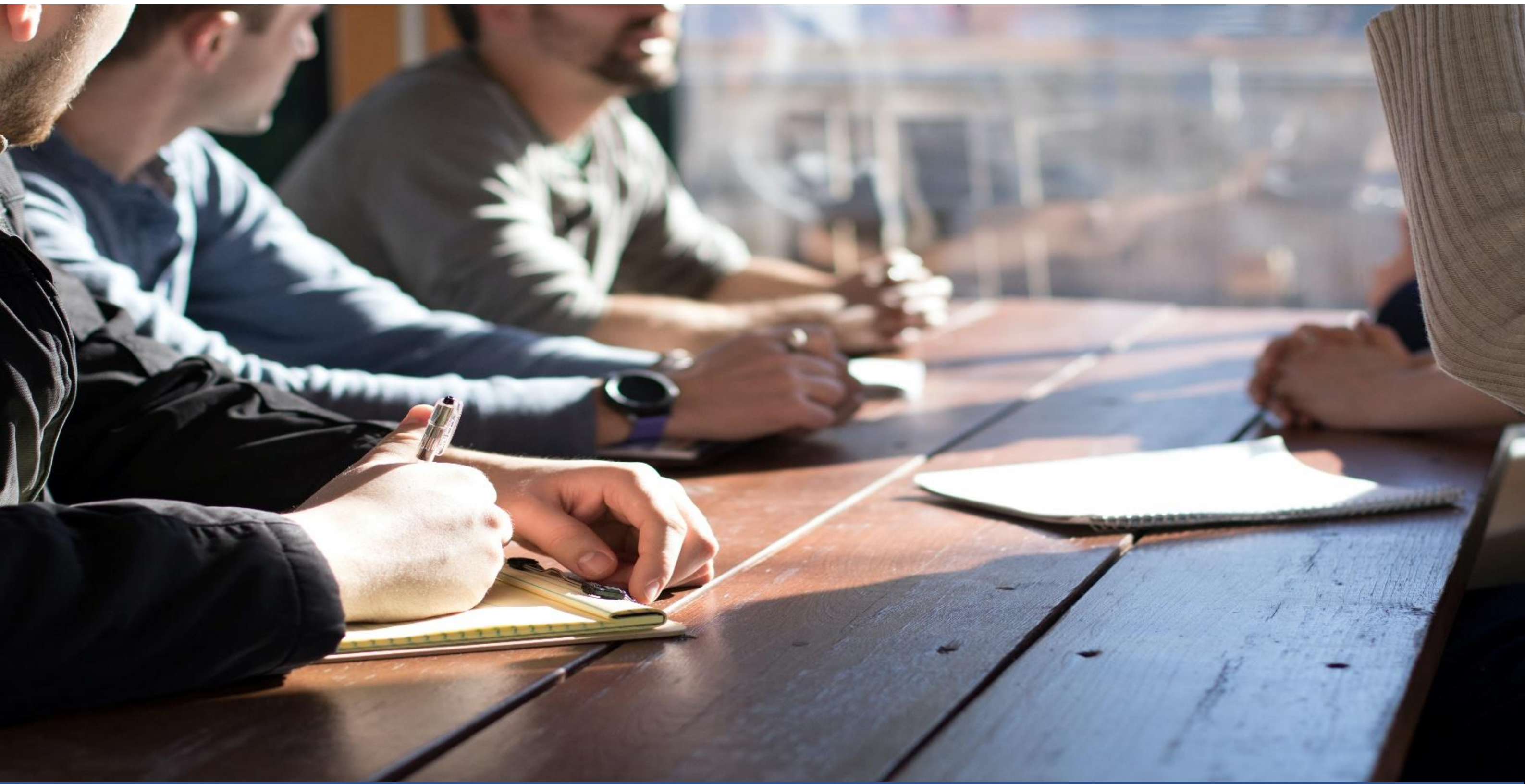
BB Seguridade Participações S.A.
Shareholders' Participation Manual

Extraordinary General Meeting of 06.30.2022



Summary

Introduction..3

Information on the Extraordinary General Meeting..................4

- Date...4
- Quorum to Hold Meetings...4
- Place...4
- Notice of Meeting...4
- Documents made available to Shareholders......................................4
- Representation documents...5
- Powers of Attorney...5
- Remote voting form...5
- Abuse of Voting Rights and Conflict of Interest..............................6

Shareholder Participation...7

- Prior Accreditation...7
- Remote Participation...7

Annexes

- Annex 1 – Call of Notice
- Annex 2 - Management Proposal
- Annex 3 - Powers of Attorney Individual and Legal Entity

Introduction

This manual presents to the shareholders information about the operation of BB Seguridade Participações S.A.'s General Meetings and guidelines for their participation and voting.

In order to enable a careful analysis for decision making, detailed and up-to-date information about each matter to be discussed is attached to this manual.

The Meeting called herein will be held exclusively digitally, through an electronic system made available by BB Seguridade to its shareholders so that they may monitor and vote at a distance in the Meeting, without prejudice to the use of the remote voting forms as a means to exercise the right to vote, as provided in Law 6.404/76, article 124, §2-A, and by CVM Resolution No. 81/2022, article 28, §3.

The Management Proposal and other documentation relevant to the matters that will be resolved in accordance with CVM Resolution No. 81/2022 are available on the Investor Relations portal of BB Seguridade(http://www.bbseguridaderi.com.br) and the Securities and Exchange Commission of Brazil – CVM.(www.cvm.gov.br)

Information on the Extraordinary General Meeting

Date

The Extraordinary General Meeting of BB Seguridade will be held on **06.30.2022, at 11 a.m.**

Quorum to Hold Meetings

This Extraordinary General Meeting, which also aims to amend the Bylaws, is held, on first call, with the presence of shareholders representing at least one quarter (1/4) of the total voting capital and, on second call, with any number, in accordance with Article 125 of Law No. 6.404/76.

Under the terms of Article 8, §4, of BB Seguridade's Bylaws (available at http://www.bbseguridaderi.com.br/pt/governanca-corporativa/estatuto-politicas-e-codigos), the General Meeting will deal exclusively with the object stated in the notices of meeting, and general subjects will not be admitted in the agenda.

The resolutions, with exceptions foreseen by law, will be taken by absolute majority of votes, and blank votes will not be counted, in according of Article 129 of Law No. 6404/76. It should be noted that for vote counting purposes, in addition to blank votes, BB Seguridade's system also does not count null votes.

Place

The Extraordinary General Meeting will be held exclusively in a digital and remote means.

Notice of Meeting

The Notice of Meeting set forth in Annex 1 to this Manual will be published on May 30 and 31, and June 1 2022 in the physical and digital Correio Braziliense newspaper, and will also be made available on the Company's Investor Relations website (https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/).

Documents available to Shareholders

The documents to be analyzed at the Meeting (Notice of Meeting, Management Proposal, Proxy Models and the Distance Voting Form) are available to Shareholders on the Investor Relations website (https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/), as well as on the CVM website (https://www.gov.br/cvm/pt-br).
Shareholders can also request a copy of these documents by email assembleia.seg@bbseg.com.br.

Representation documents

To the Meeting called herein, it will be necessary to notarize the powers of attorney granted by shareholders to their representatives or attorneys-in-fact. In the case of powers of attorney granted in electronic form by shareholders to their representatives or attorneys-in-fact, they must use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brazil. Authentication of the documents that accompany the Remote Voting Form will not be required; the only requirement is to send a colorful copy of the originals of the documents representing the Shareholder by electronic means. The proxy instruments, the identification documents and the shareholding position will be received through the electronic address assembleia.seg@bbseg.com.br up to 2 days before the Meeting is held, that is until on 06.28.2022.

The following identification documents will be accepted, must have a photo: ID Card or Identity Card, National Foreigner Registration - RNE, National Driver's License - CNH, Passport or Professional ID Card issued by the liberal professional councils or similar entities.

Powers of Attorney

In order to assist shareholders who decide to participate in the Extraordinary General Meetings through attorneys-in-fact, we present power of attorneys' models in Annex 3.

The powers of attorney granted electronically by shareholders to their representatives must use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brazil.

Remote Voting Form

The Company will adopt the remote voting system, in line with the provisions of CVM Resolution No. 81/2022.

The form is a summary of the meeting's subject matters that works like a ballot (available at https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/).

In this sense, shareholders who decide to vote by the Remote Voting Form may forward their voting instructions in relation to the subject matters of the Meeting:

a) to the custody agents that provide this service, in the case of shareholders holding shares deposited with a central depository;
b) to the Company's share bookkeeping agent or, also;
c) directly to the Company.

Shareholders who choose to exercise their right to remote voting may do so directly to the Company, and must send the following documents to the email address assembleia.seg@bbseg.com.br:

i) The Ballot complete filled and signed (no need for notarization) form;
ii) identification document - for **Legal** Entities: copy of the articles of incorporation/bylaws, proof of election of directors and copy of the power of attorney containing specific powers to sign the remote voting form on behalf of the Legal Entity, when applicable, and the identity document of these representatives; and for **Individuals**: colorful copy of the shareholder's id document with photo; **Investment Fund**: copy of the consolidated and updated regulation of the fund, Statute or Social Contract of its administrator, as the case may be, in accordance with the fund's voting policy, corporate documents proving the powers of representation and identity document with photo and CPF of the legal representative; and **Shareholder with tax domicile abroad**: Additionally, documents proving the origin of the resources will be required, according to CMN Resolution No. 4,373/2014 and Law No. 4,131/1962 and other related laws.

Holders of ADRs – American Depositary Receipts – Holders of ADRs shall be granted right to voting on the matters in the order of the day, in compliance with the same criteria applied to national investors, according to the type of shares that back their ADRs.

The deadline for receiving the required documents at BB Seguridade is 06.23.2022 (including).

Once the documents are received, BB Seguridade will notify the shareholder of their receipt and acceptance, in accordance with CVM Resolution No. 81/2022. This information will be sent to the Shareholder through the electronic address indicated on the voting form.

For further information, follow the guidelines established in CVM Instruction No. 81/2022 and the procedures described in the remote vote registry made available by the Company at (https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/).

