

Management Proposals

BB Seguridade Participações S.A.

Annual and Extraordinary General Meeting of 04/30/2026



BB SEGUROS

Pra tudo que
importa

CALL NOTICE

BB SEGURIDADE PARTICIPAÇÕES S.A.
CNPJ 17.344.597/0001-94
Annual and Extraordinary General Meeting

The Shareholders of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") are invited to participate in the Annual and Extraordinary General Meeting ("Meeting" or "AEGM") that will be held at 3 p.m. on April 30, 2026, exclusively digitally, at the Company's headquarters, located at SAUN, Quadra 5, Lote B - Ed. Banco do Brasil, 3rd floor, South Tower, Brasília (DF), in order to deal with the following agenda:

Annual General Meeting

- I- take the accounts of the managers, examine, discuss and vote on the financial statements, opinions of the Fiscal Council and the independent auditors, take note of the Management Report, related to the fiscal year ended on 12/31/2025;
- II- resolve on the allocation of net income for the year 2025 and the distribution of dividends;
- III- set the annual global amount of compensation for the members of the Company's management bodies, for the payment of fees and benefits of the members of the Executive Board and the Board of Directors;
- IV- to set the compensation of the members of the Company's Fiscal Council;
- V- to set the compensation of the members of the Company's Audit Committee;
- VI- set the compensation of the members of the Company's Risk and Capital Committee;
- VII- set the compensation of the independent member of the Related Party Transactions Committee;
- VIII- elect the members of the Fiscal Council for the 2026/2028 term; and
- IX- elect the members to the Board of Directors, to complement the 2025-2027 term of office, in the vacancies of prerogative of appointment: a) of Banco do Brasil, pursuant to Article 15, paragraph 2, item iv of the Company's Bylaws; b) of the Ministry of Finance, according to Art. 15. Paragraph 2, item II of the Company's Bylaws; c) of the Ministry of Management and Innovation in Public Services, according to Art. 15. Paragraph 2, item iii of the Company's Bylaws; and iv) the Company's Chief Executive Officer, pursuant to Article 15, paragraph 2, item i of the Company's Bylaws.

Extraordinary General Meeting

X- to resolve on the proposal to amend BB Seguridade's Bylaws.

The Meeting called herein will be held exclusively digitally, through an electronic system made available by BB Seguridade to its shareholders so that they can follow and vote remotely at the Meeting, without prejudice to the use of the remote voting ballot as a means for the exercise of the right to vote, as provided for in Law 6,404/76, article 124, paragraph 2-A, and by the Brazilian Securities and Exchange Commission ("CVM") Resolution No. 81/2022, article 5, paragraph 2, item "I".

The Company chose to hold the Meeting exclusively digitally, aiming to facilitate shareholder participation, increasing inclusion and representativeness. Savings in travel and accommodation expenses were considered, in addition to the reduction in the use of paper and other physical resources, contributing to more sustainable practices.

In compliance with article 5 of CVM Resolution No. 81/2022, pursuant to article 141 of Law No. 6,404/1976, combined with article 3 of CVM Resolution 70/2022, shareholders representing at least five percent (5%) of the voting capital of the common shares may request the adoption of the multiple voting process within forty-eight (48) hours before the Meeting, that is, until 3 pm on 04/28/2026.

To participate and resolve at the Shareholders' Meeting, shareholders must comply with the following guidelines, which are contained in detail in the Shareholder Participation Manual of BB Seguridade Participações S.A:

- a) participation through an electronic system will occur through prior accreditation carried out by the end of 04/28/2026, as provided for in CVM Resolution No. 81/2022, article 6, paragraph 3.
- b) Prior accreditation must be carried out, on the digital platform of the company Ten Meetings, through the link: <https://assembleia.ten.com.br/258222266>. The Company will send a response containing the guidelines for sending the documents directly via the electronic system and for remote participation in the Meeting.
- c) The documents required to identify shareholders are:
 - i. **Shareholder** - identity document. The following identity documents will be accepted, as long as they have a photo: Identity Card, National Registration of Foreigners - RNE, National Driver's License - CNH, Passport or Professional Identity Card issued by the councils of liberal professionals or similar entities;
 - ii. **Attorney-in-fact** - the shareholder must legally authorize a representative to vote, according to his voting intentions, according to the proxy model available in the BB

Seguridade Shareholder Participation Manual, the regularity of which will be previously examined;

- d) access to the Meeting will be restricted to shareholders, their representatives or attorneys-in-fact who are accredited within the period set forth in this Call Notice.
- e) the submission of a remote voting ballot through B3 – Brasil, Bolsa, Balcão S.A. waives the need for prior accreditation. To participate in the remote voting modality, the completion and submission of the ballot must be carried out by the end of 04/26/2026 (inclusive): i) to the custody agents who provide this service, in the case of shareholders holding shares deposited in a central depository; or ii) to the bookkeeper of the Company's shares; or, even, iii) directly to the Company. For additional information, observe the rules set forth in CVM Resolution No. 81/2022 and the procedures described in the remote voting ballot.
- f) for the Meeting herein called, the authentication of the documents accompanying the remote voting ballot will be waived, and it will only be necessary to send a color copy of the originals of such documents representing the Shareholder by electronic means.
- g) As for the power of attorney instruments, notarization of signatures will be required in the powers of attorney granted by the shareholders to their representatives or attorneys-in-fact. In the case of powers of attorney granted electronically by shareholders to their representatives or attorneys-in-fact, they must use certificates issued by the Brazilian Public Key Infrastructure – ICP-Brasil.
- h) The documentation related to the proposals to be considered is available on the Investor Relations page (<http://www.bbseguridaderi.com.br>) and on the website of the Brazilian Securities and Exchange Commission (www.cvm.gov.br), on the world wide web.
- i) any additional clarifications, including information on access to and use of the electronic system made available by the Company to its shareholders for them to monitor and vote at the Meeting, may be obtained in the BB Seguridade Shareholder Participation Manual, available on the Investor Relations (<http://www.bbseguridaderi.com.br>) page, or may be requested by e-mail assembleia.seq@bbseg.com.br.

Brasília (DF), March 30, 2026.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annual General Meeting

DIRECTORS' COMMENTS

Fiscal Year Ended 12/31/2025

**In accordance with Article 10, item III, of
CVM Resolution No. 81/2022
(Item 2 of the Reference Form)**

2 DIRECTORS' COMMENTS

2.1. Directors must comment on:

(a) general financial and equity conditions

2025

At the end of December 31, 2025, BB Seguridade recorded a balance of R\$23.1 billion in total assets, an increase of 6.9% compared to 2024. The assets were mainly composed of investments in equity interests (38.3%) and cash and cash equivalents (39.1%).

Net income reached R\$9.0 billion in the year, 3.6% higher than that reported in the previous year.

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

Shareholders' equity reached R\$10.4 billion, up 7.1% from the balance recorded in the previous year and representing 45.0% of the Company's capital structure (vs. 44.9% in 2024).

The following table presents the Company's main consolidated equity items:

R\$ thousand, except percentages	2024	%Total	2025	%Total
Assets	21,615,587	100.0%	23,097,696	100.0%
Cash and cash equivalents	7,789,875	36.0%	8,855,104	38.3%
Financial instruments	1,787,794	8.3%	2,040,988	8.8%
Equity investments	8,826,456	40.8%	9,027,694	39.1%
Assets by current taxes	8,909	0.0%	5,235	0.0%
Deferred Tax Assets	173,428	0.7%	158,585	0.7%
Other assets	3,029,125	14.0%	3,010,090	13.0%
Passive	11,920,166	55.1%	12,713,303	55.0%
Labor, tax and civil provisions	50,429	0.2%	54,772	0.2%
Dividends to be paid	4,411,346	20.4%	4,950,458	21.4%
Current tax liabilities	1,117,805	5.2%	1,137,767	4.9%
Deferred Tax Liabilities	228,565	1.1%	228,565	1.0%
Other liabilities	6,112,021	28.3%	6,341,741	27.5%
Shareholders' Equity	9,695,421	44.9%	10,384,393	45.0%
Liabilities and Shareholders' Equity	21,615,587	100.0%	23,097,696	100.0%

The following table shows BB Seguridade's indebtedness and overall liquidity indexes that support management's confidence in the Company's equity strength:

Indexes	2024	2025
Indebtedness ¹	1.23	1.22
Overall Liquidity ²	1.07	1.11

¹Liabilities divided by shareholders' equity.

²Total assets less equity investments divided by total liabilities.

The debt ratio, which measures the level of liabilities in relation to the Company's shareholders' equity, remained practically stable in 2025 (-0.01 p.p. s/2024). The overall liquidity ratio, which demonstrates the company's ability to honor the commitments assumed, increased by 0.03 p.p., largely attributed to the expansion of the balance of cash and cash equivalents, as a result of the higher flow of dividends paid by the investee companies. However, this effect was partially offset by an increase in the balance of liabilities, especially dividends payable.

(b) capital structure

At the end of 2025, the Company's liabilities consisted mainly of dividends payable and unearned commissions, the latter recorded 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:

R\$ thousand, except percentages	2024	%Total	2025	%Total
Passive	11,920,166	55.1%	12,713,303	55.0%
Shareholders' Equity	9,695,421	44.9%	10,384,393	45.0%
Liabilities and Shareholders' Equity	21,615,587	100.0%	23,097,696	100.0%

(c) ability to pay in relation to the financial commitments assumed

Throughout 2025, the Company met its financial commitments, mainly with funds from dividends received from its subsidiaries BB Seguros and BB Corretora. If necessary, the Company may contract third-party funds, which will be settled with funds from its interest in the investee companies.

Based on the evaluation of the performance of the investees, the position of assets and liabilities, cash generation and the prospects of the markets in which it operates, Management understands that BB Seguridade has sufficient resources to maintain the continuity of its operations in the foreseeable future. Management has not identified material uncertainty that could generate significant doubt as to the Company's ability to continue operating.

(d) sources of financing for working capital and investments in non-current assets used

The Company does not have any loans, financing or lines of credit contracted. As of December 31, 2025, its liabilities were mainly composed of dividends payable and unearned commissions. The investments in non-current assets were made with funds from the capital stock paid in by Banco do Brasil at the time of the constitution of BB Seguridade, from the retention of profits and from the reinvestment of dividends received from the investees.

(e) sources of financing for working capital and for investments in non-current assets that it intends to use to cover liquidity shortfalls

The Company intends to maintain its financing strategy based predominantly on equity and understands that it has sufficient resources to meet its operating obligations. If necessary, it may complement this strategy through other sources of financing, including: (i) contracting loans and financing with financial institutions; and (ii) raising funds in the capital market, through the issuance of debt instruments or shares.

(f) levels of indebtedness and the characteristics of such debts, further describing:

I. Relevant loan and financing agreements

As of December 31, 2025, the Company did not have any loan and/or financing agreements.

II. Other long-term relationships with financial institutions

As of December 31, 2025, the Company had no other long-term relationships with financial institutions, other than those of a corporate and commercial nature maintained with Banco do Brasil S.A., its controlling shareholder.

III. Degree of subordination between debts

As indicated in item I above, as of December 31, 2025, the Company did not have any loan and/or financing agreements. In compliance with CVM/SEP Annual Circular Letter 2026, item 10.2.2, the total assets financed by own resources and the Company's liabilities are presented below, in order of subordination:

R\$ thousand	2024	2025
Assets financed by own resources	9,695,421	10,384,393
% of total assets	44.9%	45.0%
Liability payable in order of subordination	11,827,385	12,587,647
Labor, tax and civil provisions	50,429	54,772
Current and deferred tax liabilities	1,346,370	1,366,332
Dividends and bonuses payable	4,411,346	4,950,458
Commissions to be appropriated (BB Corretora)	6,019,240	6,216,085

IV. any restrictions imposed on the issuer, in particular, in relation to indebtedness limits and contracting of new debts, the distribution of dividends, the sale of assets, the issuance of new securities and the sale of corporate control, as well as whether the issuer has been complying with these restrictions

There are no restrictions imposed on BB Seguridade, other than those provided for by law, related to: (i) limits on indebtedness and contracting of new debts; (ii) distribution of dividends; (iii) sale of assets; (iv) issuance of new securities; and (v) sale of corporate control.

(g) limits of financing contracted and percentages already used

As of December 31, 2025, the Company did not have any loans, financing or credit lines contracted.

(h) significant changes in items in the income and cash flow statements

The consolidated financial statements for the year 2025 were 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.

As a holding company, BB Seguridade's transactions are mainly due to investments in equity interests, in addition to expenses necessary to support the operation. In addition, BB Seguridade's consolidated statements include BB Corretora and BB Seguros, companies controlled by the Company.

Income statement

In 2025, BB Seguridade achieved net income of R\$9.0 billion, an increase of 3.6% over the previous year. The performance is largely explained by the increase in the financial result, in addition to the growth in net commission revenues and investments in equity interests.

The details of the variations in the income accounts are contained in item 2.2 of this Reference Form, which presents an analysis of the Income Statement for the year 2025.

Cash Flow

In 2025, cash generated by operating activities totaled R\$3.7 billion, representing a reduction of 12.1% compared to 2024, mainly reflecting the lower cash generation in BB Corretora's operations related to the lending and rural segments.

Cash generated by investment activities totaled R\$5.6 billion, an increase of 8.8% year-on-year, mainly due to the higher receipt of dividends.

Financing activities consumed R\$8.3 billion of cash, 30.1% higher than in 2024, due to the higher volume of dividends paid in the period.

2.2. The directors must comment:

(a) the result of the issuer's operations, in particular:

I. Description of any important components of the recipe

The main components of BB Seguridade's revenue are described in item ii.

II. factors that materially affected operating results

BB Seguridade's consolidated statements include BB Seguridade's own financial statements and the financial statements of BB Seguros and BB Corretora.

Intra-group balances and transactions, as well as any unrealized revenue or expenses in transactions between companies, are eliminated in the preparation of financial statements. Unrealized gains arising from transactions with investees recorded by equity are eliminated against the investment, in proportion to BB Seguridade's interest in the investee.

BB Seguridade's Accounting Income Statement – Vision 2025 versus 2024

R\$ thousand	2024	2025	Var. % 2025/2024
Operating Revenues	10,180,016	10,335,463	1.5%
Net commission income	4,868,052	4,994,545	2.6%
Income from investments in equity interests	5,311,964	5,340,918	0.5%
Life, home and rural insurance	3,295,563	3,781,342	14.7%
Social Security	1,801,907	1,318,673	(26.8%)
Capitalization	187,464	212,431	13.3%
Dental insurance	19,594	19,505	(0.5%)
Ciclic	7,436	8,967	20.6%
Cost of services provided ¹	(178,598)	(182,510)	2.2%
Other revenue and expenditure	(244,151)	(287,185)	17.6%
Personnel expenses	(89,665)	(99,623)	11.1%
Administrative and sales expenses ¹	(101,098)	(114,262)	13.0%
Tax expenses	(34,373)	(72,780)	111.7%
Other operating income	20,350	28,970	42.4%
Other operating expenses	(39,365)	(29,490)	(25.1%)
Financial result	653,722	1,075,600	64.5%
Financial revenues	696,360	1,174,046	68.6%
Financial expenses	(42,638)	(98,446)	130.9%
Pre-tax profit	10,410,989	10,941,368	5.1%
Taxes	(1,707,636)	(1,924,039)	12.7%
Net income	8,703,353	9,017,329	3.6%

¹In 2024, the remuneration of banking correspondents was reclassified from administrative and sales expenses to the cost of services provided.

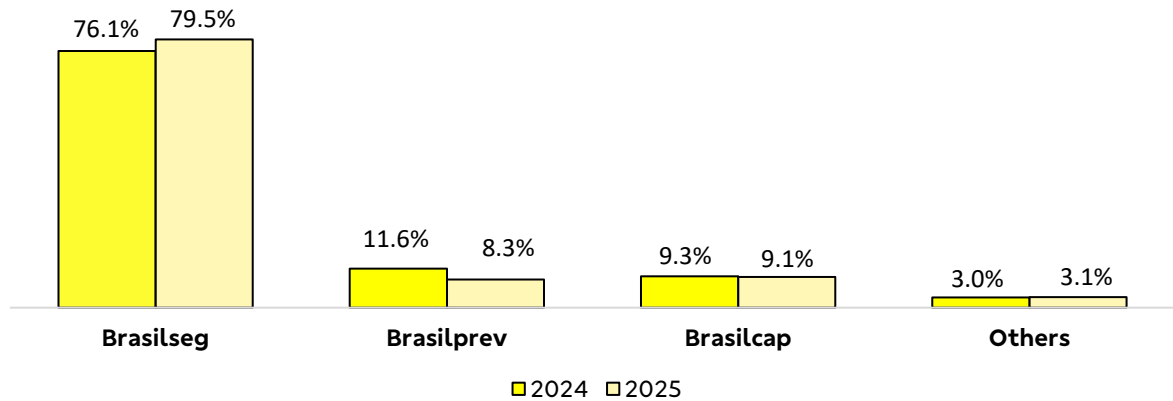
The variations in the lines that make up the income statement are shown below:

Commission Income

Net commission revenues grew 2.6% in 2025, a performance largely attributed to higher recognition of deferred insurance revenues. On the other hand, commission revenues from pension plans decreased by 27.0%, following the reduction of 23.8% in the volume of contributions, due to the rules for charging IOF (Tax on financial transactions) for VGBL plans, initially established by Decree No. 12,466/2025 and later adjusted by Decree No. 12,499/2025. It should also be noted that the last quarter of 2024 was negatively impacted by the constitution of a provision for the return of commissions, in the amount of R\$25.7 million, in accordance with

Technical Pronouncement CPC 47 – Revenue from Contracts with Customers. Adjusting for this effect, pension brokerage revenues would have decreased by 29.8%. The decrease at a faster pace than that observed in contributions is explained by the reduction in the average commission, with an increase in the share of recurring payments of periodic plans in the mix, and such installments have lower commission percentages when compared to the first installments of periodic plans and to those incident to sporadic contributions.

The following chart shows each business segment's share of gross tax commission revenues in 2024 and 2025:



Income from Investments in Equity Interests

Revenues from investments in equity interests grew 0.5% and totaled R\$5.3 billion in 2025, with an increase in the result from the insurance operation (+14.7%) and a greater contribution from the capitalization segment (+13.3%). On the other hand, there was a drop in the result generated in social security (-26.8%).

The following items provide commentary on the performance of key business segments:

a. Insurance: investment revenue from the insurance segment totaled R\$3.8 billion in 2025, 14.7% higher than the previous year, mainly due to the increase in the contractual margin for lender insurance services, measured by the general measurement model (BBA – Building Block Approach) and the improvement in claims, especially in lender, life, rural pledge insurance, residential and business.

The financial result was 77.3% higher than that reported in 2024, due to the increase in the average Selic rate and growth in the balance of financial assets.

b. Pension Funds: investment revenue from the pension segment reached R\$1.3 billion in 2025, a decrease of 26.8% in the year, a dynamic largely explained:

(i) by the variation of the loss component of traditional plans. The deviation between the projected IGP-M (main index for updating liabilities) and the one realized in the year led to an experience adjustment that negatively impacted the burden of these plans. In 2024, due to the adoption of Susep Circular No. 678/2022, there was an increase in the flow of outflows compared to the estimated, which led to a reduction in the loss component in that year; and

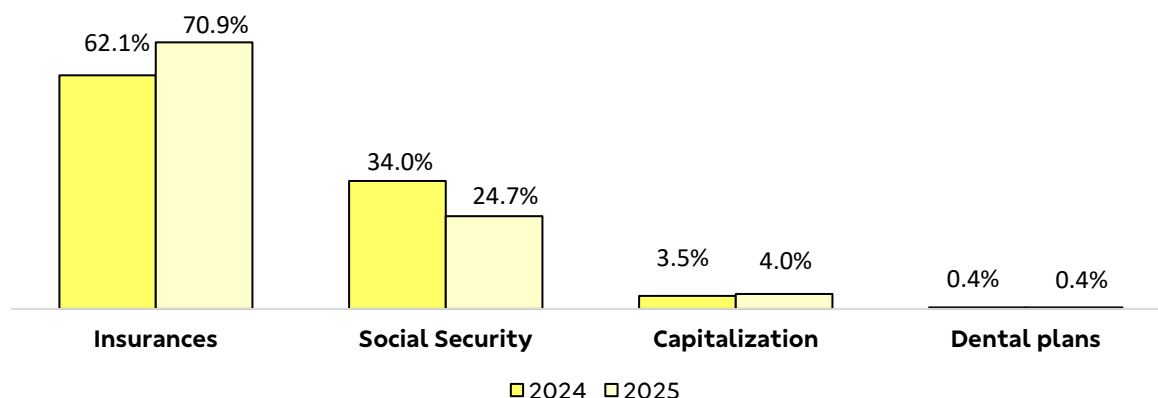
(ii) the contraction of the average rate of return on the guarantor assets of traditional plans, with a retraction of both the IGP-M (2025: -1.0% | 2024: +6.5%) and the IPCA (2025: +4.3% | 2024: +4.8%) in the updating of these assets.

On the other hand, part of the effects mentioned above were offset by lower financial expenses, due to the variation of the IGP-M lagged in 1 month (2025: -0.1% | 2024: +6.3%) in the update of defined benefit plans, and by the positive mark-to-market result of assets for trading, in the amount of R\$39.8 million (vs. -R\$439.5 million in 2024).

c. Capitalization: investment revenue from the capitalization segment reached R\$212.4 million in 2025, 13.3% higher than in 2024. The performance was supported by the evolution of the financial result, with an increase in the financial margin and expansion of the average balance of profitable assets. In addition, the effective tax rate contracted by 2.7 p.p., considering the higher volume of donations and sponsorships and the payment of interest on equity (R\$49.8 million).

d. Dental Insurance: in the segment of dental plans, operated by Brasildental, due to operational issues, accounting entries are made with a one-month lag. In the 12-month period up to November/2025, the segment's investment revenue reached R\$19.5 million, an amount 0.5% lower than that recorded in the same period of 2024.

The following charts show the share of each business segment in the composition of Investment Revenues in Equity Investments in 2024 and 2025:



Cost of services provided

The costs of services provided grew 2.2% compared to 2024, due to (i) the increase in the administrative cost of products; (ii) the higher remuneration of banking correspondents; and (iii) the increase in expenses with the development and maintenance of systems. However, part of these effects were offset by lower expenses with operational support and data processing.

Other revenue and expenditure

Personnel expenses totaled R\$99.6 million in 2025, an increase of 11.1% compared to 2024, as a result of the expansion of the workforce and collective bargaining agreement.

Administrative and selling expenses totaled R\$114.3 million in the year, an increase of 13.0% over 2024, largely explained by the higher volume of sponsorships and incentivized donations and increased expenses with promotions and public relations. However, these effects were partially offset by the reduction in expenses with sales incentives and digital communication.

Tax expenses on financial revenues totaled R\$72.8 million, 111.7% higher than that reported in 2024, due to the expansion of the average volume of financial investments and the increase in the Selic rate.

On the other hand, the lines of other revenues and other operating expenses were positively impacted by the drop in the volume of provision for contingencies, considering that in 2024 there were greater constitutions related to new demands for civil lawsuits and reclassification of the probability of losses of existing lawsuits. In addition, the higher volume of revenues from the ADR Level I program contributed to the increase in other operating revenues.

Financial Result

The financial result totaled R\$1.1 billion in 2025, 64.5% higher than that reported in the previous year, as a result of the expansion of the average balance of financial investments and the increase in the average Selic rate.

Market Share

R\$ billion	2024	2025	Var. % 2025/2024
Total BB Seguridade	83.1	67.6	(18.6%)
Market share ¹	25.6%	23.0%	(2.6 p.p.)
Total market ¹	324.0	293.5	(9.4%)
Total market (ex-BB Seguridade)	240.9	225.9	(6.3%)

Source: Susep

¹considers only the segments operated by BB Seguridade's investee companies.

According to data released by SUSEP (Superintendence of Private Insurance), the total of written insurance premiums, contributions to pension plans and collection of savings bonds of BB Seguridade's investees totaled R\$67.6 billion in 2025, an amount 18.6% lower than that achieved in 2024. This drop was mainly concentrated in pension plans, in line with the movement observed in the industry, since the segment was impacted by the beginning of the IOF collection rules for VGBL plans, established by Decree No. 12,466/2025 and later adjusted by Decree No. 12,499/2025. In the year, the Company reached 23.0% market share, with a decrease of 2.6 p.p. vs. 2024, mainly concentrated on agricultural and lender insurance, pension contributions and the collection of capitalization bonds.

Extraordinary events

In 2025, BB Seguridade's accounting result was positively impacted by the extraordinary event detailed below:

Brasilseg: reversal of the provision for claims to be settled in court (PSLJ): on 08.28.2024, Law 14,905/2024 came into force, which amended the Civil Code and defined the Selic rate as a reference for calculating interest on arrears in lawsuits, minus the IPCA, which is the official inflation index for monetary adjustment of the values of claims. Until then, there was no standardization and Brasilseg used, for the purpose of calculating and updating its judicial provisions, the dominant practice in Brazilian state courts, that is, fixed simple interest of 1% per month plus the INPC. With the publication of the new law and based on existing case law, in addition to adopting the Selic and IPCA in updating the values for new cases, Brasilseg revised its PSLJ stock, resulting in a reversal of R\$151.2 million in monetary adjustment and interest on provisions and R\$22.2 million in monetary adjustment and interest on reinsurance assets, resulting in a positive impact of R\$129.0 million on the company's financial result in 2Q25, in

addition to a positive effect of R\$3.0 million on the non-financial risk adjustment (ARNF) line, with a total net impact on BB Seguridade's profit of R\$63.2 million.

(b) material changes in revenues attributable to the introduction of new products and services, changes in volumes and changes in prices, exchange rates and inflation

All relevant revenue information is described in item (a), ii.

(c) relevant impacts of inflation, price variation of the main inputs and products, exchange rate and interest rate on the issuer's operating result and financial result

All relevant information on operating income and financial results are described in item (a), ii.

2.3. The directors must comment:

(a) changes in accounting practices that have resulted in significant effects on the information set out in fields 2.1 and 2.2

There were no changes in accounting practices for the 2025 fiscal year.

(b) modified opinions and emphases in the auditor's report

There are no caveats or emphases in the audit reports for the 2025 financial year.

2.4. The directors must comment on the material effects that the following events have caused or are expected to cause in the issuer's financial statements and results:

(a) introduction or sale of an operating segment

There was no introduction or sale of an operating segment.

(b) constitution, acquisition or sale of equity interest

Broto S.A.

Broto S.A. ("Broto" or "Company"), a company incorporated on January 4, 2023 to conduct the business of the Broto Digital Platform, has as shareholders Brasilseg Companhia de Seguros ("Brasilseg") and Banco do Brasil S.A. ("Banco do Brasil").

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

The corporate documents establish a call option to Banco do Brasil – not yet exercised – granted by Brasilseg, on all the shares held by it in Broto, exercisable upon payment of the entire amount contributed by it to Broto, corrected by the CDI accumulated in the period, within 12 months, counted from the date of signature of the Shareholders' Agreement, extendable for an equal period. Upon formalization of the 3rd Extension Term entered into between the parties on December 30, 2025, the deadline for the exercise of the call option was extended to January 4, 2028.

According to the Notice to the Market of 08/06/2025, on 07/28/2025, it was approved, at Broto's General Meeting, an increase in the Company's capital stock, which totaled R\$ 20,000,000.00, through the issuance of 20,000,000 registered shares with no par value, at the issue price of R\$ 1.00 per share, of which 10,000,000 common shares and 10,000,000 preferred shares without voting rights, with the advantages and characteristics described in the Company's Bylaws, which were fully subscribed and paid in by the shareholders Banco do Brasil and Brasilseg, due to their original interests in the capital stock. Thus, Banco do Brasil was responsible for the amount of R\$ 10,000,000.00 and Brasilseg the other R\$ 10,000,000.00, without the involvement of funds from BB Seguridade or BB Seguros.

After the payment, Broto's capital stock became R\$ 119,400,000.00, represented by 119,400,000 registered shares with no par value, of which 59,700,000 are common shares and 59,700,000 preferred shares without voting rights, distributed among the shareholders in the following proportion:

Shareholders	ON Shares		PN Shares		Total capital	
	Quantity	%	Quantity	%	Quantity	%
Brasilseg	59.700.000	100	--	--	59.700.000	50
Banco do Brasil	--	--	59.700.000	100	59.700.000	50
Total	59.700.000	100	59.700.000	100	119.400.000	100

(c) unusual events or operations

There were no unusual events or operations.

