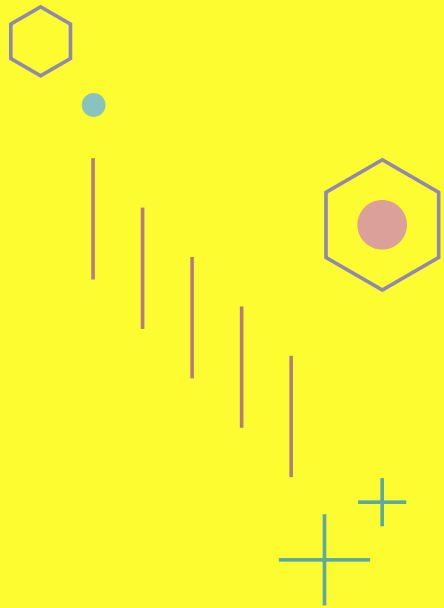
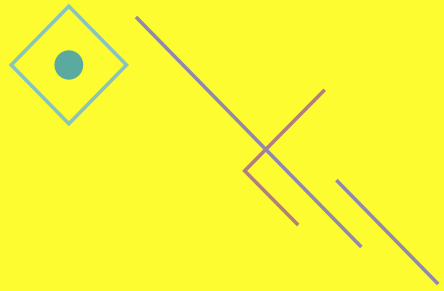




Agenda 30 BB

Our action plan for a sustainable future



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Introduction

The sustainability agenda has increasingly driven the debate among governments, business leaders and society in general in the search for solutions to promote the decarbonization of planet Earth, the energy transition, the protection of both biodiversity and human rights and the increased representation of minorities and diversity in all social spaces.

Therefore, ESG (Environmental, Social and Governance) issues are in place in the agenda of companies aiming at identifying and managing risks and opportunities in the economic, environmental and social dimensions and accordingly at improving their ability to create long-term value for stakeholders.

Particularly in the financial market, in which we operate, one needs to bear in mind that the Bank's performance must be guided by a thorough assessment of the allocation of credit granted, as well as the correct allocation of the company's assets, among other aspects. This is aimed to ensure not only the expected business performance, but also the creation of environmental and social (E&S) benefits arising from operations.

In other words, mapping and applying due diligence, by managing business positive and negative impacts, is the cornerstone of sustainable performance. In addition to this attitude, attentive to the impacts of our activity, it is paramount that we invest in innovation, in the support of the diversity of our workforce, in the development of solutions for the financial inclusion of our customers, in the design of decarbonization targets and the creation of new business opportunities linked to environmental assets, including nature-based solutions.

Therefore, aware of our transformative role and committed to promoting a fairer, more inclusive and low carbon economy, we bring you our Sustainability Agenda - Agenda 30 BB, that is, Banco do Brasil's Sustainability Plan, for the three-year period 2023-2025. It encompasses 47 actions and 100 indicators reflecting our purpose of being close and relevant in people's lives at all times, supporting the financial inclusion of thousands of Brazilians through the creation of sustainable businesses.

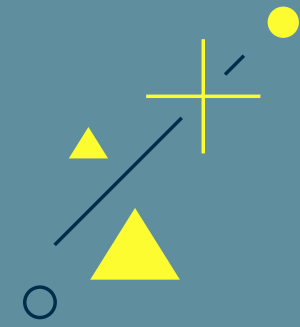
Also with a view to increasing our contribution to the global sustainable development agenda, we have reviewed BB 2030 Commitments for a More Sustainable World. These refer to 12 commitments aimed to help our customers in the transition to a more sustainable portfolio, help investors allocate their funds in companies that create environmental and social externalities, promote the best ESG practices and reduce climate impacts, as well as drive economic changes to create value for society and the environment.

It is through this agenda that we walk the path of transition to a more sustainable economy and epitomize the Bank's initiatives to help achieve Sustainable Development Goals (SDGs), as adapted to the Brazilian context.

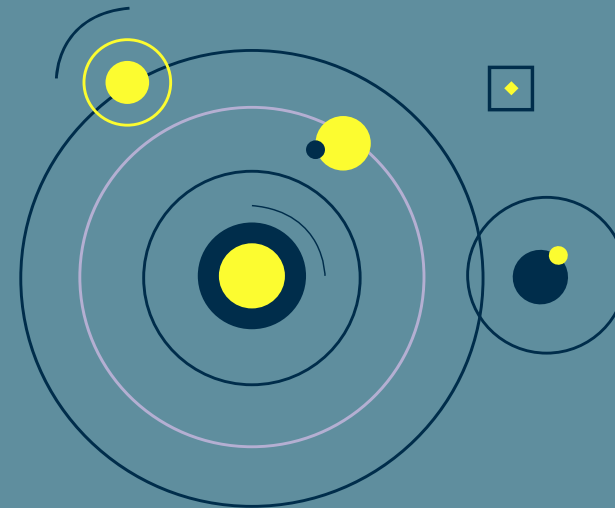
In this report we outline how we have got here and where we are going to, showcasing the connection of our business strategies with global priorities.

Enjoy your reading!

To find out more about BB's work on sustainability, [visit the website](#).



Sustainability at BB



Building up a sustainable journey



1985

Fundação Banco do Brasil is created to help the societal transformation of Brazilians and the sustainable development of Brazil.

1992

The United Nations Conference on Environment and Development (UNCED), also known as the Earth Summit, is held in Rio de Janeiro, Brazil, with the Agenda 21 as one of its major outcomes.

The United Nations Environment Programme Finance Initiative (UNEPFI) is launched.

1995

The Green Protocol, a charter of principles adopted by official Brazilian banks, Banco do Brasil (BB) included, is signed.

2000

The United Nations Organization (UNO) launches the Millennium Development Goals (MDGs) and the Global Compact.

2003

BB signs up to the Global Compact, the Charter for Environmental and Social Responsibility Principles is launched.

The Principles of Equator are launched as a tool for financial institutions to assess E&S risks.

2010

BB becomes the first financial institution to sign up to The CEO Water Mandate. It becomes a signatory to the Women's Empowerment Principles and the Principles for Responsible Investing (PRI) through BBDTV.

The Carbon Efficient Index (ICO2), of which BB stock is a constituent, is launched.

2009

BB signs up to Caring for Climate and *Empresas pelo Clima* (Companies for the Climate) platforms.

2007

BB becomes a founding member of the Brazilian GHG Protocol Program, is granted the Gender and Race Equity Seal and discloses its Code of Corporate Governance

2006

BB launches its first sustainability report according to the Global Reporting Initiative (GRI) standards.

Principles for Responsible Investing (PRI), supported by the United Nations, is launched.

2005

BB launches its first Sustainability Plan, Corporate Agenda 21.

The São Paulo Stock Exchange launches the Corporate Sustainability Index (ISE), including BB as one of its listed companies.

BB signs up to the Principles of Equator and prepares its first information report to the Carbon Disclosure Project (CDP).



2012

BB is listed in the "World" portfolio of the Dow Jones Sustainability Index (DJSI) and signs up to the Business Pact for Integrity and Against Corruption and the Corporate Charter on Human Rights and the Promotion of Decent Work, both initiatives of Brazilian Instituto Ethos.

Also in 2012, the BB Insurance Group and Mapfre sign up to the UN Principles for Sustainability in Insurance.

2013

BB joins the Sustainable Livestock Working Group (GTPS).

The Basel III Accord comes into force in Brazil, as a regulatory response to the 2008 international financial crisis.

2014

BB adopts the OECD Guidelines for Multinational Enterprises.

The Central Bank of Brazil (BCB) publishes Resolution No. 4,327, which addresses the guidelines to be followed upon the establishment and implementation of the Environmental and Social Responsibility Policy by financial institutions

2015

BB discloses its Environmental and Social Responsibility Policy.

The Global Agenda 2030 is launched, as well as the Task Force on Climate-related Financial Disclosures (TCFD) to guide the assessment of climate-related financial risks.

