



BB SEGUROS

2024

Fiscal Year 2023

Public Policy and Corporate Governance Annual Letter

BB Seguridade Participações S.A.



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GENERAL IDENTIFICATION

In accordance with Article 8, items I and VIII of Law No. 13.303, dated June 30, 2016, the Board of Directors subscribes to this Public Policy and Corporate Governance Annual Letter (“Annual Letter”) for the fiscal year 2023.

CNPJ/MF No. 17.344.597/0001-94. NIRE 5330001458-2
Headquarters: Setor de Autarquias Norte, Quadra 5, Bloco B, 3º andar, Brasília (DF)
Type of State-owned Company: Subsidiary of a government-controlled private company
Controlling Shareholder: Banco do Brasil S.A.
Type of Company: Corporation
Capital Structure: Publicly-Held
Scope of Operations: National
Area of Activity: Holding company with interest in insurance, complementary pension plan, capitalization, insurance brokerage, private dental care plan and reinsurance companies.
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Independent Auditors: Deloitte Touche Tohmatsu Auditorias Independentes Representative: Roberto Paulo Kenedi. Phone: (21) 3981-0611. Email: rkenedi@deloitte.com.br
Members of the Board of Directors subscribing to the Annual Letter
Kamillo Tononi Oliveira Silva - Chairman of the Board. CPF: 042.027.514-26
Vacant Position - Vice Chairman of the Board. CPF: -
André Gustavo Borba Assumpção Haui. CPF: 862.991.661-34
Gilberto Lourenço da Aparecida. CPF: 377.114.076-53
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André Gustavo Borba Assumpção Haui - Chief Executive Officer. CPF: 862.991.661-34
Rafael Augusto Sperendio – Chief Investor Relations and Finance Officer. CPF: 320.788.058-40
Bruno Alves do Nascimento – Chief Strategy and Business Officer. CPF: 083.834.987-05
Allan Trancoso Ferraz Silva – Chief Commercial, Marketing and Customer Officer. CPF: 796.510.115-72
Date of Disclosure: May 24, 2024

PUBLIC POLICIES

Law No. 13.303/2016, in its Article 8, items I, III and VIII, makes explicit the commitments to achieve public policy goals by BB Seguridade Participações S.A. (“BB Seguridade” or “Company”), according to the collective interest that justified the authorization for its creation, with a clear definition of the resources to be used for this purpose, as well as the disclosure of relevant information, in particular, those related to activities the developed, control structure, risk factors, economic and financial data, management's comments on performance, corporate governance policies and practices and description of management's composition and compensation. This information is detailed below.

This Annual Letter is shared by BB Seguridade and its subsidiaries BB Seguros Participações S.A. (“BB Seguros”), CNPJ 11.159.426/0001-09, and BB Corretora de Seguros e Administradora de Bens S.A. (“BB Corretora”), CNPJ 27.833.136/0001-39, as authorized by Art. 14 of Regulatory Decree No. 8.945/2016 *“Subsidiaries may comply with the requirements established by this Decree by sharing costs, structures, policies and disclosure mechanisms with their parent company”*.

1 – Public interest underlying business practices

Banco do Brasil S.A. (“BB”), the controlling shareholder of BB Seguridade, is part of the National Financial System together with the National Monetary Council, the Central Bank of Brazil, the National Bank for Economic and Social Development and other financial institutions. Banco do Brasil, as a financial agent of the National Treasury, is the main instrument for implementing the Federal Government's credit policy, being responsible for financing commercial, industrial and rural activities, disseminating and directing credit, implementing the foreign trade policy, among other assignments.

Over 215 years in operation, Banco do Brasil acts in a responsible manner to promote social inclusion through the generation of employment and income. BB's business can be grouped into six segments: (i) Banking; (ii) Investments; (iii) Resource Management; (iv) Insurance, Social Security and Capitalization; (v) Means of Payment; and (vi) Other Segments.

In this context, the public interest underlying BB Seguridade's activities, in line with the authorization provided for in article 1 of Law 11.908/2009, is enabling the consolidation, as efficient as possible, of its shareholding in companies in the Insurance, Pension Plan, Capitalization, Dental Plan and Brokerage segments, from which it can offer a variety of insurance products to the Brazilian population, with an efficient performance, economies of scale in these activities and in their operations, obtaining cost and expense reductions in the insurance segment, in accordance with the constitutional principle of efficiency (CF/88, Art. 37, caput). Through its activities, it improves the insurance products offered to society and improves the quality of the service provided to customers, affiliates and partners, as a result of targeted actions.

It should be noted that BB Seguridade is not a government-controlled private company pursuant to Law 13.303/2016 (Art. 4) and Decree-Law No. 200/1967 (Art. 5, III), in line with the understanding established in the decision rendered by the STF in Adin No. 1.649/DF, judged on March 24, 2004.

BB Seguridade, aligned with BB's public interests as an agent of the financial system and executor of public policies, offers, through its affiliated companies (Brasilseg, Brasilprev, Brasilcap and Brasildental), insurance products and services suited to these goals.

Additional information about BB Seguridade's main products and services can be found in item 1 of the Reference Form, available at <https://www.bbseguridaderi.com.br/informacoes-ao-mercado/formularios-de-referencia/>.

2 - Goals related to the development of activities that meet public policy objectives

BB Seguridade, aligned to the public interest of Banco do Brasil, an executor agent of governmental public policies, supports the achievement of credit and foreign trade policies, as well as the promotion of agribusiness, offering insurance products suited to these purposes, with no specific direct goals to meet public policies.

Since BB Seguridade's businesses strictly follow market rules, by meeting the needs of customers and with an adequate return to its shareholders, including minority shareholders, there is no receipt of public funds and no financial impact of the public interest on the Company's business.

Regarding the indication of the price formation process and the rules applicable to establishing rates, BB Seguridade guides its controlled company BB Corretora and its affiliates Brasilseg, Brasilprev, Brasilcap and Brasil dental, to consider the revenue and cost structure of each product, aiming at the balance between generating value for the customer and for the companies, offering products under competitive conditions and according to the best market practices.

3 – Resources to fund public policies

BB Seguridade's operations are fully funded by cash generated by its operating income from equity interests.

4 – Economic and financial impacts of the operationalization of public policies

None.

5 – Other relevant information on objectives of public policies

None.

CORPORATE GOVERNANCE

As described in its Articles of Incorporation, BB Seguridade has, as its corporate purpose, participating, directly or indirectly, as a shareholder, partner or quotaholder, in the capital of other companies, in Brazil or abroad, whose purpose is:

- a) The marketing of personal, property, rural, credit, guarantee and auto insurance, or any other type of insurance;
- b) The structuring and marketing of complementary open pension plans, as well as other products and services admitted to the companies of complementary pension plans;
- c) The structuring and marketing of capitalization plans, as well as other products and services admitted to the capitalization companies;
- d) The insurance brokerage of the elementary, life and health branches, capitalization bonds, complementary open pension plans, and asset management;

The Company is committed to the best corporate governance practices, among which we highlight:

- I. Capital structure composed exclusively of common shares;
- II. Forecast of independent board members in the composition of the Board of Directors;
- III. Disclosure of the Code of Conduct approved by the Board of Directors and applicable to all employees and directors of the Company;
- IV. Disclosure of the Related-Party Transactions (TPR) Policy, approved by the Board of Directors;
- V. Statutory Audit Committee as an advisory body linked to the Board of Directors, with operational autonomy;
- VI. Resolution of conflicts between shareholders, directors and members of the Fiscal Council, active and alternate, by means of arbitration, before the Market Arbitration Chamber;
- VII. Declaration, in the Articles of Incorporation, of the controlling shareholder's obligations in the cases of: disposal of controlling interest, closing of capital, exit from Novo Mercado, corporate reorganization and maintenance of, at least, 25% of outstanding shares;
- VIII. Prohibited use of privileged information and existence of a Material Information Disclosure Policy, approved by the Board of Directors;
- IX. Maintenance of the reporting channel.

Besides adopting the best corporate governance practices, BB Seguridade's management is committed to accountability, equity, and social and environmental responsibility by using risk monitoring and compliance tools aligned with the behavior of executives and the interests of shareholders. The Company observes the principles of transparency in all business transactions, including prices, terms and usual market rates, in compliance with the legislation, the internal rules and policies and the interests of the partners and other stakeholders.

All principles and internal practices seek to contribute to the strengthening and transparency of management, increasing the Company's institutional value and facilitating access to its capital by investors, as well as stimulating its perpetuity.

1 – Activities developed

As a holding company, BB Seguridade concentrates its investments in the insurance, open pension plan, capitalization and dental care plan through private partnerships in companies maintained by its wholly-owned subsidiary, BB Seguros Participações S.A. (“BB Seguros”), as well as in businesses intermediating the sale of these products, highlighting its controlled company, BB Corretora de Seguros e Administradora de Bens S.A. (“BB Corretora”).

In the insurance segment, operations are carried out through a joint venture with the Spanish group MAPFRE, for a period of 20 years, which began in 2011. This partnership is operated through two insurance companies: Brasilseg Companhia de Seguros S.A. and Aliança do Brasil Seguros S.A. (together, “Brasilseg”), focusing on the personal, rural, housing, residential, business and other mass product segments.

In open pension plans, BB Seguridade operates together with the Principal Financial Group, through Brasilprev Seguros e Previdência S.A. (“Brasilprev”), in a partnership that will be extended until 2032, pursuant to an agreement entered into in 2009. Brasilprev sells private pension solutions, with emphasis on defined contribution plans, in the PGBL (Free Benefit Generator Plan) and VGBL (Life Free Benefit Generator) modalities.

The Company's business in capitalization bonds is concentrated with Brasilcap Capitalização S.A. (“Brasilcap”), in partnership with Icatu Seguros and Aliança da Bahia.

Also, in the dental care plan segment, the Company operates together with Odontoprev through Brasildental Operadora de Planos Odontológicos S.A. (“Brasildental”). The joint operation, in the form of a joint venture, began in 2014 and will extend for a period of 20 years.

In the distribution approach of insurance products, BB Corretora's main sales branch is the banking channel of Banco do Brasil (“BB”). Complementarily, BB Corretora seeks to expand its distribution channels through commercial partnerships with companies from the most diverse business segments, also maintaining strategic investment in a digital brokerage company, the Ciclic Corretora de Seguros S.A. (“Ciclic”), in a partnership with the Principal Financial Group that began in 2018 and will be extended until 2032, which aims at developing the sale of insurance products through remote channels.

Products and Services commercialized

BB Seguridade, through its investees, operates in two segments: social security and brokerage.

Social Security Segment

It comprises insurance products, complementary open pension plans, capitalization bonds and dental plans operated by its investees and widely commercialized on the banking channel of Banco do Brasil S.A., with national capillarity:

a) Insurance: Operations through an insurance group commercially known as Brasilseg, in the areas of personal, rural, housing, residential, corporate and mass insurances, also holding a portfolio of major risks that contains only policies sold until November 2018. In addition to the BB channel, such an operation can distribute its products in the partnership channel (“affinity”);

b) Complementary open pension plans: Business conducted through Brasilprev, which offers its customers defined contribution plans (PGBL and VGBL) available to individuals and legal entities, in addition to having a stock of defined benefit plans (traditional) that are no longer marketed;

c) Capitalization bonds: Operated by Brasilcap, in the traditional (single payment and monthly payment), popular, guarantor and incentive modalities, sold to individuals and legal entities; and

d) Dental plans: Offered by Brasildental, which manages, markets and makes these plans available to legal entities and/or individuals.

Brokerage Segment

Business operated by BB Corretora, which distributes the products of business in the security segment mainly through BB's distribution channels, being remunerated by paying a commission for product sold. BB Corretora also holds interest in Ciclic, a broker whose main objective is to sell social security products on digital channels outside the BB environment.

Purpose, Vision and Values

As for the values intrinsic to the Company, we highlight:

Purpose of BB Seguridade

“Provide peace of mind for people, today and always.”

Vision

“We transform people's lives through the best protection ecosystem. We are a lightweight company that generates sustainable value.”

Values

Reliability: “We translate our integrity, transparency and competence into all the activities we perform.”