2.5. If the issuer has disclosed, during the last fiscal year, or wishes to disclose in this form non-accounting measurements, such as EBITDA (earnings before interest, taxes, depreciation and amortization) or EBITR (earnings before interest and income tax), the issuer must:

(a) inform the value of non-accounting measurements

Not applicable, given that the Company does not use non-accounting measurements.

(b) make reconciliations between the amounts disclosed and the amounts of the audited financial statements

Not applicable.

(c) explain why you believe that such measurement is the most appropriate for the correct understanding of your financial condition and the result of your operations

Not applicable.

2.6. Identify and comment on any event subsequent to the last financial statements at the end of the fiscal year that substantially changes them

There were no subsequent events in the 2025 financial year.

2.7. The directors must comment on the destination of the social results, indicating:

(a) rules on retention of profits

Pursuant to Article 43 of the Company's Bylaws, approved on April 29, 2022, and in accordance with Article 202 of Law No. 6,404, of December 15, 1976, as amended ("Brazilian Corporation Law"), accumulated losses, if any, shall be deducted from the results of the year before any participation, and the provision for income tax and social contribution on profit.

The net income calculated will be allocated, successively and in this order, as follows:

- (i) 5% (five percent) for the constitution of the legal reserve, which shall not exceed 20% (twenty percent) of the capital stock. In the fiscal year in which the balance of the legal reserve, plus the amounts of the capital reserves, exceeds thirty percent (30%) of the capital stock, it will not be mandatory to allocate a portion of the net income to the constitution of the legal reserve;
- (ii) by proposal of the management bodies, part of the profit may be allocated to the formation of reserves for contingencies, pursuant to article 195 of the Brazilian Corporation Law;
- (iii) the portion corresponding to at least twenty-five percent (25%) of the adjusted net income, with the deductions and additions provided for in article 202 of the Brazilian Corporation Law, shall be distributed to shareholders as a mandatory dividend;
- (iv) the surplus of the mandatory dividend that exceeds the realized portion of the profit for the year may, at the proposal of the management bodies, be allocated to the constitution of a Reserve of Unrealized Profits;
- (v) by proposal of the management bodies, a portion of the profit may be retained based on a previously approved capital budget, pursuant to article 196 of the Brazilian Corporation Law;
- (vi) after the above allocations, the following may be constituted: (a) Reserve for Equalization of Capital Remuneration; and (b) Capital Reinforcement Reserve. The purpose of the Capital Remuneration Equalization Reserve is to ensure resources for the payment of dividends, including interest on equity or its advances, limited to 80% (eighty percent) of the value of the capital stock, being formed with resources equivalent to up to 50% (fifty percent) of the net income for the year and arising from the credit corresponding to the advance of dividends. The purpose of the Capital Reinforcement Reserve is to ensure financial means for the Company's operation, including for capital increase in the companies in which it participates as a shareholder and for the acquisition of companies included in Article 3 of the Bylaws, limited to 80% (eighty percent) of the value of the capital stock and being formed with resources equivalent to up to 50% (fifty percent) of the net income for the year; e
- (vii) the profits not allocated to the reserves described above shall be distributed as dividends, pursuant to paragraph 6 of article 202 of the Brazilian Corporation Law.

In fiscal year 2025, the amount of R\$ 299.2 million was allocated to profit reserves, corresponding to 3.3% of net income for the year, segregated as follows:

R\$ million	2024	2025
Legal Reserve	435.2	119.2
Reserve for Equalization of Capital Remuneration	1,157.2	180.0
Total destined for Profit Reserve	1,592.4	299.2

(b) rules on dividend distribution

Pursuant to the Company's Bylaws and Article 202 of Law No. 6,404/1976 ("Brazilian Corporation Law"), the net income for the year will be adjusted by means of (i) the deduction of the portion intended for the constitution of the legal reserve and (ii) the deduction of the portion intended for the constitution of the contingency reserve, as well as the increase resulting from any reversal of the contingency reserve constituted in previous years. On the remaining amount (adjusted net income), a portion corresponding to at least twenty-five percent (25%) shall be allocated to the shareholders as mandatory dividends, subject to the deductions and additions provided for in said Article 202.

As provided for in the Bylaws, if there is a remaining balance after the distribution of the mandatory dividend, this amount may be allocated to the Company's retention reserves, as described in the topic "Rules on Profit Retention" of this item 2.7(a). After these allocations, any remaining balance will be distributed to shareholders in the form of dividends.

(c) frequency of dividend distributions

Pursuant to Article 45 of the Bylaws, the Company may prepare half-yearly, quarterly or shorter balance sheets and, based on these balance sheets, declare, by act of the Board of Executive Officers, interim and interim dividends and/or interest on equity, as resolved by the Shareholders' Meeting or the Board of Directors, subject to the legislation in force.

(d) any restrictions on the distribution of dividends imposed by special legislation or regulations applicable to the issuer, as well as contracts, judicial, administrative or arbitration decisions

In addition to the restrictions provided for in the Brazilian Corporation Law, there are no specific restrictions applicable to the Company regarding the distribution of dividends.

(e) if the issuer has a formally approved policy for the allocation of results, inform the body responsible for the approval, date of approval and, if the issuer discloses the policy, places on the world wide web where the document can be consulted

The Company has a Shareholder Remuneration Policy formally approved by the Board of Directors on May 30, 2025, available on the Investor Relations website: <https://www.bbseguridaderi.com.br>.

2.8. The directors must describe the material items not disclosed in the issuer's financial statements, indicating:

(a) the assets and liabilities held by the issuer, directly or indirectly, that do not appear on its off-balance sheet items, such as:

- I. **written off receivables portfolios on which the entity has not substantially retained or transferred the risks and rewards of ownership of the transferred asset, indicating their liabilities**

Not applicable.

- II. **contracts for the future purchase and sale of products or services**

Not applicable.

- III. **Unfinished Construction Contracts**

Not applicable.

- IV. **contracts for future financing receipts**

Not applicable.

(b) other items not disclosed in the financial statements

On the date of this Reference Form, the Company had no assets or liabilities not disclosed in the balance sheet.

2.9. In relation to each of the items not disclosed in the financial statements indicated in item 2.8, the officers must comment:

- (a) **how such items change or may change the revenues, expenses, operating results, financial expenses or other items in the issuer's financial statements**

Not applicable.

- (b) **the nature and purpose of the transaction**

Not applicable.

- (c) **nature and amount of the obligations assumed and the rights generated in favor of the issuer as a result of the transaction**

Not applicable.

2.10. Directors must indicate and comment on the main elements of the issuer's business plan, specifically exploring the following topics:

- (a) **investments, including:**

- I. **Quantitative and qualitative description of ongoing and planned investments**

Not applicable, since the Company does not have, to date, investments in progress or planned investments that have been disclosed.

BB Seguridade is continuously evaluating alternatives to expand its operations in its markets (insurance, pensions, capitalization and distribution of insurance products). Any opportunities will be submitted to a rigorous evaluation process, considering, among other factors, the economic and financial attractiveness, the risks involved, the characteristics of the asset/business under analysis and market conditions.

II. Sources of investment financing

If the Company makes investments, its robust cash generation capacity allows, in principle, to finance them with its own capital. Depending on the size of the investment and market conditions, the Company may additionally resort to third-party resources.

III. relevant divestments in progress and planned divestments

The Company periodically reviews its investment portfolio, considering criteria such as profitability, adherence to the strategy and efficient capital allocation. As of this date, there are no relevant divestments in progress or planned.

(b) provided that it has already been disclosed, indicate the acquisition of plants, equipment, patents or other assets that should materially influence the issuer's production capacity

The Company has not made acquisitions of plants, equipment, patents or other assets that may materially influence its production capacity.

(c) new products and services, indicating:

I. Description of ongoing research already released

Not applicable, given that the Company has no ongoing research already disclosed.

II. Total amounts spent by the issuer on research to develop new products or services

Investments in market research for the development of new products or services are carried out by operating companies.

III. projects in development already disclosed

Not applicable, given that the Company does not have projects under development already disclosed.

IV. total amounts spent by the issuer on the development of new products or services

Investments for the development of new products or services are carried out by the operating companies.

(d) opportunities included in the issuer's business plan related to ESG issues

With regard to indicators related to ESG aspects, in 2025, the company once again used the Key Result (KR) called "ESG Agenda", which has been present in its business plan since 2024. The action plan had 57 deliveries scheduled to be carried out in the 2025-2026 biennium, based on best market practices and organized among the ESG pillars.

For the year 2026, the Company's Strategic Map established the strategic objective "Generate value and sustainable results". The main goals of this block are aimed at boosting initiatives that

strengthen the organization's social and environmental responsibility, through the ESG agenda, its efficiency, its sustainability, and the positive perception of the brand.

2.11. Comment on other factors that have materially influenced the operating performance and that have not been identified or commented on in the other items of this section

In fiscal year 2025, sponsorship expenses totaled R\$37.0 million. Of these, R\$22.1 million were allocated to the Culture Incentive Law, R\$8.0 million to the Sports Incentive Law and R\$6.9 million in tax-free resources.

The Company invests in sponsorships because it understands that this strategy strengthens the positioning of its commercial brand, BB Seguros, as a reference in protection, security and care for people. By associating itself with sports and cultural projects, the Company expands its visibility, reinforces attributes of trust and proximity and generates a greater emotional connection with its audiences.

The use of tax incentive laws, in addition to optimizing the use of resources destined to institutional marketing, enables greater scope and diversity of supported projects. Incentive laws offer legal certainty, transparency, and strict governance, since approved projects undergo technical evaluation and government monitoring. This ensures that resources are applied responsibly and aligned with relevant public policies.

MANAGEMENT ACCOUNTS AND FINANCIAL STATEMENTS

**In accordance with Art.122, item "III" of
Law No. 6,404/1976**

**MANAGEMENT ACCOUNTS AND FINANCIAL
STATEMENTS**
Fiscal Year 2025

Shareholders,

In accordance with the provisions of Law No. 6,404/1976 and the Bylaws of BB Seguridade Participações S.A., the Company's management accounts and financial statements for the year 2025, published on 03/16/2026 in the Correio Braziliense newspaper, and available on the Investor Relations page (<https://www.bbseguridaderi.com.br/informacoes-ao-mercado/central-de-resultados/>) are presented for resolution at this General Shareholders' Meeting.

Brasília (DF), March 30, 2026.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

DESTINATION OF NET INCOME

In accordance with Article 10, sole paragraph, item "II" and Annex A of CVM Resolution No. 81/2022

DESTINATION OF NET INCOME
Fiscal Year 2025

Shareholders,

In accordance with the provisions of Law 6,404, of 12/15/1976, and the Bylaws of BB Seguridade Participações S.A., I hereby submit to the resolution of this Meeting the allocation of Net Income, related to the fiscal year 2025, which is represented as follows:

	(Values in R\$)
Net Income	9,017,329,454.56
Retained earnings.....	54.177.57
Adjusted Net Income ¹	8,898,147,311.03
Legal Reserve.....	119,182,143.53
Shareholder remuneration.....	8,720,000,000.00
- Interest on equity.....	--
- Dividends.....	8,720,000,000.00
Statutory Reserves	-1,682,993,382.65
- for Capital Reinforcement.....	--
- for Equalization of Capital Remuneration ²	-1,682,993,382.65

¹ Obtained by reducing the Net Income for the year by the amount invested in the constitution of the Legal Reserve.

² Amount composed of the allocation of i) R\$ 178,147,311.03 of the net income for the year; ii) R\$ 1,888,858.04 of the previous year's profit, related to the incorporation of the result of the initial adoption of CPC 50 into Brasildental's profit reserve; and iii) reduction of R\$1,863,029,551.72 related to the cancellation of treasury shares, approved by the Board of Directors of BB Seguridade on 03/27/2026.

For your consideration.

Brasília (DF), March 30, 2026.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annex A – CVM Resolution No. 81/2022

Destination of Net Income

1. Net Income for the Year: R\$ 9,017,329,454.56
2. Global amount and value per share of dividends: R\$ 8,720,000,000.00 (R\$ 4.49 per share)

- a) Gross amount of dividends and interest on equity, in a segregated manner, per share of each type and class:

Dividends for the year total R\$4.49 per common share. There was no payment of interest on equity.

- b) Payment form and term:

Shareholders with shares held in custody at the depository institution ("Banco do Brasil S.A.") received the credit of their dividends in a checking or savings account at the financial institution indicated by them, as of the date of the beginning of the distribution of these rights.

Those whose registration data are outdated must go to a Banco do Brasil branch with their CPF, RG and proof of residence, if an individual, or bylaws/articles of association and proof of representation, if a legal entity, for registration regularization and receipt of their earnings.

Shareholders with shares deposited with B3 – Brasil, Bolsa, Balcão ("B3") will have their dividends paid through the institutions/brokers where they maintain custody of their position.

The dividend payments related to the profits obtained in the 1st and 2nd semesters of 2025 occurred on 08/26/2025 and 03/02/2026, respectively.

- c) Update and interest on dividends and interest on equity:

Dividends for the 2nd semester are updated by the Selic rate, from the end of the fiscal year (12/31/2025) until the day of payment (03/02/2026).

- d) Date of the payment statement considered to identify the shareholders who will be entitled to receive it:

Considering the shareholding position of 08/14/2025 and 02/12/2026 for the payment of dividends for the 1st and 2nd semesters of 2025, respectively.

3. Percentage of net income for the year distributed: 96.7%
4. Overall amount and value per share of dividends distributed based on earnings from previous years:

The company distributed R\$ 54,177.57 referring to prescribed dividends from previous years, corresponding to R\$ 0.00003 per share.

5. Inform, after deducting the anticipated dividends and interest on equity already declared:
 - a) The gross amount of dividends and interest on equity, in a segregated manner, per share of each type and class:

The Shareholders' Meeting will not be proposed to declare dividends or interest on equity in addition to those already declared.

b) The form and term of payment of dividends and interest on equity:

Not applicable.

c) Possible incidence of adjustment and interest on dividends and interest on equity:

Not applicable.

d) Date of the declaration of payment of dividends and interest on equity considered to identify the shareholders who will be entitled to receive it:

Not applicable.

6. Dividends/Interest on Equity based on profits calculated in half-yearly balance sheets or in shorter periods:

a) Dividends/interest on equity already declared:

	1st Semester	2nd Semester
Dividends	R\$ 3,770,000,000.00	R\$ 4,950,000,000.00
JCP	--	--

b) Date of respective payments:

	1st Semester	2nd Semester
Dividends	08/26/2025	03/02/2026
JCP	--	--

7. Comparative table with values per share of each type and class:

a) Net Income for the year and for the previous 3 (three) years:

Exercises	2025	2024	2023	2022
Net Income	4.65	4.46	3.99	3.10

b) Dividends and interest on equity distributed in the year and in the last three (3) previous years:

Exercises	2025	2024	2023	2022
Dividends	4.49	3.66	2.83	2.87
JCP	--	--	--	--
Total	4.49	3.66	2.83	2.87

8. Legal Reserve:

- a) Amount allocated to the legal reserve: R\$ 119,182,143.53, corresponding to 1.3% of the result for the year.
- b) How to calculate the legal reserve: According to Law 6,404, of December 15, 1976, article 193, and the company's Bylaws, article 41, five percent (5%) of the net income for the year will be applied, before any allocation, in the constitution of the legal reserve, which will not exceed twenty percent (20%) of the capital stock, and in the fiscal year in which the balance of the legal reserve plus the amounts of the capital reserves exceeds 30% (thirty percent) of the capital stock, it will not be mandatory to allocate part of the net income for the year to constitute the legal reserve.

9. The company does not own preferred shares.

10. Mandatory dividend

- a) Description of the calculation method provided for in the bylaws:

The company's Bylaws provide that at least twenty-five percent (25%) of the net income, adjusted with the deductions and additions provided for in article 202 of the Brazilian Corporation Law, will be distributed to shareholders as a mandatory dividend.

- b) Inform if the dividends have been paid in full:

The amount distributed to shareholders as dividends corresponds to 96.7% of net income for the year, exceeding the mandatory percentage.

- c) Inform or amount eventually withdrawn:

There was no withholding of the mandatory dividend.

11. There was no withholding of the mandatory dividend due to the Company's financial situation.

12. There was no allocation of results for contingency reserves.

13. There was no allocation of results to the reserve of unrealized profits.

14. If the result is allocated to statutory reserves:

- a) Describe the statutory clauses that establish the reservation:

The Company's Bylaws, article 43, paragraph f, provide for the constitution of a statutory reserve for the Equalization of Capital Remuneration, with the purpose of guaranteeing resources for the payment of dividends, including in the form of interest on equity or its advances, limited to 80% of the value of the capital stock, being formed with resources:

- i) equivalent to up to 50% of the net income for the year; e
- ii) arising from the credit corresponding to the anticipation of dividends.

- b) Identify the amount earmarked for the reservation:

The reduction of R\$ 1,682,993,382.65 in the Statutory Reserves is composed of the amount of R\$ 1,863,029,551.72 related to the cancellation of part of the treasury shares, partially offset by the allocation of R\$ 178,147,311.03, equivalent to 2.0% of the net income for the period, and the allocation of R\$ 1,888,858.04 of the previous year's profit.

c) Describe how the amount was calculated:

The amount related to the cancellation of treasury shares was approved by BB Seguridade's Board of Directors on 03/27/2026 and considered the average cost of treasury shares. To define the amount allocated to the Statutory Reserves referring to the net income for the year, the amount allocated to the legal reserve and the amounts of dividends paid in each of the semesters were deducted from the profit for the period. The additional amount referring to the previous year's profit is related to the incorporation of the result of the initial adoption of CPC 50 by Brasildental's profit reserve.

15. There was no retention of profits provided for in the capital budget.

16. There was no allocation of results for the tax incentive reserve.

OVERALL AMOUNT OF REMUNERATION

**In accordance with Article 13 of CVM
Resolution No. 81/2022
(Item 8 of the Reference Form)**

**OVERALL AMOUNT OF REMUNERATION OF
STATUTORY MEMBERS**
April/2026 to March/2027

Shareholders,

For your consideration:

- 1) The proposal to set the global amount for the payment of fees and benefits of the members of the **Executive Board and the Board of Directors**, in the period from April 2026 to March 2027, at a maximum of R\$ 12,080,292.04 (twelve million, eighty thousand, two hundred and ninety-two reais and four cents):
 - i) **Executive Board** – The proposal for the amount allocated to the Chief Executive Officer and other Executive Officers regarding fixed and variable compensation and benefits, in the maximum amount of R\$ 11,498,904.24 (eleven million, four hundred and ninety-eight thousand, nine hundred and four reais and twenty-four cents); and
 - ii) **Board of Directors** - The proposal for an amount for fixed compensation in the amount of R\$ 581,387.80 (five hundred and eighty-one thousand, three hundred and eighty-seven reais and eighty cents) as well as the setting of the monthly fees of the members of the Board of Directors at 10% of the average monthly compensation received by the members of the Executive Board, the Christmas bonus is included, and other benefits are excluded, for the period from April 2026 to March 2027.
- 2) **Fiscal Council** – The proposal for an amount destined to fixed compensation in the amount of R\$ 290,693.90 (two hundred and ninety thousand, six hundred and ninety-three reais and ninety cents) as well as the setting of the monthly fees of the members of the Fiscal Council at 10% of the average monthly remuneration received by the members of the Executive Board, including the Christmas bonus, and excluding other benefits, for the period from April/2026 to March/2027;
- 3) **Audit Committee** – The proposal for the amount allocated to fixed compensation and compensatory compensation (quarantine) in the amount of R\$ 1,214,373.77 (one million, two hundred and fourteen thousand, three hundred and seventy-three reais and seventy-seven cents) as well as the establishment of the individual monthly compensation of the members of the Audit Committee, at 16.71% of the average monthly compensation received by the members of the Executive Board,

including the Christmas bonus, and excluding other benefits, for the period from April/2026 to March/2027;

- 4) **Risk and Capital Committee** – The proposal for an amount allocated to fixed compensation in the amount of R\$ 485,749.51 (four hundred and eighty-five thousand, seven hundred and forty-nine reais and fifty-one cents) as well as the establishment of the individual monthly compensation of the members of the Risk and Capital Committee, at 16.71% of the average monthly compensation received by the members of the Executive Board, including the Christmas bonus, and excluding other benefits, for the period from April/2026 to March/2027; and
- 5) **Independent member of the Related Party Transactions Committee** – The proposal for the amount allocated to fixed compensation in the amount of R\$ 161,916.50 (one hundred and sixty-one thousand, nine hundred and sixteen reais and fifty cents) as well as the setting of the individual monthly compensation of the independent member of the Related Party Transactions Committee, at 16.71% of the average monthly compensation received by the members of the Executive Board, the Christmas bonus is included, and other benefits are excluded, for the period from April 2026 to March 2027.

Brasília (DF), March 30, 2026.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

8. DIRECTORS' REMUNERATION

8.1. Describe the compensation policy or practice of the board of directors, the statutory and non-statutory executive board, the fiscal council, the statutory committees and the audit, risk, financial and compensation committees, addressing the following aspects:

(a) objectives of the remuneration policy or practice, informing whether the remuneration policy has been formally approved, the body responsible for its approval, the date of approval and, if the issuer discloses the policy, places on the world wide web where the document can be consulted

As provided for in BB Seguridade's Bylaws ("ESBBSEG"), in its Article 10, (xiii), the Shareholders' Meeting is responsible for setting the annual compensation of the managers, the Fiscal Council ("CF") and the Audit Committee ("Coaud"), global or individual, observing the provisions of Law No. 6,404/1976, Law No. 13,303/2016 and its Regulatory Decree, and other applicable rules. Pursuant to Article 14, Sole Paragraph of ESBBSEG, in the event that the Shareholders' Meeting sets the overall compensation, it shall be incumbent upon the Board of Directors ("BoD") to resolve on the respective distribution among the Company's Management bodies.

In accordance with the Company's People Management and Compensation Policy, published on the www.bbseguridaderi.com.br website - link: [c61a26a0-a4b3-443b-bf7f-a2a6361f46ff \(mziq.com\)](https://www.mziq.com), and approved by the Board of Directors on 06/21/2024, the total compensation is composed of (i) fixed compensation; (ii) benefits; and (iii) variable compensation, the last two components being applicable to the Board of Executive Officers. According to item 9.7 of the Policy, the amounts of the compensation compound are defined seeking a balance between the installments, considering the Corporate Strategy for the period and the adequacy to the relevant legal provisions. In addition, fixed compensation amounts and benefits are granted to managers based on market research, internal balance, competencies and responsibilities required, according to the specificities of each position.

(b) practices and procedures adopted by the Board of Directors to define the individual compensation of the Board of Directors and the Executive Board, indicating:

- I. the bodies and committees of the issuer that participate in the decision-making process, identifying how they participate**

The global or individual compensation of the management bodies is annually set by the General Meeting, according to Article 14 of the ESBBSEG, subject to the

provisions of Law No. 6,404/76, Law No. 13,303/16, its regulatory Decree and other applicable rules.

After the overall remuneration has been set, the Board of Directors decides on the respective distribution among the Management bodies.

II. criteria and methodology used to set individual remuneration, indicating whether studies are used to verify market practices, and, if so, the criteria for comparison and the scope of these studies

The global and/or individual compensation of the Executive Board is approved by the General Meeting, pursuant to Article 10, (xiii), of the ESBSEG, and considers its responsibilities, the time dedicated to its functions, its competencies and professional reputation and the value of its services in the market, with the objective of maximizing the Company's results in a sustainable manner. In addition, the fees are limited by the overall compensation approved at the Meeting, being in line with the market practices of companies of the same size and with the compensation rules adopted by the Company's Controlling Shareholder.

The fees of the members of the Board of Directors correspond to one tenth of the average remuneration of the members of the Board of Executive Officers, excluding the amounts related to variable compensation, health insurance, health assessment, supplementary pension, housing assistance, removal benefits, food allowance, daycare assistance and life insurance.

III. how often and how the board of directors assesses the adequacy of the issuer's remuneration policy

The Company's Personnel Management and Compensation Policy is valid for up to three (3) years and may be reviewed in a shorter time whenever necessary and is approved by the Board of Directors. In addition, the compensation of BB Seguridade's managers complies with the practices adopted by the Controlling Shareholder and the provisions of Laws 6,404/76 and 9,292/96.

(c) composition of the remuneration, indicating:

- I. Description of the various elements that make up remuneration, including, in relation to each of them:**
 - **its objectives and alignment with the issuer's short, medium and long-term interests**

Board of Directors: The members of BB Seguridade's Board of Directors are entitled to a fixed monthly compensation, which will not exceed ten percent (10%) of the average amount paid to the members of the Executive Board, with the objective of remunerating them for the services rendered to the Company, considering the alignment with the Corporate Strategy established for the short, medium and long term, according to the competencies and responsibilities defined for the said position.

Board of Directors:

Remuneration composed of: fees, Christmas bonus, variable remuneration and benefits. Its main objective is to remunerate the members of the Executive Board, considering their responsibilities, the time dedicated to their duties, their skills and professional reputation and the value of their services in the market, with the objective of maximizing the Company's results in a sustainable manner.

Fees: fixed monthly compensation practiced for BB Seguridade's officers, representing the reward for services rendered to the Company in the short term.

Christmas bonus: remuneration equivalent to a monthly honorarium.

Annual Variable Compensation Program – PRVA of the Executive Board: aims to recognize the efforts of the directors in building the results achieved, based on the performance of indicators linked to the Company's strategic planning. The variable compensation policy is established in accordance with Law 6,404/76, article 152 and the Accounting Pronouncements Committee ("CPC") 10 – Share-Based Payment. The Program provides for the payment of 60% in cash, 50% in cash and 10% in BB Seguridade shares. The remaining 40% is paid in shares over a period of 5 years, reinforcing the vision of long-term results. Thus, managers are encouraged to maintain and expand results, generate returns for shareholders and receive shares that are always valued.

Benefits: part of the remuneration that aims at the quality of life of managers, including health insurance, health assessment, housing assistance, removal advantages, supplementary social security, food assistance, daycare assistance and life insurance.

Fiscal Council: The members of BB Seguridade's Fiscal Council are entitled to a fixed monthly compensation, which will not exceed ten percent (10%) of the average amounts paid to the members of the Executive Board, with the objective of remunerating them for the services rendered to the Company, considering the

alignment with the Corporate Strategy established for the short, medium and long term, according to the competencies and responsibilities defined for the said position.

Audit Committee (“COAUD”): The members of COAUD are entitled to a fixed monthly remuneration, defined by the General Meeting, compatible with the work plan approved by the Board of Directors, and must comply with the following criteria, in accordance with the ESBBSEG, in its Article 32, paragraph 6:

- i. the compensation of the members of the Committee shall not exceed the average fee received by the Executive Officers;
- ii. in the case of public servants, their remuneration for participation in COAUD will be subject to the provisions established in the relevant legislation and regulations;
- iii. the member of COAUD who is also a member of the Board of Directors shall receive remuneration only from COAUD.

Related Party Transactions Committee: the independent member of the Related Party Transactions Committee (CTPR), elected in the manner provided for in paragraphs 1 and 2 of Article 33 of the ESBBSEG, is entitled to a fixed monthly compensation defined by the Board of Directors, within the limit established by the Shareholders' Meeting at the time of approval of the Company's Management Global Compensation, as provided for in Article 33, paragraph 5 of the Bylaws. Also, according to paragraph 6 of the same article, the independent member of the CTPR who is also a member of the Board of Directors must opt for remuneration related to only one of the positions.

Risk and Capital Committee: The members of the Risk and Capital Committee (Coris) are entitled to a fixed monthly compensation, defined by the Shareholders' Meeting, limited to the remuneration received by the members of COAUD, as provided for in Article 35, paragraph 6 of the ESBBSEG, with the objective of remunerating them for the services provided to the Company, considering the alignment with the Corporate Strategy established for the short term, medium and long term, according to the competencies and responsibilities defined for the position.

People, Eligibility, Compensation and Succession Committee (“CE”): The role of member of the CE is unpaid, according to Article 34, paragraph 7 of the ESBBSEG.

