

ESG Report

1st Quarter 2025



Solid ESG path

Generating positive and lasting value for society and shareholders has always been part of our business strategy. If today, environmental, social, and governance aspects, so widely disseminated in the ESG acronym, are considered essential in conducting any activity, for TIM, the sustainable development agenda is part of an evolutionary and intentional journey.

Continuously, we challenge ourselves with goals and commitments that contribute to building a fairer, more inclusive, and diverse society, and reduce environmental impacts, in pursuit of a circular and low-carbon economy. At TIM, the ESG theme is at the core of the business, becoming an increasingly crosscutting principle in all planned and executed actions.

National and international recognition is the result of a trajectory that has been built up over more than two decades. We are the longest-serving telecommunications company - 17 years - in the B3 Corporate Sustainability Index Portfolio. Since 2011, the company has voluntarily been part of the Novo Mercado, the highest level of corporate governance on the Brazilian stock exchange, as well as being the first national operator to be classified as a Pro-Ethics company by the Comptroller General of the Union (CGU).

As signatories of the UN Global Compact since 2008 and UN Women since 2021, we develop projects connect to the Sustainable Development Goals ("SDG") and recognizes the rights to data privacy, safe internet, access to information and freedom of expression as essential and unnegotiable.


Commitment to diversity and inclusion











We have adopted goals, commitments and implemented various initiatives on the themes of gender, race, LGBTI+ people, generations and people with disabilities, among others. In 2021, TIM became the **1st Brazilian** operator to be included in the **FTSE Russell D&I Index** (formerly Refinitiv Diversity & Inclusion Index, occupying the **1st position in Telecom at a global level**, a position it maintained in the following years.

We have been selected for **two consecutive years** for the **Bloomberg Gender Equality Index**, as the **most equal** company in the sector and in Latin America. In 2024, TIM remained, for the second consecutive year, **the only operator** in **IDIVERSA B3**, the first Brazilian stock exchange index to consider gender and race criteria when selecting the companies that will make up its portfolio, and since 2023, it has been part of B3's GPTW Index.

In the constant quest to build healthier, more inclusive and collaborative work environments, where people can be proud of themselves and achieve even better results, in 2025 we won the **Top Employers Brasil seal** for the **fourth year running** and the **BR Equity Seal** for the **second year**. We were also ranked **8th** among the **Best Companies to Work For in Brazil by Great Place to Work (GPTW)**, as well as standing out in the GPTW diversity awards, being the most awarded operator with seals in the **Women, Ethnic-Racial, LGBTI+ and 50+** categories.

2025-27 ESG Plan

 TIM Group's commitment

Pillar	Commitments	Targets	Term
 Environmental	Net Zero (scopes 1, 2 and 3) tCO ₂ e 	Net Zero	2040
	Reduction of scope 3 emissions (categories 1, 2 and 11) 	— ¹	2030
	Carbon neutral (scopes 1 and 2) tCO ₂ e 	Carbon neutral	2030
	Renewable electricity ² 	100%	2025
	Eco-efficiency in data traffic (bit/Joule)	+110%	2025
	Reuse or recycling of solid waste ³	≥95%	2026
 Social	Engagement ⁴ (per year)	≥82%	2025
	Black employees in leadership ⁵	≥25%	2027
	Women in leadership positions 	>36%	2027
	Women in new hires 	50%	2027
	Upskill of employees in digital capabilities (IA Academy, Agile Academy) 	≥90%	2027
	Hectares connected (in millions)	≥32	2027
 Governance	Transparency and Anti-Corruption practices and Standards (e.g. ISO 37001, Pro-Ethics-Seal)	Maintain	2026
	Cybersecurity and Data Protection Practices and Standards (e.g. ISO 2700)	Maintain	2026
	Position in ESG indexes and ratings (e.g. ISE)	Maintain	2026

¹The calculation of TIM's scope 3 emissions in Brazil is carried out by the TIM Group, which will define a “new transition plan” for 2030, as well as new environmental targets with the SBTi, reaffirming its commitment to achieving the “Net Zero” ambition by 2040.

²Base year 2019.

³Does not consider organic and construction waste from classes C and D.

⁴Measured through the favorability index of the Mercer Climate and Engagement Survey.

⁵Self-declared mixed race and black employees are considered.



