability strategy and is aligned with our commitment to minimize our environmental footprint, promoting the rational use of resources and lowering greenhouse gas (GHG) emissions.

Through the IEO, we continuously monitor the environmental performance of our units, ensuring the efficiency of processes and fomenting sustainable practices throughout the organization. The main criteria assessed include:

- **Water and electricity consumption:** an analysis of the accumulated average of the unit's monthly consumption records, with consumption target equal to or lower than the established regional standard;
- **Paper use:** target of a 4% linear reduction in consumption, taking the lowest consumption between previous two six-month periods as reference;
- **Selective Collection Program:** it monitors the volume of waste disposed of selectively (paper, plastic, metal and glass) and directed to recycling.

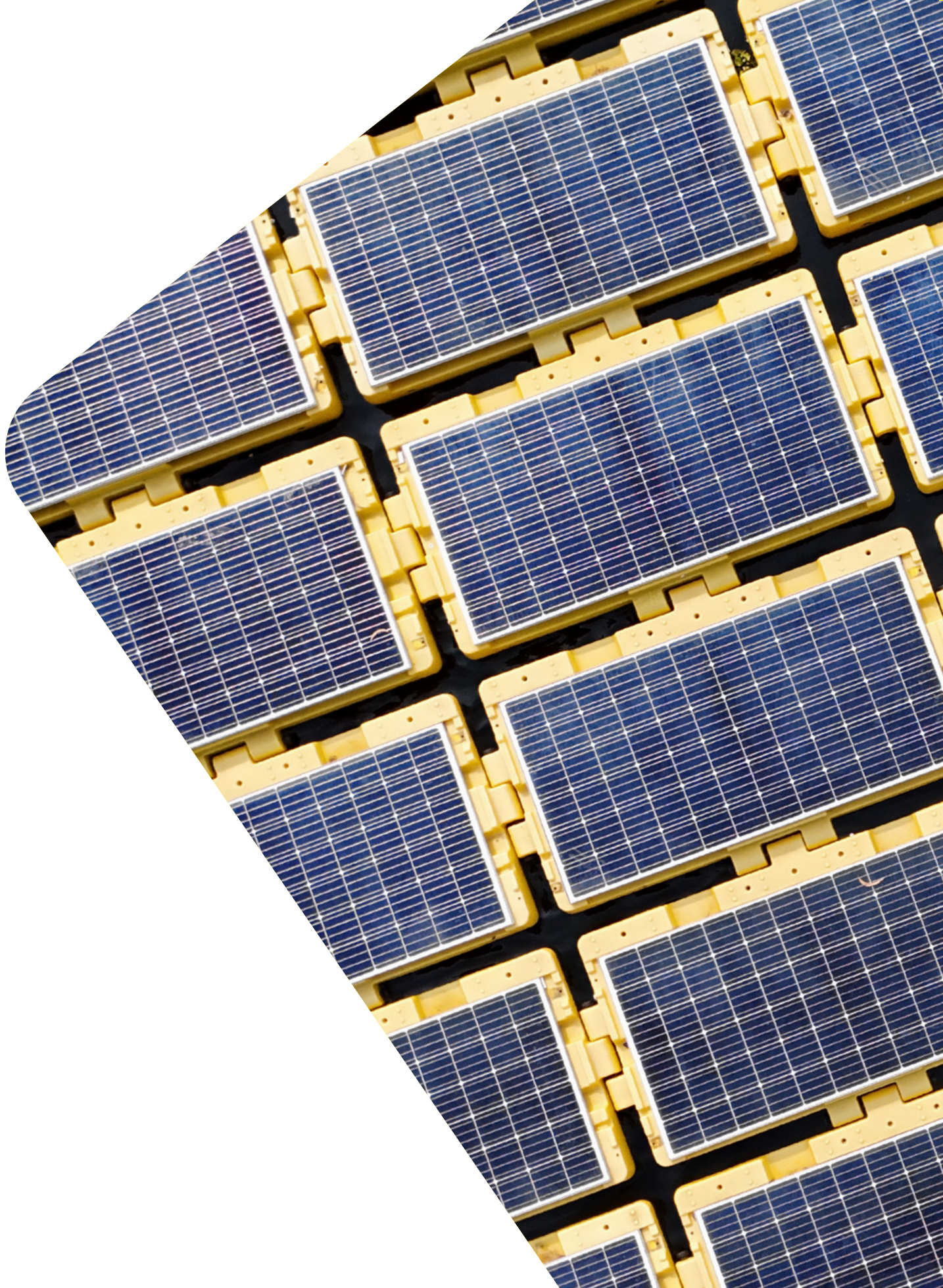
Energy

The units are assessed based on the accumulated average of monthly electricity consumption records, aiming at sustaining the indexes equal to or lower than the standard set for each region.

Photovoltaic power plants

Operating plants	FU
Porteirinha	MG
Iaciara	GO
Rio Paranaíba	MG
São Domingos do Araguaia	PA
Brasília	DF
Xique Xique	BA
Pedra Branca	CE
Loanda	PR
São Lourenço do Oeste	SC
Lins	SP
Rancharia	SP
Andradina	SP
Santanésia/Anta	RJ
Mucurici	ES
Uruguaiana	RS
Naviraí	MS
Juína	MT
Piancó	PB
Lagoinha do Piauí	PI

Plants under construction	FU
São Caetano	PE
São Roque	SP
São Roque	SP
Batalha	AL





Water

The units are assessed based on the accumulated average of monthly water consumption records, aiming at sustaining the indexes equal to or lower than the standard set for each region. The following metric was adopted to calculate the Bank’s water consumption:

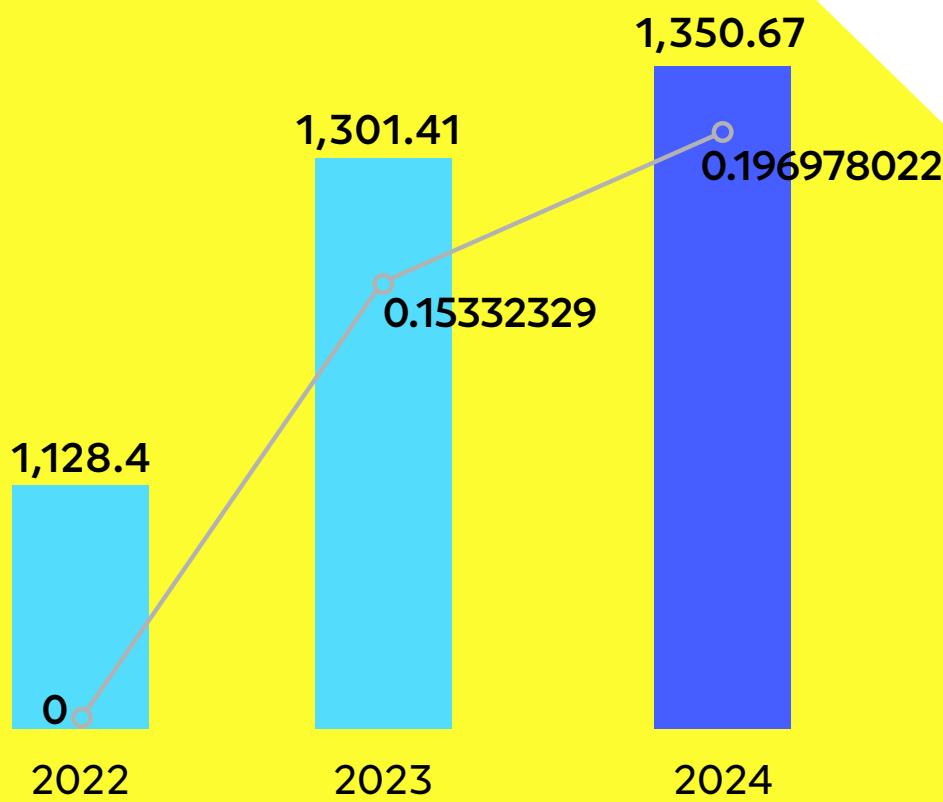
Monthly consumption = monthly expense / average monthly amount of m³
Total consumption = sum of monthly consumption

The 9.88% readjustment from June 2024 was considered, impacting the invoices (expenses) from July to December.

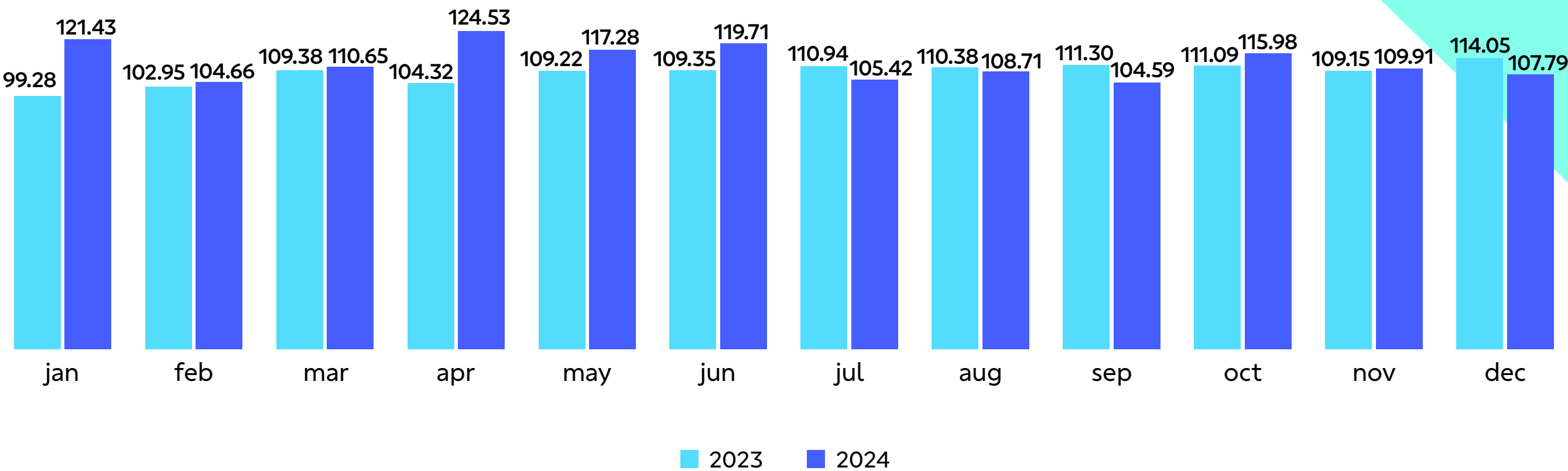
Annual water consumption (thousand m³)

Annual consumption (mil m³)

D consumption



Monthly water consumption - 2023 x 2024 (thousand m³)



Paper

Our BB Papel Zero (Zero Paper) program aims to eliminate the use of paper in our processes at all the Bank’s units. Besides mitigating environmental impacts, the initiative generates savings by decreasing expenses on printing, transportation, storage and supplies such as toner, reels and filing materials. Since its launch in 2017, we have reduced printing by 54.98% by 2024.