2016

Alignment of Banco do Brasil's Sustainability Plan with the Sustainable Development Goals (SDGs), which is now named Sustainability Plan - Agenda 30 BB.

2022

Banco do Brasil is certified by Women on Board (WOB) for the gender diversity in its Board of Directors. BB Asset Management also received this seal.

BB was recognized as one of the most transparent companies in the disclosure of sustainability information, according to the first survey conducted by Observatório da Transparência, an initiative of the GRI Advisory Council in Brazil.

2021

Banco do Brasil launches 10 long-term sustainability commitments, involving Sustainable Businesses, Responsible Investing and ESG Management. BB signs up to the Business Ambition for 1.5C initiative and to the recommendations issued by TCFD, established in 2015 by the Financial Stability Board (FSB).

2020

The Sustainable Finance Framework is launched in partnership with the Inter-American Development Bank (IDB).

2019

BB is recognized as the world's most sustainable financial institution, ranking among the 10 most sustainable companies in Corporate Knights' Global 100 ranking.

2018

BB becomes a signatory to the UN Standards of Conduct for Companies in tackling discrimination against lesbian, gay, bisexual, transgender and intersex communities.

2023

BB becomes the only company in Latin America in the period to be granted the Terra Carta Seal, by Sustainable Markets Initiative (SMI), an initiative conceived by His Majesty King Charles III.

For the seventh consecutive year, BB is listed in the 100 World's Most Sustainable Companies 2023 – Global 100 ranking. For the fourth time, it is elected the World's Most Sustainable Bank (2019, 2021, 2022 and 2023 editions).

For the second consecutive time, it is recognized as the Most Sustainable Bank in South America by Capital Finance International – CFI.co.



An agenda towards sustainability



Environmental and social concerns are at the heart of Banco do Brasil. Since our creation, we have played a leading role in the build-up and financial development of Brazil.

We follow the best management and governance practices, by signing up to both national and international commitments to driving sustainable development, support the implementation of public policies and advance business that is significant to society.

We play a transformative role by offering loans and fostering entrepreneurship and **sustainable production** across all Brazilian regions. Our operations range from microcredit operations to financial solutions for large business corporations, capital markets and governments, with outstanding position in granting rural credit operations. This is reflected in the allocation of approximately R\$321.6 billion (June 2023) in loan operations and credit facilities intended to finance activities with positive E&S impact.

These comprise loan operations for the following sectors: renewable energy, energy efficiency, construction, sustainable transport and tourism, water, fisheries, forestry, **sustainable agriculture** and waste management. Additionally, in order to foster an inclusive economy, this portfolio includes loans to areas with social concerns such as education, health and local and regional development.

As one of the main drivers of the agribusiness development in Brazil, we support it throughout its production chain.

We have also been endeavoring to engage customers to invest in sustainable assets by offering diversified products that combine profitability and the best ESG practices.

Diversity is another field in which Banco do Brasil is making headway. In its current administration, BB has for the first time named a woman as its Chief Executive Officer, in addition to having three female chief officers in its governance framework. Our Board of Directors showcases diversity of race, background and gender. We have set up the Advisory Board on Diversity, Equity and Inclusion (Ceped), aimed to debate advancements that are required in management, review trends and best practices, and come up with topic-related initiatives. In recognition of its diversity policy, BB and some other companies of the Conglomerate were granted the WOB - Women on Board seal.

In order to direct these actions, sustainability is incorporated into the Corporate Strategy, with further developments in business management and risk management. Sustainability is something present in our day-to-day dynamics, as it is incorporated into our practices.

Therefore, with the purpose of creating value and minimizing any negative impacts, we disseminate the importance of incorporating ESG (environmental, social and governance) criteria into the planning and implementation of actions, seeking to combine business competitiveness with the build-up of a fairer and more inclusive society. We present the most recent initiatives and results of our sustainability activities, as follows:

ESG Criteria

ESG stands for environmental, social and governance, corresponding to the environmental, social and governance practices at a given organization. This term was coined in 2004 by Who Cares Wins, a publication by the Global Compact in partnership with the World Bank. Even though the ESG approach is more focused on risk management and its consequences for businesses, the three pillars that make it up are also the foundation of corporate sustainability.





ESG Highlights

Tarciana Medeiros is the first woman to take on the position of CEO at Banco do Brasil.



We are the first bank in Brazil to provide extensive services in Libras, the Brazilian sign language.

Since it was implemented in April 2022 we have recorded over 6,000 calls.



For the first time ever, Banco do Brasil has 44.4% women, 22.2% black people and two self-declared members of the LGBTQIAPN+ communities on its Board of Officers (CD).



BB was selected to make up B3's Diversity Index (IDIVERSA B3). BB stock (BBAS3) is the asset with the greatest weight in this index portfolio.



First international funding program involving sustainability bonds, in the amount of US\$750 million. Funds raised will be allocated to renewable energy projects and to funding micro and small, particularly women-led, companies.



In the first quarter of 2023, we recorded a balance of R\$150.4 billion in Sustainable Agriculture, surpassing our target of R\$125 billion by 2025. At the end of June 2023, BB's sustainable loan operations reached R\$321.6 billion, up 10% in the 12-month period.



The 50th Sustainability Forum is held. This commemorative edition had the participation of BB's Senior Management and the executive managers who are members of the Forum in the debate on ESG risks and opportunities. At that event, professor and researcher Carlos Nobre addressed some issues on climate change, bioeconomy and carbon market.



Senior management at the BB 50th Sustainability Forum

Our pioneering role recognized by the market and society

In 2004, we took on a commitment with the Ministry of Environment to develop an agenda with actions to showcase our commitment to promoting sustainable businesses.

In compliance with the Brazilian Agenda 21, in 2005 we established our own corporate agenda as a way to materialize our sustainability strategy, the Sustainability Plan - Agenda 21 BB. The term of the Agenda 21 BB (2005-2016) has strengthened our commitment.

Attentive to the international scenario and the directions taken by the financial sector, we have been continually working to make headway in sustainability. To this end, in 2016 we adopted the Sustainable Development Goals (SDGs), launched in 2015 by the United Nations (UN), as the basis for updating the sixth cycle of the Sustainability Plan, which, starting in 2017, has been called Sustainability Plan - Agenda 30 BB.

In the 2005-2022 period, the Agenda 21 BB and the Sustainability Plan - Agenda 30 BB were both the foundations for over 500 strategic actions, deployed among the environmental, social and governance dimensions, aimed at ensuring sustainable businesses and practices that result in to short-, medium- and long-term results and contribute to Brazil's economic and social development.

