

Banco do Brasil and the  
**Human Rights**



June 2025



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# Introduction

Our work in relation to Human Rights is based on the establishment of ethically responsible relationships with our various stakeholders, internally and externally.

This document is aligned with the United Nations (UN) Guiding Principles on Business and Human Rights, approved by the United Nations Human Rights Council in 2011, and reinforces the pacts and agreements that have been voluntarily assumed over the years<sup>1</sup>.

Throughout our structure, from the most basic level of the staff to the highest executives, we are committed to monitoring and mitigating the impacts arising from our activities in relation to Human Rights, in accordance with the policies and commitments assumed, with a view to mitigating the risks to which we are exposed with regard to this topic.

We are committed to dedicating efforts to collaborate with subsidiaries, affiliates and simple equity companies, so that they define their directions based on these guidelines, considering the specific needs and the legal and regulatory aspects to which they are subject.

Our respect for Human Rights adheres to the best practices of corporate governance and social responsibility. To maintain this commitment perennial and strengthen transparency with our stakeholders, we released this document that consolidates the guidelines and initiatives related to fundamental rights, as well as the commitment to respect labor rights in its operations and in the value chain.

<sup>1</sup> To learn more about the pacts and agreements that we voluntarily assume, visit our sustainability website in <https://ri.bb.com.br/en/corporate-governance-and-sustainability/sustainability/>

# Policies and Guidelines

Human Rights aspects are disseminated in our Code of Ethics and in our general and specific policies, including the performance in business, processes and in the relationship with the various stakeholders. These documents guide our behavior and their guidelines are incorporated into internal processes.

Banco do Brasil's Code of Ethics is a document that consolidates what BB expects from its staff and that presents the commitments and guidelines in relation to its stakeholders (customers and users; senior management, employees and collaborators; suppliers; shareholders, investors and creditors; partners; competitors; government; communities and regulatory bodies). It also governs duties and indicates behaviors considered desirable in the work environment.

Among the topics related to Human Rights are the repudiation of criminal conduct, such as: harassment of any nature (sexual and non-sexual); crimes against sexual freedom; fraud and unlawful acts; the recognition and respect of diversity; the commitment to the eradication of child, forced and slave labor; and abstention from conduct that characterizes discrimination. The Code of Ethics is applied to senior management, employees in Brazil and abroad, employees (interns, apprentices, managers and employees of contracted companies), and those who are acting or providing services on behalf of BB or for BB.

Banco do Brasil's People Management Policy guides practices aligned with human and labor rights, promoting an inclusive, ethical and safe environment. It values diversity, equity, occupational health, and the continuous development of employees. It guarantees equality in opportunities and respect for current legislation. The Social, Environmental and Climate Responsibility Policy (PRSAC) guides our behavior in conducting business, activities and processes, as well as our relationship with stakeholders, and provides that our performance in social, environmental and climate matters is based on ethics; in the promotion of human rights and fundamental labor rights; in the universalization of social rights and citizenship; and in the respect and appreciation of diversity and equity in relationships. The Specific Policy for Preventing and Combating Money Laundering, Terrorist Financing and Corruption guides our behavior regarding the prevention of acts of corruption, money laundering, terrorist financing or any other unlawful acts. In relation to customers, our Specific Policy for Relationship with Customers and Users of Products and Services contemplates a fair relationship model with customers and users; the provision of dignified, courteous and equitable treatment respecting the interests and rights of the consumer, including with regard to customers considered vulnerable; and the strengthening of the culture of respect and appreciation of diversity in all its manifestations, promoting an inclusive and safe environment with our customers, users, employees and outsourced workers.







In the relationship with suppliers, the Social, Environmental and Climate Responsibility Policy (PRSAC) addresses that we work with suppliers that comply with current legislation and must declare and commit to good social practices and that are aligned with the values and culture of Banco do Brasil. In addition, we have adopted exclusion criteria in the contracting of goods and services, with third parties who subject workers to degrading forms of work or to conditions analogous to slavery; who practice the sexual exploitation of minors and/or child labor.