Abuse of Voting Rights and Conflict of Interest

According to Article 115 of Law 6.404/76, the shareholder must exercise the right to vote in the company's interest. Voting will be considered abusive when exercised in order to damage the company or other shareholders, or to obtain for themselves or others an unfair advantage resulting, or the possibility to result in, loss to company or other shareholders.

The resolution taken as a result of the vote of a shareholder who has interests conflicting with those of the Company is voidable.

The shareholder will be liable for damages caused and will be obliged to transfer to the company the advantages he/she has earned.

Likewise, the controlling shareholder must use the power in order to make the company realize its purpose and fulfill its corporate activity. In addition, they have duties and responsibilities towards the other shareholders of the company, those who work in it and the community in which it operates, whose rights and interests must be loyally respected and served, according to Article 116, sole paragraph, of Law 6.404/76.

Shareholder Participation

Prior Accreditation

Remote participation, through the Zoom Meetings digital platform, will occur through prior accreditation made until 06.28.2022, to be sent to the email address assembleia.seg@bbseg.com.br.

For prior accreditation, the shareholders must send copies of the documents necessary for identification and/or of their attorneys-in-fact, as shown below:

a) Shareholders - id document and, in the case of holders of book entry shares or shares in custody, proof issued by the depositary financial institution.

b) Attorneys-in-fact - the shareholders must legally authorize a representative to vote, according to their voting intentions, according to the power of attorney model provided in Annex 3, whose regularity will be previously examined.

The following identification documents will be accepted, provided they have a photo: ID Card or Identity Card, National Foreigner Registration - RNE, National Driver's License - CNH, Passport or Professional ID Card issued by the liberal professional councils or similar entities.

BB Seguridade is not responsible for connection problems, internet network instability, platform incompatibility with the shareholder's equipment or any other situation that is not under the Company's control.

Shareholders that fail in submitting the request and needed documents within the term established shall not be qualified to participate to the shareholder´s meeting.

Remote Participation

The invitation with the access link and guidelines for entering the Meeting will be sent in response to the previous accreditation email. Shareholders who do not receive the invitation by 6 p.m. on 06.29.2022 shall contact assembleia.seg@bbseg.com.br at least 4 hours before the beginning of the Meeting, that is, by 7 a.m. on 06.30.2022.

Access via digital platform will be restricted to shareholders, their representatives or attorneys-in-fact.

Annex 1 – Call of Notice

BB SEGURIDADE PARTICIPAÇÕES S.A.
CNPJ (Corporate Taxpayer Registration) 17.344.597/0001-94
Extraordinary General Meeting

The Shareholders of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") - a publicly-held company - are invited to attend, on first call, to the Extraordinary General Meeting to be held exclusively digitally, at 11:00 a.m. on June 30, 2022, at the Company's registered office, in order to discuss the following agenda:

Extraordinary General Meeting

I- review the amount of the annual global amount of remuneration of the members of the Company's management bodies, the Fiscal Council, the Audit Committee, the Risk and Capital Committee and the independent member of the Related Party Transactions Committee approved at the Annual General Meeting from 2022;

The Meeting called herein will be held exclusively digitally, through an electronic system made available by BB Seguridade to its shareholders so that they may monitor and vote at a distance in the Meetings, without prejudice to the use of the remote voting forms as a means to exercise the right to vote, as provided in Law 6.404/76, art. 124, §2-A, and by CVM Resolution No. 81/2022, article 28, § 3.

In order to participate and resolve in the General Meeting, shareholders must observe the guidelines contained in the BB Seguridade Participações S.A. Shareholders' Participation Manual available on the Company's Investor Relations website(http://www.bbseguridaderi.com.br/pt/publicacoes-e-comunicados/assembleias-gerais) and the CVM website(www.cvm.gov.br), as well as the following:

a) The proxy instruments, identification and shareholding position documents will be received through the electronic address assembleia.seg@bbseg.com.br up to 2 days prior to the holding of the Meeting, that is, until 06.28.2022, according to the provisions of CVM Resolution No. 81/2022, article 6, §§ 1 and 3.
b) participation via the electronic system shall occur upon prior accreditation carried out at least 48 hours before the General Meetings, that is, until 06.28.2022. The shareholder must send an accreditation request to the Company, to the

address assembleia.seg@bbseg.com.br, accompanied by the documents for participation, as per guidance contained in the BB Seguridade Participações S.A. Shareholders' Participation Manual. Access to the Meetings will be restricted to shareholders, their representatives or attorneys-in-fact who accredit themselves within the period established in this Call Notice.

c) the sending of remote voting forms through B3 - Brasil, Bolsa, Balcão S.A. waives the need for prior accreditation. In order to participate in the remote voting modality, the filling out and submission of the form must be carried out until 06.23.2022 (including): i) to the custody agents that provide this service, in the case of shareholders holding shares deposited in a central depository; or ii) to the bookkeeper of the Company's shares, or iii) directly to the Company. For additional information, follow the rules provided for in CVM Resolution No. 81/2022 and the procedures described in the distance voting form.

d) for the Meetings called herein, it will be necessary to notarize the powers of attorney granted by shareholders to their representatives or attorneys-in-fact. In the case of powers of attorney granted in electronic form by shareholders to their representatives or attorneys-in-fact, they must use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brazil. Authentication of the documents that accompany the remote voting form will not be required; the only requirement is to send a color copy of the originals of the documents representing the Shareholder by electronic means.

e) The documentation relating to the proposals to be considered is available on the investor relations website (http://www.bbseguridaderi.com.br) and the Securities and Exchange Commission of Brazil website(www.cvm.gov.br) on the world wide web.

f) Any clarifications can be obtained through the electronic address assembleia.seg@bbseg.com.br.

Brasília (DF), May 30, 2022.

Marcelo Cavalcante de Oliveira Lima
Chairman of the Board of Directors

BB SEGURIDADE PARTICIPAÇÕES S.A.
EGM (Extraordinary General Meeting) 06.30.2022

Management Proposals and Other Documents for Information to Shareholders

Extraordinary General Meeting

I. review the amount of the annual total amount of remuneration of the members of the Company's management bodies, the Fiscal Council, the Audit Committee, the Risk and Capital Committee and the independent member of the Related Party Transactions Committee approved at the 2022 Annual General Meeting (CVM Resolution 81, Art 13, Items I and II);

MANAGEMENT PROPOSALS

REVIEW OF THE VALUE OF THE OVERALL AMOUNT OF COMPENSATION 2022-2023

- Shareholders,

For your consideration:

a) The proposal to review the amount of the global amount for payment of fees and benefits of the members of the Company's management bodies (Executive Board and the Board of Directors), corresponding to the period from April 2022 to March 2023, approved at the Annual General Meeting (AGM) held on 04.29.2022, for the maximum amount of R$ 9,234,013.45 (nine million, two hundred and thirty-four thousand, thirteen reais and forty-five cent). The proposed amount considers, for the months of April and May/2022, the fees fixed at the Annual General Meeting -- AGM held on months of April and May/2022, the fees fixed at the Annual General Meeting – AGM, held on 04.29.2022 and, for the months of June/2022 to March/2023, the application of the proposal submitted herein;

b) The proposal to set the monthly fees of the members of the Board of Directors at one-tenth (10%) of what, on a monthly average, the members of the Executive Board receive, including the Christmas bonus, and excluding the amounts related to variable compensation, health, supplementary pension, life insurance, housing allowance and removal benefits for the period from June/2022 to March/2023. Maintenance of the values approved on 04.29.2022 for the months of April/2022 and May/2022;

c) The proposal to set the monthly fees of the members of the Fiscal Council at 10% of the average monthly remuneration received by the members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable remuneration, health plan, supplementary pension, life insurance, housing allowance and removal benefits for the period from June/2022 to March/2023. Maintenance of the values approved on 04.29.2022 for the months of April/2022 and May/2022; and

d) The proposal to set the individual monthly remuneration of the members of the Audit Committee, the Risk and Capital Committee and the independent member of the Related Party Transactions Committee at 16.71% of the average monthly remuneration received by the members of the Executive Board, including

Christmas bonus, and excluding amounts related to variable compensation, health plan, supplementary pension, life insurance, housing allowance and removal benefits for the period from June/2022 to March/2023. Maintenance of the values approved on 04.29.2022 for the months of April/2022 and May/2022.

For your consideration.

On May 30th, 2022.

Marcelo Cavalcante de Oliveira Lima

Chairman of the Board of Directors

13 COMPENSATION OF DIRECTORS

13.1. Description of the policy or practice of compensation of the board of directors, statutory board, audit committee, statutory committees and audit, financial and transactions committees with related parties

As provided for in BB Seguridade's Articles of Incorporation, in its Article 10, the compensation and other benefits of the members of the Management bodies is set annually by the Annual General Meeting – AGO, in compliance with the legal regulations. The values are defined based on market research, internal balance, responsibility, Company and individual performance, among other factors. Total compensation includes fixed compensation, variable compensation and benefits.

BB Seguridade's executive board is composed exclusively of statutory members. The compensation characteristics of each body of BB Seguridade are described below:

Board of Directors

(a) objectives of the policy or practice of compensation

The members of BB Seguridade's Board of Directors (CA) are entitled to a fixed monthly compensation, which shall not exceed ten percent (10%) of the average value paid to the members of the Executive Board, the purpose being to compensate them for the services provided for the Company.

(b) compensation composition

Fees: Fixed monthly compensation paid for the members of BB Seguridade's Board of Directors.

ii. proportion of each element in the total compensation

Elements of Compensation	Proportion (%) 2019	Proportion (%) 2020	Proportion (%) 2021
Fees	100	100	100

iii. methodology for calculation and adjustment of each of the compensation elements

The value practiced corresponds to ten percent (10%) of the average of the values paid to the members of the Executive Board and approved annually by the Annual General Meeting.

iv. reasons that justify the composition of the compensation

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

v. existence of members not remunerated by the Company and the reason for this fact

BB Seguridade's Chief Executive Officer is not remunerated for his/her activities in the Board of Directors. The member of the Audit Committee who is also a member of the Board of Directors is not remunerated for his/her performance on the Board of Directors, and should receive compensation only from the Audit Committee, as provided for in Article 31, Paragraph 6, item III of the Articles of Incorporation.

