

Two yellow circles of different sizes, one outlined and one solid, positioned to the left of the title.

# Activity Report

# 2023

Two decorative elements consisting of a 4x4 grid of small yellow dots, one on each side of the year '2023'.



## Display | About the Activity Report

GRI 2-2 | 2-3 | 2-14 | 2-29 | 3-1 | 3-2 | 3-3



On a yearly basis, we make our Activity Report available as a tool for accessing and providing accounts of the Fundação BB's activities with stakeholders, reaffirming our commitment to ethics and transparency, in addition to demonstrating respect and consideration for everyone who participates directly or indirectly in the actions that we support.

We created this Report based on the relevance of the topics we covered during the activities carried out from January 1st to December 31st, 2023. This document was submitted for analysis and verification by the Fiscal Council and approved by the Board of Trustees. The accounting information were verified by Deloitte Brasil and follow the standards and norms in force by the regulatory agencies.

Since 2015, the publication of the Activity Report follows the guidelines of the Global Reporting Initiative (GRI). As in the previous versions, we prepared the Report in accordance with the GRI Standards, the "Essential" option. The indicators and their management methods are indicated throughout the text and in the GRI table of contents. This document integrates the rendering of accounts and presents our main achievements related to socio-environmental investment, strategy, governance, and internal management.

The Fundação BB Activity Report for 2023 is structured into seven sections, systematically outlining our main contributions to Brazilian society.

Initially, we address the organizational structure of Fundação BB, highlighting our internal organization and the mechanisms that support our operations. Next, we detail how we generate value for society, highlighting the positive impacts of our programs, actions and projects.

In the subsequent sections, we discuss our partnership strategy, highlighting the importance of collaboration with different institutions and sectors to achieve our objectives. Next, we present the outstanding projects and actions carried out throughout 2023, demonstrating our commitment to the country's socio-environmental development.

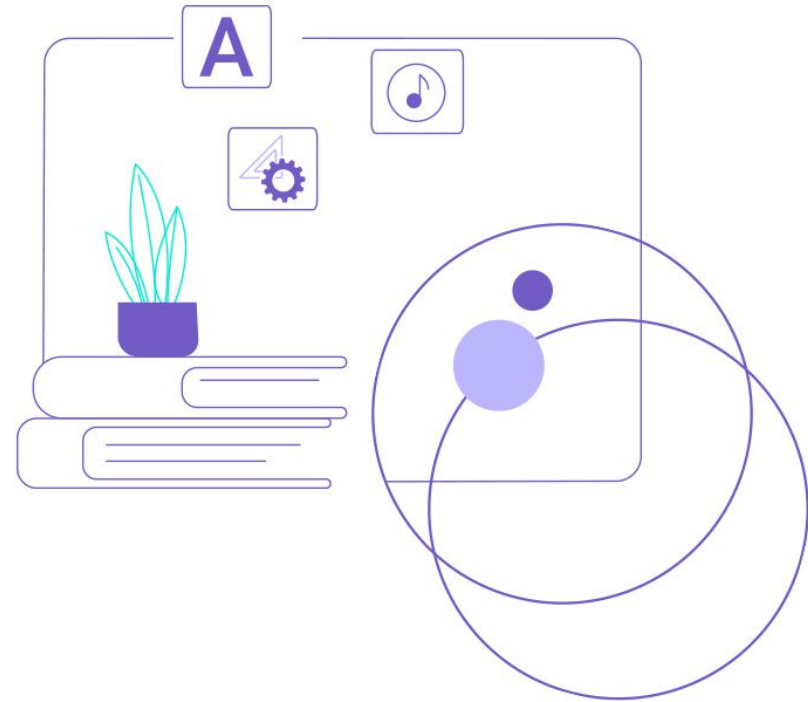
Furthermore, we detail the processes for advising, monitoring and evaluating our actions, emphasizing our search for effective results and measurable impact. We also provide transparent information about our financial statements, ensuring the integrity and sustainability of our operations.



Finally, we present the GRI summary, consolidating the report's essential information and reaffirming our commitment to accountability and transparency in our activities.

This Report has the primary function of providing society with knowledge of the Fundação BB's work, through reports on our socio-environmental programs and projects, which impact thousands of people throughout Brazil. The records presented here seek to demonstrate the social transformation that we aim to achieve.

Comments, questions, suggestions or reviews about this Report should be sent to [estrategia@fbb.org.br](mailto:estrategia@fbb.org.br) or [comunicacao@fbb.org.br](mailto:comunicacao@fbb.org.br).



## Display | Materiality Matrix and Definition of Material Topics

GRI 2-29 | 3-1 | 3-2 | 3-3



The materiality matrix is a central issue in project management as it requires organizations to identify, engage and understand their perspectives on key issues and reflect on how these should be addressed in their decision-making processes.

In 2018, during the process of preparing the Five-Year Strategic Plan (PEQ) – 2019–2023, we defined a Materiality Matrix, prioritizing the themes of greatest relevance to its stakeholders.

This Matrix was revisited in 2022, in a process that resulted in seven material themes considered most important, both from an internal and external point of view, as listed below in alphabetical order:

- Articulation of Social Investment
- Effectiveness in programs and projects
- Ethics and integrity
- Generation of work and income
- Relationship with partners
- Socioenvironmental responsibility in programs and projects
- Social Technology

When formulating the Strategic Plan for the period 2024–2028, we identified other issues that are also extremely important for our operations, namely: promoting diversity and inclusion; the defense of fundamental rights; and mitigating the impacts of climate change. Such matters, although not designated as material topics for this report, are essential to understanding the Foundation's performance in 2023.

In this way, in addition to the themes of the Matrix, we believe that these new topics serve as a bridge between the period that ended and the period that begins, and therefore deserve to be highlighted.





## Message from Leaders

GRI 2-22



Dear reader,

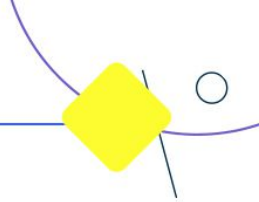
We present with great satisfaction the 2023 Activity Report of Fundação Banco do Brasil. In this document, we will bring the main highlights of our operations during this period.

The year 2023 was a milestone for Fundação Banco do Brasil. Our **social investment** was the **largest in the last three years**. There were **R\$ 183.96**, in support of **312 projects**, reaching more than **588 cities** in Brazil. From north to south of Brazil, we positively impacted **307.5 thousand people**.

During this period, we work with the aim of fulfilling the purpose of **valuing lives and transforming realities**, seeking effective solutions for the sustainable development of Brazilian communities. In the second semester, we carried out the strategic reformulation process of Fundação Banco do Brasil for the next five years (2024-2028). During the preparation of the new plan, we invited our stakeholders to reflect with us on achievements and challenges, in addition to helping us build paths that can enhance our operations.

We are declared within the Sustainability territory of Banco do Brasil's (BB) Corporate Strategy, integrating our efforts with the founder's broader commitment to sustainable development. In 2023, BB ratified its commitment to sustainability by announcing the 12 (twelve) 2030 Commitments for a More Sustainable World. These are goals that are in line with the Sustainable Development Goals (SDGs) of the United Nations (UN) and make up Banco do Brasil's Sustainability Plan, Agenda 30 BB. Among the declared commitments, BB further reinforces its contribution to society, through the actions developed by Fundação BB.

We believe that, for a more fair and equal world, the starting point is respect for diversity. We intensified our commitments related to the search for racial equity, both internally and in our programs and projects, building effectively positive guidelines in order to mirror the Brazilian reality in all spheres of our operations. In this context, we highlight the memorandum of understanding signed between Banco do Brasil and the Ministry of Racial Equity (Ministério da Igualdade Racial - MIR). This partnership provides for mutual support to establish guidelines and expand affirmative actions regarding race and gender, promoting the respect to diversity. In this sense, together with our founder, we structure actions that contribute to compliance with the guidelines established in the protocol.



We have improved the call for proposals for the 12th Edition of the Fundação Banco do Brasil Social Technology Award 2023, with a special bonus for the themes of gender and race. We rescued the legacy of Lélia González, with the Lélia Gonzalez Memory Project: Anti-Racist and Anti-Sexist Paths and Reflections, and launched the Call for Proposals of Socioeconomic Empowerment for Black Women.

In the incessant quest to contribute to the sustainable development of the country, we analyzed different scenarios to guide our actions, with the aim of minimizing the negative impacts caused by various events. In 2023, unprecedented climate events took place in Brazil and around the world. The passage of El Niño, combined with climate change, caused calamities, generating humanitarian crises in the country, bringing suffering to the population in situations of social vulnerability, which is still going through a post-pandemic period. Faced with the challenges, we maintained an active presence of Fundação Banco do Brasil, contributing, through actions and initiatives, to the fight against food insecurity, guaranteeing assistance and access to basic human rights, generating income for the public prioritized in our actions.

The year 2023 also marks the resumption of our support for solidarity enterprises and initiatives in partnership with the Federal Government. In the second semester, we formalized adherence to the Diogo de Sant'Ana Pró-Catadoras e Pró-Catadores (Collectors of Recyclable Materials) Program Agreement for Popular Recycling, with a social investment of R\$ 20 million, in partnership with the General Secretariat of the Presidency of the Republic (SG/PR), National Bank for Economic and Social Development (BNDES), Caixa Econômica Federal, and the Fundação Banco do Brasil. Within the scope of ECOFORTE – Program for Strengthening and Expanding Agroecology, Extractive and Organic Production Networks, we signed an agreement with a social investment of R\$ 50 million, in partnership with the General Secretariat of the Presidency of the Republic (SG/PR), the Ministry of Agrarian Development and Family Agriculture (MDA), the Ministry of Environment and Climate Change (MMA), the Ministry of Social Development, Family, and Hunger Alleviation (MDS), the Ministry of Agriculture and Livestock (MAPA), the Ministry of Labor and Employment (MTE), the National Supply Company (Conab), the Brazilian Agricultural Research Corporation (Embrapa), the National Bank for Economic and Social Development (BNDES) and Banco do Brasil.



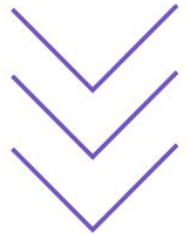


We launched four public calls, with a total social investment of R\$ 63 million. We launched the call for proposal of “Socioeconomic Empowerment of Black Women”, the “Production Tanks” call, the internal call “BB Volunteers” and the “12th edition of the Fundação Banco do Brasil Social Technology Award”, which received 1,012 applications, the second largest number in the history of the award, surpassed only by the 2011 edition, which recorded 1,116 registered initiatives. The significant number of applications in the 2023 edition demonstrates the importance of the award and Social Technologies as solutions that promote social transformation, in addition to exceeding the expectations of supporting partners in carrying out a call for proposals of this magnitude.

We generate impact and are a reference on the topic of Social Technology. It is at the center of our work, with solutions that combine social mobilization and the exchange of popular and academic knowledge, promoting social transformation. On the **Transforma!** website we have made available and accessible more than 670 Social Technologies certified by Fundação Banco do Brasil, on various themes, aligned with the Sustainable Development Goals (SDGs) of the United Nations (UN). Among them, we highlight the Water Production Cisterns for Enhancing Productive Backyards in the area of water resources; the Community Bank of Crioula Seeds on the topic of food security; Architecture in the Periphery in the area of housing; Strategies for the Productive and Sustainable Inclusion of Collectors of Recyclable Material Enterprises in the area

of income generation; Contos de Ifá (Ifá Tales) on the theme of education; the Sertanejo (Backwoodsmen) Biodigester on the energy theme; the Pitanga Rosa (Pink Pitanga Fruit): Agroecology, Health and Quality of Life in the health theme; and Agroforestry Systems (Sistemas Agroflorestais - SAF) in the environment theme. Furthermore, Social Technologies help in dealing with calamities and humanitarian crises and in the activities of the BB Volunteering program.

We continue to believe that we are on the right path and that collective work enhances the diversity of ideas, skills and perspectives. These premises strengthen our commitment to the new purpose of “collectively promoting paths for social transformation and a sustainable relationship with nature”.



For the new cycle that begins, our main objective is to be increasingly closer to the communities, working in the constant search to promote transformative solutions. In the coming years, we will look for ways to take our projects to all Brazilian municipalities, prioritizing those with the lowest development rates and working with our prioritized audiences.

Learn more about the work of Fundação Banco do Brasil, its people and its partners on the next pages of this report.

Have good reading!



**Tarciana Paula Gomes Medeiros**

President of Banco do Brasil  
and of the Board of Trustees  
of Fundação BB



**Kleyton Guimarães Moraes**

Fundação BB President



## Highlights of the Year

### Strategy

Fundação BB carried out a participatory process to develop its new **Five-Year Strategic Plan 2024-2028**.

We are the **Social Heart of BB** and now we have the purpose of **collectively promoting paths for social transformation and a sustainable relationship with Nature**.

### In Numbers

Fundação BB invested **R\$ 183,96 million** in social investment in 2023, the largest in the last three years, in support of **312 projects**, which positively impacted **307.5 thousand people** in **588 Brazilian municipalities**.

The 5 biggest investors were:

**BB** | R\$ 80,5 mi

**FENABB** | R\$ 21,4 mi

**BNDES** | R\$ 10 mi

**BB Consórcios** | R\$ 3 mi

**Vale** | R\$ 2 mi

### ESG and Synergy with BB

In the third sector, **we are a reference in ESG**. Fundação BB is a signatory to the **Business Pact for Integrity and Against Corruption**, of the **UN Global Pact** and the **Business Initiative for Racial Equity**, in addition to being awarded by the **Women On Board Seal**.

Fundação BB's initiatives play a vital role in maintaining BB's position as **the most sustainable Bank on the planet**.

### Social Value Generation

With the support of the reapplication of social technologies, the Foundation works to implement its structured programs, supporting outstanding projects in the fields

agroecology      humanitarian crisis  
diversity      circular economy  
education      income generation  
resilience to climate change  
biodiversity preservation  
water and food security  
solid waste

### Social Technology

We seek to reaffirm that we are the **Social Technology Foundation** and we use **Social Technology as the center of our operations**, which supports us with solutions that allow us to promote the transformations we desire.

### Visibility

3,9 thousand positive insertions in spontaneous media

Organic Audience | **3.39 mi views**  
Fundação Banco do Brasil Social Technology Award Audience | **63,5 mi views**

### People and Culture

Literacy on the topics of **diversity** is a **strategic** priority for Fundação BB. We launched the **People, Diversity, Culture, and Belonging Forum** with the aim of mapping and identifying the information needs of our team on the topic of diversity.

We also implemented the **Fundação BB's 1st Institutional Mentoring** with the aim of improving self-knowledge and promoting the career development of employees. The action involved **46 pairs** who completed the process.



## Fundação BB | About Us

GRI 2-1 | 2-6



In 2023, we strengthened our vocation of being present in the lives of Brazilians, promoting social transformation, especially for those who are in vulnerable situations. The period in which we completed 38 years marks the end of the cycle of our last strategic planning and we entered 2024 in a challenging scenario, which leads us to new perspectives, directions and values that will provide even more transformations throughout the country.

Our contribution is reflected in the broad scope of programs, actions and projects that we implement throughout Brazil, expanded by the articulation of partnerships with the private sector, the public sector and the third sector, which enhances our transformative presence in communities. We operated through the implementation of socio-environmental projects distributed across six axes (our structured programs): social technology (transversal axis); education for the future; environment and income; health and well-being; volunteering; and humanitarian aid.

Within the scope of our programs, the second half of 2023 marked the reorientation of our actions towards effectively contributing to the recovery of fundamental rights, combating food insecurity, pro-diversity affirmative actions, generating work and income - in the countryside and in the city, and in the preservation of Brazilian biodiversity, based on the reapplication of social technologies, inclusive education, solidarity economy, cultural respect and the principles of sustainable development.

**Over the last 10 years**, there have been **R\$ 2,7 billion** in socio-environmental investment, which has already served **6,8 million people**. Approximately **3,400 Brazilian municipalities were covered**, in all states of Brazil and in the Federal District.

This reach is made possible by the demanding qualifications of our technical team, strategically allocated to the development of activities that allow Fundação BB to monitor all stages of the implementation of a project, from its modeling to the evaluation of the effectiveness of the action in the communities served.

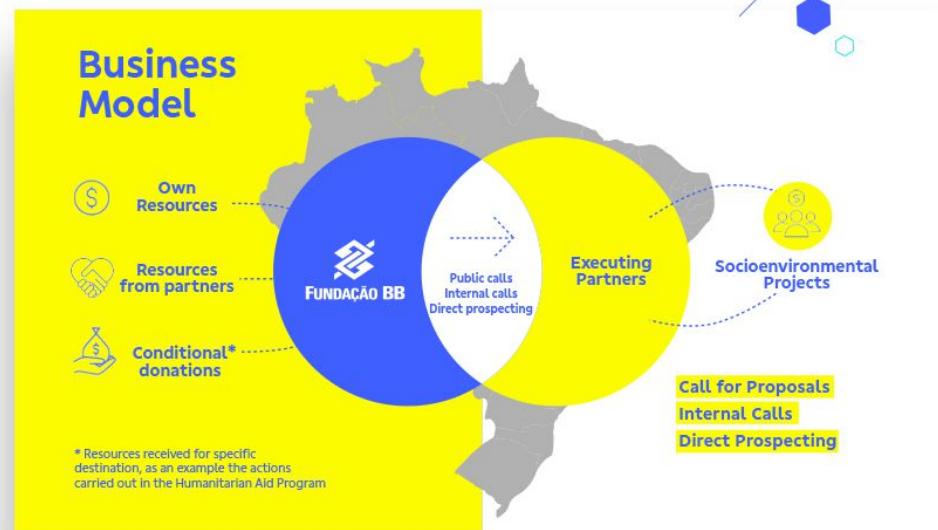


Aligned with the ESG (Environmental, Social and Governance) criteria and the SDGs (Sustainable Development Goals), Fundação BB is a protagonist in Banco do Brasil's sustainability journey, generating value for the entire society and, in a scenario of rapid transformations and complex social challenges, we recognize that Social Technology presents itself as a key element for the effective socio-environmental transformation that we aim to achieve.

Tangible examples, such as cisterns for access to water and Agroforestry Systems for preserving biodiversity, highlight the effectiveness of Social Technology in promoting resilience and mitigating the effects of climate change. Furthermore, the existence of reapplication of social technologies in projects that range from recovering the legacy of big names, such as Lélia Gonzalez and Chico Mendes, to the initiatives to support the solid waste chain and show how Social Technology encompasses solutions in several areas, greatly contributing to facing the country's socio-environmental challenges.

This is why we always seek to reaffirm ourselves as the Social Technology Foundation. As the Social Heart of Banco do Brasil, we use Social Technology as the center of our operations, which supports us with techniques and artifacts that allow us to promote the transformations we desire.

## Fundação BB Business Model





## The Fundação BB | In Numbers

GRI 201-1 | NGO8

In 2023, the Social Investment carried out by Fundação BB was **R\$ 183.96**, as a support for **312 projects**, reaching more than **588 cities** in Brazil. From northern to southern Brazil, **307.5 thousand** people were positively impacted during the period.