The Company's other non-statutory committees, which are: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Business Committee; (v) Ethics and Integrity Committee; and (vi) Continuity and Crisis Management Committee, do not have remuneration, as provided for in their respective Internal Regulations.

- **its proportion in total compensation in the last 3 fiscal years**

Board of Directors:

Elements of Compensation	Proportion (%)	Proportion (%)	Proportion (%)
	2023	2024	2025
Fees	100	100	100

Executive Board:

Elements of Compensation	Proportion (%)	Proportion (%)	Proportion (%)
	2023	2024	2025
Fees	44.75	45.62	46.06
Christmas Bonus	3.71	3.74	3.78
Variable Compensation	40.61	39.74	38.07
Direct, Indirect and Post-Employment Benefits	10.78	10.90	12.09

Fiscal Council:

Elements of Compensation	Proportion (%)	Proportion (%)	Proportion (%)
	2023	2024	2025
Fees	100	100	100

Audit Committee:

Elements of Compensation	Proportion (%)	Proportion (%)	Proportion (%)
	2023	2024	2025
Fees	100	100	100

Related Party Transactions Committee:

Elements of Compensation	Proportion (%)	Proportion (%)	Proportion (%)
	2023	2024	2025
Fees	100	100	100

Risk and Capital Committee:

Elements of Compensation	Proportion (%)	Proportion (%)	Proportion (%)
	2023	2024	2025
Fees	100	100	100

People, Eligibility, Succession and Compensation Committee: Not applicable. The role of member of the Committee is unpaid.

The Company's other non-statutory committees, which are: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Business Committee; (v) Ethics and Integrity Committee; and (vi) Continuity and Crisis Management Committee, do not have remuneration, as provided for in their respective Internal Regulations.

- **its calculation and readjustment methodology**

Board of Directors: The amount charged corresponds to ten percent (10%) of the average amount paid to the members of the Executive Board and approved annually by the Annual General Meeting (AGM). Consequently, any adjustment follows that applied to the remuneration of the Executive Board.

Executive Board: The Executive Board's fees are defined by the Board of Directors, limited by the global compensation approved at the AGM, and are in line with the market practices of companies of the same size and with the compensation rules adopted by the Company's Controlling Shareholder.

The variable compensation of the Executive Board is approved by the AGM and will not exceed ten percent (10%) of the net accounting income for the period.

Any adjustments in the monthly fees are discussed and defined when the overall compensation of the managers is approved at the AGM and automatically adjusts the other components of the compensation (Christmas bonus, benefits linked to compensation and variable compensation).

Fiscal Council: The amount charged corresponds to 10% (ten percent) of the average amount paid to the members of the Board of Executive Officers and approved annually by the AGM. Consequently, any adjustment follows that applied to the remuneration of the Executive Board.

Audit Committee: The compensation of the members of the Coaud will be set by the General Assembly and compatible with the work plan approved by the Board of Directors. It corresponds to a percentage of the average compensation of the Executive Board and may not exceed the average monthly compensation of the Statutory Officers. Consequently, any adjustment follows that applied to the remuneration of the Executive Board.

Related Party Transactions Committee: The compensation of the independent member of the Related Party Transactions Committee will be defined by the Board of Directors, within the limit established by the Shareholders' Meeting at the time of approval of the Company's Management Global Compensation, as provided for in Article 33, paragraph 5 of the Company's Bylaws. Any adjustment follows that applied to the remuneration of the Board of Directors.

Risk and Capital Committee: The compensation of the members of the Risk and Capital Committee is defined by the General Meeting limited to the remuneration received by the members of Coaud, as provided for in Article 35, paragraph 6 of the ESBBSEG. Any adjustment follows that applied to the remuneration of the Board of Directors.

People, Eligibility, Succession and Compensation Committee: Not applicable. The role of member of the Committee is unpaid.

The Company's other non-statutory committees, which are: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Business Committee; (v) Ethics and Integrity Committee; and (vi) Continuity and Crisis Management Committee do not have remuneration.

- **key performance indicators taken into account, including, where appropriate, indicators linked to ESG issues**

Boards and committees that are statutory and have compensation, namely: Board of Directors, Fiscal Council, Audit Committee, Related Party Transactions Committee and Risk and Capital Committee: Not applicable - fixed compensation, without linked indicators. The People, Eligibility, Compensation and Succession Committee has no remuneration.

Executive Board

Fees, Christmas Bonus and Benefits: Not applicable. Fixed values and no linked indicators.

Variable Compensation: the Variable Compensation Program for Managers (PRVA) is activated if the following prerequisites are met: (i) activation of the Profit Sharing Program (PLR) to which Banco do Brasil employees assigned to BB Seguridade are entitled; and (ii) Presentation of positive net accounting income in the year. The amount owed individually to each participant will be measured by calculating the modules defined as: Base, Bonus and Update of Shares.

The Base module is composed of a set of indicators that measure the performance of the Institution, the Unit of operation and the Individual of the participants. The Bonus module is composed of a set of indicators that reflect directions of significant relevance to the Company's sustainability. In turn, the Share Update module considers the amount equivalent to Dividends and/or Interest on Equity (JCP) levied on outstanding shares, if they had been transferred to the participant's ownership immediately after the calculation of the Program's results. In addition, the Share Update module is only activated in the case of shares marked in treasury for future transfer to the participant (marked shares) and is not applied in the case of shares immediately transferred to the participant and recorded with a clause of inalienability, unseizability and incommunicability (recorded shares).

Below are the indicators that made up the PRVAs for the last 3 (three) years:

PRVA 2023:

Module	Level	Indicator	Signal	Goal	Weight	Ruler
Base	Corporate	Average percentage of achievement of the indicators of the Zenith strategic objectives: "Be light, efficient and sustainable", "Win more customers where they are" and "Connect and accelerate digital".	+	100%	60%	1

	Unit	CFO	Average performance of the Strategic Project Portfolio of the Board (CFO)		7	20%	3
		CMO	Average performance of the Strategic Project Portfolio of the Board (CMO)				
		CIO	Average performance of the Strategic Projects Portfolio of the Board (CIO)				
		CEO	Average (CFO/CMO/CIO)				
	Individual	Individual Performance Evaluation of the CEO by the Board of Directors and of the other Directors by the CEO		3.5	15%	2	
	Compliance	Sest Compliance Indicator (ICSest)		1000	5%	5	
	TOTAL					100%	
Bonuses	-	Average percentage of achievement of the indicators that make up the Zenith strategic objective "Turning Customers into Fans"		+	100%	100%	4
<p>CFO - Director of Finance, IR and Shareholding Management</p> <p>CMO - Commercial, Marketing and Customer Director</p> <p>CIO - Chief Strategy & Technology Officer</p> <p>CEO - Chief Executive Officer - The score for the CEO will be the arithmetic average of the percentage of payment obtained by the indicators of each business unit (CFO, CMO and CIO).</p>							

PRVA 2024:

Module	Level	Indicator	Signal	Meta	Weight	Ruler		
Base	Corporate	Average percentage of achievement of the indicators of the Zenith strategic objectives: "Be light, efficient and sustainable", "Win more customers where they are" and "Have a modern and profitable portfolio"		+	100%	60%	1	
	Unit	CFO	Average performance of the Strategic Project Portfolio of the Board (CFO)		7	20%	3	
		CMO	Average performance of the Strategic Project Portfolio of the Board (CMO)					
		CIO	Average performance of the Strategic Projects Portfolio of the Board (CIO)					
		CEO	Average (CFO/CMO/CIO)					
	Individual	Individual Performance Evaluation of the CEO by the Board of Directors and of the other Directors by the CEO			3.5	15%	2	
	Compliance	Sest Compliance Indicator (ICSest)			900	5%	5	
			TOTAL			100%		
Bonuses	-	Average percentage of achievement of the indicators that make up the Zenith strategic objective "Turning Customers into Fans"		+	100%	100%	4	

CFO - Director of Finance, IR and Shareholding Management
 CMO - Commercial and Customer Director
 CIO - Chief Technology, Portfolio & AI Officer
 CEO - Chief Executive Officer - The score for the CEO will be the arithmetic average of the percentage of payment obtained by the indicators of each business unit (CFO, CMO and CIO).

PRVA 2025

Module	Level	Indicator	Signal	Goal	Weight			
Base	Corporate	Average percentage of achievement of the indicators: Prospective Solvency and Liquidity Ratio - SLP Efficiency Index - IE Digital Transformation - Business Lines Digital journeys Analytical Maturity Index - IMA Business Priority Sales in digital channels Sales with BB Corretora partners Customer Complaint Index Sales force engagement Sponsor Perception Satisfaction with the events	+	100%	60%			
		Unit		CFO	Average performance of the Strategic Project Portfolio of the Board (CFO)	7	20%	
				CMO	Average performance of the Strategic Project Portfolio of the Board (CMO)			
				CIO	Average performance of the Strategic Projects Portfolio of the Board (CIO)			
				CEO	Average (CFO/CMO/CIO)			
		Individual		Individual Performance Evaluation of the CEO by the Board of Directors and of the other Directors by the CEO	3.5	10%		
		Compliance		Sest Compliance Indicator (ICSest)	900	10%		
		TOTAL				100%		
		Bonuses		-	Average percentage of achievement of the indicators: Return on Equity - RSPL ESG Agenda Employee Engagement Index - IENG NPS BB Seguros Customers Churn Index Digital Transformation - Broker	+	100%	100%

The Company's other non-statutory committees, which are: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Business Committee; (v) Ethics and Integrity Committee; and (vi) Continuity and Crisis Management Committee, have no remuneration.

II. reasons justifying the composition of the remuneration

Board of Directors: Defined by the General Meeting in accordance with Article 152 of Law 6,404/76 and Article 1 of Law 9,292/96.

Executive Board: The composition of the compensation granted to the members of the Executive Board is in line with the legal provisions related to state-owned companies and corporations and aims to reward them for the degree of responsibility of their functions and for the trust inherent to them, as well as the value of each professional in the market, considering the Company's risk management policy. its results and the economic environment in which it operates.

Fiscal Council: Defined by the General Meeting in accordance with Article 152 of Law 6,404/76 and Article 1 of Law 9,292/96.

Audit Committee: The composition of the compensation is assigned by decision of the Board of Directors and follows the market practices for Coaud's compensation.

Related Party Transactions Committee: The compensation of the independent member of the Related Party Transactions Committee is defined by the Board of Directors, within the limit established by the Shareholders' Meeting at the time of approval of the overall compensation of the Company's managers, as provided for in Article 33, paragraph 5 of ESBBSEG.

Risk and Capital Committee: The compensation of the members of the Risk and Capital Committee is defined by the General Meeting limited to the remuneration received by the members of Coaud, as provided for in Article 35, paragraph 6 of the ESBBSEG.

People, Eligibility, Succession and Compensation Committee: Not applicable. The role of member of the Eligibility Committee is unpaid.

III. the existence of members not paid by the issuer and the reason for this fact

Board of Directors: The Chief Executive Officer of BB Seguridade is not remunerated for his performance on the Board of Directors. The member of Coaud, who is also a member of the Board of Directors is not remunerated for his performance on the Board of Directors, and must receive remuneration only from Coaud, as provided for in Article 32, paragraph 6, item III of the ESBBSEG.

In addition, the independent member of the CTPR who is also a member of the Board of Directors must opt for the remuneration related to only one of the positions, as provided for in Article 33, paragraph 6 of the ESBBSEG.

Executive Board: There are no unpaid members.

Fiscal Council: There are no unpaid full counselors. Alternate counselors are remunerated for their eventual participation in meetings.

Audit Committee: There are no unpaid members.

Related Party Transactions Committee: The compensation offered exclusively to the independent member of the CTPR is based on the need to attract market professionals with adequate training to perform the function.

Risk and Capital Committee: There are no unpaid members.

People, Eligibility, Compensation and Succession Committee: The function of member of the Committee will not be remunerated, as provided for in Article 34, paragraph 7 of the ESBBSEG.

The Company's other non-statutory committees, which are: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Business Committee; (v) Ethics and Integrity Committee; and (vi) Continuity and Crisis Management Committee, do not have remuneration, as provided for in their respective Internal Regulations.

(d) existence of remuneration borne by direct or indirect subsidiaries, subsidiaries or controlling shareholders

It does not apply. No compensation of the Company's managers, as well as the members of other boards and committees remunerated is borne by subsidiaries, subsidiaries or direct or indirect controllers of BB Seguridade Participações S.A.

(e) existence of any remuneration or benefit linked to the occurrence of a certain corporate event, such as the sale of the issuer's corporate control

It does not apply. No compensation of the Company's managers, as well as the members of other boards and committees remunerated, is linked to the occurrence of any corporate event.

8.2. In relation to the compensation recognized in the results of the last 3 fiscal years and that provided for the current fiscal year of the board of directors, the statutory executive board and the fiscal council, prepare a table with the following content:

The tables presented in this item show the compensation recognized in the results of the last three fiscal years of the Board of Directors, the Board of Executive Officers and the Fiscal Council of BB Seguridade.

The number of members of each body corresponds to the annual average of members of each body calculated monthly, with two decimal places, in accordance with what is described in item 10.2.8.2 of the Circular/Annual-2026-CVM/SEP Letter, of 02.26.2026. In the case of Fiscal Council, only full members were considered.

The number of paid members of each body corresponds to the annual average of the number of paid members of each body calculated monthly, with two decimal places, in accordance with what is described in item 10.2.8.2 of the Circular/Annual-2026-CVM/SEP Letter, of 02.26.2026. For the calculation of the average, all paid members who occupied these positions in the respective bodies in the respective years were considered. In the case of the FC, alternate members who, as a result of their performance, have received remuneration were also considered.

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2023			
Management body Board of Directors			
Total number of members 7	Total number of paid members 3.92	Total amount of the agency's remuneration (reais) R\$ 277,422.70	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 303,952.43	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2023			
Management body Fiscal Council			
Total number of members 3	Total number of paid members 3	Total amount of the agency's remuneration (reais) R\$ 218,628.34	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 218,628.34	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2023			
Management body Statutory Executive Board			
Total number of members 3,92	Total number of paid members 3.92	Total amount of the agency's remuneration (reais) R\$ 6,232,117.84	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 3,029,100.62	Direct and indirect benefits R\$ 271,999.36	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 1,407,272.04		
Description of other variable remuneration Of the total of R\$ 1,407,272.04 allocated to Variable Compensation, R\$ 872,388.72 refer to the cash portion of the 2022 Program, after deducting the advance, and R\$ 534,883.32 refers to the advance of the 2023 Program.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 399,858.82	Termination of office R\$ 0.00	Stock-based (including options) R\$ 1,123,887.00	
Note			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2024			
Management body Board of Directors			
Total number of members 6.58	Total number of paid members 3.58	Total amount of the agency's remuneration (reais) R\$ 284,574.78	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 284,574.78	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2024			
Management body Fiscal Council			
Total number of members 3	Total number of paid members 3	Total amount of the agency's remuneration (reais) R\$ 233,229.91	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 233,229.91	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2024			
Management body Statutory Executive Board			
Total number of members 4	Total number of paid members 3.92	Total amount of the agency's remuneration (reais) R\$ 6,164,641.88	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 3,042,701.39	Direct and indirect benefits R\$ 278,901.25	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 1,228,198.86		
Description of other variable remuneration Of the total of R\$ 1,228,198.86 allocated to Variable Compensation, R\$ 698,962.47 refer to the cash portion of the 2023 Program, after deducting the advance, and R\$ 529,236.39 refer to the advance of the 2024 Program.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 393,309.54	Termination of office R\$ 0.00	Stock-based (including options) R\$ 1,221,530.84	
Note The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2025			
Management body Board of Directors			
Total number of members 6.25	Total number of paid members 3.25	Total amount of the agency's remuneration (reais) R\$ 288,587.53	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 288,587.53	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note An adjustment of 14.98% was approved at the BB Seguridade AGM, held on 04/29/2025, valid as of April 2025.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2025			
Management body Fiscal Council			
Total number of members 3	Total number of paid members 3	Total amount of the agency's remuneration (reais) R\$ 269,735.13	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 269,735.13	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note An adjustment of 14.98% was approved at the BB Seguridade AGM, held on 04/29/2025, valid as of April 2025.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2025			
Management body Statutory Executive Board			
Total number of members 4	Total number of paid members 4	Total amount of the agency's remuneration (reais) R\$ 7,208,273.34	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 3,603,744.71	Direct and indirect benefits R\$ 440,773.14	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 1,244,849.50		
Description of other variable remuneration Of the total amount of R\$ 1,244,849.50 allocated to Variable Compensation, R\$ 685,408.75 corresponds to the cash portion of the 2024 Program, while R\$ 559,440.75 refers to the advance of the 2025 Program.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 433,664.43	Termination of office R\$ 0.00	Stock-based (including options) R\$ 1,507,858.76	
Note An adjustment of 14.98% was approved at the BB Seguridade AGM, held on 04/29/2025, valid as of April 2025.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2026			
Management body Board of Directors			
Total number of members 7	Total number of paid members 6	Total amount of the agency's remuneration (reais) R\$ 581,387.80	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 581,387.80	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note The projection for 2026 considers the maximum number of members allowed for the collegiate body, in addition to the proposed adjustment of 4.26% for the 2026-2027 cycle. The values presented already incorporate both parameters.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2026			
Management body Fiscal Council			
Total number of members 3	Total number of paid members 3	Total amount of the agency's remuneration (reais) R\$ 290,693.90	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 290,693.90	Direct and indirect benefits R\$ 0.00	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 0.00		
Description of other variable remuneration			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 0.00	Termination of office R\$ 0.00	Stock-based (including options) R\$ 0.00	
Note The projection for 2026 considers the maximum number of members allowed for the collegiate body, in addition to the proposed adjustment of 4.26% for the 2026-2027 cycle. The values presented already incorporate both parameters.			

TOTAL REMUNERATION BY AGENCY			
Fiscal year 12/31/2026			
Management body Statutory Executive Board			
Total number of members 4	Total number of paid members 4	Total amount of the agency's remuneration (reais) R\$ 11,498,904.24	
ANNUAL FIXED REMUNERATION (in reais)			
Salary or pro-labore R\$ 3,875,918.66	Direct and indirect benefits R\$ 1,299,275.22	Committee Memberships R\$ 0.00	Other R\$ 0.00
Description of other fixed remuneration			
VARIABLE COMPENSATION (in reais)			
Bonuses R\$ 0.00	Profit sharing R\$ 0.00	Participation in meetings R\$ 0.00	
Commissions R\$ 0.00	Other R\$ 1,937,959.33		
Description of other variable remuneration The amount of R\$ 3,875,918.66 represents the maximum amount proposed at the Annual General Meeting, which will be held on 04/29/2026, for the variable compensation item.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment R\$ 658,906.17	Termination of office R\$ 1,788,885.53	Stock-based (including options) R\$ 1,937,959.33	
Note The projection for 2026 considers the maximum number of members allowed for the collegiate body, in addition to the proposed adjustment of 4.26% for the 2026-2027 cycle. The values presented already incorporate both parameters.			

8.3. Regarding the variable compensation of the last 3 fiscal years and that provided for the current fiscal year of the board of directors, the statutory executive board and the fiscal council, prepare a table with the following content:

The tables presented in this item show the variable compensation of the last three fiscal years and that foreseen for the current fiscal year of the Board of Executive Officers.

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

The number of members of each body corresponds to the annual average of each body calculated monthly, with two decimal places, in accordance with what is described in item 10.2.8.3 of the Circular/Annual-2026-CVM/SEP, of 02.26.2026. For the calculation, the number of members on the last business day of the month was considered.

The number of paid members of each body corresponds to the number of officers and directors to whom variable compensation was attributed recognized in the income statement for the year, in accordance with what is described in item 10.2.8.3 of Circular/Annual-Letter-2026-CVM/SEP, of 02.26.2026, considering only those who held such positions in the respective bodies, in the respective years.

VARIABLE COMPENSATION		
Fiscal year		
12/31/2023		
Remuneration by agency (in reais)		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	3.92	3.92
REGARDING BONUS¹		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 2,852,711.04
Amount foreseen in the compensation plan, if the goals were met		Amount effectively recognized in profit or loss in the selected fiscal year
R\$ 2,139,533.28		R\$ 2,531,159.04 ²
REGARDING PROFIT SHARING		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 0.00
Amount foreseen in the compensation plan, if the goals were met		Amount effectively recognized in profit or loss in the selected fiscal year
R\$ 0.00		R\$ 0.00

¹ The amount of variable compensation is calculated based on the manager's fee for the current year.

² The amount refers to the payment of variable remuneration in the year, made in cash and shares.

VARIABLE COMPENSATION		
Fiscal year		
12/31/2024		
Remuneration by agency (in reais)		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	4	3.92
REGARDING BONUS¹		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 2,984,506.37
Expected value for goals achieved		Effectively recognized value
R\$ 2,238,379.65		R\$ 2,449,729.70 ²
PROFIT SHARING		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 0.00
Expected value for goals achieved		Effectively recognized value
R\$ 0.00		R\$ 0.00

¹ The amount of variable compensation is calculated based on the manager's fee for the current year.

² The amount refers to the payment of variable remuneration in the year, made in cash and shares.

VARIABLE COMPENSATION		
Fiscal year		
12/31/2025		
Remuneration by agency (in reais)		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	4	4
REGARDING BONUS¹		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 3,431,585.35 ²
Expected value for goals achieved		Effectively recognized value
R\$ 2,573,689.14		2,752,708.63 ³
PROFIT SHARING		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 0.00
Expected value for goals achieved		Effectively recognized value
R\$ 0.00		R\$ 0.00

¹ The amount of variable compensation is calculated based on the manager's fee for the current year.

² Maximum amount approved at the AGM of 04.29.2025.³Amount refers to the cash installment of the PRVA 2024 (cash and shares) and advance of the PRVA 2025

VARIABLE COMPENSATION		
Fiscal year		
12/31/2026		
Remuneration by agency (in reais)		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	4	4
REGARDING BONUS¹		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 3,875,918.66 ²
Expected value for goals achieved		Effectively recognized value
R\$ 2,683,328.40		R\$ 0.00
PROFIT SHARING		
Minimum amount provided for in the remuneration plan		Maximum amount provided for in the compensation plan
R\$ 0.00		R\$ 0.00
Expected value for goals achieved		Effectively recognized value
R\$ 0.00		R\$ 0.00

¹ The amount of variable compensation is calculated based on the manager's fee for the current year.

² Maximum value proposed for the ASM of 04.29.2026.

8.4. In relation to the share-based compensation plan of the board of directors and the statutory executive board, in force in the last fiscal year and scheduled for the current fiscal year, describe:

(a) General Terms and Conditions

Exercise a statutory mandate (Chief Executive Officer or Executive Officer) in force during the 2025 fiscal year and comply with the goals and indicators defined as prerequisites for the activation of the PRVA.

The members of the Board of Directors are not the target audience of BB Seguridade's PRVA.

(b) date of approval and responsible body

The PRVA 2025 was approved by the Board of Directors (BoD) on 04.29.2025.

(c) maximum number of actions covered

There is no maximum number of actions. The number of shares will be defined according to the average price and according to the results achieved.

(d) maximum number of options to be granted

Not applicable. Compensation is based on shares only.

(e) conditions for the acquisition of shares

The form, the price of acquisition, custody and transfer of shares will follow the model adopted by the financial area, and may even propose the use of existing shares in treasury, and approved by the Company's Board of Directors, which will authorize the payment of the variable compensation of the executive board, with the date of authorization being the base date for the acquisition of the shares.

(f) criteria for setting the acquisition or exercise price

The number of BB Seguridade shares allocated to each Executive Officer is calculated by calculating the net amount to be paid in shares (50% of the fees to which he or she is entitled), divided by the average share price, which will be the simple average of the daily closing prices of the week prior to payment, rounding the result to the nearest cents.

(g) criteria for setting the acquisition or exercise period

Not applicable. Compensation is based on shares only, and the use of stock options is not foreseen.

(h) form of settlement

Not applicable. Compensation is based on shares only, and the use of stock options is not foreseen.

(i) restrictions on the transfer of shares

In the event of a reduction of more than 20% in BB Seguridade's results during the deferral period, the deferred portion will be reversed in proportion to the reduction in the result observed.

(j) criteria and events that, when verified, will cause the suspension, alteration or termination of the plan

The activation of the compensation program is subject to the following prerequisites: i) activation of the Profit Sharing Program (PLR) to which Banco do Brasil employees assigned to BB Seguridade are entitled; and ii) Present positive net accounting income.

Currently, there is no forecast for the discontinuation of the plan.

(k) effects of the manager's departure from the issuer's bodies on his rights under the share-based compensation plan

The administrator is entitled to receive the amounts according to the days of operation in the period. There is no change in relation to deferred installments not yet paid as a result of dismissals or death.

8.5. Regarding the share-based compensation in the form of stock options recognized in the results of the last 3 fiscal years and that provided for the current fiscal year, the board of directors and the executive board of directors shall prepare a table with the following content:

Not applicable, as the remuneration part is paid directly in shares.

8.6. In relation to each grant of stock options carried out in the last 3 fiscal years and scheduled for the current fiscal year, the board of directors and the executive board of directors shall prepare a table with the following content:

BB Seguridade does not have an option-based compensation plan.

8.7. In reaction to the open options of the board of directors and the executive board at the end of the last fiscal year, prepare a table with the following content:

BB Seguridade does not have an option-based compensation plan.

8.8. Regarding the options exercised regarding the share-based compensation of the board of directors and the executive board of executive officers, in the last 3 fiscal years, prepare a table with the following content:

BB Seguridade does not have an option-based compensation plan.

8.9. In relation to the share-based compensation, in the form of shares to be delivered directly to the beneficiaries, recognized in the results of the last 3 fiscal years and that provided for the current fiscal year, of the board of directors and the executive board of executive officers, prepare a table with the following content:

Not applicable to the Board of Directors.

Stock-based compensation expected for the current fiscal year (2026)		
(a) body	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	04
(c) number of paid members¹	N/A	7
(d) potential dilution in case of granting of all shares to beneficiaries²	N/A	0.008799%

¹Total number of beneficiaries of the deferred installments paid in the 2026 financial year.

²Total shares allocated in the last program plus the shares still deferred from previous programs divided by the volume of shares outstanding.

Share-based compensation for the fiscal year ended 12.31.2025		
(a) body	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	04
(c) number of paid members¹	N/A	9
(d) potential dilution in case of granting of all shares to beneficiaries²	N/A	0.007721%

¹Total number of beneficiaries of the deferred installments paid in the 2025 financial year.

²Total shares allocated in the last program plus the shares still deferred from previous programs divided by the volume of shares outstanding.

Share-based compensation realized for the year ended 12.31.2024		
(a) body	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	3.92
(c) number of paid members¹	N/A	10
(d) potential dilution in case of granting of all shares to beneficiaries²	N/A	0.008526%

¹Total number of beneficiaries of the deferred installments paid in the 2024 financial year.

²Total shares allocated in the last program plus the shares still deferred from previous programs divided by the volume of shares outstanding.

Share-based compensation for the year ended 12.31.2023		
(a) body	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	3.92
(c) number of paid members¹	N/A	10
(d) potential dilution in case of granting of all shares to beneficiaries²	N/A	0.007901%

¹Total number of beneficiaries of the deferred installments paid in the 2023 financial year.

²Total shares allocated in the last program plus the shares still deferred from previous programs divided by the volume of shares outstanding.

8.10. In relation to each grant of shares carried out in the last 3 fiscal years and foreseen for the current fiscal year, the board of directors and the executive board of directors shall prepare a table with the following content:

The number of paid members of the Board of Executive Officers corresponds to the number of officers linked to the PRVA for the respective year, in accordance with what is described in item 10.2.8.8 of the Circular/Annual-2026-CVM/SEP, of 02.26.2026, without considering the former members who received deferred installments related to the previous PRVAs.

Not applicable to the Board of Directors.

Share-based compensation realized for the year ended 12.31.2025		
(a) organ	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	4
(c) number of paid members	N/A	5
(d) given by outorga	N/A	02/28/2025
(e) number of shares granted¹	N/A	18,125
(f) maximum deadline for delivery of shares	N/A	05 years
(g) period of restriction on the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	R\$ 37.84
(i) multiplication of the number of shares granted by the fair value of the shares on the date of the grant	N/A	R\$ 685,850.00

¹Total number of shares granted (deferred to be paid) in fiscal year 2025.

