




Sustainability Report 2023

The evolution
of businesses
and people
begins with
our own evolution.



We follow a path
of constant growth.
With solidity and balance,
but in continuous movement.

A close-up photograph of a wood surface with a prominent, wavy grain pattern. The wood is a warm, medium-brown color with lighter and darker streaks following the grain. The texture is smooth but shows natural wood variations.

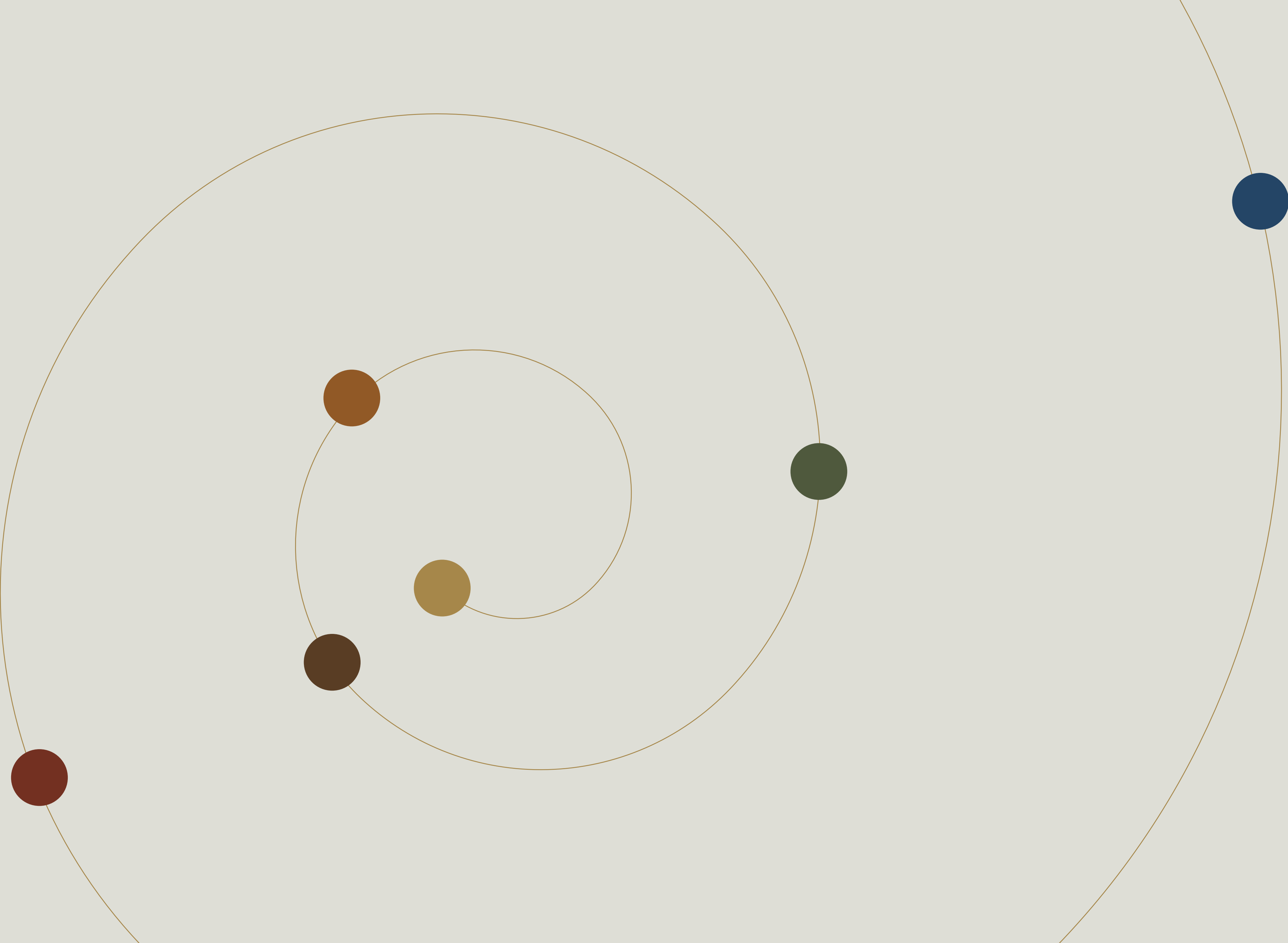
This report is
a snapshot
of our journey.

A path built by everyone who
leaves their footprints on it.
Confluent forces with the sole
purpose of generating
a positive impact for society,
for the economy, for the world.



Navigable index

Click on the titles or
numbers to access
each chapter.





Foreword

1



Solidity &
Dynamism
are built together



11.

Message from the Chairman of the Board of Directors

Khaled Kawan,
Chairman of the Board
of Directors of ABC Brasil

I am pleased to share our Sustainability Report 2023. The Report details how we are delivering on our purpose of propelling businesses, enabling a sustainable and inclusive growth for all our stakeholders.

In a year that has meant continued hardship and uncertainty for many, we focused on providing inclusion and resilience, increasing access to quality services, working to unlock new business prospects for our customers and grow productivity across Brazil.

ABC Brasil advances towards its 40-year history, with its central identity shaped by three generations of bankers. In this trajectory, our hallmarks are the focus on what we do best, the agility in capturing opportunities, and the collaborative work inside the Bank.

Despite the renovations made in recent years – and there have been many –, this tradition has been perpetuated and continues to empower our internal culture.

1.2. Message from the CEO

[GRI 2-22]

“ 2023 demonstrated the strength of our strategy and our team's ability to execute, even in the most challenging scenarios. ”

Sérgio Lulia Jacob, CEO of ABC Brasil



The path we chose in 2019 to diversify our revenues, expand our customer base and use technology to speed up our processes proved to be the right one.

We expanded the customer base by almost 10%, net income exceeded R\$850 million, and revenues with little or no additional capital consumption now represent almost 40% of customer revenues. The loan portfolio reached R\$ 46 billion and continues to be highly diversified and of high quality. Total financing reached R\$ 49 billion. New initiatives continued to flourish, resulting in a more diversified and resilient business model with higher structural profitability. Expense discipline ensured a reasonable efficiency index. The bank remained comfortably capitalized, ending the year with a Basel index close to 15%.

Without losing sight of the year's performance, we continue to strengthen our long-term strategy. We have strengthened **customer centricity** as one of the pillars of our operations, with the creation of a user experience area. More than just creating lasting relationships, as we have done in the past, we want to improve the identification of needs

and offer the right solution for each company, in each situation, becoming increasingly relevant in its evolution.

With the same objective, we are moving forward with the consolidation of our **ESG** strategy, creating the necessary structure to drive sustainable business in all segments. After all, we want to serve our customers with all their needs, and today it is essential that companies play a leading role in the transition to a greener, low-carbon economy.

To ensure the relevance of these fronts, we reviewed our performance model throughout the year, with the definition of **strategic KPIs** to be monitored from 2024 onwards, including **customer centricity and ESG** objectives.

In order to cope with a 4.5-fold increase in transaction volumes over the last three years, we continued to increase the number of employees and completed the redesign of the organization, defining a more agile and less hierarchical structure. It was also a year of strengthening new businesses and new operating models. The Energy Trading Company, for example, increased its customer base by 14% and its total structured

operations by 57%. The Insurance Brokerage and Rates business closed the year with a 34% increase. And the Investment Bank, which began operating under the partnership model, contributed R\$ 120.4 million to ABC Brasil's revenues. Among the new projects, I highlight the creation of commercial teams dedicated to the agribusiness sector and multinationals, which now have a customized service.

We enter 2024 prepared for a new cycle of growth and deliveries. Our optimism about the future of our country, combined with the results and progress presented in this report, gives us the confidence that the best is yet to come!

Sergio Lulia Jacob, CEO of ABC Brasil

1.3. Highlights of the Year

Compared to the previous reporting period, among other initiatives, we celebrated the expansion of our client base, the completion of the organizational redesign process, the reorganization of the Investment Banking area— which became an independent platform — as well as the start of the Agro Project, initiatives that are fully described and detailed throughout this report.

Profitability

Shareholders' Equity

R\$5.9 billion

Return on Average Equity (ROAE)

15.5%

Client base

4,930 clients

(+9.7% vs. 2022)

Net Income

R\$852 million

(+6.4% vs. 2022)

More diverse and
resilient business
model

Greater structural
profitability

Highlights of the Year

Service Revenues

R\$384 million
(-1,2% vs. 2022)

Insurance Brokerage
and Fees

+34% (vs. 2022)

Capital Base

Tier 1 Capital of
12.7%

Basel Ratio of
14.9%

Funding

R\$49.3 billion
(+8.0% vs. 2022)

Employees
1,257 (+5.1% vs. 2022)

Credit portfolio

Expanded credit
portfolio

R\$46.4 billion

Expenses

+10.9% (vs. 2022)

Cost discipline
and focus on
profitability

ESG Business

R\$
16.7 billion

in asset operations linked to ESG criteria, in accordance with ABC Brasil's Sustainable Finance Framework.

R\$
1.7 billion

in sustainable funding.

First
measurement

of financed emissions, the basis of ABC Brasil's decarbonization plan.

Issuance of
R\$
350 million

in Social Finance Bills intended to expand access to financing for small and medium-sized companies in the North, Northeast and Midwest Regions of Brazil, and to help generate jobs.

R\$
+7.5 billion

in issues of sustainable and blue debentures in the local capital market acting as coordinator.

1.4. About this report

We are releasing our 2023 Sustainability Report to the market, which was prepared in accordance with the standards of the Global Reporting Initiative (GRI) and incorporates the indicators of the Sustainability Accounting Standards Board (SASB) in the Commercial Banks and Investment Banking & Brokerage categories. Its content provides information for the period from January 1 to December 31, 2023 and covers all companies controlled by ABC Brasil¹. This publication is released annually, always in the year following the reported period, on a date announced in due course. As part of the efforts to ensure the quality of information relating to social, environmental and corporate governance practices, this publication was submitted to independent external assurance. [GRI 2-2 | 2-3]

In this report, we reflect on the challenges we have encountered, the progress achieved and the journey taken over the last year to further expand the generation of positive impacts and mitigate potential risks. This publication also traces the strategic and tactical initiatives implemented to make sustainability a cross-cutting topic throughout the organization.

¹Banco ABC Brasil SA, ABC Brasil Distribuidora de Títulos e Valores Mobiliários S.A., ABC Brasil Administração e Participações Ltda., ABC Brasil Commercializadora de Energia Ltda., ABC IB Holding Ltda., ABC Brasil Corretora de Seguros Ltda., Leblon Gestora de Créditos Ltda., ABC M&A and ECM Ltda., ABC DCM Ltda., ABC Holding Financeira Ltda., Non-standard Credit Rights Investment Fund ABC I, Baraúna Fundo de Investimento Multimercado Crédito Privado. The entities included in the consolidated financial statements are the same as those included in this (sustainability) report.



The selection of reported information was based on the materiality described below, which identified the most relevant issues for ABC Brasil's various stakeholders, and considered the best practices and global trends on the topic. All information was analyzed and validated by the responsible areas and approved by the Executive Committee and the Board of Directors. [GRI 2-12 | 2-14]

This report contains management information and calculations of a non-accounting nature that are used to present ABC Brasil's performance from the perspective of its Management. When compared with the financial statements, the management information reclassifies the detailing of some lines of income without the net income from the operation being affected. Our earnings releases, presentations, financial statements and quarterly income statements can be found in the Results Center of the Investor Relations website. [GRI 2-2]

Questions and comments regarding this report can be submitted through the following channels: ri@abcbrazil.com.br, ri.abcbrazil.com.br and (11) 3170-4655/2186. [GRI 2-3]



1.5. Materiality [GRI 3-1 | 3-3]

Materiality is a tool that allows the key social, environmental, climate and governance impacts and opportunities to be identified for our business. First drafted in 2021 and revised every two years, it is the reSouht of an ongoing process and dialogue with our most important stakeholders.

The materiality review conducted in 2023 included the involvement of several groups of stakeholders, including: management members, employees, clients, communities, suppliers, investors, business partners and sectoral entities. [GRI 2-29] The construction process was carried out in four stages: research of theoretical references and benchmarking, consultation with key stakeholders through online research, compilation of data, and validation of material topics.

For the final prioritization, weights were assigned according to their relevance to the organization's key stakeholders. The topics were then classified based on the scores obtained, resulting in the nine most relevant topics. We also established that "Climate Change" should be considered material, given the global relevance of the topic and its strategic importance for ABC Brasil. Thus, 10 priority material topics were defined, all referenced with the GRI and SASB indicators and addressed in this report.

The stages and results of this process were monitored and validated by the ESG area and approved by the Executive Committee and the Board of Directors.
[GRI 2-12 | 2-14 | 3-1 | 3-2]



Material topics for ABC Brasil [GRI 3-2]

1. Ethics, transparency and integrity

Promote ethical conduct in relationships throughout the value chain, combating any type of corruption and acting in compliance with laws and regulations. Help the business transition to a fairer and more sustainable economy.



2. Privacy and data security

Ensure the protection of data and client privacy, as well as the integrated management of risks arising from the collection, retention and use of sensitive data.



3. Innovation and technology

Develop and use new technologies to improve processes and ensure quick and secure access to the services provided by the Bank for clients.



4. Risk management

Ensure that, in addition to operational and corporate risks, all social, environmental and climate risks are considered in business management.



5. Good corporate governance practices

Implement the best governance practices that ensure transparency, assertiveness, timeliness and equity when disclosing information and in decision-making at the company. Ensure that actions by management are aligned with the corporate strategy and company culture.



Material topics for ABC Brasil [GRI 3-2]

6. Client experience

Ensure that the client is satisfied with the support and services provided by the institution. Maintain active channels for client relationships that provide agile and effective responses. Support the development of small and medium-sized companies in their generation of value.



7. Economic performance

Optimize growing and sustainable economic bottom line in the institution's activities, operating in compliance with legal regulations and a long-term vision.



8. Attraction, development and care of human capital

Promote a healthy work environment and mechanisms that help develop, attract, retain talent in the form of better performance and employee satisfaction.



9. Diversity and inclusion

Promote a plural, safe, inclusive and diverse work environment through practical measures that favor changing the organization's culture, ensuring the humanization of processes and respect for fundamental human rights.



10. Climate change

Promote climate change mitigation and adaptation strategies, contributing to the collective effort to reduce greenhouse gas emissions. Develop emission reduction initiatives both internally and throughout the value chain.



- ▶ 3.9. Environment
- ▶ ESG Strategy
- ▶ SAC Risk
- ▶ Sustainable Business



ABC Brasil

Our historical wholesale operations and recognized performance in offering financial solutions to companies help us maintain a close and ongoing dialogue with our corporate clients.

2



We create
bonds
of loyalty and security

2.1. About us [GRI 2-1 | 2-6]

Founded in 1989, ABC Brasil is a multiple financial institution specialized in lending and offering services to medium and large companies from a variety of economic sectors, including Agribusiness, Energy, Commerce, Transport & Logistics, Finance, Civil Construction and Real Estate Developers. Experienced executives head the Bank's management and are also its shareholders, with the autonomy to carry out the business.



We are qualified to operate in the commercial, financial, investment, real estate credit, foreign exchange, insurance brokerage and energy trading portfolios. At the end of 2023, these businesses were available to 4,930 clients distributed across the C&IB, Corporate and Middle segments¹, and we had 1,257 employees² and around 1,500 active suppliers.

We are a publicly traded company, listed on B3 Corporate Governance Level 2 since 2007, with Arab Banking Corporation (Bank ABC), an institution based in Bahrain, as our parent company. Headquartered in the city of São Paulo³, we are present in 52 Brazilian municipalities. We also have a branch overseas, in Georgetown, Cayman Islands.

We are recognized for our ability to build long-term, high-value relationships based on integrity and ethical guidelines, as well as for

our commitment to creating positive impacts in all our relationships. Working with ABC Brasil means being on the side of ongoing growth and the common construction of positive outcomes that are beneficial for everyone.

¹The C&IB (Corporate & Investment Banking) segment encompasses companies with annual revenues above R\$4 billion (may include clients from the Infrastructure, Energy and Private Equity sectors with revenues below R\$4 billion). The Corporate Segment encompasses companies with annual revenues between R\$300 million and R\$4 billion. The Middle Segment encompasses companies with annual revenues between R\$30 million and R\$300 million.

²Includes administrators, employees, interns, apprentices and partners.

³Our headquarters are located at Av. Cidade Jardim, 803 - 2nd floor - Itaim Bibi, São Paulo - SP, CEP 01453-000.



Size of the Organization [GRI 2-6 | FN-CB-000.B]

	2021	2022	2023
Corporate Clients (Quantity)	3,490	4,494	4,930
C&IB	331	331	350
Corporate	1,457	1,859	2,071
Middle	1,702	2,304	2,509
Expanded Credit Portfolio (R\$ million)	37,716	43,255	46,381
C&IB	14,374	14,594	14,658
Corporate	20,370	24,498	27,456
Middle	2,972	4,163	4,267
Shareholders' Equity (R\$ billion)	4.7	5.2	5.9
Expanded credit portfolio (R\$ billion)	37.7	43.3	46.4
Employees ¹ (Quantity)	899	1,196	1,257

¹The total is a consolidation of the following employment relationships: partners, employees hired under the CLT regime, Executive Committee, apprentices and interns.



2.2. Where we are [GRI 2-1]

We have a commercial presence in 52 Brazilian cities spread over four regions of the country.

MIDWEST: Brasília, Campo Grande, Cuiabá, Goiânia, Lucas do Rio Verde, Nova Mutum, Rondonópolis, Sinop and Tangará da Serra.

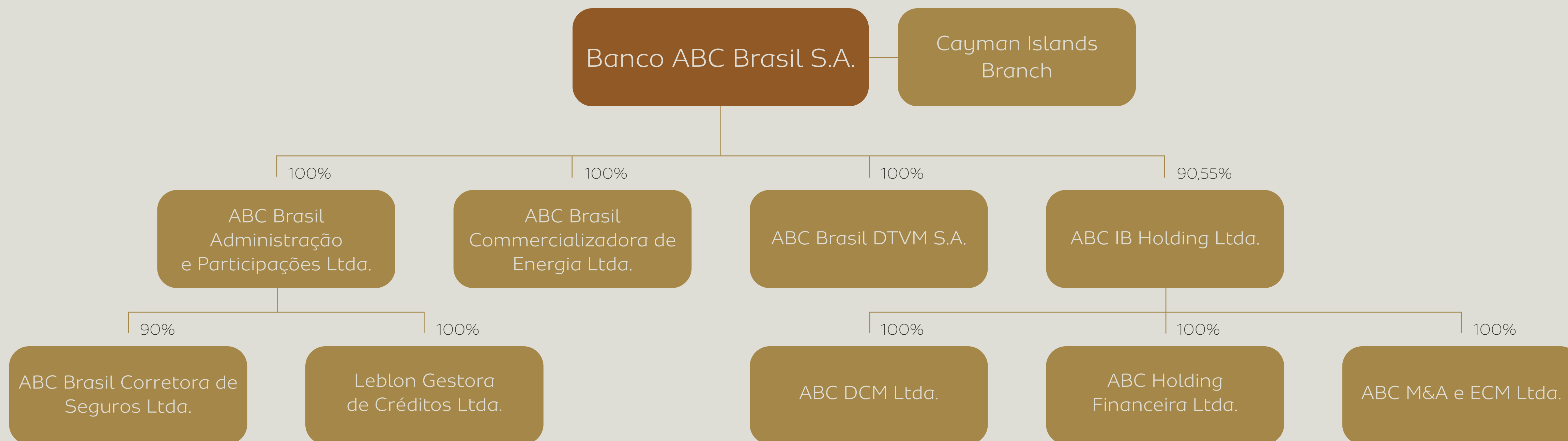
NORTHEAST: Fortaleza, Recife and Salvador.

SOUTHEAST: São Paulo's ABC Region, Americana, Araçatuba, Araraquara, Barueri, Belo Horizonte, Campinas, Divinópolis, Guarulhos, Indaiatuba, Ipatinga, Juiz de Fora, Jundiaí, Marília, Mogi das Cruzes, Presidente Prudente, Ribeirão Preto, Rio das Ostras, Rio de Janeiro, São José do Rio Preto, São José dos Campos, São Paulo, Taubaté, Teresópolis, Uberlândia and Vitória.

SOUTH: Blumenau, Cascavel, Caxias do Sul, Chapecó, Criciúma, Curitiba, Florianópolis, Joinville, Londrina, Novo Hamburgo, Passo Fundo, Pato Branco, Ponta Grossa and Porto Alegre.



2.3. Affiliates - Corporate structure¹ [GRI 2-1]



¹ On December 31, 2023

2.4. Our way of being and doing [GRI 2-23]

Values

Ethics and integrity

Act with high moral standards, establishing relationships of transparency, trust and respect with employees, clients, investors, shareholders and regulators.

Commitment

Offer the best business conditions aligned with the needs of clients, investors and shareholders.

Entrepreneurship

Encourage an ongoing quest for innovations that promote growth, development and increased efficiency.

Governance

Use mechanisms and processes that ensure the alignment of interests of various stakeholders.

Pillars

- Unceasing pursuit for competence in everything we do.
- Deep understanding of our market.
- Credibility of our clients.
- Promptness in finding appropriate and innovative solutions for each clients.
- Commitment to positive results.
- Continuous investment in technology, systems and processes in an effort to achieve greater efficiency.



Our manifesto

Business is conducted by people,
who have different ambitions and world views.

These people define the future of the companies,
they represent and lead movements
that revolutionize the market.
But, in the corporate world,
nothing is achieved alone.

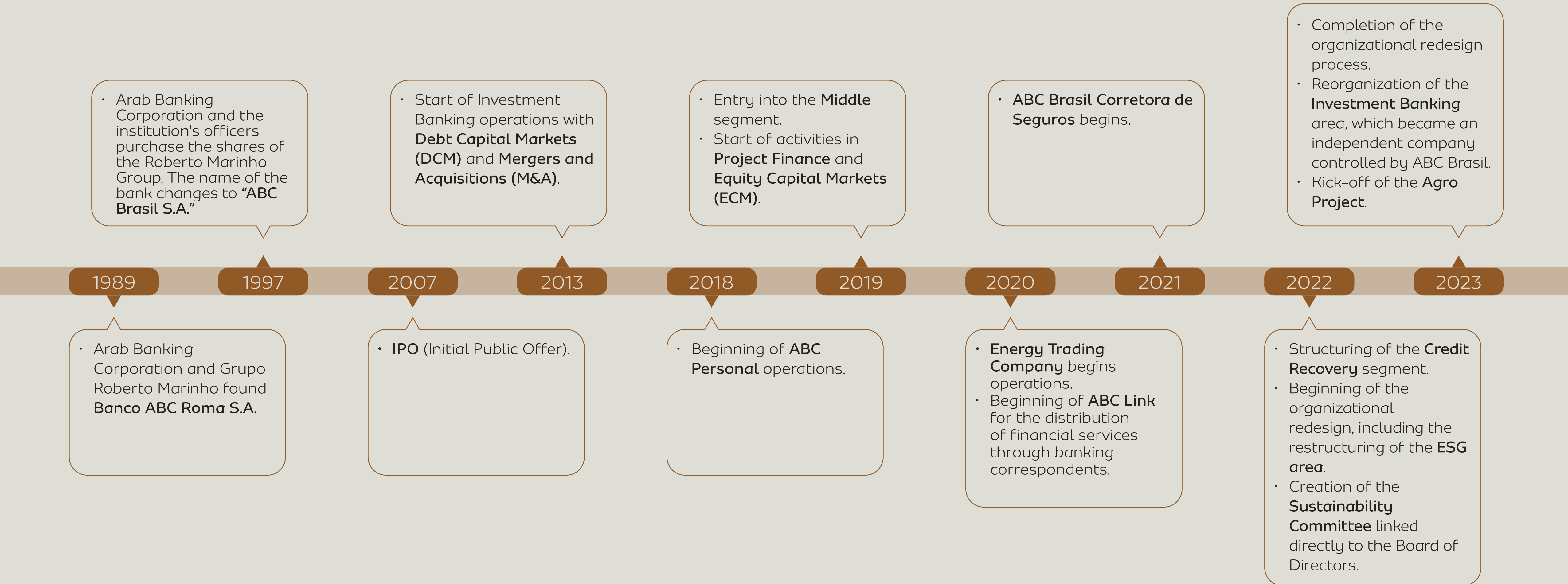
Prosperity is a collective construction.
It is competence and experience in synergy,
working towards evolution.

We are a Bank with a Brazilian essence.
Integrity is what guides us.
Distinctiveness sets us apart.

We treat each business uniquely,
because we believe relationships generate value.
And we're not just talking about
the relationship with the market,
but the one that is earned over time,
eye-to-eye and a focus on a common goal.
To grow.

We are thirsty for results,
we are experts in the Brazilian financial market
and our investment in building intelligent partnerships
is what promotes sustainable development
and enhances the transformation of businesses and people.

We are ABC Brasil.



2.6. Operating segments [GRI 2-6]

Commercial Bank

Business consulting and financial solutions for large and medium-sized companies with annual revenues exceeding R\$30 million.

Energy Trading Company

Services within the scope of the Free Energy Market, including negotiation of short, medium and long-term purchase agreements (PPA), derivatives, sale of energy in dollars, prepayment (cash advance), extension of contracts and structured operations.

Investment Banking

Support for strategic decisions and fundraising, involving M&A (mergers & acquisitions), issuing debt instruments and structuring projects (Project Finance), in addition to structuring and distributing initial public offerings (IPOs) and Follow-On public offerings .

ABC Personal

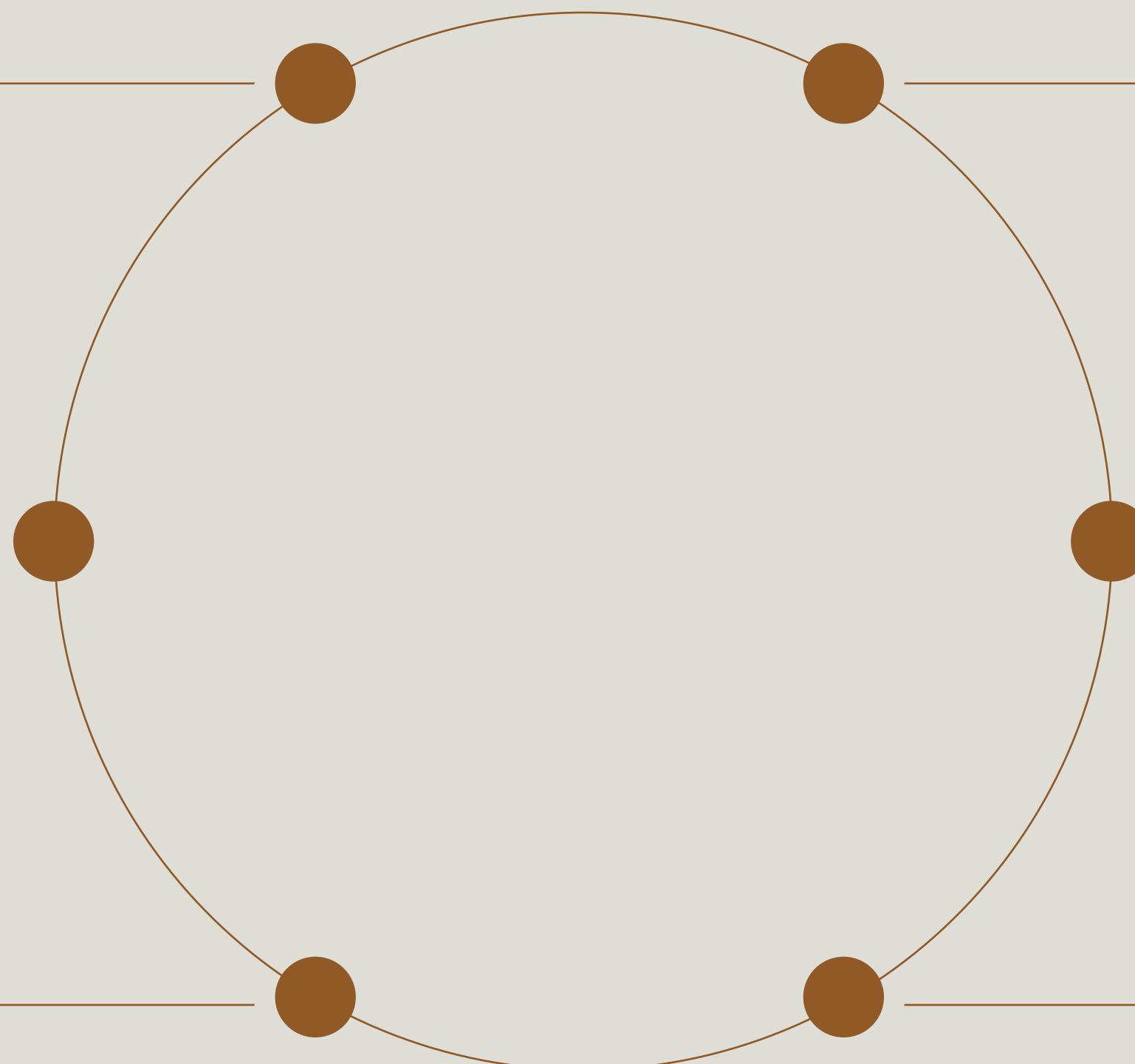
Personal investment platform that offers fixed income products in a free digital account with a variety of features.

Insurance Broker

Insurance brokerage in partnership with several insurance companies to offer the best alternatives to our clients.

Credit Recovery

Analysis and pricing of non-performing credit portfolios and advice to clients by offering solutions for managing receivables.



2.7 Recognitions in 2023

- Prominent positions in the “Latin America Executive Team 2023” ranking from “Institutional Investor” magazine, in all categories of the Financials Banks – Small Cap segment. We were the first Brazilian bank in all categories of the award:
 - **1st place:** Best ESG Program and Best Event with Analysts.
 - **2nd place:** Best CEO, Best CFO, Best Board, Best IR Professional, Best IR Program and Best IR Team.
- **Best CIEE Internship Program** at the 14th CIEE Awards for Best Internship Programs (category of 51 to 300 interns).
- **Insurance Broker** winner in the II Bonus Experience Award.
- **2023 Innovation Award** Honoree in the “Process Automation” category.
- **Red Certified** in the Dissemination of **Safety Culture**, through the “Hacker Ranger” platform.
- **Social Impact Award** from the “Instituto da Oportunidade Social” (IOS).





Value Generation

After an intense period of investment, we cemented our internal restructuring and stepped into 2024 ready to continue growing and broadening the positive impacts throughout our value chain and society.

3



Joint construction of results

3.1. Strategy [GRI 3-3 – Material topic: Economic performance]

Since 2019, ABC Brasil has been solidifying its **growth strategy**, which is grounded in increasing its client base, broadening its portfolio of products and diversifying its distribution channels. To achieve these objectives, we needed to implement the most significant investment cycle in our history, which involved the redesign of our organizational structure, the expansion of the workforce, a revision of processes and various technological advances to support a larger volume of transactions. Throughout this process, we also seek to make the ESG agenda a cross-cutting topic, permeating both our commercial offer and relationships with clients and suppliers.

This is why we have been able to make our operations more resilient and agile with increasingly sustainable results. We ended 2023 with a **new performance model**, with the definition of strategic KPIs defined that will be monitored from 2024 onwards. These include the Client Centricity and People and ESG goals, which reinforce our commitment to excellence in client service and serving their needs. This includes the goal of supporting them in the transition to a greener, low-carbon economy through operations linked to ESG criteria.

► Find out more about Compensation of management members and senior executives.



Growth strategy implemented from 2019 to 2023

Clients

Expansion of the client base and transaction volume through a targeted offer that included:

- Growth of the service structure for medium-sized companies.
- Creation of teams dedicated to strategic sectors, such as agribusiness and multinationals.
- Creation of products and services to support suppliers and clients of our clients.

