

# ESG Report

2<sup>nd</sup> 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 **1<sup>st</sup> Brazilian** operator to be included in the **FTSE Russell D&I Index** (formerly Refinitiv Diversity & Inclusion Index, occupying the **1<sup>st</sup> 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 **8<sup>th</sup>** 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 <sub>2</sub> e 	Net Zero	2040
	Reduction of scope 3 emissions) 	— <sup>1</sup>	2030
	Carbon neutral (scopes 1 and 2) tCO <sub>2</sub> e 	Carbon neutral	2030
	Renewable electricity <sup>2</sup> 	100%	2025
	Eco-efficiency in data traffic (bit/Joule)	+110%	2025
	Reuse or recycling of solid waste <sup>3</sup>	≥95%	2026
 Social	Engagement <sup>4</sup> (per year)	≥82%	2025
	Black employees in leadership <sup>5</sup>	≥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

<sup>1</sup>The 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.

<sup>2</sup>Base year 2019.

<sup>3</sup>Does not consider organic and construction waste from classes C and D.

<sup>4</sup>Measured through the favorability index of the Mercer Climate and Engagement Survey.

<sup>5</sup>Self-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.

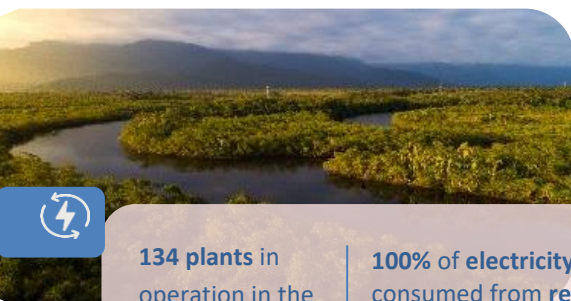
In addition, every quarter, together with the financial information, the [ESG Quarterly Report](#) is released, with the main highlights of the performance of its environmental, social, and governance indicators. Since 2022, TIM has also been publishing [Issue Briefs](#), to give more visibility to its 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).



**134 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**



## 2<sup>nd</sup> Quarter 2025 Highlights

- TIM was recognized by CDP as a Leader – with a score of A – in Supplier Engagement Assessment, based on its Climate Change questionnaire report. This recognition is the result of a journey we began in 2023, when we began monitoring, with CDP's support, the maturity of our suppliers' ESG initiatives. Over the past two years, we have significantly increased the number of suppliers engaged through CDP's Supply Chain Program and launched a Sustainable Procurement Program. Furthermore, TIM is part of the select "A List" of companies considered global leaders in climate change management.
- TIM released its [2024 ESG Report](#). The document brings together more than 300 indicators and details results on topics such as climate management, renewable energy, waste management, digital inclusion, and diversity, among others. In it, the Company also updates its ESG strategic plan, with goals that guide its actions in the short, medium, and long term, such as becoming a Net Zero company by 2040.
- For the fourth consecutive year, TIM has been included in the Great Place To Work (GPTW) ranking, being recognized as one of the Best Companies to Work for in Brazil. The certification, which aims to measure employee confidence in the organization, validates TIM's consistent and focused work on caring for people, as well as the evolution of its culture and the promotion of an environment of diversity and inclusion.
- TIM was the first telecom company in Brazil to achieve Age-Friendly certification. This international seal attests to the company's commitment to respect and concrete actions for the development of professionals 50+. As part of its commitment to diversity, TIM reinforces the creation of a pluralistic and exchanging environment where all generations can share their knowledge and skills.
- For the second consecutive year, TIM has been included in the GPTW Diversidade Mulher ranking as one of the best companies for women to work for in Brazil. This recognition is a result of the consistent and structured actions developed within the company to promote an increasingly inclusive, safe, and well-being culture for all employees. In 2024, women represented over 52% of the workforce and held 37.4% of leadership positions.
- To expand its employability initiatives for people with disabilities, TIM created a training program within the TIM+Diversa program to offer job market qualification courses. The first class, launched in Rio de Janeiro, was aimed at autistic people aged 18 and older with a high school diploma. The one-month course covered technical content and socio-occupational development, including topics such as organization, communication, social interaction, office suite, administrative routines, and more. New classes will be opened, and the plan is to expand the target audience, with courses for people with visual, hearing, and physical disabilities, combining in-person and remote classes.
- In partnership with the Descomplica platform, a free, 100% online training course in Artificial Intelligence was made available to all TIM customers. With free access and accessible language, the content was designed with an emphasis on employability. The goal is to enable anyone to take their first steps in AI, even if they've never encountered the topic before. In 2024, TIM and Descomplica offered the first course on the topic, focused on productivity, which reached over 200,000 subscribers.
- As part of the evolution of the Distributed Generation project, TIM ended the 2nd quarter with 134 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 2nd quarter with 1,873 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.