Specific Credit Policies; Equity Interests; and Third Party Relations, address issues related to respect for Human Rights, such as the non-sexual exploitation of minors; the non-exploitation of child labor or workers kept in degrading conditions or analogous to slave labor. In addition to the Policies, we published the Sustainability Guidelines for Credit, a document that consolidates the business and administrative practices we adopt with a view to mitigating social and environmental risk and reducing the impacts of our financing and investments, reinforcing relevant social and environmental issues and topics considered strategic for sustainable development. As for Human Rights, these documents address: combating child labor and sexual exploitation; combating forced labor and/or labor analogous to slavery; race and gender discrimination; work by women, people with disabilities and minority groups; protection of indigenous lands, appreciation of local communities and traditional populations.

We have established Sustainability Guidelines for the granting of credit for 10 (ten) sectors: Agribusiness, Irrigated Agriculture, Civil Construction, Cement, Electricity, Mining, Oil & Gas, Pulp & Paper, Steel and Transportation.

Human Rights is one of the four strategic themes that permeate these Guidelines and among the relevant socio-environmental issues are the violation of Human Rights (slave, child and degrading labor); poverty, hunger, discrimination and corruption; disrespect for the rights of indigenous peoples and traditional communities, minorities, consumers, decent work and basic education; food security and water security, among others.

The Sustainability Guidelines for Credit include the Restrictive List and the Exclusion List, which aim to publicize the practices adopted by Banco do Brasil in the analysis and granting of credit for matters considered controversial due to their specific characteristics, in compliance with the principles of social and environmental responsibility contained in our general and specific policies. The exclusion list addresses issues that notably violate Human Rights, including sexual exploitation, forced labor/analogous to slavery, child labor and race and gender discrimination.

These documents are in line with international best practices and reinforce compliance with the public commitments assumed in alignment with the principles of social and environmental responsibility contained in our general and specific policies.





# Practices and Processes

Banco do Brasil defines Social, Environmental and Climate Risk (CSR) as the possibility of losses arising from exposure to social, environmental and climatic damage generated by the Bank's activities, and social risk is defined as the possibility of losses to the institution caused by events associated with the violation of fundamental rights and guarantees or acts harmful to the common interest.

Vale points out that the Human Rights theme is contemplated in the management of Social Risk, and the Strategic Units have defined roles and responsibilities, with the participation of senior management bodies and strategic committees.

For risk management and internal controls, we have adopted a reference model of lines of defense. Under this model, the management of the risks incurred by the Bank and the controls necessary for their mitigation is carried out based on three lines of defense:

- First line of defense, which includes functions that manage and have ownership over risks. It is composed of areas that manage specific risks and risk takers;
- Second line of defense adds typical corporate functions of risk management, internal controls, and compliance. It is composed of internal controls and Risk Management areas;

- Third line of defense evaluates the effectiveness of the entire risk and control management cycle, and is composed of the Internal Audit.

Thus, based on this referential model of lines of defense, it is the responsibility of each area of the Organization to identify, evaluate and mitigate issues related to Human Rights.

The Social, Environmental and Climate Risks and Opportunities Report (GRSAC Report), available at <https://ri.bb.com.br/governanca-e-sustentabilidade/sustentabilidade/>, addresses the management structure of the RSAC in more detail, in the chapters:

1. GVR Table: Governance of Social, Environmental and Climate Risk Management
2. EST Table: Strategies used in the treatment of Social, Environmental and Climate Risk
3. GER Table: Social, Environmental and Climate Risk Management Processes
4. MEM Table: Indicators used in the management of Social, Environmental and Climate Risk
5. OPO Table: Business opportunities associated with social, environmental and climate issues.





# Employees

In the relationship with our employees, we adopt practices aimed at balancing professional and personal life. In this sense, we avoid the imposition of excessive working hours and promote alternatives that respect legal limits and the well-being of all. We established a maximum working hours and offered the possibility of joining the Bank of Hours, a mechanism for making the working day more flexible that allows the compensation of overtime with rest periods, as an alternative to additional payment.<sup>2</sup>

In addition, we respect equal pay between genders and guarantee the payment of annual leave to workers (as provided for in labor legislation), and we also respect collective rights agreed upon in collective and union negotiations, such as prior communication about operational changes.