ESG Governance

With solid ESG governance, TIM holds an ESG Forum, which fosters discussions and deliberations between the CEO and the executive board and has an ESG Committee – created in 2020 and linked to the Board of Directors –, in which executives and board members participate in the definition and implementation of the Company's ESG strategy, as well as in the review of its goals. In addition, they monitor actions to reduce climate emissions and the pursuit of carbon neutrality.

Focus on Transparency

Since 2004, we have been presenting our sustainability performance through sustainability indicators and for 18 years we have been publishing reports according to the guidelines of the Global Reporting Initiative (GRI). As of 2021, we have renamed this publication as the [ESG Report](#) and we continue with our commitment to transparency and accountability to our stakeholders, organizing the report into three pillars: Environmental, Social and Governance. Since 2009, TIM's reports have been assured by an independent third-party.

In addition, every quarter, together with the financial information, the [ESG Quarterly Report](#) is released, with the main highlights of the performance of its environmental, social, and governance indicators. Since 2022, TIM has also been publishing [Issue Briefs](#), to give more visibility to its actions in the areas of biodiversity, risks related to climate change, data center efficiency, emerging risks, among others.

We have been reporting to CDP - the largest database in the world on Greenhouse Gases related to Climate Change - since 2010 and have registered our emissions in the Public Emissions Register of the Brazilian GHG Protocol Program. In 2023, we became part of the select group of CDP "A List" companies and in 2024 we again achieved the maximum score of A in the questionnaire. Through the TIM Group, we have also joined the Science Based Target Initiative (SBTi) and aligned our approach to climate risks with the recommendations of the Task Force on Climate related Financial Disclosures (TCFD).

[Our main policies](#) - such as the Corporate Social Responsibility, Human Rights, Diversity, Environmental, Climate Change, Supplier Relations, Risk Management, Anti-corruption, Safety & Occupational Health and Privacy Policies - are publicly available to the consultation of our stakeholders.

Founded in 2013, [Instituto TIM](#) has a mission to democratize access to science, technology and innovation, in order to promote human development in Brazil. More than 700,000 people from all Brazilian states and the Federal District have been benefited by the education and inclusion projects of Instituto TIM, some of which were internationally awarded (i.e. Governarte Awards – BID 2015).

We integrate national and international indexes and ratings, such as the B3 Corporate Sustainability Index (ISE-B3), Diversity Index (IDIVERSA-B3), [Carbon Efficient Index](#) (ICO2-B3), Brazil ESG Index (S&P/B3), Great Place to Work Index (IGPTW-B3), FTSE Russell D&I Index, FTSE4GOOD Emerging Markets, FTSE4GOOD Latin America, MSCI ACWI ESG Leaders, MSCI Emerging Markets ESG Leaders, TEVA ESG Women on the Board Index, seal Women on Board, among others, in addition to being certified by ISO 9001 (since 2000), ISO 14001 standard (since 2010), , ISO 37001 standard (since 2021) and ISO 27001 (since 2022).



133 plants in operation in the Distributed Generation

100% of electricity consumed from renewable sources (with the acquisition of I-RECs)



In its 15 years, the **Bateria do Instituto TIM** (Drum Group) has had 250 participants, most of whom are **people with disabilities**



1st Quarter 2025 Highlights

- At the end of the first quarter, TIM Group published its [2024 Sustainability Report](#). The document was prepared in accordance with the new guidelines of the Corporate Sustainability Reporting Directive (CSRD). As a member of the Group, TIM Brasil contributed information on environmental, social and governance dimensions.
- For the fourth consecutive year, TIM was considered one of the most sustainable companies in the world by S&P Global ESG, the organization responsible for the Dow Jones Sustainability Index (DJSI). The Company was once again included in the Sustainability Yearbook 2025 for the improvement of its performance in the DJSI submission process.
- For the second consecutive year, TIM has achieved the highest score of A in the CDP Climate Change questionnaire, remaining on the select “A List” of companies considered global leaders in climate change management. The recognition reinforces the Company’s commitment to mitigating greenhouse gas (GHG) emissions from its operations and adapting its operations to the effects of climate change.
- In partnership with Mulheres Positivas, CMI Business Transformation and other leading companies in the sector, TIM has launched a mentoring program to empower and accelerate the careers of women in technology. The initiative reinforces the operator's commitment to gender equality in the job market.
- Another initiative by the Company in the search for greater gender equality in technology areas and in celebration of the International Day of Women and Girls in Science, celebrated on February 11, was the creation of a talent pool focused exclusively on women. Currently, women represent 26% and 35% of TIM's Tech and IT teams, respectively, and 51% of internship positions in these areas were filled by women.
- The Bateria do Instituto TIM (Drum Group) was once again present at Rio’s Carnival, taking part in the traditional Mini Bloco, held at Praça Xavier de Brito, in Tijuca, Rio de Janeiro. Composed of more than 50 children, young people and adults, with and without disabilities, the initiative reaffirms its commitment to promoting social inclusion through music. Led by master Mangueirinha, the group rocked the festivities with enthusiasm and mastery, enchanting the young revelers and reaffirming the value of diversity.
- The implementation cycle of the Edital Fortalecendo Redes (Strengthening Networks Call for Proposals), launched in 2023 by Instituto TIM in partnership with Gerando Falcões, was completed in January 2025. The initiative allocated R\$1 million to support 10 civil society organizations in the Gerando Falcões network in institutional strengthening and community impact projects. With more than a thousand direct beneficiaries, including children, adolescents, young people and teams from the organizations, and around 9 thousand indirect beneficiaries, the call for proposals drove significant advances in team structuring, fundraising, institutional communication and expansion of local services.