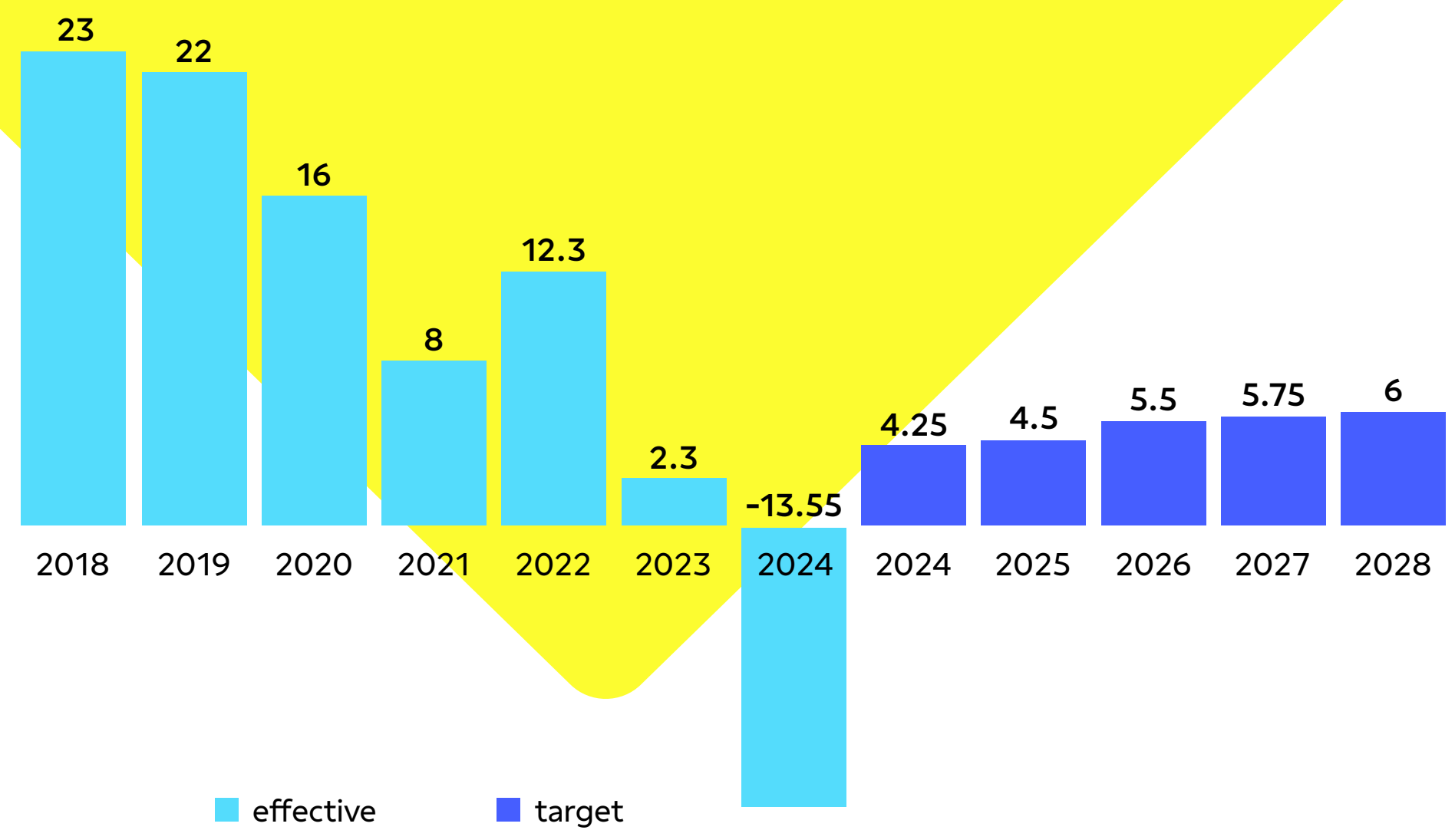
We remain committed to a 12.75% reduction by 2025, based on 2022 data, and to a target

of 70% by 2028, compared to 2017 volumes. In this regard, we are reviewing internal processes and adapting our practices to legal requirements and customer expectations.

The Zero File strategy has also made a significant contribution to cutting down paper consumption by minimizing the use of materials such as cardboard folders, brown envelopes and cardboard boxes. This initiative reinforces our commitment to sustainability and resource efficiency.



Paper - target or effective reduction (in %)



Waste

We monitor the volume of recyclable waste (paper, plastic, metal and glass) disposed of selectively and directed to recycling on a monthly basis, broadening the coverage of the Selective Collection Program in our units..

Selective Collection Program	2023	2024	% Chg. 2023-2024
Units with selective collection implemented ¹	4,011	4,251	6%
Target for setting up new units ²	-	-	-

¹With regard to the number of units with selective collection implemented, we consider that 100% of BB's units have access to both the Movable Assets Disposal Process and the BB Zero Waste Program (formerly the Selective Collection Program), by requesting the collection of goods or applying to join the program. Therefore, a link is established between all units whose requests for the disposal of goods were fulfilled and those that participated in the BB Zero Waste Program in 2024, reaching a total of 4,251 units with selective collection implemented.

²The goal of including new units has been removed since 2021, when it was decided to restructure the Selective Collection Program, replaced by the BB Zero Waste Program. Currently, the waste management focuses on landfill detour, by reducing the amount of waste directed to public collect by 20% by 2030 (base year 2020).

Zero Waste

We took another step in 2024 by implementing the BB Lixo Zero (Zero Waste), a program aimed at maximizing waste recycling, lowering environmental impacts and supporting waste pickers. This program reinforces our social and environmental responsibility and is aligned with our sustainability goals

To ensure the planned advances, we promote training and engagement initiatives to make our employees and service providers aware of efficient waste management. Thus, we contribute to mitigating greenhouse gas (GHG) emissions and combating

global warming. In addition, we use the GABBi Portal to enhance participation and optimize the management of waste-related data.

We have already seen concrete results, with a reduction in waste emissions between 2023 and 2024. Our goal is to decrease the volume of waste directed to public collection by 20% by 2030 (base year 2020), prioritizing recycling over landfill. Thus, we have established a linear reduction of 3% annually, fomenting more sustainable practices on a daily basis.



Environmental Conservation strategy

Banco do Brasil is at the forefront of the debate concerning the impact of its operations on social, environmental and climate issues. We are committed to a continuous and rigorous process of internalizing practices and measures that reinforce our firm stance on sustainability, especially in rural credit. This action is long-lasting and is present as one of the pillars of our corporate strategy, permeating the entire organization and the initiatives resulting therefrom.

The economic and social importance of rural credit and BB's relevance and leading role in the development of agribusiness and family farming, contributing to the creation of employment, income and quality of life for the population, without neglecting the conservation of natural resources, are paramount to the businesses continuity and sustainability, making it a benchmark and recognized in the market for its positive externalities.

Through its work in the bioeconomy, Banco do Brasil's main objective, especially in the Legal Amazon region, is to contribute to the economic

and social growth of the entire region. We provide financing for initiatives that have a proven impact on income generation and contribute to reducing carbon emissions, envisaging efforts to combat deforestation, preserve biodiversity, make sustainable use of soil and natural resources, support projects to generate energy from renewable sources, and improve connectivity in urban, rural, and forest areas of the Legal Amazon, prioritizing isolated locations. The objective is to accelerate the energy transition and curtail connectivity bottlenecks in the region, especially in rural and forest areas where fossil fuel sources are still in place, promoting their replacement with photovoltaic solar energy.

When granting credit, besides complying with the relevant laws and regulations, specific policies and initiatives are adopted that reinforce BB's commitment and practices in terms of social and environmental responsibility, such as compliance with the impediment rules provided for in the Rural Credit Manual, chapter 2, section 9, considering the procedures below:

- **Rural Environmental Registry (CAR):** to determine the overlap with protected areas and embargoes, the Bank assesses the overlap with the CAR submitted in the loan proposal;
- **Protected areas:** financing is prohibited for projects where the CAR overlaps with Indigenous Lands, lands occupied and titled by remnants of quilombo communities, Type B Public Forests and Conservation Unit areas.
- **Area under embargo by the competent environmental agency:** financing is prohibited for projects whose linked CAR is overlapping with environmental embargoes. All types of environmental embargoes available are considered when analyzing the granting of credit, including embargoes for the use of fire.



In the Amazon Biome, the applicant's Embargo Clearance Certificate (Ibama) is also required, as a complement to the requirement to verify the regular status of the property benefiting from the credit.

BB checks Deforestation Alerts and requests documentation and information when there is an indication of a deforested area, avoiding financing in areas with illegal deforestation.

It also considers external regulations and market guidelines regarding deforestation and other environmental impacts that could hinder the trading of products in its credit analysis and granting process.

BB also uses information from the compulsory labor "restrictive list" and does not take on credit risk with listed customers, in addition to adopting a specific analysis for applicants with a negative track record.

To ensure compliance, Banco do Brasil maintains a solid and automated process, adopting analytical solutions that check whether the area to be financed has legal restrictions or regulatory prohibitions, using 27 public databases nationwide. Since 2019, operations have been submitted to the Geo Socio-Environmental Diagnosis tool, with case-by-case verification, which prevents the operation from being contracted if it overlaps with the impeding geographical bases.

Through its Environmental Conservation Strategy and innovative, automated processes, Banco do Brasil underscores

its commitment to sustainability in a breakthrough, voluntary manner. This approach ensures the optimal allocation of resources targeting rural credit while adhering to all regulatory requirements. In 2024, for example, BB prevented R\$12.8 billion from being directed to areas not aligned with socio-environmental standards and the bank's sustainability principles. This accounted for 4.8% of the total operations received during that period, 3.2% of agribusiness clients, and 6.2% of the total amount granted to the sector in 2024.

By reinforcing the adoption of good socio-environmental practices in business and supporting clients in the transition to a more sustainable economy, BB remains the primary partner of Brazilian agribusiness. The bank has 613,000 active agribusiness clients in financing and R\$193 billion in contracts through 2024. BB is also proud to have Brazil's largest agribusiness loan portfolio and to have been considered the world's most sustainable bank for the sixth time. This is only possible thanks to clients who share BB's commitment to sustainability. These clients continue to invest in the countryside, ensuring food safety for people in Brazil and around the world. The bank also promotes job and income generation, besides supporting the country's environmental, social, and economic development.

As provided for in the rural credit regulations and in accordance with our Social, Environmental, and Climate Responsibility Policy (PRSAC), BB diligently and continuously

613,000 active
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R\$ 193 billion
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principles**



monitors and oversees rural credit operations. This process is intended to verify whether borrower properly conducts its project. This monitoring and inspection process is designed to identify operations with signs of irregularities and prevent eventual deviations from the purpose of contracting and conducting the financed projects.

The Bank is also a signatory to Febraban's Banking Self-Regulation System (SarB) and under SarB 26, which regulates credit relations with slaughterhouses and meatpacking plants located in the Legal Amazon¹ and Maranhão that are free from illegal deforestation. In addition, the Company has implemented the More Sustainable Livestock Program to promote the adoption of best practices in the sector. The program fosters the recovery of degraded areas, more qualified management of the project, the adoption of technologies and good practices, the welfare and traceability of animals and production, reinforcing the activity sustainability.

It is worth noting that we have the 12 BB 2030 Commitments for a +Sustainable World, which set out objectives on four fronts, including sustainable credit, responsible investment and covering our work in ESG and climate management, seeking to build positive impacts in the value chain.

