

SUSTAINABILITY
REPORT

2024





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**A MESSAGE
FROM THE CEO**





A Message from the CEO



At Banco Millennium Atlântico, we believe that sustainable economic development is a commitment that goes beyond borders and is rooted in the way we think and conduct our daily business. We try to anticipate the future by incorporating sustainability as a guiding principle of our strategy and as an essential pillar in building a Bank that is increasingly solid, responsible, and aligned with the needs of Angolan society.

The year 2024 reinforced our conviction that integrating sustainability into our operations is a journey that requires vision, discipline, and consistency. On this journey, we have aligned our priorities with the Sustainable Development Goals from the United Nations, expanding the scope of our initiatives and consolidating the positive impact on our operations, our business, and our involvement in the community.

With an approach integrated alongside the ESG (Environmental, Social, and Governance) principles, we have consolidated actions that contribute toward reducing environmental impacts, promoted social practices that strengthen inclusion and well-being, and reinforced ethics, transparency, and responsibility in management. This combination ensures that our growth is aligned with best international practices and sustained by the creation of lasting value for all Stakeholders.

One of the central hubs for this transformation has been the way we assess and grant credit. We are aware that each financing decision has an impact not only on the immediate economic return, but also on the future of the country

and its communities. For this reason, we have been developing analytical criteria based on our Environmental and Social Management System (SGAS), which considers not only the financial viability, but also the sustainability of projects. It's a path that requires rigour, balance, and responsibility and one that we are taking with the clarity that funding should serve as a lever for a more resilient, innovative and sustainable economy.

Financial inclusion is a fundamental pillar of our strategy. We believe that democratising access to quality financial services is essential towards the promotion of equal opportunities, fostering entrepreneurship, and strengthening social cohesion. But it's not just about access: we also work to improve financial literacy, support the empowerment of entrepreneurs, and develop solutions tailored to local needs, thereby helping to bring more people closer to the formal financial system and strengthening the foundation on which sustainable economic development is built.

We are also changing the way we work at the Bank to make ourselves more sustainable. This includes using less energy and water and significantly reducing paper consumption, combined with a firm commitment to digitising our processes. These measures are concrete expressions of a culture that seeks to balance growth with environmental responsibility.

This commitment goes beyond our facilities: it extends to our Customers and Partners, to whom we seek to offer not only financial products, but also knowledge and training so that they adopt more sustainable and resilient practices.

We are aware that there is still a long way to go. Sustainability is much more than an isolated action, it is a consistent strategy, comprised of small steps that, over time, produce major transformations. ATLANTICO faces this challenge with humility and determination, certain that our contribution will be greater the more we can mobilise everyone (Employees, Customers, Partners, and Communities) for this common cause.

Our goal is clear: to be a bank that finances the future and helps build it with responsibility, inclusion, and vision.

At ATLANTICO, we know that the true measure of our progress will be the legacy we leave for the next generation and it is for them that we reaffirm our commitment to building a more sustainable, inclusive, and balanced future.

Isabel do Espírito Santo
CEO of Banco Millennium Atlântico

October 2025

ATLANTICO, Values for Life



ATLANTICO IN 2024



ATLANTICO in 2024

BUSINESS WITH PURPOSE - GOVERNANCE DIMENSION

PLANET - THE ENVIRONMENTAL DIMENSION

PEOPLE AND COMMUNITIES - SOCIAL DIMENSION

Material Themes

2024 Performance

Material Themes

2024 Performance

Material Themes

2024 Performance



Ethics and Compliance

- **95%** of Employees trained in Ethics and Compliance



Commitment to Human Rights

- **3rd in the BNA ranking:** banks with the lowest number of complaints
- **0 cases of corruption** recorded



Corporate governance

- **1st Due Diligence self-assessment on Human Rights**, as part of the commitment to the United Nations' Global Compact
- **100%** of Employees and members of the governance body received communication about anti-corruption procedures and policies
- **1 confirmed incident** regarding the loss of Customer information
- **71%** of expenditures with Angolan suppliers



Innovation and development

- **AOA 559.8 million** investment in infrastructure



Responsible use of water resources

- **415 litres per Employee per year**
- **Timer sensors** on faucets



Circular economy

- **First 100% recycled Multicaixa debit card** in Angola
- **28,200 recycled plastic card**
- **90 tonnes of waste collected** as part of World Cleanup Day



Policies and incentives for Employee retention

- **87%** of Employees on permanent contracts
- **100%** of Employees employed full-time



Employee training and development

- **54,684** training hours
- **92%** of Employees receive performance appraisals



Financial inclusion

- **+660 financial and digital inclusion and literacy initiatives**, with daily visits to markets, neighbourhoods, and communities
- **+250 people impacted by the Malembe programme** which offers affordable financing conditions

CONTRIBUTION TO THE SDGs



CONTRIBUTION TO THE SDGs



CONTRIBUTION TO THE SDGs



1

ATLANTICO

- 1.1. Banco Millennium Atlântico's history and profile
- 1.2. Mission, vision, values, and purpose
- 1.3. Governance model





ATLANTICO is one of Angola’s leading financial institutions, standing out for its significant contribution to the country’s economic and social development, as well as its ambition to transform lives through innovation, proximity, and the promotion of sustainability. ATLANTICO’s institutional identity, including its mission, vision, values, and purpose, as well as its governance model, guide its lines of action. These pillars form the basis of its positioning in the banking sector, sustaining a path of responsible growth aligned with the interests of its Stakeholders.



1.1. Banco Millennium Atlântico’s history and profile

Banco Millennium Atlântico, S.A. (ATLANTICO) is a private limited company governed under Angolan law. The organisation operates in the private financial (banking) sector and is a member of ABANC— (Associação Angolana de Bancos [Angolan Bank Association]). Founded on 31 August 2006, ATLANTICO began its activity in the same year under the name Banco Privado Atlântico, as a banking institution under Angolan law, under the regulation from the National Bank of Angola.

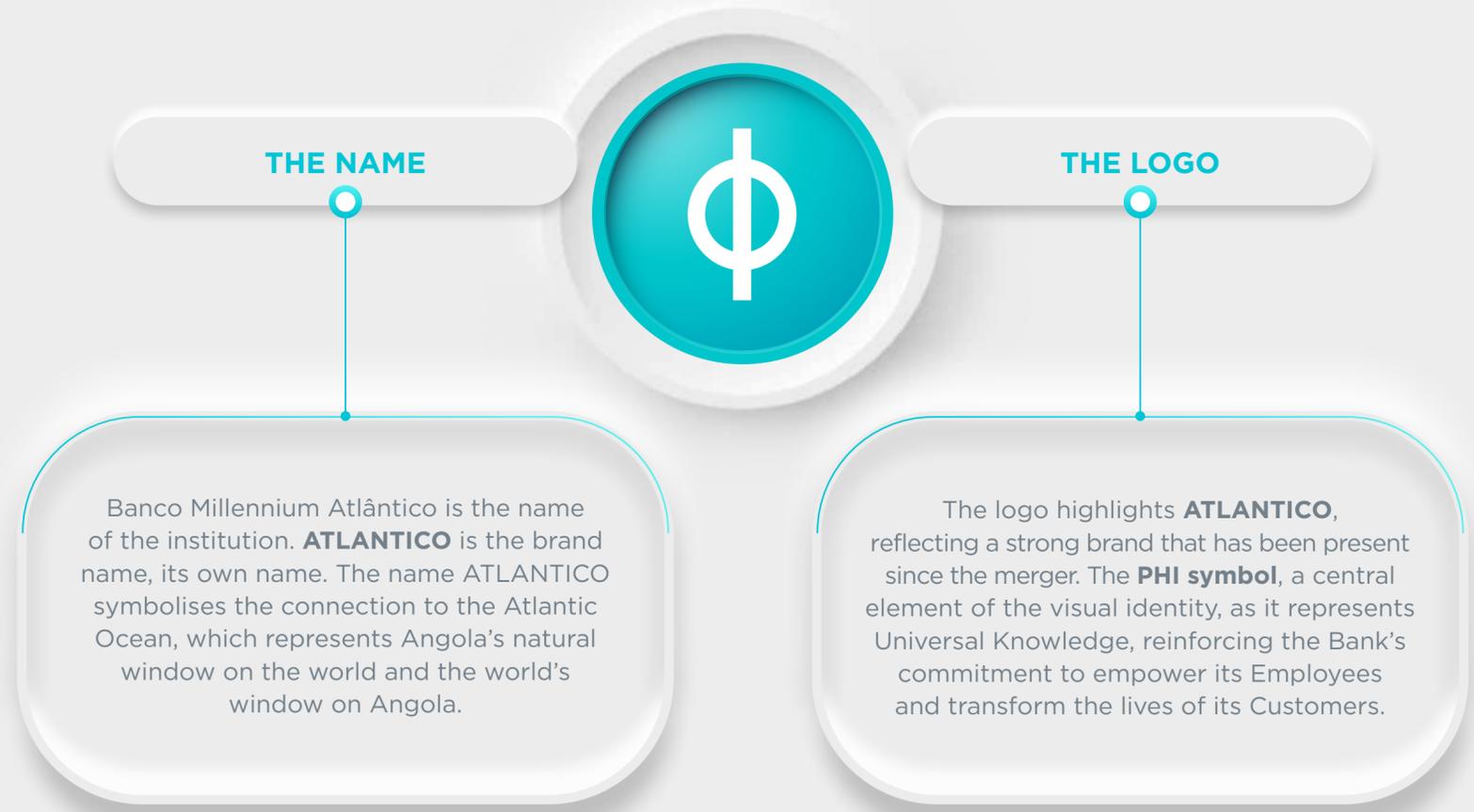
In 2016, following a merger process, Banco Millennium Angola was incorporated into ATLANTICO, which represented a strategic milestone and the first merger in the Angolan financial sector, allowing the integration of operations from two institutions that together comprise more than twenty years of experience, having been partners, through cross-shareholdings, since 2008. This long-standing alliance facilitated a smooth transition, strengthened ATLANTICO’s universal character and consolidated its position in the national banking market, placing it among the five largest banks in Angola.



As a result, ATLANTICO has established itself as one of the leading private banks in support of financing for companies and families, with a network of branches in all 18 provinces of Angola. Actively promoting digital innovation, financial inclusion and the development of an ecosystem of partnerships, both locally and internationally, it was awarded for the first time as the best banking group in Angola by World Finance magazine, as part of the 2011 World Finance Banking Awards.



Banco Millennium Atlântico is considered one of Angola’s leading financial institutions, standing out for its significant contribution to the country’s economic and social development, as well as its ambition to transform lives





1.2.

Mission, vision, values, and purpose

At ATLANTICO, people are at the heart of everything. It is in them that the institution's *raison d'être* lies and it is through them that its **purpose** is achieved: **"Transforming Lives"** — creating a positive impact, generating real value in the communities where it is present and contributing to the growth and development of the Angolan economy.

Each of the Bank's Talent reflects, individually and as a representative of the Institution, the convictions and conduct that underpin ATLANTICO's values.

Excellence in Customer service is a priority, as well as the commitment to contribute to the improvement of people's lives, valuing their needs, aspirations, and challenges. The Bank's actions are based on a **set of pillars** that promote the development, training, and appreciation of its professionals, empowering them as agents of transformation at the Bank and in their communities. These values are present in every interaction, translating into an agile, digital and universal service, always aligned with innovation and a commitment to make a difference.



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MISSION

To be a **benchmark** institution in Angola, respected around the world, which excels in the **Customer** experience, through the **transformation of Lives**, through **multiplication** and the growth of Asset value for Customers, committed to its **Eco-system**, today and in the future.



ECOSYSTEM OF PARTNERSHIPS
Extending our value chain with strong partnerships



ESG
An institution that seeks to generate impact in everything it does

OUR VALUES FOR LIFE



PEOPLE DEVELOPMENT
"People are ATLANTICO's greatest asset"



FOCUS ON THE CUSTOMER
"Think, live, and sense Customer needs"



INNOVATION
"Thinking differently, simply and digitally, anticipating the future"



AGILITY
"Tuning skills to deliver value"



TALENT
An organisation that recognises and empowers People



DIGITAL INNOVATION
Efficient use of innovation to better serve Customers and Talent



SCALABILITY
Serving at scale, with a focus on Customers and profitability



EFFICIENCY AND RIGOUR
"With responsibility, we create more value"

VISION

Leveraging **Talent, Innovation** and **Information** to serve Customers with excellence, maximising the value generated for **Society**.



CUSTOMER FIRST
Providing an excellent Customer experience



DATA AND AI
An Organisation based on information and extracting its value



RESILIENCE
A solid financial structure and a risk culture





1.3.

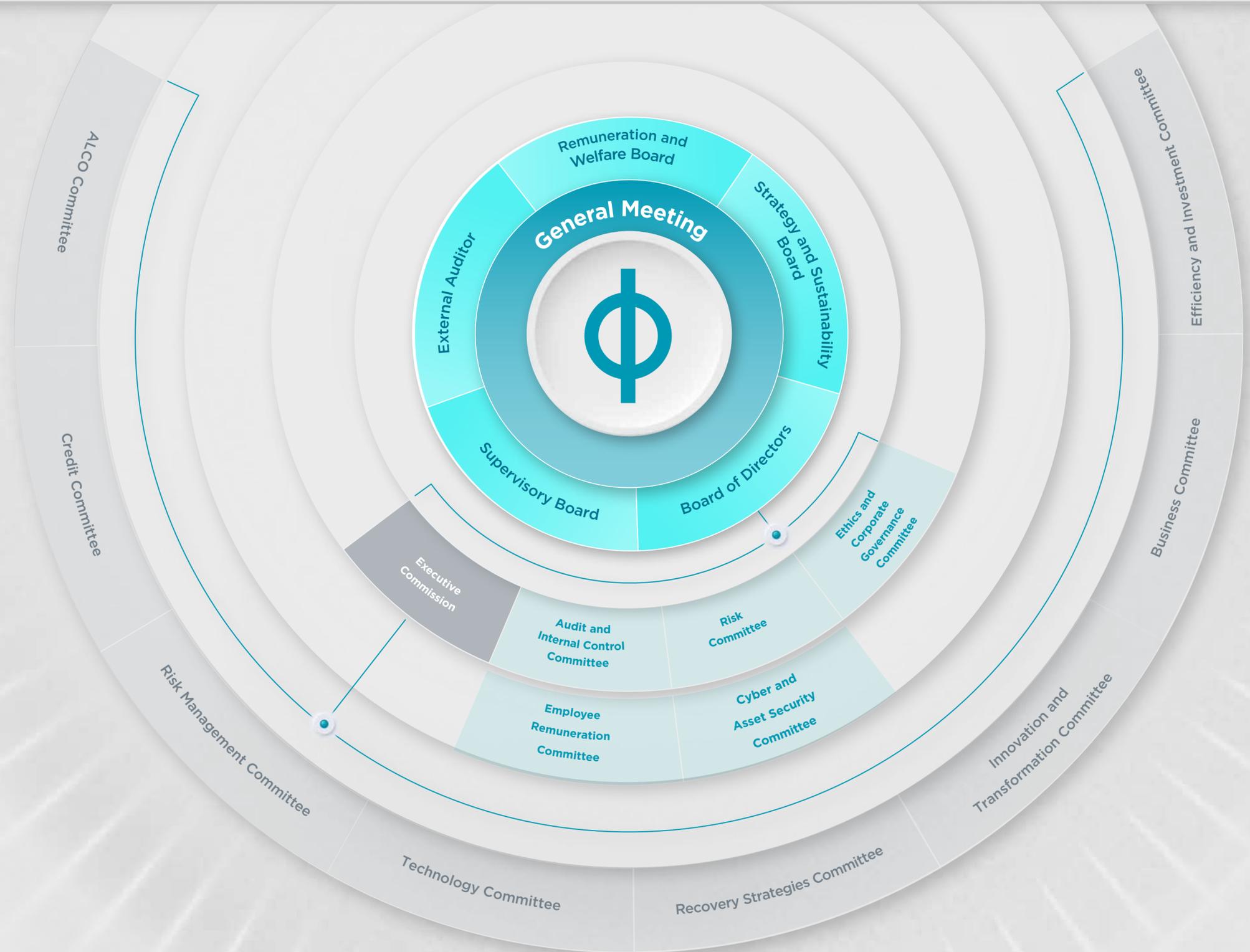
Governance model

ATLANTICO's governance model is the basis for its responsible and transparent performance, underpinning the creation of value for Shareholders, Customers, Employees and society in general. This model guarantees a balance between effective management, rigorous supervision and the integration of environmental, social, and governance factors in decision-making.