Fundação BB Social Investment

**R\$ 183.96 million**

Mobilized Social Investment\*

**R\$ 235.32 million**



### The 5 biggest investors:



Banco  
do Brasil

**R\$ 80.5 million**



National Federation of  
Banco do Brasil Athletic  
Associations - FENABB

**R\$ 21.4 million**



National Bank for  
Economic and Social  
Development - BNDES

**R\$ 10 million**



BB Consórcios  
**R\$ 3 million**



Vale S/A  
**R\$ 2 million**

\*This is the sum of Direct Social Investment (Fundação BB + internalized resources) and Social Investment from partners (non-internalized resources)



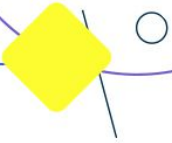
The year 2023 represented a significant milestone for Fundação Banco do Brasil, as we celebrated the completion of our Five-Year Strategic Plan (PEQ) – 2019–2023. During this period, we worked to fulfill the purpose of **valuing lives and transforming realities**, seeking effective solutions for the sustainable development of Brazilian communities.

This was also a crucial year for Fundação BB in which we invited our interested parties to reflect with us on achievements and challenges, as well as to help us build paths that can improve our operations through the preparation of strategic planning for the next five-year cycle (2024–2028).

Fundação BB will soon turn 40 years old and, when we prepare strategic planning, we understand the importance of not only analyzing the present, but also looking back at the past and projecting visions for the future. This planning process was an opportunity for us to recognize the advances and contributions of our history, while identifying areas where we can evolve at the same time. It was based on the accumulation of knowledge and experiences that we were able to shape a solid plan, aligned with our essence, our values and objectives.

Through a participatory process, we seek the involvement and diverse contribution of our interested parties, with the participation of employee representatives, investing and executing partners, participants in the socio-environmental programs and projects that we support, our board members and our founder, Banco do Brasil, capturing their perceptions and desires, transforming their contributions into fundamental elements for the preparation of our new Five-Year Strategic Plan – PEQ 2024–2028, which was approved by the Board of Trustees of Fundação BB in December 2023 and presents the purpose of **collectively promoting paths for social transformation and sustainable relationship with Nature**.

As we move into the next cycle, we recognize the challenges that the reconstruction of actions aimed at socio-environmental development in the country presents us with. We are committed to facing these challenges proactively, seeking in social technologies, our main asset, for innovative and sustainable solutions that positively impact the communities we support.



We also adjusted our vision of the future, establishing as a new challenge **to be increasingly closer to communities, relevant and timely in promoting efforts that result in socio-environmental transformation throughout the country.** Through it, we express our desire to strengthen ties and proximity with the communities in which we are present, once again evoking the pressing need for collective work and the collaborative construction of solutions together with partners, executing entities and participants in our actions.

Following the concept and principles of Social Technology, we believe that it is in interaction with the community that socio-environmental initiatives find fertile ground to promote social transformation. Thus, our main objective for this new cycle is to be increasingly closer to Brazilian communities in a relevant and timely manner, meeting the latent needs of vulnerable populations with agility and effectiveness. With this, we express our intention to promote socio-environmental transformation throughout the country in a lasting and systemic way.

In this context, Fundação Banco do Brasil, awarded for being the Social Technology Foundation, in principle and in method, will seek, in close interaction with our partners and participants, to build innovative solutions and social transformation that inspire, empower and drive the development of vibrant and resilient communities across Brazil.

With Social Technology as a central aspect, we will continue in the search for a fairer, more inclusive and sustainable country, acting, through our structured programs, in the recovery of fundamental rights, in social and economic inclusion that observes and integrates aspects of diversity and in actions to combat the climate emergency, in alignment with global agendas and the Sustainable Development Goals (SDGs).

In this scenario, the alignment with the Sustainability Plan – 2030 Agenda and with the Sustainability Territory of Banco do Brasil's Corporate Strategy, integrates our efforts with the founder's broader commitment to sustainable development. Together, as part of an agenda for social inclusion, diversity and environmental sustainability, we are determined to lead change towards a fair and sustainable future for all. Accordingly, we aim to remain as the main executor of social investment by Banco do Brasil and its Conglomerate.

Furthermore, we reinforce our high standards related to best governance and integrity practices, having ethics, trust and transparency as foundations. Integrity, in addition to a strategic value, is the essence of our communication, providing our partners, executing entities and participants with a clear understanding of the impact fostered by Fundação BB, providing an organizational culture that values honesty and responsibility in all our activities.



In the search for the full realization of what we plan, the importance of collective work emerges as a fundamental pillar. The success of our strategic objectives depends on the synergistic collaboration of all parties involved. In this way, acting in line with social responsibility agendas, aligned with Banco do Brasil's sustainability territory, but also in a synergistic way with public policies and the private sector, contributes to an integrated and effective approach in meeting our corporate objectives of socio-environmental impact.

## Fundação BB Strategic Map







Social Technology (ST) comprises products, techniques or reapplicable methodologies, developed in interaction with the community and that represent effective solutions for social transformation.

It is a concept that refers to an innovative development proposal, considering the collective participation in the organization and implementation process. It is based on the dissemination of solutions to problems related to the demands of food, education, energy, housing, income, water resources, health, the environment, among others.

Social Technologies can combine popular knowledge, social organization and technical-scientific knowledge. It is essentially important that they are effective and reapplicable, providing social development at scale.

### Social Technology: key element for socio-environmental transformation

The transformative potential of Social Technology is a concrete force capable of changing lives. These initiatives, elevated to a key element of our operations, have the potential to resolve latent social issues, paving the way for a more participative, inclusive, and sustainable society.

In this sense, Social Technology plays a central and tangible role in promoting socio-environmental transformation, offering innovative and sustainable solutions to a variety of challenges faced by Brazilian communities.

An example of the effectiveness of Social Technology is the implementation of cisterns to capture and store rainwater. This ST guarantees access to drinking water in arid and semi-arid regions, promoting the resilience of communities in the face of climate change, reducing dependence on unhealthy water sources and increasing water security.



Another notable example of Social Technology are agroforestry systems, which combine agricultural crops with native trees, promoting the preservation of biodiversity while guaranteeing food production and income generation for family farmers. This integrated approach contributes to the conservation of natural ecosystems and strengthens communities in the face of environmental and economic challenges.

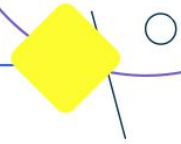
As well as these social technologies, there are hundreds of other initiatives certified by Fundação BB, which cover a wide range of solutions in different areas, including food, education, energy, housing, environment, water resources, income generation and health. With such scope, we believe it is possible to contribute to solving most of the challenges faced by Brazilian communities.

In this way, by adopting Social Technology as a central strategic pillar, we seek to contribute to the construction of a more sustainable and inclusive future for the country and reaffirm our commitment to being a catalytic force in promoting the SDGs, using social technologies as mobilizing instruments for the achievement of these global goals.

## Structure dedicated to Social Technology

Following the new strategic directions, we structured a Social Technology Management at Fundação BB, further reinforcing the adoption of Social Technology as an instrument for the social transformation of the country and for the fulfillment of the SDGs. This way of organizing allowed us to resume our prominent role on the topic and act as spokespersons at several events in 2023, among which we highlight: the Amazon ST Meeting, the Congress of the National Institute of Amazon Research, Diálogos Amazônicos (Amazonian Talks), the G-STIC (Global Community of Sustainable Technology and Innovation), the Enap Innovation Week (National School of Public Administration), the 46th International Exhibition of Animals, Machines, Implements and Agricultural Products Expointer 2023, the Release of the Social Technology Catalog at UFF (Universidade Federal Fluminense), among others, including participation in interviews on radio programs in various locations across the country.





## Rede Transforma! (Transforma! Network)

The *Transforma!* platform provides more than 670 initiatives certified by Fundação Banco do Brasil. The digital channel - <https://transforma.fbb.org.br/> - brings together methodologies recognized for promoting the solution of socio-environmental problems present in several Brazilian communities. In the collection, it is possible to search by keyword, theme, subtopic, FU (federative unit), among other search parameters. In 2023, the platform was accessed by Internet users from 117 countries.



## Fundação Banco do Brasil Social Technology Award

Since 2001, every two years, we have held the **Fundação Banco do Brasil Social Technology Award** to recognize the various social technologies developed in Brazil. This event is currently one of the main references in the third sector in the country and has contributed to strengthening the concept of Social Technology and the reputation of Fundação BB as a protagonist in disseminating the topic.

The award aims to recognize, certify, reward and disseminate social technologies already implemented on different scales, which demonstrate effectiveness in solving socio-environmental problems. Participation is open to institutions legally established in the country, both public and private, as long as they do not have profit-making purposes. Until its last edition, held in 2021, we invested R\$16.4 million in finalists and award winners.

The 12th edition of the Award, launched in August 2023, will invest an additional R\$ 6 million in prizes. With registrations opened in 2023, we received 1,012 applications, the second highest number of applications in the history of the award, reaffirming our leading role in the topic and the importance we give to Social Technology.



## National Social Technology Week

The 12th edition of the award will also be a milestone in terms of format. In 2024, we will hold a major event, the National Social Technology Week, where debates on the topic will be promoted, along with a fair to showcase institutions that develop social technologies, Fundação BB partner institutions and social investors. The National Social Technology Week will close with the awards ceremony which, this time, will be open to the participation of the entire community, increasing the visibility of the Fundação BB and the dissemination of the topic.







We carry our activities out following ethical standards in relations with the various stakeholders of Fundação BB and adopt the best governance practices, acting with integrity, transparency, equity, accountability and socio-environmental responsibility. In the Strategic Plan for the next cycle (2024-2028), we once again declare integrity among our values, with ethics, trust and transparency as our foundations.

Reinforcing the commitment to integrity, the management of internal processes and governance are periodically evaluated by Banco do Brasil's Internal Audit. The financial and accounting statements and the internal control system are audited by independent entities.

Furthermore, we act based on our governance documents: Bylaws, Internal Regulations, Code of Ethics, Governance Code, Integrity Program, and Institutional Policies.

### Bylaws

It is the governing norm in which the purposes of the Fundação BB are defined, as well as its organizational structure, the competences of the bodies and their respective members. The document also has the function of guiding the administration regarding the means to achieve the strategic objectives.

### Internal Regulations

It contains the norms that govern the activities and operation of Fundação BB, in addition to the norms of the Bylaws.



## Code of Ethics

Guided by our set of values and principles, the Code of Ethics establishes the guidelines that guide Fundação BB's actions with its internal and external stakeholders and society.

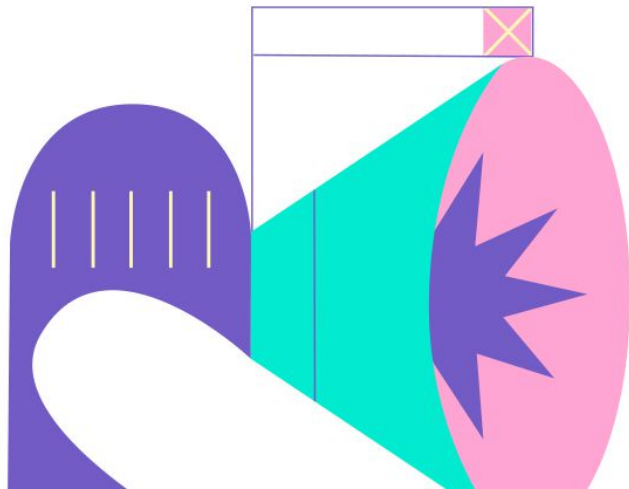
The Code of Ethics guides employees and collaborators (outsourced workers, interns, apprentices, etc.) regarding Fundação BB's ethical expectations, facilitating the adaptation of their own values to standards of conduct and ethical, moral, legal and normative values.

## Fundação BB Governance Code

We seek to make use of the best corporate governance practices, even in the face of the lack of specific legislation on governance aimed at third sector organizations.

As a way of materializing our commitment to governance, we renewed, in the preparation of the new Five-Year Strategic Plan 2024-2028, the five perspectives of the strategic map, including sustainability, whose objective is to "Intensify internally the inclusion, diversity, environmental respect, a culture of integrity, and the governance, being an example of relationships with stakeholders".

The Governance Code aims to highlight the governance practices to which we are committed, in order to fulfill our purpose of "collectively promoting paths for social transformation and sustainable relationship with Nature", having as principles transparency, equity, and responsibility that guide management. In addition, through the Governance Code, we seek to encourage and influence other third sector organizations to adopt practices that ensure good governance.

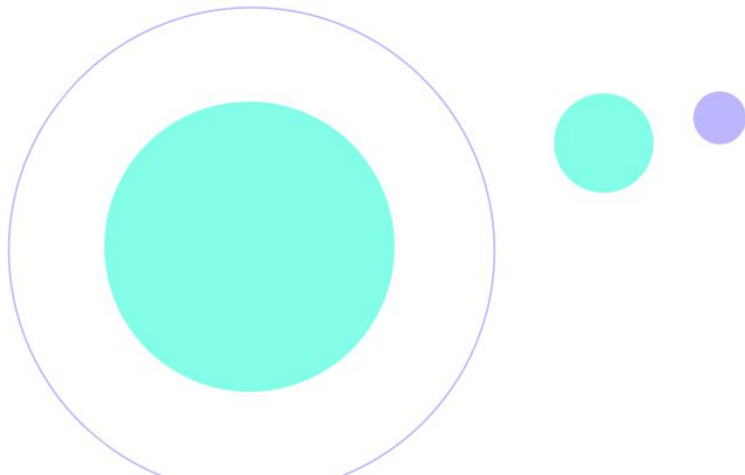




## Integrity Program

We also prepared the Fundação BB's Integrity Program, which is aligned with best governance practices and takes into account the legal requirements for preventing and fighting corruption, pursuant to Law 12.846/2013, regulated by Decree 11.129/2022.

The Integrity Program has a preventive, detective, corrective focus and promotes a culture of integrity, aiming to mitigate the risks of corruption in organizations.



## Institutional Policies

Policies are guidelines on conduct that we must adopt as an organization in previously defined situations. They portray the expected behavioral pattern with internal and external stakeholders, ensuring the achievement of Fundação BB's social purposes.

Institutional Policies are reviewed annually with the aim of promoting the institution's longevity. They are:

### Sustainability Policy

Guides the Fundação BB's behavior in relation to ethics and social, environmental and climate responsibility, by carrying out actions in line with the Sustainable Development Goals (SDGs) and the best Environmental, Social and Governance (ESG) practices, in order to cooperate for a more balanced and fair society, preserving the continuity and efficiency of its performance.

### Social Investment Policy

Guides our actions regarding social investment, with the aim of promoting, supporting, boosting and sponsoring actions, in line with the Strategic Plan, bylaws and internal regulations.





## Risk Management Policy

Guides us on the adoption of a risk management structure compatible with the size, the nature of the actions, the complexity of the processes and the relationships established with the Fundação BB's various stakeholders.

## Internal Controls and Compliance Policy

Establishes principles and guidelines to be observed to ensure the effective management of compliance risk and the strengthening of the Internal Controls System, in accordance with the complexity of their processes, and to disseminate the culture of controls. In addition to emphasizing that the responsibility for internal controls and compliance activities is an attribution of all employees, at their various hierarchical levels.

## Privacy and Protection of Personal Data Policy

Guides our actions with regard to the privacy of personal data, demonstrating our commitment to the confidentiality of information and transparency regarding the treatment of personal data in custody.

## Information Security and Cybernetics Policy

Guides our management of information security and cybernetics, demonstrating the commitment to the protection of corporate information and other information assets.

## Business Continuity Management Policy

Guides our behavior, aimed at mitigating operational risks and effectively restoring services interrupted or degraded by events of any nature

## Investment Policy

Establishes the guidelines and parameters to be observed for the management of Fundação BB's financial assets.

## Sponsorship Policy

Guides Fundação BB with respect to sponsorships, defining their direction, considering the specific needs and the legal and regulatory aspects to which they are subject, in line with the Strategic Plan in force.



Fundação BB's activities follow ethical standards and best governance practices. Fundação Banco do Brasil's Integrity Program and Code of Ethics are in compliance with legislation and our institutional policies, as well as in line with our Strategic Plan. This importance is declared in our strategic guidelines as the value "integrity".

We prepared the Code of Ethics in order to establish guidelines to target our actions and guide the actions of related parties, explaining our values and standards of behavior towards the different audiences with which we interact, both internal and external, such as employees, board members, executive directors and society.

The Code of Ethics is updated every three years and the last one was carried out in October 2023. During the review process, we sought to bring to reflection guiding themes, such as "respect for the individual", "good relationship practices" and "need to comply with what is legal", which guided the discussions that culminated in updating the document. In addition, we sought to highlight the attitudes expected from leaders and followers, improved the layout to facilitate consultation, inserted a glossary to define concepts and included examples related to the topics presented in order to facilitate understanding.

Fundação BB board members, president, directors, employees, apprentices and interns are aware of the Code of Ethics and the Integrity Program at the time of taking office and whenever updates are made to the documents.

To ensure ethics, discipline and compliance with the Code, the Ethics Committee was set up, with a deliberative nature and its own regulations. The board is composed of the executive director of People Management, Controllers and Logistics, who acts as president of the committee, the executive director of Social Development, the People manager, the Secretariat and Governance manager and two full employees and an alternate who do not hold managerial positions, elected by Fundação BB employees.

In 2023, with the aim of promoting greater transparency and credibility to the Ethics Committee, we revised its Internal Regulations, including:

- a) the choice of part of its representatives through election by employees;
- b) the participation of the Controls, Risks, and Integrity manager with mandatory participation in meetings, but without the right to vote;
- c) improvements in the treatment flow for complaints;
- d) criação do termo de confidencialidade a ser assinado pelos membros do Comitê de Ética e eventuais convocados.



As a way of providing transparency to actions and ensuring compliance with standards and legislation, we report to the Prosecution Office of the Federal District and Territories - MPDFT, Ministry of Social Development, Family, and Hunger Alleviation - MDS and the Social Assistance Council of the Federal District - CAS/DF. Furthermore, we annually publish the Activity Report and the Financial and Accounting Statements, which are submitted to independent auditing, the Fiscal Council and approval by the Board of Trustees.

We have **Certification of Social Assistance Benevolent Entities (CEBAS)**, with a period of validity from 04.01.2021 to 12.31.2025, according to Ordinance No. 49, of 05.09.2022. CEBAS is a document issued by the Ministry of Social Development, Family, and Hunger Alleviation - MDS and grants exemptions and social contributions to certified non-profit entities.



Fundação BB remained a signatory to the **Business Pact for Integrity and Against Corruption** in 2023, promoted by Instituto Ethos Institute, with responses to the Ethos indicators on "Integrity, prevention and fight against Corruption - 2021-2022 Cycle".

The Business Pact, also called "Clean Company", launched in 2006, is a commitment from private and public companies, associations, organizations and other institutions to play an important role in the fight against corruption, acting to promote a more honest and ethical market.



Fundação BB's Integrity Program, prepared in accordance with Law No. 12.846/2013, regulated by Decree No. 11.129/2022, is a corporate governance instrument, approved by the Board of Trustees, composed of board members who guide our operational activities and business practices. It has an annual review on an ordinary basis or at any time, on an extraordinary basis.