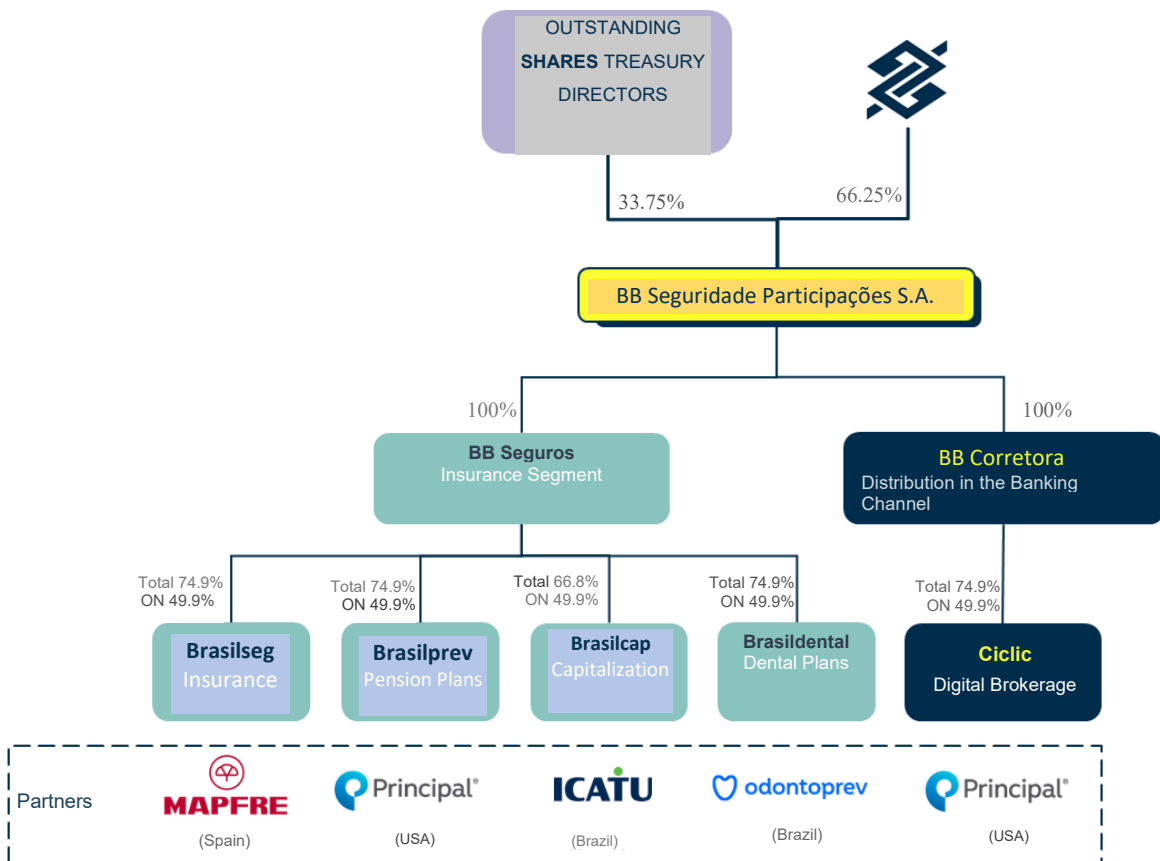
Innovation: “We use critical thinking and creative thinking to keep pace with market changes.”

Focus on the Customer: “We see the world from our customers' perspective to offer the best solutions to meet their needs.”

Simplicity: “We channel efforts to what really matters, without compromising the delivery of value to the customer.”

Sense of Ownership: “We act in the best interest of BB Seguros.”

2 – Corporate Structure



Creation history and main corporate movements

BB Seguridade was incorporated on December 20, 2012, based on Article 1 of Law No. 11.908/09, which authorizes Banco do Brasil to incorporate wholly-owned subsidiaries and controlled companies in order to carry out the activities provided for in its corporate purpose.

Its creation was the result of a reorganization process in the area of insurance, pension plans, and capitalization securities started by its parent company in 2008, when it already had almost two decades of operations in these segments in a partnership model with specialized private entities.

The main movements carried out in this period, through its controlled companies BB Seguros and BB Corretora, were:

1. In September 2009, two wholly-owned subsidiaries – BB Seguros Participações S.A. (BB Seguros) and BB Aliança Participações S.A. (BB Aliança) – were incorporated, with equity on insurance, complementary open pension plans and capitalization businesses then held by BB-BI;

2. On 4.30.2010, the partnership between BB Seguros and PFG do Brasil Ltda. (PFG), a company owned by Principal Internacional, within Brasilprev, was renewed for a period of 23 years, increasing the equity interest of BB Seguros in Brasilprev from 49.99% to 74.99% of the total share capital, being 49.99% of common shares and 100% of the preferred shares;

3. On 5.5.2010, BB Seguros entered into a purchase and sale agreement for the acquisition of all shares representing the share capital of Brasilveículos held by Sul América Seguros (Sul América), thus holding 100.00% of its share capital;

4. Further on 5.5.2010, a partnership agreement was signed between BB Seguros and the MAPFRE Group for a term of 20 years, which was restructured on 11.30.2018. At that time, two holding companies were incorporated: (a) BB MAPFRE Participações S.A. ("BBM", former BB MAPFRE SH1 Participações S.A.), focused on personal, rural and housing insurance, of which BB Seguros holds 74.99% of the total share capital, being 49.99% of common shares and 100% of preferred shares; and (b) MAPFRE BB SH2 Participações S.A. (MAPFRE BB SH2), focused on property and casualty insurances, of which BB Seguros held, until the restructuring of the partnership on November 30, 2018, 50% of the total share capital, being 49% of common shares and 51% of preferred shares. The partnership mentioned above began on July 01, 2011, when BB Seguros and MAPFRE Group started to act in a unified manner. The companies that were then part of the holding company BBM were: Aliança Participações S.A. (former BB Aliança) and its subsidiary Brasilseg (former Companhia de Seguros Aliança do Brasil), MAPFRE Participações Ltda, MAPFRE Vida S.A. (former MAPFRE Vera Cruz Vida), and Vida Seguradora S.A., a subsidiary of BBM and MAPFRE Participações Ltda. MAPFRE BB SH2 was formed by Aliança REV Participações S.A. (created in May 2010 as a wholly-owned subsidiary of BB Seguros, under the name BB Aliança REV Participações S.A.) and its subsidiaries, Brasilveículos and ABS; and by MAPFRE Seguros Gerais S.A. (former MAPFRE Vera Cruz Seguros) and its subsidiaries, MAPFRE Affinity Seguradora S.A. (former MAPFRE Riscos Especiais) and, indirectly, MAPFRE Assistência S.A. (MAPFRE Assistência).

5. On 1.24.2011, BB Seguros entered into a purchase and sale agreement for the acquisition of 16.67% of the shares issued by Brasilcap, held by Sul América Capitalização, increasing its shareholding in Brasilcap from 49.99% to 66.66% of the total share capital, being 49.99% of common shares and 100% of preferred shares;

6. On 12.19.2011, after the spin-off of the life insurance portfolio of MAPFRE Nossa Caixa Vida e Previdência S.A. (MAPFRE Nossa Caixa) to MAPFRE Vida S.A. (MAPFRE Vida), BB Seguros, the MAPFRE Group and Brasilprev signed a purchase and sale agreement for the transfer of shares issued by MAPFRE Nossa Caixa to Brasilprev. Subsequently, the company was named Brasilprev Nosso Futuro Seguros e Previdência S.A. (Brasilprev Nosso Futuro) and, in November 2013, it was merged by Brasilprev.

Continuing the restructuring process described above, BB Seguridade was created, with the following scope: (i) consolidate, under a single company, all of Banco do Brasil's activities in the fields of insurance, capitalization, complementary pension open to the public and related activities, including any future expansion of these activities, in Brazil or abroad, organic or not; (ii) provide scale gains in these activities and in their operations; (iii) obtain costs and expenses reductions in the security area; and (iv) increase the performance of BB Corretora.

Besides the Company, on 12.20.2012, BBB incorporated a new holding company named BB Cor Participações S.A. (BB Cor), to hold interest in the share capital of BB Corretora and, eventually, in other companies operating in the market as brokers in the marketing of insurances, complementary open pension plans, capitalization and/or health and dental plans.

With the corporate reorganization described, the structure disclosed in the Material Fact published by BB on 11.26.2012 was obtained, in preparation for the Company's initial share offering (IPO), whose respective application for registration with the Brazilian Securities and Exchange Commission (CVM) was granted on 4.25.2013.

In the pricing process, known in the market as *bookbuilding*, a value of R\$17.00 was established for BB Seguridade's shares. In the initial offering, Banco do Brasil sold 600 million shares issued by BB Seguridade, through the base offering (500 million) and the additional batch (100 million). In addition, Banco do Brasil subsequently sold 75 million shares related to the complementary batch. The offering closure announcement was published on 05.17.2013.

The transaction amount reached R\$11.5 billion and BB Seguridade had the largest IPO worldwide in 2013. After the offering was completed, BB Seguridade's *free float* reached 33.75%, and Banco do Brasil maintained its shareholding control, with 66.25% of the total capital.

Corporate reorganizations in the BB Seguridade conglomerate

Acquisition of shareholding, IPO and IRB follow-on

1. In May 2013, BB Seguros Participações S.A. (BB Seguros) and the Federal Government signed a Share Purchase and Sale Agreement with the purpose of transferring 212,421 common shares issued by IRB Brasil Resseguros S.A. (IRB) held by the Federal Government to BB Seguros, representing, upon completion of the transaction, 20.51% of the total capital of IRB.

2. On 12.29.2014, through IRB's Extraordinary General Meeting of Shareholders, it was approved an amendment to its Articles of Incorporation in order to change the number of shares from 1,035,663 to 1,040,000, as to also cover the quantitative of 4,337 treasury shares. As a result, BB Seguros now has a shareholding of 20.43% in IRB. On the same date, the share split issued by the IRB was approved, in the proportion of 300 common shares for each current common share, with no change in the share capital. As a result, the total number of IRB shares increased to 312,000,000 and BB Seguros now holds 63,726,600 common shares issued by IRB, with no change in the shareholding percentage.

3. On 8.24.2015, the IRB filed a request with the CVM to be registered as a category "A" issuer of securities and to register a public offering for a secondary distribution of its common shares. On the same date, it filed a listing request to BM&FBOVESPA, cumulated with the request for admission to trading in Novo Mercado.

4. In view of the unfavorable conditions of the capital markets, IRB requested the interruption of the analysis of the listing request for sixty (60) business days as of 11.19.2015.

5. On 2.18.2016, in view of the fact that Brazilian capital market did not present prospects of recovery, the issuers opted to not proceed with IRB's initial offering (IPO) process, filing a withdrawal request of the Offering Registration of Secondary Distribution of Common Shares with the CVM.

6. On 05.19.2017, the IRB's General Meeting of Shareholders (GMS), within the scope of the Initial Offering of Shares of its issue, ratified the decision of the General Meeting of 8.21.2015, to approve: (i) the application for registration as a category "A" publicly-held company before the Brazilian Securities and Exchange Commission ("CVM"), (ii) the request, to CVM, for authorization to carry out a Public Offering of Securities and (iii) the adherence to the special listing sector of Novo Mercado of B3 - Brasil, Bolsa, Balcão ("B3").

7. The Public Offering for secondary distribution was registered with CVM on 7.28.2017 and the beginning of shares trading in B3 - Brasil, Bolsa, Balcão - took place on 7.31.2017.

8. On 29.8.2017, the Public Offering for secondary distribution of 73,554,000 common, registered, book-entry shares with no par value issued by IRB and held by the Selling Shareholders was closed. 21,505,355 common shares held by FGEDUC, 16,206,387 common shares held by BB Seguros, 16,206,387 common shares held by Bradesco Seguros, 11,166,019 common shares held by Itaú Seguros, 677,400 common shares held by Itaú Vida and 7,792,452 common shares held by FIP Caixa Barcelona were disposed of, in view of the exercise of the Option of Supplementary Batch Shares, at the price of R\$ 27.24 per Share, thus amounting to R\$ 2,004 million.

After the Public Offering, BB Seguros, now holds 47,520,213 common shares of IRB, equivalent to 15.23% of the Company's share capital.