Furthermore, the independent member of the Related Party Transactions Committee who is also a member of the Board of Directors must opt for the compensation related to only one of the positions, as provided in Article 32, Paragraph 6 of the Articles of Incorporation.

(c) main performance indicators taken into consideration when determining each compensation element

Not applicable: Fixed compensation without related indicator. The compensation of the Board of Directors corresponds to 10% of the average of the values paid to the members of the Executive Board and approved annually by the Annual General Meeting.

(d) how compensation is structured to reflect the evolution of performance indicators

Not applicable: Fixed compensation without related indicator.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

Not applicable: Fixed compensation without related indicator.

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

Not applicable. The compensation of the members of the Board of Directors is fully supported by BB Seguridade Participações S.A.

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

Not applicable. The compensation of the Board of Directors is not linked to the occurrence of any corporate event, corresponding to 10% of the average of the values paid to the members of the Executive Board and approved annually by the Annual General Meeting.

(h) practices and procedures adopted by the board of directors to define the individual compensation of the board of directors and executive board

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

The overall or individual compensation of the management bodies is fixed annually by the General Meeting, in compliance with the provisions of Law No. 6,404/76, Law No. 13,303/16, its regulating Decree, and other applicable rules.

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

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

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

iii. frequency and how the board of directors evaluates the adequacy of the issuer's compensation policy.

Not applicable, considering that the compensation of BB Seguridade's directors complies with the practices adopted by the controller and the provisions of Laws No. 6,404/76 and 9,292/96.

Fiscal Council

(a) purposes of the compensation policy or practice

The members of BB Seguridade's Fiscal Council (CF) are entitled to a fixed monthly compensation, which shall not exceed ten percent (10%) of the average value paid to the members of the Executive Board, the purpose being to compensate them for the services provided to the Company.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

Fees: Fixed monthly compensation for the members of BB Seguridade's Fiscal Council.

ii. proportion of each element in the total compensation

Elements of Compensation	Proportion (%) 2019	Proportion (%) 2020	Proportion (%) 2021
Fees	100	100	100

iii. methodology for calculation and adjustment of each of the compensation elements

The value practiced corresponds to ten percent (10%) of the average of the values paid to the members of the Executive Board and approved annually by the Annual General Meeting.

iv. reasons that justify the composition of the compensation

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

v. existence of members not remunerated by the Company and the reason for this fact

There are no unpaid board members. Alternate board members are remunerated for their occasional participation in meetings.

(c) main performance indicators taken into consideration when determining each compensation element

Not applicable: Fixed compensation without related indicator. The compensation of the Fiscal Council corresponds to 10% of the average of the values paid to the members of the Executive Board and approved annually by the Annual General Meeting.

(d) how compensation is structured to reflect the evolution of performance indicators

Not applicable: Fixed compensation without related indicator.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

Not applicable: Fixed compensation without related indicator.

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

Not applicable. The compensation of the members of the Fiscal Council is fully supported by BB Seguridade Participações S.A.

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

Not applicable. The compensation of the Fiscal Council is not linked to the occurrence of any corporate event, corresponding to 10% of the average of the values paid to the members of the Executive Board and approved annually by the Annual General Meeting.

Executive Board

(a) purposes of the compensation policy or practice

To compensate the members of the Executive Board, considering their responsibilities, the time dedicated to their positions, their competencies and professional reputation and the value of their services in the market, with the purpose of maximizing the Company's results in a sustainable manner.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

Fees, Christmas bonus, variable compensation and benefits.

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

Christmas Bonus: Compensation equivalent to a monthly fee.

Annual Variable Compensation Program - PRVA of the Executive Board: Aims to recognize the efforts of the managers in the construction of the results achieved, based on the performance of indicators linked to the Company's strategic planning. The variable compensation policy is established in accordance with Law No. 6,404/76, article 152 and CPC (Accounting Pronouncements Committee) 10, and part of the RVA is paid in shares.

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

ii. proportion of each element in the total compensation

Elements of Compensation	Proportion (%) 2019	Proportion (%) 2020	Proportion (%) 2021
Fees	64.57	47.35	52.38
Christmas Bonus	5.66	2.25	3.95
Variable Compensation	24.88	41.33	32.70
Direct and Indirect Benefits	4.88	9.07	10.97

iii. methodology for calculation and adjustment of each of the compensation elements

The Executive Board's fees are defined by the Board of Directors, limited by the overall compensation approved in AGO (Annual General Meeting), and are aligned with market practices of same size companies and with the compensation rules adopted by the Company's Controller.

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

Any adjustment in the monthly fees automatically adjusts the other components of the compensation (variable compensation, for example).

iv. reasons that justify the composition of the compensation

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

v. existence of members not remunerated by the Company and the reason for this fact

There are no unpaid members.

(c) main performance indicators taken into consideration when determining each compensation element

Fees: Performance in the position

Benefits: Performance in the position

Variable Compensation: The determination of the payment and amount of the variable compensation granted to the statutory employees occurs through the calculation of performance indicators that cover four levels: Corporate, business unit, individual and collegiate.

The performance evaluation of BB Seguridade's Executive Board, for purposes of variable compensation, is composed of a weighting between the criteria set out in the tables below:

2019 Program

Level	Indicator		Sign	Goal	Weight	Ruler
Corporate	BB Seguridade's RSPL (Return on Net Equity)		+	57.10%	50%	1
	Operational Efficiency Index		-	13.04%	10%	1
	NPS (Net Promoter Score) Customer		+	33.50%	10%	1
Collegiate	SEST's (Coordination and Governance Department of State-owned Companies) Compliance Indicator		+	430.00	5%	2
	Executive Board Evaluation		+	8.00	5%	1
Unit	CFO[1]	Brokerage Revenue	+	12.87%	3%	1
		Efficiency Index of the Affiliates	+	22.14%	3%	1
		Financial Profitability on Investments of Holdings and Affiliates	+	112.20%	2%	1
		Performance Portfolio of CFO Projects	+	7.0	2%	1
	CMO[2]	Commercial Priority (Core Segment Invoicing)	+	71.46%	3%	1
		Portfolio Performance of CMO Strategic Projects	+	7.0	3%	1
		Weighted Market Share (Life, Credit Life, Pension Plan and Residential Insurance)	+	100%	4%	1
	COO[3]	BB Corretora's Contribution Margin	+	9.91%	3%	1
		% Able Successors	+	50%	3%	1
		Performance Portfolio of Strategic Projects	+	7.0	4%	1
	CEO[4]	Average (CFO/CMO/COO)			10%	1
Individual	Individual Performance Evaluation of the CEO by the Board of Directors and of the other Officers by the CEO		+	3.50	10%	1

TOTAL	-	-	100%	-
[1] CFO - Finance, IR and Equity Management Officer [2] CMO - Commercial and Marketing Officer [3] CIO - Strategy, Technology and Customer Officer [4] CEO - Chief Executive Officer - The CEO's score is the arithmetic average of the scores obtained by the indicators of each board (CFO, CMO, and CIO).				

2020 Program

Level		Indicator	Sign	Goal	Weight	Ruler
Corporate		RSPL	+	68.13%	50%	1
		Adjusted Efficiency Index	-	12.80%	10%	1
		NPS Customers	+	40.00 %	10%	1
Collegiate		Collegiate Executive Board Evaluation	+	8.00	5%	1
		Sest Compliance Indicator	+	430	5%	2
Unit	CFO[1]	Brokerage Revenue	+	-0.18%	4%	1
		Efficiency Index of the Affiliates	-	21.71%	3%	1
		Financial Profitability on Investments of Holdings and Affiliates	+	111.16%	3%	1
	CMO[2]	Commercial Priority (core insurance invoicing: life, pension plan, residential and total rural)	+	86.67%	3%	1
		Performance Portfolio of CMO Projects	+	7.00	3%	1
		Weighted Market Share (life, corporate, pension plan and residential)	+	9.50%	4%	1
	CIO[3]	BB Corretora's Contribution Margin	+	-1.68%	3%	1
		% Able Successors	+	50.00%	3%	1
		Performance Portfolio of CIO Projects	+	7.00	4%	1
	CEO[4]	Average (CFO/CMO/CIO)	+	-	10%	1
Individual		Individual Performance Evaluation of the CEO by the Board of Directors and of the other Officers by the CEO	+	3.50	10%	1
TOTAL			-	-	**100%**	-

<table>
<tr><td>[1] CFO - Finance, IR and Equity Management Officer

[2] CMO - Commercial and Marketing Officer

[3] CIO - Strategy, Technology and Customer Officer

[4] CEO - Chief Executive Officer - The CEO's score is the arithmetic average of the scores obtained by the indicators of each board (CFO, CMO, and CIO).</td></tr>
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2021 Program

<table>
<tr><th>Module</th><th>Level</th><th colspan="2">Indicator</th><th>Sign</th><th>Goal</th><th>Weight</th><th>Ruler</th></tr>
<tr><td rowspan="8">Base</td><td>Corporate</td><td colspan="2">Average percentage of achievement of the indicators of Zênite's strategic purposes: Be light and efficient, Combine online and offline to sell more and more, Connect and accelerate the digital and Experience without fear to get it right</td><td rowspan="6">+</td><td>100%</td><td>60%</td><td>1</td></tr>
<tr><td rowspan="4">Unit</td><td>CFO</td><td>Performance Portfolio of Strategic Projects of the Executive Board (CFO)</td><td rowspan="4">7</td><td rowspan="4">15%</td><td rowspan="4">3</td></tr>
<tr><td>CMO</td><td>Performance Portfolio of Strategic Projects of the Executive Board (CMO)</td></tr>
<tr><td>CIO</td><td>Performance Portfolio of Strategic Projects of the Executive Board (CIO)</td></tr>
<tr><td>CEO</td><td>Average (CFO/CMO/CIO)</td></tr>
<tr><td>Individual</td><td colspan="2">Individual Performance Evaluation of the CEO by the Board of Directors and of the other Officers by the CEO</td><td>3.5</td><td>15%</td><td>2</td></tr>
<tr><td>Collegiate</td><td colspan="2">Sest Compliance Indicator</td><td>+</td><td>430</td><td>10%</td><td>5</td></tr>
<tr><td colspan="3">TOTAL</td><td></td><td></td><td>100%</td><td></td></tr>
<tr><td>Bonus</td><td>-</td><td colspan="2">Average percentage of achievement of the indicators that make up Zênite's strategic purpose "Transform Customers into Fans"</td><td>+</td><td>100%</td><td>100%</td><td>4</td></tr>
<tr><td></td><td colspan="7">CFO - Financial and IR Officer
CMO - Commercial, Marketing and Customer Officer
CIO - Strategy and Technology Officer
CEO - Chief Executive Officer - The score for the CEO shall be the arithmetic average of the payment percentage obtained by the indicators of each business unit (CFO, CMO, and CIO).</td></tr>
</table>

(d) how compensation is structured to reflect the evolution of performance indicators

Variable compensation is activated upon meeting of performance indicators so that non-compliance of any indicator will influence directly in calculation of variable compensation. Similarly, overcoming of goals can raise the value due.