Structured in accordance with the best national and international practices, as well as the regulations from the National Bank of Angola, ATLANTICO actively seeks to establish a trustworthy governance framework which is committed to achieving its objectives across the board, enhancing the interests of its Stakeholders, and contributing to a fair socio-economic system.

Governance structure

ATLANTICO has adopted a governance structure based on a responsible and transparent system, with a view toward pursuing its strategy, thereby guaranteeing the creation of long-term value, and the continuous and sustainable growth of its business.





The General Shareholders' Meeting – a body which guarantees the effective participation of shareholders in the life of the company, with its own powers, including the election of members from other governing bodies, amending the Articles of Association and also dissolving and liquidating the company, if certain conditions are met. It is therefore the company's highest decision-making body and is responsible for appointing and selecting members for the Board of Directors (BoD), according to criteria based on suitability, diversity, experience and availability¹, ensuring that the Bank's leadership has the right qualifications to face present and future challenges.

• **The Board of Directors** – the organisation's highest hierarchical supervisory body, with the mission to ensure that the Bank acts in line with its strategic objectives and the interests of its Stakeholders. As such, the Board of Directors is responsible for defining the Bank's overall strategy, approving the sustainability strategy and monitoring the management of impacts on the organisation's activity on the economy, the environment, and people.

• This body is supported by **five specialty committees** that ensure, respectively, robust internal control, adequate risk management and compliance with high ethical standards:

– **The Audit and Internal Control Committee** – is responsible for: overseeing the Bank's day-to-day management, verifying that the accounting policies and valuation criteria adopted by the Bank lead to a correct assessment of assets and results, monitoring the process of preparing and disclosing financial information and making recommendations or proposals to ensure its reliability, ensuring the independent audit of the annual accounts and other accounting documents, including their implementation, taking into account any analyses or guidelines from the competent supervisory body and monitoring their compliance with the applicable legal framework.

– **The Risk Committee** – in the exercise its powers, the Risk Committee has access to information regarding the Bank's risk situation and can determine the nature, quantity, format, and frequency of risk-related information to which it should be sent.

– **The Ethics and Corporate Governance Committee** – a consultative body to the Board of Directors with the mission of advising the Bank on the definition, promotion, and supervision of compliance with ethical principles that aim to lay the foundation for a corporate culture.

– **The Employee Remuneration Committee** – is responsible for dealing with issues relating to Employee remuneration. This body is crucial to ensure that remuneration policies are in line with best practices in the sector and legal requirements, guaranteeing a fair and transparent remuneration system.

– **The Cyber and Asset Security Committee** – is responsible for monitoring the main risks in the areas of Cyber and Asset Security, as well as policies and processes related to Business Continuity. This Committee aims to implement strategic initiatives to strengthen the Bank's resilience in these areas and mitigate risks.

• The BoD meets at least every two months and whenever convened by its Chairman or two directors, which ensures regular and close monitoring of the Bank's impact management.

• The BoD delegates the day-to-day management of its activities to the **Executive Committee** (EC), which coordinates implementation of the strategy through **eight specialised committees**², which ensure technical governance close to the business departments, guaranteeing consistency between the defined strategy and its practical application:

- Business Committee;
- Credit Committee;
- Risk Management Committee;
- Technology Committee;
- Innovation and Transformation Committee;
- Recovery Strategies Committee;
- ALCO Committee;
- Efficiency and Investment Committee.

• The EC, whose members are delegated by the Board of Directors, is responsible for the day-to-day management of the Institution's activity and, in this sense, it is this body's responsibility to decide, approve and update the value or mission statement, strategy, policies and objectives related to sustainable development. The Board of Directors supervises and monitors the EC's performance, ensuring that operational implementation complies with the defined principles and targets.

• The Board delegates management of the organisation's impact on the economy, the environment and people to the Executive Committee. Also in 2023, the integration of sustainability into the governance model resulted in the creation of the **Sustainability and Impact Office (GSI)**, with the aim of monitoring dynamisation of the Bank's Environmental and Social Management System (SGAS) and supporting the EC and the BoD in identifying, managing, and monitoring impacts. This office is a vehicle for mainstreaming environmental and social issues, ensuring that strategic decisions take into account Stakeholder expectations and global trends. The Board of Directors' work in this area is reinforced by listening to Stakeholders and analysing the results of materiality processes, which guide the definition of priorities and the management of ESG impacts.

• The continuous development of sustainability skills within the core of governance bodies is a priority. To this end, training activities have been promoted in partnership with external entities such as the United Nations Global Compact, reinforcing the Board of Directors' collective preparation to integrate ESG dimensions into the decision-making process.



• The composition of the Board of Directors reflects the combination of executive and non-executive members, ensuring diversity of functions, skills, and independence in supervision. The Board Chairman exercises non-executive functions, reinforcing separation between strategic definition and operational management.

1. In compliance with Banco Nacional de Angola (BNA) Notice 11/2020 on the registration of members for governing bodies.
2. For more information regarding each one of the committees, please refer to the [2024 Annual Report](#) (pages 53 and 54).

Executive and Non-Executive Members from the Board of Directors¹

	Position	Gender	Member	Independence
António João Assis de Almeida	Chairman	M	Non-executive	Non-independent
José Miguel P. S. da Silva Pessanha	Vice-Chairman	M	Non-executive	Non-independent
Daniel Gustavo Carvalho dos Santos	Vice-Chairman	M	Non-executive	Non-independent
Miguel Raposo Alves	Administration – PEC	M	Executive	Non-independent
Mauro André dos Santos Neves	Director	M	Executive	Non-independent
Ana Catarina Nunes de Souza e Sá	Director	F	Executive	Non-independent
Marcelo de Sousa Rebelo e Fernandes Costa	Director	M	Executive	Non-independent
Isabel Regina do Espírito Santo	Director	F	Executive	Non-independent
João da Conceição Ribeiro Mendonça	Director	M	Executive	Non-independent
Mário Gaspar da Silva Kipipa	Director	M	Executive	Non-independent
Ana Patrícia Pereira Gabriel Tavares	Director	F	Non-executive	Non-independent
Elpídio Ferreira Lourenço Neto	Director	M	Non-executive	Non-independent
Paulo Fernando Cartaxo Tomás	Director	M	Non-executive	Non-independent
José Carlos Burity	Director	M	Non-executive	Independent
Madalena Adriano de Lemos Neto	Director	F	Non-executive	Independent
Vanessa Fernandes de Oliveira e Mendonça	Director	F	Non-executive	Independent

• In addition to the Board of Directors, the Bank’s governance structure is strengthened by the existence of **three specialised bodies**, which ensure adequate supervision and balance in the strategic matters of remuneration, sustainability, and supervision.

• **The Evaluation, Remuneration, and Pension Committee** – ATLANTICO’s remuneration policy is based on criteria of transparency, fairness, and alignment with the Bank’s long-term strategy. Remuneration includes criteria for sustainable performance, adaptation to risk and fulfilment of duties, thereby ensuring alignment with the strategy and long-term resilience. The fixed component of remuneration is defined according to relevant professional experience and the degree of responsibility for the duties performed.

• **Strategy and Sustainability Committee** – a corporate body with no executive functions, created in 2024, which should advise and accompany the Board of Directors in defining the major options and strategic lines geared towards transformation and sustainable development.

• **Supervisory Board** – the highest supervisory body, independent by nature, responsible for verifying the legal and statutory compliance of the activity carried out by the other company bodies.

In addition, the Bank relies on the work of an **Independent External Auditor**, thereby guaranteeing rigour, transparency, and added credibility to its reporting processes and confidence in the information provided to its Stakeholders.

With this model, ATLANTICO guarantees that corporate governance is not just limited to regulatory compliance, but is an active instrument for creating sustainable value, based on transparency, ethics and trust. This philosophy of action strengthens the Organisation’s capacity to face current and future challenges, whether of an environmental, social or economic nature, strengthening its position in the context of sectoral and Angolan competitiveness.

1. This structure refers to the reporting year (2024). However, in the current fiscal year, some changes have been made to it.

2

JOURNEY TO SUSTAINABILITY

- 2.1. Stakeholder engagement
- 2.2. Materiality
- 2.3. Sustainability Strategy





ATLANTICO's Journey to Sustainability reflects its ambition to align its business strategy with responsible practices that generate economic, social, and environmental value. More than a response to global trends, this journey is the result of a dialogue held with Stakeholders, rigorous assessment of the most relevant issues and the definition of a strategy that places sustainability at the heart of its operations.

2.1.

Stakeholder engagement

Banco Millennium Atlântico recognises that its ability to generate sustainable value depends to a large extent on the quality of the relationships it establishes with its Stakeholders. Key principles such as active listening, transparent dialogue and building relationships of respect, proximity and trust guide the Bank's positioning towards its Stakeholders, playing a decisive role in the organisation's success. In this sense, involvement with Stakeholders is a strategic and effective part of ATLANTICO's outlook on business and sustainability.

Stakeholders are identified according to criteria of relevance, influence, and impact on banking activity, covering the strategic audiences with which the Bank maintains ongoing relations. This process ensures that all significant categories of Stakeholders, both internal and external, are duly considered in the design of ATLANTICO's strategy and initiatives. This means that their needs, expectations and concerns, as well as the challenges and opportunities resulting from partnership relationships, are integrated into strategic business decision-making processes and management practices, which helps strengthen confidence in the Angolan banking sector and promote sustainable economic and social development.





Involvement takes the form of multiple mechanisms, adjusted to the profile and nature of the relationship with each Stakeholder. Among the channels highlighted, they include physical contact points (branch network and service points), digital channels (call centre – ATLANTICO Direto, complaints channel, online platforms, mobile applications and institutional website), reporting mechanisms (Annual Report, Sustainability Report and public communications), information and research vehicles (newsletters and periodical research articles), as well as active participation in forums and sectoral associations (such as ABANC – the Angolan Banking Association).

In this manner, ATLANTICO ensures systematic and meaningful involvement with its Stakeholders, responding consistently to emerging challenges and promoting continuous, transparent, and constructive monitoring, which is essential for creating shared value and achieving its sustainability strategy.

MAIN STAKEHOLDERS



Customers



Employees



Suppliers and Partners



Regulators (BNA, ABANC)



Shareholders and investors



Local communities

ENGAGEMENT MECHANISMS

Project meetings, branch network, contact centre, mobile app, satisfaction surveys, regular communications, events, audits.

Intranet, team meetings, regular communications, training programmes, listening surveys, corporate events, performance evaluation.

Procurement processes, contract and project meetings, regular communications, events and workshops.

Regular reports, institutional meetings, participation in forums, audits and inspections.

Annual report, general meetings, regular communications and institutional presentations.

Social responsibility programmes, financial literacy, active support for institutions and partners.

PURPOSE OF THE DIALOGUE

Ensure close and transparent relations; and quality of service, innovation, and trust.

Promote cooperation, motivation, development and alignment of objectives and expectations

Compliance, project efficiency, ethical relations and innovation.

Regulatory compliance, stability of the financial system.

Transparency and return on investment.

Contribute to financial inclusion and social development.

2.2. Materiality

The materiality analysis makes it possible to identify and define the material issues that guide the Bank's actions and ensure its response to Stakeholder expectations, serving as a basis for defining Banco Millennium Atlântico's sustainability strategy and reporting on ESG performance. The process followed a participatory and transparent approach, based on four main stages:

1. Mapping of critical internal and external Stakeholders

2. Identification of potential material issues

3. Stakeholder consultation via online questionnaire

4. Definition of the materiality matrix and priority SDGs

Integration of ESG issues into the Bank's strategy

Stakeholder mapping and identification of relevant topics

Considers the ESG dimensions and the Sustainable Development Goals (SDGs), with the aim of prioritising the most significant issues (with a focus toward their impact on the environment and society) and flagging critical issues. These issues are incorporated as drivers that lead ATLANTICO's actions towards a more conscious, responsible and aligned approach to global challenges.

Structured and comprehensive public consultation with Stakeholders

Assesses the importance attributed to each topic and the Bank's potential for improvement in each area. Reinforcing the Bank's position on the role played by its Stakeholders in defining strategy and aligning expectations, consultation is a central stage in the Bank's materiality analysis. In 2023, ATLANTICO conducted its first formal consultation exercise. The process involved the comprehensive identification of Stakeholders, defining the most relevant internal and external groups, namely: Employees, Customers, Suppliers, Shareholders, and Partners; and the development of appropriate consultation mechanisms, culminating in the mapping of the results obtained. Consultation with Stakeholders was conducted via an online questionnaire on the ESG dimensions and the SDGs, making it possible to identify the main challenges and strategically guide the Bank's actions in the area of sustainability. This consultation had a high participation rate of 94 % among Employees and 93 % among external Stakeholders, reflecting a high degree of involvement and commitment from the participants to ATLANTICO's sustainable future.

RESPONSE RATE



94%
Employees



93%
External Stakeholders



Definition of material topics and priority SDGs

After surveying the potentially relevant topics, the organisation’s material topics were prioritised and validated, culminating in their approval by the Board of Directors. This final validation ensured that these topics were aligned with ATLANTICO’s strategic vision and institutional commitments, guaranteeing their integration into the Organisation’s strategy. The selection of material topics was based on an analy-

sis of the importance from economic, social and environmental impacts, both positive and negative, along the value chain, as well as on the room for improvement identified for the Bank’s operations. This exercise ensured that the real and potential impacts, considering both the internal and external perspectives at the organisation, were duly incorporated into the definition of strategic priorities.





The consultation resulted in seven material topics, spread across the three ESG dimensions: two on the environment, two on governance, and three on the social dimension. In addition, the topics of financial inclusion, innovation and development were included, given their relevance to the sector and to ATLANTICO's context, making a total of **nine material topics**. When defining the

ESG strategy, it is essential to align the material topics identified as current business priorities by the Stakeholders with the SDGs. This structure ensures a balanced and integrated view of priorities, reinforcing ATLANTICO's commitment to sustainability and long-term value creation.

