

Management Proposals

BB Seguridade Participações S.A.

Annual and Extraordinary General Meeting of 04.29.2025



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 attend the Annual and Extraordinary General Meeting ("Meeting" or "AEGM") to be held at 3:00 p.m. on April 29th, 2025, exclusively digitally, at the Company's headquarters, located at SAUN, Quadra 5, Lote B - Ed. Banco do Brasil, 3º andar, Torre Sul, Brasília (DF), to deal with the following agenda:

Annual General Meeting

- I- take the management accounts, examine, discuss and vote on the financial statements, opinions of the Supervisory Board and the independent auditors, and take note of the Management Report, related to the fiscal year ended on 12.31.2024;
- II- resolve on the allocation of the net profit for the fiscal year 2024 and the distribution of dividends;
- III- set the overall annual amount of the compensation of 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- set the compensation of the members of the Company's Board of Directors;
- V- set the compensation of the members of the Company's Supervisory Board;
- VI- set the compensation of the members of the Company's Audit Committee;
- VII- set the compensation of the members of the Company's Risk and Capital Committee;
- VIII- set the compensation of the independent member of the Related-Party Transactions Committee; and
- IX- elect the members of the Board of Directors.

Extraordinary General Meeting

- I- resolve on the proposed amendment to the Articles of Incorporation of BB Seguridade.

The Meeting herein called shall be held exclusively digitally, through an electronic system made available by BB Seguridade to its shareholders so that they may monitor and vote remotely in the Meetings, without prejudice to the use of the remote voting forms as a means to exercise the right to vote, as provided in Law 6.404/76, Art. 124, § 2°-A, and by CVM Resolution No. 81/2022, Art. 5, § 2°, item "I".

The Company opted to hold the Meeting exclusively digitally, with a view to facilitate shareholders' attendance, increasing inclusion and representativeness. Savings in travel and accommodation costs were taken into account, as well as a reduction in the use of paper and other physical resources, contributing to more sustainable practices.

In compliance with Art. 5 of CVM Resolution 81/2022, pursuant to Art. 141 of Law 6.404/1976, combined with Art. 3 of CVM Resolution 70/2022, shareholders representing at least two percent (2%) of the voting capital of common shares may request the adoption of the multiple voting process up to forty-eight (48) hours before the Meeting, i.e. up to 3 p.m. on 04/27/2025.

To participate of and resolve in the General Meeting, shareholders shall observe the following guidelines, which are provided in detail in BB Seguridade Participações S.A.'s Shareholder Participation Manual:

- a) Participation via the electronic system shall take place through prior registration by the end of 04.27.2025, in accordance with CVM Resolution 81/2022, Article 6, § 3.
- b) Prior accreditation shall be carried out on the digital platform Ten Meetings via the following link: <https://assembleia.ten.com.br/087271141>. The Company will send a reply containing the guidelines for sending the documents directly via the electronic system and for remote participation in the Meeting.
- c) The documents required for the identification of Shareholders are:
 - i. **Shareholder** - identity document. The following identification documents will be accepted, provided they have a photo: ID Card or Identity Card, National Foreigner Registration - RNE, National Driver's License - CNH, Passport or Professional ID Card issued by the liberal professional councils or similar entities.
 - ii. **Proxy** - shareholders shall legally authorize a representative to vote, according to their voting intentions, according to the power of attorney template provided in BB

Seguridade's Shareholder Participation Manual, whose regularity will be previously examined.

- d) access to the Meetings shall be restricted to shareholders, their representatives or proxies who have accredited within the period established in this Call Notice.
- e) the submission of remote voting forms through B3 - Brasil, Bolsa, Balcão S.A. waives the need for prior accreditation. To participate in the remote voting modality, the filling out and sending of the form shall be carried out until 04.25.2025 (including): i) to the custody agents that 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 iii) directly to the Company. For additional information, follow the rules provided in CVM Resolution No. 81/2022 and the procedures described in the remote voting form.
- f) For the Meeting herein called, authentication of the documents that accompany the remote voting form will not be required, only the sending of a color copy of the originals of the representation documents of the Shareholder by electronic means.
- g) As for powers of attorney, notarization will be required for powers of attorney granted by shareholders to their representatives or proxies. In the case of powers of attorney granted via electronic means by shareholders to their representatives or proxies, they shall use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brasil.
- h) The documentation relating to the proposals to be considered is available on the investor relations website (<http://www.bbseguridaderi.com.br>) and the Securities and Exchange Commission of Brazil website (www.cvm.gov.br) on the world wide web.
- i) Any additional clarifications, including information on the access and use of the electronic system provided by the Company to its Shareholders for them to follow and vote at the Meeting, may be obtained in BB Seguridade's Shareholder Participation Manual, available on the Investor Relations website (<http://www.bbseguridaderi.com.br>), or requested through the email address assemblies.seg@bbseg.com.br.

Brasília (DF), March 28th, 2025.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annual General Meeting

OFFICERS' COMMENTS

Fiscal year ended on 12.31.2024

In accordance with Article 10, item III, of CVM

Resolution No. 81/2022

(Item 2 of the Reference Form)

2 OFFICERS' COMMENTS

2.1. Officers shall comment on:

(a) general financial and equity conditions

2024

At the end of December 31st, 2024, BB Seguridade recorded a balance of R\$ 21.6 billion in total assets, an expansion of 18.3% compared to 2023. The assets consisted mainly of equity investments (40.8%) and cash and cash equivalents (36.0%).

The net profit reached R\$ 8.7 billion in the year, 9.5% higher than that reported for the previous year.

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

Shareholders' equity reached R\$ 9.7 billion in the year, down 1.2% on the balance recorded in 2023 and representing 44.9% of the company's capital structure, compared to 53.7% in 2023.

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

R\$ thousand, except percentages	2023	%Total	2024	%Total
Assets	18,272,622	100.0%	21,615,587	100.0%
Cash and cash equivalents	4,752,742	26.0%	7,789,875	36.0%
Financial instruments	1,607,391	8.8%	1,787,794	8.3%
Equity investments	9,331,907	51.1%	8,826,456	40.8%
Current tax assets	143,551	0.8%	153,386	0.7%
Deferred tax assets	13,244	0.1%	28,951	0.1%
Other assets	2,423,787	13.3%	3,029,125	14.0%
Liabilities	8,456,140	46.3%	11,920,166	55.1%
Labor, tax and civil provisions	29,999	0.2%	50,429	0.2%
Dividends payable	2,455,309	13.4%	4,411,346	20.4%
Current tax liabilities	950,663	5.2%	1,117,805	5.2%
Deferred tax liabilities	228,565	1.3%	228,565	1.1%
Other liabilities	4,791,604	26.2%	6,112,021	28.3%

Shareholders' equity	9,816,482	53.7%	9,695,421	44.9%
Liabilities and shareholders' equity	18,272,622	100.0%	21,615,587	100.0%

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

Indexes	2023	2024
Indebtedness ¹	0.86	1.23
Overall Liquidity ²	1.06	1.07

¹Liabilities divided by shareholders' equity.

²Total assets less equity investments divided by total liabilities.

The increase of 0.37 p.p. in the debt ratio in 2024 is explained by the increase in the balance of liabilities payable, considering: (i) an increase in the volume of dividends payable, due to the higher percentage of profit allocated to shareholders in the second half of the year (2H24: 97.2% | 2H23: 58.1%); and (ii) an increase in the balance of commissions to be appropriated, recorded in the "others" line, reflecting commercial performance in insurance.

The general liquidity index, which shows the company's ability to honor its commitments, was 0.01 p.p. higher than that reported at the end of 2023. The increase in the index is attributed to the increase in the balance of cash and cash equivalents, with a greater flow of dividends paid by the investees, and commissions receivable by BB Corretora, originating from the sales of insurance products. These effects were partially offset by the evolution of the main lines of the company's consolidated liabilities (dividends payable and commissions receivable from BB Corretora), as mentioned above.

(b) capital structure

At the end of 2024, the Company's liabilities consisted mainly of dividends payable and unearned commissions, the latter accounted for in other liabilities, related to the deferral of brokerage revenues by BB Corretora.

In the following table, we present the composition of the Company's capital structure:

R\$ thousand, except percentages	2023	%Total	2024	%Total
Liabilities	8,456,140	46.3%	11,920,166	55.1%
Shareholders' equity	9,816,482	53.7%	9,965,421	44.9%

Liabilities and shareholders' equity	18,272,622	100.0%	21,615,587	100.0%
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(c) ability to pay in relation to the financial commitments assumed

Throughout 2024, the Company honored its financial commitments, mostly with dividends received from its subsidiaries BB Seguros and BB Corretora. If necessary, the Company may resort to third-party funds, which shall be honored with funds provided by its companies and investees.

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

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

The Company does not have any loans, financing or credit lines contracted. On December 31st, 2024, the Company's liabilities consisted mainly of dividends payable and unearned commissions. Investments in non-current assets were made through the share capital paid in by Banco do Brasil, in the constitution of BB Seguridade, and with dividends received from the investees.

(e) funding sources for working capital and for investments in non-current assets that you intend to use to cover liquidity deficiencies

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

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

I. relevant loan and financing contracts

At the end of 2024, the Company did not have any loan and/or financing contracts.

II. other long-term relationships with financial institutions

At the end of 2024, the Company had no other long-term relationships with financial institutions, in addition to those of a corporate and commercial nature, with Banco do Brasil S.A., its controlling shareholder.

III. degree of subordination between debts

As indicated in item "i" above, at the end of 2024, the Company did not have any loan and financing contracts. In compliance with Annual Circular Letter 2025 CVM/SEP, item 10.2.2, below is the total assets financed by own resources and the liabilities payable by the company in order of subordination:

R\$ thousand	2023	2024
Assets financed by own resources	9,816,482	9,695,421
% of total assets	53.7%	44.9%
Liabilities by order of subordination	8,352,693	11,827,385
Labor, tax and civil provisions	29,999	50,429
Current and deferred tax liability	1,179,228	1,346,370
Dividends and bonuses payable	2,455,309	4,411,346
Commissions to be appropriated (BB Corretora)	4,688,157	6,019,240

IV. any restrictions imposed on the issuer, particularly in relation to the limits of indebtedness limits and contracting of new debts, the distribution of dividends, the sale of assets, the issuance of new securities and the sale of controlling interest, as well as whether the issuer is complying with these restrictions

There are no restrictions imposed on BB Seguridade in relation to the limits of indebtedness and contracting of new debts, the distribution of dividends, the sale of assets, the issuance of new securities and the sale of controlling interest, in addition to those provided for by law.

(g) limits of contracted financing and already used percentages

On December 31st, 2024, the Company had not contracted any loan, financing or credit line.

(h) significant changes to result and cash flow statement items

The consolidated financial statements for the fiscal year 2024 were prepared in accordance with the *International Financial Reporting Standards* (IFRS) issued by the *International Accounting Standards Board* (IASB) and with the accounting practices adopted in Brazil.

As it is a holding company, BB Seguridade's transactions are basically due to equity investments, in addition to expenses necessary to support the operation. Additionally, BB Seguridade's consolidated statements include BB Corretora and BB Seguros, companies controlled by the Company at the end of 2024.

Income statement

In 2024, BB Seguridade achieved a net profit of R\$ 8.7 billion, an increase of 9.5% compared to the previous year. The performance is largely explained by the increase in revenue from equity investments, as well as the increase in net commission revenues and the financial result.

The details of variations in result statements are shown in item 2.2 of this Reference Form, which presents an analysis of the Result Statement for the fiscal year 2024.

Cashflow

In 2024, cash generated by operating activities grew by 14.2% to R\$ 4.2 billion. The growth is mainly due to greater cash generation in BB Corretora's operation, due to an increase in sales volume, particularly of credit life insurance.

Cash generated by investing activities totaled R\$ 5.2 billion, 102% more than in the previous year, due to a higher volume of dividends received. It should be noted that, in 2023, part of the cash and cash equivalents was allocated to investments in financial assets at fair value through income, a fact that was not repeated in 2024.

Financing activities consumed R\$ 6.4 billion of cash, 16.2% less than in 2023, due to a lower volume of dividends paid, partially offset by an increase in the volume of share buyback operations.

2.2. Officers shall comment:

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

I. description of any major components of the revenue

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

II. factors that materially affected the operating results

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

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

BB Seguridade's Accounting Income Statement – Vision 2024 vs. 2023

R\$ thousand	2023	2024	% Var. 2024/2023
Operating revenues	9,314,860	10,180,016	9.3%
Net commission revenue	4,424,402	4,868,052	10.0%
Revenue from equity investments	4,890,458	5,311,964	8.6%
Life, home and rural insurance	2,899,970	3,295,563	13.6%
Pension Plan	1,789,794	1,801,907	0.7%
Capitalization	179,162	187,464	4.6%
Dental insurance	18,213	19,594	7.6%
Ciclic	3,319	7,436	124.1%
Costs of services provided	(188,792)	(172,198)	(8.8%)
Other revenues and expenses	(220,301)	(250,551)	13.7%
Personnel expenses	(86,122)	(89,665)	4.1%
Administrative expenses	(88,554)	(107,498)	21.4%
Tax expenses	(35,684)	(34,373)	(3.7%)
Other operating revenues	16,226	20,350	25.4%
Other operating expenses	(26,167)	(39,365)	50.4
Financial income	587,545	653,722	11.3%
Financial revenues	670,933	696,360	3.8%
Financial expenses	(83,388)	(42,638)	(48.9%)
Profit before taxes	9,493,312	10,410,989	9.7%

Taxes	(1,546,109)	(1,707,636)	10.4%
Net profit	7,947,203	8,703,353	9.5%

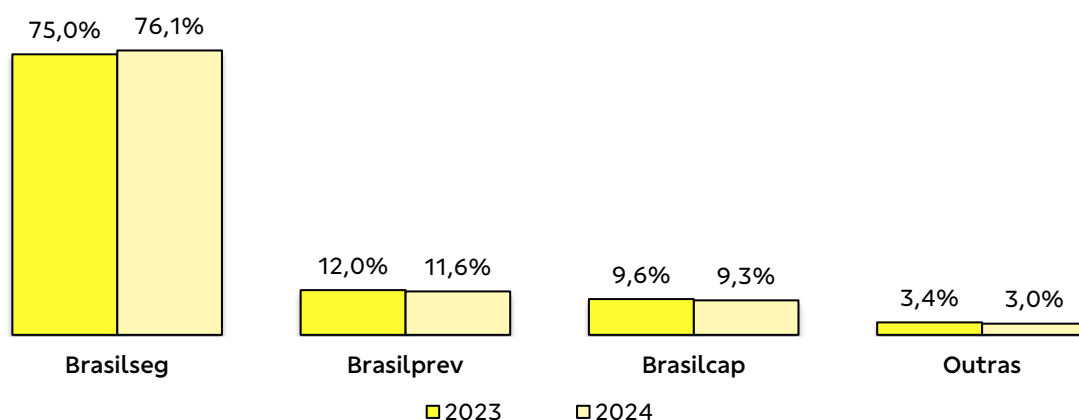
The variations in the lines that make up the result statement are evidenced below:

Commission Revenues

Net commission revenues grew by 10.0% in 2024. This performance is explained by the good commercial performance, especially in credit life insurance (+7.9%), rural producer life (+21.2%) and rural pledge (+28.1%), as well as by the recognition of deferred revenue relating to sales made in past periods, especially credit life insurance, which has a longer average policy term.

The pension plan segment's contribution to commission revenues grew by 7.0%, faster than the growth in contributions (+2.8%), due to sales dynamics more concentrated on products with a higher commission percentage. Brokerage revenue from the capitalization segment rose by 5.9%, driven mainly by higher collections (+4.2%).

The following chart shows the share of each business segment in gross commission revenues in 2023 and 2024:



Revenue from Equity Investments

Revenue from equity investments totaled R\$ 5.3 billion in 2024, 8.6% higher than that reported in 2023.

The year's performance is attributable to the increase in results from insurance (+13.6%), pension plan (+0.7%) and capitalization (+4.6%) operations.

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

a. Insurance: Revenue from investments from the insurance segment amounted to R\$ 3.3 billion in 2024, 13.6% higher than the previous year, driven by the improvement in the insurance margin, attributed to the higher recognition of premiums and a reduction in claims, especially in rural, life and home insurance. Part of these effects was offset by the increase in the claims rate for credit life insurance during the year.

Financial income was 9.7% lower than that reported in 2023, largely due to the lower average Selic rate.

b. Pension Plans: Revenue from investments from the pension plans segment reached R\$1.8 billion in 2024, a growth of 0.7% in the year, with the evolution of the insurance margin sustained by the greater volume of release of the contractual services margin (CSM) of the PGBL and VGBL plans, mainly reflecting the increase in management fee revenue, a consequence of the expansion of the reserves of these plans. Also contributing to the evolution of the insurance margin was the reduction in the loss component relating to traditional plans, as a result of the higher volume of withdrawals (redemptions and migrations) than estimated, explained mainly by the coming into force, in January 2024, of the changes brought in by Susep Circular Letter No. 678/2022 in the treatment of the survival of participants in these plans to the contracted deferral period.

The financial income was down 43.2% in the year, due to the rise in the cost of liabilities (IGP-M with a 1-month lag 2024: +6.3% vs. 2023: -3.5%) and the negative mark-to-market result of financial assets held for trading, due to the opening of the interest rate forward structure, in the amount of R\$ 439.5 million, while in 2023 the mark-to-market was positive at R\$ 334.1 million.

c. Capitalization: Revenue from investments from the capitalization segment reached R\$ 187.5 million in 2024, 4.6% higher than in 2023. The performance was sustained by the increase in the financial income (+5.2%), with a drop in the cost of liabilities mainly reflecting the reduction of the Reference Rate (TR), and by the lower effective tax rate (-1.8 p.p.), resulting from the favorable decision in a class action lawsuit related to the collection of CSLL, which positively impacted 2Q24 by R\$ 11.3 million.

Revenue from capitalization bonds grew by 4.2%, a dynamic attributed to the higher average ticket for these bonds. On the other hand, the average loading quota fell by 0.5 p.p., due to the greater concentration of collections in single-payment bonds with shorter maturities (12 and 24 months) in the total collections, as these products have a lower quota

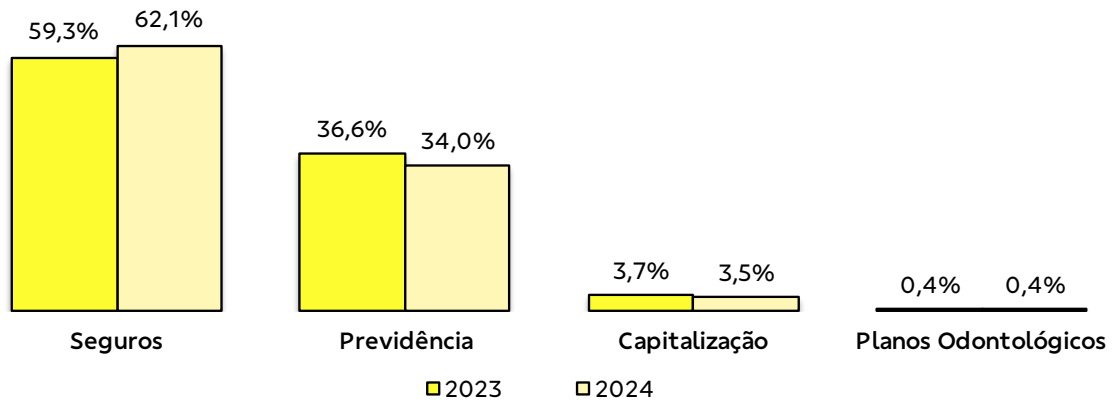
compared to the longer products (36 and 48 months), which had a greater share in the 2023 flow.

d. Dental Insurance:

In the dental insurance segment, operated by Brasildental, due to operational issues, as of January/2023 accounting entries are made with a one-month lag.

Up until November, the net profit reached R\$ 23.5 million, 3.3% less than in the same period in 2023, a drop in both the financial income and the insurance margin.

The following charts demonstrate the share of each business segment in the composition of the Revenues from Equity Investments in 2023 and 2024:



Costs of services provided

The cost of services recorded a drop of 8.8% compared to 2023, largely explained by the lower administrative cost of products (-12.7%), due to (i) the reduction in the number of products sold; and (ii) the greater concentration of sales in products with a lower average cost of reimbursement to Banco do Brasil, in addition to the drop in operating support expenses (-14.9%).

Other revenues and expenses

Personnel expenses totaled R\$ 89.7 million in 2024, an increase of 4.1% compared to 2023, mainly due to the collective bargaining agreement.

Administrative and sales expenses totaled R\$ 107.5 million in the year, an increase of 21.4% over 2023, largely explained by the higher volume of incentivized donations, sales

expenses, data processing and digital communication. On the other hand, part of these increases were offset by a drop in spending on promotions and public relations.

Tax expenses amounted to R\$ 34.4 million, 3.7% lower than reported in 2023, with a reduction in the volume of PIS and COFINS levied on financial revenues.

Other operating revenues rose 25.4%, with a higher volume of reversals of labor, tax and civil provisions.

Other operating expenses grew by 50.4%, due to a higher provision for contingencies, to deal with new demands, and due to the reclassification of the probability of loss of existing lawsuits.

Financial Income

Financial income totaled R\$ 653.7 million in 2024, 11.3% higher than that reported in 2023, as a result of the expansion of the average balance of financial investments and a reduction in the volume of financial expenses related to the monetary restatement of dividends in the comparison.

Market share

R\$ billion	2023	2024	Var. % 2024/2023
Total BB Seguridade	80.9	83.1	2.8%
Market share ¹	28.4%	25.6%	(2.7 p.p.)
Total market ¹	285.1	324.0	13.6%
Total market (Former BB Seguridade)	204.3	240.9	17.9%

Source: Susep

¹Considers only the segments operated by the investees of BB Seguridade.

According to data published by SUSEP (Superintendence of Private Insurance), the total of insurance premiums issued, contributions to pension plans and capitalization bonds collected by BB Seguridade's investees totaled R\$ 83.1 billion in 2024, an amount 2.8% higher than that achieved in 2023. The performance was driven by the increase observed in the volume of pension plans contributions and, to a lesser extent, by the increase in insurance premiums issued and collection of capitalization bonds. In the year, the company achieved a market share of 25.6% (-2.7 p.p. vs. 2023).

Extraordinary events

There were no extraordinary events in 2024.

(b) relevant variations in revenue attributable to the introduction of new products and services, changes in volumes and modifications in prices, exchange rates and inflation

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

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

All relevant information on operating and financial result is described in item (a), ii.

2.3. Officers shall comment:

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

Insurance contracts are recognized, measured and disclosed in accordance with the criteria defined in CPC 50 [IFRS 17] - Insurance Contracts. Although the standard has not yet been accepted by SUSEP and ANS, BB Seguridade's respective operating investees that sell insurance contracts within the scope of the aforementioned standard have prepared their financial statements in accordance with the new standard, in order to comply with the accounting standards applicable to BB Seguridade.

In this sense, at the initial moment of adoption, in January 2023, the impacts on the shareholders' equity and equity investments were reflected in BB Seguridade's financial statements and, subsequently, the subsequent impacts through the equity method.

Despite the initial adoption of the accounting standards by the operating investees that sell insurance contracts, in which the accounting effects occur through the harmonization of accounting practices, the insurance companies and health plan operators are not yet adopting the standard and thus there are no impacts for the purposes of regulatory requirements determined by SUSEP and ANS.

Likewise, given that the regulatory and corporate rules for insurance companies and health plan operators were not affected by CPC 50, there were no impacts on the distribution of dividends or on the capital management of these companies resulting from the harmonization of their accounting practices with those of BB Seguridade and BB Seguros.

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

There are no caveats or emphases in the audit reports for the fiscal year 2024.

2.4. Officers shall comment on the relevant effects that the events below have caused or are expected to cause on the issuer's financial statements and results:

(a) introduction or sale of operating segment

There was no introduction or sale of an operating segment.

(b) constitution, acquisition or sale of equity

Broto S.A.

Broto is a company set up to conduct the business of the digital platform, based on the Investment Agreement signed between the insurance company Brasilseg, Banco do Brasil and BB Corretora, with the intervention and consent of MAPFRE Brasil Participações, BB Seguros and Aliança do Brasil Seguros.

The share capital of Broto, a company controlled by Brasilseg, is distributed as follows:

Shareholders	Interest (%)		
	ON (Common) Shares	PN (Preferred) Shares	Total Capital
Banco do Brasil	--	100	50
Brasilseg	100	--	50

As provided for in the corporate documents, Brasilseg maintains access to the Broto digital platform for the sale of its insurance products, which is exclusively intermediated by BB Corretora, a company controlled by BB Seguridade.

Following the implementation of the Suspensive Conditions described in the Investment Agreement, related to obtaining the relevant regulatory and legal approvals, the operation was carried out on January 4, 2023, the date considered to be the closing date of the partnership and from which the following acts were carried out:

- a. formalization of the Shareholders' Agreement and the Operating Agreements for the sale of products at Broto, one of which was signed between Broto and Banco do Brasil, for the distribution of banking and financial products, and the other between Broto, Brasilseg, ABS and BB Corretora, for the distribution of insurance products; and
- b. holding of the general meeting for the incorporation of Broto, signing the respective minutes and the respective share subscription forms; resolution regarding the Articles of Incorporation; subscription and paying up the share capital; and election of its Executive Board.

The corporate documents provide for a call option for Banco do Brasil - not yet exercised - granted by Brasilseg, on all shares that it holds in Broto, exercisable upon payment of the total amount contributed by the Insurer in Broto, adjusted by the CDI accumulated in the period, within a period of up to 12 months as of the signing date of the Shareholders' Agreement, extendable for an equal period. By formalizing the 2nd Extension Agreement signed by the parties on January 2nd, 2025, the deadline for exercising the call option was extended to January 4th, 2026.

On August 1st, 2024, Broto's General Meeting approved an increase in the company's share capital in the amount of R\$ 15,000,000.00, divided into 15,000,000 registered shares with no par value, at an issue price of R\$ 1.00 per share, of which 7,500,000 common shares and 7,500,000 preferred shares without voting rights, with the advantages and characteristics described in the Articles of Incorporation. The capital was fully subscribed on that date and paid in by the shareholders Banco do Brasil and Brasilseg, within the established period of up to 10 calendar days of the date of the Meeting, in proportion to their original interests in the share capital. In view of the transaction between Broto's partners, the capital increase did not involve resources from BB Seguridade or BB Seguros.

Broto's share capital, after paid in, is now R\$ 77,400,000.00, represented by 77,400,000 registered shares with no par value, of which 38,700,000 common shares and 38,700,000 preferred shares with no voting rights, distributed among the shareholders where both Banco do Brasil's and Brasilseg's interest remained 50%.

(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 non-accounting measurements on this form, such as EBITDA (earnings before interest, taxes, depreciation and amortization) or EBIT (earnings before interest and income tax), the issuer must:

(a) inform the value of the non-accounting measurements

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

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

Not applicable.

(c) explain the reason why it understands that such measurement is the most appropriate for the correct understanding of its financial condition and the result of its operations

Not applicable.

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

There were no subsequent events in the 2024 financial year.

2.7. Officers shall comment on the allocation of corporate results, indicating:

(a) rules on profits retention

According to the provisions in Article 41 of the Company's Articles of Incorporation, approved on April 29th, 2022, and according to Article 202 of Law No. 6.404, of December 15th, 1976, as amended (Stock Corporations Act), it shall be deduced from the income for the fiscal year, before any shareholding, the accrued losses, if any, and the provision for income tax and social contribution on the net income. The net profits determined shall be allocated successively and in this order: (i) 5% shall be applied to the legal reserve, which shall not exceed 20% of the share capital, and in the fiscal year in which the balance of the legal reserve plus the amounts of the capital reserves exceeds 30% of the share capital, it will not be mandatory to allocate part of the net income for the year to the legal reserve; (ii) a portion, by proposal of the administrative bodies, may be allocated to the formation of reserves for contingencies, as provided in article 195 of the Stock Corporations Act; (iii) the portion corresponding to at least 25% of the net profit adjusted with the deductions and additions set forth in article 202 of the Stock Corporations Act, shall be distributed to the shareholders as mandatory dividend; (iv) the excess amount of the mandatory dividend that exceeds the realized portion of the profit for the fiscal year may, upon proposal of the management bodies, be allocated to the creation of an Unrealized Profit Reserve; (v) 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 Stock Corporations Act; (vi) after the previous allocations, the following may be set up: Reserve for Equalization of Capital Compensation and Reserve for Capital Reinforcement. The first one has the purpose of guaranteeing funds for the payment of dividends, including interest on equity or its advance payments, limited to 80% of the value of the share capital, and is formed with

funds equivalent to up to 50% of the net income for the fiscal year, and resulting from the credit corresponding to the advance payments of dividends. And the second has the purpose of guaranteeing financial means for the operation of the company, including for increasing the capital of the companies in which it participates as a shareholder and the acquisition of companies classified under Art. 3 of the Articles of Incorporation, limited to 80% of the value of the share capital and made up by funds equivalent to up to 50% of the net income for the fiscal year; (vii) the profits not allocated to the reserves described above shall be distributed as dividends, pursuant to § 6 of Art. 202, of the Stock Corporations Act.

In 2024, an amount of R\$ 1,592.4 million was earmarked for the profit reserves, corresponding to 18,3% of the net profit for the fiscal year, broken down as follows:

- Legal reserve: R\$ 435,2 million
- Reserve for Equalization of Capital Compensation: R\$ 1,157.2 million

In 2023, an amount of R\$ 2,917.8 million was earmarked for the profit reserves, corresponding to 36.7% of the net profit for the fiscal year, broken down as follows:

- Legal reserve: R\$ 397,4 million
- Reserve for Equalization of Capital Compensation: R\$ 2,520.4 million

(b) rules on distribution of dividends

As provided by the Company's Articles of Incorporation and article 202 of the Stock Corporations Act, the amount determined as the Company's net profit shall be reduced or increased in the following order: (i) amount allocated to setting up the legal reserve; and (ii) amount allocated to the formation of reserve for contingencies and reversal of the same reserve formed in previous years. From the remaining value, the portion corresponding to, at least, 25% of the net profit adjusted with the deductions or additions provided, shall be distributed to the shareholders as mandatory dividend.

As provided by the Company's Articles of Incorporation, if there is remaining balance after the said mandatory distribution of dividends, it shall be allocated to the retention reserves of the Company as provided in the topic Rules on Profits Retention of this item 2.7 (a), after such retention, if there is a remaining balance, it shall be distributed as dividends to the shareholders.

(c) frequency of distribution of dividends

Pursuant to Article 43 of its Articles of Incorporation, the Company may draw up half-yearly, quarterly or shorter-term balance sheets, and may, based on them, by act of the Collegiate Board of Directors, 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.

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

Unless otherwise provided in the Stock Corporations Act, there are no restrictions on the distribution of dividends by the Company.

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

The company has a dividend payment policy formally approved by the Board of Directors on May 27th, 2022, available at <https://www.bbseguridaderi.com.br>.

2.8. Officers shall describe the relevant items not shown in the issuer's financial statements, indicating:

(a) assets and liabilities held by the issuer, directly or indirectly, that do not appear on its balance sheet (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 related liabilities**

Not applicable.

- II. contracts for 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 evidenced in the financial statements

On the date of this Reference Form, the Company did not have assets or liabilities not evidenced in the balance sheet.

2.9. In relation to each of the items not evidenced in the financial statements indicated in item 2.8, the officers shall comment:**(a) how such items change or are likely to change the revenues, expenses, operating results, financial expenses or other items of the issuer's financial statements**

Not applicable.

(b) nature and purpose of the operation

Not applicable.

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

Not applicable.

2.10. Officers shall 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 investments in progress and planned investments**

Not applicable, considering that the Company does not have any investments in progress or planned already disclosed.

It is worth noting that BB Seguridade is constantly considering alternatives to expand its operations in its focus markets (insurance, pension plans, capitalization and distribution of insurance products). If opportunities arise, they shall be rigorously evaluated, considering the attractiveness and risks involved, especially in terms of the business under evaluation and market conditions.

II. sources of investment financing

If the Company decides to make investments, its strong cash generation allows it to finance them with its own capital. Depending on the size of the investment and market conditions, the Company could also use third party funds.

III. relevant divestments in progress and planned divestments

The Company constantly evaluates its investment portfolio in terms of profitability, adherence to its strategy and efficient allocation of capital, and, at the moment, there is no relevant divestment plan in progress or planned.

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

The Company did not acquire plants, equipment, patents or other assets that would materially influence its production capacity.

(c) new products and services, indicating:**I. description of the ongoing research already published**

Not applicable, considering that the Company does not have any research in progress that has already been published.

II. total amounts spent by the issuer on research for the development of new products or services

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

III. projects in development already published

Not applicable, as the Company does not have any projects under development that have already been 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 (Environmental, Social, Governance) issues

With regard to indicators related to ESG aspects, a Key Result (KR) called the "ESG Agenda" was established by management in 2024. This refers to a Plan with 32 actions and 60 indicators scheduled to be delivered in the 2024-2025 biennium and organized into the three pillars of ESG (environment, social and governance), further including actions linked

to constantly improving the transparency and credibility of the information disclosed to stakeholders.

For the year 2025, the Company's Strategic Map established the pillar of generating sustainable value for all stakeholders. One of the main objectives of this block is to promote initiatives that strengthen the organization's social and environmental responsibility, raising the positive perception of the brand. As part of the strategy to achieve the objectives of this pillar, we highlight the strengthening of the ESG agenda, reaffirming the commitment to sustainable and socially responsible practices, further promoting an increase in the perception of the brand's value.

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

All relevant information about operational performance is described in section 2.2.

ACCOUNTS OF DIRECTORS AND FINANCIAL STATEMENTS

**In accordance with Article 122, item "III" of
Law No. 6.404/1976**

**ACCOUNTS OF DIRECTORS AND FINANCIAL
STATEMENTS**
Fiscal Year 2024

Dear Shareholders,

Pursuant to the provisions of Law No. 6.404/1976 and the Articles of Incorporation of BB Seguridade Participações S.A., the accounts of directors and financial statements of the Company for the fiscal year 2024, published on 03.21.2025 in the Correio Braziliense newspaper, and available on the Investor Relations page (<https://www.bbseguridaderi.com.br/informacoes-ao-mercado/central-de-resultados/>), are hereby submitted for the consideration of the General Shareholders' Meeting.

Brasília (DF), March 28th, 2025.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

ALLOCATION OF THE NET PROFIT

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

ALLOCATION OF THE NET PROFIT
Fiscal Year 2024

Dear Shareholders,

Pursuant to the provisions of Law 6.404, of 12.15.1976, and the Articles of Incorporation of BB Seguridade Participações S.A., I hereby submit for the consideration of this Meeting the allocation of the Net Profit, related to the fiscal year 2024, which is represented as follows:

	(Amount in R\$)
Net Profit.....	8,703,352,915.39
Retained Profits.....	25,943.08
Adjusted Net Profit ¹	8,268,185,269.62
Legal Reserve.....	435,167,645.77
Shareholders' Compensation.....	7,111,000,000.00
- Interest on Net Equity.....	--
- Dividends.....	7,111,000,000.00
Use of the Reserve for Equalization of Dividends.....	--
Statutory Reserves.....	--
- for Capital Reinforcement.....	--
- for Equalization of Capital Compensation.....	1,157,185,269.62

¹ Obtained by reducing the Net Profit for the fiscal year by the amount applied in setting up the Legal Reserve.

For your consideration.

Brasília (DF), March 28th, 2025.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annex A - CVM Resolution No. 81/2022**ALLOCATION OF THE NET PROFIT**

1. Net Profit for the Fiscal Year: R\$ 8,703,352,915.39
2. Overall amount and value per share of dividends: R\$ 7,111,000,000.00 (R\$ 3.66 per share)

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

Dividends for the fiscal year totaled R\$ 3.66 per common share. There was no payment of interest on net equity.

- b) Method and term of payment:

Shareholders with shares held by 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 data are outdated shall go to a branch of Banco do Brasil bearing CPF (Individual Taxpayer Registration), RG (ID Card), and proof of residence, if individual, or articles of incorporation/articles of association and proof of representation, if legal entity, to update the data and receive their proceeds.

Shareholders with shares deposited at B3 - Brasil, Bolsa, Balcão ("B3") shall have their dividends paid through the institutions/brokers where they keep the custody of their position.

The payments of dividends referring to the profits obtained in the 1st and 2nd half of 2024 took place on 08.30.2024 and 03.06.2025, respectively.

- c) Restatement and interest on dividends and JCP (interest on net equity):

Dividends for the second half of the year are restated by the Selic rate from the end of the fiscal year (12.31.2024) until the day of payment (03.06.2025).

- d) Date of the payment statement considered for the identification of the shareholders who shall be entitled to receive:

Considering the shareholding position on 08.16.2024 and 02.20.2025 for the payment of dividends referring to the 1st and 2nd half of 2024, respectively.