The Board of Trustees approved the last revision of the Integrity Program in October 2023. The main changes were caused by adjustments resulting from the amendment to Decree No. 11.129/2022, which regulates Law No. 12.846/2013. Moreover, we reviewed the Program with the aim of updating Institutional Policies, Strategic Planning and internal regulations. In conjunction with the review process, we also prepared a document containing a synthetic version of the Program to improve internal communication.



The Program aims to prevent, detect and correct the Fundação BB's exposure to situations of non-compliance with internal and external laws, rules and regulations, the Code of Ethics, Policies and other institutional documents. It encompasses the promotion of measures and good management practices to maintain an environment committed to ethics and transparency.

To monitor and supervise the Integrity Program, we publish internally, every quarter, the **Controls, Risks, and Integrity Report**, an accounting of internal control, risk management, and integrity activities. The dissemination of this Report among employees, the Board of Trustees and the Fiscal Council is part of the Integrity Culture Dissemination Plan - PDCI, which seeks to promote engagement in order to guarantee the credibility of our actions with our stakeholders.

The Controls, Risks, and Integrity Report is prepared by compiling actions directly or indirectly linked to the Fundação BB Integrity Program, such as compliance checks in social projects and administrative processes, as well as monitoring relevant risks and indicators of the Reporting Channel and disciplinary control.

## Adherence to the UN Global Pact

During 2023, Fundação BB renewed its membership in the voluntary initiative that provides guidelines for the promotion of sustainable growth and citizenship, through corporate leadership, known as **UN Global Pact**.



**Pacto Global**  
Rede Brasil



<https://unglobalcompact.org/what-is-gc/participants/153810-FUNDA-O-BANCO-DO-BRASIL>

Thus, we strive to promote strategic actions and daily operations, in addition to actions related to the theme of integrity and prevention of corruption, increasingly seeking to strengthen engagement in collaborative projects that promote the advancement of the Sustainable Development Goals (SDGs).

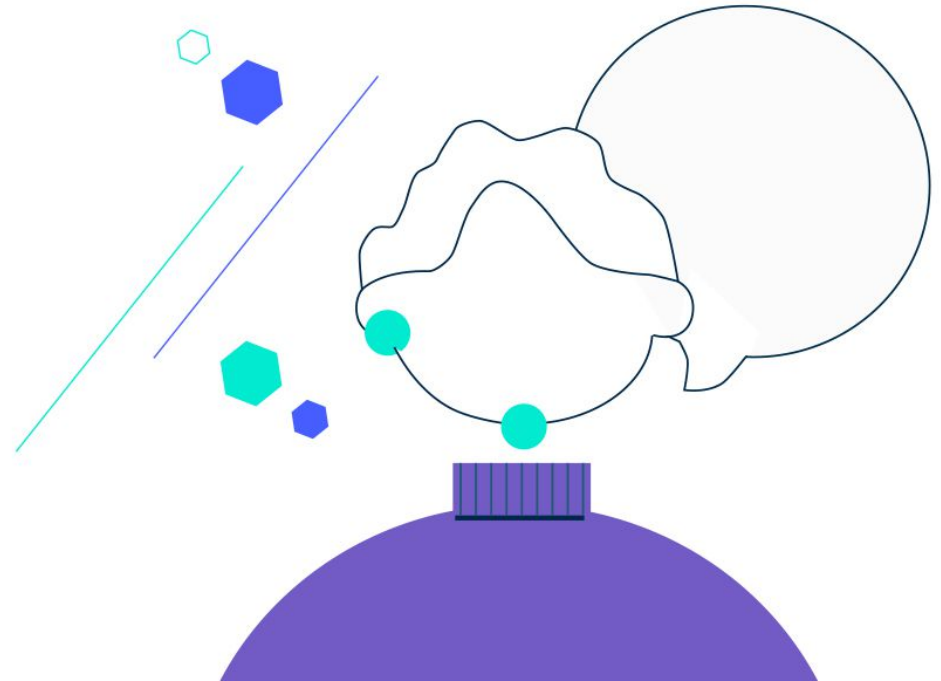


Our portal on the Internet provides address, email and telephone numbers for contact, as well as a list of all managers, in addition to links to the institutional profiles of social networks. We have a channel for dealing with queries and receiving reviews, praise and complaints, called **"Contact Us"**, available on the institution's portal.

Complaints involving employees that deal with conflicts, deviations from ethical conduct and noncompliance with internal rules related to Fundação BB, can be forwarded through the **Internal Ombudsman of Banco do Brasil**, which is the direct communication channel for employees. Contact through the channel can be made identified or anonymously, preserving secrecy and confidentiality when handling all demands.

On our portal, access to the **Reporting Channel** is intended for receiving and processing signs of criminal offenses. The space may also receive suspicions of harmful acts, qualifying as corruption, practiced by employees or by third parties against Fundação BB, as a result of the execution of socio-environmental projects. This channel ensures anonymity and the report can be made by any citizen.

We voluntarily made our institutional information available on the **'GIFE Transparency Panel'**, making it public, demonstrating our commitment to improving transparency practices.





## Internal Controls

To guide the development, implementation and evaluation of its internal control system, Fundação BB adopts the Committee of Sponsoring Organizations of the Treadway Commission – COSO guidelines.

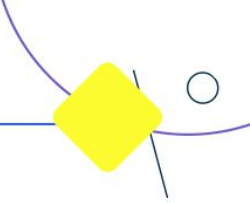
COSO is a private, non-profit organization with the aim of preventing and avoiding fraud in companies. The Committee is dedicated to improving financial reporting through ethics, the effectiveness of internal controls and the best corporate governance practices.

In order to manage the risks incurred and the controls necessary for their mitigation, we established the Reference Model of Lines of Defense as a basis.

## Reference Model of Lines of Defense







The **1st line** consists of the management of Fundação BB's processes and involves identifying and evaluating the risks associated with these processes, as well as implementing and executing controls that mitigate these risks.

The **2nd line** corresponds to the typical corporate functions of risk management, internal controls and compliance, as well as the functions of governance, institutional security, and legal advice. Its purpose is to support the Executive Board in decision-making and advise the 1st defense line in the adoption of risk management and control practices.

The **3rd line** covers the internal audit function, which assesses the effectiveness of the entire risk management and control cycle of Fundação BB, with the guarantee of independent performance of the auditors.

Seeking to improve our management even more, we have Institutional Policies with the aim of promoting the institution's perpetuity, with guidelines on conducts that must be adopted in certain situations previously defined. Within the scope of Risk Management and Internal Controls, we follow the Institutional Policies listed in the "Governance" Chapter of this Activity Report.

## Annual Control Plan

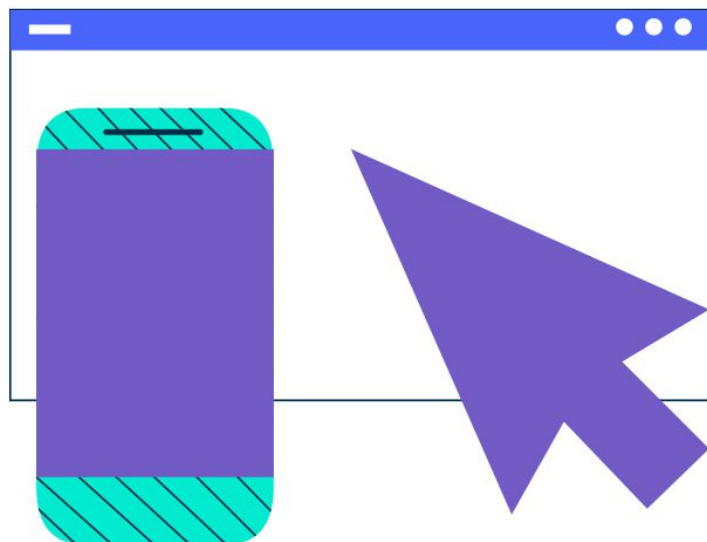
Guided by the COSO structure, we periodically implement the Annual Control Plan – PAC, which establishes the performance of internal controls, defines the scope of the process of evaluating and monitoring the control environment and contributes to improving the risk management mechanisms relevant to the achievement of corporate strategy.

## Integrity Culture

As a way of disseminating the culture of integrity, risks, internal controls and security, as well as demonstrating the relevance of the topics in institutional relations, we developed the Integrity Culture Dissemination Plan – PDCI. This is a document that provides a schedule for the disclosure, to Fundação BB employees, of topics and actions related to integrity, risk, internal control, institutional security, and relevant dates regarding these matters, through training and communication of content on the topics.

The 2023 PDCI included actions and publications in internal communication channels to promote the themes: integrity, risk, internal control, information security, and business continuity. Among the various activities, we highlight the participation of senior management in the 2nd Fundação BB Integrity Day, which presented relevant topics such as the Integrity Program, Code of Ethics, and Risk Management.

In order to demonstrate our dedication to the topic, below we present some examples of internal communications aimed at disseminating actions related to integrity, controls, and risks.



### Ethics in our daily lives

**What is being ethical?**

Being ethical is seeking to do what is right, even if no one is watching...

- It's about listening respectfully to someone else's opinion, even when you don't agree with it.
- It means giving your opinion using appropriate and cordial language (Non-violent Communication - NVC).
- It's about trying to understand your emotional condition and knowing how to demonstrate your feelings without attacking others.
- It's about receiving feedback and not being omitted when you need to offer one too.

Being ethical is being aware that people are different and that dilemmas, conflicts and adversities will arise, but they must be seen as opportunities for learning and personal growth.

To the extent that Ethics and Integrity are present in the daily lives of each employee of the organization, the sustainability journey becomes efficient and aligned with Environmental, Social and Governance (ESG) criteria. Deviations, harassment and irregularities are avoided when the company's ethical culture is strengthened and shared by everyone. The Fundação BB Code of Ethics and Standards of Conduct is our Guide to achieving an ideal ethical culture. Want to learn more? Consult our Code of Ethics and Standards of Conduct.

Want to learn more?

Consult our Code of Ethics and Standards of Conduct

### Integrity Program

**Controls of the Accounting Records**

- Fundação BB maintains accounting records in accordance with the Fundamental Accounting Principles and Brazilian Accounting Standards.
- It has a management structure for the accounting process and reports to the Fiscal Council, the Board of Trustees, external and internal Audit and the Executive Board.
- In each year, Fundação BB's Financial Statements are subject to independent audit inspection and examination.

Internal Controls that Ensure the Prompt Preparation and Reliability of Reports and Financial Statements:

- Double Check: posting income from investment accounts donation records
- Payment Locks account x CPF/CNPJ prevention of payment of directors of partner entities
- Registration and reporting: to the Executive Board of the largest recipients of resources to the Executive Board of the largest resource donors
- Responsibilities: financial transactions with at least two authorizations

Want to learn more?

Get in touch with: SAC 0800 10 8888 (toll-free) or 11 5433 3333 (toll-free)

### Brazilian General Data Protection Law

**Personal Data and Treatment**

**WHAT IS PERSONAL DATA TREATMENT?**

- Collection;
- Production;
- Access;
- Consultation;
- Use;
- Access;
- Registration;
- Transmission;
- Distribution;
- Processing;
- Archiving;

**WHAT IS A PERSONAL DATA PROCESSING INVENTORY - PDPI ?**

- Data Mapping, or Personal Data Inventory, as provided for in Law 13.709/2018, analyzes the path that personal data takes from collection to the end of processing. Thus, the inventory allows us to understand how personal data is collected and moves through the agency/entity.
- Fundação BB has its Personal Data Inventory that was updated on 04/23/2023 and used by the Strategic Committee.

**REGULATORY AGENCY**

The National Data Protection Authority - ANPD is a special agency, linked to the Ministry of Justice and Public Security, responsible for ensuring the protection of personal data and for regulating, implementing and monitoring compliance with the GDPR in Brazil.

Learn more

SC 12.343 (Personal Data Protection Management) and the Privacy and Personal Data Protection Policy - SC 2.4213

Click here and access the Fundação BB's Personal Data Processing Inventory

**Integrity Program**

The Fundação BB Integrity Program is aligned with the best governance practices and regards the legal requirements for preventing and fighting against corruption (Law 12.846/2013, ruled by Decree 11.129/2022).

**What are Guidelines?**

Guidelines provide directives that contribute to good organizational management, compliance with legislation, internal regulations, and alignment with best market practices.

**9 Guidelines for the Integrity Program**

There are 9 guidelines: Commitment and Support from Senior Management, Integrity Instruments and Practices, Training and Communication, Internal Controls and Regulatory Monitoring, Risk Management, Due Diligence and Procedures to Prevent Fraud and illicit Activities, Whistleblower and Grievance Channels, Internal Investigations and Consequence Management, and Program Monitoring and Oversight.



**General Data Protection Regulation – GDPR**

On January 28th, International Data Protection Day was celebrated. The global initiative reinforces the importance of creating a culture of data protection in light of the continued growth of the networked society.

**Brazil**

In Brazil, the validity of the GDPR, with the action of the National Data Protection Authority (ANPD) and the approval by the National Congress of the Proposed Amendment to the Constitution 17 (PEC17/2019) – which includes the protection of personal data in the list of fundamental rights and guarantees – gives visibility to the relevance of the topic and promotes the guarantee of several other rights.

**At Fundação BB**

Matters related to Personal Data Protection Management are part of the Fundação BB Integrity Program.


To learn more, visit: SIC 12.3.4 Personal Data Protection Management, SIC 12.4.1 – Integrity Management and the website of the National Data Protection Authority, <https://www.gov.br/anpd/pt-br>



**Declaration of Risk Appetite and Tolerance**

Accesse the document

Our Foundation > Management Documents  
or  
You can click directly on this image  
to consult it



SIC 12.1.2 – Sistema de Governança dos Recursos Humanos

**Invitation**

**2nd Integrity Journey of Fundação BB**

- ✓ Lecture for Integrity Program, Institutional Policies and Code of Ethics and Conducts of Fundação BB
- ✓ Presented by – Executive Board
- ✓ Risk Management Symposium

**Come everyone!!!**

October 23th  
from 8:30 to 12:00 am



Ed. Sede BB – Torre Sul – Auditório 14º andar

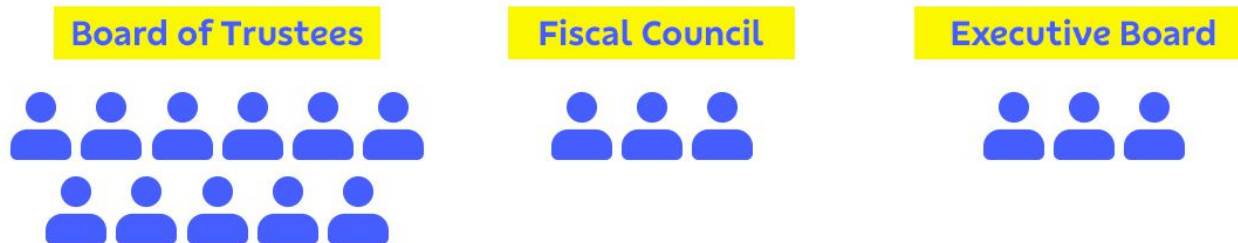


## Fundação BB | Organizational Structure

GRI 2-9 | 2-11 | 2-12 | 2-13 | 2-18



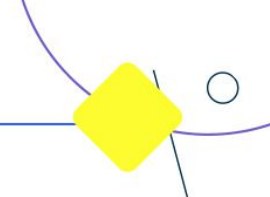
The governance structure of Fundação BB ensures the appropriate division of operational and management responsibilities between its management and supervisory bodies, making decisions by voting, with the aim of minimizing risks, integrating visions, adding value and quality to the decision and sharing knowledge and responsibilities.



### Board of Trustees

Superior deliberation and guidance body, responsible for drawing up the fundamental guidelines for the achievement of the Fundação BB's objectives. It consists of three permanent members and eight temporary members. The term of office for the temporary members is two years, with the possibility of renewal only once.

Among its attributions, The Board of Trustees carries out, annually, a process of self-assessment and evaluation of the Executive Board, as well as the areas responsible for advising and secretariat of the Council, through its own instrument approved by the Board.



## Fiscal Council

A body that supervises the management acts of the administrators and the activities of Fundação BB. Composed of three members, with a term of office of two years, reappointment permitted only once.

## Executive Board

With permanent operations, it is the body responsible for the administration of Fundação BB. It coordinates the implementation of the decisions of the Board of Trustees and the statutory provisions, in addition to conducting other matters related to management, observing the principles and practices of good governance. It is composed of the Presidency, Executive Board of Social Development and Executive Board of People Management, Controllers, and Logistics. The positions are occupied by active employees of Banco do Brasil S.A., elected by the Board of Trustees, with a term of office of two years, with reappointment permitted.

## Investment Committee

Advises and proposes to the Board of Trustees the investment strategies for the financial assets of Fundação BB. It is composed of two trustee members, elected by that Committee – by the president and executive director of People Management, Controllers, and Logistics.

## Internal Committees

They are responsible for complying with strategic, budgetary and operational plans, as well as for defining and administering policies and guidelines for human, financial, technological, administrative, and communication resources.

## Organization Chart

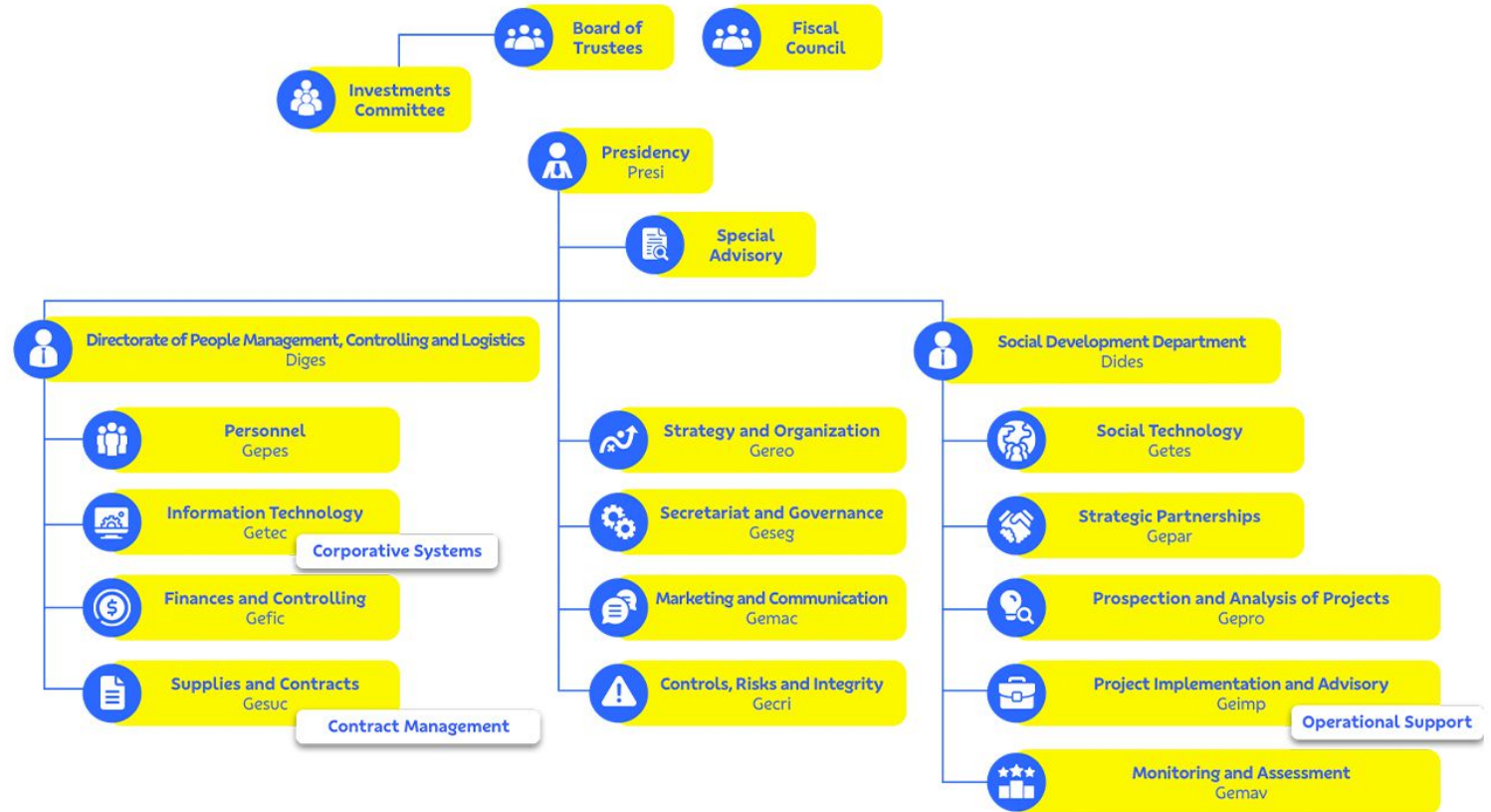
In the second half of 2023, our organizational architecture underwent significant adjustments, driven by new strategic directions derived from a renewed organizational context and an emerging scenario of social challenges to be faced by Fundação BB. These changes were the result of intense collaborative work between the Executive Board and a Working Group specially designated for this purpose.