9. On 7.10.2019, following the decision of the Company's Board of Directors, BB Seguros' Executive Board approved the launch of a secondary offering of shares with restricted placement efforts ("Restricted Offering") to dispose of all 47,520,213 common shares issued by IRB that it held, in a move aligned with BB Seguridade's strategy of focusing on the most profitable sectors for the Company and with high synergy in distribution through the banking channel. In the same Offering, the Federal Government also disposed of 36,458,237 common shares that it held in IRB.

10. On 7.28.2019, the procedure for collecting investment intentions ("*bookbuilding*") was completed, with the price per share set at R\$ 88.00 and on the 23rd day of the same month, the offering was effectively settled, with the delivery of the shares to the respective investors and the concurrent receipt, by BB Seguros, of the amount of R\$ 4,181 million for the sale of the shares. With the disposal, BB Seguros no longer holds any shares issued by IRB.

Incorporation of Brasildental Operadora de Planos Odontológicos S.A.

1. On 6.11.2013, BB, BB Seguros, BB Corretora, Odontoprev S.A (Odontoprev) and Odontoprev Serviços Ltda. (Odontoprev Serviços) signed an Agreement of Association and Other Covenants with the purpose of, through a new corporation, Brasildental Operadora de Planos Odontológicos S.A. (Brasildental), developing and publicizing, and through BB Corretora, distributing and marketing private dental care plans under the trademark BB Dental, with exclusivity on every Banco do Brasil channel in the national territory.

2. On 3.12.2014, Brasildental was incorporated, with total share capital of R\$5 million, fully paid-in, distributed in 100 thousand common shares (ON) and 100 thousand preferred shares (PN), with the following ownership structure: (i) BB Seguros holds 49.99% of the common shares and 100% of the preferred shares, representing 74.99% of the shareholding in the total share capital; and (ii) Odontoprev holds 50.01% of the common shares, representing 25.01% of the shareholding in the total share capital. BB Seguros and Odontoprev were responsible for paying in the share capital of Brasildental in the respective proportion of their shareholding.

Merger of BB Capitalização by BB Seguros

Created by Banco Nossa Caixa (BNC) with the purpose of participating in a joint venture, BB Capitalização has remained inoperative since its creation, in 2004, with its activities restricted to the financial investment of its share capital. After the merger of BNC by Banco do Brasil S.A. (BB), on 11.30.2009, the company was maintained in the BB Conglomerate, since the negotiations for the business model review in the capitalization sector were in progress.

1. On 2.25.2011, BB Capitalização, until then directly controlled by BB, was allocated to BB Seguros, through the acquisition of all the shares representing its share capital, held by the multiple bank. With said allocation, the company became a wholly-owned subsidiary of BB Seguros.

2. On 03.18.2013, BB's Board of Directors decided to close BB Capitalização, a decision also resolved on 03.21.2014 by BB Seguridade's Board of Directors. The merger was carried out by BB Seguros on 11.28.2014.

Transactions of Vida Seguradora and MAPFRE Affinity

On 11.01.2014, as part of the process to simplify the operational model of the partnership between BB Seguros and the MAPFRE Group, Vida Seguradora was merged into MAPFRE Vida and MAPFRE Affinity was merged into MAPFRE Seguros Gerais, with the subsequent extinction of the merged companies and the succession of their rights and obligations by the merging companies, with the consequent optimization of costs and regulatory capital.

Merger of BB Cor Participações S.A. (BB Cor)

On 10.27.2010, considering that BB Cor did not have any investee other than BB Corretora, BB Seguridade's Board of Directors decided to close it. The process was finalized on 12.27.2016, when BB Corretora merged BB Cor, becoming a wholly-owned subsidiary of BB Seguridade.

Incorporation of Ciclic Corretora de Seguros S.A.

On 11.29.2017 BB Seguridade's Board of Directors approved the signing, by BB Corretora, of an Investment Agreement ("Agreement") with PFG do Brasil 2 Participações Ltda. ("PFG2"), for joint action in the digital environment, with focus on the marketing of social security products.

The Agreement was defined as follows:

a) a first step comprising the incorporation of a new company called Ciclic Corretora de Seguros S.A. (Ciclic), with initial share capital only comprised by common shares fully paid-in by PFG2;

b) the second step with the signing of a Shareholders' Agreement effective until October 27, 2032, and a Ciclic's capital increase up to the amount of R\$ 27.0 million, of which R\$ 6.8 million shall be contributed by PFG2 and R\$ 20.2 million to be contributed by BB Corretora, through the issuance of new common (ON) and preferred (PN) shares, a step carried out after approval by the regulatory, supervisory and inspection bodies;

c) and finally, after signing a Shareholders' Agreement and capital contribution, BB Corretora shall hold 49.99% of the common shares and 100.00% of the preferred shares of Ciclic, representing 74.99% of the total capital of the new company.

After obtaining all approvals from the relevant regulatory, supervisory and inspection bodies, BB Corretora and PFG2 signed, on 9.10.2018, a shareholders' agreement, valid until 10.27.2032, for joint action focused on the distribution of security products on the digital channel, through Ciclic.

Restructuring of BB Mapfre Insurance Group Partnership

On 11.30.2018, the restructuring of the partnership maintained by BB Seguros and the MAPFRE Group was carried out. Within the scope of the restructuring, the following corporate movements were carried out:

1. Partial spin-off of BB MAPFRE Participações SA (BBM, former BB MAPFRE SH1 Participações SA) through the segregation of a spun-off collection corresponding to the totality of the shares representing MAPFRE Vida S.A.'s share capital, subsequently merged into MAPFRE BB SH2 Participações S.A.;

2. Disproportionate partial spin-off of MAPFRE BB SH2 Participações S.A. by the segregation of a spun-off estate corresponding to the totality of the shares representing ABS' share capital, later merged by BBM; and

3. Disposal by BB Seguros of all common and preferred shares issued by MAPFRE BB SH2 Participações S.A., held by MAPFRE Brasil Participações S.A., in the amount of R\$ 2.4 billion, from which the dividends and interest on the distributed capital were deducted, as well as capital reductions by insurance companies involved in the restructuring. After the aforementioned deductions, BB Seguros received, from MAPFRE Group, on 11.30.2018, the amount of R\$ 2.3 billion.

The operation resulted, after deduction of expenses related to the financial advisers of the operation and the incidence of taxes, in a capital release of R\$ 2.1 billion for distribution to shareholders.

Incorporation of the Company Broto S.A.

On 10/13/2022, BB Seguridade's Board of Directors approved the execution of the necessary corporate acts for Brasilseg Companhia de Seguros ("Brasilseg") to incorporate, in partnership with Banco do Brasil S.A. ("BB"), the company Broto S.A. ("Broto"), aiming at conducting the business of the Broto Digital Platform ("Broto Platform"). The Broto Platform operates in the agribusiness production chain, which was previously developed by Brasilseg.

Broto's incorporation meeting took place on 01/04/2023, when Brasilseg started holding 50% of the company's total capital, through 100% of common shares, while BB held the other 50% of the total capital, through 100% of preferred shares.

Each partner was responsible for making an investment of R\$31.2 million. For its shareholding in Broto, Brasilseg contributed a portion in cash and another in goods, rights and assets associated with the Broto Platform.

The corporate documents provided for the granting, by Brasilseg, of a call option to BB over the totality of the shares held in Broto, exercisable upon payment of the amount contributed by Brasilseg in Broto, corrected by the accumulated CDI in the period, within 12 months, as of the signing date of the shareholders' agreement, extendable for an equal period. On 12/22/2023, Brasilseg and BB formalized an Extension Agreement, extending this period by another 12 months, so that the call option can be exercised until the beginning of 2025.

As provided for in the corporate agreements, Brasilseg shall maintain access to the Broto Platform for the sale of its insurance products, which shall be exclusively intermediated by BB Corretora de Seguros e Administradora de Bens S.A. ("BB Corretora"), a company controlled by BB Seguridade.

Increase of the Shareholding in Brasilcap

In November 2022, the increase in the shareholding of BB Seguros Participações S.A. ("BB Seguros") in the subsidiary Brasilcap Capitalização S.A. ("Brasilcap") was completed, through the exercise of the option to purchase 430,635 preferred shares held by the shareholders Companhia de Seguros Aliança da Bahia ("Aliança da Bahia") and Icatu Seguros S.A. ("Icatu"), corresponding to 0.11 percentage points of the total capital of the subsidiary, in accordance with the Private Instrument of Commitment for the Subscription of Shareholding and Others Covenants ("Subscription Instrument"), entered into on 12.22.2021.

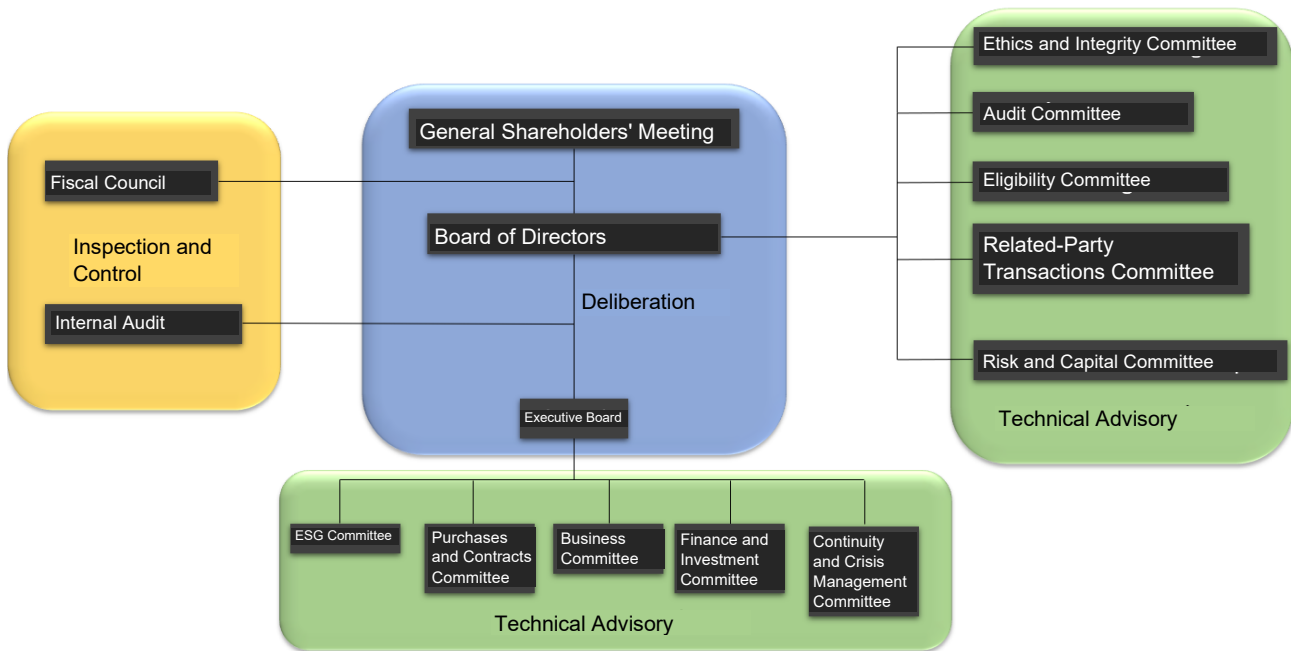
Further information on the history and current configuration of equity interests of BB Seguridade and its wholly-owned subsidiaries can be found in Item 7.1 of the Reference Form, at the website <https://www.bbseguridaderi.com.br>.

3 – Administrative Structure

BB Seguridade's administrative structure is provided in its Articles of Incorporation and in the Internal Regulations of its governance bodies, available at <https://www.bbseguridaderi.com.br>.

According to Art. 11 of the Company's Articles of Incorporation, the members of the Company's management bodies, Fiscal Council and Statutory Committees, as well as those indicated to occupy any statutory position in the subsidiaries and affiliates, shall be Brazilians, with notorious knowledge, including on the best corporate governance practices, compliance, integrity and corporate accountability, experience, moral standing, unblemished reputation and technical capacity compatible with the position, observing the requirements imposed by Law No. 6.404/76, Law No. 13.303/16 and its respective regulating Decree, other applicable rules, and BB Seguridade's Governance, Appointment and Succession Policy.