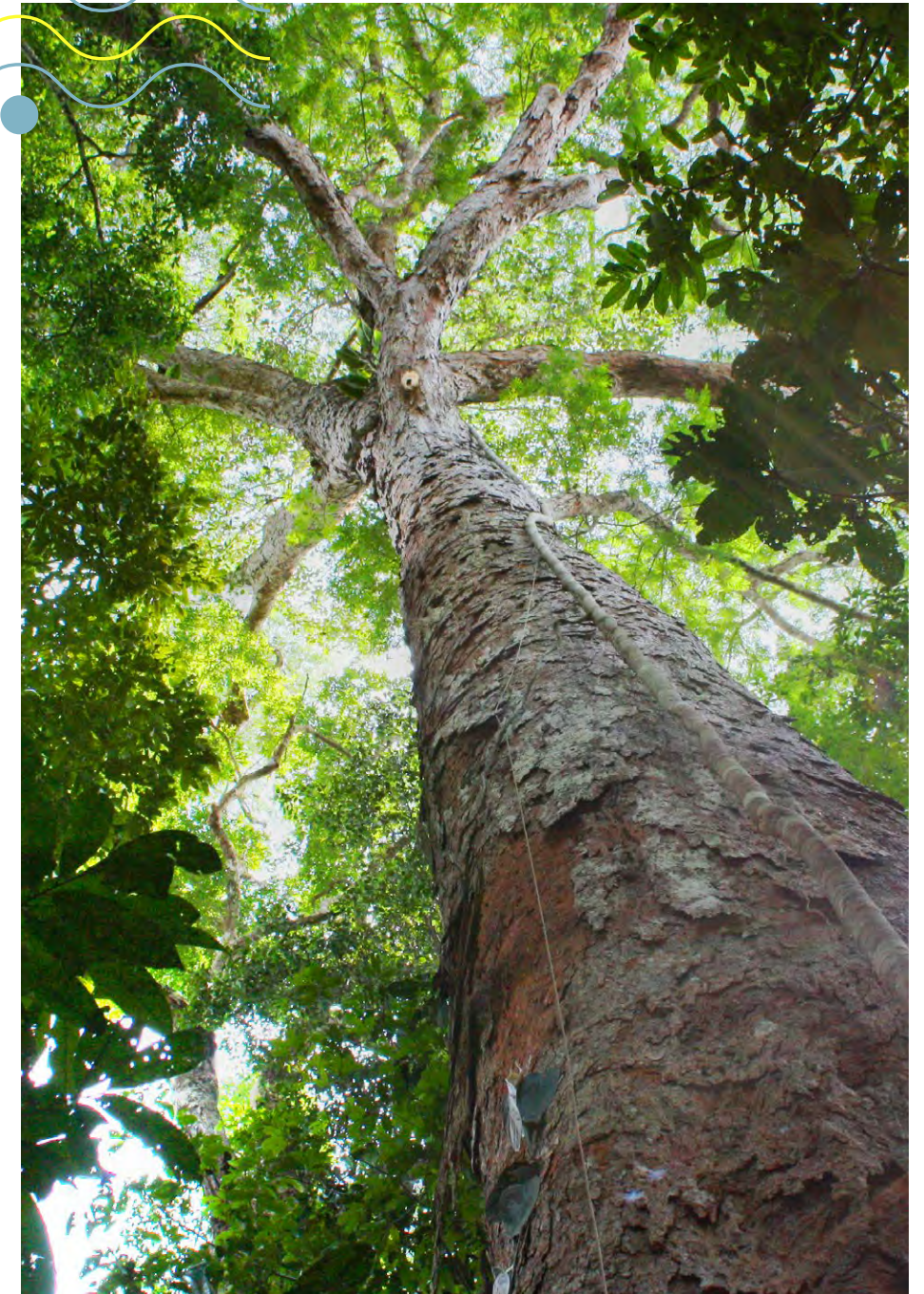
Within the principles of the Sustainability Plan - Agenda 30 BB, we identify sustainability challenges and opportunities to be addressed and acted on so we are able to support the transition to a greener and more inclusive economy and to expand our activities in pursuit of value creation. In chapter "BB Sustainability Strategy", we outline the way we have designed this Agenda and incorporated ESG aspects into the planning and implementation of our actions.

We are recognized as one of the world's most sustainable banks

Striving for sustainability in practices and business is not something new to us. Over the last few decades, we have gained prominence for pioneering actions that translate our environmental, social and climate commitment. **We are rated, for the fourth time, as the world's most sustainable bank by Corporate Knights' 100 Most Sustainable Corporations in the World 2023 – Global100 ranking.** In 2023, in addition to such leading position among banks, BB is the only Brazilian company listed in the ranking as the 15th among companies in general.

Also in 2023, we received back-to-back recognition as the Most Sustainable Bank in South America by Capital Finance International-CFI.co, as well as the Terra Carta Seal by the Sustainable Markets Initiative (SMI), an initiative conceived by His Majesty King Charles III to recognize private sector organizations leading the global acceleration towards a sustainable transition. In its latest edition, only 19 companies received this seal, and BB was the only company in Latin America to do so. We were also selected to make up the portfolio of B3's Diversity Index (IDIVERSA B3), which brings together companies that stand out in terms of diversity, in addition to having as one of its goals the promotion of greater representation of gender and color or race in the workplace.

We make up a number of international and national sustainability indexes. Banco do Brasil made up the following indexes: New York Stock Exchange (NYSE)'s Dow Jones Sustainability Index (DJSI), in the "World" and "Emerging Markets" portfolios; São Paulo Stock Exchange (B3)'s Corporate Sustainability Index (ISE) for the 18th consecutive year, since its inception, and London Stock Exchange (LSE)'s FTSE4 Good Index Series.



BB Sustainability Strategy





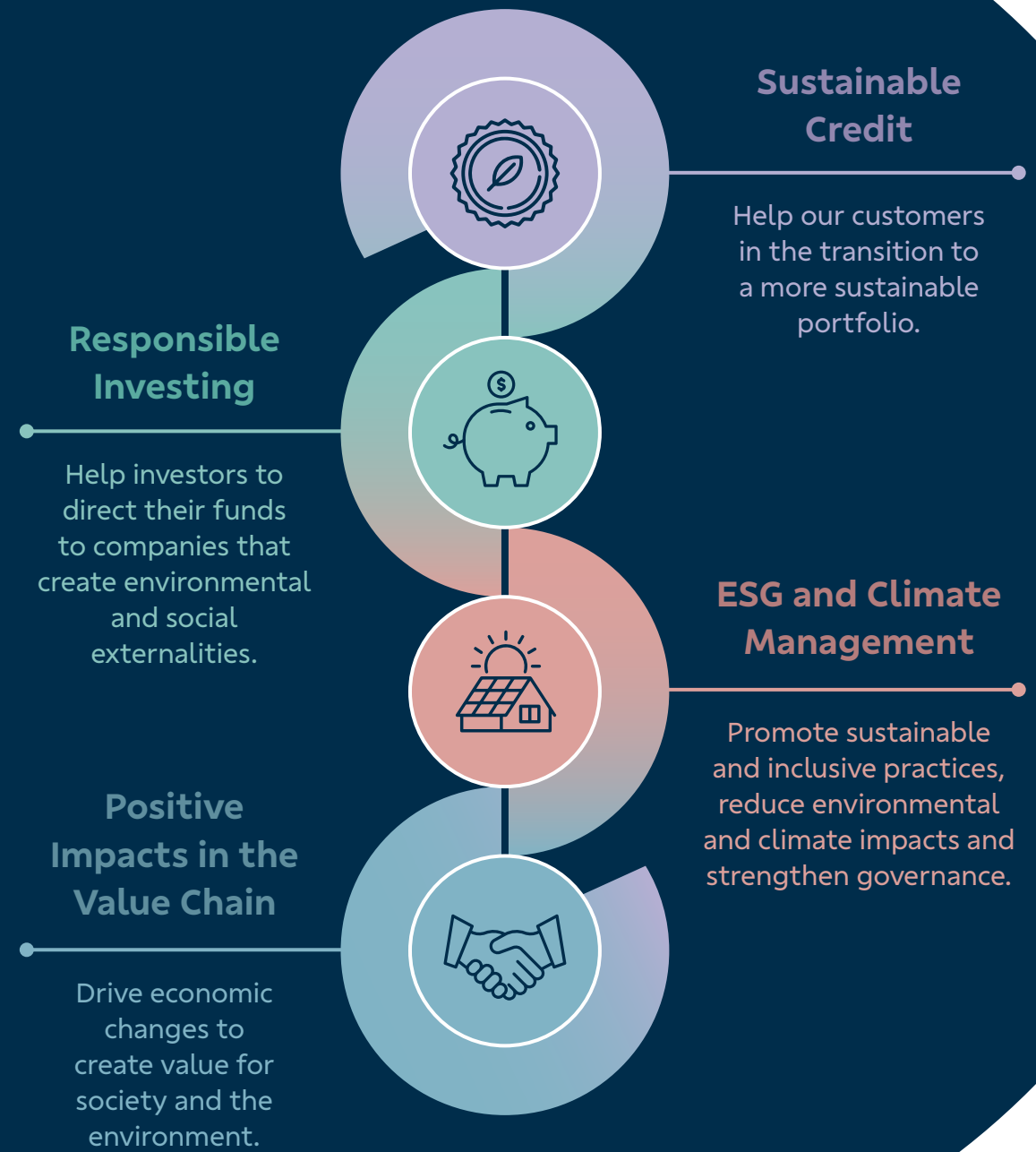
BB 2030 Commitments for a More Sustainable World

We believe that reconciling business competitiveness with socially and environmentally sustainable businesses is feasible and also that we act on to help people, companies and governments achieve their goals.