To activate the Program, it is necessary that at least the following prerequisites are met: i) Activation of the Profit Sharing Program (PLR) of the employees of Banco do Brasil S.A; and ii) Existence of net profit for the fiscal year.

The value due to each participant is measured by calculating the modules defined as: Base, Bonus, and Shares Update. The performance of the Institution, of the Unit of operation and of the individual participants compose the set of indicators of the Base module, whose achievement implies the payment of up to 9 fees.

The achievement of at least 100% of the goal established in the Base module activates the Bonus module, and exceeding it enables the payment of up to 4 fees. The Bonus module is composed of the indicator that reflects the most relevant direction for the Company's sustainability.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

The compensation policy aligns with the Company's interests, considering the results to be achieved in the short, medium, and long term, as well as the market trend analyses aligned with the corporate strategies for the next periods.

The Variable Compensation Program for the Executive Board is aligned with the results obtained by the Company. Part of the compensation, fifty percent (50%), is expected to be paid in Company shares (20% in cash and 80% deferred for a period of four years). Thus, managers are encouraged to maintain and expand results, generate shareholder returns, and receive roles that are always valuable.

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

The compensation of the Executive Board is not supported by the aforementioned entities.

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

There is no compensation or benefit linked to a corporate event.

Audit Committee

(a) purposes of the compensation policy or practice

The compensation of the Audit Committee (Coaud) is defined by the General Meeting and shall be compatible with the work plan approved by the Board of Directors and must comply with the following criteria, according to BB Seguridade's Articles of Incorporation, in its article 31, paragraph 6:

i. the compensation of the Committee members shall not exceed the average fee paid to the Officers;

ii. in the case of public servants, their compensation for participation in the Audit Committee shall be subject to the provisions established in the pertinent legislation and regulation;

iii. the Audit Committee member who is also a member of the Board of Directors shall receive compensation only from the Audit Committee.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

Fees: Fixed monthly compensation paid to the members of BB Seguridade's Audit Committee.

ii. proportion of each element in the total compensation

Elements of Compensation	**Proportion (%) 2019**	**Proportion (%) 2020**	**Proportion (%) 2021**
Fees	100	100	100

iii. methodology for calculation and adjustment of each of the compensation elements

The compensation of the members of the Statutory Audit Committee shall be set by the General Meeting and compatible with the work plan approved by the Board of Directors, and may not exceed the average monthly compensation of the Statutory Officers.

iv. reasons that justify the composition of the compensation

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

v. existence of members not remunerated by the Company and the reason for this fact

There are no unpaid members.

(c) main performance indicators taken into consideration when determining each compensation element

Not applicable: Fixed compensation without related indicator.

(d) how compensation is structured to reflect the evolution of performance indicators

Not applicable: Fixed compensation without related indicator.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

Not applicable: Fixed compensation without related indicator.

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

Not applicable. The compensation of the Audit Committee members is fully supported by BB Seguridade Participações S.A.

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

Not applicable. The Audit Committee's compensation is not linked to the occurrence of any corporate event.

Related Party Transactions Committee

(a) purposes of the compensation policy or practice

The Related Party Transactions Committee has the prerogative to previously approve the execution of contracts, as well as other instruments, which have as their purpose the transactions with related parties and which have as signatories the Company and/or its direct and indirect subsidiaries on one side and one or more related parties on the other side, as well as the reviews and termination of contracts and instruments of this kind.

The position of member of the Related Party Transactions Committee shall not be remunerated, except for the independent member, whose compensation shall be defined by the Board of Directors, within the limit established by the General Meeting on the occasion of the approval of the Overall Compensation of the Company's Directors, as provided in Article 32, Paragraph 5 of the Articles of Incorporation. Also, according to Paragraph 6 of the same article, the independent member of the Related Party Transactions Committee who is also a member of the Board of Directors must opt for the compensation related to only one of the positions.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

Fees: Fixed monthly compensation paid to the independent member of the Related Parties Committee elected as provided for in Paragraph 1 and Paragraph 2 of Article 32 of the Articles of Incorporation.

ii. proportion of each element in the total compensation

Elements of Compensation	Proportion (%) 2019	Proportion (%) 2020	Proportion (%) 2021
Fees	-	100	100

iii. methodology for calculation and adjustment of each of the compensation elements

The compensation of the independent member of the Related Party Transactions Committee shall be defined by the Board of Directors, within the limit established by the General Meeting on the occasion of the approval of the Overall Compensation of the Company's Directors, as provided in Article 32, Paragraph 5 of the Articles of Incorporation.

iv. reasons that justify the composition of the compensation

The compensation of the independent member of the Related Party Transactions Committee shall be defined by the Board of Directors, within the limit established by the General Meeting on the occasion of the approval of the Overall Compensation of the Company's Directors, as provided in Article 32, Paragraph 5 of the Articles of Incorporation.

v. existence of members not remunerated by the Company and the reason for this fact

The compensation offered exclusively to the independent member of the Related Party Transactions Committee is based on the need to attract a market professional with adequate training to the performance of the position.

(c) main performance indicators taken into consideration when determining each compensation element

Not applicable: Fixed compensation of the independent member of the Related Party Transactions Committee with no linked indicator.

(d) how compensation is structured to reflect the evolution of performance indicators

Not applicable: Fixed compensation of the independent member of the Related Party Transactions Committee with no linked indicator.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

Not applicable: Fixed compensation of the independent member of the Related Party Transactions Committee with no linked indicator.

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

Not applicable. The compensation of the independent member of the Related Party Transactions Committee is fully supported by BB Seguridade Participações S.A.

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

Not applicable. The compensation of the independent member of the Related Party Transactions Committee is not linked to the occurrence of any corporate event.

Risk and Capital Committee

(a) purposes of the compensation policy or practice

The remuneration of the Risk and Capital Committee is defined by the General Meeting limited to the remuneration received by the members of the Audit Committee, as provided for in Art. 34, §6 of the Bylaws.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

Fees: fixed monthly remuneration paid to member of the Risk and Capital Committee.

ii. proportion of each element in the total compensation

Elements of Compensation	Proportion (%) 2019	Proportion (%) 2020	Proportion (%) 2021
Fees	-	-	100

iii. methodology for calculation and adjustment of each of the compensation elements

The remuneration of the Risk and Capital Committee is defined by the General Meeting limited to the remuneration received by the members of the Audit Committee, as provided for in Art. 34, §6 of the Bylaws.

iv. reasons that justify the composition of the compensation

The remuneration of the Risk and Capital Committee is defined by the General Meeting limited to the remuneration received by the members of the Audit Committee, as provided for in Art. 34, §6 of the Bylaws.

v. existence of members not remunerated by the Company and the reason for this fact

There are no unpaid members.

(c) main performance indicators taken into consideration when determining each compensation element

Not applicable: fixed remuneration without a linked indicator.

(d) how compensation is structured to reflect the evolution of performance indicators

Not applicable: fixed remuneration without a linked indicator.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

Not applicable: fixed remuneration without a linked indicator.

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

Not applicable. The compensation of the Risk and Capital Committee is fully supported by BB Seguridade Participações S.A.

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

Not applicable. The compensation of the Risk and Capital Committee is not linked to the occurrence of any corporate event.

Eligibility Committee

(a) purposes of the compensation policy or practice

The Eligibility Committee has the prerogative of advising the shareholders in the nomination of directors, members of the advisory committees to the Board of Directors, and Fiscal Council members about the fulfillment of the requirements and the absence of prohibitions for the respective elections. The position of member of the Eligibility Committee shall not be remunerated.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

The position of member of the Eligibility Committee is not remunerated, according to Paragraph 7 of article 33 of BB Seguridade's Articles of Incorporation.

ii. proportion of each element in the total compensation

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

iii. methodology for calculation and adjustment of each of the compensation elements

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

iv. reasons that justify the composition of the compensation

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

v. existence of members not remunerated by the Company and the reason for this fact

The position of Committee member shall not be remunerated, as provided in Article 33, Paragraph 7 of BB Seguridade's Articles of Incorporation.

(c) main performance indicators taken into consideration when determining each compensation element

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

(d) how compensation is structured to reflect the evolution of performance indicators

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

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

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

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

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

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

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

Finance and Investment Committee

(a) purposes of the compensation policy or practice

The Finance and Investment Committee is a non-statutory body that aims to advise the Collegiate Executive Board on strategic issues regarding the Company's investments and the position is unpaid.

(b) compensation composition

i. description of the compensation elements and the purposes of each one of them

The position of member of the Finance and Investment Committee is not remunerated, as provided in Paragraph 2 of article 3 of its Internal Regulations.

ii. proportion of each element in the total compensation

The position of member of the Finance and Investment Committee is unpaid.

iii. methodology for calculation and adjustment of each of the compensation elements

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

iv. reasons that justify the composition of the compensation

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

v. existence of members not remunerated by the Company and the reason for this fact

The position of member of the Finance and Investment Committee is not remunerated and is not delegable, as per article 3, second paragraph of its Internal Regulations, and shall be exercised with respect for the duties of loyalty and diligence, as well as avoiding any situations of conflict that may affect the interests of the Company and its shareholders.

