

Annual Sustainability Report 2024



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01

Presentation

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ABOUT THIS REPORT

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BB Seguridade, presented in this report by its BB Seguros (“Company”) brand, is publishing its 2024 Annual Sustainability Report. **GRI 2-3.a**

The BB Seguros brand is used for both institutional and market functions. It was created to integrate all of Banco do Brasil’s insurance operations, being responsible for identifying advertising campaigns related to insurance, pension plan, premium bonds and dental care, as well as sponsorships and engagement strategies at various points of contact with customers, such as the Internet, mobile devices, social networks and telephone service channels.

The purpose of this report is to provide all of the Company’s stakeholders with a comprehensive overview of the sustainability initiatives related to the Environment, Social and Governance (ESG) that are being carried out by the Company and its investees. The document presents guidelines based on the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). The content of the report related to the GRI indicators was submitted to the limited assurance of KPMG Auditores Independentes Ltda. The information presented refers to operations conducted between January 1st and December 31st, 2024, a period in line with the Company’s financial reporting. **GRI 2-3.a | 2-3.b | 2-5.a**

This document was approved by the Company’s Executive Board, as provided for in its Bylaws, and forwarded to the Board of Directors. **GRI 2-5.a**

The economic-financial information complies with the Brazilian Corporate Law and the rules of the Brazilian Securities and Exchange Commission (CVM). The balances presented reflect the performance of the BB Seguros conglomerate, according to the financial statements available on the website.

The consolidated financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and with accounting practices adopted in Brazil.

The individual financial statements are prepared in accordance with accounting practices adopted in Brazil (BRGAAP), which comprise the guidelines set out in the Brazilian Corporate Law and the pronouncements issued by the Brazilian Accounting Pronouncements Committee (CPC), which include the accounting treatment of insurance contracts and are aligned with the standards of

IFRS 17 issued by the International Accounting Standards Board (IASB), linked to the IFRS Foundation. **GRI 2-2.c**

This report also presents individual supplementary information on the investees Brasilseg, Brasilprev, Brasilcap, and Brasildental, which are aligned with the standards of the Superintendency of Private Insurance (Susep) or the National Health Agency (ANS), which in turn have not adopted the CPC-50 [IFRS 17]. **GRI 2-2.b**



The Financial Statements are available at
www.bbseguridaderi.com.br/en

MESSAGE FROM THE MANAGEMENT

GRI 2-22

The year 2024 was marked by a series of extreme weather events that had a profound impact on various regions of Brazil and the world. In this context, BB Seguros was present to support its customers, adopting actions to support the southern region of the country, including the expansion of assistance, with the aim of providing greater peace of mind to the customers affected.

Faced with this challenging scenario, BB Seguros reaffirms its commitment to good environmental, social and governance practices, convinced that this is not just a responsibility to be fulfilled, but also an opportunity to create long-term value for our customers, employees, shareholders, and society as a whole.

With the aim of be lean, efficient, and sustainable, we are moving forward with the ESG Agenda, further strengthening its purpose. This year, 31 actions were delivered, confirming the company's concern with sustainability issues.

R\$ 8.7 billion

of net income in 2024, renewing the Company's all-time high.

At the end of 2024, we reported a profit of R\$ 8.7 billion, once again reaching a new historic high while remaining faithful to the execution of our strategy, based on the pillars of customer experience, technological transformation, and the search for new business opportunities.

To continue with the objective of having a modern and profitable portfolio, more than R\$ 538 million was invested in IT infrastructure, cyber security, and the development of digital journeys and solutions, allowing for greater development in the company's digital maturity, thus advancing in the improvement of the customer experience.

Prioritizing the customer experience, we achieved consistent results and a significant improvement in the NPS (Net Promoter Score), with an increase of 11.9 points in customer service and a reduction of 15% in the number of complaints and 18% in cancellations, reaching the lowest level in the Company's history for both the complaints index and the churn index. Throughout the year, we saw significant progress in the Level of Protection relationship program, launched at the end of 2023, aimed at unifying and strengthening the relationship with consumers.

As part of the search for new opportunities to diversify product distribution and expand the business model, BB Seguros, through its investee Brasilseg, achieved R\$ 2.1

billion in insurance premiums through partner channels, contributing R\$ 233 million to the Company's results.

The continuous search for excellence and innovation highlights BB Seguros as an organization dedicated to ensuring the satisfaction and safety of its stakeholders, fostering a long-lasting and sustainable relationship, and driving us to maintain our commitment to providing peace of mind for people, today and always.

Enjoy your reading!



André Haui
CEO



Kamillo Tononi
Chairman

02

Group Profile

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BB SEGUROS

GRI 2-1.a | 2-6.a

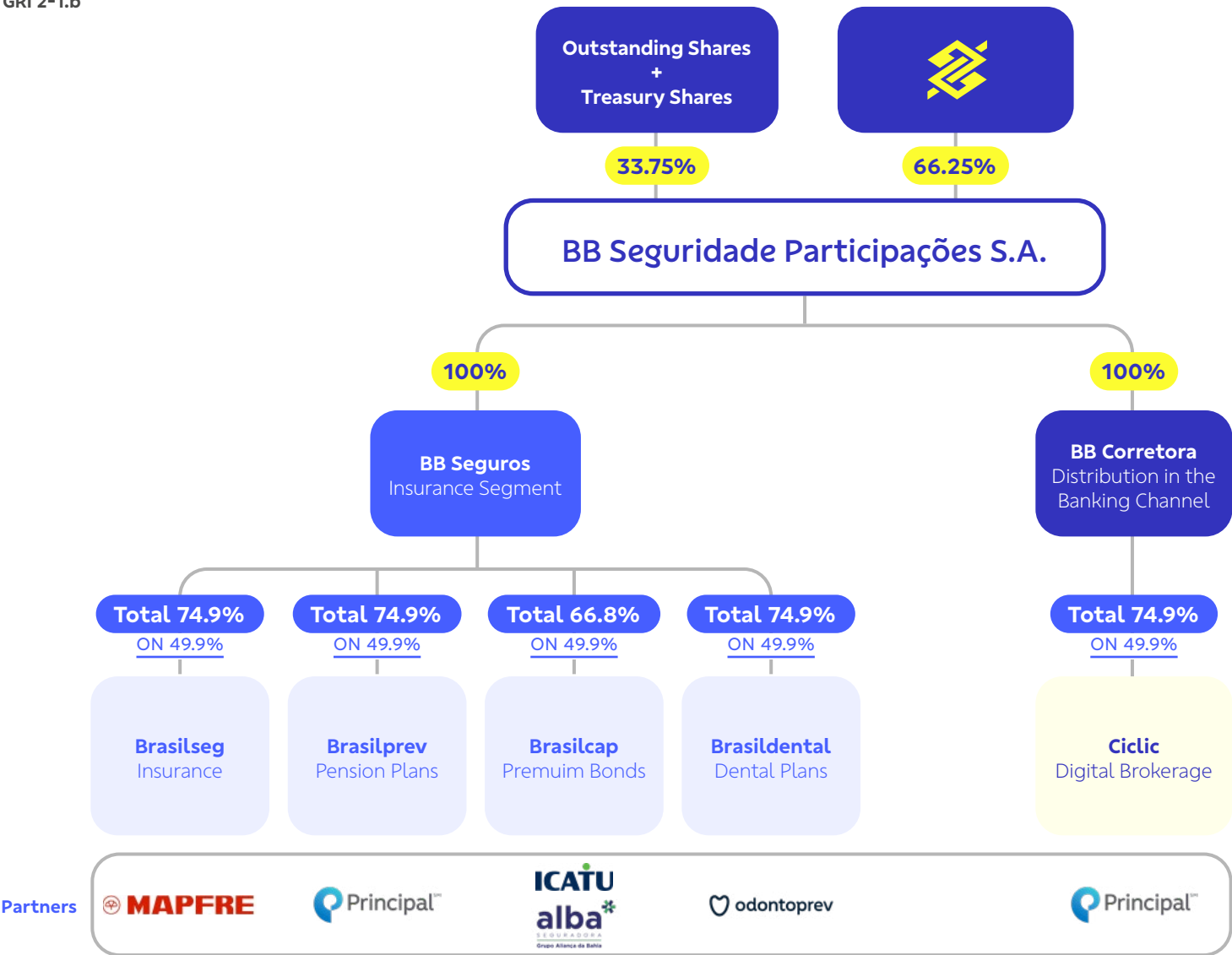
BB Seguros is a publicly-traded holding company listed on the Novo Mercado segment of the São Paulo stock exchange (B3 “Brasil, Bolsa, Balcão”). Through its investees, the Company operates in the insurance, pension plan, premium bonds, and dental care plan segments in private partnerships maintained by its wholly-owned subsidiary, BB Seguros Participações S.A., further operating in the distribution of these products through BB Corretora de Seguros e Administradora de Bens S.A.

Controlled by Banco do Brasil (BB), which holds 66.25% of its total issued shares, BB Seguros was created in 2012 after the controller’s insurance division was separated into a new company. In April 2013, the company went public. The Company has its headquarters and jurisdiction in Brasília (DF), Brazil.

On 12/31/2024, the Company’s outstanding shares represented 30.8% and the treasury balance 2.9%. Of the total number of shares traded on the stock exchange, 60.7% were held by foreign investors and 39.3% by Brazilians. Until then, no minority shareholder held 5% or more of the total capital.

CORPORATE STRUCTURE

GRI 2-1.b



PURPOSE AND VALUES

Purpose

Providing tranquility for people, today and always.

Values

Trustworthiness: We translate our integrity, transparency, and competence in all activities.

Innovation: We employ critical thinking and creative thinking to keep pace with market changes.

Customer-centric Approach: We see the world from our customers' perspective in order to provide the best solutions to meet their needs.

Simplicity: We channel our efforts toward what truly matters, without compromising value delivery to the customer.

Ownership mindset: We act in the best interest of BB Seguros.



INVESTEES

Brasilseg

As a result of the strategic partnership established with MAPFRE, which began in 2011 and was reviewed in 2018, the Company comprises four companies: a holding company, BB MAPFRE Participações S.A. (BB MAPFRE), in which BB Seguros holds a 74.99% interest in the total capital, maintaining 100% of the preferred shares and 49.99% of the voting shares; and two insurance companies 100% controlled by BB MAPFRE: Brasilseg Companhia de Seguros and Aliança do Brasil Seguros S.A. Together, the group's companies operating in the insurance segment are known as Brasilseg.

Moreover, Brasilseg Companhia de Seguros is a shareholder, together with Banco do Brasil, of Broto S.A., a company focused on providing solutions to the agricultural ecosystem in a digital environment. Each shareholder holds a 50% interest in the total capital of this company, with Brasilseg Companhia de Seguros holding 100% of the voting shares and BB holding 100% of the preferred shares.

Brasilseg operates in the areas of insurance for people, mortgage life, rural, home, business, and other mass property insurance. With headquarters in São Paulo (SP) and a Relationship and Business Center in Franca (SP), the company has around 1,970 employees and occupies a prominent position in the markets in which it operates.

Brasilseg's products are distributed mainly through BB's banking channel, through BB Corretora. The company can also distribute its insurance through the Affinity channel, consisting of commercial partners.

LIFE INSURANCE

This product guarantees the payment of indemnity to policyholders and beneficiaries in case of natural or accidental death, total or partial permanent disability due to an accident, diagnosis of serious illnesses and daily hospital stays. It also includes the provision of benefits and assistance packages focused on the well-being, health and quality of life of customers, working on the concept of "Insurance for Life." In case of death, the products also provide funeral assistance coverage.

CREDIT LIFE INSURANCE

Guarantees the payment of debts in the event of the borrower's death, without the family inheriting obligations arising from the loan or financing.

RURAL INSURANCE

Offers tranquility, security and predictability to those who work in this vital sector for the Brazilian economy. The main products operated by Brasilseg are:

Crop insurance, which protects crops from losses caused by weather events, ensuring production costs or the expected yield for the crop, and which may also include coverage for replanting.

Rural lien insurance, which protects assets pledged as collateral in rural credit operations; and

Credit life insurance for farmers, a loan insurance policy which pays off rural loans in the event of the policyholder's death.

HOME INSURANCE

Product designed to protect homes, with compulsory cover guaranteeing compensation for losses in the event of fire, explosion and smoke. It also offers additional cover for windstorm, hurricane, cyclone, tornado, and hail, insuring property against damage caused by these events. It also has exclusive cover for flood damage, including floods, heavy rain, and burst pipes. The insurance is complemented by home assistance benefits and services, designed to offer the policyholder more comfort and peace of mind every day.

CORPORATE INSURANCE

A product designed to protect companies' assets, ensuring security against the most diverse types of risk, such as fire, theft, and damage caused by natural phenomena. It offers full coverage that includes protection for material damage, business interruption, and civil liability, ensuring the preservation and continuity of the business with total peace of mind.

MORTGAGE LIFE INSURANCE

In the event of the death or total permanent disability of the policyholder, the product guarantees the settlement of the debt and the consequent disposal of the property. The policy also includes protection against physical damage to properties.

Portfolio Improvements

In 2024, the company expanded the lines of credit covered by the Credit Life Insurance, including renegotiation lines, made new fruit and vegetable coverage available in Crop Insurance, expanded the offering of Livestock Insurance by allowing it to be contracted through Banking Correspondents, and included the category of animals pledged as collateral for credit operations in the rural lien insurance. It also expanded the pilot offer for Preservation Forest Insurance, an insurance policy aimed at protecting native forests and preservation areas, launched at the Conference of the Parties to the Convention on Biological Diversity (COP 16).

Also launched was the Personal Protection Insurance, a low-cost product in the personal accident segment, which seeks to democratize access to insurance for the population, thus facilitating financial inclusion.

Recognition

• 100 Open Startups 2024 Ranking:

Brasilseg was recognized among the 100 companies that most innovate with startups and as TOP 2 in Insurance. This ranking is the result of the extensive work the company has been doing in recent years with its open innovation initiatives.

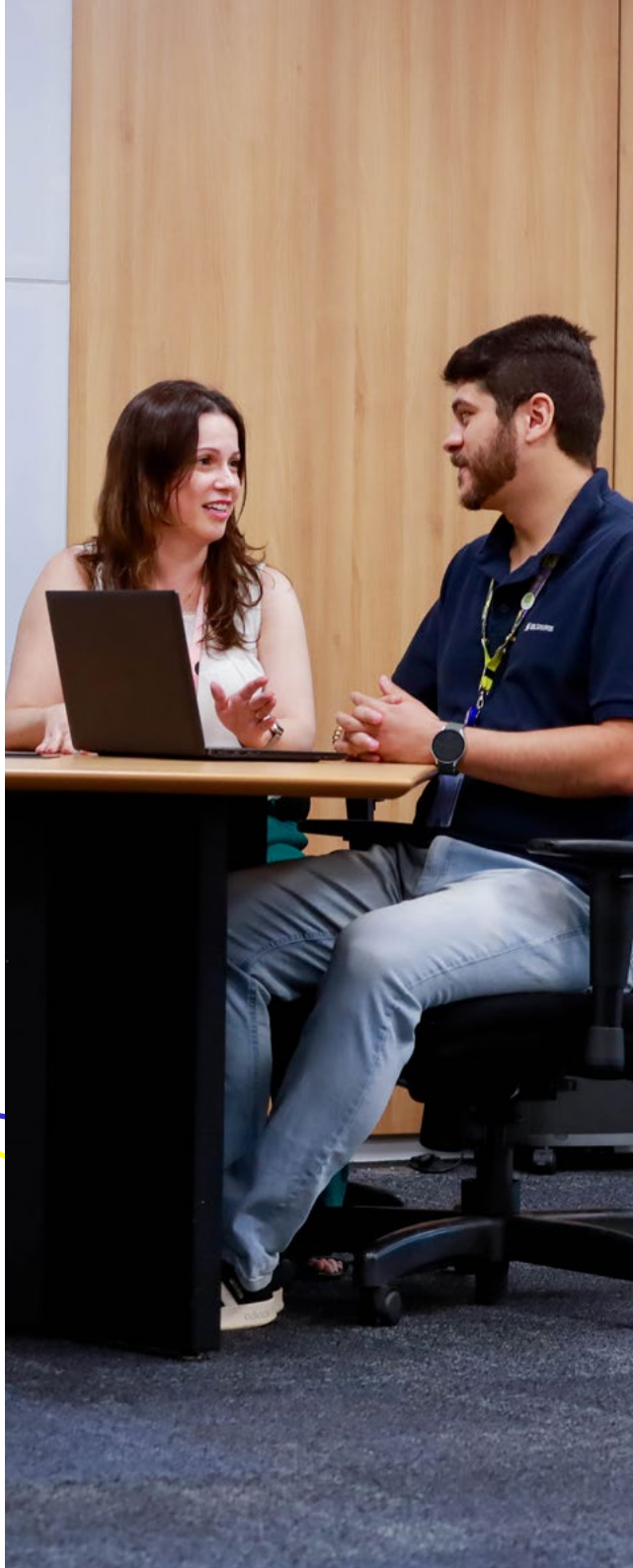
• **ABT 2024 Award:** Brasilseg was a three-time winner of the XXIV ABT Award. The company was recognized in three categories: Communication Campaigns, Customer Journey, and Collection Operations. This achievement reflects Brasilseg's commitment to excellence and innovation in each of these areas.

• **Intrapreneurship 2024 Award:** For the second consecutive year, Brasilseg won the award that celebrates the most intrapreneurial companies and professionals in Brazil, highlighting initiatives in innovation, new products, services, and practices with a focus on ESG. Top rankings achieved by Brasilseg in this award: – Top 19 in the category “Teams – Sustaining Innovation” – Top 11 in the category “Teams – Open Innovation” – Top 5 in the category “Teams – ESG Innovation”

• Genesys CX Awards from Xperience

Brasil 2024: An award that recognizes companies that have excelled in their digital transformation journeys and excellence in CX. Brasilseg won in the “CX ACHIEVER: Orchestrating an Innovative Customer Experience and Employee Experience Strategy” category, which recognizes an organization that is adopting a modern approach to experience orchestration, focusing on both CX (customer experience) and EX (employee experience).

These are just some of the recognitions, which are in addition to the awards granted in the areas of internal employee relations, recognition by the TJSP for an attitude committed to the adoption of efficient methods for resolving conflicts, or even recognitions in Customer Culture Management.



Brasilprev

BB Seguros operates in the open private pension plan segment through its investee Brasilprev Seguros e Previdência S.A. The company was created in 1993 through a partnership between the BB conglomerate and a group of insurance companies. After undergoing several reorganizations in its shareholder structure, in 1999, BB signed an agreement with Principal Financial Group (PFG), a global financial investment management, life insurance and pension plan company. In 2010, the partnership was renewed for a term of 23 years starting on October 2009, increasing BB Seguros' interest in Brasilprev from 49.99% to 74.99% of the total share capital, 49.99% of which were common shares and 100% of which were preferred shares.

Brasilprev was born in a context where long-term investment was scarce in the country. As it has always worked exclusively with private pensions, the company is an expert in this market, an attribute that has allowed it to take advantage of the opportunities that have arisen from the gain in popularity of pension plan products due to the increased life expectancy, the level of financial education of the population and the reform of the Brazilian pension plan system.

Market leader in gross funding and total assets under management, with the purpose of transforming the way Brazilians prepare for their future, promoting sustainable development, the company has more than 2.6 million customers of all ages building their assets to enable projects such as a peaceful retirement, ensuring children's education, career transition, among others.

Brasilprev's products are distributed predominantly through the BB channel, via BB Corretora. On a smaller scale, and with a more concentrated performance in the corporate segment, it is also sold by partners.

Brasilprev sells defined contribution plans, under the Free Benefit Generator Plan (PGBL) and Free Benefit Generator Life (VGBL) modalities. It also has a portfolio of defined benefit plans (also known as traditional plans) which are no longer sold and have had their share reduced in the total volume of assets under management.

Currently, Brasilprev's main sources of operating income are fund management fees and premiums paid for risk coverage, in addition to the financial results of traditional plans.

PGBL

This option is suitable for those who file a full income tax return, as contributions are deductible from the tax base up to a limit of 12% of gross annual taxable income. In the event of redemption or receipt of income, income tax is levied on the total amount redeemed or on the benefit received. Additionally, the participant can opt for the progressive or regressive tax regime when purchasing a pension plan. Under the progressive taxation system, benefits are taxed at source in advance, according to the Monthly Progressive Table made available by the Federal Revenue Service. Taxation varies from zero to 27.5%, according to the annual salary, with adjustment in the income tax return. Redemptions are taxed 15% at source in advance, regardless of the amount, and adjusted in the

annual income tax return according to the progressive tax table. Under the regressive tax regime, in the event of redemption or receipt of income, the tax is definitively withheld at source, with no possibility of adjustment in the annual return. The rates levied on the redemption or benefit are determined by the length of time each contribution stays in the plan, starting at 35%, gradually reducing every two years and reaching a level of 10% after ten years.

VGBL

This type of plan is suitable for those who file their income tax on the simplified form or are exempt, as the contributions are not deductible from the tax base. The customer can opt for the progressive or regressive income tax table and the tax is levied only on the amount of income, in the event of redemption or receipt of income. The simplicity of the process of transferring resources to customers who wish to plan their succession is the main advantage of the VGBL. In this product, it is possible to determine who the beneficiaries will be and, unlike other assets, the funds invested are not included in the estate and inventory, thus avoiding a lengthy procedure with legal costs and attorney's fees.

Traditional plan - Guarantees fixed interest rates in relation to the plan's index, plus 6% per annum. This type of plan is no longer marketed.

PRODUCT	PRODUCT DESCRIPTION
Brasilprev Junior	Aimed at children and adolescents, it is an effective solution to support families (parents and guardians) in building up a reserve to fund the life projects of their children, nephews, and grandchildren. It has a wide variety of investment funds and can be accessed with monthly contributions starting at R\$ 100.00.
Brasilprev Junior Education	It combines reserve accumulation with pension coverage for minors, with the focus of ensuring the children's education through reserve accumulation and, in the event of an eventuality, the pension is paid monthly until the minor reaches the age of 21, or 24 if a university student.

Portfolio Improvements

In 2024, improvements were made to the salesperson and customer journey, such as the possibility of making a contribution via pix. Further, the possibility was made available for customers to use their pension reserves as a credit guarantee, a solution that provides greater financial security and thus benefits from lower credit rates, making the product more attractive.

Recognition

Brasilprev has received important market recognitions, among them:

• **Most Incredible Places to Work:** Brasilprev has once again been recognized as one of the 150 most incredible companies to work for in the FIA survey, which this year had the newspaper “*Estadão*” as its partner. The organizational climate certificate of “incredible place”, already part of the company’s signature, has been *upgraded* and given even more weight, becoming “Most Incredible Places to Work”.

- **Companies that Most Respect the Consumer 2024:** Brasilprev was elected the leader in respect for the consumer in the Private Pension Plans segment in the year 2024. This award is based on a field study conducted by Opinion Box, which covers hundreds of brands in more than 40 segments, 2,300 interviewees, and more than 280,000 responses to ascertain how customers feel in practice when they trust a company and its solutions.
- **Valor/FGV Pension Plan Guide:** Brasilprev was elected the best manager in the categories “Balanced Pension Plans over 30” and “Balanced Target Date Pension Plans”. The recognition demonstrates the company’s long-term vision and the strength of its broad portfolio of strategies, suitable for the most varied investment profiles.
- **Época Negócios 360º:** Brasilprev was elected the best company in the Financial Services category of the Época Negócios 360 yearbook. The ranking is promoted by Época Negócios and Fundação Dom Cabral, and considers various management challenges, such as Innovation, Vision of the Future, Financial Performance, ESG/ Governance, ESG/Social and Environmental, and People.



Brasilcap

BB Seguros offers premium bonds through its affiliate Brasilcap, in partnership with Icatu Seguros S.A. and Companhia de Seguros Aliança da Bahia. Created in 1995, the company has undergone some changes in the composition of its shareholder structure until it reached its current configuration, with BB Seguros holding 66.77% of the total capital, 49.99% of which are voting shares.

In these 29 years, around 17.3 million customers have purchased premium bonds and more than R\$ 2.6 billion in prizes have been raffled off, including around 800,000 bonds.

The premium bonds is an alternative for accumulating financial reserves, combined with the possibility of the bond holder winning prizes based on the results of the Federal Lottery. Bonds are also offered in the forms of rewardable philanthropy, guarantee, popular, incentive and programmed purchase.

DOADIN

Rewardable philanthropy product in which the customer, at the end of the plan, donates part of the amount paid for the bond (capitalized balance) to socio-environmental projects supported by the Fundação BB, at the same time as taking part in prize draws.

Doadin plays a crucial role in raising funds for charitable initiatives. In 2024, 15 medical appointments were made through Doadin in partnership with AACD.