3. Percentage of the net profit for the fiscal year distributed: 81.7%
4. Overall amount and value per share of dividends distributed based on the profit of prior fiscal years:

The company distributed R\$ 25,943.08 referring to dividends prescribed for prior fiscal years, corresponding to R\$ 0.00001 per share.

5. Inform, minus anticipated dividends and interest on net equity already declared:

- a) The gross amount of dividends and interest on net equity, in a segregated way, per share of each type and class:

The General Meeting shall not propose the declaration of dividends or interest on net equity in addition to those already declared.

- b) The term and method of payment of dividends and interest on net equity:

Not applicable.

- c) Possible levy of restatement and interest on dividends and interest on net equity:

Not applicable.

- d) Date of declaration of payment of dividends and interest on net equity considered for identification of shareholders who shall be entitled to receive:

Not applicable.

6. Dividends/JCP based on half-yearly balance sheets or shorter periods:

- a) Dividends/JCP already declared:

	1st Half	2nd Half
Dividends	R\$ 2,700,000,000.00	R\$ 4,411,000,000.00
JCP	--	--

- b) Date of the respective payments:

	1st Half	2nd Half
Dividends	08.30.2024	03.06.2025
JCP	--	--

7. Comparison table with amounts per share of each type and class:

BB Seguridade's capital, as of 12.31.2024, was divided into 2,000,000,000 common shares:

- a) Net Profit for the fiscal year and the previous three (3) fiscal years:

Fiscal Years	2024	2023	2022	2021
Net Profit	8,703,352,915.39	7,947,202,721.72	6,044,570,613	3,933,217,248

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

Fiscal Years	2024	2023	2022	2021
Dividends	7,111,000,000	5,665,000,000	5,742,342,082	2,871,294,059
JCP	--	--	--	--
Total	7,111,000,000	5,665,000,000	5,742,342,082	2,871,294,059

8. Legal Reserve:

- a) Amount allocated to the legal reserve R\$ 435,167,645.77, corresponding to 5% of the result for the fiscal year.
- b) Method of calculation of legal reserve: Pursuant to Law No. 6.404, of December 15th, 1976, Art. 193, and the Company's Articles of Incorporation, Art. 41, five percent (5%) of the net profit for the fiscal year shall be applied, prior to any allocation, for setting up the legal reserve, which shall not exceed twenty percent (20%) of the share capital, and in the fiscal year in which the balance of the legal reserve plus the amounts of capital reserves exceeds thirty percent (30%) of the share capital, it shall not be mandatory to allocate part of the net profit for the fiscal year for setting up the legal reserve.

9. The company has no preferred shares.

10. Mandatory dividend

- a) Description of the method of calculation provided for in the Articles:
The Company's Articles of Incorporation provide that at least twenty-five percent (25%) of the net profit, adjusted with the deductions and additions provided in Art. 202 of the Stock Corporations Act, shall be distributed to the shareholders as mandatory dividend.
- b) Inform if dividends were paid in full:
The amount distributed to shareholders as dividends corresponds to 81.7% of the net profit for the fiscal year, exceeding the mandatory percentage.
- c) Inform the amount retained:
There was a retention of R\$ 1,592,352,915.39, equivalent to 18.3% of the company's net profit for the fiscal year, to set up a legal reserve and a statutory reserve.

11. There was no mandatory dividend retention due to the Company's financial status.

12. There was no allocation of result to the contingencies reserve.

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

14. If results are allocated to statutory reserves:

- a) Describe the statutory clauses establishing the reserve:
Article 43(f) of the company's Articles of Incorporation provides for setting up a statutory reserve for the Equalization of Capital Compensation, with the aim of ensuring resources for the payment of dividends, including in the form of interest

on net equity or its anticipations, limited to 80% of the value of the share capital, consisting of:

i) the equivalent to up to 50% of the net profit for the fiscal year; and
ii) those arising from the credit corresponding to the advance payments of dividends.

b) Identify the amount allocated to the reserve:

There was a retention of R\$ 1,15,185,269.62, 13.3% of the company's net profit for the fiscal year, to set up a statutory reserve.

c) Describe how the amount was calculated:

To determine the amount, the amount earmarked for the legal reserve and the dividends paid in each half were deducted from the profit for the period.

15. There was no retention of profit foreseen in the capital budget.

16. There was no allocation of profit to the tax incentive reserve.

OVERALL COMPENSATION AMOUNT

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

OVERALL COMPENSATION AMOUNT OF STATUTORY MEMBERS

April/2025 to March/2026

Dear Shareholders,

For your consideration:

- 1) The proposal to set the overall amount for payment of fees and benefits of the members of the Executive Board and the Board of Directors, in the period from April 2025 to March 2026, to a maximum of **R\$ 11,729,286.46** (eleven million, seven hundred and twenty-nine thousand, two hundred and eighty-nine reais and forty-six cents);
- 2) The proposal to set the monthly fees of the members of the Board of Directors at 10% of the average monthly compensation earned of members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2025 to March/2026;
- 3) The proposal to set the monthly fees of the members of the Supervisory Board at 10% of the average monthly compensation earned of members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2025 to March/2026;
- 4) The proposal to set the individual monthly compensation of the members of the Audit Committee at 16.71% of the average monthly compensation earned of members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2025 to March/2026;
- 5) The proposal to set the individual monthly compensation of the members of the Risk and Capital Committee at 16.71% of the average monthly compensation earned of members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2025 to March/2026; and
- 6) The proposal to set the individual monthly compensation of the independent member of the Related-Party Transactions Committee at 16.71% of the average monthly compensation earned of members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life

insurance, housing allowance, and relocation benefits, for the period from April/2025 to March/2026

This proposal is based on the following motivations:

a) Adjustment of the overall amount approved at the AGM of 04/30/2024, observing the total limit for payment of fees and benefits of the members of the Executive Board and Board of Directors of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") at a maximum of Eleven million, seven hundred and twenty-nine thousand, two hundred and eighty-nine reais and forty-six cents (R\$ 11,729,289.46), corresponding to the period from April/2025 to March/2026.

I. **Fixed compensation (Fees):** Restatement of the monthly fees for the position of Officer to Sixty-eight thousand, four hundred and fourteen reais and twenty-two cents (R\$ 68,414.22); and change to the monthly fees for the Chief Executive Officer to eighty thousand, seven hundred and twenty-two reais and eighty cents (R\$ 80,722.80), to be applied from April/2025 to March/2026.

- All of the Company's statutory officers are - also by provision of the Articles of Incorporation - career employees of Banco do Brasil S.A. ("BB" or "Controlling Shareholder"), assigned to BB Seguridade, ensuring, in addition to cultural alignment with the Controlling Shareholder, efficiency in the recruitment process by waiving specific civil service examinations or expenditure on any *headhunting* processes. Thus, the compensation of BB Seguridade's three Officers, as well as that of its Chief Executive Officer, is directly aligned, respectively, with the positions of Officer and Vice President of BB, allowing BB Seguridade to attract professionals already experienced in senior BB positions.
- Notwithstanding the issue of attractiveness in terms of salary equivalence, the degree of complexity of BB Seguridade's positions is equivalent to BB's positions, considering the great range of activities, individual accountability, and the need to manage stakeholders, including employees, regulators, inspectors, governance bodies and shareholders.
- In the period from Jan/2013 to Dec/2024, the accumulated National Consumer Price Index (INPC) was 96.12%. In the same period, the increases granted to CLT (Consolidation of Labor Laws) employees, under the Collective Bargaining Agreement (CBA), amounted to 93.68%, while the Statutory Managers received an increase of 38.08%, a difference greater than 50% between the increases applied to the categories.
- The disproportionate restatement of the fees and the scenario of adjustments in pension plans, according to the regulations of the Pension Plan, where BB Seguridade's managers, when they retire, have their monthly income restated by the INPC of the previous year, can encourage the early departure of senior management, bringing risks to the succession process. A high turnover among this group can have

an impact on the risk of succession breakdown, considering the time needed to properly train potential candidates for promotion.

- Another reason for the proposed adjustment concerns BB Seguridade's performance in recent years, which had a relevant guidance and contribution from the Directors. In the fiscal year 2024, BB Seguridade posted a net profit of more than R\$ 8.7 billion.
- We emphasize that this proposal aims to preserve the guideline of fair compensation for the statutory Directors in view of the responsibilities of the positions held in BB Seguridade, in line with article 152, caput of Law 6404/1976 (Brazilian Business Corporation Act). It further aims to keep in line with the proposal to be presented by the Controlling Shareholder, ensuring that the compensation of the Officers and Chief Executive Officer is equal to that of the Officers and Vice President of Banco do Brasil, as mentioned above.
- That said, it would be appropriate to propose, to the AGM, that the directors' fees be adjusted in accordance with the figures in Annex I, namely: 14.98% for the positions of Officer and Chief Executive Officer.

- II. **Fixed compensation (Christmas bonus):** Maintenance of the Christmas bonus parameter equivalent to one (1) fee per year, the amounts of which being restated considering the fees proposed for the period from April/2025 to March/2026. This amount meets the requirements of TCU Ruling No. 374/2018, which establishes that any Christmas bonus paid to managers of federal State-owned companies shall be approved as part of their annual compensation.
- III. **Housing allowance:** The purpose of this allowance is to reimburse proven expenses incurred in renting housing or accommodation. Maintaining the reference of the rules in force in the direct federal public administration, with the benefit limited to 25% of the allowance of the position of CCE 1.18, which is equivalent to a maximum of six thousand, one hundred and thirty-eight reais and thirty-two cents (R\$ 6,138.32) per month, per manager defined for the benefit, with provision for it to be granted to up to 4 managers.
- IV. **Relocation Benefit:** Maintenance of the benefit parameter at 65% of the weighted average of the fees to be paid to the members of the Executive Board. The item is intended to partially cover the expenses inherent in the process of de-installation, installation and displacement, providing for the benefit of the 4 managers and taking into account the proposed adjustment in fees for the period from April/2025 to March/2026.
- V. **Health Plan:** Maintenance of the parameters set out in the Bylaws of the health plan operator (Cassi), being the amounts updated as a result from the proposal to change the fees for the period from April/2025 to March/2026. The funding of the Associates' Plan, in

which the Directors participate, is made up of the basic monthly contribution (corresponding to 4.5% of the fixed remuneration and Christmas bonus) and the additional contribution per dependent (corresponding to 3% of the fixed compensation with regard to each dependent, limited to three dependents, that is, 9%), both of which are the responsibility of the participants and the sponsor. Thus, by adding the two types of contribution, the portion corresponding to the employer quota can reach 13.5% of the Directors' fixed compensation.

- VI. **Health Assessment:** Adjustment of the individual amount of the benefit to five thousand, eight hundred and eighty-nine reais and thirty-two cents (R\$ 5,889.32), to be granted to the Company's 4 managers, in order to maintain the alignment of the benefit offered by the Controlling Shareholder to its managers. Proposal to include the granting of this benefit, in the same amount, to members of the Board of Directors, Supervisory Board, Audit Committee, Related-Party Transactions Committee and Risk Committee, totaling 18 members.
- VII. **Group Life Insurance:** Maintenance of the same unit amount of nine thousand, one hundred and thirty-five reais and fourteen cents (R\$ 9,135.14), included in the overall amount of the last period (April/2024 to March/2025) and approved at the AGM of 04/30/2024.
- VIII. **Meal Voucher:** Proposal for a monthly benefit of two thousand, fifty-seven reais and eighty cents (R\$ 2,057.80), to be granted to the Company's four managers, in order to maintain the alignment of the benefits offered by the Controlling Shareholder to its managers.
- IX. **Childcare Allowance:** Proposal for a monthly benefit of up to one thousand, three hundred and nineteen reais and thirty-four cents (R\$ 1,319.34), to be granted to the company's four managers, in order to keep in line with the benefits offered by the Controlling Shareholder. The proposed amount takes into account a limit of up to two eligible dependents per manager.
- X. **Welfare Allowance:** Proposal for a monthly benefit of seven hundred reais (R\$ 700.00), to be granted to the Company's 4 managers, in order to maintain the alignment of the benefits offered by the Controlling Shareholder to its managers.
- XI. **Additional Availability Pay:** Proposed benefit with a parameter of 3% of the total fees, excluding Christmas bonus, variable compensation and other benefits, proportional to the period of service. The item, in line with the benefits offered by the Controlling Shareholder to its managers, provides for the benefit to be granted to the 4 managers and takes into account the proposed adjustment in fees for the period from April/2025 to March/2026.

- XII. **Supplementary Pension Plan:** Maintenance of the parameters approved at the AGM of 04/30/2024, being the amounts restated as a result of the proposal to change the fees for the period from April/2025 to March/2026. Considering that the statutory officers of BB Seguridade are BB employees assigned to perform these roles, the Supplementary Pension Plan for BB Seguridade's Statutory Officers is the same offered by BB to its employees, depending on when they joined the Controller. To calculate the proposal presented, the rules of Plan 1 of Caixa de Previdência dos Funcionários do Banco do Brasil (Banco do Brasil Employee Pension Fund) (Previ) were considered, as it is the plan that allows for the highest possible contribution per employee (17%) and, consequently, the highest percentage of sponsorship from the Company.
- XIII. **Quarantine:** Maintenance of the parameter of six (6) fees, with a change in the amount considering the fees proposed for the period from April/2025 to March/2026. Sufficient amount has been earmarked to pay quarantine for the 4 managers and 5 members of Coaud during the period.
- XIV. **Variable Compensation of Directors Program (PRVA):** Change in the maximum amount of monthly fees from 12 to 13, being the amounts as a result from the proposal to change the fees for the period from April/2025 to March/2026, in line with the Controlling Shareholder's proposal for this item.
- XV. **CEO Substitution:** Proposed benefit based on the difference between a CEO's fee and a Director's fee. The item provides for use over the course of the cycle, taking into account the vacation period, considering the proposed adjustment in fees for the period from April/2025 to March/2026.

Therefore, the proposed restatement for the period from April/2025 to March/2026, compared to the amounts approved by the AGM of 04/30/2024 for the period 2024/2025, is justified by: (i) application of a 14.98% increase in fees for the positions of Officer and Chief Executive Officer; (ii) reflection of the aforementioned change in the compensation paid to the members of the other statutory positions (Board of Directors, Supervisory Board, Audit Committee, Related-Party Transactions Committee and Risks and Capital Committee), as well as in the portions of the Christmas Bonus, Health Plan, Supplementary Pension Plan, Relocation Benefits, Quarantine and Variable Compensation of Directors

- a) **Adjustment of the monthly fees of the members of BB Seguridade's Board of Directors set at the AGM of 04/30/2024**, with the amount proposed for the period from April/2025 to March/2026 corresponding to one tenth of the average compensation of the Executive Board, including the Christmas bonus, and excluding the amounts related to

variable compensation and other benefits considering the proposed adjustment in the managers' fees for the period from April/2025 to March/2026.

- b) **Adjustment of the monthly fees of the members of BB Seguridade's Supervisory Board set at the AGM of 04/30/2024**, with the amount proposed for the period from April/2025 to March/2026 corresponding to one tenth of the average compensation of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation and other benefits considering the proposed adjustment in the managers' fees for the period from April/2025 to March/2026.
- c) **Adjustment of the individual monthly compensation set at the AGM of 04/30/2024 for the members of the Audit Committee (Coaud)** for the period from April/2025 to March/2026, corresponding to 16.71% of the average compensation of the Executive Board, including the Christmas bonus, and excluding the amounts relating to variable compensation and other benefits, i.e. twelve thousand, nine hundred and forty-one reais and seventy-two cents (R\$ 12,941.72), considering the proposed adjustment in the managers' fees for the period from April/2025 to March/2026. The adjustment granted is reflected in the statutory quarantine item for Coaud members who resign in the period.
- d) **Adjustment of the individual monthly compensation set at the AGM of 04/30/2024 for the members of the Risk and Capital Committee (Coris)** for the period from April/2025 to March/2026, corresponding to 16.71% of the average compensation of the Executive Board, including the Christmas bonus, and excluding the other benefits, i.e. twelve thousand, nine hundred and forty-one reais and seventy-two cents (R\$ 12,941.72), considering the proposed adjustment in the managers' fees for the period from April/2025 to March/2026.
- e) **Adjustment of the individual monthly compensation set at the AGM of 04/30/2024 for the members of the Related Party Transactions Committee (CTPR)** for the period from April/2025 to March/2026, corresponding to 16.71% of the average compensation of the Executive Board, including the Christmas bonus, and excluding the other benefits, i.e. twelve thousand, nine hundred and forty-one reais and seventy-two cents (R\$ 12,941.72), considering the proposed adjustment in the managers' fees for the period from April/2025 to March/2026.

For your consideration.

Brasília (DF), March 28th, 2025.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

COMPANY BB SEGURIDADE PARTICIPAÇÕES S.A						
COMPENSATION OF MANAGERS, MEMBERS OF THE FISCAL COUNCIL, MEMBERS OF THE AUDIT COMMITTEE AND OTHER COMMITTEES AGM - ANNUAL GENERAL MEETING						
PERIOD FROM APRIL/2025 TO MARCH/2026 FISCAL YEAR 2025						
TYPE OF POSITION	RUBRIC	QTDE OF CHARGES FOR	MONTHLY VALUE	NUMBER OF PAYMENTS	SUBTOTAL BY CHARGE	GRAND TOTAL
(one line for each type)		EACH TYPE (insert quantity) [a]	(insert value) [b]	[c]	(does not change due to change of director) d=[bxc]	BY TYPE OF POSITION
						e = [a x d]
President	Fixed Fee	1	R\$ 80.722,80	12	R\$ 968.673,62	R\$ 968.673,62
	Christmas Bonus	1	R\$ 80.722,80	1	R\$ 80.722,80	R\$ 80.722,80
	Housing Assistance	1	R\$ 6.138,32	12	R\$ 73.659,84	R\$ 73.659,84
	Removal Advantage	1	R\$ 46.469,39	1	R\$ 46.469,39	R\$ 46.469,39
	Health Plan	1	R\$ 10.897,58	13	R\$ 141.668,52	R\$ 141.668,52
	Health Assessment	1	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 5.889,32
	Life Insurance	1	R\$ 9.135,14	1	R\$ 9.135,14	R\$ 9.135,14
	Food Allowance	1	R\$ 2.057,80	12	R\$ 24.693,60	R\$ 24.693,60
	Auxílio Creche	1	R\$ 1.319,34	12	R\$ 15.832,08	R\$ 15.832,08
	Wellness support	1	R\$ 700,00	12	R\$ 8.400,00	R\$ 8.400,00
	Availability surcharge	1	R\$ 2.421,68	12	R\$ 29.060,21	R\$ 29.060,21
	Supplementary Pension	1	R\$ 13.722,88	13	R\$ 178.397,39	R\$ 178.397,39
	Quarantine	1	R\$ 80.722,80	6	R\$ 484.336,81	R\$ 484.336,81
	RVA - Base Year 2025 - parc, cash and deferred - total of 13 fees	1	R\$ 1.049.396,42	1	R\$ 1.049.396,42	R\$ 1.049.396,42
Directors	Fixed Fee	3	R\$ 68.414,22	12	R\$ 820.970,58	R\$ 2.462.911,75
	Christmas Bonus	3	R\$ 68.414,22	1	R\$ 68.414,22	R\$ 205.242,65
	Replacement of the Chief Executive Officer	1	R\$ 12.308,59	1	R\$ 12.308,59	R\$ 12.308,59
	Housing Assistance	3	R\$ 6.138,32	12	R\$ 73.659,84	R\$ 220.979,52
	Removal Advantage	3	R\$ 46.469,39	1	R\$ 46.469,39	R\$ 139.408,16
	Health Plan	3	R\$ 9.235,92	13	R\$ 120.066,95	R\$ 360.200,84
	Health Assessment	3	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 17.667,96
	Life Insurance	3	R\$ 9.135,14	1	R\$ 9.135,14	R\$ 27.405,42
	Food Allowance	3	R\$ 2.057,80	12	R\$ 24.693,60	R\$ 74.080,80
	Auxílio Creche	3	R\$ 1.319,34	12	R\$ 15.832,08	R\$ 47.496,24
	Wellness support	3	R\$ 700,00	12	R\$ 8.400,00	R\$ 25.200,00
	Availability surcharge	3	R\$ 2.052,43	12	R\$ 24.629,12	R\$ 73.887,35
	Supplementary Pension	3	R\$ 11.630,42	13	R\$ 151.195,42	R\$ 453.586,25
	Quarantine	3	R\$ 68.414,22	6	R\$ 410.485,29	R\$ 1.231.455,88
RVA - Base Year 2025 - cash and deferred parc. - total of 13 fees	3	R\$ 889.384,80	1	R\$ 889.384,80	R\$ 2.668.154,40	
I - TOTAL BOARD OF DIRECTORS						R\$ 11.136.320,92
CA Members	CA Honorarium	6	R\$ 7.744,90	12	R\$ 92.938,77	R\$ 557.632,62
	CA Health Assessment	6	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 35.335,92
II - TOTAL BOARD OF DIRECTORS						R\$ 592.968,54
III - TOTAL NUMBER OF ADMINISTRATORS (I+II)						R\$ 11.729.289,46
CF Members	CF Honorarium	3	R\$ 7.744,90	12	R\$ 92.938,77	R\$ 278.816,31
	CF Health Assessment	3	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 17.667,96
IV - TOTAL FISCAL COUNCIL						296.484,27
Membros Coaud	Coaud Honorarium	5	R\$ 12.941,72	12	R\$ 155.300,69	R\$ 776.503,43
	Quarantine	5	R\$ 12.941,72	6	R\$ 77.650,34	R\$ 388.251,71
	COAUD Health Assessment	5	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 29.446,60
V - TOTAL AUDIT COMMITTEE						R\$ 1.194.201,74
CTPR Members	Honorarium of the Other Committees	1	R\$ 12.941,72	12	R\$ 155.300,69	R\$ 155.300,69
	CTPR Health Assessment	1	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 5.889,32
CORIS Members	Honorarium of the Other Committees	3	R\$ 12.941,72	12	R\$ 155.300,69	R\$ 465.902,06
	Review of Saide CORIS	3	R\$ 5.889,32	1	R\$ 5.889,32	R\$ 17.667,96
VI - TOTAL OF THE OTHER COMMITTEES - CTPR and CORIS						R\$ 644.760,02
VII - TOTAL DO CF, COAUD, CTPR e CORIS						R\$ 2.135.446,03
VIII - TOTAL ADM, COUNCILS AND COMMITTEES						R\$ 13.864.735,49

8. DIRECTORS' COMPENSATION

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

(a) objectives of the policy or practice of compensation, informing whether the compensation policy was formally approved, body responsible for approval, the date of approval and, if the issuer publishes the policy, locations on the world wide web where the document can be consulted

As provided for in the Articles of Incorporation of BB Seguridade ("ESBBSEG"), in its Art. 10, (xiii), it is incumbent upon the General Meeting to set the annual compensation of the directors, the Supervisory Board ("CF") and the Audit Committee ("Coaud"), 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. According to Art. 14, Sole Paragraph of the ESBBSEG, if the General Meeting sets the global compensation, the Board of Directors ("CA") shall be responsible for resolving on the respective distribution among the Company's Management bodies.

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

(b) practices and procedures adopted by the board of directors to define the individual compensation of the board of directors and executive board, indicating:

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

The overall or individual compensation of the management bodies is fixed annually by the General Meeting, pursuant to Art. 14 of the ESBBSEG, in compliance with the provisions of Law No. 6.404/76, Law No. 13,303/16, its regulating Decree, and other applicable rules.

After setting the overall compensation, the Board of Directors resolves on the respective distribution among the Management bodies.

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

The global and/or individual compensation of the Executive Board is approved by the General Meeting, pursuant to Art. 10, (xiii), of the ESBBSEG, and considers its responsibilities, the time dedicated to its functions, its competences and professional reputation and the value of its services in the market, with the objective of maximizing the Company's results in a sustainable way. Furthermore, fees are limited by the overall compensation approved in a Meeting, and are aligned with market practices of same size companies and with the compensation rules adopted by the Company's Controlling Shareholder.

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

III. how often and how the board of directors evaluates the adequacy of the issuer's compensation policy.

The Company's Personnel Management and Compensation Policy is valid for up to three (3) years, and may be revised in a shorter period whenever necessary, and is approved by the Board of Directors. Furthermore, the compensation of BB Seguridade's directors complies with the practices adopted by the Controlling Shareholder and the provisions of Laws No. 6.404/76 and 9.292/96.

(c) compensation composition, indicating:

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

Board of Directors: Members of the Board of Directors of BB Seguridade 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 aim of compensating them for the services provided to the Company, considering the alignment with the Corporate Strategy established for the short, medium and long term, in accordance with the competences and responsibilities defined for said position.

Executive Board:

Compensation comprises: fees, Christmas bonus, variable compensation and benefits. Its main objective is to compensate the members of the Executive Board, considering their responsibilities, the time dedicated to their positions, their competencies and professional reputation and the value of their services in the market, with the purpose of maximizing the Company's results in a sustainable manner.

Fees: Fixed monthly compensation paid to BB Seguridade's managers, representing the reward for services provided to the Company in the short term.

Christmas Bonus: Compensation equivalent to a monthly fee.

Annual Variable Compensation Program - PRVA of the Executive Board: Aims to recognize the efforts of the managers in the construction of 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 Accounting Pronouncements Committee ("CPC") 10 - Share-Based Payment. Of the total compensation, 60% is paid in cash, 50% in kind and 10% in BB Seguridade shares. The remaining 40% is paid in shares over a 5-year period, reinforcing the vision of long-term results. Thus, managers are encouraged to maintain and expand results, generate shareholder returns, and receive roles that are always valuable.

Benefits: Part of the compensation that aims at the directors' quality of life, including health plan, health evaluation, housing allowance, removal benefits, complementary pension plan, and life insurance.

Supervisory Board: Members of the Supervisory Board of BB Seguridade are entitled to a fixed monthly compensation, which will not exceed ten percent (10%) of the average of the amounts paid to the members of the Executive Board, with the aim of compensating them for services rendered to the Company, considering the alignment with the Corporate Strategy established for the short, medium and long term, in accordance with the competences and responsibilities defined for said position.

Audit Committee: Members of the Coaud are entitled to a fixed monthly compensation, 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 ESBSEG, in its Art. 32, §6:

- i. the compensation of the Committee members shall not be higher than the average fee paid to the Officers;
- ii. in the case of civil servants, their compensation for participation in Coaud shall be subject to the provisions established in the pertinent legislation and regulation;
- iii. Coaud members who are also members of the Board of Directors must receive compensation only from Coaud.

Related-Party Transactions Committee: The independent member of the Related-Party Transactions Committee (CTPR), elected as provided for in §§1 and 2 of Art. 33 of the ESBSEG, is entitled to a fixed monthly compensation defined by the Board of Directors, within the limit established by the General Meeting at the time of approval of the Global Compensation of the Company's Mangers, as provided for in Art. 33, §5 of the Articles of Incorporation. Also, according to §6 of the same Article, the independent member of the Related-Party Transactions Committee who is also a member of the Board of Directors must opt for the compensation related to only one of the positions.

Risk and Capital Committee: Members of the Risk and Capital Committee (Coris) are entitled to a fixed monthly compensation, defined by the General Meeting, limited to the compensation received by Coaud members, as provided for in Art. 35, §6 of the ESBSEG, with the objective of compensating them for the services provided to the Company, considering the alignment with the Corporate Strategy established for the short, medium and long term, in accordance with the competencies and responsibilities defined for the aforementioned position.

Eligibility Committee: The position of member of the Eligibility Committee is unpaid, as provided in Art. 34, § 7 of the ESBSEG.

The other non-statutory committees of the Company, namely: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Negotiation Committee; (v) Ethics Committee; and (vi) Continuity and Crisis Management Committee, do not receive compensation, as provided for in their respective Internal Regulations.

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

Board of Directors:

Elements of Compensation	Proportion (%) 2022	Proportion (%) 2023	Proportion (%) 2024
Fees	100	100	100

Executive Board:

Elements of Compensation	Proportion (%) 2022	Proportion (%) 2023	Proportion (%) 2024
Fees	50.90	44.90	45.62
Christmas Bonus	4.23	3.71	3.74
Variable Compensation	32.96	40.61	39.74
Direct and Indirect Benefits	11.90	10.78	10.90

Supervisory Board:

Elements of Compensation	Proportion (%) 2022	Proportion (%) 2023	Proportion (%) 2024
Fees	100	100	100

Audit Committee:

Elements of Compensation	Proportion (%) 2022	Proportion (%) 2023	Proportion (%) 2024
Fees	100	100	100

Related-Party Transactions Committee:

Elements of Compensation	Proportion (%) 2022	Proportion (%) 2023	Proportion (%) 2024
Fees	100	100	100

Risk and Capital Committee:

Elements of Compensation	Proportion (%) 2022	Proportion (%) 2023	Proportion (%) 2024
Fees	100	100	100

Eligibility Committee: Not applicable. The position of member of the Eligibility Committee is unpaid.

The other non-statutory committees of the Company, namely: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Negotiation Committee; (v) Ethics Committee; and (vi) Continuity and Crisis Management Committee, do not receive compensation, as provided for in their respective Internal Regulations.

- **its calculation and adjustment methodology**

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

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

The variable compensation of the Executive Board is defined by the AGO and shall not exceed fifty percent (50%) of the annual compensation of members of the Executive Board nor ten percent (10%) of the accounting net profit for the period.

Possible adjustments in the monthly fees are discussed and defined when the global compensation of the managers is approved in the AGO and, automatically, adjust the other compensation components (Christmas bonus, benefits linked to the compensation and variable compensation).

Supervisory Board: The amount practiced corresponds to ten percent (10%) of the average of the amounts paid to the members of the Executive Board and approved annually by the AGO. Consequently, any adjustment follows that applied to the compensation of the Executive Board.

Audit Committee: The compensation of Coaud members shall be set by the General Meeting 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, not exceeding the average monthly compensation of the Statutory Executive Board members. Consequently, any adjustment follows that applied to the compensation of the Executive Board.

Related-Party Transactions Committee: The compensation of the independent member of the Related Party Transactions Committee shall be defined by the Board of Directors, within the limit established by the General Meeting on the occasion of the approval of the Overall Compensation of the Company's Directors, as provided in Article 33, §5 of the Articles of Incorporation. Any adjustment follows that applied to the compensation of the Executive Board.

Risk and Capital Committee: The compensation of the members of the Risk and Capital Committee is defined by the General Meeting limited to the compensation received by the Coaud members, as provided for in Art. 35, §6 of the ESBSEG. Any adjustment follows that applied to the compensation of the Executive Board.

Eligibility Committee: Not applicable. The position of member of the Eligibility Committee is unpaid.

The other non-statutory committees of the Company, namely: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Negotiation Committee; (v) Ethics Committee; and (vi) Continuity and Crisis Management Committee, do not receive compensation.

- **main performance indicators taken into consideration therein, including, where applicable, indicators linked to ESG issues**

Statutory executive boards and committees that have compensation, namely: Board of Directors, Supervisory Board, Audit Committee, Related-Party Transactions Committee and Risk and Capital Committee: Not applicable - fixed compensation, without linked indicators. The Eligibility Committee receives no compensation.

Executive Board

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

Variable Compensation: The Variable Compensation Program for Managers (PRVA) is triggered if the following prerequisites are met: (i) activation of the Profit-Sharing Program – PLR to which BB Seguridade employees are entitled; and (ii) have a positive accounting net profit. The amount owed individually to each participant shall be measured by calculating the modules defined as: Base, Bonus and Share Update.

The Base module consists of a set of indicators that measure the performance of the Institution, the Unit of action and the Individual of the participants. The Bonus module is composed of a single indicator that considers the average percentage of the indicators that make up the strategic objective related to transforming customers into fans, reflecting a direction of significant relevance for the Company's sustainability. In turn, the Share Update module takes into account the amount equivalent to the Dividends and/or Interest on Equity (JCP) levied on the outstanding shares, if they have been transferred to the ownership of the participant immediately after the calculation of the Program's results. Moreover, the Share Update module is only triggered in the case of shares marked as treasury shares for future transfer to the participant (marked shares), and does not apply in the case of shares transferred immediately to the participant and encumbered with clauses of incommunicability, impossibility to levy execution and impossibility to dispose of (encumbered shares).

Below, the indicators that made up the PRVAs of the last three (3) fiscal years:

PRVA 2022:

Module	Level	Indicator	Signal	Target	Weight	Ruler	
Base	Corporate	Average percentage of achievement of the indicators of Zênite's strategic objectives: Be light and efficient, Conquer more customers where they are, Connect and accelerate the digital and Experience fearlessly to get it right		+	100%	60%	1
	Unit	CFO	Performance of the Portfolio of Strategic Projects of the Executive Board (CFO)		7	20%	3
		CMO	Performance of the Portfolio of Strategic Projects of the Executive Board (CMO)				
		CIO	Performance of the Portfolio of Strategic Projects of the Executive Board (CIO)				
		CEO	Average (CFO/CMO/CIO)				
	Individual	Individual Performance Assessment of the CEO by the Board of Directors and other Officers by the CEO			3.5	20%	2
	Collegiate	Sest Compliance Indicator			834	5%	5
		Sest Governance Indicator			Level 1	5%	-
			TOTAL				100%
Bonus	-	Average percentage of achievement of the indicators that make up Zênite's strategic objective "Transform Customers into Fans"	+	100%	100%	4	

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

PRVA 2023:

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

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

PRVA 2024:

Module	Level	Indicator	Signal	Target	Weight	Ruler	
Base	Corporate	Average percentage of achievement of the indicators of the Zênite's strategic objectives: "Be light, efficient, and sustainable", "Attract more customers wherever they are" and "Having a modern and profitable portfolio"	+	100%	60%	1	
	Unit	CFO		Average Performance of the Portfolio of Strategic Projects of the Executive Board (CFO)	7	20%	3
		CMO		Average Performance of the Portfolio of Strategic Projects of the Executive Board (CMO)			
		CIO		Average Performance of the Portfolio of Strategic Projects of the Executive Board (CIO)	3.5	15%	2
		CEO		Average (CFO/CMO/CIO)			
	Individual	Individual Performance Assessment of the CEO by the Board of Directors and other Officers by the CEO		900	5%	5	
	Compliance	Sest Compliance Indicator (ICSest)				100%	
				TOTAL			
Bonus	-	Average percentage of achievement of the indicators that make up Zênite's strategic objective "Transform Customers into Fans"	+	100%	100%	4	

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

With regard to indicators related to ESG aspects, in 2024, a Key Result (KR) was established called the "ESG Agenda", an action plan with 32 actions and 60 indicators scheduled for delivery in the 2024-2025 biennium, organized into the three pillars of ESG (environmental, social and governance), as well as including actions linked to constantly improving the transparency and credibility of the information disclosed to stakeholders.

The other non-statutory committees of the Company, namely: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Negotiation Committee; (v) Ethics Committee; and (vi) Continuity and Crisis Management Committee, do not receive compensation.

II. reasons that justify the compensation composition

Board of Directors: Defined by the General Meeting in accordance with Article 152 of Law No. 6,404/76 and Article 1 of Law No. 9,292/96.

Executive Board: The composition of compensation granted to the members of the Executive Board is aligned with the legal provisions regarding state-owned companies and corporations and aims to reward them for the degree of liability 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 is inserted.

Supervisory Board: Defined by the General Meeting in accordance with Article 152 of Law No. 6,404/76 and Article 1 of Law No. 9,292/96.

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

Related-Party Transactions Committee: The compensation of the independent member of the Related-Party Transactions Committee shall be defined by the Board of Directors, within the limit established by the General Meeting on the occasion of the approval of the Overall Compensation of the Company's Directors, as provided in Art. 33, §5 of the 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 compensation received by the Coaud members, as provided for in Art. 35, §6 of the ESBBSEG.

Eligibility Committee: Not applicable. The position of member of the Eligibility Committee is unpaid.

The other non-statutory committees of the Company, namely: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Negotiation Committee; (v) Ethics Committee; and (vi) Continuity and Crisis Management Committee, do not receive compensation, as provided for in their respective Internal Regulations.

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

Board of Directors: The CEO of BB Seguridade is not compensated for their work on the Board of Directors. Coaud members who are also members of the Board of Directors are not compensated for their work on the Board, and shall only receive compensation from Coaud, as provided for in Art. 32, § 6, item III of the ESBBSEG.

Furthermore, the independent member of the CTPR who is also a member of the Board of Directors must opt for compensation related to only one of the positions, as provided for in Art. 33, § 6 of the ESBBSEG.

Executive Board: There are no unpaid members.

Supervisory Board: There are no unpaid board members. Alternate board members are compensated for their occasional 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 guided by the need to attract professionals from the market with adequate training to perform the function.

Risk and Capital Committee: There are no unpaid members.

Eligibility Committee: The position of member of the Committee will not be compensated, as provided in Art. 34, §7 of the ESBBSEG.

The other non-statutory committees of the Company, namely: (i) ESG Committee; (ii) Purchasing and Contracting Committee; (iii) Finance and Investment Committee; (iv) Negotiation Committee; (v) Ethics Committee; and (vi) Continuity and Crisis Management Committee, do not receive compensation, as provided for in their respective Internal Regulations.