Products

- Expansion of the product portfolio to become more present in the lives of our clients.
- Reduction of dependence on specific lines of business.
- Maximize the use of existing infrastructure to dilute the cost of acquiring and maintaining clients.

Channels

Digital solutions and infrastructure to support the increase in the volume of transactions, improve self-service and decentralize the service of relationship managers in operational matters, providing greater scalability to the business and increasing our productivity. These solutions included:

- Digital channels for orchestrating and distributing products and services (website, internet banking, apps, Tofi, Baas and CRM).
- Phone channels to support the client/market base (URA).

- Diluting the exposure to risk
- Capturing synergies between operations
- ROE structural expansion
- Lower volatility across cycles

ESG Strategy

[GRI 2-22 | 3-3 – Material topic: Climate change]

Grounded in our Social, Environmental and Climate Responsibility Policy (PRSAC) and ABC Brasil's growth strategy, we have designed an action plan aimed at ensuring that the organization is prepared for the challenges of the future and acts as an agent of positive transformation, generating shared value for society, clients, employees, investors and partners. This strategy aims to:

1. **Boost ABC Brasil's institutional positioning in relation to ESG** through the strategic management of social, environmental and climate impacts, focusing on coordinating with stakeholders and communicating the results achieved transparently and efficiently.
2. **Foster sustainable business opportunities** by offering innovative solutions, supporting our clients in the transition to a low-carbon economy and bringing new sources of revenue to the Bank.
3. **Promote the ESG culture internally**, making the ESG team a cross-departmental contact point for the entire Bank.

ESG Strategy

The ESG strategy operates across the board, integrating business, corporate governance, risk management, business opportunities and brand.



In 2022, the Board of Directors defined the topics of Climate Change and Diversity and Inclusion as priorities for the Bank. As such, throughout 2023 our advances were focused on structuring measures that will help guide and drive related deliveries and generate business in the coming years.

In order to reinforce this commitment, we joined the Global Compact in early 2024, a United Nations initiative that encourages companies around the world to align their operations and strategies with the Ten Universal Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption.

Find out more:

- Sustainability governance
- Sustainable Business

3.2. Economic environment

Overall, the financial market experienced a challenging period in 2023, particularly in the first half of the year. We also felt the effects of a more restrictive economic policy. It was the first year of a new government, a period in which high interest rates limited credit and increased defaults. External events, such as the wars in Ukraine and Palestine, affected the price of commodities, placing geopolitics as a central issue on the table of business leaders.

The growth in the volume of assets also disrupted the credit market forcing us to revise our Guidance downwards. The second half of the year was more active, with much of the uncertainty dissipating.



3.3. Operating and financial results

[GRI 201-1 | 2-6]

We achieved consistent results in 2023, demonstrating the success of our portfolio diversification strategy and the investments made in both people and infrastructure in recent years. This prepared us to reach a new level in the client portfolio and in the volume of transactions, credit operations and income.

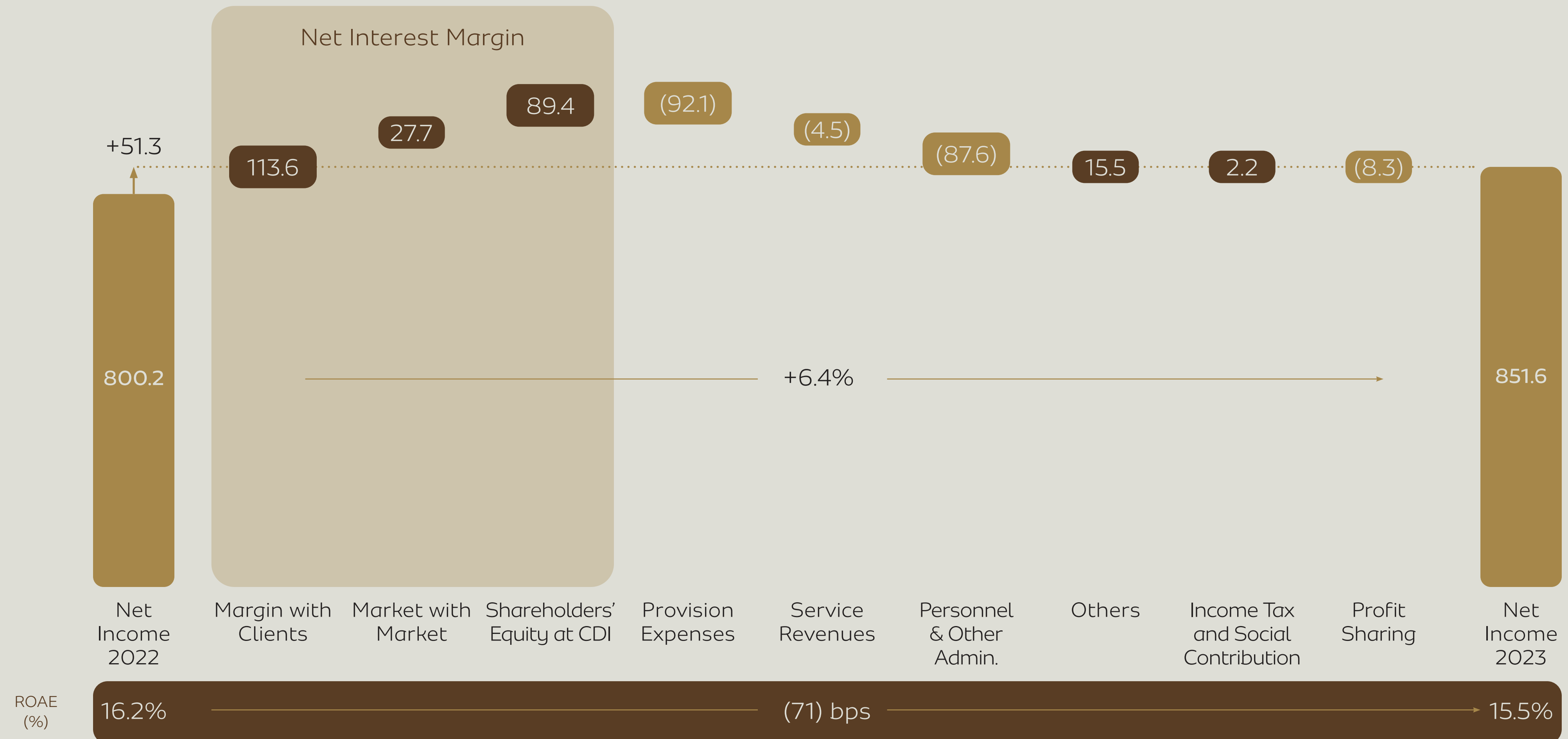
As a result of this effort, net income came to R\$851.6 million in 2023, an increase of 6.4% compared to the previous year, representing an Annualized Return on Equity (ROAE) of 15.5%. This despite the fact that the credit portfolio grew below expectations in a year marked by greater caution in lending.

Our Financial Net Interest Margin showed growth in all lines and finished the year at R\$2.2 billion, an expansion of 11.2% compared to 2022. The increase over the previous year is mainly explained by the growth in the Margin with Clients (9.1%), which totaled R\$1.3 billion in 2023, driven by a better product mix. The year's performance was also boosted by increases in the Margin with Market and Shareholders' Equity Remunerated at CDI, which grew 9.4% and 17.9%, respectively.



2023 x 2022 | Development of Net Income and ROAE (R\$ million)

[SASB FN-CB-000.B | GRI 3-3 – Material topic: Economic performance]



The Provision Expenses was R\$327.5 million, a 39.1% hike compared to 2022, affected by the isolated case of a client in the C&IB segment who is currently under court-supervised reorganization.

Even with more challenging conditions in the capital market at the beginning of the year, Service Revenues totaled R\$383.8 million in 2023, remaining nearly stable from the previous year, demonstrating the resilience of our business model. One bright spot was the Insurance Brokerage and Fees line, which posted an increase of 33.9% for the year, driven by our Insurance Brokerage.

Personnel, Other Administrative and Profit-Sharing Expenses totaled R\$972.7 million, growing 10.9% in 2023 and settling towards the bottom of our revised guidance for the year (between 10% and 15%). This performance reflects our flexibility in adjusting expense growth and our disciplined focus on profitability.

The Expanded Credit Portfolio rose 7.2%, remaining at the top of the revised guidance for the year (4% to 8%). Of note was the Corporate segment, which increased by 12.1% in 2023, reaching a 59.2% share. The C&IB and Middle segments ended 2023 with a share of 31.6% and 9.2%, respectively.

Finally, our client base increased by 9.7%, rising from 4,494 in December 2022 to 4,930 at the end of 2023. This expansion helped increase revenues, while continuing to reduce the average credit exposure per client.

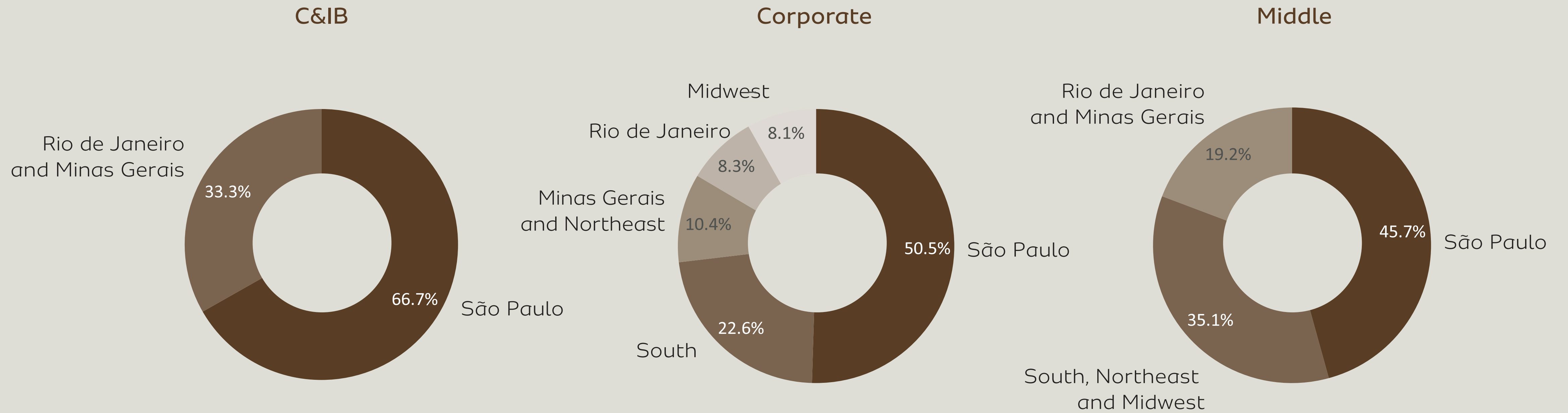


Expanded Credit Portfolio by segment and product

Expanded Credit Portfolio (R\$ million)	Dec/23	% Total	Dec/22	% Total	Var. 12M
Loans	24,829	100%	25,770	100%	-3,7%
C&IB	3,835	15.4%	4,470	17.3%	-14.2%
Corporate	16,895	68.0%	17,209	66.8%	-1.8%
Middle	4,099	16.5%	4,091	15.9%	0.2%
Private Securities	10,224	100%	6,025	100%	69.7%
C&IB	2,935	28.7%	1,801	29.9%	63.0%
Corporate	7,158	70.0%	4,212	69.9%	69.9%
Middle	131	1.3%	13	0.2%	937.1%
“Cash” Portfolio¹	35,052	100%	31,795	100%	10.2%
C&IB	6,770	19.3%	6,270	19.7%	8.0%
Corporate	24,053	68.6%	21,422	67.4%	12.3%
Middle	4,230	12.1%	4,103	12.9%	3.1%
Guarantees Issued	11,328	100%	11,460	100%	-1.1%
C&IB	7,889	69.6%	8,324	72.6%	-5.2%
Corporate	3,403	30.0%	3,076	26.8%	10.6%
Middle	37	0.3%	60	0.5%	-38.9%
Expanded Credit Portfolio	46,381	100%	43,255	100%	7.2%
C&IB	14,658	31.6%	14,594	33.7%	0.4%
Corporate	27,456	59.2%	24,498	56.6%	12.1%
Middle	4,267	9.2%	4,163	9.6%	2.5%

¹Includes Loans and Private Securities portfolios. | The Corporate & Investment Banking (C&IB) segment encompasses companies with annual revenues above R\$4 billion (it may include clients from the Infrastructure, Energy and Private Equity sectors with revenues below R\$4 billion). The Corporate Segment includes companies with annual revenues between R\$300 million and R\$4 billion. The Middle Segment comprises companies with annual revenues between R\$30 million and R\$300 million.

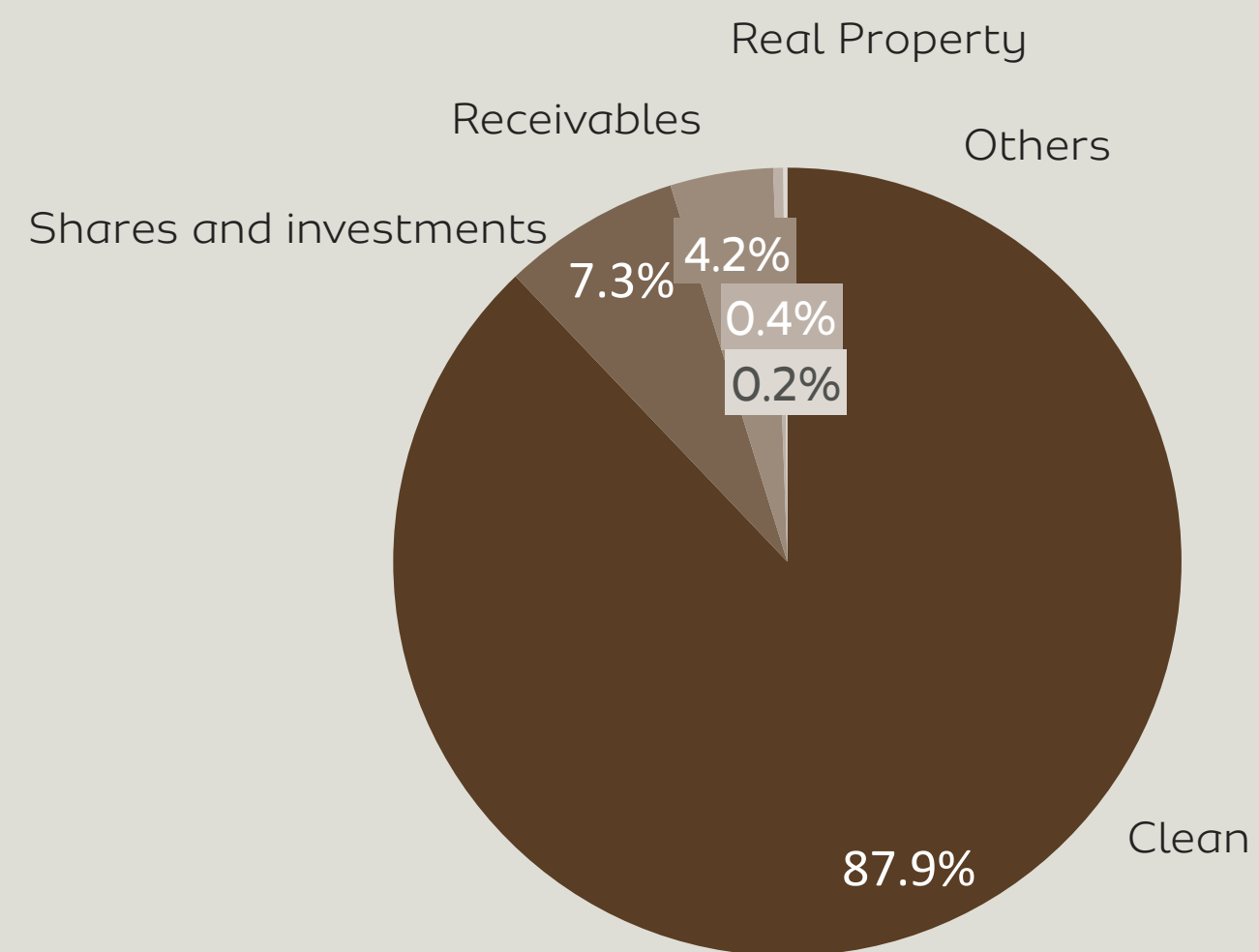
Geographical breakdown of the Expanded Credit Portfolio by segment [GRI 201-1]



Spread of Expanded Credit Portfolio collaterals by segment

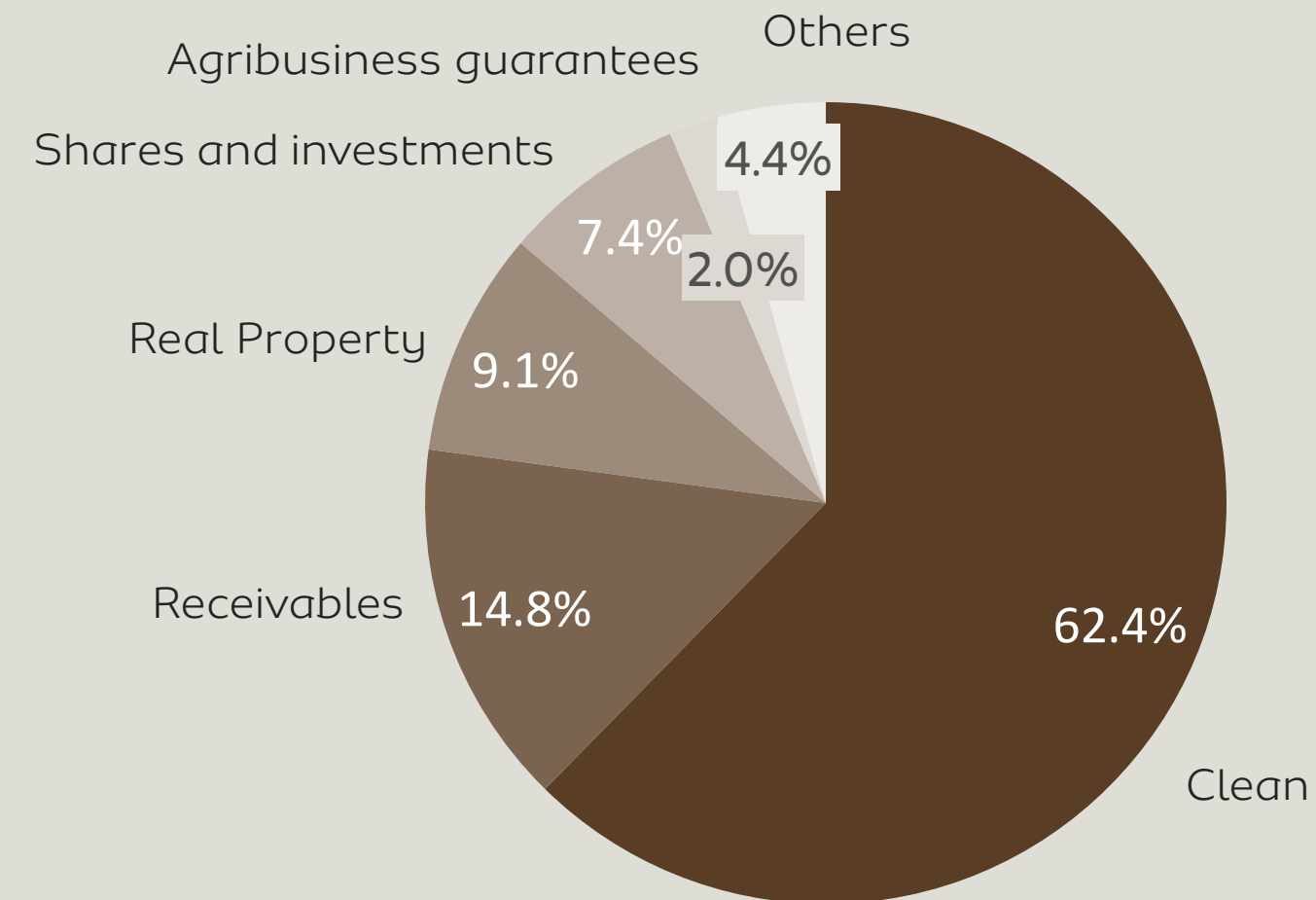
C&IB

Collateralized portfolio: 12.1%



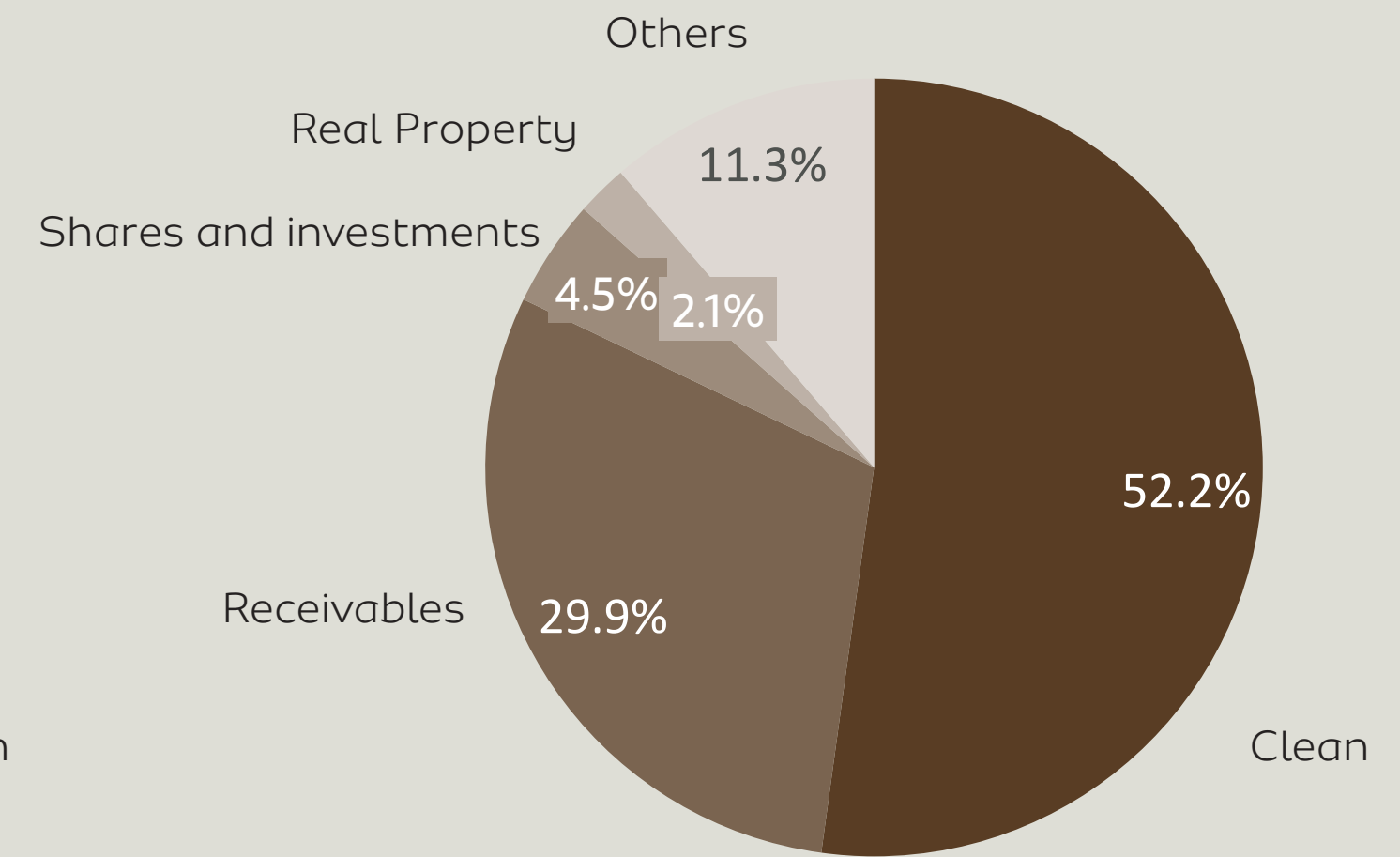
Corporate

Collateralized portfolio: 37.6%



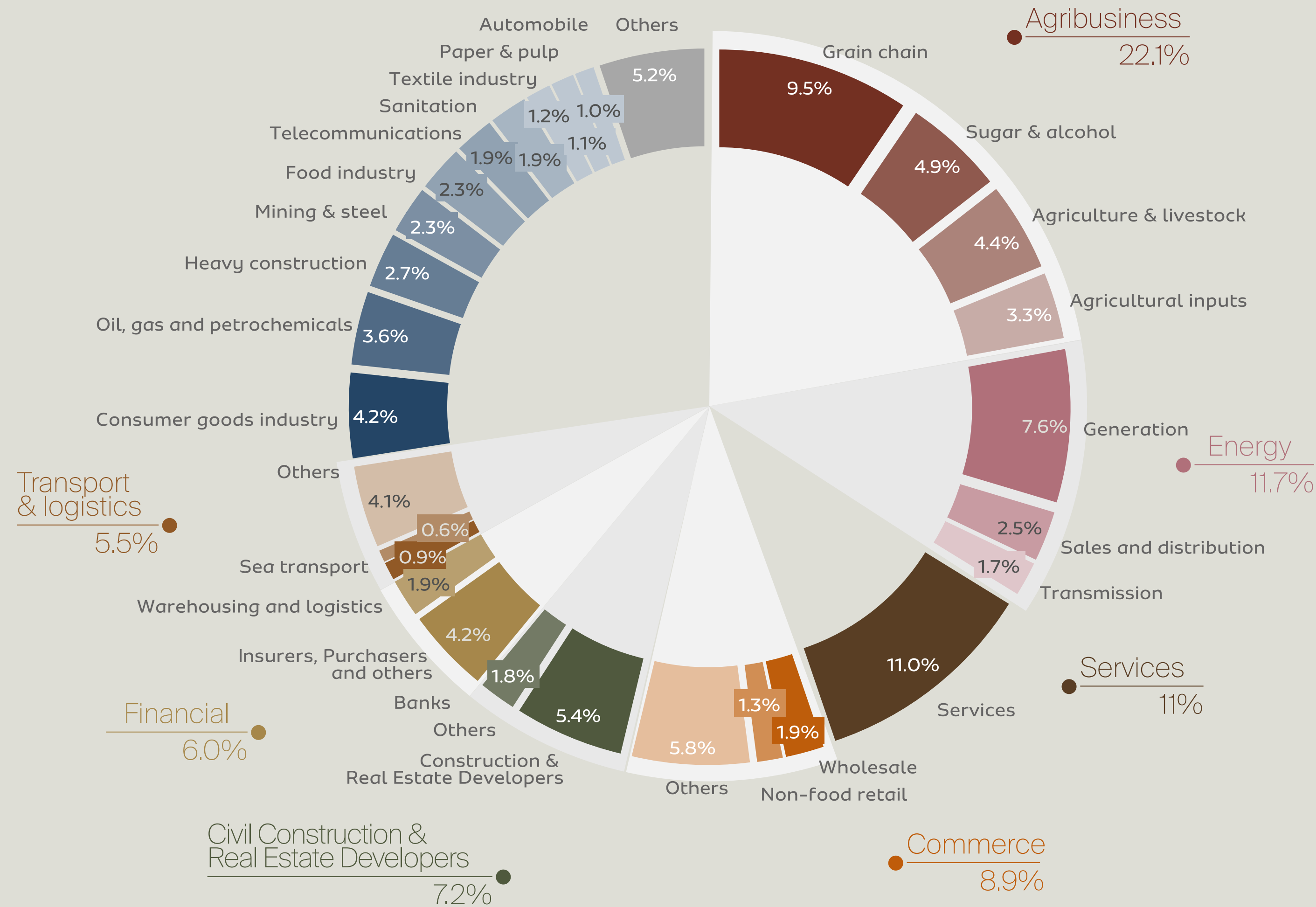
Middle

Collateralized portfolio: 47.8%

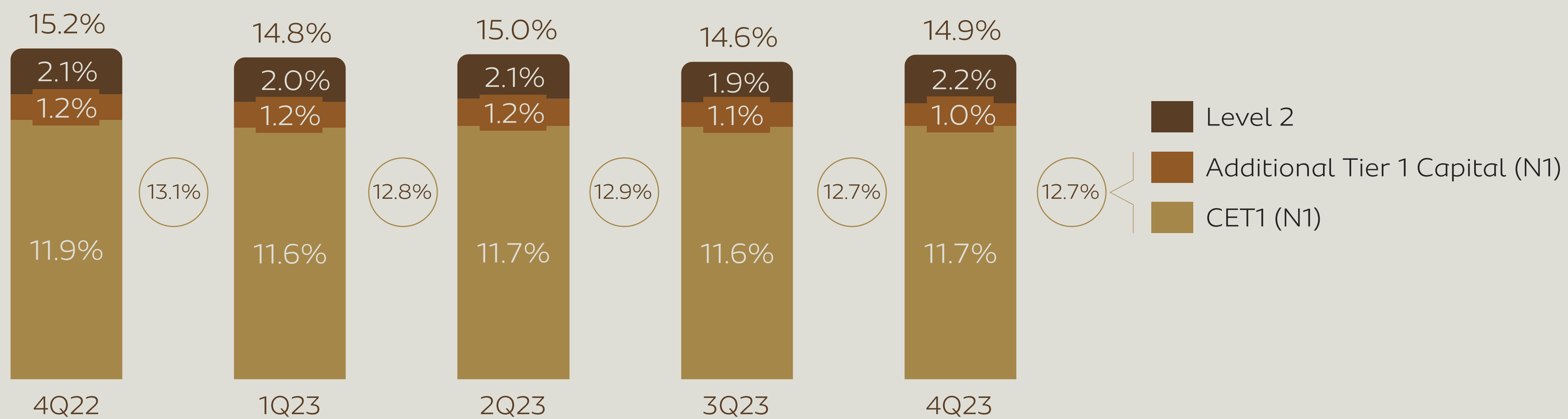


Sectoral breakdown of the Expanded Portfolio

We maintained an elevated sector diversification in our portfolio, with a diversified and defensive credit portfolio, and exposure to practically all sectors of the economy.



ABC Brasil maintained its capital ratios at satisfactory levels, ending the year with the Basel Ratio at 14.9% and Tier 1 Capital at 12.7%.