Recognition

For the 5th consecutive year, Brasilcap received the Consumidor Moderno (Modern Consumer) award, reinforcing its excellence in service. It also won the Reclame Aqui Award and received the Legal 4.0 Innovation and Citizen Company certifications.



BB Corretora

BB Corretora is a wholly-owned subsidiary of BB Seguridade Participações S.A. whose purpose is to broker, manage, promote and enable business involving insurance products, as well as to hold interest in companies with the same purpose.

BB Corretora receives commission for products sold. Currently, the vast majority of sales take place via BB's distribution network structure, including employees, information systems and facilities. In such cases, BB Corretora reimburses BB for the costs incurred by this channel. The low-complexity business model with little need for capital is known as bancassurance, as it takes advantage of the entire physical structure already in place at banks. The reimbursement made to BB is governed by a contract that expires in 2033.

Brasilseg, Brasilprev, and Brasil dental have exclusive rights to sell their products (insurance, pension plans and dental plans, respectively) through BB Corretora on BB's channels.

In addition to the products of BB Seguros' affiliates, BB Corretora exclusively sells automobile insurance

and major risks underwritten by the MAPFRE group in the banking channel.

As a way of complementing its operations in product distribution, BB Corretora also holds a direct interest in Ciclic, a digital brokerage firm.

BB Seguros Recognition

The Climate Disaster Management project was recognized at the 24th edition of the Awards promoted by the Brazilian Telemarketing Association (*Associação Brasileira de Telemarketing – ABT*), in the Social and Environmental Responsibility category. The project mobilized an unprecedented structure during the floods that hit the southern region of the country in 2024, making it possible to serve more than 5,000 insured customers and pay out R\$ 250 million in claims. Among the actions carried out are the provision of exclusive service channels on WhatsApp and the Call Center, the implementation of specialized workflows to streamline the handling of processes, proactive geolocation of insured customers, deployment of additional expert teams to affected regions, and other targeted actions by location.





EXTERNAL INITIATIVES AND PARTICIPATION IN ASSOCIATIONS

BB Seguros and its investees subscribe to and endorse external initiatives in the economic, environmental and social dimensions, in line with their strategic guidelines.

Brasilseg

ISO 14001:2015: Brasilseg is ISO 14001:2015 certified, which attests to the international standard of the company's Environmental Management System (SGA). This system is based on the analysis of significant environmental aspects and impacts, direct and indirect, associated with the processes at the company's head office. Caring for the environment is a daily practice at the Company, which sets goals and challenges in its sustainable management, with an impact on the entire value chain.

UN Global Compact in Brazil: Brasilseg is a signatory to the Global Compact, aiming at contributing to building a more inclusive and equitable market. Its actions are aligned with the – Sustainable Development Goals (SDGs) – through a set of commitments, programs and goals in areas such as diversity, inclusion, customer relations and compliance. Additionally, it promotes employee engagement with the cause through educational actions within the company itself.

Brazilian GHG Protocol Program: The Company measures greenhouse gas emissions at its administrative head office and in Franca, through the GHG Protocol Carbon Management Tool, to offset emissions, which is audited by Bureau Veritas. The process covers all employees and, when calculating emissions, takes into account energy consumption, waste generated, the commute of employees to the company and travel on business trips.

Principles for Sustainable Insurance (PSI): The Company is a signatory to the PSI and has been developing actions, projects and investments to comply with them.

Women on Board (WOB): Certification that recognizes good practices in corporate environments with the presence of women on boards of directors or advisory boards, to demonstrate the benefits of this diversity to the business world and society.

Information related to the topic is available at bbseguros.com.br/seguros/sustentabilidade

Brasilprev

Principles for Responsible Investment (PRI):

Brasilprev has been part of the PRI since 2017. The PRI is recognized for setting global standards related to responsible investment, encouraging investors to incorporate ESG aspects into their investment processes.

Green Bonds Statement: Brasilprev has been a signatory since 2017, along with other investors. In the statement, the signatories make a commitment to dialogue with entities, government or not, in order to stimulate the development of a robust Brazilian green bond market that truly contributes to addressing climate change. (Source: <https://www.climatebonds.net/market/country/brasil/declaracao-de-investidores>)

Carbon Disclosure Project (CDP): Brasilprev participates in the CDP as a signatory investor, having access to its global database with information on the commitment of companies, whether potential or already invested, in relation to carbon emissions and sustainability actions.

Sustainable Development Goals (SDGs): Brasilprev acts in line with the SDGs through a set of commitments and targets in areas such as ESG investment management; customer relations and satisfaction; diversity and inclusion; integrity, ethics and transparency; environmental management and social responsibility.

UN Global Compact: In 2024, Brasilprev became a signatory to this voluntary initiative, which is based on commitments made by the CEOs of participating companies to implement universal sustainability

principles and take actions that support the achievement of the Sustainable Development Goals (SDGs).

Brazil Green Finance Initiative (IBFV) – A collaborative effort aimed at developing and promoting policies and market mechanisms that encourage green investments in Brazil.

Information related to the topic is available on the company's website (<https://www1.brasilprev.com.br/sustentabilidade>).

Brasilcap

Principles for Sustainable Insurance (PSI): Brasilcap was the first premium bonds company to become a signatory to the Principles for Sustainable Insurance (PSI), a commitment to which it has been a part since 2015. This adhesion reinforces the Company's commitment to being an important voice in seeking for a more conscious and fair society, in addition to contributing to the continuous evolution of ESG issues, mitigating risks and providing transparency in the rendering of accounts to all stakeholders.

Ethos ESG Indicators: Following the Ethos methodology, in 2024, Brasilcap measured its progress in sustainability and achieved its goal of advancing the maturity level in the indicators G2 – Sustainability Governance, G08 – Sustainability Strategies, and G11 – Risk Assessment Process.

UN Global Compact in Brazil: Brasilcap is an official member of the Compact with the commitment to actively participate in initiatives related to the Sustainable Development Goals, paying attention to the best market practices and trends in the sustainability agendas, reinforcing the inclusion of ESG aspects in its strategies and the implementation of the ten principles of the Global Compact on Human Rights, Decent Work, Environment and Anti-Corruption in its activities.

BB Seguridade and BB Corretora

B3's Novo Mercado: Joining the highest listing segment since the company went public ratifies BB Seguros' commitment to transparency in its relationship with the market and, in particular, with minority shareholders.

PARTICIPATION IN ASSOCIATIONS

GRI 2-28

Through its investees, BB Seguros has representatives in the following entities that act in defense of its interests: National Confederation of General, Private Pension Plan and Life Insurance, Supplementary Health and Premium bonds Companies (CNSeg), National Federation of Private, Premium bonds and Open Pension Plan Insurance Companies (Fenaseg), National Federation of General Insurance (FenSeg), National Federation of Open Pension Plan and Life (FenaPrevi), and National Federation of Premium bonds (FenaCap).

BUSINESS MODEL

GRI 2-6.b | 2-29

BB Seguros’ business model focuses on a structure known as *bancassurance*, in which the marketing of insurance, pension plan, premium bonds and health products is carried out through the banking channel. This is an efficient model in the Brazilian context, as protection solutions are still poorly understood and demanded by a large part of the population, requiring national capillarity and a specialized sales force for commercial success. This model involves various stakeholders, including shareholders, customers, employees, suppliers, business partners, society in general, regulatory bodies, the government, and the media.

BB Seguros combines the flexibility of private sector investees with the reliability of the BB brand, a financial institution with over 216 years of tradition. Banco do Brasil is recognized as one of the most sustainable institutions in the world by the Dow Jones Sustainability Index (DJSI) of the New York Stock Exchange (USA) and occupies

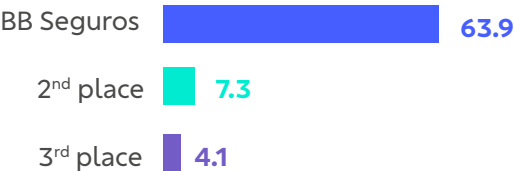
a prominent position on the national banking scene. With more than 85 million customers, BB has almost 4,000 of its own branches, around 17,000 banking correspondents, and more than 24,000 shared network points, as well as digital channels such as self-service via the Internet and mobile applications.

Moreover, one of the pillars of the company’s long-term strategy is the prospecting and development of new distribution models and channels, searching for partners in all its ventures.

In 2024, the strategy of diversifying distribution reached R\$ 2.1 billion in insurance premiums written, equivalent to approximately 12% of the Brasilseg’s total premium, a large part of which was concentrated in the sale of rural insurance via agricultural technicians, rural cooperatives and agricultural input and machinery dealers, in addition to loan insurance sold through banking correspondents.

MARKET SHARE - RURAL INSURANCE (%)

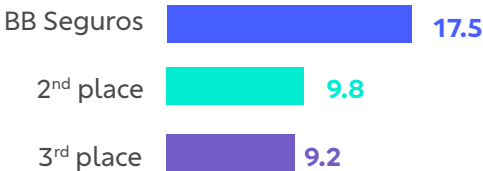
Competitive Environment | Premiums Written



Source: Susep
Base date: 12/31/2024

MARKET SHARE - CREDIT LIFE INSURANCE (%)

Competitive Environment | Premiums Written



MARKET SHARE - PENSION PLAN (%)

Ranking	Contributions	Reserves
1 st	30.4 (BB Seguros)	27.5 (BB Seguros)
2 nd	23.2	21.7
3 rd	13.6	19.4

Source: Susep
Base date: 12/31/2024

LONG-TERM STRATEGY

GRI 2-12

BB Seguros’ long-term strategic planning model is guided by the Company’s purpose, values and code of ethics and conduct, drawn up with the participation of the Executive Board and employees and validated by the Board of Directors in order to direct actions at all hierarchical levels, and considers:

- **Prospective scenarios**, which seek to identify critical uncertainties in the market as a whole and in specific BB Seguros issues, further generating discussions on the formulation of strategies and guiding the decision-making process;
- **Megatrends of the market**, an analysis carried out by Banco do Brasil on the main trends that should impact the financial system in the next 5 to 10 years and the trends, analyzed by BB Seguros, of the insurance market;
- The **SWOT matrix**, which consolidates internal and external factors, describes the competitive environment in which the company operates and gives clarity to the challenges of the cycle;
- **Strategic objectives**, which translate the strategy into action and align all areas with the Company’s long-term guidelines.

The Long-Term Strategy is built seeking strategic alignment with BB’s Corporate Strategy and with the investees.

The annual review of the strategy consists of monitoring the competitive environment and defining how to organize, allocate and mobilize the company’s resources, in addition to measuring the pace of execution and continuously improving its performance. Finally, the priorities for the new strategic cycle are indicated.

When it comes to defining priorities and monitoring the implementation of the strategy, the company has adopted the Objective and Key Results (OKR) framework.

The methodology helps establish initiatives, action plans and projects to be prioritized by the company throughout the year, by choosing Key Results that induce and indicate the actions needed to achieve the Strategic Objectives.

The OKRs are defined internally every year, including up to five key indicators for each strategic objective, and are consolidated in a tool known internally as Zenith.

Zênite translates all the metrics established in the strategy definition process, and its results are submitted quarterly to the Board of Directors for consideration, with the result impacting the calculation of variable compensation of managers and other company employees.

The Strategic Objectives that ensured discipline in the execution of the strategy throughout the Company throughout 2024 were:

- **Be lean efficient and sustainable**, relying on a lean structure and simple processes, with high value generation and a focus on sustainability;
- **Transform customers into fans**, generating an appeal towards its products, services and relationship journeys;
- **Conquer more customers wherever they are**, diversifying and expanding our customer base and the way we reach them;
- **Having a modern and profitable portfolio**, promoting a range of comprehensive and simple products that meet market needs, with a cutting-edge, data-driven digital architecture; and
- **Ramp up innovation**, seeking out new businesses and improving existing ones.

For the 2025-2029 cycle, the company reviewed and reiterated its purpose and corporate values, updating its Pillars and Strategic Objectives.

Pillars of the Corporate Strategy 2025-2029

Generating Value

Generating sustainable value for all our stakeholders – shareholders, customers, employees, partners, and society.

Solutions

Producing and delivering value for our stakeholders
This is our core, through which we develop and provide modern, customized, and sustainable solutions.

Presence

Being present, through complete and integrated distribution, supported by action in the BB ecosystems and in new channels and partnerships.

Brand

Strengthening our identity, employing and reinforcing the expression of our brand through integrated and cohesive action with subsidiaries and investees.

Of the pillars of our action, Strategy is broken down into five strategic objectives:

Strategic Objectives

- Generating sustainable value for all stakeholders
- Offering intelligent, complete, and appropriate solutions
- Being present at all stages of customers' needs and life
- Being a benchmark in protection, security, and tranquility
- Ramp up innovation

Sustainability remained intertwined with the company's long-term strategy, based on its maintenance in the strategic objective "Generating sustainable value for all stakeholders" and to ensure continuity of the execution of a biannual agenda of actions as a key result, seeking to evolve the incorporation of ESG aspects in the management and business of the Company, including with an impact on the calculation of the variable compensation of executive board and all employees of BB Seguridade. More information on the 2024-2025 ESG Agenda and how it is reflected in the compensation of the executive board and employees can be found in the sequel to this report.

The strategic documents are available on the company's communication channels and are periodically reviewed so that they maintain standards of conduct in line with internal and external realities. Through training events, the dissemination of information and the example set by the Directors, BB Seguros promotes its purpose, values, ethical principles and standards of conduct.

MATERIALITY

GRI 3-1

Since 2019, the Company has used the materiality diagnosis. In 2024, the Material Topics underwent a process of review and update, focusing on the development of Double Materiality, where the prioritized topics are those that present significant risks of financial impacts on the company due to social and environmental factors, as well as the externalities generated by the business which affect society and the environment. For the first time, the materiality study was conducted jointly by BB Seguridade and its main subsidiaries – Brasilseg, Brasilprev, and Brasilcap – using the same methodology. This resulted in matrices with aligned topics and concepts while respecting the specificities of each business, which is expected to create synergy in the implementation of sustainability strategies across the companies within the conglomerate.

The materiality process developed in 2024 involved five stages:

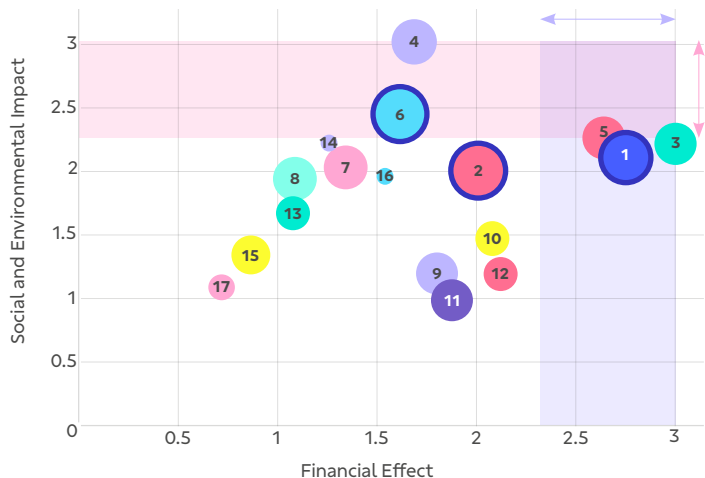
Definition: alignment among the group’s companies, with support from External Consulting, definition of the scope of work for the update and review process, and presentation of the tools to be used.

Identification: a mapping of the main material topics affecting the business models of the Group’s companies and the markets in which they operate was carried out. Among the various material topics identified by the consultancy as potentially relevant, the teams responsible for sustainability in each company defined and prioritized the associated impacts and risks. The taxonomies were aligned and the main stakeholders – customers, shareholders, managing directors, and governance bodies, employees and sales forces – were listed. The topics raised at this stage were:

1. Innovation and technology
2. Satisfaction, transparency, and relationships with customers
3. Climate change
4. Occupational safety and quality
5. Data privacy and information security
6. Ethics, integrity, and compliance
7. Diversity, inclusion and equity
8. Health, well-being, and safety
9. Attraction, development, and retention of employees
10. Natural resources (biodiversity, ecosystems, and water resources)
11. Inclusion and financial and insurance education
12. ESG Portfolio
13. Responsible investment
14. Supply chain management
15. Community relations and social investment
16. Institutional relations
17. Waste management

Prioritization: after aligning the main material topics for the companies’ business models, the consulting applied different methodologies to prioritize each group of stakeholders. At BB Seguridade, members of the Board of Directors, Officers, and members of the ESG Committee were consulted about the financial impacts and risks associated with each material topic, while employees, customers, Banco do Brasil market managers responsible for the branch sales force, and suppliers ranked the material topics anonymously based on their perceived relevance.

Analysis: the data generated by the prioritization stage was used to draw up the Materiality Matrix, resulting in the diagram below:



As can be seen, the analysis listed 6 (six) main topics in the views of the stakeholders consulted. They were:

1. Innovation and technology
2. Satisfaction, transparency, and relationships with customers
3. Climate change
4. Occupational safety and quality
5. Data privacy and information security
6. Ethics, integrity, and compliance

Additionally, the company considered it important to make the following adjustments to the definition of material topics:

Ethics, integrity, and compliance in the company and its value chain: originally, the material topic “Ethics, integrity, and compliance” was assessed as relevant from the point of view of Social and Environmental Impact. It was identified, however, that value chain

management (topic 14) was intrinsically linked to Compliance, as partnerships are an essential part of the insurance business model, both in the distribution and underwriting of products and in the provision of assistance services and the hiring of suppliers.

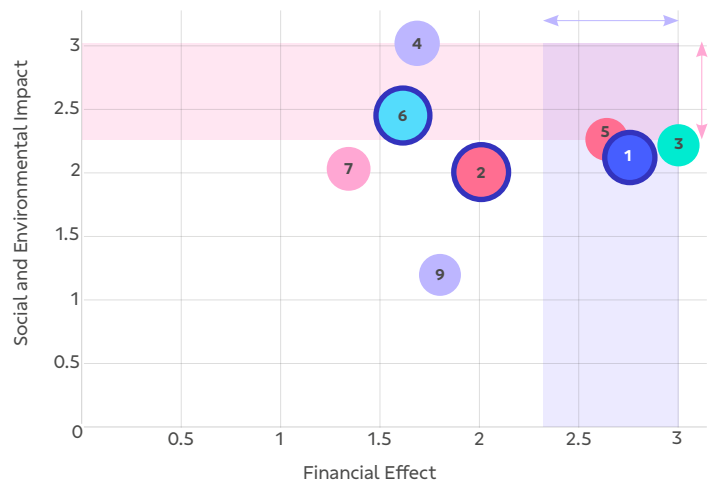
Information security, data privacy, and cybernetics: originally mapped as “Data privacy and information security”, the topic was changed to align it with Banco do Brasil’s topics, covering cyber privacy, a central point of information security action in today’s world.

Attraction, development, and retention of employees: in the interviews and work meetings, it was identified that the various stakeholders considered the topic to be relevant to the company’s sustainability. The topic was included because it takes into account that engaged, healthy, and satisfied employees develop more sustainable businesses and make decisions in the best interests of the company, its customers, and investors.

Diversity, Inclusion and Equity: analyzing the data from the prioritization stage, the ESG Committee and the Collegiate Board decided to include the topic due to the relevance of the subject in the insurance market and the financial system, the diversity present in the Brazilian market, the positive impacts for innovation, and the appreciation of the topic for the sustainability strategy of the controller (Banco do Brasil).









Validation: The matrices were analyzed and ratified by the Collegiate Boards of the BB Seguros Group companies. At BB Seguridade, the discussion covered the headquarters of the investees, ensuring the alignment of the Sustainability topic in the Group.

The graph below illustrates BB Seguros’ materiality matrix, highlighting the relevance of each topic (represented by the size of the circles), its financial impact (horizontal axis), and its socio-environmental effect (vertical axis):



Material Topics

GRI 3-2

	TOPIC	Financial Impact	Social and Environmental Impacts	Actions	Stakeholders	Linked indicators
	Innovation and technology	×	×	Risk Management; Value Generation	Suppliers, BB's Network e Employees	
	Satisfaction, transparency and relationships with customers	×	×	Value Generation	BB's Network, Customers, Suppliers and Employees	GRI 206-1 SASB FN-IN-270A.2, FN-IN-270A.4, FN-AC-270A.3
	Climate change	×	×	Risk Management	BB's Network	GRI 201-2, 302-1, 305-1, 305-2, 305-3 SASB FN-IN-450A.1, FN-IN-450A.3
	Occupational safety and quality	×	×	Value Generation	BB's Network e Customers	GRI 416-1, 416-2 SASB FN-IN-410A.2, FN-AC-410A.2
	Information security, data privacy and cybernetics	×	×	Risk Management	Customers	GRI 418-1 SASB FN-CF-230A.3, FN-CF-220A.2
	Ethics, integrity, and compliance in the company and its value chain	×	×	Governance	Suppliers, BB's Network, Customers and Employees	GRI 2-6, 2-15, 2-19, 2-20, 2-21, 2-26, 201-1, 205-1, 205-2, 205-3, 308-1, 308-2, 408-1, 409-1, 411-1, 414-1, 415-1
	Diversity, Inclusion and Equity		×	Value Generation	Suppliers and Employees	GRI 401-3, 405-1, 405-2
	Attraction, development and retention of employees	×		Value Generation	Employees and Suppliers	GRI 2-7, 2-8, 2-29, 2-30, 401-1, 401-2, 403-3, 403-5, 403-6, 404-1, 404-2, 404-3, 405-1, 406-1

ESG AGENDA

GRI 2-12

The ESG Agenda seeks to maintain BB Seguridade’s capacity to integrate environmental, social and governance aspects into its strategy, processes and business to guarantee the company’s resilience and sustainable growth, with active management of risks and opportunities and impacts on society and the environment.

In addition to the holding company having its own agenda, investees also formulate theirs, with the support of BB Seguridade’s representatives in their governance bodies and guided by adherence to public commitments, such as the Global Compact, Racial Equality Pact, the PSI, and the PRI.

The year 2024 was the first year the Agenda became part of BB Seguridade’s guiding framework, marking the beginning of a series of initiatives aligned with the topic, among which we can highlight:

- **Inclusion of diversity guidelines in corporate policies**, more specifically:

- » Governance, Appointment and Succession Policy
- » Promotions and Sponsorship Policy
- » Human Resources Management Policy
- » Policy on Relationship with Customers and Product and Service Users

- **Inclusion of an ESG Risk and Opportunity Assessment** stage in the company’s decision-making process

- **Adjustment of the Rules of Procedure of the Eligibility Committee**, with the attributions of People, Eligibility, Succession, and Compensation Committee

- **Diversity Census carried out for all Group companies**

Adjustment to the Rules of Procedure of the Eligibility Committee:

- a) Adjustment to the Rules of Procedure of the Eligibility Committee:
 - in assessing and monitoring proposals relating to personnel policy;
 - in drawing up and monitoring the non-binding succession plan for the management;
 - in assessing proposals to revise the appointment and succession policy.
- b) assessing the proposals for revision of the management’ compensation program, recommending to the Board of Directors that they be corrected or improved.
- c) providing an opinion on whether the appointees for positions in the Company’s management bodies, the Fiscal Council, and the advisory committees to the Board of Directors of the Company, its subsidiaries, and investees meet the requirements and are free from disqualifications;
- d) verifying the compliance of the assessment and training process of the management, of the members of the advisory committees to the Board of Directors, of the Fiscal Council members.

- **Creation of the Sustainability Policy**
- **Disclosure of the Greenhouse Gas Inventory for the years 2021 to 2023**

At BB Seguridade, the ESG Committee is the body responsible for advising the Board of Directors on enabling, supervising, monitoring, recommending and commenting on relevant actions related to the environmental, social, and governance topics.

With the vision that ESG aspects should be addressed in a cross-cutting manner, the mapped attributions are distributed among the technical areas by means of the Process Base (BP), a repository of roles, responsibilities and competencies. Through BP, BB Seguros defines the responsibilities that should be carried out, with strategic, business, regulatory and enabling objectives, and the technical areas that are responsible for defining how these actions will be carried out.

In 2024, the ESG Committee had the support of the Executive Board to carry out 31 actions on the ESG Agenda.

Thus, a new plan was developed with indicators to be delivered in the 2025-2026 biennium.

70% of the actions planned for the year are expected to be delivered by 2025. As it is a key result of a strategic objective and part of the main tool for inducing the execution of the corporate strategy, the delivery of planned actions has an impact on the variable compensation of all employees, from senior management (executives) to the technical staff.



ESG Training

In 2024, BB Seguridade, through its knowledge management program, promoted the advanced training on key topics relevant to Sustainability within the Group’s business model: Diversity and combating discrimination; Cyber security; Financial protection and consumer rights; and the prevention of sexual and moral harassment.