BB Seguridade's corporate governance structure can be presented as shown in the following figure:



Board of Directors

It is the highest management body, responsible for the general direction of the Company's business and that of its subsidiaries and affiliates, and has, as provided for by law and in the Articles of Incorporation, strategic, guiding, elective and supervisory attributions, not encompassing operational or executive functions.

It is composed of seven (7) members, except in the event of minority shareholders exercising multiple voting rights, in which case it shall be all individuals, elected and dismissable at any time by the General Meeting, among whom one Chairman and one Vice-Chairman for a unified term of office of two (2) years, with up to three (3) consecutive renewals

The Articles of Incorporation, in its Art. 15, Paragraph 2, determines the composition of the body, and that it shall be mandatorily appointed to the Board of Directors, to the resolution of the General Meeting:

- I. Chief Executive Officer of the Company;
- II. Two (2) representatives of the Federal Government;
- III. At least one (1) representative of the minority shareholders; and
- III. Three (3) or Four (4) representatives of Banco do Brasil.

BB Seguridade's Articles of Incorporation determine that the Board of Directors shall have at least 2 (two) independent members, totaling a minimum of 25% of Independent Board Members, as defined in the legislation and in B3's Novo Mercado Regulation.

The Board of Directors' Internal Regulations are approved by the body itself and available at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>

Executive Board

It is responsible for representing BB Seguridade and managing its business in general, as well as for complying with and enforcing the Company's Articles of Incorporation, the resolutions of the General Shareholders' Meeting and the Board of Directors, and for exercising the attributions conferred upon it, observing the good corporate governance practices.

The Body is composed of four (4) permanent members, residing in Brazil, mandatorily one Chief Executive Officer, one Investor Relations Officer, and the others without specific designation. All officers shall be elected from among the active employees of Banco do Brasil, for a unified term of two years, and up to three consecutive re-elections allowed.

The Executive Board has its Internal Regulations approved by the Board of Directors, and which can be found at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>.

Fiscal Council

It is a permanent body, responsible for the inspection of the acts of directors, in accordance with their legal and statutory duties.

It is responsible for reporting, to the partners, the actions and acts of management and to preserve the value of the organization for the protection of its interests. The Fiscal Council exercises its attributions and responsibilities with the companies controlled by BB Seguridade that have adopted the single Fiscal Council regime. Its members meet ordinarily once a month and extraordinarily whenever necessary. The body is composed of three (3) members, a permanent member and their respective alternate appointed by the holders of the minority common shares; a permanent member and their respective alternate appointed by the Minister of State for the Economy; and a permanent member and their respective alternate appointed by the controller, Banco do Brasil S.A.

The Board has its Internal Regulations approved by its own Fiscal Council, and which can be found at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>.

Audit Committee

Permanent body that operates independently from the Company's Executive Board.

Its attribution is to support the Board of Directors with regard to the exercise of its audit and inspection functions on the quality of financial statements and the effectiveness of the internal control systems and internal and independent audits. The Coaud also exercises its functions and responsibilities in the companies controlled by BB Seguridade that have adopted the single Audit Committee regime.

It is responsible for assessing and monitoring the Company's risk exposures; supervising the activities developed in the areas of internal control, internal and external audits; and monitoring the quality and integrity of the internal control mechanisms, the Financial Statements, and the information and measurements disclosed by the Company, among other functions.

The body is composed of five (5) permanent members, all independent.

It shall comprise at least one independent Member of the Board of Directors and one member appointed jointly by the Member(s) of the Board of Directors representing the minority shareholders. The other members will be appointed collectively by the Board of Directors.

The Audit Committee has its Internal Regulations approved by the Board of Directors, and which can be found at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>.

Related-Party Transactions Committee

Permanent and statutory, its function is to advise the Board of Directors.

The Related-Party Transactions Committee is responsible for pre-approving all related-party transactions as defined in the Related-Party Transactions Policy, as well as the reviews and terminations of agreements between related parties.

It consists of three (3) members, elected and dismissable by the Board of Directors, including one independent member, the independent member of the CA, elected by the minority shareholders, or, in their absence, a member appointed by the minority shareholders.

It should be noted that all related-party transactions submitted to the Committee are only approved with the favorable vote of the independent member.

The Committee has its Internal Regulations approved by the Board of Directors, and which can be found at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>.

Eligibility Committee

Permanent and statutory, it is responsible for advising the Board of Directors in the establishment of the Company's Governance, Appointment and Succession Policy; for giving its opinion, in order to assist the shareholders, on the fulfillment of the requirements and absence of prohibitions in the appointment of directors, members of the advisory committees to the Board of Directors and members of the Fiscal Council of BB Seguridade, its subsidiaries and investees; and for verifying compliance with the assessment process for directors, members of advisory committees to the Board of Directors and members of the Fiscal Council.

It consists of three (3) members, elected and dismissable by the Board of Directors.

The Committee has its Internal Regulations approved by the Board of Directors, and which can be found at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>.

Risk and Capital Committee

It is a statutory Committee, whose attributions, in addition to others provided for in the applicable legislation and in its Internal Regulations, are: I - advising the Board of Directors on the Company's risk and capital management, and II - assessing and reporting, to the Board of Directors, reports dealing with risk and capital management processes.

The Committee is composed of three (3) members, and: I - one (1) member shall be jointly appointed by the Members of the Board of Directors representing the minority shareholders; II - one (1) member shall be appointed by Banco do Brasil S.A., and II I- one (1) member shall be appointed by the other members of the Board of Directors.

The Committee has its Internal Regulations approved by the Board of Directors, and which can be found at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/administracao-e-comites/>.

Internal Audit

BB Seguridade has a permanent Internal Audit unit, linked to the Board of Directors and responsible for assessing the adequacy of the internal control, the effectiveness of the risk management and governance processes and the reliability of the Financial Statements.

The Audit Committee is responsible for recommending, to the Board of Directors, the appointment, replacement or dismissal of those responsible for the Internal Audit.

Detailed information about BB Seguridade's governance bodies can be found in item 7 of the Company's Reference Form, published at the website <https://www.bbseguridaderi.com.br/informacoes-ao-mercado/formularios-de-referencia/>.

BB Seguros Participações S.A. and BB Corretora e Administradora de Bens S.A.

BB Seguros and BB Corretora share, with BB Seguridade, the structures of the Audit Committee, Eligibility Committee, Related-Party Transactions Committee, Risk and Capital Committee and Internal Audit, as authorized by Article 14 of Regulatory Decree No. 8.945/2016.

BB Seguros is managed by an Executive Board composed of three (3) members, designated Chief Executive Officer, Deputy Chief Executive Officer and Managing Director, made up of Brazilians residing in the country, endowed with notorious knowledge compatible with the position, including knowledge on good corporate governance practices, experience, moral integrity, unblemished reputation and technical capacity, elected and dismissed at any time by the General Meeting.

BB Corretora, in turn, is managed by three (3) members, designated Chief Executive Officer, Chief Risk and Internal Controls Officer and Managing Director, made up of Brazilians residing in the country, endowed with notorious knowledge compatible with the position, including knowledge on good corporate governance practices, experience, moral integrity, unblemished reputation and technical capacity, elected and dismissed at any time by the General Meeting.

BB Seguros and BB Corretora do not have a Board of Directors, as allowed by Art. 138, Paragraph 2, of Law No. 6.404/1976.

Officers of BB Seguros and BB Corretora shall be chosen from among the statutory members or those acting in positions of trust, vested by special trust pursuant to the CLT, belonging to the active staff of BB Seguridade Participações S.A. or Banco do Brasil S.A.

4 – Policies and Corporate Governance Practices

BB Seguridade's commitment to transparency in the relationship with the market and, in particular, with its minority shareholders, is ratified by its adhesion, since the IPO, to B3's Novo Mercado, which brings together the companies that meet the highest corporate governance requirements in the Brazilian market.

The Company remains at Level 1 (the highest) of the Governance Indicator of the Secretariat of Coordination and Governance Department of State-Owned Companies – IG SEST, linked to the Ministry of Management and Innovation in Public Services, which is the main indicator of the corporate governance maturity of federal state-owned companies, since its first participation in 2018.

BB Seguridade holds the international Quality Assessment certification, issued by the Institute of Internal Auditors of Brazil (IIA Brasil). The Quality Assessment is the highest recognition that an internal audit can obtain regarding the quality of the work performed.

BB Seguridade also discloses, annually, on its Investor Relations website, the Report on the Brazilian Code of Corporate Governance, which presents the Company's principles and practices in a transparent, complete, objective and accurate manner.

Finally, BB Seguridade has the following policies and programs that provide for good Corporate Governance practices: I- Governance, Appointment and Succession Policy; II- Risk and Capital Management Policy; III- Relevant Act or Fact Disclosure Policy; IV- Prevention and Fight Against Money Laundering and the Financing of Terrorism Policy; V- Prevention and Fight Against Corruption Policy; VI- Related-Party Transactions Policies; VII- Dividend Policies; VIII- Securities Trading Policy; IX- Integrity Program; X- Code of Ethics and Conduct; XI- Information Security Policy; XII- Privacy Policy and Personal Data Protection; and XIII- Internal Controls and Integrity Policy.

All documents mentioned are available at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/estatuto-politicas-e-codigos/>.

More information on Corporate Governance can be found in Item 7 of the Company's Reference Form and in the Management Report, published at <https://www.bbseguridaderi.com.br/informacoes-ao-mercado/formularios-de-referencia/>.

BB Seguros and BB Corretora share, with BB Seguridade, the documents mentioned above, as authorized by Art. 14 of Regulatory Decree No. 8.945/2016.

5 – Internal Controls and Risk Management Structures

BB Seguridade's Risk Management, Internal Controls and Security Model aims to formalize the practices related to the Risk, Internal Controls and Security functions adopted by the Company.

The Three Lines of Reference for risk management, internal controls and security are used to guide action.

The first line is represented by the business, operations and support areas. The functions of the first line are directly aligned with the delivery of products and/or services to the institution's customers, including functions of support and accountability for performance and achievement of strategic goals.

The second line is represented by the areas of risk management, internal controls and security. It advises and supports the first line, in addition to analyzing and reporting to Senior Management. Thus, the second line indirectly participates in the execution of management actions and contributes to the decision-making, and the achievement of the institution's strategic objectives.

The third line, represented by internal audit, which is independently and objectively responsible for revising and assessing the adequacy and effectiveness of corporate governance, risk management and the internal control environment. This line is hierarchically subordinated to the Board of Directors and its activities are supervised by the Company's Audit Committee (COAUD).

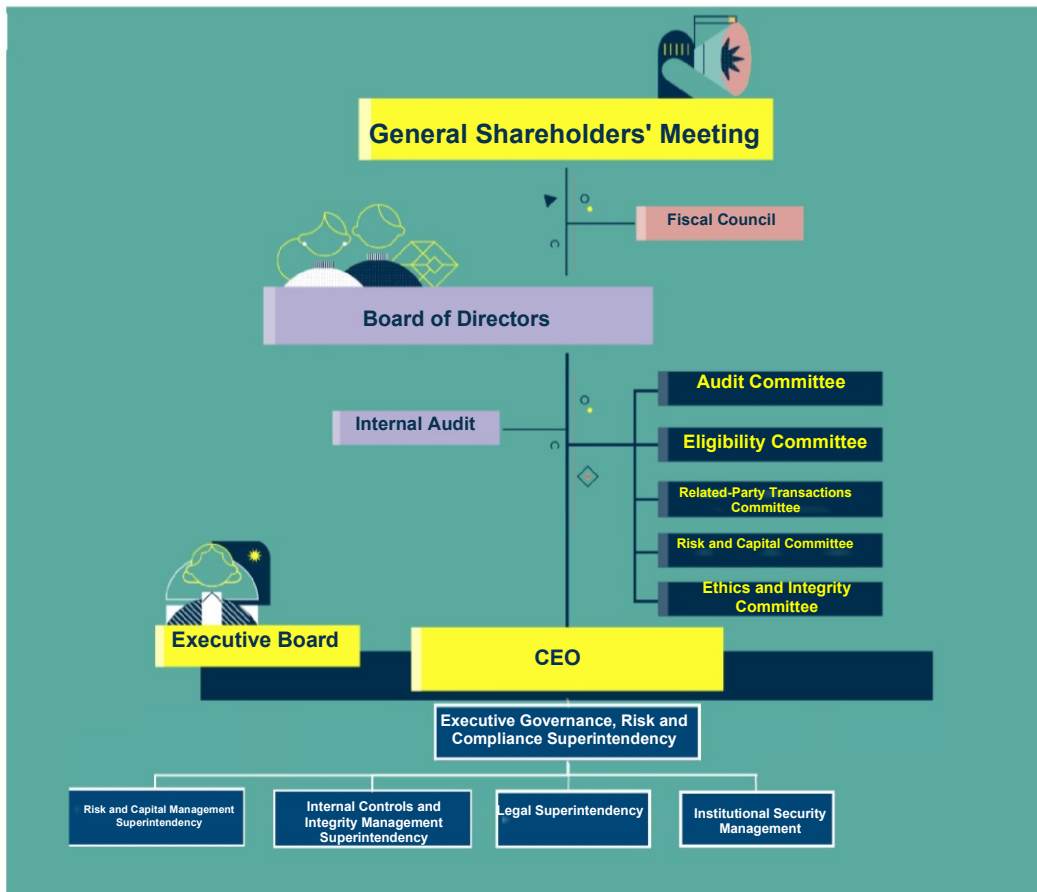
BB Seguros and BB Corretora share, with BB Seguridade, their structures of internal controls and risk management, as authorized by Article 14 of Decree No. 8.945/2016, which regulates Law No. 13.303/2016.