The new structure arrangement was designed to improve the conduct of matters essential to our future, with a special focus on organizational strategy, innovation and managerial information management. The new structure added improvements on several fronts, including: process management, segregation of duties and better breadth of command of managerial positions.

Through this review process, we are currently better prepared to work with our partners and prioritized audiences, with agile processes that aim to promote social transformation through the dissemination and reapplication of social technologies.

Such advances in organizational architecture are in synergy with the competence of our technical team. Our team is made up entirely of employees seconded from Banco Brasil and is considered of strategic interest by our founder, promoting the necessary alignment for greater value generation and socio-environmental responsibility shared by both institutions.

## Fundação BB Organization Chart





In response to new strategic directions and a context of partnerships aligned with the resumption of public policies, especially during the second half of 2023, with the new composition of the Executive Board, Fundação BB engaged in a variety of forums, commissions and groups of work in order to contribute to the achievement of agreed objectives and to the technical and transparent selection of supported projects. These spaces also provided broader and more effective interaction with our various stakeholders:

- Interministerial Committee for Socioeconomic Inclusion of Collectors of Reusable and Recyclable Materials – CIISC;
- Interministerial Chamber of Agroecology and Organic Production – CIAPO;
- National Commission for Agroecology and Organic Production – CNAPO;
- Working Group of Technical Cooperation Agreement of the Program for Strengthening and Expanding Agroecology, Extractivism and Organic Production Networks (Ecoforte);

- Sponsorship Committee headed by the General Coordination of Sponsorships of the Special Secretariat for Social Communication of the Presidency of the Republic (SECOM) with the participation of representatives of the Social Communication System of the Federal Executive Branch (SICOM) integrated by administrative units of local authorities, foundations and societies under direct control of the Federal Government;

- Banco do Brasil Sustainability Forum.



## Fundação BB | The People of Fundação BB

GRI 2-7 | 2-19 | 2-20 | 2-21 | 404-1 | 404-3



Fundação BB is made by people. Here we implement actions related to welcoming people in the range of their potential and singularities, enabling them to better recognize the needs of the territories and participants in the programs and projects in which we operate.

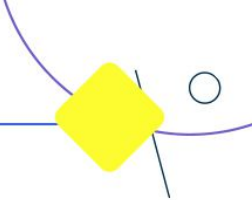
Likewise, we seek to observe aspects related to literacy in relation to diversity, leadership training from the perspective of race and gender, skills development, talent recognition and work dynamics. Thus, we believe in the professional development of each of our employees, respect diversity and value talent.

People and Culture are the foundation of our strategy. Therefore, the commitment to building a collaborative and diverse work environment goes beyond merely valuing individual skills. We develop actions and programs that nurture a space promoting professional development, as well as the recognition and celebration of the talents of each member of our team.

By fostering an inclusive and diverse culture, we aim to establish a shared commitment to maintaining a psychologically safe environment, where open communication is encouraged, and everyone's engagement is desired.

### Portrait of the Workforce





In 2023, we ended the year with a team of 84 people.

FUNCTION	GENDER		TOTAL
	MALE	FEMALE	
President	1		1
Executive Director		2	2
Special Advisory	1		1
Solutions Manager	8	5	13
Team Manager		2	2
IT Team Manager	1		1
Advisor I	14	15	29
IT Advisor I	6		6
Advisor II	10	8	18
IT Advisor II	4		4
Advisor III	3	4	7
TOTAL	48	36	84

Employees by gender

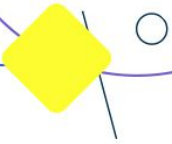


Women  
36 (42,86%)

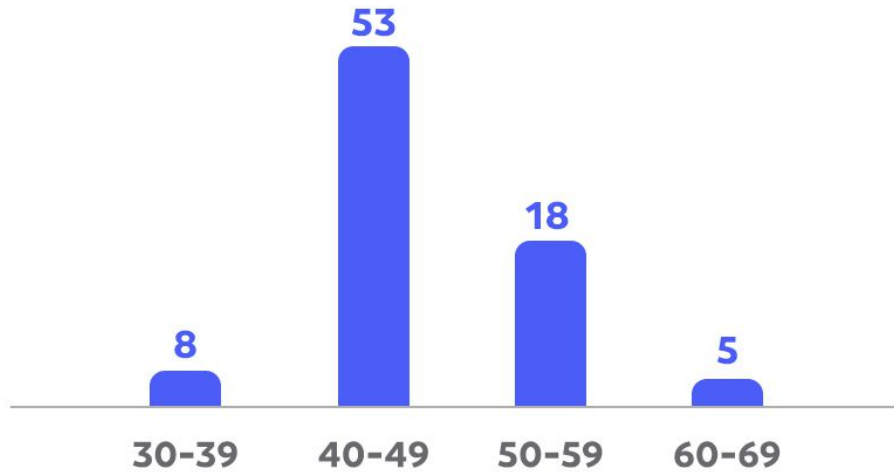


Men  
48 (57,14%)





### Employees by age



### Employees by race

Race	Qty. of Employees	Percentage
White	50	60%
Brown	26	31%
Black	7	8%
Indigenous	1	1%
TOTAL	84	100%



## Personal and Professional Development

We aim to continuously invest in the continuous development of our people, because we believe that knowledge sharing is a tool for professional enhancement. We encourage training as a way to expand and disseminate organizational knowledge. We offer scholarships for higher education and language courses and encourage obtaining professional certifications. Below is a chart showing the educational level of our employees.

Education	Qty. of Employees	Percentage
High School	1	1%
Graduate	8	10%
Postgraduate	69	82%
Masters	6	7%
TOTAL	84	100%

The development and self-development of our staff are supported by an organizational culture, the Banco do Brasil Corporate University – UniBB. This distance learning platform offers learning

paths and self-paced courses developed by specialists from Banco do Brasil and institutions with recognized expertise in knowledge management in areas of interest to the BB Conglomerate.

The annual training goal for each employee is outlined in a work agreement, with courses guided and aligned with our operational strategy. For employees in leadership roles, we offer specific courses aimed at enhancing management responsibilities.

In 2023, the average training hours per employee training were 87.5 hours, including longer courses, such as Financial Aspects of the Third Sector, Third Sector Management, and Board of Directors Training.

For professional performance monitoring, all employees undergo evaluations through an internal "Competency Assessment" system, which measures each employee's contribution based on the relationship between professional performance and the competencies required to fulfill their responsibilities.

In line with the strategic goals, in order to accompany the emerging changes and the evolution of the People Management theme, we promote actions and programs aimed at the development of the employees and their leadership, offering subsidies to increase operational efficiency, climate, organizational culture, knowledge management, innovation culture, strategic intelligence and the promotion of diversity.

## Health and well-being

Fundação BB is committed to quality of life at work and the well-being of its employees, promoting the following annually:



Actions to raise awareness about the importance of health care and encourage regular health check-ups;



Campaigns and provision of flu vaccines for all staff;



Internal Accident Prevention Week (SIPAT) to reinforce the importance of quality of life, well-being, and workplace safety.

## Workforce

As mentioned in a previous section, our staff consists of employees seconded from Banco do Brasil. Our team is considered of strategic interest by our founder, promoting the necessary alignment for greater value creation and shared socio-environmental responsibility between the two institutions.

To map candidates who meet the necessary requirements for available positions, we aim to ensure credibility, transparency, and impartiality in the selection processes. Additionally, we ensure the publicity, cost-effectiveness, and efficiency of the entire process.

## Inova Fundação BB Program

Launched in 2022, the program aims to identify and analyze professional competencies and value people by developing and recognizing talent, particularly in self-knowledge, sustainable leadership, knowledge management, and innovation.

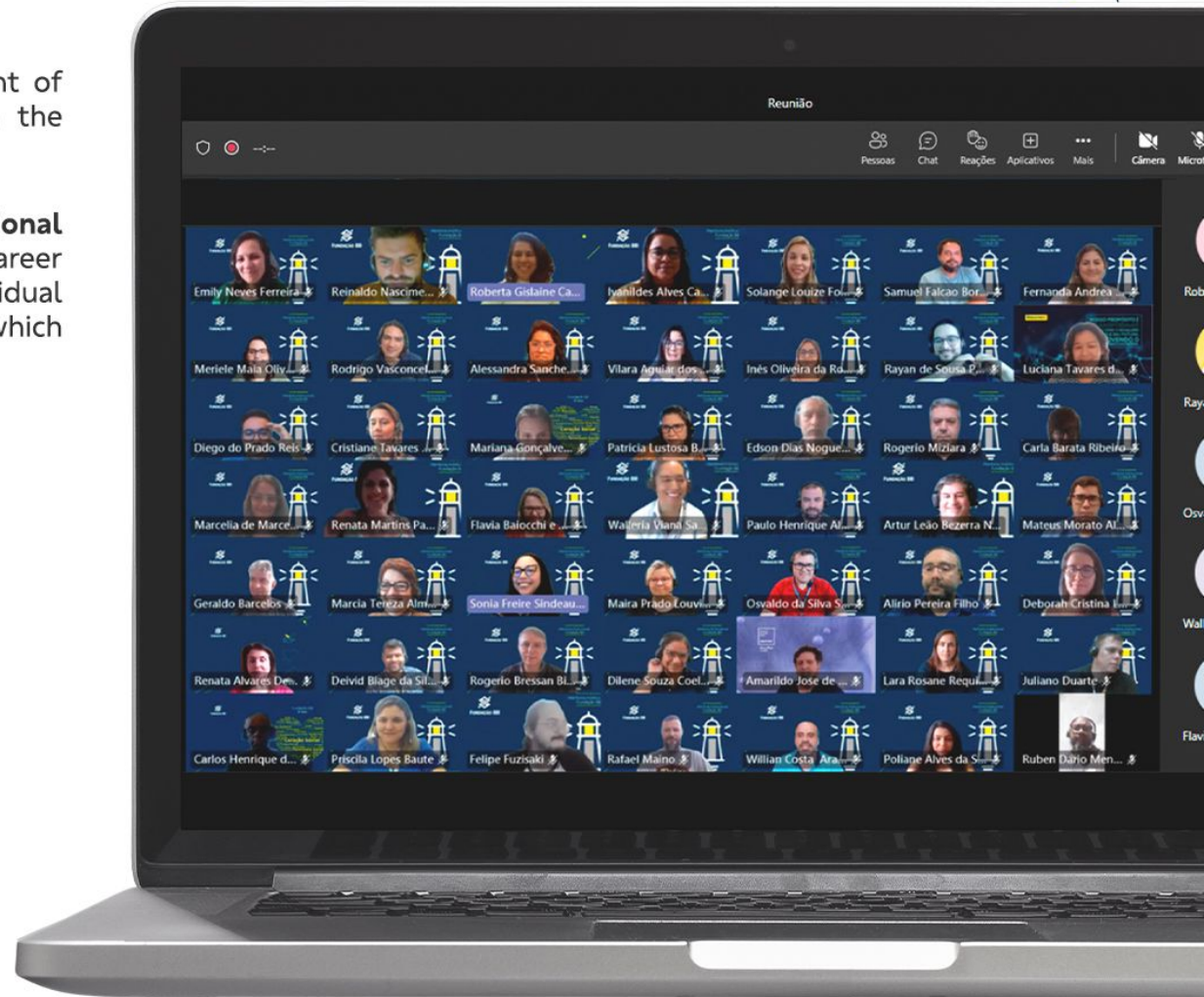
Continuing the program in the first half of 2023, we held lectures on Megatrends, Innovation, Future Professionals, Pitch/Storytelling, Low Code, and conducted workshops on Team Building, MVP (Minimum Viable Product), and Lego Serious Play.

Among the Program's actions, we also carry out Team Building workshops with the purpose of strengthening team spirit and improving the collaboration of our staff, in order to promote group cohesiveness, increase mutual trust, encourage effective communication and resolve conflicts constructively. This dynamic was essential to value our team and keep people engaged in the socioenvironmental transformation purpose set by BB Foundation. They help build a positive work environment where team members feel valued, motivated and engaged in achieving common goals.



Also, these activities can also contribute to the development of interpersonal skills, leadership and problem solving within the group.

We also implemented the **Fundação BB 1st Institutional Mentorship** to enhance self-awareness and promote the career development of employees. The initiative included individual sessions between mentors and mentees over six months, after which 46 pairs completed the process.



## People, Diversity, Culture, and Belonging Forum

The year 2023 marks a transition in strategic directions, and, in this context, diversity literacy became a strategic priority for Fundação BB. Therefore, we launched the **People, Diversity, Culture, and Belonging Forum** to map and identify the information needs of our staff on the topic of diversity, guiding our actions based on the demands of affinity groups (Gender, Race and Ethnicity, LGBTQIAPN+, Neurodivergents, People with Disabilities - PCDs, and Generations), seeking to respect and value each individual for who they are, according to their individual characteristics.

The initiative aims to generate knowledge on the topic by promoting debates and discussion circles with the participation of various representatives from marginalized groups, expanding spaces for dialogue, listening, and literacy on diversity issues. Additionally, through the Forum, we seek to initiate concrete actions to implement effective transformation proposals focused on diversity.







In this new context of strategic reorientation, we aim to promote diversity, equity, and inclusion, which enrich our society. As a result, we have established the effective incorporation of diversity appreciation in all our programs and projects as a priority in our new Strategic Plan. We understand that the inclusion of underrepresented groups is essential for contributing to a broader and more meaningful societal change.

Moreover, we have adopted inclusive practices across all aspects of our operations, from internal team formation, to the selection of suppliers, partners, and beneficiaries, recognizing the importance of representation in all areas of our work.

We believe that including different perspectives, backgrounds, and experiences is crucial to building social solutions. By valuing and celebrating diversity, we strengthen our commitment to equity and reflect the richness of society. In alignment with our new Strategic Plan, we have set a goal for 2024 that at least 50% of our workforce will be composed of members from diverse affinity groups.

These actions, in addition to reflecting our commitment to social justice, also demonstrate our conviction to create an inclusive environment where all voices are heard, and all contributions are recognized, thereby driving a more comprehensive and representative socio-environmental transformation.

### Women On Board Seal

On our path toward diversity, equity, and inclusion, we were recognized with the Women On Board (WOB) gender equity seal, an internationally recognized certification that attests to the adoption of organizational practices and policies that promote gender equity in leadership and governance roles. WOB is an independent initiative supported by UN Women.





This achievement marks a significant milestone in our ongoing pursuit of inclusion, through the implementation of diversity actions in offering opportunities for the recognition of female leadership. As a result, by the end of 2023, two-thirds of our Executive Board were composed of women. Additionally, our Board of Trustees has three female members and is chaired by a woman.

## Racial Equity

Fundação BB is a signatory of the **Business Initiative for Racial Equity**, a movement created in 2015, comprising representatives from civil society, the business community, and public authorities which has been promoting collaboration among organizations committed to making significant progress in addressing ethnic-racial issues.



In 2023, we intensified our commitments to advancing racial equity. As part of this effort, and in a context of institutional integration, we participated in the Meeting of Presidents of Signatory Institutions of the Business Initiative for Racial Equity, aimed at bringing together senior leadership of the signatories and planning the actions to be implemented.

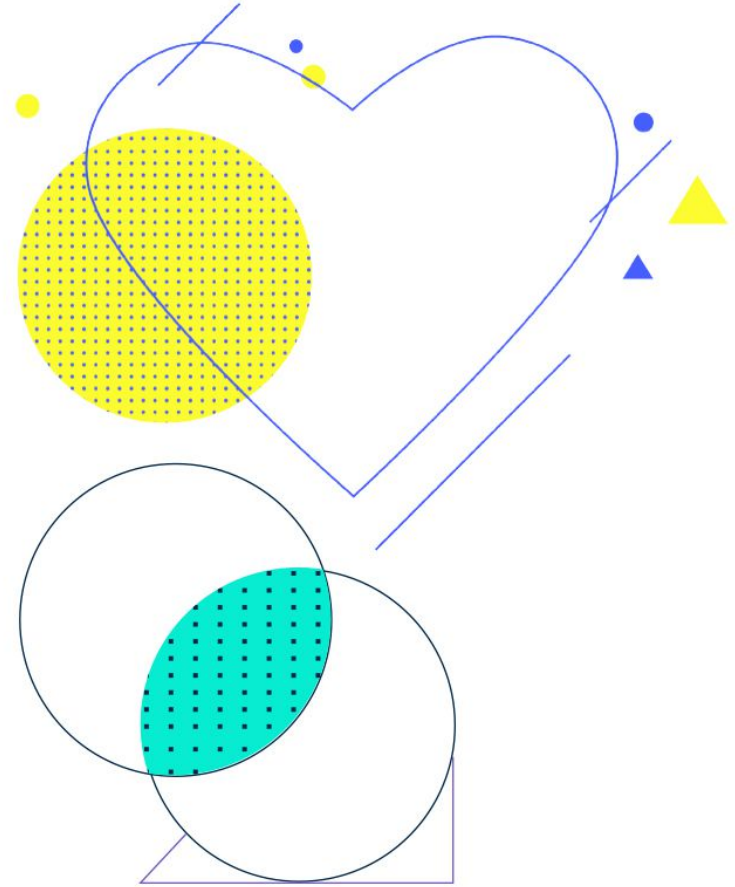


We believe that, through participation in these initiatives, we will promote, in a concrete and objective way, mechanisms that establish a racially equal environment, both internally and in our programs and projects, effectively reflecting the reality of Brazil in all areas of our work.