(d) existence of compensation supported by direct or indirect subsidiaries, controlled or controlling companies

Not applicable. No compensation of the Company's directors, as well as the members of the other boards and compensated committees is supported by subsidiaries, controlled companies or direct or indirect controlling shareholders of BB Seguridade Participações S.A.

(e) existence of any compensation or benefit related to the occurrence of a certain corporate event, such as the disposal of the corporate control of the issuer

Not applicable. No compensation of the Company's directors, as well as the members of the other boards and compensated committees, is linked to the occurrence of any corporate event.

8.2 In relation to the compensation recognized in the result 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 supervisory board, prepare a table with the following content:

The tables in this item show the compensation recognized in the result of the last three fiscal years for BB Seguridade's Board of Directors, Statutory Executive Board, and Supervisory Board.

The number of members of each body corresponds to the annual average number of members of each body calculated monthly, up to two decimal places, in accordance with item

10.2.8.2 of Circular Letter/Annual-2025-CVM/SEP, dated 02.27.2025. In the case of the Supervisory Board, 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, up to two decimal places, in accordance with item 10.2.8.2 of Circular Letter/Annual-2025-CVM/SEP, dated 02.27.2025. To calculate the average, all paid members who held these positions on the respective bodies in the respective fiscal years were taken into account. In the case of the Supervisory Board, the alternate members who, as a result of their performance, have received compensation were also considered.

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2022			
Management body Board of Directors			
Total No. of members 7	Total No. of paid members 3.75	Total amount of the body's compensation (reais) 277,422.70	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 277,422.70	Direct and indirect benefits 0.00	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 0.00	Termination of office 0.00	Share-based (including options) 0.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2022			
Management body Supervisory Board			
Total No. of members 3	Total No. of paid members 2.92	Total amount of the body's compensation (reais) 213,038.58	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 213,038.58	Direct and indirect benefits 0.00	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 0.00	Termination of office 0.00	Share-based (including options) 0.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2022			
Management body Statutory Executive Board			
Total No. of members 4	Total No. of paid members 4	Total amount of the body's compensation (reais) 5,154,267.06	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 2,841,834.60	Direct and indirect benefits 246,830.91	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 886,247.00		
Description of other variable compensations			
Of the total of R\$ 886,247.00 earmarked for Variable Compensation, R\$ 450,052.64 refers to the installment in cash of the 2021 Program, after deducting the advance payment, and R\$436,194.36 refers to the advance payment of the 2022 Program. The amounts reported do not include Income Tax deductions.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 366,503.93	Termination of office 0.00	Share-based (including options) 812,850.62	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2023			
Management body Board of Directors			
Total No. of members 7	Total No. of paid members 3.92	Total amount of the body's compensation (reais) 303,952.43	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 303,952.43	Direct and indirect benefits 0.00	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 0.00	Termination of office 0.00	Share-based (including options) 0.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2023			
Management body Supervisory Board			
Total No. of members 3	Total No. of paid members 3	Total amount of the body's compensation (reais) 218,628.34	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 218,628.34	Direct and indirect benefits 0.00	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 0.00	Termination of office 0.00	Share-based (including options) 0.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2023			
Management body Statutory Executive Board			
Total No. of members 3.92	Total No. of paid members 3.92	Total amount of the body's compensation (reais) 6,232,117.84	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 3,029,100.62	Direct and indirect benefits 271,999.36	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 1,407,272.04		
Description of other variable compensations			
Of the total of R\$ 1,407,272.04 earmarked for Variable Compensation, R\$ 872,388.72 refers to the installments in cash of the 2022 Program, after deducting the advance payment, and R\$ 534,883.32 refers to the advance payment of the 2023 Program.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 0.00	Termination of office 0.00	Share-based (including options) 1,123,887.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2024			
Management body Board of Directors			
Total No. of members 6.58	Total No. of paid members 3.58	Total amount of the body's compensation (reais) 284,574.78	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 284,574.78	Direct and indirect benefits 0.00	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 0.00	Termination of office 0.00	Share-based (including options) 0.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2024			
Management body Supervisory Board			
Total No. of members	Total No. of paid members	Total amount of the body's compensation (reais)	
3	3	233,229.91	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore	Direct and indirect benefits	Participation in committees	Others
233,229.91	0.00	0.00	0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus	Profit sharing	Participation in meetings	
0.00	0.00	0.00	
Commissions	Others		
0.00	0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment	Termination of office	Share-based (including options)	
0.00	0.00	0.00	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2024			
Management body Statutory Executive Board			
Total No. of members 3.92	Total No. of paid members 3.92	Total amount of the body's compensation (reais) 6,164,641.88	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 3,042,701.39	Direct and indirect benefits 278,901.25	Participation in committees 0.00	Others 0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	Profit sharing 0.00	Participation in meetings 0.00	
Commissions 0.00	Others 1,228,198.86		
Description of other variable compensations			
Of the total of R\$ 1,228,198.86 earmarked for Variable Compensation, R\$ 698,962.47 refers to the installments in cash of the 2023 Program, after deducting the advance payment, and R\$ 529,236.39 refers to the advance payment of the 2024 Program.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 393,309.54	Termination of office 0.00	Share-based (including options) 1,221,530.84	
Note			

TOTAL COMPENSATION BY BODY			
Fiscal year			
12/31/2025			
Management body			
Board of Directors			
Total No. of members	Total No. of paid members	Total amount of the body's compensation (reais)	
7	6	539,470.04	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore	Direct and indirect benefits	Participation in committees	Others
539,470.04	0.00	0.00	0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus	Profit sharing	Participation in meetings	
0.00	0.00	0.00	
Commissions	Others		
0.00	0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment	Termination of office	Share-based (including options)	
0.00	0.00	0.00	
Note			
Projection was made with an expected increase of 14.98%. Awaiting the general meeting to set the amounts.			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2025			
Management body Supervisory Board			
Total No. of members	Total No. of paid members	Total amount of the body's compensation (reais)	
3	3	269,735.02	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore	Direct and indirect benefits	Participation in committees	Others
269,735.02	0.00	0.00	0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus	Profit sharing	Participation in meetings	
0.00	0.00	0.00	
Commissions	Others		
0.00	0.00		
Description of other variable compensations			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment	Termination of office	Share-based (including options)	
0.00	0.00	0.00	
Note			
Projection was made with an expected increase of 14.98%. Awaiting the general meeting to set the amounts.			

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2025			
Management body Statutory Executive Board			
Total No. of members	Total No. of paid members	Total amount of the body's compensation (reais)	
4	4	10,057,130.39	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore	Direct and indirect benefits	Participation in committees	Others
3,605,781.05	2,789,022.32	0.00	0.00
Description of other fixed compensations			
VARIABLE COMPENSATION (in reais)			
Bonus	Profit sharing	Participation in meetings	
0.00	0.00	0.00	
Commissions	Others		
0.00	1,614,633.98		
Description of other variable compensations			
The amounts refers to the projected Variable Compensation of BB Seguridade's directors for the period 2025-2026. Of the total of R\$ 1,614,633.98, the amount of R\$ 749,809.04 refers to the settlement of PRVA 2024 and the difference of R\$ 864,824.94 is the forecast of the advance payment of PRVA 2025.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment	Termination of office	Share-based (including options)	
611,399.37	0.00	1,436,293.67	
Note			
Projection was made with an expected increase of 14.98%. Awaiting the general meeting to set the amounts.			

8.3 In relation to 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 supervisory board, prepare a table with the following content:

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

The members of the Board of Directors and the Executive Board 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, up to two decimal places, in accordance with item 10.2.8.2 of Circular Letter/Annual-2025-CVM/SEP, dated 02.27.2025. For the calculation, it was taken into account the number of members on the last business day of the month.

The number of paid members of each body corresponds to the number of officers and directors to whom variable compensation was recognized in the result for the fiscal year, in accordance with item 10.2.8.3 of Circular Letter/Annual-2025-CVM/SEP, dated 02.27.2025, considering only those who held such positions on the respective bodies in the respective fiscal years.

VARIABLE COMPENSATION		
Fiscal year		
12/31/2022		
Compensation by body (in reais)		
Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4
REGARDING THE BONUS		
Minimum amount foreseen in the compensation plan	Maximum amount foreseen in the compensation plan	
0	0	
Amount foreseen in the compensation plan if targets were met	Amount effectively recognized in the income statement in the selected fiscal year	
0	0	
REGARDING PROFIT SHARING		
Minimum amount foreseen in the compensation plan	Maximum amount foreseen in the compensation plan	
436,194.36	1,417,631.67	
Amount foreseen in the compensation plan if targets were met	Amount effectively recognized in the income statement in the selected fiscal year	
981,437.31	886,247.00	

VARIABLE COMPENSATION		
Fiscal year		
12/31/2023		
Compensation by body (in reais)		
Management body	Total No. of members	No. of paid members
Statutory Executive Board	3.92	3.92
REGARDING THE BONUS		
Minimum amount foreseen in the compensation plan	Maximum amount foreseen in the compensation plan	
0	0	
Amount foreseen in the compensation plan if targets were met	Amount effectively recognized in the income statement in the selected fiscal year	
0	0	
REGARDING PROFIT SHARING		
Minimum amount foreseen in the compensation plan	Maximum amount foreseen in the compensation plan	
534,883.32	1,426,355.52	
Amount foreseen in the compensation plan if targets were met	Amount effectively recognized in the income statement in the selected fiscal year	
1,069,766.64	1,407,272.04	

VARIABLE COMPENSATION		
Fiscal year		
12/31/2024		
Compensation by body (in reais)		
Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4
BONUS		
Minimum amount foreseen in the compensation plan	Maximum amount foreseen in the compensation plan	
0	0	
Expected amount for targets achieved	Amount effectively recognized	
0	0	
PROFIT SHARING		
Minimum amount foreseen in the compensation plan	Maximum amount foreseen in the compensation plan	
746,126.57	1,492,253.15	
Expected amount for targets achieved	Amount effectively recognized	
1,119,189.86	749,809.04	

VARIABLE COMPENSATION		
Fiscal year		
12/31/2025		
Compensation by body (in reais)		
Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4
BONUS		
Minimum amount foreseen in the compensation plan		Maximum amount foreseen in the compensation plan
0		0
Expected amount for targets achieved		Amount effectively recognized
0		0
PROFIT SHARING		
Minimum amount foreseen in the compensation plan		Maximum amount foreseen in the compensation plan
-		2,984,506.32 ¹
Expected amount for targets achieved		Amount effectively recognized
-		N/A

¹ The 2025 Variable Compensation Program is subject to approval by the Board of Directors and is currently under development.

8.4 Regarding the share-based compensation plan for the board of directors and the statutory executive board, in force in the last fiscal year and planned for the current fiscal year, describe:

(a) general terms and conditions

Exercise a statutory term of office (Chief Executive Officer or Officer) in force during the fiscal year 2024 and meet the targets and indicators defined as prerequisites for triggering the Plan.

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 2024 was approved by the Board of Directors on 04.17.2024.

With regard to the PRVA 2025, BB Seguridade is awaiting guidance from Banco do Brasil S.A. ("BB" or "Controlling Shareholder"), which, in turn, is complying with the general guidelines issued by SEST, so as to proceed with its finalization and subsequent submission for resolution by the Board of Directors.

(c) maximum number of shares covered

There is no maximum number of shares. The number of shares shall be defined according to the average share price and in function of the results achieved.

(d) maximum number of options to be granted

Not applicable. Compensation is based solely on shares.

(e) conditions for the acquisition of shares

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

At the time of payment, the Board of Directors may approve the form of distribution of the shares within the following alternatives:

I - marking treasury shares for future transfer to members of the Executive Board, in stages, in installments proportional to the deferral period (marked shares); or

II – immediate transfer of the shares to the members of the Executive Board, which are encumbered with clauses of incommunicability, impossibility to levy execution and impossibility to dispose of, releasing the encumbrance proportionally during the deferral period (encumbered shares). The immediate transfer of the shares, on a resolvable basis, entitles the Directors to receive dividends and/or interest on equity as from the transfer.

(f) criteria for setting the acquisition or strike price

The number of BB Seguridade shares, marked or encumbered, allocated to each Director is determined by calculating the net amount to be paid in shares (50% of the fees), divided by the average price of the shares, which shall be the simple average of the daily closing prices of the week prior to the payment, rounding the result to the nearest cent.

(g) criteria for setting the acquisition or strike period

Not applicable. Compensation is based solely on shares, and no shares options are provided for.

(h) form of liquidation

Not applicable. Compensation is based solely on shares, and no shares options are provided for.

(i) restrictions on the transfer of the shares

In the event of a reduction of more than 20% in BB Seguridade's results during the deferral period, the deferred portion, whether of the marked shares or encumbered shares, shall be reversed in proportion to the observed reduction in the results.

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

The triggering of the compensation program is subject to the following prerequisites:

i) activation of the Profit-Sharing Program – PLR, to which BB Seguridade employees are entitled; and ii) having a positive accounting net profit.

Currently, there are no plans to discontinue the plan.

(k) effects of a director's withdrawal from the issuer's bodies on their rights under the share-based compensation plan

The director is entitled to receive the amounts according to the days of performance in the period. There is no amendment as to deferred installments not yet paid due to dismissals or death.

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

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

8.6 Regarding each grant of stock options carried out in the last 3 fiscal years and planned for the current fiscal year, by the board of directors and the statutory executive board, prepare a table with the following content:

BB Seguridade has no option-based compensation plan.

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

BB Seguridade has no option-based compensation plan.

8.8 Regarding the options exercised relating 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:

BB Seguridade has no option-based compensation plan.

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

Not applicable to the Board of Directors.

Share-based compensation expected for the current fiscal year (2025)		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members¹	N/A	10
(d) potential dilution if all shares are granted to beneficiaries²	N/A	0.0077044%

¹Total expected number of members who served during the assessment period and will be entitled to receive deferred installments paid in 2025.

²Potential dilution considers expectations of a grant with a base date of 02/28/2025.

Share-based compensation for the fiscal year ended on 12.31.2024		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members¹	N/A	10
(d) potential dilution if all shares are granted to beneficiaries²	N/A	0.0087329%

¹Total number of beneficiaries who worked in the assessment period and were entitled to receive deferred installments paid in 2024.

²Potential dilution considers grants with a base date of 12/31/2024.

Share-based compensation for the fiscal year ended on 12.31.2023		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members¹	N/A	15
(d) potential dilution if all shares are granted to beneficiaries²	N/A	0.0079002%

¹Total number of beneficiaries who worked in the assessment period and were entitled to receive deferred installments paid in 2023.

²Potential dilution considers grants with a base date of 12/31/2023.

Share-based compensation for the fiscal year ended on 12.31.2022		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04

Share-based compensation for the fiscal year ended on 12.31.2022		
(a) body	Board of Directors	Statutory Executive Board
(c) number of paid members¹	N/A	17
(d) potential dilution if all shares are granted to beneficiaries²	N/A	0.0071773%

¹Total number of beneficiaries who worked in the assessment period and were entitled to receive deferred installments paid in 2022.

²Potential dilution considers grants with a base date of 12/31/2022.

8.10 Regarding each grant of shares carried out in the last 3 fiscal years and planned for the current fiscal year, by the board of directors and the statutory executive board, prepare a table with the following content:

The number of paid members of the Statutory Executive Board corresponds to the number of officers linked to the PRVA for the respective fiscal year, in accordance with item 10.2.8.8 of Circular Letter/Annual-2025-CVM/SEP, dated 02.27.2025, without taking into account former members who received deferred installments relating to previous PRVAs.

Not applicable to the Board of Directors.

Share-based compensation expected for the current fiscal year (2025)		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	02.28.2025
(e) number of shares granted¹	N/A	27,817
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	39.15
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	903,660.30

¹Total number of shares expected to be granted in the fiscal year 2025, including deferred installments relating to PRVAs from previous years paid to former members of the Statutory Executive Board.

Share-based compensation for the fiscal year ended on 12.31.2024		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	03/05/2024
(e) number of shares granted¹	N/A	26,951
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	32.86
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	885,609.86

¹Total number of shares granted in the fiscal year 2024, including deferred installments relating to PRVAs from previous years paid to former members of the Statutory Executive Board.

Share-based compensation for the fiscal year ended on 12.31.2023		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	03/03/2023
(e) number of shares granted¹	N/A	24,335
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	34.07
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	829,093.45

¹Total number of shares granted in the fiscal year 2023, including deferred installments relating to PRVAs from previous years paid to former members of the Statutory Executive Board.

Share-based compensation for the fiscal year ended on 12.31.2022		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	04/24/2022
(e) number of shares granted ¹	N/A	22,348
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	26.37
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	589,316.76

¹Total number of shares granted in the fiscal year 2022, including deferred installments relating to PRVAs from previous years, paid to former members of the Statutory Executive Board.

8.11 Regarding 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 Statutory Executive Board corresponds to the number of officers linked to the PRVA for the respective fiscal year, in accordance with item 10.2.8.9 of Circular Letter/Annual-2025-CVM/SEP, dated 02.27.2025, without taking into account former members who received deferred installments relating to previous PRVAs. The total number of shares granted in each fiscal year includes deferred installments relating to PRVAs from previous years, paid to former members of the Statutory Executive Board.

Not applicable to the Board of Directors.

SHARES DELIVERED			
Fiscal year			
12/31/2022			
Compensation by body (in reais)			
Management body	Total No. of members	No. of paid members	No. of shares
Statutory Executive Board	4	4	22,348
Weighted average purchase price (R\$)		Weighted average market price of purchased shares (R\$)	
24.46		26.37	
Multiplying the total number of shares acquired by the difference between the weighted average purchase price and the weighted average market price of the purchased shares			
-42,684.68			

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

SHARES DELIVERED			
Fiscal year			
12/31/2024			
Compensation by body (in reais)			
Management body	Total No. of members	No. of paid members	No. of shares
Statutory Executive Board	3.92	3.92	26,951
Weighted average purchase price (R\$)		Weighted average market price of purchased shares (R\$)	
30.69		32.86	
Multiplying the total number of shares acquired by the difference between the weighted average purchase price and the weighted average market price of the purchased shares			
-58,483.67			

8.12 Summary 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's shares to be allocated to each officer shall be calculated by dividing the net amount equivalent to 50% of the fees to which they are entitled, as variable compensation, by the average price of the shares, which shall be the simple average of the daily closing prices for the week prior to the payment, rounding the result to the nearest cent.

When calculating deferred installments, if there are fractions, these shall accrue in the last installment to be made available.

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

In the event of a reduction of more than 20% in BB Seguridade's results during the deferral period, the deferred portion, whether of the marked shares or encumbered shares, shall be reversed in proportion to the observed reduction in the results. In the event of reversal, in whole or in part, of the encumbered shares, the respective Dividends and/or JCP are also reversed, adjusted by the Broad National Consumer Price Index (IPCA).

BB Seguridade's results are calculated based on the accounting net profit for the period, adjusted for unrealized results and free of non-recurring effects controllable by the institution.

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

Weighted average purchase price: In recent years, shares that were already held in treasury were used to settle the payable installments of the PRVAs, with no change in the weighted average purchase price.

Weighted average market price of purchased shares: The shares were transferred on a single date, with the closing price of the day as a reference for the market value of the shares.

Potential dilution if all shares are granted to beneficiaries: Total shares allocated in the last program plus shares deferred from previous programs divided by the volume of outstanding shares.

Variable compensation is not based on options.

(c) method used and assumptions made 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 features of the option have been incorporated into 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 controlling shareholders, controlled companies or companies under common control, which are held by members of the board of directors, the statutory executive board or the supervisory board, grouped by body

Fiscal Year ended on December 31st, 2024	
	BB Seguridade's Shares
Board of Directors	882
Executive Board	16,403
Supervisory Board	–
Total	17,285
Fiscal Year ended on December 31st, 2024	
	Banco do Brasil's Shares
Board of Directors	5,192
Executive Board	3,412
Supervisory Board	12
Total	8,616

8.14 Regarding the pension plans in force granted to the members of the board of directors and the statutory executive officers, provide the following information in the form of a table:

BB Seguridade's statutory officers are career employees assigned by BB who, by assuming their positions in the Company, maintain the pension plans with the same conditions existing for the employees of its controlling shareholder.

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

(a) body	Board of Directors	Statutory Executive Board
(b) total No. of members	N/A	04
(c) No. of paid members	N/A	04
(d) plan name	Previ Futuro and Prevmais Benefit Plan - Economus	
(e) number of directors 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, article 40, transcribed below:</p> <p>The Monthly Retirement Income shall be due to the participant, from the date of his application, provided that he meets the following conditions:</p> <ul style="list-style-type: none"> i. has fulfilled the waiting period of one hundred and twenty (120) monthly contributions to this Benefit Plan; ii. is in retirement due to contribution time or age granted by the Basic Official Pension; iii. terminate employment bond with the Sponsor. <p>(...)</p> <p>§3 - The condition referred to in item II of this article may be waived as long as the participant is at least fifty (50) years old.</p> <p>According to the General Regulation of PrevmMais - Economus, article 20, transcribed below:</p> <p>The Retirement Benefit shall be granted to the Participant who meets the following eligibility requirements:</p> <ul style="list-style-type: none"> I. be, at least, fifty-three (53) years old; 	

	<p>II. have, at least, sixty (60) months of Binding to PrevMais; and</p> <p>III. have completed the Employment Relationship Termination with the Sponsor.</p> <p>The Participant shall have the option to request the Retirement Benefit before reaching the minimum age of fifty-three (53) years old, as long as they meet the other conditions reviewed in the Art. 20 of the PrevMais Regulation.</p>	
<p>(g) updated accumulated value of pension plan contributions up until the end of the last fiscal year, discounting the installment related to contributions made directly by directors</p>	<p>N/A</p>	<p>3,337,855.59</p>
<p>(h) total accumulated value of the contributions made during the last fiscal year, less the installment related to contributions made directly by directors</p>	<p>N/A</p>	<p>481,637.09</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>Participants whose enrollment in this Benefit Plan is canceled pursuant to items I, IV or V of article 6 shall be assured the redemption of their individual savings reserve, when the termination of the employment relationship with the Sponsor is proven or on the date of cancellation, if after the breakup date.</p> <p>§1 - The redemption value provided for in this article shall be increased by the values transferred to the plan when constituted in a supplementary pension plan managed by an open supplementary pension entity or insurance company.</p> <p>§2 - The redemption value provided for in this article shall be determined on the date of application by this institute.</p> <p>§3 - The redemption referred to in this article shall be paid in cash. The participant may opt, in his application, for receipt within twelve (12) consecutive months, counted from the date of his option for this institute.</p> <p>§4 - The monthly installments referred to in the previous paragraph shall be corrected monthly by the index provided for in article 27.</p> <p>§5 - The existing balance in the Employer Savings Reserve linked to the participant who chooses the option provided for in item I of article 7 shall be allocated as follows:</p> <p>I - twenty percent (20%) shall be transferred to cover the cost of the benefits of Part I of the Plan, in accordance with item III of article 50.</p>
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II – ten percent (10%), plus three and a half percent (3.5%) for every twelve (12) monthly contributions to the Plan, limited to the remaining eighty percent (80%), shall be paid to the participant, previously deducting the credits in favor of the Benefit Plan on the redemption date;

III – subject to items I and II of this paragraph, the remaining balance shall be transferred to cover the cost of benefits in Part I of the Plan, in accordance with item III of article 50.

§6 - Amounts transferred to the plan cannot be redeemed when constituted in a benefit plan managed by a closed supplementary pension entity, and the former participant must provide, simultaneously with the redemption, their portability in accordance with articles 20 and 21, waiving the waiting period of thirty-six (36) monthly contributions to the benefit plan.

§7 - In the event of the death of a former participant before payment of the redemption has been made, calculated as set out in this article, the corresponding amount shall be paid, in a single installment, to their legal heirs, apportioned in equal parts, plus the amounts that would be transferred to another benefit plan, as provided in the previous paragraph.

According to PrevMais - Economus General Regulations, Art. 58, it shall be a condition for the early redemption option:

- I. to the Active Participant who has terminated their 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 who has not yet completed the granting of the Retirement Benefit in advance, as provided for in Art. 20, sole paragraph of the Plan Regulations, it shall be ensured to receive the amount corresponding to 100% (one hundred percent) of the existing balances in FUNDS A and B, on the Calculation Date, plus the Return on Investments.
- II. Under no circumstances shall the Assisted Participant be entitled to Redemption.
- III. The Redemption value shall be made in a single payment or, at the Participant's discretion, in up to sixty (60) consecutive monthly installments.
- IV. in the case of payment in installments, the monthly installments shall be updated based on the value of the quota.

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 supervisory board:

The number of paid members of each body corresponds to that reported in the respective tables in item 8.2, in accordance with item 10.2.8.13 of Circular Letter/Annual-2025-CVM/SEP, dated 23.27.2025, without taking into account former members who received deferred installments relating to previous PRVAs.

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year 12/31/2022		
Management body Board of Directors	Total No. of members 7	No. of paid members 3.75
Amount of the highest compensation (reais) 70,882.60	Amount of the lowest compensation (reais) 70,882.60	Amount of the average compensation (reais) 73,979.39
Note Considering that, in order to calculate the number of paid members, as stated in item 8.2, only the paid members who held these positions on the Board of Directors during the fiscal year were taken into account, we obtained an average annual number lower than the total number of members, as there are members who do not receive fees, as well as two members who did not receive fees for 1 month each and the adjustments were made retroactively. That said, the total amount of the board (277,422.70) divided by the total number of paid members (3.75) generated a higher average than the amount of the highest compensation.		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year 12/31/2022		
Management body Supervisory Board	Total No. of members 3	No. of paid members 2.92
Amount of the highest compensation (reais) 70,882.60	Amount of the lowest compensation (reais) 70,882.60	Amount of the average compensation (reais) 73,041.80
Note Considering that, in order to calculate the number of paid members, as stated in item 8.2, only the paid members who held these positions on the Board of Directors during the fiscal year were taken into account, we obtained an average annual number lower than the total number of members in the year, as one of the members did not receive their fee for 1 month and the adjustment was made retroactively. That said, the total amount of the board (213,038.58) divided by the total number of paid members (2.92) generated a higher average than the amount of the highest compensation.		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year		
12/31/2022		
Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4
Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
1,189,286.92	905,377.40	1,288,566.77
Note		
<p>The amount of the Board of Directors' total compensation for the respective fiscal year included the amounts paid for the different portions of the PRVAs from previous years. However, in order to calculate the number of paid members, as stated in item 8.2, only the paid members who held these positions on the Executive Board during the year were taken into account. As a result, the average compensation calculated (5,154,267.06/4) was higher than the highest compensation.</p>		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year		
12/31/2023		
Management body	Total No. of members	No. of paid members
Board of Directors	7	3.92
Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
81,889.89	81,889.89	77,538.88
Note		
<p>Calculation of the Amount of the Average Compensation: R\$ 303,952.43 / 3.92</p>		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year		
12/31/2023		
Management body	Total No. of members	No. of paid members
Supervisory Board	3	3
Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
75,666.09	67,296.16	72,876.11
Note		
<p>Calculation of the Amount of the Average Compensation: R\$ 218,628.34 / 3.00</p>		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year 12/31/2023		
Management body Statutory Executive Board	Total No. of members 3.92	No. of paid members 3.92
Amount of the highest compensation (reais) 1,600,100.62	Amount of the lowest compensation (reais) 1,228,852.42	Amount of the average compensation (reais) 1,591,179.02
Note Calculation of the Amount of the Average Compensation: R\$ 6,232,117.84 / 3.92		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year 12/31/2024		
Management body Board of Directors	Total No. of members 6.58	No. of paid members 3.58
Amount of the highest compensation (reais) 93,829.20	Amount of the lowest compensation (reais) 6,736.87	Amount of the average compensation (reais) 79,490.16
Note Calculation of the Amount of the Average Compensation: R\$ 284,574.78 / 3.58		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year 12/31/2024		
Management body Supervisory Board	Total No. of members 3	No. of paid members 3
Amount of the highest compensation (reais) 79,938.06	Amount of the lowest compensation (reais) 25,753.64	Amount of the average compensation (reais) 77,743.30
Note Calculation of the Amount of the Average Compensation: R\$ 233,229.91 / 3.00		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year 12/31/2024		
Management body	Total No. of members	No. of paid members
Statutory Executive Board	3.92	3.92
Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
1,337,357.95	779,409.95	1,572,612.72
Note		
Calculation of the Average Remuneration Amount: R\$ 6,164,641.88 / 3.92. The methodology used follows the CVM guidelines, as established in item 10.2.8.2 of the Circular/Annual Letter-2025-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.		

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

The Company has no contractual arrangements, insurance policies, or other instruments that structure compensation or indemnification mechanisms for directors in the event of removal from the position 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 Regarding 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, statutory executive board or supervisory board who are parties related to the controlling shareholders, direct or indirect, as defined by the accounting rules that deal with this matter

Fiscal Year 2022	Board of Directors	Statutory Executive Board	Supervisory Board
Total compensation of the body (R\$)	277,422.70	5,154,267.06	213,038.58
Total compensation of the members appointed by the controlling shareholder (R\$) ¹	277,422.70	5,154,267.06	118,529.78
Percentage of the compensation of the appointed members in relation to the total paid	100%	100%	55.64%

¹ the amounts informed represent the indications made by the direct and indirect controlling shareholder.

Fiscal Year 2023	Board of Directors	Statutory Executive Board	Supervisory Board
Total compensation of the body (R\$)	303,952.43	6,232,117.84	218,628.34
Total compensation of the members appointed by the controlling shareholder (R\$) ¹	303,952.43	6,232,117.84	142,962.25
Percentage of the compensation of the appointed members in relation to the total paid	100%	100%	65.39%

¹ the amounts informed represent the indications made by the direct and indirect controlling shareholder.

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

¹ the amounts informed represent the indications made by the direct and indirect controlling shareholder.

Fiscal Year 2025²	Board of Directors	Statutory Executive Board	Supervisory Board
Total compensation of the body (R\$)	557,632.80	10,057,130.39	278,816.40
Total compensation of the members appointed by the controlling shareholder (R\$) ¹	371,755.20	10,057,130.39	185,877.60
Percentage of the compensation of the appointed members in relation to the total paid	66.67%	100%	66.67%

¹ the amounts informed represent the indications made by the direct and indirect controlling shareholder.

² the total amount will still be resolved upon at the 2025 Annual General Meeting (AGM).

8.18 Regarding 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, statutory executive board or supervisory board, grouped by body, for any reason other than the function they occupy, such as commissions and consulting or advisory services provided

None.

8.19 Regarding the last 3 fiscal years and the forecast for the current fiscal year, indicate the amounts recognized in the result of direct or indirect controlling shareholders, companies under common control and controlled companies of the issuer, as compensation of members of the board of directors, of issuer's statutory executive board or supervisory board, grouped by body, specifying the title to which such amounts were assigned to such individuals

BB Seguridade's governance structure has the following members: i) one Chief Executive Officer; ii) three officers; iii) seven members in the Board of Directors and iv) three members in the Supervisory Board.

The members of the Board of Directors and the Supervisory Board, appointed by BB Seguridade's direct controlling shareholder, are career employees and compensated according to the positions held in BB.

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

BB Seguridade only pays the members' monthly compensation for their participation in its collegiate bodies. Board members are compensated on a monthly basis, regardless of the number of meetings, within the limits established by internal regulations. No member of BB Seguridade's Executive Board has his/her compensation paid by BB Seguridade's controlling shareholder or controlled companies.

That is, there are no installments of compensation supported by controlled companies of the issuer, its direct or indirect controlling shareholders, and companies under common control, which have been attributed to the members of the board of directors, statutory executive board, and supervisory board as a result of their positions in BB Seguridade. There is also no other compensation received by directors and members of the fiscal council of BB Seguridade that have been recognized in the results of our controlled companies for acting in these companies in 2022, 2023 and 2024

8.20. Provide other information that the issuer deems relevant

All information deemed relevant has been disclosed.

**ELECTION OF THE MEMBERS OF THE
BOARD OF DIRECTORS FOR THE
2025/2027 TERM**

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS - 2025/2027 TERM

Dear 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 Articles of Incorporation, the Board of Directors will consist of seven (7) members, with a unified management two-year term of office, with a maximum of three consecutive renewals allowed.

As provided in the Company's Articles of Incorporation, the following shall be compulsorily indicated to the Board of Directors, upon resolution of the General Meeting: (i) the Chief Executive Officer of BB Seguridade; (ii) two representatives of the Federal Government, one appointed by the Ministry of Finance and the other by the Ministry of Management and Innovation; and (iii) three representatives of Banco do Brasil, as the controlling shareholder.

Minority shareholders have assured the right to elect one director if they are not entitled to a greater number through the multiple-vote process.

The candidates appointed by Banco do Brasil S.A., as the controlling shareholder, by the Federal Government, and the appointment of the Company's Chief Executive Officer, and their respective CVs, are shown in Annex 1.

The appointments of candidates received from minority shareholders, forwarded pursuant to CVM Resolution No. 81/2022, and their respective CVs are shown in Annex 2.

The appointees listed in Annex 1 are conditioned to: (i) prior approval by the Office of the President's Chief of Staff, in the case of those appointed by the Federal Government and Banco do Brasil; (ii) subsequent assessment by BB Seguridade's Eligibility Committee, which, in its analysis, considers the fulfillment of the requirements and absence of impediments, in accordance with the applicable legislation, as well as the Company's Articles of Incorporation and the Governance, Appointment and Succession Policy.

Thus, these directors are submitted to the General Meeting to resolve on their election for the 2025/2027 period.

Brasília (DF), March 28th, 2025.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

ANNEX I

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS

CANDIDATES APPOINTED BY BANCO DO BRASIL, THE FEDERAL GOVERNMENT AND THE CHIEF EXECUTIVE OFFICER OF BB SEGURIDADE

Brasília (DF), March 28th, 2025.

Dear Shareholders,

In compliance with item IX of the agenda of the Annual General Meeting, we hereby inform that the following appointments have been received up to the present date, from Banco do Brasil, as controlling shareholder, from the Federal Government, as well as the appointment of the Chief Executive Officer of BB Seguridade, which, together with others that may be received, have been/will be assessed by BB Seguridade's Eligibility Committee:

NAME	INDEPENDENT	TERM	STATUS
KAMILLO TONONI OLIVEIRA SILVA	NO**	2nd APPOINTMENT	WAITING DOCUMENTATION
ROSIANE BARBOSA LAVIOLA	NO**	2nd APPOINTMENT	WAITING DOCUMENTATION
GUILHERME SANTOS MELLO	NO**	2nd APPOINTMENT	WAITING DOCUMENTATION
MARCOS ROGÉRIO DE SOUZA	NO**	2nd APPOINTMENT	WAITING DOCUMENTATION
ANDRÉ GUSTAVO BORBA ASSUMPÇÃO HAUI*	NO*	2nd APPOINTMENT	WAITING DOCUMENTATION
GILBERTO LOURENÇO DA APARECIDA	YES	3rd APPOINTMENT	WAITING DOCUMENTATION

* Appointed as founding member as Chief Executive Officer of BB Seguridade.

** The candidates Kamillo Tononi, Rosiane Laviola, Guilherme Mello e Marcos Rogério do not meet the independence criteria as they have ties to Banco do Brasil or the Federal Government.

The Board of Directors certifies that the nominee for independent member of the Board, Mr. Gilberto Lourenço da Aparecida, meets the independence criteria defined in the Company's Articles of Incorporation, in the Regulations of B3's Novo Mercado, in Law 13,303/2016 and in the Decree 8,945/2016.

Here are the extracts from the candidates' CVs received by the company.

KAMILLO TONONI OLIVEIRA SILVA

Career employee of Banco do Brasil for 18 years, where he currently holds the position of Chief Retail Commercial Officer. He has also held various executive positions in BB's commercial area, including Superintendent of Retail in the Central-West, Superintendent of Retail in Ceará, Superintendent of Commercial Companies in São Paulo Capital, and Superintendent of Commercial Companies in Minas Gerais, as well as management

positions in the branch network and in tactical areas in the corporate, individual and agribusiness markets. He has a degree in History, an MBA in Banking Management, and an MBA in Financial Business. He has executive training from Insper and training for Board Members and Corporate Governance from IBGC.

ROSIANE BARBOSA LAVIOLA

Career employee of Banco do Brasil for 31 years, where she currently holds the position of Chief Controllershship Officer, an area in which she also held the position of Executive Manager. She is also a Director of BB Consórcios. She has a degree in Business Administration, an MBA in Financial Management and a specialization in Business Planning and Management.

GUILHERME SANTOS MELLO

He has been Secretary of Economic Policy at the Ministry of Finance since January 2023. He was a PhD Professor at the Institute of Economics of the State University of Campinas from 2015 to 2023. He has a degree in Economics, a Master's in Political Economy, and a PhD in Economic Science.

MARCOS ROGÉRIO DE SOUZA

He has been the Secretary of Legal Affairs of the Office of the President's Chief of Staff since January/2023 and was Parliamentary Advisor to the Federal Senate between January/2017 and January/2023. He has a degree in Law, a specialization in Constitutional Law, and a Master's degree in Law.