ENVIRONMENT



Responsible use of water resources



Circular economy



SOCIAL



Policies and incentives for Employee retention



Commitment to Human Rights



Employee training and development



Financial inclusion



GOVERNANCE



Ethics and compliance



Corporate Governance



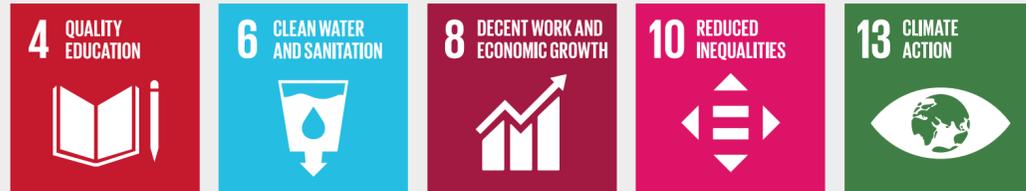
Innovation and development





It should be noted that, despite this correlation between the material topics and various SDGs, the Stakeholder consultation process enabled **five priority SDGs** to be identified out of a total of seventeen: SDG 4 – Quality Education; SDG 6 – Drinking Water and Sanitation; SDG 8 – Decent Work and Economic Growth; SDG 10 (Reducing Inequalities) and SDG 13 – Action Against Global Climate Change. The operational implementation of these SDGs will be guided by **three strategic dimensions**:

These material topics and priority SDGs reflect not only the expectations from Stakeholders, but also the critical challenges in the financial sector and the specific context of Angola. This materiality exercise represents a milestone for ATLANTICO in laying the foundations for a solid sustainability strategy that will guide the Bank’s actions in the coming years.



The selection of material topics was based on an analysis of the importance from economic, social and environmental impacts, both positive and negative, along the value chain, as well as on the room for improvement identified for the Bank’s operations



OUR BUSINESS

Groups together all the activities, initiatives and actions that affect the Bank’s business model, in particular, exposure to ESG risk sectors, specifically the sustainability strategy, financial inclusion, and responsible financing. Impacts on proposals for financial products and services, credit strategy, internal prosperity and the Customer journey and experience.



OUR OPERATIONS

Activities centered on a set of initiatives aimed at promoting transparency, efficiency and accountability, as well as influencing the Organisation in terms of governance, supplier and partner selection, transformation, equity and workplace culture.



COMMUNITY INVOLVEMENT

Support Social Responsibility activities that involve the community where the Bank operates.



2.3. Sustainability Strategy

ATLANTICO's ambition is for sustainability to be embraced collectively by all its People and Stakeholders, and to be worked on daily across its operations and activities, thereby leveraging these issues in the Angolan context.

In recent years, ATLANTICO has been implementing a series of actions that reinforce its commitment to sustainability, and has begun to develop its **2025-2028 Sustainability Strategy**. This strategy, aligned with the Institution's vision, mission and values, aims to enhance the Bank's characteristics, providing it with greater capacity to adapt to future challenges and was based on a robust analysis of the main ESG drivers and trends, as well as a holistic assessment of ATLANTICO's environmental, social and governance performance. The Bank is committed to align its business model with international best practice in ESG (Environmental, Social and Governance) matters.

Sustainability Policy

With a commitment to ensure complete integration of ESG principles into the strategy, incorporating them into both the governance model and the business model, this policy promotes a holistic approach to ESG and sustainability risk management, integrating it into management processes and tools. ATLANTICO's Sustainability Policy establishes a set of strategic guidelines that guide its actions and applies to all Stakeholders, thereby ensuring that sustainability is integrated into the Bank's culture, decision-making processes and the organisation's relationships. As such, they are present in the following guidelines:

- Continuous involvement with internal and **external communities**, valued through support for cultural, educational, financial literacy and volunteer initiatives.

- **Ethical conduct and transparency**, fundamental pillars guiding all Bank activities.

- ATLANTICO's sustainability policy, which also promotes the **transition to a sustainable economic and social development model** that fosters responsible growth, job creation, praise for people and respect for the environment.

- The commitment to adopt practices that **increase its environmental performance**, optimise the use of natural resources and consider the risks and opportunities associated with significant environmental impacts, including climate change.

- Encouraging the active **participation of Suppliers, Partners, Customers and** other Stakeholders in the adoption of sustainable practices, as well as **continuous adherence to national and international initiatives** that reinforce the Bank's commitment to sustainable development.

3

BUSINESS WITH PURPOSE – GOVERNANCE DIMENSION

- 3.1. Economic and Financial Performance
- 3.2. Corporate governance





More than just a set of rules or control mechanisms, ATLANTICO’s governance model translates into a way of managing the business with purpose, ensuring that the creation of economic value is inextricably linked to ethical responsibility, transparency, and respect for the universal principles of sustainable development.

The governance dimension is strongly linked to SDG 8 – Decent Work and Economic Growth, SDG 9 – Industry, Innovation, and Infrastructure and SDG 16 – Peace, Justice, and Effective Institutions, which guide the way the Bank manages its impacts and contributes to more inclusive, resilient, and just societies.

This chapter presents the commitments, policies and practices that guide ATLANTICO in conducting its business responsibly. It covers how the Institution ensures sound and sustainable economic performance, promotes high standards of ethics and integrity, protects privacy and information security and how it guarantees responsible relations throughout its value chain. It also highlights the commitment to innovation, the creation of strategic partnerships and the strengthening of corporate culture as essential pillars to achieve its mission of being a benchmark bank, one that is based on trust, credibility, and responsibility.



As part of its “Transforming Lives” purpose, the Bank believes that financial strength is not just an indicator of profitability, but also a means of supporting social investment, maintaining qualified employment, financing national supply chains and contributing to the development of the country’s infrastructure and services



3.1. Economic and Financial Performance

Banco Millennium Atlântico sees economic performance as the basis for its ability to generate long-term value and provide a positive impact for its Stakeholders, support a more resilient and competitive national economy as well as finance the transition to more inclusive and sustainable development in Angola. As part of its “Transforming Lives” purpose, the Bank believes that financial strength is not just an indicator of profitability, but also a means of supporting social investment, maintaining qualified employment, financing national supply chains and contributing to the development of the country’s infrastructure and services.

Responsible management of economic performance is therefore conducted according to principles of prudence, transparency and responsibility towards Shareholders, Employees, Customers and Communities and is based on three main pillars:

I. Evidence of how this value creation is articulated with integrity and risk mitigation policies

The existence and application of robust internal policies ensures that value creation takes place in compliance with legal standards and integrity practices. Integrating these policies into the operation corrects potential asymmetries and guarantees legal certainty for business decisions.

AML/CFT/PADM POLICY³

The Prevention of Money Laundering and Terrorist Financing is structured and applies to the processes of accepting Customers, monitoring operations and reporting to the competent authorities. It also includes due diligence and ongoing training requirements and defines the mechanisms for preventing and detecting illicit activities, aligning the Bank with the best international practices in terms of financial compliance (identification, due diligence, monitoring and reporting responsibilities). This policy strengthens market confidence and protects the Institution against reputational risks.

RELATED PARTY TRANSACTIONS POLICY

The Related Party Transactions Policy regulates identification, approval and transparency criteria for carrying out transactions with entities that have corporate or management links to the Bank. It is an essential element in guaranteeing fairness and protecting third-party capital. The aim is to ensure that these transactions are carried out under market conditions and with total independence, preventing conflicts of interest.

TRANSPARENCY AND INFORMATION DISCLOSURE POLICY

The Transparency and Information Disclosure Policy covers the disclosure of financial and institutional information that must be published pursuant to the Law. ATLANTICO must guarantee the disclosure of complete, reliable, current, timely, consistent and understandable information, with the aim of providing a comprehensive view of the strategy, risk profile, financial situation and market behaviour to all its Stakeholders, avoiding asymmetries in access between Shareholders, Employees and the general public.

3. Anti-Money Laundering/Combating the Financing of Terrorism/Preventing the Proliferation of Weapons of Mass Destruction



II. Make the creation and distribution of economic value transparent

In 2024, ATLANTICO recorded robust financial and operational performance, consolidating its position as one of Angola’s largest private banks.

- In **financial terms**, the main indicators for the year show growth in activity and an improvement in profitability. Operating income amounted to 101,706 billion kwanzas, reflecting the combined contribution of interest margins, service income and results from financial operations. The financial margin, which reflects the expansion of income from interest and commissions, therefore, growing with competitiveness in resource intermediation, which stood at 24,547 billion kwanzas. The individual net profit for the year was 16,818 billion kwanzas and total consolidated assets reached 2 billion kwanzas, forming part of a balance sheet that supports the year’s activity and reflects a growth strategy based on prudence, innovation, and proximity to Customers.
- The cost and remuneration structure also reflects the Bank’s scale and commitment to its human capital and efficient operation: total **operating costs** stood at 62,206 billion kwanzas, of which staff costs accounted for 30,121 billion kwanzas. These figures reflect both the effort to grow the business and the continuous investment in talent and internal capabilities.

This economic performance demonstrates operational generation capacity, strengthens Customer and investor confidence and provides the financial space needed to invest in strategic projects for the country’s development: digitisation of services and expansion of the service network (including financial inclusion initiatives) and products; environmental initiatives (energy efficiency and coastal restoration projects); digital channels and proximity programmes, infrastructure and initiatives that have a social impact.

III. Demonstrating the Bank’s contribution to local economic development

ATLANTICO recognises its role as a catalyst for local economic impact. By favouring local suppliers and promoting partnerships with national economic actors, the Bank generates a multiplicative effect in the Angolan economy, creating jobs, strengthening value chains, and leveraging local skills.

- **Prioritising Angolan suppliers:** Purchasing policies and supplier relations focus on local supply chains whenever compatible with efficiency and compliance criteria. In 2024, 71 % of expenditures on suppliers (around AOA 11,927 billion out of a total of AOA 16,874 billion) was directed towards national companies. This indicator is strategic: it leverages the development of national suppliers, reduces logistical risks and promotes the inclusion and strengthening of local skills.
- At the same time, the Bank is promoting **a programme of investment in infrastructure and support services** that strengthen its operational presence and the quality of service in various provinces, expressing the importance of the financial sector’s role in supporting economic development. In 2024, ATLANTICO channelled around AOA 559.8 million into repairing and modernising its service points and the Financial City, reinforcing the quality of its service network. These investments, of a commercial nature, were mainly aimed at improving the Customer experience and operational efficiency.

The Bank is in a solid position to translate financial growth into sustainable impact, innovating and transforming financial results into maintaining the resilience of its business as well as the responsible investment in managing positive impacts on Angola’s economic and social fabric.



AOA 101,706
Banking Activity Income



71%
of expenditures with Angolan suppliers



AOA 559.8 M
of investment in infrastructure

3.2. Corporate governance

The Bank's integrity, transparency and responsibility are ensured by a commitment to ethics and compliance throughout the value chain, including internal and external Stakeholders. Underpinned by clear policies, monitoring practices and ongoing training initiatives, ATLANTICO not only guarantees regulatory compliance, but also promotes an organisational culture based on trust, respect for fundamental rights and protection of the interests of all its Stakeholders.

Ethics, integrity and the fight against corruption

Ethics and integrity form the basis of trust that underpins the Bank's relationship with Employees, Customers, Suppliers, Shareholders, Regulators and the Community. Recognising the relevance of the issue, the Organisation chose Ethics and Compliance as a priority topic in its materiality process, reflecting an unequivocal commitment to corruption prevention, transparency and good conduct.

Policies, codes, and regulatory processes

Training and Awareness Programmes

Measures to prevent conflicts of interest

Complaints Channel

Initiatives to combat corruption and bribery

In view of this commitment, the Bank has been developing, formalising and monitoring a set of mechanisms to ensure compliance with Ethics and Compliance, by defining standard policies on behaviour in line with international best practices and national regulatory requirements. In this way, ATLANTICO guarantees not only the transparency and integrity of the Organisation's practices, but also the internalisation of ethical business values.

- In terms of **regulatory instruments** (policies, codes, and processes), the Bank has Code of Conduct and Ethics policies that respond with the utmost care, demand, rigour, and thoroughness to all questions of ethics, integrity and the fight against corruption. The documents are for public consultation and disclosed to Employees and relevant parties.

CODE OF CONDUCT AND ETHICS

The Code of Conduct and Ethics defines the principles and rules that guide the professional performance of members from the Bank's Governing Bodies in addition to Employees, with the aim of promoting high ethical and regulatory standards, fostering transparency in relations, preventing participation in illegal activities and excessive risk-taking, and ensuring clarity and integrity in contractual relations between the Institution and its counterparties.

COMPLIANCE POLICY

The Compliance Policy aims to ensure that ATLANTICO, within the scope of its activity, acts in accordance with current national and international laws and regulations applicable to it, as well as ethical principles and in accordance with the best practices in the sector, in order to guarantee the security of the business, provide a differentiated and excellent service to its Customers, with a view toward the satisfaction of its Employees and creation of value for its Shareholders.

INTERNAL CONTROL POLICY

ATLANTICO's Internal Control System is based on solid foundations and high standards, guaranteeing the authorisation, implementation, registration, accounting and supervision of operations, with the Risk Management, Compliance and Internal Audit functions acting in a segregated and integrated manner through a functional model of transversal control, sustained by principles of ethics and integrity.

POLICY FOR PREVENTING, IDENTIFYING AND MANAGING CONFLICTS OF INTEREST

Banco Millennium Atlântico's Policy for Preventing, Identifying and Managing Conflicts of Interest defines minimum rules and procedures for preventing, identifying, assessing and managing conflicts of interest, in accordance with current legislation; it applies to all Bank activities, including services provided by third parties and subcontractors, and requires financial service providers to follow equivalent standards.

WHISTLEBLOWING POLICY

The purpose of the Whistleblowing Policy is to consolidate and promote compliance with legal and regulatory standards and ATLANTICO's internal procedures in regard to the reporting of irregularities, in line with best practices to strengthen the governance model and define the principles, skills and procedures for identifying, analysing, recording and handling such reports, thereby ensuring the possibility of reporting irregularities arising from various situations.



The annual review of these policies and their public availability ensure that their application is current and widely known. These documents guide day-to-day conduct, prevent legal risks (fines for non-compliance with rules and the possibility of criminal and civil liability) and reputational risks (losses with Counterparties, Partners and Customers or even operational leave arising from circumstances based on corruption, fraud, harassment and/or negative news) and establish concrete procedures for situations such as improper offers, potential conflicts of interest or reports of irregularities.

The dissemination of an ethical culture is only effective when accompanied by permanent, **systematic and periodic training** and awareness programmes.