Therefore, aiming to increasingly promote a fairer and more inclusive and responsible economic development, we have revised our long-term sustainability commitments, which were established in 2021.

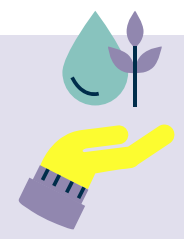
As a result, we have launched new Commitments and expanded several targets, based on the 2030 vision, in line with the Sustainable Development Goals and the Paris Agreement.

The 12 BB 2030 Commitments for a More Sustainable World are broken down into four fronts:





Sustainable Credit



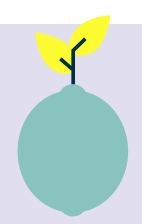
Sustainable Loan Portfolio

Reach the balance of **R\$ 500 billion** by 2030.



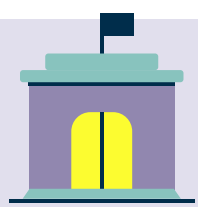
Renewable Energy

Reach the balance of **R\$ 30 billion** by 2030.



Sustainable Agriculture

Reach the balance of **R\$ 200 billion** by 2030.



State and Municipal Efficiency

Spend¹ **R\$ 40 billion** by 2030.

(1) Agriculture, culture, civil defense, education, energy efficiency and public lighting, sports and leisure, road infrastructure, public cleaning, environment, urban mobility, health, security, and health surveillance.



Responsible Investing



Sustainable Investing Products

Reach the balance of **R\$ 22 billion** in sustainable investment funds² by 2030.



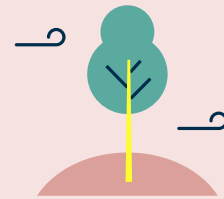
Sustainable Resources

Raise **R\$ 100 billion** in sustainable resources for BB and the Bank's customers.

(2) In line with the regulatory change in investment funds.



ESG and Climate Management



Direct GHG Emissions

Offset

100% of scopes 1 and 2 emissions.

100% of use of renewable energy³ starting in 2023.

Reduce direct emissions (scope 1) by **42%** by 2030.



Diversity

Have **30%** of women in leading positions by 2025.

Have **30%** of black, brown, indigenous people and people of other under-represented ethnicities in leading positions by 2025.



Digital Maturity

Reach **17 million** digitally mature customers by 2025.

(3) Own plants, deregulated market and Renewable energy certificates (RECs).



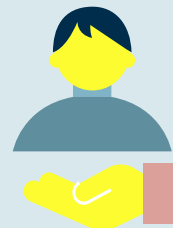
Positive Impacts in the Value Chain



Financial Inclusion

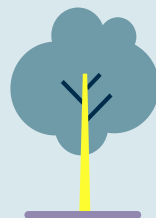
Renegotiate debts owned by **2.5 million** customers with income of up to two minimum wages by 2025.

Reach out to **one million** entrepreneurs, through credit granted, by 2025.



Private Social Investment

Invest **R\$ 1 billion** in education, environment care, inclusion, incentives to volunteering and social technologies through Fundação BB by 2030.



Reforestation and Forest Conservation

Strengthen practices that promote the **recovery of grassland and degraded areas** and ensure zero illegal deforestation in loans granted by BB.

Reach **one million** hectares conserved and/or reforested by 2025.



Sustainability Plan - Agenda 30 BB

We have a long and solid track record when it comes to sustainability. Sustainability is ever present in our strategy and cuts across our organization as it strengthens our performance in pursuit of sustainable results, which assumes a managerial approach integrating economic value and transparency, corporate governance and E&S responsibility.

Our so-called Sustainability Plan - Agenda 30 BB dates back to 2005, and contributes to the advancement of our ESG business and practices. This Sustainability Plan strengthens our transformative role in promoting the transition to a low-carbon, green and inclusive economy, as well as improves our performance with value creation.

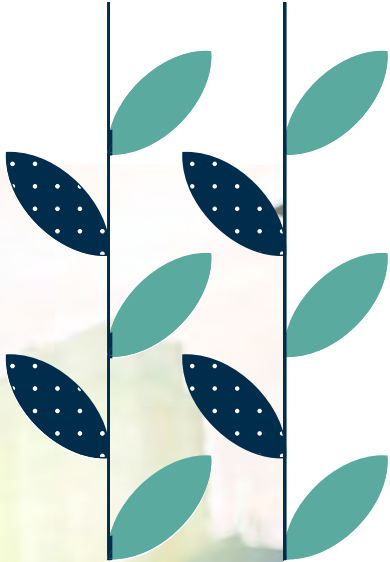
Reviewed every two years and structured around sustainability challenges, this plan is broken down into commitments set for a three-year period and involves basically the entire company in its implementation. This is all about actions, indicators and targets to respond to the challenges mapped based on the assessment of sustainability risks, opportunities and trends, and the benchmarking with national and international peers.

The mapping of the most current sustainability issues and challenges is a key driver to the build-up of the Sustainability Plan - Agenda 30 BB and the setting of BB 2030 Commitments increasingly aligned with the sustainability culture of the financial sector, a trend that has already been established in the world.

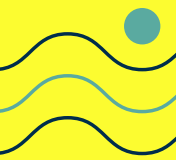




The Sustainability Plan - Agenda 30 BB was updated in 2023 to its ninth version, resulting in 47 actions and 100 indicators linked to 25 sustainability challenges.
This document reflects the assumptions of the global 2030 Agenda and responds to the international call to build up a world driven by the proper management of natural resources, respect for human rights and creation of value for society and the environment.