In this regard, we also highlight the memorandum of understanding signed between Banco do Brasil and the Ministry of Racial Equity (MIR). The partnership provides for the exchange of experiences and mutual support to establish guidelines and expand affirmative actions related to race and gender, promoting respect for diversity. As BB's Social Heart, we are integrated into this partnership, with a commitment to value socio-environmental projects and actions focused on racial equity.



Aligned with this objective, we launched the regulations for the 12th Edition of the Fundação BB Social Technology Award, which includes special recognition for initiatives addressing racial and gender equity. Additionally, we expanded our activities in the field of racial diversity by supporting projects and actions aligned with this theme, such as the Call for Proposals of Socio-productive Inclusion of Black Women and the restoration of the Lélia Gonzalez Memory Project legacy. More details about our projects and actions can be found in a specific section of this Report.





Since 2017, Fundação BB has adhered to Banco do Brasil's Procurement and Contracts Regulations (RLBB), stemming from Law 13.303/2016, which governs the procurement of services, including engineering, products, advertising and sponsorships, leases, and property disposals, the execution of works, and contract management.

Our procurement processes are conducted through public bidding, except for direct contracting as provided in the RLBB, with the goal of selecting the most advantageous proposal, adhering to the principles of legality, impartiality, morality, publicity, efficiency, administrative probity, cost-effectiveness, sustainable national development, adherence to the bidding document, obtaining bidding document, competitiveness, and objective judgment.

In adherence to the principle of sustainable national development, whenever possible, the specification of the procurement object includes sustainable criteria, duly justified, without prejudice to the principles of equity and competitiveness, using Banco do Brasil's Sustainable Purchasing and Disposal Standard as a reference.

Our contracts are monitored and overseen by employees specially designated for this purpose and are duly published on Fundação BB's website for public access and oversight.





Suppliers are required, through their contractual instruments, to commit to non-discriminatory practices in employment, access and retention, respect for diversity, environmental preservation, compliance with the anti-corruption law (Law 12.846/2013), rejection of harassment, adherence to the Universal Declaration of Human Rights, compliance with labor laws, and conduct guided by ethics and other principles governing work and contractual relationships.

In 2023, an internal regulation was approved that governs supplier relationships, focusing on business continuity, and mitigating the risk of supply shortages. Employees dealing with third parties on behalf of Fundação BB must maintain formal relationships with suppliers, adhere to complying with the guidelines set out in this regulation, and base their actions on Fundação BB's Code of Ethics and Integrity Program.





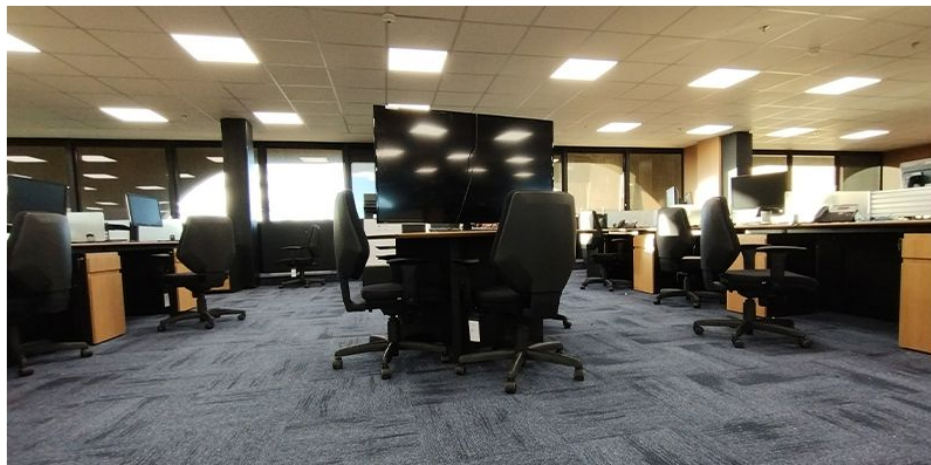
## Fundação BB | Our New Home

GRI 2-6



During 2022, we proposed, together with Banco do Brasil, the renovation of the spaces we occupy in the Tancredo Neves Building, located in the facilities of the Banco do Brasil Cultural Center (CCBB), in Brasília. In a post-pandemic context, with the end of emergency remote work and the return to in-person work, we began the renovations at the end of 2022.

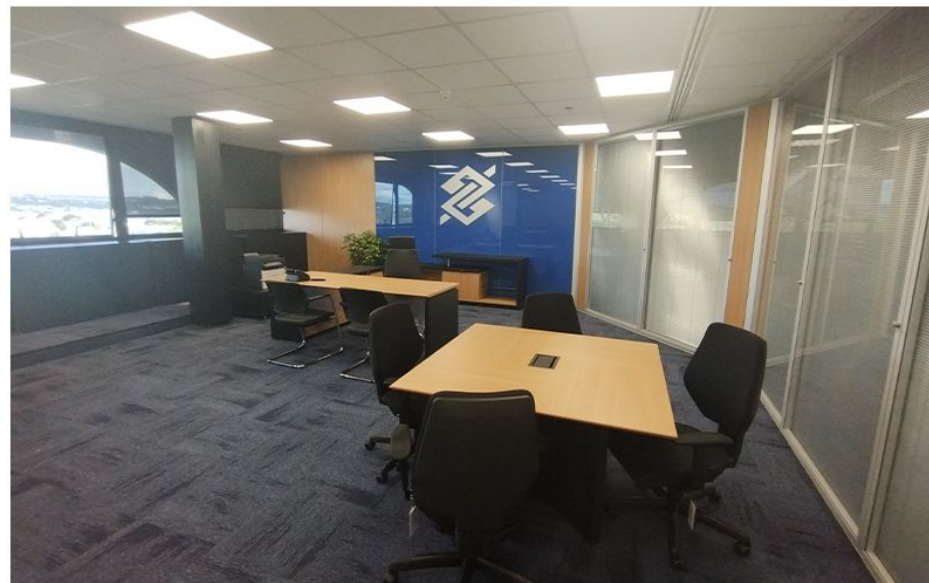
In April 2023, we reopened our physical space, ushering in a new era of dynamism and collaboration in our institution. The revitalization of common areas, including pantries, restrooms, and meeting rooms, was planned and executed to promote an inspiring environment.





Additionally, as part of this renewal, we created spaces designed to foster innovation and collaboration. The introduction of the Communication and Self- Development Team Room - ECOA, a space designed for rest and relaxation, reflects our commitment to our employees' health. Similarly, the Social Technologies Laboratory - LabTS, represents a space dedicated to experimentation and the development of social solutions, demonstrating our commitment to promoting innovation to make for positive societal impact on society. Lastly, we installed new furniture, ergonomically designed to promote comfort and preserve employee health.

These changes reflect our commitment to investing in our employees' well-being and satisfaction. The renewal of our physical space has not only promoted integration and collaboration among team members, but also drives innovation and motivation in the pursuit of solutions for a more just and more sustainable country.







In 2023, our corporate systems received significant upgrades, adding new features for increased agility in contracting and managing social projects.

We worked on the maintenance and evolution of the Project Management System – ERP/SGP, which enabled the modernization of processes, such as the ability to manage partnerships directly within the system.

To give visibility and publicity to our actions, we developed microsites for the promotion of calls for proposals and programs, such as the Water Production Cisterns Call for Proposals and the launch of the Socio-productive Inclusion of Black Women Call for Proposals.

For information management, we expanded the use of the Business Intelligence (BI) solution, providing strategic information to management, deliberative bodies, and committees.

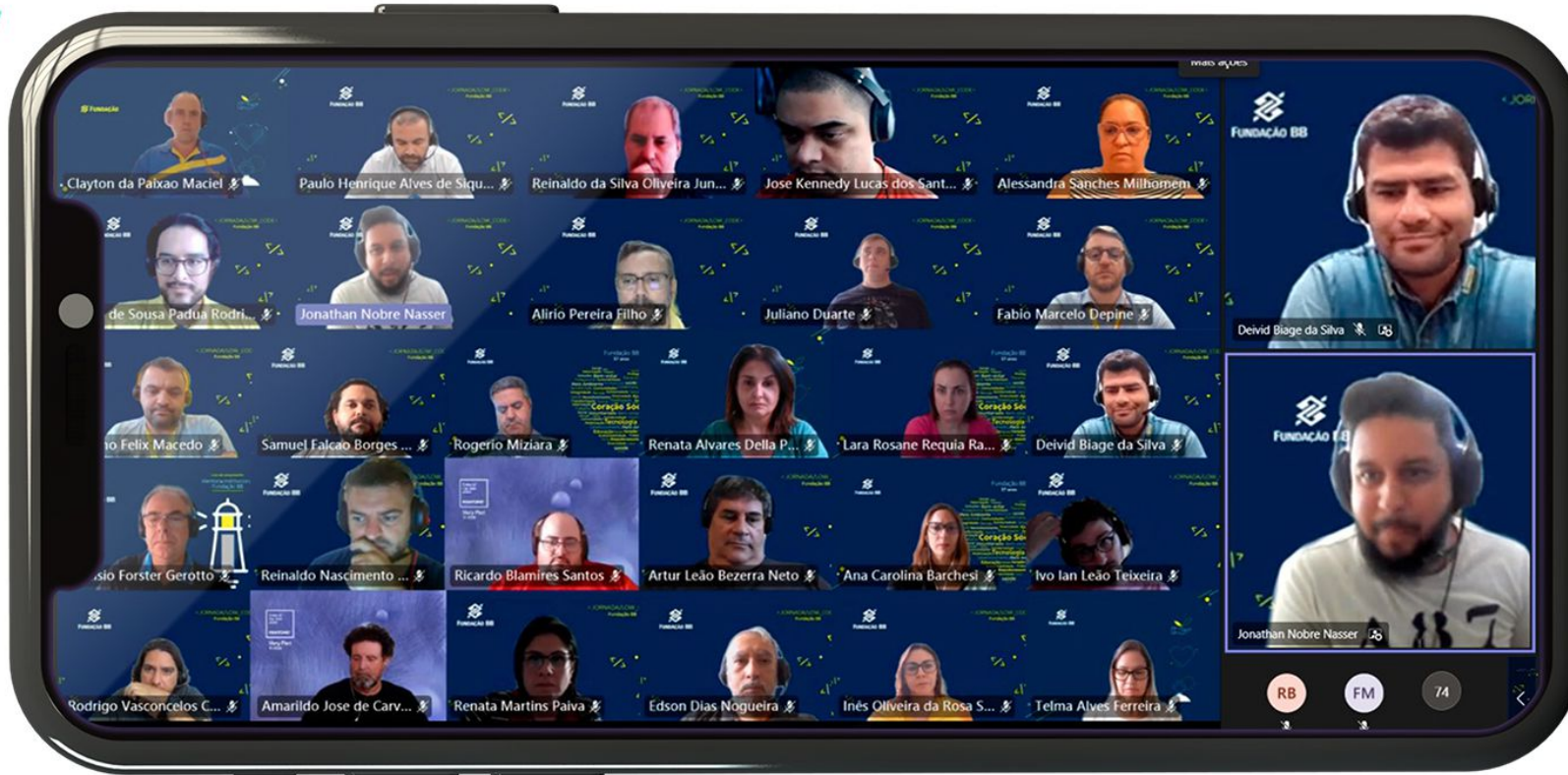
In 2023, we also sought to foster innovation by organizing the Innovation Journey, which allowed our employees to engage with professionals recognized in various fields and knowledge areas, such as megatrends, the future of work, storytelling, agile methods, and others.

In addition to corporate system improvements, we renewed essential support contracts and licenses, as well as carried out updates to the operating system of all virtual servers, ensuring the maintenance of architecture, security, and service availability updates.

Also in 2023, we incorporated our Information Technology (IT) infrastructure into that of Banco do Brasil, the most robust and reliable structure in the Brazilian banking system. The migration of our network brought a substantial security gain, enhancing cybersecurity solutions, mitigating risks, increasing operational efficiency, and further integrating the Fundação BB with our sponsor, Banco do Brasil.



Alongside the revitalization of our physical space, we also modernized our technology infrastructure. The old desktop computers were replaced with modern and compact laptops providing mobility for our employees, enabling work execution in external environments, as well as secure use in remote work, reducing the risk of service discontinuity.





## Value Generation for Society



The year 2023 was marked by many changes in the Brazilian scenario, and we faced a series of challenges, including political, economic, and social issues. In this context, we maintained an active presence amidst uncertainties, especially in the post-pandemic period, with structuring actions and humanitarian aid, helping to minimize the impacts caused by calamities and combating food insecurity, always contributing to the sustainable development of our country.

In the first half of the year, we were present at the main agricultural fairs with the Fundação BB Store, aimed at strengthening the connection of fair participants with the Fundação BB's socio-environmental investment. Through the "Donate and Gain" procedure, the customer chooses an item in the store and makes the payment using their Livelu rewards program points. Livelu and we multiply the donated points by 4, which are converted into cash. As part of the Carbon Neutral Program, a joint initiative with BB, the funds raised are allocated to socio-environmental projects for planting native tree seedlings to support family farming, forming agroforestry systems with income-generating potential for small farmers in different Brazilian biomes. The partnership with Banco do Brasil, BB Group companies, and Livelu activates brands and consolidates the commitment to sustainability.

The store was also present at BB's actions during the launch of the Family Farming Harvest Plan in Brasília (DF). In the eight editions of the Fundação BB Store held in 2023, in the South, Southeast, Midwest, and Northeast regions, we mobilized over 37 million Livelu points, donated by more than 1,500 donors, resulting in R\$ 453,000 in social investment, in seven socio-environmental projects developed in the regions of the fairs.







We also supported initiatives promoting health and well-being. In 2023, we continued our participation in the Banco do Brasil Circuit Race. In the stages held in Fortaleza (CE), São Paulo (SP), and Brasília (DF), we set up stands for brand activation and distributed gifts produced by social project executing institutions. Additionally, in Brasília, we promoted electronic waste collection in partnership with Programando o Futuro.





At the beginning of the second semester, we launched the 12th Edition of the Fundação Banco do Brasil Social Technology Award. The event, held at CCBB Brasília, was attended by over 300 people and also marked the inauguration ceremony of our new president, Kleyton Guimarães Moraes. The campaign to encourage registrations, held between September 1 and December 19, recorded 1,012 entries, the second-highest number in the award's history, boosted by a digital campaign that achieved 63.5 million impressions on Fundação BB's social networks and Google Display during this period.



During the week of the International Day of Black Latin American and Caribbean Women, celebrated on July 25, Banco do Brasil signed a memorandum of understanding with the Ministry of Racial Equity (MIR). The partnership aims at mutual support to establish guidelines and expand affirmative actions on race and gender, promoting respect for diversity. Among other actions, the protocol includes initiatives to encourage the balanced occupation of leadership positions at Banco do Brasil, training and capacity building for employees and customers, fostering female entrepreneurship, and strengthening micro and small Black women entrepreneurs (self-declared Black and Brown women).



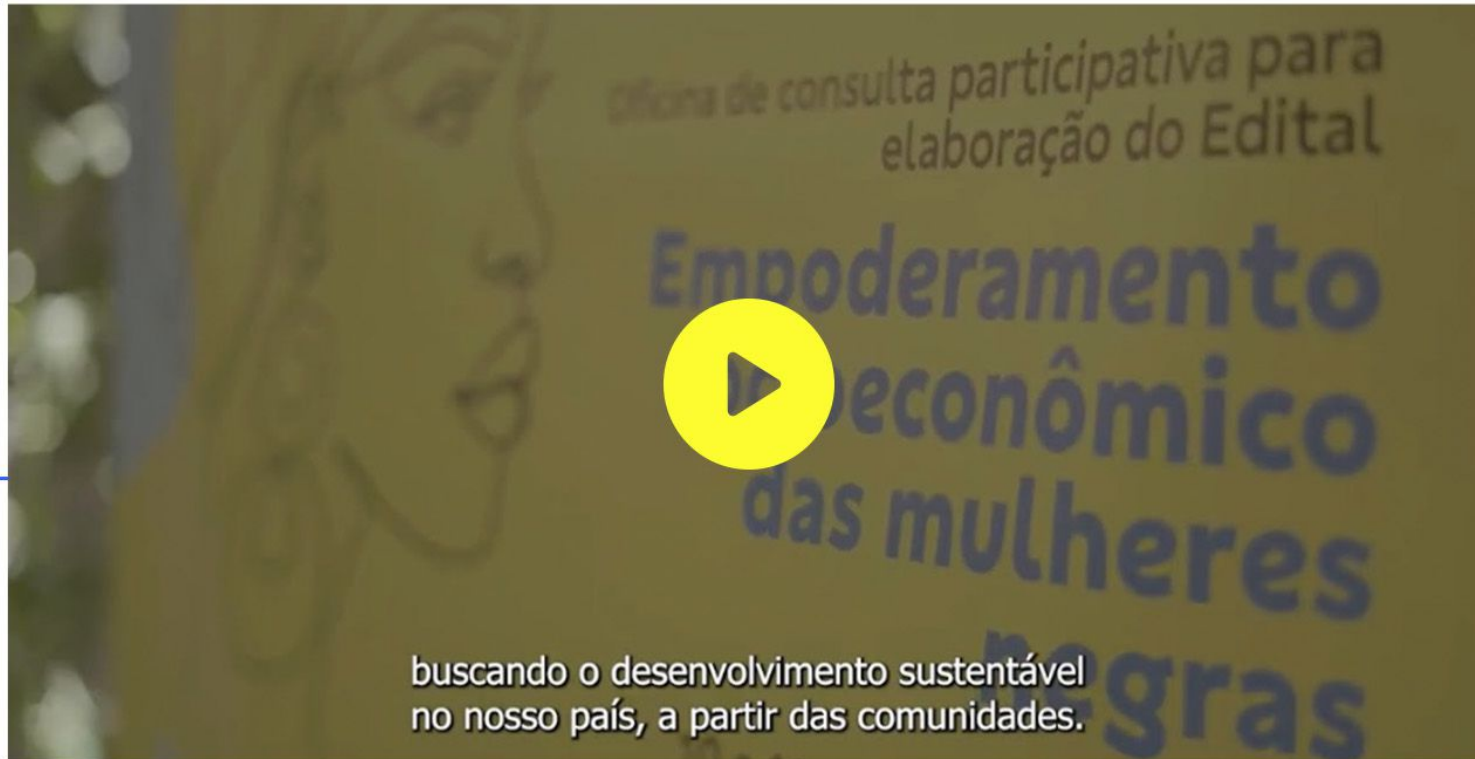
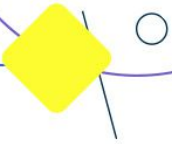


In this context, we structured affirmative actions that contribute to fulfilling the guidelines established in the protocol, including the enhancement of the 12th Edition of the Fundação Banco do Brasil Social Technology Award 2023 Call for Proposals, with a special bonus for gender and race themes. Additionally, in an announcement made by Tarciana Medeiros, president of BB and our Board of Trustees, we revived Lélia Gonzalez's legacy with the Lélia Gonzalez Memory Project: Anti-racist and Anti-sexist Paths and Reflections and the launch of the Call for Proposals of Socio-productive Inclusion of Black Women.