- Mandatory annual ethics training, carried out in e-learning format with a knowledge-based test, is aimed at all Employees, reinforcing individual responsibility in preventing bad practices.
- In 2024, ATLANTICO provided training to approximately 95% of all Employees (1,435 Employees), covering subjects such as KYC (Know Your Customer: the importance and consequences of non-compliance) and procedural compliance in the identification of Beneficial Owners;
- Regular content was also shared, in a “Did you know” format alongside explanatory videos, covering topics such as:



Mandatory annual ethics training, carried out in e-learning format with a knowledge-based test, is aimed at all Employees, reinforcing individual responsibility in preventing bad practices

95%
of Employees trained in Ethics and Compliance



- In regard to the **prevention of conflicts of interest**, in addition to the aforementioned Policy on Preventing, Identifying and Managing Conflicts of Interest, the Bank has an internal validation process, which allows it to assess and authorise proposals received by Employees from entities outside of the Bank, mitigating possible conflicts of interest, risks of favouritism and/or any type of bribery. Conflicts of interest that do occur are managed under the terms of the internal control policy mentioned above, as well as the internal procedure for this purpose.
- Reinforcement of ethics is accompanied by the implementation and monitoring of a **whistleblowing** that ensures confidentiality and protection

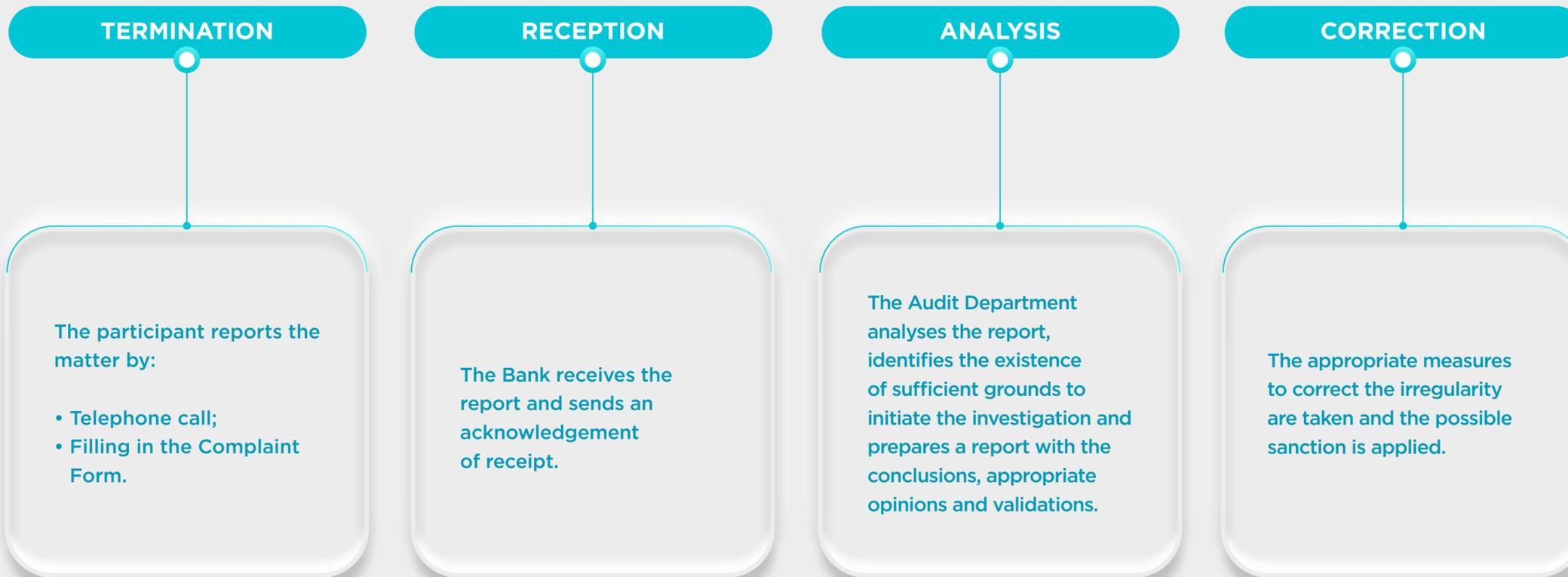
against retaliation. ATLANTICO implemented this mechanism with the aim of investigating potential irregularities in its processes and improving its risk management and accountability, representing an effort to continuously improve its operations. This channel consists of an anonymous reporting tool for non-compliant facts/events, in line with the best international auditing and inspection practices, which allows situations related to fraud, corruption, harassment, or other misconduct to be reported. The possibility of anonymity in the whistleblowing channel, which is important if it is to be seen as a safe means of expressing concerns, increases trust and eliminates the risk of retaliation. The whistleblowing management process is implemented in accordance with the Whistleblowing Policy and operates as follows:

In 2024, 1,582 complaints were registered, a figure that reflects the active and transparent functioning of the communication mechanisms and the trust from Employees and Customers in the Institution. According to the BNA ranking, ATLANTICO is among the three banks with the lowest number of complaints, reinforcing the Organisation's commitment to quality of service, the protection of Customer rights and the promotion of long-lasting relationships based on trust.

Recognising that integrity is an essential condition for the soundness of the financial system and for the trust that Stakeholders place in the Institution, the Bank has implemented formal mechanisms to prevent, detect and combat potential **corruption and bribery risks**. The Bank is in the process of approving specific anti-fraud, bribery and anti-corruption policies, ensuring, however, that in addition to the policies already presented, there are internal procedures that allow for preventive action and inhibit, detect and correct potential situations.

In 2024, all Employees and members of the governance body received a notification about anti-corruption procedures and policies, and a representative sample also received anti-corruption training, reinforcing the institutional commitment to transparent practices in line with the principles of ethical conduct.

No cases of corruption were **recorded during the reporting year**. This result is a reflection of the effectiveness of internal policies, the active involvement of Employees and the culture of integrity consolidated by ATLANTICO, which continues to position the Bank as a benchmark Institution in terms of compliance with ethical standards and the prevention of reputational and legal risks.




0 (zero)
Cases of corruption recorded

ATLANTICO understands that unclear practices or those not in line with established ethical values can result in severe risks: fines, loss of licenses, reputational damage and a loss of trust with Customers and Partners. For this reason, its strategy focuses on ensuring robust policies, clear procedures, continuous training and reliable reporting channels, underpinning a culture of integrity. In the near future, the Bank intends to ensure that 100% of its Employees and service providers receive annual training in ethics and compliance, reinforce the use of technology for the early detection of fraud and intensify internal communication on ethical conduct, consolidating a transparent and trustworthy organisational culture.

Commitment to Human Rights

ATLANTICO sees its commitment to Human Rights as a central material issue in the way it operates in the market. Beyond its ethical dimension, it takes on a strategic approach by representing an essential condition for building fairer, more inclusive, and sustainable societies. Any form of discrimination is rejected, and respect for the rights of all Employees is promoted, in different cultural, socio-economic, and geographical contexts. In line with its strategy of creating a positive impact on society, the Bank seeks to influence its value chain and business partners, encouraging them to adopt practices in line with the same principles.

WE SUPPORT



ATLANTICO has subscribed to the **United Nations Global Compact**, assuming the integration of its ten fundamental principles, with an emphasis on principles 1 and 2, directly related to Human Rights: supporting and respecting the protection of internationally recognised Human Rights; and ensuring non-participation in violations of these rights.

HUMAN RIGHTS DUE DILIGENCE ASSESSMENT

In 2024, as part of its internal management, the Bank carried out a Human Rights **Due Diligence assessment**, using the Communication on Progress (CoP) questionnaire from the United Nations (UN) Global Compact as a reference. This analysis covered internal processes and policies, making it possible to identify opportunities for improvement and strengthen the robustness of the governance system. The results of this assessment were clear: of the 13 topics analysed, ATLANTICO is fully compliant in 31%, has potential for improvement in 23%, and needs strengthening in 46% of the points. This was the first year of analysing this indicator which, in addition to validating the progress already made, also outlines a concrete roadmap for continuous evolution, reinforcing the Bank's commitment to align itself with the highest international standards.

By placing Human Rights at the heart of its ethics and compliance strategy, ATLANTICO reaffirms its ambition to be a benchmark Institution where integrity, human dignity and social responsibility go hand in hand with its financial activity.

Privacy, data protection, and cybersecurity

Technological progress has played a decisive role in defining new business trends, with exponential growth over the last few decades. This progress has allowed organisations to achieve higher levels of operational efficiency and significantly reduce resource consumption. However, this same development has intensified exposure to risks, namely cyber-attacks (unauthorised access, destruction, alteration or disclosure of information) which can compromise the privacy and protection of personal data entrusted to organisations by Customers, Employees and other Stakeholders. In this context, cybersecurity has become an essential element in guaranteeing the ethical integrity of business operations and ensuring business continuity at a global level. In order to respond effectively to the current and future challenges related to cyber risks and the ethical principles that govern organisational performance, ATLANTICO has developed a robust information systems security strategy, based on three fundamental principles:

Ensuring that only those authorised can access information

Ensuring that the information and its processing methods are accurate and complete



Ensuring that authorised users have access to the information strictly necessary for their functions and associated assets when they request it



Responsible data management and the protection of privacy are key dimensions in ensuring the integrity of the relationship with Stakeholders. In order to operationalise ATLANTICO's information systems security strategy and comply with applicable legal, regulatory and contractual obligations in this area, the Bank has adopted regulatory instruments.

In addition to the regulatory instruments, ATLANTICO has strengthened the mechanisms for monitoring and controlling technological risks, promoting an integrated model that combines technological infrastructure, risk management processes and ongoing training for Employees. In addition to internal training, the Bank promoted digital awareness campaigns, with the aim of strengthening the organisational culture around information protection and the responsible use of digital systems.

ATLANTICO's action in this area demonstrates its commitment to ensure that all Customers have full confidence in the Institution. In 2024, within the scope of complaints management, the Bank recorded one proven complaint in the reporting period regarding a breach of privacy, received from an external party and validated by the Organisation. This situation was associated with a case of data leakage, making it the **only confirmed loss incident of Customer information in 2024**, since no complaints were registered from regulatory bodies. The episode was duly analysed and dealt with by the internal security mechanisms, resulting in corrective measures that strengthen the resilience of the systems and prevent future occurrences.



In addition to internal training, the Bank promoted digital awareness campaigns, with the aim of strengthening the organisational culture around information protection and the responsible use of digital systems



DATA PRIVACY POLICY AND CYBERSECURITY POLICY

The Bank has a robust regulatory framework, anchored by two fundamental policies: the **Data Privacy Policy**, Data Privacy Policy, which establishes principles and procedures for the collection, use and protection of the personal information from Customers and Employees, and the **Cybersecurity Policy**, which defines the technical and organisational requirements and mechanisms for preventing, detecting and responding to cybersecurity risks and threats in ATLANTICO's Information Systems (IS). Both reflect not only compliance with applicable legislation, but also alignment with the best international practices in the financial sector.

4

PLANET - ENVIRONMENTAL DIMENSION

- 4.1. Water resource management
- 4.2. Circular economy
- 4.3. Energy and emissions management



ATLANTICO recognises that its activities have an impact on the environment. It is therefore committed to act responsibly and transparently to mitigate these effects. Environmental management is seen as an essential element in creating long-term value and as a differentiating factor in consolidating a sustainable development model. ATLANTICO's ambition goes beyond reducing its environmental impacts: the Bank seeks to be an agent of awareness and transformation, fostering an organisational culture that values efficiency in the use of energy and water, responsible waste management and the integration of environmental principles into all dimensions of the business. These themes result not only from the priorities identified in the materiality process, but also from the organisation's commitment to aligning itself with global challenges, national and sectoral challenges, making a consistent contribution to a more responsible society.

equivalent to 630 m³. This figure, when adjusted to the average number of Employees, corresponds to approximately 415 litres per Employee/year, an indicator that allows us to monitor the efficiency of internal consumption for future years.

ATLANTICO recognises that inefficient water management can represent a reputational risk, given that the Bank actively positions itself as a contributor to the commitments of SDG 6 – Drinking Water and Sanitation. On the other hand, this commitment also represents an opportunity for differentiation: by adopting concrete eco-efficiency measures, the Bank strengthens its market position as an innovative, responsible Institution geared towards sustainable transition.

By prioritising SDG 6 – Drinking water and sanitation in its sustainability strategy, the Bank has taken on the intention of moving towards a more robust approach to water management and is preparing to implement more structured mechanisms in the coming years, reinforcing its ambition for environmental excellence:

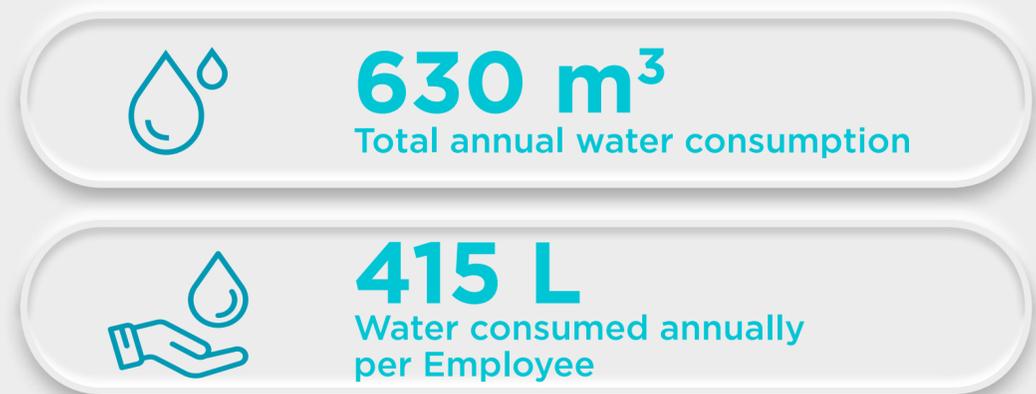
- Definition of quantitative targets for reducing water consumption;
- Alignment with global indicators defined for SDG 6 – Efficient use of water, improvement of quality, reduction of pollution, confronting the problem of water scarcity;
- Expansion of water efficiency technologies at all Bank facilities;
- Systematic approach to assess, monitor and manage impacts related to wastewater discharge.

This path will allow ATLANTICO to strengthen its contribution to national and global water security, while promoting the sustainability of its operations and the communities where it operates.

4.1. Water resource management

The responsible management of water resources is a priority for ATLANTICO, both because of its material relevance identified by both internal and external Stakeholders in the consultation exercise, as well as the recognition of water as a strategic resource in a country where water scarcity and efficiency represent critical challenges. The Bank believes that ensuring efficient and responsible consumption is not only an environmental requirement, but also a criterion of trust with communities and society in general.

The water used by ATLANTICO essentially comes from the public supply network, supplied by an authorised public entity, EPAL, and from cisterns supplied by authorised private providers, and it is used for operational activities at the facilities. For human consumption, the Bank uses bottled water from private suppliers, which ensures quality standards and user safety. In regard to the discharge of water resources, wastewater is disposed of in two ways: suction from pits and disposal through the public sewage system, in accordance with applicable legislation. In 2024, total water consumption at the Bank's facilities was 0.63 ML,



WATER EFFICIENCY INITIATIVE

At the head office building in Luanda, the Bank has implemented **timed sensors on the taps**. This initiative is particularly relevant in the Angolan urban context, marked by periods of scarcity and vulnerability in the supply network, and is an example of good eco-efficiency practices in the banking sector.

The impact of this measure translates into a more rational use of resources, making it possible to reduce waste and raise users' awareness about conscious consumption, the potential to reduce operating costs, as well as strengthen the Bank's position as an Institution committed to sustainability.

ATLANTICO's ambition goes beyond reducing its environmental impacts: the Bank seeks to be an agent of awareness and transformation, fostering an organisational culture that values efficiency in the use of energy and water, responsible waste management and the integration of environmental principles into all dimensions of the business

4.2. Circular economy

The adoption of circular economic principles is a growing priority for ATLANTICO, in response to the global challenge of reducing the consumption of natural resources and the need to integrate more responsible waste and materials management practices.

