

BB SEGURIDADE PARTICIPAÇÕES S.A.

# INTERNAL REGULATIONS

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EXECUTIVE BOARD

08.30.2024



**Internal Regulations of the Executive Board of BB Seguridade****INTERNAL REGULATIONS OF THE EXECUTIVE BOARD****CHAPTER I - PURPOSE**

Art. 1. These Articles of Incorporation regulate the operation of the Executive Board and its relation with other corporate bodies, observing the provisions of the Articles of Incorporation and the legislation in force.

**CHAPTER II - CONCEPTUALIZATION AND COMPOSITION**

Art. 2. The Executive Board is the collegiate and decision-making body responsible for the management of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") overall business.

Sole Paragraph. As defined in the Articles of Incorporation, the Executive Board consists of four (4) permanent members, residing in Brazil, one (1) being necessarily the CEO, one (1) the Investor Relations Officer, and the others without specific designation, elected and removable at any time by the Board of Directors.

Art. 3. The composition, the management term and conditions for investiture in a position in the Executive Board are defined as provided for in Articles 23, 24 and 26 of the Articles of Incorporation.

Art. 4. In the event of a vacancy in the position of the CEO, the Chairman of the Board of Directors will be responsible for appointing one of the other Officers, who shall replace them until the new elected CEO takes office, subject to the provisions of Article 23, § 4 of the Articles of Incorporation,

Art. 5 In the event of absence or temporary impediment, the CEO shall appoint an alternate from among the other Officers.

Art. 6. The Officers appointed to replace the CEO, in the cases provided for in Articles 4 and 5 of these Regulations, shall be entitled to the compensation relating to the position during the period of replacement.

**CHAPTER III – RESPONSIBILITY**

Art. 7. The Executive Board shall, in addition to the assignments defined in the applicable rules and in Art. 28 of the Articles of Incorporation:

- I. disclose the removal of a member of the Executive Board who applies for an elected office in the Executive and Legislative Branches, when it occurs;
- II. implement and maintain efficient mechanisms, processes and programs to monitor and disclose the financial and operational performance and the impacts of the company's activities on society and the environment;
- III. prepare the business plan for the following financial year to be submitted for resolution of the Board of Directors;

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- IV. prepare the updated long term strategy with risk analysis and opportunities for at least the following five years, which will be submitted for approval by the Board of Directors;
- V. make available to other corporate bodies qualified personnel to serve as secretary to them and provide the necessary technical support;
- VI. approve the Strategic Planning of Information Technology ("PETI"), the Master Information Officer Plan ("PFTI") and the Company Information Technology Governance Model; and
- VII. submit to the Board of Directors, when deemed necessary, a proposal to amend the terms of these By-laws.

Art. 8. The CEO shall, in addition to the provisions of Art. 25 § 1 of the Articles of Incorporation, decide on the participation, in Executive Board meetings, of people who are not part of the body, to provide explanation of any nature, subject to the provisions of Article 9, § 1, of these Internal Regulations.

Sole paragraph. Third parties invited to attend an Executive Board meeting shall remain only during the period in which the matter that gave rise to their invitation is being considered.

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### CHAPTER IV – DUTIES

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Art. 9. It is the duty of every member of the Executive Board, in addition to those provided for in current legislation and in the Articles of Incorporation, to:

I – attend meetings previously prepared, having examined the documents made available and participate actively and diligently in them;

II - maintain confidentiality regarding any and all information of the Company to which it has access due to the exercise of the position, provided that such information does not produce effects before third parties, observing the provisions in art. 57 of the Corporation Law;

III – declare, prior to the resolution, that, for any reason, they have a private or conflicting interest with the Company in relation to the subject matter submitted to it, abstaining from its discussion and vote;

IV - ensure the adoption of good corporate governance practices, compliance with the Company's Codes and Policies and compliance with the Novo Mercado Regulation.

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### CHAPTER V – MEETINGS

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Art. 10. The Collegiate Executive Board shall meet whenever the corporate interests so require, by calling any of its members, with a minimum of two (2) days in advance, and the agenda must be included in the call.

Sole Paragraph. Regardless of call, meetings of the Executive Board that have the presence of all its members in office shall be valid.

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Art. 11. Meetings are held with the presence of at least the majority of their members in office.

§ 1. They shall attend all meetings of the Collegiate Board as permanent guests, without voting rights:

- I. The Executive Superintendents of BB Seguridade;
- II. The General Superintendent of Strategy, Marketing and Advisory Services; and
- III. The Company's Chief Auditor.

§ 2. Executive Board meetings shall be preferably held at the Company's headquarters. Attendance via conference calls, videoconference or other means with instruments that ensure authenticity and that allows the Officer to effectively attend the meeting, interacting and manifesting their understanding, shall be allowed, and such participation shall be considered as personal attendance.

§ 3. Extraordinary virtual meetings may be held via the governance portal, email or other electronic/virtual means.

§ 4. In the event of temporary absence of any Officer, they may, based on the agenda of the matters to be addressed, cast their vote in writing, by letter delivered to the CEO, or by electronic mail or other electronic/virtual means that has instruments to guarantee the authenticity of their vote.