In this context, BB made a commitment to reach a portfolio volume of R\$500 billion in sustainable credit by 2030, of which R\$200 billion in sustainable agriculture, as well as R\$30 billion in renewable energy financing. The Bank is also committed to achieving 1 million hectares conserved and/or reforested by 2025.

Finally, Banco do Brasil reaffirms its commitment to mitigating social, environmental and climate risks in its rural credit operations. By continuously improving its analysis and monitoring tools, the Bank not only ensures compliance with regulations, but also plays a crucial role in reducing negative impacts on the environment.

BB not only diligently monitors and inspects rural credit operations to ensure regulatory compliance, but also promotes sustainable practices through programs such as More Sustainable Livestock Program and the 12 BB 2030 Commitments.

¹Enacted by Law No. 1.806/1953, it covers all eight states (Acre, Amapá, Amazonas, Mato Grosso, Pará, Rondônia, Roraima and Tocantins) and part of the state of Maranhão.





Social

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People management at Banco do Brasil

At Banco do Brasil, we continuously seek to balance business competitiveness with the construction of a more sustainable and socially fairer world. In this regard, we have refined our people management to align with the best market practices, ensuring that we are consistently responsive to the changes in the financial sector, and evolving demands of domestic and international scenarios. In our sustainability strategy, we consider the UN Sustainable Development Goals (SDGs) as a reference, reinforcing our commitment to creating value for society.

Our people management approach is guided by principles of meritocracy, commitment to institutional values, cultural and digital transformation, innovation and improving the experience of both customers and employees. In addition, we prioritize occupational safety and health as core pillars, adopting practices that ensure healthy and safe environments for everyone.

We are committed to the continuous development of our employees and foster planning and professional growth through corporate succession and career advancement programs, aligning individual expectations with organizational strategies. We invest in actions that promote the attraction and retention of talent, the advancement of human capital and occupational well-being, ensuring employee engagement and satisfaction, essential factors for business competitiveness.

Diversity and inclusion are material aspects for Banco do Brasil's sustainability. We prioritize the representation of gender and race in our staff. We understand the value of diverse teams, comprising professionals with different backgrounds, skills, and experiences, who also contribute to innovation and the achievement of organizational goals.

Diversity and inclusion are material aspects for Banco do Brasil's sustainability.



Human capital development

Corporate education is a resource for achieving the Bank's purpose and strategic objectives, as well as bolstering organizational values. Through various programs, we contribute to the professional development of all employees (regardless of their workload) and create value for the Bank's business. To learn more about people development initiatives, visit the Banco do Brasil Corporate University (UniBB) Portal.

Some of the outstanding programs in 2024:

Career mentoring

Mentoring is a powerful tool for developing skills, offering guidance and support. The mentor shares experiences, accelerating the mentee's growth. In 2024, we registered 51 programs with 8,219 mentees. BB has launched the Career Mentoring, a permanent program to support its employee career development and planning. The BB Corporate University offers the BB Mentoring Portal, an online environment that supports career guidance processes.

Networked learning

At Banco do Brasil, networked learning fosters ongoing development through collaboration between areas, the exchange of experiences and stimulates autonomy. In 2024, UniBB boosted this culture with initiatives such as Super Talent Management and Evolution Skills.

The Super Talent Management program fosters self-development through the implementation of an individual development plan, guided by an external mentor and facilitated by themed conversation circles with leaders from various sectors, including retail, wholesale, government, etc.

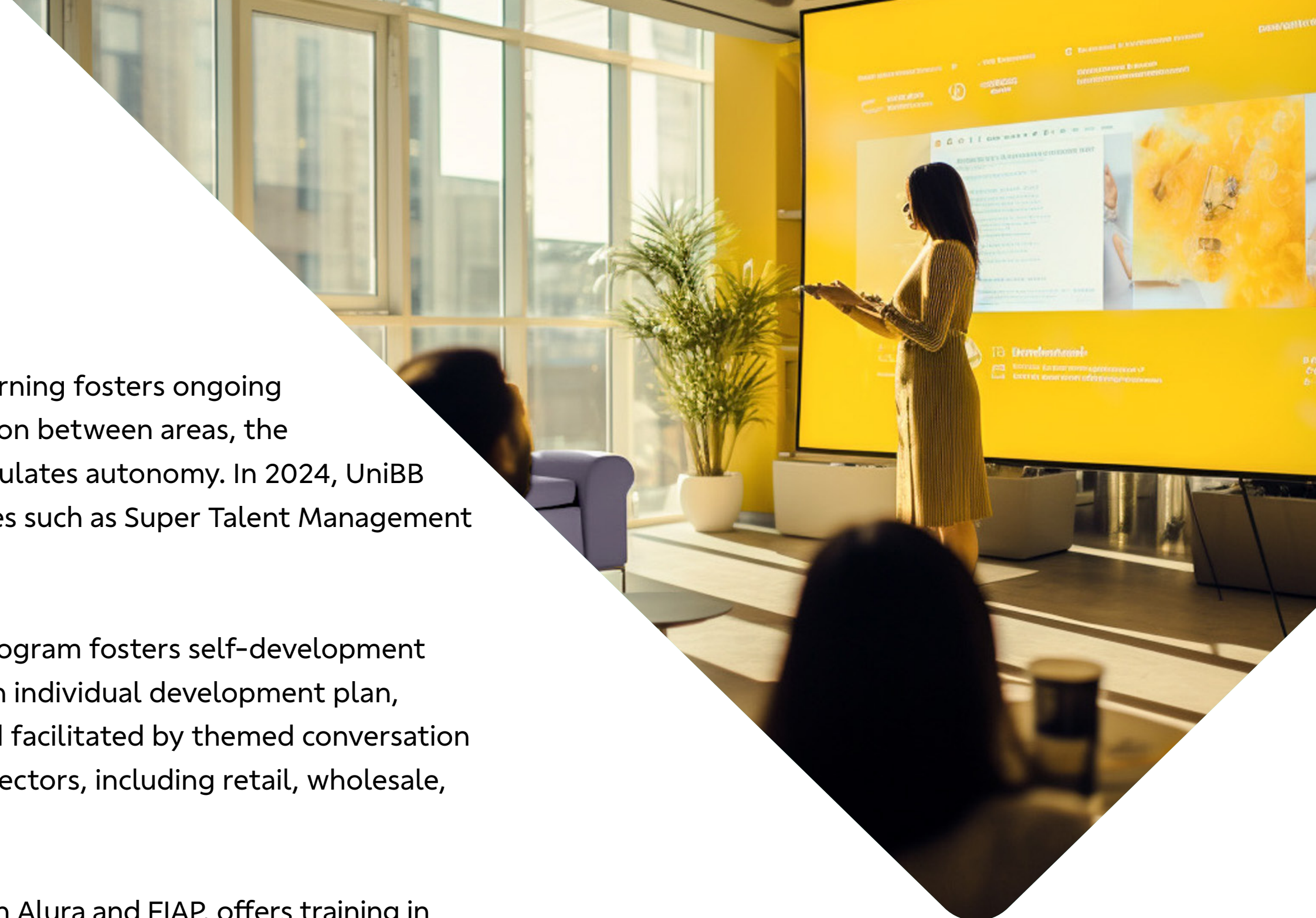
Evolution Skills, in partnership with Alura and FIAP, offers training in Computer Science, with online paths and postgraduate scholarships for 170 of the 1,685 individuals enrolled, on strategic topics for the Bank.

Leadership development

In 2023, the Black Leadership Mentoring program was launched in partnership with Piraporiando, with up to 300 participants and six months of mentoring. The initiative is in line with the Global Compact and shores up diversity at BB. Since 2018, the Women's Leadership Program has been promoting gender equity, fomenting in-house debate on the topic and contributing to the dissemination of a more inclusive organizational culture. In 2024, more than 4,160 employees completed the path at the online platform.

1,685 individuals
enrolled in the Evolution
Skills programs

170 postgraduate
scholarships offered





Cultural education

In 2024, BB signed a Technical Cooperation Agreement with the Ministry of Racial Equality (MIR) to offer the Certificate in Afro-Latin American Studies, offered by Harvard University's research institute. The target audience was 159 employees of the MIR, the Secretariat for Institutional Relations of the Presidency of the Republic and Banco do Brasil. Of the total number of vacancies, 84 were offered to BB, distributed among colleagues working in strategic areas for the creation of affirmative action and representatives of the self-organized group BB Black Power, aiming at acting in a more assertive way, based on racial literacy. In its capacity of a financial broker, BB has the potential to have a major impact on society by proposing actions to redress and eradicate racism.

This comprehensive online course, spanning six months, delves into the experiences, narratives, and challenges faced by the Afro-descendant community in Latin America. The class will have contact with international practices for tackling racism. The partnership with the Alari Institute aims to train professionals in racial equality actions. The initiative is part of the memorandum of understanding signed in July 2023 between BB and MIR.

Social Security Education Path

Banco do Brasil relies on a learning path for retirement. These are 17 courses covering essential topics on social security and complementary pension, Previ's service plans, tax systems, investment policies, among others. Completing 100% of the course is a prerequisite for taking part in Previ's selection processes. More than 34,000 participants have completed the path since 2017.

AcademIA

BB has continuously invested in the advancement of Artificial Intelligence (AI) to enhance customer experience, optimize operational efficiency and bolster digital security. The implementation of Generative AI and machine learning-based solutions has allowed us to customize interactions, automate processes and mitigate risks, making our services more agile, secure and accessible. And to achieve these goals, it is paramount to invest in employee development.

AcademIA's objective is to demonstrate, in a straightforward and accessible manner, that artificial intelligence and analytics are universally applicable. The program adopts a learning proposal that encompasses all levels of knowledge, offering a project-based educational journey focused on real everyday challenges related to the following thematic axes: AI and Data Science, Data Engineering, DataViz and Web Analytics.

AcademIA stood out as BB's major AI and data training program, with more than 24,000 enrollments, 41% of which were women. More than 5,900 employees took part in the launch live. The content lives recorded more than 17,000 participants and more than 112,000 courses completed in the knowledge paths. We recorded more than 90 live hours, more than 100 hours of recorded content, plus extra content and mentoring to help solve the practical challenges. We totaled more than 5,000 challenges submitted and more than 4,700 people certified, 36.4% of whom were women. It should be noted that more than 1,200 certificates were awarded at the program's highest level of proficiency.

The AcademIA launch live was attended by over of 5,900 employees.





Return on investment in human capital

To assess the return on investment in human capital, Banco do Brasil adopts the HC ROI, which in 2024 recorded 7.75, or an increase of 2.69% compared to the 2023 result, following the trend of evolution of recent years, which indicates positive indexes of return on investment in human capital by Banco do Brasil.

The figures for Operating Expenses refer to Financial Intermediation Expenses. Employee Expenses refer to Personnel Expenses, available in the 4Q2024 Performance Report, page 4, at <https://ri.bb.com.br/en/financial-information/results-center/>. Human capital performance indicators are monitored to measure the implementation of the strategy to develop this capital. In addition to financial indicators, data such as the number of employees with at least 40 hours of annual training in courses prioritized by BB for managers and other employees, according to their position and area of activity, is also observed.

In addition, face-to-face or distance learning courses are also considered, as well as courses elected by employee.

The average hours of face-to-face training per employee, hours of distance training and daily accesses to the Banco do Brasil Corporate University (UniBB) Portal are also monitored. Cost indicators are also monitored, such as: total amount invested in training programs; investment in training per employee; reduction in travel and accommodation expenses due to the e-learning program; and percentage use of the corporate education budget allocated to each Company unit.