(c) main performance indicators taken into consideration when determining each compensation element

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

(d) how compensation is structured to reflect the evolution of performance indicators

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

(e) how the compensation policy or practice aligns with the issuer's short, medium and long term interests

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

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

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

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

Not applicable. The position of member of the Finance and Investment Committee is unpaid.

13.2. Total compensation of Board of Directors, Statutory Board and Audit Committee

In relation to the compensation recognized in the result of the last three fiscal years and that provided for the current fiscal year for BB Seguridade's Board of Directors, Statutory Executive Board and Fiscal Council.

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

The number of members of each body corresponds to the annual average of members of each body calculated monthly, with two decimal places, in accordance with item "b" of subtitle 10.2.13 of Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022. In the case of the Fiscal Council, only full members were considered.

The number of remunerated members of each body corresponds to the annual average of the number of remunerated members of each body, calculated monthly, with two decimal places, in accordance with item "b" of subtitle 10.2.13 of the Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022. To calculate the average, all remunerated members were considered, including those who received proportional compensation due to the beginning and end of the elective term of office, those who received adjustments for previous months, and those who received portions of the Variable Compensation of Directors (RVA), including those resulting from previous Programs. In the case of the Fiscal Council, the alternate members who, as a result of their performance, have received compensation were also considered.

Total Compensation Observed for Fiscal Year 2019 - Annual Values				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	6.83	4.00	3.00	**13.83**
c) Number of remunerated members [1]	3.92	4.75	3.00	**11.67**
d) Compensation segregated into:				
(i) Annual fixed compensation, segregated into:				
- Salary or pro-labore (R$)	261,671.23	2,821,305.28	212,644.80	**3,246,594.88**
- Direct and indirect benefits (R$)	N/A	196,023.36	N/A	**196,023.36**
- Participation in committees	N/A	N/A	N/A	**N/A**
(ii) Variable compensation[2], segregated in:				
- Bonus	N/A	N/A	N/A	**N/A**
- Profit sharing	N/A	N/A	N/A	**N/A**
- Participation in meetings	N/A	N/A	N/A	**N/A**
- Commissions	N/A	N/A	N/A	**N/A**
- Others (R$)	N/A	709,473.29	N/A	**709,473.29**
(iii) Post-employment benefits (R$)	N/A	188,799.60	N/A	**188,799.60**
(iv) Termination benefits	N/A	N/A	N/A	N/A

(v) Share-based compensation[3] (R$)	N/A	772,400.30	N/A	**772,400.30**
e) Total compensation (R$)	**261,671.23**	**4,688,001.83**	**212,644.80**	**5,162,317.86**

[1] The Company's Board of Directors consists of 7 members, however, in the fiscal year of 2019, two of them have resigned their fees, and the Company's President is not remunerated for his position on the Board.

[2] The values of Annual Variable Compensation of BB Seguridade's directors for the period 2019-2020 are contained in the overall value approved by the Annual General Meeting of 04/24/2019 and its definition, which is 50% in cash and 50% in shares, of which 20% were paid in cash and 80% deferred over four years, was approved by the Company's Board of Directors on 03/18/2018. Of the total of R$709,473.29 allocated to Variable Compensation, R$227,045.97 refers to the cash installment of the 2018 Program, after deducting the advance payment, and R$482,427.32 refers to the advance payment of the 2019 Program.

[3] Of the R$772,400.30 allocated to share-based compensation, R$146,556.99 refers to the fourth deferred installment of the 2014 Program, R$161,949.69 refers to the third deferred installment of 2015, R$193,826.60 refers to the second installment of the 2016 Program, R$145.992.38 refers to the first installment of the 2017 Program, and R$ 124,074.64 refers to the cash installment of the 2018 Program, in accordance with item "b" of subtitle 10.2.13 of Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022.

Total Compensation Observed for Fiscal Year 2020 - Annual Values				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	6.50	3.83	2.83	**13.16**
c) Number of remunerated members	4.08[1]	4.67	2.83	**11.58**
d) Compensation segregated into:				
(i) Annual fixed compensation, segregated into:				
- Salary or pro-labore (R$)	252,796.70	2,522,934.35	213,024.75	**2,988,755.80**
- Direct and indirect benefits (R$)	N/A	292,349.31	N/A	**292,349.31**
- Participation in committees	N/A	N/A	N/A	**N/A**
(ii) Variable compensation[2], segregated in:				
- Bonus	N/A	N/A	N/A	**N/A**

- Profit sharing	N/A	N/A	N/A	**N/A**
- Participation in meetings	N/A	N/A	N/A	**N/A**
- Commissions	N/A	N/A	N/A	**N/A**
- Others [2] (R$)	N/A	1,167,719.27	N/A	**1,167,719.27**
(iii) Post-employment benefits (R$)	N/A	168,832.31	N/A	**168,832.31**
(iv) Termination benefits	N/A	N/A	N/A	N/A
(v) Share-based compensation[3] (R$)	N/A	934,192.96	N/A	**934,192.96**
e) Total compensation (R$)	**252,796.70**	**5,086,028.20**	**213,024.75**	**5,551,849.65**

[1] Although the Board of Directors is composed of 7 members, (i) the Company's President is not remunerated for his work on the Board; (ii) there is a Board member who, as he/she also serves on the Audit Committee, he/she receives fees for that Committee; (iii) the independent member, as he/she also serves on the Related Party Transactions Committee, opted to receive fees for that Committee; and (iv) there was a vacancy in one of the positions.

[2] Of the total of R$1,167,719.27 allocated to Variable Compensation, R$ 765,547.47 refers to the cash installment of the 2019 Program, after deducting the advance payment, and R$402,171.80 refers to the advance payment of the 2020 Program.

[3] Of the R$934,192.96 allocated to share-based compensation, R$180,246.76 refers to the fourth deferred installment of the 2015 Program, R$215,725.10 refers to the third deferred installment of 2016, R$162,486.58 refers to the second deferred installment of 2017, R$137.546.79 refers to the first deferred installment of 2018 and R$ 238,187.73 refers to the cash installment of the 2019 Program, in accordance with item "b" of subtitle 10.2.13 of the Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022.

Total Compensation Observed for Fiscal Year 2021 - Annual Values				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	6.92	4.00	3.00	**13.92**
c) Number of remunerated members	3.67[1]	4.75	3.00	**11.42**
d) Compensation segregated into:				
(i) Annual fixed compensation, segregated into:				
- Salary or pro-labore (R$)	246,517.39	2,672,435.93	212,658.64	**3,131,611.96**

- Direct and indirect benefits (R$)	N/A	244,803.75	N/A	**244,803.75**
- Participation in committees	N/A	N/A	N/A	**N/A**
(ii) Variable compensation[2], segregated in:				
- Bonus	N/A	N/A	N/A	**N/A**
- Profit sharing	N/A	N/A	N/A	**N/A**
- Participation in meetings	N/A	N/A	N/A	**N/A**
- Commissions	N/A	N/A	N/A	**N/A**
- Others [2] (R$)	N/A	810,673.67	N/A	**810,673.67**
(iii) Post-employment benefits (R$)	N/A	275,792.85	N/A	**275,792.85**
(iv) Termination benefits	N/A	N/A	N/A	N/A
(v) Share-based compensation[3] (R$)	N/A	741,057.96	N/A	**741,057.96**
e) Total compensation (R$)	**246,517.39**	**4,744,764.15**	**212,658.64**	**5,203,940.18**

[1] Although the Board of Directors is composed of 7 members, the Company's President is not remunerated for his work on the Board.

[2] Of the total of R$810,673.67 allocated for Variable Compensation, R$352,826.81 refers to the cash installment of the 2020 Program, after deducting the advance payment, and R$457,846.86 refers to the advance payment of the 2021 Program.

[3] Of the R$741,057.96 allocated to share-based compensation, R$169,518.55 refers to the fourth deferred installment of the 2016 Program, R$127,683.28 refers to the third deferred installment of 2017, R$108,085.38 refers to the second deferred installment of 2018, R$186.905.90 refers to the first deferred installment of 2019, and R$ 148,864.85 refers to the cash installment of the 2020 Program, in accordance with item "b" of subtitle 10.2.13 of the Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022.

Total Compensation Expected for Fiscal Year 2022 - Annual Values				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	7.00	4.00	3.00	**14.00**
c) Number of remunerated members	6.00[1]	4.00	3.00	**13.00**

d) Compensation segregated into:				
(i) Annual fixed compensation, segregated into:				
- Salary or pro-labore (R$)	477,235.18	3,101,651.42	238,617.59	**3,817,504.19**
- Direct and indirect benefits (R$)	N/A	752,148.02	N/A	**752,148.02**
- Participation in committees	N/A	N/A	N/A	**N/A**
(ii) Variable compensation[2], segregated in:				
- Bonus	N/A	N/A	N/A	**N/A**
- Profit sharing	N/A	N/A	N/A	**N/A**
- Participation in meetings	N/A	N/A	N/A	**N/A**
- Commissions	N/A	N/A	N/A	**N/A**
- Others [2] (R$)	N/A	1,466,920.08	N/A	**1,466,920.08**
(iii) Post-employment benefits (R$)	N/A	527,783.92	N/A	**527,783.92**
(iv) Termination benefits	N/A	N/A	N/A	N/A
(v) Share-based compensation[3] (R$)	N/A	863,119.36	N/A	**863,119.36**
e) Total compensation (R$)	**477,235.18**	**6,711,622.80**	**238,617.59**	**7,427,475.57**

[1] Although the Board of Directors is composed of 7 members, the Company's President is not remunerated for his work on the Board.

[2] The values refers to the projected Variable Compensation of BB Seguridade's directors for the period 2022-2023. Of the total of R$1,466,920.08 allocated for Variable Compensation, R$579,265.51 refers to the installment in cash of the 2021 Program, after deducting the advance payment, and R$887,654.57 refers to the advance payment of the 2022 Program.

[3] Of the R$863,119.36 allocated to share-based compensation, R$113,955.55 refers to the fourth deferred installment of the 2017 Program, R$130,858.31 refers to the third deferred installment of 2018, R$252,992.73 refers to the second deferred installment of 2019, R$169.025.31 refers to the first deferred installment of 2020, and R$ 196,287.46 refers to the cash installment of the 2021 Program, in accordance with item "b" of subtitle 10.2.13 of the Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022.

