

Corporate **Volunteering** Policy

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Introduction

BCP Group assumes, as a fundamental commitment and purpose, to pursue business models that create value through the development of actions for and with the different groups of Stakeholders, with the aim of contributing to the economic, social and cultural enhancement of the countries in which it operates. It is in this context of closeness to the community, of continued contribution to society and of valuing our Employees that we have materialized the strategy of Social Responsibility and Volunteering, focused on intervention in social, environmental and educational initiatives.

For BCP Group, corporate volunteering allows us to develop and sustain an environment of collaboration, solidarity and mutual help for Employees and teams.

The main benefits of implementing corporate volunteering practices are:

For the organization

- inclusion and active participation of Employees in the Bank's social action objectives;
- improvement of the organizational environment and promotion of corporate and human values;
- skills and talent development;
- creating opportunities and developing social innovation tools;
- differentiation and reputation of the corporate image and brand.

For Employees

- professional and personal development;
- improved leadership, communication and teamwork skills;
- increased motivation and job satisfaction;
- commitment and identification with the Bank;
- self-realisation.



Objectives

BCP Group seeks to be an active player in the development of the communities in which it operates, through volunteering initiatives and social support actions that respond to the needs of the most vulnerable segments of the population, while contributing to the deepening of its Employees skills, their motivation, spirit of solidarity and involvement with the organization.

The general objective of the Corporate Volunteering Policy is to promote a culture of participatory and consequential corporate citizenship, with a view to contributing to the development of communities and responding to the challenges that arise in the social, environmental and corporate governance axes, aligning its performance with the Group's sustainability strategy.

Commitments and expertise areas

BCP Group ensures the alignment of its activities, and that of all those to whom this Policy applies, with the legislation of the geographies in which it operates and with the references, principles and commitments in terms of Social Responsibility and Corporate Volunteering.

BCP Group's Volunteering Program assumes three fundamental commitments:

- promote or participate in initiatives that address the social and environmental needs of the communities we serve;
- create opportunities that add social value, putting Employees skills at the service of people and the community;
- ensure alignment with the Bank's economic activity.

Group BCP recognizes the importance of the Sustainable Development Goals (SDGs) of the United Nations, actively assuming a commitment to contribute to apply them in all countries where it operates.



These objectives are materialized through the development of the following actions:

- **education and financial literacy** - fostering education, sharing of knowledge and financial literacy, contributing to a more proactive, entrepreneurial, fair society which also promotes innovation and equal opportunities;
- **social dimension** - support initiatives that promote a better quality of life in the most deprived or unprotected segments of society, also promoting corporate volunteering actions with the local communities;
- **environmental dimension** - support initiatives that promote the protection of nature and biodiversity and those that contribute to climate change mitigation and adaptation, contributing to a more environmentally responsible society;
- **training as a vehicle for sustainability** - investing in the continuous training of employees to promote a culture of sustainability and corporate social responsibility throughout the organization;
- **emergency situations** - participate in the assistance to people and communities in situations of public disaster, helping to minimise impacts on affected areas and to accelerate the process towards recovery of social normality.

Process and management of the policy

Time spent in Corporate Volunteering

The BCP Group provides no less than 8 hours per year in working hours, to each Employee, for the practice of Volunteering, within the scope of the actions promoted by the Bank, directly or through the Foundation. Volunteering opportunities are implemented through a corporate program that includes different types of actions, intervention periods and target population, in order to enable the participation of the largest number of Employees who wish to do so.



Type of Actions

In accordance with the needs identified, they may be:

Occasional Actions – response to a specific situation, able to being solved in a short period of time;

Continuous Actions - where a more lasting and prolonged commitment is made over time.

This volunteering time will be given according to the needs of the partner institutions, with the forms of collaboration being face-to-face and/or online.

Disclosure, reporting and monitoring

The Corporate Volunteering Policy is available on the BCP Group website at: [Millenniumbcp/Institucional/Sustentabilidade/Políticas](https://www.millenniumbcp.pt/Institucional/Sustentabilidade/Políticas)

It is also available to employees on corporate intranets.

The reporting on the performance of Group BCP in terms of corporate volunteering is object of a regular follow-up and monitoring, being reported in the Sustainability Report made, validated and published every year.

The indicators for monitoring the BCP Group's performance under this policy are established by the Sustainability Commissions of the different countries where BCP Group operates.

Scope

This Policy is applicable by Banco Comercial Português, S.A. in all its operations in Portugal. BCP Group also promotes its adoption by its international business operations, respecting the autonomy of local management bodies and ensuring compliance with the regulatory and legal framework applicable in the countries where it operates.



Validity and review process of the Policy

This Policy enters into force from its approval date and is reviewed every 2 years by Banco Comercial Português, S.A., or whenever necessary, with the Human Resources and Sustainability Divisions being the internal entities responsible for reviewing its contents.

The responsibility for approving the Policy of Corporate Volunteering is assigned to BCP's Board of Directors, following the opinion of its Committee for Corporate Governance, Ethics and Sustainability.

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