The Lélia Gonzalez Memory Project has a social investment of R\$ 3.8 million to promote strategies for reflection and awareness about the structure and functioning of racism and sexism in society. The estimated audience is over 27,000 people, distributed in capitals across the five regions of the country.

The Call for Proposals of Socio-productive Inclusion of Black Women supports diversity and inclusion through social projects aimed at strengthening socio-productive organizations of Black women. With a social investment of R\$ 12 million, the call aims to increase the productive and creative capacity of Black women from traditional communities, waste pickers, riverside dwellers, family farmers, members of urban collectives, among others. These women are part of our prioritized audience, and to support the development of this call, a Participatory Consultation Workshop for the Development of the Call for Proposals of Socioproductive Inclusion of Black Women was held in Brasília, with the collaboration of representatives from all regions of the country.



<https://www.youtube.com/watch?v=ay948aBXc54>



We also participated in the "Presidents' Meeting" held by the Business Initiative for Racial Equity in São Paulo (SP). The event highlighted ethnic-racial diversity and the integration of this theme in the corporate environment, also impacting society more broadly. At the meeting, as signatories of the Initiative, we reinforced our commitment to promoting affirmative diversity actions and emphasized the support for social projects focused on racial equity. Our institutional perspective is presented in the search for mechanisms and support to promote a racially equal environment, enabling, among other ways, through inclusive recruitment processes, a corporate culture that reflects the diversity in Brazilian society.

We also marked our presence at the São Paulo Stock Exchange – B3, for the launch of the BB ETF iDiversa B3, managed by BB Asset Management, a BB Group company. BB was selected to compose the iDiversa B3 portfolio, a B3 diversity index that includes a set of 79 assets from 75 companies, covering ten economic sectors, with BB's asset (BBAS3) having the highest weight in the index.

The iDiversa is the first Latin American index to combine gender and race criteria into a single indicator, recognizing listed companies that stand out in diversity and promoting greater representation of these groups in the market. Additionally, part of the management fee of the index will be allocated to projects we support, aimed at promoting diversity in society.





In celebration of the 20th anniversary of the Cisterns Program, created by the Federal Government in 2003, we launched in partnership with the National Bank for Economic and Social Development (BNDES) and the Ministry of Development and Social Assistance, Family and Fight Against Hunger (MDS) the public selection call "Water for Production." With a total social investment of R\$ 46.4 million, R\$ 20 million from Fundação BB, R\$ 20 million from BNDES, and R\$ 6.4 million from MDS, the Social Technology of access to water – cistern sidewalk, with a capacity to store 52,000 liters of water for food production, will be implemented, benefiting over 1,400 families in 17 municipalities in the Brazilian semi-arid region.



For the first time we participated in BB Digital Week, presenting our work in lectures, workshops and conversation circles during the event. BB Digital Week is promoted by Banco do Brasil and, in 2023, its second edition was held. With an audience of approximately 15 thousand people, including BB and Conglomerate employees, university students and society in general, the event aims to empower people, explore experiences, connect businesses, and promote innovation and sustainability.

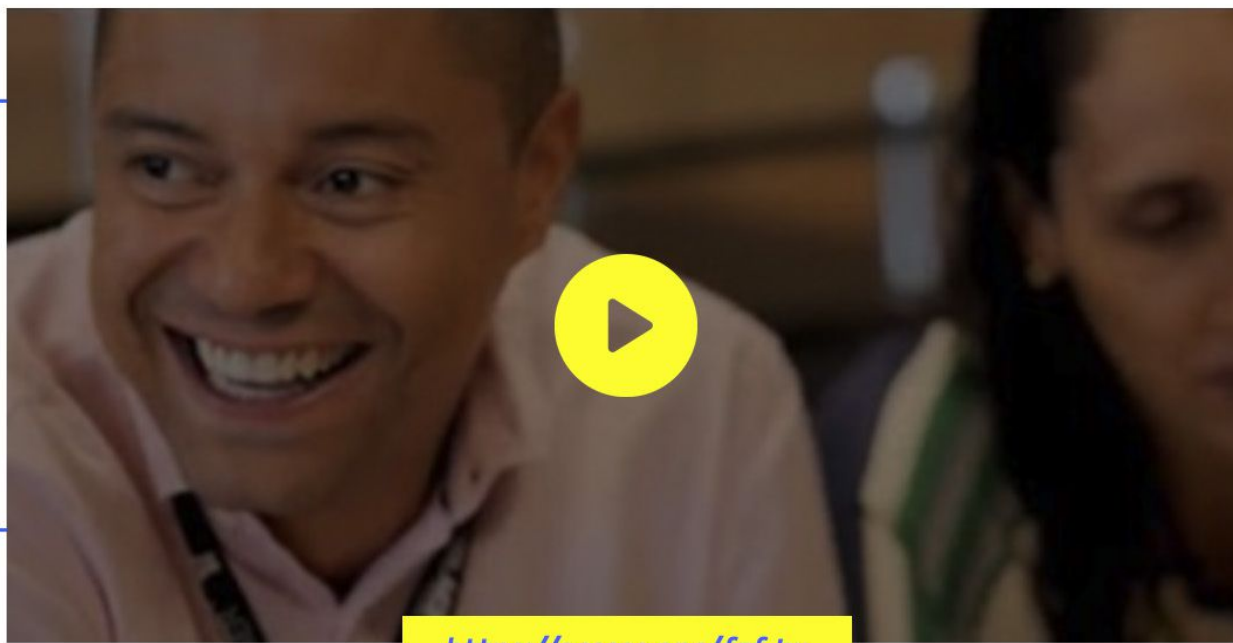
At our stand we activated the brand in collaboration with Programando o Futuro (Programming the Future), through a demonstration of materials produced from electronic waste and a bus that offers an explanatory exhibition about waste and how to collect it correctly and safely. The bus also offers an electronics museum, where a collection of electronic devices collected during disposal campaigns is displayed.





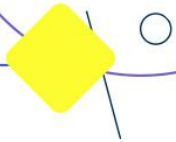
During the celebration of Banco do Brasil's 215th anniversary, we were one of the protagonists in the series "A BB of opportunities". This is a content distributed in mini-documentaries, which presents the daily lives of employees from all over Brazil, in the most varied roles within the company.

One of the episodes portrayed the work of Álvaro Macedo, our colleague from Fundação BB, on a monitoring visit to the Rede Agroecologia do Baixo Sul da Bahia (Agroecology Network of Southern Bahia) project, located in the Dandara community, 21 kilometers from Camamu (BA), in the middle of the Cocoa route. The episode describes the complete cycle of a social project. We have made the video available below, watch it and learn a little about our work.



<https://acesse.one/fzfJw>





We are proud to report that our brand attended the main Third Sector events in 2023. At the 12th Brazilian Agroecology Congress (CBA), held in November, in Rio de Janeiro, the first Solidarity Kitchen was inaugurated, the result of a social project that we support. During the event, our technical team participated in lectures and conversations about Agroecology.

As a reference on the topic of Social Technology, we were present at the 1st Amazon Social Technology Meeting (ETSAmazônia), an event of great importance, held in Belém (PA). We composed the opening of the general session for the event and also the “Social Technology and Public Policies in the Amazon” session.

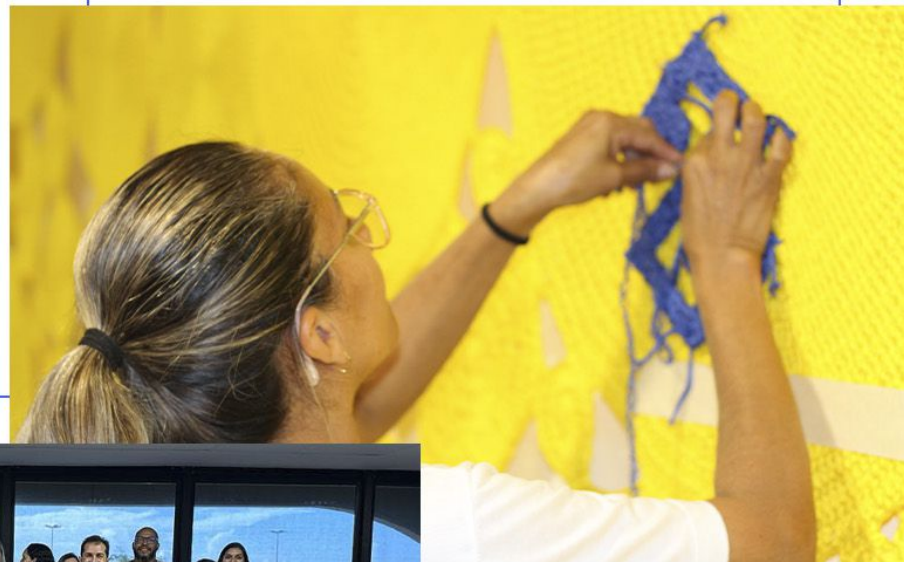
In December, we announced the Chico Mendes Memory Project, during the event in honor of the environmentalist and defender of the Amazon, in the city of Xapuri (AC). The project aims to honor the memory and defend the environmentalist's legacy for present and future generations.

To mark our resumption of our solid waste strategy, we participated in the 10th Expocatadores (Exposition of Collectors of Recyclable Materials). The event, which was held in Brasília (DF) in December, is considered the main event on the topic of urban solid waste and environmental education in Brazil.

During Expocatadores, we participated in thematic sessions and signed the Technical Cooperation Agreement (ACT) of the Diogo de Sant’Ana Pro-Collectors Program for Popular Recycling. The Program aims to integrate and articulate the actions, projects and programs of the federal, state, district and municipal public administration aimed at promoting and defending the human rights of collectors of reusable and recyclable materials.

In addition to the Agreement, we also signed four projects with the objective of generating work and income for collectors of recyclable materials in situations of social vulnerability and poverty, while providing savings on natural resources and improving urban environmental quality. The Lixo e Cidadania (Waste and Citizenship), Ecorecicla+, Metalab and Hub do Plástico (Plastic Hub) projects will serve 14 municipalities, distributed among the states of Bahia, Goiás, Minas Gerais, Paraná, São Paulo and Tocantins, as well as the Federal District.

Still at Expocatadores, we have a space for brand activation during the event. The stand was decorated in partnership with Instituto Proeza, with recyclable materials purchased from a waste collectors cooperative. Various activities were carried out in the space, such as giving gifts, research to collect inputs for future actions with collectors, and lectures. At the Som de Sobra (Sound from the Waste) workshop, we promote the production of percussive instruments made from recyclable materials and the musical performance carried out with the participants of the activity.





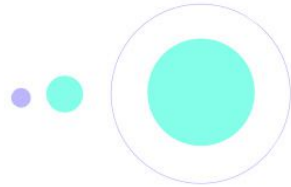
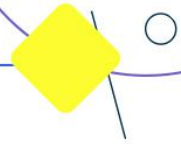
The month of December is representative for us. It's our anniversary month! In 2023, we will complete 38 years of contributing to the social transformation of Brazilians and the sustainable development of the country.

Among the various activities we carried out during our anniversary month, one stood out the most. Women in socially vulnerable situations in the Federal District, supported by Instituto Proeza, produced a crochet panel with the Fundação BB brand as a way of honoring our work as agents of social transformation in the country. The panel also features pieces produced by our colleagues who participated in a workshop promoted by Instituto Proeza, especially for the occasion.

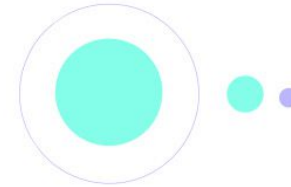
Instituto Proeza, located in Recanto das Emas (DF), is our project partner and is dedicated to female empowerment, the solidarity economy, and income generation.







## Communication Outcomes



### Spontaneous Media\*

**1st semester:** 747 positive and 48 neutral

**2nd semester:** 3239 positive and 21 neutral

**Total in 2023:** 3985 positive and 69 neutral

\*Source: Knewin Monitoring and AIS Communication Consultancy

### Audience reached\*\* on social media (organic publications) and in the News Agency of Banco do Brasil employees

**1st semester:** 2,112,578

**2nd semester:** 1,285,981

**Total in 2023:** 3,398,559

\*\*Source: AIS Communication Consultancy Monitoring and Marketing and Communication Department of Banco do Brasil.

**Audience reached on digital channels obtained in the campaign to encourage registrations for the 12th edition of the Fundação Banco do Brasil Social Technology Award\*\*\***

**Broadcast period:** from 09.14 to 12.15.2023

**Digital channels:** Google Display, Meta and LinkedIn

**Total views:** 63,504,630

**Converted applications:** 1,012

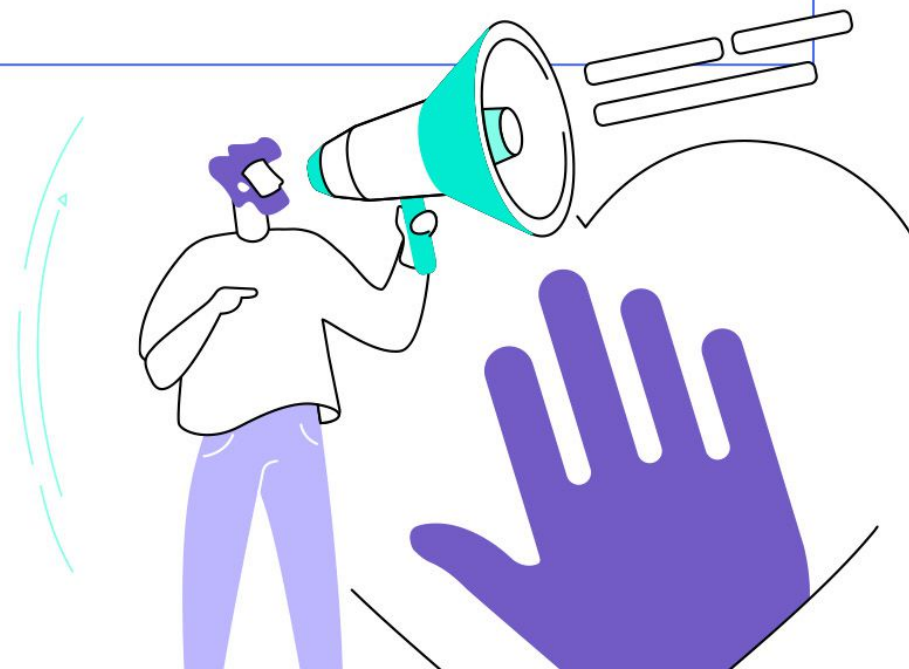
(second highest number of applications in the history of the award)

\*\*\*Source: Lew'lara\TBWA - The Disruption Company e Marketing and Communication Department of Banco do Brasil.

**2023 Media valuation \*\*\*\***

**Media exposure:** R\$ 71.318.948

\*\*\*\*Source: Knewin Monitoring and AIS Communication Consultancy





## Partnerships

GRI 3-3 | NGO6 | NGO10



Our relationship with partners plays a fundamental role in our operational strategy. We constantly seek to create partnerships and mobilize resources, as we believe in cooperation as a tool to qualify and expand the impact of actions on the social transformation of the country.

The success of our strategic objectives depends on the synergistic collaboration of all parties involved. In this way, we act in line with social responsibility agendas, aligned with BB's sustainability territory, but also in line with public policies, contributing to an integrated and effective approach to meeting our social impact objectives.

In this sense, we value joint action with other third sector institutions, the public sector, private companies, international organizations and organized civil society as a way of joining efforts in meeting socio-environmental demands. With this, we build a positive legacy for society, generating value for our partners, who act as promoters of social and sustainable development.

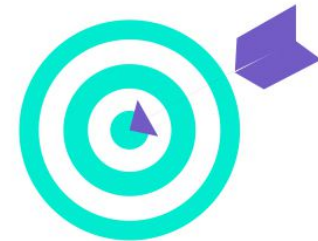
In 2023, in addition to our founder Banco do Brasil and the Conglomerate companies, the Federal Government was also an extremely important partner. We have formalized partnerships with several Ministries, which will enhance the execution of public policies on topics relevant to social development, such as gender and racial equity, productive inclusion, income generation and the promotion of environmental care and resilience.





These partnerships are only possible because we have specialized teams that oversee all phases of implementing a social project, from its design to evaluating the effectiveness of its impact on the community. We have a robust structure that ensures operational security, compliance with all legal spheres, and the adoption of best practices in governance and accountability.

On this journey of social transformation, we believe that collective work amplifies the diversity of ideas, skills, and perspectives and strengthens the common commitment to our purpose. By stating that we aim to “**collectively** promote paths for social transformation and sustainable relationships with nature,” we strive to align efforts and talents to overcome challenges, innovate, and achieve significant social impact in the communities where we are present.



## Projects and Highlighted Actions

GRI 3-3 | 304-2 | 408-1 | 412-3 | NGO4



We support socio-environmental projects aligned with a wide range of areas of activity, implemented to meet the urgent needs of vulnerable communities in all regions of the country.

Through our partnerships, projects, and actions, we aim to drive significant socio-environmental transformation, ensuring the protagonism and fundamental rights of individuals and their communities, fostering partnerships, strengthening collaborative networks, and reflecting our commitment to acting as a catalyst for sustainable development, especially through the reapplication of social technologies, where active participation and safeguarding rights are essential to building a more equitable and inclusive society.

The projects and actions listed below encompass material topics and key themes related to the restoration of fundamental rights (income generation, education, culture, and health), diversity, equity and inclusion, and combating the effects of climate change. They are linked to our structured programs, divided into six pillars that are fundamental in supporting socio-environmental projects and actions: Social Technology (as a transversal pillar), Education for the Future, Environment and Income, Health and Well-being, Volunteering, and Humanitarian Aid.





### AABB Community

In partnership with the National Federation of Banco do Brasil Athletic Associations (FENABB) and local institutions, we invested R\$ 18 million in the AABB Community – Education for the Future in 2023, serving over 27,000 children and adolescents in 207 municipalities. Over the past 10 years, we have supported more than 350,000 participants through the program.

The AABB Community provides school supplementation for children and adolescents in public schools, aged between 6 and 14 years old. The educational activities conducted during school breaks promote the development of life skills, citizenship, and workforce readiness.

This initiative carries a legacy of 35 years of history and thousands of transformed lives. Over this time, we have promoted a new life perspective not only for the children and adolescents participating in the program but also for their families and communities.

## Live Event with Inaugural Class and Lecture

To celebrate the 35th anniversary of the AABB Community, Banco do Brasil, FENABB, and Fundação BB broadcasted the Inaugural Class and a lecture by Portuguese educator José Pacheco on [YouTube](#) on February 27, 2023. Pacheco is one of the creators of the Escola da Ponte project, developed in Europe. In Brazil, the method has been reapplied in the Federal District and São Paulo under the name Project Âncora.







## Memorandum of Understanding with Zumbi dos Palmares College

We signed a Memorandum of Understanding with Zumbi dos Palmares College to promote the production of scientific knowledge on the various issues faced by the Black Brazilian population, encourage productions that aim to give visibility to Afro-Brazilian culture, promote the visibility of the productions of the Black Brazilian population, prioritizing academic achievements, and cooperate in finding solutions to combat racism and promote racial equity.