13.3. Variable Compensation of Administrators

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

The number of members of each body corresponds to the annual average of each body calculated monthly, with two decimal places, in accordance with item "c" of subtitle 10.2.13 of the Circular Letter-Annual-2022-CVM/SEP, of 02/24/2022, of 02/26/2021. For the calculation, the number of members on the last business day of the month was considered.

The number of remunerated members of each body (letter "c") corresponds to the number of officers and board members to whom variable compensation was attributed recognized in the result for the fiscal year, in accordance with item "c" of subtitle 10.2.13 of the Circular Letter/ Annual-2022-CVM/SEP, of 02/24/2022. For the calculation of the average, all members who received installments of the variable compensation of directors (RVA) in kind were considered.

The members of BB Seguridade's Board of Directors and Audit Council are not the target public of BB Seguridade's Variable Compensation Program for the Directors.

Variable Compensation of Fiscal Year 2019				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	6.83	4.00	3.00	**13.83**
c) Number of remunerated members	0	9.00[1]	0	**9.00**
d) Bonus				
(i) Minimum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(ii) Maximum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(iii) Value provided for in the compensation plan - goals achieved	N/A	N/A	N/A	**N/A**

(iv) Value effectively recognized	N/A	N/A	N/A	**N/A**
e) Profit sharing				
(i) Minimum value provided for in the compensation plan (R$)	N/A	482,427.32	N/A	**482,427.32**
(ii) Maximum value provided for in the compensation plan (R$)	N/A	1,308,583.08	N/A	1,308,583.08
(iii) Value provided for in the compensation plan - goals achieved (R$)[2]	N/A	654,291.54	N/A	654,291.54
(iv) Value effectively recognized (R$)[3]	N/A	**709,473.29**	N/A	**709,473.29**

[1] Directors who were entitled to variable compensation in the fiscal year, considering cash installments (payment of the installment in cash for the 2018 program and advance payment for the 2019 program) paid in the fiscal year.

[2] The values of Variable Compensation of BB Seguridade's directors for the period 2019-2020 are contained in the overall value approved by the Annual General Meeting on 04/24/2019.

[3] Of the total R$709,473.29 allocated to Variable Compensation, R$227,045.97 refers to the cash installment (payment) of the 2018 Program, after deducting the advance payment, and R$482,427.32 refers to the advance payment of the 2019 Program.

Variable Compensation of Fiscal Year 2020				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	6.50	3.83	2.83	**13.16**
c) Number of remunerated members	0	5.00[1]	0	**5.00**
d) Bonus				
(i) Minimum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(ii) Maximum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(iii) Value provided for in the compensation plan - goals achieved	N/A	N/A	N/A	**N/A**

(iv) Value effectively recognized	N/A	N/A	N/A	**N/A**
e) Profit sharing				
(i) Minimum value provided for in the compensation plan (R$)	N/A	402,171.80	N/A	**402,171.80**
(ii) Maximum value provided for in the compensation plan (R$)	N/A	1,308,583.08	N/A	**1,308,583.08**
(iii) Value provided for in the compensation plan - goals achieved (R$)[2]	N/A	654,291.54	N/A	**654,291.54**
(iv) Value effectively recognized (R$)[3]	N/A	**1,167,719.27**	N/A	**1,167,719.27**

[1] Directors who were entitled to variable compensation in the fiscal year, considering cash installments (payment of the installment in cash for the 2019 program and advance payment for the 2020 program) paid in the fiscal year.

[2] The values of the Variable Compensation of BB Seguridade's directors for the period 2020-2021 are contained in the overall value approved by the Annual General Meeting of 07/29/2020.

[3] Of the total of R$1,167,719.27 allocated to Variable Compensation, R$ 765,547.47 refers to the cash installment of the 2019 Program, after deducting the advance payment, and R$402,171.80 refers to the advance payment of the 2020 Program.

Variable Compensation of Fiscal Year 2021				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	6.92	4.00	3.00	**13.92**
c) Number of remunerated members	0.00	10.00[1]	0.00	**10.00**
d) Bonus				
(i) Minimum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(ii) Maximum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(iii) Value provided for in the compensation plan - goals achieved	N/A	N/A	N/A	**N/A**
(iv) Value effectively recognized	N/A	N/A	N/A	**N/A**

e) Profit sharing				
(i) Minimum value provided for in the compensation plan (R$)	N/A	457,846.86	N/A	**457,846.86**
(ii) Maximum value provided for in the compensation plan (R$)	N/A	1,308,583.08	N/A	**1,308,583.08**
(iii) Value provided for in the compensation plan - goals achieved (R$)	N/A	981,437.31	N/A	**981,437.31**
(iv) Value effectively recognized (R$)[3]	N/A	810,673.67	N/A	**810,673.67**

[1] Directors who were entitled to variable compensation in the fiscal year, considering cash installments (payment of the installment in cash for the 2020 program and advance payment for the 2021 program) paid in the fiscal year.

[2] The values of the Variable Compensation of BB Seguridade's directors for the period 2021-2022 are contained in the overall value approved by the Annual General Meeting of 04/29/2021.

[3] Of the total of R$810,673.67 allocated for Variable Compensation, R$352,826.81 refers to the cash installment of the 2020 Program, after deducting the advance payment, and R$457,846.86 refers to the advance payment of the 2021 Program.

Variable Compensation Expected From Fiscal Year 2022				
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**	**Total**
b) Total number of members	7.00	4.00	3.00	**14.00**
c) Number of remunerated members	0	4.00	0	**4.00**
d) Bonus				
(i) Minimum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(ii) Maximum value provided for in the compensation plan	N/A	N/A	N/A	**N/A**
(iii) Value provided for in the compensation plan - goals achieved	N/A	N/A	N/A	**N/A**
(iv) Value effectively recognized	N/A	N/A	N/A	**N/A**
e) Profit sharing				

(i) Minimum value provided for in the compensation plan (R$)	N/A	887,654.57	N/A	**887,654.57**
(ii) Maximum value provided for in the compensation plan (R$)	N/A	1,521,693.55	N/A	**1,521,693.55**
(iii) Value provided for in the compensation plan - goals achieved (R$)	N/A	1,141,270.16	N/A	**1,141,270.16**
(iv) Value effectively recognized (R$)	N/A	**N/A**	N/A	**N/A**

13.4. Share-based compensation plan of administrators

(a) general terms and conditions

Perform a statutory term of office (Chief Executive Officer or Officer) in force during the 2020 fiscal year and meet the goals and indicators defined as prerequisites for activating the Plan.

(b) main purposes of the plan

Encourage the maximization of sustainable results for the Company based on the best corporate governance and market practices, rewarding the efforts of the Directors as the strategic purposes are achieved and maintained over time.

Reinforce the commitment to the Company's strategies and not encourage behavior that increases risk exposure above levels considered prudent in the Company's short, medium and long term strategies.

(c) how the plan has contributed to these goals

The plan contributes directly to the purposes, as it is made up of several performance indicators that are derived from the Company's strategic planning, budget, and business plan.

The qualification and classification of directors based on indicators that measure the achievement of corporate, specific, individual, and collegiate goals, which are measured by means of specific evaluations and by the achievement of the Company's Labor Agreement.

In addition, the Plan provides for payment in cash and in shares, with cash disbursements and deferred over time, conditioned to the existence of net profit and the non-occurrence of a reduction of more than 20% in the Company's results, free of extraordinary effects.

(d) how the plan fits into the Company's compensation policy

The Variable Compensation Program is composed of payment in cash and in shares, and of the total amount paid in shares, 20% shall be immediately transferred and 80% shall be deferred over 4 years, being 20% in one year, 20% in two years, 20% in three years and 20% in four years.

The installments scheduled to be made available as soon as the deferment period is completed shall have their annual availability conditioned to the non-occurrence of a 20% reduction in the company's result, free of extraordinary effects, calculated between the year that generated the right and the years expected for payment.

(e) how the plan aligns the interests of the directors and the Company in the short, medium and long term

The Plan's alignment is achieved through the search for increased results and their sustainability in future periods. In addition to the indicators used to measure the results aligned to the strategy, it is established the payment of part of the variable compensation in a deferred manner, conditioned to the non-negative variation of the result.

The Program promotes a culture of high performance and commitment to sustainable results, aligning the interests of the directors and the Company.

(f) maximum number of shares covered

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

(g) maximum number of options to be granted

Not applicable. Compensation is based solely on shares.

(h) conditions for the acquisition of shares

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

(i) criteria for setting the acquisition or strike price

The number of BB Seguridade's shares to be allocated to each officer shall be calculated by dividing the net value equivalent to 50% of the fees to which he/she is entitled as variable compensation, by the average acquisition price, which is given by the average closing price of the Company's shares on the trading sessions held on the week prior to the RVA base date.

(j) criteria for setting the exercise period

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

(k) form of liquidation

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

(l) restrictions on the transfer of the shares

In the case of a reduction in the results in a percentage higher than 20%, free of extraordinary effects, the deferred installments not yet paid may be reverted proportionally to the reduction in the results.

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

The activation of the compensation program is subject to the following prerequisites: i) activation of the profit sharing program for the Company's employees, if any, and for the employees of Banco do Brasil S.A.; ii) existence of net profit; iii) existence of free and sufficient funds for the payment of the variable compensation to the Executive Board, such funds may not come from new loans made for this purpose; and iv) existence, in the fiscal year in reference, of a cash flow from investment activities corresponding to at least 25% of profit before income tax and social contribution, considering the individual financial statements of BB Seguridade.

Currently, there are no plans to discontinue the plan.

(n) effects of a director's withdrawal from the Company's bodies on his/her rights under the share-based compensation plan

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

13.5. Compensations based on shares of Board of Directors and Statutory Board

Not applicable to the Board of Directors.

In March 2017, the variable compensation for the results achieved in 2016 was calculated, 25,703 shares were acquired and 5,151 shares were transferred to the members of the Executive Board regarding the first annual installment. The second, third, fourth and fifth installments were transferred to the members of the Statutory Executive Board in 2018, 2019, 2020 and 2021 with no shares remaining to be paid.