The Bank recognises that **proper waste management** is an essential dimension of the circular economy and that good practices recommend implementing waste management plans that focus on differentiated separation, reuse, and recycling. Although ATLANTICO does not yet have a fully structured system to monitor the waste generated in all its activities, it is in the process of developing a Waste Management Plan, which will enable it to continuously and recurrently:

- i. Map waste flows;
- ii. Set targets and adopt reduction initiatives;
- iii. Ensure legal and contractual compliance;
- iv. Promote waste recovery solutions in partnership with licensed providers.

While this is not in place, the Bank has sought to integrate prevention and reduction measures, such as the progressive digitalisation of processes and the use of eco-efficiency. Since 2023, ATLANTICO has been focusing on the dematerialisation of activities, both in its operations and with Customers, with the aim of progressively reducing this dependency. However, it recognises that this is a complex and gradual process, especially in a context like Angola, where digital literacy and internet access still present structural challenges.

Although the banking sector is not traditionally resource-intensive, ATLANTICO's activity involves significant consumption of materials, particularly paper (documentation analysis) and plastic (used in bank cards). In 2024, we used 10,535 reams of paper, equivalent to 5.3 million sheets, for the Bank's operations.

FIRST 100% RECYCLED MULTICAIXA DEBIT CARD IN ANGOLA

In regard to **recycled materials**, we would highlight the launch of the **first Multicaixa debit card made entirely from recycled plastic**, representing a milestone in innovation and a significant contribution to reducing the Bank's environmental impact, positioning ATLANTICO as a pioneer in sustainable solutions in the national financial sector. It is estimated that 28,200 recycled plastic cards will have been used by 2024.



10,535
reams of paper

These steps aim to consolidate ATLANTICO as a benchmark in the Angolan financial sector in terms of the circular economy, contributing to the transition to a more sustainable model for the use of resources. In the coming reporting years, the Bank is expected to expand its circularity initiatives, with a focus on:

- Defining a Waste Management Plan;
- Increasing the use of recycled materials compared to virgin materials;
- Progressively reducing paper consumption through digitalisation;
- Integrating circular economy indicators into the annual report, in line with international best practices;
- More initiatives to raise awareness and impact on the topic of the circular economy;
- Management of obsolete equipment;
- Monitoring and quantitative targets.

WORLD CLEANUP DAY

In 2024, ATLANTICO took part in **World Cleanup Day**, an initiative organised by the Green Nation Association and supported by a range of institutions and local communities. The action mobilised more than 6,800 volunteers across the country, including around 230 ATLANTICO Employees, who contributed to the **collection of 90 tonnes of waste**, which was sent for recycling.

This involvement took on particular importance in the Angolan context, where the inadequate management of solid urban waste is a structural challenge with visible impacts on coastal and marine ecosystems. In addition to the environmental impact, the initiative has strengthened environmental awareness for Employees and the community, promoting practices such as waste separation, reducing the use of disposable plastics and recovering recycled materials. ATLANTICO's participation in this global movement projects the Bank's image as an Institution committed to the responsible transformation of society.

4.3. Energy and emissions management

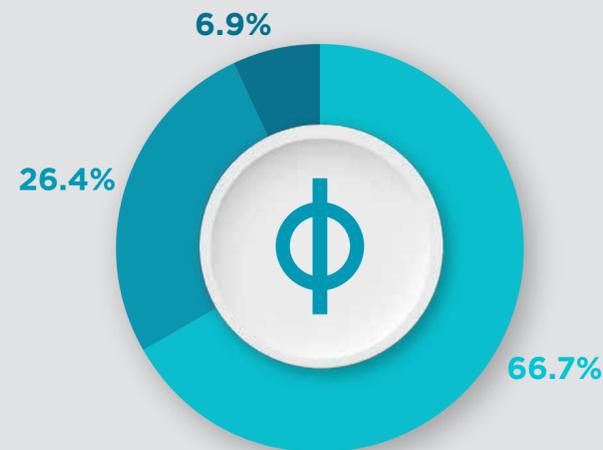
The climate emergency is now recognised as one of the greatest global challenges, requiring all sectors of the economy to take an active role in mitigating emissions and adapting to their impacts. In this context, measuring, reporting and monitoring energy consumed and greenhouse gas (GHG) emissions are not just good practices, but essential requirements for transparency and accountability towards Stakeholders and society in general.

The financial sector, although not traditionally energy-intensive when compared to industrial sectors, plays a crucial role in the energy transition. On the one hand, through the way it manages its own operations (electricity consumption, use of diesel generators and fleet mobility); on the other hand, through the way it influences Customers and Partners by providing financial solutions aligned with decarbonisation. Recognising this dual responsibility, ATLANTICO has invested in improving the energy performance of its facilities and in measuring greenhouse gas (GHG) emissions, implementing calculation methodologies that will allow it to set clear targets in these areas in the future.

In 2024, the energy consumed by the Bank amounted to a total of 22,834.5 GJ, resulting mainly from electricity supplied by the public grid (66.7 % of the total) and fuel used in generators to support the operation of the facilities (26.4 %) and internal fleet (6.9 %), both diesel and petrol. This consumption is equivalent to an energy intensity of 14 GJ per Employee, a figure that will be used as a benchmark for monitoring performance in subsequent financial years.

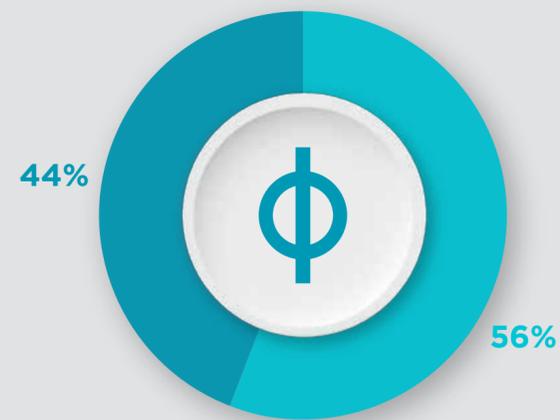
The direct relationship between energy consumption and GHG emissions led the Bank to conduct, in 2024, its first exercise, with limited boundaries, to calculate its carbon footprint, considering areas 1 (direct emissions from fuels) and 2 (indirect emissions from the purchase of electricity). In this exercise, 943.5 tCO₂e of emissions were estimated, approximately 56% resulting from fuel consumption in generators and internal fleet; and the remaining 44% associated with electricity consumed. The carbon intensity calculated was 0.62 tCO₂e per Employee. Although still in its early stages, this measurement process represents a decisive step towards consolidating the Bank's emissions management and underpinning future mitigation commitments.

Power consumption (%)



● Energy consumption ● Generators ● Internal fleet

GHG emissions (%)



● Scope 1 ● Scope 2



66,7%
Electricity supplied by the public grid

Energy consumption	Unit	2024
Generators (diesel)	GJ	6,024.1
Internal fleet (diesel)	GJ	211.7
Internal fleet (petrol)	GJ	1,364.7
Electricity	GJ	15,234
Total energy consumption (GJ)		22,834.5
Energy Intensity (GJ per Employee)		15.1

GHG emissions	
Combustion of fossil fuels ⁴ (generators)	417.8 tCO ₂ e
Vehicle fleet (Transportation) ⁵	111 tCO ₂ e
Fugitive emissions ⁶	No information to report ⁷
Total Scope 1 emissions (tCO₂e)	528.8
Total Scope 2 emissions⁸ (tCO₂e)	415
Total emissions (Scope 1+2) (tCO₂e)	943.5
Energy Intensity (tCO₂e/Employee)	0.62

4. Burning natural gas, coal, or oil for heating or energy production on company premises. In this case, the use of diesel generators.
 5. Fuel burned in company vehicles, such as lorries and cars. Values have been segregated and different emission factors considered for diesel and petrol consumption.
 6. Accidental releases of GHG from equipment, such as leaks from pipes, valves, or tanks.
 7. Although there are 1389 pieces of air conditioning equipment in the organisation, there is still no control of leaks.
 8. Based on electricity consumption reported in GJ (electricity) with location-based emission factors.



ATLANTICO is aware that energy efficiency and decarbonisation are ongoing, long-term processes and has therefore continually sought to strengthen its environmental performance, both within the scope of its direct operations and in its relations with its Stakeholders. This approach is all the more important as it is directly aligned with Sustainable Development Goal 13: “Climate Action”, which is considered a priority in its Sustainability Strategy. This priority implies the integration of specific, clear and measurable climate mitigation commitments and indicators, with a view to:

• Progressively reduce the organisation’s **carbon intensity**

• Ensure the efficient use of **natural resources**

• Promote **eco-efficient energy** practices

• Actively contribute to a **more resilient economy**

• Strengthen natural **compensation initiatives**

PLANTING MANGROVES ON THE ISLAND OF MUSSULO

In honour of the International Day for the Conservation of Mangroves, the Bank promoted a mangrove planting activity in the coastal area of Mussulo Island, in which ATLANTICO volunteers participated in collaboration with Otchiva, the Association for the Protection and Restoration of Mangroves in Angola, and with the involvement of representatives and volunteers from the local community. A total of 6,650 mangroves were planted, making a significant contribution to the recovery and preservation of the coastal ecosystem.

Mangroves play an essential role in reducing greenhouse gases (as they act as natural CO2 sinks) and protecting biodiversity (a direct contribution to preserving the coastal ecosystem), which directly supports the livelihoods of communities that depend on fishing. This initiative is a concrete example of ATLANTICO’s commitment to sustainability, aligning its initiatives with global efforts for environmental preservation and responsible development.

In the future, ATLANTICO is committed towards strengthening its contribution to the energy transition and to mitigate climate change by installing more energy-efficient equipment, expanding the use of renewable energies and strengthening mechanisms for controlling and monitoring consumption. Moreover, the consolidation of a comprehensive and independently verified emissions inventory is underway. These initiatives reflect the Bank’s determination to take an active role in building a low-carbon and resilient economy in Angola.



PEOPLE AND COMMUNITIES – SOCIAL DIMENSION

- 5.1. Talent
- 5.2. Social Transformation



The social dimension is a strategic axis of ATLANTICO's operations, reflecting its commitment to advocate for a positive impact on the people and communities where it operates. The promotion of equity, diversity, and respect for Human Rights cuts across all initiatives, reflected in an approach that combines innovation, proximity and social responsibility in the day-to-day running of the Organisation. In the context of sustainability, this dimension is understood as a lasting commitment to transform the lives of those who interact with the Bank, while also contributing to a more informed, fairer and more resilient society.

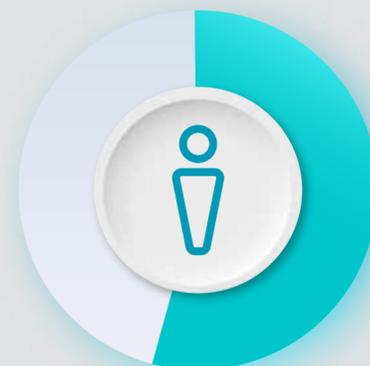
5.1. Talent

ATLANTICO recognises its Talent as its main asset, and it is a determining factor in achieving the organisational culture and delivering on the commitment made to its partnership ecosystem. Excellence, a value-driven attitude and the ability to generate a positive impact on communities are attributes that emerge directly from the skills and involvement of its Employees. Each Talented person represents, individually and collectively, the values of the Institution, from excellence in Customer service to finding answers that provide needs for Communities.

Gender

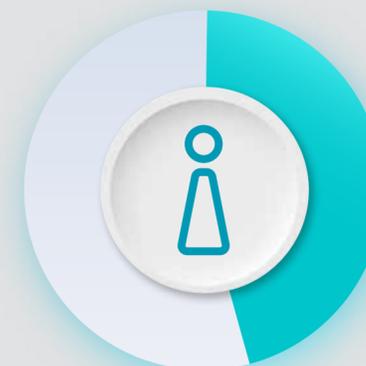


1,517
EMPLOYEES



784
MEN

52% of Talent



733
WOMEN

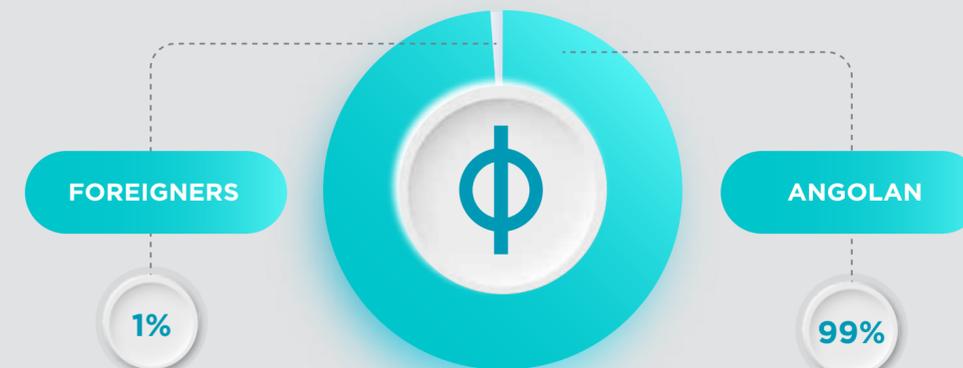
48% of Talent

Age group



EMPLOYEES AGED BETWEEN 30 AND 50
74%

Nationality



FOREIGNERS
1%

ANGOLAN
99%



In 2024, the Bank had a total of 1,517 Employees, spread across the country's 18 provinces. The majority, 82%, are based in Luanda, while the remaining 18% work at the various service points outside of the capital, which helps maintain the Bank's reach throughout the entire country.