It is worth noting the performance of governance bodies, the Board of Directors, Collegiate Board, Fiscal Council, Audit Committee and the Risk and Capital Committee, in effectively applying the Three Lines model in risk and control management.

The Company has a set of corporate policies, including the following:

- Risk and Capital Management Policy, approved on 04.28.2023;
- Internal Controls and Compliance Policy, approved on 04.28.2023;
- Prevention and Fight Against Corruption Policy, revised and approved on 04.26.2024;
- Prevention and Fight Against Money Laundering and the Financing of Terrorism Policy, revised and approved on 06.30.2023;
- Privacy and Personal Data Protection Policy, approved on 07.28.2023;
- Information and Cybersecurity Policy, revised and approved on 09.20.2022;

The following diagram presents the organizational chart that includes the organizational structure of risk management and internal controls:



Additionally, in order to advise management, the Company has a Finance and Investments Committee that, although not a statutory body, assists the Collegiate Board in matters regarding the management and risk control of the financial investment portfolio of the Company and its subsidiaries.

The following mechanisms are also highlighted as best practices in risk management and controls: Code of Ethics and Conduct applicable to all employees and members of governance bodies, Compliance and Integrity Program, Complaints Channel, definition of corporate levels, lines of subordination and responsibility, segregation of duties and collegiate decision-making flow.

Moreover, the Company has a Risk and Capital Committee, a statutory advisory body to the Board of Directors, which is responsible, among other duties, for assessing and monitoring the Group's exposures to risks.

Risk and Capital Management Superintendency

As a second line, the Risk and Capital Management Superintendency acts in the management of relevant corporate risks and in the dissemination of the risk management culture.

Among the activities developed regarding risk management, internal procedures are included for risk identification, analysis of probability of occurrence and impact, priority risks assessment, treatment, monitoring, and reporting of results through periodic reports submitted to the Executive Board, Audit Committee, Risk and Capital Committee and Board of Directors.

Internal Controls and Integrity Superintendency

The purpose of the Controls and Integrity Superintendency is to support the fulfillment of corporate objectives by assessing structures and processes that ensure operational efficiency and effectiveness, the reliability of information and compliance with applicable internal and external standards.

The Internal Controls function assesses the existence and adequacy of controls to mitigate relevant risk events.

The Compliance Function refers to a set of activities aimed at ensuring compliance with laws, regulations and internal standards, further providing guidance and awareness-raising to prevent actions and conduct that could pose risks to the institution's image.

The Integrity Function aims to guide ethical conduct and the choice of actions that are not only legal, but also honest and fair.

Compliance and Integrity Program

The company has a formally documented Compliance and Integrity Program, aligned with the strategic drivers of the company, seeking to contribute to the achievement of the state of compliance and security in business, processes, products, services and channels, observing ESG (Environmental, Social and Governance) aspects, and further enabling reinforcement in the prevention of illegal acts, misconduct and damage to reputation, contributing to the reduction of financial losses and assertively coping with risks.

The Program consists of guidelines, processes and procedures, which enable the strengthening of corporate governance, data security, cost reduction and the construction of an environment of trust, transparency and regulatory compliance, contributing to risk management.

The company publicly discloses the Compliance and Integrity Program, aligned with specific communication actions for internal and external audiences.

Code of Ethics and Conduct

BB Seguridade has a Code of Ethics and Conduct, the current version of which was approved by the Board of Directors on 04.28.2023, which apply to members of the senior management, employees and third parties acting or providing services on behalf of or to the Company. The document guides the behavior expected by the Company and is publicly disclosed on BB Seguridade's investor relations website <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/estatuto-politicas-e-codigos/> and revised at least every two years.

The Company's Code of Ethics and Conduct is presented in two sections: The first presents the commitments made by the Company and the ethical guidelines that shall guide relationships; and the second details the standards of conduct and the behavior expected in the work environment.

Anyone who fails to comply with the Code of Ethics and Conduct of the Company, as well as the Code of Ethics and Standards of Conduct of Banco do Brasil, pursuant to the Option Term of the Employee Available, will be subject to the penalties established in the internal regulations of the Company and of Banco do Brasil, and may be also held accountable judicially.

The Internal Regulations for Disciplinary Control, in accordance with the Option Term of the Employee Available of Banco do Brasil for BB Seguridade, establish the procedures to be adopted for determination and judgment of irregularities practiced and the enforcement of penalties.

As stated in the Integrity Program, all employees of the Company have access to the courses offered by Universidade Corporativa do Banco do Brasil - UniBB, which offers a wide range of training related to integrity.

Trilha Ética (Ethics Track) includes courses that encourage reflection on ethical and moral values in personal and professional life.

In addition to the courses made available through UniBB, the Company also promotes training and dissemination on the subject. In August 2023, two Talks were held for Senior Management with the following topics: i) The Future of the Insurance Industry and the ESG Agenda – Risks, opportunities and business model transformation – Speaker: Fátima Lima, Chief Sustainability Officer at Mapfre Brazil; and ii) Cybersecurity – Strategies and Challenges for Senior Management – Speaker: Tiago Iahn, Head of the Cybersecurity Department at Serpro.

Technical Meetings and Forums

The Company periodically holds Forums and Technical Meetings on the topic of integrity, with the participation of the senior management, members of governance bodies, employees and representatives of investees.

Internal Ombudsman and Complaints Channel

Since 2021, BB Seguridade has shared Banco do Brasil's Internal Ombudsman and Complaints Channel.

The Internal Ombudsman is intended for employees of BB Seguridade or its subsidiaries, interns, apprentices and workers from contractors, who can register demands in an identified or anonymous manner.

The Whistleblowing Channel is aimed at investors, employees, partners, suppliers, customers, users and society in general, with the task of receiving complaints about criminal offenses and non-sustainable business related to management, business or service practices, registered even anonymously, forwarding the necessary procedures to solve the problems raised, with feedback to interested parties.

Ethics and Integrity Committee

BB Seguridade has an Ethics and Integrity Committee, an advisory body to the Board of Directors with permanent operation, whose main objective is to receive and conduct complaints that may not be supported by the approved and standardized flows from the Ethics and Integrity Channels, namely: Internal Ombudsman and Complaints Channel and/or through different channels to the Controller's Ethics and Integrity Channels.

Moreover, the Committee also monitors and contributes to the improvement of training actions and the dissemination of a culture of ethics and integrity, included in the scope of the Compliance and Integrity Program.

The work carried out by the Ethics and Integrity Committee is periodically reported to the Company's Executive Board, Audit Committee and Board of Directors.

Risks for which hedging is sought

BB Seguridade has processes for identifying and assessing risks that will make up the set of risks that are relevant to the Company, and which include risks arising from its shareholding in affiliates and investees, which are better detailed in item 4.1 of the Reference Form.

Instruments used for hedging

The risk management activities include instruments, methodologies and tools, with procedures formalized in internal regulations.

The instruments used for specific management of the relevant risks are listed below:

Inventory of Relevant Risks

The Inventory of Relevant Risks translates the Company's Risk Event Map, segmented into three views: BB Seguridade (holding view), BB Seguros and BB Corretora (view by subsidiary).

The consolidation of the inventory of Relevant Risks derives from a broad assessment work of the mapped risk events, integrated with the review and validation process of the risk factors.

Based on the Inventory, and considering the relevance of each risk, indicators and tolerance limits, both global and operational, are defined to help monitor the risk appetite and exposure, enabling preventive, mitigating, contingency, and reversal actions, whenever necessary.

Strategy Risk

At BB Seguridade, the strategy risk is managed from the strategy development stage, when the scenarios and assumptions considered in the planning stage are challenged, as well as throughout the strategy execution.

To follow up the risks involved in the strategy execution, the performance indicators related to the achievement of the goals defined in the Company's budget, the Strategic Planning indicators, and the indicators of compliance with the guidelines of the Strategic Investment Policy are systematically monitored.

The Company's processes are formalized by defining performance indicators that adhere to the long-term strategy and to the management compensation models, in order to increase predictability of achieving business goals.

Contagion Risk

BB Seguridade identifies the exposure to risks, whose source is in the investees, capable of negatively affecting the Company's income or reputation. The regulatory solvency, provision coverage and liquidity of these companies are periodically monitored by BB Seguridade, as well as other risk indicators included in the risk appetites of each investee.

Reputational Risk

BB Seguridade monitors the exposure of the Company and its subsidiaries on the media and press vehicles, as well as assesses and addresses the causes that may adversely affect the sustainability of business through actions that include the identification of reputational risk events and the development of action plans to address the probable causes of exposure. The Company also adopts internal regulations that establish guidelines for press relations, definition and guidance of spokespersons, as well as processes for handling press requests.

Among the control instruments used, BB Seguridade has a Disclosure of Relevant Acts or Facts Policy, which governs, the disclosure of information within the Company and its subsidiaries, with a series of guidelines established for its various stakeholders, including employees, managers, concerned and associated persons to the Company, defining the period of silence and applicable penalties.

To measure and monitor the reputational risk, the Company follows up its exposure in different media, and adopts indicators that seek to assess the perception before different stakeholders.

Information Security, Privacy and Cyber Risk

On 07/21/2023, the Board of Directors of BB Seguridade approved the Privacy Policy, which establishes the guidelines related to the company's performance in relation to the privacy of personal data, demonstrating the commitment to the confidentiality of information and transparency regarding the processing of the personal data in its custody.

The Information Security and Cybersecurity Policy was also approved by the company's Board of Directors on 09/20/2022, which aims to establish guidelines related to information security management, pursuant to the applicable legislation and regulations. In this policy, guidelines are defined to ensure the confidentiality, integrity and availability of corporate information.

Information Security, Privacy and Cyber Risk indicators are monitored by the Board of Directors through periodic reports.

Operational risk

The Company uses a structured method to assess the effectiveness of internal controls and carrying out compliance tests, aiming to check the adequacy of controls and focusing on verifying whether the control was properly designed and whether it works effectively, as well as the adherence of processes to external and internal standards, respectively. Internal controls and compliance assessments assist in the treatment of operational risks.

BB Seguridade also manages operational risk by monitoring operational losses incurred by the Company and its subsidiaries, including: i. losses associated with insurance products marketed by BB Corretora; and ii. complaints regarding products marketed in different administrative spheres (SAC (Hotline), Ombudsman, Procon (Bureau of Consumer Protection), Bacen (Central Bank of Brazil), Susep (Superintendence of Private Insurance), among others).

The Company also adopts specific procedures to prevent fraud and illegal activities within the context of bidding processes, in the enforcement of administrative contracts or in any interaction with the public sector, even if intermediated by third parties, such as payment of taxes, subjection to inspections, or obtaining authorizations, licenses, permits and certificates. These guidelines are widely disseminated through the Compliance and Integrity Program, available on the investor relations portal at <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/estatuto-politicas-e-codigos/>.