ANDRÉ GUSTAVO BORBA ASSUMPCÃO HAUJ

Career employee and has worked at Banco do Brasil for 24 years. CEO of BB Seguridade since February 20th, 2024. He served as CEO and Statutory Officer of Banco do Brasil Securities LLC in the United States. He was also co-responsible for Banco do Brasil S.A. in Miami, USA. He was assigned to the Ministry of Finance as a Special Advisor in the Minister's Office and in the Ministry's Executive Secretariat on the capital markets and financial system agenda. He was a member of the National Financial System Appeals Council and Executive Secretary of the Ministry of Finance's Derivatives Management Committee. He was previously in charge of the International Treasury at Banco do Brasil. He holds a Bachelor's degree in Economics, an MBA and a STEM Master's degree in Finance from the University of Miami, as well as education and executive training in technology and innovation.

GILBERTO LOURENÇO DA APARECIDA

He was a career employee of Banco do Brasil until 2017. He was Chief Investor Relations Officer at Banco do Brasil, Chief Commercial Officer at Brasilcap, General Management, Finance and Marketing Officer at Banco do Brasil and Mapfre Insurance Group, as well as a member of the Board of Directors, Supervisory Board and Audit Committee. He is currently a member of the Board of Directors, the Audit Committee and the Eligibility Committee of BB Seguridade. He is Member of the Supervisory Board of Hmobi Participações S.A. He has a degree in Accounting and specializations in Business Management, Auditing and Accounting.

ANNEX 2**ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS**
CANDIDATES APPOINTED BY MINORITY SHAREHOLDERS

Brasília (DF), March 28th, 2025.

Dear Shareholders,

In compliance with item IX of the agenda of the Annual General Meeting, we hereby inform that the following appointment were received up to the present date from minority shareholders, which, together with others that may be received, have been/will be assessed by BB Seguridade's Eligibility Committee:

NAME	INDEPENDENT	TERM	STATUS
MARIA CAROLINA FERREIRA LACERDA	YES	2nd APPOINTMENT	ELIGIBLE FOR ELECTION

Please be advised that the appointment of the candidate Ms. Maria Carolina Ferreira Lacerda was forwarded by shareholder Real Investor Asset Management.

The Board of Directors attests that the appointee for independent Board member meet the independence criteria defined in the Company's Articles of Incorporation, in CVM Resolution No. 80/2022, and in the Regulations of B3's Novo Mercado, in Law 13,303/2016 and in the Decree 8,945/2016.

Here are the extracts from the candidates' CVs received by the company.

MARIA CAROLINA FERREIRA LACERDA (Independent Candidate)

Maria Carolina Ferreira Lacerda is an economist with a degree from the University of São Paulo (USP) and an MBA in Finance from Columbia University. She has worked in financial advisory for 25 years, having been responsible for UBS's Investment Bank in Brazil (2011 to 2015), Managing Director of Deutsche Bank's Investment Bank (2009), Director of Merrill Lynch's Investment Bank (1999 to 2008) and Director of Unibanco's Investment Bank. She was also an Officer at ANBIMA - Brazilian Association of Financial and Capital Market Entities, a member of the Council of Representatives of CNF - National Confederation of Financial Institutions, as well as a member of B3's Listing Advisory Board. She is currently an Independent Member of the Board of Directors of Ruma S.A. (RAIL3), Hypera Pharma (HYPE3), Pagbank PagSeguro, China Three Gorges Brasil Energia and IHS Towers.

**ELECTION OF THE MEMBERS OF THE
BOARD OF DIRECTORS FOR THE
2025/2027 TERM**

**CANDIDATES APPOINTED BY BANCO DO
BRASIL, THE FEDERAL GOVERNMENT
AND THE CHIEF EXECUTIVE OFFICER OF
BB SEGURIDADE**

**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 directors and members of the issuer's supervisory board, please indicate, in the form of a table:

BOARD OF DIRECTORS		
Name Kamillo Tononi Oliveira Silva		Type of Person Brazilian
CPF 042.027.514-26	Date of birth: 04/25/1982	Profession Bank clerk
Professional experience Company: BB Seguridade Participações S.A. Activity: Private equity holding company Belongs to the BB Seguridade Conglomerate? Yes Position/Function: Member of the Board of Directors Period: since Nov/2023 Company: Banco do Brasil S.A. Activity: Multiple Bank, with commercial portfolio Belongs to the BB Seguridade Conglomerate? No Position/Function: Retail Commercial Director Period: from May/2023 to current. Position/Function: Midwest State Superintendent Period: from Sep/2021 to May/2023; Ceará Period: 2020 to 2021. Position/Function: State Retail Superintendent in Ceará Period: from 2020 to 2021. Position/Function: Legal Entity Commercial Superintendent Period: from 2017 to 2020.		
Management Body Board of Directors		Elected office held Chairman of the Board of Directors
Description of another position/role N/A		
Election date 04/29/2025	Inauguration date 04/29/2025	Prazo do mandato 2025-2027
He was elected by the comptroller Yes	Start date of the First Term 11/24/2023	
Are you a Politically Exposed Person (PEP)? Yes	PEP Reason Director of Banco do Brasil since May/2023	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member 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	Counselor
Professional experience		
<p>Company: BB Seguridade Participações S.A. Activity: Private equity holding company Belongs to the Conglomerate BB Seguridade? 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 Eligibility Committee Period: since Nov/2021</p> <p>Company: HMOBI Participações S.A. Activity: Private equity holding company Belongs 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 Belongs 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 Belongs 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. Belongs 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 Eligibility Committee		
Election date	Inauguration date	Prazo do mandato
04/29/2025	04/29/2025	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
Marcos Rogério de Souza		Brazilian
CPF	Date of birth:	Profession
159.948.518-41	04/22/1976	Secretary of Legal Affairs of the Civil House of the Presidency of the Republic
Professional experience		
<p>Company: BB Seguridade Participações S.A. Activity: Private equity holding company Belongs to the Conglomerate BB Seguridade? Yes Position/Function: Member of the Board of Directors Period: since jun/2023</p> <p>Company: Civil House of the Presidency of the Republic Activity: Special Advisor for Legal Affairs Belongs to the BB Seguridade conglomerate? No Position/Function: Deputy Special Secretary Period: since Jan/2023</p> <p>Company: B3 S.A. Activity: Stock Exchange Belongs to the BB Seguridade Conglomerate? No. Position/Function: Alternate member of the Fiscal Council. Period: from May/2019 to Apr/2023</p> <p>Company: Federal Senate Activity: Parliamentary Advisory Belongs to the BB Seguridade conglomerate? No Position/Function: Parliamentary Advisor Period: from Jan/2017 to Jan/2023</p>		
Management Body		Elected office held
Board of Directors		Board of Directors (Effective)
Description of another position/role		
N/A		
Election date	Inauguration date	Prazo do mandato
04/29/2025	04/29/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
Yes	06/30/2023	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
Yes	Special Assistant Secretary of the Secre of the Civil House of the Presidency of the Republic since jan/2023	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	No

BOARD OF DIRECTORS		
Name Guilherme Santos Mello		Type of Person Brazilian
CPF 318.791.898-01	Date of birth 06/09/1983	Profession Professor
Professional experience		
Company: BB Seguridade Participações S.A. Activity: Private equity holding company Belongs to the BB Seguridade Conglomerate? Yes Position/Function: Member of the Board of Directors Period: since May/2023		
Company: Ministry of Finance Activity: Special Advisory on Economic Studies Belongs to the BB Seguridade Conglomerate? No Position/Function: Secretary of Economic Policy Period: since Jan/2023		
Company: State University of Campinas - Unicamp Activity: Educational Institution Belongs to the BB Seguridade Conglomerate? No Position/Function: Professor at the Institute of Economics Period: from Aug/2015 to Jan/2023		
Management Body Board of Directors		Elected office held Board of Directors (Effective)
Description of another position/role N/A		
Election date 04/29/2025	Inauguration date 04/29/2025	Prazo do mandato 2025-2027
He was elected by the comptroller Yes	Start date of the First Term 05/25/2023	
Are you a Politically Exposed Person (PEP)? Yes	PEP Reason Secretary of Economic Policy of the Ministry of Finance	
CONVICTIONS		
Type of conviction N/A	Description of the conviction N/A	Independent Member No

BOARD OF DIRECTORS		
Name		Type of Person
André Gustavo Borba Assumpção Hai		Brazilian
CPF	Date of birth	Profession
862.991.661-34	04/07/1980	Banking
Professional experience		
<p>Company: BB Seguridade Participações S.A. Activity: Private equity holding company Belongs to the BB Seguridade conglomerate? Yes Position/Function: Chief Executive Officer Period: since 02/2024. Position/Function: Member of the Board of Directors Period: since 02/2024</p> <p>Company: BB Mapfre Participações S.A. Activity: Private equity holding company Belongs to the BB Seguridade conglomerate? Yes Position/Function: Member of the Board of Directors Period: since 02/2024.</p> <p>Company: Brasilcap Capitalização S.A. Activity: Commercialization of capitalization products Belongs to the BB Seguridade conglomerate? Yes Position/Function: Member of the Board of Directors Period: since 02/2024.</p> <p>Company: Brasilprev Seguros e Previdência S.A. Activity: Commercialization of open pension plans Belongs to the BB Seguridade conglomerate? Yes Position/Function: Member of the Board of Directors Period: since 02/2024.</p> <p>Company: BB Seguros Participações S.A. Activity: Private equity holding company Belongs to the BB Seguridade conglomerate? Yes Position/Function: Chief Executive Officer Period: since 02/2024.</p> <p>Company: BB Securities LLC Activity: Broker-dealer registered with the SEC and a member of FINRA and SIPC. Belongs to the BB Seguridade Conglomerate? No Job Title: CEO & Chief Executive Officer Period: from 2020 to 2024</p> <p>Company: Banco do Brasil S.A. Activity: Multiple Bank, with commercial portfolio Belongs to the BB Seguridade conglomerate? No Position/Role: Deputy General Manager Abroad Period: from 2019 to 2020.</p>		
Management body		Elected office held
Executive Board and the Board of Directors		Board Member (Effective) and Chief Executive Officer
Description of another position/role		
Chief Executive Officer		
Election date	Inauguration date	Prazo do mandato
04/29/2025	04/29/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
Yes	02/20/2024	
Are you a Politically Exposed Person (PEP)?	PEP Reason	
Yes	Director of BB Seguridade Participações S.A. and BB Seguros Participações S.A. since Feb/2024	
CONVICTIONS		
Type of conviction	Description of the conviction	Independent Member
N/A	N/A	No

BOARD OF DIRECTORS		
Name Rosiane Barbosa Laviola		Type of Person Brazilian
CPF 610.181.471-87	Date of birth 05/17/1973	Profession Bank Employees
Professional experience		
<p>Company: BB Seguridade Participações S.A. Activity: Holding company Belongs to the BB Seguridade Conglomerate? Yes Position/Function: Vice-Chairman of the Board of Directors Period: since Aug/2024.</p> <p>Company: Banco do Brasil S.A. Activity: Multiple Bank, with commercial portfolio Belongs to the BB Seguridade Conglomerate? No Position/Function: Controllership Director Period: since Jun/2023. Position/Function: Executive Manager Period: from Jun/2015 to Jun/2023.</p> <p>Company: BB Consórcios S.A. Activity: Consortia Do you belong to the BB Seguridade Conglomerate? No Position/Function: Member of the Board of Directors Period: from Apr/2024 to Oct/2024.</p> <p>Company: BB Elo Cartões S.A. Activity: Card Administrator Belongs to the BB Seguridade Conglomerate? No Position/Function: Member of the Board of Directors Period: from Apr/2024 to Oct/2024.</p> <p>Company: Banco do Brasil Employee Assistance Fund (Cassi) Activity: Assistance Box Belongs to the BB Seguridade Conglomerate? No Position/Function: Member of the Deliberative Council Period: since Jun/2024</p>		
Management Body Board of Directors	Elected office held Vice President of Administration	
Description of another position/role N/A		
Election date 04/29/2025	Inauguration date 04/29/2025	Prazo do mandato 2025-2027
He was elected by the comptroller Yes	Start date of the First Term 08/30/2024	
Are you a Politically Exposed Person (PEP)? Yes	PEP Reason Controllership Director at Banco do Brasil	
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 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 direct and indirect controlling companies 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.

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

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

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS		
Fiscal Year 12/31/2024		
ISSUER ADMINISTRATOR		
Administrator Name Kamillo Tononi Oliveira Silva	Administrator's CPF 042.027.514-26	
Administrator Position/Role Chairman of the Board of Directors	Type of person Natural person	
RELATED PERSON		
Corporate name of the related person Banco do Brasil S.A.		
Type of person Legal entity	CPF or CNPJ 00.000.000/0001-91	Nationality Brazilian
Administrator's position or role in the related person Retail Commercial Director		
Type of relationship between the administrator and the related person Subordination	Related Person Type Direct Controller	
Observation Subordination relationship also in the fiscal years of 2023 and 2022.		

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS

Fiscal Year 12/31/2024

ISSUER ADMINISTRATOR

Administrator Name

Guilherme Santos Mello

Administrator's CPF

318.791.898-01

Administrator Position/Role

Member of the Board of Directors

Type of person

Natural person

RELATED PERSON

Related person's business name

Ministry of Finance

Type of person

Legal entity

CPF or CNPJ

00.394.460/0001-41

Nationality

Brazilian

Administrator's position or role in the related person

Secretary of Economic Policy

Type of relationship between the administrator and the related person

Subordination

Related Person Type

Indirect Controller

Observation

Subordination relationship also in the fiscal years 2023 and 2022.

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS

Fiscal Year 12/31/2024

ISSUER ADMINISTRATOR

Administrator Name

Marcos Rogério de Souza

Administrator's CPF

159.948.518-41

Administrator Position/Role

Member of the Board of Directors

Type of person

Natural person

RELATED PERSON

Related person's business name

Presidency of the Republic

Type of person

Legal entity

CPF or CNPJ

01.693.698/0001-30

Nationality

Brazilian

Administrator's position or role in the related person

Special Advisor for Legal Affairs

Type of relationship between the administrator and the related person

Subordination

Related Person Type

Indirect Controller

Observation

Subordination relationship also in the fiscal years 2023 and 2022.

SUBORDINATION, SERVICE OR CONTROL RELATIONSHIPS		
Fiscal Year 12/31/2024		
ISSUER ADMINISTRATOR		
Administrator Name Rosiane Barbosa Laviola	Administrator's CPF 610.181.471-87	
Administrator Position/Role Vice-Chairman of the Board of Directors	Type of person Natural person	
RELATED PERSON		
Corporate name of the related person Banco do Brasil S.A.		
Type of person Legal entity	CPF or CNPJ 00.000.000/0001-91	Nationality Brazilian
Administrator's position or role in the related person Controllership Director		
Type of relationship between the administrator and the related person Subordination	Related Person Type Direct Controller	
Observation Subordination relationship also in the fiscal years of 2023 and 2022.		

(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
BOARD OF DIRECTORS FOR THE
2025/2027 TERM**

**CANDIDATES APPOINTED 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 directors and members of the issuer's supervisory board, please indicate, in the form of a table:

BOARD OF DIRECTORS		
Name		Type of Person
Maria Carolina Ferreira Lacerda		Brazilian
CPF	Date of birth:	Profession
151.686.438-76	08/21/1972	Economist
Professional experience		
Company: BB Seguridade Participações S.A. Activity: Private equity holding company Belongs to the BB Seguridade conglomerate? Yes Position/Function: Member of the Board of Directors Period: since 04/2023. Position/Function: Member of the Related Party Transactions Committee Period: since 05/2023		
Company: Vivara S.A. Activity: Retail and marketing of jewelry Belongs to the BB Seguridade conglomerate? No Position/Function: member of the Board of Directors Period: since April/2024		
Company: Pagueseguro Digital Ltd. Activity: Holding company of non-financial institutions Belongs to the BB Seguridade conglomerate: No Position/Function: member of the Board of Directors Period: since Jan/2023		
Company: IHS Holding Ltd. Activity: Communication Infrastructure Belongs to the BB Seguridade conglomerate: No Position/Function: member of the Board of Directors Period: since Oct/2021		
Company: Rumo S.A. Activity: Logistics Belongs to the BB Seguridade conglomerate: No Position/function: member of the Board of Directors Period: since May/2021		
Company: Hypera Pharma S.A. Activity: Pharmaceutical Belongs to the BB Seguridade conglomerate? No Position/Function: member of the Board of Directors Period: since Oct/2016		
Company: CTG Brasil S.A. Activity: Generation and commercialization of electricity Belongs to the BB Seguridade conglomerate? No Position/Function: member of the Board of Directors Period: since Jun/2022		
Company: Vibra Energia S.A. Activity: Distribution of petroleum products Belongs to the BB Seguridade conglomerate? No Position/Function: member of the Board of Directors Period: from Sep/2019 to May/2022		
Management Body		Elected office held
Board of Directors		Independent Board of Directors (Effective)
Description of another position/role		
Member of the Related Party Transactions Committee		
Election date	Inauguration date	Prazo do mandato
04/29/2025	04/29/2025	2025-2027
He was elected by the comptroller	Start date of the First Term	
No	04/28/2023	

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

7.3. Provide the information referred to in paragraph 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.

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

(a) issuer 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 direct and indirect controlling companies 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.

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

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

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**

ARTICLES OF INCORPORATION

**In accordance with Art. 12, items I and II
of CVM Resolution 81/22**

AMENDMENTS TO THE ARTICLES OF INCORPORATION OF BB SEGURIDADE

Dear Shareholders,

The last amendment to the Articles of Incorporation of BB Seguridade Participações S.A was approved at the Extraordinary General Meeting ("OEGM"), held on 04.29.2022.

The main purpose of the proposed changes is to comply with the provisions of Decree No. 11.048/2022, which amended Decree No. 8.945/2016, including adapting the current Eligibility Committee to the new authority and operating rules. Additionally, appropriate adjustments were made to improve the governance process, duly justified in the attached Comparison Table.

Considering the foregoing and in compliance with the provisions of Law No. 6404/76, article 122, I, I hereby submit to the deliberation of this Meeting the proposed amendments to the Articles of Incorporation of BB Seguridade, detailed in the Comparison Table attached and with the main highlights listed below:

Article 11, § 8, item "viii": Amendment to the wording of the statutory prohibition for the entrance or permanence of statutory members of the Company, with a view to aligning with the provisions of Article 13, item "III" of the Articles of Incorporation of Banco do Brasil;

Article 15, § 2, item "ii" and Article 39, § 1: Adjustment to the name of the Supervisory Ministry from "Ministry of Economy" to "Ministry of Finance";

Article 22, subitem "x": Inclusion of the authority of the Board of Directors to approve the Company's Capital Plan;

Article 22, subitem "pp": Inclusion of the authority of the Board of Directors to resolve on indemnity requests submitted to the Company;

Article 22, § 2: Inclusion of the authority of the Board of Directors to provide its opinion regarding indemnity requests submitted by the Officers of BB Corretora and BB Seguros;

Article 31, § 1, subitems "a": Adjustments with a view to aligning the Audit Committee of BB Seguridade with that of Banco do Brasil and other statutory committees of BB Seguridade, as well as wording improvements;

Article 32, §§ 3 and 4: Adjustments to meet the provisions of Decree No. 11.048/2022, which amended Decree No. 8.945/2016; and

Article 34 (All amendments): Adaptation of the Eligibility Committee to the new authority and operating rules defined in Decree No. 11.048/2022, which amended Decree No. 8.945/2016.

For your consideration.

Brasília (DF), March 28th, 2025.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Current Bylaws BB Seguridade	Proposed Changes	Supporting
CHAPTER I - NAME, HEADQUARTERS, PURPOSE AND DURATION		Unchanged
Article 1 BB Seguridade Participações S.A. ("BB Seguridade" or "Company") is a corporation, governed by the provisions of these Bylaws, by Laws No. 6,404/76, No. 13,303/16 and its respective Regulatory Decree and other applicable rules.		Unchanged
Sole Paragraph. With the Company's entry into the Novo Mercado of B3 S.A. – Brasil, Bolsa, Balcão ("B3"), the Company, its shareholders, including controlling shareholders, managers and members of the Fiscal Council are subject to the provisions of the Novo Mercado Regulation.		Unchanged
Article 2 The Company has its headquarters and jurisdiction in the city of Brasília, Federal District.		Unchanged
Article 3 The Company's corporate purpose is to participate, directly or indirectly, as a shareholder, partner or quotaholder, in the capital of other companies, in Brazil or abroad, whose purpose is: (i) the sale of personal, property, rural, credit, guarantee, automobiles or any other type of insurance; (ii) the structuring and marketing of supplementary pension plans, as well as other products and services admitted to supplementary pension societies; (iii) the structuring and marketing of capitalization plans, as well as other products and services admitted to capitalization companies; (iv) the brokerage of insurance in the elementary, life and health lines, capitalization bonds, open supplementary pension plans and the administration of assets; (v) the administration, commercialization or availability of private dental care plans to legal entities and/or individuals; (vi) carry out reinsurance and retrocession operations in Brazil and abroad; (vii) the performance of any activities regulated by the Superintendence of Private Insurance – SUSEP and by the National Health Agency – ANS; (viii) the provision of services complementary to or related to those undertaken by the companies mentioned in the previous items, as well as services to financial entities; and (ix) participation in companies aimed at the purposes mentioned above.		Unchanged
Sole Paragraph. The Company is allowed to set up subsidiaries, including wholly-owned subsidiaries or special purpose companies, whose corporate purpose is to participate in companies, directly or indirectly, including as a minority and through other participation companies.		Unchanged
Article 4 The Company's term of duration is indefinite.		Unchanged
CHAPTER II - CAPITAL STOCK AND SHARES		Unchanged
Article 5 The Company's capital stock, fully subscribed and paid in, is R\$ 6,269,692,280.18 (six billion, two hundred and sixty-nine million, six hundred and ninety-two thousand, two hundred and eighty reais and eighteen cents), divided into 2,000,000,000 (two billion) common shares, all registered, book-entry and without par value.		Unchanged
Paragraph 1 - Each common share confers the right to one (1) vote in the resolutions of the Company's Shareholders' Meetings, except in the event of adoption of multiple voting for the election of the Board of Directors.		Unchanged

Paragraph 2 - All the Company's shares are book-entry and shall be held in a deposit account, in the name of their holders, in a financial institution authorized by the Brazilian Securities and Exchange Commission ("CVM"), with whom the Company maintains a deposit agreement in force, without issuance of certificates.		Unchanged
Paragraph 3 - The depositary institution may charge the shareholders the cost of the service of transfer and registration of the ownership of the book-entry shares, as well as the cost of the services related to the shares in custody, subject to the maximum limits set by the CVM.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 4 - The Company may not issue preferred shares or beneficiary shares.		Unchanged
Paragraph 5 - The shares representing the capital stock shall be indivisible in relation to the Company. When the share belongs to more than one person, the rights conferred on him will be exercised by the representative of the condominium.		Unchanged
Article 6 The Company may, by resolution of the Board of Directors, acquire its own shares, to be held in treasury and subsequently canceled, subject to the conditions and requirements set forth in Article 30 of the Brazilian Corporation Law and applicable regulatory provisions.		Unchanged
Article 7 The Company may, regardless of any amendment to the Bylaws, by resolution of the Shareholders' Meeting and under the conditions determined by that body, increase the capital stock up to the limit of R\$ 12,000,000,000.00 (twelve billion reais), through the issuance of common shares, debentures convertible into shares and subscription bonuses, granting shareholders preference to subscribe to the capital increase. in proportion to the number of shares they own.		Unchanged
Paragraph 1. At the discretion of the Company's Shareholders' Meeting, the issuance of common shares, debentures convertible into common shares and subscription bonuses, 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 tender offer, may be carried out without observing the preemptive right of former shareholders, or with a reduction in the period for the exercise of this right, under the terms of the law and these Bylaws.		Unchanged
Paragraph 2. The capital stock may be changed in the cases provided for by law, and the direct capitalization of the profit without processing through the reserve account is prohibited.		Unchanged
CHAPTER III - GENERAL MEETINGS OF SHAREHOLDERS		Unchanged
Article 8 - The Shareholders' Meeting shall meet, ordinarily, within the four months following the end of each fiscal year, and, extraordinarily, whenever the corporate interests require it, subject to the relevant legal provisions and the provisions of these Bylaws in its call, installation and resolution.		Unchanged
Paragraph 1 - The Company's Shareholders' Meetings shall be called at least thirty (30) calendar days in advance.		Unchanged

Paragraph 2 - The Shareholders' Meetings shall be chaired by the Chairman of the Board of Directors, by its Vice-Chairman or by any of the Company's managers 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 manager of BB Seguridade to act as secretary of the Shareholders' Meeting.		Unchanged
Paragraph 3 - The Shareholders' Meetings shall be held at the Company's headquarters, and may be held outside the headquarters due to force majeure or other modality provided for by law or normative instruction of the competent bodies.		Unchanged
Paragraph 4 - In the Extraordinary General Meetings, the object declared in the call notices shall be dealt exclusively with the object declared in the call notices, and the inclusion of general matters in the Assembly's agenda shall not be admitted.		Unchanged
Article 9 - The resolutions of the Shareholders' Meeting, except for the special cases provided for in the applicable legislation, shall be taken by an absolute majority of votes of the shareholders present, and null and blank votes shall not be counted.		Unchanged
Sole Paragraph. The minutes of the General Meetings shall be drawn up in the Register of Minutes of the General Meetings in the form of a summary of the facts that occurred, including dissent and protests, containing the transcription only of the resolutions taken, in compliance with the legal provisions.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Article 10. It is incumbent upon the General Assembly, among other duties provided for in Law No. 6,404/76 and other applicable rules, to resolve on:		Unchanged
(i) amendment, modification and amendment of these Bylaws;		Unchanged
(ii) election and dismissal, at any time, of the members of the Board of Directors and the Fiscal Council;		Unchanged
(iii) approval of the accounts, the Company's annual financial statements and the allocation of the results for the year, instructed with the opinion of the Fiscal Council;		Unchanged
(iv) issuance of debentures convertible into shares issued by it or sale of these securities if held in treasury;		Unchanged
(v) sale of debentures convertible into shares issued by its subsidiaries that are held by the Company;		Unchanged
(vi) change in the Company's capital stock, including an increase through the subscription of new shares, establishing the conditions for its issuance, including price, term and form of payment;		Unchanged
(vii) by proposal of the Board of Directors, sale, by the Company itself, in whole or in part, of shares representing its capital stock or the capital stock of its subsidiaries;		Unchanged
(viii) issuance of any other securities, in Brazil or abroad;		Unchanged
(ix) exchange of shares or other securities issued by the Company;		Unchanged
(x) waiver of rights to subscribe shares or debentures convertible into shares of controlled companies;		Unchanged
(xi) transformation, merger, spin-off and incorporation of the Company, as well as incorporation of shares issued by the Company, its dissolution, liquidation, election and dismissal of the liquidators and approval of its accounts;		Unchanged

(xii) IPO;		Unchanged
(xiii) setting the annual compensation of the managers, the Fiscal Council and the Shareholders' Committee. Audit, 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;		Unchanged
(xiv) adoption of differentiated corporate governance practices and execution of an agreement for this purpose with the Stock Exchange;		Unchanged
(xv) request for cancellation of the Company's registration as a publicly-held company with the CVM;		Unchanged
(xvi) approval of the Company's delisting from the Novo Mercado;		Unchanged
(xvii) deliberation upon any matter than you Be Submitted hair Advice from Administration and the Board of Directors;		Unchanged
(xviii) prior authorization for the Company to file a civil liability action against the manager for the damages caused to its assets; and		Unchanged
(xix) the execution of transactions with related parties, if the value of the transaction corresponds to more than 50% of the value of the Company's total assets included in the last approved balance sheet.		Unchanged
CHAPTER IV - ADMINISTRATION		Unchanged
Article 11. The Company will be managed by a Board of Directors and a Board of Executive Officers, with the powers conferred by law and in accordance with these Bylaws, and will have an internal audit body hierarchically subordinated to the Board of Directors.		Unchanged
Paragraph 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 temporarily.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 2 - The members of the Company's management bodies, the Fiscal Council and the Statutory Committees, as well as those appointed to occupy any statutory positions in the subsidiaries and affiliated companies, shall be Brazilians, endowed with notorious knowledge, including the best practices of corporate governance, compliance, corporate integrity and accountability, experience, moral suitability, unblemished reputation and technical capacity compatible with the position, subject to the requirements imposed by Law No. 6,404/76, Law No. 13,303/16 and its respective regulatory Decree, other applicable rules, and by the Policy of Governance, Nomination and Succession of BB Seguridade.		Unchanged
Paragraph 3 - Whenever the Governance, Nomination and Succession Policy intends to impose additional requirements to those contained in the applicable legislation for the Board of Directors and for the Fiscal Council, such requirements shall be forwarded for deliberation by the shareholders, at the Shareholders' Meeting.		Unchanged
Paragraph 4 - The members of the Management bodies shall be invested in their positions, regardless of the provision of a guarantee, by signing a term of office in the minutes book of the Board of Directors or the Executive Board, as the case may be, within a maximum period of up to 30 days, counted from the election or appointment.		Unchanged

Paragraph 5 - The instrument of investiture mentioned in paragraph 4 of this article shall be subject to the arbitration clause referred to in article 53 of these Bylaws, in accordance with B3's Novo Mercado Regulation.		Unchanged
Paragraph 6 - The members of the Board of Directors and the Executive Board shall be subject to the requirements, impediments, duties, obligations and responsibilities set forth in arts. 145 to 158 of the Brazilian Corporation Law.		Unchanged
Paragraph 7 - The requirements for the election/appointment shall be proven by documentation, in the manner established by the regulations, by the Company's Governance, Nomination and Succession Policy and by the applicable legislation.		Unchanged
Paragraph 8 - They may not join or remain in the Company's Management bodies, Fiscal Council and Statutory Committees, as well as may not be appointed to statutory positions in subsidiaries and affiliated companies, in addition to those prevented or prohibited by Law No. 6,404/76, Law No. 13,303/16 and their respective regulatory Decree, other applicable rules, by the Governance Policy, Nomination and Succession of BB Seguridade:		Unchanged
(i) those declared disqualified for management positions in institutions authorized to operate by SUSEP, the Central Bank or other institutions subject to authorization, control and inspection by bodies and entities of the direct and indirect Public Administration, including private pension entities, insurance companies, capitalization companies and publicly-held companies;		Unchanged
(ii) those who are responding personally, or as controller or administrator of a legal entity, for pending issues related to protest of securities, judicial collections, issuance of bad checks, default of obligations and other similar occurrences or circumstances;		Unchanged
(iii) those declared bankrupt or insolvent;		Unchanged
(iv) those who held control of or participated in the management of a legal entity under judicial or extrajudicial reorganization, bankrupt or insolvent, in the period of five years prior to the date of election or appointment, except in the condition of trustee, commissioner or judicial administrator;		Unchanged
(v) partner, ascendant, descendant or collateral or related relative, up to the third degree, spouse or partner of a member of the Board of Directors or of the Executive Board;		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
(vi) those who are in default with the Company, its subsidiaries or with the Bank of Brasil S.A., or that have caused them losses that have not yet been compensated;		Unchanged
(vii) those who hold control or relevant interest in the capital stock of the legal entity in default with the companies mentioned in the previous paragraph or that have caused them losses not yet reimbursed, extending this impediment to those who have held a management position in a legal entity in this situation, in the fiscal year immediately prior to the date of election or appointment;		Unchanged

(viii) those who have been convicted of the crime of tax evasion, corruption, laundering or concealment of assets, rights and values, against the National Financial System, against the public administration or against the bidding process, as well as for acts of administrative improbity;	(viii) those who are prevented by a special law or have been convicted of bankruptcy crime, tax evasion, malfeasance, corruption, concussion, embezzlement, 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 bidding, for acts of administrative improbity, or sentenced to a criminal penalty that prohibits, even temporarily, access to public office;	Proposal to align with the provisions of Article 13, item III of the Bylaws of the controlling shareholder that adjusted its Bylaws to comply with CMN Resolution No. 4,970/2021
(ix) those who are or have been controlling partners or shareholders or participants in the control or with significant influence on the control, managers or representatives of a legal entity condemned, civilly or administratively, for acts harmful to the public administration, national or foreign, referring to the facts that occurred during the period of their participation and subject to their scope of action;		Unchanged
(x) those who hold positions in companies that may be considered competitors in the market, in particular, in advisory, management or fiscal councils, or in committees linked to the Board of Directors, and those who have conflicting interests with the Company, unless waived by the Meeting.		Unchanged
Paragraph 9 - The following shall lose their position:		Unchanged
I – except for reasons of force majeure or unforeseeable circumstances, 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		Unchanged
II – the member of the Collegiate Board of Directors who leaves, without authorization, for more than thirty days.		Unchanged
Paragraph 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 Board of Executive Officers and any bodies with technical or advisory functions created by statutory provision shall:		Unchanged
I - to communicate to the Company and to the CVM:		Unchanged
a) until the first business day after investiture in office, the number and characteristics of the securities they hold, directly or indirectly, issued by the Company, its parent companies, subsidiaries or affiliated companies related to their area of operation, in addition to those held by their respective spouses from which they are not legally or extrajudicially separated, partners and any dependents included in the annual income tax return;		Unchanged
b) trading in the securities referred to in item "a" of this item until the fifth day after trading.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
II - restrict its trading of the securities referred to in item "a" of item I of this article to what is provided for in the Investment and Divestment Plan, as required by BB Seguridade's Securities Trading Policy.		Unchanged

<p>III - In the case of the Executive Officers, the annual declaration of assets and income must be submitted to the Public Ethics Commission of the Presidency of the Republic – CEP/PR, in accordance with the legislation in force.</p>		Unchanged
<p>Paragraph 11 - It is incompatible with participation in the management bodies of the Company and its subsidiaries, the candidacy for an elective public mandate, and the interested party must request its removal, under penalty of loss of office, from the moment he/she makes public his/her intention to run for office. During the period of leave, no remuneration will be due to the member of the management body, who will lose his position as of the date of registration of the candidacy.</p>		Unchanged
<p>Paragraph 12 - The members of the management bodies shall be terminated by means of voluntary resignation or ad nutum dismissal.</p>		Unchanged
<p>Article 12. The Company, as defined by the Board of Directors, shall ensure the members and former members of the Board of Directors, the Fiscal Council, the Company's Executive Board and its subsidiaries and other auxiliary management bodies created by these Bylaws, as well as its employees, the defense in judicial and administrative proceedings initiated against them for the practice of acts in the exercise of office or function, provided that no fact has been found that gives rise to the liability action and that there is no incompatibility with the interests of the Company and its subsidiaries and affiliates.</p>		Unchanged
<p>Paragraph 1 - The Board of Directors may, in the manner defined and observed by it, in what The provisions of the caput of this Article shall authorize the contracting of civil liability insurance in favor of the members and former members of the statutory bodies listed in the caput to protect them from liability for acts or facts for which they may eventually be sued judicially or administratively, covering the entire period of exercise of their respective mandates.</p>		Unchanged
<p>Paragraph 2 - The Board of Directors may also authorize the contracting of coverage extensions, particular clauses and additional coverages to the basic coverage of civil liability insurance, as permitted by the applicable legislation.</p>		Unchanged
<p>Paragraph 3 - If any of the persons mentioned in this article is convicted by a final and unappealable judicial decision, based on violation of the law or the Bylaws, it shall reimburse the Company for all costs and expenses arising from the defense referred to in the caput, in addition to any losses.</p>		Unchanged
<p>Paragraph 4 - The civil liability insurance referred to in paragraph 1 of this article may be entered into within the scope of the controlling shareholder, Banco do Brasil S.A.</p>		Unchanged
<p>Article 13. BB Seguridade may enter into Indemnity Agreements in favor of members of the Board of Directors, the Fiscal Council, the Executive Board and other auxiliary management bodies created by these Bylaws, as well as its employees and agents who legally act by delegation of the Company's managers, in order to meet certain expenses related to arbitration proceedings, judicial or administrative proceedings involving acts performed in the exercise of his duties or powers, from the date of his taking office or the beginning of the contractual relationship with BB Seguridade.</p>		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
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Paragraph 1 - The Indemnity Contracts entered into by BB Seguridade may be activated after the end of the term of office or contractual relationship with the beneficiaries listed in the caput of this article, provided that they involve acts performed in the exercise of its attributions or powers.		Unchanged
Paragraph 2 - The Indemnity Agreement referred to in this article shall be signed during the term of office or relationship with the Company.		Unchanged
Paragraph 3 - The following acts performed by the persons identified in the caput are excluded from the coverage of the Indemnity Agreement:		Unchanged
I. considered illegal or harmful to BB Seguridade, even in the exercise of its attributions and powers;		Unchanged
II. com bad faith, willful misconduct, serious negligence, through fraud or simulation, or in one's own interest or that of third parties, or to the detriment of BB Seguridade's social interest, including, but not limited to, those of social action provided for in article 159 of Law No. 6,404/1976 or the compensation of losses referred to in article 11, paragraph 5, II of Law No. 6,385/1976, as well as the acts provided for in Law 13,506/2017;		Unchanged
III. outside the attributions and powers of the position for which he was appointed, or in breach of his fiduciary duties;		Unchanged
IV. that in the exercise of his duties and powers he used, in his own interest or that of third parties, with or without prejudice to BB Seguridade, business opportunities of which he is aware due to the exercise of his position;		Unchanged
V. that in the exercise of attributions and powers, it did not observe reasonable or equitable conditions according to market practices;		Unchanged
VI. that there has been no prior and express communication to BB Seguridade about the existence of any lawsuit that may give rise to liability of the person or BB Security;		Unchanged
VII. that it has ceased to maintain a reserve on the Company's business and strategic and confidential information or to maintain confidentiality on any information that has not yet been disclosed to the market, obtained by reason of the position and capable of significantly influencing the price of the securities issued by BB Seguridade or referenced thereto, in the investors' decision to buy, sell or hold those securities, and in the investors' decision to exercise any rights inherent to the condition of holder of securities issued by the Company or referenced thereto; and		Unchanged
VIII. that have resulted in his criminal conviction, by final and unappealable decision.		Unchanged
Paragraph 4 - The Indemnity Agreement shall be disclosed and provide, at least:		Unchanged
I. the coverage exclusions referred to in paragraph 1 of this article;		Unchanged
II. the limit value of the coverage offered;		Unchanged
III. the term of validity;		Unchanged
IV. the types of expenses that may be paid, advanced or reimbursed based on the contract;		Unchanged
V. the hypotheses of contractual termination;		Unchanged
VI. the decision-making procedure related to the payment of coverage, which shall guarantee the independence of decisions and ensure that they are taken in the interest of BB Seguridade; and		Unchanged