We respect the freedom of union association and seek to reconcile, in a transparent manner, the interests of the company with the interests of employees and our representative entities, with negotiation as a permanent practice. The percentage of employees covered by collective bargaining agreements is 100%.

In addition to the legal requirements, we have adopted a permanent collective bargaining model, agreed with the confederations, federations and

unions, with periodic meetings in which issues such as occupational health, professional advancement, equal opportunities, prevention of conflicts in the workplace, among others, are discussed.

BB repudiates any and all practices of harassment, discrimination and other violence in the workplace. We do not tolerate acts of disrespect and conduct that may characterize discrimination or its inducement; coercion, persecution or embarrassment; disrespect for functional attributions; public disqualification, offense or threat. To reinforce its commitment to a safe and respectful environment, the Bank provides training in the form of an e-book on the subject, which also contains detailed instructions on the reporting channels. It is essential that all employees are aware of the resources available to report any inappropriate behavior.

Also, in relation to employee training, Human Rights are the guiding principles for the development of UniBB's educational solutions and, recurrently, they appear, in a transversal way, among the courses we offer to employees. The training courses directly related to the topic address various perspectives, such as accessibility, diversity, gender equity and people with disabilities, in the contexts of customer relations, relationships with co-workers, sustainability and corporate education.

<sup>2</sup> This adhesion is voluntary and can be done at any time, respecting the deadline of up to six months for the compensation of accumulated hours. At the end of the period, if the worker does not use the accumulated hours to rest, the additional payment is made.



## Diversity, Equity & Inclusion

In our people management, we emphasize our commitment to promoting equity and combating discriminatory practices.

We seek to include diversity with a focus on care for people with disabilities, neurodivergent, LGBTQIAPN+ and in the execution of actions in favor of gender and race/ethnicity equity. We adapted the working conditions for employees with disabilities and, based on the regulation of telework, introduced in the Consolidation of Labor Laws (CLT).

Actions to promote diversity in the staff are guaranteed by general policies and the Code of Ethics. We have also matured the devices and actions in favor of gender and race/ethnicity equity, in the sense of awareness, accountability and organic construction of internal representation.

In addition, the Bank's internal regulations highlight that no criteria are used to choose between discrimination and prejudice, such as age, gender, race, time in the bank, among others.

In this line, we have implemented some impact actions:

- Gender and race/ethnicity affirmative action in corporate professional advancement programs;
- Extension of the paternity leave period by 15 days, upon formal request of the employee, totaling 20 days of absence; and the possibility of extension in 10 consecutive days for cases of premature birth;
- Granting of maternity and adoption leave of up to 180 days;
- We launched the Diversity track on the UniBB portal, providing content aimed at raising awareness and literacy among employees about the social markers of difference, reinforcing our commitment to inclusion and equity;
- Survey and monitoring of occupants of management committees under the focus of race/ethnicity and gender;
- Recognition of same-sex partners, with the respective extension of benefits granted;

- We standardized the use of the Social Name (the name by which transvestites, transsexuals and transgenders are socially recognized) on badges, business cards, stamps and institutional e-mail.
- DE&I Notebook: we have developed the DE&I Notebook, a repository of initiatives that brings together concepts, information, historical data and analyses on the diversity journey at Banco do Brasil, providing employees with broad access to cultural and statistical knowledge on the subject.
- We improved our reporting channel, implementing an anti-discrimination protocol that standardizes and establishes flows of action in cases of discrimination, promoting reception, encouraging reporting and managing the consequences.

Other initiatives related to valuing diversity, equity and inclusion in the Bank's organizational culture can be found in the 2024 Annual Report.

## Internal Ombudsman

We also highlight our Internal Ombudsman's Office, which focuses on active employees (in Brazil and abroad), interns, apprentices, workers from contracted companies and former employees with up to 30 days of dismissal. Its function is essential in the promotion of corporate ethics, as it welcomes, analyzes, proposes solutions and induces repositioning in relation to conflicts in the work environment through dialogue and mediation; demands about behavioral deviations and non-compliance with internal rules; complaints related to people management processes; praise and suggestions for organizational improvement.