ESG guidelines in sponsorship and promotion initiatives

When defining and choosing projects, bidders and suppliers are looked at in terms of their performance in ESG, reputé, and commitment to social development. Racial, gender, and disability diversity, for example, is an aspect addressed in the development of projects, from promoting accessibility for the different audiences involved to the choice of collaborators, artists, ambience, and structures. Accessibility tools are required, such as: translation into sign language, braille signs, audio description, ear plugs, as well as the minimum accessibility required by law, such as ramps.

The inclusion of different audiences is also a direction implemented through the negotiation of ticket quotas made available at a different price or free of charge to increase the participation of NGOs and students.

The promotion of selective collection and correct disposal of waste produced during events is a counterpart required of organizers and sponsors, as is the choice of sustainable, returnable, or recyclable

materials for giveaways and the donation of scenographic and structural materials to institutions that work with recycling. In 2024, smart water filters were installed, encouraging the hydration of participants in cultural and sports events, with greater promotion of health care and less environmental impact.

ESG Agenda and Investees

BRASILSEG

Brasilseg’s ESG management model is based on the analysis of socio-environmental and governance changes that directly or indirectly impact the business, in addition to mitigating risks and contributing to the operational efficiency and sustainable growth of its entire value chain. Brasilseg has been ISO 14001:2015 certified since 2014, attesting that its Environmental Management System (EMS) follows internationally recognized standards.

BRASILPREV

Since 2022, the company has made commitments to Sustainability that have been established and prioritized based on its materiality matrix, to be fulfilled by 2026. The company’s declared commitments include the following lines of action: formation of a pension plan culture, responsible investments, and management: <https://bp-arquivos-fundos.brasilprev.com.br/gerais/sustentabilidade-um-investimento-no-futuro-2023.pdf>.

BRASILCAP

In 2024, the main focus of sustainability management was to deepen the cross-cutting nature of the topic in the Company and the constant search to make the results increasingly tangible. Through its Sustainability Policy, which underpins its ethical and transparent relationship with all its stakeholders, the company defines investments, donations, and support for projects with positive social impact; financial discipline actions; initiatives to reduce environmental impacts; as well as participation in debates on the sustainable development of the premium bonds sector.



BB Seguros social projects

**Private social
investment (with
incentivized resources):**

**R\$ 46,4
million**

in social investment
made by BB Seguros
Group companies.

**Investment in financial
education:**

**more than
148 thousand**

people benefited by the
education and financial
education projects of
the BB Seguros Group,
since the projects were
launched.

• **Projeto de Vida na Ponta do Lápis:** A Brasilprev's digital platform with video lectures, podcasts, and a help desk. The project has existed since 2010 in partnership with Trevisan Escola de Negócios and seeks to contribute to the formation of a pension plan culture in society. Since its inception, the project has impacted more than 143,000 people.

• **Jovens Talentos em Finanças:** an initiative that aims to give young people at the end of their undergraduate studies, or recent graduates from disadvantaged social classes, the chance to compete for the best positions on the job market in the area of finance. In 2024, Brasilprev sponsored 5 scholarships for the training program.

• **FuturEd: Financial Education Hub:** In 2024, Brasilprev's free financial education platform was relaunched, with the addition of a course on personal finance and the Papo que Rende web series, with an impact on 4,500 people. The five episodes of Papo que Rende with financial expert Rafael Toro have reached more than two million views on YouTube.

• **Educap:** Brasilcap's platform with gamified and personalized content for young people in vulnerable situations, impacting more than 850 people.

• **Investment in oral health:** Projeto BB Dental Social – Brasildental's initiative in partnership with Fundação BB and the National Federation of AABBs (FENABB), with the aim of offering dental health to children and adolescents in situations of social vulnerability. In 2024, 1,075 procedures were carried out, 539 of which were preventive and 536 curative, with a total of 167 children and adolescents being treated.



03

Value Generation

- p.28 Society
- p.41 Employees
- p.54 Customers
- p.65 Shareholders



SOCIETY

CLIMATE CHANGE

GRI 3-3 MATERIAL TOPIC - CLIMATE CHANGE | GRI 201-2 | SASB FN-IN-450A.1, FN-IN-450A.3

Although BB Seguros is not directly and significantly affected by climate risks, some of its lines of business are subject to possible occurrences, especially in the case of claims and covered risks, which are categorized as contagion risks.

Climate risk events associated with processes are recognized in the Risk Events Map and declared in the Material Risk Inventory of the holding company. The map reflects the risks identified, analyzed and assessed in the Company's processes, and is used to prepare the Material Risk Inventory, which concentrates the main risks to which the company is exposed, with their respective description.

Among the possibilities described are losses resulting from the transition of businesses to a low-carbon economy, the triggering of extreme weather events, litigations due to direct and/or indirect liabilities, or that will bring long-term consequences. All of them are classified on a scale of relevance and monitored periodically using operational indicators.

The commitments made and the practices planned by BB Seguros also take into account the concept of climate transition, as they aim to accompany the transition of the economy to more sustainable bases by adapting the business model to the uncertainties, threats and opportunities that the climate transition represents for the insurance market.

In the case of the agricultural sector, climate change can represent business opportunities for the company, as insurance pricing considers events such as excessive rain, drought, frost, temperature variation, among others, as potential risks of crop failure. Thus, it offers products capable of ensuring peace of mind for producers while simultaneously using reinsurance coverage and geographical diversification to mitigate any adverse climatic impacts.

In 2024, BB Seguros' energy consumption was 460.4 MWh, considering the fractions of the buildings where the holding company has its headquarters. **GRI 302-1**



BRASILSEG

The analysis of the incidence of weather events in insured policies is included in Brasilseg's risk management, by means of regionalized claims. From this assessment, studies are carried out for new product underwriting and pricing rules.

The integration of environmental risks is carried out, for example, in the underwriting of crop insurance related to BB's credit operations, formalized in a specific socio-environmental risk analysis standard. The analyses are based on data from a socio-environmental and geospatial data consultation system called Remote Sensing.

Throughout the agricultural cycle, studies are carried out to assess the historical behavior of risks, in addition to climate indicators for each region in which the insurer operates, based on meteorological and actuarial tools that serve to validate decision-making with regard to adjusting underwriting conditions and rates, as well as commercial strategies. Likewise, it directs the start and end of marketing windows, protecting the Company by mitigating the risk of taking out insurance in situations where losses have already been consolidated in certain regions and crops.

Due to the constant climate changes where events can become more frequent and severe, adjustments are made periodically throughout the year in order to mitigate risks and reduce the impact on capital, that does not include catastrophic scenarios, only adverse scenarios such as drought, excessive rain, windstorms, hail and frost.

Historically, these events are the most common risk. Looking at the portfolio over the last five years, 80% of claims were caused by drought, followed by hail and excessive rainfall – with each of these events accounting for 5% of the total. The company believes that, in the medium and long term, there should be no changes in risk standards.

The main portfolios have reinsurance contracts in their risk management models, in proportional or non-proportional modalities, depending on the characteristics of the events covered, insurable interests, capital at risk and the nature of the operations.

Crop Remote Sensing

To tackle climate risks, Brasilseg has developed a process of consuming risk information remotely, which feeds databases and generates individualized risk analyses, which in turn generate the possibility to plan for the prevention of losses.

The function of the Remote Sensing Crop Monitoring System is to support Brasilseg's underwriting and claims operation from the moment the area to be insured is assessed, improving the risk management process, the process of monitoring the development of crops and the analysis of the occurrence of claims. As a result, gathering information during the crop also helps to encourage farmers to adopt sustainable practices.

The technology is exclusive and adapted to Brasilseg's processes and was developed by the investment together with companies with expertise in modeling and geoprocessing. It allows for the analysis of satellite images, capable of generating data, carrying out risk analysis and supporting forecasts, with the information needed for a more efficient management of insured crops.

The tool cross-references registration and spatial data from crop insurance proposals with socio-environmental data from official public databases and generates socio-environmental risk reports to support decision-making processes when accepting risks during underwriting. When this data is identified as being related to registration data or insured land, it forms alerts in the reports produced.

Complementarily to the insurance company's internal process analysis system, a platform has been developed that provides various pieces of information related to the insured crop, based on information collected via remote and market sensing. The platform made available to producers contributes to more sustainable agriculture, in addition to giving customers access to reliable data for making important decisions. Simple and intuitive, the system can be accessed via the BB app or the BB Seguros web portal.

Brasilseg is committed to continuously improving control over the use of energy resources and minimizing the impact of greenhouse gas (GHG) emissions. To do this, the company carries out a detailed analysis of the risks and opportunities associated with its emitting activities, looking for effective alternatives for reducing pollutants, which also brings benefits such as lower operating and administrative costs. Brasilseg carries out a complete inventory of its carbon emissions, identifying the main sources of greenhouse gases in its operations, with the aim of offsetting these emissions. The GHG inventory is subject to external audits, ensuring the accuracy and compliance of the information, while the carbon credit acquisition projects are traceable, assuring transparency and effectiveness in the offsets made.

BRASILPREV

Brasilprev has a Risk Management Structure (RMS) responsible for advising the first line in managing its risks, as well as developing and promoting the continuous improvement of the RMS and the Internal Control System (ICS), assessing and reporting the adequacy of these structures, any weaknesses, as well as corrections to senior management.

The company reports any identified risks from the first line and their assessments, especially regarding alignment with the company's defined risk appetite, while maintaining the segregation between its key functions. This structure is made up of essential processes, policies, and tools, such as the Integrated Risk Management Policy, the Risk Appetite Statement, the Risk Matrix, and mandatory training on the subject.

In 2024, the Standard and Methodology for Model Risk Assessment was developed, which defines the criteria and processes for identifying and measuring the risks associated with the models we use. This methodology will be applied throughout 2025,

consolidating a structured process to ensure greater security and reliability in the use of quantitative and qualitative models.

Also started was the updating of the Risk Appetite Statement, which will be published in 2025, with the aim of adapting the document to Brasilprev's strategy by reviewing the risk limits and creating a new model that provides greater robustness.

In 2024, it established the materiality rule, the purpose of which is to apply the limits of quantifiable operating loss values (*Outliers*) to operating loss events, for root cause analysis, control failures, and the application of Technical Recommendations, if applicable.

Brasilprev's commitment goes beyond the greenhouse gas inventory, with eco-efficiency and optimization actions in the use of resources and the neutralization of scope 2 through the purchase of I-RECs. The company also finances compensation projects that reduce or avoid emissions.



In 2024, in partnership with Sustainable Carbon, 388 tons of CO2e were offset in relation to emissions not avoided by supporting the Gomes de Mattos project in Crato, Ceará. Before the project, the Gomes de Mattos ceramics company used native wood from the caatinga as fuel to produce tiles and bricks, putting pressure on deforestation. In 2006, it switched to using only renewable fuels in production and currently generates carbon credits on the market and invests in hiring women and people with disabilities, as well as environmental recycling and preservation actions.

BRASILCAP

Brasilcap began its Inventories, based on the methodology of the GHG Protocol Program, in 2022, publishing the Inventories for 2020 and 202. In 2023, in addition to calculating emissions for the year 2022, a retroactive mapping was carried out estimating emissions since the company was founded and their due compensation – for the second year – via carbon credits certified at Verra. At the time, credits were purchased from the Envira project, located in the Amazon Rainforest (AC), which aims to conserve the forest and ecosystem services, and which benefits the local population. In 2024, progress was made in calculating the Inventory, increasing the mapping of emission sources and expanding the Scope 3 categories. Compensation will take place in 2025.

Check out the companies' Sustainability Policy:

[Brasilseg](#)

[Brasilprev](#)

[Brasilcap](#)



GHG Emissions

GRI 305-1, 305-2, 305-3 | SASB FN-IN-450A.1

EMISSIONS BY SCOPE (IN TONS OF CO₂e)

Type of emission	2023	2022	2021
Scope 1 tCO ₂ e	209.44	849.32	227.40
Scope 2 tCO ₂ e	137.11	119.09	294.02
Scope 3 tCO ₂ e	806.94	515.40	150.40
TOTAL	1,153.49	1,483.81	671.82

Note: Taken into account are the emissions of BB Seguridade, Brasilseg, Brasilprev, and Brasilcap. For BB Seguridade, the gases included in the calculation were: CO2, CH4, HFC. BB Seguridade reports its GHG inventories through FGV's GHG Program on the fgv.com portal and therefore follows the entity's schedule. Data for 2024 will be released in August.

For Brasilseg, the gases included in the calculation were: CO2, CH4, N2O, HFCs, CO2e

For Brasilprev, the gases included in the calculation were: CO2, CH4, N2O, HFCs (scope 1) and CO2, CH4, N2O (scope 3).

ETHICS, INTEGRITY, AND COMPLIANCE IN THE COMPANY AND ITS VALUE CHAIN

GRI 3-3 MATERIAL TOPIC - ETHICS, INTEGRITY, AND COMPLIANCE IN THE COMPANY AND ITS VALUE CHAIN | GRI 205-1, 205-2

BB Seguros and its investees maintain their commitment to transparency and the promotion of ethical, honest and responsible conduct in compliance with the laws, regulations, standards and guidelines applicable to their business. The company is further concerned with maintaining an environment of integrity and ethics in the relationship chain, in line with the best practices proposed by the Office of the Comptroller General (CGU). This guideline is part of the internal strategic guidelines, as the failure to comply with it can have an impact on the company’s reputation and the price of its shares.

BB Seguros operates in line with the best accounting practices, ensuring that the financial statements accurately represent the financial position, in accordance with Brazilian and international accounting standards (IFRS). In this sense, the data, when treated according to the principles of prudence, objectivity, and consistency, is used by internal management and stakeholders to obtain general financial information about the company. Thus, being in compliance with accounting regulations results not only in an auditable and comparable performance, but also in an ethical performance, whose transparency makes it possible to prevent fraud, unlawful practices, and conflicts of interest.

For the members of the board of directors to be able to perform their duties, in addition to the topics submitted for their consideration, the new members of the Board participate in a process called *Onboarding* Program, where they are introduced to the essential topics, key people and teams, aiming at a better understanding of the Company’s business. Directors are guided and oriented on the internal policies, business plan, long-term strategy, code of ethics, integrity program, and work plan of the body to which they have been elected, further undergoing periodic training. Statutory employees have access to self-instructional modules on the subject, as well as courses and lectures with market professionals. The policies are also available on the intranet for all professionals.

Additionally, senior management and members of the Fiscal Council and advisory committees to the Board of Directors of BB Seguros have access to BB’s Corporate University Portal (UniBB), in which various courses and learning tracks on multiple topics are available. Among them is the Ethics Track – made up of courses that produce reflection on ethical and moral values in personal and professional life. The track is made up of the courses “Prevention and Combating Corruption”, “Experiencing the code of ethics”, “Banco do Brasil Cares for Values” and “Inclusive Culture”, “Conflict of Interest”, the use of “Social Media”, and “Care with Personal Data based on the General Data Protection Law (LGPD)”.

In respect for individuals, BB Seguros does not condone child labor or forced labor or conditions analogous to slavery, maintaining its commitment to promoting Human Rights, including through its Sustainability Policy, ensuring that its operations and suppliers remain free from significant risks in these aspects and that there are no cases of violations of the rights of indigenous peoples. **GRI 408-1, 409-1, 411-1**

In 2024, as part of the improvements made during the revision of BB Seguridade’s Compliance and Integrity Program, the responsibilities of the company’s Ethics Committee were highlighted, among them is the role of monitoring and contributing to the improvement of training initiatives and the promotion of a culture of ethics and integrity within the scope of the Program. Monitoring can be carried out using indicators established at the program level.

In the last year, the Committee has not received a complaint through its exclusive channel, or from the Company or the External Audit, that would imply a relevant risk for BB Seguros or its businesses.

CODE OF ETHICS AND CONDUCT

BB Seguros has a Code of Ethics and Conduct that guides members of senior management, governance bodies, employees and third parties who act or provide services on behalf of or for the Company, in relation to the behavior expected by the company. This document is reviewed at least every three years. The most recent version is available on the BB Seguridade’s website and was published on 09.27.2024.

The document is in harmony with Brazilian laws, recommendations from regulatory bodies and internal rules governing the business, as well as with BB’s Code of Ethics. It is up to each member of the team to maintain the commitment not to be silent and to report not only unlawful acts, but any others that go against ethical values and principles.

BB Seguros’ Code of Ethics and Conduct is divided into 11 chapters, covering: respect for the individual, good relationship practices, legality, conflict of interest, decision-making, gifts, hospitality and favors, BB Seguridade’s assets and resources, intellectual property and ownership of information, involvement with the community and sustainability, responsible use of digital media and doubts and complaints.

The Code of Ethics and Conduct is available for consultation on the corporate intranet and on the Investor Relations website. As BB Seguros’ employees come exclusively from the staff of BB, they are also required to adhere to that institution’s Code of Ethics and Standards of Conduct. Everyone must register that they have read and agree with its guidelines.

Any ethical deviation or irregularity in non-compliance with the Code of Ethics and Conduct must be reported. Additionally, any information or situation that could harm BB Seguros, the investees, or any partner is important, deserves attention, and can be reported through the website: <https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/canal-de-etica-e-integridade/>.

Failure to comply with the Code of Ethics and Conduct, in accordance with the Employee Availability Option Agreement, subjects the employee to the penalties established in the Company’s internal regulations and possible liability in the judicial sphere.

Principles of BB Seguros’ Code of Ethics

Honesty - BB Seguros expects its employees to behave honestly. We must do only what is right, we must act in good faith, with integrity and sincerity in matters affecting our company’s duties and interests.

Responsibility - Each member of BB Seguridade is responsible for their actions and decisions. We must, regardless of the position we hold, be responsible for creating a transparent, respectful, and safe environment in

order for the business to be ethical and sustainable. It is also our responsibility to make sure that irregular acts do not occur in our company.

Transparency - BB Seguros is committed to the transparency of its actions. The information must be complete, accurate and clear. The trust of our partners is linked to the free access that BB Seguridade gives to information in its reports, accountability and decision making. The secrecy and confidentiality

of information permeates and is required in the Company’s actions. However, actions performed deliberately in secret are unethical.

Respect - BB Seguros does not tolerate disrespect to people’s dignity, equality, diversity, and privacy. The work environment must be a place of professionalism, where different cultures and world understandings are respected and where respect for the laws and internal regulations and those of BB

Seguros and of BB, our controller, is a priority.

Diversity - BB Seguros respects and encourages the diversity and plurality of the group of people with whom it has relationships. The strengthening of an inclusive culture, free from prejudice and discrimination is part of the path we are following in order to broaden the collaborative, innovative and stimulating spirit adopted in our company.

COMPLAINT CHANNEL

GRI 2-26

To encourage complaints of irregularities, fraud, embezzlement, and unlawful acts committed against the public administration, since 2021, BB Seguros and the investees have shared BB's Internal Ombudsman and BB's Reporting Channel as ethics and integrity channels for receiving and handling complaints, ensuring confidentiality and anonymity for the whistleblower, as well as proper investigation.

The Internal Ombudsman is intended for employees of BB Seguros and its investees, as well as being BB's means of communication with active employees, former employees (up to 30 days after termination), trainees, apprentices and workers from contractors, who can register complaints and suggestions in an identified or anonymous way.

The channel offers solutions to complaints about interpersonal conflicts in the workplace and consultations about conflicts of interest and/or the Code of Ethics and Conduct.

The Complaint Channel is the communication channel through which employees, collaborators, customers, users, partners or suppliers can report situations with signs of unlawfulness, of any nature, related to the Institution's activities. Complaints, which can even be registered anonymously, are forwarded to resolve the problems raised, with feedback to those concerned when identified. The channel offers an option for women-only service with a view to provide an even safer

and more empathetic environment for whistleblowers, especially in cases of sexual and moral harassment.

The Company has mechanisms for the protection of whistleblowers, witnesses, and any person who has contributed or acted in internal investigations of deviations, as well as devices for dealing with situations of retaliation.

The Reporting Channel is part of Banco do Brasil's and BB Seguridade's Compliance Programs, the purpose of which is to disseminate essential guidelines for conducting ethical, honest, and transparent relationships, in compliance with laws, rules, and regulations.

Complaints can be made through the BB Seguros' Investor Relations website (Sustainability and Corporate Governance page, Ethics, and Integrity Hotline), at <https://canaldedenuncia.com.br/bancodobrasil>, by calling 0800 300 4455, or on BB's corporate intranet. The complaints registered help to improve the company's business, contributing to the improvement of policies, processes, programs, and practices in people management and social and environmental responsibility.

The Internal Ombudsman can be contacted by email: ouvidoriainterna@bb.com.br or by letter addressed to the Ouvidoria Interna - Avenida Paulista, 2163, 18º andar, São Paulo SP, CEP 01311-933.



PREVENTION AND COMBATING MONEY LAUNDERING AND CORRUPTION

GRI 205-3

BB Seguros has a Policy on the Prevention and Combating Money Laundering and the Financing of Terrorism, which guides the behavior of the company and its investees. The policy establishes the guidelines related to the topic and is subject to the control, customer identification and reporting mechanisms established in Law No. 9.613/98, which provides for the crimes of “laundering” or concealment of assets, rights and values, in accordance with the provisions of Articles 9 to 12 of said Law. The current policy was approved by the Board of Directors on June 30th, 2023.

All members and governance bodies, employees, and third parties in the exercise of their professional activities related to the Company must observe and comply with the provisions of the policy. The policy is available on the corporate intranet for the company’s employees and on the investor relations website for other audiences through the address: <https://www.bbseguridaderi.com.br/en/sustainability-and-governance/bylaws-policies-and-codes/>

The holding company’s operations are not assessed for money laundering risks. The company’s risk inventory includes a mapping of events whose causes are related to unethical conduct, fraud, or corruption.

With regard to BB Corretora, the Manual for the Prevention of Money Laundering and Financing of Terrorism includes the procedures in place to curb unlawful practices. Periodically, internal communications are made on the subject, seeking to reach all of the company’s stakeholders.

In the commercial transactions with insurance products brokered by BB Corretora de Seguros e Administradora de Bens, the instruments used, the manner in which they are carried out, the frequency, the parties and the amounts involved are assessed, with a view to detecting signs of money laundering or financing of terrorism. If there are any indications of wrongdoing, the competent authorities are notified confidentially.

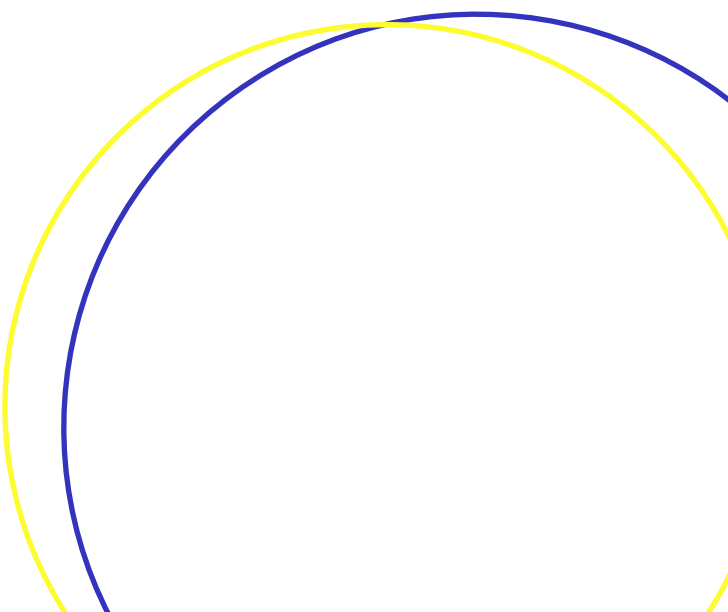
By December 31st, 2024, no cases of corruption had been identified at BB Seguros, Brasilprev, Brasilcap, Brasildental and Brasilseg, as established in the Anti-Corruption Law, so that no contracts were terminated or ceased to be renewed as a result of breaches. During the



year, no public corruption-related lawsuits were identified against the organization or its employees. There was also no employee dismissal motivated by a lawsuit related to the topic.

Likewise, BB Seguros does not make financial or any other kind of political contribution, either directly or indirectly, in order to mitigate corruption and not exert undue influence on the political process in Brazil and around the world. The prohibition is expressed in BB Seguridade’s Code of Ethics, its Compliance and Integrity Program, and its internal rules on Relations with Government Officials.

GRI 415-1



BUSINESS PARTNERS' KNOWLEDGE OF ANTI-CORRUPTION PROCEDURES

GRI 205-2

BB Seguros shares the standard draft for hiring suppliers drawn up by BB, which has a clause on the topic, specifying the need to know and respect the Code of Ethics, the standards of conduct and the specific policies on relations with suppliers and on the combating money laundering and the financing of terrorism and corruption. Additionally, as of August 2022, the clause was included in BB's standard draft, which requires the contractor's representative to undertake at least three courses related to Ethics, Integrity and Prevention of Money Laundering and Financing of Terrorism.

Within the scope of the investees Brasilseg, Brasilprev, and Brasilcap, 100% of the business partners were informed about internal policies and procedures related to the combating corruption.