VII. the obligation to return the amounts advanced to the Company, in cases where, after a final decision that cannot be appealed, it is proven that the act performed by the beneficiary is not subject to indemnification, under the terms of the Indemnity Agreement signed.	Unchanged
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Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 5 - The Indemnity Agreement referred to in this article may be signed with managers, members of the fiscal council and members of technical or advisory bodies appointed by BB Seguridade in its subsidiaries 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 Agreement with these entities.		Unchanged
Paragraph 6 - The Indemnity Agreement referred to in this article may be signed within the scope of the controlling shareholder, Banco do Brasil S.A.		Unchanged
Article 14. The global or individual compensation of the management bodies shall be annually set by the Shareholders' Meeting, subject to the provisions of Law No. 6,404/76, Law No 13.303/2016, of its regulatory Decree and other applicable rules.		Unchanged
Sole Paragraph. In the event that the Shareholders' Meeting sets the overall compensation, the Board of Directors shall decide on the respective distribution among the Company's Management bodies.		Unchanged
CHAPTER V - BOARD OF DIRECTORS		Unchanged
Article 15. The Board of Directors, an independent body of collegiate decision, shall be composed of seven (7) members, except in the event of the exercise of multiple voting by the minority shareholders, in which case it shall be composed of eight (8) members, all natural persons, elected by the Shareholders' Meeting and removable by it at any time, including a Chairman and a Vice-Chairman with a unified term of office of two (2) years, up to 3 (three) consecutive renewals.		Unchanged
Paragraph 1 - The term of office shall be extended until the investiture of the new members.		Unchanged
Paragraph 2 - The following shall be appointed to the Board of Directors, at the resolution of the Shareholders' Meeting, mandatorily: (i) the Company's Chief Executive Officer; (ii) 2 (two) representatives of the Minister of State for Economy, one of them pursuant to the sole paragraph of article 31 of Law No. 13,844 of June 18, 2019; (iii) 3 (three) or 4 (four) representatives of Banco do Brasil, subject to the provisions of paragraph 4, alternatively: a) three (3) representatives, among the members of its Executive Board, if the Board of Directors Administration is composed of 7 members; or b) 4 (four) representatives, among the members of its Executive Board, if the Board of Directors is composed of 8 members.	Paragraph 2 - The following shall be appointed to the Board of Directors, at the resolution of the Shareholders' Meeting, mandatorily: (i) the Company's Chief Executive Officer; (ii) 1 (one) representative of the Minister of State for Finance; (iii) 1 (one) representative of the Minister of State for Management and Innovation in Public Services; and (iv) 3 (three) or 4 (four) representatives of Banco do Brasil, subject to the provisions of paragraph 4, alternatively: a) three (3) representatives, among the members of its Executive Board, if the Board of Directors Administration is composed of 7 members; or b) 4 (four) representatives, among the members of its Executive Board, if the Board of Directors is composed of 8 members.	Adjustment in compliance with the new nomenclature of the Supervisory Ministry of BB Seguridade (Finance) Inclusion of the vacancy for the MGI representative Exclusion of the mention of Law No. 13,844/2019, repealed by Law No. 14,600 of 2023
Paragraph 3 - Minority shareholders are guaranteed the right to elect at least one (1) Member of the Board of Directors, if a greater number does not fall within their scope through the multiple voting process.		Unchanged

<p>Paragraph 4 - At least two (2) of the members of the Board of Directors, making up a minimum of 25% of the total members, shall be Independent Directors, as defined in the legislation and in the Novo Mercado Regulations of B3, and in this condition the directors elected pursuant to Paragraph 3, subject to the following provisions:</p> <p>(i) Banco do Brasil shall be responsible for appointing candidates for Independent Director in sufficient quantity to comply with the provisions of this paragraph 4, if the other nominations do not reach the minimum percentage defined;</p> <p>(ii) the condition of Independent Director shall be resolved at the Shareholders' Meeting and expressly declared in the minutes that elect him; and</p> <p>(iii) when, as a result of compliance with the percentage referred to in this paragraph 4, a fractional number of directors results, rounding shall be carried out in accordance with B3's Novo Mercado Regulation.</p>		Unchanged
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Current Bylaws BB Seguridade	Proposed Changes	Supporting
<p>Paragraph 5 - The Chairman and Vice-Chairman of the Board of Directors shall be elected by the Board itself, in accordance with the legislation in force, subject to the provisions of Paragraph 1 of Article 11 of this Regulation. Statute.</p>		Unchanged
<p>Paragraph 6 - Anyone who does not comply with the conditions set forth in Article 11 may not be elected to the Company's Board of Directors.</p>		Unchanged
<p>Paragraph 7 - The members of the Board of Directors shall exercise their duties in such a way as to achieve the interests of the Company, and they are prohibited, pursuant to Article 156 of the Brazilian Corporation Law, from intervening in any corporate act or operation in which they have an interest conflicting with that of the Company, as well as in the resolutions taken in this regard by the other managers, and in these cases, the Board Member whose interest conflicts with that of the Company must notify his impediment, recording in the minutes the nature and extent of his interest.</p>		Unchanged
<p>Paragraph 8 - In the case of a member of the Board of Directors who is not resident in Brazil, his investiture is subject to the constitution of a representative resident in the country, with powers to receive summons in actions filed against him based on corporate law. The power of attorney referred to in this paragraph shall be granted with a validity period that shall extend for at least three years after the end of the term of office of the Board Member</p>		Unchanged
<p>Paragraph 9 - Once the limit of renewals referred to in Articles 15, 24 and 39 is reached, the former member of the Management or of the Fiscal Council may not participate in the Board of Directors for a period equivalent to a term of office.</p>		Unchanged
<p>Paragraph 10 - The Vice-President shall exercise the functions of the President in his absences and temporary impediments, regardless of any formality. In the event of absence or temporary impediment of the Chairman and 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 paragraph 1 of article 11 of these Bylaws shall be observed.</p>		Unchanged
<p>Article 16. It is incumbent upon the Chairman of the Board of Directors, in addition to the duties proper to his position and other duties provided for in these Bylaws:</p>		Unchanged
<p>(i) to coordinate the activities of the Board of Directors;</p>		Unchanged

(ii) to call and chair the meetings of the Board of Directors, in addition to appointing, among the other members, the secretary;		Unchanged
(iii) to call, on behalf of the Board of Directors, the Shareholders' Meeting;		Unchanged
(iv) decide on the participation, in meetings of the Board of Directors, of persons who are not members of the body, to provide clarifications of any nature; and		Unchanged
(v) conduct the annual evaluation process of the individual and collective performance of the Managers.		Unchanged
Sole Paragraph The evaluation process mentioned in item "v" of this article shall comply with the following minimum requirements:		Unchanged
i. Statement of the management acts performed as to the lawfulness and effectiveness of the administrative action;		Unchanged
ii. contribution to the result of the year; and		Unchanged
iii. Achievement of the objectives established in the business plan and compliance with the long-term strategy.		Unchanged
Article 17. The Board of Directors shall meet ordinarily, once a month, and, extraordinarily, whenever necessary, upon call pursuant to Article 18 of these Bylaws.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Article 18. The meetings of the Board of Directors may be requested by any of its members and must be called by its Chairman or Vice-Chairman. The call will be made by written notification delivered by letter or by any other means, electronic or not, that allows proof of receipt, at least five (5) business days in advance and with presentation of the agenda of the matters to be discussed. As a matter of urgency, the meetings of the Board of Directors may be called without observing the above deadline, provided that all other members of the Board of Directors are unequivocally aware of the Administration.		Unchanged
Sole Paragraph. Regardless of the formalities provided for in the caput of this Article, the meeting attended by all members of the Council of Representatives shall be considered regular. Administration in person or pursuant to paragraph 1 of Article 19 of these Bylaws.		Unchanged
Article 19. The Board of Directors shall meet in the presence of at least a majority of its members in office.		Unchanged
Paragraph 1 - In the event of absences or eventual impediments of any member of the Council, the collegiate shall deliberate with the remaining members.		Unchanged
Paragraph 2 - In the event of vacancy in the position of Board Member: (i) the substitute shall be appointed by the remaining Counselors and shall serve until the first General Meeting to be held after 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 there is a vacancy in the majority of the positions, the General Assembly will be called to proceed with the new election.		Unchanged

Paragraph 3 - For the purposes of this Article, vacancy occurs with the dismissal, death or resignation of a member. In the event of termination of a term of office, the provisions of paragraph 1 of article 15 shall apply.		Unchanged
Article 20. The meetings of the Board of Directors will be held, preferably, at the Company's headquarters. Participation will be allowed by means of teleconference, videoconference or other means that have instruments that guarantee authenticity and that allow the Board Member to effectively participate in the meeting, interacting and expressing his understanding, and such participation will be considered as personal presence.		Unchanged
Paragraph 1 - The recording of meetings is allowed.		Unchanged
Paragraph 2 - Extraordinarily, virtual meetings will be allowed by electronic mail or other electronic/virtual means.		Unchanged
Paragraph 3 - Minutes of the meeting shall be drawn up and signed by all the Board Members present at the meeting, including participants by teleconference or videoconference, whose vote shall be considered valid for all legal purposes and incorporated into the minutes of said meeting.		Unchanged
Paragraph 4 - The minutes of the meeting of the Company's Board of Directors that contain a resolution intended to produce effects before third parties shall be published and filed in the public registry of commercial companies.		Unchanged
Article 21. The decisions of the Board of Directors shall be taken by the majority vote of the members present at the meetings. In the event of a tie, the matter must be decided by the Chairman of the Board of Directors, who will have the casting vote.		Unchanged
Paragraph 1. At the meetings of the Board of Directors, prior to the resolution, the member who is not independent in relation to the matter under discussion must express his or her conflict of interest or private interest by withdrawing from the meeting.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 2. If the provisions of the previous paragraph are not observed, any other person present at the meeting may express the conflict, if they are aware of it, and the Board of Directors must resolve on the occurrence in accordance with its Internal Regulations and the applicable legislation.		Unchanged
Article 22. It is incumbent upon the Board of Directors, among other duties provided for in Law No. 6,404/76, Law No. 13,303/16 and its regulatory Decree, in other applicable rules and in its Internal Regulations:		Unchanged
a) elect and dismiss the members of the Board of Executive Officers and define their duties;		Unchanged
b) to establish the general orientation of the Company's business;		Unchanged
c) to approve and amend the internal regulations of the Board of Directors and the Executive Board and the Committees linked to this Council;		Unchanged
d) to resolve on the distribution of interim and interim dividends and the payment of interest on equity, subject to the provisions of Chapter XI of these Bylaws;		Unchanged

e) to attribute, from the total amount of compensation set by the Shareholders' Meeting, the monthly fees to each of the members of the management and members of the Company's committees, if any, as provided for in these Bylaws;		Unchanged
f) supervise the management of the Executive Officers, which may be exercised separately by any Counselor, examining, at any time, the minutes, books and papers of the Company and its Subsidiaries, requesting information on contracts entered into, or in the process of being executed, and any other acts;		Unchanged
g) to decide on the creation, extinction and operation of the non-statutory advisory committees within the scope of the Board of Directors itself, the Technical Committees and the Audit Committee, subject to the provisions of Chapter VII of these Bylaws, as well as to elect and dismiss their members;		Unchanged
h) to call the General Meeting, pursuant to Article 8 above, whenever necessary or required by law or by these Bylaws;		Unchanged
i) to express its opinion on the Management Report, the accounts presented by the Executive Board and the annual Financial Statements, as well as to propose the allocation of the net income for each fiscal year of BB Seguridade.		Unchanged
j) to propose to the Shareholders' Meeting the issuance of shares, convertible debentures or subscription bonuses, within the limit of the authorized capital, as well as to resolve on the issue price, the form of subscription and payment, the termination and form for the exercise of preemptive rights and other conditions related to such issuances;		Unchanged
k) to propose to the Shareholders' Meeting the issuance of simple debentures not convertible into shares and without collateral, and promissory notes, in accordance with the legislation in force;		Unchanged
l) to authorize the acquisition by the Company of shares issued by it for holding in treasury and subsequent cancellation or disposal;		Unchanged
m) to approve the appointment of the head of the internal audit and to evaluate the reasons for his dismissal, without prejudice to the competences of the central body of the internal control system of the Executive Branch, in addition to defining the attributions and regulating its operation;		Unchanged
n) to authorize and approve the hiring of independent auditors, as well as the termination of the respective contracts;		Unchanged
o) authorize the raising of loans or financing in an aggregate amount 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 transaction by the Company;		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
p) authorize the sale or encumbrance of assets of the Company's non-current, fixed or intangible assets, in an aggregate amount greater than one percent (1%) of the Company's stockholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business;		Unchanged
q) authorize the provision of real or personal guarantees of any nature by the Company in an aggregate amount greater than one percent (1%) of the Company's shareholders' equity, in accordance with the last approved balance sheet, considering the period of three (3) months prior to the respective business;		Unchanged

r) to authorize the performance of acts that imply waiver of rights by the Company in an aggregate amount greater than 0.1% (one tenth percent) of the Company's stockholders' 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 Shareholders' Meeting, as provided for in article 10 above;		Unchanged
s) to establish the general conditions and, subject to the powers of the Related Party Transactions Committee (Article 33), to authorize the execution of agreements of any nature between the Company and any Subsidiary and Affiliate, its managers, its controlling shareholders and, also, between the Company and subsidiaries and affiliates of the managers and controlling shareholders, as well as with any other companies that with any of these persons are part of the same group of fact or right, which reach, individually or jointly, in a period of one year, an amount equal to or greater than five percent (5%) of the Company's shareholders' equity, according to the last approved balance sheet;		Unchanged
t) to pronounce on the matters that the Board of Executive Officers presents to it for deliberation or to be submitted to the General Assembly;		Unchanged
u) to invoke, at any time, the examination of any matter related to the Company's business that is not within the exclusive competence of the Shareholders' Meeting or other statutory body;		Unchanged
v) to approve the contracting of the depositary institution providing the services of book-entry shares;		Unchanged
w) to express itself in favor or against any public tender offer that has as its object the shares issued by the Company, by means of a prior reasoned opinion, disclosed within fifteen (15) days of the publication of the notice of the public tender offer, which shall address, at least: (i) the convenience and opportunity of the tender offer in relation to the interest of all shareholders and in relation to the liquidity of the securities held by it; (ii) the repercussions of the public tender offer on the Company's interests; (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;		Unchanged
x) to approve the policies, including those provided for in Law 13,303/2016 and its regulatory Decree , the corporate strategies, the business plan for the following annual year and the annual budget, the code of ethics, the standards of conduct and integrity, the annual letter of public policies and corporate governance, the Report on the Brazilian Code of Corporate Governance and the Company's bidding regulations;	x) to approve all corporate policies , corporate strategies, the business plan for the following annual year and the annual budget, the code of ethics, the standards of conduct and integrity, the annual charter of public policies and corporate governance, the Report on the Brazilian Code of Governance Corporate, the Company's bidding regulations and the Capital Plan ;	Editorial adjustment, excluding the wording " <i>including those provided for in Law 13,303/2016 and its Regulatory Decree</i> ", to make clear the competence of the Board of Directors to approve all the Company's policies. Formalization of the Board of Directors' authority for the approval of the Capital Plan.
y) to approve the Company's interest in companies, in Brazil and abroad;		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
z) to decide on the plans for positions, salaries, advantages and benefits of the Company's employees and management, including in relation to profit sharing, as well as the number of its own personnel and employee dismissal program, in compliance with the guidelines of the controlling shareholder for the employees assigned from Banco do Brasil S.A. and the legislation in force;		Unchanged
aa) to formally evaluate, at the end of each year, its own performance, that of the Company's Executive Board and its subsidiaries, as well as of the auxiliary bodies listed in Chapter VII of these Bylaws.		Unchanged
bb) To resolve on changes to the amounts established in items I and II of article 29 of Law No 13,303/16, for exemption from bidding;		Unchanged
cc) To analyze, at least quarterly, the financial statements and other financial statements, without prejudice to the performance of the Fiscal Council;		Unchanged
dd) To express its opinion in advance on the proposals to be submitted to the shareholders' deliberation at the meeting;		Unchanged
ee) to resolve on the cases omitted in these Bylaws, limited to matters of a strategic nature within its competence;		Unchanged
ff) to identify the existence of assets not for the Company's own use and to assess the need to maintain them, in accordance with the information provided by the Executive Board;		Unchanged
gg) supervise the risk management and internal control systems;		Unchanged
hh) Approve the updated long-term strategy with analysis of risks and opportunities for at least the next five (5) years;		Unchanged
ii) to define the matters and values for its decision-making competence and that of the Collegiate Board of Directors, by proposal of the Board of Executive Officers;		Unchanged
jj) to approve the Annual Plan of Internal Audit Activities – PAINT and the Annual Report of the Internal Audit Activities – RAIN, without the presence of the Company's CEO;		Unchanged
kk) to approve the annual budget and the hiring of the Audit Committee and the Internal Audit. In the case of hiring, the limits must be established in the respective internal regulations;		Unchanged
ll) to approve the performance goals of its Executive Officers;		Unchanged
mm) to approve the incorporation or participation of the Company in venture capital funds, equity investment or investment in emerging companies;		Unchanged
nn) to approve the terms and conditions of the civil liability insurance that may be signed by BB Seguridade, subject to the provisions of Article 12 of these Bylaws; and		Unchanged
oo) to approve the terms and conditions of the Indemnity Agreements that may be signed by BB Seguridade, subject to the provisions of Article 13 of these Bylaws.		Unchanged

Paragraph 1 - The resolution of the following matters, in the case of subsidiaries that do not have a Board of Directors, as well as by any of the direct or indirect affiliated companies, shall be submitted to the Company's Board of Directors for prior consideration, whose resolution shall serve as a guideline for the Company's business and activities:		Unchanged
a) amendment, modification and amendment of its Bylaws;		Unchanged
b) participation in companies, in the country or abroad;		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
c) sale, in whole or in part, of shares of its capital stock held in treasury; IPO; waiver of rights to subscribe for shares or debentures convertible into shares; issuance of debentures convertible into shares or sale, if in treasury; sale of debentures convertible into shares owned by it issued by subsidiaries; or, also, issuance of any other securities, in Brazil or abroad, without prejudice to the provisions of items "v", "vii" and "x" of Article 10 of these Bylaws;		Unchanged
d) exchange of shares or other securities;		Unchanged
e) promotion of transformation, merger, spin-off and incorporation, as well as incorporation of shares, dissolution and liquidation;		Unchanged
f) authorization to raise loans or financing in an aggregate amount 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;		Unchanged
g) constitution or participation in venture capital, equity investment or investment funds in emerging companies;		Unchanged
Paragraph 2 - Circumscribed to subsidiaries, the provisions of Paragraph 1 shall also apply when: I- the sale of interest in companies, in the country or abroad; II- the approval of the documents contained in item "x" of Article 22 of these Bylaws; or III - for the avocation, at any time, of any matter related to their business, which is not within the exclusive competence of the General Meeting of BB Seguridade or any other statutory body.	Paragraph 2 - Circumscribed to controlled companies, the provisions of Paragraph 1 shall also apply when: I - the sale of interest in companies, in the country or abroad; II- the approval of the documents contained in item "x" of Article 22 of these Bylaws; III - the indemnity requests to be submitted for deliberation by the Shareholders' Meetings of the subsidiaries; or IV - for the revocation, at any time, of any matter related to their business, which is not within the exclusive competence of the General Meeting of BB Seguridade or another statutory body.	Inclusion of competence for the Board of Directors of BB Seguridade to express its opinion on indemnity claims submitted by the Executive Officers of the subsidiaries (BB Corretora and BB Seguros).
Paragraph 3 - The performance evaluation process mentioned in item "aa" of this article, in the case of managers and committee members, shall be carried out individually and collectively, in accordance with procedures previously defined by the Board of Directors itself, and shall be evaluated in the manner provided for in the legislation.		Unchanged
Paragraph 4 - The formal evaluation process of the Board of Directors shall be carried out in accordance with procedures previously defined by the Board itself, which shall be described in its Internal Regulations.		Unchanged
CHAPTER VI - BOARD OF DIRECTORS		Unchanged
Article 23. The Executive Board shall be composed of four (4) sitting members, resident in Brazil, necessarily one (1) Chief Executive Officer, one (1) Investor Relations Officer and the others without specific designation, elected and dismissed at any time by the Board of Directors.		Unchanged

Paragraph 1 - The Chief Executive Officer shall designate his substitute in case of absence or temporary impediment.		Unchanged
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Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 2 - The following shall be granted: (i) leaves of up to thirty (30) days, as well as leaves, to Officers by the Chief Executive Officer and the Chief Executive Officer by the Board of Directors.		Unchanged
Paragraph 3 - The individual duties of the Executive Officers shall be exercised by another Executive Officer:		Unchanged
(i) In cases of leave and other leaves of up to thirty (30) consecutive days, upon appointment of the Chief Executive Officer;		Unchanged
(ii) In cases of leave or other leaves for a period of more than thirty (30) consecutive days, or in case of vacancy, until the inauguration of the elected substitute, upon appointment of the Board of Directors.		Unchanged
Paragraph 4 - In the event that the position of Chief Executive Officer becomes vacant, it shall be incumbent upon the Board of Directors to appoint, from among the other Executive Officers, the one who shall replace it until the new elected Chief Executive Officer takes office.		Unchanged
No correlation	5 ^a The accumulation of functions among Directors does not imply the accumulation of the right to vote in the decisions of the Board of Executive Officers.	Good governance practice. Alignment with the Controlling Shareholder, according to ESBB, Art. 26, § 6.
Article 24. Those elected to the Board of Executive Officers will have a unified term of office of two (2) years, with up to three (3) consecutive renewals being allowed, subject to the provisions of Law No. 13,303/16 and its respective regulatory Decree, in addition to other applicable rules.		Unchanged
Paragraph 1. The term of office of the Board of Directors extends until the investiture of the newly elected members.		Unchanged
Paragraph 2. If the maximum term referred to in the Caput of this article is reached, the return of the member to the Board of Executive Officers may only occur after a period equivalent to a term of office has elapsed.		Unchanged
Article 25. It is incumbent upon the Board of Executive Officers to manage the business in general, as well as to comply with and enforce these Bylaws, the resolutions of the General Shareholders' Meeting and the Board of Directors and to exercise the duties defined by this Board and by the Bylaws, observing the provisions of Law No. 6,404/76, Law No. 13,303/16 and their respective regulatory Decree, its Internal Regulations, other applicable rules as well as good corporate governance practices.		Unchanged
Paragraph 1 - It is incumbent upon the Chief Executive Officer or his substitute to:		Unchanged
(i) to convene and preside over the meetings of the Executive Board;		Unchanged

(ii) grant leave to the other members of the Executive Board, appointing substitutes;		Unchanged
(iii) coordinate, plan, supervise and preside over the Company's activities;		Unchanged
(iv) ensure the implementation of the guidelines and compliance with the deliberations taken in General Meetings and at the meetings of the Board of Directors and the Executive Board;		Unchanged
(v) to make decisions within the competence of the Executive Board, ad referendum of the same, on an urgent basis;		Unchanged
(vi) to exercise general supervision of the powers and duties of the Executive Board;		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
(vii) to admit, promote, reclassify, designate, license, transfer, remove, punish, dismiss and dismiss employees, in accordance with the law and in compliance with the provisions set forth in these Bylaws and in the bylaws;		Unchanged
(viii) represent the Company at the meetings of the Board of Directors and Assemblies General Shareholders, when another Director has not been summoned;		Unchanged
(ix) receive initial summonses;		Unchanged
(x) to represent the Company in or out of court, when the Board of Directors has not assigned such competence to another Officer;		Unchanged
(xi) remove any member of the Executive Board, and must immediately inform the Board of Directors of its decision, in a reasoned manner, so that that board may decide on their dismissal;		Unchanged
(xii) exercise other powers and duties that are not conferred on the other Executive Officers and those that are, from time to time, conferred on him by the Board of Directors;		Unchanged
(xiii) appoint, remove, promote, commission and decommission employees, and for this purpose may appoint attorneys-in-fact or appoint representatives, subject to the article of these Bylaws that deals with the constitution of representatives-	(xiii) appoint, remove, promote, commission and decommission employees, and for this purpose may appoint attorneys-in-fact or appoint agents, subject to the article of these Bylaws that deals with the constitution of representatives;	Score adjustment
No correlation	(xiv) supervise and coordinate the performance of the Directors and the holders of units that are under its direct supervision.	Inclusion of the competence to supervise and coordinate the areas that are directly linked to the Chief Executive Officer, in line with the provisions of Article 30, item I, item "d" of Banco do Brasil's Bylaws.
Paragraph 2 It is incumbent upon the Investor Relations Officer:		Unchanged
(i) to represent the Company before the CVM and other capital market entities and financial institutions, as well as regulatory bodies and stock exchanges, domestic and foreign, in which the Company has securities admitted to trading, in addition to complying with the regulatory rules applicable to the Company with regard to the records maintained with the CVM and with the regulatory bodies and stock exchanges in which the Company has securities admitted to trading; and manage the investor relations policy; and		Unchanged
(ii) monitor the compliance with the obligations set forth in Chapter XI of these Bylaws by the Company's shareholders and report to the Shareholders' Meeting and/or the Board of Directors, when requested, its conclusions, reports and diligences.		Unchanged
Paragraph 3 - The Executive Officers without specific designation shall have the duties that may be established by the Board of Directors upon their election.		Unchanged

Paragraph 4 - The positions of the Company's Executive Officers, including the Chief Executive Officer, are exclusive to active employees of Banco do Brasil S.A.	Unchanged
Paragraph 5 In addition to the requirements set forth in Article 11 of these Bylaws, the following conditions shall be cumulatively observed for the exercise of the positions of Executive Officer of the Company, its subsidiaries, as well as for the appointment of Executive Officer in the companies in which these companies participate as shareholders or partners: (i) to be graduated from a higher education course; and (ii) have held, in the last five years, for at least two years, statutory, superintendence, or senior management positions: a. in companies whose activities are regulated or inspected by the Superintendence of Private Insurance, by the Brazilian Securities and Exchange Commission or by the National Superintendence of Supplementary Pension; or b. in financial institutions; or c. in the Company itself, its subsidiaries or affiliates.	Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 6 - After the end of the term, the former members of the Company's Board of Executive Officers are prohibited, for a period of six (6) months, counted from the end of the term, if a longer period is not established in the regulatory rules, from:		Unchanged
I – to carry out activities or provide any service to companies or entities competing with the Company;		Unchanged
II – accept the position of Administrator or Board Member, or establish a professional relationship with an individual or legal entity with which they have maintained a direct and relevant official relationship in the six months prior to the end of the term, if a longer term is not established in the regulatory rules; and		Unchanged
III – sponsoring, directly or indirectly, the interest of an individual or legal entity, before an organ or entity of the Federal Public Administration with which it has had a direct and relevant official relationship in the six months prior to the end of the term, if a longer period is not established in the regulatory rules.		Unchanged
Paragraph 7 - During the period of impediment, the former members of the Company's Executive Board are entitled to compensatory remuneration equivalent to the position they held in this body, subject to the provisions of paragraphs 8 and 10 of this Article.		Unchanged
Paragraph 8 - Unless the Board of Directors is exempt from waiving, pursuant to Paragraph 9 of this Article, failure to comply with the obligation referred to in Paragraph 6 of this Article implies, in addition to the loss of the compensatory remuneration provided for in Paragraph 7 of this Article, the return of the amount already received in this respect and the payment of a fine of twenty percent (20%) on the total compensatory remuneration that would be due in the period, without prejudice to the compensation of losses and damages that may be caused.		Unchanged
Paragraph 9 - The Board of Directors may, at the request of the former member of the Company's Executive Board, exempt him from complying with the obligation set forth in Paragraph 6 of this Article, without prejudice to the other legal obligations to which he is subject. In this case, the payment of the compensatory remuneration referred to in paragraph 7 of this Article is not due, as of the date on which the request is received.		Unchanged
Paragraph 10 - The configuration of the impediment situation will depend on a prior manifestation by the Public Ethics Commission of the Presidency of the Republic.		Unchanged

Paragraph 11 - For the purposes of this article, the occupation of a position in companies in which the controlling shareholder holds a relevant interest is not considered an impediment.		Unchanged
Article 26. The investiture in office of the Company's Executive Board requires full dedication, and any of its members, under penalty of loss of office, is prohibited from carrying out activities in other for-profit companies, except:		Unchanged
I – in controlling companies or subsidiaries of the Company, or in a company in which the Company participates, directly or indirectly; or		Unchanged
II – in other companies, by prior and express authorization of the Board of Directors.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Article 27. The Company shall be considered obligated when represented by: a) two (2) Executive Officers jointly; b) 01 (one) Director together with 01 (one) attorney-in-fact with special powers, duly constituted; c) 02 (two) attorneys, without distinction, with special powers, jointly; and d) 01 (one) Director alone, or by 01 (one) attorney-in-fact with special powers, duly constituted, individually, for the practice of the following acts: a) representation of the Company before any federal, state and municipal public bodies, class entities; b) representation of the Company before unions or the Labor Courts, for matters of admission, suspension or dismissal of employees, and for labor agreements; and c) representation of the Company in court, actively and passively.		Unchanged
Paragraph 1 - The powers of attorney shall be granted on behalf of the Company by the signature of two (2) Executive Officers, and shall observe the precise specification of powers and term of office of the mandate, which, in the case of a judicial mandate, may be for an indefinite period.		Unchanged
Paragraph 2 - The Executive Officers and attorneys-in-fact are prohibited from performing acts that are foreign to the Company's corporate purpose, and such acts are ineffective in relation to the Company.		Unchanged
Paragraph 3 - The power of attorney shall be valid even if its signatory ceases to be a member of the Company's Executive Board, unless the power of attorney is expressly revoked.		Unchanged
Article 28. The duties of the Collegiate Board are:		Unchanged

(a) to submit to the Board of Directors, through the Chief Executive Officer, or by a coordinator designated by him, proposals for its deliberation, especially on the matters listed in items "d", "i", "u", "y", "z" of Article 22 of these Bylaws and on the revision of the Internal Regulations of the Executive Board;		Unchanged
(b) to execute the Company's policies, corporate strategy and general budget;		Unchanged
(c) to approve and enforce the allocation of resources for investments;		Unchanged
(d) to declare dividends and interest on equity based on the profits and reserves calculated in the annual, half-yearly or shorter financial statements, as well as to distribute and apply the profits ascertained, in accordance with the resolution of the Shareholders' Meeting or the Board of Directors, in compliance with the legislation in force;		Unchanged
(e) to establish the powers of the Company's Executive Officers and other bodies of its internal structure;		Unchanged
(f) to establish the line of action to be adopted by the Company and its subsidiaries at the general meetings of the companies in which they are shareholders or partners;		Unchanged
(g) to monitor the management of direct or indirect affiliated companies;		Unchanged
(h) indicate, when applicable, the names of the Company's representatives, its subsidiaries, to be submitted to the general meetings of the companies of which they are shareholders or partners, to hold management and supervisory positions, or in the Audit Committees and Technical Committees;	(h) appoint directors, officers and committee members, subject to the applicable legal and regulatory provisions, to be part of the governance bodies of subsidiaries and affiliates in which BB Seguridade has the right to appoint representatives.	Alignment with ESBB, art. 29, XIV.