To measure and monitor its exposure to the operational risk, the Company adopts operational loss indicators, which include legal losses.

Compliance Risk

The management of internal controls and compliance is carried out according to the policies and programs approved by the Board of Directors and executed in accordance with the guidelines established in the Risk Management, Internal Controls and Security Model – "Model" and with the procedures described in the Internal Controls and Compliance Manual.

Liquidity Risk

The Financial Investment Policy defines the criteria for the allocation of resources, respecting the Capital Plan.

Among the main management and control guidelines adopted for the liquidity risk, it should be highlighted the monitoring of regulatory solvency indicators and the adequacy to the capital requirement for risk coverage in investees. Additionally, the development of the Company's Capital Plan is carried out in line with the budget, and covers the expected cash movements over at least a 3-year horizon.

To measure and monitor its exposure to liquidity risk, the Company adopts asset liquidity indicators and minimum holding limits for highly liquid assets.

For further information about the internal control structures and risk management, please access Items 4 and 5 of the Reference Form, the Management Report and the Compliance and Integrity Program of the Company, available at <https://www.bbseguridaderi.com.br/informacoes-ao-mercado/formularios-de-referencia/>.

6 – Risk Factors

We list below the main risk factors of BB Seguridade:

- I) BB Seguridade may have its results impacted due to its shareholding in investees.
- II) BB Seguridade's investees depend on Banco do Brasil for the commercialization of insurance, open supplementary pension plan, capitalization and dental care plan products through its network.
- III) The Company's investees face competition in their businesses, which may affect their market share and profitability.

IV) Cyber-attacks and other cybersecurity incidents on the computer systems or networks of the Company and/or its investees may cause interruption of its activities and result in the disclosure of confidential information, which may damage its image and cause losses.

V) BB Seguridade's results may be affected by failures and interruptions in the operational processes of Banco do Brasil, in the quality of supplier of service, counter and technology to the Company's investees, as well as in the processes of outsourced service providers to the Company's investees.

We present, in detail, in Items 4 and 5 of our Reference Form, the Risk Factors related to the policies, processes, procedures, systems and models adopted in the risk management, internal controls, compliance and integrity and corporate governance that may influence an investment decision, especially those related to the issuer and its controller, its subsidiaries and investees, its suppliers and partners, its customers, the economic sectors in which we operate and their respective regulations and social, environmental and climate issues.

For additional information, please access Items 4 and 5 of the Reference Form, available at <https://www.bbseguridaderi.com.br/informacoes-ao-mercado/formularios-de-referencia/>.

7 –Economic-financial data and comments on performance

One of the basic objectives of corporate companies is to generate and distribute value to shareholders and other stakeholders in a sustainable way – a foundation that guides BB Seguridade's actions. In its business model, the Company undertakes to allocate invested capital efficiently to maximize the generation of long-term economic value.

Moreover, BB Seguridade monitors the performance of the investees as to what was planned and assesses investment opportunities, possible divestments and new sources of expansion, offering short, medium, and long-term directions so they can achieve their objective of generating value. BB Seguridade participates in the management of investees through its representatives in the governance bodies, with no limitation to the access to information related to their economic-financial performance.

At the end of December 31, 2023, BB Seguridade recorded a balance of R\$ 18.3 billion in total assets, an expansion of 10.3% compared to 2022. The assets consisted mainly of equity investments (51.1%) and cash and cash equivalents (26.0%).

The net profit reached R\$ 7.9 billion in the year, 28.3% higher than that reported for the previous year.

As for the Company's equity structure, there is a predominance of own resources (shareholder's equity) and the absence of financial indebtedness.

Shareholders' equity reached R\$ 9.8 billion in the year, equivalent to a growth of 22.1% compared to the balance registered in 2022 and representing 53.7% of the Company's capital structure, compared to 48.5% in 2022.

The following table presents BB Seguridade's main consolidated equity items:

R\$ thousand, except percentages	2023	%Total
Assets	18,272,622	100.00%
Cash and cash equivalents	4,752,742	26.01%
Financial instruments	1,607,391	8.80%
Equity investments	9,331,907	51.07%
Current tax assets	143,551	0.79%
Deferred tax assets	13,244	0.07%
Other assets	2,423,787	13.26%

Liabilities	8,456,140	46.28%
Labor, tax and civil provisions	29,999	0.16%
Dividends payable	2,455,309	13.44%
Current tax liabilities	950,663	5.20%
Deferred tax liabilities	228,565	1.25%
Other liabilities	4,791,604	26.22%
Shareholders' equity	9,816,482	53.72%
Liabilities and shareholders' equity	18,272,622	100.00%

In relation to BB Corretora, the balance sheet closed on 12.31.2023 was:

		R\$ thousand	
	Not	12.31.20	12.31.20
Current Assets		4,456,686	4,764,89
Cash and cash equivalents	[13]	3,321,812	3,650,518
Commissions receivable	[14]	1,128,077	1,114,256
Other assets	[16]	6,797	116
Non-Current Assets		2,887,911	1,292,715
Financial Assets at Fair Value through Income	[15. a]	1,586,371	350,217
Current tax assets	[10. d]	5,800	5,800
Deferred tax assets	[10. e]	9,659	4,378
Commissions receivable	[14]	1,046,897	708,990
Equity investments	[5]	4,359	1,506
Other assets	[16]	234,825	221,824
Total Assets		7,344,597	6,057,605
Current Liabilities		4,589,865	4,254,929
Dividends payable	[17]	1,573,893	1,522,364
Labor, tax and civil provisions	[18]	14,933	4,088
Current tax liabilities	[10. g]	949,072	893,651
Unearned commissions	[19]	1,952,798	1,760,473
Other liabilities	[20]	99,169	74,353
Non-current Liabilities		2,748,860	1,796,338
Labor, tax and civil provisions	[18]	13,501	8,791
Unearned commissions	[19]	2,735,359	1,787,547
Total Liabilities		7,338,725	6,051,267
Shareholders' equity		5,872	6,338
Share capital	[21. c]	1,000	1,000
Capital reserves	[21. d]	4,975	4,975
Profit reserves	[21. d]	200	200
Accumulated other comprehensive income	[21. e]	(303)	163
Total Shareholders' Equity		5,872	6,338
Total Liabilities and Shareholders' Equity		7,344,597	6,057,605

Finally, at BB Seguros, the balance sheet for 2023 closed as follows:

			R\$ thou sand
	Note	12.31.2023	12.31.2022
Current Assets		810,065	2,380,621
Cash and cash equivalents	[12]	785,860	2,367,097
Dividends/JCP Receivable	[13]	444	13,519
Current tax assets	[9.d]	23,757	--
Other assets	[14]	4	5
Non-Current Assets		9,332,487	7,959,300
Current tax assets	[9.d]	1,576	--
Deferred tax assets	[9.e]	3,363	3,367
Equity investments	[6.b]	9,327,548	7,955,933
Other assets	[14]	--	--
Total Assets		10,142,552	10,339,921
Current Liabilities		790,798	2,259,663
Corporate and Statutory Obligations	[15]	788,233	2,160,992
Labor, tax and civil provisions	[16]	456	290
Current tax liabilities	[9.g]	902	70,192
Other liabilities	[17]	1,207	28,189
Non-current Liabilities		229,021	229,197
Labor, tax and civil provisions	[16]	456	632
Deferred tax liabilities	[9.h]	228,565	228,565
Total Liabilities		1,019,819	2,488,860
Shareholders' equity		9,122,733	7,851,061
Share capital	[18.c]	4,210,872	4,210,872
Profit reserves	[18.d]	5,109,379	3,323,601
Accumulated other comprehensive income	[18.e]	(197,518)	(318,986)
Retained Earnings ⁽¹⁾		--	635,574
Total Shareholders' Equity		9,122,733	7,851,061

In 2023, the overall liquidity index, which demonstrates BB Seguridade's ability to honor the commitments, reached 1.08, practically stable compared to the index of 1.11 reported at the end of 2022. The evolution of the balances of the main lines of the company's consolidated liabilities, namely dividends payable, as mentioned earlier, and unearned commissions from BB Corretora. Regarding dividends payable, the amount is relatively lower compared to that observed in 2022 due to the launch of BB Seguridade's buyback program, which uses available resources to repurchase company shares and, regarding unearned commissions from BB Corretora, its evolution is justified by the strong commercial performance in insurance.

The consolidated statements of BB Seguridade include the financial statements of BB Seguridade itself and the financial statements of BB Seguros and BB Corretora.

Intragroup balances and transactions, as well as any unrealized revenues or expenses on intercompany transactions, are eliminated in the preparation of the financial statements position. Unrealized gains arising from transactions with investees recorded under the equity method are eliminated against the investment, in proportion to BB Seguridade's interest in the investee.

Below, we present the economic-financial result of BB Seguridade:

R\$ thousand	2022	2023	Var. % 2023/2022
Operating revenues	7,451,733	9,126,068	22.47%
Net commission revenue	4,141,994	4,424,402	6.82%
Revenue from equity investments	3,515,609	4,890,458	39.11%
Life, home and rural insurance	1,937,654	2,899,970	49.66%
Pension plans	1,417,562	1,789,794	26.26%
Capitalization	145,199	179,162	23.39%
Dental insurance	15,866	18,213	14.79%
Ciclic	-673	3,319	-593.16%
Costs of services provided	-205,870	-188,792	-8.30%
Other revenues and expenses	-254,220	-220,301	-13.34%
Personnel expenses	-74,512	-86,122	15.58%
Administrative expenses	-49,988	-88,554	77.15%
Tax expenses	-50,340	-35,684	-29.11%
Provision for brokerage to be returned	-57,788	0	-100.00%
Other revenues/expenses	-21,592	-9,941	-53.96%
Financial income	502,562	587,545	16.91%
Financial revenues	532,063	670,933	26.10%
Financial expenses	-29,501	-83,388	182.66%
Profit before taxes	7,700,075	9,493,312	23.29%
Taxes	-	-1,546,109	2.82%
Net profit	6,196,415	7,947,203	28.25%

As a holding company, BB Seguridade's net income basically comprises equity income, calculated based on the results of its investees, and the other operating and financial revenues and expenses of the Company.

At BB Corretora, the economic-financial result for 2023 was:

	R\$ thousand (except earnings per share)	
	Fiscal Year 2023	Fiscal Year 2022
Operating revenues	4,424,402	4,141,994
Net commission revenues	4,424,402	4,141,994
Cost of Services Provided	(188,792)	(205,870)
Gross Income	4,235,610	3,936,124
Other revenues and expenses	(182,614)	(174,494)
Income from investments in equity interests	3,319	(673)
Personnel expenses	(63,751)	(50,337)
Selling and administrative expenses	(82,631)	(43,647)
Tax expenses	(22,517)	(17,975)
Other	(17,034)	(61,862)
Income Before Financial Revenues and Expenses	4,052,996	3,761,630
Financial income	443,858	365,294
Financial revenues	477,365	382,584
Financial expenses	(33,507)	(17,290)
Income Before Income Tax and Social Contribution	4,496,854	4,126,924
Income Tax and Social Contribution	(1,508,455)	(1,397,446)
Net Profit for the Fiscal Year	2,988,399	2,729,478
Number of shares	1,000,000	1,000,000
Earnings per share (R\$)	2,988.40	2,729.48

Finally, at BB Seguros, the economic-financial result for the fiscal year 2023 was:

	R\$ thousand (except earnings per share)	
	Fiscal Year 2023	Fiscal Year 2022
Operating revenues	4,887,139	3,516,282
Income from investments in equity interests	4,887,139	3,516,282
Gross Income	4,887,139	3,516,282
Other revenues and expenses	(16,250)	(66,862)
Personnel expenses	(9,242)	(9,220)
Miscellaneous administrative expenses	(2,334)	(2,474)
Tax expenses	(6,369)	(29,451)
Other	1,695	(25,717)
Income Before Financial Revenues and Expenses	4,870,889	3,449,420
Financial income	92,648	120,898
Financial revenues	138,151	127,120
Financial expenses	(45,503)	(6,222)
Income Before Income Tax and Social Contribution	4,963,537	3,570,318
Income Tax and Social Contribution	(26,034)	(105,164)
Net Profit for the Fiscal Year	4,937,503	3,465,154
Number of shares	278,862,835	278,862,835
Earnings per share (R\$)	17.71	12.43

More information about BB Seguridade's economic-financial data can be found in Items 1 and 2 of the Company's Reference Form, available at <https://www.bbseguridaderi.com.br>.

