

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

CHAPTER I - CONCEPT AND PURPOSE

Art. 1 This Internal Regulation ("Regulation") regulates the functioning of the Personnel, Eligibility, Succession and Remuneration Committee ("Committee") of Caixa Seguridade Participações S.A. ("Caixa Seguridade" or "Company"), subject to the provisions of the Company's Bylaws and Appointment Policy, as well as current legislation.

Art. 2 The Committee is a permanent statutory body, directly linked to the Board of Directors.

CHAPTER II - COMPOSITION**SECTION I - MEMBERS**

Art. 3 Members of the Committee must be Brazilians, preferably resident and domiciled in the country, endowed with an unblemished reputation, moral integrity, and graduated from a university degree compatible with the position, observing the requirements imposed by the Brazilian Corporation Law, Law No. 13.303/16 and its respective regulatory Decree, by the Company's Nomination Policy and other applicable rules.

Art. 4 The People, Eligibility, Succession and Remuneration Committee will be composed of members of the Board of Directors or other advisory committees, without additional remuneration, or by external members, in which case the remuneration will be defined at the general meeting.

Art. 5 The People, Eligibility, Succession and Remuneration Committee will be composed of 3 (three) effective members, elected and replaceable by the Board of Directors.

Art. 6 The following cannot be elected or remain in statutory bodies, in addition to those prohibited by law and other applicable rules:

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

I - those declared disqualified for management positions in institutions authorized to operate by SUSEP, CVM, BACEN or other institutions subject to authorization, control and inspection by Public Administration bodies and entities, directly and indirectly, including private social security entities, insurance companies, capitalization companies and publicly-held companies;

II - those who are responding personally, or as controller or administrator of a legal entity, for pending issues related to protest of securities, judicial collections, issuance of uncovered checks, default of obligations and other similar occurrences or circumstances;

III - those declared bankrupt or insolvent;

IV - those who control or participate in the management of a legal entity undergoing judicial reorganization, bankrupt or insolvent, in the period of five years prior to the date of election or nomination, except in the capacity of trustee, commissioner, or judicial administrator;

V - partner, ascendant, descendant or collateral relative or similar, up to the third degree, of a member of the Board of Directors, of the Executive Board and of the Fiscal Council;

VI - those who are in default with the Company, its subsidiaries or with its controlling company and/or political-administrative person to which it is linked, or who have caused them losses that have not yet been compensated;

VII - those who hold control or relevant interest in the capital stock of the legal entity in default with the companies mentioned in the previous item or that have caused them damages that have not yet been reimbursed, this impediment extending to those who have held a management position in a legal entity in this situation, in the fiscal year immediately preceding the date of election or nomination; and

VIII - those convicted, by a final and unappealable decision, of bankruptcy crime, tax evasion, malfeasance, active or passive corruption, concussion, embezzlement, against the popular economy, against public faith, against property, against the National

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

Financial System and those sentenced to a criminal penalty that prevents, even if temporarily, access to public office.

SECTION II - MANDATE

Art. 7 The Committee members will have a unified mandate of 2 (two) years, with a maximum of 3 (three) reappointments being allowed, under the terms of the current rules.

Art. 8 The Chairman will be elected from among the committee members, at its first meeting.

Art. 9 The Committee members will remain in the exercise of their positions until the election and investiture of their successors.

Paragraph 1 The role of Committee member cannot be delegated.

Paragraph 2 The Committee members will not have substitutes.

Art. 10 The member resignation from the position must be made in writing and forwarded to the Chairman of the Board of Directors, with a copy to the Governance Secretariat, which will arrange for its proper filing, registration and publication.

SECTION III - VACANCY

Art. 11 In case of vacancy of a Committee member, as a result of dismissal, resignation, death, proven impediment, disability, loss of mandate or other cases provided for by law, the Board of Directors will elect its substitute to complete the mandate.

SECTION IV - REMUNERATION

Art. 12 The role of the Committee member will not be remunerated, except in the case

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

provided for in article 4 of these Regulation, members being subject to the provisions contained in articles 156 to 165 of the Brazilian Corporation Law, and must be exercised with respect to the duties of loyalty and diligence, as well as avoiding any conflict situation that could affect the interests of the Company and its shareholders.

CHAPTER III - COMPETENCES

Art. 13 It is incumbent upon the Committee to:

I - give an opinion in order to assist shareholders in the appointment of administrators and fiscal councilors on the fulfillment of requirements and the absence of prohibitions for the respective elections;

II - give an opinion in order to assist the Board of Directors in the election of directors and members of Statutory Committees on the fulfillment of requirements and the absence of prohibitions for the respective elections;

III - give an opinion, in order to assist the Board of Directors in the appointment of administrators, fiscal councilors and members of Audit Committees of subsidiaries, on the fulfillment of requirements and the absence of prohibitions for the respective elections;

IV - give an opinion on the fulfillment of requirements and the absence of impediments and prohibitions for replacement of the Director responsible for the area of risk management, internal controls and compliance, by the maximum non-statutory employee of the area, in the case provided for in Art. 30, paragraph 9 of the Company's Bylaws;

V - verify the compliance of evaluation process and training applied to Managers, Fiscal Council members and members of the Company's Statutory Committees;

VI - to advise shareholders, the Board of Directors and the Executive Board in establishing requirements for appointments to the Company's and its subsidiaries'

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

collegiate bodies;

VII – assist the Board of Directors in the preparation and monitoring of the non-binding succession plan for managers; and

VIII - assist the Board of Directors in the evaluation of proposals relating to the personnel policy and in their follow-up.

