

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 materialised 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;
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- improvement of the organisational 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 organisation.

The general objective of the Corporate Volunteering Policy ([MT0197](#)) 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 BCP 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 recognises 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 materialised 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** - investing in the continuous training of Employees to promote a culture of Sustainability and corporate social responsibility throughout the organisation;
- **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 during business hours to each Employee for Volunteering, within the scope of the actions promoted by the Bank, directly or through the Group Foundations.

Volunteering opportunities are implemented through an annual 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, volunteer actions may be:

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

Continuous - 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/Institutional/Sustainability/Policies](https://www.millenniumbcp.com/Institutional/Sustainability/Policies)

It is also available to Employees on corporate intranets.

The reporting on the performance of BCP Group in terms of corporate volunteering is object of a regular follow-up and monitoring, being reported in the [Sustainability Section of the Annual Report](#).

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.

Governance Model

The Board of Directors (BoD) approves, upon referral from the Corporate Governance, Ethics and Sustainability Committee (CGSES), and ensures the implementation of this Policy, delegating this power in the Executive Committees (EC), assisted by the relevant Commissions.



Scope

This Policy is applicable to Banco Comercial Português, S.A. in all its operations in Portugal. BCP Group also promotes its adoption by its international business operations, subject to possible adjustments necessary to comply with local law and regulatory framework.

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 Division and the Office for Economic Research, Sustainability and Supervision Affairs being the internal entities responsible for reviewing its contents.

Approval date: 17/12/2025

Approving body: Board of Directors

Main changes made compared to the previous version: The Corporate Policies of Banco Comercial Português, S.A. Group are reviewed at least every two years. In the current review were introduced minor changes, such as simplifying and rewording the text of the sections “Process and management of the Policy”, “Disclosure, reporting and monitoring” and “Governance Model”.





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