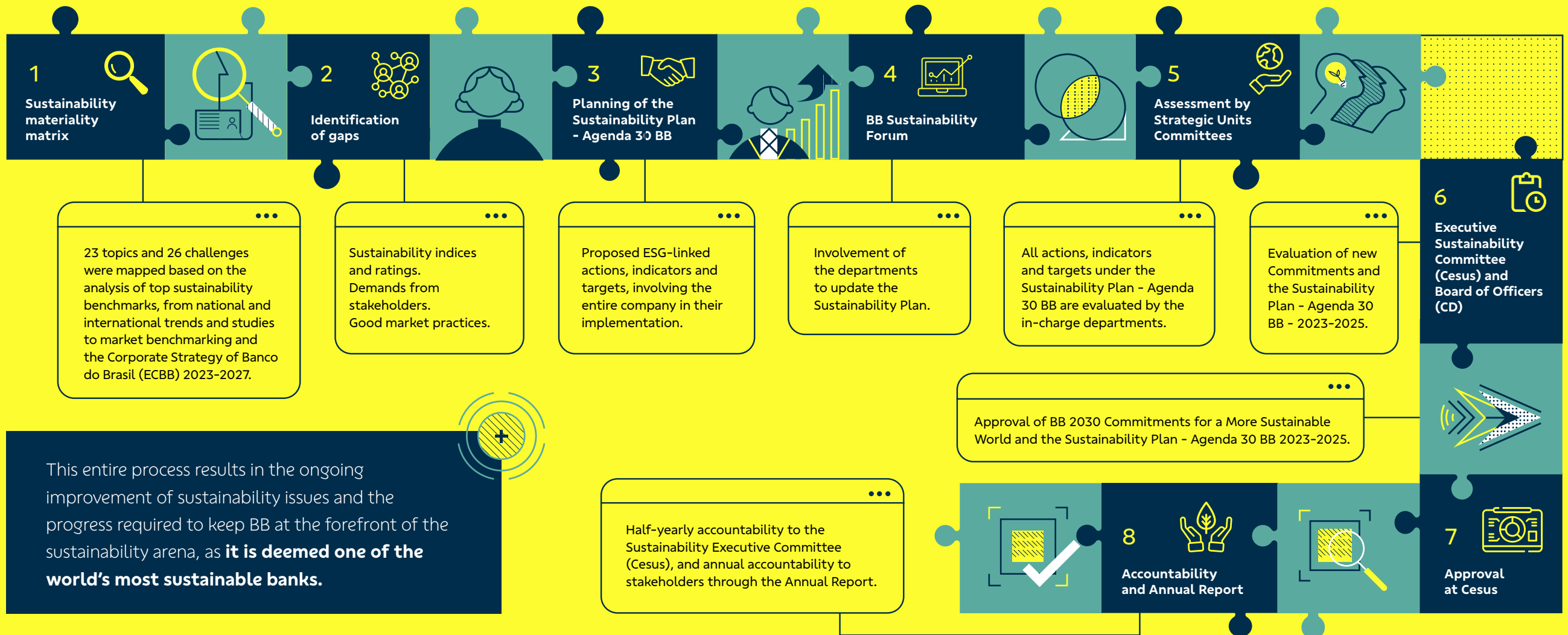


Building up the Sustainability Plan - Agenda 30 BB - 2023-2025



We manage environmental, social and climate impacts, risks and opportunities that are identified and prioritized based on the assessment of ESG trends, sector and index studies, ratings and sustainability rankings, benchmarking with national and international peers and through contributions from our stakeholders in the joint build-up process of our Sustainability Plan - Agenda 30 BB.

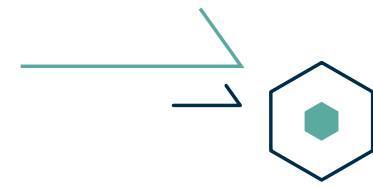
The Sustainability Plan - Agenda 30 BB for the 2023-2025 period has factored in the entire progress already made by the Bank in the last few years and brings in advancements and further developments. For the ninth cycle of updating, national and international scenarios were analyzed in order to take into consideration sustainability trends and contexts. **The following steps were developed in this cycle:**



This entire process results in the ongoing improvement of sustainability issues and the progress required to keep BB at the forefront of the sustainability arena, as **it is deemed one of the world's most sustainable banks.**



BB's sustainability topics and challenges



Organizations have a wide range of economic, environmental and social issues that need to be managed in order to avoid, mitigate and/or reduce possible impacts on value creation, both for the business and society.

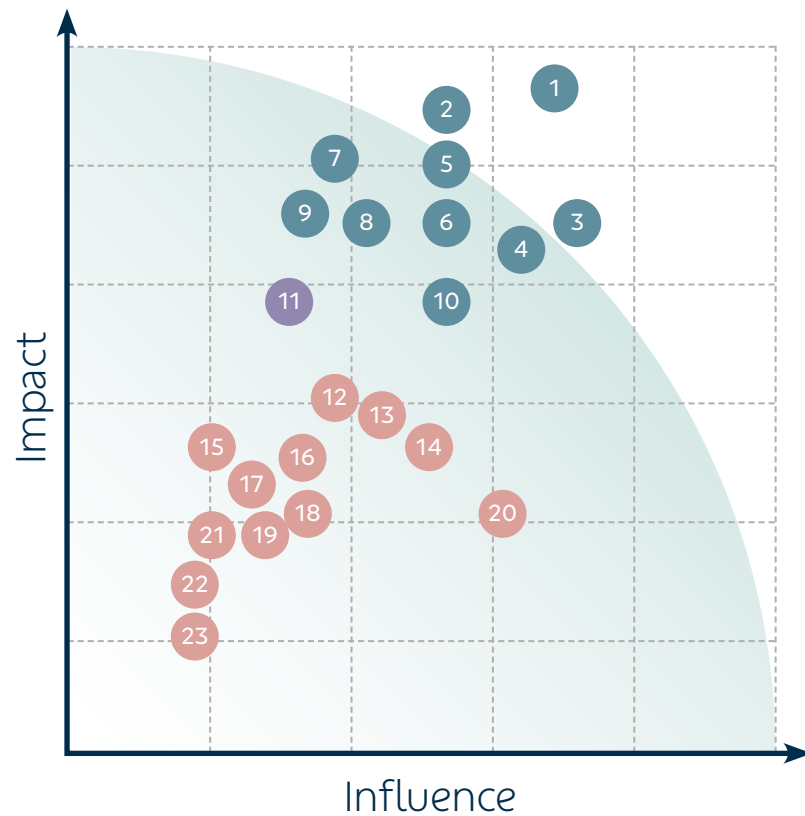
In 2022, we carried out a process to define material sustainability topics to guide our management and reporting in the coming two years. This process resulted in the definition of 23 topics, of which 11 were deemed material (priority) from the sustainability viewpoint. These topics, in turn, have been

broken down into the sustainability challenges that make up the Sustainability Plan - Agenda 30 BB.

The definition of topics also takes into account the impact of Banco do Brasil's business on the economy, society and the environment (impact materiality or inside-out), as well as how these topics impact the Bank's performance, position and development (financial materiality or outside-in). This process complies with the Global Reporting Initiative (GRI) and the International Integrated Reporting Council (IIRC) guidelines.



Materiality matrix



Key

- Material theme
- Theme promoted to material
- Relevant but not material theme

The 11 topics deemed material (priority) for Banco do Brasil in 2022 were as follows:

- | | |
|---|---|
| 1. Sustainable Businesses | 7. Environmental, Social and Climate Impacts of Operations and Activities |
| 2. Talent Attraction, Retention, Satisfaction and Development | 8. Anti-Corruption and Anti-Money Laundering (AML) |
| 3. Innovation and Technology | 9. Environmental, Social and Climate Risk |
| 4. Ethics and Compliance | 10. Sustainability Culture |
| 5. Climate Change | 11. Customer Relationship and Satisfaction* |
| 6. Diversity | |


Other significant but not material topics:

- | | |
|--|--|
| 12. Creation of Economic Value | 18. Supplier Management |
| 13. Best Corporate Governance Practices | 19. Human Rights |
| 14. Environmental Management and Ecoefficiency | 20. Emerging Topics |
| 15. Macroeconomic Scenario | 21. Financial Inclusion |
| 16. Transparency and Accountability | 22. Private Social Investment |
| 17. Information Security and Data Protection | 23. Occupational Health and Safety (OHS) |

*The Financial Education topic was incorporated as a challenge in Customer Relationship and Satisfaction.




The topics resulting from materiality matrix were linked to the sustainability challenges of the Sustainability Plan - Agenda 30 BB - 2023-2025. The topics and challenges updated in 2022 are as follows:



1. Sustainable Businesses

CHALLENGE >> Develop and offer financial solutions and business models that incorporate ESG aspects so as to foster the transition to an inclusive and low-carbon economy.




2. Talent Attraction, Retention, Satisfaction and Development

CHALLENGE >> Promote programs and initiatives related to attracting and retaining talent and developing human capital so as to increase business competitiveness and employee satisfaction.




3. Innovation and Technology

CHALLENGE >> Anticipate market trends and promote the innovations required so as to ensure Banco do Brasil's competitiveness.



4. Ethics and Compliance


CHALLENGE >> Strengthen Banco do Brasil's performance with respect to ethics and compliance in its business and processes, with the adoption of increasingly more efficient internal controls.



5. Climate Change


CHALLENGE >> Improve governance and management of climate risks and opportunities, providing transparency to Banco do Brasil's climate-related commitments and practices.

CHALLENGE >> Act on the decarbonization of BB's own emissions, financed emissions and investments, in line with the best market practices and investor expectations.




