

## **Internal Regulation of the Humans, Eligibility, Succession and Remuneration Committee**

### **Chapter I - Purpose**

**Art. 1.** This Internal Regulation rules the operation of the Humans, Eligibility, Succession and Remuneration Committee (Corem or Committee), in compliance with the provisions of Banco do Brasil's Bylaws, the decisions of the Board of Directors (Board or BoD), the legislation in force and good corporate governance practices.

### **Chapter II - Concept, Composition and Competences**

**Art. 2.** Corem is a collegiate body that reports to the Board of Directors and its purpose is to advise that Board on the establishment of Human Resources Management Policy, Remuneration Policy for Directors, and Appointment and Succession Policy.

**Paragraph 1** Corem shall also exercise its duties and responsibilities related to the remuneration of the management body with companies controlled by Banco do Brasil that may adopt the Single Remuneration Committee regime.

**Paragraph 2** Corem has adequate resources to carry out all its duties.

**Art. 3.** Corem operates on a permanent basis, with the prerogatives, duties, and charges provided for in the applicable legislation and regulations, and is made up of at least three and at most five members, with two-year term of office, with up to three consecutive reelections allowed.

**Paragraph 1** The members of the Committee shall be elected and dismissed by the Board of Directors, observing the minimum eligibility conditions and prohibitions for exercising the function as set out in the Bank's Appointment and Succession Policy, as well as in the applicable rules and in the Bank's Bylaws, according to the following rules:

I. one member shall be chosen by the members of the Board of Directors elected by the minority shareholders;

II. one member shall be chosen by the members of the Board of Directors appointed by the Federal Government;

III. up to three members shall be chosen at the discretion of the Board of Directors, provided that the majority of the Committee shall be made up of independent members.

**Paragraph 2** At least one of the members of the Humans, Eligibility, Succession and Remuneration Committee shall not be a member of the Board of Directors.

**Paragraph 3** Corem shall be composed by members of the Board of Directors, or other advisory committees, or external members, with regard to the other provisions of this article.

**Paragraph 4** The appointment of Bank employees to Corem is prohibited, even if Directors representing the employees, as well as the members of the Executive Board.

**Paragraph 5:** The role of Humans, Eligibility, Succession and Remuneration Committee member must not be delegated.

**Paragraph 6** Members may only rejoin the Humans, Eligibility, Succession and Remuneration Committee at least three (3) years after the end of their previous term of office.

**Paragraph 7** At the end of their term of office, former Corem members shall be subject to the same impediments provided for the Executive Board in Article 24, paragraph 7, of the Bylaws, observing, where applicable, the provisions of paragraphs 8 to 13 of the same article.

**Art. 4.** The impediments to performing the duties of a Corem member are provided for in Article 13 of Banco do Brasil's Bylaws.

**Art. 5.** Corem's duties, in addition to others provided for in the applicable rules and in the Bank's Bylaws, are:

- I. assess Banco do Brasil's human resources management policies and practices;
- II. draw up the Remuneration Policy for Directors of Banco do Brasil, proposing to the Board of Directors the various forms of fixed and variable remuneration, as well as the benefits and special recruitment and dismissal programs;
- III. supervise the implementation and operation of the Bank's Remuneration Policy for Directors;
- IV. review annually the Bank's Remuneration Policy for Directors, recommending its correction or improvement to the Board of Directors;
- V. propose, to the Board of Directors, the amount of the overall directors' remuneration to be submitted to the General Shareholders' Meeting, pursuant to Article 152 of Law 6,404/1976;
- VI. assess future scenarios, both internal and external, and their possible impacts on the Human Resources Management Policy and the Remuneration Policy for Directors;
- VII. analyze and monitor the Human Resources Management Policy and the Appointment and Succession Policy regarding to market practices, in order to identify any improvement opportunities;
- VIII. analyze the Bank's Remuneration Policy for Directors regarding to market practices, in order to identify significant discrepancies with similar companies, proposing the necessary adjustments;
- IX. ensure that the Remuneration Policy for Directors is permanently compatible with the risk management policies, the goals and the current and expected financial situation of Banco do Brasil as well as the provisions of the applicable rules;