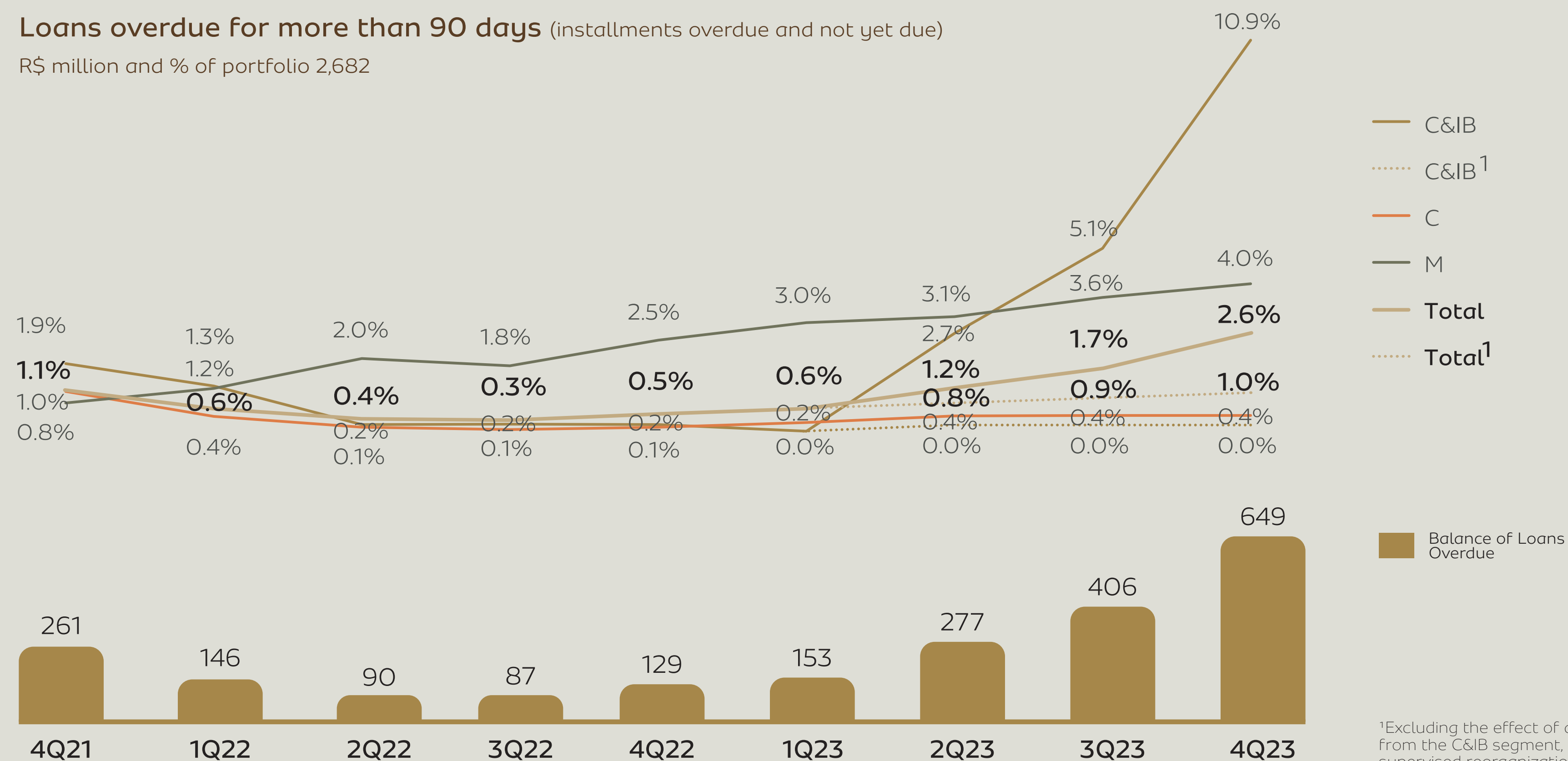
Loans overdue for more than 90 days (installments overdue and not yet due)

% of loan portfolio [GRI 201-1]

In parallel, non-performing loans over 90 days represented 2.6% of the loan portfolio at the end of the year. Excluding the isolated impact of a client from the C&IB segment mentioned above, this index ended the year at 1.0%, in line with the historical average and reinforcing the high quality of the loan portfolio.

Loans overdue for more than 90 days (installments overdue and not yet due)

R\$ million and % of portfolio 2,682



¹Excluding the effect of an isolated credit from the C&IB segment, currently in court-supervised reorganization.

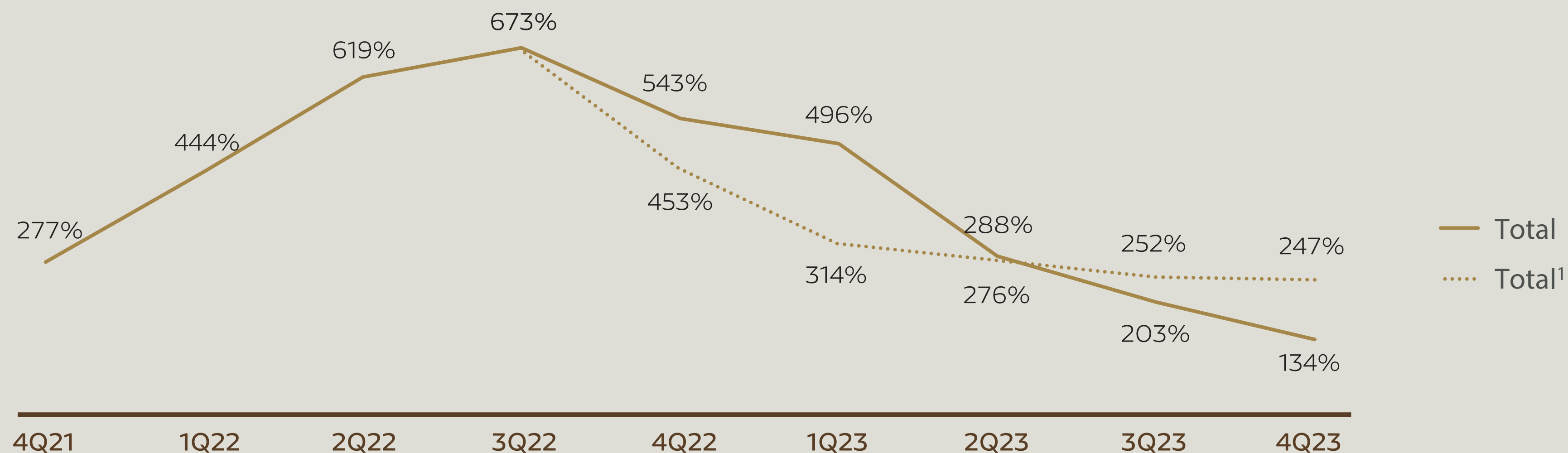
Coverage Ratio (loan portfolio)

LLP balance / Loans overdue for more than 90 days [GRI 201-1]

The Coverage Ratio, which considers the ratio of the Loan Loss Provision (LLP) balance to Loans Overdue for More than 90 Days, reached 134%. Excluding the isolated case mentioned above, coverage came to 247%.

Coverage ratio (portfolio 2,682)

LLP balance/Loans overdue for more than 90 days



¹Excluding the effect of an isolated credit from the C&IB segment, currently in court-supervised reorganization.

Direct Economic Value Generated and Distributed [GRI 201-1]

Direct Economic Value Generated (R\$ million)	2021	2022	2023
Post-Provision Net Interest Margin	1,291.4	1,783.6	1,917.8
Service Revenues	330.0	388.3	383.7
Other Income/Expenses	-171.5	-216.6	-206.7
Total	1,449.9	1,955.3	2,094.8

Distributed Economic Value (R\$ million)

Labor Compensation ¹	447.9	657.9	746.1
Contribution to the Government	412.7	477.4	472.5
Retained Earnings	371.5	492.1	494.4
IOC/Dividends to Shareholders (Paid and Provisioned)	200.7	308.2	357.2
Remuneration of Third Party Capital (Leases)	17.1	19.7	24.6
Total	1,449.9	1,955.3	2,094.8

Distributed Economic Value (%)

Labor Compensation	30.9%	33.6%	35.6%
Contribution to the Government	28.5%	24.4%	22.6%
Retained Earnings	25.6%	25.2%	23.6%
IOC/Dividends to Shareholders (Paid and Provisioned)	13.8%	15.8%	17.0%
Remuneration of Third-Party Capital (Leases)	1.2%	1.0%	1.2%

¹Personnel Expenses + Profit Sharing.

Guidance 2023

Expanded Credit Portfolio Growth

Guidance 2023 (Revised)

4% to 8%

Accomplished 2023

7.2%

Growth of the Expanded Credit Portfolio for the Middle Segment

5% to 15%

2.5%

Growth in Expenses (Personnel, Other Administrative and PLR (Profit Sharing)

10% to 15%

10.9%

Efficiency Index (Expenses/Income)

35% to 38%

38.6%

Guidance 2024

Expanded Credit Portfolio Growth

Guidance 2024

10% to 15%

Growth of the Expanded Credit Portfolio for the Middle Segment

15% to 25%

Growth in Expenses (Personnel, Other Administrative and PLR (Profit Sharing)

9% to 14%

Efficiency Index (Expenses/Income)

36% to 38%

A close-up photograph of a hand gently holding a butterfly. The butterfly has dark wings with orange and white markings. The background is dark and out of focus.

Real or potential
impacts on the
economy, the
environment
and people

At the end of 2023, ABC Brasil had a expanded credit portfolio of R\$46.4 billion, which represents a share of just over 1% of the Brazilian corporate credit market. Because it is a medium-sized financial institution that serves corporate clients and does not have physical bank branches, ABC Brasil's main impacts on the economy, the environment and people arise from its business relationships, through the provision of financial products and services to its clients and partners.

3.4. Performance of our business

C&IB and Corporate

(Respectively, companies with annual revenues exceeding R\$4 billion, and companies with revenues between R\$300 million and R\$4 billion)

Responsible for nearly 90% of our expanded portfolio, the client base with these profiles has grown by more than 60% over the last four years and currently covers around 2,400 economic groups. In 2023 alone, 231 new clients were acquired. This expansion is primarily taking place through the expansion and diversification of the portfolio.

As we have done in other segments, we expanded the share of revenues with low or no capital allocation, such as cash management, derivatives, insurance and foreign exchange. Corporate and C&IB clients account for the majority of Investment Banking revenues.

In 2023, we reinforced our commercial capacity outside the Bank's traditional business centers, in regions such as the Midwest and Northeast, markets where we have historically been less exposed to. We also initiated a business action focused on expanding relationships with multinational companies, which have specific demands and still represent a very small portion of our client base. The diversification of revenue sources, including ESG product lines, remains one of our top priorities to increase our profitability and generate value for all our clients.

► Find out more: Sustainable Business



Middle Segment

(Companies with revenues between R\$30 million and R\$300 million)

2023 was another year of growth in the Middle segment and the reinforcement of our brand in this vital segment of the Brazilian economy. As was the case in other corporate credit markets, the Middle segment faced the impacts of high interest rates on the companies' global debt, while still feeling the effects of a normalization of production chains and the adjustment in commodity prices, which put pressure on our clients' operating margins. Given this challenging scenario, we implemented intense monitoring to better understand their needs and support them in their challenges towards growth, risk management and improvement of their governance. With a steeper drop in the

basic interest rate, we envisage a stronger recovery in the growth of medium-sized companies for 2024.

We are well positioned to take advantage of this more positive outlook and continue expanding our client base: over the last few years, we have been investing in data structures and relationship channels, have improved our management tools and expanded our commercial and credit teams. Today, we are present in 44 cities with high GDP and regional influence, through 11 business centers in the South, Southeast and Northeast of Brazil. In addition, we have developed a range of solutions for medium-sized companies, with credit alternatives for



working capital, discounts on receivables in various formats, treasury services, currency and interest rate risk management, as well as complete strategic advisory for investment financing and access to debt and capital markets.

Our credit portfolio in the Middle segment currently represents just under 10% of the expanded credit portfolio and a positively differentiated net margin in relation to the Bank's portfolio. We are, therefore, only at the beginning of our journey and have seen a higher perception of quality among active clients, and a greater degree of acceptance among those with whom we are in the early stages of our relationship.

Agro Project

Agribusiness is a powerful industry that drives the Brazilian economy, boasting a significant representation in the GDP and playing an important role in job creation. This relevance is reflected in our business – the sector represents around 22% of ABC Brasil's portfolio, including large companies, cooperatives, industries and resellers. But we have identified even great potential to contribute to the development of medium and small rural farmers, who represent the majority of rural enterprises in the country.

Conceived in 2022 and implemented throughout 2023, the Agro Project involves a series of initiatives to strategically position ourselves in this niche. In an effort to better understand



Agro Project

the needs of these clients and provide more personalized services, we created a dedicated superintendence and mapped the geography of the main crops in the country. This became the basis for structuring regional service platforms. The first is now operating in Mato Grosso. The others are being assembled to support producers in Goiás, Minas Gerais, São Paulo and the southern region of the country. This first stage does not include the Legal Amazon.

Along with our credit staff, commercial as well as product and service teams are being formed to provide the proper lines for the segment. The Bank works with BNDES transfers and international facilities designed to promote

entrepreneurship and sustainability in the countryside, while also stimulating the expansion of the Rural Product Note (CPR).

In supporting these clients, lending requires special attention, with the incorporation of social, environmental and climate criteria during the assessment process. When issues are found, we analyze each situation, and credit may be refused. On top of investigating and mitigating risks, this mapping and due diligence is another way to identify business opportunities.

The project is structured to continue growing in 2024. One of the levers for the expansion of the segment, based on our

intent to be a present and agile Bank, is our close relationship with the client and providing quick responses to the needs of medium and small rural producers, while developing lessons that can be replicated in other production chains.

► Find out more: [Social, Environmental and Climate Risk Management](#)

ABC Link

Introduced in 2021, ABC Link is a financial services distribution channel through partner offices, similar to banking correspondents, which helps generate new business. This channel offers credit, cash management, trade finance, derivatives, foreign exchange and insurance.

Partners are supported by a team of experts who collaborate to come up with diagnoses and manage client service. The network also includes the ABC Link University, which provides knowledge and alignment with the culture of ABC Brasil. The University offers modules aimed at the efficient performance of banking correspondent activities, teaching courses on subjects such as anti-money laundering and fraud prevention.



Insurance Broker

2023 saw significant growth at ABC Corretora de Seguros, our insurance brokerage. We reached the end of this cycle with an increase of more than 50% in revenues compared to 2022. The brokerage's staff work as consultants, analyzing possible exposures to risk and looking for inconsistencies involved with taking out a policy or the need for additional coverage. This allowed us to offer a complete solution for mitigating risks to our clients.

In partnership with the country's leading insurance companies, the portfolio includes Insurance Bond (a line linked to corporate credit analysis, complementary to the offer of Guarantees Issued), Loan Protection Insurance (life insurance for the company's reference shareholders) and Global Capital (group life insurance). Policies focused on agribusiness and Property & Casualty (Business, Operating Risks, D&O, E&O, Equipment, Engineering Risks, Cyber Risks, Civil Liability and Fleet) are also offered.

Energy Trading Company

Operating in pre-contract transactions and trading on the free market, the Energy Trading Company posted another year of positive performance, showing growth of more than 50% in total structured operations. The profile of its clients includes generators, consumers and other energy traders. Most of them are companies in the Corporate and C&IB segments.

The service portfolio includes the negotiation of short, medium and long-term contracts (PPA), the sale of energy in dollars and the extension of existing contracts. The unit works to diversify the solutions offered and increase its revenues.

Investment Banking

In its first year of operating under the partnership model, with its own vehicles, but fully integrated into ABC Brasil's operations, the Investment Banking area was able to supersede low market activity during the first half of the year and ended 2023 with a positive performance. The creation of a legally autonomous unit, approved by the Central Bank, provided flexibility and expanded the focus on new businesses. This enabled us to attract, encourage and retain high-performance professionals, while also competing in a highly competitive market.

The experience in the Investment Banking area and the new governance model demonstrated their strength throughout the year. Over the first six months in the financial market, M&A (Mergers and Acquisitions) operations saw a significant decline. The capital markets, another specialty in our operations, also posted below-average performance. There was a recovery in the second half of the year, which allowed us to regain some momentum.

Teams were strengthened in the four main areas of the Investment Banking operations – Debt Capital Markets (DCM), Equity Capital Markets (ECM), M&A and Project Finance. In DCM, we priced a total of 49 transactions in 2023, with an issued volume of R\$4.87 billion. We also acted as lead or exclusive coordinator in 21 government bond issues.

The Investment Banking area was also one of the largest coordinators in infrastructure debentures, participating in four offers that represented 13.5% of the volume originated in the year. Among the various operations, we were one of the coordinators of AEGEA's issuance to finance "Águas do Rio," a sanitation and sewage concessionaire in Rio de Janeiro.

Including BNDES participation, it was the largest incentivized debenture transaction issued to date, with more than R\$5 billion placed on the market. In addition to sanitation, there were operations in the energy, agribusiness and oil and gas sectors.

This performance allowed the Investment Banking business to contribute R\$120.4 million to ABC Brasil's revenues. Prepared to assist clients of all sizes and niches, we ended 2023 as a structured unit, faced with the challenges of continuing to gain market share and expand our business fronts.

Research Area

To help investors gain a more relevant perception of the risk of the assets they are purchasing, we offer support from the Fixed Income Research area, which carries out activities geared towards this target market. These activities included publishing reports and holding meetings and presentations.

One of these initiatives is the ABC SmartTalks, online events open to the public and created to address questions that arise during the investor's education processes. In 2023, we held eight of these meetings, with topics such as Real Estate, Highways, Structural Energy Surplus, Maritime Support, Oil and Gas, Aegea/Sanitation, Benefits of Distributed Generation and New Sanitation Framework. The contents are available on our YouTube channel.



VISIO

Visio

Once its incorporation was approved by the Central Bank, the new company began to serve as a consultant specializing in the acquisition and management of credit portfolios in an effort to maximize the recovery of values. Throughout the year, a number of opportunities were evaluated that resulted in the purchase of portfolios, while internal policies and governance with other areas of ABC Brasil were defined.

Given the growing interest of clients in these new solutions, we began the structuring of

training and communication activities for all relationship managers so that, in 2024, the Bank's entire portfolio can be addressed. Our objective is to position ourselves as the most efficient provider of debt intelligence services, anticipating results for our clients and generating relevant information for the growth of their businesses.



Sustainable Business

[GRI 201-2 | 203-1 | 203-2 | 3-3 – Material topic: Climate change]

Financing approximately 4,900 companies from a variety of segments and sizes throughout Brazil, we have the responsibility and opportunity to contribute to the country's sustainable development.

We closed out the year with more than R\$16.7 billion in operations linked to ESG criteria. This result was driven by the restructuring of the ESG area, which now includes Sustainable Finance as one of its fronts, reporting directly to the Vice-Presidency of Talents, Brand and ESG. This area is responsible for mapping, promoting and developing solutions that contribute to sustainable development and works across different segments of ABC Brasil clients, intensifying dialogue on the agenda and identifying opportunities.

To support these businesses, we have implemented the Sustainable Finance Framework (SFF), a taxonomy that determines the criteria for classifying assets as green, social and sustainable. This system provides transparency in the monitoring and reporting of activities, and also helps support the development of sustainable financing products and mitigate the risk of greenwashing.

Endorsed in a second party opinion, ABC Brasil's SFF is based on national and international industry guidelines, standards and principles, including the International Capital Market Association (ICMA), Loan Market Association (LMA), FEBRABAN and UNEP FI.

Operations linked to ESG criteria in 2023
(R\$ billion) [GRI 203-2]

Volume of Operations linked to environmental criteria	10.34
Volume of Operations linked to social criteria	6.38
Total Volume of Operations linked to ESG criteria	16.73



Sustainable Funding

In addition to the over R\$1.3 billion in funding already raised in previous years, the implementation of the Sustainable Finance Framework helped us to issue more than R\$350 million in Social Financial Notes in 2023. Also known as a “Social Bonds,” the Social Financial Notes are an instrument used for funding that aims to foster the financing of economic activities that generate positive social impacts.

The two-year loan on the local market was designed to support small and medium-sized businesses and contributes to job creation, in accordance with the 8th Sustainable Development Goal (SDG) of the United Nations (UN) – Decent Work and Economic Growth. The issuance is aligned with ABC Brasil's strategy to support companies in the Middle segment, in addition to representing another step forward in the evolution of the ESG agenda at the Bank.

ESG debt securities in the capital market

In 2023, we coordinated over R\$7.5 billion in issues of sustainable and blue debentures in the local capital market. Sustainable debentures are securities issued to raise funds for investments that result in positive social and environmental impacts, while blue debentures are securities issued to finance projects that preserve water resources, with positive impacts on the oceans and marine life.

The goals linked to the projects funded will contribute to the following UN Sustainable Development Goals:

- Increase diversity in leadership positions and the organization's Board of Directors: SDGs 5 (Gender Equality) and 10 (Reduced Inequalities);
- Improve the efficiency and distribution of drinking water: SDGs 6 (Clean Water and Sanitation) and 11 (Sustainable Cities and Communities).

Our work in structuring issuances of ESG debt securities follows the guidelines of the International Capital Market Association (ICMA), the Brazilian Securities and Exchange Commission (CVM) and best market practices.



Sales of I-REC

We are active in the Renewable Energy Certificates (I-REC) market, meeting the demand of clients who wish to reduce their greenhouse gas (GHG) emissions by purchasing certified renewable energy in the free energy market. Each I-REC certificate is equivalent to 1 MWh.

I-REC is a global system created to bring more reliability and security to the

accounting and trading of renewable energy. Its role is to verify and certify to buyers that the energy purchased was in fact generated by renewable sources. Registered in the Netherlands, I-REC Services is the company responsible for the organization, administration and control of the certificate worldwide. In Brazil, Instituto Totum is the local issuer.

BNDES transfers

In 2023, we began offering FGEnergia, operated by the National Bank for Economic and Social Development (BNDES) to encourage energy efficiency and the generation of renewable energy in micro, small and medium-sized companies. We are one of the few Brazilian banks authorized to make these transfers.

We also provide other BNDES lines focused on promoting sustainable development. For example, we operated in the Emergency Credit Access Program (FGI PEAC) in 2023, positioning ourselves among the top 10 financial agents in terms

of amounts disbursed within the program. Other products offered include “Finame Low Carbono,” intended for the acquisition and sale of equipment with a high level of energy efficiency or that contribute to the reduction of greenhouse gas emissions, and InovAgro. Focusing on the transition to a low-carbon economy, this method finances the incorporation of technological innovations in rural properties in order to increase productivity, adopt good agricultural practices and rural property management, and help rural producers become more competitive in different consumer markets.

Find out more:

- Environmental management
- Social, Environmental and Climate Risk Management



3.5. Innovation and technology

[GRI 3-3 – Material topics: Privacy and data security and Innovation and Technology]

Over the last four years, we have invested in technology with an eye towards innovation and digitizing processes to scale service to medium-sized companies and improve services in sectors we have already been successful in. Today, we have a team of people dedicated to planning, testing and implementing projects, with the support of providers of technology products and services. We invest in open innovation with a disruptive management model that promotes the decentralization of the innovative mindset, adding partners that support us on our digital transformation process and help us build solutions that increase the generation of value for our clients.

In 2023, we participated in the “Drex Pilot,” a Central Bank initiative aimed at carrying out financial transactions with digital assets.

We are part of a consortium responsible for presenting one of the 16 proposals accepted by the Central Bank for testing transactions using Brazilian digital currency. Features such as privacy and programmability are being tested in this first phase of the Drex Pilot.

We also conducted studies on emerging technologies and new markets in 2023. These studies were carried out with the support of the Market Intelligence area, created in the organizational redesign process. Our goal is to eliminate bureaucratic redtape so that our teams can use their potential and knowledge to strengthen relationships with our clients, offering them the best experience.

Innovation Council

The Innovation Council plays a key role in driving innovation within ABC Brasil. It seeks to promote discussions on market movements and trends, facilitate strategic connections, generate new strategies and evaluate the performance of ongoing initiatives. In addition, its main activities include evaluating innovation projects, initiatives and strategy, potential partners and acquisitions, reporting and discussing new market movements and serving as an advisory body to the Executive Committee.

Information Security and Data Protection [SASB – FN-CB-230.a.2]

Information security is one of our material topics and, as such, is at the center of our strategy. After adapting to the General Data Protection Law (LGPD) in previous years, we continued to advance in this area through strong investments in technology, along with the expansion and qualification of the Privacy and Data Protection team.

The area was restructured in 2023 and now includes a team responsible for information security architecture and projects, and Another dedicated to cyber defense.

Cybersecurity management follows the concept of three lines of defense:

- **First Line:** Information Security;
- **Second Line:** Operational Risk Management and Internal Controls Area;
- **Third Line:** Internal Audit.

The Data Protection Officer (DPO) is responsible for the management of the LGPD. The data subject's rights, the percentage of updates and inclusion of data processing activities, and the total number of incidents related to personal data are monitored monthly. We have policies for information security, access management, password quality, vulnerability management, audit trails, training and the classification of information.



We have internal committees to discuss incidents and make decisions related to cybersecurity. In 2023, the Internal Audit conducted a review of the process for complying with privacy regulations. The work led to improvements in internal processes. No cases involving violations of privacy or loss of client data were recorded during the year.

We have also internalized the privacy by design culture, adopting privacy aspects as guidelines for the design, distribution and after-sales of products and services. Furthermore, the Data Governance and Privacy area is involved in all approval flows for new projects and in procuring suppliers.

The information security strategy for cybersecurity is approved by the Board of Directors and monitored by the Operational Risk Committee. Both receive periodic updates on the progress of the environment. The Chief Information Security

Officer (CISO) is responsible for the topic and reports to our Chief Operating Officer (COO), who is a member of the Executive Committee. Each year, in accordance with the regulations with which we comply, a report on the Cybersecurity Policy and incident response plan is submitted to the Risk Committee and the Board of Directors and made available to regulators.

► Find out more: Supplier Management

Substantiated complaints regarding breaches of privacy and loss of client data (Quantity)
[GRI 418-1 | SASB FN-CB-230A.1 | SASB FN-CB-230A.2]

	2021	2022	2023
Complaints received from external parties and substantiated by the organization	0	0	0
Complaints from regulatory agencies	0	0	0
Total number of substantiated complaints regarding breaches of client privacy	0	0	0
Total leaks, thefts or losses of client data that were identified	0	0	0

Management of client privacy

We adopt internal data privacy standards and policies that are updated regularly – at least once a year – so that they are 100% compliant with current legislation:

- LGPD Compliance
- External Privacy Notice
- Internal Privacy Notice
- Data Governance Policy
- Personal Data Sharing Policy
- Transparency Standard
- “Privacy by Design” Procedure

Security training and testing

[SASB – FN-CB-230.a.2]

So that our employees are knowledgeable on identifying and properly taking action in the event of cybersecurity threats, we administer mandatory online training. Each year, all newly hired employees are trained, a contingent that represented 21% of the total number of employees in 2023. In addition, we issue periodic reports on the topic to help propagate a culture of cybersecurity in our staff.

Independent consultants run periodic penetration tests that check for potential vulnerabilities in the services and assets made available to the external public. This effort is complemented by the review of the codes for the internet banking systems, institutional website and mobile applications used by clients. Additionally, automated tools perform periodic analyses of the

internal and external environments to identify vulnerabilities, which are classified according to criticality and remediated in accordance with the Vulnerability Management Policy.

In 2023, we conducted simulations of email attacks (phishing), with the aim of keeping our employees updated on the topic. We also have a full-time monitoring service for the computing environment that is able to identify deviations and attempted attacks or threats, in addition to maintaining an incident response plan that describes the procedures that should be adopted if we are the target of a significant incident, particularly one that could lead to financial or reputational losses.



We continue to invest in the development and maturity of our strategies in an effort to better assess cybersecurity and information security controls and processes based on frameworks such as ISO 27001 and NIST-CSF standards, and adopt technologies and tools recognized in the market. At the other end, we promote a culture of security among our clients, including communication campaigns focused on prevention across various channels, in addition to correction initiatives carried out by the security area. Find out more about Data Protection and Privacy measures on our [institucional website](#).

Key cybersecurity initiatives carried out in 2023

- Cybersecurity training and awareness, with 400 trained employees, totaling more than 750 hours of training.
- Provision of professionals for the creation of the Application Security (AppSec) vertical.
- Implementation of a password vault for Privileged Access Management (PAM).
- Review of the Secure Development Operation (DevSecOps).
- Review of the 2024-2025 Strategic Information Security Planning.
- Implementation of RASP (Runtime Application Self Protection) solution.
- Implementation of Cloud Security Posture Management (CSPM).
- Implementation of Solution for SAST (Static Application Security Testing) and SCA (Software Composition Analysis).
- Expansion of the MITTRE Framework to support SOC Operations.

Technologies and tools used for protecting information

- DDoS Protection: protection service against DDoS-type attacks, in which a high number of connections are directed to the victim's infrastructure with the intention of causing the services to become unavailable.
- Perimeter Firewall: communication control that protects and manages the exchange of information between internal and external networks of the institution.
- LAN Firewall: communication control that protects and manages information exchanges between user networks and servers.
- WAF: protection against attacks that seek to exploit vulnerabilities in the application layers.
- Endpoint Detection Response: local agent on desktops and servers to protect against virus attacks, malware, ransomware and other threats, as well as behaviors that may pose a risk to the computing environment.
- SIEM (Security Information and Event Management): centralized recording of security events that allows you to correlate events and accelerate the identification of deviations that could represent attacks or threats.
- DLP (Data Loss Prevention): platform for protecting and preventing the leakage of data and sensitive information belonging to the institution and its clients.
- PAM (Privileged Access Management): solution used for protecting, controlling and monitoring access to passwords for access to critical resources, preventing the replication of passwords on different platforms.
- RASP (Runtime Application Self Protection): a solution that protects the Bank's application through obfuscation, encryption and self-protection features, allowing attack alerts to be monitored in real time.
- Vulnerability Detection and Analysis: automated tools for identifying and mapping vulnerabilities in operating systems and network devices.
- Threat Intelligence: operation to identify threats on the Deep, Dark and Surface Web.
- CSPM: platform for governance, posture and remediation of infrastructure and security configurations of adopted clouds.

Partnership to optimize data and increase the security

In 2023, we partnered with a global leader in DevOps and Test Data Management to consolidate and optimize our data infrastructure. Our goal was to seek greater productivity, a reduction in costs and a more streamlined delivery of information, in addition to compliance with the LGPD and internal guidelines for security. This led to the adoption of two new solutions, one aimed at automating data delivery for technology projects, and another to automate security while quickly delivering tests data for new versions of applications.

3.6. Client centrality

[GRI 3-3 -Material topic: Client experience]

We define client centrality as one of our strategic pillars. In an effort to make this decision a reality, the Total Experience Department was created in 2023, dedicated to promoting the most complete and satisfactory client experience throughout their journey with ABC Brasil. This structure encompasses several areas, including User Experience (UX), Integration, Client Intelligence (CI), Client Experience (CX), Employee Experience (EX) and Multi Experience (MX), which are responsible for managing the experience from beginning to end. The Multi Experience area, for example, provides CRM knowledge together with the expertise of the omnichannel vision. This area is responsible for mapping the client's main points of contact with us and ensuring the delivery of value across channels. We want to continue expanding our business while maintaining the approachability and

quality that, throughout our history, have led more and more clients to choose us as their partner.

We start from the premise that employee satisfaction enhances the delivery of the best experience to the end client. This is why measures have been established to publicize concepts that promote team engagement and a shift in behavior among our employees. Through surveys, we captured more than 1,700 comments from clients, users of service channels and employees to understand their needs in depth and deliver improvements at all points of contact. We also invest in data science, improving information centralization processes that help us personalize offers according to each client's profile.



We also developed a Maturity Index to measure the stage of implementation of client centricity in all areas of the Bank by looking at aspects such as governance, employee experience, voice of the client, usability of tools and organizational culture. All to promote an important change: instead of viewing clients from the perspective of the products we can deliver to them, we began to recognize their needs and demands, and were then able to define how we could help them prosper at each stage of their lives.