Share-based compensation realized in the fiscal year ended 12.31.2024		
(a) organ	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	3.92
(c) number of paid members	N/A	5
(d) given by outorga	N/A	03/05/2024
(e) number of shares granted ¹	N/A	21,659
(f) maximum deadline for delivery of shares	N/A	05 years
(g) period of restriction on the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	R\$ 32.86
(i) multiplication of the number of shares granted by the fair value of the shares on the date of the grant	N/A	R\$ 711,714.74

¹Total number of shares granted (deferred to be paid) in fiscal year 2024.

Share-based compensation realized in the fiscal year ended 12.31.2023		
(a) organ	Board of Directors	Statutory Executive Board
(b) Total number of members	N/A	3.92
(c) number of paid members	N/A	4
(d) given by outorga	N/A	03/03/2023
(e) number of shares granted ¹	N/A	21,752
(f) maximum deadline for delivery of shares	N/A	04 years
(g) period of restriction on the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	R\$ 34.07
(i) multiplication of the number of shares granted by the fair value of the shares on the date of the grant	N/A	R\$ 741,090.64

¹Total number of shares granted (deferred to be paid) in fiscal year 2023.

8.11. In relation to the shares delivered related to the share-based compensation of the board of directors and the statutory executive board, in the last 3 fiscal years, prepare a table with the following content:

The number of paid members of the Board of Executive Officers corresponds to the number of officers linked to the PRVA for the respective year, in accordance with what is described in item 10.2.8.9 of the Circular/Annual-2026-CVM/SEP, of 02.26.2026, considering the former members who received deferred installments related to the previous PRVAs. The total number of shares delivered in each fiscal year includes deferred installments related to PRVAs from previous years, paid to former members of the Board of Executive Officers.

Not applicable to the Board of Directors.

ACTIONS DELIVERED			
Fiscal year			
12/31/2023			
Remuneration by agency (in reais)			
Management Body	Total number of members	No. of paid members	No. of shares
Statutory Executive Board	3.92	15	24,335
Weighted average acquisition price (R\$)		Weighted average market price of the acquired shares (R\$)	
R\$ 24.46		R\$ 34.07	
Multiplying the total shares acquired by the difference between the weighted average purchase price and the weighted average market price of the shares acquired			
-R\$ 233,859.35			

ACTIONS DELIVERED			
Fiscal year			
12/31/2024			
Remuneration by agency (in reais)			
Management Body	Total number of members	No. of paid members	No. of shares
Statutory Executive Board	4	10	26,951
Weighted average acquisition price (R\$)		Weighted average market price of the acquired shares (R\$)	
R\$ 30.69		R\$ 32.86	
Multiplying the total shares acquired by the difference between the weighted average purchase price and the weighted average market price of the shares acquired			
-R\$ 58.483.67			

ACTIONS DELIVERED			
Fiscal year			
12/31/2025			
Remuneration by agency (in reais)			
Management Body	Total number of members	No. of paid members	No. of shares
Statutory Executive Board	4	12	28,890
Weighted average acquisition price (R\$)		Weighted average market price of the acquired shares (R\$)	
R\$ 30.69		R\$ 37.84	
Multiplying the total shares acquired by the difference between the weighted average purchase price and the weighted average market price of the shares acquired			
-R\$ 206,563.50			

The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the executive board throughout the year.

8.12. Brief description of the information necessary to understand the data disclosed in items 8.5 to 8.11, such as the explanation of the pricing method for the value of shares and options, indicating, at least:

(a) pricing model

The number of BB Seguridade shares to be allocated to each officer will be determined by dividing the net amount equivalent to 50% of the fees to which he or she is entitled, as variable compensation, by the average price of the shares, which will be the simple average of the daily closing prices of the week prior to payment, rounding the result to around cents.

When calculating the deferred installments, if there are fractions, they will be accumulated in the last installment to be made available.

The release of the scheduled shares as well as the lifting of the encumbrance of the recorded shares occurs proportionally during the deferral period, subject to the prior verification of the variation in BB Seguridade's result, free of extraordinary effects, calculated between the year that generated the right and the year prior to the year foreseen for payment.

In the event of a reduction of more than 20% in BB Seguridade's results, during the deferral period, the deferred portion, either of the denominated shares or of the recorded shares, will be reversed in proportion to the reduction in the result observed. In the event of a reversal, in whole or in part, of the recorded shares, the respective Dividends and/or JCP are also reversed, corrected by the Extended National Consumer Price Index – IPCA.

BB Seguridade's results are calculated through net accounting income free of non-recurring effects, according to the company's results disclosure.

(b) data and assumptions used in the pricing model, including the weighted average share price, strike price, expected volatility, option lifetime, expected dividends and the risk-free interest rate

Weighted average acquisition price: this is the average acquisition price of the shares in treasury, according to the latest buyback programs carried out.

Weighted Average Market Price of Acquired Shares: Value of the shares at market close on the transfer date.

Potential dilution in case of granting of all shares to beneficiaries: total shares allocated in the last program plus the shares still deferred from previous programs divided by the volume of outstanding shares.

Variable compensation is not based on options.

(c) method used and assumptions assumed to incorporate the expected effects of early exercise

Not applicable. Variable compensation is not based on options.

(d) how to determine the expected volatility

Not applicable. Variable compensation is not based on options.

(e) whether any other characteristics of the option have been incorporated in the measurement of its fair value

Not applicable. Variable compensation is not based on options.

8.13. Inform the number of shares, quotas and other securities convertible into shares or quotas, issued, in Brazil or abroad, by the issuer, its direct or indirect controllers, controlled companies or companies under common control, which are held by members of the board of directors, the board of executive officers or the fiscal council, grouped by body

Fiscal Year Ended December 31, 2025	
BB Seguridade shares	
Board of Directors	882
Executive Board	24,058
Fiscal Council	-
Total	29,940

Fiscal Year Ended December 31, 2025	
Banco do Brasil shares	
Board of Directors	12,386
Executive Board	3,412
Fiscal Council	2,656
Total	18,454

8.14. In relation to the pension plans in force granted to the members of the board of directors and statutory officers, provide the following information in tabular form:

BB Seguridade's statutory officers are career employees assigned by Banco do Brasil who, upon assuming their duties in the Company, maintain the pension plans with the same conditions as those that exist for the employees of its controlling shareholder.

The members of the Board of Directors are not entitled to pension plans as a result of their participation in the Board.

(a) organ	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04

(d) name of the plan	Previ Futuro and Prevmais Benefit Plan – Economus	
(e) number of managers who meet the conditions to retire	N/A	00
(f) conditions for early retirement	<p>According to the General Regulation of the Previ Futuro Plan art.40, transcribed below:</p> <p>The Monthly Retirement Income will be due to the participant, from the date of their application, provided that they meet the following conditions:</p> <ul style="list-style-type: none"> i. has fulfilled the grace period of 120 (one hundred and twenty) monthly contributions to this Benefit Plan; ii. is in retirement due to contribution time or age granted by the Basic Official Social Security; iii. terminate the employment relationship with the Sponsor. <p>(...)</p> <p>Paragraph 3 - The condition referred to in item II of this article may be waived as long as the participant is at least 50 (fifty) years of age.</p> <p>According to the General Regulation of PrevMais - Economus, art. 20, transcribed below:</p> <p>The Retirement Benefit will be granted to the Participant who meets the following eligibility requirements:</p> <ul style="list-style-type: none"> I. is at least 53 (fifty-three) years of age; II. has at least 60 (sixty) months of Affiliation to PrevMais; e III. has completed the Termination of the Employment Relationship with the Sponsor. <p>The Participant will be allowed to apply for the Retirement Benefit before completing the minimum age of 53 (fifty-three) years of age, provided that he/she complies with the other conditions reviewed in article 20 of the PrevMais Regulation.</p>	
(g) updated value of the contributions accumulated in the pension plan until the end of the last fiscal year, less the portion related to contributions made directly by the managers	N/A	R\$ 4,976,449.22

<p>(h) total accumulated amount of contributions made during the last fiscal year, less the portion related to contributions made directly by managers</p>	<p>N/A</p>	<p>R\$ 650,147.14</p>
<p>(i) if there is a possibility of early redemption and what are the conditions</p>	<p>According to the General Regulation of the Previ Futuro Plan, article 15, transcribed below:</p> <p>The participant who has his/her enrollment in this Benefit Plan canceled pursuant to items I, IV or V of article 6 will be assured the redemption of his/her individual savings reserve, when the termination of the employment relationship with the Sponsor is proven or on the date of cancellation, if subsequent to the date of termination.</p> <p>Paragraph 1 - The amounts transferred to the plan when constituted in a supplementary pension plan managed by an open supplementary pension entity or insurance company shall be added to the surrender value provided for in this article.</p> <p>Paragraph 2 - The redemption value provided for in this article shall be determined on the date of the request of this institute.</p> <p>Paragraph 3 - The redemption referred to in this article shall be paid in cash. The participant may choose, in his/her application, to receive it in up to 12 (twelve) consecutive months, counted from the date of his/her option for this institute.</p> <p>Paragraph 4 - The monthly installments referred to in the previous paragraph shall be corrected monthly by the index provided for in article 27.</p> <p>Paragraph 5 - The balance existing in the Employer's Savings Reserve linked to the participant who opts for the option provided for in item I of article 7 shall be allocated as follows:</p> <p>I – 20% (twenty percent) shall be transferred to compose the cost of the benefits of Part I of the Plan, in accordance with item III of article 50.</p> <p>II – 10% (ten percent), plus 3.5% (three and a half percent) for each 12 (twelve) monthly contributions to the Plan, limited to the remaining 80% (eighty percent), will be paid to the participant, previously deducting the credits in favor of the Benefit Plan on the date of effective redemption;</p> <p>III – subject to items I and II of this paragraph, the remaining balance will be transferred to compose the cost of the benefits of Part I of the Plan, in accordance with item III of article 50.</p> <p>Paragraph 6 - Amounts ported to the plan may not be redeemed when constituted in a benefit plan managed by a closed supplementary pension</p>	

	<p>entity, and the former participant must provide, simultaneously with the redemption, their portability in accordance with articles 20 and 21, waiving the grace period of thirty-six (36) monthly contributions to the benefit plan).</p> <p>Paragraph 7 - In the event of the death of a former participant before the payment of the redemption has been made, calculated in the manner stipulated in this article, the corresponding amount shall be paid, in a single installment, to his or her legal heirs, apportioned in equal parts, plus the amounts that would be transferred to another benefit plan, as provided for in the previous paragraph.</p> <p>According to the General Regulation of PrevMais - Economus, article 58 will be a condition for the option for early redemption:</p> <ol style="list-style-type: none"> I. to the Active Participant who has terminated his employment relationship with the Sponsor, who is not enjoying the benefit provided for in the PrevMais Regulation and who has not opted for Self-sponsorship or Portability, or, yet, who has not granted the Retirement Benefit in advance, as provided for in article 20, sole paragraph of the Plan's Regulations, it will be ensured that the amount corresponding to 100% (one hundred percent) of the balances existing in FUNDS A and B, on the Calculation Date, plus the Return on Investments, will be ensured. II. under no circumstances will the Assisted Participant be entitled to Redemption. III. the amount of the Redemption will be made in the form of a single payment or, at the Participant's discretion, in up to 60 (sixty) monthly and consecutive installments. IV. In the event of payment in installments, the monthly installments will be updated based on the amount of the quota.
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8.15. In the form of a table, indicate, for the last 3 fiscal years, in relation to the board of directors, the statutory executive board and the fiscal council:

The number of paid members of each body corresponds to that reported in the respective tables in item 8.2, in accordance with what is described in item 10.2.8.13 of the Circular/Annual-2026-CVM/SEP, of 02.26.2026, without considering the former members who received deferred installments related to the previous PRVAs.

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year 12/31/2023		
Management Body Board of Directors	Total number of members 7	No. of paid members 3.92
Amount of the highest remuneration (reais) R\$ 81,889.89	Lowest remuneration amount (reais) R\$ 81,889.89	Average remuneration (reais) R\$ 77,538.88
Note Calculation of the Average Amount of Remuneration: R\$ 303,952.43/ 3.92. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year. The value of the highest remuneration and the value of the lowest remuneration consider only the members who held the position uninterruptedly throughout the year.		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year 12/31/2023		
Management Body Fiscal Council	Total number of members 3	No. of paid members 3
Amount of the highest remuneration (reais) R\$ 75,666.09	Lowest remuneration amount (reais) R\$ 67,296.16	Average remuneration (reais) R\$ 72,876.11
Note Calculation of the Average Amount of Remuneration: R\$ 218,628.34 / 3.00. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2023		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	3.92	3.92
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 1,600,100.62	R\$ 1,228,852.42	R\$ 1,591,179.02
Note		
<p>Calculation of the Average Amount of Remuneration: R\$ 6,232,117.84 / 3.92. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the executive board throughout the year. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.</p>		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2024		
Management Body	Total number of members	No. of paid members
Board of Directors	6.58	3.58
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 93,829.20	R\$ 79,938.06	R\$ 79,490.16
Note		
<p>Calculation of the Average Amount of Remuneration: R\$ 284,574.78 / 3.58. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.</p>		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2024		
Management Body	Total number of members	No. of paid members
Fiscal Council	3	3
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 79,938.06	R\$ 79,938.06	R\$ 77,743.30
Note		
<p>Calculation of the Average Amount of Remuneration: R\$ 233,229.91 / 3.00. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.</p>		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2024		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	4	3.92
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 1,420,113.09	R\$ 779,409.95	R\$ 1,572,612.72
Note		
<p>Calculation of the Average Remuneration Amount: R\$ 6,164,641.88 / 3.92. The methodology used follows CVM guidelines, as established in item 10.2.8.2 of Circular/Annual Letter-2026-CVM/SEP, which considers the monthly average of members of the executive board throughout the year — in this case, 3.92 members. The total amount of R\$ 6,164,641.88 includes, in addition to the compensation of the directors in office, amounts due to members of the previous management who were entitled to receive in the period. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.</p>		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2025		
Management Body	Total number of members	No. of paid members
Board of Directors	6.25	3.25
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 89,911.71	R\$ 83.203,65	R\$ 88,796.16
Note		
<p>Calculation of the Average Amount of Remuneration: R\$ 288,587.53 / 3.25. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. This methodology considers the monthly average of members of the body throughout the year. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.</p>		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2025		
Management Body	Total number of members	No. of paid members
Fiscal Council	3	3
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 89,911.71	R\$ 89,911.71	R\$ 89,911.71
Note		
<p>Calculation of the Average Amount of Remuneration: R\$ 269,735.13 / 3.00. The methodology used to calculate the number of members follows the CVM guidelines, as stipulated in item 10.2.8.2 of the Circular/Annual Letter-2026-CVM/SEP. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.</p>		

MINIMUM, AVERAGE AND MAXIMUM REMUNERATION		
Fiscal year		
12/31/2025		
Management Body	Total number of members	No. of paid members
Statutory Executive Board	4	4
Amount of the highest remuneration (reais)	Lowest remuneration amount (reais)	Average remuneration (reais)
R\$ 1,700,162.23	R\$ 1,489,413.92	R\$ 1,802,068.34
Note		
Calculation of the Average Amount of Remuneration: R\$ 7,208,273.34 / 4. The methodology used follows CVM guidelines, as stipulated in item 10.2.8.2 of Circular/Annual-2026-CVM/SEP Letter, which considers the monthly average of members of the executive board throughout the year — in this case 4 members. The amount of the highest remuneration and the amount of the lowest remuneration consider the members who held the position for 12 (twelve) months.		

8.16. Describe contractual arrangements, insurance policies or other instruments that structure compensation or indemnity mechanisms for managers in the event of removal from office or retirement, indicating the financial consequences for the issuer

The Company does not have contractual arrangements, insurance policies or other instruments that structure compensation or indemnification mechanisms for managers in the event of removal from office or retirement.

In these cases, the same conditions shall apply as for the controlling company's directors, since all managers are employees of that company

8.17. In relation to the last 3 fiscal years and the forecast for the current fiscal year, indicate the percentage of the total compensation of each body recognized in the issuer's income referring to members of the board of directors, the statutory executive board or the fiscal council that are related parties to the controlling shareholders, direct or indirect, as defined by the accounting rules that deal with this matter

Fiscal Year 2023	Board of Directors	Statutory Executive Board	Fiscal Council
Total remuneration of the agency (R\$)	303,952.43	6,232,117.84	218,628.34
Total compensation of members appointed by the controlling shareholder (R\$) ¹	303,952.43	6,232,117.84	142,962.25

Percentage of the referrals' remuneration in relation to the total paid	100%	100%	65,39%
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¹ The values reported represent the indications made by the direct and indirect controller.

Fiscal Year 2024	Board of Directors	Statutory Executive Board	Fiscal Council
Total remuneration of the agency (R\$)	284,574.78	6,164,641.88	233,229.91
Total compensation of members appointed by the controlling shareholder (R\$) ¹	284,574.78	6,164,641.88	149,962.25
Percentage of the referrals' remuneration in relation to the total paid	100%	100%	61.30%

¹ The values reported represent the indications made by the direct and indirect controller.

Fiscal Year 2025	Board of Directors	Statutory Executive Board	Fiscal Council
Total remuneration of the agency (R\$) ¹	288,587.53	7,208,273.34	269,735.13
Total compensation of members appointed by the controlling shareholder (R\$) ²	288,587.53	7,208,273.34	179,823.42
Percentage of the referrals' remuneration in relation to the total paid	100%	100%	66.67%

¹ The values reported represent the indications made by the direct and indirect controller.

Fiscal Year 2026	Board of Directors	Statutory Executive Board	Fiscal Council
Total remuneration of the agency (R\$) ¹	581,387.80	11,544,750.26	290,693.90
Total compensation of members appointed by the controlling shareholder (R\$) ²	387,591.84	11,544,750.26	193,795.92
Percentage of the referrals' remuneration in relation to the total paid	66.67%	100%	66.67%

¹ the values of the global amount will still be deliberated at the Annual General Meeting (AGM) 2026.

² The values reported represent the indications made by the direct and indirect controller.

8.18. In relation to the last 3 fiscal years and the forecast for the current fiscal year, indicate the amounts recognized in the issuer's income as compensation for members of the board of directors, the statutory executive board or the fiscal council, grouped by body, for any reason other than the function they occupy, such as commissions and consulting or advisory services provided

There is none.

8.19. In relation to the last 3 fiscal years and the forecast for the current fiscal year, indicate the amounts recognized in the income of direct or indirect controlling shareholders, of companies under common control and subsidiaries of the issuer, such as compensation of members of the board of directors, of the board of executive officers or of the fiscal council of the issuer, grouped by body, specifying on what basis such values were assigned to such individuals

BB Seguridade has the following members in its governance structure: i) a Chief Executive Officer; ii) three directors; iii) seven members on the Board of Directors and iv) three members on the Fiscal Council.

The members of the Board of Directors and the Fiscal Council, appointed by the direct controlling shareholder of BB Seguridade, are career employees and are paid according to the positions held at Banco do Brasil.

The members appointed by the indirect controlling shareholder are public employees and remunerated by the Federal Government according to the positions held in that sphere.

BB Seguridade only pays the monthly remuneration of the members for their participation in its collegiate bodies. The directors are remunerated monthly, regardless of the number of meetings, within the limits established by internal regulations. No member of BB Seguridade's Board of Executive Officers has his or her compensation paid by the controlling shareholder of BB Seguridade or by subsidiaries.

In other words, there are no portions of compensation borne by subsidiaries of the issuer, its direct or indirect controllers and companies under common control, which have been attributed to the members of the board of directors, the statutory executive board and the fiscal council due to the exercise of their position at BB Seguridade. There are also no other compensation received by managers and members of the fiscal council of BB Seguridade that have been recognized in the results of our subsidiaries for operating in these companies in the fiscal years 2023, 2024 and 2025.

8.20. Provide other information that the issuer deems relevant

All information deemed relevant was disclosed in the items above.

**ELECTION OF THE MEMBERS OF
THE FISCAL COUNCIL FOR THE
2026/2028 TERM**

ELECTION OF FISCAL COUNCIL MEMBER FOR 2026/2028 TERM

Shareholders,

In accordance with the provisions of Law 6,404, of 12.15.1976, and the Bylaws of BB Seguridade Participações S.A. and, according to item VIII of the Call Notice, I hereby present to the deliberation of this Meeting, for the position of Fiscal Council Member of BB Seguridade (incumbent and alternate), the following nominations for the 2026/2028 term:

- a) **Marcelo Henrique Gomes da Silva (Member)**, as representative of Banco do Brasil S.A., for the position of Fiscal Council member of BB Seguridade, for the 2026/2028 term;
- b) **Gibran Felipe (Alternate)**, as representative of Banco do Brasil S.A., for the position of alternate Fiscal Council member of BB Seguridade, for the 2026/2028 term;
- c) **Clayton Luiz Montes (Member)**, as representative of the National Treasury Secretariat, for the position of Fiscal Council member of BB Seguridade, for the 2026/2028 term; and
- d) **Bruno Cirilo Mendonça de Campos (Alternate)**, as representative of the National Treasury Secretariat, for the position of alternate Fiscal Council member of BB Seguridade, for the 2026/2028 term.

The elections of the nominees above are subject to: (i) prior approval by the Chief of Staff of the Presidency of the Republic, in the case of those appointed by the Federal Government and Banco do Brasil; (ii) subsequent evaluation by BB Seguridade's Eligibility Committee, which, in its analysis, considers the fulfillment of the requirements and absence of prohibitions, in accordance with the applicable legislation, as well as the Company's Bylaws and Governance, Nomination and Succession Policy.

Thus, these directors are presented for election at the General Shareholders' Meeting for the period 2026/2028.

The minutes of the Eligibility Committee that deal with the eligibility of candidates are published at the address <https://www.bbseguridaderi.com.br/sustentabilidade-e->

[governanca/reunioes-de-conselhos-e-comites/](#) to the extent available. The documentation that instructs the respective evaluation processes is filed and available for consultation at BB Seguridade's headquarters.

The curricula of the candidates indicated here are listed in Annex I.

For your consideration.

Brasília (DF), March 30, 2026

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

ANNEX I**ELECTION OF MEMBERS OF THE FISCAL COUNCIL****CANDIDATES NOMINATED BY BANCO DO BRASIL AND THE FEDERAL GOVERNMENT**

Brasília (DF), March 30, 2026.

Shareholders,

In attention to item VIII of the agenda of the Annual General Meeting, the following are the resumes of the nominees for the Fiscal Council by the controlling shareholder and the Federal Government:

NAME	INDEPENDENT	MANDATE	STATUS
Marcelo Henrique Gomes da Silva	NO*	2ND INDICATION	INDICATION UNDER ANALYSIS
Gibran Felipe	NO*	1ST INDICATION	INDICATION UNDER ANALYSIS
Clayton Luiz Montes	NO*	1ST INDICATION	INDICATION UNDER ANALYSIS
Bruno Cirilo Mendonça de Campos	NO*	3RD INDICATION	INDICATION UNDER ANALYSIS

* Candidates do not fit the independence criteria because they have a link with Banco do Brasil or the Union.

Below are the extracts of the candidates' resumes received by the company.

MARCELO HENRIQUE GOMES DA SILVA

He has been a career employee of Banco do Brasil for 23 years. He has been Director of Micro and Small Business Entrepreneurship since December 2024. He was Executive Manager in the Individual and Corporate Clients Department from 2018 to 2022 and in the High Retail Department from 2022 to 2023. Marcelo also served as Head of the MPE Customers Unit. He holds an MBA in Business Administration, an MBA in Finance and an MBA in IT Management.

GIBRAN FELIPPE

He has been a career employee of Banco do Brasil for 26 years. Current Executive Manager of the Global Treasury Unit. Graduated in Engineering and with a master's degree in Corporate Finance.

CLAYTON LUIZ MONTES

Current Federal Budget Secretary of the Ministry of Planning and Budget. He was Assistant

Secretary of the Federal Budget, Program Director and Undersecretary of Budget Management at the Ministry of Planning and Budget between 2020 and 2025. Graduated in Economic Sciences, with specialization in Public Management.

BRUNO CIRILO MENDONÇA DE CAMPOS

He has been Federal Auditor of Finance and Control of the National Treasury Secretariat since 2009. He currently holds the position of General Coordinator of Equity Interests. Graduated in Economic Sciences.

ANNEX II

ELECTION OF MEMBERS OF THE FISCAL COUNCIL

CANDIDATES NOMINATED BY MINORITY SHAREHOLDERS

Brasília (DF), March 30, 2026.

Shareholders,

In view of item VIII of the agenda of the Annual General Meeting, we hereby inform you that the following indication of the minority shareholders has been received to date, which, together with others that may be received, was/will be evaluated by the BB Seguridade Eligibility Committee:

NAME	POSITION	MANDATE	STATUS
Fernando Dal Ri Murcia	Holder	1ST INDICATION	Eligible for election
Valdir Augusto de Assunção	Alternate	1ST INDICATION	Eligible for election

The members appointed by the minority shareholders meet the independence criteria.

Below are the extracts of the candidates' resumes received by the company.

FERNANDO DAL RI MURCIA

Director of Research at FIPECAFI. Member of the Accounting Pronouncements Committee (CPC) and the Brazilian Sustainability Pronouncements Committee (CBPS). Consultant and Member of the Board of Directors, Audit Committees and Fiscal Councils Associate Professor in Accounting from USP. PhD in Accounting and Controllershship from USP. Master's degree in accounting from the Federal University of Santa Catarina (UFSC). Graduated in Business Management (Administration) from Webber International University (USA), in Accounting from the University of Vale do Itajaí and in Law from Universidade Paulista. Specialist in Corporate Law (LLM) from Insper. He has complementary training courses at Harvard Business School, B3 (BmF-Bovespa-Cetip) and IBGC. Areas of research interest involve accounting, finance and law, including topics such as financial accounting IFRS standards, taxation, litigation, business valuation and corporate governance. Associate Professor at the Department of Accounting and Actuarial Sciences at the University of São Paulo - FEA/USP. Visiting Professor at the Largo São Francisco Law School (FDUSP).

VALDIR AUGUSTO DE ASSUNÇÃO

More than 35 years of experience in auditing financial statements and internal controls of national and multinational companies of different sizes, including 21 years as a Partner at PricewaterhouseCoopers Auditores Independentes (PwC), 7 years as CEO of PwC's operations in the interior of the state of São Paulo, responsible for 4 offices and +500 people, and Member of the Board of Directors of PwC Brazil for 3 years. Extensive knowledge in Governance, Compliance, Due Diligence, IPOs, as well as BR GAAP, IFRS, US GAAP and Sarbanes-Oxley Act – SOx of the USA, with solid skills in management, team building, stakeholder relations and conflict management.

As an Audit Partner at PwC, he was responsible for auditing the financial statements and internal controls of companies registered with the Brazilian Securities and Exchange Commission (CVM) and the United States (SEC), such as Embraer, Cosan, Raízen Combustíveis e Lubrificantes, Comgás, Rumo Logística, Iguatemi Shopping Centers, AB Concessões de Rodovias, Smurfit Westrock, Saint-Gobain, Pilkington, Bosch, Mahle Metal Leve, Caterpillar, Goodyear, Johnson & Johnson, 3M, Unimed Campinas, Pearson Educacional, PUC Campinas, among others.

Since 2020, he has served as a member of Audit Committees, People Committees and Fiscal Councils in public and private companies, both publicly and privately held. He holds a bachelor's degree in accounting sciences and is an Accountant registered with the Regional Accounting Council (CRC), is registered as an Independent Auditor with the Brazilian Institute of Independent Auditors (IBRACON), the Securities and Exchange Commission (CVM) and the Central Bank of Brazil (BACEN). He is certified as a Fiscal Councilor by the Brazilian Institute of Corporate Governance (IBGC) and certified in international accounting (IFRS) by the Association of Chartered Certified Accountants (ACCA).

**ELECTION OF THE MEMBERS
OF THE BOARD OF DIRECTORS
TO COMPLEMENT THE
2025/2027 TERM**

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS – COMPLEMENT OF THE 2025/2027 TERM

Shareholders,

The Board of Directors is the statutory body of BB Seguridade Participações S.A. that sets the general direction of its business, as well as monitors and supervises the performance of the Executive Board.