- As part of the evolution of the Distributed Generation project, TIM ended the 1st quarter with 133 plants in operation. The project is responsible for supplying more than 17 thousand sites with the use of renewable energy plants, with a predominance of solar plants. In addition, 100% of the electricity consumed by TIM comes from renewable sources (with the acquisition of I-RECs).
- TIM ended the 1st quarter with 1,871 active biosites on its network. These structures, similar to a common pole, are a solution for densifying the mobile access network (antennas/towers) with a very low visual and urban impact, lower cost and quick installation.



TIM believes that its business **enables positive impacts** for **people, society** and the **environment**. The company works so that everyone can **evolve together**, with **respect and courage**, transforming **technology into freedom**.







With over 10 years of experience, **Instituto TIM** is our main initiative for **promoting human development**. Through the institute's fundamental work, we **strengthen** and **strategically guide** the company's **social investment**.



SEE our [ESG Report 2024](#)

Shareholders information

The main activities carried out by the Company's Board of Directors and its Advisory Committees, and by Fiscal Council in the 1st Quarter 2025 are presented below:

Corporate body	Members	Female representation (%)	Meetings (Nº)	Attendance (%)
Board of Directors *	10 members, 4 independents (40%)	30%	5	 98%
Fiscal Council	3 effective members and 3 alternate members, all independents	33%	2	 100%
Statutory Audit Committee	3 members, all independents	33%	6	 100%
Control and Risks Committee	5 members, 2 independents (40%)	20%	3	 93%
Compensation Committee	3 members, 1 independent (33%)	-	2	 100%
ESG Committee	5 members, 2 independents (40%)	20%	2	 100%

*In 2024, TIM's Board of Directors had an average attendance of 90% of its members at the 10 meetings held throughout the year.

Most relevant activities of Board Directors:

- Acknowledged on the activities carried out by the Control and Risks Committee;
- Acknowledged on the activities carried out by the Statutory Audit Committee;
- Approved the Internal Audit's Annual Plan for 2025;
- Acknowledged on the results of the Organizational Climate Survey;
- Acknowledged on the update on the Company's Industrial Plan for 2025 – 2027;
- Approved the payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Analyzed the Management's Report and the Company's Individual and Consolidated Financial Statements Proposal, dated as of December 31st, 2024 and approved its submission to the Company's Annual Shareholders' Meeting;
- Analyzed the Management's Proposal for the allocation of the results related to the year of 2024 and the dividend distribution by the Company, for submission to the Annual Shareholders' Meeting of the Company;
- Approved the proposal of the Share Repurchase Plan;