### **Lélia Gonzalez Memory Project: Anti-racist and Anti-sexist Paths and Reflections**

The Memory Project was a program created by Fundação BB to rescue and honor the lives, thoughts, and works of great personalities, as well as significant events in Brazilian history that contributed significantly to social transformation and the construction of national culture. Important Black Brazilian figures have already been celebrated in the Memory Project, and Lélia Gonzalez was the prominent personality in the last edition of the program held in 2015.

In 2023, we proposed revitalizing the tribute to Lélia Gonzalez, a project that will promote strategies for reflection and awareness of the structure and functioning of racism and sexism in society, encouraging students, educators, managers, and others to recognize, critique, and combat racist and sexist attitudes in their daily lives, highlighting and valuing the Black female character.

The revitalization of the Lélia Gonzalez Memory Project will highlight and value the journey of this great Black woman and her legacy in history, culture, activism, and social consciousness.

The project involves an investment of approximately R\$ 3.8 million, which will be used to produce books, audiobooks, videos, and pedagogical support materials to assist activities in classrooms in public schools in various capitals across Brazil, such as Brasília, Salvador, São Luís, Porto Alegre, Rio de Janeiro, Belo Horizonte, and Belém. Seminars and exhibitions about Lélia Gonzalez are also planned in these locations. The project is expected to reach around 14,000 students in public schools.





## Empoderamento socioeconômico das mulheres negras



### Call for Proposals of Socio-productive Inclusion of Black Women

In November, we launched a Public Call aiming to select social projects for the socio-economic empowerment of Black women, the strengthening of their culture, organizations, and collectives. With a projected investment of R\$ 12 million, the Call results from a Memorandum of Understanding signed between Banco do Brasil and the Ministry of Racial Equity, which foresees the exchange of experiences and mutual support to set guidelines and expand affirmative actions for race and gender, promoting respect for diversity.

This action is closely aligned with our prioritized audience, consisting of women and young people from traditional communities, riverbank dwellers, babaçu coconut gatherers, family farmers, members of urban collectives, and other socially vulnerable groups. It also solidifies our leading role in addressing racial and gender equity as an important agent in promoting the country's social development.

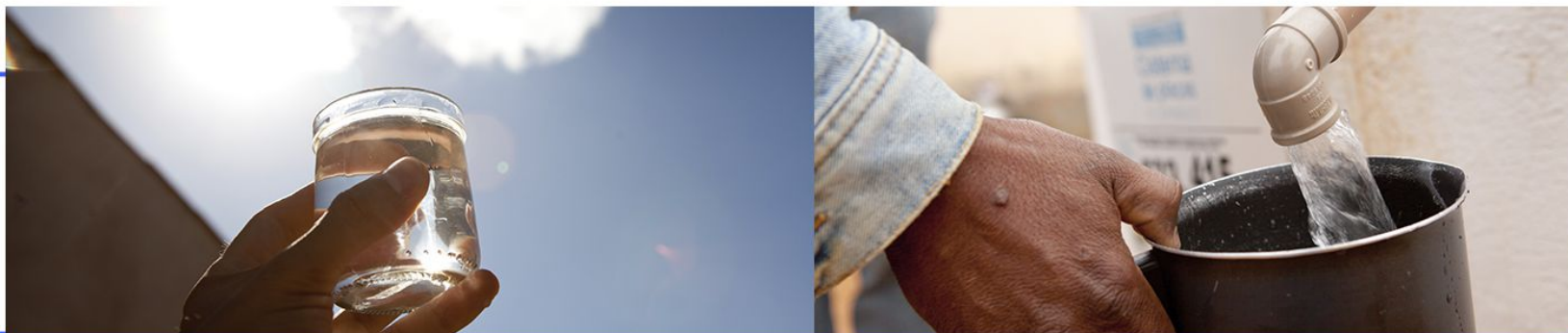


## Participatory Consultation Workshop

The conception of the Call involved the Participatory Consultation Workshop for the Elaboration of a Call for the Socio-Economic Empowerment of Black Women, which brought together representatives from civil society, social movements, and groups and collectives for technical debates and lectures that informed the development of the public selection process. With the participation of Federal Government representatives and employees from Banco do Brasil's diversity group, the workshop collected inputs for the strategic development of the themes and pillars of the Call in a participatory and representative manner.

The workshop underscores our significant role in promoting social development by supporting vulnerable groups, providing opportunities to establish new partnerships aimed at improving the living conditions of Black women in Brazilian society.





### Water Production Cisterns

We established a partnership with the National Bank for Economic and Social Development (BNDES) and the Ministry of Social Development and Assistance, Family, and Fight Against Hunger (MDS) to provide access to water for food production in family farming. The total planned investment is R\$ 46.4 million, with R\$ 6.4 million from MDS, R\$ 20 million from Fundação BB, and R\$ 20 million from BNDES. 1,400 units of the Social Technology Water Production Cisterns will be reapplied in rural properties, benefiting 1,400 families in 17 municipalities in the Brazilian semi-arid region.

In addition to reapplying Social Technology, this initiative also includes technical assistance and support for developing productive proposals that will be made possible with the water from the Cisterns to be built. Besides enabling the production of food for consumption and sale, the initiative will also promote income generation for participants.



To facilitate the partnership, we published a public call for selecting and hiring private non-profit entities, accredited by MDS within the scope of the Cisterns Program, to provide services related to the implementation of Water Production Cisterns.

Executing entities were contracted for 10 reapplication lots that will benefit low-income rural families in the municipalities of Monte Santo (BA), Potengi and Salitre (CE), Araioses (MA), Caraí and Novo Cruzeiro (MG), Damião (PB), São Francisco de Assis do Piauí and Betânia do Piauí (PI), Parazinho and Ielmo Marinho (RN), Poço Redondo and Monte Alegre de Sergipe (SE), Inhapi and Olivença (AL), and Manari and Itaíba (PE).

The reapplication of social technologies for water collection and storage is an essential strategy to promote access to a fundamental right, enabling traditional peoples and communities to coexist harmoniously with the semi-arid region. This significantly contributes to improving living conditions, health, and food security, as well as enabling the rural productive inclusion of populations in situations of social vulnerability.





### Diogo de Sant'Ana Program for Waste Pickers and Popular Recycling and Novo Cataforte

The year 2023 marks the resumption of our support for projects and initiatives led by associations and cooperatives of waste pickers. In December, together with the General Secretariat of the Presidency of the Republic (SG/PR) and the Interministerial Committee for the Socioeconomic Inclusion of Recyclable Material Pickers (CIISC), we formalized our adherence to the Agreement for the Diogo de Sant'Ana Program for Waste Pickers and Popular Recycling.

Through this partnership, we joined CIISC with the aim of contributing to the integration and coordination of actions, programs, and projects aimed at promoting and defending the human rights of recyclable material pickers, focusing on: strengthening associations, cooperatives, and other forms of popular organization; improving working conditions; fostering public financing; promoting socio-economic inclusion; expanding collaborative selective waste collection; and encouraging reuse, recycling, reverse logistics, and environmental education. An investment of R\$ 20 million is planned throughout the partnership.



In addition to the Agreement, we also approved four projects aimed at generating work and income for recyclable material pickers in situations of social vulnerability and poverty, while simultaneously saving natural resources and improving urban environmental quality. The projects Lixo e Cidadania, Ecorecicla+, Metalab, and Hub do Plástico mobilized a total investment of R\$ 16 million, benefiting more than 4,000 people in 14 municipalities across the states of Bahia, Goiás, Minas Gerais, Paraná, São Paulo, and Tocantins, as well as the Federal District.





### Resumption of the Ecoforte Program

In 2023, we celebrated an agreement together with the General Secretariat of the Presidency of the Republic (SG/PR), the Ministry of Agrarian Development and Family Agriculture (MDA), the Ministry of the Environment and Climate Change (MMA), the Ministry of Social Development and Assistance, Family and Fight Against Hunger (MDS), the Ministry of Agriculture and Livestock (MAPA), the Ministry of Labor and Employment (MTE), the National Supply Company (Conab), the Brazilian Agricultural Research Corporation (Embrapa), the National Bank for Economic and Social Development (BNDES), and Banco do Brasil, within the scope of ECOFORTE – Program for the Strengthening and Expansion of Agroecology, Extractivism, and Organic Production Networks, in alignment with the actions outlined in the National Policy for Agroecology and Organic Production (PNAPO).



The partnership provides for an investment of R\$ 50 million, aimed at strengthening and expanding agroecology, extractivism, and organic production networks, cooperatives, and socio-productive and economic organizations.

We have a long history of supporting agroecology, agro-extractivism, and family and organic agriculture. In 2023, we supported various projects that incentivize productive chains through initiatives led by family farmers, totaling a mobilized investment of R\$ 26.8 million, benefiting more than 2,000 people in 87 municipalities across 12 states, covering all regions of the country.

# ECOFORTE

Programa de Fortalecimento e Ampliação das Redes de Agroecologia, Extrativismo e Produção Orgânica





### Sanear - Marajó Socioambiental

The mobilized investment of R\$ 9.6 million, in partnership with BNDES (with R\$ 7.2 million applied in 2023), has been crucial for the inclusion of 200 riverside families from settlements and extractive reserves in four communities in the municipalities of Breves and Portel in the Marajó Archipelago (PA).

The reapplication of Social Technologies such as Cisterns and Sanitation Systems in flood-prone areas proves essential for understanding the community as an organic ecosystem, promoting basic sanitation, income generation, adaptation to climate change, and food and nutritional security for the supported communities. Proper waste treatment brings quality of life and impacts health and well-being. Micro water treatment systems will also be installed to supply the communities involved in the initiative. The activities are carried out in an integrated manner with the residents, who actively participated in the training stages and reapplication of the social technologies.









### Memory and Legacy of Chico Mendes

We formalized a partnership with the Chico Mendes Committee to carry out the Memory and Legacy of Chico Mendes project. The signing took place during an event honoring the environmentalist and defender of the Amazon, in the municipality of Xapuri (AC). The project involves a joint investment of R\$ 2.4 million and aims to honor the memory and defend the legacy of the environmentalist for present and future generations.

The project intends to keep Chico Mendes' memory alive through a collective approach, complementing visual records shared with the communities, collecting testimonies from forest peoples and supporters about the steps to be taken to honor his memory, encouraging youth to engage with his ideals, highlighting the role of women in the extractive struggle, demonstrating that his legacy remains present in the defense of well-being and sustainability, providing transparency and preservation of memory through electronic records of the project's activities, and organizing existing archives on his history and the struggle of forest peoples.





## Chamada Interna A Chamada da Diversidade

Projeto Voluntários BB | Fundação BB 2024



**BB Volunteering Internal Call**

BB Volunteering promotes and encourages the participation of active or retired employees, their families, and friends in voluntary activities. To facilitate interaction among participants, an online platform is available at <https://voluntariadobb.v2v.net/pt-BR>. This platform allows for program management and communication between BB, volunteers, institutions, unit committees, and the general public.

At the end of 2023, we launched a new Internal Call for selecting initiatives for the BB Volunteers Project - Fundação BB. Employees of Banco do Brasil and its affiliated companies, both active and retired, who are registered on the BB Volunteering Portal and who volunteer at the entity and initiative to be supported, are eligible to participate. The projects should aim to support local initiatives, focusing on the following themes: social inclusion, job and income generation, promotion of food sovereignty, and combating illiteracy.



The internal call aims to approve a total of R\$ 5 million in social investment with the selected proposals. The proposals should directly impact the audience prioritized by Fundação Fundação BB in this Call, which includes people in situations of vulnerability and social exclusion, respecting diversity in race and ethnicity, gender and sexual identity, people with disabilities, neurodivergent individuals, children, youth, and people over 50 years old.





## Structured Humanitarian Aid Program

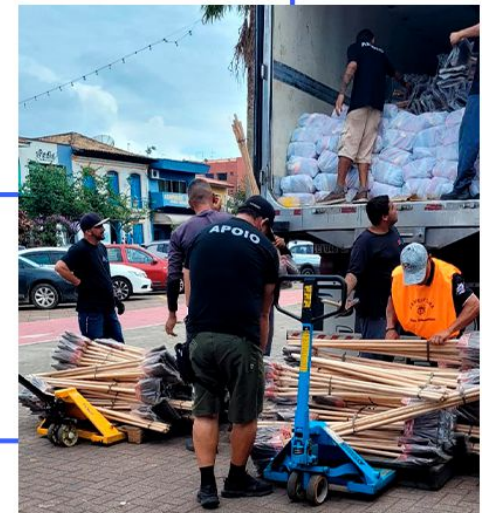
In 2023, we mobilized a total of R\$ 13.8 million in the Humanitarian Aid Program. Of this amount, R\$ 5.4 million came from donations by individuals and corporations. Key partners assisted us in these challenges: Alelo, BB Asset, BB Consórcios, Cateno, Livelo, and Vale. The resources were used to assist more than 186,000 people in 134 municipalities across 12 states in all regions of Brazil.

The Humanitarian Aid Program emerged in response to various humanitarian crises triggered by extreme events that deteriorate living conditions and access to basic needs for affected communities. Through it, we aim to minimize the negative impacts of these crises, ensuring assistance and access to basic human rights.



Through the Program, we mobilize executing partners and donors to provide appropriate solutions swiftly, to prevent the worsening of risky situations. The actions and strategies include implementing rapid measures for humane care, restoring minimum conditions for survival and safety, supporting basic needs and human dignity, seeking partnerships to amplify positive effects, and promoting health care.

Since its inception, we have allocated resources totaling R\$ 343 million to actions such as Solidarize-se, Proteja e Salve Vidas, Proteja e Salve+Vidas, Floods, Droughts, and the Humanitarian Crisis of the Yanomami People.







### In Sinergy with Banco do Brasil

Banco do Brasil (BB) was recognized as the most sustainable bank in the world for the fifth time in the 2023 Global 100 ranking of the 100 Most Sustainable Corporations in the World by Corporate Knights, maintaining the leadership position it achieved in 2022. In 2023, BB reaffirmed its commitment to sustainability by announcing the 12 Commitments for 2030 for a More Sustainable World. These goals are aligned with the United Nations' Sustainable Development Goals (SDGs) and are part of Banco do Brasil's Sustainability Plan, Agenda 30 BB. Among the declared commitments is BB's contribution to society through actions developed by Fundação BB.

We are the main entity responsible for the social investment of Banco do Brasil and its conglomerate. Thanks to BB's extensive network of branches and its national presence, we are able to reach all regions of the country, positively impacting the communities in which the Bank operates.

The initiatives of Fundação BB play a vital role in maintaining Banco do Brasil's position in major sustainability indices, such as the Dow Jones Sustainability Index (DJSI), the Corporate Sustainability Index (ISE) of B3 - the Brazilian stock exchange headquartered in São Paulo, the FTSE4Good Index Series of the London Stock Exchange, and the Global 100 of the Most Sustainable Corporations by Corporate Knights.



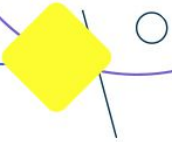


### Partnerships with the BB Conglomerate

#### BB Consórcios

Expanding our partnership with BB Consórcios through the Green Groups, we announced the Nascentes Brasileiras project. R\$ 8 million was mobilized to enable the restoration of native vegetation, contributing to the strengthening of ecosystem services and the recovery of springs in the five Brazilian regions, within the watersheds of the Cerrado and Atlantic Forest biomes, benefiting 1,200 family farmers. During the initiative, 200,000 trees will be planted across up to 200 hectares of environmental restoration.





### Brasilprev

In partnership with Brasilprev, we approved a project that aims to revitalize spaces in 27 public schools across the five regions of the country. The initiative seeks to contribute to establishing a school environment that fosters social interaction, learning, and student development.


With an investment of R\$ 2.7 million, it will be possible to benefit more than 18,000 children and adolescents who use computer labs, sports courts, cafeterias, libraries, and other learning and socializing spaces.

Here you have


Revitalization of  
Public Schools

School Name  
City (UF)

Partnership

BB SEGUROS

BRASILPREV

FUNDAÇÃO BB

Execution

Brand

Project xx | Agreement entered into on xx/xx/xxxx



## BB Seguros and Brasilcap

Together with BB Seguros and Brasilcap, we established a partnership in 2022 linked to a capitalization bond in the Philanthropy Prize modality, called Doadin. In 2023, the product was launched and made available to Banco do Brasil customers on the BB App.

**Doadin** is a product that invites customers to help those in need while also entering to win various prizes. With amounts of R\$ 25, R\$ 50, or R\$ 100, the one-time payment bonds offer the chance to win instant prizes of up to R\$ 100 and ten special prizes of up to R\$ 25,000. The funds from the donation of the redemption are directed towards projects for the reapplication of social technology, education, environment and income, health, and well-being.



### Fundação BB

*Faça seu Doadin, ajude os projetos da Fundação BB e concorra a prêmios de até R\$ 25 mil!*

Saiba mais >

## Effectiveness in Programs and Projects

GRI 413-1



### Advisory and Monitoring

The monitoring process we conduct contributes to the effectiveness and proper execution of social projects. By closely following the progress of initiatives, it is possible to identify any challenges, correct course, and optimize resources. Additionally, monitoring allows us to evaluate the impact of actions, ensuring that they are aligned with our strategy and the needs of the communities served.

In this way, the continuous monitoring and oversight of social projects ensure the full execution of initiatives and reinforce our commitment to social responsibility and sustainable development.

In 2023, in addition to in-person monitoring conducted on a sample basis, we continued the remote process, which allows for the monitoring and follow-up of project execution through video calls and virtual meetings, adding greater security and agility to the process. In summary, the monitoring of the actions we support occurs in the following ways:





**remotely:** covers all projects and refers to monitoring carried out through the analysis of documents presented by the entity, such as execution reports and contacts made with the entity;

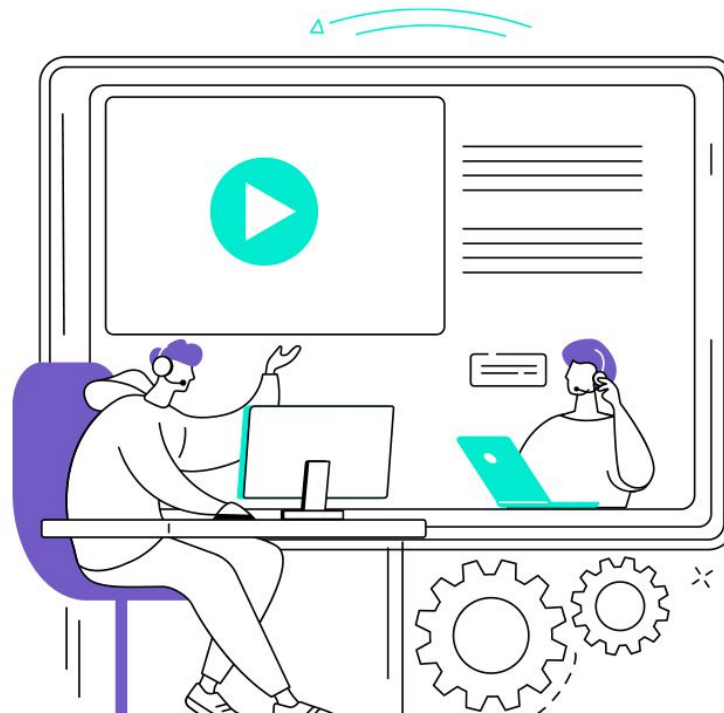


**virtually:** refers to remote monitoring through videoconferencing between Fundação and partners involved in project execution, which can occur at any time;



**in-person:** refers to sample-based monitoring through visits to the location where the project takes place, with the aim of obtaining information on the progress of activities, identifying weaknesses, and proposing timely solutions to ensure that the goals and objectives are met.