Clients and employees were also invited to take part in the development of solutions. Some examples of this collaboration in 2023, included the simplification of the billing management process and the ability for the

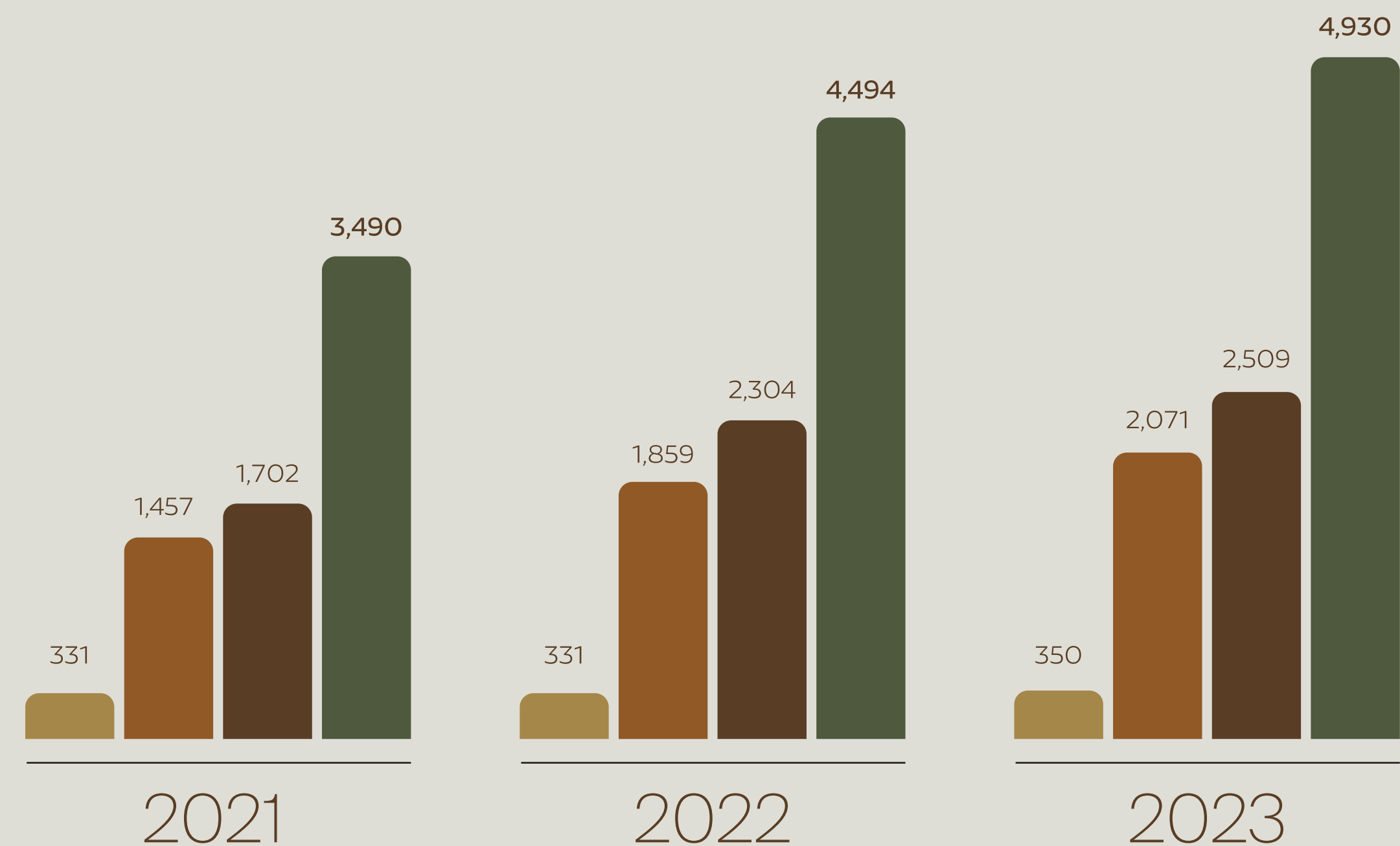
Middle segment to open current accounts online, which reduced the task from 72 hours to just two. Through the support of a relationship manager, clients submit the documentation themselves, receive feedback and complete the process.

Client Centricity Week

In celebration of the “client month,” September 16th to 20th was dedicated to initiatives with internal teams that reinforced the dissemination of the client-centric culture. Renowned speakers and executives in the market took part in various panels with our executives, discussing success stories and best practices. There was also an exclusive initiative in which employees were able to hear needs and desires directly from clients. There were over 1,000 participants in lectures and activities over the week.

Evolution of the client base

Our base continued to advance in 2023, totaling 4,930 clients at the end of the year, a 9.7% growth compared to the previous period. In four years, we multiplied the number of clients by 2.5, adding the Middle segment among those served.



■ Number of clients - C&IB
■ Number of clients - Corporate
■ Number of clients - Middle
■ Total clients

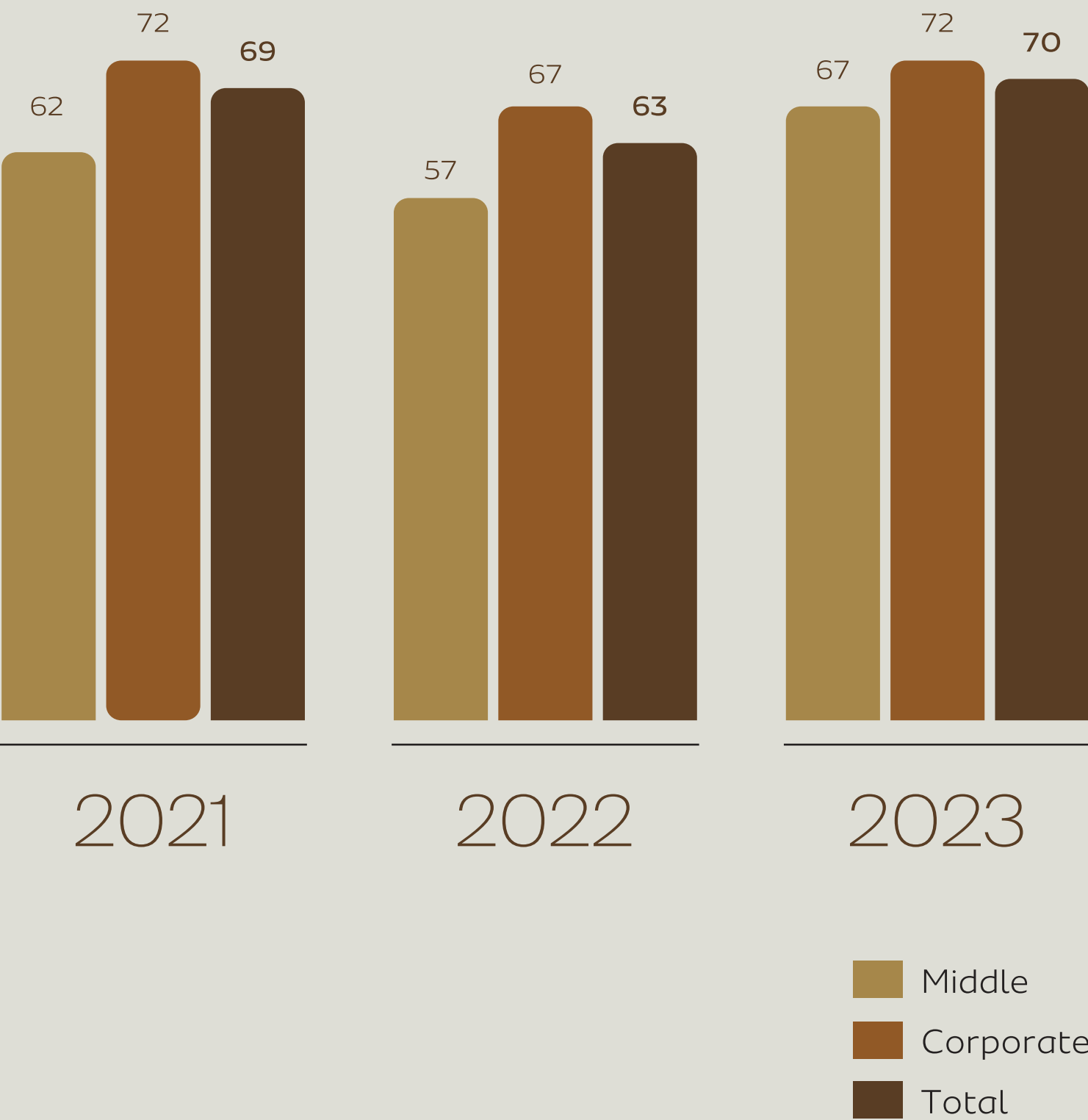
Client satisfaction

In addition to the various specific surveys carried out throughout the year, we also applied the Net Promoter Score (NPS) methodology, which constantly and consistently measures each client's journey with ABC Brasil, understanding their pains and needs. The assessment is made using a simple question: on a scale of 0 to 10, how much would you recommend ABC Brasil to a partner or supplier? Clients responding to the survey, whether they are detractors or promoters, can be contacted by the Client Experience (CX) team for a better understanding of the evaluation.

In 2023, we consult more than 80% of our client base across all segments. Lessons learned are shared internally and help to define what should be improved and what can be maintained. Surveys are mainly conducted via email and through our internet banking channel. To keep this indicator progressing, the score obtained in the NPS became part of our executives' goals starting in 2024. The primary goal was to position ourselves over the next three years to be among the three best wholesale banks in client satisfaction.

► Find out more: Compensation of officers and senior executives

NPS Progress



Suitability practices

[GRI 417-1 | 3-3 - Material topic: Client experience]

ABC Brasil's suitability structure is fundamental to ensuring transparency and ethics in relationships with clients, contributing to the construction of a fairer and more balanced financial market. Its objective is to ensure that the products, services and operations offered are in accordance with every client's profile and needs, respecting the standards established by the Brazilian Securities and Exchange Commission (CVM) and other regulatory agents.

Some of the rules determined for all ABC Brasil employees and consultants include the prohibition of recommending products, carrying out operations or providing services without first checking whether they are the right fit for the client profile. When sending

out information materials, it should be made clear that this is not a suggestion to sign up for a product, but merely an assessment of the product's suitability for the company's needs.

To reinforce our attention to this topic, we have established a Suitability Committee that is responsible for discussing matters related to the Derivatives Suitability Policy and dealing with procedures and practices related to the suitability of products to client profiles.



Offering the proper products and services [GRI 417-1 | 3-3 – Material topic: Client experience]

Offering the right products and services is essential to satisfy our clients' needs and expectations. This is why the Products area works together with Marketing to ensure that our communications are in accordance with the values and standards of ABC Brasil and contain clear and easy-to-understand information that comply with the requirements of regulatory bodies and support the decision-making of our clients.

We have a Product Committee that is made up of professionals from a variety of areas, which approves policies and procedure manuals related to products and services. This committee monitors the creation, discontinuity and maintenance of solutions by accounting for market conditions, risk analysis and laws and regulations. We also have a Solutions Productization Committee, responsible for approving specific structured operations. We therefore ensure that our offer always complies with ethical and legal standards and clearly presents the right product or service for each client.



3.7 Suppliers [GRI 2-6 | 308-1 | 414-1]

We conducted a survey over the year to understand the level of maturity of our suppliers in relation to ESG practices, identifying risks and opportunities for improvement. Based on the results of this study, actions and strategies are being established to help inform our partners on the topic. This process has the potential to generate a relevant impact on ABC Brasil's value chain, as many suppliers are also our clients.

Care starts right at the beginning. When filling out the registration form, the supplier receives various documents, such as our Code of Ethics and Rules of Conduct and the Operational Risk and Compliance Booklets. They are then asked to affirm their agreement with the conditions established by ABC Brasil, which includes a commitment

to the best practices for preventing fraud, combating corruption and money laundering, and respecting human rights and labor legislation.

The supplier procurement flow complies with our Know Your Client and Anti-Money Laundering policies and processes, which include analyzing the risks of sharing personal and sensitive data and the potential for leaks. Additionally, due diligence processes make sure that Information Security risks have been properly verified before any partners and suppliers are engaged.

During the approval process, the Procurement area checks that the company sports a good reputation and has the requirements needed for providing



services. This helps detect potential signs of irregularities or information that may discredit the company, its partners and attorneys. A new assessment is periodically carried out for registration renewal.

We do not maintain commercial relationships with suppliers who use child or slave-like labor. In the approval process, we check companies involved in occurrences like these and carry out more in-depth analyses of candidate suppliers that are linked to sectors more susceptible to involvement with slave-like or child labor. ABC Brasil does not analyze or monitor the conduct of its suppliers regarding violations of their employees' freedom of association [GRI 407-1].

Contracts with strategic suppliers include clauses that allow visits in order to check practices and awareness of the Bank's policies and codes.

Total volume traded

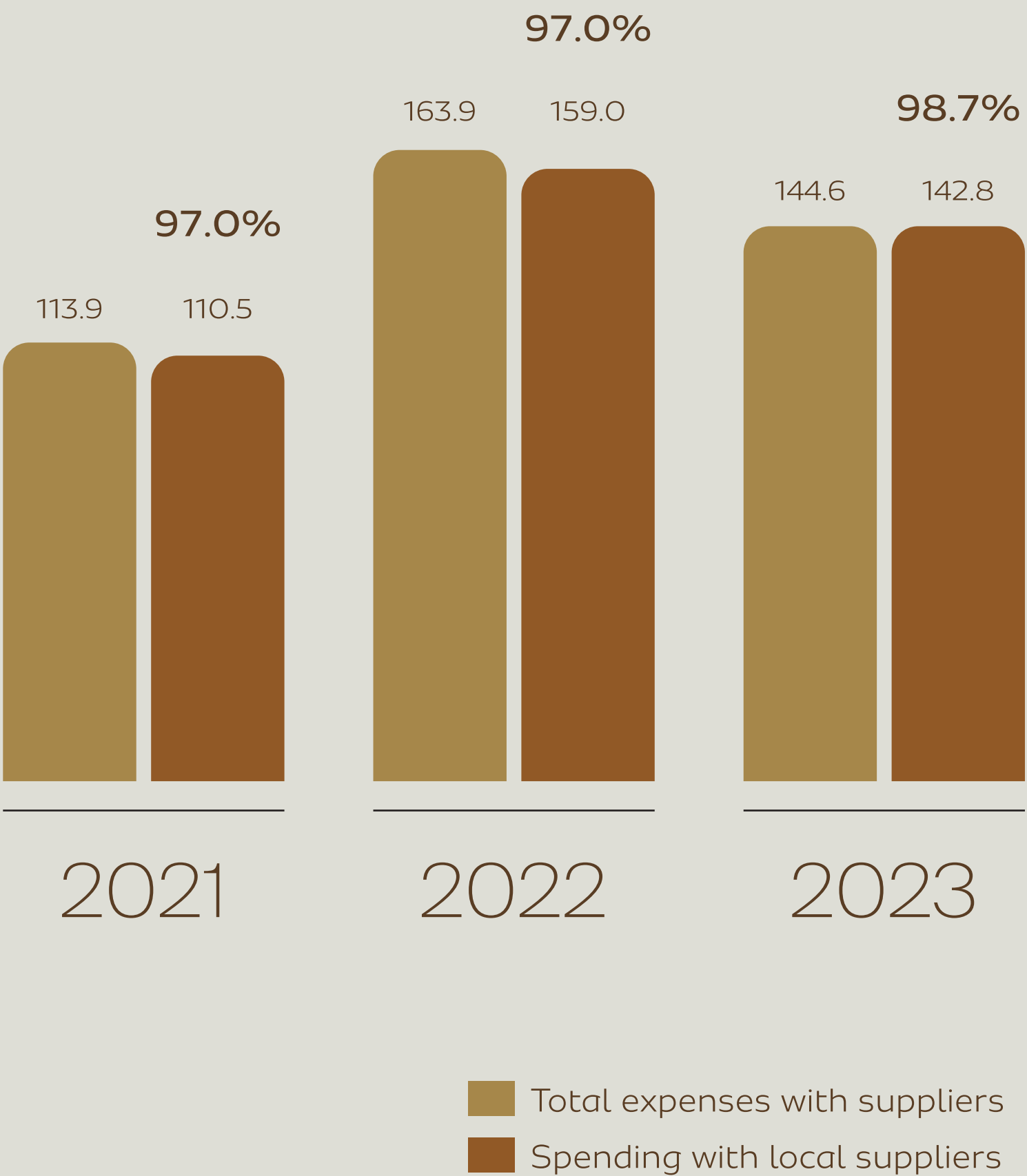
[GRI 204-1 | GRI 308-1 | GRI 414-1]

In 2023, our active supply chain included around 1,500 companies of different sizes and segments, 30% of which were technology providers. The disbursement made through hiring local partners in the Brazilian market totaled R\$142.8 million, that is almost 100% of the total purchasing volume¹.

¹During the year, there were no suppliers selected based on environmental or social criteria.

²Geographical definition of "location" used by the organization: the entire national territory.

Spending with suppliers² (R\$ million)



3.8. Employees

[GRI 2-7 | 2-8 | 2-30 | 401-1 | 407-1 | 3-3]

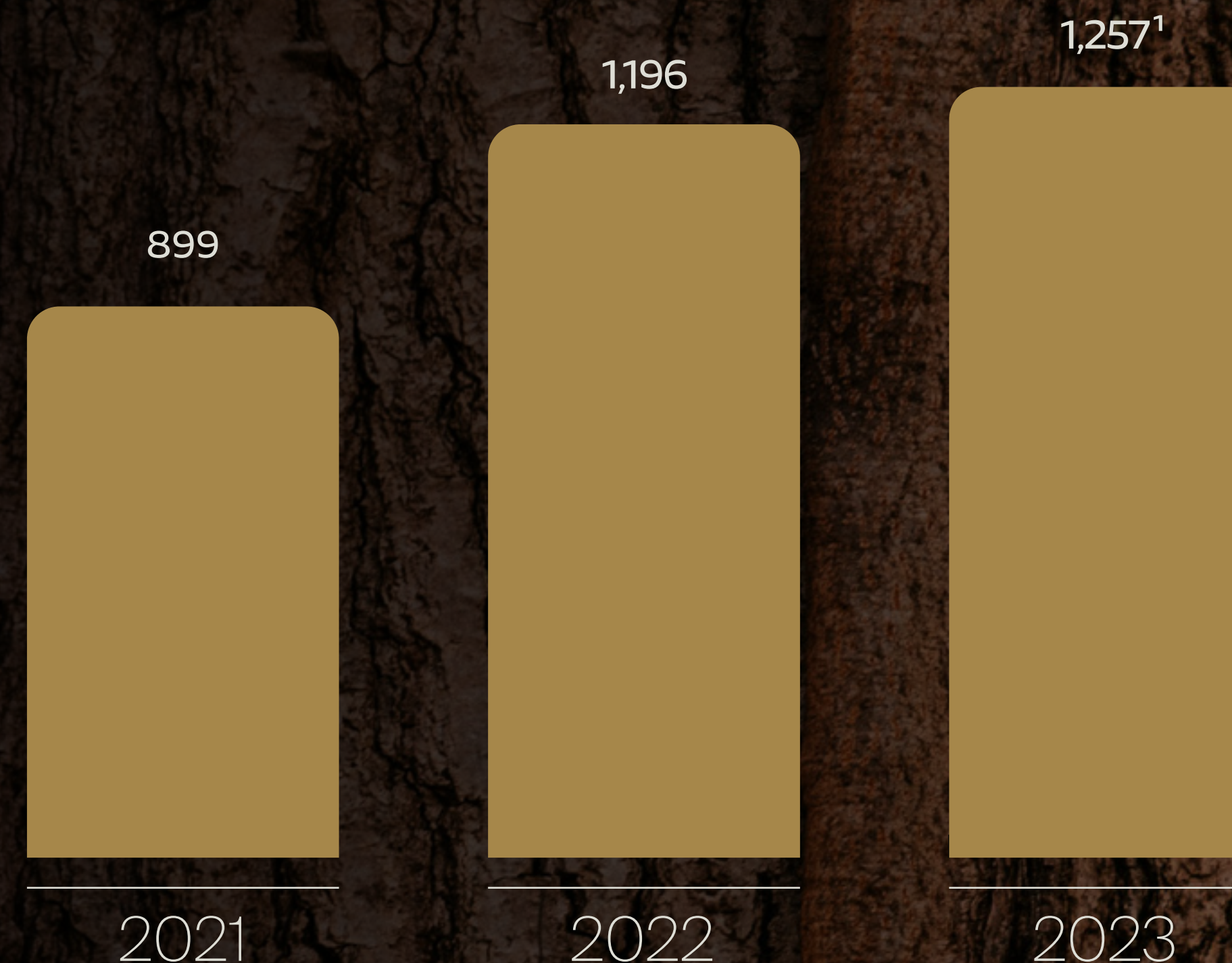
Material topic: Attraction, development and care of human capital]

In 2023, we completed the organizational redesign that had been initiated in the previous year with the purpose of creating a more horizontal and decentralized internal structure that promotes employee autonomy in decision-making, shares routines between areas and puts a focus on the client. We ended the year with more responsive flows and prepared to continue growing, while also preserving our distinctions in terms of service and closeness in relationships.

The new model was supported by a reduction in hierarchical levels and a broad review of duties, critical interactions and skills necessary for the Bank's new demands. This provided growth opportunities to our professionals and boosted the attractiveness of people interested in working at ABC Brasil.

Considering hiring and dismissals (CLT) in the period, we closed the year with a balance of 77 new people on the team and a total of 1,257 employees¹. Our team has grown 40% in the last two years.

Our team has grown 40%
over the last 2 years



¹The total is a consolidation of the following employment relationships: partners, employees hired under the CLT regime, Executive Committee, apprentices and interns. There are no employees with temporary or part-time contracts or without guaranteed working hours. The tables presented throughout this chapter represent excerpts from this total.

Employee profile

[GRI 2-7 | 2-8 | 2-30 | 401-1 | 407-1 | 3-3
Material topic: Diversity and Inclusion]

ABC Brasil's staff is made up of 65% men and 35% women, and we provide them with compensation that is compatible with the market, benefits complementary to those established by the Brazilian labor legislation and developmental tools. All of our professionals are covered by collective bargaining agreements in the banking sector, including interns, and are guaranteed the right to freedom of union association.

Total number of employees, broken down by gender, with permanent and full-time contracts¹ [GRI 2-7]

Employees by gender	2021	2022	2023
Men	536	697	725
Women	271	354	389
Others	0	0	0
Not reported	0	0	0
Total	807	1,051	1,114

¹ABC Brasil considers the following employment relationships: employees hired under the CLT regime and Executive Committee. There are no employees with temporary or part-time contracts or without guaranteed working hours. All are 100% covered by Collective Bargaining Agreements for Banking, Energy, Insurance and Capital Markets employees. The "gender" classification considers the gender specified by the employees themselves. [GRI 2-30]

Total number of employees, broken down by region, with permanent and full-time contract¹

Employees by region	2021	2022	2023
North	0	0	0
Northeast	8	9	15
Midwest	11	13	19
Southeast	748	982	1,027
South	40	47	53
Abroad	0	0	0
Total	807	1,051	1,114

Total number of workers who are not employees and whose work is controlled by the organization by region² [GRI 2-8]

Employees by region	2021	2022	2023
North	0	0	0
Northeast	1	0	0
Midwest	2	2	0
Southeast	87	138	121
South	2	5	4
Abroad	0	0	0
Total	92	145	125

Total number of workers who are not employees and whose work is controlled by the organization, broken down by gender² [GRI 2-8]

Employees by gender	2021	2022	2023
Men	62	97	74
Women	30	48	51
Others	0	0	0
Not reported	0	0	0
Total	92	145	125

¹ABC Brasil considers the following employment relationships: employees hired under the CLT regime and Executive Committee. There are no employees with temporary or part-time contracts or without guaranteed working hours. All are 100% covered by Collective Bargaining Agreements for Banking, Energy, Insurance and Capital Markets employees. The “gender” classification considers the gender specified by the employees themselves. [GRI 2-30]

²Interns and young apprentices are included.

New hires and employee turnover [GRI 401-1]

Total number and rate of new employee hires, broken down by gender¹

Hires by gender	2021		2022		2023	
	Number	%	Number	%	Number	%
Men	211	44%	273	45%	153	21%
Women	110	46%	134	43%	80	22%
Others ²	0	0%	0	0%	0	0%
Not reported	0	0%	0	0%	0	0%

Total number and rate of new employee hires, broken down by age group¹

Hired by age group	2021		2022		2023	
	Number	%	Number	%	Number	%
Under 30 years old	117	80%	125	63%	87	36%
From 30 to 50 years old	191	39%	269	43%	131	18%
Over 50 years old	13	17%	13	13%	15	12%

Total number and rate of new employee hires, broken down by region¹

Hires by region	2021		2022		2023	
	Number	%	Number	%	Number	%
North	0	0%	0	0%	0	0%
Northeast	2	66%	4	22%	6	46%
Midwest	1	100%	8	45%	7	39%
Southeast	122	44%	297	45%	205	20%
South	10	34%	12	34%	15	29%
Abroad	0	0%	0	0%	0	0%

¹ New hire rate=sum of admissions for the year / average HeadCount for the year
²Gender as specified by employees themselves

New hires and employee turnovers [GRI 401-1]

Employee turnovers

Total number and turnover rate of employees, broken down by gender¹

Employee turnover by gender	2021		2022		2023	
	Number	%	Number	%	Number	%
Men	106	65%	114	69%	110	15%
Women	56	35%	51	31%	46	12%
Others ²	0	0%	0	0%	0	0%
Not reported	0	0%	0	0%	0	0%

Total number and turnover rate of employees, broken down by age group¹

Disconnected by age group	2021		2022		2023	
	Number	%	Number	%	Number	%
Under 30 years old	48	30%	42	25%	32	13%
From 30 to 50 years old	103	64%	113	68%	103	14%
Over 50 years old	11	7%	10	6%	21	17%

Total number and turnover rate of employees, broken down by region¹

Employee turnover by region	2021		2022		2023	
	Number	%	Number	%	Number	%
North	0	0%	0	0%	0	0%
Northeast	1	1%	1	1%	0	0%
Midwest	5	3%	3	2%	2	11%
Southeast	154	95%	153	93%	145	14%
South	2	1%	8	5%	9	17%
Abroad	0	0%	0	0%	0	0%

¹Turnover rate=sum of people leaving for the year / average HeadCount for the year.

²Gender as specified by employees themselves

Organizational culture and employer brand

[GRI 3-3 – Material topic: Attraction, development and care of human capital]

In 2023, we implemented the “Employee Value Proposition,” a people management model that balances tangible rewards (salary and benefits) and intangibles (such as internal climate and purpose), strengthening our employer brand. We also continued working to ensure that all employees are aligned and engaged with the strategy, values, and culture.

Team integration and the dissemination of corporate culture, increasingly connected to ESG themes and client centrality, are maintained through the actions by leadership, an internal communication network and multifunctional groups.

These groups include “ABC Cults,” which is responsible for ensuring adherence by all areas to the set of practices, attributes and behaviors that guide the organization's way of being and doing.

ABC Brasil Golf Finance Challenge

In partnership with Fundação Getúlio Vargas (FGV), we put on a campaign in 2023 focused on strengthening our employer brand. We took 30 Business Administration undergraduate students for a week-long immersion on the golf course at Clube de Campo de São Paulo, in the city of São Paulo. The purpose was to use sport as a means of learning business subjects, with a focus on developing competencies and decision-making skills. A golf tournament was also held that rewarded the best performing team in the challenge.

Fairs and Internship Program

In an effort to foster talent attraction, we participated in the Integrative Workshop, the leading recruitment fair in Latin America with over 9,000 visitors in its last edition. The fair was created to bring university students closer to the job market. We spent two days talking to students and recent graduates about our culture and presented career opportunities and the ABC Brasil Internship Program.

We were also present at the Inspier Internship Fair and participated in “Learn By Doing,” a Vacation Internship Program made up of 16 youths who were able to take advantage of a space for learning and professional growth over the course of 45 days during their vacation.

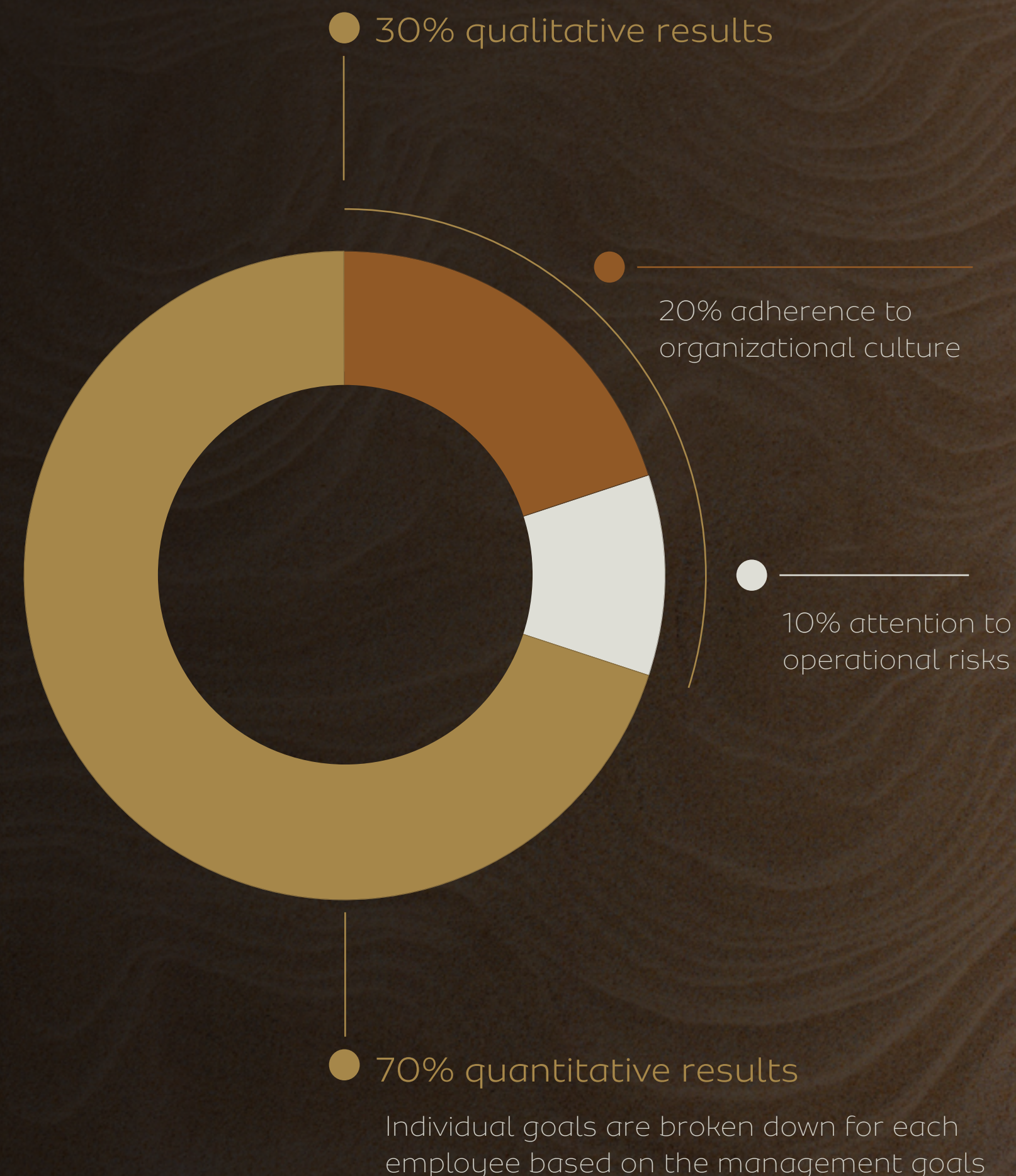
Performance assessment

[GRI 404-3 | 3-3 – Material topic: Attraction, development and care of human capital]

ABC Brasil's assessment cycle consists of two stages that are carried out annually: a performance assessment, measured using SMART goals contracted at the beginning of the cycle, and the Talent Review, carried out using the 9Box talent management methodology.

The target plan is initially defined for the officers and then rolled out to the other levels. To this end, the performance of each employee is considered according to the following proportions: 70% for quantitative results (related to corporate goals) and 30% for qualitative results, with 20% related to adherence to organizational culture and 10% to attention to operational risks.

Composition of employee reviews



The Talent Review (9Box) is provided to the Bank's key positions and is applicable to officers, superintendents, managers, relationship managers, coordinators, and specialists. There are some changes planned in the evaluation criteria for this group for 2024, with the inclusion of new KPIs, including those linked to sustainable development. This definition takes into account the cross-cutting nature of ESG issues within the organization and the strategy as a whole.

The role of the 9Box methodology at ABC Brasil

- Ensure that employees adhere to the objectives established in common agreement with leaders, with organizational culture guidelines and with the Bank's "Way of Being and Doing".
- Support movements and activities related to the professionals' career.
- Map and identify professionals who need development actions and talents capable of new challenges.
- Stimulate formal communication between leaders and employees, aligning work, performance, and career expectations, in addition to identifying areas for development opportunities.
- Define the succession map of key positions.