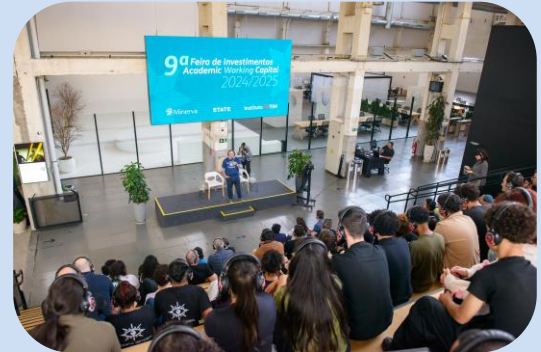


### AWC Holds Its 9th Investment Fair

On May 8th, the Academic Working Capital (AWC) program held its 9th Investment Fair, consolidating the final stage of the pre-acceleration process offered to university students. The initiative, developed by the Instituto TIM, supports undergraduate students in transforming their final project projects (TCCs) into technology startups.

The event took place at STATE Innovation in São Paulo (SP) and brought together the 20 finalist startups to present their prototypes and business models to investors, experts, and partners in the innovation ecosystem. Among the projects presented, Vognus (Itabira, Minas Gerais), which developed video analytics solutions for monitoring the efficiency of mining machinery, and Safena (Florianópolis, Santa Catarina), which proposes a remote sensing system for bridges and viaducts, stand out.







Since 2015, AWC has trained approximately 650 students, resulting in the creation of more than 120 startups, working directly with university students nearing their graduation—a distinguishing feature among innovation development programs. [Click here](#) for more information about the project and Instituto TIM's initiatives.





## Shareholders information

The main activities carried out by the Company's Board of Directors and its Advisory Committees, and by Fiscal Council in the 2<sup>nd</sup> Quarter 2025 are presented below:

Corporate body	Members	Female representation (%)	Meetings (Nº)	Attendance (%)
<b>Board of Directors *</b>	10 members, 4 independents (40%)	30%	2	 95%
<b>Fiscal Council</b>	3 effective members and 3 alternate members, all independents	33%	1	 100%
<b>Statutory Audit Committee</b>	3 members, all independents	33%	2	 100%
<b>Control and Risks Committee</b>	5 members, 2 independents (40%)	20%	1	 100%
<b>Compensation Committee</b>	3 members, 1 independent (33%)	-	1	 100%
<b>ESG Committee</b>	5 members, 2 independents (40%)	20%	1	 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 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 payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Acknowledged on the Company's Quarterly Financial Report ("ITRs") for the 1st quarter of 2025, dated as of March 31st, 2025;
- Approved the Independent Auditors' Annual Work Plan;
- Approved the agreement for the supply of services between the Company and BETC Havas Agência de Publicidade Ltda. ("BETC Havas");
- Acknowledged on the status of the Adjustment of Conduct Term between the Company and ANATEL – National Agency of Telecommunications.

- Acknowledged on the Company's performance in the area of Environmental, Social & Governance – ESG;
- Acknowledged of the Company's Long Term Incentive Plan ("Plan") results for the fiscal year 2024 for grant 2022 (3rd year), 2023 (2nd year) and 2024 (1st year) and approved on the calculation and payment form proposal;
- Approved the 2025 grant of the Company's Long Term Incentive Plan; and
- Acknowledged the Proposed Reform of the Novo Mercado Regulation and, following the presentation of the key points submitted by B3 to the Restricted Hearing, approved the Company's voting statement.

**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 Company's Quarterly Information Report ("ITRs") for the 1st quarter of 2025, dated as of March 31st, 2025;
- Acknowledged on the information provided by Ernst & Young Auditores Independentes S/S ("EY") on the Company's Quarterly Information Report ("ITRs") for the 1st quarter of 2025, dated as of March 31st, 2025;
- Approved the Fiscal Council's Work Plan for 2025; and
- Elected the Chairman of the Company's Fiscal Council.

**Most relevant activities of the Statutory Audit Committee:**

- Supervised and evaluated the activities carried out by the Internal Audit;
- Acknowledged on the Whistleblowing Channel's 2025 activities report;
- Supervised and evaluated the activities carried out by the Risk & Compliance area;
- Evaluated related parties agreements;
- evaluated the service supply agreement between the Company and BETC Havas Agência de Publicidade Ltda. ("BETC Havas");
- Evaluated the Independent Auditors' Annual Work Plan;
- Followed and supervised of the Independent Auditors' activities
- Evaluated of the independent auditors' annual and additional fees (overrun); and
- Evaluated the agreement for the audit of non-financial information between the Company and the Independent Auditors.
- Acknowledged the Tax, Regulatory, Civil and Labor contingencies;
- Evaluated the payment proposal of the Company's interest on shareholders' equity ("JSCP");
- Evaluated the Company's Quarterly Information Report ("ITRs") for the 1st quarter of 2025, dated as of March 31st, 2025; and
- Acknowledged on the information provided by Ernst & Young Auditores Independentes S/S ("EY") on the Company's Quarterly Information Report ("ITRs") for the 1st quarter of 2025, dated as of March 31st, 2025.



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

- Supervised and evaluated the activities carried out by the Internal Audit;
- Evaluated the reports received by the Whistleblowing Channel; and
- Supervised and evaluated the activities carried out by the Risk & Compliance area.

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

- Acknowledged of the Company's Long Term Incentive Plan ("Plan") results for the fiscal year 2024 for grant 2022 (3rd year), 2023 (2nd year) and 2024 (1st year) and approved on the calculation and payment form proposal; and
- Analyzed the proposal for the 2025 grants under the Company's Long Term Incentive Plan ("Plan")."

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

- Acknowledged of the 1st quarter 2025 results of the ESG Plan.