In accordance with the provisions of BB Seguridade's Bylaws, the Board of Directors shall be composed of seven (7) members, with a unified term of office of two years, with a maximum of three consecutive renewals allowed.

According to item IX of the Call Notice, in accordance with the provisions of Law 6,404, of 12.15.1976 and the Bylaws of BB Seguridade Participações S.A., I hereby submit to the resolution of this Meeting, for the position of Board Member of BB Seguridade, in addition to the 2025/2027 term, the following nominations:

- a) Mr. João Vagnes de Moura Silva, for the position of Vice-Chairman of the Board of Directors, appointed by Banco do Brasil S.A.

JOÃO VAGNES DE MOURA SILVA, Brazilian, married under partial community of property, banker, holder of National Driver's License No. 00095094818, issued by the National Traffic Department of the Federal District, registered in the Individual Taxpayer Registry of the Ministry of Finance (CPF/MF) under No. 584.043.41168. Address: SAUN, Quadra 5, Lote B, Edifício Banco do Brasil, Torre Sul, 3º andar, Asa Norte, Brasília (DF), CEP 70.040-912.

- b) Mr. Gilberto Lourenço da Aparecida, to the **position of independent member** of the Board of Directors, appointed by Banco do Brasil S.A.

GILBERTO LOURENÇO DA APARECIDA, Brazilian, married under partial community of property, bearer of identity card No. 1,261,684, issued by the Secretariat of Institutional Security of Santa Catarina (SC), registered in the Register of Individuals of the Ministry of Economy (CPF/ME) under No. 377.114.076-53. Address: SAUN, Quadra 5, Lote B, Edifício Banco do Brasil, Torre Sul, 3º andar, Asa Norte, Brasília (DF), CEP 70.040-912.

- c) Mr. Delano Valentim de Andrade to the position of member of the Board of Directors, Chief Executive Officer of BB Seguridade.

DELANO VALENTIM DE ANDRADE, Brazilian, married under partial community of

property, bearer of identity card No. 5,889,704, issued by the Department of Public Security of Minas Gerais (MG), registered in the Register of Individuals of the Ministry of Finance (CPF/MF) under No. 677,760,516-91. Address: SAUN, Quadra 5, Lote B, Edifício Banco do Brasil, Torre Sul, 3rd floor, Brasília (DF), CEP 70.040-912.

- d) Mr. João Paulo de Resende for the position of member of the Board of Directors, appointed by the Union.

JOÃO PAULO DE RESENDE, Brazilian, divorced, holder of National Driver's License No. 01464906527, issued by the Traffic Department of the Federal District, registered in the Individual Taxpayer Registry (CPF) under No. 014.856.696-00. Address: SAUN, Quadra 5, Lote B, Edifício Banco do Brasil, Torre Sul, 3rd floor, Brasília (DF), CEP 70.040-912.

- e) Mr. Rogério da Veiga for the position of member of the Board of Directors, appointed by the Union.

ROGÉRIO DA VEIGA, Brazilian, stable union, bearer of identity card No. 00985037381, issued by the Department of Traffic of the Federal District, registered in the Individual Taxpayer Registry of the Ministry of Economy (CPF/ME) under No. 290.349.648-09. Address: SAUN, Quadra 5, Lote B, Edifício Banco do Brasil, Torre Sul, 3rd floor, Brasília (DF), CEP 70.040-912.

The candidates nominated by Banco do Brasil S.A., as controlling shareholder, by the Federal Government, and the nomination of the Company's Chief Executive Officer, and their respective resumes, are set out in Annex III.

The elections of the nominees in Annex III were subject to: (i) prior approval by the Chief of Staff of the Presidency of the Republic and by Banco do Brasil; (ii) subsequent evaluation by BB Seguridade's People, Eligibility, Succession and Compensation Committee, which, in its analysis, considers the fulfillment of the requirements and absence of prohibitions, in accordance with the applicable legislation, as well as the Company's Bylaws and Governance, Nomination and Succession Policy and the statement of the Board of Directors.

The minutes of the People, Eligibility, Succession and Compensation Committee that deal with the eligibility of candidates are published at the address <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/reunioes-de-conselhos-e-comites/> to the extent available. The documentation that instructs the

respective evaluation processes is filed and available for consultation at BB Seguridade's headquarters.

Thus, these directors are presented for election at the General Shareholders' Meeting to complement the 2025/2027 term.

Brasília (DF), March 30, 2026

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

ANNEX III**ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS****CANDIDATES NOMINATED BY BANCO DO BRASIL, THE FEDERAL GOVERNMENT AND THE CEO OF BB SEGURIDADE**

Brasília (DF), March 30, 2026.

Shareholders,

In view of item IX of the agenda of the Annual Shareholders' Meeting, we hereby inform that the Board of Directors appointed by the Board of Directors, until the first Shareholders' Meeting to be held, appointed by Messrs. João Vagnes de Moura Silva and Gilberto Lourenço da Aparecida, appointed by Banco do Brasil, as controlling shareholder, João Paulo de Resende, appointed by the Federal Government, and Delano Valentim de Andrade, Chief Executive Officer of BB Seguridade, who were evaluated by the People, Eligibility, Succession and Compensation Committee ("CE") of BB Seguridade. In addition to these, Mr. Rogério da Veiga is nominated for election and fulfillment of the 2025-2027 term.

NAME	INDEPENDENT	MANDATE	STATUS
João Vagnes de Moura Silva	NO**	1ST INDICATION	INDICATION ANALYSED CE
Gilberto Lourenço da Aparecida	YES	3RD INDICATION	INDICATION ANALYSED CE
Delano Valentim de Andrade*	NO**	1ST INDICATION	INDICATION ANALYSED CE
João Paulo de Resende	NO**	1ST INDICATION	INDICATION ANALYSED CE
Rogério da Veiga	NO**	1ST INDICATION	INDICATION ANALYSED CE

* Appointed as a natural member as Chief Executive Officer of BB Seguridade.

** The candidates João Vagnes de Moura Silva, João Paulo de Resende, Delano Valentim de Andrade and Rogério da Veiga do not fit the independence criteria because they have a link with Banco do Brasil or the Union.

Below are the extracts of the candidates' resumes received by the company.

JOÃO VAGNES DE MOURA SILVA

He currently holds the position of Chief Financial Officer at Banco do Brasil, having previously served as Chief Financial Officer at BB Previdência and Economus, Director of Fund Administration and Management at BB Asset, CEO at BB Tecnologia e Serviços, and Director of Controllershship at Banco do Brasil. He holds a degree in Electrical Engineering, an MBA in Advanced Finance and a master's degree in economics.

GILBERTO LOURENÇO DA APARECIDA

He was a career employee of Banco do Brasil until 2017. He served as General Manager of Investor Relations at Banco do Brasil, was Commercial Director at Brasilcap, General Director of Administration, Finance and Marketing of the Banco do Brasil Insurance Group and Mapfre. He is currently a member of the Board of Directors, member of the Audit Committee and of the People, Eligibility, Succession and Compensation Committee of BB Seguridade. He was an Alternate Member of the Fiscal Council of Hmobi Participações S.A and B3 S.A. He was a member of the Audit Committee of Banco BV and of the Lead Insurer of the DPVAT Consortium. He has a degree in accounting, a specialization in Business Management, Auditing and Accounting.

DELANO VALENTIM DE ANDRADE

He has been an employee of Banco do Brasil for 40 years and held the position of president at BB Américas until August 2025. Among other executive positions held at the BB conglomerate, he was Vice President at Banco Patagonia between 2019 and 2023 and Director of Marketing and Communication at BB. He holds a degree in Business Administration with a specialization in Foreign Trade, an MBA in Strategic Leadership and a Specialization in Project Management.

JOÃO PAULO DE RESENDE

He is Special Advisor to the Minister of Finance. He was a consultant for the World Bank, a member of the Tribunal of CADE – Administrative Council for Economic Defense and professor of Economics of Regulation and Defense of Competition. He is a member of the career of Specialist in Public Policy and Government Management at the Ministry of Economy. He holds a PhD in Economics from the Institute of Economics of the Federal University of Rio de Janeiro, a master's degree in economics from the Federal University of Minas Gerais and a bachelor's degree in public administration from the School of Government of the João Pinheiro Foundation.

ROGÉRIO DA VEIGA

He has been Assistant Secretary for Articulation and Monitoring of the Civil House since September 2024, he was Assistant Secretary for Articulation and Monitoring of Social Policies between January 2023 and September 2024, he was Legislative Advisor in the Chamber of Deputies. He holds a bachelor's degree in computer science (2004) and a master's degree in science and technology policy (2008) from Unicamp.

**ELECTION OF THE MEMBERS
OF THE SUPERVISORY BOARD
AND THE BOARD OF
DIRECTORS**

**In accordance with Article 11 of CVM
Resolution No. 81/2022
(Items 7.3 to 7.6 of the Reference Form)**

7.3. In relation to each of the managers and members of the issuer's fiscal council, indicate, in the form of a table:

BOARD OF DIRECTORS		
Name		Type of Person
João Vagnes de Moura Silva		Brazilian
CPF	Date of birth	Profession
584.043.411-68	10/10/1971	Banking
Professional Experience		
<p>Company: Banco do Brasil S.A. Activity: Multiple Bank, with commercial portfolio Do you belong to the BB Seguridade Conglomerate? No Job Title/Role: Chief Financial Officer Period: since Jun/2023. Position/Function: Controllership Officer Period: from Jan/2021 to Jun/2023;</p> <p>Company: Economus – Social Security Institute Activity: Closed Supplementary Pension Entity Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Deliberative Council Period: since Mar/2021.</p> <p>Company: Banco do Brasil Employees' Pension Fund – PREVI Activity: Closed Supplementary Pension Entity Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Deliberative Council Period: from Apr/2023 to Apr/2024.</p> <p>Company: BB Tecnologia e Serviços Activity: Software Development Do you belong to the BB Seguridade Conglomerate? No Position/Function: Chief Executive Officer Period: from Aug/2019 to Jan/2021.</p>		
Management body		Elected office held
Board of Directors		Board of Directors (Effective)
Description of another position/role		
N/A		
Election date	Inauguration date	Term of office
10/31/2025	11/01/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
Yes	11/01/2025	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
Yes	Director of Banco do Brasil since Jan/2021	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	No

BOARD OF DIRECTORS		
Name		Type of Person
Gilberto Lourenço da Aparecida		Brazilian
CPF	Date of birth	Profession
377.114.076-53	12/30/1961	Advisor
Professional Experience		
<p>Company: BB Seguridade Participações S.A. Activity: Private equity holding company Do you belong to the BB Seguridade Conglomerate? Yes Position/Function: Member of the Board of Directors Period: since Nov/2021 Position/Function: Member of the Audit Committee Period: since Nov/2021 Position/Function: Member of the People, Eligibility, Succession and Compensation Committee Period: since Nov/2021</p> <p>Company: Elektro Redes S.A. Activity: Electricity Distribution Do you belong to the BB Seguridade Conglomerate? No Position/Function: Alternate Member of the Supervisory Board Period: from Apr/2025 to Jul/2025 Position/Function: Member of the Supervisory Board Period: since Jul/2025.</p> <p>Company: HMOBI Participações S.A. Activity: Private equity holding company Do you belong to the BB Seguridade Conglomerate? No Position/Function: Alternate member of the fiscal council. Period: from May/2023 to Apr/2025.</p> <p>Company: B3 S.A. Activity: Stock Exchange Do you belong to the BB Seguridade Conglomerate? No. Position/Function: Alternate member of the fiscal council. Period: from May/2019 to Apr/2023</p> <p>Company: Leading Insurer of the Insurance Consortium DPVAT S.A. Activity: Insurance Company Do you belong to the BB Seguridade Conglomerate? No. Position/Function: Member of the Audit Committee. Period: from May/2017 to Mar/2022</p> <p>Company: Banco BV Activities: Financial institution. Do you belong to the BB Seguridade Conglomerate? No. Position/Function: Member of the Audit Committee. Period: from Jun/2017 to May/2021</p>		
Management body		Elected office held
Board of Directors		Independent Board of Directors (Effective)
Description of another position/role		
Member of the Audit Committee and Member of the People, Eligibility, Succession and Compensation Committee		
Election date	Inauguration date	Term of office
07/23/2025	07/23/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
Yes	11/05/2021	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
No	N/A	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	Yes

BOARD OF DIRECTORS		
Name		Type of Person
Delano Valentim de Andrade		Brazilian
CPF	Date of birth	Profession
677.760.516-91	09/05/1970	Banking
Professional Experience		
<p>Company: BB Americas Activity: Multiple Bank Do you belong to the BB Seguridade conglomerate? No Position/Role: CEO & President Period: from Jan/2024 to Aug/2025 Position/Function: Member of the Board of Directors Period: from Jan/2024 to Aug/2025</p> <p>Company: BB Securities USA LLC Activity: SEC-registered broker-dealer and member of FINRA and SIPC Do you belong to the BB Seguridade conglomerate? No Position/Function: Member of the Board of Directors Period: from Sep/2023 to Aug/2025.</p> <p>Company: Brazilian American Chamber of Commerce of Florida (BACCF) Activity: Non-Profit Organization Do you belong to the BB Seguridade conglomerate? No Position/Function: Member of the Board of Directors Period: from Dec/2024 to Aug/2025.</p> <p>Company: Banco Patagonia S.A. Activity: Multiple Bank Do you belong to the BB Seguridade conglomerate? No Position/Function: Vice President Period: from Jul/2019 to Aug/2023. Position/Function: Member of the Board of Directors Period: from Jul/2019 to Aug/2023. Position/Function: Member of the BCRA Audit Committee Period: from Jul/2019 to Aug/2023. Position/Function: Compliance Officer Period: from May/2021 to Aug/2023.</p> <p>Company: Patagonia Valores S.A. Activity: Securities distributor Do you belong to the BB Seguridade conglomerate? No Position/Function: President Period: from Jul/2022 to Aug/2023 Position/Function: Vice-President Period: Apr/2022 to Jul/2022 Position/Function: Director Period: from Jul/2019 to Apr/2022 Position/Function: Compliance Officer Period: from Jun/2021 to Jul/2022</p> <p>Company: GPAT Companhia Financeira S.A.U. Activity: Automotive finance Do you belong to the BB Seguridade conglomerate? No Position/Function: President Period: from Apr/2022 to Aug/2003 Position/Function: 1st Vice President Period: from Apr/2020 to Apr/2022 Position/Function: 2nd Vice President Period: from Jul/2019 to Apr/2020 Position/Function: Member of the Board of Directors Period: from Jul/2019 to Aug/2023 Position/Function: Member of the Audit Committee Period: from Jul/2019 to Aug/2023 Position/Function: Compliance Officer Period: from May/2021 to Aug/2023</p> <p>Company: Banco Patagonia Uruguay S.A.I.F.E. Activity: Multiple Bank Do you belong to the BB Seguridade conglomerate? No Position/Function: Director Period: from Jul/2019 to Jun/2022</p>		
Management body		Elected office held
Executive Board and Board of Directors		Board Member (Effective) and Chief Executive Officer
Description of another position/role		
Chief Executive Officer		
Election date	Inauguration date	Term of office
08/20/2025	08/20/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
Yes	08/20/2025	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
Yes	Director of BB Seguridade Participações S.A. since Aug/2025 Director of BB Seguros Participações S.A. since Sep/2025	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	No

BOARD OF DIRECTORS		
Name		Type of Person
João Paulo de Resende		Brazilian
CPF	Date of birth	Profession
014.856.696-00	08/17/1979	Undersecretary of Economic and Fiscal Affairs of the Ministry of Finance
Professional Experience		
Company: BB Seguridade Participações S.A. Activity: Private equity holding company Do you belong to the BB Seguridade Conglomerate? Yes Position/Function: Member of the Board of Directors Period: since Dec/2025		
Company: Brazilian Mint Activity: Printing of paper money and others Do you belong to the BB Seguridade conglomerate? No Position/Function: Member of the Board of Directors Period: since Apr/2024		
Company: Ministry of Finance Activity: Executive Secretariat Do you belong to the BB Seguridade conglomerate? No Position/Function: Undersecretary of Economic and Fiscal Affairs Period: since Mar/2024		
Company: Ministry of Finance Activity: Special Advisory for Economic Affairs Do you belong to the BB Seguridade conglomerate? No Position/Function: Special Advisor to the Minister of Finance Period: from Jun/2023 to Mar/2024.		
Company: Civil House of the Presidency of the Republic Activity: Analysis of Normative Acts (SAG) Do you belong to the BB Seguridade conglomerate? No Position/Function: Undersecretary for Economic Regulation Period: from Feb/2023 to Jun/2023.		
Company: JPR Consultoria Activity: Consulting in economic regulation and competition Do you belong to the BB Seguridade conglomerate? No Position/Function: partner Period: from Jan/2021 to Dec/2022		
Company: World Bank Activity: Consulting in economic regulation and competition Do you belong to the BB Seguridade conglomerate? No Position/Function: Individual Consultant Period: from Jan/2021 to Dec/2022		
Management body		Elected office held
Board of Directors		Effective Board Member
Description of another position/role		
-		
Election date	Inauguration date	Term of office
12/17/2025	12/17/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
Yes	12/17/2025	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
Yes	Special Advisor on Economic Affairs of the Ministry of Finance since Feb/2023	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	No

BOARD OF DIRECTORS		
Name Rogério da Veiga		Type of Person Brazilian
CPF 290.349.648-09	Date of birth 11/03/1981	Profession Assistant Secretary of the Civil House of the Presidency of the Republic
Professional Experience		
<p>Company: Civil House of the Presidency of the Republic Activity: Articulation and Monitoring Do you belong to the BB Seguridade conglomerate? No Position/Function: Assistant Secretary for Monitoring Period: since Sep/2024 Position/Function: Assistant Secretary for Social Policy Monitoring Period: from Jan/2023 to Sep/2024</p> <p>Company: Chamber of Deputies Activity: Legislative entity Do you belong to the BB Seguridade conglomerate? No Position/Function: Parliamentary Secretary Period: from Mar/2019 to Jan/2023.</p>		
Management body Board of Directors		Elected office held Board of Directors (Effective)
Description of another position/role N/A		
Election date 04/30/2026	Inauguration date 04/30/2026	Term of office 2025-2027
He was elected by the comptroller Yes	Start date of the First Term 04/30/2026	
Are you a Politically Exposed Person (PEP)? No	PEP Reason --	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member No

FISCAL COUNCIL		
Name Marcelo Henrique Gomes da Silva		Type of Person Brazilian
CPF 282.263.598-64	Date of birth 06/18/1979	Profession Banking
Professional Experience		
<p>Company: BB Seguridade Participações S.A. Activity: Holding company Do you belong to the BB Seguridade Conglomerate? Yes Position/function: Fiscal Council Member Period: since Apr/2024</p> <p>Company: Banco do Brasil S.A. Activity: Multiple bank, with commercial portfolio Do you belong to the BB Seguridade Conglomerate? No Position/Function: Director of Entrepreneurship, Micro and Small Enterprises Period: since Dec/2024 Position/Function: General Manager Strategic Unit Period: from Jun/2023 to Dec/2024 Position/Function: Executive Manager Period: from Nov/2018 to Jun/2023</p>		
Management body Body - Fiscal Council		Elected office held CF (Effective) Elected by Controller
Description of another position/role N/A		
Election date 04/30/2026	Inauguration date 04/30/2026	Term of office 2026-2028
He was elected by the comptroller Yes	Start date of the First Term 04/30/2024	
Are you a Politically Exposed Person (PEP)? Yes	PEP Reason Director at Banco do Brasil since Dec/2024	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member No

FISCAL COUNCIL		
Name Gibran Felipe		Type of Person Brazilian
CPF 069.250.637-33	Date of birth 10/31/1976	Profession Banking
Professional Experience		
<p>Company: Banco do Brasil S.A. Activity: Multiple bank, with commercial portfolio Do you belong to the BB Seguridade Conglomerate? No Position/Function: Executive Manager at Global Treasury. Period: since Mar/2022. Position/Function: Solutions Manager at Global Treasury. Period: Feb/2020 to Mar/2022</p>		
Management body Body - Fiscal Council		Elected office held CF (Alternate) Elected by Controller
Description of another position/role N/A		
Election date 04/30/2026	Inauguration date 04/30/2026	Term of office 2026-2028
He was elected by the comptroller Yes	Start date of the First Term 04/30/2026	
Are you a Politically Exposed Person (PEP)? No	PEP Reason N/A	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member No

FISCAL COUNCIL		
Name Clayton Luiz Montes		Type of Person Brazilian
CPF 866.218.406-59	Date of birth 01/29/1974	Profession Public Servant
Professional Experience Company: Ministry of Planning and Budget Activity: Public Sector Do you belong to the BB Seguridade Conglomerate? No Position/Function: Federal Budget Secretary Period: since Jan/2025 Position/Function: Assistant Secretary of the Federal Budget Period: from Jun/2023 to Jan/2025 Job Title/Role: Program Director Period: from Feb/2023 to Jun/2023 Position/function: Undersecretary of Budget Management Period: from May/2022 to Feb/2023 Job Title/Role: Program Director Period: from Mar/2020 to May/2022		
Management body Body - Fiscal Council		Elected office held CF (Effective) Elected by Controller
Description of another position/role N/A		
Election date 04/30/2026	Inauguration date 04/30/2026	Term of office 2026-2028
He was elected by the comptroller Yes	Start date of the First Term 04/30/2026	
Are you a Politically Exposed Person (PEP)? Yes	PEP Reason Secretary of the Ministry of Budget and Planning since jan/2025	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member No

FISCAL COUNCIL		
Name Bruno Cirilo Mendonça de Campos		Type of Person Brazilian
CPF 968.509.901-44	Date of birth 05/28/1978	Profession Public Servant
Professional Experience		
Company: BB Seguridade Participações S.A. Activity: Holding company Do you belong to the BB Seguridade Conglomerate? Yes Position/function: Alternate Fiscal Council Member Period: since Apr/2022		
Company: Ministry of Finance Activity: National Treasury Secretariat Do you belong to the BB Seguridade Conglomerate? No Position/Function: Federal Auditor of Finance and Control Period: since 2009		
Company: Terracap Activity: Real estate Do you belong to the BB Seguridade Conglomerate? No Position/function: Fiscal Council Member Period: since 2022		
Management body Body - Fiscal Council		Elected office held CF (Alternate) Elected by Controller
Description of another position/role N/A		
Election date 04/30/2026	Inauguration date 04/30/2026	Term of office 2026-2028
He was elected by the comptroller Yes	Start date of the First Term 04/29/2022	
Are you a Politically Exposed Person (PEP)? No	PEP Reason N/A	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member No

7.4. Provide the information mentioned in item 7.3 in relation to the members of the statutory committees, as well as the audit, risk, financial and compensation committees, even if such committees or structures are not statutory

No changes for the AGM.

7.5. Inform the existence of a marital relationship, stable union or kinship up to the second degree between:

(a) issuer's administrators

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

(b) (i) managers of the issuer and (ii) managers of direct or indirect subsidiaries of the issuer

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

(c) (i) managers of the issuer or its direct or indirect subsidiaries and (ii) direct or indirect controllers of the issuer

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

(d) (i) managers of the issuer and (ii) managers of the issuer's direct and indirect parent companies

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

7.6. Inform about subordination, service provision or control relationships maintained, in the last 3 fiscal years, between the issuer's managers and:

(a) a company directly or indirectly controlled by the issuer, except for those in which the issuer holds, directly or indirectly, an interest equal to or greater than ninety-nine percent (99%) of the capital stock

There is no relationship of subordination, provision of services or control maintained, in the last 3 fiscal years, between managers of BB Seguridade in a company directly or indirectly

controlled by BB Seguridade, except for those in which the issuer holds, directly or indirectly, an interest equal to or greater than 99% of the capital stock.

(b) direct or indirect controller of the issuer

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS		
Fiscal Year		
12/31/2025		
ISSUER ADMINISTRATOR		
Administrator Name	Administrator's CPF	
João Vagnes de Moura Silva	584.043.411-68	
Administrator Position/Role	Type of person	
Member of the Board of Directors	Individual	
RELATED PERSON		
Related person's business name		
Banco do Brasil S.A.		
Type of person	CPF or CNPJ	Nationality
Legal Entity	00.000.000/0001-91	Brazilian
Administrator's position or role in the related person		
Chief Financial Officer		
Type of relationship between the administrator and the related person	Related Person Type	
Subordination	Direct Controller	
Note		
Subordination relationship also in the fiscal year 2024 and 2023.		

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS		
Fiscal Year		
12/31/2025		
ISSUER ADMINISTRATOR		
Administrator Name	Administrator's CPF	
João Paulo de Resende	014.856.696-00	
Administrator Position/Role	Type of person	
Member of the Board of Directors	Individual	
RELATED PERSON		
Related person's business name		
Ministry of Finance		
Type of person	CPF or CNPJ	Nationality
Legal Entity	00.394.460/0409-50	Brazilian
Administrator's position or role in the related person		

Undersecretary of Economic and Fiscal Affairs	
Type of relationship between the administrator and the related person	Related Person Type
Subordination	Indirect Controller
Note	
Subordination relationship also in the fiscal year 2024 and 2023.	

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS		
Fiscal Year		
12/31/2025		
ISSUER ADMINISTRATOR		
Administrator Name	Administrator's CPF	
Rogério da Veiga	290.349.648-09	
Administrator Position/Role	Type of person	
Member of the Board of Directors	Individual	
RELATED PERSON		
Related person's business name		
Presidency of the Republic		
Type of person	CPF or CNPJ	Nationality
Legal Entity	01.693.698/0001-30	Brazilian
Administrator's position or role in the related person		
Assistant Secretary of the Civil House		
Type of relationship between the administrator and the related person	Related Person Type	
Subordination	Indirect Controller	
Note		
Subordination relationship also in the fiscal years 2024 and 2023.		

(c) if relevant, supplier, customer, debtor or creditor of the issuer, its subsidiary or parent companies or subsidiaries of any of these persons

Non-existent.