The following table indicates the HC ROI historical series since 2022:

	2021	2022	2023	2024
a) Total revenues	174,379,983	293,344,926	322,439,982	346,983,616
b) Total operating expenses(1)	68,152,404	159,851,103	170,867,643	182,710,523
c) Total employee expenses (salaries + benefits) (2)	21,004,981	21,570,030	23,137,883	24,320,954
HC ROI Results (a- (b-c)) / c	6.05725661	7.188856622	7.550830039	7.754385251
FTE	72,676	73,648	73,800	74,077

Training and development

In the tables below, we report the main indicators referring to staff training and development in 2024, calculated based on FTE (Full-Time Equivalent). The indicators for the total number of BB headcount can be found in the 2024 Annual Report.

Average hours of training and development per FTE

	2023	2024
Total hours of training and development	11,238,409	12,470,385
FTE	73,800	74,077
Average hours of training and development per FTE	152.28	168.34

Average amount spent per FTE on training and development

	2023	2024
Total hours of training and development	80,200,000	96,823,173,00
FTE	73,800	74,077
Average amount invested per FTE in training and development	1,086.7	1,307.06



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Average hours per FTE of training and development broken down by gender

Gender	2023			2024		
	Women	Men	Total	Women	Men	Total
Total hours of training and development	4,531,490	6,706,919	11,238,409	4,937,303	7,533,082	12,470,385
FTE	30,180	43,620	73,800	30,013	44,064	74,077
Average hours of training and development per FTE	150.14	153.75	152.28	164.50	170.95	168.34

Average hours of training and development per FTE

Position	2023					2024				
	Management	Advisory	Operational	Technical	Total	Management	Advisory	Operational	Technical	Total
Total hours of training and development	3,833,127	1,520,993	5,725,325	158,964	11,238,409	4,292,895	2,178,105	5,779,549	219,836	12,470,385
FTE	31,375	8,787	32,665	973	73,800	31,438	10,002	31,631	1,006	74,077
Average hours of training and development per FTE	122.17	173.1	175.27	163.37	152.28	136.55	217.76	182.71	218.52	168.34

Average hours per FTE of training and development broken down by race

Race	2023							2024						
	Yellow	White	Indigenous	Brown	Black	Not informed	Overall Total	Yellow	White	Indigenous	Brown	Black	Not informed	Overall Total
Total hours of training and development	324,212	7,889,697	19,659	2,523,135	481,119	587	11,238,409	362,811	8,536,603	26,844	2,953,862	589,134	1,131	12,470,385
FTE	2,100	52,740	122	16,058	2,777	3	73,800	2,146	52,149	130	16,654	2,994	4	74,077
Average hours of training and development per FTE	154.38	149.59	161.13	157.12	173.25	195.66	152.28	169.06	163.69	206.49	177.36	196.77	282.75	168.34



Average hours per FTE broken down by age group

Age group	2023				2024			
	Under 30 years old	30 - 50 years old	Over 50 years old	Overall Total	Under 30 years old	30 - 50 years old	Over 50 years old	Overall Total
Workload	657,486	8,322,458	2,258,465	11,238,409	997,607	8,969,232	2,496,656	12,463,495
FTE	2,676	54,252	16,872	73,800	3,021	52,845	18,211	74.077
Average hours/FTE	245.7	153.4	133.86	152.28	330.2	169.7	168.3	168

Talent attraction and retention

At Banco do Brasil, we understand the crucial role that valuing talent plays in achieving business sustainability and maintaining our competitive edge in a scenario of digital transformation and customer-centricity. We continually invest in attracting, retaining, satisfying and developing our professionals, ensuring an inclusive workplace that is in line with market needs.

At BB, external selections and hires take place through public service entrance exam, according to the demand for staff in each region. The exception applies to specific roles, including special advisors and the private secretary to the CEO, which observe free appointment and dismissal criteria, as provided for in our Bylaws. The selection process considers not only the technical requirements of the position, but also initiatives concerned with social inclusion, promoting diversity and equity in the corporate environment.

Internal mobility occurs among the Bank’s own employees, based on qualifications and the specific requirements of each position. This model allows for professional development within the organization, fomenting training and career advancement.

We currently rely on 86,574 employees hired via public service entrance exam under the CLT regime, as well as 32 statutory employees and 452 trainees. Our Company adheres to Brazilian labor legislation, which sets out a distinctive workload ranging from 6 to 4 hours for specific roles within the banking sector, including clerks, cashiers, trainees, and apprentices.

We reaffirm our commitment to excellence in people management, fostering opportunities for development and growth within BB. More details on our talent management indicators and policies can be found in the 2024 Annual Report.

In 2024, Banco do Brasil was recognized by the TOP EMPLOYERS Institute for the 12th consecutive year. The TOP EMPLOYERS Institute is an independent Dutch research foundation that recognizes employers who develop talent at all levels of the organization and strive to optimize people management policies and practices continuously. Banco do Brasil is the only Brazilian company recognized in all editions of the survey.

The certification process is objective and takes an in-depth look at excellence in the following areas: Talent Strategy, Personnel Planning, Integration, Training and Development, Performance Management, Leadership Development, Career and Succession Management, Remuneration and Benefits and Corporate Culture.



New Hires (FTE)

	2022		2023		2024	
	Quantity	%	Quantity	%	Quantity	%
Hires in the period	3,717	38.43	2,327	26.95	1,808	14.09
Age group						
Under 30 years	2,171	58.41	1,521	65.37	926	51.22
30-50 years	1,481	39.84	768	33	834	46.13
Over 50 years	65	1.75	38	1.63	48	2.65
Gender						
Men	2,827	76.06	1,960	84.23	1,487	82.25
Women	890	23.94	367	15.77	321	17.75
Average hiring cost (R\$)		310.45		320		400.00

Internal vacancies filled by employees (FTE)

	2022		2023		2024	
	Quantity	%	Quantity	%	Quantity	%
Fillings in the period	5,955	61.57	6,309	73.05	11,031	85.91
Age group						
Under 30 years	423	7.1	958	15.18	506	4.58
30-50 years	5,204	87.39	5,054	80.11	8,944	81.08
Over 50 years	328	5.51	297	4.71	1,581	14.34
Gender						
Men	3,500	58.77	3,724	59.03	6,411	59.02
Women	2,455	41.23	2,585	40.97	4,520	40.98

Headcount abroad by country

Year/Country	2022	2023	2024	Overall Total
Germany	1	2	1	4
Argentina	6	7	6	19
Austria	5	5	4	14
Chile	-	1	-	1
China	2	1	2	5
Singapore	-	-	-	-
United States	12	13	12	37
France	-	-	-	-
Cayman Islands	2	1	1	4
Japan	8	5	5	18
Paraguay	1	1	1	3
Portugal	-	1	-	1
United Kingdom	8	7	8	23
Overall Total	47	42	40	129



Several studies have evidenced that flexibility at work is a component that has a direct influence on aspects such as employee engagement, retention and satisfaction. Therefore, we have constantly sought to evolve our Institutional Remote Work (TRI) model, which is essentially hybrid, allowing us to combine the flexibility of remote work with face-to-face interaction and consequently maintain and bolster the organizational culture.

We believe that flexibility at work is paramount to meeting the demands and challenges of the modern world. A flexible workplace allows employees to better balance their personal and professional responsibilities with greater autonomy, contributing to a positive perception of general well-being and increased productivity. In addition, considering aspects such as reduced commuting, less use of public transportation and a change in consumption habits, we can conclude that Remote Working positively contributes to lowering greenhouse gas emissions with a positive impact on the environment.

Here are some figures for TRI at BB, as well as data from the latest Remote Working satisfaction survey conducted in 2024:

Large figures (February/2025)

Qualified units
465
branches

27,627
employees targeted

22,539
employees with an active TRI agreement

9,661
Average number of TRIs per day

Employee Engagement Survey

The Engagement Survey is carried out in partnership with Gallup, a renowned consulting and research company that develops tools and methodologies to enhance the performance and engagement of people and institutions. This initiative enables us to assess the level of engagement of our employees and compare our results with companies in Brazil and around the world, providing strategic insights for people management.

Among the aspects covered in the survey were: job satisfaction, motivation and purpose at work, commitment, development, recognition and opportunities, among others. In 2024, the survey was answered by 60% of the 74,726 eligible employees (FTE), including those in the external network. See results in the table.

Banco do Brasil engagement survey - FTE

	2021	2022	2023	2024	Target
Engagement index	66.1	63.8	67.1	70.5	70.0
Coverage ¹ (comprehensiveness)	17%	28%	62%	60%	

¹ In 2021 and 2022, a sample of 50,000 eligible people was considered. In 2023 and 2024, the total number of employees at the end of the year was considered, excluding absences (holidays, licenses, general allowances, etc.)



Corporate Performance Review

At Banco do Brasil, our employees' variable remuneration is linked to the Labor Agreement - Connection which measures units' performance in relation to strategic goals. This model directly impacts employees' variable remuneration through the payment of Profit Sharing (PLR) and the Executive Board's Variable Remuneration (RVA).

The organizational units are assessed based on a set of performance metrics in line with strategic topics prioritized by the Bank. The main topics monitored include financial performance, ESG, people management, compliance, operational and credit risks, processes, innovation and customer experience. Metrics related to innovation are also considered, stimulating solutions that add value to business and customer relationship. To ensure the model's effectiveness, the indicators are reviewed

periodically, keeping them challenging and in line with BB's Corporate Strategy.

Risk management is a pivotal aspect of the organizational units' performance review. The indicators adopted consider the particularities of each area and encompass factors such as operational loss management, delinquency control, the balance between risk and results, physical environments safety, risk mitigation and risk management models efficacy.

We have also incorporated ESG (Environmental, Social and Governance) metrics into our performance review. The main indicators monitored include incentives for sustainable finance, eco-efficiency initiatives, compliance with the Agenda 30 BB targets and the promotion of diversity.

The integration of Environmental, Social and Governance (ESG) metrics in performance evaluation demonstrates the Bank's commitment not only to financial objectives, but also to sustainability and social responsibility.