In 2018, the variable compensation for the results achieved in 2017 was calculated, 19,359 shares were acquired and 3,879 shares were transferred to the members of the Executive Board referring to the first annual installment. The second, third, and fourth annual installments were transferred to the members of the Statutory Executive Board in 2019, 2020, and 2021, with the fifth installment still to be paid, totaling 3,870 shares, which are registered in treasury and blocked for transactions.

In March 2019, the variable compensation for the results achieved in 2018 was calculated, 16,393 shares were acquired and 3,289 shares were transferred to the members of the Executive Board regarding the first annual installment. The second and third annual installments were transferred to the members of the Statutory Executive Board in 2020 and 2021, with the fourth and fifth installments still to be paid, totaling 6,552 shares, which are registered in treasury and blocked for transactions.

On October 30, 2019, the Shareholders' General Meeting authorized the trading of shares issued by BB Seguridade held in treasury for employee awards and variable compensation of the Company's officers, up to the limit of 3,359,550 shares, and authorized the Board of Directors to define and implement the best way and timing to carry out the trading.

In this regard, in March 2020, 28,333 shares were transferred from the Share Repurchase Program to the Variable Compensation Program for fiscal year of 2019, and 5,673 shares were transferred to the members of the Executive Board regarding the first annual installment. The second annual installment was transferred to the members of the Statutory Executive Board in 2021, with the third, fourth, and fifth installments still to be paid, totaling 16,995 shares, which are registered in treasury and blocked for transactions.

In March 2021, having calculated the variable compensation for the results achieved in 2020, 22,460 shares were transferred from the Share Repurchase Program to the Variable Compensation Program for the fiscal year 2020, and 4,512 shares were transferred to the members of the executive board referring to the first annual installment, with the remaining 17,948 shares registered in treasury and blocked for transaction.

Currently, there are 45,365 shares in treasury relating to the deferred installments to be paid. Until the date of transfer to the beneficiaries, these shares shall have no economic or voting rights.

Share-based compensation expected for the current fiscal year (2022)		
	Board of Directors	Statutory Executive Board
Total number of members	-	04[1]
Number of remunerated members	-	14[2]
Weighted average strike price	-	22.39[3]
(a) Outstanding options at the beginning of the fiscal year	-	Not applicable
(b) Lost options during the fiscal year	-	Not applicable
(c) Exercised options during the fiscal year	-	Not applicable
(d) Expired options during the fiscal year	-	Not applicable
Potential dilution in case of exercise of all options granted	-	Not applicable

[1]The expected total number of members who served in the evaluation period and shall be entitled to receive in the 2022 fiscal year.

[2]The expected total number of beneficiaries who worked in the evaluation period and shall be entitled to receive deferred installments to be paid in 2022 fiscal year.

[3]It is not yet possible to reliably predict the average price for the current fiscal year, and the closing price on 01/27/22 is used.

Share-based compensation for the year ended on 12/31/2021		
	Board of Directors	Statutory Executive Board
Total number of members	-	06

Share-based compensation for the year ended on 12/31/2021		
	Board of Directors	Statutory Executive Board
Number of remunerated members	-	14[1]
Weighted average strike price	-	28.56[2]
(a) Outstanding options at the beginning of the fiscal year	-	Not applicable
(b) Lost options during the fiscal year	-	Not applicable
(c) Exercised options during the fiscal year	-	Not applicable
(d) Expired options during the fiscal year	-	Not applicable
Potential dilution in case of exercise of all options granted	-	Not applicable

[1]Total number of beneficiaries who worked in the evaluation period and were entitled to receive deferred installments paid in 2021 fiscal year.

[2]Weighted average acquisition price of the shares transferred under the Program.

Share-based compensation for the year ended on 12/31/2020		
	Board of Directors	Statutory Executive Board
Total number of members	-	04
Number of remunerated members	-	12[1]
Weighted average strike price	-	29.41[2]
(a) Outstanding options at the beginning of the fiscal year	-	Not applicable
(b) Lost options during the fiscal year	-	Not applicable
(c) Exercised options during the fiscal year	-	Not applicable
(d) Expired options during the fiscal year	-	Not applicable

Share-based compensation for the year ended on 12/31/2020		
	Board of Directors	Statutory Executive Board
Potential dilution in case of exercise of all options granted	-	Not applicable

[1]Total number of beneficiaries who worked in the evaluation period and were entitled to receive deferred installments paid in 2020.

[2]Weighted average acquisition price of the shares transferred under the Program.

Share-based compensation for the year ended on 12/31/2019		
	Board of Directors	Statutory Executive Board
Total number of members	-	04
Number of remunerated members	-	10[1]
Weighted average strike price	-	29.33[2]
(a) Outstanding options at the beginning of the fiscal year	-	Not applicable
(b) Lost options during the fiscal year	-	Not applicable
(c) Exercised options during the fiscal year	-	Not applicable
(d) Expired options during the fiscal year	-	Not applicable
Potential dilution in case of exercise of all options granted	-	Not applicable

[1] Total number of beneficiaries who worked in the evaluation period and were entitled to receive deferred installments paid in 2019.

[2]Weighted average acquisition price of the shares transferred under the Program.

13.6. Information on outstanding options of Board of Directors and Statutory Board

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

13.7. Options exercised and shares delivered relative to share-based compensation of Board of Directors and Statutory Board

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

13.8. Information necessary for understanding disclosed data on items 13.5 to 13.7 - Method of pricing of shares and options value

(a) pricing model

The number of BB Seguridade shares to be allocated to each officer shall be calculated by dividing the net value equivalent to 50% of the fees to which he/she is entitled as variable compensation, by the average acquisition price, which is given by the average closing price of the Company's shares (BBSE3) on the trading sessions held on the week prior to the RVA base date.

If there is a fractional result in the calculation of the deferred installments, the fractions shall be accumulated in the first installment. The deferred installments shall be reduced proportionally to the reduction of the result, in the event of a negative result or significant reduction of the realized recurring profit, proceeding to the rounding to the higher integer in case of fraction.

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

To obtain the price for the week before the payment date, the average daily quotations are used and the simple arithmetic average is calculated. Variable compensation is not based on options.

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

Not applicable. Variable compensation is not based on options.

(d) how to determine the expected volatility

Not applicable. Variable compensation is not based on options.

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

Not applicable. Variable compensation is not based on options.

13.9. Investments in shares, quotas and other convertible securities held by directors and audit committee members - per body

Fiscal Year ended on December 31, 2021	
	BB Seguridade's Shares
Board of Directors	1,982
Executive Board	2,011
Fiscal Council	0
Total	**3,993**
Fiscal Year ended on December 31, 2021	
	Banco do Brasil's Shares
Board of Directors	10,115
Executive Board	6
Fiscal Council	7,226
Total	**17,347**

13.10. Information on social security plans granted for members of the board of directors and statutory officers

BB Seguridade's statutory executive board members are career employees assigned by Banco do Brasil who, upon assuming their positions in the Company, maintain the pension plans with the same conditions existing for the employees of its controlling shareholder.

Body	Board of Directors	Statutory Executive Board
No. of members	7	4

No. of remunerated members	2	4
Plan name	Benefit Plan No. 1 - Previ; Benefit Plan Multifuturo I - Fusesc; and Prevmais - Economus	
Number of directors who meet the conditions to retire	0	0
Conditions for early retirement	As per General Regulations of Benefit Plan No. 01 - Previ, article 44 and General Regulations of Plan Previ Futuro article 43, transcribed below: The anticipated retirement supplement shall be due to the participant as of the request date, as long as the conditions are met: a. Be at least 50 years old; b. Has fulfilled the waiting period of one hundred and eighty (180) monthly contributions to the Benefit Plan; c. The employment relationship with the sponsoring company is terminated at the same time as the application for the benefit referred to in this article. As per the General Regulations of the Benefit Plan Multifuturo I, article 14.1, transcribed below: Early Retirement shall be granted to the Participant provided that the following conditions are met simultaneously: I. Be at least fifty-five (55) years old, except as provided in subitem 14.1.1 of the Regulations); II. Have, at least, ten (10) years of Time of Binding to the Plan;; III. Have made, at least, sixty (60) monthly Contributions to this Benefit Plan, observing the provisions in subitem 14.1.2 of this Regulations; IV. Have the Employment Relationship Termination with the Sponsor; V. Not be entitled to Regular Retirement. According to PrevMais - Economus General Regulation, article 20, transcribed below:	

	The Retirement Benefit shall be granted to the Participant who meets the following eligibility requirements: a) be at least fifty-three (53) years old; b) have, at least, a sixty (60) months of Binding to PrevMais; and c) have completed the Employment Relationship Termination with the Sponsor. The Participant shall have the option to request the Retirement Benefit before reaching the minimum age of fifty-three (53) years old, as long as he/she meets the other conditions reviewed in the article of the PrevMais Regulation above.	
Updated accumulated value of social security contributions up to 12/31/2021, discounting the installment related to contributions made directly by the directors	1,652,142.52	5,093,621.88
Total accumulated value of the contributions made during the 2021 fiscal year, discounting the installment related to contributions made directly by the directors	52,830.67	470,438.86
Possibility of early redemption and what are the conditions	According to the General Regulations of Benefit Plan No. 1 - Previ, it shall be a condition for the option for early redemption: a. The proven rupture of the employment relationship or by request of cancellation of the application by the participant; b. The redemption payment shall be in cash. By request of the participant the payment may be made for a period of up to twelve (12) consecutive months, counted from the date of his/her option; c. If the interested party dies before the respective individual savings reserve has been paid, the value shall be paid to his/her legal heirs, in a single installment;	

	d. Upon cancellation of the application in the Benefit Plan, the participant is guaranteed the redemption of the existing balance in his individual savings reserve, which represents the account used at PREVI to register the personal contributions made by the participant. According to the General Regulations of the Benefit Plan Multifuturo I, it shall be a condition for the option for early redemption: a. Dismissal from the Sponsor and the Benefit Plan; b. The Participant who dismisses the Sponsor and the Foundation and does not opt for the Institutes of Self-sponsorship, of the Deferred Proportional Benefit, and of Portability, shall be entitled, by means of an option term, to receive one hundred percent (100%) of the Participant's Account balance, excluding the Portability Account. c. The Redemption payment shall be made in a single installment or, at the Participant's discretion, in up to twelve (12) successive monthly installments. d. The values not received during life by the Participant, referring to credits that are overdue and not prescribed, shall be paid to the Dependents entitled to receive the Pension for Death Benefit, discounting the values relating to the Benefit Plan Multifuturo I owed to the Foundation. According to PrevMais - Economus General Regulations, it shall be a condition for the early redemption option: a. to the Active Participant who has terminated his/her employment relationship with the Sponsor, who is not enjoying the benefit provided for in the PrevMais Regulation and who has not opted for Self-Sponsorship or Portability, or who has not yet completed the granting of the Retirement Benefit in advance, as provided for in article 20, sole paragraph of the Plan Regulations, it shall be ensured to receive the value corresponding to 100% (one hundred percent) of the existing balances in FUNDS A and B, on the Calculation Date, plus the Return on Investments. b. Under no circumstances shall the Assisted Participant be entitled to Redemption.

	c. The Redemption value shall be made in a single payment or, at the Participant's discretion, in up to sixty (60) consecutive monthly installments. d. in the case of payment in installments, the monthly installments shall be updated based on the value of the quota.