In 2023, we selected a sample of 38 projects for in-person monitoring. In addition to identifying the project's stage of development on-site and the possible need for adjustments, issues such as the participation and engagement of youth and women, the development of knowledge and skills, human rights aspects, and the formation of partnerships for project development and support for its participants were also evaluated.





## Evaluation



The evaluation of socio-environmental programs and projects that we conduct includes activities such as studying the objectives of the interventions, defining indicators, systematically collecting information, systematizing, analyzing data, and disseminating the results.

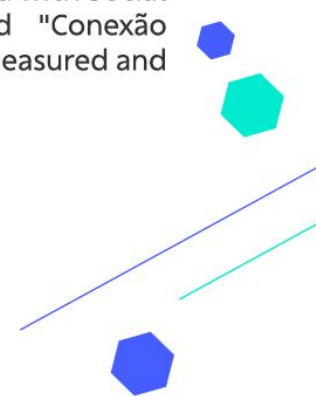
We use evaluation methodologies that are aligned with the purposes of measuring the effectiveness of the supported initiatives, identifying their effects on the participants' lives, and assisting in decisions regarding future interventions. The results of the evaluations are evidence-based and are built with the participation of the various actors involved in the projects, through both in-person and remote dynamics.

We believe that in-person activities are essential for highlighting actions, obtaining perceptions, and verifying the qualitative aspects that permeate evaluations. Remote actions, using digital tools, allow for different stages of the evaluation process, adding operational efficiency to the process, as it enables the expansion of the scope of evaluated initiatives.

The inputs we generate help to support the modeling of our actions, accountability to stakeholders and participants, and promote a sense of ownership regarding social actions.

The sample of initiatives that participate in the evaluation process is defined according to our current portfolio of Structured Programs, as well as the parameters established in our governance instruments.

In 2023, we conducted approximately 1,500 interviews and collected around 30,000 data points. We completed three baseline evaluation processes (data collection before the start or at an early stage of the initiatives) for the projects "Quality Education Integrated with Social Technologies," "Sanear – Marajó Sustentável," and "Conexão Ecoforte and Local Ecosystems," whose results will be measured and disclosed at the end of these initiatives.







## Balance Sheet and Financial Statements

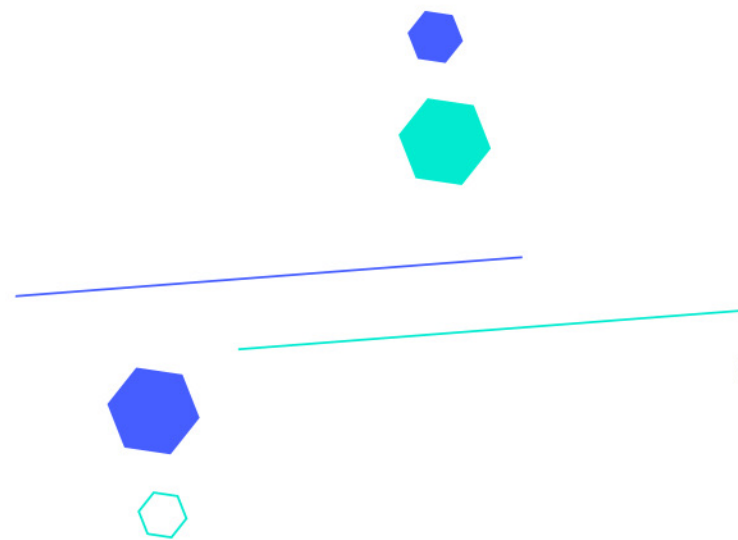


The consolidated financial statements are prepared based on accounting guidelines from the Corporate Law and presented in accordance with accounting practices adopted in Brazil, which include the technical pronouncements of the Accounting Pronouncements Committee (CPC) – approved by the Federal Accounting Council (CFC), the General Technical Interpretation – ITG 2002 – Non-Profit Entity (R1), and other Brazilian Accounting Standards approved by independent audit.

The accounting policies we adopt are applied consistently across all periods. Our financial instruments are recorded in balance sheet accounts and mainly comprise balances of financial investments, other credits, accounts payable, charges to be collected, and other obligations.

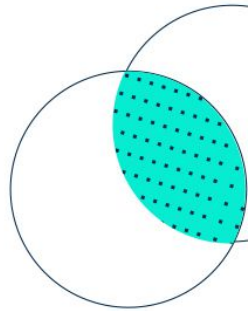
The document containing the Consolidated Financial Statements can be accessed in full on our website – [www.fbb.org.br](http://www.fbb.org.br).

The Fundação BB 2023 Accountability Report of Fundação BB was approved by the Board of Trustees in a meeting on 03.20.2024 based on the information provided in the Financial Statements, the Activity Report, and the Budget Execution Summary, after the presentation of unqualified opinions from the Independent Audit and the Fiscal Council.



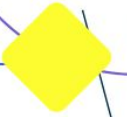
## GRI Summary

<b>Declaration of use</b>	Banco do Brasil Foundation reported the information cited in this GRI content summary for the period from Sunday, January 1, 2023 to Sunday, December 31, 2023, based on the GRI Standards.			
<b>Used GRI 1</b>	GRI 1: 2021 Fundamentals			
<b>Indicator</b>	<b>Title</b>	<b>Notes/Omissions</b>	<b>ODS</b>	<b>Global Pact</b>
<b>GRI 1: 2021 Fundamentals</b>				
<b>GRI 2: 2021 General Contents</b>				
<b>General Contents</b>				
2-1 Organization details	BB Foundation   About Us BB Foundation   Our New Home Credits	Bylaws, article 1: Banco do Brasil Foundation, a legal entity of private law, for non-profit purposes, with administrative and financial autonomy, established by Banco do Brasil S.A, is governed by its own bylaws.  Setor de Clubes Esportivos Sul, Trecho 02, Lote 22, Edifício Tancredo Neves, Brasília, Distrito Federal, Brasil		
2-2 Entities included in the organization's sustainability report	Display   About the Activity Report	BB Foundation has no branches.		
2-3 Reporting period, frequency and contact personnel	Display   About the Activity Report			
2-4 Reformulations of information		None.		
2-5 External verification		There was no external verification for the report.		
2-6 Activities, value chain and other business relationships	BB Foundation   About Us BB Foundation   Suppliers BB Foundation   Information Technology	In a statutory manner, BB Foundation aims to promote, support, encourage and sponsor actions in the fields of Education, Culture, Health, Social Assistance, Recreation and Sports, Environment, Science and Technology and Assistance to Urban-Rural Communities.	16	

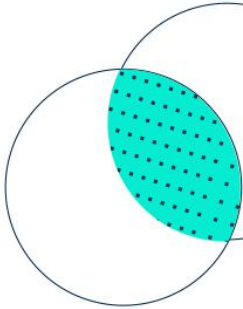




2-7 Employees	BB Foundation   The People of BB Foundation	All employees of the BB Foundation are governed by a permanent employment agreement, working in Brasília (DF).	4, 5, 8	3, 4, 5, 6
2-8 Workers who are not employed		All employees of the BB Foundation are governed by a permanent employment agreement, working in Brasília (DF).		
2-9 Governance structure and its composition	BB Foundation   Organizational Structure		16, 17	
2-11 President of the highest governance body	BB Foundation   Organizational Structure	The president of Banco do Brasil is the president of the Trustee Council of BB Foundation This person does not hold the position of president of BB Foundation and does not exercise an executive function in the institution.		
2-12 Role played by the highest governance body in supervising the management of impacts	BB Foundation   Organizational Structure			
2-13 Delegation of responsibility for managing impacts	BB Foundation   Organizational Structure			
2-14 Role played by the highest governance body in sustainability reporting	Display   About the Activity Report			
2-16 Communication of critical concerns	BB Foundation   Engagement and Dialog BB Foundation   Ethics and Integrity		16	10
2-18 Evaluation of the highest governance body's performance	BB Foundation   Organizational Structure			



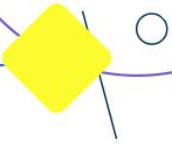
2-19 Remuneration policies	BB Foundation   The People of BB Foundation	<p>Bylaws art. 41: BB Foundation will not remunerate, in any form or capacity, its president and executive directors, board members, supporters, benefactors or equivalent and associates; it will not grant them advantages or benefits, nor will it distribute profits or bonuses, under any form or pretext.</p> <p>Bylaws article 42, paragraph 2: the president and executive directors of BB Foundation will be remunerated exclusively by the founder Banco do Brasil S.A.</p>		
2-20 Process for determining remuneration	BB Foundation   The People of BB Foundation	<p>Bylaws art. 41: BB Foundation will not remunerate, in any form or capacity, its president and executive directors, board members, supporters, benefactors or equivalent and associates; it will not grant them advantages or benefits, nor will it distribute profits or bonuses, under any form or pretext.</p> <p>Bylaws article 42, paragraph 2: the president and executive directors of BB Foundation will be remunerated exclusively by the founder Banco do Brasil S.A.</p>	16, 17	



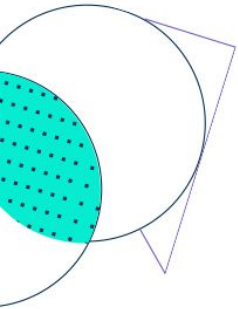


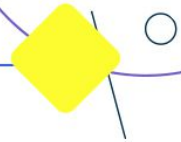


## GRI Summary

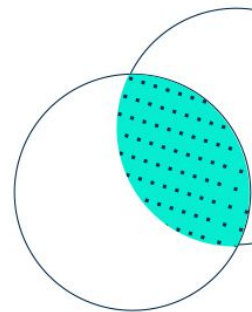


2-22 Declaration on sustainable development strategy	Display   Message from leaders BB Foundation   Strategy			
2-23 Policy commitments	BB Foundation   Governance		16, 17	
2-24 Incorporation of policy commitments	BB Foundation   Governance		16, 17	
2-25 Processes to repair negative impacts	BB Foundation   Ethics and Integrity		16	10
2-26 Mechanisms for counseling and presentation of concerns	BB Foundation   Risk Management and Internal Controls		16	2
2-27 Compliance with laws and regulations	BB Foundation   Risk Management and Internal Controls		16	2
2-28 Participation in associations	BB Foundation   Participation in Commissions and Committees - External Forums			
2-29 Approach to stakeholder engagement	Display   Materiality Matrix			
2-30 Collective bargaining agreements		All employees of BB Foundation, assigned by the founder Banco do Brasil S.A., are covered by the Collective Bargaining Agreement for their category.		

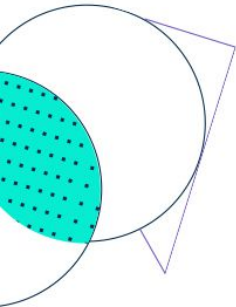
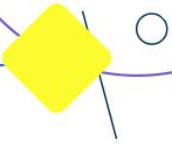




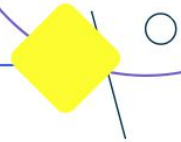
Material matters				
3-1 Process for defining material topics	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
3-2 List of material matters	About the Report   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
Social Technology				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
	BB Foundation   Technology is Social		1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17	6, 7, 8, 9
Social and Environmental Responsibility in Programs and Projects				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
	Projects and Highlighted Actions		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	6, 7, 8, 9
304-2 Significant impacts of activities, products and services on biodiversity	Projects and Highlighted Actions			
408-1 Operations and suppliers with significant risk of child labor cases	Projects and Highlighted Actions			



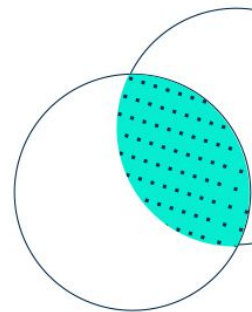




412-3 Significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening	Projects and Highlighted Actions			
413-1 Operations with engagement, impact assessments and development programs focused on the local community	Effectiveness in Programs and Projects			
G4-DMA (former NGO4) Measures to integrate gender and diversity into program design and implementation, and learning monitoring, evaluation and cycle	Projects and Highlighted Actions			
<b>Generation of Work and Income</b>				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
	Projects and Highlighted Actions		1, 2, 4, 10	5, 6
<b>Effectiveness in Programs and Projects</b>				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
	Effectiveness in Programs and Projects		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	6, 7, 8, 9

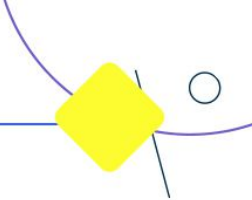


413-1 Operations with engagement, impact assessments and development programs focused on the local community	Effectiveness in Programs and Projects			
<b>Articulation of Social Investment</b>				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
G4-DMA (former NGO6) Processes for taking into account and coordinating with the activities of other actors	Partnerships			
G4-DMA (NGO10) Adherence to standards for fundraising practices and marketing communications	Partnerships			
<b>Ethics and Integrity</b>				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
205-2 Communication and training on anti-corruption policies and procedures	BB Foundation   Ethics and Integrity			
205-3 Confirmed cases of corruption and actions taken	---	There were no cases related to corruption against the organization and/or its collaborators in 2023.		

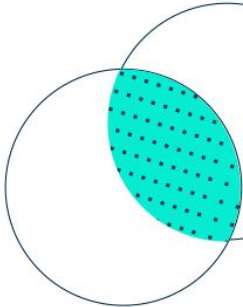




Relationship with partners				
3-3 Management of material matters	Display   Materiality Matrix		1, 2, 3, 4, 5, 6, 8, 10, 11, 12, 13, 15, 16, 17	7, 8, 9 10
	Partnerships		16, 17	1, 2, 4, 5, 6, 7, 8, 9, 10
SPECIFIC CONTENTS – GRI STANDARDS				
Economic Performance				
201-1 Direct economic value generated and distributed	BB Foundation   In Numbers		8	10
Training and Education				
404-1 Average hours of training per year for employees	BB Foundation   The People of BB Foundation		4, 5, 8	
404-3 Percentage of employees receiving regular performance and career development reviews	BB Foundation   The People of BB Foundation			
Diversity and Equal Opportunities				
405-1 Diversity in governance bodies and employees	BB Foundation   Diversity, Equity and Inclusion		5, 10, 16	1, 2, 6
G4-DMA (former NGO4) Measures to integrate gender and diversity into program design and implementation, and learning monitoring, evaluation and cycle	BB Foundation   Diversity, Equity and Inclusion		5, 10, 16	1, 2, 6



Non-Discrimination				
406-1 Discrimination cases and corrective measures taken	---	We did not receive registration of discrimination cases at BB Foundation in 2023	16	6
COMPLEMENT OF SECTORAL STANDARDS – NGO				
G4-DMA (NGO8) Financing sources per category and five largest donors and monetary value of their contribution	BB Foundation   In Numbers			
G4-DMA (former NGO9) Mechanisms for employee feedback and complaints, and their solution	BB Foundation   Engagement and Dialog			





## Masthead

### Trustee Council

#### Native Members

Tarciana Paula Gomes Medeiros  
Kleyttton Guimarães Morais  
Robert Juenemann

#### Temporary Members

Ana Cristina Rosa Garcia  
Camilo Buzzi  
Darllan Rodrigues Botega  
Fernando Sabbi Melgarejo  
José Ricardo Sasserón  
Karina Felix Cardoso  
Vacant

### Fiscal Council

#### Official Members

Paula Regina Goto  
Alex Pereira Benício  
Charlene Soares da Silva Fiusa

### Executive Board

#### President

Kleyttton Guimarães Morais

#### Social Development Director

Luciana Athaide Brandão Bagno

#### Director of People Management, Controllers and Logistics

Gilson Adriano de Oliveira Lima



## Managers

**Alírio Pereira Filho**

Controls, Risks and Integrity

**Ana Bianca Tavares Conceição Silva**

People

**Ana Carolina Barchesi**

Strategy and Organization

**Ariana Leotti**

Marketing and Communication

**Deivid Biage da Silva**

Information Technology

**Eliseu Antônio Pinheiro Alexandre**

Monitoring and Evaluation

**Fabiano Mendes Cirino**

Secretariat and Governance

**Flávia Maciel de Almeida**

Strategic Partnerships

**Luiz Gonzaga de Carvalho**

Project Prospecting and Analysis

**Patrícia Lustosa Borges de Lima Vieira**

Project Implementation and Advisory

**Paulo Henrique Alves de Siqueira**

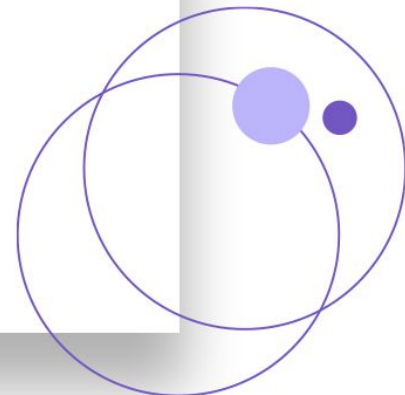
Finance and Controllership

**Rogério Miziara**

Social Technology

**Tarcísio Forster Gerotto**

Supplies and Contracts



## Credits

### General Coordination

Executive Board

Strategy and Organization Management

Marketing and Communication Management

### Edition and Review

Alenor Alves da Silva Junior

Ana Paula Araujo Busato

Samuel Falcão Borges de Lima Vieira

Bruno Maciel Moraes

Diego do Prado Reis

Carla Barata Ribeiro

### Visual Identity

Camila Costa Guimarães

### Graphic Art

MAVERICK 360

### Web Development

MAVERICK 360

### Pictures

Acervo Fundação Banco do Brasil

### Image Curation

Alenor Alves da Silva Júnior

We thank all employees, partners and stakeholders who collaborated directly or indirectly in the preparation of this document.



This publication is the responsibility of:

Fundação Banco do Brasil  
SCES Trecho 2, Lote 22, Edifício Tancredo Neves, 2º andar  
CEP 70200-002  
Brasília (DF)  
[www.fbb.org.br](http://www.fbb.org.br)

For information, suggestions, reviews or comments about this report, contact us through the email addresses:

[estrategia@fbb.org.br](mailto:estrategia@fbb.org.br)  
[comunicacao@fbb.org.br](mailto:comunicacao@fbb.org.br)

To learn more about BB Foundation and access photos, videos and official publications, check out our profiles on social networks:

-  [instagram.com/fundacaobb](https://www.instagram.com/fundacaobb)
-  [youtube.com/fundacaobb](https://www.youtube.com/fundacaobb)
-  [linkedin.com/company/fundacaobb](https://www.linkedin.com/company/fundacaobb)
-  [twitter.com/fundacaobb](https://twitter.com/fundacaobb)
-  [facebook.com/fundacaobb](https://www.facebook.com/fundacaobb)