**X.** propose the creation, to the Board of Directors of a Humans and Remuneration Committee in the Bank's related companies, if deemed appropriate, in compliance with the requirements of the legislation;

**XI.** carry out other duties determined by the Board of Directors as well as the Brazilian Central Bank (Banco Central do Brasil);

**XII.** give an opinion in order to assist the shareholders in the appointment of members to the Board of Directors and to the Supervisory Board on the fulfillment of the requirements and the absence of prohibitions for the respective elections;

**XIII.** give an opinion, in order to assist the members of the Board of Directors in the election of members to the Executive Board, to the advisory committees to the Board itself, and in the appointment of the General Auditor and the Ombudsman, on the fulfillment of the requirements and the absence of prohibitions for the respective elections and appointments, in compliance with the provisions of Article 24, item I, of the Bylaws;

**XIV.** verify the conformity of the assessment process and the training carried out by the management body, members of the advisory committees to the Board of Directors and by the Supervisory Board Members, and the appointment of the General Auditor and the Ombudsman;

**XV.** assess, prior to the Board of Directors' decision, whether candidates for the position of director meet the independence criteria set out in the Bank's Bylaws, to be submitted for resolution at the General Shareholders' Meeting;

**XVI.** assess, prior to the annual decision of the Board of Directors, who the independent directors are, indicating and justifying any circumstances that may hinder their independence;

**XVII.** assist the Board of Directors in drawing up and monitoring the non-binding succession plan for administrators, in compliance with the provisions of Article 24, item I, of the Bylaws; and

**XVIII.** draw up its annual Work Plan and submit it to the Board of Directors.

**Paragraph 1** Corem members shall be completely independent in the performance of their duties and shall keep under confidentiality the information received from Banco do Brasil.

**Paragraph 2** To carry out its duties and prepare its proposals to the Board of Directors, the Committee shall have technical support of Banco do Brasil's Strategic Units, observing their respective responsibilities.

**Paragraph 3** In exercising the duties defined in items XII and XIII, the Committee must issue its opinion within eight working days, counting from receiving the standardized form sent by the responsible body for the appointment, under penalty of tacit approval and liability of the members in case of it is proven that any requirement has not been met.

**Art. 6.** Corem shall prepare, on an annual basis, within ninety days of the base date of December 31st, a document called "Humans, Eligibility, Succession and Remuneration Committee's Report" which shall contain, at least the following information:

- I. description of the composition and duties of the Committee;
- II. activities carried out within the scope of its duties during a certain period of time;
- III. description of the decision-making process adopted to establish the People Management, Directors' Remuneration, and Directors Appointment and Succession Policies;
- IV. main characteristics of the Remuneration Policy for Directors, including the criteria used to measure performance and risk adjustment, the relationship between remuneration and performance, the remuneration deferral policy and the parameters used to determine the percentage of remuneration in kind and other forms of remuneration.
- V. main characteristics of the Appointment and Succession Policy;
- VI. description of the changes made to the Remuneration Policy for Directors during the period and their implications for Banco do Brasil's risk profile and for the behavior of directors in terms of risk-taking;
- VII. description of the changes in the composition of the management bodies, advisory committees to the BoD, the Supervisory Board, and the position of those occupying the roles in compliance with the requirements and prohibitions laid down in the Appointment and Succession Policy;
- VIII. consolidated quantitative information on the management's remuneration structure, indicating:
  - a) the amount of remuneration for the period, distinguished into fixed and variable remuneration, and the number of beneficiaries;
  - b) the amount of granted benefits and the number of beneficiaries;
  - c) the amount and form of variable remuneration, distinguished into remuneration in kind, shares, share-based instruments, among others;
  - d) the amount of remuneration that was deferred for payment in the period, distinguished into paid remuneration and reduced remuneration as a result of adjustments to Banco do Brasil's performance;
  - e) the amount of payments relating to the new management's recruitment and the number of beneficiaries;
  - f) the amount of dismissal payments made during the period, the number of beneficiaries and the largest payment made to a single person; and
  - g) the percentages of fixed and variable remuneration and granted benefits, calculated in regard to the profit for the period and shareholders' equity.