In the Internal Ombudsman's Office, if necessary, women and LGBTQIAPN+ claimants may request that the service be carried out exclusively by women whenever the complaint involves inappropriate behavior of a sexual nature or gender discrimination.

It should also be noted that the Board of Directors receives detailed reports on the activities of the Internal Ombudsman's Office, allowing adjustments and improvements in its guidelines.





# Clients

Guided by the premise of "being close and relevant in people's lives at all times", we work to improve the customer experience throughout their journey with us. For us, it's not just about understanding customer behavior, but about acting proactively, anticipating their needs and adding value in every interaction.

Our goal is to strengthen the partnership with clients of different profiles, such as individuals and companies, rural producers and the public sector.

Banco do Brasil's Customer and User Relationship Policy is an essential pillar for improving the customer experience. In 2024, we intensified the use of analytical intelligence to optimize service, with a focus on improving customer satisfaction and reducing operational risks, with actions that were designed to add value to each interaction with the Bank.

We have developed initiatives aimed at social inclusion and accessibility, such as advances in serving illiterate clients and the use of the social name for transgender clients.

Main initiatives:

- Inclusion and Accessibility with the PwD Self-Declaration on the BB App: This innovative solution allows PwD customers to register in a simple, accessible and secure way, directly through the application, strengthening the personalization of the relationship with more than 18 million Brazilians with disabilities, according to IBGE data.
- Sign Language Interpreters: Since 2022, we have been offering video interpreters in face-to-face and remote service. We have already carried out almost 32 thousand consultations and, since 2024, the service has also benefited about 300 employees.
- BB Voice Card: Card that vocalizes each step of the payment on the machines, allowing visually impaired customers to carry out transactions with autonomy and security.
- Tool for serving illiterate people: Functionality in the Service Assistant that identifies illiterate customers, promoting inclusion and offering a more personalized service.
- Social name: We update the MCI database daily with data from the Federal Revenue Service, maintaining a divergence of less than 0.5%. Our commitment is to correct all registrations by 2025, reinforcing respect for the social name of employees.
- Amendment of Agreed Conditions (ACP): Automated tool that allows you to adjust terms of contracted operations, such as guarantees, payment schedules and discount ceilings, in an agile and secure way.
- Customer Council: Initiative that promotes active listening to representatives of different segments and Senior Management, strengthening the voice of the customer in the organization's strategic decisions.
- Financial education: We integrate financial education into product and service journeys, with actions aimed at discipline, self-control, and behavior change, especially for over-indebted customers.
- Specialized and priority service to vulnerable customers and monitoring of complaints, with the objective of quickly identifying opportunities for improvement and resolving issues in an agile and efficient way, ensuring a more effective and transparent service.
- Immediate Solution (SIM): System that speeds up the reimbursement of customers when there are proven failures in services, products or processes. Using artificial intelligence and Natural Language Processing (NLP), complaints are automatically analyzed, allowing for instant approvals and making the customer experience more efficient.





Our External Ombudsman is responsible for conducting customer and user demands that have not been resolved through the Organization's primary service channels, in addition to those intermediated by regulatory agencies, consumer protection entities, among other stakeholders. It acts on behalf of all our branches, correspondents in the country, subsidiaries, affiliates, managed companies and those that have signed an agreement for a single component of the Ombudsman's Office.

We have remote service by video call with the Libras Center, accessible through the Bank's website or app. The customer is assisted by an interpreter who will contact BB and translate the service in real time, by Libras or text. Every six months, the External Ombudsman prepares a consolidated Activity Report that is forwarded to the Internal Audit, the Audit Committee and the Board of Directors of Banco do Brasil.

BB signed the BB Whistleblower Protection and Non-Retaliation Commitment, contemplating mechanisms to promote greater protection for whistleblowers in good faith and avoid situations of retaliation. The flow of conducting and handling demands that involve retaliation has the activation of the multidisciplinary team to protect the whistleblower.