CONFLICT OF INTEREST

GRI 2-15

The Code of Ethics and Conduct, a document approved by the Board of Directors, and the Internal Regulations on Conflict of Interest of BB Seguros and its investees describe the situations that characterize a conflict of interest that could be analyzed as well as the guidelines for consultations on the subject and requests for authorization to carry out private activities. The aim is to identify information to prevent conflicts between the Company's interests and the private interests of members of governance bodies, employees, third parties and intermediaries of any kind, in the exercise of their professional activities.

The members of the Board of Directors must declare, by operation of law (Art. 17 of Law 13.303/16), whether they have any conflict of interest with the Company on which they will act. In the appointment process, BB Seguros assesses the existence of a conflict of interest through the statements and documentary analysis of the appointees, according to the criteria of current legislation and Company policies.

The arbitration clause for settlement of disputes through arbitration is provided for in Article 53 of BB Seguros' Bylaws. It provides that the Company, its shareholders, directors, members of the Fiscal Council – both permanent and alternate members, if any, are required to resolve any disputes that may arise between them through arbitration, before the Market Arbitration Chamber and in accordance with its rules, particularly those arising from the provisions of Law No. 6,385/76, Law No. 6,404, the Company's Bylaws, or the regulations issued by the National Monetary Council, the Central Bank of Brazil (Bacen), and the Brazilian Securities and Exchange Commission (CVM).

In case of conflicts of interest, BB Seguros adopts the governance practices set out in current legislation, as well as the standards established in B3's Novo Mercado Regulations.

At BB Seguros, conflicts of interest are disclosed to stakeholders when there is:

Cross-shareholding in other management bodies:

the published minutes of the Eligibility Committee state whether the candidate, at the time of their appointment, has a conflict of interest with the Company and the body to which they are being appointed. Additionally, in the appointment form used to analyze the fulfillment of requirements and the absence of prohibitions of candidates, to occupy a position in any governance body at BB Seguros, the candidate is asked to sign a self-statement containing any hypotheses of conflict of interest with the Company;

Cross-shareholding with suppliers and other stakeholders: the published minutes of the Eligibility Committee state whether the candidate, at the time of their appointment, has a conflict of interest with the company and the body to which they are being appointed;

Existence of controlling shareholders: Information collected in the appointment process and published in section 7 of the Reference Form;

Related parties, their relations, transactions and outstanding balances: Informed in section 7 of the Reference Form and at the time of the candidate's investiture, due to the need to monitor securities trading and the independence criteria for election.



Supply chain

GRI 2-6.b.II | 308-1 | 308-2 | 414-1

BB Seguros' supply chain (holding company) is mostly made up of consulting and technological solutions companies, and the general rule is that contracts are awarded through a bidding process in accordance with the State-Owned Companies Act and BB's Bidding and Contracts Regulations.

The Company also extends the application of its Code of Ethics and Conduct to contracts and partnerships, in addition to a *background check* process to verify any social and environmental infractions committed before agreements are signed and an assessment of the risk of money laundering (as of 2H2023) to mitigate any involvement of the Company with companies that show divergent conduct or that could harm credibility.

Qualification in the contracting process consists of checking that the supplier is in good standing in order to ascertain its suitability and ability to carry out the intended purpose. The list of certificates and documents verified varies according to the object to be contracted. At the time of payment, it must be checked that the supplier maintains the qualification conditions requested at the time of contracting.

Legal qualification is intended to prove the name and legal capacity to acquire rights and contract obligations on the part of the person concerned, i.e. the ability to perform the various acts of civil life.

The application of specific and sustainable standards for hiring suppliers, most of whom are service providers without assigning labor, is an important practice in BB Seguros' purchasing processes, in which managers must observe environmental criteria. Like BB, the company uses the Sustainable Purchasing and Disposal Standard document – available on the BB Portal for consultation – as a template.

When signing the contract, companies that provide some kind of service to the Company must comply with labor, tax and social security obligations, and further guarantee that there are no employees under the age of 18 on their staff. In the supply chain risk model, current and potential suppliers are assessed considering the criticality dimension. In criticality, aspects related to Human Rights – such as checking slave labor lists, international lists and procedural consultations – Environmental Impacts and Ethics and Integrity are observed.

In 2024, no negative environmental or social impacts were recorded in the supply chain. Nor have there been any significant changes regarding the opening, closing or expansion of its facilities, changes in the structure of the supply chain and relations with suppliers and partners.

Ethics, integrity, and compliance at Investees

BRASILSEG

As provided for in the Integrity Program, there is a guideline to carry out actions to prevent and fight acts of corruption by disseminating the topic throughout the Company.

The Company also adopts specific procedures to prevent fraud and illegal activities within the context of bidding processes it may be eligible for, in the enforcement of administrative contracts or in any interaction with the public sector, even if intermediated by third parties, such as payment of taxes, subjection to inspections, or obtaining authorizations, licenses, permits and certificates.

Brasilseg makes the Ethics and Integrity Channel available and promotes proper investigation through the Ethics and Integrity Committee.

At the Company, all employees and governance members (board members) are duly informed about anti-corruption processes and controls, participating in specific training sessions to strengthen their knowledge on the subject, in addition to becoming familiar with the corporate policies related to these topics.

The company's policies are approved by the Board of Directors, including the Integrity Program, which deals specifically with the aspects brought about by Law No. 12,846/2013.

BRASILPREV

At Brasilprev, all operations are assessed in relation to the possibility of corruption risks.

In the opinions, which can be accompanied by technical recommendations, not only the risk of corruption is considered, but also those of money laundering, image and fraud. All procedures and processes are carried out in accordance with the cultural value and manifesto: "Act with ethics and integrity in everything we do".

Brasilprev's Corporate Compliance Program defines initiatives related to the segment's legislation and regulations and the Code of Conduct, as well as educational actions aimed at employees.

Because of their role in applying the culture of compliance, employees undergo training on corruption, fraud, money laundering, financing of terrorism and data privacy and protection to ensure compliance. The courses are offered within an *e-learning* platform and are annual and compulsory, with set deadlines and monitored compliance.

BRASILCAP

Brasilcap adopts measures aimed at preventing, detecting and correcting fraud and unlawful acts, which are formalized in internal regulations approved by higher authorities and disclosed to employees and counterparties.

Brasilcap repudiates the payment or receipt of bribes or any other form of unlawful payment or receipt and carries disciplinary measures in the event of evidence of their practice, observing the Integrity Program, the Anti-Fraud Policy, the Anti-Corruption Policy and other regulations that govern these matters.

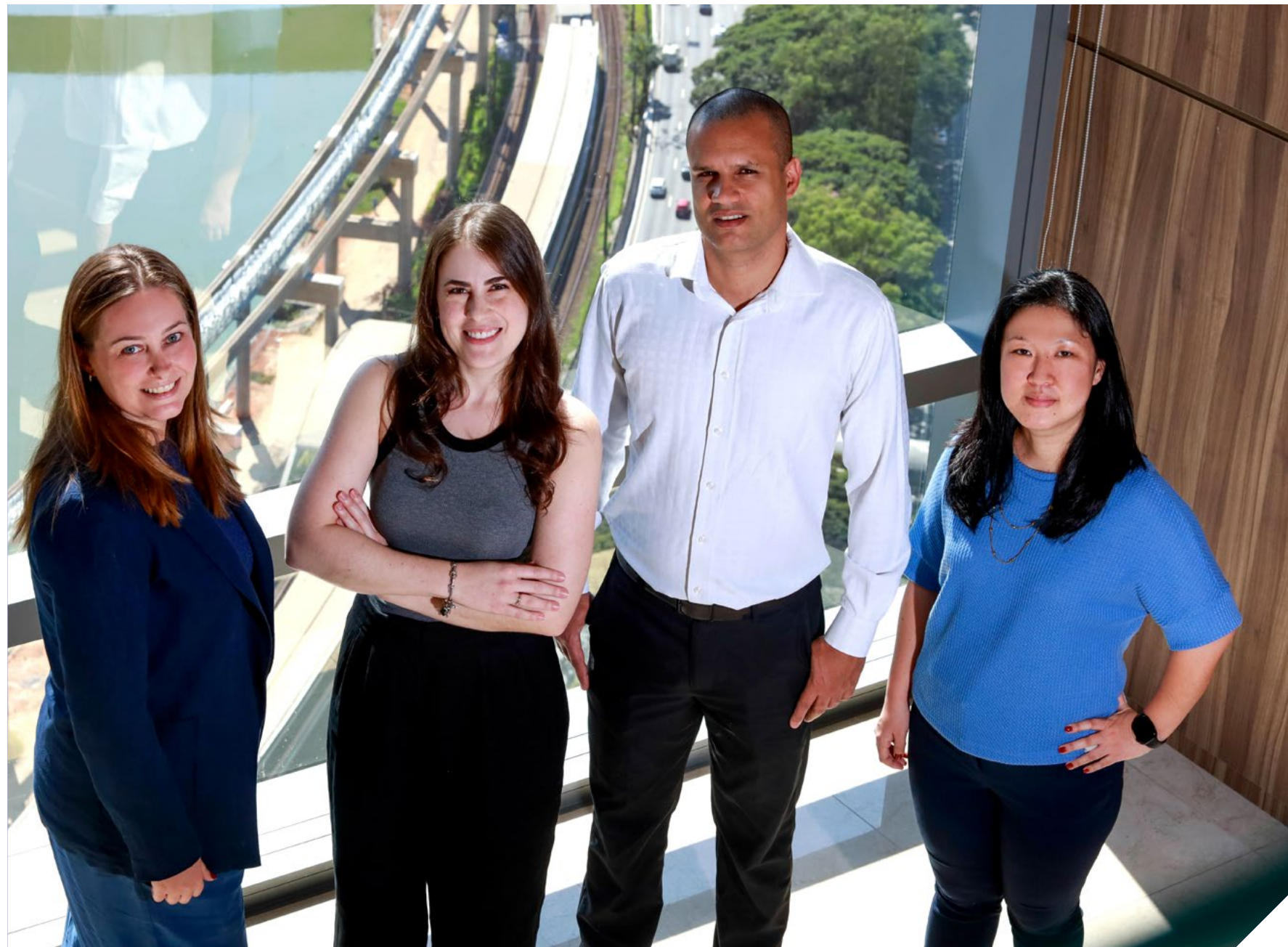
Additionally, training programs and communication actions are implemented in order to reinforce the culture of integrity and promote the acculturation of staff and third parties.

Relations with shareholders and investors

BB Seguros is committed to the good corporate governance practices established by the Novo Mercado of the Brazilian Stock Exchange (B3). This listing segment is intended for trading shares in companies that voluntarily adopt additional governance practices to those required by Brazilian law.

These practices include the exclusive issue of common shares, which assure voting rights to all shareholders, as well as the disclosure of financial and operational data in a clear and timely manner, ensuring that all investors and shareholders have equal access to relevant information. In disclosing this information, the company also follows the determinations established by the Brazilian Securities and Exchange Commission (CVM) through its resolutions and official letters.

By being part of this segment, BB Seguros meets the highest standards of corporate governance and promotes greater transparency and protection of shareholders' rights, thus contributing to the company's long-term sustainability.



VALUE CREATION FOR SOCIETY

In terms of value creation for society, in 2024, BB Seguros and the sum of its shareholdings added more than R\$ 38 billion in value, as evidenced by the Value Added Statement pro-forma, which measures the wealth generated by an organization for society.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED - BB SEGUROS GROUP GRI 201-1

R\$ thousand	2024	2023	2022
Direct economic value generated	38,435,050	44,099,235	33,544,383
Economic value distributed	36,842,697	41,817,032	32,933,429
Personnel (Salary and benefits of the employees)	559,378	528,318	465,804
Third Party capital compensation	24,267,164	30,791,933	22,622,179
Dividends	7,111,000	5,665,000	5,742,342
Taxes, fees and contributions	4,905,155	4,831,781	4,103,104
Reteined Economic Value	1,592,353	2,282,203	610,954
Reteined Earnings	1,592,353	2,282,203	610,954



EMPLOYEES

COMPENSATION

GRI 2-19.b | 2-20 | 2-21

According to BB Seguros’ Bylaws, the compensation and benefits of the members of Management bodies are set annually by the General Meeting.

Total compensation includes fixed compensation, variable compensation and benefits. The Chairman of BB Seguridade is not compensated for their activities in the Board of Directors.

In 2024, the difference in salary between the highest paid individual and the average gross salary (based on the reference values of the positions and without taking into account benefits and other additional allowances) per year of all employees (permanent employees and statutory executives) was 3.5. **GRI 2-21.a**

The ratio between the percentage increase in the annual total compensation of the highest paid individual in the organization and the average percentage increase in the annual total compensation of all employees (excluding the highest paid) is 2.2. **GRI 2-21.b**

Board of Directors - The members of the Board of Directors receive fixed monthly compensation that does not exceed 10% of the average of the amounts paid to members of the Executive Board, in accordance with Article 1 of Law 9.292/96, including the Christmas bonus and excluding amounts relating to variable



compensation, health insurance, health assessment, supplementary pension plan, housing allowance, relocation benefits and life insurance. Compensation is intended to recognize the services rendered. The member of the Board of Directors who is also a member of the Audit Committee is not compensated for their work on the Board of Directors, and should only receive compensation from the Audit Committee, as provided for in Article 32, paragraph 6, item III of the Bylaws. The independent member of the Board of Directors who is also a member of the Related-Party Transactions Committee must opt for the compensation for only one of the positions, as provided for in Article 33, paragraph 6, of the Bylaws.

Executive Board - The compensation paid to BB Seguros’ statutory managers consists of fees, Christmas bonus, variable compensation and benefits. The fees (fixed monthly compensation) of the Executive Board are in line with the legal provisions for state-owned companies and corporations, taking into account the responsibilities inherent in the position, the time dedicated and professional reputation.

The Christmas bonus is equivalent to a monthly fee. The fees of the Executive Board and the payment of BB Seguros’ officers are set by the Board of Directors, limited by the overall compensation approved at the Annual General Meeting (AGM) and in accordance with

the individual amount paid to BB’s officers. The proposal for officers’ compensation, analyzed by the Controller, is reviewed by the Board of Directors before being submitted to the General Shareholders’ Meeting.

The Executive Board’s Annual Variable Compensation Program (PRVA) aims to recognize the efforts made by managers in building the results achieved, based on the performance of indicators linked to the company’s strategic planning. The variable compensation policy is established in accordance with Law 6.404/76, Article 152, and CPC 10. Of the total compensation, 60% is paid upfront, 50% in kind and 10% in BB Seguridade shares. The remaining 40% will be paid in shares over 5 years, reinforcing the vision of long-term results.

The variable compensation paid to the Executive Board, set by the AGM, may not exceed the amount paid as fixed annual compensation to the members of the Executive Board or ten percent (10%) of the net accounting profit for the period. The PRVA is triggered if the following prerequisites are met: (i) activation of the Profit Sharing Program – PLR to which BB Seguridade’s employees are entitled; and (ii) have a positive accounting net profit. The amount owed individually to each participant must be measured by calculating the modules defined as Base and Bonus.

The Base module consists of a set of indicators that measure the performance of the Institution, the Unit of operation and the Individual of the participants. The Bonus module consists of a single indicator that considers the average percentage of the indicators that make up the strategic objective related to transform customers into fans, reflecting a direction of significant relevance for the Company’s sustainability.

FIXED MONTHLY COMPENSATION

GRI 2-19.a | 2-21

Holding		2024	2023	2022
Employees	Lowest salary	6,337.58	6,056.56	5,791.31
	Highest salary	42,710.06	40,816.19	39,028.68
	Average salary	18,980.41	17,517.14	17,784.33
Executive Board	Chief Executive Officer	70,205.95	67,105.66	61,564.83
	Officers	59,500.97	56,873.42	52,177.45
Directors	Board of Directors	6,735.87	6,438.41	5,906.80
	Fiscal Council	6,735.87	6,438.41	5,906.80
	Audit Committee	11,255.63	10,758.58	9,870.26

VARIABLE COMPENSATION OF MANAGERS

GRI 2-19.a

Maximum	12 salaries
Actually paid in the year	10.275 salaries
Payment method	60% cash (50% in cash and 10% shares) of the portion of 50% in shares (in addition to the 10% paid upfront, 40% is deferred over a five-year period: 15%, 10%, 7%, 5%, and 3%).

EXECUTIVE'S BOARD ANNUAL VARIABLE COMPENSATION PROGRAM

Module	Level	Indicator	Signal	Target	Weight	Ruler
Base	Corporate	Average percentage of achievement of the indicators of Zênite's strategic objectives: Be lean, efficient and sustainable; Winning more customers wherever they are; Having a modern and profitable portfolio	+	100%	60%	1
	Unit	Performance of the Portfolio of Strategic Projects of the Executive Board (CFO)	+	7	20%	3
		Performance of the Portfolio of Strategic Projects of the Executive Board (CMO)				
		Performance of the Portfolio of Strategic Projects of the Executive Board (CIO)				
		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
	Board	Sest Compliance Indicator	+	900	5%	5
Total					100%	
Bonus	-	Average percentage of achievement of the indicators that make up Zênite's strategic objective "Transform Customers into Fans"	+		1+2* For activation	4
		CFO - Chief Financial and IR Officer; CMO - Chief Commercial and Customer 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)				

* Achievement:
 1) 95% achievement of the Base module
 2) 105% achievement in the average percentage of indicator performance

Note:

Scale – Strategic Project Portfolio Performance of the Executive Board (CFO, CMO, and CIO): from 0 to 10.

Individual Performance Evaluation of the CEO by the Board of Directors and of the other Executives by the CEO: from 0 to 5.

Sest Compliance Indicator: from 0 to 500.

ATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEES

GRI 3-3 MATERIAL TOPIC - ATTRACTION, DEVELOPMENT AND RETENTION OF EMPLOYEES | GRI 2-7, 2-8, 2-29, 2-30

The Company has guidelines and assumptions that are widely disseminated to employees and formalized in the Code of Ethics, the Human Resources Management Policy and the internal regulations.

The Human Resources Management Policy formalizes the active principles that underpin the management of human capital, defining principles and guidelines related to the management of employees, with the aim of strengthening the culture of development, productivity, recognition and retention of people.

The company also has a series of internal programs and benefits aimed at attracting and retaining talent, available to all employees, such as: Continuing Education Program containing scholarships for Foreign Languages, Lato and Stricto Sensu Graduate Courses and professional certifications; Gamified Training and Development Program/Knowledge Academy; Quality of Life Program with a focus on physical and mental health and well-being through free adhesion to a corporate physical activity and psychotherapy platform; Applauses (Aplausos) Program, which aims to recognize and reward key employees with above-standard performance; Employee Experience Program, which aims to provide relevant experiences throughout their journey at the company; Internal Ombudsman; More Color (Mais Cor) Program, which covers the topics of Diversity, Equity, and Inclusion, Organizational Climate Management; Institutional Remote Work; and Collective Life Insurance.

To attract and select talent, the Company carries out selection processes, guided by the transparency of its people management procedures and policies, taking into account the diversity and plurality of its staff. Seeking to facilitate this process, in 2023, the BB Seguros Talent Bank was launched, a portal for BB employees to express an interest in working for the holding company.

The selection processes conducted by BB Seguros emphasize the importance of preventing the adoption of any discriminatory or limiting practice for the purpose of access to or maintenance of employment relationships on the grounds of gender, origin, color, marital status, family situation or age.

In line with the objectives and targets set out in the company's strategic planning, and in particular the strategic objective of "Be Lean, Efficient and Sustainable", the employee development cycle includes individual performance assessments for 100% of the employees, established to identify their level of adherence to the necessary competencies and the expected performance of their jobs. By means of a 360° analysis, it is possible to draw up actions for development, mobility and participation in guidance programs.

To prevent the loss of intellectual capital, the Company has actions to recognize and reward key employees, such as the Applauses Program, as well as programs and actions to develop organizational skills and leadership, such as the Strategic Mentoring Program.

The Internal Ombudsman is the communication channel for employees of the Company and its investees, trainees, apprentices and workers from contractors. The channel aims to identify and stop behaviors in breach of the Company's Code of Ethics, guide expected conduct and act to prevent and resolve conflicts.

In 2024, there were no cases of discrimination at the Company. **GRI 406-1**

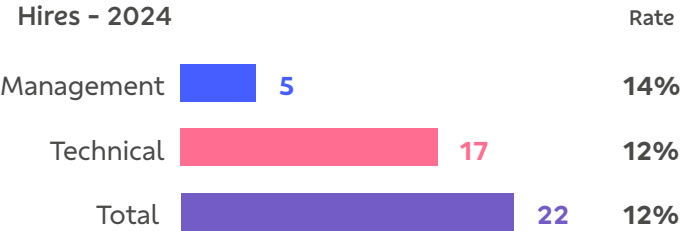
The staff of the holding company BB Seguros is made up of employees assigned by BB. At the end of 2024, the company had 182 permanent employees and four statutory officers, located in Brasília and São Paulo. All of them have the same rights guaranteed in their respective employment contracts with BB, and are even covered by the same collective bargaining agreement. The board is also made up of a further 20 statutory members, distributed among the Company's boards and statutory committees. **GRI 2-30**

The company has no temporary or part-time employees, only full-time staff, and all benefits are offered to all employees. **GRI 401-2**

The company's employee turnover rate was 15.93% in 2024. **GRI 401-1.b**

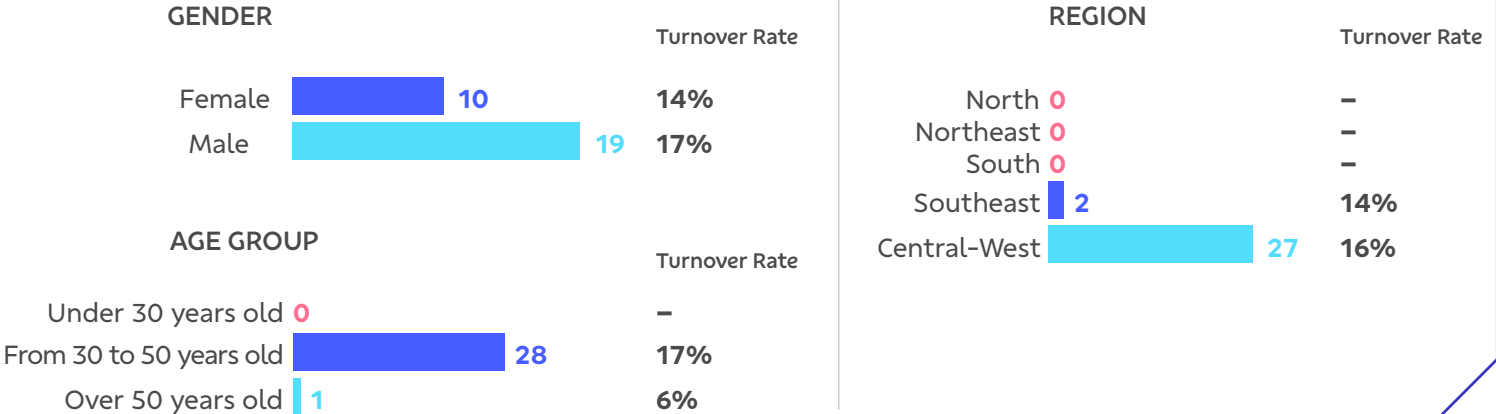
NEW EMPLOYEES - HOLDING

GRI 401-1.a



TURNOVER - HOLDING

GRI 401-1.b



EMPLOYEES BY TYPE OF CONTRACT, BY GENDER

GRI 2-7.a | 2-8.a

		2024				2023			2022		
		Female	Male	Other	Total	Female	Male	Total	Female	Male	Total
Holding	Employees	69	113	-	182	68	119	187	67	104	171
	Youth Apprentice	-	-	-	-	-	-	-	-	-	-
	Intern	6	3	-	9	8	6	14	4	7	11
	Total	75	116	-	191	76	125	201	71	111	182
Investees	Employees	1,742	1,171	1	2,914	1,876	1,251	3,127	1,896	1,263	3,159
	Youth Apprentice	61	29	-	90	53	23	76	2	6	8
	Intern	3	9	-	12	2	7	9	9	12	21
	Total	1,806	1,209	1	3,016	1,931	1,281	3,212	1,907	1,281	3,188
BB Seguros Group	Employees	1,811	1,284	1	3,096	1,944	1,370	3,314	1,963	1,367	3,330
	Youth Apprentice	61	29	-	90	53	23	76	2	6	8
	Intern	9	12	-	21	10	13	23	13	19	32
	Total	1,881	1,325	1	3,207	2,007	1,406	3,413	1,978	1,392	3,370

Situation as of December 31st of each year.