Current Bylaws BB Seguridade	Proposed Changes	Supporting
(i) authorize the raising of loans or financing in an aggregate amount equivalent to a maximum of five percent (5%) of the Company's stockholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective transaction, by the Company or any Subsidiary;		Unchanged
(j) authorize the sale or encumbrance of assets of the Company's non-current, fixed or intangible assets, in an aggregate amount 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;		Unchanged
(k) authorize the provision of real or personal guarantees of any nature by the Company in an aggregate amount 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 transaction;		Unchanged

(l) authorize the performance of acts that imply waiver of rights by the Company in an aggregate amount equivalent to, at most, 0.1% (one tenth percent) of the Company's stockholders' 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 Shareholders' Meeting, as provided for in Art. 10;		Unchanged
(m) to establish the general conditions and, subject to the competence of the Related Party Transactions Committee (Article 33), to authorize the execution of agreements of any nature between the Company and any Subsidiary and Affiliate, its managers, its controlling shareholders and, also, between the Company and subsidiaries and affiliates of the managers and controlling shareholders, as well as with any other companies that with any of these persons are part of the same de facto group or by law, which reach, individually or jointly, in a period of one (1) year, the amount of a maximum of five percent (5%) of the Company's stockholders' equity, according to the last approved balance sheet;		Unchanged
(n) to decide on the organizational structure of BB Seguridade, including the basis of processes and the allocation of areas, provided that the provisions of Article 22, item "a" of these Bylaws are observed;		Unchanged
(o) to decide on the creation, extinction and operation of Committees within the scope of the Board of Directors of the Company and administrative units;		Unchanged
(p) to decide on situations not included in the duties of another management body and on extraordinary cases, within the scope of its competence;		Unchanged
(q) to submit, each fiscal year, the management's report and the financial statements to the Independent Audit and to the Board of Directors and Fiscal Council and the Audit Committee; and		Unchanged
(r) guide the business and activities of the subsidiaries.		Unchanged
Sole Paragraph. The decisions of the Collegiate Board of Directors are binding on all Directors.		Unchanged
Article 29. The Collegiate Board of Executive Officers shall meet whenever the corporate interests so require, upon call of any of its members, at least two (2) days in advance, and the agenda shall be included in the call, and the meeting shall only be convened with the presence of the majority of its members. Regardless of whether it is called, the meetings of the Board of Executive Officers that are attended by all the members in office will be valid.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 1 - In the event of temporary absence of any Executive Officer, he/she may, based on the agenda of the matters to be discussed, express his/her vote in writing, by means of a letter delivered to the Chief Executive Officer, or by e-mail or other electronic/virtual means that have instruments to guarantee the authenticity of his/her vote.		Unchanged

Paragraph 2 - The meetings of the Board of Executive Officers shall be held, preferably, at the Company's headquarters. Participation will be allowed by means of teleconference, videoconference or other means that have instruments that guarantee authenticity and that allow the Director to effectively participate in the meeting, interacting and expressing his understanding, and such participation will be considered as personal presence.		Unchanged
3 ^o Extraordinarily, virtual meetings will be allowed to be held by e-mail or other electronic/virtual means.		Unchanged
Paragraph 4 - At the end of the meeting, minutes shall be drawn up and signed by all the Executive Officers present at the meeting, and subsequently transcribed in the Minutes Record Book of the Company's Collegiate Board of Executive Officers. The votes cast by Executive Officers who participate remotely in the meeting of the Board of Executive Officers or who have expressed themselves in accordance with paragraph 1 of this Article, shall also be included in the Book of Minutes of the Collegiate Board of Executive Officers, and a copy of the letter or electronic message, as the case may be, containing the vote of the Executive Officer shall be attached to the Book immediately after the transcription of the minutes.		Unchanged
Article 30. Decisions at the meetings of the Board of Directors shall be taken by majority vote of those present.		Unchanged
CHAPTER VII - AUXILIARY BODIES OF THE ADMINISTRATION		Unchanged
Article 31. The Company will have an Audit Committee with permanent operation to act as a support 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.		Unchanged
Paragraph 1 - The Audit Committee shall be responsible, in addition to the provisions of Law No. 13,303/16 and its respective regulatory Decree, for other applicable rules and its Internal Regulations:		Unchanged
a) to give an opinion on the hiring and dismissal of the independent auditor for the preparation of an independent external audit or for any other service, in addition to supervising the activities: (i) of the independent auditors, in order to assess: their independence, the quality of the services provided, the adequacy of the services provided to the Company's needs; (ii) the Company's internal controls area; (iii) the Company's internal audit area, and (iv) the area of preparation of the Company's financial statements;	a) to give an opinion on the hiring and dismissal of the independent auditor for the provision of external audit services or for any other service;	Proposal for exclusion. Obligations already provided for in subparagraphs "h" and "i" of this article
b) to monitor the quality and integrity of the internal control mechanisms, the financial statements and the information and measurements disclosed by the Company;		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
c) evaluate and monitor the Company's risk exposures, and may also request detailed information on policies and procedures related to management compensation, the use of company assets and expenses incurred on behalf of the Company;		Unchanged
d) to evaluate, monitor and recommend to the Board of Directors the correction or improvement of the Company's corporate policies;		Unchanged
e) evaluate and monitor the adequacy and disclosure of transactions with related parties;		Unchanged
f) to prepare a summarized annual report, to be presented 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 a significant divergence between the Company's management, the independent auditors and the Audit Committee in relation to the Company's financial statements.		Unchanged
g) to monitor the accounting practices and transparency of information, as well as to advise the Board of Directors in the deliberations on the matters within its competence, notably those related to the supervision of the Company's management and the strict observance of the principles and rules of compliance, corporate accountability and governance.		Unchanged
h) supervise the activities of the independent auditors, assessing their independence, the quality of the services provided and the adequacy of such services to the company's needs;		Unchanged
i) supervise the activities developed in the areas of internal control, internal audit and preparation of the financial statements of the state-owned company;		Unchanged
Paragraph 2 - It is incumbent upon the Audit Committee to exercise its duties and responsibilities with the subsidiaries that adopt the single Audit Committee regime.		Unchanged
Paragraph 3 - At least one of the members of the COAUD shall participate in the meetings of the Board of Directors that deal with the periodic financial statements, the hiring of the independent auditor and the PAINT.		Unchanged
Article 32. The Audit Committee, with the prerogatives, attributions and duties provided for in Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and in its Internal Regulations, shall be composed of three (3) effective members, except in the event of paragraph 2 of the Article 29, a situation in which it will have five (5) members, provided, in any case, that they are mostly independent.	Article 32. The Audit Committee, with the prerogatives, attributions and duties provided for in Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and in its Internal Regulations, shall be composed of three (3) effective members, except in the event of paragraph 2 of the Article 31, a situation in which it will have five (5) members, provided, in any case, that they are mostly independent.	Unchanged
Paragraph 1 - The terms of office of the members of the Audit Committee shall be non-coinciding, with a term of three (3) years, with a single reelection being permitted.	Paragraph 1 - The terms of office of the members of the Audit Committee shall be non-coinciding, with a term of three (3) years, with a single reelection being permitted. The members of the Audit Committee will remain in office until the election of their successors.	Alignment with the procedure adopted in the Company's other statutory governance bodies

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 2 - The members of the Audit Committee shall be elected by the Board of Directors and shall comply with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in the Company's Governance, Nomination and Succession Policy and in the applicable rules, as well as the provisions of Article 11 of these Bylaws and its Internal Regulations and, In addition, the following criteria:		Unchanged
I – one (1) sitting member shall be appointed jointly by the Board of Directors(ies) representing the minority shareholders; and		Unchanged
II – the other sitting members shall be appointed by the other members of the Board of Directors.		Unchanged
III - the Audit Committee shall be composed of at least one (1) Independent Board Member, as defined pursuant to article 15, paragraph 4 of these Bylaws.		Unchanged
Paragraph 3 - At least one of the members of the Audit Committee must have proven knowledge in the areas of corporate accounting and auditing.	Paragraph 3 - The members of the Audit Committee must have proven knowledge and professional experience in the areas of activity of the Committee.	In compliance with the provisions of Article 39, paragraph 5, of Decree No 8,945/2016, amended by Decree 11,048/2022 and aligned with the ESBB.
No correlation	Paragraph 4 - At least one (1) of the members must have proven knowledge and experience in the area of corporate accounting.	In compliance with the provisions of Article 39, paragraph 5, of Decree No 8,945/2016, amended by Decree 11,048/2022 and aligned with the ESBB.

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 4 - The member of the Audit Committee may only rejoin such body after at least three years have elapsed from the end of his previous term of office, subject to paragraph 1.	Paragraph 5 - The member of the Audit Committee may only rejoin such body after at least three years have elapsed from the end of his previous term of office, subject to paragraph 1.	Numbering adjustment

Paragraph 5 - The function of member of the Audit Committee is non-delegable.	Paragraph 6 - The function of member of the Audit Committee is non-delegable.	Numbering adjustment
Paragraph 6 - The compensation of the members of the Audit Committee, to be defined by the Shareholders' Meeting, shall be compatible with the work plan approved by the Board of Directors, provided that:	Paragraph 7 - The compensation of the members of the Audit Committee, to be defined by the Shareholders' Meeting, shall be compatible with the work plan approved by the Board of Directors, provided that:	Numbering adjustment
I - the compensation of the members of the Committee shall not exceed the average fee received by the Executive Officers;		Unchanged
II - in the case of public servants, their remuneration for participation in the Audit Committee shall be subject to the provisions established in the relevant legislation and regulations;		Unchanged
III - the member of the Audit Committee who is also a member of the Board of Directors shall receive compensation only from the Audit Committee.		Unchanged
Paragraph 7 - The functioning of the Audit Committee shall be regulated by means of its Rules of Procedure Internal, observed that:	Paragraph 8 - The functioning of the Audit Committee shall be regulated by means of its Internal Regulations, provided that:	Numbering adjustment
I - shall meet, at least, quarterly with the Board of Directors, the Board of Executive Officers, the independent auditors and the Internal Audit, jointly or separately, at its discretion;		Unchanged
I - shall meet, at least, quarterly with the Board of Directors, the Board of Executive Officers, the independent auditors and the Internal Audit, jointly or separately, at its discretion;		Unchanged
III - The Committee shall assess the accounting information before its disclosure.		Unchanged
IV - The Company shall disclose the minutes of the meetings of the Statutory Audit Committee, except in the event that the Board of Directors considers that the disclosure of the minutes may jeopardize the legitimate interest of the state-owned company, in which case only its extract shall be disclosed.		Unchanged
Paragraph 8 - The Audit Committee shall have the means to receive and handle complaints and/or information, including confidential information, regarding non-compliance with legal and regulatory provisions applicable to the Company, in addition to internal regulations and codes, including the provision of specific procedures for the protection of the information confidentiality of the provider.	Paragraph 9 - The Audit Committee shall have the means to receive and handle complaints and/or information, including confidential information, regarding non-compliance with legal and regulatory provisions applicable to the Company, in addition to internal regulations and codes, including the provision of specific procedures for the protection of the provider of the confidentiality of information.	Numbering adjustment
Paragraph 9 - The members of the Audit Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election and may be removed by the justified vote of the absolute majority of the Board of Directors.	Paragraph 10 - The members of the Audit Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election and may be removed by the justified vote of the absolute majority of the Board of Directors.	Numbering adjustment
Paragraph 10 - At the end of the term of office, the former members of the Audit Committee shall be subject to the impediment provided for in paragraph 6 of article 25 of these Bylaws, subject to paragraphs 7 to 10 of the same article.	Paragraph 11 - At the end of the term of office, the former members of the Audit Committee shall be subject to the impediment provided for in paragraph 6 of article 25 of these Bylaws, observing, as applicable , paragraphs 7 to 10 of the same article.	Alignment with the BB Bylaws (art. 33, § 13) to make the process more flexible. Numbering adjustment.

Current Bylaws BB Seguridade	Proposed Changes	Supporting
<p>Paragraph 11—Former members of the Audit Committee who do not come from the staff of Banco do Brasil S.A. who, in compliance with Paragraph 6 of Article 25, choose to return, before the end of the impediment period, to the performance of the function or position, effective or higher, shall not be entitled to the compensatory remuneration referred to in paragraph 10 of this article. who, prior to their investiture, held in the public or private administration.</p>	<p>Paragraph 12 - Former members of the Audit Committee who do not come from the staff of Banco do Brasil S.A. who, in compliance with Paragraph 6 of Article 25, choose to return, before the end of the impediment period, to the performance of the function or position, effective or higher, shall not be entitled to the compensatory remuneration referred to in Paragraph 11 of this Article. who, prior to their investiture, held in the public or private administration.</p>	<p>Numbering adjustment</p>
<p>Paragraph 12—The member of the Audit Committee who fails to attend, with or without justification, three consecutive ordinary meetings or four alternate meetings during the twelve-month period, except for reasons of force majeure or unforeseeable circumstances, and, at any time, by decision of the Board of Directors, shall lose his position.</p>	<p>Paragraph 13 - The member of the Audit Committee who fails to attend, with or without justification, three consecutive ordinary meetings or four alternate meetings during the twelve-month period, except for reasons of force majeure or unforeseeable circumstances, and, at any time, by decision of the Board of Directors, shall lose his position.</p>	<p>Numbering adjustment</p>
<p>Paragraph 13 - The COAUD Coordinator shall be chosen by the Board of Directors.</p>	<p>Paragraph 14 - The COAUD Coordinator shall be chosen by the Board of Directors.</p>	<p>Numbering adjustment</p>
<p>Paragraph 14 - The competencies of the coordinator of the Audit Committee shall be defined in its internal regulations, approved by the Board of Directors.</p>	<p>Paragraph 15 - The competencies of the coordinator of the Audit Committee shall be defined in its internal regulations, approved by the Board of Directors.</p>	<p>Numbering adjustment</p>
<p>Paragraph 15—The members of the Audit Committee shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.</p>	<p>Paragraph 16 - The members of the Audit Committee shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.</p>	<p>Numbering adjustment</p>
<p>Article 33. The Company will have a Related Party Transactions Committee, whose constitution and installation will be decided by the Board of Directors, subject to the following parameters:</p>		<p>Unchanged</p>
<p>Paragraph 1 - The Related Party Transactions Committee shall be composed of three (3) members elected and dismissed by the Board of Directors, including:</p>		<p>Unchanged</p>
<p>I - one (1) independent member, who shall be the Independent Board Member of the Board of Directors elected by the minority shareholders as set forth in Paragraph 3 of Article 15 of these Bylaws;</p>		<p>Unchanged</p>
<p>II - 2 (two) members who shall be appointed by the other Directors of the Council of Directors Management, with 1 (one) of the members appointed from among the active employees or Directors Statutory members of the Company and one (1) of the members appointed from among the active employees of Banco do Brasil, both with proven knowledge in the areas of finance, accounting and/or the Brazilian insurance market.</p>		<p>Unchanged</p>
<p>Paragraph 2 - If the member of the Board of Directors elected by the minority shareholders does not meet the independence requirements set forth in Paragraph 4 of Article 15 of these Bylaws, it shall be incumbent upon him to appoint a candidate who does, who shall be elected by the Board of Directors.</p>		<p>Unchanged</p>
<p>Paragraph 3 - The member of the Related Party Transactions Committee appointed pursuant to Paragraph 2 of this Article shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.</p>		<p>Unchanged</p>
<p>Paragraph 4 - In the event of vacancy of the position of Board Member elected by the minority shareholders who also occupies the position of member of the Related Party Transactions Committee, it shall be incumbent upon the other members of the Board of Directors to elect, from among its members independent, the one who will hold the position on the Related Party Transactions Committee until the election, by the minority shareholders, of its new representative on the Board of Directors.</p>		<p>Unchanged</p>

Paragraph 5 - The function of member of the Committee shall not be remunerated, except for the independent member elected in the manner provided for in Paragraphs 1 and 2 above, whose compensation shall 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.		Unchanged
Paragraph 6 - The independent member of the Related Party Transactions Committee who is also a member of the Board of Directors shall opt for the compensation related to only one of the positions.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 7 - The operation of the Related Party Transactions Committee shall be governed by these Bylaws, by the Related Party Transactions Policy and by the Committee's Internal Regulations, which shall be approved by the Board of Directors.		Unchanged
Paragraph 8 - The members of the Related Party Transactions Committee shall remain in the exercise of their positions until the election and investiture of their successors.		
Paragraph 9 - The members of the Related Party Transactions Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election.		Unchanged
Paragraph 10 - It is incumbent upon the Related Party Transactions Committee to approve in advance all transactions with related parties, as defined in the Related Party Transactions Policy, as well as the revisions and terminations of contracts between related parties, and such transactions, revisions or terminations shall only be approved upon the favorable vote of the independent member referred to in Paragraph 1. item I, above.		Unchanged
Paragraph 11 - The independent member shall certify that the act in question was carried out in accordance with the Policy on Transactions with Related Parties and with market practices and without prejudice to minority shareholders, the corporate interest and the Company's creditors.		Unchanged
Paragraph 12 - The member of the Related Party Transactions Committee who fails to attend three consecutive meetings shall lose his position, except for reasons of force majeure or unforeseeable circumstances and, at any time, by decision of the Board of Directors.		Unchanged
Article 34. The Eligibility Committee, with the prerogatives, attributions and duties provided for in Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and regulations and in its Internal Regulations, will be formed by three effective members.	Article 34. The Personnel, Eligibility, Succession and Compensation Committee with the prerogatives, attributions and duties provided for in Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and regulations and in its Internal Regulations, will be formed by three effective members.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
Paragraph 1 - The members of the Eligibility Committee shall be elected by the Board of Directors, in compliance with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in the Company's Governance, Nomination and Succession Policy and in the applicable rules, as well as the provisions of these Bylaws and its Internal Regulations.	Paragraph 1 - The members of the Personnel, Eligibility, Succession and Compensation Committee shall be elected by the Board of Directors, in compliance with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in the Company's Governance, Nomination and Succession Policy and in the applicable rules, as well as the provisions of these Bylaws and its Internal Regulations.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
Paragraph 2 - The Eligibility Committee shall be composed of:	Paragraph 2 - The Personnel, Eligibility, Succession and Compensation Committee shall be composed of at least two members of the Board of Directors.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
1 - 01 (one) member of the Company's Board of Directors;	Exclusion	Editorial Fit

II – 01 (one) member of the Audit Committee who is not also a member of the Audit Board Administration; and	Exclusion	Exclusion in compliance with the provisions of Article 21, paragraph 3, of Decree No. 8,945/2016, as amended by Decree 11,048/2022.
III – 01 (one) member of the Board of Executive Officers of BB Seguridade.	Exclusion	Exclusion in compliance with the provisions of Article 21, paragraph 3, of Decree No. 8,945/2016, as amended by Decree 11,048/2022.

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 3 - The members of the Committee shall have a unified term of office of two (2) years, with a maximum of three (3) renewals being permitted, under the terms of the rules in force. The members of the Eligibility Committee shall remain in office until the election and investiture of their successors.	Paragraph 3 - The members of the Committee shall have a unified term of office of two (2) years, with a maximum of 3 years allowed (three) renewals, under the terms of the rules in force. The members of the People, Eligibility, Succession and Compensation Committee will remain in office until the election of their successors.	In compliance with the provisions of Article 21, paragraph 3, of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022. Exclusion of the term "investiture", given its redundancy, in view of the election and investiture taking place in the same act, as described in paragraph 8 of this article.
Paragraph 4 - The member of the Eligibility Committee who fails to attend, with or without justification, three consecutive meetings, except for reasons of force majeure or fortuitous event and, at any time, by decision of the Board of Directors, shall lose his position.	Paragraph 4 - The member of the Personnel, Eligibility, Succession and Compensation Committee who fails to attend, with or without justification, three consecutive meetings, except for reasons of force majeure or unforeseeable circumstances and, at any time, by decision of the Board of Directors, shall lose his position.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
Paragraph 5 - The duties of the Eligibility Committee, in addition to others provided for in its own legislation, are:	Paragraph 5 - The duties of the Personnel, Eligibility, Succession and Compensation Committee , in addition to others provided for in its own legislation, are:	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
I – advising the Board of Directors in the establishment of the Governance Policy, Nomination and Succession of the Company;	I - assisting the Board of Directors in the evaluation of proposals related to the Personnel Management Policy, the Management Compensation Policy and the Governance, Nomination and Succession Policy of BB Seguridade;	In compliance with the provisions of Article 21 "V" of Decree No. 8,945/2016, amended by Decree 11,048/2022.
II – to give an opinion, in order to assist shareholders in the appointment of managers, members of the advisory committees to the Board of Directors and Fiscal Councilors, on the fulfillment of the requirements and the absence of prohibitions for the respective elections;	II - to give an opinion in order to assist shareholders in the appointment of members of the Board of Directors and the Fiscal Council on the fulfillment of the requirements and the absence of prohibitions for the respective elections, pursuant to the provisions of article 10 of Law No. 13,303, of 2016;	In compliance with the provisions of Article 21 "I" and § 4 of Decree No. 8,945/2016, as amended by Decree 11,048/2022.
No correlation	III - to give 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 the provisions of article 10 of Law No. 13,303, of 2016;	In compliance with the provisions of Article 21 "II" of Decree No. 8,945/2016, amended by Decree 11,048/2022.

III – to verify the compliance of the evaluation process of the managers, the members of the advisory committees to the Board of Directors and the Fiscal Councilors.	IV - to verify the conformity of the evaluation process and the training applied to managers, members of the advisory committees to the Board of Directors and Fiscal Councilors;	In compliance with the provisions of Article 21 "III" of Decree No. 8,945/2016, amended by Decree 11,048/2022.
No correlation	V - to assist the Board of Directors in the preparation and monitoring of the non-binding Succession Plan of the managers; and	In compliance with the provisions of Article 21 "IV" of Decree No. 8,945/2016, amended by Decree 11,048/2022.

Current Bylaws BB Seguridade	Proposed Changes	Supporting
No correlation	VI - to evaluate, prior to the Board of Directors' statement, the proposals for fixed and/or variable compensation of the managers.	In compliance with the provisions of Article 21 "V" of Decree No. 8,945/2016, amended by Decree 11,048/2022.
Paragraph 6 - The operation of the Eligibility Committee shall be regulated by means of internal regulations approved by the Board of Directors, provided that the Committee shall meet upon call of the coordinator, whenever deemed necessary by any of its members or at the request of the Company's management.	Paragraph 6 - The operation of the Personnel, Eligibility, Succession and Compensation Committee shall be regulated by means of internal regulations approved by the Board of Directors, provided that the Committee shall meet upon call of the coordinator, whenever deemed necessary by any of its members or at the request of the Company's management.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
Paragraph 7 - The function of member of the Committee referred to in the caput is not remunerated.		Unchanged
Paragraph 8 - The members of the Eligibility Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election.	Paragraph 8 - The members of the Personnel, Eligibility, Succession and Compensation Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
Paragraph 9 - The members of the Eligibility Committee shall have the necessary qualification and experience to independently evaluate the application of Law 13,303/16 and its Regulatory Decree and the Governance, Nomination and Succession Policy of BB Seguridade.	Paragraph 9 - The members of the Personnel, Eligibility, Succession and Compensation Committee shall have the necessary qualification and experience to independently evaluate the application of Law 13,303/16 and its Regulatory Decree and the Governance, Nomination and Succession Policy of BB Seguridade.	In compliance with the provisions of Article 21 of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.
Paragraph 10 - The committee shall express its opinion within a maximum period of 8 business days, from the receipt of a standardized form from the Public Administration entity responsible for the nominations, under penalty of tacit approval and liability of its members if non-compliance with any requirement is proven.		Unchanged
Paragraph 11 - The Committee's statements shall be resolved by a majority of votes recorded in the minutes, which shall be drawn up in the form of a summary of the facts that occurred, including dissent and protests, and contain the transcription only of the resolutions taken.		Unchanged
Paragraph 12 - The members of the Eligibility Committee shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.	Paragraph 12 - The members of the Personnel, Eligibility, Succession and Compensation Committee shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.	In compliance with the provisions of Article 21, paragraph 2, of Decree No. 8,945/2016, as amended by Decree No. 11,048/2022.

Article 35 - The Company shall have a permanent Risk and Capital Committee, with the prerogatives, attributions and charges provided for in the applicable rules and regulations, as well as in these Bylaws and its Internal Regulations.		Unchanged
Paragraph 1 - The Risk and Capital Committee shall be composed of three (3) sitting members, all of whom are independent, elected and dismissed by the Board of Directors, in compliance with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in BB Seguridade's Governance, Nomination and Succession Policy and in the applicable rules, as well as those defined in these Bylaws and its Internal Regulations, whereas:		Unchanged
I – one (1) member shall be appointed, jointly, by the Board of Directors(ies) representing the minority shareholders;		Unchanged
II - one (1) member shall be appointed by Banco do Brasil S.A.; and		Unchanged
III – one (1) member shall be appointed by the other members of the Board of Directors.		Unchanged
Paragraph 2 - The independence requirements of the member of the Risk and Capital Committee are those defined in Article 15, paragraph 4 of these Bylaws.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 3 - The members of the Risk and Capital Committee shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.		Unchanged
Paragraph 4 - The terms of office of the members of the Risk and Capital Committee shall be non-coincident, with a term of three (3) years, with a single reelection being permitted.	Paragraph 4 - The terms of office of the members of the Risk and Capital Committee shall be non-coincident, with a term of 3 (three) years, with a single reelection allowed. The members of the Risk and Capital Committee will remain in the exercise of their positions until the election of their successors.	Alignment with the procedure adopted in the Company's other statutory governance bodies
Paragraph 5 - The members of the Risk and Capital Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election.		Unchanged
Paragraph 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.		Unchanged
Paragraph 7 - The function of member of the Risk and Capital Committee is non-delegable.		Unchanged
Paragraph 8 - The duties of the Risk and Capital Committee, in addition to others provided for in the applicable legislation and in its Internal Regulations, are:		Unchanged
I – advising the Board of Directors on the Company's risk and capital management; and		Unchanged
II - evaluating and reporting to the Board of Directors reports that deal with risk and capital management processes.		Unchanged

Paragraph 9 - The member of the Risk and Capital Committee who fails to attend, with or without justification, three consecutive meetings, shall lose his position, except for reasons of force majeure or unforeseeable circumstances and, at any time, by decision of the Board of Directors.		Unchanged
Paragraph 10 It is incumbent upon BB Seguridade's Risk and Capital Committee to exercise its duties and responsibilities with the subsidiaries that adopt the single Risk Committee regime, pursuant to Article 14 of Decree No. 8,945/2016.		Unchanged
Article 36. Subject to the provisions of Article 11 of these Bylaws, the operation and impediments to the appointment of members of the Audit Committee, the Related Party Transactions Committee, the Eligibility Committee and the Risk and Capital Committee, as well as the rules for the composition, operation, requirements and impediments of the other Committees that may be constituted within the scope of the Board of Directors shall be defined and approved by this body.		Unchanged
CHAPTER VIII – INTERNAL AUDIT		Unchanged
Article 37. BB Seguridade will 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 collecting, measuring, classifying, accumulating, recording and disclosing events and transactions, with a view to preparing the financial statements, also observing other powers imposed by Law No. 13,303/16 and its respective regulatory Decree, and other applicable rules.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 1 - Reports shall be sent, at least quarterly, to the Board of Directors, to the Fiscal Councils and to the Audit Committee on the activities carried out by the internal audit area.		Unchanged
Paragraph 2 - The head 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 as well as dismissed by the Board of Directors, subject to the provisions of Article 22, item "m" of these Bylaws.		Unchanged
Paragraph 3 - The head of the Internal Audit shall have a three-year term of office, extendable for an equal period. At the end of the extension, the Board of Directors may, by means of a reasoned decision, extend it for another 365 days.		Unchanged
Paragraph 4 - The appointment, designation, dismissal or dismissal of the head of the Internal Audit shall be submitted by the Company's President to the approval of the Office of the Comptroller General of the Union - CGU, after its approval by the Board of Directors.		Unchanged
Paragraph 5 - The head of the Internal Audit who is removed from office, including upon request, may only return to the same position after the three-year interstice.		Unchanged
CHAPTER IX - RISK MANAGEMENT AND INTERNAL CONTROLS		Unchanged
Article 38. The Company will have areas dedicated to risk management and internal controls, with independence of action and binding to the Company's Chief Executive Officer, being conducted by the Company himself or by another Statutory Officer.		Unchanged

Paragraph 1 The duties of the areas responsible for risk management and internal controls, in addition to others provided for in Law No. 6,404/76, Law No. 13,303/16 and their respective regulatory Decree, other applicable rules and regulations, are to identify, analyze, evaluate, treat, 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 processes.		Unchanged
Paragraph 2 - The area responsible for the internal control process shall report directly to the Board of Directors in situations in which the involvement of a member of the Executive Board in irregularities is suspected or when a member evades the obligation to adopt the necessary measures in relation to the situation of irregularity reported to him/her.		Unchanged
CHAPTER X - FISCAL COUNCIL		Unchanged
Article 39. The Fiscal Council, with the prerogatives, attributions and duties provided for in Law No. 6,404/76, Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and regulations and in its Internal Regulations, shall operate on a permanent basis, and shall be composed of three (3) sitting members and an equal number of alternates, shareholders or not, elected by the Shareholders' Meeting.		Unchanged
Paragraph 1 - In any event, one (1) sitting member of the Fiscal Council and their respective alternate shall be appointed by the holders of minority common shares, pursuant to the Brazilian Corporation Law, one (1) sitting member and their respective alternate shall be appointed by the Minister of State for the Economy , as a representative of the National Treasury Secretariat, pursuant to Article 26 of Law No. 13,303/16, and one (1) sitting member of the Fiscal Council and their respective alternate shall be appointed by Banco do Brasil S.A.	Paragraph 1 - In any event, one (1) sitting member of the Fiscal Council and his/her respective alternate shall be appointed by the holders of minority common shares, pursuant to the Brazilian Corporation Law, one (1) sitting member and his/her respective alternate shall be appointed by the Minister of State for Finance , as a representative of the National Treasury Secretariat, pursuant to Article 26 of Law No. 13,303/16, and one (1) sitting member of the Fiscal Council and their respective alternate shall be appointed by Banco do Brasil S.A.	Adjustment in compliance with the new nomenclature of the Supervisory Ministry of BB Seguridade (Finance)
Paragraph 2 - Individuals residing in the country, with an academic background compatible with the exercise of the function and who have held, for a minimum period of three years, a management or advisory position in the public administration, as a Fiscal Council member or as a company administrator, may be members of the Fiscal Council, also observing the provisions of Law No. 6,404/76, Law No. 13,303/16 and their respective regulatory Decree, in the other applicable rules and in the Governance, Nomination and Succession Policy of BB Seguridade.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 3 - In addition to the conditions set forth in Article 11 of these Bylaws, members of the management bodies and employees of the Company or of a company controlled by it, as well as the spouse or relative, up to the third degree, of the Controlling Shareholder's manager, may not be elected to the Fiscal Council.		Unchanged
Paragraph 4 - A former member of the Executive Board or of the Board of Directors may not participate in the Fiscal Council for a period of up to two (2) years after the end of the term of management or performance in which the limit of renewals referred to in the caputs of Articles 15 and 24 has been reached.		Unchanged
Paragraph 5 - The term of office of the members of the Fiscal Council shall last for two (2) years, and up to two consecutive renewals shall be permitted. The members of the Fiscal Council will remain in the exercise of their positions until the election and investiture of their successors.		Unchanged
Paragraph 6 - At the first meeting after the election, the members of the Fiscal Council:		Unchanged
I - Elect its President; and		Unchanged

II - They shall sign the term of adhesion to the Code of Ethics and Conduct and to the Company's Policies.		Unchanged
Paragraph 7. The members of the Fiscal Council shall be invested in their positions regardless of the signature of the instrument of investiture, from the date of the respective election by the General Meeting.		Unchanged
Paragraph 8 - The term of office referred to in paragraph 7 of this article shall be subject to the arbitration clause referred to in article 53 of these Bylaws, in accordance with B3's Novo Mercado Regulation.		Unchanged
Paragraph 9 - The remuneration of the members of the Fiscal Council, in addition to the mandatory reimbursement of travel and accommodation expenses necessary for the performance of the function, shall be ten percent (10%) of the average monthly remuneration of the Executive Officers.		Unchanged
Paragraph 10 - In the event of temporary absence or resignation of any member of the Fiscal Council, he shall be replaced by the respective alternate, until the new member takes office.		Unchanged
Paragraph 11 - In the event of a vacancy of the incumbent and his/her alternate on the Fiscal Council, a General Meeting shall be called with the purpose of electing a substitute and respective alternate to exercise the vacant position until the end of the term of office of the Fiscal Council.		Unchanged
Paragraph 12 - The member of the Fiscal Council who, in addition to the hypotheses determined by law or other rules applicable to the CF of BB Seguridade, fails to attend, without justification, three consecutive ordinary meetings or four alternate ordinary meetings during the term of action, shall lose his position.		Unchanged
Paragraph 13 It is incumbent upon the Fiscal Council of BB Seguridade to exercise its duties and responsibilities with the subsidiaries that adopt the single Fiscal Council regime, pursuant to Article 14 of Decree No. 8,945/2016.		Unchanged
Article 40. The Fiscal Council shall meet, ordinarily, once a month and, extraordinarily, whenever necessary, upon call of any of its members, at least five (5) business days in advance, and the agenda shall be included in the call. The meeting will only be installed with the presence of the majority of its members.		Unchanged
Paragraph 1 - Regardless of whether it is called, the meetings of the Fiscal Council that are attended by all its members shall be valid.		Unchanged
Paragraph 2 - The meetings of the Fiscal Council may be held by means of teleconference, videoconference or other means of communication, observing that the participation of its members through any of these mechanisms shall be considered as personal presence at said meeting. In this case, the members of the Fiscal Council who participate remotely in the meeting must express and formalize their votes, or opinions by letter, or digitally certified e-mail.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 3 - Minutes of the meeting shall be drawn up and signed by all Members of the Fiscal Council present at the meeting, including participants by teleconference or videoconference, whose vote shall be considered valid for all legal purposes and incorporated into the minutes of said meeting.		Unchanged
Article 41. The Fiscal Council shall be represented by at least one of its members at the meetings of the General Meeting and shall respond to requests for information made by shareholders.		Unchanged

CHAPTER XI - FISCAL YEAR, PROFITS AND DIVIDENDS AND RESERVES		Unchanged
Article 42. The fiscal year will begin on January 1 and end on December 31 of each year, when the financial statements provided for in the applicable legislation will be prepared.		Unchanged
Article 43. After the absorption of any accumulated losses and deducting the provision for payment of income tax and social contribution on profit, funds will be set aside from the result of the year which, subject to the limits and conditions required by law and other applicable rules, will have, in order, the following destination:		Unchanged
a) five percent (5%) shall be applied, before any allocation, in the constitution of the legal reserve, which shall 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 thirty percent (30%) of the capital stock, it shall not be mandatory to allocate part of the net income of the year to the constitution of the legal reserve;		Unchanged
b) a portion, at the proposal of the management bodies, may be allocated to the formation of Reserves for Contingencies, as provided for in article 195 of the Brazilian Corporation Law;		Unchanged
c) 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 the shareholders as mandatory dividend;		Unchanged
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 Shareholders' Meeting may, upon proposal of the management bodies, allocate the excess to the constitution of an Unrealized Profit Reserve, subject to the provisions of article 197 of the Brazilian Corporation Law;		Unchanged
e) a portion, at the proposal of the management bodies, may be withheld based on a previously approved capital budget, pursuant to article 196 of the Brazilian Corporation Law. Actions;		Unchanged
f) after the previous allocations, the following Statutory Reserves may be constituted:		Unchanged
I - Reserve for 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:		Unchanged
a) Equivalent to up to 50% of the net income for the year; and		Unchanged
b) Arising from the credit corresponding to the anticipation of dividends.		Unchanged
II - Capital Reinforcement Reserve, with the purpose of guaranteeing financial means for the operation of the company, including for capital increase in the companies in which it participates as a shareholder and the acquisition of companies included in Article 3 of these Bylaws, limited to 80% of the value of the capital stock and being formed with resources equivalent to up to 50% of the net income for the year.		Unchanged
g) 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.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
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Paragraph 1. The Shareholders' Meeting may assign to the Company's managers a share in the profits, pursuant to paragraph 1, of article 152, of the Brazilian Corporation Law.		Unchanged
Paragraph 2. The constitution of the statutory reserves provided for in item "f" of this article shall be approved by the Board of Directors, with the opinion of the Fiscal Council, and resolved by the Annual General Meeting referred to in Article 8 of these Bylaws, at which time the justifications of the percentages applied shall be presented.		Unchanged
Article 44. The amounts of dividends and interest on equity due to shareholders will be subject to financial charges in accordance with the legislation, from the end of the fiscal year in which they are calculated until the day of effective payment or payment, without prejudice to the incidence of default interest when such payment does not occur on the date established by law, meeting or resolution of the Board of Directors.		Unchanged
Article 45. The Company may prepare half-yearly, quarterly or shorter balance sheets, and may, based on them, declare, by act of the Board of Executive Officers, interim and interim dividends or interest on equity, in the form of a resolution of the General Meeting or the Board of Directors, subject to the legislation in force.		Unchanged
Sole Paragraph. The interim and interim dividends and interest on equity provided for in this Article may be imputed to the minimum mandatory dividend, in accordance with the legislation.		Unchanged
Article 46. The declared dividends and interest on equity will revert to the Company if they are not claimed within three (3) years after the date on which they are made available to shareholders.		Unchanged
CHAPTER XII - SALE OF SHAREHOLDING CONTROL, DELISTING FROM THE NOVO MERCADO AND CORPORATE REORGANIZATION		Unchanged
Article 47. For the purposes of these Bylaws and, in particular, in this Chapter, the terms in capital letters shall have the same meaning attributed to them in the Novo Mercado Regulations of the B3 .		Unchanged
Article 48. The direct or indirect sale of control of the Company, either by means of a single transaction or by means of successive transactions, shall be contracted under the condition that the acquirer of control undertakes to carry out a public tender offer for the acquisition of shares with the object of the shares issued by the Company held by the other shareholders, observing the conditions and deadlines provided for in the legislation and regulations in force and in the Novo Mercado Regulation, in order to ensure equal treatment to that given to the seller.		Unchanged
Article 49. Subject to the provisions of the Novo Mercado Regulation, the legislation and regulations in force, the delisting of BB Seguridade from the Novo Mercado may occur:		Unchanged
I – on a voluntary basis, as a result of the Company's decision;		Unchanged
II – compulsorily, as a result of non-compliance with obligations of the Novo Mercado Regulation; or		Unchanged
III – as a result of the cancellation of BB Seguridade's registration as a publicly-held company or the conversion of the category of registration with the Brazilian Securities and Exchange Commission (CVM).		Unchanged
Paragraph 1 - The delisting of BB Seguridade from the Novo Mercado will only be granted by B3 if it is preceded by a public tender offer that complies with the procedures set forth in the regulations issued by the Brazilian Securities and Exchange Commission (CVM) and the provisions of the Novo Mercado Regulation.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Paragraph 2 - The voluntary delisting of BB Seguridade from the Novo Mercado may occur regardless of the public tender offer mentioned in paragraph 1 of this article, in the event of a waiver approved by the Shareholders' Meeting.		Unchanged
Article 50. In the event of a corporate reorganization that involves the transfer of BB Seguridade's shareholder base, the resulting companies must request entry into the Novo Mercado within one hundred and twenty (120) days from the date of the General Meeting that resolved on said reorganization.		Unchanged
Sole Paragraph. If the reorganization involves resulting companies that do not intend to apply for entry into the Novo Mercado, the majority of the holders of the company's outstanding shares present at the Shareholders' Meeting must give consent to this structure.		Unchanged
CHAPTER XIII - RELATIONS WITH THE MARKET		Unchanged
Article 51. The Company:		Unchanged
I – shall send to the stock exchange in which its shares are most traded, in addition to other documents to which it is obliged by law: a) the annual calendar of corporate events; b) stock option programs or other securities issued by the Company, intended for its employees and managers, if any; and c) the documents made available to shareholders for deliberation at the General Meeting;		Unchanged
II – shall disclose, on its website, among others, the information: a) referred to in Chapter XI of these Bylaws; b) provided to the stock exchange in accordance with item I of this Article;		Unchanged
III – adopt measures with a view to shareholder dispersion in the distribution of new shares, such as: a) guarantee of 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.		Unchanged
CHAPTER XIV - LIQUIDATION		Unchanged
Article 52. The Company will be liquidated in the cases provided for by law, and the General Meeting will be the competent body to determine the form of liquidation and appoint the liquidator and the Board Fiscal that should work during the settlement period.		Unchanged
CHAPTER XV - REFEREEING		Unchanged

Article 53. The Company, its shareholders, managers, members of the fiscal council, effective and alternates, if any, undertake to resolve, by means of arbitration, before the Market Arbitration Chamber, in accordance with its rules, any controversy that may arise between them, related to or arising from its status as issuer, shareholders, managers, and members of the fiscal council, in particular, arising from the provisions contained in Law No. 6,385/76, Law No. 6,404, the Company's bylaws, the rules issued by the National Monetary Council, the Central Bank of Brazil and the Brazilian Securities and Exchange Commission, as well as other rules applicable to the operation of the capital market in general, in addition to those contained in the Novo Mercado Regulation, the other regulations of B3 and the Novo Mercado Participation Agreement.		Unchanged
Sole Paragraph. Disputes or controversies involving inalienable rights are also excluded from the provisions of the caput.		Unchanged
CHAPTER XVI – OFFICIAL PUBLICATIONS		Unchanged
Article 54. The Board of Executive Officers shall publish regulations that govern the procedure adopted by the Company to carry out bids and contracting services.		Unchanged

Current Bylaws BB Seguridade	Proposed Changes	Supporting
Sole Paragraph. Upon resolution of the Board of Directors, the Company may adopt the Bidding and Contracts Regulations of Banco do Brasil S.A., subject to the provisions of Law No. 13,303/16 and the best business practices of preferential contracting of companies in which it participates.		Unchanged
CHAPTER XVII – SPECIAL PROVISIONS		Unchanged
Article 55. The Company may share costs, structures, policies and disclosure mechanisms with Banco do Brasil S.A. for the execution of the services necessary for the exercise of its operational activities and compliance with Law No. 13,303/16 and its respective regulatory Decree.		Unchanged
Brasília (DF), April 29, 2022	Brasília (DF), April 29, 2025	Date Adjustment

BB Seguridade Participações

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 records: 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 03.01.2020), 04.22.2020 (1382784 of 05.15.2020), 04.29.2021 (1686650 of 05.12.2021), 12.22.2021 (1787713 of 01.07.2022), ~~e~~ 04.29.2022 ([1847090 of 06.07.2022](#)) and [04.29.2025](#) (to be registered).