Art. 12. The resolutions at the meetings of the Collegiate Executive Board shall be taken by means of a Decision Instrument and by a majority vote of those present.

§ 1. The Officer, including the CEO, who is temporarily combining their individual duties with those of another Officer, pursuant to Article 23 of the Articles of Incorporation, shall be entitled to only one vote in resolutions at meetings of the Executive Board.

§ 2. In the event of a tie, the matter shall be withdrawn from the agenda by the CEO.

Art. 13. The CEO may determine the withdrawal from the agenda of any matter under resolution, and its postponement is not allowed.

§ 1. Matters withdrawn from the agenda by the CEO will appear in the minutes with the words "Withdrawn from the Agenda" and may return at any subsequent meeting, provided that with new number as a Decision Instrument.

§ 2. If any member of the Collegiate Board wishes to cast a written vote on a matter on the agenda, they shall send it to the Corporate Governance Superintendency two hours before the meeting, so that it can also be distributed to the other participants.

Art. 14. The Executive Board's Work Plan shall be approved annually, providing for the planning of activities to be addressed at the meetings of the Executive Board throughout the next fiscal year.

§ 1. The Work Plan shall contain a register table for monitoring the planned goal versus the achieved goal.

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§ 2. The Executive Board shall review the activities carried out in the year when the Work Plan is produced, as a subsidy for planning the activities to be performed in the following year.

Art. 15. At the end of the meeting, the minutes will be drawn up, which shall be signed by all Officers present at the meetings, and subsequently transcribed in the Company's Collegiate Executive Board Minutes Book. Votes cast by Officers who participate remotely in the Executive Board's meeting or who have expressed themselves in the ways provided for in Article 9, shall be equally included in the Collegiate Executive Board Minutes Book, and a copy of the electronic letter or message, as the case may be, containing the Officer's vote shall be attached to the Book immediately after the transcription of the minutes.

§ 1. All matters offered for consideration in a reserved manner, observing the provisions of Art. 155 of the Corporations Act shall be confidential, of restricted knowledge to the members of the Collegiate Executive Board and to the participants referred to in Article 14 of these Internal Regulations.

§ 2. Dissenting votes and abstentions shall be recorded in minutes.

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### CHAPTER VI – SECRETARIAT

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Art. 16. The Executive Board shall be secreted by the Corporate Governance Superintendency, which shall be responsible for:

I - communicating the convening of Board meetings;

II – organizing, under the guidance of the CEO, the agenda of the matters to be dealt with at each meeting, gathering the necessary documents;

III – distributing the agenda and documentation and annotating the resolutions for statement in the minutes;

IV – drawing up the minutes of the meetings, which shall be recorded in a proper book, and distributing them, by copy, to the Officers, when requested;

V – carrying out all other acts necessary for the functioning of the Executive Board, including being able to issue certificates, extracts, dispatches, copies of minutes and others;

VI – providing for the preparation of corporate books, microfilming, registration with the Trade Board and the filing of corporate documentation;

VII – keeping the corporate documents and making them available for consultation by the various internal and external supervisory bodies.

VIII – supporting the Executive Board in the preparation of its annual Work Plan, in accordance with the provisions of Article 15 of these Internal Regulations;

IX – supporting the Executive Board in the preparation of its annual assessment model, in accordance with the provisions of Chapter VII of these Internal Regulations; and

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X – coordinating the review process of the Executive Board's Internal Regulations.

§ 1. The agenda of meetings referred to in item III shall be distributed with all the documents necessary for the consideration of the matters included therein.

§ 2. The matters to be included in the agenda and respective documents shall be delivered to the Corporate Governance Superintendency, in its original counterpart, at least two (2) working days before the date of the meeting.

§ 3. Any matters considered urgent and authorized by the CEO or their alternate shall be admitted as out-of-court matters.

§ 4. If the head of the Corporate Governance Superintendency is prevented from attending to their duties, or is absent, the duties provided for in this article shall be carried out by their alternate, by an employee of the area designated by them or by someone appointed by the CEO.

### CHAPTER VII – PERFORMANCE ASSESSMENTS

Art. 17. The Collegiate Executive Board shall have an individual and collective performance assessment, by the Board of Directors, at least on an annual basis, subject to the following minimum requirements:

- I - achievement of the Company's *guidance*;
- II - performance of strategic projects;
- III - employee satisfaction.

### CHAPTER VIII – TRAINING

Art. 18. Officers shall take part, upon taking office and on an annual basis, in specific training courses provided by BB Seguridade or Banco do Brasil on:

- I - corporate and stock market law;
- II - release of information;
- III - internal control;
- IV - code of conduct; and
- V - Law No. 12.846 of August 1, 2013.

Sole Paragraph. The reappointment of an Officer who has not taken part in any training provided by the Company in the last two years is prohibited.

### CHAPTER IX – FINAL PROVISIONS

Art. 19. Omissions and doubts regarding the interpretation of these Internal Regulations shall be resolved by the Board of Directors.

**Internal Regulations of the Executive Board of BB Seguridade**

Art. 20. These Internal Regulation are effective as of the date of its approval by the Board of Directors and shall be filed in the Company's headquarters.

Brasília (DF), August 30, 2024.