EMPLOYEES BY TYPE OF CONTRACT, BY REGION

GRI 2-7.a | 2-8.a

		2024						2023						2022					
		North	Northeast	South	Southeast	Central-West	Total	North	Northeast	South	Southeast	Central-West	Total	North	Northeast	South	Southeast	Central-West	Total
Holding	Employees	-	-	-	14	168	182	-	-	-	12	175	187	-	-	-	16	155	171
	Youth Apprentice	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Intern	-	-	-	-	9	9	-	-	-	-	14	14	-	-	-	-	11	11
	Total	-	-	-	14	177	191	-	-	-	12	189	201	-	-	-	16	166	182
Investees	Employees	12	44	62	2,755	41	2,914	12	44	73	2,945	53	3,127	36	63	77	2,913	70	3,159
	Youth Apprentice	-	-	-	90	-	90	-	-	-	76	-	76	-	-	-	8	-	8
	Intern	-	-	-	12	-	12	-	-	-	9	-	9	-	-	-	21	-	21
	Total	12	44	62	2,857	41	3,016	12	44	73	3,030	53	3,212	36	63	77	2,942	70	3,188
BB Seguros Group	Employees	12	44	62	2,769	209	3,096	12	44	73	2,957	228	3,314	36	63	77	2,929	225	3,330
	Youth Apprentice	-	-	-	90	-	90	-	-	-	76	-	76	-	-	-	8	-	8
	Intern	-	-	-	12	9	21	-	-	-	9	14	23	-	-	-	21	11	32
	Total	12	44	62	2,871	218	3,207	12	44	73	3,042	242	3,413	36	63	77	2,958	236	3,370

Situation as of December 31st of each year.

Health and Safety at work

GRI 403-3 | 403-5 | 403-6

Health and safety at work are fundamental pillars for the well-being of employees and the sustainability of the company. BB Seguros has initiatives aimed at promoting a healthy and safe working environment, reflecting its commitment to the quality of life of all employees.

Employees have access to an **online psychotherapy platform**, the use of which is constantly encouraged by the company. This initiative aims to offer emotional and psychological support, helping to deal with stress and other day-to-day challenges.

Additionally, BB Seguros promotes **seminars on mental and physical health** throughout the year, conducted by doctors, occupational health experts, and psychotherapists. These seminars cover relevant topics such as disease prevention, relaxation techniques, and the importance of maintaining a balance between personal and professional life.

To complement these actions, the company also offers access to a **digital platform** that provides a variety of physical activities and applications that support healthy habits. This platform allows employees to choose activities that best suit their preferences and routines, encouraging regular exercise and the adoption of a healthier lifestyle.

These initiatives demonstrate BB Seguros' ongoing commitment to health and safety at work, creating an environment where employees feel valued and supported in all dimensions of their lives.

The work performed by BB Seguros' employees is done in offices, thus reducing the risk of danger. Moreover, following BB, the company provides a range of mandatory training courses for employees working remotely, aimed at raising awareness about ergonomics, work-life balance, and cyber security.

Training and Development

GRI 404-1 | 404-2 | 404-3

BB Seguros invests in the development of leaders and employees with the premise of enhancing talent and improving skills. For the Company, it is important to align values and thereby ensure the quality and sustainability of its business. Thus, educational programs are promoted to develop specific competencies and target audiences.

In 2024, more than R\$ 500 thousand was invested in training and subsidies of up to 80% in graduate, master's degree and language scholarships. The Corporate Development Plan (PDC) was drawn up and implemented in a *gamified* manner through the Knowledge Academy Program.

With the aim of developing and strengthening key competencies, the Program consists of: (i) encouraging the completion of course tracks addressing the

year's strategic objectives and core competencies; (ii) encouraging the obtaining of professional market certifications; (iii) exchanging knowledge between employees (mentoring); (iv) raising awareness, recognizing and enhancing individual outstanding competence; and (v) focusing on development through practical activities to consolidate/sustain learning (70:20:10 methodology).

A list of 35 practical development actions and 16 course tracks was included, addressing digital and agile competencies and the following behavioral competencies assessed in the Performance Assessment: Adaptability, Captivates the Customer, Communicates and Influences, Courage, Continuous Development, Diversity and Innovation, Leading by Example, Guides Development, Plans, Aligns and Empowers Results, Analytics, ASG, Digital & Agile, BB Strategic Plan 2024, Finance, and Technology.

More than 200 professional certifications were obtained by the Company's employees throughout 2024, attesting to the qualifications of its staff.

BB Seguros' managers also took part in the Management 3.0 course, which took a practical look at the current agile management model and delves into, through management tools, subjects such as change management, complex thinking, team motivation and engagement, delegation and empowerment, remote team management, effective feedback and how to deal with successes and failures on a daily basis.

AVERAGE HOURS OF TRAINING PER EMPLOYEE, BY FUNCTIONAL CATEGORY
GRI 404-1

		2024		2023		2022	
		Total hours	Average hours	Total hours	Average hours	Total hours	Average hours
Holding	Total	14,593	80.2	20,311	108.6	25,620	149.8
	Managers	2,357	63.7	5,889	159.2	5,564	163.6
	Technical	12,236	84.4	14,422	96.1	20,003	146.0
	Operational	-	-	-	-	-	-
Investees	Total	427,649	146.8	79,861	25.9	148,756	45.9
	Managers	42,920	139.4	12,009	44.0	13,429	38.0
	Technical	204,275	157.9	23,435	30.9	40,695	24.0
	Operational	180,453	137.5	40,339	20.6	94,309	85.0
BB Seguros Group	Total	442,242	142.8	100,172	30.2	174,376	50.7
	Managers	45,277	131.2	17,898	57.7	18,993	49.1
	Technical	216,511	150.5	37,857	40.3	60,698	33.1
	Operational	180,453	137.5	40,339	20.6	94,309	85.0

Situation as of December 31st of each year.

PERFORMANCE ASSESSMENT AND FEEDBACKS

BB Seguros develops a process for identifying talent and potential successors through biannual performance assessments and annual collegiate discussions. The model is 360° management (self-assessment, manager, peers, customers, and subordinates), behavioral blocks and results, followed by feedback meetings with immediate managers. The aim is to identify strengths and opportunities for improvement, with an emphasis on professional development.

In 2024, the company carried out the Strategic Mentoring Program, the aim of which was to recognize and develop technicians identified as high performers, due to their above-par behavior and results.

According to the performance assessment, the Company also developed the following programs:

- » **BB's Board Program:** Succession, mitigation of succession risks, development of potential successors;
- » **Leader Development Program:** Strengthening competencies, fostering innovation, preparing leaders to raise team performance;
- » **Professional Guidance Program:** Support for achieving goals, guiding development, aligning performance expectations and the implications of not achieving objectives.

GRI 404-2, 404-3



In 2024

100%
of BB Seguros
employees

received a performance
evaluation.

DIVERSITY, INCLUSION AND EQUITY

GRI 3-3 MATERIAL TOPIC - DIVERSITY, INCLUSION AND EQUITY | GRI 405-1, 405-2

ASR
2024

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BB Seguros is attentive to the need to adopt actions and practices aimed at broadening the culture of diversity and to ensure adequate mechanisms for selection and climbing, considering the peculiarity of the holding company in keeping all of its staff with employees approved in the BB civil service exam.

Through BB, BB Seguros is also a signatory to the Ten Corporate Commitments to Promote Racial Equality, a movement organized by the Business Initiative for Racial Equality, with the aim of overcoming racism by adopting affirmative action.

BB Seguros also promotes actions and activities aimed at equal rights and the dignified treatment of LGBTQIA+ people. Among the advances in this regard, BB has made it possible using the preferred name on badges, business cards, stamps and emails; using toilets according to the employee’s gender identity; simplifying procedures for the inclusion of dependents in same-sex unions; and maternity leave for one of the spouses of parents of children generated by surrogate wombs.

BB Seguros values gender equality and there is no distinction in pay between men and women for the same job. The Company offers maternity leave for female employees and adoption leave for male employees and, in both cases, the benefit can be granted for up to 180 days. As for the paternity leave, when a child is born or adopted, the employee can be absent for up to 20 days. The right to maternity/paternity leave is assured to all



the Company’s employees. **GRI 401-3**

The Company uses Banco do Brasil’s Corporate University platform in the field of corporate education to offer courses on the topic of diversity. The platform also makes subtitled video lessons available to hearing-impaired employees and runs a training program in Brazilian Sign Language (Libras).

In addition to the initiatives carried out by BB and extended to BB Seguros, the Company develops specific actions such as the “More Color” (Mais Cor) Program, which had its third edition in 2024 and presented actions focused on 3 pillars:

- » **Listening and Diagnosing:** application of the Diversity Census;
- » **Aligning and Doing:** (i) BB Seguridade Diversity Group, with a view to bringing the topic closer together, analyzing it and debating it throughout the holding company; (ii) creation of a Diversity Working Group at the holding company, coordinated by the People and Management Superintendency; (iii) Women’s Career Management Day.
- » **Teaching and Raising Awareness:** specific events on diversity topics for the whole Company.

In the Listening and Diagnosing pillar, the Diversity Census was applied, with 73% participation. The Census was drawn up internally (without hiring an external company) and answered by employees and trainees spontaneously and anonymously.

In the Aligning and Doing pillar, there were forums between BB Seguridade and the Investees, with exchanges of experiences, good practices and proposals for improvement actions throughout the holding company; and the 3rd edition of Women’s Career Management, whose aim was to optimize the use of women’s intellectual capital, with the possibility of mutual exchanges and engagement of the holding company’s female employees.

Finally, under the Teaching and Raising Awareness pillar, the Working Group promoted various literacy and awareness actions such as International Women’s Day, International LGBTQIAPN+ Pride Day, a workshop on PCD, and Black Awareness Day.

Although the promotion of diversity is still a topic to be developed by the company, in 2024, progress was already made at the holding company compared to the previous year: there was an increase from 23% to 24% in female leadership and the percentage of black and brown employees grew from 21% to 26%.

INDIVIDUALS IN GOVERNANCE BODIES, BY GENDER (%)
GRI 405-1.a

		2024	2023	2022
Holding	Female	8.3	11.1	8.3
	Male	91.7	88.9	91.7
Investees	Female	22.7	24.8	16.3
	Male	77.3	75.2	83.8
BB Seguros Group	Female	19.2	22.1	14.4
	Male	80.8	77.9	85.6

INDIVIDUALS IN GOVERNANCE BODIES, BY AGE GROUP (%)
GRI 405-1.a

		2024	2023	2022
Holding	Under 30 years old	-	-	-
	From 30 to 50 years old	45.8	48.1	45.8
	Over 50 years old	54.2	51.9	54.2
Investees	Under 30 years old	-	-	-
	From 30 to 50 years old	42.7	51.9	47.6
	Over 50 years old	57.3	48.1	52.4
BB Seguros Group	Under 30 years old	-	-	-
	From 30 to 50 years old	43.4	51.1	47.2
	Over 50 years old	56.6	48.9	52.8

PERCENTAGE OF EMPLOYEES BY FUNCTIONAL CATEGORY, BY DIVERSITY INDICATOR (%)

GRI 405-1.a

		2024		2023		2022	
		Black	PWC	Black	PWC	Black	PWC
Holding	Managers	24.3	-	10.8	-	14.7	-
	Technical	26.9	3.4	24.0	1.6	21.9	-
	Operational	-	-	-	-	-	-
	Total	26.4	2.7	21.4	1.6	17.9	-
Investees	Managers	13.0	3.2	13.6	0.2	13.0	2.2
	Technical	30.1	5.2	21.9	0.5	23.5	2.5
	Operational	26.7	3.7	30.2	3.6	28.6	6.3
	Total	26.7	4.3	26.4	4.3	23.5	3.7
BB Seguros Group	Managers	14.2	2.9	13.2	0.2	13.2	2.0
	Technical	29.7	5.0	22.2	0.6	23.4	2.3
	Operational	26.7	3.7	30.2	3.4	28.6	6.3
	Total	26.7	4.2	26.1	4.2	23.2	3.5

Note: Black people – includes those who identify as Black and Brown

RATIO OF WOMEN’S TO MEN’S BASE SALARIES

GRI 405-2

		2024	2023	2022
Holding	Managers	1.00	1.00	1.00
	Technical	1.00	1.00	1.00
	Operational	-	-	-
Investees	Managers	0.66	0.87	0.84
	Technical	0.99	0.88	0.90
	Operational	1.11	0.62	0.83
BB Seguros Group	Managers	0.83	0.87	0.88
	Technical	1.00	0.88	0.90
	Operational	1.11	0.62	0.85



CUSTOMERS

INNOVATION AND TECHNOLOGY

GRI 3-3 MATERIAL TOPIC - INNOVATION AND TECHNOLOGY

Innovation is deemed an essential element in the development of differentiated products and services at BB Seguros. By incorporating innovative practices into the process of identifying, exploring and creating new business opportunities, the company seeks to create a solid foundation for sustainable growth and exceed its customers’ expectations. In the role of optimizing internal processes, the implementation of technology improves operational efficiency and promotes an agile and adaptable organizational culture, responding proactively to market changes.

Lightweight IT structure

Technological evolution is at the heart of BB Seguros’ growth and innovation strategy, seeking to be increasingly connected, efficient, and prepared for future challenges. Throughout 2024, the Company advanced its technological transformation by focusing on the implementation of a modern and scalable service architecture. An investment of R\$ 538 million enabled further expansion of distribution channels and provided greater flexibility and agility in tailoring solutions for customers, resulting in increased competitiveness and operational efficiency.



New journeys/products have been implemented with the consumption of APIs using modular, flexible, scalable, and interoperable construction models. By integrating systems and services, we are able to deliver functionalities in an agile and adaptable way to the needs of the business, guaranteeing greater security and reliability.

Aware of the constant transformations in the market, BB Seguros has teams specialized in developing solutions that cover user experience (UX/UI), focusing on creating intuitive interfaces to optimize user interaction with the products; digital channels, which strive to expand

and improve the company’s presence in all channels, providing cohesive and resolute customer experience; and analytical intelligence, responsible for exploring strategic data and providing insights that guide decisions and contribute to a more effective and customized approach. The synergy between these areas aims to ensure excellence in all aspects related to digital interaction and informed decision-making.

To support investment decisions in technology and innovation, the company also has the following strategic documents:

» **Innovation Policy:** Updated in June 2024 and in force until 2027, it presents the cross-cutting direction in which the company applies innovation, both in its structuring actions and in its investments in innovation and its daily routines, permeating from processes to the products and services provided, demonstrating its commitment to the constant search for transparency of relevant information to stakeholders.

» **Territory Map:** indicates the opportunities prioritized by the Company for implementation, experimentation and monitoring.

» **Corporate Venture Capital (CVC) Strategy:** indicates investments in a diversified manner along three axes:

- **Sector:** Seeks an integrated view of the value chain in order to exploit opportunities and inefficiencies, with an emphasis on AgFintech, Biological Inputs, Marketplace, Biotech, Climatech and Foodtech;
- **Multi-Corporate:** Aims to accelerate solutions to challenges related to BB Seguros' current business; and
- **Multi-Strategy:** Seeks to identify opportunities and threats in segments not directly related to insurance, broadening the vision and minimizing the risks.

R\$ 538 million

invested in technology and digital transformation in 2024

Innovative actions

In 2024, two cases were recognized in the CNSEg and iBest Performance awards, as highlights in their categories:

BB Forest Preservation Insurance: This is BB Seguros' pioneering initiative in offering the first product in the segment that guarantees the payment of compensation in the event of fire in permanent preservation areas or legal reserves, reinforcing our commitment to ESG issues; and

Extra Contribution to Pension Plans with

Cryptocurrencies: BB Seguros introduced an innovative model for occasional contributions to open private pension plans, integrating traditional investments with cryptocurrencies, allowing customers to use cryptocurrencies for estate planning and retirement purposes. Contributions in the BB app can be paid via BB account balance, Pix (Brazil's Instant Payment System) from other institutions, or cryptocurrencies through Bitify.



SATISFACTION, TRANSPARENCY, AND RELATIONSHIPS WITH CUSTOMERS

GRI 3-3 MATERIAL TOPIC - SATISFACTION, TRANSPARENCY, AND RELATIONSHIPS WITH CUSTOMERS

The guiding objectives of the customer strategy are: BB Seguros NPS and NPS by business line; Complaint Index (IRC) – the number of complaints per business line relative to the number of active operations; customer retention by business line (churn); and number of customers. To achieve these goals, BB Seguros considers it essential to listen to its customers and find out what their real needs are. Thus, in a structured manner, the Company consults customers through relational and transactional NPS surveys, highlighting relevant moments and points of contact to understand how it can improve the experience and offer more convenience.

Responses feed back into the process of improving sales, service and consulting methods which, together with the monitoring of industry trends and competition – as well as suggestions from the BB branch network – will help modernize the customer protection solutions portfolio.

Periodically, the Company holds a Customer Forum, with the participation of executives from BB Seguros and its investees, aimed at improving products, communication, and after-sales. The forum promotes the exchange of experiences and best practices between BB Seguros and partner companies, with the goal of enhancing the customer experience, reducing churn, and implementing innovations that enable a better journey, long-lasting relationships, and effective communication with customers. In addition to these meetings, the Company

also prepares the monthly “Voice of the Customer” report, which is shared internally and tracks the NPS, IRC, and *Churn* indicators for BB Seguros’ products. The report assesses the main customer journeys, their complaints, and the reasons for cancellations, as well as reporting on the main actions underway to improve these indicators.

With this information as a basis, the marketing and communication teams develop strategies guided by the principles of humanization, originality and efficiency, in order to provide customers with the best information on products and solutions, using advertising campaigns in traditional (off) and online (social networks) media.

BB Seguros prioritizes the relationship with the customer, focusing on solutions that offer quality of life and security, with a view to loyalty and the continuity of the business. To strengthen this relationship, the company provides and interacts through various communication channels, such as email, phone call, text message, in-app notification, WhatsApp, and Alexa. These channels offer sales, after-sales, and up-sales journeys, as well as content that helps customers make better use of the solutions they have acquired.

BB Seguros has never been the target of lawsuits for unfair competition and trust and monopoly practices.

GRI 206-1

Highlights in 2024:

- Consistent increase in NPS, reflecting increased customer satisfaction and recommendation;
- Decline in the number of complaints in 2024, reaching the company’s best historical level;
- Reduction in cancellations, achieving the best churn rate in the company’s history.

In October 2023, BB Seguros launched the “Level of Protection” relationship program, which aims to unify and strengthen customer relationships. The program is divided into three levels of protection:

1. Sem proteção (Without protection): BB customers who have not yet purchased insurance products.

2. Protegido (Protected): BB customers with at least one insurance product.

3. Superprotegido (Overprotected): Customers with four or more of the six segments that make up the Protection Level, and also customers selected by other criteria, such as reserve volume, insured capital, or length of relationship.

SIGNIFICANT RESULTS

Accesses in the BB APP	Communications via BB APP	NPS Service	Redeemed Rewards
4.9 million			
1.7 million Unique Customers	1.4 million	+11.9 pts	148 thousand

The continuous commitment to excellence and innovation highlights BB Seguros as an organization committed to ensuring the satisfaction and safety of its customers, cultivating a long-lasting and sustainable relationship.

SATISFACTION AND RECOMMENDATION

Continuous process improvement raises BB Seguros’ NPS

Highlights				
Total	Rural	Life	Premuim bonds	Home
+4.7 pts	+8.0 pts	+6.6 pts	+5.0 pts	+4.7 pts

CUSTOMER EXPERIENCE
Reduction of cancellations

Highlights			
Total	Life	Home	Corporate
-18.8%	- 17.6%	-25.7%	-6.2%

Foram implementadas melhorias significativas nos processos de cobrança, renovação, jornadas e comunicação. Ao focar na eficiência e na clareza em cada etapa do relacionamento com o cliente, a BB Seguros conseguiu fortalecer a fidelização e garantir um atendimento mais satisfatório e eficaz.

COMPLAINTS

Historic reduction in the number of complaints

Highlights			
Total	Auto	Home	Rural
- 15.2%	-54.5%	-54.5%	-25.0%

BB Seguros improved its customer satisfaction indicators in the home and rural insurance products, which were the main lines of business impacted by the calamities that affected the country, especially in the first half of 2024. This positive result is due to the effective implementation of crisis response protocols, highlighting our commitment to our customers and our ability to adapt to adverse scenarios.

CREATION AND REVITALIZATION

a continuum of products and
functionalities in 2024

+32

Insurance **+23**

Pension Plans **+5**

Auto **+3**

Premuim bonds **+1**

Good Practices

SASB FN-IN-270A.2, FN-IN-270A.4, FN-AC-270A.3

The strategy for communicating with customers is based on the principles of Susep's CNSP Resolution 382, which provides for ethical and appropriate treatment, promotion and dissemination of products and services in a clear and appropriate manner, and adoption of actions aimed at minimizing the possibility of misunderstanding on the part of the customer.

Additionally, in 2024, the Board of Directors of BB Seguros approved the Policy on the Relationship with Customers and Users of Products and Services, which sets out the guidelines to be followed in interactions with customers and users of insurance, premuim bonds, pension plan, and dental plan products and services throughout their entire lifecycle.

The Company, as well as its investees, follows an extensive set of good commercial practices when

selling its products, whether to current or new customers. To do this, it uses the Sales Quality Index (IQV), a BB indicator that enables monitoring the performance of key items related to sales and service quality from four perspectives and covers all BB Seguros products sold at the BB counter:

- » **Filing a lawsuit;**
- » **Atypical issues** – sales confirmed as atypical, taking into account suitability principles;
- » **Cancellations of products** sold between 1 and 180 days; and
- » **Complaints** – investigating complaints arising from the sales process, including a periodic complaints forum.

In addition to being a sales quality criterion, the company is expanding and intensifying its vision of promoting sales that are appropriate to the customer's profile for the entire portfolio of products and services sold in the banking channel, including reinforcing communication to the audience classified as vulnerable by Bacen.

» **Suitability:** conducting institutional activities in compliance with principles of ethics, responsibility, transparency, and diligence. Including by tailoring products, services, and investments to the customer's profile, needs, interests and objectives.

The Company holds a monthly checkpoint with Banco do Brasil with a view to assess the *suitability* index and report on the main progress made to increase it. These meetings also discuss actions to reduce cancellations and complaints.

» **Vulnerable audience:** Consumers who, due to temporary, sporadic or permanent personal circumstances, are especially susceptible to harm, may be less able to represent their own interests and more likely to suffer damage than the traditional consumer.

In relation to sales in BB's banking channel, the Company acts in accordance with the guidelines of BB's Specific Policy for Relationships with Customers and Users of Products and Services: To conduct its activities in accordance with the principles of ethics, responsibility, transparency and diligence, fostering the convergence of interests and the consolidation of an institutional image of credibility, security and competence.

The BB employees responsible for selling the products receive materials with guidelines for directing the offer of services. Additionally, the investees follow quality standards when responding to calls made via call centers.



OCCUPATIONAL SAFETY AND QUALITY

GRI 3-3 MATERIAL TOPIC - OCCUPATIONAL SAFETY AND QUALITY

The concern for excellence, occupational safety and quality of the service is present in all the activities carried out by BB Seguros, from the preparation of the strategy to the operationalization of its processes and those of its investees.

The company has guidelines and premises that are widely disseminated to employees and formalized in the Code of Ethics and Conduct, the Compliance and Integrity Program and the Human Resources Management Policy. Additionally, through its intranet portal, it enables disseminating its internal regulations with guidelines common to all its employees and a specific ongoing development plan for each employee, based on the needs identified in the strategic planning, the demands brought by the areas and the results presented (individual, team, and Company).

BB Seguros’ governance processes, in turn, provide for collegiate decision-making levels, aligned with the Company’s values, which makes decision-making more reliable and transparent. The development and revitalization of products are submitted for assessment by BB Seguros’ Business Committee, which is an advisory body at board level.

With regard to internal controls and compliance, BB Seguros seeks to work together with the investees to monitor the maturity of the internal control system, further providing guidance on the development and

application of Compliance Programs. The controls department is independent and reports to the CEO, ensuring that it is able to carry out the work of assessing and monitoring internal controls and corporate compliance, with the aim of continuously improving processes.

Prioritizing people’s health and safety, BB Seguros conducts assessments of the potential impacts that all of the Company’s products and services may have throughout their entire life cycle. **GRI 416-1**

The company also has a Monitoring team, responsible for managing customer complaints (BB Atende) and BB’s sales force (BB Resolve). This team works proactively to identify and resolve problems, ensuring that all incidents are dealt with quickly and effectively and within the regulatory deadlines, proposing improvement solutions to mitigate the problems mapped. It also continuously monitors the availability of insurance self-service channels, ensuring that users have quick and easy access to the information and support they need during journeys such as: sales, consultations, assistance calls, among others.

In 2024, there were no cases of non-compliance with laws and/or voluntary codes in relation to the health and safety impacts caused by BB Seguros products and services. **GRI 416-2**

ESG integration in investments and products

SASB FN-IN-410A.2, FN-AC-410A.2

BB Seguros seeks to incorporate environmental and social aspects into the management of its long-term strategy and into its businesses and processes, in addition to complying with all regulations on the topic, in particular the CVM, Susep and Central Bank resolutions.