Paragraph 1 The opinion provided for in items I, II, III and IV of this article must occur within 8 (eight) business days, counted from the date of receipt of the standardized form, an integral part of the evaluation process, and approval by the Civil House and other documents necessary for consideration that may be required by the Committee, forwarded by the appointing authority, under penalty of tacit approval and liability of its members in case of non-compliance with any requirement.

Paragraph 2 If there is any obstacle to the analysis of documentation, and as long as it is objectively proven, the period may be suspended, by means of a formal act of the Committee, immediately informing the nominating authority.

Paragraph 3 The nominations of minority shareholders must also be made through the standardized form available on the Ministry of Economy's website, if not previously submitted to the Committee, they will be verified by the meeting secretary or by the Board of Directors, with the help of the Committee, at the time of the election.

Paragraph 4 The manifestation of the Personnel, Eligibility, Succession and Remuneration Committee will be forwarded to the Board of Directors, which shall include, in the management's proposal for the holding of the general meeting that has on the agenda the election of members of the board of directors and of the fiscal council, its statement about the fit of the nominees to the legal, regulatory and statutory requirements and prohibitions in light of the self-declaration and documents presented by the nominee and the Committee's statement.

SECTION I - ATTRIBUTIONS

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

Art. 14 The Chairman of the Personnel, Eligibility, Succession and Remuneration Committee has the following attributions, without prejudice to others conferred on him by the Statute, the law and rules:

I - coordinate the Committee meeting;

II - identify deadlocks in discussions and propose an immediate vote or postponement of the issue under debate;

III - set the date, time and place for continuation, in the event of meeting postponing, eliminating the need for a new call of the members;

IV - organize and coordinate the agenda of meetings and the production of support material, with the support of the Governance Secretariat;

V - appoint the rapporteurs for the matters on the agenda;

VI - define the member who will replace him/her in the Committee presidency, in case of absence or temporary impediment; and

VII - promote the collegiate effectiveness and good performance.

Art. 15 The following are attributions of the People, Eligibility, Succession and Remuneration Committee members, without prejudice to others conferred on them by the Statute, the law and the rules:

I - support the Committee's opinion on matters assigned to it by the Chairman, when invested in the role of rapporteur; and

II - request examination of processes and/or other documents necessary for their clarification and guidance.

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

SECTION II - DUTIES

Art. 16 The Committee must also observe the attributions emanating from regulatory bodies and related legislation or determined by the Board of Directors.

Art. 17 Committee members must perform their duties respecting the same duties and responsibilities assigned to the Company's managers, contained in Decree No. 8,945/16 and in Articles 153 to 159 of Law 6,404/76, as provided for in Art. 160 of the aforementioned Law, including the duty to inform the Board of Directors of any possible conflict of interest.

Art. 18 The Committee members, in addition to observing the legal duties inherent to the position, must guide their conduct by high ethical standards, as well as observe and encourage good corporate governance practices in the Company.

Paragraph 1 They must maintain strict confidentiality on any relevant information of the Company until its formal disclosure to the interested parties.

Paragraph 2 The confidentiality of information must be treated in light of the Company's Information Security Policy and standards, as well as the legislation and other rules that regulate its activities.

Art. 19 The member of the People, Eligibility, Succession and Remuneration Committee must inform the Company of their candidacy for an elective position.

SECTION III - RESPONSIBILITIES

Art. 20 Caixa Seguridade, as defined by the Board of Directors, will ensure that the members and former members of the Committee are defended in legal and administrative proceedings brought against them for the practice of acts in the exercise of their position or function, provided that it has not been fact that gives rise to the liability action and that there is no incompatibility with the interests of the Company, its subsidiaries and affiliates.

SECTION IV - EVALUATION

Art. 21 The Committee members will carry out an annual evaluation of the collegiate, peers and self-performance evaluation.

Art. 22 The Board of Directors will evaluate, at the end of each year, according to criteria and procedures defined in the internal rule, the Committee performance, in a collegiate and individual way, subsidized by evaluations carried out by the Committee itself, according to Art. 21.

CHAPTER IV - OPERATION

Art. 23 Members of the People, Eligibility, Succession and Remuneration Committee will meet whenever necessary.

Art. 24 The Committee's meetings shall be convened by its Chairman:

Paragraph 1 The call shall be made by electronic means or any other means that allows proof of receipt, at least 3 (three) business days in advance and with presentation of the agenda of the matters to be dealt with.