6. Diversity

CHALLENGE >> Promote diversity and fight any form of discrimination in the workplace and in the relationship with stakeholders.



7. Environmental, Social and Climate Impacts of Operations and Activities

CHALLENGE >> Assess and measure environmental, social and economic impacts (externalities) generated by BB's products, services and activities so as to maximize positive impacts and reduce negative impacts on the environment and society.



8. Anti-Corruption and Anti-Money Laundering (AML)

CHALLENGE >> Improve and provide transparency to the policies and processes related to the fight against corruption, illicit acts, money laundering and tax evasion.



9. Environmental, Social and Climate Risk

CHALLENGE >> Strengthen the environmental, social and climate risk management in Banco do Brasil's business, processes and commercial relations.

CHALLENGE >> Develop initiatives aimed at reducing deforestation and increasing the financing of conservation projects in Brazilian biomes, especially the Amazon.



10. Sustainability Culture

CHALLENGE >> Foster a culture of sustainability through the implementation of policies, programs, commitments and actions that encourage changes in behavior with BB's stakeholders.



11. Customer Relationship and Satisfaction

CHALLENGE >> Improve customer relationship management and improve satisfaction and retention rates.

CHALLENGE >> Promote financial education initiatives and solutions so as to contribute to the digital inclusion and financial decisions of BB's customers.



12. Creation of Economic Value

CHALLENGE >> Optimize Banco do Brasil's capacity to create and distribute value, contributing to the development of Brazil.



13. Best Corporate Governance Practices

CHALLENGE >> Align Banco do Brasil's governance to the best international practices and strategic goals, strengthening the senior management's role in the sustainability strategy.



14. Environmental Management and Ecoefficiency

CHALLENGE >> Improve the management of Banco do Brasil's environmental and ecoefficiency programs, initiatives and practices, ensuring the efficient and sustainable use of natural resources.



15. Macroeconomic Scenario

CHALLENGE >> Incorporate medium- and long-term sustainability-related issues (international trends, new regulations and global agreements) into the macroeconomic scenario analysis carried out by Banco do Brasil.



16. Transparency and Accountability

CHALLENGE >> Incorporate the environmental, social and climate performance into the economic-financial issues in reporting and accountability of Banco do Brasil, strengthening the dialogue with stakeholders.



17. Information Security and Data Protection

CHALLENGE >> Improve the management of customer information security and data protection issues, in conformity with legislation and national and international standards.



18. Supplier Management

CHALLENGE >> Strengthen the adoption of environmental, social and climate criteria in the Banco do Brasil's supplier chain management so as to prevent and mitigate risks and identify new opportunities.



19. Human Rights

CHALLENGE >> Improve the management of human rights, assessing its impacts on BB's workplace, practices and business.



20. Emerging Topics

CHALLENGE >> Identify and manage impacts, risks and opportunities related to emerging topics (energy crisis, migration, etc.) and their impacts on Banco do Brasil's business and stakeholders.



21. Financial Inclusion

CHALLENGE >> Strengthen initiatives and solutions that promote financial and social inclusion and contribute to the development of production and entrepreneurship.



22. Private Social Investment

CHALLENGE >> Strengthen the integration between Private Social Investment and Banco do Brasil's business strategy, positively contributing to society and the environment.



23. Occupational Health and Safety (OHS)

CHALLENGE >> Improve Banco do Brasil's performance in the management of occupational health and safety, wellbeing and quality of life of employees.

Our Action Plan

The Sustainability Plan - Agenda 30 BB - 2023-2025 features 47 actions and 100 indicators, which contribute to the creation of sustainable businesses and the improvement of ESG practices. We highlight below the non-confidential actions and indicators linked to the sustainability challenges identified during the materiality process.



Ethics and Compliance



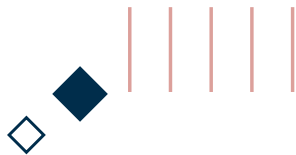
CHALLENGE >> Strengthen Banco do Brasil's performance with respect to ethics and compliance in its business and processes, with the adoption of increasingly more efficient internal controls.

Action: Strengthen ethical and responsible communication and marketing practices.

Indicator:

- Include, in the "Guide for relationships with advertising agencies", the assumptions regarding the identification and prevention of greenwashing practices by June 30, 2024.

SDG impacted:



Climate Change



CHALLENGE >> Improve governance and management of climate risks and opportunities, providing transparency to Banco do Brasil's climate-related commitments and practices.

Action: Implement initiatives to strengthen BB's operations in the carbon credit market.

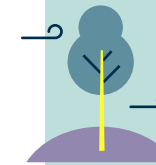
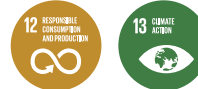
Indicator:

- Provide a tool for customers in the SME segments to be able to measure their carbon footprint and purchase carbon credits for corresponding neutralization by December 31, 2024.

Paris Agreement:



SDG impacted:



CHALLENGE >> Act on the decarbonization of BB's own emissions, financed emissions and investments, in line with the best market practices and investor expectations.

Action: Develop initiatives for the decarbonization of financed emissions and BB investments.

Indicators:

- Measure financed emissions of scope 3 category 15 (absolute and intensity), in relation to fiscal year 2023, by June 30, 2024.
- Submit a proposal for intermediate GHG and/or net zero targets to the applicable body, including a business approach and funding guidelines, based on Science Based Targets Initiative (SBTi) criteria and recommendations, by December 31, 2023.

Paris Agreement:



SDG impacted:





Sustainable Businesses



CHALLENGE >> Develop and offer financial solutions and business models that incorporate ESG aspects so as to foster the transition to an inclusive and low-carbon economy.

Action: Issue and raise sustainable bonds.

Indicators:

- Raise R\$30billion in sustainable bonds by December 31, 2025.
- Prepare and disclose the Sustainability Linked Finance (SLF) Framework by December 31, 2023.

SDG impacted:



Action: Increase the balance of sustainable investment products or products that incorporate ESG aspects.

Indicators:

- Achieve a balance of R\$7.5 billion in sustainable investment funds by December 31, 2025.
- Develop sustainable investment funds/products or funds/products that incorporate ESG factors, in conformity with the rules of CVM Resolution No.175, from December 31, 2022 to December 31, 2024.

SDG impacted:



Action: Implement new special commercial features and/or conditions for products/services aimed at the transition to an inclusive and low-carbon economy.

Indicator:

- Implement new special business conditions for green/climate loan/financing operations by June 30, 2025.

Paris Agreement:



SDG impacted:



Action: Increase the sustainable credit volume.

Indicators:

- Achieve a balance of R\$375 billion in BB loan operations rated as sustainable by December 31, 2025.
- Achieve a balance of R\$4.5 billion in energy efficiency and renewable energy by December 31, 2025 – Agribusiness Market.
- Achieve a balance of R\$1.5 billion in energy efficiency and renewable energy by December 31, 2025 – Companies/SME Pillar.
- Achieve a balance of R\$11 billion in energy efficiency and renewable energy by December 31, 2025 - Project Finance and/or Structured Operations.
- Spend R\$300 million in energy efficiency and renewable energy by December 31, 2025 - Public Sector Market.
- Achieve a balance of R\$1 billion in energy efficiency and renewable energy by December 31, 2025 – Individuals Market.
- Increase the portfolio balance allocated to good agricultural practices and low-carbon agriculture to R\$170 billion by December 31, 2025.
- Spend R\$ 20 billion in loan operations to support the State and Municipal Efficiency by December 31, 2025.

Paris Agreement:

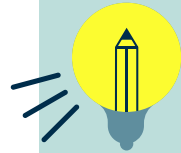


SDG impacted:





Talent Attraction, Retention, Satisfaction and Development



CHALLENGE >> Promote programs and initiatives related to attracting and retaining talent and developing human capital so as to increase business competitiveness and employee satisfaction.

Action: Strengthen initiatives whose reward is impacted by individual performance evaluation

Indicator:

- Have 90% of employees covered by the multidimensional performance evaluation with impact on compensation by December 31, 2023.