**Paragraph 1** Corem shall keep the Humans, Eligibility, Succession and Remuneration Committee's Report at the disposal of the Brazilian Central Bank (Banco Central do Brasil) and the Board of Directors for at least five years after its preparation.

**Paragraph 2** Corem's Report shall be signed by all its members.

**Art. 7.** Corem may, within the scope of its duties, use the work of experts.

**Paragraph 1** The use of the work of experts does not relieve the Committee of its responsibilities.

**Paragraph 2** Banco do Brasil, observing the established authorities and competences, shall adopt the necessary measures to meet the needs for the use of experts identified by the Committee.

**Art. 8.** Corem, at the request of any of its members, may ask the management bodies for clarifications or information necessary for the performance of its duties.

**Art. 9.** Corem shall have a Coordinator to be chosen by the Board of Directors from among the independent members, who is responsible for:

- I. convening and chairing meetings;
- II. complying with and enforcing the provisions of this Regulation;
- III. approving agendas and schedules of the meetings;
- IV. submitting, to the Board of Directors, the proposals, analyses, opinions, and reports drawn up within the scope of the Committee;
- V. inviting on behalf of the Committee, other participants to attend meetings;
- VI. proposing complementary rules necessary for the Committee to operate;
- VII. carrying out other technical or administrative acts necessary for the performance of its duties;
- VIII. authorizing the consideration of matters not included in the agenda of the meeting; and
- IX. promoting an environment conducive to discussions.

**Sole Paragraph:** In the event of the absence or impediment of the Committee's Coordinator, his/her duties shall be carried out by a substitute appointed by him/her.

### **Chapter III - Meetings and Resolutions**

**Art. 10.** Corem shall carry out its activities mainly through working meetings convened by its Coordinator, in order to fulfill its duties.

**Art. 11.** Corem shall meet with a majority of its members:

- I. at least every six months to assess and propose, to the Board of Directors, the fixed and variable remuneration of the management body of the Bank's Administrators and those of its controlled companies that shall adopt the Single Remuneration Committee regime;
- II. in the first three months of the year to assess and propose the overall annual amount of remuneration to be set for the members of the management bodies, to be submitted to the Bank's General Meetings as well as to those companies that shall adopt the Single Remuneration Committee regime;
- III. at the call of the Coordinator, to give an opinion on the fulfillment of the requirements and the absence of prohibitions in the appointment of the members to positions on the management bodies, the Supervisory Board, the

advisory committees to the Board of Directors, the General Auditor and the Ombudsman;

**IV.** at the call of the Coordinator, to verify the conformity of the assessment process and the training carried out by the administrators, the members of the advisory committees to the Board of Directors and the Supervisory Board Members, and also the appointment of the General Auditor and the Ombudsman; and

**V.** extraordinarily, at the call of the Coordinator, whenever deemed necessary by any of its members or at the request of the Bank's management body.

**Paragraph 1** The following may participate, by invitation, in the Committee's meetings without the right to vote:

**I.** members of the Supervisory Board;

**II.** members of the Board of Directors and other committees set up within the Board;

**III.** members of the Executive Board; and

**IV.** employees of the Bank or other eventual participants in the meetings.

**Paragraph 2** The Committee shall keep minutes of its members' attendance and any absences.

**Paragraph 3** The agenda for the meetings and supporting documentation shall, whenever possible, be made available to Committee members in advance.

**Paragraph 4** The minutes of the meetings held to verify the compliance, by the appointed members, with the requirements set out in the Appointment and Succession Policy, including the adherence of the candidates to the desired profile shall be fully disclosed, including any divergent opinions of the members of the Committee.

**Paragraph 5** The other minutes of the meetings of the Committee shall be disclosed when requested by any of its members, except when the majority of the members consider that such disclosure could jeopardize the legitimate interest of the Bank.

