

# ESG Report

## 1<sup>st</sup> Quarter 2026



**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 - 18 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 connected to the Sustainable Development Goals ("SDG") and recognize the rights to data privacy, safe internet, access to information and freedom of expression as essential and unnegotiable.



**GOVERNANCE**

For the **fifth consecutive year**, we have been recognized as one of the **world's most sustainable** companies by **S&P Global ESG** and were once again included in the **Sustainability Yearbook 2026**

The **only operator** recognized at **COP30** for simultaneously integrating the three main **ESG** indices of the Brazilian market: **ISE, ICO2** and **IDIVERSA**



**SOCIAL**

We received the **GPTW certification** for the **fourth time** in 2025, ranking among the **Best Companies to Work for** in Brazil and in the LATAM ranking

The **TIM Institute** launched the **2nd Fortalecendo Redes** public call, allocating **R\$1 million** in donations to **ten** organizations from the **Gerando Falcões Network**



**ENVIRONMENTAL**

For three consecutive years, we achieved the highest score in the **CDP Climate Change** questionnaire (A-List), being recognized as one of the companies considered **global leaders in climate change** management

**100%** of our **electricity** is acquired from **renewable sources** (with the purchase of I-RECs)



## 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 2025 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), which are

incorporated into the IFRS S2 standards of the International Sustainability Standards Board (ISSB).

[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.

We are certified under ISO 9001 (since 2000), ISO 14001 standard (since 2010), ISO 37001 standard (since 2021) and ISO 27001 (since 2022).

## ESG GOVERNANCE

Since 2020, we have had an ESG Committee, linked to the Board of Directors, with the purpose of guiding the development and implementation of environmental, social, and governance matters. The committee is supported by the ESG Steering Committee, composed of statutory directors representing key areas, playing a central role in defining and annually reviewing the ESG Plan. In addition, they monitor actions aimed at reducing climate emissions and pursuing carbon neutrality.

**2026-28 ESG PLAN**

Pillar	Commitments	Targets	Term
ENVIRONMENTAL	Net Zero (scopes 1, 2 and 3) tCO2e	Net Zero <sup>1</sup>	2040
	Carbon neutral (scopes 1 and 2) tCO2e	Carbon neutral <sup>1</sup>	2030
	Renewable electricity	100%	2026
	Reuse or recycling of solid waste	≥ 95%	2026
SOCIAL	Engagement (per year)	≥ 84%	2026
	Black employees in leadership	≥ 25%	2027
	Women in leadership positions	> 36%	2027
	Women in new hires	50%	2027
	Upskill of employees in digital capabilities (AI Academy, Agile Academy)	≥ 90%	2027
	Hectares connected (in millions)	≥ 32%	2027
GOVERNANCE	Transparency and Anti-Corruption practices and Standards (e.g. ISO 37001, Selo Pró-Ética)	Maintain	2026
	Cybersecurity and Data Protection Practices and Standards (e.g. ISO 27001)	Maintain	2026
	Position in ESG indexes and ratings (e.g. ISE)	Maintain	2026

<sup>1</sup> TIM Brazil’s climate targets for the 2026–28 ESG Plan will be reviewed following the completion of the TIM Group’s Environmental Transition Plan.