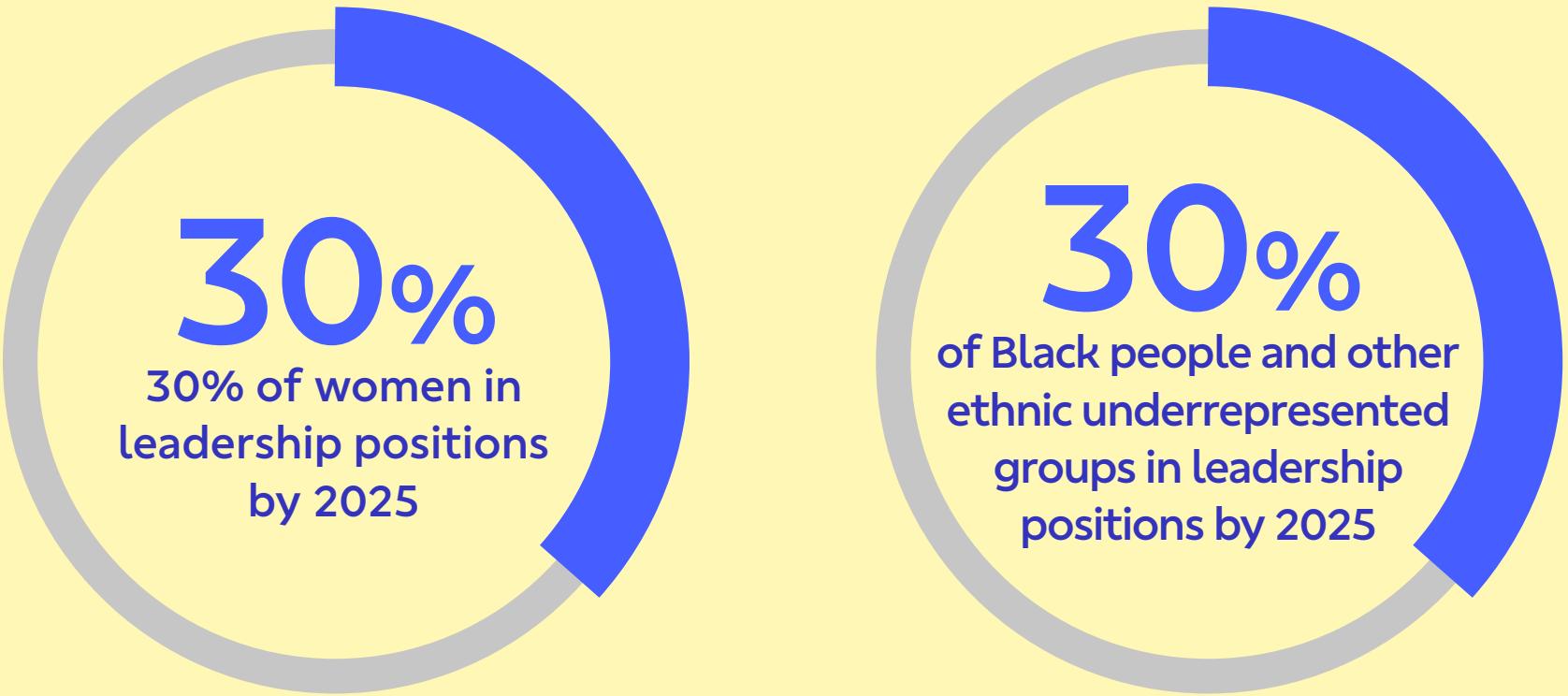
Diversity, Equity and Inclusion

Banco do Brasil adopts ethical and responsible practices in its relations with its various stakeholders, focusing on respect for the articles of the UN Charter on Human Rights and sustainability. Our actions are aligned with the ESG pillars and promote Diversity, Equity and Inclusion (DE&I) initiatives, with continued enhancement of policies and actions. BB was the first Brazilian bank to adopt the UN Standards of Conduct, ensuring equal rights and fair treatment for the LGBTQIAPN+ community. It was also Brazil's first financial institution to standardize the use of trans people's social names.

When we consider our purpose to be "close to and relevant in people's lives," it is clear that our goals are inextricably linked to fostering an equitable, diverse and multifaceted environment. By promoting diversity, we create the means to meet the challenge of improving "how" we conduct our work and optimizing the results.

Companies that are diverse, equitable and inclusive are better able to respond to challenges, attract the best talent and meet the needs of different customer bases.

Diversity is one of BB's values and is present in its Corporate Strategy, which is reflected in the 2024-2028 Master Plan, translated into the following indicators:



We are ambassadors of the UN Global Compact - Brazil Network, in the Race is Priority, Women Lead and Living Wage movements.

In our relationship with suppliers, we rely on an Integrated Due Diligence process, which includes the Environmental, Social (Human Rights) and Integrity dimensions as a multidimensional risk management action. In the Social dimension of the form, the following aspects are observed: forced or compulsory labor and/or child labor; moral or sexual harassment and/or discrimination; discrimination in employment and occupation; employee satisfaction; improved quality of life of employees; relationships with the local community aimed at its development; diversity factors such as gender, color, ethnicity, sexual orientation, country of origin or nationality; employability of people with disabilities, etc.

Banco do Brasil was the first Brazilian bank to adopt the UN Standards of Conduct.





In 2024, the Bank continued its journey to broaden its work on Human Rights and Diversity, Equity and Inclusion with various actions and measures, of which the following should be highlighted:

- **Revision of decision-making governance**, which now deliberates on HR and DE&I issues in the Sustainability Executive Committee, which is comprised of chief officers and officers. The committee holds quarterly meetings and is liable for approving and monitoring the initiatives in the Sustainability Plan, Agenda 30 BB, guidelines for action in sustainability, as well as approving guidelines and objectives for the Diversity, Equity and Inclusion Program, among other matters.
- **Creation of 14 Regional Forums on Diversity, Equity and Inclusion-DE&I** and Employee Experience-EX, spread across all regions of the country, aiming at broadening the workforce representation, enriching debates and promoting exchanges of experiences on DE&I and EX. The Forums are part of Banco do Brasil's governance on this topic. The election took place directly, with the participation of more than 17,000 voters who chose people representing the six social markers of difference prioritized by BB: Gender, Race/Ethnicity, LGBTQIAPN+, People with Disabilities-PwD, Neurodivergents, Generations, as well as a vacancy for general category. Ninety-three members and 76 alternates were elected.
- **We launched the Self-Declaration of People with Disabilities (PwD) for customers on the BB App.** This initiative brings BB even closer to the more than 18 million people with disabilities and allows for hyper-customization of products, services and assistance for these stakeholders.

- **BB and BNDES have announced that they will work together to resume the Caminhos da Escola program.** This is a line of credit aimed at renewing the fleet of buses and boats in municipal governments, with an initial budget of R\$1 billion. The program benefits nearly 15 million students across the country.
- **We launched the Women in the World First Export Program Edition**, which aims to train and advise businesswomen to carry out their first export.
- **We innovated in the development of a product in the Brazilian financial market** that rewards women between aged between 16 and 75 who invest in Educa+ Treasury bonds, providing a collective BB Seguro Vida Mulher life insurance policy, including various benefits.
- **BB launched Brazil's first card printed entirely in Braille.** This initiative highlights the institution's ongoing commitment to making its services more accessible, ensuring that all customers, especially those visually impaired, can enjoy a more autonomous and inclusive banking experience.
- **The Fundação BB and the Fundação Cultural Palmares** signed a Memorandum of Understanding to support Brazil's Black population in areas such as culture, education, work, income and cultural heritage.
- **Together with other federal state-owned companies, Banco do Brasil formalized its adhesion to the Pact for Diversity, Equity and Inclusion (DEI Pact)**, coordinated by the Ministry of Management and Innovation in Public Services (MGI).





■ **In October**, BB launched the initiative referred to as History and Memory of Afro-descendants and Original Peoples in Brazil. This initiative is built, among other topics, on our Diversity, Equity and Inclusion guidelines and on our pacts and commitments to promote racial equality, which reaffirm our origins and ancestry, so important for the contemporary construction of our Brazilian identity. The purpose is to rename up to 30 branches in five regions of the country as a way of recognizing and valuing the contribution of these personalities and communities to our country's society, culture and economy.

■ **In November**, we celebrated the Black Awareness Month, an important time to reflect on the struggle and resistance of the Black population in Brazil and around the world. Enacted as a national holiday for the first time, in 2024, the moment calls us to revere African culture and recognize discrepancies that still persist in our society. And, as a way of bringing the conversation to the public, Banco do Brasil launched the Black Voices videocast. These are four episodes, which invite society to dialogue and reflect on the importance of combating racism and racial inequality inside and outside the institution and introduce concrete BB actions in this regard.

■ **In November**, BB took part in the fifth edition of the International Forum on Corporate Racial Equity, organized by the Business Initiative for Racial Equality. Reflecting on the topic "Climate Change, Neointustrialization, Inclusion and Diversity", the Forum gathered CEOs of major companies, authorities and personalities from the corporate and academic world to discuss the issue. The main purpose of the event was to disseminate good practices, understand the challenges and market trends.

■ **That same month**, the Anti-Discrimination Protocol was issued, which standardizes and sets action flows in cases of discrimination, promoting reception, encouraging reporting and managing the consequences. After taking cognizance of the Protocol, everyone who comes to any of our points of contact will be able to know, in a simple way, how to proceed in the face of attitudes with a discriminatory bias.

■ **Also in November**, BB took part in Expo Favela Innovation, in Fortaleza (CE), the Latin America's largest entrepreneurship innovation fair concerned with the suburbs. The event aims to connect favela entrepreneurs with Brazil's great leaders, personalities and public managers. Aware of this market and its role as an agent in reducing inequalities in the country, Banco do Brasil was one of the event's sponsors.

■ **In December BB** signed the Pact for Racial Equality during the 4th plenary meeting of the Council for Sustainable Economic and Social Development (CDESS) at the Itamaraty Palace in Brasília (DF). Besides supporting and being a member of the working group that structured the Pact, the Bank also shared a report with some of its main initiatives over the last few years, implemented or being structured, which relate to this issue, aiming at inspiring other businesses to commit to building concrete actions that have a structural impact on the lives of the Black and quilombola population.

■ **At this event, the Bank launched the "Faces Negras Importam" (Black Faces Matter) project**, an initiative that employs Artificial Intelligence to reconstruct the faces of Black personalities who have been erased from history due to the lack of iconographic records. The personalities whose faces were reconstructed using this technology were Luísa Mahin, Maria Felipa and Tereza de Benguela.





Staff Composition, by Gender 2024

Diversity Indicator	% (FTE)
Women’s participation in the total workforce (as % of the total workforce)	40.51
Women’s participation in all managerial positions, including junior, middle and senior management (as % of all managerial positions)	37.32
Women’s participation in junior managerial positions, i.e., first managerial level (as % of all junior managerial positions)	39.87
Women’s participation in senior managerial positions, i.e., at most two levels of distance from CEO or related positions (as % of all senior management positions)	29.09
Women’s participation in managerial positions in revenue-generating positions (e.g., sales) as % of all these managers (i.e., excluding support positions, such as HR, IT, Legal, etc.)	37.66
Women’s participation in STEM-related positions (as % of total STEM positions)	19.04

Staff composition by race/ethnic group 2024

Composition based on, specify:	Participation in the total workforce (as a percentage of total workforce) (FTE)	Participation in all management positions, including junior, middle and senior levels (percentage of total management level workforce) (FTE)
Asian descendents	2.9	2.32
Black and brown people	26.52	26.28
White people	70.4	71.26
Indigenous people	0.17	0.14
Other, please specify: Not informed	0.01	-

Composition of staff by other minorities 2024

Diversity indicator	% (FTE)	Coverage % (FTE)
People with disabilities	3.06	100
LGBTQIAPN+	-	-
Age group		
Under 30 years old	4.08	100
30-50 years old	71.34	100
Over 50 years old	24.58	100

Note: figures based on employees in the Actual Workforce situation on 31/12/2024.

The advances of Banco do Brasil’s Diversity, Equity and Inclusion strategy can be seen in the main indicators of the headcount composition, available in our [2024 Annual Report](#).

Our diversity goal

Race is Priority goal (by 2025): 30% of Black, Indigenous, quilombola and other ethnic minority groups in leadership positions. Positions considered:

- 1st managerial level of all units.
- 2nd managerial level of strategic, tactical and support units.
- 3rd managerial level of strategic units.