SDG impacted:



Action: Improve talent recruitment and selection processes with a focus on diversity.

Indicator:

- Establish parameters in professional advancement processes that factor in diversity and contribute to reducing unconscious biases by June 30, 2024.

SDG impacted:



Innovation and Technology



CHALLENGE >> Anticipate market trends and promote the innovations required so as to ensure Banco do Brasil's competitiveness.

Action: Innovate BB's business models, products and services, with the help of new technologies.

Indicators:

- Have 10.6 million customers with high digital maturity by December 31, 2023.
- Have 17 million customers with high digital maturity by December 31, 2025.
- Enter into at least two strategic partnerships aimed at developing sustainable businesses by December 31, 2024.

SDG impacted:



Action: Improve processes and initiatives that contribute to the management of ESG data and information.

Indicator:

- Include information on BB's sustainability documents in the automated customer service chatbot on the IR website by June 30, 2024.

SDG impacted:





Diversity



CHALLENGE >>

Promote diversity and fight any form of discrimination in the workplace and in the relationship with stakeholders.

Action: Promote diversity in the workplace.

Indicators:

- Have 30% of women in leading positions by December 31, 2025.
- Have 30% of black, brown, indigenous people and people of other under-represented ethnicities in leading positions by December 31, 2025.
- Define and disclose targets to increase the number of People with Disabilities (PWD) in staff by June 30, 2024.
- Define and disclose targets to increase the number of women in /promote women to management positions: junior management, middle management, senior management and technology (Stem) by December 31, 2024.

SDG impacted:



Environmental, Social and Climate Impacts of Operations and Activities



CHALLENGE >> Assess and measure environmental, social and economic impacts (externalities) generated by BB's products, services and activities so as to maximize positive impacts and reduce negative impacts on the environment and society.

Action: Measure the environmental, social and economic impacts (externalities) of BB's products, services and activities.

Indicator:

- Measure the impacts of two new activities, products, services or projects by June 30, 2025.

SDG impacted:



Anti-Corruption and Anti-Money Laundering (AML)



CHALLENGE >> Improve and provide transparency to the policies and processes related to the fight against corruption, illicit acts, money laundering and tax evasion.

Action: Strengthen management and practices to prevent and combat money laundering, terrorist financing, financing of the proliferation of weapons of mass destruction, corruption and tax evasion.

Indicator:


- Evaluate the need to develop and/ or update specific and regular training on preventing and combating money laundering, terrorist financing, financing the proliferation of weapons of mass destruction, corruption and tax evasion, in line with the best market practices, and, depending on the need identified, implement them by December 31, 2025.

SDG impacted:





Environmental, Social and Climate Risk

 **CHALLENGE >>** Strengthen the environmental, social and climate risk management in Banco do Brasil's business, processes and commercial relations.

Action: Review BB's credit process from the environmental, social and climate risk standpoint.

Action: Incorporate ESG criteria into the development of banking products and services.

Indicator:

- Review and disclose the BB Sustainability Guidelines for Credit and the Environmental and Social Guidelines - Restrictive List and Exclusion List by December 31, 2023.

Paris Agreement: 

SDG impacted:

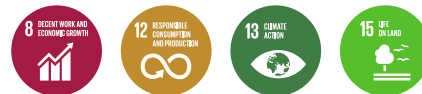



Indicator:

- Improve criteria for assessing social, environmental and climate impacts in the product development and retrofitting process by June 30, 2024.

Paris Agreement: 

SDG impacted:



 **CHALLENGE >>** Develop initiatives aimed at reducing deforestation and increasing the financing of conservation projects in Brazilian biomes, especially the Amazon.

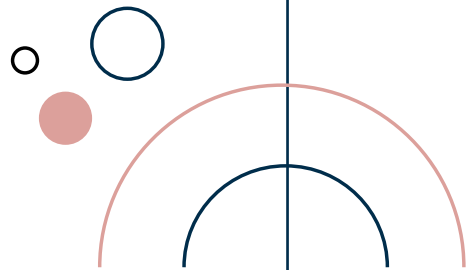
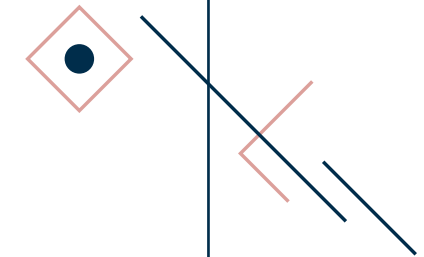
Action: Support the fight against deforestation and the implementation of actions that promote environmental preservation.

Indicators:

- Expand the recovery of degraded areas through good agricultural practices financed by BB, in relation to the previous year, by December 31, 2024.
- Achieve one million hectares in reforestation and forest conservation projects by December 31, 2025.

Paris Agreement: 

SDG impacted:





Sustainability Culture



CHALLENGE >> Foster a culture of sustainability through the implementation of policies, programs, commitments and actions that encourage changes in behavior with BB's stakeholders.

Action: Foster a culture of sustainability and recognize the performance and sustainable initiatives of BB employees and society.

Indicator:

- Include sustainability targets (reduction of energy, water, increase ESG business, etc.) in the induction instruments of all premises by December 31, 2024.

SDG impacted:



Action: Promote awareness-raising among and training of BB employees and Senior Management in sustainability.

Indicator:

- Evaluate the need to provide and/or update an educational solution to train employees on new opportunities related to environmental assets (carbon market, renewable energy, among others) and, depending on the need identified, implement them by December 31, 2024.

Paris Agreement:



SDG impacted:



Customer Relationship and Satisfaction



CHALLENGE >> Improve customer relationship management and improve satisfaction and retention rates

Action: Strengthen the sustainability culture in customer relationship by engaging and training employees in ESG products/services.

Indicator:

- Offer ESG products and services to customers likely to consume such products by December 31, 2023.

SDG impacted:



CHALLENGE >> Promote financial education initiatives and solutions so as to contribute to the digital inclusion and financial decisions of BB's customers.

Action: Improve financial education initiatives with a view to expanding the knowledge about products and services.

Indicators:

- Carry out a debt renegotiation program involving vulnerable/over-indebted customers, so as to get customers back into the credit cycle, by December 31, 2023.
- Improve the Financial Education Program for BB's customers and society (over-indebted, vulnerable, university students, among others) by June 30, 2024.

SDG impacted:





Creation of Economic Value



CHALLENGE >> Optimize Banco do Brasil's capacity to create and distribute value, contributing to the development of Brazil.

Action: Improve and showcase BB's ability to create and distribute value for society.

Indicator:

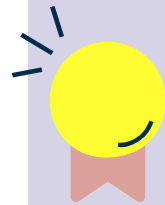
- Identify and formalize partnerships that can leverage BB's positive impacts and reduce the negative ones, so as to contribute to society's development targets by December 31, 2023.

Paris Agreement: 

SDG impacted:



Best Corporate Governance Practices



CHALLENGE >> Align Banco do Brasil's governance to the best international practices and strategic goals, strengthening the senior management's role in the sustainability strategy.

Action: Adjust BB's corporate governance to the best market practices.

Indicator:

- Review the strategic guidelines associated with diversity in the Nomination and Succession Policy by June 30, 2024.

SDG impacted:



Environmental Management and Ecoefficiency



CHALLENGE >> Improve the management of Banco do Brasil's environmental and ecoefficiency programs, initiatives and practices, ensuring the efficient and sustainable use of natural resources.

Action: Strengthen the management of BB's environmental and ecoefficiency programs, initiatives and practices.

Indicators:

- Reduce energy consumption by 5.2% in relation to 2022 by December 31, 2025.
- Reduce water consumption by 3% in relation to 2022 by December 31, 2025.
- Implement an internal and/or external assurance process of the environmental management system by June 30, 2024.
- Reduce direct GHG emissions (scopes 1 and 2) by 12.6% in relation to 2022 by December 31, 2025.
- Achieve 42% of the energy matrix with the use of renewable energy (own plants and deregulated market) by December 31, 2025.
- Reduce paper printing by 12.75% in relation to 2022 by December 31, 2025.