Find out more:

- Compensation and Benefits
- Compensation of management members and senior executives

Performance assessment

Percentage of employees who received regular performance and career development evaluations

[GRI 404-3]

By gender	2021		2022		2023	
	Total	%	Total	%	Total	%
Men	481	90%	657	94%	689	96%
Women	241	89%	335	95%	367	95%
Others ¹	0	0%	0	0%	0	0%
Not reported	0	0%	0	0%	0	0%
Total	722	89%	992	94%	1,056	96%

¹Gender as specified by employees themselves.

By employee category	2021		2022		2023	
	Total	%	Total	%	Total	%
Officers	20	100%	22	100%	15	88%
Superintendents	40	98%	41	98%	52	100%
Managers	69	96%	83	98%	83	98%
Coordinators	41	98%	50	100%	62	97%
Experts	56	86%	116	97%	128	96%
Commercial	157	90%	213	94%	226	96%
SR Administration and Operations	114	88%	175	96%	166	94%
PL Administration and Operations	77	95%	100	95%	110	97%
JR Administration and Operations	80	87%	114	90%	136	94%
Administration and Operations Assist.	68	82%	78	92%	78	94%
Total	722	89%	992	94%	1,056	96%

Talent development

[GRI 3-3 | 404-1]

Within our corporate education strategy, we mapped out a list of nine capabilities that need to be implemented throughout the organization. These include data orientation and a focus on client experience. We designed a learning path over the year considering some of these capabilities, and this work will be further developed in 2024 with the implementation of tools for resolving everyday problems, process design, automation of operations and skill building.

Part of this work involves accelerating the development of our professionals so that they can acquire the skills required for the ongoing organizational transformation, anchored in educational programs and content that guide expected behaviors connected to the business.

Learning Platform

In yet another initiative to value and encourage the improvement of our employees, we introduced the new ABC Brasil Learning platform in 2023, a continuous training and development environment connected to the latest in corporate education technology. Favoring the user experience through personalized journeys and intuitive usability, the platform seeks to encourage the constant improvement of employees, supporting both the Bank's transformation plan and the construction of differentiated human capital.

Over 60,000 hours of training were provided over the year, with an average of 40.8 hours per employee. Below are some of the talent attraction and development programs carried out in the last year.



ABC Brasil Corporate University

An educational ecosystem that includes more than 800 course titles and educational media, ranging from ABC Business Specialties, Upskilling and Reskilling with specialized curation, as well as content on the financial and regulatory market. Content can be accessed via mobile and desktop, helping make information available whenever and wherever the employee wants it.

Leadership Development

In order to help our leaders identify, develop and engage team talent, we conduct training focused on improving performance in aspects such as impact on results, adaptation in complex environments, inspiration for evolution and agility and innovation.

Leaders serving in coordination and management positions with up to three years in the position were offered the Fundamentals of Leadership training course in 2023. Lasting three months, the training consisted of five units that covered technical concepts and best leadership practices, internal tools for better people management and strengthening the ABC Brasil Culture. The initiative had 100%

adherence, and the Employee Net Promoter Score (eNPS) was 93.

Additionally, our 51 executive leaders (positions above managerial level) participated in an assessment process that provided in-depth knowledge about the competencies, skills and behaviors expected of our professionals, based on the organization's strategy and culture. Based on this assessment, any gaps will be mapped, and new development actions will be addressed.

Sales Development

We develop skills and experiences in the sales area through this program using the most advanced market practices, making sure to connect themes to the business strategy. To this end, it offers relationship managers a curation of content produced by renowned professionals, which enables a set of short and objective educational experiences that, combined, accelerate the preparation and maturity curve.

Over the year, we reached an e-NPS of 90% for sales staff members, an increase of more than 20% compared to previous years. Continuing

this initiative, we published the Interactive Sales Guide, which provides tips and instructions to enhance the sales process. The guide includes financial advice and negotiations from a consultative approach, structured to meet the unique needs of each product market in which ABC Brasil operates.



Interactive sales guide
Relationship manager

Young Talents

An internship program created to prepare young people for their first job, identify potential talents and keep the internal structure continually renewing. Its purpose is to introduce our culture and brand among young audiences and prepare professionals to take on future positions within or outside the organization. It includes learning paths focused on technical and behavioral skills and the practical application of knowledge acquired in institutional and technical internships, involving the Sales, Technology and Projects & Processes areas.

We had 126 participants in 2023 (10% of our workforce) and 35% of them were absorbed into our workforce, representing 11% of all hires for the year. They are evaluated during the Semiannual Performance Cycle, which analyzes talent with career potential within the organization based on objective hiring and the practice of continuous feedback between interns and managers. In 2023, this process found that 86% of participants met or exceeded expectations. Furthermore, 94% would recommend ABC Brasil to a friend or relative for an internship, and 99% are

satisfied with their internship.

Apprentice+ Program (“Aprendiz +”)

Created to provide a unique journey of professional and educational development, this program was designed to increase the employability of young people seeking to enter an ever-changing job market. To do this, it seeks to develop, train, prepare and encourage apprentices to explore career possibilities both at ABC Brasil and in the financial market.

Structured from the skills of the future conceived at the 2020 World Economic Forum, the program is based on six capabilities: communication, active learning, resilience, problem solving, adaptability and leadership. Together, they contribute to the apprentice's progress in their Development Plan, which includes the Learning Trail, with specific content, and the Performance Assessment in six-monthly cycles.



Average hours of training [GRI 404-1]

Training Position	2021				2022				2023			
	Total hours		Average hours		Total hours		Average hours		Total hours		Average hours	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Executives	98.75	-	14.11	-	97.75	-	13.96	-	122.25	52.80	15.25	48.00
Officers	726.38	75.50	38.23	37.75	482.61	73.98	24.13	24.66	404.88	48.42	16.83	16.00
Superintendents	1,483.33	161.08	38.03	32.22	1,550.71	68.50	37.82	17.13	1,272.19	309.43	25.96	38.63
Managers	2,286.61	759.60	40.12	44.68	3,149.39	1,106.64	43.14	42.56	2,430.77	1,098.77	36.82	30.50
Coordinators	888.86	460.00	30.65	30.67	2,473.14	865.46	68.70	43.27	1,075.29	744.07	26.88	29,76
Experts	1,644.76	612.01	32.90	36.00	7,756.00	1,197.04	72.49	29.93	3,514.88	1,361.76	32.84	31.63
Administration, Sales and Operations	13,204.48	7,624.53	32.21	30.02	19,741.22	7,732.32	35.89	24.32	19,171.53	10,367.16	36.45	33.77
Interns	5,862.50	1,905.20	50.11	43.30	5,663.29	2,682.62	38.53	40.65	9,817.28	6,818.35	76.10	92.08
Young Apprentices	57.00	580.60	11.40	32.26	41.88	320.26	13.96	16.01	335.16	1,861.50	30.45	54.74
Total	26,252.67	12,178.52	35.60	32.74	40,956.00	14,046.81	44.61	29.82	38,144.23	22,662.26	39.73	42.67

Diversity and Inclusion

[GRI 3-3 – Material topic: Diversity and Inclusion]

We started the Diversity and Inclusion Project in 2023, driving the promotion of this material topic within the organization through four activities: raising awareness among our leaders and teams, internal diagnosis, definition of an action plan and positioning.

To strengthen the governance of the topic, we held six literacy and awareness sessions in 2023 for members of the Executive Committee, the Board of Directors, and other leaders on the importance of the topic for the Bank and society. The sessions addressed aspects such as unconscious bias, meritocracy, and performance. The diagnosis stage was divided into two stages: analysis and perception, which involved individual and group interviews, and the diversity census, which saw 83% of employees voluntarily take part.

Another measure adopted to provide an increasingly safe, plural and inclusive environment was to ensure that all employees are provided a space in their registration form to self-declare their race, sexual orientation, gender identity and/or if they are a PwD. A campaign to encourage self-declaration is planned for 2024. Looking to reinforce the importance of women in our society by encouraging reflection on this subject and highlighting experiences, we promoted an event in 2023 that assembled all of the Bank's female leadership and external guests for an inspirational conversation about leadership and career.



We also contribute to the debate on the topic in society. For the fourth consecutive year, we sponsored the Diversity and Inclusion Forum, promoted by the Brazilian Association of International Banks (ABBI). The forum touched on topics such as “Recruitment and development of neurodiverse people,” “New technologies and impacts on diversity,” “Belonging and minority populations,” in addition to a panel on Intersectnalities, when one of our executives was able to share her experiences.

We also sponsored two market initiatives focused on gender equality: the “Young Woman Summit,” held by the Fin4She platform in partnership with Anbima, which gathered over 150 young people at the start

of their careers to encourage their inclusion and leadership in the financial market, and “Women in Finance,” designed to foster connection and inspiration among women leaders in the financial market through lectures and panels that discuss careers, the financial market and gender equity.

Additionally, aiming to strengthen ABC Brasil's position on the topic, we have approved our Diversity and Inclusion Policy. We believe that this policy will not only benefit our employees but also positively reflect on how we conduct business.



Diversity in governance bodies and employees

[GRI 405-1 | 405-2 | 3-3 - Material topic: Diversity and Inclusion]

Percentage of individuals who are part of the organization’s Executive Committee, broken down by gender¹

Gender	2021		2022		2023	
	Number	%	Number	%	Number	%
Men	7	100%	7	100%	8	89%
Women	0	0%	0	0%	1	11%
Others ²	0	0%	0	0%	0	0%
Not reported	0	0%	0	0%	0	0%
Total	7	100%	7	100%	9	100%

²Gender as specified by employees themselves.

Percentage of individuals who are part of the organization’s Executive Committee, broken down by age group¹

Age group	2021		2022		2023	
	Number	%	Number	%	Number	%
Under 30 years old	0	0%	0	0%	0	0%
From 30 to 50 years old	1	14%	0	0%	2	22%
Over 50 years old	6	86%	7	100%	7	78%
Total	7	100%	7	100%	9	100%

Employee Diversity and Inclusion [SASB FN-IB-330a.1]

Position x Gender	Women	Men
Executive management	11%	89%
Non-executive management	27%	73%
All other employees	39%	61%

Position x Color/Race	Asian	White
Executive management	0%	100%
Non-executive management	2%	88%
All other employees	2%	79%

¹Until 12/31/2023, the position of Vice President of Risks was held by Renato Pasqualin Sobrinho, who was accounted for in the indicator. Since 2024, the position has been held by Alexandre Yoshiaki Sinzato.

Diversity in governance bodies

Executive Committee, Board of Directors, Fiscal Committee, and Audit Committee

Percentage of individuals who are part of the organization’s governance bodies,
broken down by gender¹

Gender	2021		2022		2023	
	Number	%	Number	%	Number	%
Men	13	100%	14	93%	13	76%
Women	0	0%	1	7%	4	24%
Others ²	0	0%	0	0%	0	0%
Not reported	0	0%	0	0%	0	0%
Total	13	100%	15	100%	17	100%

²Gender as specified by employees themselves.

Percentage of individuals who are part of the organization’s governance bodies,
broken down by age group¹

Age group	2021		2022		2023	
	Number	%	Number	%	Number	%
Under 30 years old	0	0%	0	0%	0	0%
From 30 to 50 years old	1	8%	1	7%	4	24%
Over 50 years old	12	92%	14	93%	13	76%
Total	13	100%	15	100%	17	100%

¹Until 12/31/2023, the position of Vice President of Risks was held by Renato Pasqualin Sobrinho, who was accounted for in the indicator. Since 2024, the position has been held by Alexandre Yoshiaki Sinzato.

Compensation and Benefits

We carry out a salary survey annually to ensure that our employees' compensation is in line with market practices and collective agreements applied to financial institutions. Supplementing fixed salaries, we offer variable compensation with short and long-term incentives that are based on individual and collective results. Members of the Executive Committee, officers and key professionals, for example, participate in the Long-Term Incentive Program, a variable compensation structure based on the phased granting of preferred shares.

Also, our benefits package includes more than what is required by law and defined in collective bargaining agreements, such as financial support to cover extra expenses arising from remote work, like internet and electricity. As part of the Citizen Company Program, we grant extended maternity and

paternity leave to all employees, totaling 180 days for mothers and 20 for fathers. We also offer education assistance, which can be requested for undergraduate, graduate and MBA courses recognized by the MEC (Ministry of Education), as well as for language courses, external courses, and extension courses. [401-3]

Compensation for employees under an apprenticeship contract (Young Apprentices) is indexed to the minimum salary and proportional to the hours worked (180 hours/month). Whenever the index is adjusted, the compensation of this group also changes. Interns currently receive an amount proportional to 2.94 minimum salaries, considering the hours worked (180 hours/month). Despite not being obligated, the adjustments follow the Collective Bargaining Agreement (ACT) of

bank employees, thereby maintaining the compensation of this competitive audience and seeking to attract the best talents. In both situations, compensation is identical for all genders.

Find out more:

- [Performance assessment](#)
- [Compensation of management members and senior executives](#)

Maternity/paternity leave [GRI 401-3]

	2021			2022			2023		
	Men	Women	Others ¹	Men	Women	Others ¹	Men	Women	Others ¹
Total number of employees who were entitled to take maternity/paternity leave.	16	8	0	14	8	0	22	7	0
Total number of employees who took parental leave in the current year.	16	8	0	14	8	0	22	7	0
Total number of employees who took parental leave in the current year and whose leave ends in the current year.	16	5	0	13	3	0	21	3	0
Total number of employees who took parental leave in the previous year and whose leave ends in the current year.	2	2	0	0	3	0	1	4	0
Total employees expected to return in the current year.	18	7	0	13	6	0	22	7	0
Total employees who returned to work after the end of parental	18	7	0	13	6	0	22	7	0
Return rate	100%	100%	-	100%	100%	-	100%	100%	-
Total employees who returned to work in the previous year and remained employed for another 12 months, which ended in the current year.	8	2	0	11	4	0	13	5	0
Total employees who returned in the previous year.	11	4	0	18	7	0	13	6	0
Retention rate	73%	50%	-	61%	57%	-	100%	83%	-

¹Gender as specified by employees themselves.

Proportion of total annual compensation [202-1]

The ratio between the lowest salary² and the minimum wage in the organization is described in the table below.

	2021	2022	2023
Men	3.69	3.23	3.21
Women	3.19	3.31	3.17
Others ¹	0	0	0
Not reported	0	0	0
Total	0	0	0

¹Gender as specified by employees themselves.

²Value of local minimum wage considered: R\$ 1,320.00.

Equal pay between men and women

We have established a management process for the salary ratio between men and women that seeks to ensure that both sexes receive the same compensation for equivalent positions. As such, we comply with Decree No. 11.795/2023, Law No. 14.611. In compliance with legislation, we began submitting the Salary Transparency and Compensation Criteria Report to the Ministry of Labor in 2024.

Ratio between the basic salary and compensation received by women and those received by men for each job category, by important operational units [GRI 405-2]

	2021	2022	2023
Executives	0.00	0.00	0.99
Officers	0.95	0.82	0.96
Superintendents	1.12	0.79	0.86
Managers	0.84	0.82	0.99
Coordinators	0.86	0.88	0.89
Commercial	0.94	1.05	0.94
Experts	0.80	0.79	0.98
SR Administration and Operations	0.92	0.97	0.97
PL Administration and Operations	1.02	1.09	1.08
JR Administration and Operations	1.08	1.01	1.03
Administration and Operations Assist.	1.09	1.11	1.11

Health and Safety

[GRI 403-6]

Focused on the health and well-being of our employees, we have a compulsory health plan, with co-payments for consultations and exams, an optional dental plan and life insurance with comprehensive coverage. Attention to periodic exams, vaccinations for all, and vouchers for massages at the office, among other benefits, reinforce our commitment to the quality of life of our teams.

“Humanities” Program

The Humanities Program includes activities to promote the health and well-being of our employees. Through this program, we conduct campaigns, lectures and activities that contribute to providing a welcoming environment, encouraging the sharing of experiences, and encouraging balance between work and personal life.

The program works as a support channel for employees, helping them resolve problems that may affect both their professional and family lives. The “ABC com Você” (“ABC with You”) Channel is part of the Humanities Program, and it is a 24-hour support platform that offers services from lawyers, psychologists, social workers and financial planners. The initiative also provides access to “Total Pass,” which offers discounts at gyms and studios, and offers therapy, nutrition and meditation apps.



Health and Wellbeing Week

The Health and Wellbeing Week held in May 2023 offered on-site activities, such as massage, bioelectrical impedance analysis and health mapping. There were also online activities that included podcasts on oral health, work ergonomics and financial health, as well as mindfulness classes and yoga. 3,064 people took part in 2023, with 56% of employees engaged in activities.

We also launched the campaigns “Lilac August,” focused on combating and confronting violence against women; “Yellow September,” which works to raise awareness and care for mental health; “Pink October,” which reinforces the importance of preventing breast and cervical cancer; “Blue November,” on prostate cancer prevention; and “December Orange,” aimed at preventing skin cancer.

Ergonomics and prevention of repetitive strain injuries

To ensure that working conditions are optimal, we carry out an inspection of potential risks related to the health, safety, and ergonomics of employees twice a year and, based on the results, we plan the preventive, monitoring, and control measures to be adopted.

Financial education

To support the financial health of our professionals, we offer an online personal budget management course and structure a learning journey that addresses the topic in a practical and confidential way that accounts for every individual’s stage in life. Over the year, we also held 29 lectures with experts offering specific guidance, such as financial education in everyday life, financial education for children and women's relationship with money.

Occupational accidents [GRI 403-9]

For all employees ¹	2021	2022	2023
	Number	Number	Number
Deaths resulting from occupational accidents	0	0	0
Occupational accidents with serious consequences (except deaths)	0	0	0
Occupational accidents that must be reported	0	0	0
Main types of occupational accidents	1	1	0
Number of hours worked	1,608	968	1,778

¹ABC Brasil considers the following employment relationships: employees hired under the CLT, CE regime, partners, apprentices, and interns. There are no employees who do not have an employment agreement. There have been no records over the last three years of occupational illnesses among ABC Brasil employees. There were no accidents recorded during the reporting period. [GRI 403-10]

3.9. Environment [GRI 201-2 | 301-1 | 3-3 – Material topic: Climate change]

Climate change

We have a tremendous potential to influence a low-carbon economy in the production chains of the sectors in which we operate, both by mitigating risks in businesses that intensify climate change and by boosting businesses that bring new models and solutions to reduce greenhouse gas emissions (GHG).

Since 2021, we have measured and offset our GHG in Scopes 1 and 2. Once Climate Change was defined as a priority topic for ABC Brasil by the Board of Directors in 2023, we measured our financed emissions for the first time, with the support of specialized consultants. Considered the

most relevant in the operation of financial institutions, these are emissions arising from our lending activities and are part of Scope 3. The result of this work is the basis of our portfolio's decarbonization strategy.

Our next phase is internalizing measurement calculations so that we can monitor our financed emissions more closely and improve data quality. At the same time, we are identifying the sectors in which we can generate the most value, connecting the most carbon-intensive clients to solutions that support their decarbonization.



Strengthening governance on the topic, ABC Brasil became a signatory to the Carbon Disclosure Program (CDP), a global initiative that provides a structured system for the disclosure of information related to climate and the environment. We are also part of the Global Compact¹, a UN-led initiative to engage companies and organizations in adopting principles in the areas of human rights, labor, environment and anti-corruption.

Looking to expand our employees' knowledge and preparing them to promote business and innovate in a low-carbon economy, we held a series of workshops on the topic. During these training exercises, we addressed the risks and opportunities related to climate change, provided insights on how to play an active role in mitigating risks and promoting the sustainable development of our

clients and how to identify opportunities to promote sustainable securities in the capital market, and shared solutions for the transition to a low-carbon economy.

Find out more:

► [TCFD Disclosure Recommendations](#)

¹Membership made in 2024.



Greenhouse Gas Inventory

[GRI 305-1 | 305-2 | 305-3 | 305-4 | 305-5]

Since 2021, we have reported our greenhouse gas inventory in accordance with the methodology of the Brazilian GHG Protocol Program. The information is audited and made available annually on the [Public Emissions Registry](#). As part of efforts to improve the inventory, we have accounted for Scope 3 emissions resulting from business trips, generated solid waste and employees' home-to-work emissions (home-work-home commuting and emissions from remote work).

In 2023, we saw a growth in total emissions. In Scope 1, there was an increase in emissions related to the fugitive emissions category¹. In Scope 2, although the emission factor associated with the SIN (National Interconnected System) decreased from one year to the next, electricity consumption increased, which boosted our emissions. To mitigate this impact, we made sure that all energy consumed at our headquarters and in our 11 branches was generated from renewable sources through the purchase of renewable energy certificates (I-RECs). The

project responsible for generating energy from these I-RECs contributes to 11 of the 17 UN Sustainable Development Goals. As a result, Scope emissions 2 related to electricity consumption were annulled in 2023.

In terms of Scope 3, the increase was attributed to a bump in the number of employees, resulting in higher emissions from home-to-work commuting and an increase in business trips.

Emissions from Scope 1 (72.7 tCO₂e), Scope 2 (10.8 tCO₂e - related to diesel consumption from the condominium generator) and Scope 3 (990.7 tCO₂e - related to business trips, solid waste generated and emissions employees' home-work arrangements) were offset through the purchase of 1,075 carbon credits from a REDD+ project (Reducing Emissions from Deforestation and Forest Degradation) that is aligned with 5 of the 17 UN Sustainable Development Goals.

Greenhouse Gas Emissions² [GRI 305-1 | 305-2 | 305-3]

Year	2021	2022	2023
Direct Scope 1 emissions (tCO ₂ e)	89.4	3.5	72.7
Indirect Scope 2 Emissions - Location-Based (tCO ₂ e)	138.4	48.5	69.5
Indirect Scope 2 emissions - Based on Purchase Choice (tCO ₂ e)	N/A	0	0
Other indirect Scope 3 emissions (tCO ₂ e)	452.6	602.1	990.7

²The audit of the ABC Brasil Greenhouse Gas Inventory was carried out by the TOTUM Institute.

Carbon Intensity [GRI 305-4]

Year	2021	2022	2023
Per employee ³ (tCO ₂ e / colaborador)	0.253450501	0.043468227	0.113055688

¹Emissions increased due to refrigerant refilling in the air-conditioners.

³For the calculation, Scopes 1 and 2 were considered. The increase in the number of Scope 1 and 2 emissions caused a significant increase in carbon intensity.

Natural Resources Consumption and Waste Management

The administrative headquarters of ABC Brasil in the city of São Paulo are located in a building with Leed (Leadership in Energy and Environmental Design) Gold certification granted by the Green Building Council, which attests to the adoption of sustainable construction practices. To qualify as a “green building,” the certification accounts for aspects such as the rational use of water, energy efficiency, selection of construction materials, internal environmental quality and innovative strategies.

We monitor the consumption of natural resources and the generation of waste from our operations in order to identify opportunities to reduce, avoid waste and increase our efficiency. Initiatives include having film applied on windows and using blinds to reduce heat and avoid excessive use of air conditioning and maintain thermal comfort. There is also the

intensive adoption of document scanning processes and the implementation of electronic signature tools, which have been implemented to avoid the use of paper and facilitate separation in the collection of recyclable waste.

In 2023, we began replacing conventional lamps with LEDs in our headquarters in order to have greater energy efficiency and reduce energy consumption. We purchased 1,523 renewable energy certificates (I-REC), guaranteeing the clean origin of 100% of the electricity consumed by our headquarters in São Paulo, and by the 11 branches spread across the country. I-REC is a global system that aims to track the number of megawatt-hours consumed and ensures that they come from renewable sources. The process is carried out through the mediation of ABC Brasil’s Energy Trading Company.

In terms of waste generation, we extended selective waste collection to all of our branches, with the aim of reducing the volume of waste sent to landfills. Furthermore, we improved data measurement, with the implementation of weighing scales. All recyclable waste generated by ABC Brasil has an appropriate destination. There was an increase in the total waste generated in 2023 compared to 2022, which is related to the generation of waste from renovations carried out at our headquarters.

Natural Resources Consumption and Waste Management

Total water and energy consumption [GRI 302-1 | 302-4 | 303-5]

Year	2021	2022	2023
Total water consumption ¹ (m³)	1,862	3,260	4,602
Total electrical energy consumption ¹ (kWh)	1,095,235	1,172,635	1,522,779
Energy consumption within the organization ² (GJ)	3,978	4,166	10,181

¹ Consumption data from the headquarters. The spike in water and electrical energy consumption in 2023 compared to 2022 was due to renovation work being carried out in the ABC Brasil headquarters building, in addition to the increase in the number of employees working in person on site.

² Conversion into GJ of the electrical energy consumption of the head office and branches (kW/hour), fueling of the company vehicle (hybrid vehicle - gasoline), fueling of rented vehicles (gasoline) and fueling of the generator (diesel). The increase in energy consumption within the organization occurred due to the inclusion of rented vehicles in the calculation.

Total weight of waste generated in metric tons (t) and a breakdown of this total by waste composition³ [GRI 306-3]

Year	2021	2022	2023
a) Non-recyclable waste (destined for final disposal) [GRI 306-5]	28.683	34.748	16.041
b) Recyclable waste (destined for third parties for reuse, recycling, repurposing) [GRI 306-4]	12.293	4.279	11.782
Glass	-	-	0.117
Plastic	-	-	0.993
Metal	-	-	0.250
Paper	-	-	10.022
Electronics	-	-	0.374
Lightbulbs	-	-	0.026
Total waste	40.976	39.027	27.823
Total Construction Waste ⁴	-	-	647.500

³ Change in methodology: until 2022, the calculation was made based on information provided by the condominium where ABC Brasil's headquarters are located, using as rationale the total volume divided by the number of sets in the building and multiplied by the sets occupied by the Bank. From 2023 onwards, we will start counting/weighing waste internally.

⁴ Non-recurring event. In 2023, 350 m³ of construction waste were generated, converted at a rate of 1.85 t/m³.

3.10. Society

We encourage the civic participation of our employees through corporate volunteering initiatives, donation campaigns and Private Social Investment.

Corporate Volunteering

Through “ABC Solidário,” we seek to inspire and engage our leaders and employees to transform lives. Our commitment to projects and initiatives goes beyond financial, encompassing human and material resources and the provision of services, all with the potential to generate significant positive impacts on the communities where we operate. At ABC Brasil, creating shared value is a fundamental pillar, and

our goal is to extend this purpose to all our stakeholders.

Through this precept, we aspire to build relationships that generate not only financial, but also social and cultural value, connecting the Bank and its employees with society and creating virtuous cycles of growth and opportunities.

There were dozens of volunteers involved in social and cultural activities in 2023. Together, they totaled more than 340 hours of work in seven organizations: Instituto Resgatando Vidas, Associação Santo Agostinho, Instituto Baccarelli, Instituto Anchieta Grajaú, Instituto Verdescola, Instituto Esporte Educação and Associação Hurra. The initiatives ranged from sports activities and the propagation of young seedlings to workshops aimed at the career development of young people entering

the job market, as well as education on microcredit provided for microentrepreneurs. More than 800 people were impacted.

During Christmas, we also organized our annual campaign to encourage employees to donate part of their income tax to cultural and sports projects, and to defend the rights of children and adolescents.



Private Social Investment [GRI 203-1]

For the third consecutive year, we supported two education and professional training initiatives for individuals starting their first job: “École 42” and the Social Opportunity Institute (IOS). École 42 is a global school with a focus on digital training that is fully accessible to the job market. ABC Brasil sponsors the initiative and is part of 42 Labs, a project in which students work on a real case in product development, experiencing the day-to-day experience of their sponsors. During the last edition, one of the participating students had the opportunity to join our team of employees.

IOS prepares young people aged 15 to 17 in vulnerable situations for the job market. An event is held at the end of each course in which the best work is presented to an evaluation panel made up of representatives of the sponsors. 24 students benefited directly in 2023. For our support to IOS, we received the “imPACTO social” award in the “Investment in Classes/Units” category.



Sponsorships via Incentive Laws [GRI 203-1]

Supported in 2022 through the São Paulo State Culture Incentive Law (PROMAC), “Respira São Paulo” held an event in September 2023 at Praça Low Antártica to discuss waste generation and global warming. The initiative included the planting of native Atlantic Forest tree seedlings and the distribution of 600 books about the city's green areas to schools and public libraries. The campaign was designed to encourage residents to understand, value and visit the squares and parks around São Paulo. We also supported the 35th São Paulo Biennial, which took place between September 6 and December 10, 2023, and was considered the largest contemporary art exhibition in the Southern Hemisphere.

In 2023, we invested R\$545,000.00 through laws to support culture and sport. R\$365,000.00 of this total was allocated to culture, through the Rouanet Law, to the Resgatando Vidas Institute, the Association for Assistance to Children and Adolescents with Cardiac Diseases and Heart Transplant Patients (ACTC) and the Baccarelli Institute. The remaining R\$180,000.00 was distributed through the Sports Law to the Anchieta Grajaú Institute, the Verdescola Institute, the Instituto Esporte Educação and the Hurra Association.

Social and Cultural Investment in 2023

Categories	Total 2022	Total 2023		
		Total	Not incentivized	Incentivized
Education	R\$ 202,000.00	R\$192,000.00	R\$192,000.00	-
Culture	R\$ 206,775.00	R\$365,000.00	-	R\$365,000.00
Sports	R\$ 17,500.00	R\$180,000.00	-	R\$180,000.00
Total	R\$ 426,275.00	R\$737,000.00	R\$192,000.00	R\$545,000.00



Risk Management

[GRI 3-3 -Material topic: Risk management]

At ABC Brasil, risk management permeates the entire organization across all areas, and is a responsibility shared by all employees.

4



Sustainable development of business and people

4.1. Governance and management [GRI 2-9 | 2-13]

Corporate Risk Management is the responsibility of all areas and employees, who must perform their activities to the best of their ability and report risks, breakdowns and deficiencies in a timely manner to the areas in a position to deal with them. However, it is managed by the Risk Vice-Presidency, which reports disciplinarily to the Presidency and functionally to the Risk Committee of the Board of Directors and the Audit Committee, respectively.

The Board of Directors and the Board's Risk Committee are responsible for defining the Bank's risk appetite, approving business strategies and maintaining high standards of governance. They must guarantee the effectiveness of the risk management framework, providing independence and funding for it to properly run. They receive support from the committees created for

this purpose: Credit Committee, Financial Committee and Non-Financial Risk Committee (CORINF), whose purpose and scope was revised in 2023, replacing the activities of the former Operational Risk, Compliance and Information Security Committee (CROCS).