# Suppliers

In the relationship with suppliers, we apply the principles contained in the Bank's Specific Policy for Relations with Third Parties, which includes Suppliers, and the Code of Ethics.

We adopt selection, contracting and evaluation criteria – impartial and transparent – that provide plurality and competition among suppliers. The Code of Ethics also provides for a specific section on the relationship with this public, in which compliance with labor, social security and tax legislation is expressed – including the non-use of child or slave labor.

To meet the requirements of social and environmental responsibility, we use contractual clauses and declarations that express compliance with labor legislation <sup>3</sup>, social security and tax and that are monitored during the term of the contracts.

In contracts involving the assignment of labor, it is provided that the contracted company must present, before the start of activities and whenever there is the inclusion of new employees, a specific document containing essential information to the worker. This document must be duly completed and signed, and aims to ensure clear communication about labor rights, such as vacation pay with an additional 1/3, paid weekly rest, 13th salary, overtime payment and receipt of salary by the fifth business day. In addition, the document informs workers about the existence of an ombudsman channel made available by Banco do Brasil, intended to register complaints related to the execution of the contract.

We verify compliance with these obligations prior to supplier payments and analyze indications/complaints about possible infractions and non-conformities.

All contracts with our suppliers are evaluated from the perspective of Human Rights. All contracts contain contractual clauses and obligations related to Human Rights in which the supplier declares and undertakes to, among others:

1. repudiate conduct that may characterize harassment of any nature;
2. respect the Universal Declaration of Human Rights by combating discrimination in all its forms, mainly on the basis of gender, race/ethnicity, sexual orientation, age and against Persons with Disabilities PwD;
3. obey and ensure that its employees, representatives and suppliers obey all legislation, rules and regulations applicable to the conduct of social projects;
4. disseminate social, environmental and climate responsibility practices in the supply chain;
5. promote its internal policies, seeking that the vacancies of its employees are filled equitably, as far as possible, between men and women and between people of different races and ethnicities.
6. recognize, accept and value the diversity, equity and inclusion of the group of people that make up the company;
7. adopt practices to prevent and combat money laundering, terrorist financing and corruption, financial crimes, and any type of illicit activity, training employees and managers on the topics;
8. know and comply with our Code of Ethics, Specific Policy for Preventing and Combating Money Laundering, Terrorist Financing, Financing of the Proliferation of Weapons of Mass Destruction and Corruption and Privacy Policy, available on the Internet, address: <http://www.bb.com.br>;
9. respect free trade union association and the right to collective bargaining; e
10. adopt the ethical standards accepted by the Institution under the terms of BB's Compliance Program published on its website.

<sup>3</sup> Brazilian labor legislation is composed of several norms that regulate labor relations, among which the Consolidation of Labor Laws (CLT) stands out. Article 58 of the CLT establishes that the normal working day for employees in private activities is up to 8 hours a day and 44 hours a week, except for the exceptions provided for by law.

It should be noted that the Bank does not hire companies that use forced or compulsory labor and/or child labor, it inspects the provision of services in its facilities and units and sanctions suppliers who commit this illegality, through administrative proceedings, which provide for the application of administrative punishment or, in the last case, unilateral termination. We require in the contract that 100% of the employees of the companies contracted in the security area have a training course in surveillance with material approved by the Federal Police Department, which includes aspects of rights and human relations.

In the last three years, in relation to child and slave labor, no significant risks have been identified or complaints or complaints received at the Ombudsman's Office.

In 2024, 57 sanctioning processes were concluded against suppliers for labor non-compliance, out of a total of 13,553 contracts in force, which represents a rate of 0.42% of contractual non-compliance. Mitigation or remediation measures were adopted in 100% of the cases: 40.40% fines, 7% warning and 52.60% suspension or impediment of bidding/contracting with the Bank. In addition, the Banco do Brasil Bidding and Contracts Regulation, in its article 9, rules conditions to be followed by contractors in order to mitigate human rights risks. ([www.bb.com.br/rlbb](http://www.bb.com.br/rlbb))

In 2024, we launched the guide "Guidelines on Human Rights (HR) and Diversity, Equity & Inclusion (DE&I) for Banking Correspondents (Cobans), Suppliers and Business Partners of Banco do Brasil (BB)" with the aim of promoting good HR and DE&I practices in the Bank's relationship chain.