**[Check out the ESG Report 2025 to see the results of the 2025–27 ESG Plan goals](#)**

## 1<sup>ST</sup> QUARTER 2026 HIGHLIGHTS

- TIM released its [22nd ESG Report](#), reinforcing its commitment to transparency with its stakeholders. Among the main results of the goals in its **ESG Plan**, the Company increased **energy efficiency** in data traffic by **129%**, **recycled or reused 99.7% of waste**, and maintained **100% of the electricity** purchased from **renewable sources** (through the acquisition of I-RECs). In the social pillar, it reached **36.3% women** and **21.3% Black people** in **leadership positions**, in addition to achieving **52.6% women** in **new hires**.
- At the end of the first quarter, the **TIM Group** published its [2025 Sustainability Report](#), prepared in accordance with the guidelines of the **Corporate Sustainability Reporting Directive** (CSRD), transposed into Italian legislation by **Legislative Decree 125/2024**, and aligned with the **ESRS Standards** and the **European Taxonomy**. As a member of the Group, **TIM Brasil** contributed information in the **environmental, social, and governance dimensions**.
- On the **National Day of Awareness on Climate Change**, celebrated on March 16, TIM announced the activation of **5G in Antarctica**, expanding support for Brazilian scientific research. At the **Comandante Ferraz Antarctic Station**, there are **27 research projects** dedicated to the **environment**, **19** of which focus specifically on understanding these changes. The arrival of 5G on the continent is the result of an agreement signed at the end of 2025 between TIM, the Brazilian Navy, the Ministry of Communications, and Anatel.
- TIM and the **Brazilian Agricultural Research Corporation (Embrapa)** formalized the signing of a Memorandum of Understanding (MOU) for strategic collaboration in the **AgForest Lab** — a new laboratory dedicated to developing scalable agroforestry systems (SAFs) in the Amazon biome. The initiative will be implemented in 2026 at an experimental field of Embrapa in Eastern Amazonia, in Belém (PA). TIM will provide 5G/4G connectivity infrastructure and IoT solutions for monitoring, traceability, and digital integration in the field.
- **TIM Smart Lighting** was the technology chosen by the **State University of Campinas (Unicamp)** to modernize the public lighting system of its main campus. The solution, developed by TIM in partnership with M2M, will be implemented through a collaboration between the operator and the university. The initiative is expected to **reduce energy consumption** by up to **70%**.
- For the **fourth consecutive year**, TIM was recognized as a leader in the **Consistent Quality** category in the **Mobile Network Experience Report by Opensignal**, an independent mobile network analytics company. The operator also achieved first place in the **Reliability Experience** category and offered the **Best Video Streaming** in the market, reflecting its commitment to continuous investments in its network to deliver a differentiated experience for its customers.
- With a record harvest — more than 14 thousand tons — the **Case IH Connected Farm**, a CNH brand, transformed its more than three thousand hectares into a **laboratory of innovation** and **productivity** using **TIM's 4G connectivity**. The use of cutting-edge technologies, from soil preparation to harvesting, ensured lower production costs and higher yields, as well as significant environmental gains. Comparative data between the 23/24 and 24/25 harvests showed a **23.6% reduction in tons of CO2e** per sack of soybeans and a **32% savings in fuel consumption**.
- In line with its commitment to increasing **energy efficiency**, TIM ended the first quarter with **136 Distributed Generation (DG) plants** in operation. With a predominance of solar plants (119), as well as 12 hydroelectric

plants, two biogas plants, and three natural gas plants, DG is responsible for about 65% of the energy used by the Company. Furthermore, **100% of the electricity** purchased by TIM comes from **renewable sources** (through the acquisition of I-RECs).

- TIM closed the first quarter with **1,890 active biosites** in its network. These structures, similar to a common streetlight pole, are a solution for densifying the mobile access network (antennas/towers) with **very low visual and urban impact, lower cost, and fast installation**. For more than **ten years**, TIM has been bringing biosite technology to all regions of Brazil, investing in increasingly **modern** and **sustainable models**.

## SHAREHOLDERS INFORMATION

The main activities carried out by the Company's Board of Directors and its Advisory Committees, and by Fiscal Council in the 1<sup>st</sup> Quarter 2026

CORPORATE BODIES	MEMBERS	FEMALE REPRESENTATION (%)	MEETINGS (Nº)	ATTENDANCE (%)
<b>BOARD OF DIRECTORS*</b>	10 members, 4 independents (40%)	30%	4	<b>93%</b>
<b>FISCAL COUNCIL</b>	3 effective members and 3 alternate members, all independents	33%	3	<b>100%</b>
<b>STATUTORY AUDIT COMMITTEE</b>	3 members, all independents	33%	6	<b>89%</b>
<b>CONTROL AND RISKS COMMITTEE</b>	5 members, 2 independents (40%)	20%	2	<b>100%</b>
<b>COMPENSATION COMMITTEE</b>	3 members, 1 independent (33%)	-	1	<b>100%</b>
<b>ESG COMMITTEE</b>	5 members, 2 independents (40%)	20%	2	<b>90%</b>

\*In 2025, TIM's Board of Directors had an average attendance of 95% of its members at the 14 meetings held throughout the year.