Paragraph 2. As a matter of urgency, meetings may be called without observing the above term, provided that they are duly justified by the Company, accepted by the Committee and all members of the collegiate are unequivocally aware.

Paragraph 3 Regardless of the formalities provided for in the caput and in paragraph 1 of this article, the meeting in which all Committee members participate will be considered regular.

Paragraph 4 For the meeting, the presence of the Committee Chairman or his/her

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

substitute, as defined in these Rules of Procedure, is mandatory.

Art. 25 In the event of a conflict of interest, the conflicting member will not attend the meeting.

Art. 26 In addition to face-to-face meetings, meetings via teleconference or videoconference, or even electronically, will be admitted.

Sole paragraph. In cases where it is not possible to participate in the meeting, in person or by audio or videoconference, the member may, based on the agenda of the matters to be discussed, express his vote in writing or, even, by e-mail.

Art. 27 The Committee meetings will only be held with the presence of the majority of its members in office.

Sole paragraph. Members who participate in the forms provided for in the caput and in the sole paragraph of Art. 26 above, including for purposes of meeting the minimum quorum for meeting facility.

SECTION I - FACE-TO-FACE MEETING

Art. 28 The Committee meetings will preferably be held at the Company's headquarters.

Art. 29 The Committee resolutions will be taken by majority vote of members present at the meeting, recorded in the minutes.

Sole paragraph. In the event of a tie, the matter must be decided by the Committee Chairman, who will have the casting vote.

Art. 30 The Committee may invite third parties to participate in the meeting as guests, without the right to vote.

Sole paragraph. Third parties invited to participate in the Committee meeting will only

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

remain during the period in which the matter that gave rise to their call is being considered.

SECTION II - ELECTRONIC MEETING

Art. 31 The Committee may deliberate by electronic means only in cases of issuing an opinion regarding the nominations submitted to it.

Sole paragraph. In this case, a period of 8 (eight) business days must be observed for the issuance of the opinion, under penalty of tacit approval.

Art. 32 Electronic manifestations, that is, votes and/or considerations, are filed in a digital folder of the meeting, on a server of the Governance Secretariat, with the date and time information maintained.

SECTION III - MINUTES

Art. 33 Minutes of the meeting will be drawn up, which will compose the Book of Minutes of the Committee, and must be signed by attending members, in the case of a face-to-face meeting, or who spoke, in the case of an electronic meeting, and by the Governance Secretariat representative.

Sole paragraph. Opposing votes and abstentions from voting must be recorded in the Minutes, in which the respective reasons will be recorded.

Art. 34 The minutes of the Committee meeting must be drawn up in the form of a summary of facts that occurred, including dissent and protests, contain a transcript only of the deliberations taken and subsequently be published, and shall comply with the provisions of Law No. 13,709/2018 (General Protection Law of Personal Data – LGPD), and in Law No. 12.527/2011 (Access to Information Law).

Internal Regulations of the People, Eligibility, Succession and Remuneration Committee of Caixa Seguridade Participações S.A.

11/Oct/2022

CHAPTER V - GOVERNANCE SECRETARIAT

Art. 35 Advice and support to the People, Eligibility, Succession and Remuneration Committee will be provided by the Governance Secretariat, which is responsible for adopting all the measures and activities necessary for the Committee effective functioning, as follows:

I - arrange for Committee members calling to the meetings as provided for in these Regulations;

II - act as secretary of the Committee;

III - assist the Committee in defining the agenda for meetings and preparing any Annual Calendar;

IV - organize, under the guidance of the Chairman, the agenda of matters to be dealt with at each meeting, gathering the necessary documents;

V - prepare administrative acts resulting from the Committee decisions and their due referral to the interested areas;

VI - internally disclose the Committee decisions and requests and carry out the follow-up of pending matters and/or demands of this governance body, defining those responsible for meeting the pending issues and/or demand;

VII - forward the minutes to the nominating authority for awareness;

VIII - prepare, draw up and file the respective minutes in the proper book and collect the signatures of members;

IX - organize and keep under its custody the documentation related to activities developed by the Committee and make them available for consultation by the various internal and external inspection bodies;

**Internal Regulations of the People, Eligibility, Succession and
Remuneration Committee of Caixa Seguridade Participações S.A.**

11/Oct/2022

X - follow up on other matters involving the Committee and/or requested by it.

CHAPTER VI - FINAL PROVISIONS

Art. 36 These Internal Regulations may be amended by the Board of Directors, at the discretion of its members or upon a proposal from the Committee.

Art. 37 Omissions and questions regarding these Internal Regulations will be resolved by the Board of Directors.

Art. 38. This Regulation enters into force on the date of its approval by the Board of Directors and will be filed in its own medium and made available on its website.

This Regulation was approved by the Board of Directors of Caixa Seguridade at a meeting held on September 30, 2022.