## UN Global Compact

Banco do Brasil has become an ambassador for the Living Wage Movement, which seeks to ensure 100% fair remuneration, including operations, contractors or outsourced workers, and to engage the entire supply chain in the goals to achieve the SDGs, Decent Work and Economic Growth.





# Society



Through the Banco do Brasil Foundation, we seek to contribute to improving the quality of life of people in a state of greater vulnerability and promoting sustainability, through sustainable development and the reapplication of social technologies throughout the Brazilian territory. Monitoring and evaluating the effectiveness of programs and projects are considered essential management tools. The results are used to direct the work developed and improve the actions carried out, in addition to offering subsidies for decision-making and understanding of the success factors of the enterprises.

At BB, we have adopted the premise of structuring sustainable financial solutions that enable the rational use of natural resources and the implementation of more efficient projects, incorporating socio-environmental variables into the project evaluation process. Thus, we contribute so that society can access, in an agile and facilitated way, new technologies, innovative production models and generate growth and development for the country.

We also recognize that every person has the right to leisure and culture, and, in this sense, we promote actions aimed at society. We maintain four Banco do Brasil Cultural Centers (CCBB) – in the cities of Brasília (DF), Belo Horizonte (MG), Rio de Janeiro (RJ) and São Paulo (SP) – with a varied calendar of projects, in addition to a structured Educational Program. With this investment, we offer cultural equipment available to the population, with free or low-cost access, contributing to the formation of society.

Regarding immigrants, in 2020, the Banco do Brasil Foundation structured a tool aimed at receiving donations for "Operation Welcome", a humanitarian task force coordinated by the Federal Government with the support of United Nations agencies and civil society, which offers emergency assistance to Venezuelan immigrants. We also publicized support for the cause, volunteer and training actions and specialized business assistance in some BB units for immigrants.

# Partners

In the relationship with partners, we consider the socio-environmental impacts in the realization of partnerships, agreements, protocols of intent and technical-financial cooperation with external entities, private or public.

In addition, we establish partnerships that ensure the same values of integrity, ethics, suitability and respect for the community and the environment. We advise the Entities Linked to Banco do Brasil to define their guidelines by BB's ethical principles, so that their representatives base their behavior on these principles.

The Specific Policy on Equity Interests addresses issues related to respect for Human Rights, such as the non-sexual exploitation of minors; the non-exploitation of child labor or workers kept in degrading conditions or analogous to slave labor.

In order to enter into corporate partnerships, we strive to verify that the target company values compliance with labor rights, ensuring: i) the payment of a living wage, vacations and other constitutional guarantees for workers; ii) adequate working hours without exceeding the defined maximum limits; iii) offering social protection benefits; e. iv) respect for the rights agreed upon in collective bargaining and union activity.





# Credit and Investment Operations



In the formalization of credit operations, we are guided by our policies, guidelines and voluntary commitments.

All credit operations are subject to the determinations contained in our Specific Credit Policy and are subject to an assessment of potential Human Rights issues. Proposals in which practices in disagreement with this Policy are verified are denied in the presentation and do not proceed to the other stages of the credit analysis.

All our credit instruments have an extraordinary/early maturity clause in cases of non-compliance with laws and standards related to Human Rights.

The following issues are covered: race or gender discrimination; child and slave labor; human trafficking; acts that characterize moral or sexual harassment or criminal profit from prostitution; respect for traditional peoples and communities, including indigenous peoples, quilombolas, rubber tappers, riverside dwellers, among others.

We consulted the list of employers who subject workers to conditions analogous to slave labor of the Ministry of Labor and Employment and recorded

an annotation in the register of the clients who appear on the list, preventing them from operating with loans/financing.