ELECTION OF THE MEMBERS OF THE SUPERVISORY BOARD

CANDIDATES NOMINATED BY MINORITY SHAREHOLDERS

**In accordance with Article 11 of CVM
Resolution No. 81/2022
(Items 7.3 to 7.6 of the Reference Form)**

7.3. In relation to each of the managers and members of the issuer's fiscal council, indicate, in the form of a table:

FISCAL COUNCIL		
Name		Type of Person
Fernando Dal-Ri Murcia		Brazilian
CPF	Date of birth	Profession
259.091.048-70	07/16/1977	Professor
Professional Experience		
Company: University of São Paulo (USP) Activity: Teaching and Research Do you belong to the BB Seguridade Conglomerate? No Position/Function: Professor of the Department of Actuarial Accounting Period: since Mar/2011		
Company: FIPECAFI Activity: Teaching and Research Do you belong to the BB Seguridade Conglomerate? No Position/Role: Director of Research Period: since Sep/2018		
Company: Accounting Pronouncements Committee (CPC) Activity: Accounting Standardization Do you belong to the BB Seguridade Conglomerate? No Position/function: Member of the CPC Period: since Oct/2023		
Company: Brazilian Committee on Sustainability Pronouncements (CBPS) Activity: Accounting Standardization Do you belong to the BB Seguridade Conglomerate? No Job Title/Role: CBPS Member Period: since Sep/2022		
Company: COPASA – Sanitation Company of Minas Gerais Activity: Sanitation Company Do you belong to the BB Seguridade Conglomerate? No Position/function: Chairman of the Supervisory Board Period: from Jun/2023 to Jan/2026		
Company: V.tal – Rede Neutra de Telecomunicações S.A. Activity: Communication Services Do you belong to the BB Seguridade Conglomerate? No Position/Function: Vice-Chairman of the Board of Directors Period: Oct/2025 to Dec/2025		
Company: Cruzeiro do Sul Educacional Activity: Higher Education Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Audit Committee Period: from Oct/2024 to Apr/2025		
Company: Grupo Pão de Açúcar Activity: Food Products Retailer Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Audit Committee Period: from Jan/2021 to May/2024		
Company: Renova Energia S.A. Activity: Holding of Non-Financial Institutions Do you belong to the BB Seguridade Conglomerate? No Position/function: Member of the Supervisory Board Period: from Apr/2019 to Apr/2022		
Company: FUNCEF – Foundation of Federal Economists Activity: Closed Supplementary Pension Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Audit Committee Period: from Apr/2018 to Jan/2022		
Management body		Elected office held
Body - Fiscal Council		CF (Effective) Elected for Minor. Ordinarians
Description of another position/role		
N/A		
Election date	Inauguration date	Term of office
04/30/2026	04/30/2026	2026-2028
He was elected by the comptroller	Start date of the First Term	
No	04/30/2026	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
No	N/A	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	Yes

FISCAL COUNCIL		
Name Valdir Augusto de Assunção		Type of Person Brazilian
CPF 044.066.958-85	Date of birth 06/28/1963	Profession Advisor
Professional Experience		
Company: Mahle Metal Leve S.A. Activity: Auto Parts Do you belong to the BB Seguridade Conglomerate? No Position/function: Chairman of the Supervisory Board Period: since Apr/2025		
Company: Ouro Fino S.A. Activity: Animal Health Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Audit Committee Period: since Mar/2025		
Company: ABGF S.A. Activity: FINANCIAL GUARANTEES Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Audit Committee Period: since Oct/2021		
Company: Agropecuária Jubran S.A. Activity: Agriculture Do you belong to the BB Seguridade Conglomerate? No Position/function: Member of the Supervisory Board Period: since Apr/2024		
Company: EPTV S.A. Activity: Telecommunications Do you belong to the BB Seguridade Conglomerate? No Position/function: Chairman of the Supervisory Board Period: from Oct/2020 to Dec/2025		
Company: FINEP S.A. Activity: Financial Services Do you belong to the BB Seguridade Conglomerate? No Position/Function: Chair of the Audit Committee Period: from May/2021 to Jun/2025		
Company: Petrobrás S.A. Activity: Oil Exploration Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Audit Committee Period: from Mar/2021 to May/2023		
Company: Infracommerce S.A. Activity: E-Commerce Do you belong to the BB Seguridade Conglomerate? No Position/function: Chairman of the Supervisory Board Period: from Apr/2022 to Apr/2023		
Company: PDG S.A. Activity: Civil Construction Do you belong to the BB Seguridade Conglomerate? No Position/Function: Chair of the Audit Committee Period: from Apr/2021 to Apr/2024		
Management body Body - Fiscal Council		Elected office held CF (Alternate) Elected for Minor. Ordinarists
Description of another position/role N/A		
Election date 04/30/2026	Inauguration date 04/30/2026	Term of office 2026-2028
He was elected by the comptroller No	Start date of the First Term 04/30/2026	
Are you a Politically Exposed Person (PEP)? No	PEP Reason N/A	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member Yes

7.4. Provide the information mentioned in item 7.3 in relation to the members of the statutory committees, as well as the audit, risk, financial and compensation committees, even if such committees or structures are not statutory

No changes for the AGM.

7.5. Inform the existence of a marital relationship, stable union or kinship up to the second degree between:

(a) issuer's administrators

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

(b) (i) managers of the issuer and (ii) managers of direct or indirect subsidiaries of the issuer

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

(c) (i) managers of the issuer or its direct or indirect subsidiaries and (ii) direct or indirect controllers of the issuer

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

(d) (i) managers of the issuer and (ii) managers of the issuer's direct and indirect parent companies

There is no marital relationship, stable union or kinship up to the 2nd degree related to managers, subsidiaries and controllers of the company.

7.6. Inform about subordination, service provision or control relationships maintained, in the last 3 fiscal years, between the issuer's managers and:

(a) a company directly or indirectly controlled by the issuer, except for those in which the issuer holds, directly or indirectly, an interest equal to or greater than ninety-nine percent (99%) of the capital stock

There is no relationship of subordination, provision of services or control maintained, in the last 3 fiscal years, between managers of BB Seguridade in a company directly or indirectly controlled by BB Seguridade, except for those in which the issuer holds, directly or indirectly, an interest equal to or greater than 99% of the capital stock.

(b) direct or indirect controller of the issuer

Non-existent.

(c) if relevant, supplier, customer, debtor or creditor of the issuer, its subsidiary or parent companies or subsidiaries of any of these persons

Non-existent.

Extraordinary General **Meeting**

BYLAWS

**In accordance with Article 12,
items I and II of CVM Resolution
No. 81/22**

CHANGES IN BB SEGURIDADE'S BYLAWS

Shareholders,

The Bylaws of BB Seguridade Participações S.A. had their last reform approved by the Extraordinary General Meeting ("EGM"), held on 04.29.2025.

The purpose of the proposed amendment is to adjust article 5 to reflect the reduction in the number of shares, due to the cancellation of 58,600,000 common shares, with no par value, issued by BB Seguridade Participações S.A., without reduction in the value of the Capital Stock, which were held in treasury, approved by the Board of Directors at a meeting held on March 27, 2026.

In view of the foregoing, and in accordance with the provisions of Law 6,404/76, article 122 item I, I submit to the deliberation of this Meeting the proposal to amend the Bylaws of BB Seguridade, detailed in the attached Comparative Table and as follows:

Article 5: reduction of 58,600,000 common shares from the total of 2,000,000,000 shares, now owning a total of 1,941,400,000 common shares.

For the consideration of V. Sas.

Brasília (DF), March 30, 2026.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Current Articles of Incorporation of BB Seguridade	Proposed Changes	Justification
CHAPTER II - CAPITAL AND SHARES		Unchanged
<p>Art. 5. The Company's capital, fully subscribed and paid up, is six billion, two hundred and sixty-nine million, six hundred and ninety-two thousand, two hundred and eighty reais and eighteen cents (R\$ 6,269,692,280.18) divided into two billion (2,000,000,000) common shares, all registered and with no par value.</p>	<p>Art. 5. The Company's capital, fully subscribed and paid up, is six billion, two hundred and sixty-nine million, six hundred and ninety-two thousand, two hundred and eighty reais and eighteen cents (R\$ 6,269,692,280.18) divided into one billion, nine hundred forty-one million, four hundred thousand (1,941,400,000) common shares, all registered and with no par value.</p>	<p>The purpose of the proposed amendment is to amend Article 5 to reflect the reduction in the number of shares resulting from the cancellation of 58,600 000 common shares, with no par value, issued by BB Seguridade Participações S.A., without a reduction in the amount of the Capital Stock, which were held in treasury, as approved by the Board of Directors at a meeting held on March 27, 2026.</p>
Brasília (DF), April 29, 2025.	Brasília (DF), April 30, 2026.	Date adjustment

ARTICLES OF INCORPORATION

BB SEGURIDADE PARTICIPAÇÕES S.A.

Approved by the Public Deed of Incorporation of a Corporation on 12/20/2012, filed with the Registry of Commerce under number 53300014582 on 12/27/2012 and modified by the following General Meetings with their respective registrations: 2/22/2013 (20130267708, of 4/23/2013), 3/15/2013 (20130299162, of 3/28/2013) 3/28/2013, (20130313351, 4/8/2013), 11/29/2013 (20140030719 of 1/16/2014), 4/27/2015 (20150692340, of 09/10/2015), 8/31/2017, (20170930700, of 10/31/2017), 10/30/2019, (1346976 of 01/03/2020), 04/22/2020 (1382784 of 05/15/2020), 04/29/2021 (1686650 of 05/12/2021), 12/22/2021 (1787713 of 01/07/2022), 04/29/2022 (1847090 of 06/07/2022), and 04/29/2025 (2774163 of 05/20/2025)- e 04.30.2026 (to register).

BB Seguridade Participações

CHAPTER I - NAME, HEADQUARTERS, PURPOSE AND TERM

Art. 1. BB Seguridade Participações S.A. ("BB Seguridade" or "Company") is a corporation, governed by the provisions of these Articles of Incorporation, Laws No. 6,404/76 and No. 13,303/16 and its respective regulating Decree and other applicable rules.

Sole paragraph. With the Company's admission to the Novo Mercado B3 S.A. - Brasil, Bolsa, Balcão ("B3"), the Company, its shareholders, including controlling shareholders, managers and members of the Supervisory Board are subject to the provisions of the Novo Mercado Regulation.

Art. 2. The Company has its headquarters and jurisdiction in the city of Brasília, Federal District.

Art. 3. The Company's corporate purpose is to participate, directly or indirectly, as shareholder, partner or quotaholder, in the capital of other companies, in Brazil or abroad whose purpose is: (i) marketing of personal, property, rural, credit, guarantee, auto or any other type of insurance; (ii) structuring and marketing of complementary pension plans as well as other products and services admitted to complementary pension companies; (iii) structuring and marketing of capitalization plans, as well as other products and services admitted to capitalization companies; (iv) insurance brokerage of the elementary, life and health branches, capitalization bonds, supplementary pension coverage open to the public and property management; (v) management, marketing or provision of private dental care plans to legal entities and/or individuals; (vi) reinsurance and retrocession operations in Brazil and abroad; (vii) performance of any activities regulated by the Superintendence of Private Insurance (Superintendência de Seguros Privados - SUSEP) and by the National Health Agency (Agência Nacional de Saúde - ANS); (viii) provision of complementary or related services to those undertaken by the companies mentioned in the previous items, as well as services to financial entities; and (ix) interest in companies aimed at the aforementioned purposes.

Sole paragraph. The Company is allowed to incorporate controlled companies, including in the form of wholly-owned subsidiaries or specific purpose companies, whose corporate purpose is to participate in companies, directly or indirectly, including as a minority shareholder and through other holding companies.

Art. 4. The term of the Company is indefinite.

CHAPTER II - CAPITAL AND SHARES

Art. 5. The Company's capital, fully subscribed and paid up, is six billion, two hundred and sixty-nine million, six hundred and ninety-two thousand, two hundred and eighty reais and eighteen cents (R\$ 6,269,692,280.18) divided into one billion, nine hundred forty-one million, four hundred thousand (1,941,400,000) ~~two billion (2,000,000,000)~~ common shares, all registered and with no par value.

§ 1 Each common share confers the right to one (1) vote in the resolutions of the Company's General Meetings, except in the case of adoption of multiple voting for the election of the Board of Directors.

§ 2 All the Company's shares are book-entry and shall be kept in a deposit account, in the name of their holders, with a financial institution authorized by the Securities and Exchange Commission ("CVM"), with whom the Company has a deposit contract in force, without the issuance of certificates.

§ 3 The depositary institution may charge shareholders for the cost of the service of transferring and registering the ownership of book-entry shares, as well as for the cost of services related to shares in custody, subject to the maximum limits established by the CVM.

§ 4 The Company may not issue preferred shares or profit-sharing bonds.

§ 5 The shares representing the capital shall be indivisible with respect to the Company. When the share belongs to more than one person, the rights conferred on it shall be exercised by the co-ownership representative.

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Art. 6 The Company may, by resolution of the Board of Directors, acquire its own shares, to be held in treasury and subsequently cancelled, subject to the conditions and requirements expressed in article 30 of the Business Corporation Act and applicable regulatory provisions.

Art. 7. The Company may, regardless of articles of incorporation amendment, by resolution of the General Meeting and under the conditions determined by that body, increase the capital up to the limit of twelve billion reais (R\$ 12,000,000.000.000.00), by means of the issuance of common shares, debentures convertible into shares and subscription warrants, and the shareholders shall be given preference in the subscription of the capital increase, in proportion to the number of shares they hold.

§ 1 At the discretion of the Company's General Meeting, the issuance of common shares, debentures convertible into common shares and subscription warrants, pursuant to the law and up to the limit of the authorized capital, for sale on the Stock Exchange or public subscription, or exchange of shares, in a public offering for the acquisition of control, may be made without observance of the preemptive right of the former shareholders or with a reduction in the term for exercising this right, pursuant to the terms of the law and these Articles of Incorporation.

§ 2 The capital may be amended in the hypotheses provided for by law, with direct capitalization of profits being prohibited without passing through the reserves account.

CHAPTER III - GENERAL MEETINGS OF SHAREHOLDERS

Art. 8. The General Meeting shall meet, ordinarily, within the four months following the end of each fiscal year, and, extraordinarily, whenever the corporate interests require it, observing in its call, constitution, and resolution, the pertinent legal prescriptions and the provisions of these Articles of Incorporation.

§ 1 The Company's General Meetings shall be called at least thirty (30) calendar days in advance.

§ 2 The General Meetings shall be chaired over by the Chairman of the Board of Directors, by his/her Vice-Chairman, or by any of the Company's manager or, in their absences and impediments, by one of the Company's shareholders present, chosen by the shareholders. The chairman of the Meeting shall invite one (1) shareholder or BB Seguridade's manager to act as secretary of the General Meeting.

§ 3 The General Meetings shall be held at the Company's headquarters, and may be held away from the headquarters due to force majeure or other circumstances provided for by law or normative instruction from the competent bodies.

§ 4 In the Extraordinary General Meetings, the matters stated in the call notices shall be exclusively dealt with, and the inclusion of general matters in the Meeting's agenda is not allowed.

Art. 9. The General Assembly's resolutions, except in the special cases provided for in the applicable legislation, shall be made by absolute majority of votes from the shareholders present, not counting blank and null votes.

Sole paragraph. The minutes of the General Meetings shall be drawn up in the book of Minutes of the General Meetings as a summary of the occurred events, including appraisal remedies and protests, containing the transcription only of the resolutions made, in compliance with the legal provisions.

Art. 10. It is the General Meeting's responsibility, among other attributions provided for in Law No. 6,404/76 and other applicable rules, to resolve on:

- (i) amendment, modification and reform of this Articles of Incorporation;
- (ii) election and removal, at any time, of the members of the Board of Directors and the Supervisory Board;
- (iii) approval of the accounts, the annual financial statements of the Company and the allocation of the results for the year, as instructed by the opinion of the Supervisory Board;

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- (iv) issuance of debentures convertible into shares of its own issue or disposal of these securities if held in treasury;
- (v) disposal of debentures convertible into shares issued by its controlled companies that are held by the Company;
- (vi) amendment in the Company's capital, including an increase through the subscription of new shares, establishing the conditions for their issuance, including price, term and form of payment;
- (vii) at the proposal of the Board of Directors, disposal, by the Company itself, in whole or in part, of shares representing its share capital or the share capital of its controlled companies;
- (viii) issuance of any other titles or securities, in the country or abroad;
- (ix) exchange of shares or other securities issued by the Company;
- (x) waiver of subscription rights for shares or debentures convertible into shares of controlled companies;
- (xi) transformation, merger, spin-off and incorporation of the Company, as well as merger of shares issued by the Company, their dissolution, liquidation, election and dismissal of liquidators and approval of their accounts;
- (xii) IPO;
- (xiii) fixing the annual remuneration of the managers, the Supervisory Board and the Audit Committee, global or individual, in compliance with the provisions of Law No. 6,404/1976, Law No. 13,303/2016 and its regulatory Decree, and other applicable rules;
- (xiv) adoption of differentiated corporate governance practices and execution of a contract for this purpose with the Stock Exchange;
- (xv) request to cancel the Company's publicly-held company registration with the CVM;
- (xvi) approval of the Company's withdrawal from Novo Mercado;
- (xvii) resolution on any matter submitted to it by the Board of Directors and the Executive Board;
- (xviii) prior authorization for the Company to file a civil liability suit against a manager for damages caused to its assets; and
- (xix) the execution of transactions with related parties, if the value of the operation corresponds to more than 50% of the value of the Company's total assets included in the last approved balance sheet.

CHAPTER IV - MANAGEMENT

Art. 11. The Company shall be managed by a Board of Directors and an Executive Board, with the powers conferred by law and in accordance with these Articles of Incorporation, and shall have an internal audit body hierarchically subordinated to the Board of Directors.

§ 1 The positions of Chairman and Vice-Chairman of the Board of Directors may not be accumulated with that of Chief Executive Officer of the Company, even if on an interim basis.

§ 2 The members of the Company's management bodies, Supervisory Board and statutory Committees, as well as those indicated to occupy any statutory position in the controlled and affiliated companies, 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.

§ 3 Whenever the Governance, Appointment and Succession Policy intends to impose additional requirements to those contained in the applicable legislation for the Board of Directors and for the Supervisory Board Members, such requirements shall be forwarded for resolution by the shareholders, at the General Meeting.

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§ 4 The members of the Management bodies shall be vested in their positions, regardless of the provision of collateral, by signing the term of investiture in the Board of Directors or Executive Board minutes book, as the case may be, within no more than 30 days as of the election or appointment.

§ 5 The term of investiture mentioned in Paragraph 4 shall contemplate subjection to the arbitration clause referred to in article 53 of these Articles of Incorporation, in accordance with the B3 Novo Mercado Regulation.

§ 6 The members of the Board of Directors and of the Executive Board shall be subject to the requirements, impediments, duties, obligations, and responsibilities provided for in articles 145 to 158 of the Business Corporation Act.

§ 7 The election/appointment requirements shall be documented, in the manner established by the regulations, the Company's Governance, Appointment and Succession Policy, and the applicable legislation.

§ 8 The following may not join or remain in the Company's Management bodies, Supervisory Board and statutory Committees, and may not be appointed to statutory positions in controlled and associated companies, in addition to those prevented or forbidden 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:

- (i) those declared unfit for management positions in institutions authorized to operate by SUSEP (Private Insurance Superintendence), by the Central Bank of Brazil or in other institutions subject to the authorization, control and supervision of bodies and entities of the direct and indirect Public Administration, including private pension entities, insurance companies, capitalization companies and publicly-held companies;
- (ii) those who are personally liable, or as a controller or manager of a legal entity, for pending issues related to protest of securities, judicial collections, issuance of bad checks, default on obligations, and other similar occurrences or circumstances;
- (iii) those declared bankrupt or insolvent;
- (iv) those who had control or participated in the management of a legal entity under judicial or extrajudicial reorganization, bankrupt or insolvent, within the five-year period prior to the date of election or appointment, except in the capacity of commissioner or trustee;
- (v) partner, ascendant, descendant or collateral or similar relative, up to the third degree, spouse or partner of a member of the Board of Directors or Executive Board;
- (vi) those who are in default with the Company, its subsidiaries or with Banco do Brasil S.A., or who have caused them losses not yet reimbursed;
- (vii) those who have control or a relevant interest in the share capital of the legal entity in default with the companies mentioned in the previous subitem or who have caused them losses not yet reimbursed, and this impediment is extended to those who have held a management position in such a legal entity in the fiscal year immediately prior to the date of election or appointment;
- (viii) those who are forbidden by special law or have been convicted of bankruptcy, tax evasion, malfeasance, corruption, graft, embezzlement, crimes against the popular economy, public faith, property or the National Financial System, laundering or concealment of assets, rights, and values, against the public administration or against public tenders, or who have been convicted of a criminal offense that prevents them from holding public office, even temporarily;
- (ix) those who are or have been partners or controlling shareholders or participants in the control or with significant influence in the control, managers or representatives of a legal entity convicted, civilly or administratively, for acts harmful to the public administration, national or foreign, referring to facts occurred during the period of their participation and subject to their scope of action; and

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- (x) those who hold positions in companies that may be considered competitors in the market, especially on advisory, management or fiscal boards, or on committees linked to the Board of Directors, and those who have conflicting interests with the Company, unless waived by the Meeting.

§ 9 Shall lose their position:

- I - except for reasons of force majeure or acts of God, the member of the Board of Directors who fails to attend, with or without justification, three consecutive ordinary meetings or four alternate ordinary meetings during the term of office; or
- II - the Collegiate Executive Board member who leaves, without authorization, for more than thirty days.

§ 10 Without prejudice to the prohibitions and self-regulation procedures provided for in the applicable rules and regulations, the members of the Board of Directors, the Collegiate Executive Board and any bodies with technical or advisory functions created by statutory provisions shall:

- I - communicate to the Company and the CVM:
 - a) up to the first business day after taking office, the quantity and characteristics of the securities held, directly or indirectly, by them, issued by the Company, its controlled companies, subsidiaries or affiliated companies related to their area of activity, in addition to those held by their respective spouses, from whom they are not judicially or extrajudicially separated, partners and any dependents included in the annual income tax statement;
 - b) the trading with the securities referred to in subitem "a" of this item until the fifth day after the trading.
- II - restrict its trading with the securities mentioned in subitem "a" of item I of this article to what is provided for in the Investment and Divestiture Plan, as required by BB Seguridade's Securities Trading Policy.
- III - in the case of Officers, the annual assets and income statement shall be submitted to the Public Ethics Commission of the Presidency of the Brazilian Republic - CEP/PR, in accordance with the legislation in force.

§ 11 It is incompatible with participation in the management bodies of the Company and its controlled companies, the candidacy for an elective term of office, and the interested party shall request his/her removal, under penalty of loss of position, from the moment he/she makes public his/her claim to the candidacy. During the period of absence, no remuneration shall be due to the member of the management body, who shall lose his or her position as of the date of registration of the candidacy.

§ 12 The members of the management bodies shall be dismissed upon voluntary resignation or dismissal ad nutum.

Art. 12. The Company, as defined by the Board of Directors, shall assure to the members and former members of the Board of Directors, of the Supervisory Board, of the Executive Board of the Company and its controlled companies and of the other auxiliary administrative bodies created by these Articles of Incorporation, as well as to its employees, the defense in judicial and administrative proceedings brought against them for the practice of acts during the exercise of their positions, provided that no fact has been verified that gives rise to a liability action and that there is no incompatibility with the interests of the Company and its controlled and affiliated companies.

Paragraph 1 The Board of Directors may, furthermore, in the manner defined by it and observing, as applicable, the provisions in the *caput* of this Article, authorize the contracting of civil liability insurance on behalf of the members and former members of the statutory bodies listed in the *caput*, in order to protect them from liability for acts or facts for which they may be sued judicially or administratively, covering the entire term of their respective terms of office.

§ 2 The Board of Directors may also authorize the contracting of coverage extensions, particular clauses and additional coverage to the basic coverage of the civil liability insurance, as admitted by the applicable legislation.

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§ 3 If any of the persons mentioned in this article is convicted by a final and unappealable court decision, based on a violation of the law or of the Articles of Incorporation, they shall reimburse the Company for all costs and expenses arising from the defense referred to in the *caput*, in addition to any losses.

§ 4 The civil liability insurance referred to in Paragraph 1 of this article may be executed within the scope of the controlling shareholder, Banco do Brasil S.A.

Art. 13 BB Seguridade may enter into Indemnity Contracts in favor of members of the Board of Directors, Supervisory Board, Executive Board and other auxiliary administrative bodies created by these Articles of Incorporation, as well as its employees and agents who legally act by delegation of the Company's managers, in order to cover certain expenses related to arbitration, legal or administrative proceedings involving acts carried out in the exercise of their attributions or powers, from the date of their investiture or the beginning of their contractual relationship with BB Seguridade.

§ 1 The Indemnity Contracts entered into by BB Seguridade may be activated after the end of the term of office or of the contractual relationship with the beneficiaries listed in the *caput* of this article, as long as they involve acts performed in the exercise of their attributions or powers.

§ 2 The Indemnity Contract referred to in this article shall be signed during the term of office or employment with the Company.

§ 3 3 The following acts practiced by the people identified in the *caput* are excluded from the coverage of the Indemnity Contract:

- I. considered illegal or harmful to BB Seguridade, even in the exercise of its attributions and powers;
- II. with bad faith, willful misconduct, gross negligence, through fraud or simulation, or in its own interest or in the interest of third parties, or to the detriment of BB Seguridade's social interest, including, but not limited to, the social action provided for in article 159 of Law No. 6,404/1976 or the reimbursement of losses dealt with in article 11, Paragraph 5, II of Law No. 6,385/1976, as well as those acts provided for in Law No. 13,506/2017;
- III. outside the attributions and powers of the position for which he/she was appointed, or in breach of his fiduciary duties;
- IV. that in the exercise of their attributions and powers, they used, in their own interest or in the interest of third parties, with or without prejudice to BB Seguridade, business opportunities of which they have knowledge due to the exercise of their position;
- V. that in the exercise of attributions and powers, they did not observe reasonable or fair conditions according to market practices;
- VI. that there has been no prior and express communication to BB Seguridade about the existence of any legal claim that may result in the liability of the person or BB Seguridade;
- VII. that failed to maintain confidentiality about the Company's business, strategic and confidential information or to maintain secrecy about any information that has not yet been disclosed to the market, obtained as a result of the position and that may have a significant influence on the quotation of securities issued by BB Seguridade or referenced to them, on the decision of investors to buy, sell or hold those securities, and on the decision of investors to exercise any rights inherent to their condition as holders of securities issued by the Company or referenced to them; and
- VIII. that have resulted in their criminal conviction, by a final and unappealable decision.

§ 4 The Indemnity Contract shall be disclosed and provide, at a minimum:

- I. the exclusions of coverage dealt with in Paragraph 1 of this article;
- II. the limit value of the coverage offered;
- III. the term;
- IV. the types of expenses that may be paid, advanced, or reimbursed under the contract;

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- V. the event of contractual termination;
- VI. the decision-making procedure regarding the payment of coverage, which shall guarantee the independence of decisions and ensure that they are made in the interest of BB Seguridade; and
- VII. the obligation to return to the Company the amounts advanced, in cases where, after a final and unappealable decision, it is proven that the act committed by the beneficiary is not subject to indemnity, under the terms of the signed Indemnity Contract.

§ 5 The Indemnity Contract dealt with in this article may be signed with managers, Supervisory Board members and members of technical or consulting advisory bodies appointed by BB Seguridade in its controlled companies and affiliates, directly or indirectly, provided that they are employees or managers of Banco do Brasil or BB Seguridade and that they have not entered into a specific Indemnity Contract with these entities.

§ 6 The Indemnity Contract referred to in this article may be executed within the scope of the controlling shareholder, Banco do Brasil S.A.

Art. 14. The global or individual compensation of the management bodies shall be set annually by the General Meeting, observing the provisions of Law No. 6,404/76, Law No. 13,303/2016, its regulating Decree and other applicable rules.

Sole paragraph. If the General Meeting sets the global compensation, the Board of Directors shall be responsible for resolving on the respective distribution among the Company's Management bodies.

CHAPTER V - BOARD OF DIRECTORS

Art. 15. The Board of Directors, an independent collegiate decision-making body, is made up of seven (7) members, except in the event of minority shareholders exercising multiple voting rights, in which case it shall be all natural persons, elected and dismissible 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 permitted.

§ 1 The term of office shall extend until the investiture of the new members.

§ 2 The following shall be appointed to the Board of Directors, to the resolution of the General Meeting:

- (i) Chief Executive Officer of the Company
- (ii) One (1) representative of the Ministry of Finance;
- (iii) One (1) representative of the Ministry of Management and Innovation in Public Services; and
- (iv) Three (3) or four (4) representatives of Banco do Brasil, observing the provisions in Paragraph 4, alternatively:
 - a) Three (3) representatives, among the members of its Executive Board, if the Board of Directors is made up of 7 members; or
 - b) Four (4) representatives, among the members of its Executive Board, if the Board of Directors is made up of 8 members.

§ 3 Minority shareholders are assured the right to elect at least one (1) Director of the Board of Directors, if they are not entitled to a greater number through the multiple vote process.

§ 4 At least two (2) of the members of the Board of Directors, totaling a minimum of 25% of the total number of members, shall be Independent Directors, as defined by legislation and the B3 Novo Mercado Regulation, the directors elected under the terms of Paragraph 3 are in this condition, also observing the following provisions:

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(i) Banco do Brasil shall be responsible for appointing candidates for Independent Director in a sufficient number to comply with the provisions of this Paragraph 4, in case the other appointments do not reach the minimum percentage defined;

(ii) the Independent Director status shall be resolved at the General Meeting and expressly stated in the minutes that elects him/her;

(iii) when, as a result of compliance with the percentage referred to in this Paragraph 4, the number of directors is fractional, it shall be rounded off in accordance with the B3 Novo Mercado Regulation.

§ 5 The Chairman and the Vice-Chairman of the Board of Directors shall be elected by the Board itself, in accordance with the legislation in force, pursuant to the provisions of Paragraph 1 of article 11 of these Articles of Incorporation.

§ 6 The person who does not fulfill the conditions provided for in Article 11 may not be elected to the Company's Board of Directors.

§ 7 The members of the Board of Directors shall exercise their attributions in order to achieve the interests of the Company, being forbidden to them, pursuant to article 156 of the Business Corporation Act, to intervene in any act or social operation in which they have a conflicting interest with that of the Company, as well as in the resolutions that the other manager take in this regard, in which case the Director whose interest conflicts with that of the Company shall notify its impediment, stating in its minutes the nature and extent of its interest.