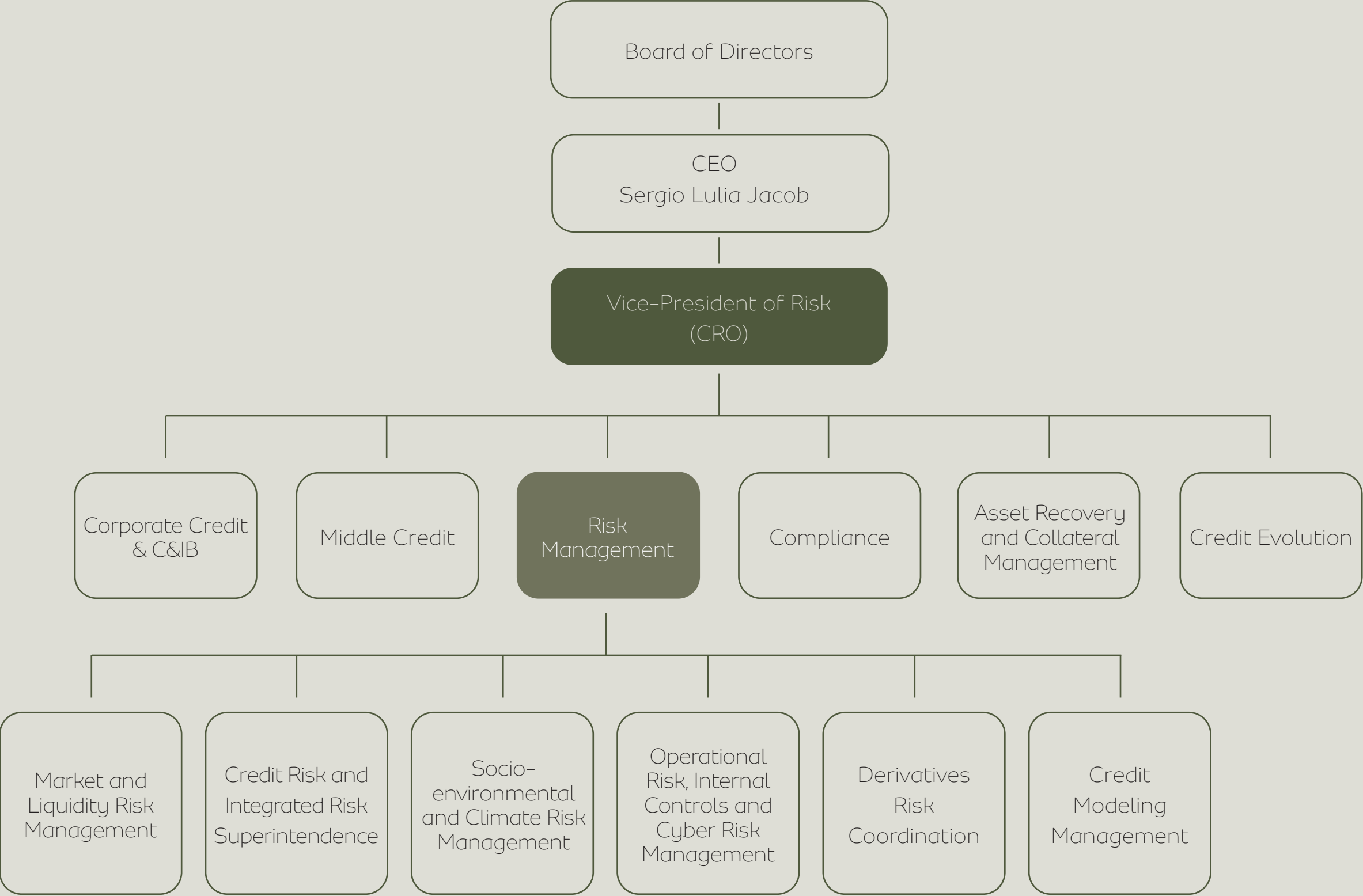
The CRO, who is the executive responsible for the institution's Risk Management, is tasked with supervising the development, implementation and performance of the risk structure, in addition to adapting the risk appetite and strategic objectives of the policies, processes, reports, systems and models used. The executive is also responsible for properly training the members of the risk management structure, and for supporting and taking part in the strategic decision-making process related to the topic, assisting the institution's Board of Directors.

The Risk Management Department, which reports to the Vice-Presidency of Risk, is made up of teams of specialists and generalists who work in an integrated and independent manner on identifying, evaluating, measuring, and managing risks in the day-to-day business. These teams are continuously trained and prepared to identify and monitor risk factors and threats, optimizing resource allocation and mitigation measures, contributing to business continuity and value generation.

Risk Governance



Risk Management Framework



Detailed information about our Risk Management can be found in the “Risk Management Framework – Pillar 3” document on the [Investor Relations website](#).

At ABC Brasil, risk management follows the model of three lines of defense:

1st Line

Regardless of role or hierarchical position, all employees assume primary responsibility for identifying and managing the risks of their activities, ensuring effective controls through periodic self-assessment processes. Managers are also tasked with helping to identify the risks involved in activities, processes, products, and systems involved in the daily routines of employees under their management.

2nd Line

Made up of the Risk Management and Compliance area, it ensures that the 1st line of defense is trained to be able to identify, measure and manage risks in accordance with the regulatory environment, the organization's policies and its risk appetite parameters. It also works strongly to promote a risk management culture, challenging the 1st line of defense to improve its risk management tools and metrics, and reports to the Committees that make up the governance of the topic.

3rd Line

The Internal Audit reports directly to the Board of Directors (with a direct line to the controlling shareholder) and is responsible for providing reasonable and independent assurance as to the effectiveness of the internal control environment (design and operation), including governance, risk management and adherence to legal and infra-legal aspects. The Audit Committee is responsible for assessing the effectiveness of the Internal Audit, including verifying compliance with legal and regulatory provisions, in addition to internal regulations and codes.

The Internal Audit performs work based on the annual audit plan (risk-based) which is approved by the Board of Directors and the Audit Committee.

The results of the assessments are reported to the Executive Board, the Board, the Audit Committee and the Board of Directors. Additionally, the Internal Audit monitors and validates the actions taken by the Board to complete the observations reported within the agreed upon deadlines and actions.



4.2. Risk management culture

All employees undergo mandatory training in the areas of Compliance, Operational Risk and Data Protection and Privacy in order to learn about risk culture. This culture is also encouraged by the Integrity Program, which encompasses a series of operational and control procedures aimed at combating corruption.

In 2023, institutional training initiatives on the subject totaled more than 1,500 hours of training, starting with the onboarding of new employees. Throughout the year, communication initiatives were also reinforced to publicize the organization's risk appetite in conducting its business. There are also specific risk management goals for each employee, aligning performance management with the

organization's risk culture. This is done to promote the strengthening and maturing of the teams and people involved, as well as the leadership of the teams, empowering them to lead the risk processes under their responsibility.

► Find out more about Anti-Corruption.



Risk Agents Program

Created in 2020 to promote the culture of mitigating operational risks and controls across the Bank, the Risk Agents Program is currently made up of 72 employees (5% of the workforce), involving both managers and specialists, who represent all areas. Its activities range from reviewing risk and control mapping to producing action plans and internal training initiatives. The group participates in ongoing updates on topics such as operational risk in credit, the economic scenario and third-party management.

In 2023, the program carried out important initiatives aimed at strengthening the topic within the organization, including:

- The Operational Risk Control Area, represented by the manager and specialist, became involved in the onboarding of new professionals from the sales team.
- The corporate risk target was broadly aligned with the officers and superintendents with a focus on quantitative results, such as the implementation of a continuity plan, risk indicators etc.
- Content on the topic is continually promoted internally. The corporate newspaper "ABC NEWS," for example, covered topics such as risk appetite, the duties of risk agents and the new operational risk and controls tool.
- The e-learning on Operational Risk and Controls was revised and updated to follow the evolution of concepts.
- A closing event was held in 2023 with a live broadcast covering topics such as the current macroeconomic scenario, Operational Threats in Credit and Management of suppliers/third parties. We had 221 employees participating: 77 of them in person and the rest online.

4.3.Key risk factors mapped

Corporate Risks

Risk management helps to create and preserve the organization's value, providing reasonable assurance that any events that could potentially affect it are identified and managed in accordance with its risk appetite. To this end, ABC Brasil maintains structures dedicated to risk management activities that assess, monitor and report both the risk assumed and the organization's risk appetite, proposing measures that reinforce the execution of processes, correct failures and curb practices that are not consistent with the required standards. It is also designed to comply with Resolution No. 4,557 of the National Monetary Council, which governs the activities of risk management structures, and Circular 3,930, which addresses the disclosure of information on risk and capital management that is relevant to the business. The Bank understands the importance of managing these risks and has implemented the Corporate Risk Management Policy for its governance.

Operational Risk

The Bank manages operational risk as a specific risk category. Its scope encompasses the entire institution, involving all its employees and considering all its processes, activities, systems, products and physical structure. Operational risk also includes legal risks, with the support of the Legal Department. Operational risk management is focused on the weighted and ongoing assessment of risk exposure and the consequent definition of the response to risk, which could be its acceptance, reduction, sharing or elimination. The mission of the operational risk management structure is to identify, evaluate, monitor, control and mitigate operational risk in accordance with the organization's risk appetite.

Market Risk

Defined as the potential for losses resulting from fluctuations in the market values of positions held, this concept includes the risks of operations subject to changes in exchange rates, interest rates, inflation, share prices, indices, credit and commodity spreads. Market risk management is carried out using internal information that the Risk Management Department, which centralizes control activities and monitors portfolio exposure, provides daily to Management, Treasury and the Financial Committee.

Liquidity Risk

This entails two types of risk:

- **Funding risk:** relating to access to funds to honor obligations or expand activities; presents a temporal component defined by the occurrence of imbalances between the inflows and outflows of funds that may affect the payment capacity, taking into account the currencies and the settlement terms of their rights and obligations.
- **Market liquidity risk:** relating to the ability to operate in the markets without provoking major price or rate shifts.

Liquidity risk management is performed by the Financial Committee and carried out by the Treasury, within the limits determined for its action, through raising and investing cash resources and the management of mismatches between inflows and outflows over time. It is supported by the Risk Management Department, which monitors acceptable levels of liquidity in the present and future, and the Strategic Planning area, which concentrates information for the control of cash positions. Daily reports are submitted to the Treasury and the Board. Every two weeks, the Financial Committee reevaluates the strategy for the following period.

Reputational and Image Risk

This involves identifying and minimizing risks and threats to the Bank and its stakeholders. It is a strategic corporate risk and a key challenge that, when not managed properly, can turn into crisis situations. All ABC Brasil employees are primarily responsible for managing reputational and image risks when performing their activities and forwarding threats and incidents to their line managers, in accordance with their risk appetite. Depending on the nature of the threats and risks, supervision is provided by the Risk, Compliance, Credit, Information and Cybersecurity and/or Social and Environmental Risk areas.

Credit risk

Given that it deals with small, medium and large corporate clients, the Bank created specialized structures in analyzing and granting credit in order to become more efficient and precise in evaluations, establishing limits and defined guarantees. The Credit Committees are responsible for approving lines of credit within the limits of their authority. Above that, approval is the exclusive responsibility of the Board of Directors' Risk Committee. The Credit Analysis area is responsible for individual lines

to clients and economic groups. They are supported by the Credit Administration area, to ensure that risks are within the stipulated limits, and the Guarantees area, to ensure that they meet the required standards of coverage and quality. The Credit Risk Management Area monitors risk from a portfolio standpoint, monitoring concentrations and evaluating the impacts of adverse scenarios. The reports generated are periodically retransmitted, in accordance with the committees' mandates, to the Board of Directors' Risk Committee, the Audit Committee and the Executive Committee.

Social, Environmental and Climate Risk

The assessment of socio-environmental and climate risk is part of the process of accepting new clients and granting credit, using data captured in official public databases, information published in the media and details provided by the clients themselves, as outlined in the next page . Socio-environmental and climate risk is an aspect that affects the entire organization. Failure to anticipate and manage this risk can have consequences for the institution, which can materialize into credit risk, legal risk, reputational risk and market risk.

4.4. Social, Environmental and Climate Risk (RSAC)

[GRI 201-2 | 3-3 – Material topic: Climate change]

We began incorporating climate risks into our methodology in 2023. This allowed us to begin analyzing our portfolio's exposure to these risks over the long term. Additionally, we published our first Social, Environmental and Climate Risks and Opportunities Report (GRSAC).

If not managed properly, the social, environmental and climate impacts generated by the businesses we finance may trigger compensation for damages or payment of fines, delay or interrupt ongoing projects, delay adaptation to new regulatory demands, generate reputational damage and even affect our clients' ability to pay. At the same time, the adoption of good social, environmental and corporate governance practices can drive multiple positive impacts over the short and long term for everyone involved in the business.

This is why it is increasingly necessary and strategic to demonstrate our diligence in this matter to the market, our investors and the country's monetary authorities, as determined by CMN Resolutions No. 4,943 and 4,945 and the guidelines and processes defined to comply with this regulation as detailed in Social, Environmental and Climate Responsibility Policy (PRSAC).

Throughout 2023, we implemented a number of advancements in this regard. The most relevant of these was an update to the methodology, which now includes issues related to climate risk, such as the measurement of greenhouse gas (GHG) emissions. Based on this data, we are now able to analyze our portfolio's exposure to climate risks in the long term.

To comply with new regulations and make our view of these risks even more

accurate, we also integrated RSAC into the Operational Risk Policy, included the climate variable into the Socio-Environmental Loss Register and defined the Non-Financial Risk Committee as a forum for reporting RSAC-related information management. Another highly relevant step was to define the RAS (Risk Appetite Statement) indicator for RSAC.

188 hours of training were provided to prepare our teams on how to implement the new methodology, including the publishing of seven bulletins related to the topic. Our RSAC team also received training on applying IFC (International Finance Corporation, a member of the World Bank Group) performance standards, biodiversity risk management, conducting due diligence on Human Rights and managing climate risks.

Training sessions held in 2023

Number of people trained

Onboarding

Target audience: Sales Area

98

RSAC EAD Training – new methodology

Target audience: Credit Analyst, Credit Review and Monitoring Analyst

45

Specific Trainings – New Bacen resolutions and New RSAC analysis methodology

Target audience: Credit Analyst, Credit Review and Monitoring Analyst

56

Specific Trainings – Performance Standards / IFC

Target audience: Credit Analyst

22

Specific Trainings – Climate Risk

Target audience: Credit Analyst

23

2023: a year of advances in RSAC analysis



What are Social, Environmental and Climate Risks

Social Risk

Possibility of losses for the institution caused by events associated with the violation of fundamental rights and guarantees or acts harmful to the common interest.

Environmental Risk

Possibility of losses for the institution caused by events associated with environmental degradation, including the excessive use of natural resources.

Climate Risk

Transition Climate Risk: possibility of losses for the institution caused by events associated with the transition process to a low-carbon economy.

Physical Climate Risk: possibility of losses for the institution caused by events associated with frequent and severe weather or long-term environmental changes.

Social, Environmental and Climate Risk Governance

For a proper governance of the social, environmental and climate risk and all other risks that may be associated with it – such as market, liquidity, operational, legal and reputational risks – it was established that the following bodies participate in decision-making related to its management and mitigation:

Committees

- Board of Directors' Risk Committee
- Executive Committee
- Credit Committee
- Finance Committee
- Non-Financial Risk Committee

Management Areas

- Credit Superintendence
- Compliance Superintendence
- Socio-environmental and Climate Risk Management
- Legal

Independent and periodic (risk-based) assessment of the internal control environment/regulatory requirements

- Internal Audit

The Credit Committee is responsible for approving, conditionally approving or rejecting operations that involve some type of social, environmental or climate risk. Decisions are made based on the analyses and recommendations made by the management areas.

Created in 2023 to reinforce this decision-making process, the Non-Financial Risks Committee monitors RSAC indicators and events involving clients in situations such as slave or child labor, revocation of environmental licenses and overlapping areas with protected lands. To see the responsibilities of each entity, consult our [Social, Environmental and Climate Risks and Opportunities Report \(GRSAC\)](#).



How RSAC Analysis works

The business areas act as the first line of defense to ensure that the origination and relationship management strategies are based on knowledge of the socio-environmental and climate risk profile of clients and that the transactions are aligned with the Bank's risk appetite and the strategic objectives outlined in the PRSAC. Our professionals are trained since starting onboarding to understand clients' socio-environmental and climate risks and how they can impact the organization, in addition to being continually updated on changes in such risks.

The RSAC Analysis methodology involves evaluating the social, environmental and climatic aspects with which the client is involved and establishing their level of risk. This methodology is applied throughout the relationship with clients during the following processes:

1. Client acceptance

The Know your Client (KYC) process includes checking for cases of violations of Human Rights* and labor and environmental legislation, among other socio-environmental aspects. Carried out by the Money Laundering Prevention team, this screening is updated annually. We also have an automatic verification that is performed by robots, which generates alerts in cases when there are people or companies included on the Slave Labor Gray List, maintained by the Ministry of Labor. [GRI 408-1 | 409-1]

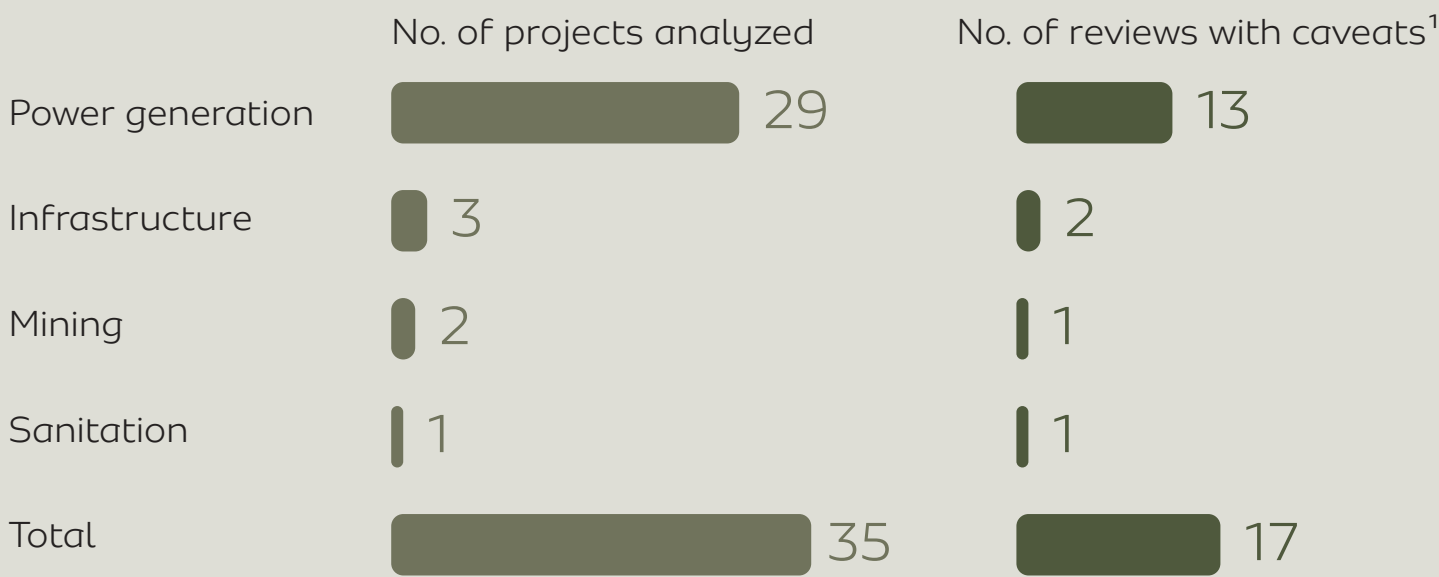
In addition, ABC Brasil has included, as a minimum requirement, a stipulation in its policy to not work with companies in certain activities or involved in practices that violate the Bank's values. [See our website for more details.](#)

2. Credit approval and renewal of limits

In the process of credit approval and renewal of limits, a new screening of cases of violations is carried out and the Socio-Environmental and Climate Questionnaire is analyzed. This work is carried out by the Credit area with support from the Socio-Environmental and Climate Risk team, which performs more in-depth checks when there are relevant notes or when the operation involves sectors that have increased attention, such as mining, slaughterhouses, forestry and energy generation. All **project financing operations**, whether Project Finance or not, also go through this team of experts.

Depending on the risks involved in these operations, a monitoring and follow-up schedule is defined and performed by a specialized third-party consulting firm, in an effort to ensure compliance with the agreed action plan, which is based on the project's PBAs (Basic Environmental Plan). Whenever necessary, the Socio-Environmental and Climate Risk team monitors due diligence visits.

Project Finance and Project Financing Analysis in 2023



¹Caveats indicate inclusion or adjustments in missing or deficient socio-environmental programs or indication of the need for Socio-environmental Monitoring. There were no projects in 2023 whose recommendation from the RSAC area was not to continue the operation.

3. Real estate projects and properties pledged as collateral

In the case of real estate projects or when there are **rural or urban properties given as collateral** for operations, an environmental compliance analysis of the land is carried out that checks for contamination and overlaps with protected areas.

Both for project financing and for the evaluation of real estate guarantees and real estate developments, we use a georeferencing tool to check possible overlaps of properties in contaminated areas and protected areas, such as indigenous lands and conservation units.

When the RSAC Analysis identifies an unaddressed issue, we contact the client to resolve it. Depending on the referral, the operation can be approved, denied or approved with conditions.

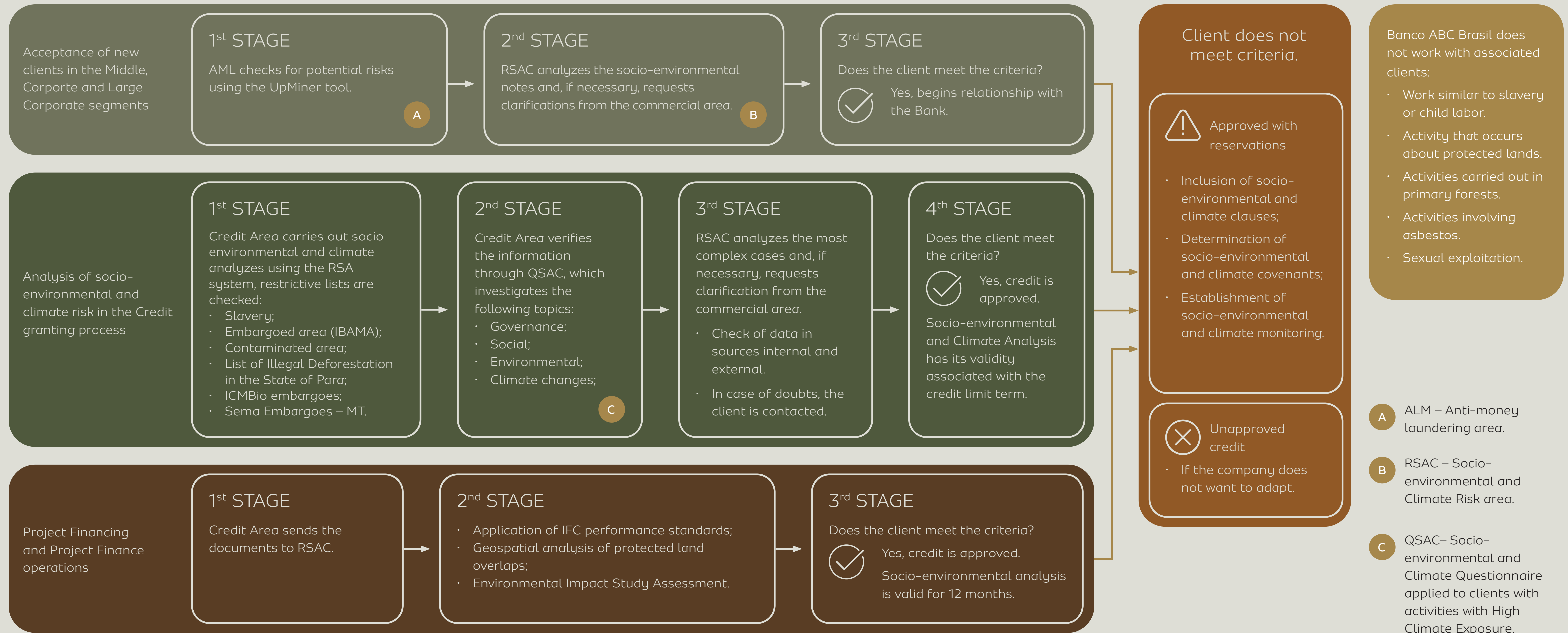
The Socio-Environmental and Climate Risk area works together with the Legal Department to draft the socio-environmental clauses

included in client contracts. These clauses may be standard or they can take into account the negotiations agreed. In the event of non-compliance with obligations, contractual mechanisms are triggered that allow the Bank to exit the operation.

100% of clients currently undergo RSAC analysis, from a simple screening to a more elaborate assessment, depending on the case. In 2023, there were two cases of operations declined due to significant SAC risk.

[GRI 408-1 | 409-1]

How Social, Environmental and Climate Risk Analysis works

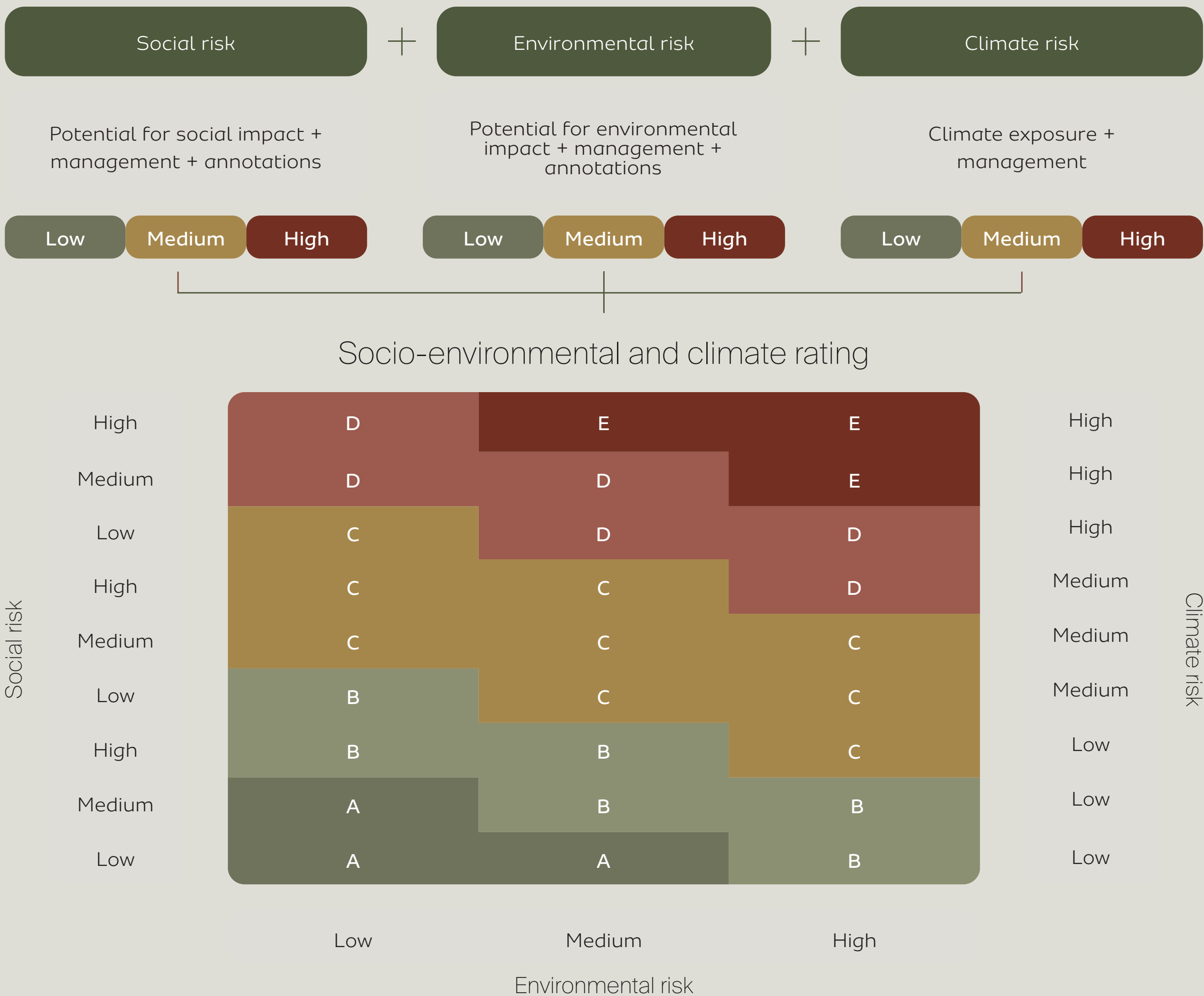


Analysis methodology

To assess our clients' exposure to Social, Environmental and Climate Risks, we use a methodology that captures company information and classifies this exposure into three levels: High, Medium and Low. This is done for each pillar – Social, Environmental and Climate – considering three dimensions:

- 1. Impact Potential:** inherent to the client's sector of activity, according to defined taxonomy based on guidelines from Febraban and TCFD (Task Force on Climate-Related Financial Disclosures);
- 2. Management Capacity:** the client's ability to manage the SAC risks inherent to its activities;
- 3. Annotations:** any misconduct in which the client is involved.

After defining the Social, Environmental and Climate Risk, a **Socio-environmental and Climate Rating (RSAC)** is generated, as illustrated below:



This entire process is organized and automated in a **Socio-Environmental and Climate Risk Management System**, which consolidates the processes, procedures and tools for identifying, managing and mitigating SAC risks, as well as ensuring our database. Since 2023, information on client practices can be captured with the help of a robot, created to read reports that use the GRI (Global Reporting Initiative) reporting guidelines. If clients do not make this type of disclosure, we ask them to complete the Socio-Environmental and Climate Questionnaire. For the Mining sector, ABC Brasil adopts a specific Socio-Environmental Questionnaire, created to capture information related to the company's dams, if any. In 2023, questionnaires dedicated to analyzing the RSAC of clients in the Middle segment and those operating in Agribusiness were also created.

Socio-environmental and Climate Criteria that are part of the assessment

Governance

This part of the assessment is done to identify whether the company adopts socio-environmental commitments that can be verified in policies, standards, internal regulations, an area dedicated to socio-environmental responsibility, incentives for courses and training on the topic, codes of conduct and supplier selection criteria, among others.

Environmental

This assessment identifies whether the company's activities are subject to environmental licensing, certifications and whether there are assessments or investigations in progress. There is also a check to see if the company needs specific authorizations, such as Biosafety Quality Certificate (CQB) and Transport of Hazardous Waste, among others.

Social

This seeks to identify occupational health and safety issues and diligence in respecting Human Rights, checking whether the client has any pending suits or investigations related to working conditions and the occurrence of occupational accidents, among others.

Climate

This looks to identify the quality of management employed by the company to adapt or mitigate climate risks in its activities, from the perspective of Physical Risk and Transition Risk.



Corporate governance

[GRI 3-3 -Material topic: Good corporate governance practices]

To generate long term value, any business deal and decision-making at ABC Brasil must be based on our Code of Ethics and governance practices that ensure a high standard of integrity.