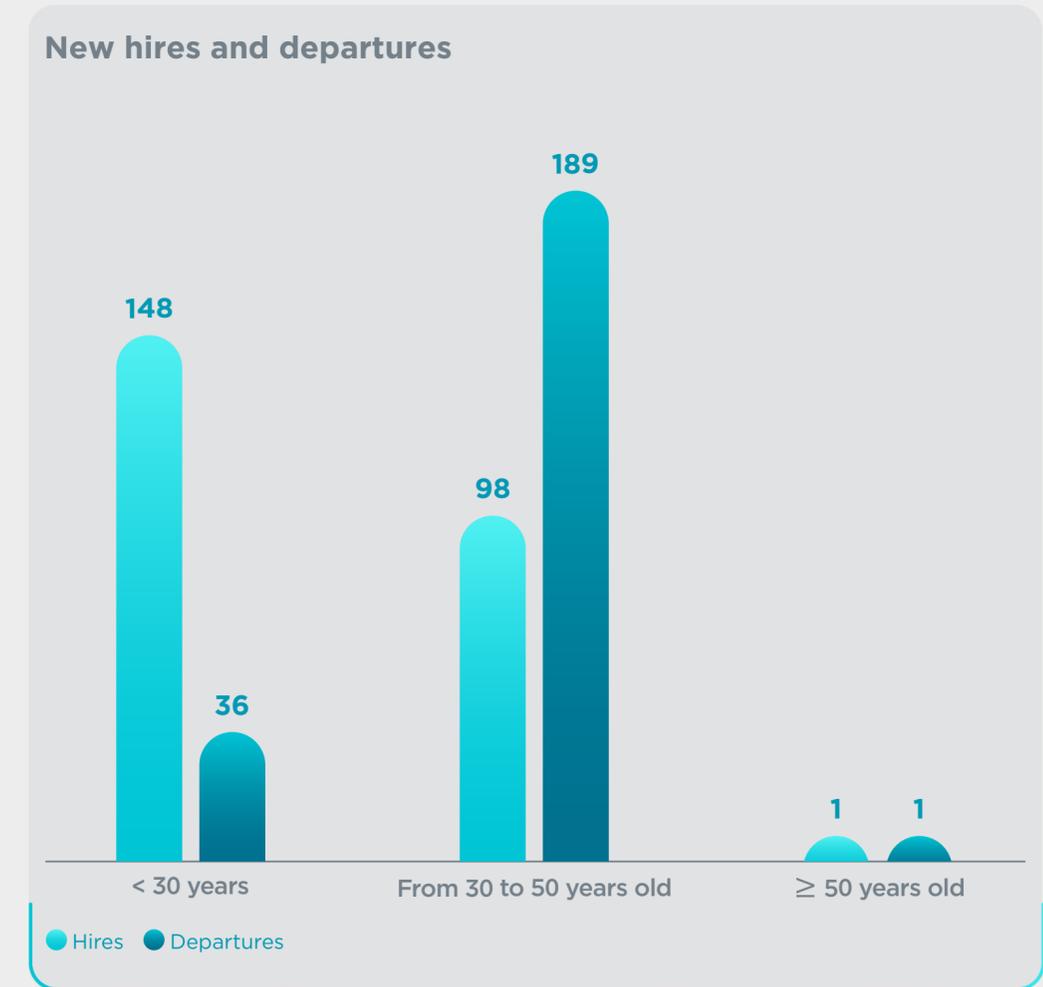
Diversity and Inclusion

ATLANTICO recognises the theme of diversity and inclusion, prioritising, valuing and fostering this culture across the board throughout the Organisation. With the aim of contributing to the personal and professional development and improving the social and economic conditions of its Employees, the Bank believes that this strategy should be adopted by focusing on recruitment, training, career development, employment conditions, facilities as well as services and Employee relations.

The age composition of the Bank's team shows a young and dynamic structure, with 74% of Employees in the 30 to 50 age bracket and 23%⁹ under 30; the 3% over 50 contribute a valuable wealth of knowledge and experience. During 2024, 247 new talented professionals joined ATLANTICO, of which 148 were under 30, which reinforces the Bank's commitment to recruit young professionals, followed by 98 new talented professionals aged between 30 and 50 and one over 50. In the same period, there were 226 departures, of which 189 were Employees aged between 30 and 50, 36 were under 30 and one was over 50.

The distribution between men and women is balanced, with 784 men and 733 women making up the Bank's team and this parity is also reflected in the dynamics of Employees joining and leaving throughout 2024. Of the new talents, 135 are male and 112 female and, in terms of departures, there were 118 men and 108 women: these figures demonstrate a conscious approach to gender diversity, with very similar flows of men and women entering and leaving the Bank.

In terms of contractual arrangements, 87% of Employees have a permanent contract with ATLANTICO, while 100% of the workforce is employed on a full-time basis. In addition, 36% of Employees are covered by collective bargaining agreements.



9. In ATLANTICO's RC2024, this figure corresponds to 25% of the total because it refers to Employees aged 30 or under, while in the sustainability report, in accordance with GRI requirements, Employees aged under 30 are included.



As a way of attracting and retaining its Talent, ATLANTICO has invested in a comprehensive set of benefits that meet the needs, expectations and wishes of its Employees, reinforcing its commitment to inclusion and a people-centred organisational culture.

BENEFITS



Health and Safety

Health insurance, work accident insurance, international insurance*.



Mobility

Transport, parking*, vehicles*, fleet card*, transport support allowance*.



Financial Compensation

Food allowance, vacation and Christmas allowance, performance bonus*, salary advance, availability allowance*, cash-failure allowance*, acting role allowance*, shift allowance*.



Social and Family support

Family allowance, study grant, expense allowance, dress allowance*, access to reimbursed meals .



Others

Credit card, credit, pension fund, partnerships, fringe*, Voice/Data*.

*Depending on the job performed.

Employee Training and Development

The training and continuous development of Employees is a priority for the Bank, as an engine for enhancing talent. Investing in training professionals is crucial not only for individual growth and talent retention, but also for consolidating an organisational culture and positioning in the market.

During 2024, the Bank had 22,318 participants in the 54,684 hours of training it provided. Around 66% of these hours were carried out through digital means, while the remaining 34 % corresponded to face-to-face sessions, demonstrating a hybrid approach to the training and development strategy.

TRAINING



54,684
Training Hours



36
Average hours of training per Employee



ATLANTICO’s goal is for Employees to have access to training in key departments according to their role in the Organisation, namely Leadership, Monitoring, Being ATLANTICO, Business, Support and Technology, which is why several initiatives with a significant impact on the management of this issue were implemented in 2024:

- **Integration training with a focus on Sustainability and ESG:** Introduction to Sustainability and ESG module, part of the “First Dive” programme, aimed at all new Employees. This action enabled around 200 professionals to receive a comprehensive overview on the strategic relevance of these issues for the Bank, from the very start of their career at the Institution.
- **Thematic workshops for senior staff:** Training sessions and workshops dedicated to Sustainability, aimed at senior Employees, including members from the Board of Directors, Senior Management and other strategic professionals. These activities involved around 130 participants.
- **Sustainability Newsletter – “IMPACT”:** Published quarterly since 2023, IMPACT is dedicated to reflection on topics such as Sustainability, Sustainable Finance and ESG. In 2024, four new editions were launched, bringing the total to seven publications by the end of the year.



The performance evaluation contributes directly to retaining talent, toward the assessment and development of Employees as well as the creation of long-term value

1ST EDITION OF ATLANTICO SUSTAINABILITY DAYS

Held with the institutional support of the UN Global Compact (UNGC), the 1st edition brought together more than 180 Stakeholders, including Employees, Customers, Suppliers and Partners, as well as invited companies and UNGC members in Angola. With this annual initiative, the Bank aims to bring its Stakeholders together and create a space for sharing and learning about best practices and strategies for promoting the SDGs, as well as promoting a constructive approach to sustainable solutions capable of generating value for organisations and society as a whole.

In addition to the training initiatives, ATLANTICO has been strengthening its participation in training programmes such as the “SDG Ambition” Programme, promoted by the United Nations Global Compact (UNGC) HUB AFRICA, which focused on the implementation of the SDGs. It also took part in international events such as **The Green, Social and Sustainability Bonds Executive Training Programme**, focused on issuing sustainable financial instruments, and the **Finance a Just Transition with Nature, Biodiversity, and Social Impact Executive Leadership Training**, focused on integrating a fair transition, biodiversity and social impact into financing strategies. It also took part in a training programme on Sustainable Finance held by ABANC in partnership with the IFC in Luanda, thereby aligning its development strategy with the global sustainability challenges and the expectations of its Stakeholders.

In a highly regulated and competitive sector such as banking, the assurance that teams operate with excellence, ethics and Customer focus is fundamental. The performance evaluation contributes directly to retaining talent, toward the assessment and development of Employees as well as the creation of long-term value. In 2024, 1,398 Employees received regular performance and career development assessments, representing 92% of the total workforce.

Workplace health and safety

With the aim of promoting a culture of safety, health and well-being at work and minimising the risks of accidents and illness for its Employees, Customers and Suppliers, the Bank governs its activities in this area according to its **Safety, Health and Hygiene at Work Policy**, which establishes the guidelines and responsibilities in relation to its Safety and Health model. In this way, the Bank reinforces a strategy that aims to provide the conditions for a healthy, safe and sustainable working environment, which is crucial to the Bank’s competitiveness and reputation and to the well-being of Employees and their families, while also promoting a balance between personal and professional life.

ATLANTICO has also implemented the **Occupational Health and Safety Management System**, through the creation of the Safety core based on legal requirements, and it has specific Occupational Health and Safety (OHS) regulations in force. This Management System, which covers all of the Bank’s Employees, establishes policies and processes that encourage preventive action in the event of work circumstances considered to be susceptible to accidents at work or occupational illnesses.

As stipulated in the internal regulations, any event is reported to the Safety team, which proceeds with the assessment of exposure to the risk. Whenever necessary, Employees are immediately removed from the risk area and remain away until the danger has been eliminated or mitigated through the implementation of appropriate measures. The Safety team conducts a systematic process that guarantees the protection of Employees’ integrity, namely:

1. Preventive, palliative and corrective maintenance;
2. Conducting technical visits to workplaces;
3. Preparing detailed reports by identifying opportunities for improvement;
4. Signalling the teams responsible, ensuring that issues are closed in accordance with the hierarchy of controls.



ATLANTICO has several occupational health services, which play an essential role in providing first aid, carrying out occupational medical examinations, adapting work stations, techniques and rhythms to human physiology and promoting the physical and mental well-being of Employees. The Talent Management Department (TMD) regularly organises information sessions and lectures, allowing Employees to ask questions and learn more about Occupational Health and Safety (OHS). These services and initiatives contribute to the health education of Employees, in accordance with occupational health standards and rules. To ensure accessibility, the Institution has a medical office in the main office building and ATLANTICO offers Employees the benefit of health insurance.

As part of strengthening OHS practices, the Occupational Accident Prevention Committee (OAPC) is in the process of establishment, a committee comprised of Employee representatives. The OAPC's main duties will be to:

- Contribute toward the adapting of work stations, techniques and rhythms based on human physiology;
- Promote the establishment and maintenance of the highest level of physical and mental well-being for Employees;
- Support Employee health education and encourage the adoption of behavioural standards in accordance with occupational health rules and regulations.

The Bank adopts a preventive approach to ensure health and safety at work, through the implementation of an Occupational Health Plan and a Preventive Maintenance Plan for equipment that may impact users at its facilities. These measures aim to mitigate significant risks associated with its operations and business relationships.

ATLANTICO mapped the potential risks associated with Safety and Health at Work and identified mainly ergonomic risks related to the use of space and infrastructures. In 2024, the Bank recorded two accidents at work that required reports, corresponding to a rate of 1.36 accidents at work, due to falls and intoxication.

Throughout this year, the reaffirmation on the commitment to value Talent, recognising it as the central element in the Bank's sustainability strategy, strengthened the involvement of Employees and boosted their contribution toward value creation at ATLANTICO. By promoting an inclusive, safe, and development-oriented environment, people are placed at the centre, reflecting a vision of a fairer and more sustainable future.



5.2.

Social Transformation

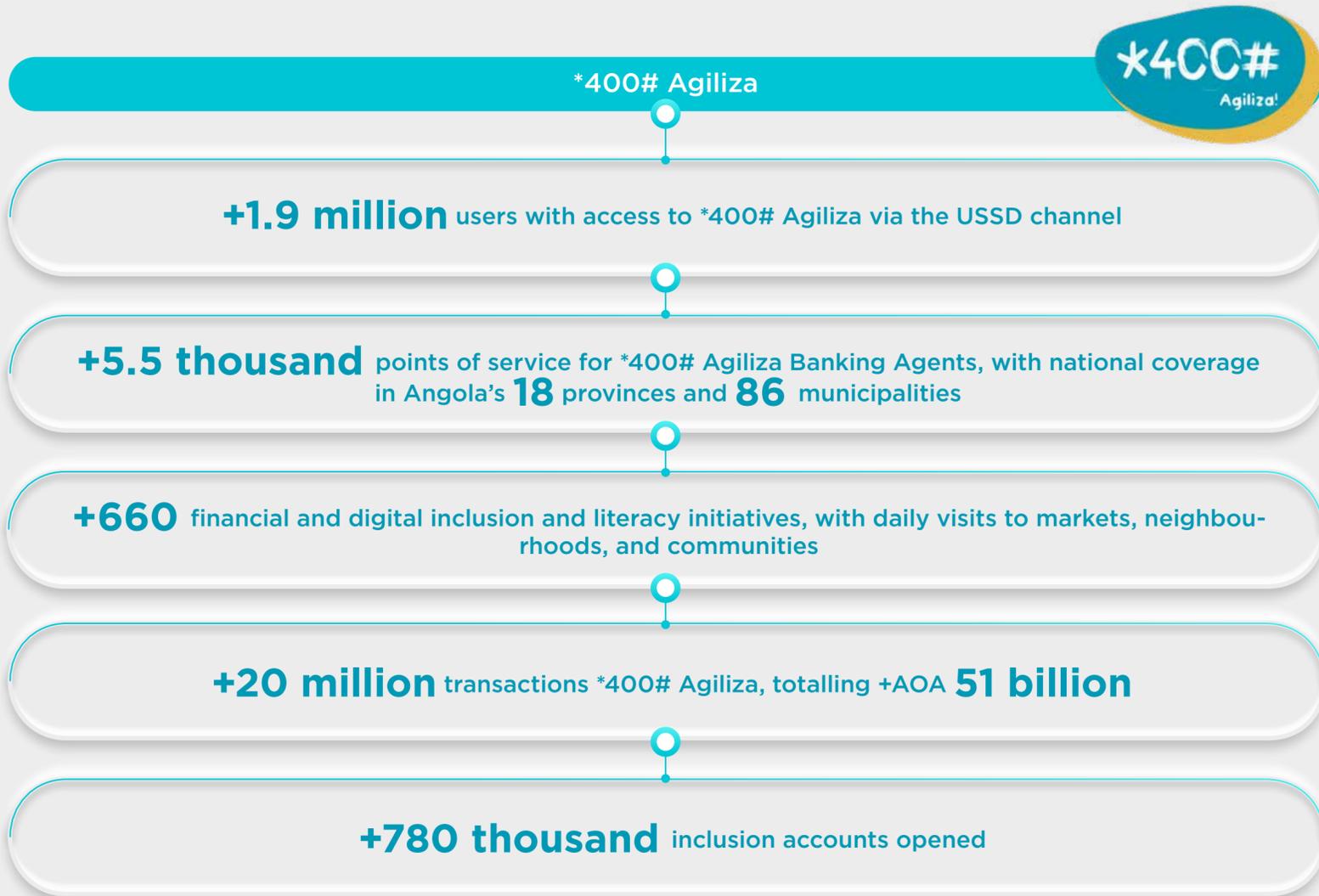
In ATLANTICO's mission, Social Transformation takes centre stage, reflecting the Bank's commitment to the sustainable development of communities around it. Connecting with Angolan society is part of its institutional DNA and is based on genuine proximity: listening carefully to needs and responding in a concrete way.

To this end, and as part of its Corporate Social Responsibility strategy, throughout 2024 Banco ATLANTICO has developed initiatives and established strategic partnerships with local entities, with the aim of promoting the development of communities in the medium and long term. Among these actions, some include the ***400# Agiliza projects and the Malembe Programme**, which focus on key areas such as promoting financial inclusion and encouraging entrepreneurship.