Women Lead 2030 Target (by 2025): 330% of women in senior leadership positions. Positions considered:

- Chief executive officer, vice executive officer and officer.
- General manager of strategic unit.
- Executive manager of autonomous management.
- General auditor.

Target of 30% of women in STEM roles (Science, Technology, Engineering, and Mathematics) by 2030.



Health, safety and well-being

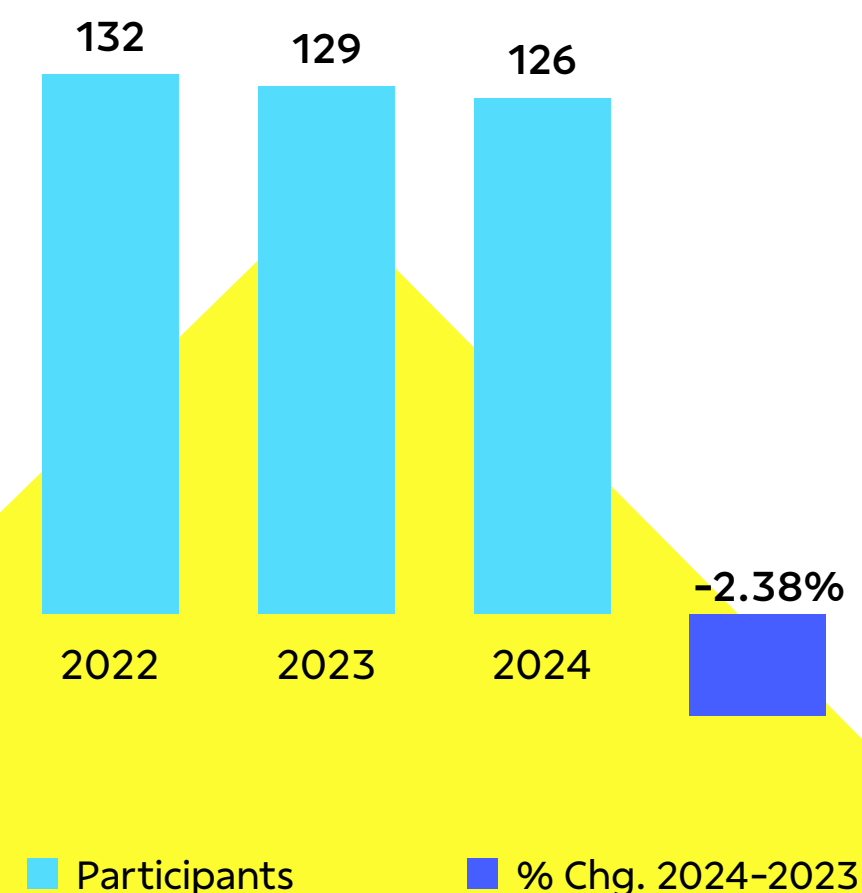
Promoting the health and safety of our employees is a core pillar in Banco do Brasil's people management. Our People Management Policy sets out specific guidelines for Occupational Health and Safety (OHS), implemented through the Health and Safety Management System, with emphasis on the Risk Management Program (PGR), in accordance with the requirements of Regulatory Standard (NR 01).

With the PGR, we identify, assess and mitigate occupational risks, considering factors such as physical, chemical, biological, ergonomic and mechanical risks. This approach allows us to classify risks according to their frequency and severity, adopting corrective and preventive measures on an ongoing basis.

Hazards in the workplace are identified through regular technical visits to all the Bank's units, based on previous studies, occupational health data and the employees' perception of the risks present. The risks identified are analyzed and classified at different levels, according to the methodology outlined in the PGR Report.

In addition, we promote ongoing awareness-raising, training and occupational health monitoring initiatives, ensuring a safe and healthy workplace for everyone. These initiatives reinforce our commitment to employee well-being and contribute to building a sustainable and productive organizational environment.

Network of Specialized Services in Safety Engineering and Occupational Medicine (Sesmt)



With the PGR, we identify, assess and mitigate occupational risks, considering factors such as physical, chemical, biological, ergonomic and mechanical risks.





Risk monitoring

At Banco do Brasil, the monitoring of occupational risks is conducted in a structured and continuous manner, with the work of the Internal Commissions for Accident Prevention (CIPA) and the Accident Prevention Officers (RPA), together with the network of the Specialized Service in Safety Engineering and Occupational Medicine (SESMT). According to Regulatory Standard 5 (NR 5), units with up to 80 employees rely on an RPA, while those with more than 81 employees have a CIPA, ensuring full coverage across all business units.

RPAs and CIPAs are composed of professionals who are trained and qualified to prevent accidents and work-related ill-health, always supported by SESMT. To ensure a safe environment, the teams carry out annual technical visits to the units, identifying hazards and assessing the mitigation of environmental risks such as chemical, physical, biological, ergonomic and mechanical. In these processes, factors such as noise, lighting, humidity and temperature are measured, ensuring that corrective or preventive actions are implemented when necessary.

The data collected is recorded in our Health and Safety Management System, enabling to formulate action plans to eliminate or reduce

risks identified. The execution of these actions is monitored by OHS professionals, who monitor deadlines and targets related to adjustments in work processes, training and the supply of Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE). Action plans are prioritized based on the severity and likelihood of the risks identified, ensuring an efficient approach and focused on prevention.

Our management system adopts the PDCA (Plan, Do, Check, Act) cycle, ensuring ongoing improvement of safety processes and allowing control variables to be continuously monitored and adjusted. Therefore, we periodically assess the actions executed and identify opportunities for improvement.

Ergonomic Analysis and Customized Services

We carry out Ergonomic Work Analysis (AET) and Preliminary Ergonomic Analysis (AEP), focused on adapting workstations to the needs of employees, including People with Disabilities (PwD). In addition, we offer ergonomic consultancy accessible to all employees, which can be activated in person or via our digital platform, allowing for customized assessments of workstations and processes.

Risk Management Program

	2022	2023	2024
Environmental risk assessments carried out	2,796	2,430	2,683
Safety inspections carried out	2,948	2,536	2,827
Ergonomic analyses carried out	451	983	1,047
Ergonomics consulting	1,499	934	697

Emergency Prevention and Response

In addition to identifying and mitigating risks, we prepare to respond to various emergencies, such as robberies, fires, floods, landslides, pandemics, epidemics and disease outbreaks. Our Emergency Response Groups (GRUAs) are made up of employees trained to act in critical situations, conducting regular building evacuation drills in accordance with the procedures defined in the emergency plans. We also rely on fire brigades, structured in accordance with prevailing laws.

Right of Refusal and Communication of Adverse Events

Banco do Brasil values safety and the active participation of its employees in identifying risk situations. Pursuant to Normative Instruction No. 399, all employees have the right of refusal and can interrupt their activities if they identify serious and imminent

risks to their health or that of others. These situations must be reported immediately to the superior, who will take the necessary measures to eliminate the risks.

Reports of adverse events are recorded in the management system, allowing the SESMT to conduct investigations into incidents and work-related injuries. Based on these analyses, we issue the Occupational Accident Report (CAT), when applicable, and monitor the frequency and severity of events to mitigate risks and implement preventive actions to avoid incidents.



Risk prevention

In 2024, we promoted specific training in Occupational Health and Safety (OHS), covering topics such as occupational and psychosocial risks, labor and social security legislation, harassment, ergonomics, quality of life and mental health.

The Mental Health Path, available on the UniBB Portal, is one of our main initiatives, aimed at promoting healthy practices and improving the all-round well-being of employees. This program offers comprehensive educational content on emotional intelligence, digital and substance addiction, happiness at work, nutrition, overweight and obesity, cardiovascular risks, stress, sleep quality, burnout, time management, conflicts, resilience, work organization, ergonomics, among others. The Mental Health Path is not only a source of information, but an invitation to transform employees' lives and achieve a healthy balance.

To increase access to OHS information, we have made available the Health and Safety Portal, which centralizes relevant content and offers a direct channel for recording accidents, incidents, non-conformities and suggestions. In addition, employees can actively contribute to enhancing the OHS Management System through the "Talk to Gepes" tool.

Complementing these initiatives, we rely on a OHS chatbot, accessible via WhatsApp, which provides quick and accurate information on occupational health and safety. More complex issues are referred to SESMT professionals for specialized care. We also encourage employee participation through the Banco do Brasil News Agency, where they can send suggestions and comments, which are analyzed by the areas in charge.

Occupational Health Monitoring

To prevent and reduce health issues, we rely on the Occupational Health Medical Control Program (PCMSO), which conducts occupational examinations at different times during the employee's journey, such as admission, periodic and return to work examinations. The results of these examinations help to identify the epidemiological profile of employees and support preventive actions.

Among the preventive health initiatives, we promote the annual influenza vaccination campaign, free of charge for employees and minor apprentices, with a target coverage of 66% of the target audience.

In addition, we conduct the Periodic Health Examination (EPS), which screens for occupational problems and other common health conditions, such as depression, stress, cardiovascular risk factors, analyzing indicators such as Body Mass Index (BMI) and level of sedentary lifestyle. Our EPS adherence target is 95%. Managers also have the option of carrying out voluntary health check-ups, covering complementary examinations customized by gender and age group.

The data collected during occupational examinations is analyzed by OHS professionals, supporting the planning of actions concerned with improving quality of life at work, with preventive measures targeting the main causes of leave.