- Acknowledged on the activities carried out by the Compensation Committee;
- Acknowledged on the activities carried out by the Environmental, Social & Governance Committee;
- Acknowledged on the activities carried out by the Control and Risks Committee;
- Acknowledged on the activities carried out by the Statutory Audit Committee;
- Approved the proposal of the Company's Management by Objectives ("MBO") program for the year 2025;
- Analyzed the Compensation Proposal of the Company's Administrators, the members of the Committees and the Fiscal Council and approved its submission to the Annual Shareholders' Meeting;
- Analyzed the proposal for the extension of the Cooperation and Support Agreement, through the execution of the 18th amendment to this agreement, to be entered into between Telecom Italia S.p.A, on the one hand, and the Company, on the other hand, and approved its submission to the Shareholders' Meeting of the Company;
- Analyzed the Management's proposals on strategic projects and the amendment of the Company's Bylaws, and approved its submission to the Shareholders' Meeting of the Company;
- Analyzed the management's proposal on the election of the independent members of the Board of Directors, and approved its submission to the Shareholders' Meeting of the Company;
- Approved the call notice of the Company's Annual and Extraordinary Shareholders' Meeting;
- Approved the payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Elected the Chairman of the Company's Board of Directors;
- Elected the Secretary of the Company's Board of Directors;
- Approved the composition of the Advisory Committees to the Company's Board of Directors; and
- Elected the Company's Board of Officers.

Most relevant activities of the Fiscal Council:

- Acknowledged the Tax, Regulatory, Civil and Labour contingencies;
- Evaluated the payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Evaluated the Management's Report and the Financial Statements of the Company, related to the fiscal year ended on December 31st, 2024;
- Evaluated the Management's Proposal for the allocation of the results related to the fiscal year of 2024 and distribution of dividends by the Company;
- Acknowledged on the information provided by Ernst & Young Auditores Independientes S/S ("EY") on the Financial Statements related to the fiscal year ended on December 31st, 2024; and
- Evaluated the payment proposal of the Company's interest on shareholders' equity ("JSCP").

Most relevant activities of the Statutory Audit Committee:

- Acknowledged on the Internal Audit's 2024 annual activities report;
- Analyzed the Internal Audit's Annual Plan for 2025;
- Evaluated of the Company's Semi-Annual Internal Control System (ICRMS);
- Acknowledged on the Whistleblowing Channel's 2024 activities report;
- Evaluated the reports received by the Whistleblowing Channel;
- Approved the Statutory Audit Committee's Work Plan for 2025;
- Acknowledged on the Tax, Regulatory, Civil and Labour contingencies;
- Evaluated the payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Evaluated the Management's Report and the Financial Statements of the Company, related to the fiscal year ended on December 31st, 2024;
- Evaluated the Management's Proposal for the allocation of the results related to the fiscal year of 2023 and distribution of dividends by the Company;
- Acknowledged on the information provided by Ernst & Young Auditores Independientes S/S ("EY") on the Financial Statements related to the fiscal year ended on December 31st, 2024;
- Approved the Statutory Audit Committee's concise Annual Report;
- Acknowledged on the Risk & Compliance Annual Plan for 2025;
- Supervised and evaluated the activities carried out by the Risk & Compliance area;
- Evaluated the proposal for the extension of the Cooperation and Support Agreement, through the execution of the 18th amendment to this agreement, to be entered into between Telecom Italia S.p.A, on the one hand, and the Company, on the other hand, and approved its submission to the Company's Board of Directors;
- Evaluated the payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Evaluated the Company's 20-F Form; and
- Acknowledged on the information provided by the Independent Auditors on the conclusion of the work for the 20-F Form's review; and
- Elected the Coordinator of the Statutory Audit Committee.

Most relevant activities of the Risk and Control Committee:

- Approved the Control and Risks Committee's Work Plan for 2025;
- Acknowledged on the Internal Audit's 2024 annual activities report;
- Analyzed the Internal Audit's Annual Plan for 2025;
- Evaluated of the Company's Semi-Annual Internal Control System (ICRMS);
- Acknowledged on the Whistleblowing Channel's 2024 activities report;
- Evaluated the reports received by the Whistleblowing Channel;
- Acknowledged on the Risk & Compliance Annual Plan for 2025;

- Supervised and evaluated the activities carried out by the Risk & Compliance area; and
- Elected the Chairman of the Control and Risks Committee's.

Most relevant activities of the Compensation Committee:

- Approved the CR's Work Plan for 2025;
- Evaluated the Compensation Proposal of the Company's Administrators, the members of the Committees and the Fiscal Council, for submission to the Company's Board of Directors;
- Analyzed the Company's Management by Objectives ("MBO") proposal for the year 2025; and
- Elected the Chairman of the Compensation Committee's.

Most relevant activities of the Environmental, Social and Governance Committee:

- Approved the ESG Committee's Work Plan for 2025;
- Evaluated the Company's and Group's ESG Reporting 2024 and ESG Plan 2025-2027; and
- Elected the Chairman of the Environmental, Social & Governance Committee's.