In this sense, in the 2024-2028 cycle of the corporate strategy, the sustainability topic was stated in the strategic objective “Be lean, efficient, and sustainable”, and included the indicator ESG Agenda, responsible for addressing structural changes in the company’s management.

Since 2022, the company has had a body dedicated to developing and accelerating initiatives on ESG issues, with the ESG Committee as an advisory body at Executive Board level.

In 2024, BB Seguros incorporated into the decision-making process the stage of assessing the ESG impacts of all proposals submitted to the management bodies, as part of the process of evolving its ESG strategy.

Among the actions and good practices adopted by the company in relation to the development of products considering ESG aspects, the following stand out:

- » **Investments in programs/actions aimed at the preservation and restoration of the environment:** rural and damage insurance policies adopt underwriting practices based on environmental aspects, encouraging clients to follow good practices and rejecting businesses that violate environmental policies.
- » **Education of farmers about crop management:** The Company provides a remote sensing platform with tools for technical management of properties through the use of analytical intelligence, as well as education programs, good management practices and sustainable agriculture through courses, podcasts and support materials.
- » **Losses due to climate change in crop insurance:** BB Seguros provides the greatest variety and breadth of protection for agricultural crops in Brazil, relying on broad geographical diversification and a robust risk mitigation structure, with automatic and optional reinsurance contracts.

- » **Claims due to the increase in pandemics/zoonoses:** The group maintains the highest standards of actuarial management and risk diversification, both in the stages of adhesion to the products – with questionnaires that reflect key parameters in risk assessment – and in terms of age and geographical diversification of portfolio risks, in order to mitigate the impact of such events.
- » **Support for customers in critical situations:** Due to the characteristics of its products and business, the Company supports its customers in a wide range of situations, from unemployment, death, damage to their homes, cars, machinery and businesses, to adverse financial, post-employment and social security and oral health situations.
- » **Life Insurance:** Fostering health and well-being: New options for assistance plans (medical consultation with examination, nutritional, psychological and fitness guidance) and various benefits, including: Smartband; genetic mapping and online therapies.
- » **Smart Disposal Home Insurance:** Eco-disposal services that can provide assistance to dispose of furniture or household appliances in an environmentally friendly manner.

- » **Rural Insurance ABC Forest Insurance (Crop):** Aimed at farmers, owners of reforestation land, pulp and paper industries, cooperatives and associations in the sector. Protects plantations of eucalyptus, pine, rubber and other commercial species. It has differentiation in the BB credit line.
- » **Preservation Forest:** Covers damage from spontaneous fires or those caused by natural events in preserved native forests, whether by Legal Reserve (“RL”), Permanent Preservation Area (“APP”), Private Natural Heritage Reserve (“RPPN”), among other constituted forms.
- » **Personal Protection Insurance:** Launched in September 2024, it is aimed at people with an income of up to R\$ 4,000.00. It stands out for offering cover in the basic plan and, above all, the Women’s, Senior, and Family plans. These plans include benefits such as check-ups for women and the elderly, home repairs, and telemedicine, available for all plans. Since its launch in August, more than 85,000 policies have been issued.

Sustainability embedded in business in 2024

22,061

assistance actions promoting health and well-being (life insurance)

141.33

tons of waste disposed of sustainably (life, home and corporate insurance)*

R\$ 3.8 million

raised in philanthropic premium bonds (Doadin, Influencers, Sorte e Saúde and Bem da Sorte)

Over R\$ 809 thousand

Pension plan assets invested in funds with an ESG investment theme

* Sustainable disposal is a service offered by BB Seguros and involves the collection and eco-friendly disposal of furniture, household appliances, electronic devices, and equipment, in accordance with sustainability practices and current regulations.

As to its role as a capital allocator, the investment strategies of the holding company BB Seguros are subject to current legislation that deals with the financial investment of cash and the guidelines for the capital allocation process in decisions involving shareholdings, portfolio management and new business development.

With regard to the financial investment of cash and cash equivalents, the law stipulates that the funds must be invested in National Treasury bonds or in Extramarket Investment Funds managed by BB or Caixa Econômica Federal.

Allocations involving shareholdings, portfolio management and new business development are assessed according to due diligence and corporate governance principles.

In 2022, Susep published Circular Letter 666, which represented a regulatory milestone in the insurance sector in Brazil, in line with the global trend of incorporating sustainability risks into companies' portfolios and financial analysis. With a direct impact on BB Seguros' investees – Brasilseg, Brasilprev and Brasilcap – the new rules require companies in the sector to implement sustainability risk management in their Internal Control Systems and Risk Management Structure.

In this context, the investees impacted by the new regulations drew up and approved, through their Board of Directors, their Sustainability Policies in 2022 and, as of 2023, continued their implementation by measuring the risks and opportunities related to the topic.

Integration in investments in investees

The investment portfolio in BB Seguros' investees is managed jointly with BB Asset.

BB Asset Management operates in the distribution of securities and portfolio management, further setting up, organizing, administering, and managing investment funds and clubs. In carrying out its activities, all of the Manager's areas follow ethical and legal principles in accordance with current legislation and the Code of Ethics of the Banco do Brasil conglomerate.

Aligned with the principles of social and environmental responsibility adopted by Banco do Brasil, since November 2010, BB Asset has been a signatory to the Principles for Responsible Investment (PRI), a global investor initiative supported by the United Nations, committed to incorporating practices into its management processes which promote the integration of Environmental, Social, and Corporate Governance (ESG) factors into its investment analysis and decision-making. BB Asset has developed its own methodology for assessing credit and company shares, through which it incorporates criteria for assessing assets based on the pillars of economic-financial performance, corporate governance, and environmental and social aspects.

BRASILSEG

The integration of ESG criteria into investment strategies is included in the Investment Policy and Investment Mandate (since January 2024), which establishes the

disclosure of the company's guidelines during the period. The inclusion of ESG criteria is provided for in BB Asset's investment strategies. In the case any relevant event is disclosed or occurs that impacts the ESG assessment of any issuer in the portfolio, BB Asset's sustainability department is called upon to provide further clarification and develop a strategy to deal with the impact that has occurred.

BRASILPREV

The incorporation of ESG factors into investment strategies is provided for in the General Investment Policy and the Sustainability Policy, which, among other factors, provides for the disclosure of company data and achievements during the year.

In 2024, 100% of Brasilprev's assets were submitted and classified according to BB Asset's proprietary ESG methodology. This assessment integrates environmental, social, and governance factors into the financial analysis and was improved during the year with the inclusion of a specific module on climate change.

This questionnaire on ESG practices was also submitted to the external managers who sell the private pension plans.

BRASILCAP

The investment portfolio, which is managed jointly with BB Asset, is made up mostly of federal government bonds (97.8%), and the remaining is invested in private securities. When making decisions on the entire portfolio, the global and domestic economic and political scenarios are taken into account.



INFORMATION SECURITY, DATA PRIVACY, AND CYBERNETICS

GRI 3-3 MATERIAL TOPIC - INFORMATION SECURITY, DATA PRIVACY AND CYBERNETICS | GRI 418-1 | SASB FN-CF-230A.3, FN-CF-220A.2

Privacy is a material topic for BB Seguros, supported by the General Data Protection Law (Law 13.709/2018), in force since 2020.

The Company’s current business model is anchored in the banking segment, an area sensitive to information and cyber security issues and the privacy of personal data. Although BB maintains a fairly robust information security model, BB Seguros has been seeking to create its own mechanisms.

The Company has a Privacy and Personal Data Protection Policy and an Information Security and Cyber Security Policy. Through this document, BB Seguros ensures the protection of the data it collects and the processing of personal data throughout its life cycle in an ethical, transparent and responsible way; and seeks the continuous improvement of the measures and processes relating to the protection of personal data under its control, through constant monitoring and improvement, as well as the adoption of good cyber information security practices.

Additionally, each process at BB Seguros that involves the processing of personal

data must be presented by the Data Owner, so that it can be structured, as directed by the Institutional Security Management – GSI, to make up the Personal Data Processing Inventory – ITDP.

GSI uses the information from the ITDP to prepare the Personal Data Protection Impact Report, which, according to the sole paragraph of Article 38 of the LGPD, must contain at least a description of the types of data collected, the methodology used to collect and guarantee the security of the information and the controller’s analysis of the measures, safeguards and risk mitigation mechanisms adopted.

Throughout the year, monthly communications and training events were held with the aim of disseminating the culture of cyber security and personal data privacy among the Company’s employees.

BB Seguros has an operational agreement with BB on cyber security, as a way of broadening the scope of action and improving the company’s incident management, in addition to increasing the information available for decision-making.

The documents describing the policies are public and available on the Investor Relations website.

In addition to the policies, BB Seguros has documents, processes and tools related to cybersecurity and privacy that allow for the control of security practices. These being the:

- » External privacy policy;
- » Crisis Management Plan
- » Service channel for data subjects on the corporate website;
- » Data controller defined and published on the corporate website;
- » Area responsible for privacy, data protection and cybersecurity;
- » Training of employees of the company in privacy and cyber security issues;
- » Execution of phishing tests (internet scams); and
- » BB’s support in carrying out penetration tests, monitoring vulnerabilities, and monitoring and detecting incidents.

The purpose of these control instruments is to avoid and mitigate negative impacts and the possibility of security incidents arising, by presenting data protection structures in compliance with national legislation and providing efficient customer service and other data subjects. Forums are held periodically to exchange experiences on data privacy and cybersecurity between the company and its investees. Relevant issues are publicized aimed at disseminating best practices.

For requests related to the privacy of personal data, assistance is available via the website (form) and email provided on the BB Seguros website.

In 2024, there were no complaints about breaches of privacy or loss of customer data at BB Seguros, Brasilseg, Brasilprev, and Brasilcap. There was also no leakage, theft, or loss of customer data.

SHAREHOLDERS

CORPORATE GOVERNANCE

GRI 2-23 | 2-24

BB Seguros' corporate governance is recognized as robust and structured and observes the principles of transparency in all business transactions, complying with legislation, internal rules and policies, and the interests of partners and other members. The company also acts in line with the corporate environment of its controller, BB.

As BB Seguros shares are traded on the stock exchange, one of the Company's pillars is precisely the transparent communication, regardless of the positive or negative classification of the information disclosed, given the direct impact on the securities traded on the Stock Exchange in Brazil and the ADRs traded on the US over-the-counter market.

Every decision at the company is based on a technical study with the necessary inputs for its approval, checking risk aspects, allocations, budget, related parties, ESG impacts, competencies, and those responsible.

The decision is then formalized, allowing for subsequent verification and accountability.

The technical studies that support decision-making are carried out by the company's various areas, by means of a specific instrument, formalized by the Officer responsible for the area and forwarded to be resolved upon. The Corporate Governance Superintendency is responsible for conducting the decision-making process, including checking the allocations described in the document.

In the preventive sphere, BB Seguros' Internal Controls, Risk and Capital Management and Internal Audit Superintendencies carry out periodic assessments to check that the governance is in line with the best practices available and to the commitments declared by the Company, issuing, when necessary, technical, and audit recommendations to adapt the processes. Moreover, every year the performance of the governance bodies and their secretariat is assessed, which is a mechanism used by the company to improve and strengthen internal structures.

Governance structure

GRI 2-9.a

BB Seguros' governance structure provides for the achievement of sustainable results and ethical practices by its investees.

The Company has an *Onboarding* Program for new directors and board members, whose objective is to accelerate the integration of the new member into the Company and the body in which they will work, including knowledge of the mission, values, purpose, guidelines and premises adopted by BB Seguros, through the provision of relevant documentation and meetings with internal areas.

Responsibilities and work dynamics of the Governance bodies:

GENERAL SHAREHOLDERS' MEETING

It is up to the General Meeting to decide on business relating to BB Seguros' corporate purpose and to take any resolutions it deems appropriate (Law 6.404/76, Art. 121). The body is convened and installed in accordance with legal and statutory requirements, and its duties include, among other things: amending or modifying the Company's Bylaws; electing or dismissing, at any time, members of the Board of Directors and the Fiscal Council; approving the accounts, the annual Financial Statements and the allocation of profits for the fiscal year, accompanied by the opinion of the Fiscal Council, as well as resolving on any matter submitted to it by the Board of Directors and the Executive Board.

The General Meeting meets ordinarily once a year, within four months of the end of the fiscal year, and

extraordinarily whenever the interests of the company so require, subject to the legal requirements in force. The Company's General Meetings are called at least 30 calendar days in advance.

Since 2017, BB Seguros has adopted Remote Voting in its Annual and Extraordinary General Meetings, facilitating the participation of all its shareholders. Further details on the General Meeting can be found in the Bylaws, articles 8 to 10, on the investor relations website.

FISCAL COUNCIL

GRI 2-9 | 2-10

It is the body that supervises the actions of the Company's directors and the fulfillment of their legal and statutory duties. It is responsible for reporting to the members the actions and deeds of management and to preserve the value of the Organization in order to protect its interests.

The body consists of three permanent members and an equal number of alternates, whether shareholders or not, elected by the General Meeting. One permanent member of the Fiscal Council and their alternate are appointed by the holders of minority common shares, in accordance with Article 240 of the Brazilian Corporate Law; one permanent member and their alternate are appointed by the Federal Government, as a representative of the National Treasury Secretariat, and one permanent member of the Fiscal Council and their alternate are appointed by BB.

The Fiscal Council exercises its attributions and responsibilities with the companies controlled by BB Seguros that have adopted the single Fiscal Council

regime. Its members meet ordinarily once a month and extraordinarily whenever necessary.

Composition in 2024

» **Marcelo Henrique Gomes da Silva** (permanent member, elected on 04.30.2024) – He has been a career employee of Banco do Brasil for 23 years. He has been Chief Micro and Small Business Entrepreneurship Officer since December 2024. He was Executive Manager in the Private and Corporate Customers Board from 2018 to 2022 and in the High Retail Board from 2022 to 2023. Marcelo also served as Head of the Micro & Small-sized Enterprise Customers Unit. He holds an MBA in Business Administration, an MBA in Finance, and an MBA in IT Management.

» **Francisco Olinto Velo Schmitt** (permanent independent member, elected on 07.29.2020 and re-elected on 04.30.2024) – Member of the Board of Directors of Grupo InBetta S.A. since 2009, he was Chief Finance and Investor Relations Office at Grendene S.A. between 2007 and 2019. He has a degree in Electrical Engineering, a postgraduate degree in Digital Business, a Master's in Finance and a doctoral degree in Business Administration.

» **Kuno Dietmar Frank** (alternate independent member, elected on 07.29.2020 and re-elected on 04.30.2024) – He has been a member of the Board of Directors of the Motin Group (Movesa Motores e Veículos LTDA/ Movepar/Mobil) since September 2017. He has a degree in Business Administration. He has served on boards of directors and advisory boards for over 15 years.

» **Bruno Monteiro Martins** (alternate member, elected on 04.29.2021 and re-elected on 04.30.2024) – He has held the position of Executive Finance Manager at BB since 2019 and was Solutions Manager from 2013 to 2019. He has an MBA in Asset Management and a degree in International Relations and Economics.

» **Rafael Rezende Brigolini** (permanent member, elected on 04.30.2024) – Currently Undersecretary for Fiscal Management at the National Treasury Secretariat. He has a degree in Economics and a specialization in Public Services Regulation.

» **Bruno Cirilo Mendonça de Campos** (alternate member elected on 04.29.2022 and re-elected on 04.30.2024) – He is currently the General Coordinator of Corporate Holdings at the National Treasury Secretariat. He has a degree in Economics.

BOARD OF DIRECTORS

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-16 | 2-17 | 2-18

The Board of Directors is an independent collegiate decision-making body made up of a minimum of seven and a maximum of eight members, elected by the General Shareholders' Meeting and dismissible by it at any time, including a chairman and a vice-chairman with a unified term of office. Minority shareholders are guaranteed the right to elect at least one director, if they are not entitled to a greater number through the multiple voting process. At least 25% of the members of the Board of Directors are independent, with a two-year term of office and up to three consecutive reappointments.

The positions of chairman and vice-chairman may not be combined with the position of CEO, even on an interim

basis. The Chairman of the Board of Directors does not hold any executive position in the Company.

The Board is responsible for the general direction of the Company's business and that of its subsidiaries and affiliates, and has, as provided for by law and in the Bylaws, strategic, guiding, elective and supervisory attributions, not encompassing operational or executive functions. BB Seguros' Bylaws delegate, to the Board of Directors, the powers to approve the corporate strategy which, among other guidelines, includes reviewing the statement of mission and values. Furthermore, the responsibilities for implementing and monitoring the guidelines related to ethical conduct and corporate integrity are delegated within BB Seguros, in accordance with Article 9, Paragraph 2, of Law 13,303/16, to the Board of Directors, and the area responsible for verifying compliance with obligations and risk management must be linked to the CEO and led by a statutory officer, where the Bylaws must define the responsibilities of this area and establish mechanisms to ensure its independent operation.

The Board of Directors meets ordinarily once a month, and extraordinarily whenever necessary, when convened by any of its members and requested by its chairman or vice-chairman. It has an annually-reviewed work plan that includes activities that reflect the exercise, by the highest management body, of due diligence to identify and manage the company's impacts on stakeholders. To this end, it promotes engagement with *stakeholders* through meetings with them, information disclosure reports, external auditing, and verification of reports and participation in public consultations opened by regulatory bodies. The work plan provides for a specific periodicity for each topic dealt with, so that the body

is able to monitor its progress over time through indicators, relying additionally on the support of advisory bodies. The Board establishes the guidelines to be followed, which are executed by the company through the Executive Board.

Its duties include:

- » **Electing and dismissing** the members of the Executive Board and defining their duties;
- » **Approving and amending** the internal regulations of the Board of Directors, the Executive Board and the committees linked to it;
- » **Defining the business strategies**, considering the impacts of the Company's activities on society and the environment, with a view to the Company's continuity and the creation of value in the long term;
- » **Inspecting the management of the officers**, which may be exercised by any board member, examining, at any time, the minutes, the books and papers of the Company and its controlled companies, requesting information about contracts signed, or about to be signed, and any other acts;
- » **Periodically assessing** the company's exposure to risks and the effectiveness of risk management systems, internal controls and the integrity/compliance system and approving a risk management policy compatible with business strategies;

» **Approving policies**, including those provided for in Law 13.303/2016 and its regulatory decree, corporate strategies, the investment plan, the business plan for the following fiscal year and the annual budget, the Code of Ethics and Conduct, the Code of Governance, the Annual Charter of Public Policies and Corporate Governance, the Report on the Brazilian Code of Corporate Governance and the bidding regulations of the Company.

The Chairman of the Board of Directors is responsible for conducting the formal annual assessment of the individual and collective performance of the Company's directors.

These assessments take into account aspects relating to stakeholder protection, maximizing returns to the shareholders and respect for the planned budget execution. Also analyzed are ethical, effective and diligent administrative management, management's contribution to society, appreciation of employees and customers and alignment with shareholder expectations. The Board of Directors assessment form allows everyone to provide suggestions for improvement and offer critiques of the Board's performance, so that the company can gather input to improve the process in the next cycle. In 2024 and as part of the company's ESG Agenda, an activity was included that involves training members in sustainability issues. In this edition, the board members took part in discussions involving the Free Energy Market, the Carbon Market, and Sustainable Finance.

Further details on the Board of Directors can be found in Articles 11 to 22 of the Bylaws, available on the BB Seguros' Investor Relations website



COMPOSITION IN 2024



Kamillo Tononi Oliveira Silva
Chairman, elected on 11.24.2023

He has been a career employee of BB for 17 years, where he currently holds the position of Chief Retail Commercial Officer. He has also held various executive positions in BB's commercial area. 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.



Marcos Rogério de Souza
Member elected on 06.30.2023

He is a civil servant, currently Special Assistant Secretary for Legal Affairs in the Office of the Chief of Staff of the Presidency of the Republic. He was a Legal Adviser to the Federal Senate and a lawyer in Brasília. He has a Master's degree in Law from Unesp, specialization in Constitutional Law from IDP, and holds a degree in Law from Unesp.



Rosiane Barbosa Laviola
Vice-chairman, elected on 08.30.2024

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
Member elected on 05.26.2023

He is a civil servant and current Secretary of Economic Policy at the Brazilian Ministry of Finance, and professor of the Instituto de Economia da Unicamp. He has a degree in Social Sciences from the Universidade de São Paulo (USP), holds a degree in Economic Science from Unicamp. Is a PhD in Political Economy from PUC-SP.



Maria Carolina Ferreira Lacerda
Member elected on 04.28.2023

She is an economist with an MBA in Finance and has worked in financial advisory for 29 years. She was head of 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.



André Haui
Member elected on 01.26.2024, with term starting on 02.20.2024

He is the CEO of BB Seguridade. His professional experience and academic background are available in the composition of the executive board.



Gilberto Lourenço da Aparecida
independent member, elected on 11.05.2021 and re-elected on 04.30.2024

A retired career BB employee, he held prominent executive positions in the conglomerate, including General Manager of Investor Relations and Statutory Officer of Brasilcap and the BB Mapfre Insurance Group, investees of BB Seguros. He has a degree in Accounting, postgraduate degrees in Business Management, Auditing and Accounting and an MBA in Accounting, as well as certifications from the Brazilian Institute of Corporate Governance (IBGC) for the Fiscal Council and audit committee.

ADVISORY BODIES TO THE BOARD OF DIRECTORS

GRI 2-9 | 2-10

Audit Committee (Coaud)

Permanent body that operates independently from the Company's Executive Board. The committee consists of three permanent members, but can have up to five members, all of whom are independent. It shall comprise at least one independent Member of the Board of Directors and one member appointed jointly by the Member(s) of the Board of Directors representing the minority shareholders. The other members are appointed collectively by the Board of Directors.

The committee's duty is to support the Board of Directors with regard to the exercise of its audit and inspection functions on the quality of financial statements and the effectiveness of the internal control systems and internal and independent audits. The committee is responsible for giving an opinion on the hiring and dismissal of the independent auditor for the preparation of the external audit or for any other service, in addition to supervising its activities.

The Coaud also exercises its functions and responsibilities in the companies controlled by BB Seguros that have adopted the single Audit Committee regime.

Additionally, the Audit Committee has a reporting channel for recording incidents relating exclusively to cases of:

- » Failure to comply with legal and regulatory standards;
- » Indication of fraud or error in internal controls or financial statements;
- » Complaints of suspected corruption or ethical misconduct;
- » Topics related to internal and external audit activities.

Complaints are made through the channel and, in order to guarantee confidentiality, impartiality and independence in the analysis of the information received, the messages are forwarded directly to the Audit Committee, where they are discussed and recorded in the minutes of monthly meetings. They are then reported to the Board of Directors.

The channel accepts anonymous complaints, as long as they comprise objective facts or information that enable verifying and identifying the elements being complained. The confidential treatment of information and the protection of the whistleblower's identity, when requested, are guaranteed.

The reporting channel is available on BB Seguros' investor relations website.

Further details on the Audit Committee can be found in Articles 31 and 32 of the Bylaws, available on the BB Seguros' Investor Relations website

Internal Audit

Hierarchically subordinate to the Board of Directors, it is responsible for independent and objective assessment and consulting activities. Internal Audit helps the Company meet its objectives by applying a systematic and disciplined approach to assessing and improving the effectiveness of risk management, controls, and corporate governance processes.

Since 2022, BB Seguros' Internal Audit has held the international Quality Assessment certification, issued by the Institute of Internal Auditors of Brazil. The certification is valid for five years and demonstrates the company's commitment to the Fundamental Principles of auditing and to the highest standards in corporate governance, risk management, and internal controls.

Further details on the Internal Audit can be found in Article 37 of the Bylaws, available on BB Seguros' Investor Relations website

Eligibility Committee

This is a permanent and statutory committee that reports directly to the Board of Directors, responsible for assisting shareholders in the appointment of directors and Fiscal Council members, as well as the Board of Directors in the election of officers and members of the Statutory Advisory Committees by verifying whether the eligibility requirements are met and confirming the absence of disqualifying factors; verifying compliance of the assessment process and training programs for directors and Fiscal Council members; assisting in the development of the continuing education plan for members of governance bodies; supporting the Board of Directors in preparing and monitoring the non-binding succession plan for directors; providing opinions on proposals involving fixed or variable compensation for directors, Fiscal Council members, and members of advisory committee to the Board of Directors; and assisting the Board of Directors in assessing and monitoring proposals related to the Human Resources Management /Compensation Policy, as well as the Governance, Appointment, and Succession Policy.

The operation of the committee is regulated by the internal regulations approved by the Board of Directors and meetings are held at the call of the coordinator, whenever necessary, by any of its members or at the request of the Company's management. It is made up of three members, elected and dismissible by the Board of Directors.