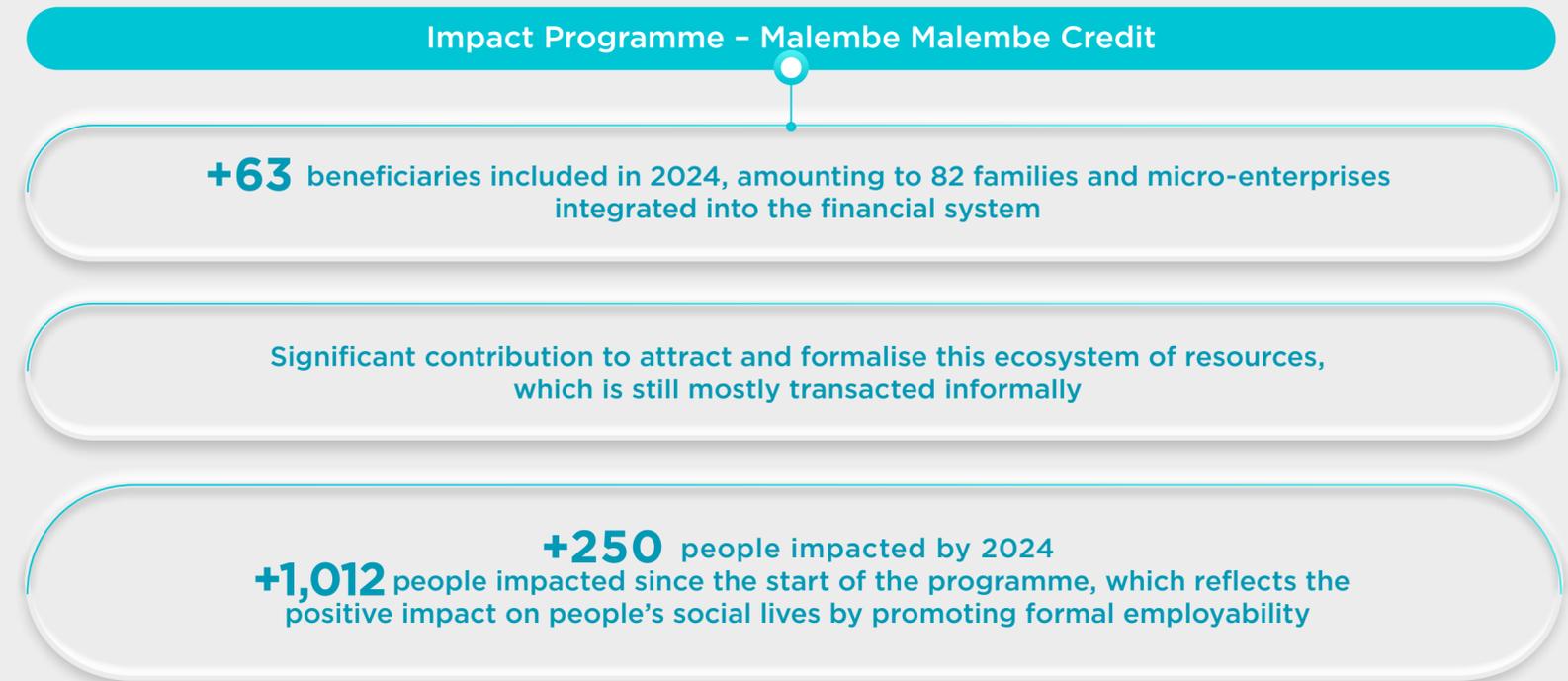
*400# Agiliza

The *400# Agiliza platform represents an innovative solution for promoting financial inclusion in Angola, especially among people in remote areas with limited access to traditional banking services. With the motto, “Your mobile phone is your bank”, this initiative puts the power of financial literacy and resource management directly into the hands of citizens, through simple and accessible technology. By enabling basic banking operations via mobile phone, without the need for an internet connection, *400# Agiliza has a significant impact on the lives of low-income families, contributing to their financial autonomy and strengthening the local economy.



Impact Programme - Malembe Malembe Credit

The Malembe Impact Programme — an expression that means “Slowly Goes the Distance” in the Kikongo language — was created by the Bank with the aim of supporting artisanal fishermen through proposals with accessible financing conditions that are adjusted to the reality of this essential activity in Angola. With low interest rates and flexible terms, the programme aims to promote financial inclusion and the socio-economic development of coastal communities.





ATLANTICO is continuously and increasingly committed to social transformation, positively impacting people’s lives. In 2024, the Bank also reinforced its dedication to education and the personal development of the younger generations, by associating itself with awards granted to the “little writers” and aligning its actions with **SDG 4 – Quality Education**. Beyond the support provided to the awards ceremony, the Bank organised a training course in Financial Literacy, giving around 30 children and teenagers from different provinces the opportunity to learn more about money, savings, and financial management. This initiative helped build solid foundations for the future of these young people, promoting inclusion and the sustainable development of communities.

Through the **Sharing Values for Life** programme, each Employee has the opportunity, through gestures of solidarity, commitment, empathy, and dedication to others, to contribute to society in a responsible and innovative way, inspiring dreams, helping to achieve goals and promote sustainable projects

In 2024, the Bank promoted a series of activities that highlight and reinforce its strong sense of responsibility towards people. By mobilising its Employees to volunteer, ATLANTICO supported charities, positively impacting children, young people, and the elderly in various communities. In addition to volunteering, a Goods Collection Campaign was carried out, whose donations - including food, teaching materials, clothing, and toys - were delivered to the institutions supported by the Bank, contributing to the well-being and improvement of living conditions for the beneficiaries.

Support initiatives have also been developed for selected institutions, in line with the Bank’s social transformation strategy, with a special focus on promoting knowledge and entrepreneurship. These initiatives reach different audiences, stimulating the development of skills, autonomy, and the creation of opportunities, thereby reinforcing the Bank’s commitment to build a more informed, dynamic, and sustainable society.



Kandengue Writer’s Competition - ATLANTICO awarded prizes to the little writers, focusing on the personal development of new generations



Solidarity Christmas at the Father Tiago Brendel Boarding School - Dundo

Impact of the ecosystem on communities



Entrepreneurship

Mission

Fostering the development of families in rural areas through initiatives with an economic and social impact, supporting and following the principles of the Sustainable Development Goals (SDGs) as a measurement and barometer of the impact generated.

TARE (Technical Assistance And Rural Extension)

Support for the sustainable development of agricultural production by rural families.

Capacity Building

Developing the technical and institutional skills of local partners.

Research and Innovation

Conceptualisation, testing, and development of local solutions and challenges.

Logistics and Fairtrade

Creation of links with the agri-food value chain, focusing on rural areas.



Hubs of action



DOMBE 4.0 PROJECTO INTEGRADO

Development of agricultural production in rural areas through TARE:

- To promote inclusive development models based on rural properties;
- To support rural working families through training programmes;
- To provide technical assistance and agricultural management;
- To promote production and the rural community on the formal market;
- To attract young Angolans to the primary sector.

+1,087 Lives impacted (including 281 farmers directly)

433 Hectares of production areas



6 Webinars

34 Speakers

+500 Participants

+1,500 Hours invested

Knowledge

Mission

Promote the qualitative improvement of primary education in Angola as a priority for human and national development.



Hubs of action

Pursuit of Excellence

Ulwazi contributes to Angola and Africa being at the forefront of knowledge in the education sector.

Structuring Action

Ulwazi is an active partner in defining and implementing education policies and strategies.

Catalyst for Innovation

Ulwazi is an accelerator for innovation and new teaching models.

Skills Factory for Education

Education plays a fundamental role in preparing the future, but we also need to prepare the future of education.



- 1. Teachers:** training and follow-up activities to improve skills in good teaching practices, focusing on the active role of pupils.
- 2. School managers:** training and support to promote efficient administration of human resources, taking into account specific local contexts and to ensure the maintenance of school infrastructure.
- 3. Infrastructure:** To help improve and maintain the infrastructure that is essential for the proper functioning of schools that form part of the project.
- 4. Pupils:** raising awareness among local communities, public authorities, and private entities on the importance of education.

+690
hours of monitoring
pilot schools

5
trainers

+350
Managers trained

+400
Teachers trained

Potential impact of
+21,000 students

LAR DE NAZARÉ

Mission

- Help provided to orphaned children in extreme poverty, from 3 to 14 years old, and outside the education system, providing better living and teaching conditions;
- Permanent shelter for girls at risk.



As part of its commitment to entrepreneurship for sustainable development, ATLANTICO has established a strategic partnership with Hemera Capital Partners and is the initial investor in the Dual Impact Fund, a pioneering fund in Angola dedicated to social impact. Through this initiative, the Bank reinforces its commitment to create shared value, promote innovative solutions that contribute to strengthening the economic fabric and positively transform communities.

The Bank's commitment to social transformation is reflected in an approach that prioritises investment in the community and in People. By fostering partnerships, supporting inclusion initiatives, and investing in the development of populations, the Bank actively contributes towards building a fairer and more sustainable future. This vision, which combines social support and encouragement towards knowledge and entrepreneurship, consolidates the Bank's role as an agent of change in Angolan society.



OBJECTIVES

- Contribute to the development of the Angolan business system, in support of companies to incorporate sustainability and impact criteria into their mission.
- Be a source of funding for startups and SMEs.
- Create impact with financial, social, and environmental returns.

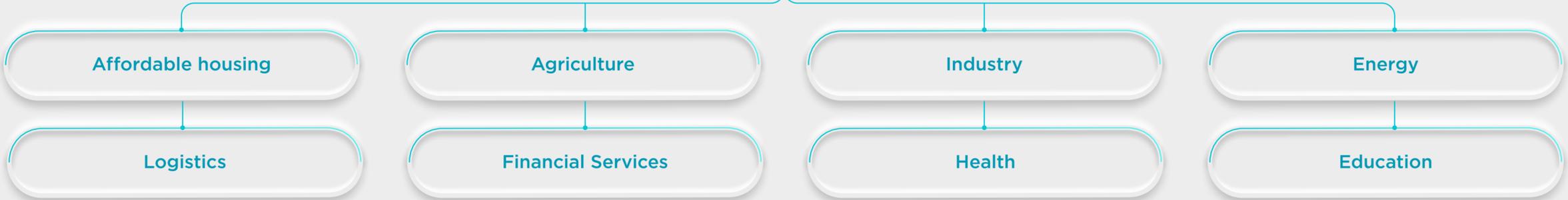
CHARACTERISTICS

3.075 billion AOA under management
Objective: **10 billion AOA** under management

10 YEARS
Fund Maturity
5 year investment period

30 M - 600 M AOA
Investment per project

ACTIVITY AREAS



6

ANNEXES

- 6.1. About this Report
- 6.2. Contacts and address
- 6.3. GRI Table





6.1. About this Report

This document marks the first edition of ATLANTICO's Sustainability Report, a significant evolution from the Sustainability Booklet developed in the previous reporting year, and represents a milestone in reinforcing the Bank's commitment to transparency, corporate responsibility, and the creation of sustainable value for its Stakeholders. The organisation is aiming for an annual publication. The Sustainability Report presented here therefore refers to the period from 1 January to 31 December 2024.

The data included in this report has been reported in accordance with the Global Reporting Initiative (GRI) guidelines, ensuring alignment with an internationally recognised framework for sustainability reporting. Given that this is the first financial year, there are no restatements or republications of information from previous years. The report has not been subject to independent external verification.

6.2. Contacts and address:

Banco Millennium Atlântico S.A. - ATLANTICO
Rua do Centro de Convenções de Talatona, Via S8, (GU05B),
Condomínio Cidade Financeira, Edifício ATLANTICO, Bloco 7/8.
Municipality and Urban District of Talatona, Luanda.

For any questions regarding this Sustainability Report or ATLANTICO's approach in terms of sustainability, please contact the following email address: gsi@atlantico.ao



6.3.

GRI Table

Statement of use:

Banco Millenium Atlântico has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.

GRI 1 used:

GRI 1: Foundation 2021

Applicable sector standard:

Not applicable

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 2: General contents (Referring to the standard published in 2021)					
2-1 Organisation Details	6. About this report				
2-2 Entities included in the organisation’s sustainability report	6. About this report				
2-3 Reporting period, frequency, and contacts	6. About this report				
2-4 Restatement of information	As this is a first reporting period, there is no restatement of the information.				
2-5 External verification	6. About this report				
2-6 Activities, value chain, and other business relationships	1. ATLANTICO	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
2-7 Employees	5. People and communities - Social Dimension > Talent ATLANTICO has no Employees working without guaranteed hours.	-	-	-	
	2024				
No. of Employees					
Men	784				
Women	733				
Total	1,517				
No. of Employees with permanent contracts					
Men	676				
Women	640				
No. of Employees with temporary contracts					
Men	108				
Women	93				
No. of full-time Employees					
Men	784				
Women	733				
No. of part-time Employees					
Men	0				
Women	0				
2-8 Workers who are not Employees	5. People and communities - Social dimension				
	2024				
Number of workers who are not Employees					
Men	675				
Women	38				
Total	713				

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
2-9 Governance structure and its composition	1. ATLANTICO > Governance Model	-	-	-	
2-10 Appointment and selection of the highest governance body	1. ATLANTICO > Governance Model	-	-	-	
2-11 Chairman of the highest governance body	1. ATLANTICO > Governance Model	-	-	-	
2-12 Role played by the highest governance body in monitoring impact management	1. ATLANTICO > Governance Model	-	-	-	
2-13 Delegation of responsibility for impact management	1. ATLANTICO > Governance Model	-	-	-	
2-14 Role played by the highest governance body in sustainability reporting	1. ATLANTICO > Governance Model	-	-	-	
2-15 Conflicts of Interest	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption.	-	-	-	
2-16 Communication of critical concerns	3. Business with purpose – Governance Dimension > Ethics and compliance	-	-	-	
2-17 Collective knowledge of the highest governance body	1. ATLANTICO > Governance Model	-	-	-	
2-18 Performance evaluation of the highest governance body	ATLANTICO does not evaluate the performance of the highest governance body.	-	-	-	
2-19 Remuneration policy	1. ATLANTICO > Governance Model	-	-	-	
2-20 Process for determining remuneration	1. ATLANTICO > Governance Model	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
2-21 Annual total remuneration ratio	As this is ATLANTICO's first report in accordance with the GRI standards, the annual total remuneration ratio and its requirements will not be presented.	2-21	Information not available	-	
2-22 Strategy statement on sustainable development	Message from the Board of Directors	-	-	-	
2-23 Policies	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
2-24 Incorporation of Policies	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
2-25 Processes to remedy negative impacts	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
2-26 Mechanisms for advice and raising concerns	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
2-27 Compliance with laws and regulations	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
2-28 Participation in associations	ABANC – Angolan Banking Association	-	-	-	
2-29 Stakeholder engagement approach	2. The journey to sustainability > Stakeholder engagement	-	-	-	
2-30 Collective bargaining agreements	5. People and communities – Social Dimension > Talent > Diversity and Inclusion	-	-	-	
GRI 3: Material topics (Referring to the standard published in 2021)					
3-1 Process for defining material topics	2. The journey to sustainability > Materiality	-	-	-	
3-2 List of material topics	2. The journey to sustainability > Materiality	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
ETHICS AND COMPLIANCE					
GRI 3: Material topics (Referring to the standard published in 2021)					
3-3 Management of material topics	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
205-2 Communication and training on anti-corruption policies and procedures	3. Business with purpose – Governance Dimension > Ethics and compliance > Ethics, integrity, and anti-corruption	-	-	-	
		2024			
		No.	%		
Members of the Governance Body					
Governance body members who received communication about anti-corruption policies and procedures		17 ⁹	100%		
Governance body members who received anti-corruption training		3	0		
Total number of Employees who received communication on anti-corruption procedures and policies, broken down by professional category					
Directors		15	100%		
Advisor from the Board of Directors		2	100%		
Director and Deputy Director		37	100%		
Deputy Director and Assistant Director		69	100%		
Analyst, Specialist, Coordinator and Assistant Coordinator		300	100%		
Technician and Senior Technician		379	100%		
Customer Manager and Senior Customer Manager		163	100%		
Assistant, Customer Assistant, Senior Assistant and Senior Customer Assistant		540	100%		
Operational and Administrative		12	100%		
Total		1,517	100%		
Total number of Employees who received training in anti-corruption, broken down by professional category					
Directors		5	33.3%		
Advisor from the Board of Directors		2	100%		
Director and Deputy Director		25	67.6%		
Deputy Director and Assistant Director		58	84.1%		
Analyst, Specialist, Coordinator and Assistant Coordinator		289	96.3%		

9. 17, because two advisors from the governance bodies who received communication were added to the 15 members in the governance body.