Our Periodic Health Examination (EPS) adherence target is

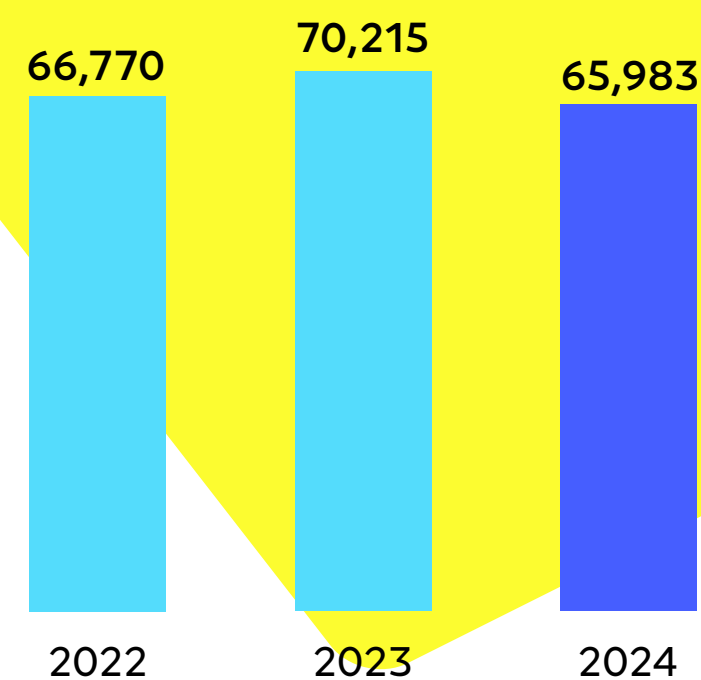
95%

Our coverage target for the influenza vaccination campaign is

66%

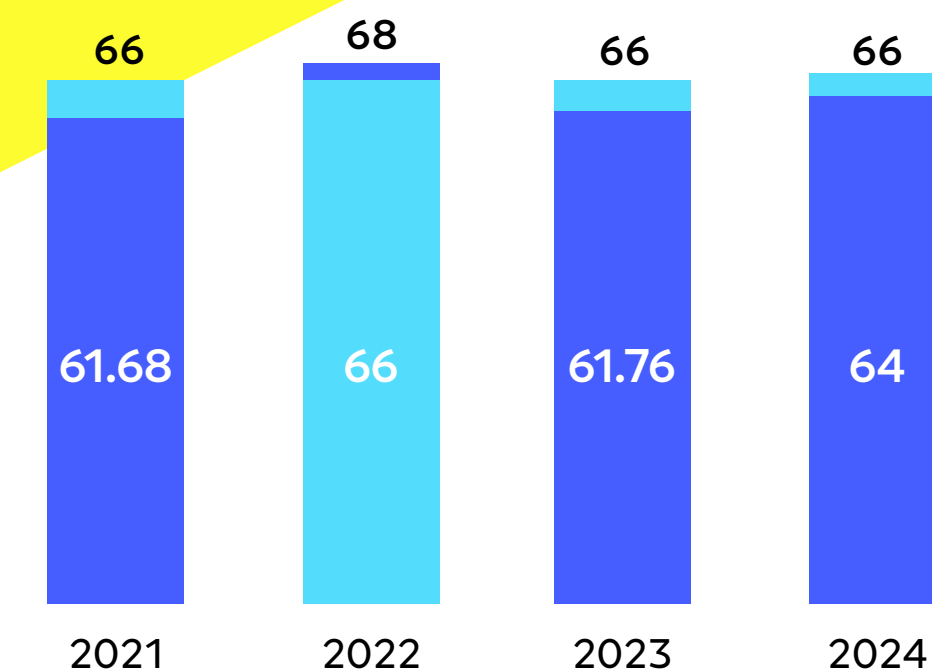


Training to prevent occupational and health-related risks



Occupational health and safety training

Influenza vaccine¹

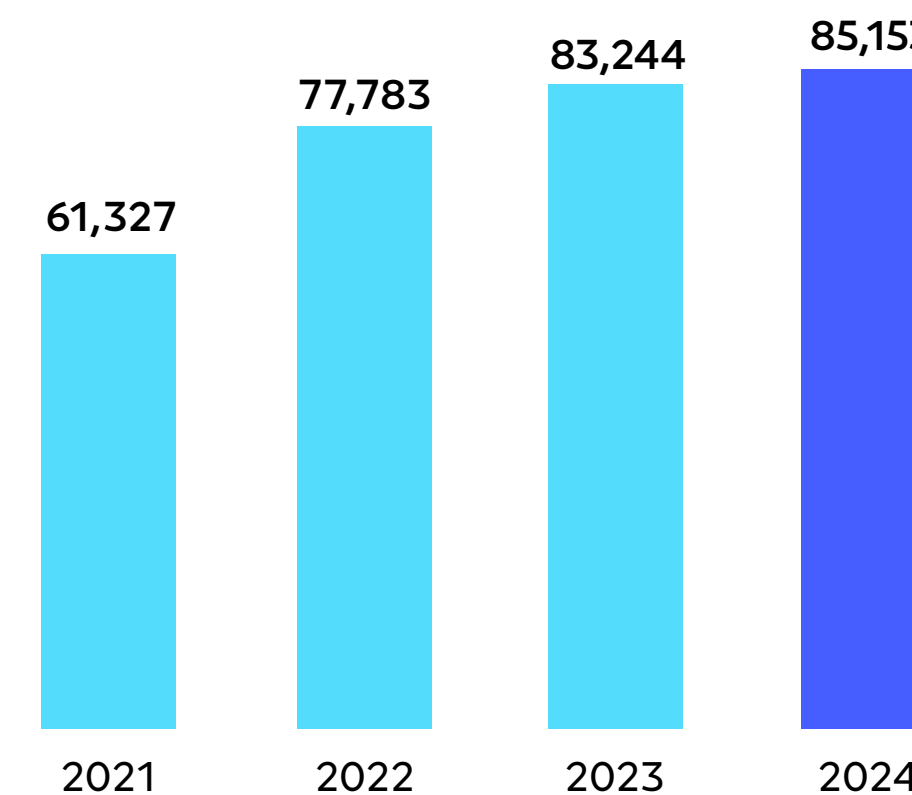


Target (%)

% of immunized employees

¹ In 2022, the Covid-19 vaccination campaigns may have contributed to the positive results. In 2023, the National Immunization Program was expanded, enabling the vaccination of all the population of the public health network, which may have influenced the result of the Bank's Vaccination Campaign. For 2024, we kept on to the target since this is a voluntary benefit.

Regular Health Check-Ups (RHC)¹



In 2024, we had an increase in the percentage of Regular Health Check-Ups (RHC) by 2.2% compared to 2023

¹ The number of RHCs has increased, evidencing the return to normality after the pandemic.

Supplier Health and Safety

With regard to suppliers, we ensure compliance with OHS criteria through specific contractual clauses, which require compliance with current legislation. These clauses include obligations related to occupational risk training, the provision of personal protective equipment (PPE) and the submission of appropriate labor documentation.

In addition, this commitment ensures that suppliers adopt safe practices in line with the Bank's guidelines.



Financial Inclusion

Products and services

Pix

Pix is an instant payment method, launched in 2020, where funds are transferred between accounts in a few seconds, any time or day. It is convenient, fast and safe. Pix can be used from a current account, savings account or prepaid payment account. The advances made by Pix go beyond the agility and convenience of instant payments and transfers. The system offers real-time transactions to all institutions that participate in the arrangement, at no cost to individual (PF) clients. This payment method has been liable for the financial inclusion of millions of Brazilians who were previously unbanked. The solution attracted people from diverse backgrounds and regions, including rural and urban areas, literate or non-literate individuals, young and old people. It also served as a resource for those who previously kept money at home to cover small expenses, bills, and debts.

The widespread adoption of the Pix led to a decline in the amount of cash in circulation, lowering the costs associated with printing banknotes and coins and cash availability. Bacen's data indicates a significant adoption of Pix among various segments of the population, including street vendors, the unemployed, and the homeless. These individuals have utilized the printed Pix QR Code or the Pix key to receive donations or payments. All users of this tool have a cell phone with internet access and, even without a proven income, have been able to enter the financial market, evidencing the democratization of access to banking services. At the end of 2024, Banco do Brasil registered 25 million individual (PF) clients with nearly 30 million registered Pix keys. A total of 6.7 billion Pix transactions were sent and received, reaching a transacted value surpassing R\$5.3 trillion.

BB Crédito Acessibilidade

BB Crédito Acessibilidade is a line for the acquisition of Assistive Technology items, aimed at the quality of life and social inclusion of people with disabilities. It has differentiated interest conditions, ranging from 6% to 7.5% per year. The target audience is PF account holders with a gross monthly income of up to ten minimum wages. In 2024, Banco do Brasil disbursed R\$78.8 million in 6,200 contracted operations, benefiting 6,100 clients. Since the creation of this tool, regulated by the federal government in 2012, the investment has totaled R\$1.03 billion, positively impacting the lives of approximately 118,000 people across the country.

National Program to Reinforce Family Farming (Pronaf)

Pronaf, which is supported by teams trained in rural credit, investment specialists and agronomists, targets mini and small rural producers, promoting income generation and bolstering the activities carried out by family producers. In 2024, under PRONAF, approximately 202,000 family farmers were assisted, with a total of R\$24.3 billion and nearly 339,000 transactions, accounting for 38% of the market's contracts in funding, investment and industrialization operations. The businesses reached 86% of Brazilian municipalities, which evidences the scope of the program.



Non-financial support projects

Banco do Brasil, through the BB Foundation, supports financial inclusion projects on a non-financial basis for vulnerable groups, which are selected based on socio-economic and environmental diagnoses and/or assessments conducted in underprivileged regions.

In 2024, we highlight:

Sanear Marajó

Technical assistance provided to traditional communities in Pará, the Sanear - Marajó Socio-environmental project: Socio-productive Inclusion through the Structuring of the Açaí Production Chain, developed by the FBB in partnership with the BNDES, aims to promote socio-productive inclusion and improve the quality of life of agro-extractivist communities, contributing to setting up the açaí production chain and implementing social technologies for access to water for human consumption, food production and social and productive inclusion in the Amazon.

Based on a socio-economic and environmental diagnosis (Marco Zero) conducted in the Marajó archipelago region, comprised of 16 municipalities in which the average Human Development Index (HDI) is 0.63, one of the lowest in the country, with almost all people living in extreme poverty, the following problems/

challenges were highlighted: Lack of basic sanitation and scarcity of quality water; Inadequate and exploitative patterns of agro-extractivism in the açaí chain; Farmers/extractivists working in a disorganized manner with low technical skills and business management.

The initiatives implemented have already been showing concrete results since 2023. This year, agroforestry yards were set up in three communities, planting a total of more than 42,000 seedlings over 30 hectares. The project received technical support from the Institute of Brazilian Studies (IEB) of the University of São Paulo and the active participation of 78 families, who organized themselves in joint efforts to plant açaí palm (*Euterpe oleracea* Mart.) seedlings in consortium with 27 other agroforestry species native to the Marajó das Florestas. In addition, 90 people took part in ongoing training processes, covering topics such as ecological and environmental restoration, productive backyards, gender and sustainability, as well as the management of community project with a focus on administrative and financial skills.

In 2024, these initiatives were expanded. Productive backyards were planted and revitalized in four communities in the Marajó archipelago (PA), planting 68,333 seedlings and setting up community nurseries, under the technical guidance



The installation of agroforestry yards since 2023 has actively involved 78 families and promoted diversity by planting 27 native agroforestry species.



of the IEB. The mobilization directly involved 294 families. As in the previous year, the planting efforts included açai palm seedlings in consortium with the same 27 native species.

Another highlight of 2024 was the training of 90 multiplying agents in the “Extractivist Kitchens” and “Sanear” social technologies. 128 hours of continuing training were offered, focusing on ecological and environmental restoration, natural resource management, gender and sustainability, and community project management. In terms of sanitation, 91 individual units of the Sanear Social Technology - which includes rainwater withdrawal and the installation of residential toilets - were completed, as well as two collective water withdrawal and treatment units and one unit of the Extractivist Kitchen.

Conexão Jovem Mercado (Market Youth Connection)

The Conexão Jovem Mercado project aims to prepare socially vulnerable young people aged between 14 and 17 for adult life and their entry into the labor market. There are three lines of action: developing socio-emotional and cognitive skills, basic for life and the labor market; integrating digital technologies into the educational context of teaching and learning; and developing basic technical skills for entering the labor market.

The most recent IBGE survey in 2021 concluded that the country has 14.8 million unemployed, accounting for 14.7% of the economically active population. But this rate is even higher among younger people. In the 14-17 age group, 46% are looking for work. And from 18 to 24 years old, unemployment affects 31% of people. The Marco Zero assessment of the project was conducted through a census survey of the participants, which revealed the socio-economic profile of the young people’s families. Some indicators show these families’ vulnerability, such as: the source/average of family income, schooling, place of residence, among others.

In 2023, the BB Foundation invested R\$2.23 million in five agreements signed with organizations in different Brazilian states. In 2024, another R\$640,000 was invested, totaling R\$2.87 million, with the training of 472 young people.