Paris Agreement: 

SDG impacted:





Transparency and Accountability



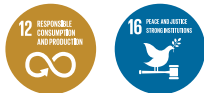
CHALLENGE >> Incorporate the environmental, social and climate performance into the economic-financial issues in reporting and accountability of Banco do Brasil, strengthening the dialogue with stakeholders.

Action: Improve disclosure of material ESG issues in key accountabilities.

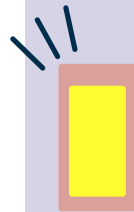
Indicator:

- Improve the reporting of BB's business model in line with Integrated Reporting principles by June 30, 2024.

SDG impacted:



Information Security and Data Protection



CHALLENGE >> Improve the management of customer information security and data protection issues, in conformity with legislation and national and international standards.

Action: Improve information security, cybersecurity and customer data protection procedures.

Indicators:

- Obtain ISO 27001 certification, information security and cybernetics, in an eligible BB process, by December 31, 2025.
- Include in the Privacy Policy the commitment to notify data subjects in a timely manner in the event of a major data breach by June 30, 2024.

SDG impacted:



Emerging Topics



CHALLENGE >> Identify and manage impacts, risks and opportunities related to emerging topics (energy crisis, migration, etc.) and their impacts on Banco do Brasil's business and stakeholders.

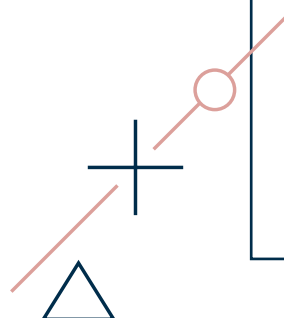
Action: Develop actions that promote biodiversity conservation and sustainable development.

Indicator:

- Design a proposal for a sustainable development program for the Amazon region with a focus on bioeconomy and strengthening of the value chain, benefiting local communities (*quilombolas* (which are state-recognized descendants of runaway slaves and their communities), indigenous peoples, riverside communities, vulnerable population, among others) by June 30, 2024.

Paris Agreement:

SDG impacted:





Supplier Management



CHALLENGE >> Strengthen the adoption of environmental, social and climate criteria in the Banco do Brasil's supplier chain management so as to prevent and mitigate risks and identify new opportunities.

Action: Encourage the dissemination of good ESG and low-carbon practices in the supplier chain, in line with national policies and priorities.

Indicator:

- Develop initiatives that encourage the adoption of ESG and low-carbon practices by BB's suppliers by December 31, 2024.

Paris Agreement::

SDG impacted:



Action: Improve the environmental and social due diligence process (human rights) in the supplier chain.

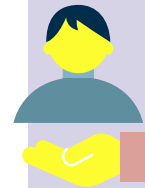
Indicator:

- Carry out and disclosure the environmental and human rights due diligence process in 90% of BB's strategic and critical supplier base, covering the identification of key issues and vulnerable groups, and monitoring and mitigation actions by December 31, 2025.

SDG impacted:



Human Rights



CHALLENGE >> Improve the management of human rights, assessing its impacts on BB's workplace, practices and business.

Action: Improve the due diligence process on human rights that may impact BB's practices and business.

Indicator:

- Improve the due diligence process to identify any risks related to human rights issues in the establishment of new corporate strategic partnerships by June 30, 2024.

SDG impacted:



Occupational Health and Safety (OHS)



CHALLENGE >> Improve Banco do Brasil's performance in the management of occupational health and safety, wellbeing and quality of life of employees.

Action: Implement initiatives to gradually reduce the absenteeism rate.

Indicator:

- Reduce the total absenteeism rate to below 3.90% on December 31, 2023.

SDG impacted:



Action: Implement flexible working options.

Indicator:

- Implement the remote working option for 80% of target audience of employees by December 31, 2023.

SDG impacted:





Financial Inclusion



CHALLENGE >> Strengthen initiatives and solutions that promote financial and social inclusion and contribute to the development of production and entrepreneurship.

Action: Foster entrepreneurship through credit initiatives and solutions.

Indicator:

- Reach one million entrepreneurial customers being provided with credit facilities at BB, by December 31, 2025.

SDG impacted:



Action: Promote positive social impact and access to financial and non-financial solutions.

Indicators:

- Increase the volume of social businesses in relation to the previous year by December 31, 2024.
- Increase the number of rural producers served by the National Program to Strengthen Family Farming (Pronaf) in relation to the previous year by June 30, 2025.
- Communicate/guide vulnerable customers about financial education content and business management tools and measure the number of people impacted by June 30, 2024.
- Renegotiate debts owned by 2.5 million customers with income of up to two minimum wages by December 31, 2025.

SDG impacted:



Private Social Investment



CHALLENGE >> Strengthen the integration between Private Social Investment and Banco do Brasil's business strategy, contributing positively to society and the environment.

Action: Contribute positively to society and the environment through integrated actions between BB and FBB.

Indicator:

- Propose to/guide the Controlled Entities Affiliated to Banco do Brasil (ELBB) on the increase in allocation of resources and/or revenues (from products and services) to FBB, in relation to the previous year, in order to increase the total amount invested in E&S projects, by December 31, 2023.

SDG impacted:



Action: Improve BB's Private Social Investment Guidelines.

Indicator:

- Update the Private Social Investment Guidelines, in line with business strategy of BB (microcredit, financial inclusion, good agricultural practices, etc.) and of the BB Conglomerate and with the Environmental, Social and Climate Responsibility Policy, by June 30, 2024.

SDG impacted:



Contribution of Sustainability Plan - Agenda 30 BB to the SDGs



With the advancement and improvement of governance, administrative and business practices resulting from the Sustainability Plan - Agenda 30 BB, Banco do Brasil supports Brazil to achieve SDGs, contributing to the kind of development based on increasingly solid - economic, environmental and social foundations. A quantitative summary of the Sustainability Plan - Agenda 30 BB actions that positively impact the SDGs is presented as follows:





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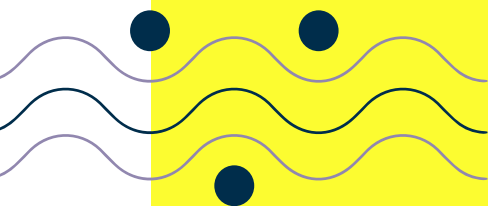
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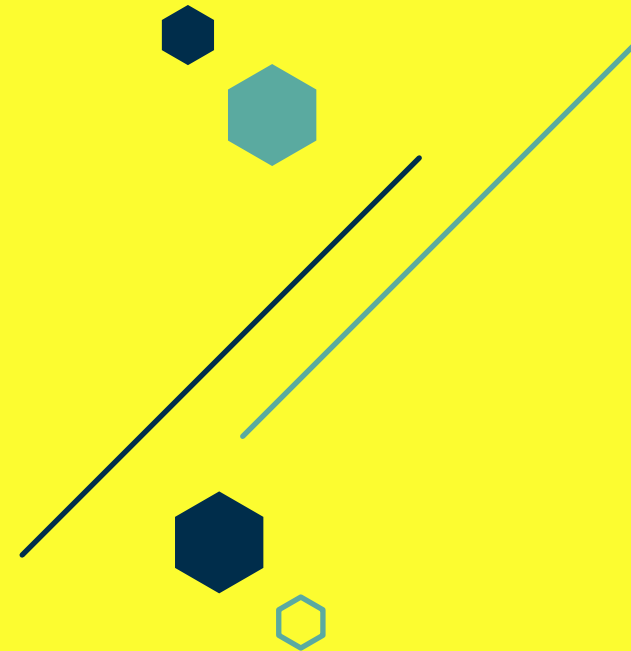
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