Detailed information about BB Corretora's and BB Seguros' economic-financial data can be found in their respective Financial Statements, available at (<https://www.bb.com.br/pbb/pagina-inicial/bb-seguros/conheca-a-bb-seguros/bb-corretora-de-seguros-e-administracao-de-bens-sa#/>) and (<https://www.bb.com.br/pbb/pagina-inicial/bb-seguros/conheca-a-bb-seguros/bb-seguros-participacoes-sa#/>).

Directors' Comments

The members of the Collegiate Board of BB Seguridade, pursuant to CVM Resolution No. 80/2022, comment, on Item 2 of the Reference Form, the main aspects related to the Company's economic-financial performance, declaring the information to be true, complete and consistent.

Initially are presented the Company's financial and equity position, its capital structure, its ability to pay its financial commitments, its funding sources and its indebtedness levels.

The performance commented on is based on the Financial Statements prepared in accordance with the *International Financial Reporting Standards* (IFRS) issued by the *International Accounting Standards Board* (IASB) and the accounting practices adopted in Brazil.

At the end of 2023, the Company's liabilities consisted mainly of dividends payable and unearned commissions, the latter accounted for in other liabilities, related to the deferral of brokerage revenues by BB Corretora.

In the following table, we present the composition of the Company's capital structure between equity and liabilities:

R\$ thousand, except percentages	2022 (restated)	%Total	2023	%Total
Liabilities	8,533,731	51.5%	8,456,140	46.3%
Shareholders' equity	8,036,730	48.5%	9,816,482	53.7%
Liabilities and shareholders' equity	16,570,461	100.0%	18,272,622	100.0%

Throughout 2023, the Company honored its financial commitments, mostly with dividends received from its wholly-owned subsidiaries BB Seguros and BB Corretora. If necessary, the Company may resort to third-party funds, which shall be honored with funds provided by its controlled companies and investees.

Upon assessment of the operations of its investees and subsidiaries, the current position of its assets and liabilities, cash generation and the outlook for the Company's markets, Management understands that BB Seguridade has resources to continue its business in the future. Management is not aware of any material uncertainty that may generate significant doubts about its ability to continue as a going concern.

The Company does not have any loans, financing or credit lines contracted. On December 31, 2023, the Company's liabilities consisted mainly of dividends payable. Investments in non-current assets were made through the share capital paid-up by Banco do Brasil, in the incorporation of BB Seguridade, and with dividends received from the investees.

The Company intends to maintain its financing strategy using mainly its own capital, and it believes that it will have sufficient resources to meet its operational obligations. However, if necessary, it may complement this strategy through the use of other types of financing, including: (i) contracting loans and financing from financial institutions; and (ii) raising funds through debt instruments or issuance of shares in the capital market.

Income statement

In 2023, BB Seguridade achieved a net profit of R\$ 7.9 billion, a growth of 28.3% compared to the previous year. The performance is largely explained by the increase in revenue from equity investments, as well as the increase in net commission revenues and the financial result.

Cash flow

In 2023, BB Seguridade consumed R\$1.3 billion in cash, ending the fiscal year with a balance of R\$4.8 billion in cash and cash equivalents, due to a greater volume of resources earmarked for financing activities.

Cash generated by operating activities amounted to R\$3.7 billion, 12.9% more than the cash generated in the previous year. The growth is mainly due to greater cash generation in BB Corretora's operation, due to an increase in sales volume, particularly of credit life insurance.

Cash generated by investment activities totaled R\$2.6 billion, down R\$73.2 million (-2.8%) compared to the previous year, due to a higher volume of investments in financial assets at fair value through income.

Financing activities consumed R\$7.6 billion of cash, R\$3.7 billion more than in 2022, due to a greater volume of funds earmarked for payments of dividends and costing of the share buyback program.

Commission Revenues

Net commission revenues grew by 6.8% in the year. It should be noted that, in 2022, an amount of R\$203.1 million was recognized as a performance bonus linked to exceeding life insurance and credit life insurance sales targets, which was accounted for monthly throughout the fiscal year and paid in full by Brasilseg to BB Corretora at the beginning of the following year. As of January 2023, this mechanism has been replaced by higher fixed commissioning percentages in these two business lines, the payment of which not being linked to exceeding sales targets. With the higher commission being incorporated into the product commission, the accounting recognition became the same, with deferral of brokerage revenue according to the term of the service provision. The change in the mechanism, although it did not generate a significant change in cash flow, resulted in slower recognition of revenues, a fact reflected in the 32.1% increase in the balance of unearned commissions, which reached R\$4.7 billion at the end of December/2023.

The contribution of the pension plan segment to the net commission revenues was 0.8% lower than the previous year, even though the volume of contributions to pension plans grew by 8.4% in 2023. This performance is explained by a higher volume of commission returns relating to redemptions in periods of less than 12 months.

Revenue from Equity Investments

Revenue from equity investments totaled R\$ 4.9 billion in 2023, 39.1% higher than that reported in 2022.

The year's performance is largely attributable to the increase in results from insurance (+49.7%), pension plan (+26.3%) and capitalization (+23.4%) operations.

The following items provide a brief commentary on the performance of the main business segments:

a. Insurance: Revenue from investments from the insurance segment totaled R\$2.9 billion in 2023, 49.7% higher than the previous year, largely driven by the improvement in the insurance margin. This performance is mainly attributable to the results from insurance contracts measured by the Premium Allocation Approach (PAA) model, due to the increase in the volume of premiums recognized compared to 2022 and lower claims in the agricultural segment, which recorded the lowest level in the last ten years. Moreover, in the contracts measured by the general measurement model Building Blocks Approach (BBA), the greater release of the contractual service margin Contractual Service Margin (CSM) combined with the improvement in claims, especially in credit insurance contracts, contributed to the increase in the insurance margin.

The financial result was 27.9% higher than that reported in 2022, with an expansion in the balance of financial assets and an increase in the Selic rate.

b. Pension plans: Revenue from investments from the pension plans segment reached R\$1.8 billion in 2023, a growth of 26.3% in the year, largely sustained by the reduction in the loss component relating to traditional plans, due to (i) the variation in the IGP-M (2023: -3.2% | 2022: +5.5%); and (ii) the increase in redemptions and migrations, which exceeded estimates, while in 2022 redemptions were lower than projected, leading to an increase in this portfolio's costliness.

Additionally, the higher volume of releases of the contractual service margin relating to the PGBL and VGBL plans contributed to the increase in the income, mainly reflecting the increase in revenues from management fees.

c. Capitalization: Revenue from investments from the capitalization segment reached R\$179.2 million in 2023, 23.4% higher than in 2022. The performance was underpinned by the evolution of the financial result (+34.9%), with an expansion in the average balance of financial assets and a 0.4 p.p. increase in the financial margin.

Revenue from capitalization bonds grew by 8.4%, with an increase in both the quantity and average ticket of single-payment bonds, as well as an increase in the base of monthly-payment bonds, which led to a higher volume of recurrences in the year.

In turn, revenue from bond management fees grew at a slower pace than collections (+0.9%), due to the 0.7 p.p. drop in the average bond management fee, which reflects the greater share of single-payment bonds with shorter maturities (24 months) in total collections, as these products have lower fees compared to longer products (36 and 48 months).

d. Dental Insurance: In the dental insurance segment, due to operational issues, as of January/2023 accounting entries are made with a one-month lag. In the year to November, revenue from investments reached R\$18.2 million, 14.8% higher than in 2022, with an increase in the financial result and an improvement in the insurance margin

Costs of services provided

The cost of services provided fell by 8.3% compared to 2022, largely explained by the lower administrative cost of products (-13.3%), due to the lower volume of new sales, which reduced the reimbursements paid to Banco do Brasil for the costs of marketing insurance products.

Other revenues and expenses

Personnel expenses amounted to R\$86.1 million in 2023, an increase of 15.6% compared to 2022, due to the collective bargaining agreement and the movement towards staff expansion.

Administrative expenses totaled R\$88.6 million in the year, an increase of 77.2% over 2022, mainly explained by the higher volume of donations and sponsorships encouraged at BB Corretora, increased sales expenses and promotions and public relations, as well as higher data processing expenses.

Tax expenses totaled R\$35.7 million in 2023, 29.1% lower than that reported in 2022, with a reduction in the volume of PIS and COFINS levied on revenues from interest on equity.

Other operating income and expenses fell by 87.5%, mainly due to the end of the recognition of a provision for brokerage to be returned to Brasilprev, as of December 2022, when brokerage returns began to be processed in an automated manner, recognized in the commission revenues line (revenues from commission net of returns), thus no longer being necessary setting up a provision since that date. In 2022, a provision of R\$57.7 million was set up for brokerage to be returned.

Also contributing to the reduction in other operating income and expenses was the end of the provisioning, at BB Seguros, for adjusting the prices of Brasilveículos assets sold to MAPFRE due to the failure to meet sales targets in automobile insurance in the banking channel (earn-out), after the agreement was revised in December 2022, expense which negatively impacted 2022 by R\$25.2 million.

Financial income

Financial result totaled R\$ 587.5 million in 2023, 16.9% higher than that reported in 2022, mainly explained by the higher average Selic rate and expansion in the average balance of financial investments.

BB Corretora

In the year, BB Corretora's net profit grew by 9.5%, due to the increase in brokerage revenues, as a result of the commercial performance of the main business lines, and the increase in the financial income (+21.5%), explained by the expansion of the average balance of investments.

Net commission revenues grew by 6.8% in the year. It should be noted that, in 2022, an amount of R\$ 203.1 million was recognized as a performance bonus linked to exceeding life insurance and credit life insurance sales targets, which was accounted for monthly throughout the fiscal year and paid in full by Brasilseg at the beginning of the following year. As of January 2023, this mechanism has been replaced by higher fixed commissioning percentages in these two lines of business, with a dynamic of deferral of brokerage income according to the term for which the services are provided. The change in the mechanism, although it did not generate a significant change in cash flow, resulted in slower recognition of revenues, a fact reflected in the 32.1% increase in the balance of unearned commissions, which reached R\$4.7 billion at the end of December/2023.

The contribution of the pension plan segment to the net commission revenues was 0.8% lower than the previous year, even though the volume of contributions to pension plans grew by 8.4% in 2023. This performance is explained by a higher volume of commission returns relating to redemptions in periods of less than 12 months.

The negative balance of other revenues and expenses grew by 4.7%, mainly due to:

- increase in administrative and sales expenses, with a greater volume of sponsorships and encouraged donations, and an increase in expenses with sales incentives, data processing and promotions and public relations;
- growth in personnel expenses, as a result of the expansion in the workforce, as well as the greater allocation to BB Corretora of expenses apportioned to the holding companies (BB Seguridade and BB Seguros); and
- higher volume of civil provisions, with the impact of the review of civil cases that had their classification changed to "probable" loss.

On the other hand, the above effects were partially offset by the improvement in the income of the investment held in Ciclic.

BB Seguros

In 2023, BB Seguros had a net profit of R\$4.9 billion, an evolution of 42.5% compared to the result reported in 2022.

As a holding company, BB Seguro's net income comprises equity income, calculated based on the results of its investees, and the other operating and financial revenues and expenses of the Company.