BB Seguridade Participações

CHAPTER I - NAME, HEADQUARTERS, PURPOSE AND DURATION

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

Sole Paragraph. With the Company's listing on the Novo Mercado of B3 S.A. – Brasil, Bolsa, Balcão ("B3"), the Company, its shareholders, including controlling shareholders, managers and members of the Fiscal Council are subject to the provisions of the Novo Mercado Regulation.

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

Article 3. The Company's corporate purpose is to participate, directly or indirectly, as a shareholder, partner or quotaholder, in the capital of other companies, in Brazil or abroad, whose purpose is: (i) the sale of personal, property, rural, credit, guarantee, automobile or any other type of insurance; (ii) the structuring and marketing of supplementary pension plans, as well as other products and services admitted to supplementary pension societies; (iii) the structuring and marketing of capitalization plans, as well as other products and services admitted to capitalization companies; (iv) the brokerage of insurance in the elementary, life and health lines, capitalization bonds, open supplementary pension plans and the administration of assets; (v) the administration, commercialization or availability of private dental care plans to legal entities and/or individuals; (vi) carry out reinsurance and retrocession operations in Brazil and abroad; (vii) the performance of any activities regulated by the Superintendence of Private Insurance – SUSEP and by the National Health Agency – ANS; (viii) the provision of services complementary to or related to those undertaken by the companies mentioned in the previous items, as well as services to financial entities; and (ix) participation in companies aimed at the purposes mentioned above.

Paragraph unique. Is allowed to the Company to set up subsidiaries, including wholly-owned subsidiaries or special purpose companies, whose corporate purpose is to participate in companies, directly or indirectly, including as a minority and through other participation companies.

Article 4. The Company's duration is indefinite.

CHAPTER II - CAPITAL STOCK AND SHARES

Article 5. The Company's capital stock, fully subscribed and paid in, is R\$ 6,269,692,280.18 (six billion, two hundred and sixty-nine million, six hundred and ninety-two thousand, two hundred and eighty reais and eighteen cents) divided into 2,000,000.000 (two billion) common shares, all registered, book-entry and without par value.

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

Paragraph 2 All the Company's shares are book-entry and will be held in a deposit account, in the name of their holders, in a financial institution authorized by the Brazilian Securities and Exchange Commission ("CVM"), with whom the Company maintains a deposit agreement in force, without issuing certificates.

Paragraph 3 The depositary institution may charge the shareholders the cost of the transfer and registration of the ownership of the book-entry shares, as well as the cost of the services related to the shares in custody, subject to the maximum limits set by the CVM.

Paragraph 4 The Company may not issue preferred shares or beneficial shares.

Paragraph 5 The shares representing the capital stock shall be indivisible in relation to the Company. When the action belongs to more than one person, the rights conferred on him will be exercised by the condominium representative.

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

Article 7. The Company may, regardless of amendment to the Bylaws, by resolution of the Shareholders' Meeting and under the conditions determined by that body, increase the capital stock up to the limit of R\$ 12,000,000,000.00 (twelve billion reais), through the issuance of common shares, debentures convertible into shares and subscription bonuses, granting shareholders preference to subscribe to the capital increase. in proportion to the number of shares they own.

Paragraph 1 At the discretion of the Company's Shareholders' Meeting, the issuance of common shares, debentures convertible into common shares and subscription bonuses, 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 tender offer, may be carried out without observing the preemptive right of former shareholders, or with a reduction in the period for the exercise of this right, under the terms of the law and these Bylaws.

§2nd The capital stock may be changed in the cases provided for by law, and the direct capitalization of the profit without processing through the reserve account is prohibited.

CHAPTER III - GENERAL MEETINGS OF SHAREHOLDERS

Article 8. The Shareholders' Meeting shall meet, ordinarily, within the four months following the end of each fiscal year, and, extraordinarily, whenever the corporate interests require it, subject to the relevant legal provisions and the provisions of these Bylaws in its call, installation and resolution.

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

Paragraph 2 The Shareholders' Meetings shall be chaired by the Chairman of the Board of Directors, by its Vice-Chairman or by any of the Company's managers 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 manager of BB Seguridade to act as secretary of the Shareholders' Meeting.

Paragraph 3 The Shareholders' Meetings shall be held at the Company's headquarters, and may be held outside the headquarters due to force majeure or other modality provided for by law or normative instruction of the competent bodies.

Paragraph 4 In the Extraordinary General Meetings, the object declared in the call notices will be dealt exclusively with the object declared in the call notices, and the inclusion of general matters in the Assembly's agenda will not be allowed.

Article 9. The resolutions of the Shareholders' Meeting, except for the special cases provided for in the applicable legislation, shall be taken by an absolute majority of the votes of the shareholders present, and null and blank votes shall not be counted.

Sole Paragraph. The minutes of the General Meetings shall be drawn up in the Register of Minutes of the General Meetings in the form of a summary of the facts that occurred, including dissent and protests, containing the transcription only of the resolutions taken, in compliance with the legal provisions.

Article 10. Competes to the General Assembly, among other duties provided for in Law No. 6,404/76 and other applicable rules, to resolve on:

- (i) amendment, modification and amendment of these Bylaws;
- (ii) election and dismissal, at any time, of the members of the Board of Directors and the Fiscal Council;
- (iii) approval of the accounts, the Company's annual financial statements and the allocation of the results for the year, instructed with the opinion of the Fiscal Council;

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- (iv) issuance of debentures convertible into shares issued by them or sale of these securities if held in treasury;
- (v) sale of debentures convertible into shares issued by its subsidiaries that are held by the Company;
- (vi) change in the Company's capital stock, including an increase through the subscription of new shares, establishing the conditions of its issuance, including price, term and form of payment;
- (vii) by proposal of the Board of Directors, sale, by the Company itself, in whole or in part, of shares representing its capital stock or the capital stock of its subsidiaries;
- (viii) issuance of any other securities, in Brazil or abroad;
- (ix) exchange of shares or other securities issued by the Company;
- (x) waiver of rights to subscribe shares or debentures convertible into shares of controlled companies;
- (xi) transformation, merger, spin-off and incorporation of the Company, as well as incorporation of shares issued by the Company, its dissolution, liquidation, election and dismissal of the liquidators and approval of its accounts;
- (xii) IPO;
- (xiii) establishment of the annual compensation of the managers, the Fiscal Council 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 for cancellation of the Company's registration as a publicly-held company with the CVM;
- (xvi) approval of the Company's delisting from the Novo Mercado;
- (xvii) deliberation on any matter submitted to it by the Board of Directors and the Executive Board;
- (xviii) the prior authorization for the Company to file a civil liability action against the manager for the damages caused to its assets; and
- (xix) the execution of transactions with related parties, if the value of the transaction corresponds to more than 50% of the value of the Company's total assets included in the last approved balance sheet.

CHAPTER IV - ADMINISTRATION

Article 11. The Company will be managed by a Board of Directors and a Board of Executive Officers, with the powers conferred by law and in accordance with these Bylaws, and will have an internal audit body hierarchically subordinated to the Board of Directors.

Paragraph 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 on an interim basis.

Paragraph 2 The members of the Management Bodies, of the Fiscal Council and of the Company's statutory committees, as well as those appointed to occupy any statutory positions in the subsidiaries and affiliated companies, must be Brazilians, endowed with notorious knowledge, including the best practices of corporate governance, compliance, corporate integrity and accountability, experience, moral suitability, 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 regulatory Decree, other applicable rules, and by the Governance, Nomination and Succession Policy of BB Seguridade.

Paragraph 3 Whenever the Governance, Nomination and Succession Policy intends to impose additional requirements those contained in the applicable legislation for the Board of Directors and for

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the Fiscal Council, such requirements shall be forwarded for deliberation by the shareholders, at the Shareholders' Meeting.

Paragraph 4 The members of the Management bodies shall be invested in their positions, regardless of the provision of a guarantee, by signing a term of office in the minutes book of the Board of Directors or the Executive Board, as the case may be, within a maximum period of up to 30 days, counted from the election or appointment.

Paragraph 5 - The instrument of investiture mentioned in Paragraph 4 shall be subject to the arbitration clause referred to in Article 53 of these Bylaws, in accordance with B3's Novo Mercado Regulations.

Paragraph 6 The members of the Board of Directors and the Executive Board shall be subject to the requirements, impediments, duties, obligations and responsibilities provided for in arts. 145 to 158 of the Brazilian Corporation Law.

Paragraph 7 The requirements for the election/appointment must be proven by documentation, in the manner established by the regulations, by the Company's Governance, Nomination and Succession Policy and by the applicable legislation.

Paragraph 8 They may not join or remain in the Company's Management bodies, Fiscal Council and Statutory Committees, as well as may not be appointed to statutory positions in subsidiaries and affiliated companies, in addition to those prevented or prohibited by Law No. 6,404/76, Law No. 13,303/16 and its respective regulatory Decree, other applicable rules, by the Governance Policy, Nomination and Succession of BB Seguridade:

- (i) those declared disqualified from management positions in institutions authorized to operate by SUSEP, the Central Bank or other institutions subject to authorization, control and inspection by 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 responding personally, or as controller or administrator of a legal entity, for pending issues related to protest of securities, judicial collections, issuance of bad checks, default of obligations and other similar occurrences or circumstances;
- (iii) those declared bankrupt or insolvent;
- (iv) those who held control or participated in the management of a legal entity under judicial or extrajudicial reorganization, bankrupt or insolvent, in the period of five years prior to the date of election or appointment, except in the condition of trustee, commissioner or judicial administrator;
- (v) partner, ascendant, descendant or collateral or related relative, up to the third degree, spouse or partner of a member of the Board of Directors or of the Executive Board;
- (vi) those who are in default with the Company, its subsidiaries or Banco do Brasil S.A., or who have caused them losses that have not yet been reimbursed;
- (vii) those who hold control or relevant interest in the capital stock of the legal entity in default with the companies mentioned in the previous paragraph or that have caused them losses not yet reimbursed, extending this impediment to those who have held a management position in a legal entity in this situation, in the fiscal year immediately prior to the date of election or appointment;
- (viii) ~~os que houverem sido condenados por crime de sonegação fiscal, corrupção, lavagem ou ocultação de bens, direitos e valores, contra o Sistema Financeiro Nacional, contra a administração pública ou contra a licitação, bem como por atos de improbidade administrativa; those who are prevented by special law or have been convicted of bankruptcy crime, tax evasion, malfeasance, corruption, concussion, embezzlement, 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 the bidding process, for acts of administrative improbity, or sentenced to a criminal penalty that prohibits, even temporarily, access to public office;~~

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- (ix) those who are or have been controlling partners or shareholders or participants in the control or with significant influence in the control, managers or representatives of a legal entity condemned, civilly or administratively, for acts harmful to the public administration, national or foreign, referring to the facts that occurred during the period of their participation and subject to their scope of action; and
- (x) those who hold positions in companies that may be considered competitors in the market, in particular, in advisory, management or fiscal councils, or in committees linked to the Board of Directors, and those who have a conflicting interest with the Company, unless waived by the Meeting.

Paragraph 9 You will lose or charge:

- I – except for reasons of force majeure or unforeseeable circumstances, 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 member of the Collegiate Board of Directors who leaves, without authorization, for more than thirty days.

Paragraph 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 Board of Executive Officers and any other bodies with technical or advisory functions created by statutory provision shall:

- I - communicate to the Company and the CVM:
 - a) Until the first day after investiture in office, the quantity and characteristics of the securities they hold, directly or indirectly, issued by the Company, its parent companies, subsidiaries or related affiliated companies to the your area of activity, in addition to those owned by their respective spouses from whom they are not legally or extrajudicially separated, partners and any dependents included in the annual income tax return;
 - b) trading in the securities referred to in paragraph "the" from this item until the fifth day after the negotiation.
- II- Restrict your trades with the securities referred to in paragraph "the" of item I of this article to what is provided for in the Investment and Divestment Plan, as required by BB Seguridade's Securities Trading Policy.
- III- in the case of the Executive Officers, the annual declaration of assets and income must be submitted to the Public Ethics Commission of the Presidency of the Republic – CEP/PR, in accordance with the legislation in force.

Paragraph 11 It is incompatible with participation in the management bodies of the Company and its subsidiaries, the candidacy for an elective public mandate, and the interested party must request his removal, under penalty of loss of office, from the moment he makes public his intention to run. During the period of leave, no remuneration will be due to the member of the management body, who will lose his position as of the date of registration of the candidacy.

Paragraph 12 The members of the management bodies will be dismissed by voluntary resignation or ad nutum dismissal.

Article 12. The Company, as defined by the Board of Directors, shall ensure the members and former members of the Board of Directors, the Fiscal Council, the Company's Executive Board and its subsidiaries and other auxiliary management bodies created by these Bylaws, as well as its employees, the defense in judicial and administrative proceedings initiated against them for the practice of acts in the exercise of office or function, provided that no fact has been found that gives rise to the liability action and that there is no incompatibility with the interests of the Company and its subsidiaries and affiliates.

Paragraph 1 - The Board of Directors may also, in the manner defined by it and observed, as applicable, the provisions of the *caput* of this Article, authorize the contracting of civil liability insurance

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in favor of the members and former members of the statutory bodies listed in the *caput* to protect them from liability for acts or facts for which they may eventually be sued judicially or administratively, covering the entire term of exercise of their respective mandates.

Paragraph 2 The Board of Directors may also authorize the contracting of coverage extensions, particular clauses and additional coverages to the basic coverage of civil liability insurance, as permitted by applicable law.

Paragraph 3 If any of the persons mentioned in this article is convicted by a final and unappealable court decision, based on violation of the law or the Bylaws, he must reimburse the Company for all costs and expenses arising from the defense referred to in the *Caput*, in addition to possible losses.

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

Art. 13 BB Seguridade may enter into Indemnity Agreements in favor of members of the Board of Directors, the Fiscal Council, the Executive Board and other members of the Board of Directors auxiliary management bodies created by these Bylaws, as well as its employees and agents who legally act by delegation of the Company's managers, in order to meet certain expenses related to arbitration, judicial or administrative proceedings involving acts performed in the exercise of their duties or powers, since the date of their investiture or the beginning of the contractual relationship with BB Seguridade.

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

Paragraph 2 The Indemnity Agreement referred to in this article shall be signed during the term of office or relationship with the Company.

Paragraph 3 3º The following acts performed by the persons identified in the *caput* are excluded from the coverage of the Indemnity Agreement:

- I. considered illegal or harmful to BB Seguridade, even in the exercise of its attributions and powers;
- II. in bad faith, willful misconduct, serious negligence, through fraud or simulation, or in one's own interest or that 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 compensation of losses referred to in article 11, paragraph 5, II of Law No. 6,385/1976, as well as the acts provided for in Law 13,506/2017;
- III. outside the attributions and powers of the position to which he was appointed, or in breach of his fiduciary duties;
- IV. that in the exercise of his duties and powers he used, in his own interest or that of third parties, with or without prejudice to BB Seguridade, business opportunities of which he is aware due to the exercise of his position;
- V. that in the exercise of attributions and powers, it did not observe reasonable or equitable conditions according to market practices;
- VI. that there has been no prior and express communication to BB Seguridade about the existence of any lawsuit that may entail liability of the person or BB Seguridade;
- VII. that it has ceased to maintain a reserve on the Company's business and strategic and confidential information or to maintain confidentiality on any information that has not yet been disclosed to the market, obtained by reason of the position and capable of significantly influencing the price of the securities issued by BB Seguridade or referenced thereto, in the decision of investors to buy, sell or hold those securities, and in the decision of investors to exercise any rights inherent to the condition of holder of securities issued by the Company or referenced thereto; and
- VIII. that have resulted in his criminal conviction, by final and unappealable decision.

Paragraph 4 The Indemnity Agreement must be disclosed and provide, at least:

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- I. the coverage exclusions referred to in paragraph 1 of this article;
- II. the limit value of the coverage offered;
- III. the term of validity;
- IV. the types of expenses that may be paid, advanced or reimbursed on the basis of the contract;
- V. the hypotheses of contractual termination;
- VI. the decision-making procedure regarding the payment of coverage, which should guarantee the independence of decisions and ensure that they are taken in the interest of BB Seguridade; and
- VII. the obligation to return the amounts advanced to the Company, in cases where, after a final decision that cannot be appealed, it is proven that the act performed by the beneficiary is not subject to indemnification, under the terms of the Indemnity Agreement signed.

Paragraph 5 The Indemnity Agreement referred to in this article may be signed with administrators, fiscal councilors and members of technical or advisory bodies appointed by BB Seguridade in its subsidiaries 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 Agreement with these entities.

Paragraph 6 The Indemnity Contract referred to in this article may be signed at the scope of the controlling shareholder, Banco do Brasil S.A.

Article 14. The overall or individual remuneration of the governing bodies will be annually established by the General Meeting, in compliance with the provisions of Law No. 6,404/76, Law No. 13,303/2016, its regulatory Decree and other applicable rules.

Sole Paragraph. In the event that the Shareholders' Meeting sets the overall compensation, the Board of Directors shall decide on the respective distribution among the Company's Management bodies.

CHAPTER V - BOARD OF DIRECTORS

Article 15. The Board of Directors, an independent body of collegiate decision, shall be composed of seven (7) members, except in the event of the exercise of multiple voting by the minority shareholders, in which case it shall be composed of eight (8) members, all natural persons, elected by the Shareholders' Meeting and removable by it at any time, including a Chairman and a Vice-Chairman with a unified term of office of two (2) years, up to 3 (three) consecutive renewals are allowed.

Paragraph 1 The term of office will 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, mandatorily:

- (i) the Company's Chief Executive Officer;
- (ii) ~~2-1 (dois)one~~ representatives of the Minister of State for ~~Economia Finance~~; ~~sendo um deles na forma do parágrafo único do art. 31 da Lei nº 13.844 de 18 de junho de 2019;~~
- ~~(ii)(iii)~~ 1 (one) representative of the Minister of State for Management and Innovation in Public Services; and
- ~~(iii)(iv)~~ 3 (three) or 4 (four) representatives of Banco do Brasil, subject to the provisions of paragraph 4, alternatively:
 - a) three (3) representatives, among the members of its Executive Board, if the Board of Directors is composed of 7 members; or
 - b) four (4) representatives, among the members of its Executive Board, if the Board of Directors is composed of 8 members.

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Paragraph 3 - Minority shareholders are guaranteed the right to elect at least one (1) Member of the Board of Directors, if a greater number does not fall within their scope through the multiple voting process.

Paragraph 4 At least two (2) of the members of the Board of Directors, making up a minimum of 25% of the total members, shall be Independent Directors, as defined in the legislation and in the Novo Mercado Regulations of B3, and in this condition the directors elected pursuant to paragraph 3, subject to the following provisions:

- (i) Banco do Brasil shall be responsible for appointing candidates for Independent Director in sufficient quantity to comply with the provisions of this Paragraph 4, if the other nominations do not reach the minimum percentage defined;
- (ii) the condition of Independent Director shall be resolved at the Shareholders' Meeting and expressly declared in the minutes that elect him/her;
- (iii) when, as a result of compliance with the percentage referred to in this paragraph 4, a fractional number of directors results, rounding shall be carried out in accordance with B3's Novo Mercado Regulation.

Paragraph 5 - The Chairman and Vice-Chairman of the Board of Directors shall be elected by the Board itself, in accordance with the legislation in force, subject to the provisions of Paragraph 1 of Article 11 of these Bylaws.

Paragraph 6 - Anyone who does not comply with the conditions set forth in Article 11 may not be elected to the Company's Board of Directors.

Paragraph 7 - The members of the Board of Directors shall exercise their duties in such a way as to achieve the interests of the Company, and they are prohibited, pursuant to Article 156 of the Brazilian Corporation Law, from intervening in any corporate act or operation in which they have an interest conflicting with that of the Company, as well as in the resolutions taken in this regard by the other managers, and in these cases, the Board Member whose interest conflicts with that of the Company must notify his impediment, recording in the minutes the nature and extent of his interest.

Paragraph 8 - In the case of a member of the Board of Directors who is not resident in Brazil, his investiture is subject to the constitution of a representative resident in the country, with powers to receive summons in actions filed against him based on corporate law. The power of attorney referred to in this paragraph shall be granted with a validity period that shall extend for at least three years after the end of the term of office of the Board member.

Paragraph 9 - Once the limit of renewals referred to in Articles 15, 24 and 38 is reached, the former member of the Management or of the Fiscal Council may not participate in the Board of Directors for a period equivalent to a term of office.

Paragraph 10- The Vice-Presidents shall exercise the functions of the President in his absences and temporary impediments, regardless of any formality. In the event of absence or temporary impediment of the Chairman and 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 paragraph 1 of article 11 of these Bylaws shall be observed.

Article 16. It is incumbent upon the Chairman of the Board of Directors, in addition to the duties proper to his position and other duties provided for in these Bylaws:

- (i) coordinate the activities of the Board of Directors;
- (ii) convene and preside over the meetings of the Board of Directors, in addition to appointing, among the other members, the secretary;
- (iii) convene, on behalf of the Board of Directors, the General Meeting and preside over it;
- (iv) decide on the participation, in meetings of the Board of Directors, of persons who are not members of the body, to provide clarifications of any nature; and

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- (v) conduct the annual evaluation process of the individual and collective performance of the Managers.

Sole Paragraph. The evaluation process mentioned in item v of this article, in the case of administrators, will 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 of the year; and
- (iii) achievement of the objectives established in the business plan and compliance with the long-term strategy.

Article 17. The Board of Directors shall meet ordinarily, once a month, and, extraordinarily, whenever necessary, upon call pursuant to Article 18 of these Bylaws.

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

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

Article 19. The Board of Directors shall meet with the presence of at least the majority of its members in office.

Paragraph 1 In the event of absences or eventual impediments of any member of the Council, the collegiate will deliberate with the remaining members.

Paragraph 2 In the event of vacancy in the position of Board Member:

- i. the substitute shall be appointed by the remaining Directors and shall serve until the first General Meeting to be held after 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 there is a vacancy in the majority of the positions, the General Assembly will be called to proceed with the new election.

Paragraph 3 For the purposes of this Article, vacancy occurs with the dismissal, death or resignation of a member. In the event of termination of a term of office, the provisions of paragraph 1 of article 15 shall apply.

Article 20. The meetings of the Board of Directors will be held, preferably, at the Company's headquarters. Participation will be allowed by means of teleconference, videoconference or other means that have instruments that guarantee authenticity and that allow the Board Member to effectively participate in the meeting, interacting and expressing his understanding, and such participation will be considered as personal presence.

Paragraph 1 - The recording of meetings is allowed.

Paragraph 2 - Extraordinarily, virtual meetings will be allowed by electronic mail or other electronic/virtual means.

Paragraph 3 Minutes of the meeting will be drawn up and signed by all the Councilors present to the meeting, including participants by teleconference or videoconference, whose vote will be considered valid for all legal purposes and incorporated to the Minutes of the said meeting.

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Paragraph 4 The minutes of the Company's Board of Directors meetings containing resolutions intended to produce effects before third parties shall be published and filed in the public registry of commercial companies.

Article 21. The decisions of the Board of Directors shall be taken by the majority vote of the members present at the meetings. In the event of a tie, the matter must be decided by the Chairman of the Board of Directors, who will have the casting vote.

Paragraph 1. At the meetings of the Board of Directors, previously to the resolution, the member who is not independent in relation to the The matter under discussion must manifest its conflict of interest or particular interest, withdrawing from the meeting.

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

Article 22. It is incumbent upon the Board of Directors, among other duties provided for in Law No. 6,404/76, Law No. 13,303/16 and its regulatory Decree, in other applicable rules and in its Internal Regulations:

- a) elect and dismiss the members of the Executive Board, and define their attributions;
- b) to set the general orientation of the Company's business;
- c) approve and amend the internal regulations of the Board of Directors and the Executive Board and the Committees linked to this Board;
- d) to resolve on the distribution of interim and interim dividends and the payment of interest on equity, which may be imputed to the minimum mandatory dividend, subject to the provisions of Chapter XI of these Bylaws;
- e) assign, from the total amount of compensation set by the Shareholders' Meeting, the monthly fees to each of the members of the management and members of the Company's committees, if any, as provided for in these Bylaws;
- f) supervise the management of the Executive Officers, which may be exercised separately by any Director, examining, at any time, the minutes, books and papers of the Company and its Subsidiaries, requesting information on contracts entered into, or in the process of being executed, 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 itself, the Technical Committees and the Audit Committee, subject to the provisions of Chapter VII of these Bylaws, as well as to elect and dismiss their members;
- h) to call the General Meeting, pursuant to Article 8 above, whenever necessary or required by law or by these Bylaws;
- i) express its opinion on the Management Report, the accounts presented by the Executive Board and the annual Financial Statements, as well as propose the allocation of the net income for each fiscal year of BB Seguridade;
- j) to propose to the Shareholders' Meeting the issuance of shares, convertible debentures or subscription bonuses, within the limit of the authorized capital, as well as to resolve on the issue price, the form of subscription and payment, the termination and form for the exercise of preemptive rights and other conditions related to these issuances;
- k) to propose to the Shareholders' Meeting the issuance of simple debentures not convertible into shares and without collateral, and promissory notes, in accordance with the legislation in force;
- l) authorize the acquisition by the Company of shares issued by it for holding in treasury and subsequent cancellation or disposal;
- m) approving the appointment of the head of the internal audit and evaluating the reasons for his dismissal, without prejudice to the competences of the central body of the

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- internal control system of the Executive Branch, in addition to defining the attributions and regulating its operation;
- n) authorize and approve the hiring of independent auditors, as well as the termination of the respective contracts;
 - o) authorize the raising of loans or financing in an aggregate amount 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) authorize the sale or encumbrance of assets of the Company's non-current, fixed or intangible assets, in an aggregate amount greater than one percent (1%) of the Company's stockholders' equity, according to the last approved balance sheet, considering the period of three (3) months prior to the respective business;
 - q) authorize the provision of real or personal guarantees of any nature by the Company in an aggregate amount 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) authorize the performance of acts that imply waiver of rights by the Company in an aggregate amount greater than 0.1% (one tenth percent) 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 Shareholders' Meeting, as provided for in article 10 above;
 - s) to establish the general conditions and, subject to the powers of the Related Party Transactions Committee (Article 33), to authorize the execution of agreements of any nature between the Company and any Subsidiary and Affiliate, its managers, its controlling shareholders and, also, between the Company and subsidiaries and affiliates of the managers and controlling shareholders, as well as with any other companies that with any of these persons are part of the same de facto group or by law, which reach, individually or jointly, in a period of one year, an amount equal to or greater than five percent (5%) of the Company's shareholders' equity, according to the last approved balance sheet;
 - t) to pronounce on the matters that the Board of Executive Officers presents to it for its deliberation or to be submitted to the General Assembly;
 - u) to evoke, at any time, the examination of any matter related to the Company's business that is not within the exclusive competence of the General Meeting or other statutory body;
 - v) approve the hiring of the depositary institution providing book-entry share services;
 - w) express itself in favor or against any public tender offer that has as its object the shares issued by the Company, by means of a prior reasoned opinion, disclosed within fifteen (15) days of the publication of the tender offer notice, which shall address, at least: (i) the convenience and opportunity of the tender offer in the interest of all shareholders and in relation to the liquidity of the securities held by it; (ii) the repercussions of the public tender offer on the Company's interests; (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) approve ~~all corporate policies as políticas, inclusive as previstas na Lei nº 13.303/2016 e seu Decreto regulamentador~~, corporate strategies, the business plan for the following annual year and the annual budget, the code of ethics, the standards of conduct, the Annual Charter of Public Policies and Corporate Governance, the Report on the Brazilian Code of Corporate Governance and the Company's bidding regulations and the Capital Plan;
 - y) to approve the Company's participation in companies, in Brazil and abroad;
 - z) to decide on the plans for positions, salaries, advantages and benefits of the Company's employees and management, including in relation to profit sharing, as well as the number of its own personnel and employee dismissal program, in compliance

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- with the guidelines of the controlling shareholder for the employees assigned from Banco do Brasil S.A. and the legislation in force;
- aa) formally evaluate, at the end of each year, its own performance and that of the Company's Executive Board, its subsidiaries, as well as the auxiliary bodies listed in Chapter VII of these Bylaws;
 - bb) resolve on changes to the values established in items I and II of article 29 of Law No. 13,303/16, for exemption from bidding;
 - cc) analyze, at least quarterly, the financial statements and other financial statements, without prejudice to the performance of the Fiscal Council;
 - dd) express its opinion in advance on the proposals to be submitted to the shareholders' deliberation at the meeting;
 - ee) to resolve on cases omitted in these Bylaws, limited to matters of a strategic nature within its competence;
 - ff) identify the existence of assets not for the Company's own use and assess the need to maintain them, according to the information provided by the Executive Board;
 - gg) supervise the risk management and internal control systems;
 - hh) approve the updated long-term strategy with analysis of risks and opportunities for at least the next five (5) years;
 - ii) define the issues and values for its decision-making competence and that of the Collegiate Board of Directors, by proposal of the Board of Directors;
 - jj) approve the Annual Plan of Internal Audit Activities – PAINT and the Annual Report of Internal Audit Activities – RAIN, without the presence of the Company's CEO;
 - kk) approve the annual budget and the hiring of the Audit Committee and the Internal Audit. In the case of hiring, the limits must be established in the respective internal regulations;
 - ll) approve the performance goals of its Executive Officers;
 - mm) approve the Company's incorporation or participation in venture capital funds, equity investment or investment in emerging companies;
 - nn) approve the terms and conditions of the civil liability insurance that may be signed by BB Seguridade, subject to the provisions of Article 12 of these Bylaws; and
 - oo) approve the terms and conditions of the Indemnity Agreements that may be entered into by BB Seguridade, subject to the provisions of Article 13 of these Bylaws.

Paragraph 1 The deliberation of the following subjects, by any of the controlled companies that do not have a Board of Directors, as well as by any of the directly or indirectly affiliated companies, shall also be submitted to the Company's Board of Directors for prior consideration, whose resolution shall serve as the Company's guidance for the business and activities of the respective companies:

- a) amendment, modification and amendment of its Bylaws;
- b) participation in companies, in the country or abroad;
- c) disposal, in whole or in part, of shares of its capital stock held in treasury; IPO; waiver of rights to subscribe 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 owned by it issued by subsidiaries; or, also, issuance of any other securities, in Brazil or abroad, without prejudice to the provisions of items "v", "vii" and "x" of these Bylaws;
- d) exchange of shares or other securities;
- e) promotion of transformation, merger, spin-off and incorporation, as well as incorporation of shares, dissolution and liquidation;
- f) authorization to raise loans or financing in an aggregate amount greater than five percent (5%) of the Company's shareholders' equity, according to the last approved

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balance sheet, considering the period of three (3) months prior to the respective business; and

- g) Incorporation or participation in venture capital, equity investment or investment funds in emerging companies.

Paragraph 2 Circumscribed to subsidiaries, the provisions of paragraph 1 also apply when:

- I. the sale of interest in companies, in the country or abroad;
- ~~II.~~ the approval of the documents contained in item "x" of Article 22 of these Bylaws; ~~ou~~
- ~~II-III.~~ [the indemnity requests to be submitted for deliberation by the Shareholders' Meetings of the subsidiaries; or](#)
- ~~III-IV.~~ for the revocation, at any time, of any matter related to their business that is not within the exclusive competence of the General Meeting of BB Seguridade or another statutory body.

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

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

CHAPTER VI - BOARD OF DIRECTORS

Article 23. The Executive Board shall be composed of four (4) sitting members, resident in Brazil, necessarily one (1) Chief Executive Officer, one (1) Investor Relations Officer and the others without specific designation, elected and dismissed at any time by the Board of Directors.

Paragraph 1 The Chief Executive Officer shall appoint his or her replacement in the event of absence or temporary impediment.

Paragraph 2 The following shall be granted: (i) leaves of up to thirty (30) days, as well as leaves, to the Executive Officers by the Chief Executive Officer and to the Chief Executive Officer by the Board of Directors.

Paragraph 3 The individual duties of the Executive Officers shall be exercised by another Executive Officer: (i) In cases of leave of absence and other leaves of up to thirty (30) consecutive days, upon appointment of the Chief Executive Officer; (ii) In cases of leave or other leaves for a period of more than thirty (30) consecutive days, or in case of vacancy, until the inauguration of the elected substitute, upon appointment of the Board of Directors.

Paragraph 4 If the position of Chief Executive Officer becomes vacant, it shall be incumbent upon the Board of Directors to appoint, from among the other Executive Officers, the one who will replace it until the new elected Chief Executive Officer takes office.

[5º The accumulation of functions among Directors does not imply the accumulation of the right to vote in the decisions of the Board of Executive Officers.](#)

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

Paragraph 1. The term of office of the Board of Directors extends until the investiture of the newly elected members.

Paragraph 2. Upon reaching the maximum period referred to in the Caput of this article, the return of the member to the Board of Directors may only take place after a period equivalent to a term of office.

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Article 25. Competes to the Collegiate Board of Executive Officers the management of the business in general, as well as complying with and enforcing these Bylaws, the resolutions of the General Shareholders' Meeting and the Board of Directors and exercising the duties defined by this Board and the Bylaws, observing the provisions of Law No. 6,404/76, Law No. 13,303/16 and their respective regulatory Decree, its Internal Regulations, other applicable rules as well as good corporate governance practices.

Paragraph 1 It is incumbent upon the Chief Executive Officer or his substitute to: (i) convene and preside over the meetings of the Executive Board; (ii) grant leave to the other members of the Executive Board, appointing substitutes; (iii) coordinate, plan, supervise and preside over the Company's activities; (iv) ensure the implementation of the guidelines and compliance with the resolutions taken at the Shareholders' Meetings and at the meetings of the Board of Directors and the Executive Board; (v) to make decisions within the competence of the Board of Directors, *ad referendum* of the latter, on an urgent basis; (vi) to exercise general supervision of the powers and duties of the Executive Board; (vii) to admit, promote, reclassify, designate, license, transfer, remove, punish, dismiss and dismiss employees, in accordance with the law and in compliance with the provisions set forth in these Bylaws and in the bylaws; (viii) represent the Company at the meetings of the Board of Directors and General Shareholders' Meetings, when no other Executive Officer has been called; (ix) receive initial summonses; (x) to represent the Company in or out of court, when the Board of Directors has not assigned such competence to another Officer; (xi) remove any member of the Executive Board, and must immediately inform the Board of Directors of its decision, in a reasoned manner, so that that board may decide on their dismissal; and (xii) exercise other powers and duties that are not conferred on the other Executive Officers and those that are, from time to time, conferred on him by the Board of Directors; (xiii) appoint, remove, promote, commission and decommission employees, and for this purpose may appoint attorneys-in-fact or designate agents, subject to the article of these Bylaws that deals with the constitution of representatives; and (xiv) supervise and coordinate the of the Directors and the holders of units that are under their direct supervision.

Paragraph 2 It is incumbent upon the Investor Relations Officer: (i) to represent the Company before the CVM and other capital market entities and financial institutions, as well as regulatory bodies and stock exchanges, domestic and foreign, in which the Company has securities admitted to trading, in addition to enforcing the regulatory rules applicable to the Company with regard to the records maintained with the CVM and with the regulatory bodies and stock exchanges in which the Company is located. Company has securities admitted to trading and manages the investor relations policy; and (ii) monitor the compliance with the obligations set forth in Chapter XI of these Bylaws by the Company's shareholders and report to the Shareholders' Meeting and/or the Board of Directors, when requested, its conclusions, reports and diligences.