### Most relevant activities of Board Directors:

- Approved the execution of contracts for the supply of Radio Access Network (“RAN”) goods and services;
- Approved the execution of a unified infrastructure lease agreement between the Company and American Tower do Brasil – Cessão de Infraestruturas S.A. (“AMERICAN TOWER – ATC”);
- Acknowledged on the preliminary analyses and studies involving the Company's strategic projects;
- 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 Internal Audit's Annual Plan for 2026;
- Acknowledged on the results of the Organizational Climate Survey;
- Analyzed the Management's Report and the Company's Individual and Consolidated Financial Statements Proposal, dated as of December 31<sup>st</sup>, 2025 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 2025 and the dividend distribution by the Company, for submission to the Annual Shareholders' Meeting of the Company;
- Acknowledged on the activities carried out by the Compensation Committee;
- Acknowledged on the update on the Company's Industrial Plan for 2026 – 2028 and approved the Company's guidelines and initiatives to be used for the period;
- Acknowledged on the methodology and calculation for payment of the Company's JSCP in 2026;
- Approved the proposal of the Company's Management by Objectives ("MBO") program for the year 2026;
- 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 19<sup>th</sup> 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;
- Approved the amendment proposal of the Company's Conflict of Interest Policy;
- Approved the composition of the Board of Directors and its advisory committees;
- Analyzed the management's proposal on the ratification of the independent member of the Board of Directors, and approved its submission to the Shareholders' Meeting of the Company;
- Analyzed the Management's proposal on the amendment of the Company's Bylaws, and approved its submission to the Shareholders' Meeting of the Company;
- Approved the call notice of the Company's Annual and Extraordinary Shareholders' Meeting; and
- Approved the payment proposal of the Company's interest on shareholders' equity ("JSCP").

**Most relevant activities of the Fiscal Council:**

- Acknowledged the Tax, Regulatory, Civil and Labour contingencies;
- Evaluated the Management's Report and the Financial Statements of the Company, related to the fiscal year ended on December 31<sup>st</sup>, 2025;
- Evaluated the Management's Proposal for the allocation of the results related to the fiscal year of 2025 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 31<sup>st</sup>, 2025;
- Evaluated the methodology and calculation for payment of the Company's JSCP in 2026;
- Evaluated the Company's Tax Contingencies Report; 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 2025 annual activities report;
- Analyzed the Internal Audit’s Annual Plan for 2026;
- Evaluated of the Company's Semi-Annual Internal Control System (ICRMS);
- Acknowledged on the Whistleblowing Channel’s 2025 activities report;
- Approved the Statutory Audit Committee’s Work Plan for 2026;
- Acknowledged on the Tax, Regulatory, Civil and Labour contingencies;
- Evaluated the Management’s Report and the Financial Statements of the Company, related to the fiscal year ended on December 31<sup>st</sup>, 2025;
- Evaluated the Management's Proposal for the allocation of the results related to the fiscal year of 2025 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 31<sup>st</sup>, 2025;
- Approved the Statutory Audit Committee’s concise Annual Report;
- Acknowledged on the Risk & Compliance Annual Plan for 2026;
- Supervised and evaluated the activities carried out by the Risk & Compliance area;
- Evaluated the amendment proposal of the Company's Conflict of Interest Policy;
- Evaluated the proposal for the extension of the Cooperation and Support Agreement, through the execution of the 19<sup>th</sup> 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 methodology and calculation for payment of the Company's JSCP in 2026;
- Evaluated the Company's Tax Contingencies Report;
- Evaluated the payment proposal of the Company’s interest on shareholders’ equity (“JSCP”);
- Evaluated the Company’s 20-F Form;
- Acknowledged on the information provided by the Independent Auditors on the conclusion of the work for the 20-F Form’s review; and
- Evaluated related parties agreement.

**Most relevant activities of the Risk and Control Committee:**

- Approved the Control and Risks Committee's Work Plan for 2026;
- Acknowledged on the Internal Audit's 2025 annual activities report;
- Analyzed the Internal Audit's Annual Plan for 2026;
- Evaluated of the Company's Semi-Annual Internal Control System (ICRMS);
- Acknowledged on the Whistleblowing Channel's 2025 activities report;
- Supervised and evaluated the activities carried out by the Risk & Compliance area; and
- Evaluated the amendment proposal of the Company's Conflict of Interest Policy.

**Most relevant activities of the Compensation Committee:**

- Approved the CR's Work Plan for 2026;
- 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; and
- Analyzed the Company's Management by Objectives ("MBO") proposal for the year 2026.

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

- Approved the ESG Committee's Work Plan for 2026;
- Evaluated the TIM Group's ESG Report ("CSRD"), the results of the ESG Plan 2025-2027, and the ESG Plan 2026-2028; and
- Evaluated the Company's ESG Report ("GRI").