The result of investments in equity interests grew by 39.0% year-on-year. The main movements that explain the improvement in BB Seguros' income using the equity method are:

- **increase in the result from Brasilseg (+49.7%):** Largely driven by the improvement in the insurance margin. This performance is mainly attributable to the income originating from insurance contracts measured by the PAA model, due to the increase in the volume of premiums recognized compared to 2022. Moreover, in the contracts measured by the BBA model, the greater release of CSM combined with the improvement in claims, especially in loan protection insurance contracts, contributed to the increase in the insurance margin. The financial income was 27.9% higher than that reported in 2022, with an expansion in the balance of financial assets and an increase in the Selic rate;
- **greater contribution to the result from Brasilprev (+26.3%):** Largely sustained by the reduction of the loss component related to traditional plans during the transition to the new accounting standard (IFRS 17) due to (i) the variation of the IGP-M (2023: -3.2% | 2022: +5.5%), an index used to determine the onerosness of a significant portion of the portfolio; and (ii) the increase in redemptions and migrations, which deviated from the estimates adopted at the time and contributed to the reduction of onerosness, while in 2022, redemptions were lower than projected, leading to an increase in onerosness. Additionally, the higher volume of CSM releases relating to the PGBL and VGBL plans contributed to the increase in the income, mainly reflecting the increase in revenues from management fees; and

- **increase in the result from Brasilcap (+23.4%):** Due to the evolution of the financial income, with an expansion in the average balance of assets and an improvement in the financial margin

The negative balance of other revenues and expenses of BB Seguros decreased by 75.7% during the year, with the end of provisioning for the adjustment of prices for assets of Brasilveículos sold to MAPFRE due to the failure to meet sales targets in automobile insurance through the banking channel, following a review of the restructuring agreement. In 2022, this mechanism had a negative impact on expenses of R\$25.2 million. Additionally, tax expenses fell by 78.4%, since in 2022 there was a higher volume of PIS and Cofins levied on the receipt of interest on equity. The financial income fell by 23.4%, due to the increase in expenses related to the monetary restatement of dividends.

Detailed comments from the Officers on BB Seguridade's economic-financial performance can be found in Item 2 of the Reference Form, Management Report, Quarterly Performance Review and Financial Statements of the Company, all published at <https://www.bbseguridaderi.com.br>.

Detailed comments from the Officers on the economic-financial performance of BB Corretora and BB Seguros are available in their respective financial statements, available at (<https://www.bb.com.br/pbb/pagina-inicial/bb-Seguros/conheca-a-bb-seguros/bb-corretora-de-seguros-e-administracao-de-bens-sa#/>) and (https://www.bb.com.br/pbb/pagina-inicial/____bb-seguros/conheca-a-bb-seguros/bb-seguros-participacoes-sa#/).

8 – Management Compensation

BB Seguridade's management compensation is regulated by Law No. 6.404/1976, Law No. 13.303/2016, Decree No. 89.309/1984, Law No. 12.813/2013 and the Company's Articles of Incorporation, and is intended to:

- Reinforce the commitment to the Corporate Strategy and to sustainable results, and recognize the effort of each director, proportionally to the achievement of goals;
- Make the Variable Compensation Policy compatible with the Risk Management Policy, so as not to encourage behaviors that increase risk exposure above the levels considered prudent in the Company's short, medium and long-term strategies; and
- Contribute directly to the achievement of strategic objectives, as it consists of performance indicators that are consequences of the Corporate Strategy and the Long-Term Plan of BB Seguridade.

The compensation and other benefits of the members of the Management bodies and Fiscal Council are set annually by the Annual General Meeting (AGM), whose minutes are available on BB Seguridade's Investor Relations website, through the link <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/>.

Amounts are defined based on market research, internal balance, responsibility, Company's and individual performance, among other factors. Total compensation includes fixed compensation, variable compensation and benefits.

Furthermore, fees are limited by the overall compensation approved in a Meeting, and are aligned with market practices of same size companies and with the compensation rules adopted by the Company's Controller.

In accordance with the Company's Personnel Management and Compensation Policy, published on the website <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/estatuto-politicas-e-codigos/>, and approved by the Board of Directors on 03/25/2022, the overall compensation comprises (i) fixed compensation; (ii) benefits; and (iii) variable compensation, with the last two components applicable to the statutory executive board.

The fees of the members of the Board of Directors and Fiscal Council correspond to one tenth of the average compensation of the members of the Executive Board, excluding the values related to variable compensation, health plan, health assessment, supplementary pension plan, housing allowance, removal benefits and life insurance.

At the Annual General Meeting held on 04.28.2023, the amounts referring to the compensation of the directors and members of the Fiscal Council were approved in the following terms:

a) the amount of up to nine million, four hundred and forty thousand, seven hundred and sixty-two reais and ninety cents (R\$ 9,440,762.90), referring to the overall sum for the payment of fees and benefits to members of the Executive Board and Board of Directors of BB Seguridade;

b) the amount of up to two hundred and thirty-one thousand, seven hundred and eighty-two reais and sixty-eight cents (R\$ 231,782.78), for the total compensation to be paid to the Fiscal Council;

c) The setting of the individual monthly fees of the members of the Board of Directors and Fiscal Council in one tenth of the average monthly compensation received by the members of the Executive Board, excluding the amounts related to the vacation pay and benefits, corresponding to six thousand, four hundred and thirty-eight reais and forty-one cents (R\$ 6,438.41).

Below are the compensation amounts approved by the General Meeting for the period from April 2023 to March 2024:

COMPANY BB SEGURIDADE PARTICIPAÇÕES S.A. COMPENSATION OF DIRECTORS, MEMBERS OF THE FISCAL COUNCIL, AUDIT COMMITTEE AND OTHER COMMITTEES PERIOD FROM APRIL/2023 TO MARCH/2024						
ITEM	TYPE OF POSITION (one line for each type)	NUMBER OF POSITIONS FOR EACH TYPE (insert number) [a]	MONTHLY AMOUNT (insert amount) [b]	NO. OF PAYMENTS [c]	SUBTOTAL BY POSITION (does not change due to officer replacement) d=[bxc]	OVERALL TOTAL BY TYPE OF POSITION e = [a x d]
Fixed Fee	President	1	67,105.66	12	805,267.98	805,267.98
	Vice President	0		12		
	Officer	3	56,873.42	12	682,481.05	2,047,443.14
Subtotals		4				2,852,711.11
Christmas Bonus (N)	President	1	67,105.66	1	67,105.66	67,105.66
	Vice President	0		1		
	Officer	3	56,873.42	1	56,873.42	170,620.26
Subtotals		4				237,725.93
Housing Allowance	President	1	4,331.91	12	51,982.92	51,982.92
	Vice President	0		12		
	Officer	3	4,331.91	12	51,982.92	155,948.76
Subtotals		4				207,931.68
Health Plan	President	1	9,059.26	13	117,770.44	117,770.44
	Vice President	0		13		
	Officer	3	7,677.91	13	99,812.85	299,438.56
Subtotals		4				417,209.00
Health Assessment	President	1	7,097.58	1	7,097.58	7,097.58
	Vice President	0		1		
	Officer	3	7,097.58	1	7,097.58	21,292.74
Subtotals		4				28,390.32
Life Insurance	President	1	9,135.14	1	9,135.14	9,135.14
	Vice President	0		1		
	Officer	3	9,135.14	1	9,135.14	27,405.42
Subtotals		4				36,540.56
Relocation Benefit	President	1	38,630.46	1	38,630.46	38,630.46
	Vice President	0		1		
	Officer	3	38,630.46	1	38,630.46	115,891.39
Subtotals		4				154,521.85
Complementary Pension Plan (17%, levied on fees)	President	1	11,407.96	13	148,303.52	148,303.52
	Vice President	0		13		
	Officer	3	9,668.48	13	125,690.26	377,070.78
Subtotals		4				525,374.30
Quarantine	President	1	67,105.66	6	402,633.99	402,633.99
	Vice President	0		6		
	Officer	3	56,873.42	6	341,240.52	1,023,721.57
Subtotals		4				1,426,355.56
RVA - 2023	President	1	872,373.64	1	872,373.64	872,373.64
	Vice President	0		1		
	Officer	3	739,354.47	1	739,354.47	2,218,063.40
Subtotals		4				3,090,437.04
I - TOTAL EXECUTIVE BOARD						
Board of Directors Fee	Members	6	6,438.41	12	77,260.93	463,565.56
II - TOTAL BOARD OF DIRECTORS						
III - TOTAL DIRECTORS (H+I)						
Fiscal Council Fee	Members	3	6,438.41	12	77,260.93	231,782.78
IV - TOTAL FISCAL COUNCIL						
Coaud Members	Members	5	10,758.58	12	129,103.01	645,515.04
Quarantine	Members	5	10,758.58	6	64,551.50	322,757.52
V - TOTAL AUDIT COMMITTEE						
Members of Other Committees - CTPR	Members	1	10,758.58	12	129,103.01	129,103.01
TOTAL						
Members of Other Committees - CORIS	Members	3	10,758.58	12	129,103.01	387,309.02
TOTAL						
VI - TOTAL OTHER COMMITTEES						
516,412.03						

Variable Compensation of Directors

The Variable Compensation Program aims to incentivize and reward Directors in return for the performance of BB Seguridade, each of its departments and individuals, considering short, medium and long-term strategies and observance of risks inherent to the business, reconciling the interests of shareholders and other stakeholders.

The Variable Compensation of Directors Program (PRVA) is triggered if the following prerequisites are met: (i) activation of the Profit Sharing Program – PLR to which BB Seguridade employees are entitled; and (ii) in case of a positive book net profit. The amount due individually to each participant shall be measured by calculating the modules defined as: Base, Bonus, and Share Update, the sum of which shall not exceed 12 fees.

The Base module is composed of a set of indicators that measure the performance of the Institution, the Unit of activity and the Individual of the participants. The Bonus module consists of an indicator that considers the average percentage of the indicators that make up the strategic objective related to turning customers into fans, reflecting a direction of significant relevance to the Company's sustainability and its activation is conditioned to the achievement of at least 95% of the target set for the indicators in the Base module. Finally, the Share Update module consists of an amount equivalent to the Dividends, relative to the shares that the participants would receive if the shares had been transferred to their ownership, after the calculation of the PRVA result for the fiscal year.

The members of BB Seguridade's Board of Directors and Fiscal Council are not the target audience of BB Seguridade's Variable Compensation of Directors Program.

Below are the indicators that made up the PRVA for the fiscal year 2023:

Module	Level	Indicator	Signal	Target	Weight	Ruler	Fees		
Base	Corporate	Average percentage of achievement of the indicators of the Zênite's strategic objectives: Be light, efficient, and sustainable; Attract customers wherever they are; and Connect and accelerate the digital aspect.		+	100%	60%	1	10	
	Unit	CFO	Average Performance of the Portfolio of Strategic Projects of the Executive Board (CFO)		7	20%	3		
		CMO	Average Performance of the Portfolio of Strategic Projects of the Executive Board (CMO)						
		CIO	Average Performance of the Portfolio of Strategic Projects of the Executive Board (CIO)						
		CEO	Average (CFO/CMO/CIO)						
	Individual	Individual Performance Assessment of the CEO by the Board of Directors and other Officers by the CEO			3.5	15%	2		
	Compliance	Sest Compliance Indicator (ICSest)			1000	5%	5		
	TOTAL				100%				
Bonus	Average percentage of achievement of the indicators that make up Zênite's strategic objective "Transform Customers into Fans"		+	95%	100%	4	3		

CFO - Chief Finance and IR Officer
 CMO - Chief Commercial, Marketing and Customer Officer
 CIO - Chief Strategy and Technology Officer
 CEO - Chief Executive Officer - The score for the CEO shall be the arithmetic average of the payment percentage obtained by the indicators of each business unit (CFO, CMO and CIO).

Detailed information about the compensation of statutory members of BB Seguridade can be found in Item 8 of the Company's Reference Form, published at <https://www.bbseguridaderi.com.br>.

Officers of BB Seguros and BB Corretora are not compensated for their functions since they already receive compensation in their original positions at BB Seguridade.

STATEMENT BY THE BOARD OF DIRECTORS

The Board of Directors of BB Seguridade Participações S.A. declares that it approved, on this date, the Public Policies and Corporate Governance Annual Letter, referring to the fiscal year 2023, in accordance with the provisions of Art. 8 of Law No. 13.303, of 06.30.2016, and Art. 13 of Regulatory Decree No. 8.945, of 12.27.2016.

On May 24, 2024.

Kamillo Tononi Oliveira Silva

André Gustavo Borba Assumpção Haui

Maria Carolina Ferreira Lacerda

Gilberto Lourenço da Aparecida

Guilherme Santos Mello

Marcos Rogério de Souza