Market Youth Connection Project

- **472 young people** trained;
- **Mini-company** (classes on entrepreneurship with administrative and finance skills) + **Webinars**;
- **Training topics:** Training for Life; Labor Market; and Technology and Innovation.

In addition, **201 young people were hired, 180 of them through the Apprenticeship Program**, with an average salary of **R\$ 660 and an 18-month contract**. They enter the labor market on average **79 days after completing the training**.



Ubuntu Project

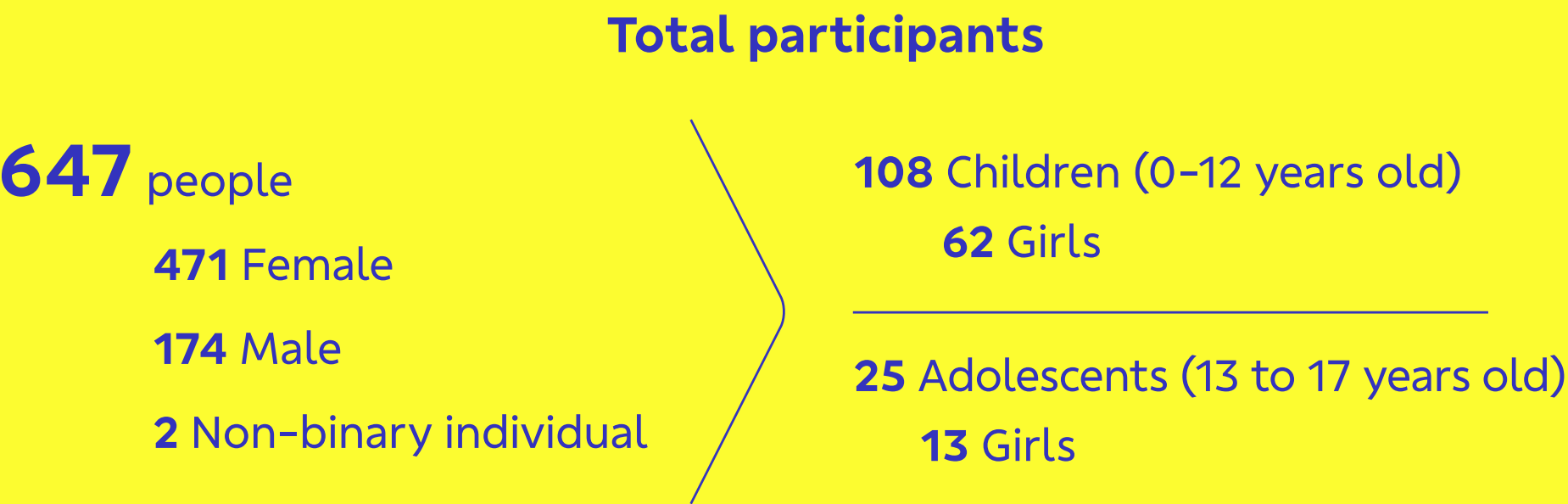
The project’s mission is to build a network for welcoming, empowering and training women and minority groups from the outskirts, with a focus on employability and income generation. In this regard, the main strategy entails the promotion of meetings that offer training opportunities in conjunction with the requisite structure, thereby enabling mothers to participate with the assurance that their children are well-cared for. This encompasses food, children’s recreation, workshops for children, guidance on rights and health, and food aid in the form of food baskets or vouchers.

The Ubuntu Project provides services to women from the outskirts of São Paulo, particularly from the Brasilândia region, which is characterized by high levels of formal unemployment, low income, and poor housing, also a significant population of young people, many of whom are teenage mothers. This area is characterized by great social inequality and gender violence, making it essential to

create initiatives that promote employability and social support. In 2021 alone, due to the Covid-19 pandemic, nearly 54,000 children were born without a father recognized in the birth certificate. This is a frequent reality for peripheral women, especially Black women. The economic crisis, accompanied by inflation and high unemployment rates, has had a particularly acute impact on peripheral women who have had to organize themselves into businesses, often without support, in order to guarantee food on their plates.

Six meetings are held, designed to cater for two profiles of women: those who will be able to complete the entire training cycle and develop business plans with potential for development, and those who, for different reasons, will participate on a one-off basis. Each class is designed to be complete in itself, ensuring that even occasional attendance results in learning and certification. Even so, the main objective is to encourage people to attend at least 75% of the six meetings.

In addition to training, the project is already showing significant results:



Territorial reach: **more than 30 districts and villages**

- Activities carried out**
- Training meetings focused on entrepreneurship: **175 people.**
 - Socio-environmental workshops and welcoming in entrepreneurship training: **574 participants.**
 - Cycles of face-to-face training and online mentoring: **54 small women entrepreneurs.**
 - Children’s workshops and educational assistance: **60 children.**
 - Fomenting small businesses: donation of equipment or services contracted: **18 small businesses.**



Black Women's Socio-economic Empowerment

In 2024, we issued the Public Notice No. 2023/012 - Black Women's Socio-Economic Empowerment, with an initial investment of R\$12 million. The objective of the bid was to select projects focused on the Black women's productive inclusion and economic empowerment, as well as support organizations and associations led by at least 50% Black women.

406 bids were received, of which 90 were accepted. In light of the high demand and the expected positive impact, the BB Foundation decided to increase investments by up to an additional R\$10 million, and can total up to R\$22 million. It is estimated that up to 11,000 women will benefit directly from this initiative, helping to lessen social inequality and promote the financial autonomy of quilombola women, extractivist communities, family farmers, seamstresses, and shellfish gatherers, among others.

Diogo de Sant'Ana Waste Pickers Program and Novo Cataforte

In 2024, we resumed our support for initiatives led by associations and cooperatives of waste pickers with the opening of the Novo Cataforte call for tenders. We have formalized our adhesion to the Diogo de Sant'Ana Waste Pickers for Popular Recycling Program in partnership with the General Secretariat of the Presidency of the Republic and the Interministerial Committee for the Socioeconomic Inclusion of Waste Pickers (CIISC).

The call for tender received 93 bids from enterprises and networks, of which 34 organizations were qualified, with an average of 71 cooperative members per entity. The total investment, from the BB Foundation and the BNDES, will total R\$50 million, promoting structural improvements, building up the recycling chain and the socio-economic inclusion of thousands of workers in the sector.

With the expansion of the BB Foundation's investment by up to an additional R\$10 million, it is estimated that up to 11,000 women will benefit directly.





Human Rights

Banco do Brasil has formally committed itself to respecting human rights through the document BB Commitment to Human Rights. Our comprehensive framework, spanning from the staff level to senior management, incorporates guidelines and processes for identifying, assessing, monitoring, and mitigating potential impacts and risks. The Bank's Social, Environmental and Climate Risk Management (RSAC) program involves the periodic and systematic review of risks, including human rights aspects, aiming at mitigating them in the short, medium, and long term. Risk management is guided by the Reference Lines of Defense Model (MRLD) (see more details in the Annual Report 2024, pages 181 and 186) and is carried out based on good market practices, in accordance with banking oversight and regulation standards. According to this model, managing the mapped risks and the controls required to mitigate them is a responsibility that extends to all levels of the organization.

With regard to the supplier chain, the process of continuous and systematic socio-environmental risk management occurs from the moment of contracting and throughout the entire relationship cycle with the Bank. Our selection and contracting criteria consider social and environmental responsibility and record suppliers' commitment to environmental preservation practices, equity, social development, as well as compliance with labor and social security legislation and the fight against corruption. These

prerogatives also include the right to exercise freedom of association and collective bargaining by suppliers' employees. Contractors' employees may register any complaints related to their employment contracts with a contract inspector, a service inspector, or the Internal Ombudsman's Office.

In addition, we rely on an Integrated Due Diligence process (annual and post-contract evaluation), which covers the Environmental, Social (Human Rights) and Integrity dimensions. The Human Rights Due Diligence mechanism applies systematically to suppliers and is annually reviewed. It is one of the axes included in BB's suppliers multidimensional risk management, which covers the following aspects: forced or compulsory labor and/or child labor; moral or sexual harassment and/or discrimination; discrimination in matters of employment and occupation; employee satisfaction; respect for free trade union associations and the right to collective bargaining; improving employees' quality of life; relationship with the local community aimed at its development; diversity factors such as gender, color, ethnicity, sexual orientation, country of origin or nationality; employability of people with disabilities, etc.

Over the past three years, no significant risks have been identified in relation to child or compulsory labor, nor have

Availability of an Integrated Due Diligence process that covers dimensions such as Environmental, Social (Human Rights) and Integrity.



any complaints been received by the Ombudsman's Office. In 2024, 57 sanctioning processes were concluded against suppliers due to labor non-compliance, out of a total of 13,553 contracts in force, accounting for a rate of 0.42% of contractual breach. Mitigation or remediation measures were adopted in 100% of cases: 40.40% fines, 7% warnings and 52.60% suspension or impediment from bidding/contracting with the Bank. In addition, Article 9 of Banco do Brasil's Bidding and Contract Regulations (RLBB) provides for conditions to be observed by contractors in order to mitigate human rights risks. (www.bb.com.br/rlbb)

For suppliers identified as high risk in any of the assessed dimensions — environmental, human rights, and integrity — feedback was provided along with guidelines and recommendations for improving processes and management related to the issues assessed. We provide courses and consultation services on topics aimed at disseminating the BB Code of Ethics guidelines. We have also held meetings with some suppliers to raise awareness of the importance of implementing ESG measures in their operations and organizational management.

It is worth noting that the Bank does not engage with companies that use compulsory and/or child labor. The Bank

closely monitors the provision of services on its branches and units and sanctions suppliers who commit this illegality via an administrative proceeding that provides for the application of administrative punishment or, in the last resort, unilateral termination.

In new business relationships – such as mergers, acquisitions, joint ventures, etc. – we comply with the provisions of the Specific Equity Interest Policy, with specific items on not making investments, incorporation, spin-offs and mergers or corporate partnerships with third parties that disrespect human rights (i.e. subject workers to degrading forms of work or conditions analogous to slavery; practice sexual exploitation of minors; practice exploitation of child labor).

BB relies on a solid and well-established methodology for carrying out the Oversight Process for Banco do Brasil's Affiliated Entities (ELBB). This methodology allows for the assessment of the Governance, Risks and Control System (SGRC) of the most relevant affiliated entities for the conglomerate.

The 2022/2023 two-year Oversight Cycle, with the assessment of the SGRC of 51 ELBBs, included the assessment of human rights aspects for 100% of these entities. According to the analyses carried out, risks were identified in 7 ELBBs (13.7%) and all the companies received improvement guidelines to mitigate the weaknesses identified, aiming at enhancing the Human Rights topic in these companies.

In 2024, the new schedule for the 2024/2025 Oversight Cycle began, with activities starting in the second half of the year, with the assessment of the 8 ELBBs composing the Prudential Conglomerate (PC), entities that had already been assessed in the previous cycle. After the ESG-Human Rights questionnaire was administered, no pertinent issues for improvement were identified. As a result, no guidelines were set out in this regard.

In the last three years, no significant risks have been identified or reports or complaints related to child and slave labor have been received by the Ombudsman's Office. This demonstrates Banco do Brasil's effective and ongoing commitment to protecting human rights and promoting ethical and legal working practices.