Further details on the Eligibility Committee can be found in Article 34 of the Bylaws, available on BB Seguros' Investor Relations website

Related-Party Transactions Committee

It is a permanent and statutory advisory body to the Board of Directors. The Committee is responsible for approving in advance all transactions involving related parties, as defined in the Related-Party Transactions Policy, as well as reviewing and terminating these contracts. The operation of the Committee is governed by the Bylaws, the Related-Party Transactions Policy, and the Internal Regulations of the Committee, which must be approved by the Board of Directors.

It is made up of three members, elected and dismissible by the Board of Directors, including one independent member, the independent member of the Board of Directors, elected by the minority shareholders, or, in their absence, a member appointed by the minority shareholders. It should be noted that all related-party transactions submitted to the Committee are only approved with the favorable vote of the independent member appointed and elected by the minority shareholders.

Further details on the Related-Party Transactions Committee can be found in Article 33 of the Bylaws, available on BB Seguros' Investor Relations website

Risk and Capital Committee

Advises the Board of Directors on the Company's risk and capital management.

It is made up exclusively of independent members: three permanent members, elected and dismissible by the Board of Directors, in accordance with the minimum eligibility requirements and prohibitions for holding the position as set forth in BB Seguros' Governance, Appointment, and Succession Policy. The terms of office of the members of the Risks and Capital Committee are non-coincident and for three years, only one re-election allowed.

Ethics and Integrity Committee

Its purpose is to monitor and contribute to improving training actions and disseminating the culture of ethics and integrity, provided within the scope of BB Seguros' Compliance and Integrity Program, and receiving and conducting complaints, possibly not supported by the approved and standardized flows from the Ethics and Integrity Channels, which are: BB's Internal Ombudsman and Reporting Channel and/or through channels other than the Controller's Ethics and Integrity Channels.

OPERATIONAL COMMITTEES

GRI 2-9 | 2-10

The Operational Committees play a major role in the decision-making structure and monitoring of internal processes, supporting the Board of Directors on various fronts.

Business Committee - Its purpose is to act as an integrated committee for analyzing, proposing solutions and accelerating actions with the potential to influence compliance with the company's corporate strategy, through integration between the participating areas, covering issues related to business, products, new lines and market trends, channel development, strategy and value generation, among others.

Finance and Investment Committee - Its purpose is to advise the Executive Board on strategic issues related to the Company's financial management, monitoring and issuing opinions on matters under its responsibility, as well as resolving on guidelines for the management of assets and liabilities, capital structure, composition of investment portfolios, categorization of financial investments, among others.

Purchasing and Contracting Committee - Among its tasks is advising the Board of Directors on decisions related to purchasing and contracting and resolutions such as the standard draft of contracts and Terms of Reference, approval, renewal and amendment of contracts, among others.

Continuity and Crisis Committee - Advises the Board of Directors on continuity and crisis management. The body is responsible for drawing up and submitting the Crisis Management Plan to the Executive Board, proposing actions to remedy problems and weaknesses requiring immediate action, resolving on the remediation of problems and weaknesses with the potential to generate imminent discontinuity, incident or crisis, among other duties.

Environmental, Social and Governance Committee

- Its purpose is advising the Board of Directors through actions, improvements, corrective measures and recommendations on issues related to corporate sustainability and the ESG agenda.

EXECUTIVE BOARD

It is the body responsible for the management and administration of BB Seguros' business. In accordance with the provisions of the Bylaws, the Executive Board is responsible for implementing the Company's policies and submitting proposals for resolution to the Board of Directors.

Additionally, it must implement the guidelines defined during the strategy review cycle, and establish and maintain effective mechanisms for monitoring and disclosing the Company's financial and operational performance, as well as the impacts of its activities on society and the environment.

Finally, the Executive Board must comply with and enforce the Bylaws, the resolutions of the General

Shareholders' Meeting and the Board of Directors, in addition to carrying out the duties defined for it, observing good corporate governance practices.

The body consists of four permanent members, elected by the Board of Directors and residing in Brazil, of whom one must be the CEO, one the Chief Investor Relations Officer and the others without specific designation. All officers must be elected from among active BB employees, with a unified term of office of two years, and up to three consecutive reappointments allowed.

The performance of BB Seguros' CEO is assessed annually in a process that meets the requirements described in Article 16, sole paragraph, of the Bylaws. Among other duties, the CEO is responsible for: coordinating, planning, supervising and presiding over the Company's activities and ensuring the implementation of guidelines and compliance with resolutions taken at General Meetings and at meetings of the Board of Directors and the Executive Board.

The Chief Investor Relations Officer, in turn, is responsible for managing the investor relations policy, as well as representing the Company before the CVM and other capital market entities and financial institutions, regulatory bodies, and stock exchanges (both domestic and foreign) where BB Seguridade has securities listed for trading, ensuring compliance with the applicable regulations governing the Company.

The duties of the Executive Board can be found on BB Seguros' investor relations website.

COMPOSITION IN 2024



André Haui

CEO, elected on 01.26.2024, with term starting on 02.20.2024

Career employee with 23 years at Banco do Brasil. 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.



Allan Trancoso Ferraz Silva

Chief Commercial and Customer Officer, elected on 04.26.2024

Career employee at Banco do Brasil (BB) for 23 years, where he built his professional path in the commercial area, holding prominent positions such as Retail Superintendent for the Central-West region, State Superintendent in Ceará, Executive Manager in the Retail and Micro & Small-sized Enterprise Customers Boards, and Retail Superintendent in Rio de Janeiro, in addition to various managerial roles within BB's branch network. He holds a bachelor's degree in law from the Universidade Católica de Salvador and a specialization in business management and executive training from INSPER.



Bruno Alves do Nascimento

Chief Technology, Portfolio, and Analytical Intelligence Officer, elected on 09.10.2021

Career employee of BB for 21 years, where he held the position of Executive Manager in the Individual Customers and Payment Methods Boards. During his professional career, he also held management positions in BB's strategic units and worked in tactical and business units in the distribution network. He has a degree in Business Administration and an MBA in Economics and Finance from Ibmecc and in Sustainable Regional Development Management from UNB.



Rafael Sperendio

Chief Finance, Investor Relations, and Interest Management Officer, elected on 11.26.2020

He has been at BB Seguros since 2013, when he was part of the group responsible for structuring the Company's Initial Public Offering (IPO), and has held the positions of Investor Relations Superintendent and Executive Superintendent of Finance and IR at BB Seguros. Before joining BB Seguros, he worked in the Investor Relations areas of BB and Banco Nossa Caixa. He has a degree in Computer Science, an MBA in Finance, an MBA in Financial Engineering and a Master's in Global Finance from New York University.



Corporate Governance Instruments

All corporate policies have a review period, so that they always remain in line with the movements perceived by the market. Furthermore, all information disclosed to meet the demands of the investor market is the sole responsibility of the Chief Finance and Investor Relations Officer.

Compliance and Integrity Program: Aims to prevent, detect and remedy deviations, fraud, irregularities and unlawful acts committed against the public administration, whether domestic or foreign, in addition to fostering and maintaining a culture of integrity in the organizational environment. In 2024, the Program was revised and updated, in line with Banco do Brasil and best market practices, in compliance with Decree No. 11,129/2022, regulating Law No. 12,846/2013.

The Program is also aligned with the strategies and actions of the Company's ESG agenda. Through it, management affirms its commitment to promoting and strengthening an ethical environment and upholding high standards of conduct in relationships with customers, employees, partners, and others who are acting on behalf of or providing services to BB Seguros. It also provides for the Whistleblower Protection and Non-Retaliation Commitment made by the Controller, BB.

The program's monitoring process is carried out through the development of specific controls that are part of the Company's processes. It should be noted that the Program is widely publicized and employees are invited to read and accept it on the internal portal.

Internal Control and Integrity Policy: Its purpose is to establish the guidelines related to the management of internal controls and compliance pursuant to the applicable legislation and regulations, covering two dimensions of action: 1) Management of internal controls and compliance at BB Seguridade, BB Seguros and BB Corretora; and 2) Governance of internal controls and compliance in relation to investees. The investees have their own internal control and integrity management structures, which provide inputs for BB Seguridade's supervision.

Human Resources Management/Compensation Policy: Guides the behavior of BB Seguros and its subsidiaries in relation to employee management. Investees are expected to structure their direction based on the guidelines, considering their specific needs as well as the legal and regulatory aspects to which they are subject. The guidelines of this policy are intended for members of senior management, members of governance bodies and employees of BB Seguros and its subsidiaries.

Governance, Appointment, and Succession Policy: The Policy aims at establishing the guidelines related to corporate governance, appointment and succession practices adopted by the Company and its Subsidiaries, providing for the relationship with its Investees, in accordance with the legislation, applicable regulations, corporate documents in force and with the good corporate governance practices.

Policy on the Prevention and Combating Corruption:

Guides the behavior of BB Seguros and its subsidiaries, considering their specific needs as well as the legal and regulatory aspects to which they are subject. It is intended for all members of governance bodies, employees, and third parties in the exercise of their professional activities related to the Company.

Related-Party Transactions Policy: Defines the principles and guidelines related to the topic. Its purpose is to ensure the transparency of operations involving Related Parties and to reaffirm the good corporate governance practices adopted by BB Seguros.

Risk and Capital Policy: Its purpose is to establish the guidelines related to the integrated risk and capital management of BB Seguridade, BB Seguros and BB Corretora pursuant to the applicable legislation and regulations, covering the same two dimensions as the Internal Controls and Integrity Policy.

All policies described are available on the Investor Relations website, which also provides:

- » **Disclosure Policy;**
- » **Policy on the Prevention and Combating Money Laundering and Financing of Terrorism;**
- » **Dividend Policy;**
- » **Trading Policy;**

» Information Security and Cybersecurity Policy;

» Privacy and Personal Data Protection Policy;

» Innovation Policy;

» Promotions and Sponsorship Policy;

» Business Partnership Policy;

» Policy on Relationship with Customers and Product and Service Users;

» Sustainability Policy.

Governance in Investees

BB Seguros values maintaining a high level of maturity in corporate governance in its investees. The company's decision-making and strategic process guides the actions of its investees in the pursuit of sustainable results, ethical practices and diligence in the actions of its representatives.

Thus, together with its subsidiaries and partners, BB Seguros seeks to promote efficiency and value creation by guiding strategic decision-making in each business segment through proactive participation in their governance bodies and cooperative relationships with the management of these companies, while recognizing the autonomy of the executive bodies in carrying out operational management, always with strict observance of and adherence to ethical and socially responsible principles, as reflected in the codes of ethics and conduct of each company and the *holding company* itself.

The governance of the investees, from the point of view of the shareholders BB Seguros and BB Corretora, is governed by Internal Regulations for Shareholding Management.

The topics submitted to the Board of Directors of the investees are assessed by BB Seguros' technical areas, in order to certify their alignment with the Company's strategy and interests. Whenever necessary, interactions are held with the appointed members, both on the Board of Directors and in the other governance bodies of the investees, with the aim of aligning BB Seguros' strategy at its various levels and avoiding negative impacts.





RISK MANAGEMENT

GRI 2-25

BB Seguros has processes for identifying and assessing the risks that will make up the set of relevant factors for the Company. The guidelines for managing this factor are established by the Risk and Capital Management Policy, approved by the Board of Directors and disclosed to the market via the Investor Relations website.

The Risk and Capital Management Policy covers two areas: Risk and capital management at BB Seguridade, BB Seguros and BB Corretora, and risk and capital governance of investees. With regard to risk management, the company has adopted a management model that recognizes, analyzes, assesses and treats the risks identified in the Risk Assessment Cycle. Every year, all processes are reviewed with the aim of observing any changes in the risk profile, as well as verifying the existence of new and/or mapping emerging ones. Risk Governance, on the other hand, is responsible for establishing indicators and reference limits to monitor exposure to risks in the investees and assessing the risk management structure implemented.

Among the main actions are:

I - Establishment of prospective risk appetite indicators;

II - Implementation of risk guidelines and indicators linked to the Company's strategy; and

III - Establishment of a continuous improvement process with periodic reviews of risk management instruments and tools.

The risk management process consists of the stages of establishing the context, identifying, analyzing, assessing, treating, monitoring, communicating and consulting on risks – and is continually being improved. This process is documented internally through the Risk Management, Internal Controls and Security Model.

The investees define their direction based on the guidelines of the holding company, taking into account their specific needs and the legal and regulatory aspects to which they are subject, having their own risk management structures that are compatible with the nature and complexity of their businesses. The investees regulated by the Private Insurance Superintendency (Susep) meet the requirements defined by the regulator, set out in CNSP Resolutions No. 416/2021 and 432/2021, as amended, and Susep Circular Letter No. 648/2021, as amended.

For companies regulated by the National Supplementary Health Agency (ANS), Normative Resolution No. 518/2022 applies. BB Seguros continuously monitors and assesses risk exposure levels, acting through governance to ensure the adoption of best practices in its investees.

The following mechanisms stand out as best practices in risk management and controls: Code of Ethics and Conduct applicable to all employees and members of Governance bodies, Compliance and Integrity Program, Reporting Channel for unethical behavior, definition of corporate levels, lines of subordination and responsibility, segregation of duties and collegiate decision-making flow, and continuous training.

As defined in the Risk and Capital Management Policy, BB Seguros formalizes its integrated risk management, internal controls and security model through specific documents, approved by the Company's competent authorities. The guidelines approved by the Board of Directors can be found in the Risk Appetite Statement and the Risk and Capital Management Policy. Through them, the Company defines the maximum levels of risk it accepts to incur in order to meet its objectives. These documents are reviewed on a regular basis, or extraordinarily at any time, and submitted to the Board of Directors for approval.

According to the Company's Bylaws, the Board of Directors is responsible for supervising the risk management and internal control systems.

The technical areas responsible for risks, controls and institutional security, segregated from the business functions, are responsible for developing and standardizing methodologies for risk management, internal controls and security, as well as guiding the adoption of best practices in this area.

BB Seguros adopts the Three Lines Reference Model, published by the Institute of Internal Auditors (IIA). Each of the lines plays a role in the organization's broader governance structure. To achieve this, the process managers (risk owners), the Risk and Capital Superintendency, the Internal Controls and Integrity Superintendency, the Institutional Security Management, the Internal Audit, the External Audit, the Fiscal Council, the Risks and Capital Committee, the Audit Committee, and Senior Management all work together.

In the first line, the roles are directly related to the delivery of products and/or services to customers. In this context, the risk owner is responsible for implementing actions that ensure compliance of its processes and the proper management of the associated risks and respective controls.

As for the roles of the second line, the Risk and Capital Superintendency, the Internal Controls and Integrity Superintendency, and the Institutional Security Management, with the necessary autonomy and segregation from both the business and audit

areas, providing assistance to the first line, including monitoring, advice, guidance, testing, analysis and reporting, in order to adapt the risks to the Company's appetite.

Finally, the third line roles are played by Internal Audit, which has unrestricted access to people, resources and information and provides governance bodies with assessments on the effectiveness of risk management, internal controls, and compliance. Independence from management ensures the necessary impartiality in the planning and execution of work.

As for compliance, actions are taken to comply with the General Data Protection Law, CNSP Resolution 382 and Susep Circular Letter No. 612, which have a significant impact on the insurance market. The internal communication actions derive from the responsibility for disseminating the compliance culture, provided for in BB Seguros' Risk Management, Internal Control and Security Model, and in the Company's Internal Control and Compliance Manual, and Integrity and Compliance Program.

BB Seguros has also adopted the Risk Management Maturity Model, based on the COSO ERM framework and the ISO 31000 standard, which provides a diagnosis of the Company's risk management maturity. At the risk appetite level, the target score is defined as the strategic target of the Risk Management Maturity. Periodically,

the Company draws up an Inventory of Material Risks, listing what may be considered the main threats to the business model, strategic objectives or the Company's current and future performance. The consolidation of this document is the result of extensive work to assess the mapped risk events, integrated with the process of reviewing and validating the risk factors.

Based on the Inventory, the material risks are monitored and communicated through risk appetite indicators, KRIs, and the Risk Matrix. Considering the materiality of each risk, global and operational indicators and tolerance limits are defined to help monitor risk appetite and exposure, enabling preventive, mitigating, contingency and reversal actions whenever necessary.

The mapping of the main impacts and opportunities arising from the material risks were classified according to their degree of importance: "Very high", "High", "Medium", "Low", and "Very low", and related to nine aspects:

Strategy - Possibility of results not reaching expectations, due to changes in the business environment or the use of inappropriate assumptions when making decisions;

Contagion - Possibility of losses arising from material adverse events in the holding company; includes the effects of financial risks that generate a greater or lesser need for capital to support non-financial risks;

Reputation - Possibility of a negative perception of the institution, in any aspect, on the part of the public or those with whom it transacts or relates and of entities or sectors capable of influencing those with whom it transacts, leading to losses that could adversely affect the sustainability of the business;

Information security, privacy and cyber - Possibility of losses resulting from the compromise of information attributes - confidentiality, integrity and availability - and data privacy;

Operational - Possibility of losses resulting from failures, deficiencies or inadequacy of internal processes, people and systems, or external events. Includes the possibility of losses arising from legal risk;

Compliance - Possibility of negative impacts resulting from operational failures that lead to non-compliance with laws and regulations;

Social - Possibility of losses for the Company caused by events associated with the violation of fundamental rights and guarantees or harmful acts of common interest;

Climate - Possibility of losses arising from the transition of businesses to a low-carbon economy, from the occurrence of extreme climate events, or from long-term climate-related consequences, which may impact the value generation of companies.

Environmental - Possibility of losses for the company caused by events associated with environmental degradation, including excessive use of natural resources;

Liquidity - Possibility of negative impacts due to a lack of resources to meet obligations as a result of a mismatch between assets and liabilities.

Related-Party Transactions

COMPLIANCE WITH LAWS AND REGULATIONS GRI 2-27

For BB Seguros, transparency in operations involving related parties is a fundamental value that reaffirms the Company’s reliability and good corporate governance practices. Related-party transactions are considered to be: the transfer of resources, services or obligations considered significant between BB Seguros, including its direct and indirect subsidiaries, and a related party or other situations with a potential conflict of interest.

The company strives for efficiency in transactions with related parties in order to maximize the generation of economic value for shareholders and customers in a sustainable and perennial manner. Among the transactions are checking account deposits (non-interest-bearing) and financial investments, contracts for the provision of services, guarantees provided and agreements for the apportionment/reimbursement of expenses and direct and indirect costs.

Related-Party Transaction are carried out in accordance with the recommendations of the Brazilian Corporate Governance Code for Publicly-Traded Companies. They occur under normal market conditions and the operations do not involve abnormal risks of receipt. The Company’s related-party transactions are mainly based on Law No. 6.404/1976; Law No. 13,303/2016 and its regulatory decree No. 8,945/2016; CVM Resolutions 80/2022, 81/2022, and 44/2021; Circular Letter/Annual-2023-CVM/SEP; and B3’s Novo Mercado Regulations.

Every formalized transaction involving related parties is preceded by an assessment by the Related-Party Transactions Committee and, at least once a year, transactions are reported to the Board of Directors and the Audit Committee.

More information on the relevant contracts signed with the controller, subsidiaries and investees, other related parties and key management personnel, as well as the amounts involved, can be found in Section 16 of the Reference Form, and market announcements available on the Investor Relations website.

With regard to Related-Party Transactions, in 2024, legal was not required to act in administrative and/or judicial proceedings in cases of non-compliance with the legislation or regulations applicable to BB Seguros.

AGREEMENTS FOR APPORTIONMENT AND REIMBURSEMENT

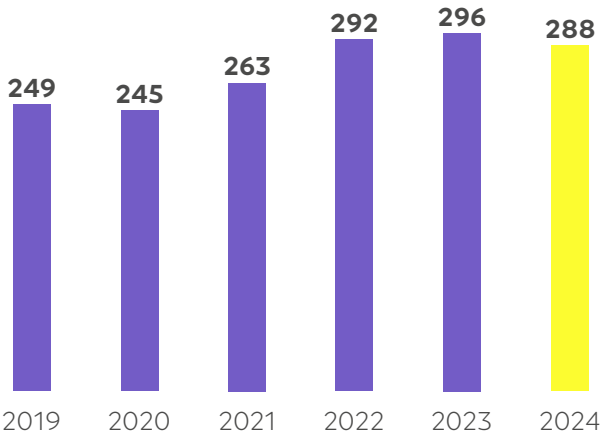
BB Seguros uses BB’s staff and material, technological and administrative resources to carry out its operational activities.

This relationship is governed by a legal instrument called the Agreement for Apportionment and Reimbursement of Expenses and Direct and Indirect Costs, which defines the conditions, method of calculation and periodicity of the reimbursements due. Its approval is preceded by an assessment by the Related-Party Transactions Committee.

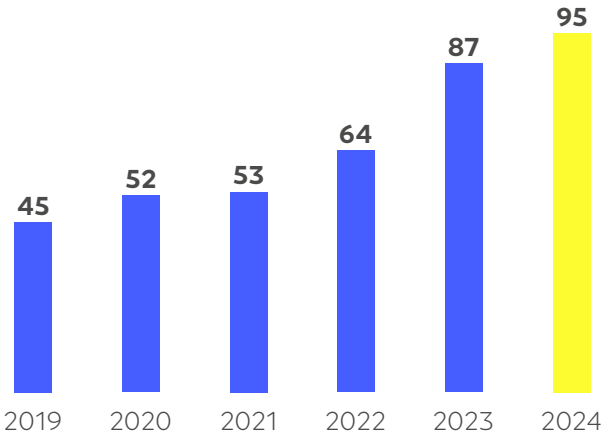


AGREEMENTS

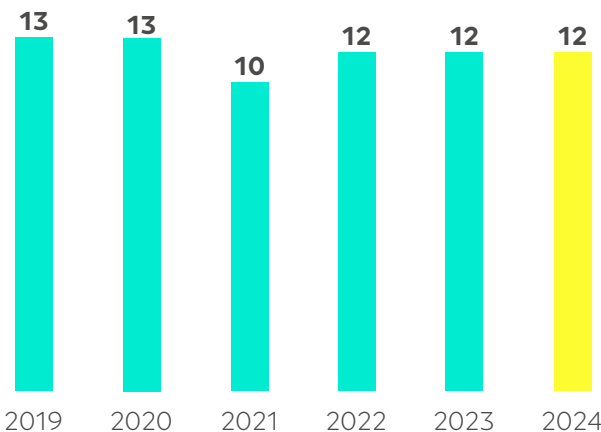
Amounts reimbursed by BB Seguridade to BB under the Agreement for Apportionment and Reimbursement of Expenses and Direct and Indirect Costs (R\$ million):



Amounts reimbursed by BB Corretora to BB Seguridade under the Agreement for Apportionment and Reimbursement of Expenses and Direct and Indirect Costs (R\$ million):



Amounts reimbursed by BB Seguros to BB Seguridade under the Agreement for Apportionment and Reimbursement of Expenses and Direct and Indirect Costs (R\$ million):



RELATED-PARTY TRANSACTIONS POLICY

The Related-Party Transactions Policy aims to guide the conduct adopted by BB Seguros and its controlled companies regarding procedures in cases of transactions between related parties, as well as to provide transparency to the Company’s shareholders, investors, and the market in general with respect to the principles and guidelines related to the matter.

It also instructs that the members of the bodies responsible for negotiating, analyzing or approving

related-party transactions and who find themselves in a conflict of interest declare themselves impeded, explaining their involvement and abstaining from even discussing the matter. The document objectively determines concepts and transactions, in addition to establishing minimum disclosure requirements.

In accordance with good corporate governance practices and the specifics of its business model, on January 23rd, 2015, the Board of Directors approved the Related-

Party Transactions Policy, the latest version of which was revised on December 20th, 2024, effective until December 31st, 2025.

Additionally, the investees are expected to structure their direction in accordance to these guidelines, considering their specific needs as well as the legal and regulatory aspects to which they are subject. Its content is public and available for consultation on the Investor Relations website.

ECONOMIC-FINANCIAL PERFORMANCE

GRI 2-2

BB Seguros monitors the performance of the investees as to what was planned and assesses investment opportunities, possible divestments and new sources of expansion, offering short, medium, and long-term directions so that they can generate value. BB Seguros participates in the management of the investees through its representatives on the governance bodies, and there is no limitation on access to information related to economic-financial performance.

The policies below guide BB Seguros’ behavior in the following topics:

» **Innovation Investment Policy** - Presents the cross-cutting direction in which the company applies innovation, both in its structuring actions and in its investments in innovation and its daily routines, permeating from processes to the products and services provided.

» **Related-Party Transactions Policy**

» **Dividend Policy** - Aims to provide transparency in the shareholder compensation process.

» **Risk Management, Internal Controls, and Compliance Policy** - Establishes the guidelines related to the integrated management of risks, internal controls and compliance, in accordance with applicable legislation and regulations.