Paragraph 3 The Executive Officers without specific designation will have the attributions that may be established by the Board of Directors upon their election.

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

Paragraph 5 In addition to the requirements set forth in Article 11 of these Bylaws, the following conditions must be cumulatively observed for the exercise of positions of Officer of the Company, of its subsidiaries, as well as for the appointment of the position of Officer in the companies in which these companies participate as shareholders or partners:

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

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

- I – to carry out activities or provide any service to companies or entities competing with the Company;
- II– accept the position of Administrator or Board Member, or establish a professional relationship with an individual or legal entity with which they have maintained a direct and relevant official relationship in the six months prior to the end of the term, if a longer term is not established in the regulatory rules; and
- III– sponsoring, directly or indirectly, the interest of an individual or legal entity, before an organ or entity of the Federal Public Administration with which it has had a direct and relevant official relationship in the six months prior to the end of the term, if a longer term is not fixed in the regulatory rules.

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

Paragraph 8 Except for exemption from 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 implies, in addition to the loss of the compensatory remuneration provided for in paragraph 7 of this Article, the return of the amount already received in this regard and the payment of a fine of 20% (twenty percent) on the total compensatory remuneration that would be due in the period, without prejudice to the compensation of losses and damages that may be caused.

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

Paragraph 10 The configuration of the impediment situation will depend on a prior manifestation of the Commission of Public Ethics of the Presidency of the Republic.

Paragraph 11 For the purposes of this article, the occupation of a position in companies in which the controlling shareholder has a relevant interest is not considered an impediment.

Article 26. The investiture in office of the Company's Executive Board requires full dedication, and any of its members, under penalty of loss of office, is prohibited from carrying out activities in other for-profit companies, except:

- I – in controlling or controlled companies of the Company, or in a company in which the Company participates, directly or indirectly; or
- II– in other companies, by prior and express authorization of the Board of Directors.

Article 27. The Company shall be deemed to be obliged when represented by:

- a) 02 (two) Directors jointly;
- b) 01 (one) Director together with 01 (one) attorney-in-fact with special powers, duly constituted;
- c) 02 (two) attorneys, without distinction, with special powers, jointly; and
- d) 01 (one) Director alone, or by 01 (one) attorney-in-fact with special powers, duly constituted, individually, for the practice of the following acts:
 - a) representation of the Company before any federal, state and municipal public bodies, class entities; b) representation of the Company before unions or the Labor Courts, for matters of admission, suspension or dismissal of employees, and for labor agreements; and c) representation of the Company in court, actively and passively.

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

Paragraph 2 The Executive Officers and attorneys-in-fact are prohibited from performing acts that are foreign to the Company's corporate purpose, and these acts are ineffective in relation to the Company.

Paragraph 3 The power of attorney instruments will be valid even if their signatory ceases to be a member of the Company's Executive Board, unless the power of attorney is expressly revoked.

Article 28. The duties of the Collegiate Board are:

- (a) submit to the Board of Directors, through the Chief Executive Officer, or by a coordinator designated by him, proposals for its deliberation, especially on the matters listed in items "d", "i", "u", "y", "z" of Article 22 of these Bylaws;
- (b) execute the Company's policies, corporate strategy, and general budget;
- (c) approve and enforce the allocation of resources for investments;
- (d) declare dividends and interest on equity based on the profits and reserves calculated in the annual, half-yearly or shorter financial statements, as well as distribute and apply the profits calculated, in accordance with the resolution of the Shareholders' Meeting or the Board of Directors, in compliance with the legislation in force;
- (e) to establish the powers of the Company's Executive Officers and other bodies of its internal structure;
- (f) to establish the line of action to be adopted by the Company and its subsidiaries at the general meetings of the companies in which they are shareholders or partners;
- (g) monitor the management of direct or indirect affiliated companies;
- (h) ~~appoint directors, officers and members of committees, subject to the applicable legal and regulatory provisions, to be part of the governance bodies of subsidiaries and affiliates in which BB Seguridade has the right to appoint representatives; indicar, quando for o caso, os nomes dos representantes da Companhia, e de suas controladas, a serem submetidos às assembleias gerais das sociedades das quais estas sejam acionistas ou sócias, para exercer cargos de administração, de fiscalização, ou nos Comitês de Auditoria e Comitês Técnicos;~~
- (i) authorize the raising of loans or financing in an aggregate amount equivalent to a maximum of 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 Subsidiary;
- (j) authorize the sale or encumbrance of assets of the Company's non-current, fixed or intangible assets, in an aggregate amount equivalent to, at most, 1% (one percent) 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) authorize the provision of real or personal guarantees of any nature by the Company in an aggregate amount equivalent to, at most, 1% (one percent) 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) authorize the performance of acts that imply waiver of rights by the Company in an aggregate amount equivalent to, at most, 0.1% (one tenth percent) 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 Shareholders' Meeting, as provided for in Art. 10;
- (m) to establish the general conditions and, subject to the competence of the Related Party Transactions Committee (Article 33), to authorize the execution of agreements of any nature between the Company and any Subsidiary and Affiliate, its managers, its controlling shareholders and, also, between the Company and subsidiaries and affiliates of the managers and controlling shareholders, as well as with any other

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companies that with any of these persons are part of the same group in fact or that reach, individually or jointly, in a period of one (1) year, the amount of a maximum of five percent (5%) of the Company's stockholders' equity, according to the last approved balance sheet;

- (n) to decide on the organizational structure of BB Seguridade, including the basis of processes and the allocation of areas, provided that the provisions of Article 22, item "a" of these Bylaws 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;
- (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, each fiscal year, the management report and the financial statements, to the Independent Auditor and to the Boards of Directors and Fiscal Council and to the Audit Committee; and
- (r) guide the business and activities of the subsidiaries.

Sole Paragraph. The decisions of the Collegiate Board of Directors are binding on all Directors.

Article 29. The Collegiate Board of Executive Officers shall meet whenever the corporate interests so require, upon call of any of its members, at least two (2) days in advance, and the agenda shall be included in the call, and the meeting shall only be convened with the presence of the majority of its members. Regardless of whether it is called, the meetings of the Board of Executive Officers that are attended by all the members in office will be valid.

Paragraph 1 In the event of temporary absence of any Executive Officer, he/she may, based on the agenda of the matters to be discussed, express his/her vote in writing, by means of a letter delivered to the Chief Executive Officer, or by electronic mail or other electronic/virtual means that have instruments to guarantee the authenticity of his/her vote.

Paragraph 2 The meetings of the Board of Executive Officers will be held, preferably, at the Company's headquarters. Participation will be allowed by means of teleconference, videoconference or other means that have instruments that guarantee authenticity and that allow the Director to effectively participate in the meeting, interacting and expressing his understanding, and such participation will be considered as personal presence.

Paragraph 3 Extraordinarily, virtual meetings will be allowed by electronic mail or other electronic/virtual means.

Paragraph 4 At the end of the meeting, minutes will be drawn up and signed by all the Executive Officers present at the meeting, and subsequently transcribed in the Minutes Record Book of the Company's Collegiate Board of Directors. The votes cast by Executive Officers who participate remotely in the meeting of the Board of Executive Officers or who have expressed themselves in accordance with paragraph 1 of this Article, shall also be included in the Book of Minutes of the Collegiate Board of Executive Officers, and a copy of the letter or electronic message, as the case may be, containing the vote of the Executive Officer shall be attached to the Book immediately after the transcription of the minutes.

Article 30. Decisions at the meetings of the Board of Directors shall be taken by majority vote of those present.

CHAPTER VII - AUXILIARY BODIES OF THE ADMINISTRATION

Article 31. The Company will have an Audit Committee with permanent operation to act as a support 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.

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Paragraph 1. The Audit Committee shall be responsible, in addition to what is provided for in the Law ° 13,303/16 and its respective regulatory Decree, other applicable rules and in its Internal Regulations:

- a) ~~to give an opinion on the hiring and dismissal of the independent auditor for the provision of external audit services or for any other service; opinar sobre a contratação e destituição do auditor independente para a elaboração de auditoria externa independente ou para qualquer outro serviço, além de supervisionar as atividades: (i) dos auditores independentes, a fim de avaliar a sua independência, a qualidade dos serviços prestados, a adequação dos serviços prestados às necessidades da Companhia; (ii) da área de controles internos da Companhia; (iii) da área de auditoria interna da Companhia, e (iv) da área de elaboração das demonstrações financeiras da Companhia;~~
- b) monitor the quality and integrity of internal control mechanisms, financial statements and information and measurements disclosed by the Company;
- c) evaluate and monitor the Company's risk exposures, and may also request detailed information on policies and procedures related to management compensation, the use of company assets and expenses incurred on behalf of the Company;
- d) evaluate, monitor and recommend to the Board of Directors the correction or improvement of the Company's corporate policies;
- e) evaluate and monitor the appropriateness and disclosure of related party transactions;
- f) prepare a summary annual report, to be presented together with the financial statements, containing the description of: (i) its activities, the results and conclusions reached and the recommendations made; and (ii) any situations in which there is a significant divergence between the Company's management, the independent auditors and the Audit Committee in relation to the Company's financial statements;
- g) monitor accounting practices and transparency of information, as well as advise the Board of Directors in deliberations on matters within its competence, notably those related to the supervision of the Company's management and strict observance of the principles and rules of compliance, corporate accountability and governance;
- h) supervise the activities of the independent auditors, assessing their independence, the quality of the services provided and the adequacy of such services to the company's needs; and
- i) supervise the activities developed in the areas of internal control, internal audit and preparation of the financial statements of the state-owned company.

§ 2nd It is incumbent upon the Audit Committee to exercise its duties and responsibilities with the subsidiaries that adopt the Committee regime Audit unique.

Paragraph 3 At least one of the members of the COAUD must participate in the meetings of the Board of Directors that deal with the periodic financial statements, the hiring of the independent auditor and the PAINT.

Article 32. The Audit Committee, with the prerogatives, attributions and duties provided for in Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and in its Internal Regulations, shall be composed of three (3) sitting members, except in the event of paragraph 2 of article ~~3031~~, in which case it shall have five (5) members, provided, in any case, that they are mostly independent.

Paragraph 1 The terms of office of the members of the Audit Committee shall be non-coincidental, with a term of three (3) years, with a single reelection being permitted. The members of the Audit Committee will remain in office until the election of their successors.

Paragraph 2 The members of the Audit Committee shall be elected by the Board of Directors and shall comply with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in the Company's Governance, Nomination and Succession Policy and in the applicable rules, as well as the provisions of Article 11 of these Bylaws and its Internal Regulations, and, In addition, the following criteria:

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- I – one (1) sitting member shall be appointed jointly by the Board of Directors(ies) representing the minority shareholders;
- II– the other full members to beappointed by the other members of the Management Board; and
- III– the Audit Committee shall be composed of at least one (1) Independent Board Member, as defined pursuant to Article 15, § 4 of these Bylaws.

Paragraph 3 The members of the Audit Committee must have proven knowledge and professional experience in the areas of activity of the Committee. Pelo menos um dos integrantes do Comitê de Auditoria deverá possuir comprovados conhecimentos nas áreas de contabilidade societária e auditoria.

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

§ 4º5th The member of the Audit Committee may only rejoin such body after at least three years from the end of its previous term of office, observing §First.

§ 65º Is non-delegable to the function of member of the Audit Committee.

§ 76º The compensation of the members of the Audit Committee, to be defined by the General Meeting, will be compatible with the work plan approved by the Board of Directors, provided that:

- I – the remuneration 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 the Audit Committee will be subject to the provisions established in the relevant legislation and regulations;
- III– the member of the Audit Committee who is also a member of the Board of Directors shall receive compensation only from the Audit Committee.

§ 78º The operation of the Audit Committee will be regulated by means of its internal regulations, observing that:

- I – to meet-meet-á, at least, quarterly with the Board of Directors, the Board of Executive Officers, the independent auditors and the Internal Audit, jointly or separately, at their discretion;
- II – the Committeeê Audit Committee shall hold at least four monthly meetings, and may invite to participate, without the right to vote:
 - a) members of the Fiscal Council;
 - b) the head and other representatives of the Internal Audit;
 - c) any members of the Board of Executive Officers or employees of BB Seguridade or Banco do Brasil S.A.; and
 - d) any participants external to the Committee, including specialists, observing the provisions of the COAUD's Internal Regulations.
- III– the Committee shall assess the accounting information before its disclosure; and
- IV– the Company shall disclose the minutes of the meetings of the Statutory Audit Committee, except in the event that the Board of Directors considers that the disclosure of the minutes may jeopardize the legitimate interest of the state-owned company, in which case only its extract will be disclosed.

§ 98º The Audit Committee will have the means to receive and handle complaints and/or information, including confidential, about non-compliance with applicable legal and regulatory

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provisions to the Company, in addition to internal regulations and codes, including the provision of specific procedures for the protection of the information confidentiality of the provider.

§ 910º The members of the Audit Committee shall be invested in their positions regardless of the signature of the instrument of investiture, as of the date of the respective election and may be removed by the justified vote of the absolute majority of the Board of Directors.

§ 40º11th At the end of the term of office, the former members of the Audit Committee are subject to the impediment provided for in the §6 of article 25 of these Statutes, observing [where applicable](#), the §§7 to 10 of the same article.

§ 44º12th They will not be entitled to the compensatory remuneration referred to in [§40§11](#) of this article the former members of the Audit Committee who did not come from the staff of Banco do Brasil S.A. who, respecting the § 6 of Article 25, to opt for the return, before the end of the impediment period, to the performance of the function or position, effective or higher, than previously to the their investiture, they occupied in the public or private administration.

§ 42º13th The member of the Audit Committee who fails to attend, with or without justification, three consecutive ordinary meetings or four alternate meetings during the twelve-month period, except for reasons of force majeure or unforeseeable circumstances, and, at any time, by decision of the Board of Directors, shall lose his position.

§ 43º14th The COAUD Coordinator will be chosen by the Board of Directors.

§ 44º15th The competencies of the coordinator of the Audit Committee will be defined in its internal regulations, approved by the Board of Directors.

§ 45º16th The members of the Audit Committee must also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.

Article 33. The Company will have a Related Party Transactions Committee, whose constitution and installation will be decided by the Board of Directors, subject to the following parameters:

Paragraph 1 The Related Party Transactions Committee shall be composed of three (3) members elected and dismissed 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 as set forth in Paragraph 3 of Article 15 of these Bylaws;
- II - Two (2) members who shall be appointed by the other Board Members of the Board of Directors, one (1) of the members being appointed from among the Company's active employees or Statutory Officers and one (1) of the members appointed from among the active employees of Banco do Brasil, both with proven knowledge in the areas of finance, accounting and/or the Brazilian insurance market.

Paragraph 2 If the member of the Board of Directors elected by the minority shareholders does not meet the independence requirements set forth in the § Article 15 of these Bylaws, it shall be incumbent upon him to appoint a candidate who meets, who shall be elected by the Board of Directors.

Paragraph 3 The member of the Related Party Transactions Committee appointed in the form of the § 2 of this article shall also meet the requirements and prohibitions set forth in Article 11 of these Bylaws.

Paragraph 4 In the event of vacancy of the position of Board Member elected by the minority shareholders who also occupies the position of member of the Related Party Transactions Committee, it shall be incumbent upon the other members of the Board of Directors to elect, among its independent members, the one who will hold the position in the Related Party Transactions Committee until the election, by the minority shareholders, of its new representative on the Management Board.

Paragraph 5 The function of member of the Committee shall not be remunerated, except for the independent member elected in the forms provided for in the §§ 1st and § 2nd above, whose

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compensation 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 Global Management Compensation.

Paragraph 6 The independent member of the Related Party Transactions Committee who is also a member of the Board of Directors must opt for compensation related to only one of the positions.

Paragraph 7 The operation of the Related Party Transactions Committee shall be governed by these Bylaws, the Related Party Transactions Policy and the Committee's Bylaws, which shall be approved by the Board of Directors.

§ 8th The members of the Related Party Transactions Committee will remain in office until the election and investiture of their successors.

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

Paragraph 10 It is incumbent upon the Related Party Transactions Committee to approve in advance all transactions with related parties, as defined in the Related Party Transactions Policy, as well as the revisions and terminations of contracts between related parties, and such transactions, revisions or terminations will only be approved upon the favorable vote of the independent member referred to in paragraph 1, item I, above.

Paragraph 11 The independent member must certify that the act in question was carried out in accordance with the Policy on Transactions with Related Parties and with market practices and without prejudice to minority shareholders, the corporate interest and the Company's creditors.

Paragraph 12 The member of the Related Party Transactions Committee who fails to attend three consecutive meetings shall lose his position, except for reasons of force majeure or unforeseeable circumstances and, at any time, by decision of the Board of Directors.

Article 34. Or [People, Eligibility, Succession and Compensation Committee](#)~~Comitê de Elegibilidade~~ with the prerogatives, attributions and duties provided for in Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and regulations and in its Internal Regulations, it will be formed by three effective members.

Paragraph 1 The members of the [People, Eligibility, Succession and Compensation Committee](#)~~Comitê de Elegibilidade~~ shall be elected by the Board of Directors, in compliance with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in the Company's Governance, Nomination and Succession Policy and in the applicable rules, as well as the provisions of these Bylaws and its Internal Regulations.

Paragraph 2 [The People, Eligibility, Succession and Compensation Committee will be composed of at least two members of the Board of Directors.](#) ~~O Comitê de Elegibilidade será composto por:~~

- I. ~~01 (um) membro do Conselho de Administração da Companhia;~~
- II. ~~01 (um) membro do Comitê de Auditoria que não seja, também, membro do Conselho de Administração; e~~
- III. ~~01 (um) membro da Diretoria da BB Seguridade.~~

Paragraph 3 The members of the Committee will have a unified term of office of two (2) years, with a maximum of three (3) renewals allowed, under the terms of the rules in force. The members of the [People, Eligibility, Succession and Compensation Committee](#)~~Comitê de Elegibilidade~~ shall remain in the exercise of their positions until the election and investiture of their successors.

Paragraph 4 The member of the [People, Eligibility, Succession and Remuneration Committee](#)~~Comitê de Elegibilidade~~ who fails to appear, with or without justification, to the TRconsecutive meetings, except for reasons of force majeure or unforeseeable circumstances, and, at any time, by decision of the Board of Directors.

Paragraph 5 The duties of the [People, Eligibility, Succession and Compensation Committee](#)~~Comitê de Elegibilidade~~, in addition to others provided for in its own legislation:

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- I - assist the Board of Directors in the evaluation of proposals related to the People Management Policy, the Management Compensation Policy and the Governance, Nomination and Succession Policy of BB Seguridade;~~assessorar o Conselho de Administração no estabelecimento da Política de Governança, Indicação e Sucessão da Companhia;~~
- II - to give an opinion in order to assist shareholders in the appointment of members of the Board of Directors and the Fiscal Council on the fulfillment of the requirements and the absence of prohibitions for the respective elections, pursuant to the provisions of article 10 of Law No. 13,303, of 2016;~~opinar, de modo a auxiliar os acionistas na indicação de administradores, dos membros dos comitês de assessoramento ao Conselho de Administração e Conselheiros Fiscais, sobre o preenchimento dos requisitos e a ausência de vedações para as respectivas eleições;~~
- III - to give 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 Committees advising the Board itself, on the fulfillment of the requirements and the absence of prohibitions for the respective elections, pursuant to the provisions of article 10 of Law No. 13,303, of 2016;
- IV - verify the compliance of the evaluation process and the training applied des-to managers, des- members of the advisory committees to the Board of Directors and des- Fiscal Councillors.
- V - assist the Board of Directors in the preparation and monitoring of the non-binding Succession Plan of the managers; and
- ~~III-VI - evaluate, prior to the Board of Directors' statement, the proposals for fixed and/or variable compensation of the managers.~~

Paragraph 6 The operation of the People, Eligibility, Succession and Compensation Committee Comitê de Elegibilidade shall be regulated by means of internal regulations approved by the Board of Directors, observing that the Committee shall meet upon call of the coordinator, whenever deemed necessary by any of its members or at the request of the Company's management.

Paragraph 7 The function of member of the Committee referred to in the caput does not is Paid.

Paragraph 8 The members of the People, Eligibility, Succession and Compensation Committee Comitê de Elegibilidade They will be invested in their positions regardless of the signature of the term of office, from the date of the respective election.

§9th The members of the People, Eligibility, Succession and Compensation Committee Comitê de Elegibilidade they must have the necessary qualification and experience to independently evaluate the application of Law No. 13,303/16 and its regulatory Decree and BB Seguridade's Governance, Nomination and Succession Policy.

Paragraph 10 The Committee must respond within a maximum period of 8 business days, from the receipt of a standardized form from the Public Administration entity responsible for the nominations, under penalty of tacit approval and liability of its members if non-compliance with any requirement is proven.

Paragraph 11 The Committee's statements shall be deliberated by majority vote with a record in the minutes, which shall be drawn up in the form of a summary of the facts that occurred, including dissent and protests, and contain the transcription only of the resolutions taken.

Paragraph 12 The members of the People, Eligibility, Succession and Compensation Committee Comitê de Elegibilidade must also meet the requirements and prohibitions set forth in Article 11 of these Bylaws.

Article 35 - The Company shall have a permanent Risk and Capital Committee, with the prerogatives, attributions and charges provided for in the applicable rules and regulations, as well as in these Bylaws and its Internal Regulations.

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Paragraph 1 The Risk and Capital Committee shall be composed of three (3) sitting members, all of whom are independent, elected and dismissible by the Board of Directors, in compliance with the minimum eligibility conditions and the prohibitions for the exercise of the function set forth in BB Seguridade's Governance, Nomination and Succession Policy and in the applicable rules, as well as those defined in these Bylaws and its Internal Regulations. whereas:

- I - one (1) member shall be appointed, jointly, by the Board of Directors(ies) representing the minority shareholders;
- II - 1 (one) 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.

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

Paragraph 3 The members of the Risk and Capital Committee shall also comply with the requirements and prohibitions set forth in Article 11 of these Bylaws.

Paragraph 4 The terms of office of the members of the Risk and Capital Committee shall be non-coincidental, with a term of three (3) years, with one being allowed only reelection. [The members of the Risk and Capital Committee will remain in the exercise of their positions until the election of their successors.](#)

Paragraph 5 The members of the Risk and Capital Committee will be invested in their positions regardless of the signature of the instrument of investiture, from the date of the respective election.

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

Paragraph 7 Is non-delegable to the function of member of the Risk and Capital Committee.

Paragraph 8 The duties of the Risk and Capital Committee, in addition to others provided for in the applicable legislation and in its Internal Regulations, are:

- I - advising the Board of Directors on the Company's risk and capital management; and
- II - evaluate and report to the Board of Directors reports that deal with risk and capital management processes.

Paragraph 9 The member of the Risk and Capital Committee who fails to attend, with or without justification, three consecutive meetings, except for reasons of force majeure or unforeseeable circumstances and, at any time, by decision of the Board of Directors, shall lose his position.

Paragraph 10 It is incumbent upon BB Seguridade's Risk and Capital Committee to exercise its duties and responsibilities with the to subsidiaries that adopt the Committee regime of Risks under the terms of article 14 of Decree No 8.945/2016.

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

CHAPTER VIII – INTERNAL AUDIT

Article 37. BB Seguridade will 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 collecting, measuring, classifying, accumulating, recording and disclosing events and transactions, with a view to preparing the financial

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statements, also observing other powers imposed by Law No. 13,303/16 and its respective regulatory Decree, and other applicable rules.

Paragraph 1 Reports will be sent, at least quarterly, to the Board of Directors, the Fiscal Council and the Audit Committee on the activities developed by the internal authoring area.

Paragraph 2 The head 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 as well as dismissed by the Board of Directors, subject to the provisions of Article 22, paragraph "m" of these Bylaws.

Paragraph 3 The head of the Internal Audit will have a three-year term, extendable for an equal period. At the end of the extension, the Board of Directors may, by means of a reasoned decision, extend it for another 365 days.

Paragraph 4 The appointment, designation, dismissal or dismissal of the head of the Internal Audit shall be submitted by the President of the Company, to the approval by the Office of the Comptroller General of the Union - CGU, after its approval by the Board of Directors.

Paragraph 5 - The head of the Internal Audit who is removed from office, including upon request, may only return to the same position after the three-year interstice.

CHAPTER IX – RISK MANAGEMENT AND INTERNAL CONTROLS

Article 38. The Company will have Areas Dedicated to the risk management and internal controls, having independence of action and binding to the Company's Chief Executive Officer, being conducted by himself or by another Statutory Officer.

Paragraph 1 The attributions of the Areas responsible for risk management and internal controls, 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, identify, analyze, evaluate, treat, communicate and monitor the risks to which the Company's business is subject, as well as evaluate and monitor the effectiveness of internal controls and the state of corporate compliance, promoting the continuous improvement of processes.

Paragraph 2 The The area responsible for the internal controls process should report directly to the Board of Directors in situations where the involvement of a member of the Executive Board in irregularities is suspected or when a member evades to the obligation to take necessary measures in relation to the situation of irregularity reported to him.

CHAPTER X - FISCAL COUNCIL

Article 39. The Fiscal Council, with the prerogatives, attributions and duties provided for in Law No. 6,404/76, Law No. 13,303/16 and its respective regulatory Decree, other applicable rules and regulations and in its Internal Regulations shall operate on a permanent basis, and shall be composed of three (3) sitting members and an equal number of alternates, shareholders or not, elected by the Shareholders' Meeting.

Paragraph 1 In any event, one (1) sitting member of the Fiscal Council and their respective alternate shall be appointed by the holders of minority common shares, pursuant to the Brazilian Corporation Law, one (1) sitting member and their respective alternate shall be appointed by the Minister of State for the Promotion of Corporations, [EconomiaFarm](#), as a representative of the National Treasury Secretariat, pursuant to Article 26 of Law No. 13,303/16, and one (1) sitting member of the Fiscal Council and their respective alternate shall be appointed by Banco do Brasil S.A.

Paragraph 2 Members of the Fiscal Council may be natural persons, resident in the country, with an academic background compatible with the exercise of the function and who have held, for a minimum period of three years, a management or advisory position in the public administration, as a Fiscal Council member or as a company administrator, also observing the provisions of Law No. 6,404/76, Law No. 13,303/16 and their respective regulatory Decree, in the other applicable rules and in the Governance, Nomination and Succession Policy of BB Seguridade.

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Paragraph 3 In addition to the conditions set forth in Article 11 of these Bylaws, members of the management bodies and employees of the Company or of a company controlled by it, as well as a spouse or relative, up to the third degree, of an officer of the Controlling Shareholder, may not be elected to the Fiscal Council.

Paragraph 4- A former member of the Board of Executive Officers or of the Board of Directors may not participate in the Fiscal Council for a period of up to two (2) years after the end of the term of management or performance in which the limit of renewals referred to in the caputs of Articles 15 and 24 has been reached.

§ 5° The term of office of the members of the Fiscal Council will last for two (2) years, and up to two consecutive renewals are allowed. The members of the Fiscal Council will remain in the exercise of their positions until the election and investiture of their successors.

§ 6° At the first meeting after the election, the members of the Fiscal Council:

- I. They shall elect their President; and
- II. They will sign the term of adhesion to the Code of Ethics and Conduct and the Company's Policies.

Paragraph 7 The members of the Fiscal Council shall be invested in their positions regardless of the signature of the instrument of investiture, from the date of the respective election by the General Meeting.

Paragraph 8 The term of office mentioned in the §7 of this article shall contemplate subjection to the arbitration clause referred to in article 53 of these Bylaws, in accordance with B3's Novo Mercado Regulation.

Paragraph 9 The remuneration of the members of the Fiscal Council, in addition to the mandatory reimbursement of travel and accommodation expenses necessary for the performance of the function, will be 10% (ten percent) of the average monthly remuneration of the Executive Officers.

Paragraph 10 In the event of temporary absence or resignation of any member of the Fiscal Council, he or she will be replaced by the respective alternate, until the new member takes office.

Paragraph 11 In the event of a vacancy of the incumbent and his/her alternate, on the Fiscal Council, a General Meeting shall be called with the objective of electing a substitute and respective alternate to exercise the vacant position until the end of the term of office of the Fiscal Council.

Paragraph 12 The member of the Fiscal Council who, in addition to the hypotheses determined by law or other rules applicable to the CF of BB Seguridade, fails to attend, without justification, three consecutive ordinary meetings or four alternate ordinary meetings during the term of office, will lose his position.

Paragraph 13 It is incumbent upon BB Seguridade's Fiscal Council to exercise its duties and responsibilities with the to subsidiaries that adopt the single Fiscal Council regime, pursuant to article 14 of Decree No 8.945/2016.

Article 40. The Fiscal Council shall meet, ordinarily, once a month and, extraordinarily, whenever necessary, upon call of any of its members, at least five (5) business days in advance, and the agenda shall be included in the call. The meeting will only be installed with the presence of the majority of its members.

Paragraph 1 Regardless of whether it is called, meetings of the Fiscal Council that are attended by all its members will be valid.

Paragraph 2 The meetings of the Fiscal Council may be held by means of teleconference, videoconference or other means of communication, noting that the participation of its members through any of these mechanisms will be considered as personal presence at said meeting. In this case, the members of the Fiscal Council who participate remotely in the meeting must express and formalize their votes, or opinions by letter, or digitally certified e-mail.

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Paragraph 3 Minutes of the meeting shall be drawn up and signed by all Board Members present at the meeting, including participants by teleconference or videoconference, whose vote shall be considered valid for all legal purposes and incorporated to the Minutes of the said meeting.

Article 41. The Fiscal Council shall be represented by at least one of its members at the meetings of the General Meeting and shall respond to requests for information made by shareholders.

CHAPTER XI - FISCAL YEAR, PROFITS AND DIVIDENDS AND RESERVES

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

Article 43. After the absorption of any accumulated losses and deducting the provision for payment of income tax and social contribution on profit, funds will be set aside from the result of the year which, subject to the limits and conditions required by law and other applicable rules, will have, in order, the following destination:

- a) 5% (five percent) will be applied, before any allocation, in the constitution of the legal reserve, which will not exceed 20% (twenty percent) 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 the constitution of the legal reserve;
- b) a portion, by proposal of the management bodies, may be allocated to the formation of Contingency Reserves, as provided for in article 195 of the Brazilian Corporation Law;
- c) 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;
- 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 Shareholders' Meeting may, at the proposal of the management bodies, allocate the excess to the constitution of a Reserve of Unrealized Profits, subject to the provisions of article 197 of the Brazilian Corporation Law;
- e) a portion, at the proposal of the management bodies, may be retained based on a previously approved capital budget, pursuant to article 196 of the Brazilian Corporation Law;
- f) Constitution after the previous allocations, the following Statutory Reserves may be constituted:
 - I. Reserve for 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:
 - a) equivalent to up to 50% of the net income for the year; and
 - b) arising from the credit corresponding to the anticipation of dividends.
 - II. Reserve for Capital Reinforcement, with the purpose of guaranteeing financial means for the operation of the company, including for capital increase in the companies in which it participates as a shareholder and the acquisition of companies included in Article 3 of these Bylaws, limited to 80% of the value of the capital stock and being formed with resources equivalent to up to 50% of the net income for the year.
- g) 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.

Paragraph 1. The Shareholders' Meeting may assign to the Company's managers a share in the profits, pursuant to paragraph 1, of article 152, of the Brazilian Corporation Law.

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Paragraph 2. The constitution of the statutory reserves provided for in paragraph "f" of this article shall be approved by the Board of Directors, with the opinion of the Fiscal Council, and resolved by the Annual General Meeting referred to in Article 8 of these Bylaws, at which time the justifications of the percentages applied shall be presented.

Article 44. The amounts of dividends and interest on equity due to shareholders will be subject to financial charges in accordance with the legislation, from the end of the fiscal year in which they are calculated until the day of effective payment or payment, without prejudice to the incidence of default interest when such payment does not occur on the date established by law, meeting or resolution of the Board of Directors.

Article 45. The Company may prepare half-yearly, quarterly or shorter balance sheets, and may, based on them, declare, by act of the Board of Executive Officers, interim and interim dividends or interest on equity, in the form of a resolution of the General Meeting or the Board of Directors, subject to the legislation in force.

Sole Paragraph. The interim and interim dividends and interest on equity provided for in this Article may be imputed to the minimum mandatory dividend, in accordance with the legislation.

Article 46. The declared dividends and interest on equity will revert to the Company if they are not claimed within three (3) years after the date on which they are made available to shareholders.

CHAPTER XII - SALE OF SHAREHOLDING CONTROL, DELISTING FROM THE NOVO MERCADO AND CORPORATE REORGANIZATION

Article 47. For the purposes of these Bylaws and, in particular, in this Chapter, the terms in capital letters shall have the same meaning assigned to them in the Novo Mercado Regulation of B3.

Article 48. The direct or indirect sale of control of the Company, either through a single operation, such as by means of successive operations, shall be contracted under the condition that the acquirer of control undertakes to carry out a public tender offer for the acquisition of shares with the object of the shares issued by the Company held by the other shareholders, observing the conditions and deadlines provided for in the legislation and regulations in force and in the Novo Mercado Regulation, in order to ensure equal treatment to the one given to the seller.

Article 49. Subject to the provisions of the Novo Mercado Regulation, the legislation and regulations in force, the delisting of BB Seguridade from the Novo Mercado may occur:

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

Paragraph 1 The delisting of BB Seguridade from the Novo Mercado will only be granted by B3 if it is preceded by a public tender offer that complies with the procedures set forth in the regulations issued by the Brazilian Securities and Exchange Commission – CVM and the provisions of the Novo Mercado Regulation.

Paragraph 2 BB Seguridade's voluntary delisting from the Novo Mercado may occur regardless of the public tender offer mentioned in the §1 of this article, in the event of dismissal approved by the General Assembly.

Article 50. In the event of a corporate reorganization that involves the transfer of BB Seguridade's shareholder base, the resulting companies must request entry into the Novo Mercado within one hundred and twenty (120) days from the date of the General Meeting that resolved on said reorganization.

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Sole Paragraph. If the reorganization involves resulting companies that do not intend to apply for entry into the Novo Mercado, the majority of the holders of the company's outstanding shares present at the Shareholders' Meeting must give consent to this structure.

CHAPTER XIII - RELATIONS WITH THE MARKET

Article 51. The Company:

- I – shall send to the stock exchange where its shares are most traded, in addition to other documents to which it is obliged by law:
 - a) the annual calendar of corporate events;
 - b) stock option programs or other securities issued by the Company, intended for its employees and managers, if any; and
 - c) the documents made available to shareholders for deliberation at the General Meeting;
- II – shall disclose, on its website, among others, the following information:
 - a) referred to in Chapter XI of these Bylaws;
 - b) provided to the stock exchange in accordance with item I of this Article;
- III – will adopt measures with a view to shareholder dispersion in the distribution of new shares, such as:
 - a) guarantee of access to all interested investors; or
 - b) distribution, to individuals or non-institutional investors, of at least 10% (ten percent) of the total to be distributed.

Formatado: Recuo: À esquerda: 0,51 cm, Deslocamento: 0,25 cm, Espaço Depois de: 1 pt, Tabulações: Não em 1,25 cm + 2,5 cm + 3,75 cm + 4,99 cm + 6,24 cm + 7,49 cm + 8,74 cm + 9,99 cm + 11,24 cm + 12,49 cm + 13,63 cm

CHAPTER XIV - LIQUIDATION

Article 52. The Company will be liquidated in the cases provided for by law, and the Shareholders' Meeting will be the competent body to determine the form of liquidation and appoint the liquidator and the Fiscal Council that will operate during the liquidation period.

CHAPTER XV - REFEREEING

Article 53. The Company, its shareholders, managers, members of the fiscal council, effective and alternates, if any, undertake to resolve, by means of arbitration, before the Market Arbitration Chamber, in accordance with its rules, any controversy that may arise between them, related to or arising from its status as issuer, shareholders, managers, and members of the fiscal council, in particular, arising from the provisions contained in Law No. 6,385/76, Law No. 6,404, the Company's bylaws, the rules issued by the National Monetary Council, the Central Bank of Brazil and the Brazilian Securities and Exchange Commission, as well as other rules applicable to the operation of the capital market in general, in addition to those contained in the Novo Mercado Regulation, the other regulations of B3 and the Novo Mercado Participation Agreement.

Sole Paragraph. Disputes or controversies involving inalienable rights are also excluded from the provisions of the caput.

CHAPTER XVI – OFFICIAL PUBLICATIONS

BB Seguridade Participações

Article 54. The Executive Board shall publish regulations that govern the procedure adopted by the Company to carry out bids and contracting of services.

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

CHAPTER XVII – SPECIAL PROVISIONS

Article 55. The Company may share costs, structures, policies and disclosure mechanisms with Banco do Brasil S.A. for the execution of the services necessary for the exercise of its operational activities and compliance with Law No. 13,303/16 and its respective regulatory Decree.

Brasília (DF), ~~29 de abril de 2022~~ April

[29, 2025.](#)