To be continued



Continued

Contents	Location			Omission			Sector standard ref. No.
			2024	Omitted requirements	Reason	Explanation	
		N.º	%				
Technician and Senior Technician		349	92.1%				
Customer Manager and Senior Customer Manager		133	81.6%				
Assistant, Customer Assistant, Senior Assistant and Senior Customer Assistant		484	89.6%				
Operational and Administrative		11	91.7%				
Total		1,356	89.4%				
205-3 Confirmed cases of corruption and measures taken	3. Business with purpose - Governance Dimension > Ethics and compliance Ethics, integrity, and anti-corruption			-	-	-	
CORPORATE GOVERNANCE							
GRI 3: Material topics (Referring to the standard published in 2021)							
3-3 Management of material topics	ATLANTICO >1.3. Governance model 3. Business with purpose - Governance Dimension > Corporate governance			-	-	-	
INNOVATION AND DEVELOPMENT							
GRI 3: Material topics (Referring to the standard published in 2021)							
3-3 Management of material topics	2024 Annual Report - pg.26 4. Planet - Environmental Dimension > Circular Economy			-	-	-	
FINANCIAL INCLUSION							
GRI 3: Material topics (Referring to the standard published in 2021)							
3-3 Management of material topics	5. People and communities - Social Dimension > Social Transformation			-	-	-	
POLICIES AND INCENTIVES FOR EMPLOYEE RETENTION							
GRI 3: Material topics (Referring to the standard published in 2021)							
3-3 Management of material topics	5. People and communities - Social Dimension > Talent			-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 401: Employment (Referring to the standard published in 2016)					
401-1 Number and rate of new hires and turnover rate	5. People and communities – Social Dimension > Talent	-	-	-	
Number and rate of new hires and turnover rate	2024				
No. of new hires by age group					
<30 years old	148				
30 to 50 years old	98				
>50 years old	1				
Total	247				
No. of new hires by gender					
Female	135				
Male	112				
Total	247				
Entry rate by age group					
<30 years old	10%				
30 to 50 years old	6%				
>50 years old	0%				
Entry rate by gender					
Female	9%				
Male	7%				
Total	16%				
No. of departures by age group					
<30 years old	36				
30 to 50 years old	189				
>50 years old	1				
Total	226				

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
Number and rate of new hires and turnover rate	2024				
No. of departures by gender					
Female	108				
Male	118				
Total	226				
Turnover rate by age group					
<30 years old	2%				
30 to 50 years old	12%				
>50 years old	0%				
Turnover rate by gender					
Female	7%				
Male	8%				
Total	15%				
401-2 Benefits offered to Employees	5. People and communities - Social Dimension > Talent	-	-	-	
401-3 Maternity/paternity leave	5. People and communities - Social dimension	-	-	-	
Total Employees entitled to parental leave (no.)	2024				
Gender					
Male	3				
Female	78				
Total	81				
Total number of Employees who took parental leave (no.)	2024				
Gender					
Male	3				
Female	78				
Total	81				

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
Total number of Employees who returned to work after parental leave (no.)	2024				
Gender					
Male	3				
Female	78				
Total	81				
Total Employees who returned to work after parental leave ended and remained employed twelve months after their return to work, broken down by gender (no.)	2024				
Gender					
Male	3				
Female	78				
Total	81				
Return to work rates for Employees who have taken parental leave (%)	2024				
Gender					
Male	100%				
Female	100%				
Total	100%				
Retention rates for Employees who have taken parental leave (%)	2024				
Gender					
Male	100%				
Female	100%				
Total	100%				

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 405: Diversity and equal opportunities (Referring to the standard published in 2016)					
GRI 405-1 Diversity of governance bodies and Employees	5. People and communities - Social Dimension > Talent	-	-	-	

Number of Employees by functional category, age group and gender (no.)	2024			Total
	Age group	Male	Female	
Director	<30 years old	0	0	0
	30 to 50 years old	9	3	12
	>50 years old	3	0	3
	Total	12	3	15
Advisor from the Board of Directors	<30 years old	0	0	0
	30 to 50 years old	1	1	2
	>50 years old	0	0	0
	Total	1	1	2
Director and Deputy Director	<30 years old	0	0	0
	30 to 50 years old	19	12	31
	>50 years old	3	3	6
	Total	22	15	37
Deputy Director and Assistant Director	<30 years old	0	0	0
	30 to 50 years old	36	29	65
	>50 years old	4	0	4
	Total	40	29	69
Specialists, Coordinator and Assistant Coordinator	<30 years old	4	3	7
	30 to 50 years old	144	139	283
	>50 years old	1	9	10
	Total	149	151	300

To be continued



Continued

Contents	Location	2024			Total	Omission			Sector standard ref. No.
		Age group	Male	Female		Omitted requirements	Reason	Explanation	
Number of Employees by functional category, age group and gender (no.)	Technician and Senior Technician	<30 years old	64	34	98				
		30 to 50 years old	166	107	273				
		>50 years old	4	4	8				
		Total	234	145	379				
Customer Manager and Senior Customer Manager		<30 years old	18	19	37				
		30 to 50 years old	53	73	126				
		>50 years old	0	0	0				
		Total	71	92	163				
Assistant, Customer Assistant, Senior Assistant and Senior Customer Assistant		<30 years old	100	104	204				
		30 to 50 years old	142	187	329				
		>50 years old	5	2	7				
		Total	247	293	540				
Operational and Administrative		<30 years old	0	0	0				
		30 to 50 years old	4	2	6				
		>50 years old	4	2	6				
		Total	8	4	12				
		784	733	1,517					

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 405-2 Ratio of basic salaries and remuneration of women to men	5. People and communities - Social dimension	-	-	-	
Average basic salary by job category and gender	Rácio				
Advisor from the Board of Directors	0.92				
Director and Deputy Director	0.79				
Deputy Director and Assistant Director	0.85				
Specialists, Coordinator and Assistant Coordinator	0.87				
Technician and Senior Technician	1.00				
Customer Manager and Senior Customer Manager	1.25				
Assistant, Customer Assistant, Senior Assistant and Senior Customer Assistant	1.23				
Operational and Administrative	1.82				
Total	0.92				
EMPLOYEE TRAINING AND DEVELOPMENT					
GRI 3: Material topics (Referring to the standard published in 2021)					
3-3 Management of material topics	5. People and communities - Social Dimension > Talent > Employee Training and Development	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 404: Training and Education (Referring to the standard published in 2016)					
404-1 Average number of training hours	5. People and communities - Social Dimension > Talent > Employee Training and Development	-	-	-	
Average hours of training by category and gender (h per Employee)	2024				
	Male	Female	Total		
Director	1	1	1		
Advisor from the Board of Directors	50	45	48		
Director and Deputy Director	52	19	39		
Deputy Director and Assistant Director	74	35	57		
Specialists, Coordinator and Assistant Coordinator	35	20	27		
Technician and Senior Technician	47	41	45		
Customer Manager and Senior Customer Manager	55	51	53		
Assistant, Customer Assistant, Senior Assistant and Senior Customer Assistant	28	28	28		
Operational and Administrative	4	4	4		
Total	40	32	36		
404-3 Percentage of Employees who have received a performance assessment	5. People and communities - Social Dimension > Talent > Employee Training and Development	-	-	-	
COMMITMENT TO HUMAN RIGHTS					
GRI 3: Material topics (Referring to the standard published in 2021)					
3-3 Management of material topics	3. Business with purpose - Governance Dimension > Commitment to Human Rights	-	-	-	
GRI 406: Non-discrimination (Referring to the standard published in 2016)					
406-1 Cases of discrimination and corrective measures taken	3. Business with purpose - Governance Dimension > Commitment to Human Rights In 2024, zero cases of discrimination were recorded.	-	-	-	
GRI 408: Child labour (Referring to the standard published in 2016)					
408-1 Operations and suppliers with significant risk of child labour cases	In 2024, zero cases of child labour were recorded.	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 409: Forced or compulsory labour (Referring to the standard published in 2016)					
409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labour	In 2024, zero cases of forced or compulsory labour were recorded.	-	-	-	
GRI 411: Rights of indigenous peoples (Referring to the standard published in 2016)					
411-1 Cases in violation of indigenous peoples' rights	In 2024, zero cases in violation of indigenous peoples' rights were recorded.	-	-	-	
RESPONSIBLE USE OF WATER RESOURCES					
GRI 3: Material topics (Referring to the standard published in 2021)					
3-3 Management of material topics	4. Planet - Environmental Dimension > Water resource management	-	-	-	
GRI 303: Water and effluents (Referring to the standard published in 2018)					
303-1 Interactions with water as a shared resource	4. Planet - Environmental Dimension > Water resource management	-	-	-	
303-2 Management of impacts related to water discharge	In the current reporting year, ATLANTICO does not have information on water disposal, and is committed to developing mechanisms to collect information for a future reporting exercise.	303-2	Information not available	-	
303-3 Water consumption	4. Planet - Environmental Dimension > Water resource management	-	-	-	
CIRCULAR ECONOMY					
GRI 3: Material topics (Referring to the standard published in 2021)					
3-3 Management of material topics	4. Planet - Environmental Dimension > Circular Economy	-	-	-	
GRI 301: Materials 2 (Referring to the standard published in 2016)					
301-1 Consumption of raw materials	4. Planet - Environmental Dimension > Circular Economy	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
301-2: Raw materials or recycled materials used	In the current reporting year, ATLANTICO does not have information on the proportion of raw materials or recycled materials used, and is committed to develop mechanisms to collect information for a future reporting year, since the 'Circular Economy' is a material issue for the organisation.	301-2	Information not available		
GRI 306: Waste (Referring to the standard published in 2020)					
306-1 Waste generation and significant impacts related to waste	In the current reporting year, ATLANTICO does not have information on waste management, and is committed to develop mechanisms to collect information for a future reporting year, since this is regarded as a material issue for the organisation.	306-1	Information not available		-
306-2 Management of significant impacts related to waste	In the current reporting year, ATLANTICO does not have information on waste management, and is committed to develop mechanisms to collect information for a future reporting year, since this is regarded as a material issue for the organisation.	306-2	Information not available		-
306-3 Waste generated	In the current reporting year, ATLANTICO does not have information on waste management, and is committed to develop mechanisms to collect information for a future reporting year, since this is regarded as a material issue for the organisation.	306-3	Information not available		-

ECONOMIC DISCLOSURES

GRI 201: Economic performance (Referring to the standard published in 2016)

201-1 Direct economic value generated and distributed	3. Business with purpose – Governance dimension> Responsible economic performance	-	-	-
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Economic value generated and distributed (AOA)	2024
Direct Economic Value Generated	113,657,971,000
Revenues	113,371,508,000
Others (if applicable)	286,463,000
Economic value distributed	38,255,629,000
Operating Costs	0
Employee Salaries and Benefits	29,759,826,000
Payments to Investors	0
Payments to the State	8,495,803,000
Donations and other community investments	0
Cumulative economic value	75,402,342,000

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
GRI 202: Market presence (Referring to the standard published in 2016)					
202-1 Proportion between the lowest wage and the local minimum wage, broken down by gender	3. Business with purpose - Governance dimension> Responsible economic performance	-	-	-	
202-2 Proportion of board members hired from the local community	3. Business with purpose - Governance dimension> Responsible economic performance	-	-	-	
GRI 203: Indirect economic impacts (Referring to the standard published in 2016)					
203-1 Investment in infrastructure and support services	3. Business with purpose - Governance dimension> Responsible economic performance	-	-	-	
GRI 204: Purchasing practices					
204-1 Proportion of spending with local suppliers	3. Business with purpose - Governance dimension> Responsible economic performance	-	-	-	
ENVIRONMENTAL DISCLOSURES					
GRI 302: Energy (Referring to the standard published in 2016)					
302-1 Energy consumption within the organisation	4. Planet - Environmental Dimension > Energy and emissions management	-	-	-	
302-3 Energy intensity	4. Planet - Environmental Dimension > Energy and emissions management	-	-	-	
GRI 305: Emissions (Referring to the standard published in 2016)					
305-1 Direct emissions (scope 1)	4. Planet - Environmental Dimension > Energy and emissions management	-	-	-	
305-2 Indirect emissions (scope 2)	4. Planet - Environmental Dimension > Energy and emissions management	-	-	-	

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	

305-4 Intensity of GHG emissions	4. Planet - Environmental Dimension > Energy and emissions management	-	-	-	
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Energy consumption	Consumption	Unit	GJ	%	tCO2	%
Scope 1	Generators	W	6,024,09	26.4%	417.81	
	Fleet Diesel	W	211,73		14.91	56.05%
	Fleet Petrol	W	1,364,69	6.9%	96.10	
Scope 2	Electricity	KwH	1,5233,98	66.7%	415	43.95%
Total			2,2834,5		943.51	
Total Employees			1,517			
Energy intensity (GJ/Employees) and Carbon intensity (tCO2e/Employees)			15,1		0.62	

SOCIAL DISCLOSURES

GRI 403: Occupational health and safety (Referring to the standard published in 2018)

403-1 Health and workplace safety management system	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work
403-2 Hazard identification, risk assessment and incident investigation	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work
403-3 Occupational health services	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work
403-4 Worker participation, consultation and communication with workers regarding occupational health and safety	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work
403-5 Worker training in occupational health and safety	5. People and communities - Social Dimension > Talent > Well-being, Health and Safety at Work

To be continued



Continued

Contents	Location	Omission			Sector standard ref. No.
		Omitted requirements	Reason	Explanation	
403-6 Promoting health and safety at work	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work				
403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relations	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work				
403-9 Work accidents	5. People and communities - Social Dimension > Talent > Well-being, Health, and Safety at Work				
GRI 413: Local communities (Referring to the standard published in 2016)					
413-1 Operations with local community involvement, impact assessment and/or development programmes	5. People and communities - Social Dimension > Social Transformation				
GRI 418: Customer Privacy (Referring to the standard published in 2016)					
418-1 Substantiated complaints regarding breaches of privacy and loss of Customer data	3. Business with purpose - Governance Dimension > Privacy, data protection and cybersecurity				

**2024 SUSTAINABILITY
REPORT**

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