§ 8 In the case of a member of the Board of Directors not residing in Brazil, his/her investiture is conditioned to the incorporation of a representative residing in the Country, with powers to receive service of process in actions brought against him/her based on the corporate legislation. The power of attorney referred to in this Paragraph shall be granted for a term that shall extend at least three years after the end of the Director's term of office.

§ 9 Once the renewal limit provided for in articles 15, 24 and 38 is reached, the former member of the Management or of the Supervisory Board may not participate in the Board of Directors for the period equivalent to one management term.

§ 10 The Vice-Chairman shall exercise the Chairman's functions in his absences and temporary impediments, regardless of any formality. In the event of absence or temporary impediment of the Chairman and the Vice-Chairman, the duties of the Chairman shall be exercised by another member of the Board of Directors, chosen by majority vote of the other members of the Board of Directors, and shall comply with Paragraph 1 of article 11 of these Articles of Incorporation.

Art. 16. It is up to the Chairman of the Board of Directors, in addition to the attributions proper to his position and other attributions provided for in these Articles of Incorporation to:

- (i) coordinate the activities of the Board of Directors;
- (ii) call and chair over the meetings of the Board of Directors, and appointing, from among the other members, the secretary;
- (iii) call, on behalf of the Board of Directors, the General Meeting and chair over it;
- (iv) decide on the participation, in meetings of the Board of Directors, of people who are not members of the body, to provide clarifications of any nature; and
- (v) conduct the annual evaluation process of the Directors' individual and collective performance.

Sole paragraph. The evaluation process mentioned in item v of this article, in the case of managers, shall respect the following minimum requirements:

- (i) exposition of the management acts performed as to the lawfulness and effectiveness of the administrative action;
- (ii) contribution to the result for the fiscal year; and

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- (iii) achievement of the purposes established in the business plan and meeting the long-term strategy.

Art. 17. The Board of Directors shall meet ordinarily, once a month, and extraordinarily, whenever necessary, upon call under the terms of Article 18 of these Articles of Incorporation.

Art. 18. The meetings of the Board of Directors may be requested by any of its members and shall be called by its Chairman or Vice-Chairman. The call shall be made by written notification delivered by letter or by any other means, electronic or not, that allows the proof of its receipt, at least five (5) business days in advance and with the presentation of the agenda of the subjects to be discussed. As a matter of urgency, meetings of the Board of Directors may be called without observing the above term, provided that all other members of the Board of Directors are unequivocally informed.

Sole paragraph. Regardless of the formalities provided for in the *caput* of this Article, the meeting attended by all the members of the Board of Directors in person or pursuant to Paragraph 1 of Article 19 of these Articles of Incorporation shall be considered regular.

Art. 19. The Board of Directors shall meet with the presence of at least a majority of its acting members.

§ 1 In the event of absence or eventual incapacity of any member of the Board, the collegiate shall resolve with the remaining members.

§ 2 In the event of a vacancy in a position of Director:

- i. the deputy shall be appointed by the remaining Directors and shall serve until the first General Meeting to be held after the said vacancy;
- ii. the Company shall communicate the fact to the other members of the body as well as to the entities listed in Paragraphs 2 and 3 of article 15; and
- iii. if a majority of positions become vacant, the General Meeting shall be called to hold a new election.

§ 3 For the purposes of this Article, a vacancy occurs with the removal, death, or resignation of a member. In case of expiration of the term of office, the provisions of Paragraph 1 of article 15 apply.

Art. 20. The meetings of the Board of Directors shall be held, preferably, at the Company's headquarters. Participation via conference calls, videoconference or other means that has instruments that assure the authenticity and that allows the Director to participate effectively in the meeting, interacting and manifesting their understanding, shall be allowed, and such participation shall be considered as a personal presence.

§ 1 Recording of meetings is allowed.

§ 2 Extraordinarily, the holding of virtual meetings by electronic mail or other electronic/virtual means will be allowed.

§ 3 Minutes shall be drawn up of the meeting, which shall be signed by all Directors present at the meeting, including participants via teleconference or videoconference, whose vote shall be considered valid for all legal purposes and incorporated into the minutes of that meeting.

§ 4 Minutes of the meetings of the Company's Board of Directors that contain a resolution intended to produce effects before third parties shall be published and filed with the public registry of commercial companies.

Art. 21. The resolutions of the Board of Directors shall be made by a majority of votes of the members attending the meetings. In the event of a tie, the matter shall be decided by the Chairman of the Board of Directors, who shall have the casting vote.

§ 1 At meetings of the Board of Directors, prior to the resolution, a member who is not independent in relation to the matter under discussion shall manifest his conflict of interest or private interest by withdrawing from the meeting.

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§ 2 If the provisions of the previous paragraph are not observed, any other person present at the meeting may manifest the conflict, if they are aware of it, and the Board of Directors shall resolve on the occurrence in accordance with its Internal Regulations and the applicable legislation.

Art. 22. It is up to the Board of Directors, among other attributions provided for in Law No. 6,404/76, in Law No. 13,303/16 and its regulating Decree, in other applicable rules, and in its Internal Regulations:

- a) to elect and dismiss members of the Board of Directors, and to define their attributions;
- b) to establish the general guidelines of the Company's business;
- c) to approve and amend the internal regulations of the Board of Directors and of the Executive Board and of the Committees linked to this Board;
- d) to resolve on the distribution of interim and intercalary dividends and the payment of interest on the stockholders' equity, which may be imputed to the minimum mandatory dividend, in compliance with the provisions of Chapter XI of these Articles of Incorporation;
- e) to assign, from the global amount of the compensation set by the General Meeting, the monthly fees to each of the members of the Company's management and committee members, if any, as provided for in these Articles of Incorporation;
- f) to inspect the management of the Officers, which may be exercised by any member of the Board of Directors, examining, at any time, the minutes, books and papers of the Company and its Controlled Companies requesting information about contracts signed, or about to be signed, and any other acts;
- g) to decide on the creation, extinction and operation of the non-statutory advisory committees within the scope of the Board of Directors, the Technical Committees and the Audit Committee, subject to the provisions of Chapter VII of these Articles of Incorporation, as well as electing and dismissing its members;
- h) to call the General Meeting, under the terms of article 8 above, whenever necessary or required by law or by these Articles of Incorporation;
- i) to express an opinion on the Management's Report, the accounts presented by the Executive Board and the annual Financial Statements, as well as propose the allocation of net income for each fiscal year of BB Seguridade;
- j) to propose to the General Meeting the issue of shares, convertible debentures or warrant, within the limit of the authorized capital, as well as to resolve on the issue price, the form of subscription and payment, the end and the form for the exercise of the preemptive rights and other conditions relating to such issues;
- k) to propose to the General Meeting the issuance of simple debentures not convertible into shares and without real guarantee, and promissory notes, in accordance with the legislation in force;
- l) to authorize the acquisition by the Company of shares issued by it for maintenance in treasury and subsequent cancellation or disposal;
- m) to approve the appointment of the holder of the internal audit and evaluate the reasons for his/her dismissal, without prejudice to the powers of the central body of the Executive Control's internal control system, in addition to defining the attributions and regulating its operation;
- n) to authorize and ratify the hiring of independent auditors, as well as the termination of the respective contracts;
- o) to authorize the taking of loans or financing in an aggregate value greater than five percent (5%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business, by the Company;
- p) to authorize the disposal or encumbrance of assets of the Company's fixed or intangible non-current assets, in an aggregate value greater than one percent (1%) of

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- the Company's shareholders' equity, according to the last approved balance sheet, considering the period of the three (3) months prior to the respective business;
- q) to authorize the provision of real or personal guarantees of any nature by the Company in an aggregate value greater than one percent (1%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business;
 - r) to authorize the performance of acts that imply the waiver of rights by the Company in an aggregate value greater than one tenth percent (0.1%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business, except in cases of specific competence of the General Meeting, as provided in article 10 above;
 - s) to establish the general conditions and, observing the competences of the Related Party Transactions Committee (Article 33), to authorize the execution of contracts of any nature between the Company and any Controlled and Affiliate companies, its managers, its controlling shareholders and, also, between the Company and controlled companies and affiliates of the managers and controlling shareholders, as well as with any other companies that with any of these persons belong to the same group of fact or of law, that reach, individually or jointly, in the period of one year, an amount equal to or higher than five percent (5%) on the Company's shareholders' equity, according to the last approved balance sheet;
 - t) to pronounce on the matters that the Executive Board presents to it for its resolution or to be submitted to the General Meeting;
 - u) to call, at any time, the examination of any matter related to the Company's business that is not within the sphere of exclusive competence of the General Meeting or other statutory body;
 - v) to approve the hiring of the depositary institution that provides book-entry share services;
 - w) to express itself in favor or contrary to any public offering for the acquisition of shares that has as object the shares issued by the Company, by means of a prior reasoned opinion, disclosed within fifteen (15) days of the publication of the public offer notice of acquisition of shares, which shall address, at a minimum: (i) the convenience and opportunity of the public offering for the acquisition of shares in relation to the interest of all shareholders and in relation to the liquidity of the securities held by them; (ii) the repercussions of the public offering for the acquisition of shares on the interests of the Company; (iii) the strategic plans disclosed by the offeror in relation to the Company; (iv) other points that the Board of Directors deems relevant, as well as the information required by the applicable rules established by the CVM;
 - x) to approve all corporate policies, corporate strategies, business plan for the following year and the annual budget, code of ethics, rules of conduct, the Annual Public Policy and Corporate Governance Charter, the Report on the Brazilian Corporate Governance Code, the Company's bidding regulations and the Capital Plan;
 - y) to approve the Company's participation in companies, in the country and abroad;
 - z) to decide on the plans for the positions, salaries, advantages and benefits of the employees and the management of the Company, including in relation to profit sharing, as well as the number of employees and the employee termination program, in compliance with the guidelines of the controlling shareholder for employees assigned from Banco do Brasil SA and the legislation in force;
 - aa) to formally evaluate, at the end of each year, its own performance and that of the Executive Board of the Company, its controlled companies, as well as the auxiliary bodies listed in Chapter VII of these Articles of Incorporation;
 - bb) to resolve on amendments to the amounts established in items I and II of article 29 of Law No. 13,303/16, to waive biddings;
 - cc) to analyze, at least quarterly, the accounting statements and other financial statements, without prejudice to the actions of the Supervisory Board;

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- dd) to previously express an opinion on the proposals to be submitted to the shareholders' resolution at the meeting;
- ee) to resolve on the omitted cases in these Articles of Incorporation, limited to matters of strategic nature within its competence;
- ff) to identify the existence of assets not for the Company's own use and evaluate the need to maintain them, according to the information provided by the Executive Board;
- gg) to supervise the risk management and internal control systems;
- hh) to approve the updated long-term strategy with analysis of risks and opportunities for, at least, the next five (5) years;
- ii) to define the matters and values for its decision-making power and the Collegiate Executive Board, as proposed by the Executive Board;
- jj) to approve the Annual Internal Audit Activities Plan - PAINT and the Annual Internal Audit Activities Report - RAIN, without the presence of the Chairman of the Company;
- kk) to approve the annual budget and the hiring of the Audit Committee and Internal Audit. In the case of hiring, the limits shall be established in the respective internal regulations;
- ll) to approve the performance targets of its Officers;
- mm) to approve the incorporation of or the participation of the Company in venture capital, equity or emerging companies investment funds.
- nn) to approve the terms and conditions of the civil liability insurance to be executed by BB Seguridade, in compliance with the provisions in article 12 of these Articles of Incorporation; and
- oo) to approve the terms and conditions of the Indemnity Contracts to be signed by BB Seguridade, in compliance with the provisions in article 13 of these Articles of Incorporation.

§ 1 The resolution of the following matters, by any of the controlled companies that do not have a Board of Directors, as well as by any of the direct or indirect affiliate companies, shall also be brought to the prior appreciation by the Company's Board of Directors, whose resolution shall serve as guidance for the Company for the businesses and activities of the respective companies:

- a) amendment, modification, and reform of its Articles of Incorporation;
- b) interest in companies, in the country or abroad;
- c) disposal, in whole or in part, of shares of its share capital held in treasury; IPO; waiver of subscription rights for shares or debentures convertible into shares of controlled companies; issuance of debentures convertible into shares or sale, if in treasury; sale of debentures convertible into shares of its ownership issued by controlled companies; or, yet, the issuance of any other bonds or securities, in the country or abroad, without prejudice to the provisions of items "v", "vii" and "x" of this Articles of Incorporation;
- d) exchange of shares or other securities;
- e) promoting transformation, merger, spin-off, and incorporation, as well as merger of shares, dissolution, and liquidation;
- f) authorization of the taking of loans or financing in an aggregate value greater than five percent (5%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business; and
- g) incorporation or participation in venture capital, equity or emerging companies investment funds.

§ 2 Limited to controlled companies, the provisions of § 1 also apply upon:

- I. the disposal of interest in companies, in the country or abroad;

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- II. the approval of the documents contained in subitem “x” of Article 22 of this Articles of Incorporation;
- III. the requests for indemnity to be submitted for resolution at the General Meetings of the controlled companies; or
- IV. to call, at any time, any matter related to their business, which is not within the sphere of the exclusive competence of BB Seguridade's General Meeting or other statutory body.

§ 3 The performance evaluation process mentioned in item “aa” of this article, in the case of managers and members of committees, shall be carried out individually and collectively, according to procedures previously defined by the Board of Directors, and shall be evaluated in the form provided for in the legislation.

§ 4 The formal evaluation process of the Board of Directors shall be carried out according to procedures previously defined by the Board itself, which shall be described in its Internal Regulations.

CHAPTER VI - BOARD OF DIRECTORS

Art. 23. The Executive Board shall be made up of four (4) permanent members, residing in Brazil, one (1) being necessarily the Chief Executive Officer, one (1) the Investor Relations Officer, and the others without specific designation, elected and dismissible at any time by the Board of Directors.

§ 1 The Chief Executive Officer shall appoint their substitute in case of absence or temporary impediment.

§ 2 Shall be granted: (i) absences of up to thirty (30) days, as well as leaves of absence, to the Officers by the Chief Executive Officer and to the Chief Executive Officer by the Board of Directors.

§ 3 The individual attributions of the Officers shall be exercised by another Officer: (i) In cases of absences and other leaves of up to thirty (30) consecutive days, by designation of the Chief Executive Officer; (ii) In cases of absences and other leaves of more than thirty (30) consecutive days, or in case of vacancy, until the investiture of the elected substitute, by designation of the Board of Directors.

§ 4 If the position of Chief Executive Officer becomes vacant, the Board of Directors shall be responsible for designating, from among the other Officers, the one who shall replace them until the new elected Chief Executive Officer takes office.

§ 5 The accumulation of functions among Directors does not imply the accumulation of voting rights in Board decisions.

Art. 24. Those elected to the Executive Board shall have a unified term of office of two (2) years, with up to three (3) consecutive renewals allowed, in compliance with the provisions of Law No. 13,303/16 and its respective regulating Decree, in addition to the other applicable rules.

§ 1 The term of office of the Executive Board extends until the investiture of the new elected members.

§ 2 If the maximum term referred to in the Caput of this article is reached, the member's return to the Executive Board may only occur after the expiration of a period equivalent to a term of management.

Art. 25. The Collegiate Executive Board is responsible for managing business in general, as well as complying with and enforce these Articles of Incorporation, the resolutions of the General Meeting of Shareholders and the Board of Directors and to exercise the attributions defined by this Board and the Articles of Incorporations in compliance with the provisions of Law No. 6,404/76, Law No. 13,303/16 and its respective regulating Decree, its Internal Regulations, other applicable rules, as well as good corporate governance practices.

§ 1 It is the exclusive responsibility of the Chief Executive Officer or his/her substitute: (i) to call and preside over the Executive Board's meetings; (ii) grant a license to the other members of the Executive Board, indicating the substitutes; (iii) coordinate, plan, supervise and preside over the

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Company's activities; (iv) ensure the implementation of the guidelines and compliance with the resolutions taken at General Meetings and at meetings of the Board of Directors and the Executive Board; (v) make decisions within the competence of the Executive Board, *ad referendum* of the Executive Board, as a matter of urgency (vi) exercise general supervision of the Executive Board's competencies and attributions; (vii) admit, promote, reclassify, designate, license, transfer, remove, punish, remove and dismiss employees, in accordance with the law and in compliance with the provisions provided for in these Articles of Incorporation and in the internal regulations; (viii) represent the Company at meetings of the Board of Directors and General Shareholders' Meetings, when another Officer has not been called; (ix) receiving initial notices; (x) represent the Company in or out of court, when the Board of Directors has not attributed such competence to another Officer; (xi) remove any member of the Executive Board, immediately informing the Board of Directors of its decision, in a reasoned manner, so that that collegiate body decides on his/her dismissal; (xii) exercise other powers and attributions that are not conferred on the other Officers and those that are, from time to time, conferred by the Board of Directors; (xiii) appoint, remove, promote, commission and de-commission employees, and for that purpose they may constitute attorneys or designate representatives, subject to the article of the Articles of Incorporation that deals with the incorporation of a representative; and (xiv) supervise and coordinate the work of the Directors and the heads of the units under their direct supervision.

§ 2 The Investor Relations Officer is responsible for: (i) representing the Company before the CVM and other entities in the capital markets and financial institutions, as well as national and foreign regulatory bodies and stock exchanges, in which the Company has securities admitted to the trading, in addition to enforcing the regulatory rules applicable to the Company with respect to the records kept with the CVM and with the regulatory bodies and stock exchanges in which the Company has securities admitted to trading and managing the investor relations policy; and (ii) monitor the compliance with the obligations provided for in Chapter XI of these Articles of Incorporation by the Company's shareholders and report to the General Meeting and/or the Board of Directors, when requested, its conclusions, reports and diligences.

§ 3 The Officers without specific designation shall have the attributions that shall be established by the Board of Directors upon their election.

§ 4 The positions of the Company's Officers, including the Chief Executive Officer, are exclusive for active employees of Banco do Brasil S.A.

§ 5 In addition to the requirements provided for in Article 11 of these Articles of Incorporation, the following conditions shall be cumulatively complied with the exercise of positions as Officers of the Company, its controlled companies, as well as for the appointment to the position of Officer in companies in which these companies hold an interest as shareholders or partners:

- (i) be graduated in higher education; and
- (ii) have held, within the last five years, for at least two years, statutory, superintendence, or upper management positions:
 - a) in companies whose activities are regulated or inspected by the Superintendence of Private Insurance, by the Securities and Exchange Commission or by the National Superintendence of Complementary Pensions; or
 - b) in financial institutions; or
 - c) in the Company itself, its controlled or subsidiary companies.

§ 6 After the end of their term of management, the former members of the Company's Executive Board are prevented, for a period of six (6) months, as of the end of their term of management, if a longer period is not established in the regulatory rules, from:

- I - performing activities or providing any services to companies or entities that are competitors of the Company;
- II - accepting a position as Manager or Director, or establishing a professional relationship with an individual or legal entity with which they have maintained a direct and relevant

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official relationship in the six months prior to the end of their term of management, if a longer period is not established in the regulatory rules; and

- III - sponsoring, directly or indirectly, the interest of an individual or legal entity, before a body or entity of the Federal Public Administration with which he/she has had a direct and relevant official relationship in the six months prior to the end of the term of management, if a longer period is not established in the regulatory rules.

§ 7 During the period of impediment, the former members of the Company's Executive Board shall be entitled to compensatory compensation equivalent to the position they held in this body, subject to the provisions of Paragraph 8 and 10 of this Article.

§ 8 Unless otherwise waived by the Board of Directors, pursuant to Paragraph 9 of this Article, failure to comply with the obligation referred to in Paragraph 6 of this Article shall entail, in addition to the loss of the compensatory compensation pursuant to Paragraph 7 of this Article, the return of the amount already received in this respect to that security and the payment of a fine of twenty percent (20%) on the total compensatory compensation that shall be due during the period, without prejudice to the reimbursement for losses and damages that may be caused.

§ 9 The Board of Directors may, at the request of the former member of the Company's Executive Board, exempt him/her from complying with the obligation provided for in Paragraph 6 of this Article, without prejudice to the other legal obligations to which he/she is subject. In this case, the payment of the compensatory compensation referred to in Paragraph 7 of this Article is not due, as of the date when the request is received.

§ 10 The configuration of the impediment situation shall depend on prior manifestation of the Public Ethics Commission of the Presidency of the Brazilian Republic.

§ 11 For the purposes of this article, occupying a position in companies in which the controlling shareholder holds a significant interest is not considered an impediment.

Art. 26. Investiture in a position in the Company's Executive Board requires full dedication, and any member of the Board is forbidden to exercise activities in other for-profit companies, under penalty of losing the position, except:

- I - in controlling or controlled companies of the Company, or in companies in which the Company holds a direct or indirect interest; or
- II - in other companies, by prior and express authorization of the Board of Directors.

Art. 27. The Company shall be considered obligated when represented by:

- a) Two (2) Officers jointly;
- b) One (1) Officer jointly with one (1) attorney with special powers, duly incorporated;
- c) Two (2) attorneys, indistinctively, with special powers, jointly; and
- d) One (1) Officer individually, or by one (1) attorney with special powers, duly constituted, individually, to practice the following acts:
 - a) representation of the Company before any federal, state and municipal public bodies, class entities; b) representation of the Company before labor unions or Labor Courts, for matters related to the admission, suspension or dismissal of employees, and for labor agreements; and c) representation of the Company in court, as plaintiff and defendant.

§ 1 The powers of attorney shall be granted on behalf of the Company by the signature of two (2) Officers, and shall observe precise specification of powers and term of office period, which, in the case of a judicial term of office, may be for an indefinite term.

§ 2 The Officers and attorneys are forbidden to perform acts that are alien to the Company's corporate purpose, and these acts shall be ineffective in relation to the Company.

§ 3 The term of office instruments shall be valid even if its signatory is no longer a member of the Company's Executive Board, unless the term of office is expressly revoked.

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Art. 28. The Collegiate Executive Board has the following attributions:

- (a) to submit to the Board of Directors, through the Chief Executive Officer, or by a coordinator appointed by him/her, proposals for its resolutions, especially on the matters listed in items “d”, “i”, “u”, “y”, “z”, of article 22 of this Articles of Incorporation;
- (b) to enforce the Company's policies, corporate strategy, and general budget;
- (c) to approve and perform the allocation of resources for investments;
- (d) to declare dividends and interest on the own capital based on the profits and reserves calculated in the annual financial statements, half-yearly or in shorter periods, as well as to distribute and apply the profits determined, pursuant to the resolution of the General Meeting or of the Board of Directors, observing the legislation in force;
- (e) to establish the powers of the Company's Officers and other bodies within its internal structure;
- (f) to establish the line of action to be adopted by the Company and its controlled companies at general meetings of companies in which they are shareholders or partners;
- (g) to monitor the management of direct or indirect affiliates;
- (h) to appoint directors, officers and members of committees, in compliance with the applicable legal and regulatory provisions, to join the governance bodies of controlled and affiliated companies in which BB Seguridade has the right to appoint representatives;
- (i) to authorize the taking of loans or financing in aggregate value equivalent to, at most, five percent (5%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business, by the Company or any Controlled Company;
- (j) to authorize the disposal or encumbrance of assets of the Company's fixed or intangible non-current assets, in an aggregate value equivalent to, at most, one percent (1%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business;
- (k) to authorize the provision of real or personal guarantees of any nature by the Company in an aggregate value equivalent to, at most, one percent (1%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business;
- (l) to authorize the performance of acts that imply the waiver of rights by the Company in an aggregate value equivalent to, at most, than one tenth percent (0.1%) of the Company's shareholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business, except in cases of specific competence of the General Meeting, as provided in Article 10;
- (m) to establish the general conditions and, observing the competences of the Related-Party Transactions Committee (Article 33), to authorize the execution of contracts of any nature between the Company and any Controlled and Affiliate Companies, its managers, its controlling shareholders and, also, between the Company and controlled companies and affiliates of the managers and controlling shareholders, as well as with any other companies that with any of these persons belong to the same group of fact or of law, that reach, individually or jointly, in the period of one (1) year, the maximum amount of five percent (5%) on the Company's shareholders' equity, according to the last approved balance sheet;
- (n) to decide on the organizational structure of BB Seguridade, including the process base and the allocation of the areas, provided that the provisions of Article 22, subitem “a” of these Articles of Incorporation are observed;
- (o) to decide on the creation, extinction and operation of Committees within the scope of the Company's Executive Board and administrative units;

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- (p) to decide on situations not included in the attributions of another management body and on extraordinary cases, within the scope of its competence;
- (q) submit, for each fiscal year, the management report and the financial statements, to the Independent Audit and to the Board of Directors and Supervisory Board and the Audit Committee; and
- (r) to guide the business and activities of the controlled companies.

Sole paragraph. The decisions of the Collegiate Executive Board are binding on all Officers.

Art. 29. The Collegiate Executive Board shall meet whenever the corporate interests so require, at the call of any of its members, with at least two (2) days' notice, and the agenda shall be included in the call, and the meeting shall only be opened with the presence of the majority of its members. Regardless of call, meetings of the Executive Board that have the presence of all its members in office shall be valid.

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

§ 2 The meetings of the Collegiate Executive Board shall be held, preferably, at the Company's headquarters. Participation via conference calls, videoconference or other means that has instruments that guarantee authenticity and that allows the Officer to participate effectively in the meeting, interacting and manifesting their understanding, shall be allowed, and such participation will be considered as a personal presence.

§ 3 Extraordinarily, the holding of virtual meetings by electronic mail or other electronic/virtual means will be allowed.

§ 4 At the end of the meeting, the minutes shall be drawn up, which shall be signed by all Officers present at the meetings, and subsequently transcribed in the Company's Collegiate Executive Board Minutes Book. Votes cast by Officers who participate remotely in the Executive Board's meeting or who have expressed themselves in the ways provided for in Paragraph 1 of this Article, shall be equally included in the Collegiate Executive Board Minutes Book, and a copy of the electronic letter or message, as the case may be, containing the Officer's vote shall be attached to the Book immediately after the transcription of the minutes.

Art. 30. Resolutions at Executive Board meetings shall be taken by majority vote of those present.

CHAPTER VII - AUXILIARY MANAGEMENT BODIES

Art. 31. The Company shall have an Audit Committee with permanent operation to exercise the function of supporting body to the Board of Directors with regard to the exercise of its audit and inspection functions on the quality of the financial statements and the effectiveness of the internal control systems and internal and independent audits.

§ 1 In addition to the provisions in Law No. 13,303/16 and its respective regulating Decree, other applicable rules and in its Internal Regulations, the Audit Committee shall be responsible for:

- a) to give an opinion on the hiring and dismissal of the independent auditor for the provision of external auditing services or for any other service;
- b) monitoring the quality and integrity of the internal control mechanisms, the financial statements, and the information and measurements disclosed by the Company;
- c) assessing and monitoring the Company's risk exposures, including requiring detailed information on policies and procedures relating to management compensation, use of company assets, and expenses incurred on behalf of the company;
- d) evaluating, monitoring and recommending to the Board of Directors the correction or improvement of the Company's corporate policies;

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- e) evaluating and monitoring the adequacy and disclosure of related party transactions;
- f) preparing an annual summary report, to be submitted together with the financial statements, containing a description of: (i) its activities, the results and conclusions reached and the recommendations made; and (ii) any situations in which there is significant disagreement between the Company's management, the independent auditors and the Audit Committee regarding the Company's financial statements;
- g) monitoring accounting practices and transparency of information, as well as advising the Board of Directors in resolutions on matters within its competence, notably those related to the supervision of the Company's management and to the strict observance of the principles and rules of compliance, corporate responsibility and governance;
- h) supervising the activities of the independent auditors, evaluating their independence, the quality of the services provided and the adequacy of such services to the needs of the company; and
- i) supervising the activities developed in the areas of internal control, internal audit, and preparation of the state-owned company's financial statements.

§ 2 The Audit Committee is responsible for exercising its attributions and responsibilities with the controlled companies that adopt the single Audit Committee regime.

§ 3 At least one of the COAUD (Audit Committee) members shall participate in the meetings of the Board of Directors that deal with periodic financial statements, hiring of independent auditor, and PAINT (Annual Plan of Internal Audit Activities).