5

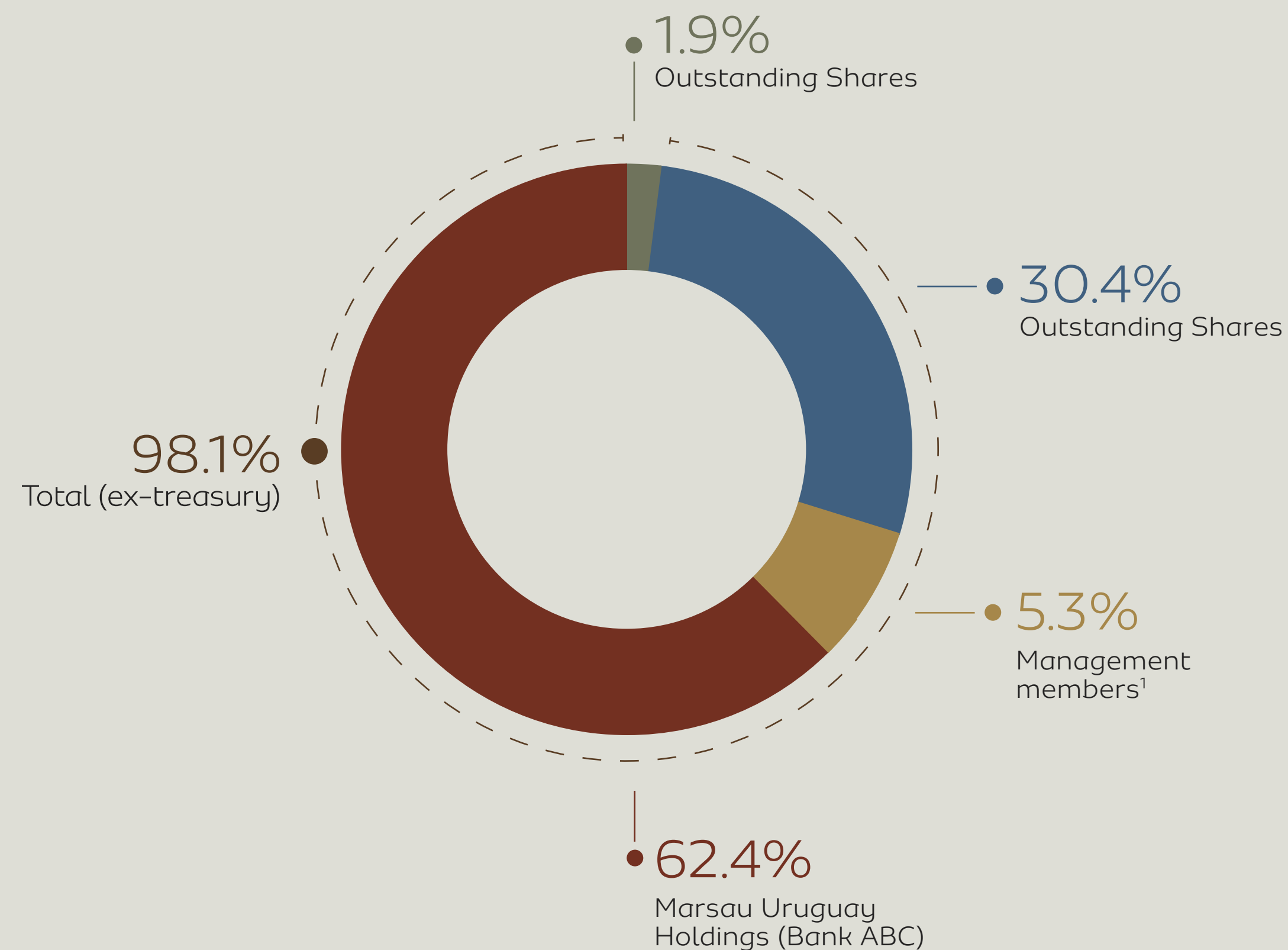
and senior executives

Ethics & Integrity

generate long-term value

5.1 Ownership Breakdown [GRI 2-9]

As of December 31, 2023, the ownership breakdown of ABC Brasil was represented as follows:

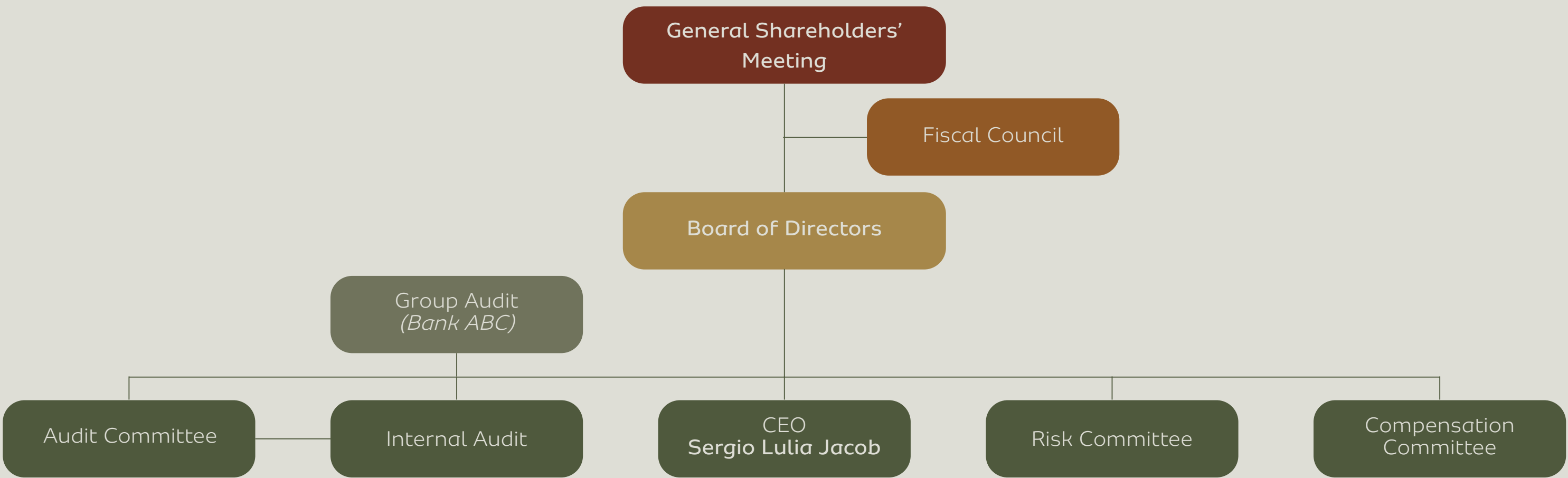


¹Includes Executives, members of the Board of Directors and people related to ABC Brasil and affiliates.

5.2. Decision-making bodies [GRI 2-9]

After the General Shareholders' Meeting, which is responsible for electing the members of the Board of Directors and the Fiscal Council, among other duties, the Board of Directors is ABC Brasil's highest governance body. It is responsible for defining the organization's long-term strategies and economic-financial policy, which will be executed by the Executive Committee and its teams to deliver the best results for stakeholders. The Board of Directors is advised by the Audit, Compensation and Risk Committees.

The Fiscal Council is an independent, non-permanent body, that is responsible for monitoring the actions of management members, analyzing and issuing opinions on the financial statements and other responsibilities defined by Art. 163 of Law No. 6.404/76. It has three fulltime members and three alternates, and meets every three months or whenever it needs to deliberate on urgent issues.



The Audit Committee oversees the independence of the Internal Audit at ABC Brasil and its activities (effectiveness and performance), reporting them regularly to the Board of Directors. The Internal Audit (with a matrix reporting line to Group Audit) follows the entire audit methodology of the controlling shareholder, which also reviews the quality of work in Brazil.

Board of Directors

Currently made up of seven members, two of whom are independent, the Board of Directors is responsible for general business guidance, including the Company's long-term strategy and policies, control and monitoring of performance, with powers to elect and dismiss directors.

As established in ABC Brasil's Bylaws, the Board of Directors must have a minimum of five members and a maximum of nine. All are selected according to their expertise and professional experience and are elected by shareholders at the General Meeting for unified two-year terms, which can be renewed. They can be residents in Brazil or abroad, and at least 20% must be independent directors. The positions of Chairman of the Board of Directors and Chief Executive Officer (CEO) are not permitted to be held by the same person, as provided for in the Bylaws. [GRI 2-10 | 2-11]

The current members of the Board of Directors serve their terms until April 30, 2024. In January 2023, Juliana Buchaim Corrêa da Fonseca, who has extensive experience in sustainability and corporate governance, was elected as an independent director.

Throughout the year, the Board met at least 10 times to monitor and deliberate on issues related to finance, competitive analysis, activities and reports from internal audit, the Audit Committee and the Risk Committee, as well as ESG risks and opportunities and other relevant matters of interest to the Board of Directors. The Chief Executive Officer (CEO) also attends these meetings, summarizing questions about the country's political and economic scenarios and the Bank's performance. [GRI 2-12]

There was no issue addressed during 2023 considered crucial for managing potential or actual impacts caused by ABC Brasil's activities on the economy, the environment, society, human rights or other stakeholders¹. The management of these impacts, which can be brought up quarterly by the Executive Committee for deliberation by the Board of Directors, is under the responsibility of the Vice-President of Risks (CRO), as well as the other members of the Executive Committee, according to their responsibilities. [GRI 2-13 | 2-16]

Composition [GRI 2-9 | 2-11]

Khaled Said Ramadan Kawan
Chairman

Anis Chacur Neto
Vice-President

Nicholas John Campbell Church
Member

Brendon Hopkins
Member

Tony Berbari
Member

Juliana Buchaim Corrêa da Fonseca
Independent Member

Roberto Pedote
Independent Member

The term in office and complete profile of each member of the Board of Directors are available on the [Investor Relations website](#).

¹According to data collected through complaints mechanisms and other processes or even identified through other conduct assessment processes ABC Brasil in its operations and business relationships.

Advisory Committees

Each of the committees advising the Board of Directors has specific responsibilities, as described below. [GRI 2-9]

Audit Committee

The Audit Committee is a statutory body of the Board of Directors, advising and supervising the consolidated activities of Banco ABC Brasil S/A, including its subsidiaries and branches (Conglomerate).

The purpose of the Committee is to:

- Review the Bank's accounting and financial practices;
- Review the integrity of the Bank's financial controls (and ensure the adequacy of credit and legal provisioning), the financial statements and the effectiveness of the Bank's internal controls and governance systems and structures;
- Review the Bank's compliance with legal and regulatory requirements;
- Recommend the appointment, compensation and supervision of the Bank's external auditors;
- Oversee the effectiveness of the Bank's internal audit role.

Overall, the Audit Committee is responsible to the Board of Directors for ensuring the integrity and effectiveness of the Bank's system of financial, accounting and risk management controls and practices.

In 2023, the Audit Committee was made up of the following members: Juliana Buchaim Corrêa da Fonseca (Chairperson and member of the Board of Directors), Claudio Roberto Frizão Rey (Member) and Maria Luiza Lage de Mattos Levi (Member).

Risk Committee

This Committee is responsible for supervision and risk management processes, approval of policies, review and monitoring of macroeconomic, legal and regulatory environments, with a specific focus on the impact on business and capitalization ratios.

In 2023, the Risk Committee included the following members: Anis Chacur Neto (chairperson), Tony Berbari (vice-president) and Juliana Buchaim Corrêa da Fonseca (Member).

Compensation Committee

As part of its duties, it drafts the policy and proposes the various forms of compensation and benefits to the Board of Directors, as well

as special programs for the recruitment and dismissal of management members.

It is made up of internal and external members, including a compensation consultant, who provides their experience and global market vision, in addition to regularly participating in research, and hiring specific services to analyze the organization's Compensation Policies and Programs. [GRI 2-20]

In 2023, the Compensation Committee was composed of the members: Roberto Pedote (chairman), Brendon Hopkins (member) and Joaquim Monteiro Patto Netto (independent member).

Women in senior management

Seeking to make progress on our commitment to increasing women's representation in all decision-making bodies, in 2023 we reached 11% of women on the Executive Committee and 14% of women on the Board of Directors. [GRI 405-1].

Executive Committee

Formed by the CEO and vice-presidents of ABC Brasil, as established in the Bylaws, the Executive Committee acts as an institutional decision-making forum for discussion and approval of matters of interest to the institution. Its scope of action covers responsibility for managing the organization, including possible impacts of our business on the economy, the environment and people. The Committee meets weekly. [GRI 2-13]

Three vice-presidencies were created in 2023: Middle/Retail, to focus even more on serving the segment; Talent, Brand and ESG, reflecting the strengthening of the ESG culture as a strategic factor for the business; and Technology and Operations. In the organizational restructuring carried out throughout the year, the Insurance Broker, the Energy Trading Company, the Credit Recovery Company and the Investment Banking area now report directly to the CEO.

Composition [GRI 2-9]

Sergio Lulia Jacob CEO	Leopoldo Martinez Cruz Vice-President of Technology and Operations
Alexandre Yoshiaki Sinzato¹ Vice-President of Risks	Marco Antonio Ascoli Mastroeni Vice-President of Products and Innovation
Antonio José Nicolini Vice-President of Treasury	Sergio Ricardo Borejo Financial Administrative Vice-President
Antonio Sanchez Jr. Vice-President of Middle/Retail Business	
Izabel Cristina Branco Vice-President of Talents, Brand and ESG	
João Marcos Pequeno De Biase Vice-President of Corporate/C&IB Business	

The complete profile of each member of the Executive Committee are available on the [Investor Relations website](#).

¹Until 12/31/2023, the position was held by Renato Pasqualin Sobrinho.

5.3. Sustainability governance

[GRI 2-12 | 2-17]

In 2023, we revised our Social, Environmental and Climate Responsibility Policy (PRSAC), a document that defines social, environmental and climate principles and guidelines for conducting the organization's business, activities, processes, relationships and governance, in accordance with Resolution 4.945 of the National Monetary Council. The Board of Directors is responsible for approving any review of its content and ensuring its adherence to the Bank's strategy, its effectiveness and compatibility with other established policies. In order to make sure that our ESG strategy is executed successfully and enable senior

management to make decisions related to the topic, the Executive Committee and the Board of Directors took part in a literacy workshop on diversity and inclusion in 2023. Another important measure was the review of the composition of the ESG Committee, which now includes the participation of the CEO, two members of the Board of Directors, the Vice-President of Talents, Brand and ESG, and an independent member. The ESG Commission now also has a vice-president as sponsor of each key theme, as described on the next page.

► [Learn more about ESG Strategy](#)



- Evaluating the strategies brought by the ESG Commission and advising the Board of Directors on decision-making based on strengthening the ESG Agenda, promoting Banco ABC Brasil's culture of sustainability.
- Proposing recommendations to the Board of Directors on the establishment and review of the Social, Environmental and Climate Responsibility Policy (PRSAC).
- Evaluating the degree of adherence of the actions implemented to PRSAC and, where necessary, proposing recommendations for improvement.
- Maintaining records on the recommendations referred to in the sections above.

In 2023, the committee discussed issues such as climate strategy, diversity and inclusion, the Bank's performance in ESG rating agencies and sustainable business opportunities.

ESG Commission

The primary mission of this commission is to drive and monitor the ESG projects proposed by the working groups, with the authority to deliberate on simple and operational projects. Its main responsibilities include:

- Monitoring the development and application of the ESG Agenda at Banco ABC Brasil, analyzing the related indicators, establishing guidelines related to best market practices on ESG and submitting them for evaluation by the ESG Committee and the Executive Committee.
- Monitoring the progress and evolution of key indicators, projects and processes.
- Tracking the Bank's performance in relation to the main ESG demands of the market, regulators and civil society.

Composition

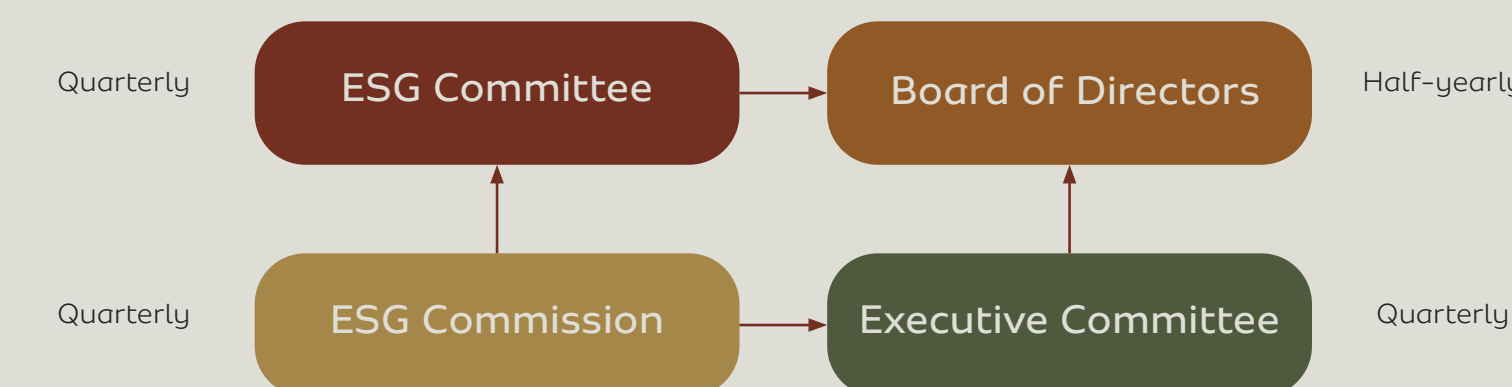
Sponsor of the Environmental theme:
Vice-President of Corporate Business/C&IB

Sponsor of the Social theme:
Financial Administrative Vice-President

Sponsor of the Governance theme:
Vice-President of Risk

Other members: representatives from different areas of the organization, including Products, Socio-environmental and Climate Risk, Cash Management, Technology, Corporate, Investor Relations, Legal and Compliance.

Frequency of meetings [GRI 2-12]



ESG Area

The ESG area, which is part of the Vice-Presidency of Talents, Brand and ESG, is tasked with supporting the established ESG Strategy and Governance, generating shared value for the business. The department is organized into four areas of action:

Strategy

Developing a clear and robust management of ESG Governance, connected to ABC Brasil's strategy, with a long-term vision and short, medium and long-term goals that account for risks and opportunities.

Sustainable Finance

Promoting innovative ESG products and solutions, contributing to the sustainable development of our clients and driving new businesses with a positive impact.

Performance

Developing KPIs to measure and monitor ABC Brasil's ESG performance and report it through mandatory and voluntary reporting standards, supporting the ESG strategy.

Corporate Social Responsibility

Strategically managing social issues, in a systematic and planned manner, considering voluntary contributions of ABC Brasil's own resources and contributions resulting from tax incentives.

5.4. Performance assessment of governance bodies [GRI 2-18]

At ABC Brasil, the Board of Directors assesses its own performance and that of its advisory committees. The performance evaluation model is created based on the application of a questionnaire that aims to analyze:

- The duties of the Board of Directors.
- The performance of each advisory committee in light of its specific purposes and responsibilities.
- The work of each director, their attendance at meetings and their constructive involvement in discussions and decision-making.
- The current composition of the Board of Directors, looking for the right balance of skills and experience, as well as the

planned and progressive recomposition of our members.

This process is carried out annually and is conducted internally, with the assistance of the Secretary of the Board of Directors. Some of the measures taken based on the results of the self-assessments in 2023 included the preparation and implementation of the Conflict of Interest Management Policy within the scope of the Board of Directors and, additionally, the creation of a regular training program for Directors, through which we address practical aspects of governance and the Bank's activities.



5.5. Compensation of management members and senior executives

[GRI 2-19]

Our compensation policy follows the determinations of Resolution No. 3.921/10 of the Central Bank, as well as the best corporate governance practices, assigning fixed and variable values compatible with the duties of each body and its members. As a principle, it follows an internal balance, which concerns the relative importance of activities and business lines, and an external balance, referenced in market practices of organizations in the same sector and size.

Our practice is to align the vision of executives with that of shareholders to attract and retain qualified professionals with a level of experience relevant to their positions and responsibilities. All decisions regarding compensation follow best market practices.

How it works

Board of Directors: fixed monthly compensation consisting exclusively of fees.

Fiscal Council: fixed monthly compensation composed exclusively of fees in an amount not less than 10% of the average fixed compensation of each officer, excluding benefits, bonuses and profit sharing.

Audit Committee: fixed monthly compensation consisting exclusively of fees.

Compensation Committee: fixed monthly compensation consisting exclusively of fees. Members who already carry out executive activities within the Bank do not receive additional payments for this activity.

Other Committees: there is no additional compensation for executives or members of the Board of Directors who are members of other Committees.



Statutory Board: compensation consisting of a fixed part, with fees and benefits, and a variable part, calculated annually based on individual and collective results. At least 50% of the variable compensation is paid in shares or share-based instruments, with deferral for future payment, in accordance with Resolution No. 3.921/10 of the National Monetary Council. With this, the organization seeks to recognize the contributions made by these executives to the construction of short, medium and long-term results.

We also maintain the Matching Shares program, through which executives buy their shares and, in return, we invest the same volume for a specific period. After a period, these shares are released, and they can thus exercise their part and that of the Bank in full.

Until 2023, the form of variable compensation considered the individual goal, the team goal and the Bank's goal, which had up to then been linked to business performance. During the year, strategic KPIs were established that, from 2024 onwards, will guide executives' variable compensation.

They will be guided by six pillars:

1.

Financial Results

2.

Client Centricity

3.

Credit and Risk

4.

People and ESG

5.

IT, Operations,
Analytics and Cyber

6.

Products and
Innovation

Each of these pillars is broken down into actions and goals for the Bank and senior executives, areas and individual assessments of other employees. The topics related to each pillar will also be covered in skills development initiatives.

5.6. Compliance

[GRI 2-23 | 2-24 | 2-26 | 3-3 -Material topic: Ethics, transparency and integrity]

Our Compliance team works to ensure compliance with laws, rules, national and international standards and self-regulation guidelines for the banking sector. It involves management members, employees and clients, promoting integrity in our business environment.

We have a structured governance flow to deal with regulatory risk, covering the capture and distribution stages of new laws and standards applicable to the Bank, and subsequent monitoring of their implementation and monitoring of compliance. These processes are defined in internal Regulatory Compliance regulations.

The Compliance area is responsible for multiplying the culture of compliance and ensuring the integrity of the commitments assumed by the Bank in our strategies, practices and relationships. To achieve this, the initiatives include the mandatory reading of the policies by employees, who declare that they are aware of the rules and guidelines that

govern our activities, as well as compliance with the procedures on the subject. Starting with the onboarding process, mandatory in-person and virtual training is available on: Anti-Money Laundering (AML), Information Security, Operational Risk, Integrity Program and Anti-Corruption Law, Suitability – Derivatives, Personal Investment Policy, Protection of Data, Public Offers Code, Investment Products Distribution Code, Regulatory Compliance and Fraud Prevention.

Our Culture of Compliance and Ethics is fostered through events and internal communications that highlight regulatory rules and guidelines. ABC Brasil's Compliance Week is an annual event with lectures and initiatives dedicated to the Culture of Compliance, Ethics, Anti-Corruption and Communication Channels. We had the opportunity in 2023 to discuss topics such as Corporate Ethics and the Reporting Channel, as well as the importance of compliance tests and good compliance and corporate governance practices.



Policies and programs

Compliance policies and procedures are available on the Investor Relations website, as well as on internal networks accessed by our employees. They are applied to all our activities and business relationships. The contents are reviewed and updated periodically or whenever necessary. All policies must be approved according to the level of responsible authority:

Level 1

The officer/superintendent for each area is responsible for approving operational policies and procedures under their responsibility, except those involving regulatory issues. After approval, the officer/superintendent forwards the policy to the vice-president of the area.

Level 2

The Executive Committee approves policies developed to meet legal, regulatory requirements or when recommended.

Level 3

The Board of Directors approves policies developed to meet legal and regulatory requirements or when recommended by the Executive Committee, vice-president responsible for back-office or vice-president of Risks.

Policies rise to Level 3 when there is a recommendation or express prediction of the need for approval by the Board of Directors.

We observe and follow standards related to preventing money laundering and combating the financing of terrorism when conducting operations and relationships established by the Bank. Among the national standards that guide our activities are the requirements of Central Bank Circular No. 3.978/2020, Resolution No. 50/2021 of the Brazilian Securities and Exchange Commission and Circular No. 612/2020 of the Private Insurance Superintendence. We also comply with international standards, such as the requirements of the Central Bank of Bahrain – Business Standards/Financial Crime and Guidance Notes on the Prevention and Detection of Money Laundering in the

Cayman Islands, related to preventing money laundering and combating the financing of terrorism. We also adopt good practices on the topic, including the Recommendations of the Financial Action Task Force (FATF) and the self-regulation guidelines of national entities representing the banking industry. [GRI 2-23]

Instructions on proposing and implementing policies are made available to employees through the documents known as “4000.ORG – Corporate Policies” and “4001.PRC – Preparation of Corporate Policies.” Our professionals can contact politic@abcbrasil.com.br to request clarification on our policies and practices for adopting responsible conduct. Concerns regarding the organization's business conduct can be reported through the Reporting Channel. [GRI 2-26]

Combating corruption

[GRI 3_3 –Material topic: Ethics, transparency and integrity]

At ABC Brasil, we rely on teams from the Compliance, Anti-Money Laundering and Combating the Financing of Terrorism areas to identify, mitigate and deal with cases of corruption involving employees, clients, partners or suppliers. Our work is grounded in the Ethical Principles and Rules of Conduct, Integrity Program, Reporting Channel and Anti-Money Laundering and Combating the Financing of Terrorism Policy.

These policies, together with the applicable standards, are observed both at the beginning and throughout the client relationship cycle. The Anti-Money Laundering and Terrorism Financing Prevention area continuously monitors cases of litigation and negative media, including issues related to corruption, in addition to adopting goals for detecting crimes that may precede money laundering.

We have rules, processes and controls that

must be followed when signs of money laundering crimes or concealment of assets, rights and values are detected, which can be reported to the Financial Activities Control Council (COAF) and/or Financial Reporting Authority (FRA). This set of actions establishes mechanisms for monitoring these transactions, in order to identify atypical operations that differ from the profile mapped at the beginning and/or maintenance of the relationship. In all contracts with our partners and suppliers, there is also a mandatory anti-corruption clause, and these groups are invited to our training on the topic.

Any type of negative or positive impact generated by ABC Brasil's activities is considered an important factor from the perspective of regulatory risk and determines the adoption of the highest standards of governance and integrity, as well as the

application of rigorous due diligence processes. There were no cases with a risk of negative impacts related to corruption in 2023. [GRI 205-1]

Find out more:

► Suppliers

Total number and percentage of transactions assessed for risks related to corruption.¹ [GRI 205-1]

	2021	2022	2023
Total transactions	1	1	1
Total transactions assessed	1	1	1
%	100%	100%	100%

Total number and percentage of members of the governance body provided with information on the anti-corruption policies and procedures adopted by the organization, broken down by region.¹ [GRI 205-2]

Governance body members informed, by region	2021		2022		2023	
	Total	%	Total	%	Total	%
North	0	0%	0	0%	0	0%
Northeast	0	0%	0	0%	0	0%
Midwest	0	0%	0	0%	0	0%
Southeast	7	100%	7	100%	9	100%
South	0	0%	0	0%	0	0%
Abroad	0	0%	0	0%	0	0%
Total	7	100%	7	100%	9	100%

Total number and percentage of employees provided with information on the anti-corruption policies and procedures adopted by the organization, broken down by region. [GRI 205-2]

Employees informed, by region	2021		2022		2023	
	Number	%	Number	%	Number	%
North	0	0%	0	0%	0	0%
Northeast	5	1%	8	1%	15	1%
Midwest	8	1%	11	1%	23	1%
Southeast	596	93%	748	93%	1,388	93%
South	30	5%	40	5%	65	5%
Abroad	0	0%	0	0%	0	0%
Total ²	639	100%	807	100%	1,491	100%

¹All ABC Brasil transactions are subject to assessment procedures for risks related to corruption.

²Difference between the total number of employees due to:
- Dismissals from the company;
- Inclusion of employees who received multiple communications, such as in cases of change of area or position.

Total number and percentage of employees provided with information on the anti-corruption policies and procedures adopted by the organization, broken down by job category.¹ [GRI 205-2]

Employees informed, by job category	2023	
	Number	%
Executives	9	1%
Officers	27	2%
Superintendents	57	4%
Managers	102	8%
Experts	150	9%
Coordinators	65	5%
Administration, sales and operational	833	55%
Interns	203	13%
Young apprentices	45	3%
Total ²	1,491	100%

¹This indicator began to be reported as from 2023.

²Difference between the total number of employees (1,257) due to:
- Dismissals from the company;
- Inclusion of employees who received multiple communications, such as in cases of change of area or position.

Total number and percentage of business partners provided with information on the anti-corruption policies and procedures adopted by the organization, broken down by type of partner. [GRI 205-2]

Business partners informed, by partner type	2021		2022		2023	
	Number	%	Number	%	Number	%
ABC Link	21	100%	40	100%	44	100%
Total	21	100%	40	100%	44	100%

Total number and percentage of business partners provided with information on the anti-corruption policies and procedures adopted by the organization, broken down by region. [GRI 205-2]

Business partners informed, by region	2021		2022		2023	
	Number	%	Number	%	Number	%
North	1	5%	1	3%	2	5%
Northeast	4	19%	9	22%	9	20%
Midwest	1	5%	5	13%	2	5%
Southeast	11	52%	19	47%	22	50%
South	4	19%	6	15%	9	20%
Abroad	0	0%	0	0%	0	0%
Total	21	100%	40	100%	44	100%

Total number and percentage of employees who received training in combating corruption, broken down by region¹ [GRI 205-2]

Trained employees, by region	2023	
	Number	%
North	0	0%
Northeast	11	73%
Midwest	13	57%
Southeast	700	50%
South	37	57%
Abroad	0	0%
Total	761	51%

Total number and percentage of employees who received training in combating corruption, broken down by job category¹ [GRI 205-2]

Trained employees, by job category	2023	
	Total	%
Executives	7	88%
Officers	12	48%
Superintendents	33	59%
Managers	63	62%
Experts	35	54%
Coordinators	76	45%
Administration, sales and operational	407	49%
Interns	93	45%
Young apprentices	35	78%
Total	761	51%

¹This indicator began to be reported as from 2023.

Ethics and integrity [GRI 205-1]

ABC Brasil believes that banking activities are based on regulation and good market practices, which is why it is essential that all professionals act under the most appropriate standards. Our Code of Ethical Principles and Rules of Conduct defines the parameters that our management members and employees must adopt in matters related to money laundering, inspection agents and auditors, receiving gifts and hospitality and the Reporting Channel. Everyone is responsible for maintaining the utmost professional integrity and confidentiality regarding financial, business and personal matters relating to clients.

More information can be found on the Investor Relations website.

Compliance with laws and regulations [GRI 2-27 | SASB FN-CB-510a.1]

In 2023, there were no legal proceedings related to insider trading, antitrust, conflict of interest, anticompetitive behavior, market manipulation, malpractice or other financial sector laws or regulations. There were also no cases of non-compliance with laws and regulations that resulted in fines or non-monetary sanctions. For the purposes of defining the concept of “legal procedures” discussed in this report, only legal proceedings were considered.

Legal actions for unfair competition, trust and monopoly practices [GRI 206-1]

Number of pending or settled lawsuits related to unfair competition and violations of antitrust and antimonopoly laws

2021	2022	2023
0	0	0

Transparency

We strive to establish a relationship of trust and transparency with investors, market analysts, rating agencies and internal collaborators. We use this vision to develop ongoing and qualified communication about our initiatives, led by the Investor Relations area, which maintains frequent contacts and meets the specific demands of each audience.

This is why we operate a dedicated website, where investors can find documents and information released to the market to assist them in their analysis and evaluation of ABC Brasil's business, as well as the “Fale com RI” (Speak to IR) channel (ri@abcbrasil.com.br). For relationships with our other external audiences, we provide the Client Service (SAC) and the Reporting Channel.

Conflicts of interest [GRI 2-15]

ABC Brasil complies with all the requirements set out in the applicable regulations on the subject, and our employees have the obligation to avoid situations that could lead to a conflict of interest or relationships that put the Bank and its clients at risk or compromise. This behavior is provided for in the Code of Ethical Principles and Rules of Conduct and is reinforced through ongoing communications and institutional training.

A physical and logical segregation is made in areas considered to be conflicting, in accordance with regulations. Additionally, conflict of interest forms are updated annually by employees. We also have a system for requesting investments, in line with the Personal Investment Policy, which establishes guidelines for employees who wish to trade securities. This initiative helps prevent privileged information from being used inappropriately in a way that overrides the interests of the institution, its investors and clients.

In an effort to mitigate potential conflicts of interest in governance bodies, the positions of

Chairman of the Board of Directors and Chief Executive Officer (CEO) cannot be held by the same person, as provided for in our Bylaws. We also work to ensure the transparency of information about the Controlling Shareholder and other Related Parties, with the appropriate description of the rules, policies and practices reported in the Reference Form, a public document regularly updated and published on the Investor Relations website. Any irregularity can be reported by employees, suppliers, clients or other interested parties through the Reporting Channel.

Governance, control and tax management [GRI 207-1 | 207-2]

Our Legal department on Tax matters works to ensure the Bank's compliance with sector

regulations, including providing guidance to the Tax Department, responsible for calculating and collecting all taxes and duties. In this way, we are able to segregate the duties of regulatory assessment (Tax-Legal) and the execution of tax calculations and collections (Tax Department), ensuring a high standard of corporate governance and mitigating possible risks of inconsistencies.