» **Financial Investment Policy** - Establishes the criteria for allocating the financial resources of BB Seguridade and its investees in terms of the nature and acceptable risks, in addition to systematizing the reporting process on the performance achieved in the management of resources.

Internally, information related to the economic-financial performance is analyzed by the Executive Board, which assesses the results against the objectives set out in the annual budget, and is also monitored by the other governance bodies.



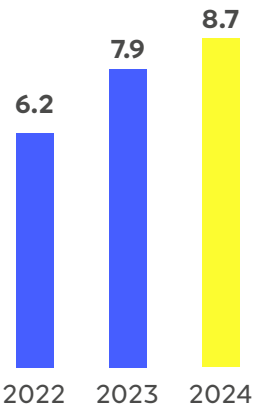
INCOME STATEMENT

INCOME STATEMENTS TABLE

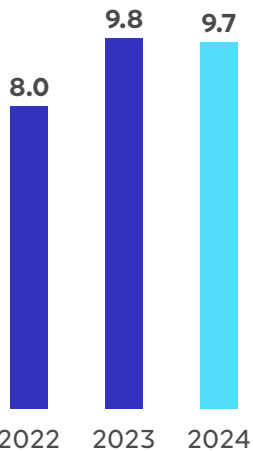
R\$ million	2024	2023	2022*
Equity income	8,684	7,926	6,195
Brasilseg	3,296	2,900	1,938
Brasilprev	1,802	1,790	1,418
Brasilcap	187	179	145
Brasildental	20	18	16
BB Corretora	3,308	2,988	2,730
Outros	71	50	-51
Personnel expenses	-11	-13	-15
Administrative expenses	-4	-5	-5
Tax expenses	-4	-7	-3
Other operating revenues and expenses	-1	-1	0
Net investment income	48	59	26
Taxes	-9	-12	-1
Adjusted Net Income	8,703	7,947	6,196

* Restated due to the adoption of the new IFRS 17 accounting standard.

RECURRING NET INCOME (R\$ billion)



SHAREHOLDERS' EQUITY (R\$ billion)



For anonymous complaints and whistleblowing of non-compliance, including in the preparation of the economic-financial performance statements, the Company has the following channels available:

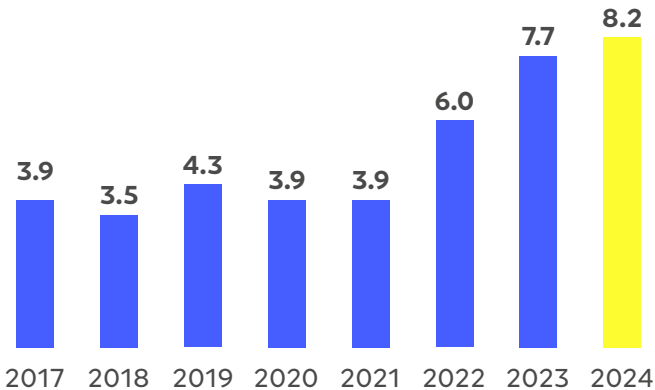
- Contact the Audit Committee
- Ethics and Integrity Hotline operated by the controller

INCOME STATEMENTS TABLE MANAGERIAL

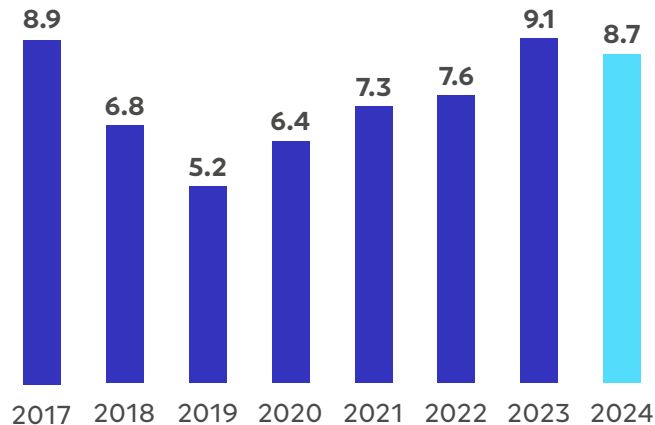
R\$ million	2024	2023	2022
Equity income	7,742	7,692	6,043
Brasilseg	3,335	3,017	2,082
Brasilprev	822	1,439	1,117
Brasilcap	187	179	145
Brasildental	19	18	21
BB Corretora	3,308	2,988	2,729
Outros	71	50	-51
Personnel expenses	-11	-13	-15
Administrative expenses	-4	-5	-5
Tax expenses	-4	-7	-3
Other operating revenues and expenses	-1	-1	-
Net investment income	48	59	26
Taxes	-9	-12	-1
Adjusted Net Income	7,761	7,713	6,045

Note: Does not take into account the adoption of IFRS 17.

RECURRING NET INCOME MANAGERIAL (R\$ billion)



SHAREHOLDERS' EQUITY MANAGERIAL (R\$ billion)



RETURN TO SHAREHOLDER

BB Seguros seeks to allocate invested capital as efficiently as possible, aligning with its strategic objectives, with a view to maximize the generation of economic value in the long term.

The total accumulated return to shareholders, which includes the sum of the dividends paid and the appreciation of the shares, was 393% from the time the company went public in April 2013 until December 2024, while the Ibovespa, the main stock index on the Brazilian stock exchange, accumulated an increase of 119% over the same period.

DIVIDENDS

In accordance with its Dividend Policy, as set out in the Bylaws, BB Seguridade distributes to shareholders, as a mandatory dividend, a portion corresponding to at least 25% of adjusted net income, with deductions and additions provided for in Art. 202 of Law 6,404/76 – recognized as a liability and deducted from shareholders’ equity in the allocation of the income for the period.

However, the Company has historically distributed dividends to its shareholders at a level considerably higher than the established minimum. In 2024, the cash generation capacity allowed to distribute 82% of its net profit to shareholders as dividends, totaling R\$ 7.1 billion, equivalent to R\$ 3.66 per share, according to the shareholder base at the time of each distribution. In 2023, the dividend on net profit for the fiscal year was R\$ 2.85 per share.

SHARE BUYBACK

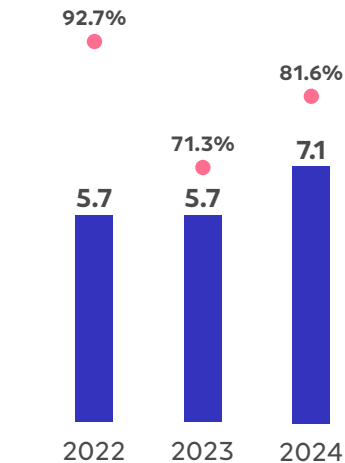
The Share Buyback Program, approved in August 2023 by the Board of Directors, was concluded in February 2025 upon reaching its eighteen-month term, as originally established at its launch.

A total of 55.6 million common shares (BBSE3) were acquired at an average price of R\$ 32.20 per share, representing 86.5% of the maximum limit of 64.2 million shares that could be purchased under the Program.

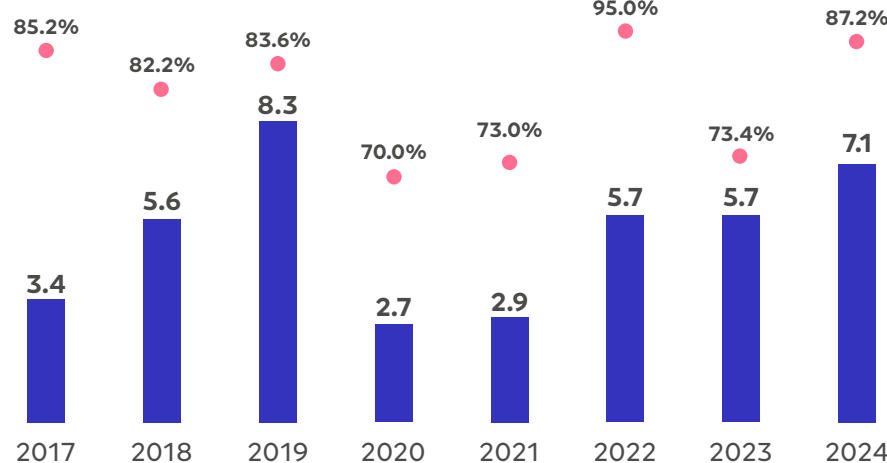


FLOW TO THE SHAREHOLDER

IFRS17



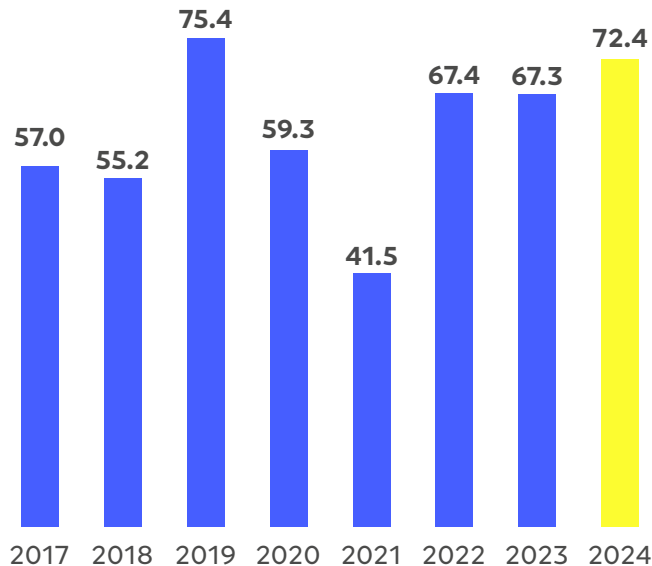
IFRS4



■ Payout ■ Distributed values (R\$ billion)

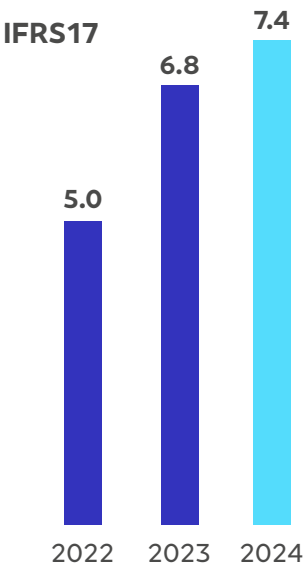
■ Payout ■ Distributed values (R\$ billion)

MARKET VALUE (R\$ billion)

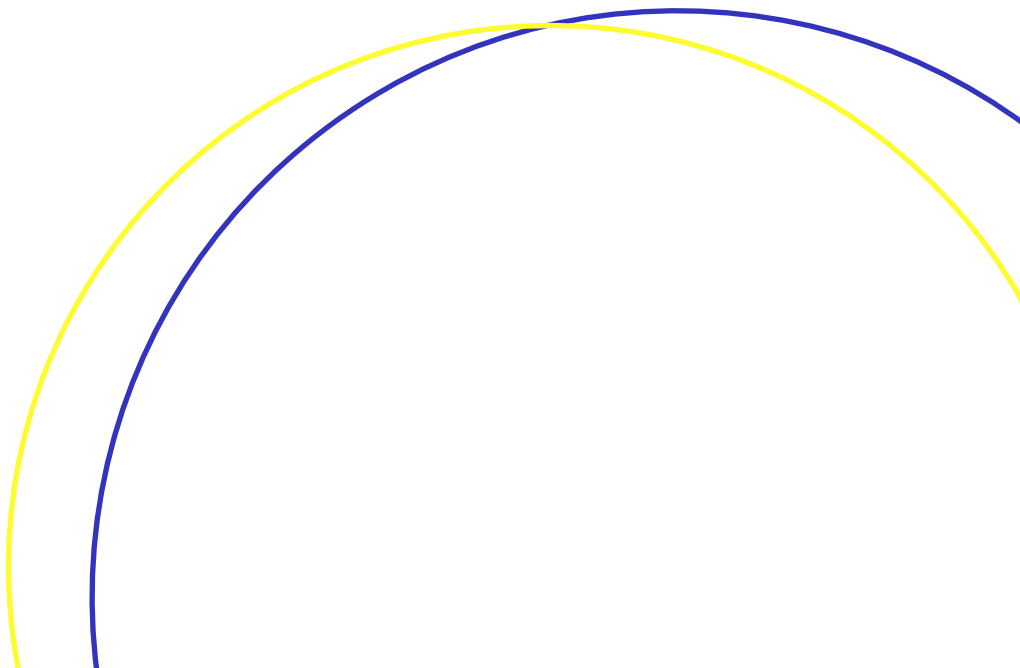
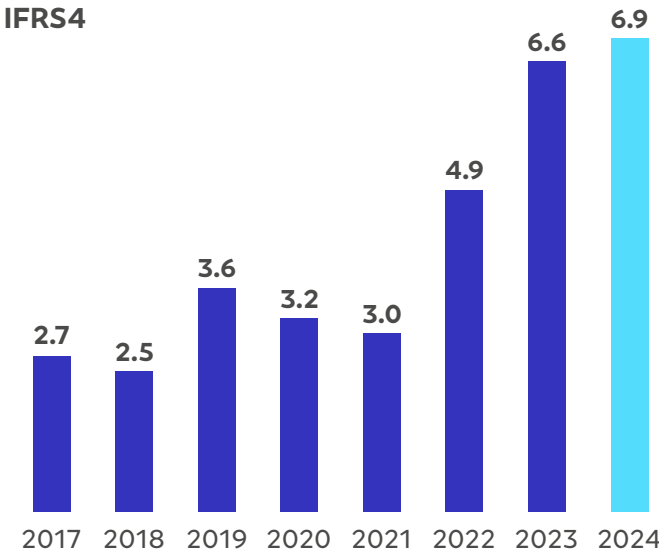


ADDED ECONOMIC VALUE (R\$ billion)

IFRS17



IFRS4



04

Appendices

- p.87** GRI and SASB Content Summary
- p.94** Independent Auditors' Limited Assurance Report
- p.96** Corporate Information and Credits

GRI AND SASB CONTENT SUMMARY

Declaration of use	BB Seguridade reported based on the GRI Standards for the period from January 1, 2024 to December 31, 2024
GRI 1 used	GRI 1: 2021 Fundamentals
Applicable GRI Sector Standard(s)	Not applicable

GRI/SASB STANDARD		CONTENT	PAGE/ANSWER	OMISSION		
				OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 2: 2021 General Contents						
The organization and its reporting practices	2-1	Organization details	Page 7			
	2-2	Entities included in the organization’s sustainability reporting	Pages 4 e 81			
	2-3	Reporting period, frequency and point of contact	Page 4			
			GRI 305-1 and 305-2: The total value for 2023, 2022, and 2021 differs from what was disclosed in the previous report due to the inclusion of BB Seguridade's reporting.			
	2-4	Reformulations of information	GRI 405-1: The change in the percentage of women in leadership from 2022 to 2023 has been corrected (GRI 405-1).			
	2-5	External verification	Pages 4 e 94			

GRI 2: Conteúdos Gerais 2021					
Activities and workers	2-6	Activities, value chain and other business relations	Pages 4, 7, 17 e 37		
	2-7	Employees	Pages 44, 45 e 46		
	2-8	Workers who are not employees	Pages 44, 45 e 46		
Governance	2-9	Governance structure and its composition	Pages 66, 67, 70 e 72		
	2-10	Appointment and selection to the highest governance body	Pages 66, 67, 70 e 72		
	2-11	Chairman of the highest governance body	Page 67		
	2-12	"Role played by the highest governance body in supervising the impact management"	Pages 18, 23, 46 e 67		
	2-13	Delegation of responsibility for impact management	Page 67		
	2-14	"Role played by the highest governance body in reporting the sustainability"	Page 67		
	2-15	Conflicts of interest	Page 36		
	2-16	Communication of critical concerns	Page 67		
	2-17	Collective knowledge of the highest governance body	Page 67		
GRI 2: Conteúdos Gerais 2021					
Governance	2-18	Assessment of the performance of the highest governance body	Page 67		
	2-19	Compensation policies	Pages 41 e 42		
	2-20	Compensation setting policy	Page 41		
	2-21	Proportion of total annual compensation	Pages 41, 42 e 46		

Strategy, policies and practices	2-22	Statement on sustainable development strategy	Page 5			
	2-23	Policy commitments	Page 65			
	2-24	Incorporation of policy commitments	Page 65			
	2-25	Processes to remedy negative impacts	Page 76			
	2-26	"Mechanisms for advice and presentation of concerns"	Page 34			
	2-27	Compliance with laws and regulations	Page 79			
	2-28	Participation in associations	Page 16			
Stakeholder engagement	2-29	Approach to stakeholder engagement	Pages 17 e 44			
	2-30	Collective bargaining agreements	Page 44			
GRI 3: 2021 Material Topics						
Content on material topics	3-1	Process for defining material topics	Page 20			
	3-2	List of material topics	Page 22			
Material Topics						
Climate Change						
GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 28			
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Page 28			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 29			

GRI 305: 2016 Emissions	305-1	Direct greenhouse gas (GHG) emissions - Scope 1	Page 31			
	305-2	Indirect greenhouse gases (GHG) emissions from the acquisition of energy - Scope 2	Page 31			
	305-3	Other indirect greenhouse gas (GHG) emissions - Scope 3	Page 31			
SASB: Exposure to environmental risk	FN-IN-450a.1	Probability of maximum loss of insured products from weather-related natural disasters	Pages 28 e 31			
	FN-IN-450a.3	Description of approach to incorporation of environmental risks into (1) the underwriting process for individual contracts and (2) the management of firm-level risks and capital adequacy	Page 28			
Ethics, integrity, and compliance in the company and its value chain						
GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 32			
GRI 201: 2016 Economic performance	201-1	Direct economic value generated and distributed	Page 40			
GRI 205: 2016 Fight against corruption	205-1	Operations assessed for corruption-related risks	Page 32			
	205-2	Communication and training in anti-corruption policies and procedures	Pages 32 e 36			
	205-3	Confirmed cases of corruption and actions taken	Page 35			
GRI 308: 2016 Environmental assessment of suppliers	308-1	New suppliers selected based on environmental criteria	Page 37			
	308-2	Negative environmental impacts in the supply chain and measures taken	Page 37			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Page 32			

GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 32			
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Page 32			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 37			
GRI 415: Public Policy 2016	415-1	Political contributions	Page 35			
Attraction, development, and retention of employees						
GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 44			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Pages 44 e 45			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 44			
	401-3	Parental leave	Page 51			
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Page 47			
	403-5	Worker training on occupational health and safety	Page 47			
	403-6	Promotion of worker health	Page 47			
GRI 404: 2016 Training and education	404-1	"Average hours of training per year, per employee"	Pages 47 e 48			
	404-2	Programs for the improvement of competencies of employees and career transition assistance	Pages 47 e 49			
	404-3	Percentage of employees receiving regular performance and career development reviews	Pages 47 e 49			
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity in governance bodies and employees	Pages 50, 51 e 52			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page 44			

Diversity, Inclusion and Equity

GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 50			
GRI 401: Employment 2016	401-3	Parental leave	Page 51			
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity in governance bodies and employees	Pages 50, 51 e 52			
	405-2	Ratio between the basic salary and compensation received by women and those received by men	Pages 50 e 53			

Innovation and technology

GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 54			
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Satisfaction, transparency, and relationships with customers

GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 56			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 56			
SASB: Transparent information and fair advice for customers	FN-IN-270a.2	Complaint ratio	Page 58			
	FN-IN-270a.4	Description of the approach for informing customers about the products	Page 58			
	FN-AC-270a.3	Description of the approach for informing customers about products and services	Page 58			

Occupational safety and quality

GRI 3: Temas Materiais 2021	3-3	Management of material topics	Page 60			
GRI 416: Saúde e Segurança do Consumidor	416-1	Assessment of the health and safety impacts of product and service categories	Page 60			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 60			

SASB: Incorporation of Environmental, Social and Governance factors into investment management	FN-IN-410a.2	Description of the approach for incorporating environmental, social and governance (ESG) factors into investment management processes and strategies	Page 60				
	FN-AC-410a.2	Description of the approach for incorporating environmental, social and governance (ESG) factors into investment and/or wealth management processes and strategies	Page 60				
Information security, data privacy, and cybernetics							
GRI 3: 2021 Material Topics	3-3	Management of material topics	Page 64				
GRI 418: 2016 Customer privacy	418-1	Proven complaints regarding breaches of privacy and loss of customer data	Page 64				
SASB: Data security	FN-CF-230a.3	Description of the approach for identifying and addressing data security risks	Page 64				
SASB: Customer privacy	FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Page 64				

INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

GRI 2-5.b



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(A free translation of the original report in Portuguese on the 2024 Annual Report of BB Seguridade Participações S.A.)

Independent auditors' limited assurance report

To the Shareholders, Board of Directors and Management of
BB Seguridade Participações S.A.
Brasília – Federal District

Independent auditors' limited assurance report on the environmental, social and governance information included in the 2024 Annual Report of BB Seguridade Participações S.A. for the year ended December 31, 2024

Conclusion

We have carried out a limited assurance engagement about the environmental, social and governance information included in the 2024 Annual Report ("Report") of BB Seguridade Participações S.A. ("Company") for the year ended December 31, 2024 prepared in accordance with the *Global Reporting Initiative (GRI) Standards (GRI Standards)* and the Applicable Company's internal controls ("Criteria").

According to the procedures applied and the evidence we obtained, nothing has come to our attention that causes us to believe that the environmental, social and governance information included in the 2024 Annual Report of BB Seguridade Participações S.A. for the year ended December 31, 2024 has not been prepared, in all material respects, according to the *Global Reporting Initiative (GRI - GRI Standards)*.

Basis for conclusion

We conducted our engagement in accordance with Technical Assurance Communication (CTO) – July 2022 and NBC TO 3000 (reviewed) - Assurance Engagements Other than Audits and Reviews and *International Standard on Assurance Engagements (ISAE) 3000 (Revised)*, *Assurance Engagements Other Audits or Reviews of Historical Financial Information* issued by the Federal Association of Accountants (CFC) and *international auditing and assurance standards board (IAASB)* respectively. Our responsibilities with respect to those standards are further described in the "Our responsibilities" section of the report.

We have met the independence and other ethical requirements of the Accountant's Professional Code of Ethics and Professional Standards (including Independence Standards) issued by the Federal Association of Accountants (CFC) according to key principles of integrity, objectivity, professional competence and due zeal, confidentiality and professional behavior.

Our firm applies NBC PA 01 Quality Management to independent auditors' firms (legal entities and individuals) and the International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements issued by CFC and IAASB, respectively. This standard requires the firm to prepare, implement and operate a quality management system, including policies or procedures related to compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of BB Seguridade's Management for the Report

The Management of BB Seguridade Participações S.A. is responsible for:

- design, implementation and maintenance of internal controls that are relevant for preparing a Report that is free from material misstatement, whether due to fraud or error;
- selecting appropriate criteria for preparing the Report and the appropriate reference to the criteria applied or describing those criteria; and
- preparing the Sustainability Report according to the Criteria.

Our Responsibilities

We are responsible for:

- plan and carry out the engagement to obtain limited assurance about whether the Report prepared on the basis of the Criteria is free from material misstatement, whether due to fraud or error;
- form an independent conclusion according to the procedures applied and the evidence obtained; and
- report our conclusion to the management of BB Seguridade Participações S.A.

Summary of the work we carried out to support our conclusion

We exercise professional judgment and maintain professional skepticism throughout the work. We design and perform our procedures to obtain evidence about the Sustainability Report that is sufficient and appropriate to provide a basis for our conclusion. The procedures we have selected depend on our understanding of the Sustainability Report and other circumstances of the engagement, in addition to our consideration of the areas in which material misstatements are likely to occur. When carrying out the work, we:

- a. we plan our engagement, considering the materiality of the Company's activities, the relevance of the information disclosed by the Company, the amount of quantitative and qualitative information, as well as the operational and internal control systems that supported the preparation of the information included in the Report;
- b. we obtained an understanding of the calculation method and the procedures followed to compile indicators by making inquiries and holding interviews with the managers in charge of gathering information;
- c. we applied analytical procedures to quantitative information and inquired about qualitative information and its correlation with the indicators disclosed in the information included in the Report;
- d. when non-financial data correlate with financial indicators, we cross-checked these indicators against financial statements and/or accounting records; and
- e. evaluated the procedures followed for preparing the Report and its structure and contents, according to the Criteria.

The procedures applied in a limited assurance engagement vary in terms of nature and timing, and their extent is restricted (less extensive) than a reasonable assurance engagement. Therefore, the security level obtained from a limited assurance engagement is substantially lower than the security that would have been obtained if a reasonable assurance engagement had been carried out.

Brasília, June 23, 2025

KPMG Auditores Independentes Ltda.
CRC SP – 014428/F-0

Original in portuguese signed by

Pedro Henrique Moura Machado
Accountant CRC GO-022139/O-4

CORPORATE INFORMATION

GRI 2-1.a | 2-1.c

BB Seguridade Participações S.A.

CNPJ

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BB Seguridade's Archives

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