Also, as signatories of the Equator Principles, we evaluate large-scale projects of applicants for financing according to a socio-environmental risk matrix and categorized based on risks and If the customer already has operations with the Bank and becomes part of the list, we have the prerogative to close the operations early. potential socio-environmental impacts. For situations considered high risk, we may request supplementation of documentation with specific due diligence on Human Rights and social and/or environmental assessment.

In addition, BB has a robust and well-established methodology to carry out the Supervision Process for Entities Related to Banco do Brasil (ELBB), allowing the evaluation of the Governance, Risk and Control System (SGRC) of the related entities of greater relevance to the conglomerate.

The biennial Supervision Cycle 2022/2023, with the SGRC's assessment of 51 ELBB, included the assessment of Human Rights aspects for 100% of these entities. According to the analyses carried out,

risks were identified in 7 ELBBs (13.7%) and all companies received improvement guidelines to mitigate the identified fragility, aiming at improving the Human Rights theme in such companies.

In 2024, the new schedule of the 2024/2025 Supervision Cycle began, with activities starting in the second half of the year, with the evaluation of the 8 ELBBs that are part of the Prudential Conglomerate (CP), entities already evaluated in the previous cycle. After the application of the ESG – Human Rights questionnaire, no relevant points for improvement were identified, which is why no guidelines were issued in this regard.

We also highlight that, in the first half of 2025, ELBBs classified with very high materiality are under evaluation. As the evaluation is still ongoing, there is still no information available on the issuance of improvement guidelines related to the topic of human rights.

We also include in this scope the 6 investment projects framed in the Equator Principles.

# Diversity, Equity and Inclusion

Diversity, Equity and Inclusion (DE&I) is one of our strategic pillars and is directly connected to our BB Agenda 30, aligned with the UN Sustainable Development Goals (SDGs), especially SDGs 5 (Gender Equality), 8 (Decent Work and Economic Growth) and 10 (Reduction of Inequalities).

We have governance dedicated to promoting representativeness and building a more inclusive corporate environment for all Banco do Brasil's stakeholders.

Our performance is guided by specific policies and initiatives that range from senior leadership to the value chain, with emphasis on:

- Diversity, Equity and Inclusion Advisory Council, which promotes exchanges between members of the Board of Directors and external experts, contributing to the strengthening of inclusive governance.
- Regional Diversity, Equity and Inclusion Forums and Employee Experience: meetings held in various regions of the country to discuss priority inclusion and equity topics, with the participation of employees and experts.
- Diversity in corporate governance, with the integration of goals and indicators of racial and gender representation in the institutional strategy.
- Education and literacy, with the provision of training content on DE&I for employees and society, reinforcing awareness and engagement.

- Inclusive products and services, aimed at historically excluded groups, contributing to economic and social inclusion.

- Sustainable investments, through the creation of funds and financial products aligned with the best diversity practices.

- Promotion of research and knowledge, with support for studies and academic initiatives aimed at equity and the fight against discrimination.

In 2024, we revised our DE&I guidelines, reinforcing our commitment to continuous improvement.

We also became ambassadors for three UN Global Compact commitments: Race is a Priority, Women Lead 2030 and Living Wage, reaffirming our leadership role in concrete actions of social impact.

Our pioneering spirit is reflected in important milestones, such as the adoption of the UN Standards of Conduct for Business in relation to the rights of the LGBTQIAPN+ community and the standardization of the use of the social name by trans people in our staff.