## **Conflict of Interest**

**Art. 12.** At meetings of Corem, any member who is not independent in relation to the matter being analyzed shall declare their conflict of interest or particular interest and abstain from participating in the discussions.

**Paragraph 1** If what is set out in the head provision of this article is not complied with, any other person present at the meeting, whether a member of the Committee or not, may express the conflict, if aware of it.

**Paragraph 2** In the event provided for in paragraph 1 of this article, it shall be up to Corem's Coordinator or his/her substitute, in the exercise of his/her functions, after hearing the considerations of both parties, to carry out the Committee's assessment as to the existence, or not, of a conflict of interest.

**Paragraph 3** The result of the assessment referred to in the previous paragraph shall be defined according to the opinion of the majority of Corem

members. In the event of a tie, the opinion of the Committee's Coordinator or his/her substitute shall prevail.

**Paragraph 4** Should the Corem members agree that there is a conflict, the conflicted member shall abstain from participating in the discussions, as established in the head provision of this article.

**Paragraph 5** Any Corem member may request that the Collegiate Board, prior to the discussions, assess the withdrawal of the conflicted member from the meeting, who is allowed to return after the discussion of the matter in which they are conflicted.

**Paragraph 6** The assessment referred to in the previous paragraph shall be conducted by Corem's Coordinator, or by his/her alternate in the exercise of his/her functions, and shall comply with the provisions of paragraph 3 of this article.

**Paragraph 7** The assessment processes referred to in this article shall be recorded in the minutes.

**Paragraph 8** When the indication of a conflict of interest involves the Committee's Coordinator or his/her substitute, his/her functions and powers, with regard to the provisions of this article, shall be exercised by a member appointed by them.

**Art. 13.** Decisions shall be taken by a majority vote of the members of the Committee.

**Sole Paragraph.** Any divergent opinions shall be recorded in the minutes and reported to the Board of Directors.

## **Chapter IV - Secretariat and Advisory Services**

**Art. 14.** Advisory, secretariat, administrative, and logistical support shall be provided by the Executive Secretariat, which is responsible for:

- I. preparing and making available the agenda for meetings at least one week in advance, as established by the Coordinator;
- II. acting as secretary at the meetings;
- III. drawing up the minutes of meetings;
- IV. organizing and keeping under its custody, with due regard for the confidentiality of the information, the documentation relating to the activities carried out by the Committee; and
- V. taking care of other activities necessary for the operation of the Committee.

**Sole Paragraph.** If it is impossible to hold a Corem meeting, the unit responsible for administrative support shall be responsible for drawing up a "Non-Accomplishment Term", containing the justifications.

## **Chapter V - Remuneration**

**Art. 15** The remuneration of the external members of Corem, to be defined by the General Shareholders' Meeting, shall be compatible with the Work Plan approved by the Board of Directors, observing that:

- I. the remuneration of the members of the Committee shall not exceed the average fee paid to the Executive Officers;
- II. in the case of civil servants, their remuneration for participation in the Committee shall be subject to the established provisions in the pertinent legislation and regulation; and
- III. Corem members who are also members of the Board of Directors or its advisory committees shall not receive additional remuneration.

## **Chapter VI - Final Provisions**

**Art. 16.** The members of the Committee shall immediately inform the Secretariat of the Collegiate Board of any changes to their shareholding positions in Banco do Brasil, under the conditions and in the manner determined by the Brazilian Securities and Exchange Commission, as well as under the conditions laid down in the Specific Policy of Trading with Banco do Brasil Securities.

**Art. 17.** Members of the Committee, in addition to compliance with the legal duties inherent to their position, shall guide their conduct based on high ethical standards, as well as observe and encourage good corporate governance practices, and they shall maintain strict confidentiality on any relevant information related to the Bank until officially disclosed to the market.

**Art. 18.** Any cases not covered by this Regulation shall be submitted to the Board of Directors.

**Approved by the Board of Directors on 06.12.2025.**