Art. 32. The Audit Committee, with the prerogatives, attributions and responsibilities provided for in Law No. 13,303/16 and its respective regulating Decree, other applicable rules, and in its Internal Regulations, shall consist of three (3) permanent members, except in the case of Article 31, § 2., in which case it shall have five (5) members, provided, in any event, that most of them are independent.

§ 1 The members' terms of office of the Audit Committee shall be non-coincident, for a period of three (3) years, with a single re-election permitted. The members of the Audit Committee shall remain in office until their successors are elected.

§ 2 The members of the Audit Committee shall be elected by the Board of Directors and shall comply with the minimum conditions of eligibility and the prohibitions to exercising the function provided for in the Company's Governance, Appointment and Succession Policy and in the applicable rules, as well as with the provisions of Art. 11 of these Articles of Incorporation and in its Internal Regulations, and, additionally, to the following criteria:

- I - One (1) permanent member shall be jointly appointed by the Director(s) representing the minority shareholders;
- II - the other permanent members shall be appointed by the other members of the Board of Directors; and
- III - the Audit Committee shall be made up of at least one (1) Independent Director, as defined in the terms of art. 15, Paragraph 4 of these Articles of Incorporation.

§ 3 The members of the Audit Committee shall have proven knowledge and professional experience in the areas in which the Committee operates.

§ 4 At least one (1) of the members shall have proven knowledge and experience in the area of corporate accounting.

§ 5 The Audit Committee member may only rejoin such body after at least three years have elapsed from the end of his/her previous term of office, subject to Paragraph 1.

§ 6 The role of Audit Committee member is not delegable.

§ 7 The compensation of the members of the Audit Committee, to be defined by the General Meeting, shall be compatible with the work plan approved by the Board of Directors, observing that:

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- I - the compensation of the Committee members shall not be higher than the average fee paid to the Officers;
- II - in the case of public servants, their compensation for participation in the Audit Committee shall be subject to the provisions established in the pertinent legislation and regulation;
- III - the Audit Committee member who is also a member of the Board of Directors shall receive remuneration only from the Audit Committee.

§ 8 The operation of the Audit Committee shall be regulated by its internal regulation, observing that:

- I - it shall meet at least quarterly with the Board of Directors, the Collegiate Executive Board, the independent auditors and the Internal Audit, jointly or separately, at its own discretion;
- II - the Audit Committee shall hold at least four meetings a month, and may invite non-voting participants to attend:
 - a) members of the Supervisory Board;
 - b) the holder and other representatives of the Internal Audit;
 - c) any members of the Collegiate Executive Board or employees of BB Seguridade or Banco do Brasil S.A; and
 - d) any participants external to the Committee, including experts, subject to the provisions of COAUD's Internal Regulations.
- III - the Committee shall review the accounting information prior to its disclosure; and
- IV - the Company shall disclose the minutes of the meetings of the Statutory Audit Committee, unless the Board of Directors considers that disclosure of the minutes could put legitimate interests of the state-owned company at risk, in which case only the excerpts shall be disclosed.

§ 9 The Audit Committee shall have the means for receiving and treating complaints and/or information, including confidential information, regarding non-compliance with legal provisions and regulations applicable to the Company, in addition to internal regulations and codes, including the provision of specific procedures for protecting the confidentiality of the information.

§ 10 The members of the Audit Committee shall be invested in their positions independently of the signature of the term of office, as of the date of the respective election and may be dismissed by a justified vote of the absolute majority of the Board of Directors.

§ 11 At the end of their term of office, the former members of the Audit Committee are subject to the impediment provided for in § 6 of Article 25 of these Articles of Incorporation, subject, where applicable, to §§ 7 to 10 of the same Article.

§ 12 The former members of the Audit Committee who are not employees of Banco do Brasil S.A. and who, in compliance with § 6 of Article 25, opt to return before the end of the impediment period to the performance of the position they previously held in the public or private administration, shall not be entitled to the compensatory compensation referred to in § 11 of this Article.

§ 13 A member of the Audit Committee who fails to attend, with or without justification, three consecutive ordinary meetings or four alternate meetings during a twelve-month period, except in the case of force majeure or acts of God, and, at any time, by decision of the Board of Directors, shall lose his or her position.

§ 14 The COAUD Coordinator shall be chosen by the Board of Directors.

§ 15 The competencies of the Audit Committee coordinator shall be defined in its internal regulations, approved by the Board of Directors.

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§ 16 The members of the Audit Committee shall also meet the requirements and prohibitions provided for in Article 11 of these Articles of Incorporation.

Art. 33. The Company shall have a Related Party Transactions Committee, whose incorporation and installation shall be resolved by the Board of Directors, observing the following parameters:

§ 1 The Related-Party Transactions Committee shall consist of three (3) members elected and dismissible by the Board of Directors, including:

- I - One (1) independent member, who shall be the Independent Director of the Board of Directors elected by the minority shareholders in the manner established in Paragraph 3 of Article 15 of these Articles of Incorporation;
- II - Two (2) members who shall be appointed by the other Directors of the Board of Directors, being one (1) of the members appointed among the active employees or Statutory Officers of the Company and one (1) of the members appointed among the active employees of Banco do Brasil, both with proven knowledge in the areas of finance, accounting and/or the Brazilian security market.

§ 2 If the member of the Board of Directors elected by the minority shareholders does not meet the independence requirements provided for in Paragraph 4 of Article 15 of the Articles of Incorporation, it shall be up to this member to appoint a candidate who meets the requirements, who then shall be elected by the Board of Directors.

§ 3 The member of the Related Party Transactions Committee appointed pursuant to Paragraph 2 of this article shall also meet the requirements and prohibitions provided for in Article 11 of these Articles of Incorporation.

§ 4 In the event of a vacancy in the position of Director elected by minority shareholders who also occupies the role of member of the Related Party Transactions Committee, it shall be the responsibility of the other directors to elect, from among their independent members, the one who shall occupy the role in the Related Party Transactions Committee until the election, by the minority shareholders, of their new representative on the Board of Directors.

§ 5 The position of being a member of the Committee shall not be compensated, except for the independent member elected in the forms provided for in Paragraph 1 and Paragraph 2 above, whose compensation shall be defined by the Board of Directors, within the limit established by the General Meeting upon approval of the Global Remuneration of the Company's Managers.

§ 6 The independent member of the Related-Party Transactions Committee who is also a member of the Board of Directors, shall choose the remuneration related to only one of the positions.

§ 7 The operation of the Related Party Transactions Committee shall be governed by these Articles of Incorporation, by the Related Party Transactions Policy and by the Committee's Internal Regulations, which shall be approved by the Board of Directors.

§ 8 The members of the Related Party Transactions Committee shall remain in their positions until the election and investiture of their successors.

§ 9 The members of the Related Party Transactions Committee shall be invested in their positions regardless of the signing of the term of investiture, from the date of the respective election.

§ 10 The Related Party Transactions Committee is responsible for previously approving all transactions with related parties, as defined in the Related Party Transactions Policy, as well as the reviews and terminations of contracts between related parties, and such transactions, reviews or terminations shall only be approved upon the favorable vote of the independent member mentioned in Paragraph 1, item I above.

§ 11 The independent member shall certify that the act in question was carried out in accordance with the Related Party Transactions Policy and with market practices and without prejudice to the minority shareholders, the social interest, and the Company's creditors.

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§ 12 A member of the Related Party Transactions Committee who fails to attend three consecutive meetings, except in the case of force majeure or acts of God and, at any time, by decision of the Board of Directors, shall lose his or her position.

Art. 34. The People, Eligibility, Succession and Compensation Committee, with the prerogatives, attributions, and duties provided for in Law No. 13,303/16 and its respective regulating Decree, other applicable rules and regulations, and in its Internal Regulations, shall consist of three permanent members.

§ 1 The members of the People, Eligibility, Succession and Compensation Committee shall be elected by the Board of Directors, complying with the minimum conditions of eligibility and the prohibitions on exercising the function provided for in the Company's Governance, Appointment and Succession Policy and the applicable rules, as well as the provisions of these Articles of Incorporation and its Internal Regulations.

§ 2 The People, Eligibility, Succession and Remuneration Committee shall be made up of at least two members of the Board of Directors.

§ 3 The Committee members shall have a unified term of office of two (2) years, with a maximum of three (3) renewals allowed, in accordance with the rules in force. The members of the People, Eligibility, Succession and Compensation Committee shall remain in their positions until their successors are elected and take office.

§ 4 A member of the People, Eligibility, Succession and Compensation Committee who fails to attend, with or without justification, three consecutive meetings, except in the case of force majeure or acts of God, and at any time by decision of the Board of Directors, shall lose his position.

§ 5 The People, Eligibility, Succession and Compensation Committee's attributions are, besides others provided in the legislation itself:

- I - assisting the Board of Directors in evaluating proposals relating to BB Seguridade's People Management Policy, Directors' Compensation Policy and Governance, Appointment and Succession Policy;
- II - giving an opinion in order to assist shareholders in the appointment of directors and Supervisory Board members on the fulfillment of the requirements and the absence of prohibitions for the respective elections, pursuant to Art. 10 of Law No. 13,303 of 2016;
- III - giving an opinion, in order to assist the members of the Board of Directors of BB Seguridade in the election of officers and members of the Advisory Committees to the Board itself, on the fulfillment of the requirements and the absence of prohibitions for the respective elections, pursuant to Art. 10 of Law 13.303 of 2016;
- IV - verifying the conformity of the evaluation process and the training given to the directors, the members of the advisory committees to the Board of Directors and the Supervisory Board members.
- V - assisting the Board of Directors in drawing up and monitoring the non-binding Succession Plan for directors; and
- VI - evaluating, prior to the Board of Directors' decision, the proposals for the directors' fixed and/or variable compensation.

§ 6 The operation of the People, Eligibility, Succession and Compensation Committee shall be regulated by internal regulations approved by the Board of Directors, observing that the Committee shall meet when called by the coordinator, whenever deemed necessary by any of its members or at the request of the Company's management.

§ 7 The position of member of the Committee referred to in the caput is not compensated.

§ 8 The members of the People, Eligibility, Succession and Compensation Committee shall be vested in their positions regardless of signing an instrument of investiture, as of the date of the respective election.

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§ 9 The members of the People, Eligibility, Succession and Compensation Committee shall have the necessary qualification and experience to independently assess the application of Law No. 13,303/16 and its regulatory Decree and BB Seguridade's Governance, Appointment and Succession Policy.

§ 10 The Committee shall give its opinion within a maximum term of 8 working days, from the receipt of a standardized form from the Public Administration entity responsible for the appointments, under penalty of tacit approval and liability of its members if any requirement is not met.

§ 11 The Committee's opinions shall be resolved by majority vote with registration in the minutes, which shall be drawn up as a summary of the occurred events, including appraisal remedies and protests, and contain a transcription only of the resolutions made.

§ 12 The members of the People, Eligibility, Succession and Compensation Committee shall also meet the requirements and prohibitions provided for in Article 11 of these Articles of Incorporation.

Art. 35 The Company shall have a permanent Risk and Capital Committee, with the prerogatives, attributions and duties provided for in the applicable rules and regulations, as well as in these Articles of Incorporation and its Internal Regulations.

§ 1 The Risk and Capital Committee shall be made up of three (3) permanent members, all of them independent, elected and dismissible by the Board of Directors, in compliance with the minimum conditions of eligibility and prohibitions to exercise the function provided for in the Governance, Appointment and Succession Policy and applicable rules, as well as those defined in these Articles of Incorporation and in its Internal Regulations, provided that:

- I - One (1) member shall be jointly appointed by the Director(s) representing the minority shareholders;
- II - One (1) member shall be appointed by Banco do Brasil S.A.; and
- III - One (1) member shall be appointed by the other members of the Board of Directors.

§ 2 The independence requirements of the member of the Risk and Capital Committee are those defined in Article 15 Paragraph 4 of these Articles of Incorporation.

§ 3 The members of the Risk and Capital Committee shall also meet the requirements and prohibitions provided for in Article 11 of these Articles of Incorporation.

§ 4 The Risk and Capital Committee members' terms of office will be non-coincident, with a term of three (3) years, with one re-election permitted. The members of the Risk and Capital Committee shall remain in office until their successors are elected.

§ 5 The members of the Risk and Capital Committee shall be invested in their positions regardless of the signature of the term of investiture, as of the date of the respective election.

§ 6 The compensation of the members of the Risk and Capital Committee shall be defined by the General Meeting, limited to the compensation received by the members of the Audit Committee.

§ 7 The role of Risk and Capital Committee member is not delegable.

§ 8 The Risk and Capital Committee's attributions are, besides others provided for in the applicable legislation and in its Internal Regulations:

- I - to advise the Board of Directors on the Company's risk and capital management; and
- II - to evaluate and inform to the Board of Directors on reports dealing with risk and capital management processes.

§ 9 A member of the Risk and Capital Committee who fails to attend, with or without justification, three consecutive meetings, except in the case of force majeure or acts of God and, at any time, by decision of the Board of Directors, shall lose his position.

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§ 10 BB Seguridade's Risk and Capital Committee is responsible for exercising its attributions and responsibilities with the controlled companies that adopt the single Risk Committee regime, pursuant to article 14 of Decree No. 8,945/2016.

Art. 36. Subject to the provisions of Article 11 of these Articles of Incorporation, the operation and impediments to the appointment of members of the Audit Committee, the Related Parties Committee, the Eligibility Committee and the Risks and Capital Committee, as well as the rules of composition, operation, requirements and impediments of the other Committees that may be incorporated within the scope of the Board of Directors shall be defined and approved by this body.

CHAPTER VIII - INTERNAL AUDIT

Art. 37. BB Seguridade shall have an Internal Audit linked to the Board of Directors and responsible for assessing the adequacy of internal control, the effectiveness of risk management and governance processes, and the reliability of the process of collection, measurement, classification, accumulation, recording and disclosure of events and transactions for the preparation of financial statements, also observing other competencies imposed by Law No. 13,303/16 and its respective regulatory Decree, and other applicable rules.

§ 1 Reports shall be sent, at least quarterly, to the Board of Directors, the Supervisory Board and the Audit Committee on the activities developed by the internal audit area.

§ 2 The holder of the Internal Audit shall be appointed from among active employees of Banco do Brasil S.A. or BB Seguridade Participações S.A., and appointed and dismissed by the Board of Directors, in compliance with the provisions of Article 22, item "m" of these Articles of Incorporation.

§ 3 The holder of the Internal Audit shall serve a three-year term of office, renewable for an equal period. At the end of the extension, the Board of Directors may, by reasoned decision, extend it for another 365 days.

§ 4 The appointment, designation, exoneration or dismissal of the holder of the Internal Audit shall be submitted by the Company's Chairman for approval by the Government Accountability Office (Controladoria Geral da União - CGU)., after its approval by the Board of Directors.

Paragraph 5 The holder of the Internal Audit who is removed from the position, including by request, may only return to the same position after an interval of three years.

CHAPTER IX - RISK MANAGEMENT AND INTERNAL CONTROLS

Art. 38. The Company shall have areas dedicated to risk management and internal controls, which shall have independence of action and link to the Company's Chief Executive Officer, and shall be conducted by himself/herself or by another statutory Officer.

§ 1 The areas responsible for risk management and internal controls have the following attributions, in addition to others provided for in Law No. 6,404/76, Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and regulations, to identify, analyze, evaluate, deal, communicate and monitor the risks to which the Company's business is subject, as well as to evaluate and monitor the effectiveness of internal controls and the state of corporate compliance, promoting the continuous improvement of the processes.

§ 2 The area responsible for the internal control process shall report directly to the Board of Directors in situations where there is suspicion of the involvement of a member of the Executive Board in irregularities or when a member fails to take the necessary measures in relation to the irregular situation reported to him/her.

CHAPTER X - SUPERVISORY BOARD

Art. 39. The Supervisory Board, with the prerogatives, attributions, and duties provided for in Law No. 6,404/76, Law No. 13,303/16 and its respective regulating Decree, other applicable rules and regulations, and in its Internal Regulations, shall operate on a permanent basis and shall be made up

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of three (3) permanent members and an equal number of alternate members, shareholders or not, elected by the General Meeting.

§ 1 In any event, one (1) permanent member of the Supervisory Board and his/her respective alternate member shall be appointed by the holders of minority common shares, pursuant to the Business Corporation Act, one (1) permanent member and his respective alternate shall be appointed by the State Minister of Finance, as representative of the National Treasury Department, pursuant to Art. 26 of Law No. 13,303/16, and one (1) permanent member of the Supervisory Board and his respective alternate member shall be appointed by Banco do Brasil S.A.

§ 2 Members of the Supervisory Board may be natural persons resident in Brazil, with an academic background compatible with the exercise of the function and who have held, for a minimum of three years, a management or advisory position in the public administration, as Supervisory Board member or company manager, also observing the provisions of Law No. 6,404/76, Law No. 13,303/16 and its respective regulating Decree, in other applicable rules and in BB Seguridade's Governance, Appointment and Succession Policy.

§ 3 In addition to the conditions established in Article 11 of these Articles of Incorporation, members of the management bodies and employees of the Company or a company controlled by it, as well as spouses or relatives to the third degree of any manager of the Controlling Shareholder, may not be elected to the Supervisory Board.

Paragraph 4 A former member of the Executive Board or of the Board of Directors may not be a member of the Supervisory Board, for a period of up to two (2) years after the end of the term of office or performance in which the limit of renewals referred to in the caput of articles 15 and 24 has been reached.

§ 5 The term of office for Supervisory Board members shall last two (2) years, with up to two consecutive renewals permitted. The members of the Supervisory Board shall remain in their positions until their successors are elected and take office.

§ 6 At the first meeting after the election, the members of the Supervisory Board:

- I. Elect its Chairman; and
- II. Sign the term of adherence to the Code of Ethics and Conduct and to the Company's Policies.

§ 7 The Supervisory Board members shall be vested in their positions regardless of the signature of the term of investiture, as of the date of the respective election by the General Meeting.

§ 8 The instrument of investiture mentioned in Paragraph 7 of this article shall contemplate subjection to the arbitration clause referred to in article 53 of these Articles of Incorporation, in accordance with the B3 Novo Mercado Regulation.

§ 9 The compensation of the Supervisory Board members, in addition to the mandatory reimbursement of travel and accommodation expenses necessary for the performance of the position, shall be ten percent (10%) of the average monthly compensation of the Officers.

§ 10 In case of temporary absence or waiver of any member of the Supervisory Board, he/she shall be replaced by the respective alternate member until the new member takes office.

§ 11 In the event of a holder vacancy in the Supervisory Board, a General Meeting shall be called with the purpose of electing a substitute and respective alternate member to exercise the vacant position until the end of the Supervisory Board's term of office.

§ 12 A member of the Supervisory Board who, in addition to the cases determined by law or other rules applicable to BB Seguridade's CF, fails to attend, without justification, three consecutive ordinary meetings or four alternate ordinary meetings during their term of office, shall lose their position.

§ 13 BB Seguridade's Supervisory Board is responsible for exercising its attributions and responsibilities with the controlled companies that adopt the single Supervisory Board regime, pursuant to article 14 of Decree No. 8,945/2016.

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Art. 40. The Supervisory Board shall meet, ordinarily, once a month and, extraordinarily, whenever necessary, when called by any of its members, with at least five (5) business days' in advance, and the agenda shall be included in the call. The meeting shall only be opened with the presence of the majority of its members.

§ 1 Regardless of call, the meetings of the Supervisory Board that have the presence of all its members shall be valid.

§ 2 The Supervisory Board meetings may be held by conference calls, video conferences or other means of communication, noting that the participation of its members through any of these mechanisms shall be considered as a personal presence at that meeting. In this case, the Supervisory Board members who participate remotely in the meeting shall express and formalize their votes or opinions by means of a letter or digitally certified email.

§ 3 Minutes shall be drawn up of the meeting, which shall be signed by all Directors present at the meeting, including participants via teleconference or videoconference, whose vote shall be considered valid for all legal purposes and incorporated into the minutes of that meeting.

Art. 41. The Supervisory Board shall be represented by at least one of its members at the General Meeting and shall respond to requests for information made by shareholders.

CHAPTER XI - FISCAL YEAR, PROFITS AND DIVIDENDS AND RESERVES

Art. 42. The fiscal year shall begin on January 1st and end on December 31st of each year, when the financial statements provided for in the applicable legislation shall be prepared.

Art. 43. After absorbing any accumulated losses and deducting the provision for payment of income tax and social contribution on profit, the income for the fiscal year shall be separated from the funds that, observing the limits and conditions required in the legislation and other applicable rules, shall be allocated as follows:

- a) five percent (5%) shall be applied, before any allocation, to the constitution of the legal reserve, which shall not exceed twenty percent (20%) of the share capital in which the balance of the legal reserve plus the amounts of the capital reserves exceeds thirty percent (30%) of the share capital, it shall not be mandatory to allocate part of the net income for the fiscal year for the constitution of the legal reserve;
- b) a portion, by proposal of the management bodies may be allocated to the formation of Contingencies Reserves, in the manner provided for in article 195 of the Business Corporation Act;
- c) the portion corresponding to at least twenty-five percent (25%) of the net profit adjusted with the deductions and additions provided for in article 202 of the Business Corporation Act, shall be distributed to the shareholders as mandatory dividend;
- d) in the fiscal year in which the amount of the mandatory dividend exceeds the realized portion of the profit for the fiscal year, the General Meeting may, by proposal of the management bodies, allocate the excess to the constitution of an Unrealized Profit Reserve, in compliance with the provisions in article 197 of the Business Corporation Act;
- e) a portion, by proposal of the management bodies, may be retained based on a previously approved capital budget, under the terms of article 196 of the Business Corporation Act;
- f) constitution after the previous allocations, the following Statutory Reserves may be set up:
 - i. Reserve for Equalization of Capital Compensation, with the purpose of guaranteeing resources for the payment of dividends, including interest on own capital or its anticipations, limited to 80% of the value of the share capital, and is formed with resources:
 - a) equivalent to up to 50% of the net profit for the fiscal year; and

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b) arising from the credit corresponding to the anticipations of dividends.

II. Reserve for Capital Reinforcement, with the purpose of guaranteeing the financial means for the company's operations, including for capital increases in the companies in which it participates as a shareholder and the acquisition of companies classified in Article 3 of these Articles of Incorporation, limited to 80% of the value of the share capital and formed with resources equivalent to up to 50% of the net profit for the fiscal year.

g) profits not allocated to the reserves described above shall be distributed as dividends, under the terms of Paragraph 6, article 202, of the Business Corporation Act.

§ 1 The General Meeting may assign to the Company's managers a share in the profits, pursuant to article 152, Paragraph 1, of the Business Corporation Act.

§ 2 The constitutions of the statutory reserves provided for in subitem "f" of this article shall be approved by the Board of Directors, with an opinion from the Supervisory Board, and resolved upon by the Ordinary General Meeting referred to in Art. 8 of these Articles of Incorporation, on which occasion the justifications for the percentages applied shall be presented.

Art. 44. The amounts of dividends and interest on own capital due to shareholders shall be subject to financial charges as provided for by law, as of the end of the fiscal year in which they are calculated until the actual collection or payment date, without prejudice to the incidence of default interest when such collection does not occur on the date set by law, at a meeting or resolution of the Board of Directors.

Art. 45. The Company may draw up semiannual, quarterly or shorter-term balance sheets, and may, based on them, by act of the Collegiate Executive Board, declare interim dividends or interest on own capital, in the form of a resolution of the General Meeting or of the Board of Directors, subject to the current legislation.

Sole paragraph. Interim and intermediate dividends and the interest on own capital provided for in this Article may be imputed to the minimum mandatory dividend, in accordance with the law.

Art. 46. Declared dividends and interest on own capital shall revert to the Company if not claimed within three (3) years after the date on which they are made available to shareholders.

CHAPTER XII - DISPOSAL OF SHARE CONTROL, WITHDRAWAL FROM THE NOVO MERCADO AND CORPORATE REORGANIZATION

Art. 47. For purposes of these Articles of Incorporation and, especially, in this Chapter, capitalized terms shall have the same meaning attributed to them in B3's Novo Mercado Regulation.

Art. 48. The direct or indirect disposal of control of the Company, whether in a single transaction or in successive transactions, shall be contracted under the condition that the acquirer of control undertakes to hold a public offering for the acquisition of shares with the purpose of acquiring shares held by the other shareholders, observing the conditions and terms provided for in the legislation and in the regulations in force and in the Novo Mercado Regulation, so as to ensure them equal treatment with that accorded to the other disposing member.

Art. 49. Subject to the provisions of the Novo Mercado Regulation and in the legislation and regulations in force, BB Seguridade's withdrawal from the Novo Mercado may occur:

- I - voluntarily, as a result of the Company's decision;
- II - compulsorily, as a result of non-compliance with the obligations of the Novo Mercado Regulation; or
- III - as a result of cancellation of the BB Seguridade's publicly-held company registration or of the conversion of the registration category in the Securities and Exchange Commission ("CVM")

§ 1 BB Seguridade's withdrawal from the Novo Mercado shall only be granted by B3 if preceded by a public offering for the acquisition of the shares that complies with the procedures provided for in

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the regulation issued by the Securities and Exchange Commission (CVM) and the provisions of the Novo Mercado Regulation.

§ 2 BB Seguridade's voluntary withdrawal from the Novo Mercado may occur regardless of the public offering mentioned in Paragraph 1 of this article, in the event of a waiver approved by the General Meeting.

Art. 50. In the event of a corporate reorganization that involves the transfer of BB Seguridade's shareholder base, the resulting companies shall apply for admission to the Novo Mercado within one hundred and twenty (120) days from the date of the General Meeting that approved the reorganization.

Sole paragraph. If the reorganization involves resulting companies that do not intend to apply for admission to the Novo Mercado, the majority of the holders of the company's outstanding shares present at the General Meeting shall consent to this structure.

CHAPTER XIII - MARKET RELATIONS

Art. 51. The Company:

- I - shall send to the stock exchange on which its shares are most traded, in addition to other documents it is required to send by law:
 - a) the annual calendar of corporate events;
 - b) programs for options to acquire shares or other securities issued by the Company, intended for its employees and managers, if any; and
 - c) the documents made available to the shareholders for resolution at the General Meeting;
- II - it shall disclose, on its Internet page, among others, the information:
 - a) referred to in Chapter XI of these Articles of Incorporation;
 - b) provided to the stock exchange in the form of item I of this Article;
- III - it shall adopt measures aiming at shareholding dispersion in the distribution of new shares, such as:
 - a) guaranteed access to all interested investors; or
 - b) distribution, to individuals or non-institutional investors, of at least ten percent (10%) of the total to be distributed.

CHAPTER XIV - LIQUIDATION

Art. 52. The Company shall be liquidated in the cases provided for by law, and the General Meeting shall be the competent body to determine the form of liquidation and appoint the liquidator and the Supervisory Board that shall operate during the liquidation period.

CHAPTER XV - ARBITRATION COURT

Art. 53. The Company, its shareholders, managers, members of the Supervisory Board, permanent members and alternates, if any, undertake to resolve, through arbitration, before the Market Arbitration Chamber, in accordance with its regulations, any dispute that may arise among them, related to or arising from their condition as issuer, shareholders, managers, and members of the Supervisory Board, in particular, arising from the provisions contained in Law No. 6,385/76, Law No. 6,404, in the Company's articles of incorporation, in the rules issued by the National Monetary Council, the Central Bank of Brazil and the Securities and Exchange Commission, as well as in the other rules applicable to the operation of the capital market in general, in addition to those contained in the Novo Mercado Listing Regulation, the other regulations of B3 and the Participation Contract in Novo Mercado.

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Sole paragraph. Also excluded from the provisions of the *caput* are disputes or controversies involving unavailable rights.

CHAPTER XVI - OFFICIAL PUBLICATIONS

Art. 54. The Executive Board shall publish regulations governing the procedure adopted by the Company for holding biddings and hiring services.

Sole paragraph. Upon resolution of the Board of Directors, the Company may adopt the Bidding and Contracts Regulation of Banco do Brasil S.A., observing the provisions of Law No. 13,303/16 and the best business practices for preferential hiring of companies in which it participates.

CHAPTER XVII - SPECIAL PROVISIONS

Art. 55. The Company may share costs, structures, policies and disclosure mechanisms with Banco do Brasil S.A. for the performance of services required for the exercise of its operational activities and for compliance with Law 13,303/16 and its respective regulatory Decree.

2026.

Brasília (DF), ~~April 29th, 2025~~April 30,