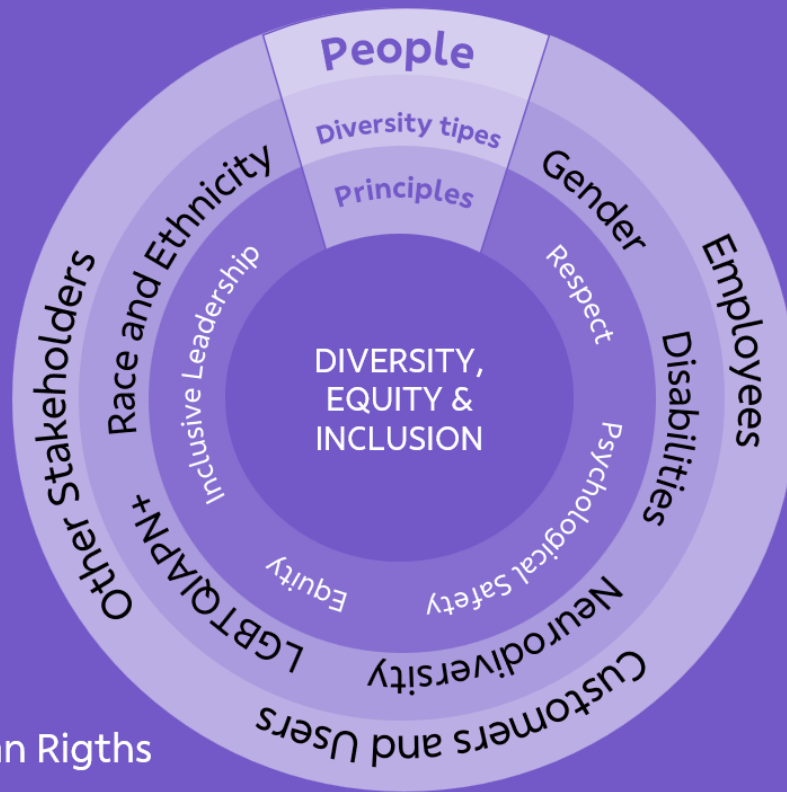
For the first time, Banco do Brasil's Board of Directors is composed of 45% women, 22% black people and two self-declared people from the LGBTQIAPN+ group. We also advanced in the presence of women in leadership positions, with women occupying the vice presidencies of Retail, Digital Business and Corporate, in addition to the Presidency.

To accelerate social and corporate transformations, we have structured a multidisciplinary team dedicated to the development of policies, action plans, metrics and indicators aimed at promoting Human Rights and DE&I, with internal operations and in relations with suppliers and other strategic stakeholders.





## Diversity, Equity Program and DE&I Inclusion



Human Rights

Banco do Brasil's Diversity, Equity and Inclusion Program is a strategic initiative that promotes an inclusive, equitable and collaborative work environment.

More than improving labor relations, the program generates value, strengthens our corporate reputation and positions the Bank as a reference in environmental, social and governance practices.

The program provides comprehensive guidelines for all of the Bank's stakeholders, with a special focus on the internal public. Our purpose is to disseminate the culture of inclusion through dialogue, ensuring a safe and respectful work environment, where each person can be who they are. This approach is underpinned by our institutional policies, such as the Specific People Management Policy and the Code of Ethics, which prohibit any form of discrimination based on age, gender, race, length of time in the bank or other criteria.

Initiatives like this raise awareness and build an organizational culture that promotes gender equality and internal representation. Our work includes creating devices that hold managers and teams accountable and aware, ensuring that inclusion policies are effectively enforced and that decision-making processes are bias-free.



# *Our commitment to the future*

Civil society is increasingly attentive to the standards and actions of companies in relation to human rights, in view of the dissemination of numerous cases of violations and disrespect for these standards that have occurred in recent decades.

In this scenario, it is paramount that organizations respect human rights and provide a universally recognized approach, with the social and environmental impacts of companies centered on people.

We, at Banco do Brasil, seek to constructively and transparently face the challenges of reconciling business competitiveness with the construction of a more sustainable and socially just world, and for this reason, the topic of Human Rights is of great relevance in our Organization.

In order to move forward in this direction and attentive to the international scenario and the needs of our country, as well as to the direction of the financial sector, we use the Sustainable Development Goals (SDGs) launched in 2015 by the United Nations (UN) as a basis for reaffirming the challenges and actions of our Sustainability Plan – BB Agenda 30. Among the topics identified as fundamental to our sustainability management is the topic of Human Rights.

With our BB 30 Agenda, we work on connecting our business strategies with global priorities. We seek innovative solutions to challenges, maintaining a sustainable operating model, which combines financial performance with socio-environmental responsibility, in line with our history. We hope to continue generating long-term value for both shareholders and society and building, little by little, a fairer, more humane and inclusive world for generations to come.



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June 2025