The tax strategy is analyzed monthly by the Fiscal Committee and weekly by the Products Committee. It is approved by the Executive Committee and, to ensure that decisions are made with quality and integrity, the information also undergoes internal and external audits. To report concerns related to unethical and illicit behavior or the integrity of the organization in fulfilling its tax duties, we use the Code of Ethical Principles and Rules of Conduct and the Reporting Channel.

Reporting Channels

[GRI 2-25 | 2-26 | 2-27 | FN-CB-510A.2]

In line with our commitment to integrity, honesty and transparency, we maintain an independent Reporting Channel, which was opened to all audiences in 2023. This is a safe and confidential space to report any act that

violates our principles of conduct and ethics, in addition to bringing together and welcoming all stakeholders of our institution.

This service relies on support from the Instituto Centro de Tecnologia de Software (ICTS), a consulting firm that was hired to receive and analyze the channel's complaints, objectively and completely, and in a timely manner, based on technical knowledge and appropriate procedures. Based on these analyses, complaints are then forwarded to the Ethics Committee.

This process helps ensure that the investigation is fair to all parties involved, ensuring that no retaliation, reprisal or victimization occurs. The non-retaliation position contributes to an atmosphere in which cases that show signs of criminal or unethical conduct are evaluated with transparency and integrity, allowing for more qualified management and avoiding further damage.

The Reporting Channel is available to employees, suppliers, third parties, partners, clients and other stakeholders through the institutional website and by calling 0800 300 4726 (Monday to Friday, from 10 a.m. to 8 p.m.).

We have other channels for handling requests related to any potential negative impacts of our activities, aimed at remediation. One of them is the Ombudsman. The department maps complaints filed by clients, seeking opportunities to improve the quality of the organization's products and services, in line with our Social, Environmental, and Climate Responsibility Policy (PRSAC) and our Code of Ethics.

Every six months, the Ombudsman reports to the Audit and the Board of Directors on the corrective measures taken and the opportunities for improvement identified from the analysis of complaints filed by clients within the six-month period.

Ombudsman: Phone number 0800 725 75 95
ouvidoria@abcbrazil.com.br

Other service channels:
Client Service (SAC): Phone number 0800 724 74 11
sac.abcbrazil@abcbrazil.com.br

ABC Personal Service Center:
Phone number 11 3003-4222 / 0800 246 4222
abc.personal@abcbrazil.com.br

Women's Support Channel

In compliance with the banking sector's Collective Bargaining Agreement and in line with the commitments of integrity, honesty and transparency in the conduct of its activities and business, ABC Brasil also provides a Women's Support Channel. This channel offers support to women who are victims of domestic and family violence.

The channel is widely publicized internally and is available to all ABC Brasil employees through its institutional website and by calling 0800 300 4730 (Monday to Friday, from 10 a.m. to 8 p.m.).

The service is provided by professionals specializing in this type of service, including psychologists and social workers who monitor each case on a personal level. The support team is provided by an independent and specialized company (Instituto Centro de Tecnologia de Software – ICTS) that has the autonomy to seek the best solution for each woman involved in a situation of violence.

Tax approach

[GRI 207-1 | 207-2]

The tax strategy is analyzed by the Fiscal Committee, which meets monthly, and the Product Committee, which meets weekly, and is subsequently approved by the Executive Committee. The tax-legal sector is linked to the organization's business and sustainable development strategies and acts proactively to remain consistently up to date, ensuring regulatory compliance and tax compliance with tax sector regulatory bodies. This area has an active role, participation and representation in the banking tax-legal sector, and is a member of various associations and trade organizations, including:

- Brazilian Federation of Banks (Febraban);
- Brazilian Association of Financial and Capital Market Entities (Anbima);
- Brazilian Association of Publicly Held Companies (ABRASCA);
- National Association of Stock Brokers (ANCORD);
- Brazilian Association of International Banks (ABBI).

5.7. External Forums and Associations

[GRI 2-28]

ABC Brasil is involved in a variety of associations and organizations, through which it monitors discussions in the banking sector and also groups and committees that, within these entities, work to develop and strengthen the adoption of best practices by institutions.

- **Brazilian Federation of Banks (Febraban):** member of the Board of Directors and Executive Board.
- **Brazilian Banking Association (ABBC):** member of the Board of Directors and Executive Board, and member and coordinator of the Socio-Environmental and Climate Risk Committee.
- **Brazilian Association of Financial and Capital Market Entities (Anbima):** representation on the entity's Executive Board and in 23 other forums, commissions, working groups and advisory groups, such as the Sustainability Advisory Group, the Diversity and Inclusion Working Groups, the Carbon and Sustainability Market and the Tax Support Forum.
- **Brazilian Association of Publicly Held Companies (ABRASCA):** member of the Capital Markets, Legal, Auditing and Accounting Standards, Corporate Innovation, Institutional and Government Relations, ESG commissions, and the Liquidity, Finance and Taxation Commission.
- **Brazilian Association of International Banks (ABBI):** representation on the Fiscal Council, the Executive Board and the Technical Board.
- **National Association of Stock Brokers (ANCORD).**



Complementary content

6

Partner
in high-value
construction

6.1. GRI and SASB index

Declaration of use – Banco ABC Brasil reported the information cited in this summary in accordance with GRI Standards for the period 01/01/23 to 12/31/23.

Annex 1. Summary of GRI content in compliance | GRI 1 used - GRI 1: Fundamentals 2021

GRI Norm	Contents		Location	Observation	Omission		
					Omitted requirements	Motive	Explanation
The organization and its reporting practices							
GRI2: General Disclosures 2021	2-1	Organization details	23, 26, 27				
	2-2	Entities included in the report of organization sustainability	16, 17				
	2-3	Reporting period, frequency and contact point	16, 17, 173				
	2-4	Restatements of information	164	The following indicators were reformulated in 2023: 302-1 Energy consumption within the organization: for this cycle, other energy sources were considered for which there was previously no formal control. As a result, there was an increase in the value reported for the indicator, which now includes vehicle fuel and diesel from generators. As a result, there was an increase in the value reported for the indicator. 401-1 New hires and employee turnover: as of this cycle, ABC Brasil considers the functional categories of interns and apprentices as employment relationships. Previously, these categories were not considered as employment relationships and were therefore presented separately. As a result, there was an increase in the scope of the data to be reported in this indicator. 401-3 Maternity/paternity leave: as of this cycle, ABC Brasil considers the functional categories of interns and apprentices as employment relationships. Previously, these categories were not considered as employment relationships and were therefore presented separately. As a result, the scope of data to be reported in this indicator has increased. 404-1 Average hours of training per year, per employee: as of this cycle, ABC Brasil considers the functional categories of interns and apprentices as employment relationships. Previously, these categories were not considered as employment relationships and were therefore presented separately. As a result, the scope of data to be reported in this indicator has increased. 404-3 Percentage of employees who receive regular performance and career development evaluations: as of this cycle, ABC Brasil considers the functional categories of interns and apprentices as employment relationships. Only active employees on the base date of 12/31/2023 were considered. As a result, the scope of data to be reported in this indicator has increased. 405-2 Ratio between base salary and remuneration received by women and those received by men: as of this cycle, ABC Brasil considers the functional categories of interns and apprentices as employment relationships. Only active employees were considered on the base date 12/31/2023. Because of this, there was an increase in the scope of data to be reported in this indicator. 403-10 Occupational Diseases: in the previous cycle, it was erroneously reported as zero, but there was one case of occupational disease. Therefore, the data was revised and there was an increase in the value reported for the indicator..			
2-5	External verification	174	This report was subject to external verification by EY.				
Activities and employees							
GRI2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	23, 25, 32, 41, 85				
	2-7	Employees	87, 88				
	2-8	Workers who are not employees	87, 88, 89				

GRI Norm	Contents		Location	Observation	Omission		
					Omitted requirements	Motive	Explanation
	Governance						
GRI2: General Disclosures 2021	2-9	Governance structure and its composition	121, 139, 140, 141, 142, 143				
	2-10	Nomination and selection for the highest governance body	141				
	2-11	President of the highest governance body	141				
	2-12	Role played by the highest governance body in supervising the management of impacts	17, 18, 141, 144, 145				
	2-13	Delegation of responsibility for the management of impacts	121, 141, 143				
	2-14	Role played by the highest governance body in sustainability reporting	17, 18				
	2-15	Conflicts of interest	157				
	2-16	Communicating critical concerns	141	Critical concerns are communicated to the highest governance body through the Board of Directors’ Risk Committee.			
	2-17	Collective knowledge of the highest governance body	144				
	2-18	Evaluating the performance of the highest governance body	147				
	2-19	Compensation policies	148				
	2-20	Process for determining compensation	142				
	2-21	Proportion of annual total compensation	-	The ratio between the highest remuneration and the average of all employees is 1,223%. The ratio between the percentage increase in the highest remuneration and the proportion of increase in the average of all employees in the organization is 111%. The highest remuneration refers to a CLT director responsible for an area with great relevance and representation in the results of ABC Brasil, compared to the average total remuneration of all employees, most of whom are professionals who are beginning their professional careers. The highest remuneration value is in line with market averages, according to annual salary surveys carried out by independent consultancies.			
	Strategy, policies and practices						
GRI2: General Disclosures 2021	2-22	Declaration on sustainable development strategy	10, 38				
	2-23	Policy commitments	28, 150, 151				
	2-24	Incorporation of policy commitments	150				
	2-25	Processes for repairing negative impacts	158				
	2-26	Mechanisms for counseling and raising concerns	150, 151, 159				
	2-27	Compliance with laws and regulations	156, 158				
	2-28	Participation in associations	161				
	Stakeholder engagement						
GRI2: General Disclosures 2021	2-29	Approach to stakeholder engagement	18				
	2-30	Collective Bargaining Agreements	87, 88, 89				

GRI Norm	Contents		Location	Observation	Omission		
					Omitted requirements	Motive	Explanation
	Material Topics						
GRI3: Material Topics 2021	3-1	Process for determining material topics	18				
	3-2	List of material topics	18, 19, 20				
	3-3	Management of material topics:					
		Ethics, transparency and integrity	150				
		Data privacy and security	71				
		Innovation and technology	71				
		Risk management	119				
		Best corporate governance practices	137				
		Client Experience	79, 83, 84				
		Economic performance	36, 42				
		Attraction, development and care of human capital	87, 90, 92, 94, 97				
		Diversity & Inclusion	88, 89, 90, 91, 101, 103				
		Climate change	38, 65, 110, 128				
Economic Performance							
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	41, 45, 49, 50, 51				
	201-2	Financial implications and other risks and opportunities arising from climate change	65, 110, 128, 167				
Market Presence							
GRI 202: Market Presence 2016	202-1	Proportion between the lowest wage and the local minimum wage, classified by gender	107				
	Indirect Economic Impacts						
GRI 203: Indirect Economic Impacts 2016	203-1	Investments in infrastructure and service support	65				
	203-2	Significant indirect economic impacts	65, 66				
Purchasing Practices							
GRI 204: Purchasing Practices 2016	204-1	Proportion of expenses with local suppliers	86				
Combating Corruption							
GRI 205: Combating Corruption 2016	205-1	Operations assessed for risks related to corruption	152, 153, 156				
	205-2	Communication and training on anti-corruption policies and procedures	153, 154, 155				
	205-3	Confirmed incidents of corruption and actions taken	-	In 2023, there were no reported cases of corruption involving employees or business partners that led to dismissal or contracts being terminated or not renewed. There were also no legal proceedings against ABC Brasil motivated by cases of corruption.			
Unfair Competition							
GRI 206: Unfair Competition 2016	206-1	Lawsuits for unfair competition, trust and monopoly practices	156				

GRI Norm	Contents		Location	Observation	Omission		
					Omitted requirements	Motive	Explanation
	Taxes						
GRI 207: Taxes 2019	207-1	Tax approach	158, 160				
	207-2	Governance, control and fiscal risk management	158, 160				
	Materials						
GRI 301: Materials 2016	301-1	Materials used, broken down by weight or volume	110				
	Energy						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	114				
	Water and Effluents						
GRI 303: Water and Effluents 2018	303-5	Water consumption	114		Total water consumption of all areas in megaliters	Incomplete/unavailable information	The units whose water consumption we do not report do not have an individualized monitoring system, as they use the condominium consumption clock. Water consumption in these branches is not significant, since most of ABC Brasil's employees (84%) are concentrated in the headquarters located in the Cidade Jardim Building, in São Paulo. However, we are implementing an internal process to monitor and report water consumption at these sites in future reports.
	Emissions						
GRI 305: Emissions 2016	305-1	Direct emissions (Scope 1) of greenhouse gases (GHG)	112				
	305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from the acquisition of energy	112				
	305-3	Other indirect emissions (Scope 3) of greenhouse gases (GHG)	112				
	305-4	Intensity of greenhouse gases (GHG) emissions	112				
	305-5	Reduction of greenhouse gases (GHG) emissions	112				
	Waste						
GRI 306: Waste 2020	306-3	Generated waste	114				
	306-4	Waste not intended for final disposal	114				
	306-5	Waste intended for final disposal	114				
	Environmental Assessment of Suppliers						
GRI 308: Environmental Assessment of Suppliers 2016	308-1	New suppliers selected based on environmental criteria	85, 86				

GRI Norm	Contents		Location	Observation	Omission		
					Omitted requirements	Motive	Explanation
	Employment						
GRI 401: Employment 2016	401-1	New hires and employee turnover	87, 88, 90, 91	ABC Brasil considers the following employment relationships: partners, employees hired under CLT, CE, apprentices and interns. There are no employees with temporary or part-time contracts or without guaranteed working hours.			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-				
	401-3	Maternity/paternity leave	105, 106				
	Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of employee's health	108				
	403-9	Work accidents	109				
	403-10	Occupational diseases	109				
	Training and Education						
GRI 404: Training and Education 2016	404-1	Average hours of training per year, per employee	97, 100				
	404-3	Percentage of employees receiving regular performance and career development reviews	94, 96				
	Diversidade e igualdade de oportunidades						
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity and Equal Opportunities	103, 142				
	405-2	Ratio between the base salary and compensation received by women and those received by men	103, 107				
	Non-Discrimination						
GRI 406: Não Discriminação 2016	406-1	Cases of discrimination and corrective actions taken	-	In 2023, there were no reports of discrimination cases in ABC Brasil			
	Freedom of Association and Collective Bargaining						
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	86, 87, 88		Operations and suppliers where workers' right to exercise freedom of association or collective bargaining may be violated or there is a significant risk of violation, broken down by: i. type of operation (e.g., factory) and supplier; ii. Countries or geographic areas with operations and suppliers considered to be at risk. Measures taken by the organization in the reporting period to support the right to exercise freedom of association and collective bargaining.	Incomplete/unavailable information	ABC Brasil does not carry out analysis or monitoring of the conduct of its suppliers regarding the violation of the freedom of association of its employees.
	Child Labor						
GRI 408: Child Labor 2016	408-1	Operations and suppliers with significant risk of child labor cases	132, 133				
	Forced Labor or Slave-like Labor						
GRI 409: Forced Labor or Slave-like Labor 2016	409-1	Operations and suppliers with significant risk of cases of forced labor or slave-like labor	132, 133				

GRI Norm	Contents		Location	Observation	Omission		
					Omitted requirements	Motive	Explanation
	Security practices						
GRI 410: Security practices 2016	410-1	Security personnel trained in human rights policies or procedures	-		Hours of training on human rights policies or procedures for security personnel	Not applicable	The topic is not relevant to ABC Brasil operations, therefore there was no specific training on the topic in 2023.
	Social Assessment of Suppliers						
GRI 414: Social Assessment of Suppliers2016	414-1	New suppliers selected based on social criteria	85, 86				
	Public Policies						
GRI 415: Public Policies 2016	415-1	Political contributions	-	In accordance with Law No. 9,096 and ADI 4,650, ABC Brasil does not make donations to political parties.			
	Marketing and Labeling						
417: Marketing and Labeling 2016	417-1	Requirements for information and labeling of products and services	83, 84				
	417-2	Cases of non-compliance regarding product and service information and labeling	-	The services offered by ABC Brasil are mostly customized for medium and large companies, and as a result we do not have labeled products nor do we carry out conventional advertising and marketing campaigns.			
	417-3	Cases of non-compliance regarding marketing communication	-	The services offered by ABC Brasil are mostly customized for medium and large companies, and as a result we do not have labeled products nor do we carry out conventional advertising and marketing campaigns.			
	Client Privacy						
GRI 418: Client Privacy 2016	418-1	Substantiated complaints regarding breaches of privacy and loss of client data	73	No cases of privacy violations or loss of client data were recorded during the year.			

Annex 2. SASB content summary

Contents		Location	Observation
FN- CB-510a.1	Business Ethics – Monetary Losses	156	There was a single case of legal proceedings associated with fraud, with a monetary loss of R\$336,631.63. For the purposes of defining the concept of “legal procedures” discussed in this report, only legal proceedings were considered.
FN-CB-510a.2	Business ethics	158	
FN-CB-000.B	Activity Metric	25, 42	
FN-IB-330a.1	Employee Diversity and Inclusion	103	
FN-CB-230a.1	(1) Number of data breaches, (2) percentage of personal data breaches, (3) number of account holders affected	73	No cases of privacy violations or loss of client data were recorded during the year.
FN-CB-230a.2	Description of the approach to identify and address data security risks	73	

6.2.TCFD Disclosure Recommendations [GRI 201-2]

Governance

Recommendation	Description	More information
Describe the Board of Directors' oversight of climate-related risks and opportunities.	<p>In accordance with the Social, Environmental and Climate Responsibility Policy, and in accordance with BACEN regulation 4.945, we established an ESG Committee that meets quarterly. This Committee is made up of two members of the Board of Directors, CEO, Vice-President of Talents, Brand and ESG, and an independent member, and is responsible for evaluating the strategies proposed by the ESG Commission and advising the Board of Directors to make decisions focused on strengthening the ESG Agenda, as well as the initiatives being carried out to act on priority topics for the Bank, including Climate Change. The ESG Committee monitors the Climate Change Action Plan quarterly, and this update is submitted to the Board of Directors every six months.</p> <p>To ensure adequate governance of Climate Risk, the Board of Directors is tasked with approving and monitoring the actions adopted by the institution, as well as the action plan established to mitigate climate risks.</p>	<p>Sustainability Governance</p> <p>Social, Environmental and Climate Risk</p> <p>Climate change</p>
Describe the role of management in assessing and managing climate-related risks and opportunities.	<p>In an effort to properly manage Climate Risks in a way that integrates with the other risks incurred by the Institution, responsibilities were assigned that respect the characteristics and authorities of each established body, with these instances being made up of committees and areas of the management structure. The duties follow strategic and tactical-operational approaches regarding the division of responsibilities for each authority:</p> <ul style="list-style-type: none">• Committees dedicated to strategies and decision making.• Management structures dedicated to tactical-operational objectives, which are detailed in policies and procedure manuals. These structures are related to each other, respecting delegations of authority as recommended by our corporate risk policy. <p>Climate-related opportunities are addressed by the ESG Commission and subsequently submitted for approval by the ESG Committee, where the Product area, with advice from the ESG area, is responsible for ensuring the prior assessment of potential impacts and social risks, negative environmental and climate impacts of new types of products and services, as well as contributing to the development of products that allow us to expand positive social, environmental and climate impacts.</p>	<p>Sustainability Governance</p> <p>Social, Environmental and Climate Risk</p> <p>Sustainable Business</p>

Strategy

Recommendation	Description	More information
Describe the climate-related risks and opportunities that the organization has identified in the short, medium and long term.	<p>In terms of the short and medium term, incidents related to climate risks are classified in the operational risk database as “Critical,” “Significant,” “Moderate” or “Minimal,” based on their impact and probability, which may or may not result in operational losses and/or in situations that lead to an interruption of the business.</p> <p>Business continuity plans consider physical climate risks, such as flooding and temperatures that do not allow for the safe use of facilities; incidents of a social nature, such as strikes, political demonstrations and geopolitical events; and of an environmental nature, such as pandemics and atmospheric pollution, among others. We also assessed our exposure to sectors sensitive to climate change by means of CNAEs, according to the Taxonomy based on the TCFD. To date, long-term events are not being considered in risk analysis.</p> <p>Regarding climate-related opportunities, we offer sustainable finance solutions, operated by the National Bank for Economic and Social Development (BNDES), such as FGEnergia, Emergency Credit Access Program (FGI PEAC), Finame Baixo Carbono and InovAgro. We also published our Sustainable Finance Framework, with a second opinion, which is a taxonomy that determines the criteria for classifying assets as green, social and sustainable.</p> <p>We also began measuring financed emissions for the first time in 2023. We verified the sectors that emit the most in the portfolio and are working on a portfolio decarbonization strategy based on the development of sustainable products and solutions that support our clients in the transition to a low-carbon economy.</p>	<p>Social, Environmental and Climate Risk</p> <p>Sustainable Business</p> <p>Climate change</p>
Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	<p>The topic of Climate Change was established as a priority by the Board of Directors of ABC Brasil. Therefore, it was included in the corporate strategy and is monitored quarterly by the ESG Committee and reported semi-annually to the Board of Directors, in accordance with our ESG Governance.</p> <p>The theme has been integrated into the organization's strategy, which seeks to address climate risks while mapping climate-related opportunities, seeking to generate revenue through sustainable businesses that help clients in the transition to a low-carbon economy.</p>	<p>Materiality</p> <p>ESG Strategy</p> <p>Sustainability Governance</p> <p>Social, Environmental and Climate Risk</p> <p>Sustainable Business</p>
Describe the resilience of the organization's strategy, taking into account different climate-related scenarios, including a 2°C or below scenario	<p>We have not yet conducted a climate scenario analysis.</p>	<p>Social, Environmental and Climate Risk</p>

Risk management

Recommendation	Description	More information
Describe the organization's processes for identifying and assessing climate-related risks.	<p>We have a counterparty analysis methodology that considers climate risk as one of the variables. Climate risk is identified and assessed using the following criteria:</p> <ul style="list-style-type: none">• Potential climate exposure of an activity according to TCFD guidelines for sectors most exposed to climate change. If a client is considered to have high climate exposure, they must undergo a specific questionnaire that assesses their ability to manage climate risks.• Counterparty management capacity, which consists of verifying the company's management of the physical and/or transition climate risks it incurs; its management plans for these risks; mitigation programs; assessment of its emissions; targets for reducing, absorbing or neutralizing these emissions; and, also, public commitments of which the company is part. For this assessment, a questionnaire is applied as a tool to capture information. <p>After a counterparty goes through the process of identifying and assessing risks related to climate change, it is possible to integrate this variable into the SAC (Social, Environmental and Climate) Rating. This rating will have an influence on the client's Credit Rating, making it possible to view the portfolio according to the distribution of risk exposure.</p>	Social, Environmental and Climate Risk
Describe the organization's processes for managing climate-related risks.	<p>Currently, the greenhouse gas inventory of financed emissions is done through the existing process to manage climate-related risks. The inventory makes it possible to map clients with the highest emissions and, based on this mapping, an in-depth assessment is made. In this process, for example, physical risk arising from geographic location, climate governance, climate commitments, efficiency programs aimed at mitigating climate risks caused by the company and incurrence in negative media and climate litigation are observed.</p>	Social, Environmental and Climate Risk
Describe how processes to identify, assess and manage climate-related risks are integrated into the organization's overall risk management.	<p>We understand that Social, Environmental and Climate Risk has the characteristic of transversality and that potential occurrences can materialize into other Risks. To verify potential impacts, we have implemented processes for the following risks with which RSAC may interact:</p> <ul style="list-style-type: none">• Credit Risk: may materialize/lead to a reduction in the company's payment capacity when social, environmental and climate issues generate fines, interruptions in operations and/or market discredit, and affect the company's financial health. The SAC Rating raises awareness on the counterparty's Credit Rating. When it comes to a “Very High (E)” SAC Rating, there is greater potential for a credit risk event to materialize.• Reputational Risk: during the KYC process, the AML area investigates any annotations that may expose the Bank to image risk. When identified, they undergo a more in-depth analysis of the RSAC area, usually involving the request for clarifications from the client, aiming to identify possible reputational risk for the Bank. <p>In the credit analysis process, there is a new verification of annotations in which possible relationships involving the Bank's image are observed, following the same process by the RSAC area in case of investigation of any relevant fact.</p> <ul style="list-style-type: none">• Legal Risk: every client with whom the Bank has a relationship goes through the KYC process applied by the AML area, which includes assessing disputes and annotations of a socio-environmental nature which, when verified, are evaluated by the Socio-Environmental and Climate Risk area. <p>In the Credit granting process, the Socio-Environmental and Climate Questionnaire is intended in part to capture legal issues involving the client and, when determined, they are evaluated by the RSAC area. When necessary, in cases that require technical legal opinions, the Legal area is contacted.</p> <p>All of the bank's contracts also have socio-environmental contractual clauses, aiming to mitigate legal risk.</p> <ul style="list-style-type: none">• Market Risk: the main transmission channels through which socio-environmental impacts could affect market risk are:<ul style="list-style-type: none">(a) The private securities portfolio.(b) The activity of underwriting and distributing private credit securities and shares. Both are subject to the same analysis, due diligence and approval processes applied to loan and guarantee operations.(c) Processes for approving operations that expose the Bank to credit and/or market risk. <p>In all of the above situations that may trigger any of these risks, the case is taken to a higher authority for consideration, with the Credit Committee being the decision making forum.</p>	Social, Environmental and Climate Risk

Metrics and Goals

Recommendation	Description	More information
	<p>The process of identifying, measuring and evaluating climate risks is applied to all clients in the segments in which we operate and who are proponents of credit limits. This process is parameterized according to the criteria established by the Socio-Environmental and Climate Risk Management. We adopted the generation of a Socio-Environmental and Climate Rating (SAC Rating) for our clients, in order to define the classification of RSAC exposures. This rating is the result of the analysis and attribution of the client's Social, Environmental and Climate Risks.</p>	
<p>Give the metrics used by the organization to assess climate-related risks and opportunities, in line with your risk management strategy and process.</p>	<p>Climate Risk will originate from the analysis of the following items:</p> <ul style="list-style-type: none">• Climate Exposure inherent to the client's activity.• The client's ability to manage the physical and transitional climate risks inherent in and arising from its activity. <p>The socio-environmental and climate analysis will form part of the Credit Work, to be presented for decision-making by the Credit Committee. The credit limit proposal will only be dispatched when there is no type of socio-environmental and climate issue pending.</p> <p>We understand that Socio-Environmental and Climatic Risk has the characteristic of transversality and that possible Socio-Environmental and Climatic occurrences can materialize into other Risks. To verify possible impacts, we have implemented processes for the following risks with which RSAC may interact: Credit Risk, Legal Risk, Market Risk and Reputational Risk.</p>	<p>Social, Environmental and Climate Risk</p>
<p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks.</p>		
<p>Describe the goals used by the organization to manage climate-related risks and opportunities and performance against those goals.</p>	<p>After defining the Climate Change theme as strategic for the Bank, in 2023 the financed emissions of our portfolio were measured. Based on the results of this measurement, a decarbonization plan will be developed, which will include specific goals and metrics related to the topic.</p>	<p>Materiality</p> <p>Sustainability Governance</p> <p>Social, Environmental and Climate Risk</p>

6.3. Limited Assurance Report of Independent Auditors on Sustainability Indicators contained in the Annual Sustainability Report of BANCO ABC BRASIL S/A, base year 2023. [GRI 2-5]

To the Shareholders, Directors and Administrators of
BANCO ABC BRASIL S/A
São Paulo – SP

Introduction

We have been engaged by BANCO ABC BRASIL S/A ("Bank") to present our limited assurance report on the sustainability indicators ("indicators") contained in the Bank's 2023 Annual Sustainability Report ("Report 2023"), related to the year ended December 31, 2023.

Our limited assurance does not extend to information from previous periods or to any other information disclosed together with the Report 2023, including any images, audio files or embedded videos.

Responsibilities of Bank's management

Bank's management is responsible for:

- Selecting and establishing the appropriate criteria for the preparation of information contained in the Report 2023;
- Preparing the information according to the criteria and guidelines of the Global Reporting Initiative ("GRI Standards") and the Sustainability Accounting Standards Board ("SASB");
- Designing, implementing and maintaining internal control over the information relevant to the preparation of indicators contained in the Report 2023, which are free from material misstatement, whether caused by fraud or error.

Responsibility of the independent auditors

Our responsibility is to express a conclusion on the indicators contained in the Report 2023,

based on the limited assurance work conducted in accordance with Technical Communication (CTO) No. 07/2022, issued by the Federal Council of Accounting – CFC, and based on NBC TO 3000 – Assurance Engagements Other than Audit and Review, also issued by CFC, which is equivalent to the international standard ISAE 3000, Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require the auditor to comply with ethical requirements, independence and other responsibilities referred to them, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, maintaining a comprehensive quality control system, including documented policies and procedures on compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Additionally, these standards require that the work be planned and performed with the aim of obtaining limited assurance that the indicators contained in the Report 2023, taken as a whole, are free from material misstatement.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists of inquiries to Bank's management and other Bank professionals who are involved in the preparation of information, as well as the application of analytical procedures to obtain evidence that allows us to conclude, by limited assurance, about the information taken as a whole. A limited assurance engagement also requires the execution of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the indicators disclosed in the Report 2023, taken as a whole, may present material misstatements.

The selected procedures were based on our understanding of the aspects related to the compilation, materiality and presentation of the indicators contained in the Report 2023, other circumstances of work and our consideration of areas and processes associated with the material information disclosed in the Report 2023, where material misstatements could exist. The procedures included, among others:

- a) planning the work, considering the relevance, the volume of quantitative and qualitative information and the operational and internal control systems that underpinned the preparation of the indicators contained in the Report 2023;
- b) understanding the methodology of calculations and procedures for the compilation of indicators through inquiries with managers responsible for the preparation of the information;
- c) the application of analytical procedures to the quantitative information and inquiries about the qualitative information and its correlation with the indicators contained in the Report 2023;
- d) in cases where the indicators correlate with financial nature indicators, the comparison of these indicators with the financial statements and/or accounting records.

The limited assurance work also included adherence to the guidelines and criteria of the GRI Standards, and SASB applicable to the preparation of indicators contained in the Report 2023.

We believe that the evidence obtained in our work is sufficient and appropriate to support our conclusion in a limited form.

Scope and limitations

The procedures performed in a limited assurance engagement vary in terms of nature and timing and are less extensive than in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially less than would be obtained had a reasonable assurance engagement been performed. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements that may exist in the indicators contained in the Report 2023. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more limitations than financial data, given the nature and diversity of methods used to determine, calculate or estimate these data. Qualitative interpretations of materiality, relevance and data accuracy are subject to individual assumptions and judgments. Additionally, we did not perform any work on data reported for previous periods, nor on future projections and targets.

The preparation and presentation of the indicators followed the criteria of the GRI Standards and SASB, therefore, are not intended to ensure compliance with social, economic, environmental or engineering laws and regulations. These standards do, however, provide for the presentation and disclosure of any noncompliance with such regulations in the event of significant fines or penalties. Our assurance report should be read and understood in this context, inherent to the selected criteria (GRI Standards and SASB).

Conclusion

Based on the procedures performed, as described in this report and on the evidence obtained, nothing has come to our attention that causes us to believe that the indicators contained in the Report 2023 for the year ended December 31th, 2023 of Bank, were not prepared, in all material respects, in accordance with the criteria and guidelines of the GRI Standards and SASB.

São Paulo (SP), June 07,2024.

ERNST & YOUNG
Auditores Independentes S/S. Ltda.
CRC SP-034519/O



Rui Borges
Accountant CRC SP-207135/O

64. Corporate information

Corporate Information

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Credits

General Coordination of Banco ABC Brasil
ESG Superintendence

Consulting, Collection and Analysis of Indicators, Technical Content
Key Associados Consultoria e Treinamento

Content and Design
Casa Azul Conteúdo and **Design para Sustentabilidade**
Design Bridge & Partners



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