13.11. Maximum, minimum and medium individual compensation of Board of Directors, Statutory Board and Audit Committee

The value of the highest individual annual compensation of each body is calculated without any exclusion of members, for the period of 12 months, considering all compensations recognized in the result, including direct and indirect benefits and social charges levied on their compensation installments, as per items "b" and "j" of subtitle 10.2.13 of the Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022.

The value of the lowest individual annual compensation of each body is calculated by excluding all members of the respective body who have held office for less than 12 months. The value of the lowest individual compensation corresponds to the total annual compensation, including direct and indirect benefits and the social charges levied on their compensation installments, as per items "b" and "j" of subtitle 10.2.13 of the Circular Letter/Annual-2022-CVM/SEP, of 02/24/2022.

Fiscal Year 2019

Maximum, average and minimum compensation			
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**
b) Number of members	6.83[1]	3.92	3.00
c) Number of remunerated members	3.92	4.75	3.00
d) Value of the highest compensation	R$ 70,881.60	R$ 1,105,328.05	R$ 70,881.60

e) Value of the lowest compensation	R$ 70,881.60	R$ 886,348.36	R$ 70,881.60
f) Average compensation value	R$ 66,752.86[1]	R$ 986,947.75[2]	R$ 70,881.60[3]

[1] The Company's Board of Directors consists of seven members, however, in 2019, two of them have waived their compensation, in addition to the Company's Chief Executive Officer who does not receive for the Board (R$261,671.23 / 3.92 = R$66,752.86).

[2] The average value calculated is the ratio of R$4,688,001.83/ 4.75.

[3] The average value is the ratio of R$ 212,644.80 / 3.00.

Fiscal Year 2020

Maximum, average and minimum compensation			
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**
b) Number of members	6.50[1]	3.83	2.83
c) Number of remunerated members	4.08	4.67	2.83
d) Value of the highest compensation	R$ 70,881.60	R$ 1,168,504.00	R$ 70,881.60
e) Value of the lowest compensation	R$ 70,881.60	R$ 1,097,193.47	R$ 70,881.60
f) Average compensation value	R$ 61,959.98[1]	R$ 1,089,085.27[2]	R$ 75,273.76[3]

[1] The Company's Board of Directors consists of seven members, however, in 2020, two of them waived their compensation, in addition to the Company's Chief Executive Officer who does not receive any compensation from the Board (R$252,796.70 / 4.08 = R$61,959.98).

[2] The average value is the ratio of R$5,086,028.20 / 4.67.

[3] The average value is the ratio of R$213,024.75 / 2.83.

Fiscal Year 2021

Maximum, average and minimum compensation			
a) Body	**Board of Directors**	**Statutory Executive Board**	**Fiscal Council**
b) Number of members	6.92[1]	4.00	3.00
c) Number of remunerated members	3.67	4.75	3.00
d) Value of the highest compensation	R$ 70,881.60	R$ 896,437.08	R$ 70,881.60
e) Value of the lowest compensation	R$ 70,881.60	R$ 896,437.08[4]	R$ 70,881.60
f) Average compensation value	R$ 67,232.02[1]	R$ 991,436.50[2]	R$ 70,886.21[3]

[1] The Company's Board of Directors is composed of seven members. However, in 2021, one of them has waived the compensation, in addition to the Company's Chief Executive Officer who does not receive any fees for the work on the Board (R$ 246,517.39 / 3.67 = R$ 67,232.02).

[2] The average value calculated is the ratio of R$4,709,323.36 / 4.75.

[3] The average value is the ratio of R$ 212,658.64 / 3.00.

[4] Only one (1) member of the Executive Board remained in office during the twelve (12) months of the fiscal year.

13.12. Compensation or indemnity mechanisms for directors in case of removal from office or retirement

The Company has no contractual arrangements, insurance policies, or other instruments that structure compensation or indemnification mechanisms for directors in the event of removal from the position or retirement.

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

13.13. Percentage in total compensation held by directors and members of the Audit Committee who are parties related to controllers

[1] The values informed represent the indications made by the direct and indirect controller.

Fiscal Year 2019	Board of Directors	Statutory Executive Board	Fiscal Council
Total compensation of the body (R$)	212,644.80	4,688,001.83	212,644.80
Total compensation of the members appointed by the controller (R$)[1]	190,789.63	4,688,001.83	141,763.20
Percentage of the compensation of the appointed members in relation to the total paid	89.72%	100%	66.67%

[1] The informed values represent the indications made by the direct and indirect controller.

Fiscal Year 2020	Board of Directors	Statutory Executive Board	Fiscal Council
Total compensation of the body (R$)	252,796.70	5,086,028.20	213,024.75
Total compensation of the members appointed by the controller (R$)[1]	235,076.80	5,086,028.20	141,756.28
Percentage of the compensation of the appointed members in relation to the total paid	92.99%	100%	66.54%

[1] The informed values represent the indications made by the direct and indirect controller.

Fiscal Year 2021	Board of Directors	Statutory Executive Board	Fiscal Council
Total compensation of the body (R$)	246,517.39	4,744,764.15	212,658.64
Total compensation of the members appointed by the controller (R$)[1]	104,550.37	4,744,764.15	70,881.60
Percentage of the compensation of the appointed members in relation to the total paid	42.41%	100%	33.33%

13.14. Compensation of directors and members of the Audit Committee, grouped by body, received for any reason other than the position they hold

Not applicable.

13.15. Compensation of directors and members of audit committee acknowledged in the result of the direct or indirect controllers, of companies under common control and controlled companies of the issuer

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

The members of the Board of Directors and the Fiscal Council, appointed by BB Seguridade's direct controlling shareholder (Banco do Brasil S.A.), are career employees and are remunerated according to the positions held in BB.

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

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

That is, there are no installments of compensation supported by controlled companies of the issuer, its direct or indirect controllers, and companies under common control, which have been attributed to the members of the board of directors, statutory executive board, and fiscal council as a result of their positions in BB Seguridade. There is also no other compensation received by directors and members of the fiscal council of BB Seguridade that have been recognized in the results of our controlled companies for acting in these companies in 2019, 2020 and 2021.

13.16. Other relevant information

All information deemed relevant was disclosed in the items above.

Annex 3 - Power of Attorney templates - Individuals and Legal Entities

P O W E R O F A T T O R N E Y

By this power of attorney, [Corporate Name], [legal entity identification], enrolled with the CNPJ/MF under number [nn.nnn.nnn/nnnn-nn], headquartered in [address], [city], [State], herein represented by its [position in the institution], [name of the representative], [nationality], [marital status], [occupation], holder of Identity Card No. [nnn], [issuing agency/State] and enrolled with the CPF/MF under nº [nnn.nnn.nnn.nnn-nn], residing at [address], ("Grantor"), appoints Mr.(s), [name of attorney], [nationality], [marital status], [occupation], bearer of Identity Card No. [nnn], [issuing agency/State] and enrolled with the CPF/MF under No. [nnn.nnn.nnn-nn], domiciled at [full address], his attorney-in-fact, to whom he/she grants powers to represent him/her, in his/her capacity as shareholder of BB Seguridade Participações S.A. ("Company"), in the Ordinary and/or Extraordinary General Meeting(s) of the Company, to be held on March 29, 2021, at 3 PM, at Edifício Banco do Brasil, 14º andar, Torre Sul, Setor de Autarquias Norte, quadra 5, in the city of Brasília (DF), casting their votes in accordance with the voting instructions below.

The attorney-in-fact shall have powers limited to attending the Meeting and casting votes in accordance with the voting guideline below, and shall have no right or obligation to take any other action that is not necessary for exact compliance with the voting guidelines set forth below. The attorney-in-fact is authorized to abstain on any resolution or matter for which it has not received sufficiently specific voting guidelines.

This instrument shall be valid for the period of (xxx), counted from the date of signature below.

[City], ______ __, 20__.

[name of shareholder representative].

[notarized signature or ICP-Brasil certificate].

____

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VOTING GUIDANCE:

P O W E R O F A T T O R N E Y

By this power of attorney, [name of the shareholder], [nationality], [marital status], [occupation], holder of Identity Card No. [nnn], [issuing agency/State] and enrolled with the CPF/MF under nº [nnn.nnn.nnn.nnn-nn], residing at [address], ("Grantor"), appoints Mr.(s), [name of attorney], [nationality], [marital status], [occupation], bearer of Identity Card No. [nnn], [issuing agency/State] and enrolled with the CPF/MF under No. [nnn.nnn.nnn-nn], domiciled at [full address], his attorney-in-fact, to whom he/she grants powers to represent him/her, in his/her capacity as shareholder of BB Seguridade Participações S.A. ("Company"), in the Ordinary and/or Extraordinary General Meeting(s) of the Company, which will be held on March 29, 2021, at 3 PM, at Edifício Banco do Brasil, 14º andar, Torre Sul, Setor de Autarquias Norte, quadra 5, in the city of Brasília (DF), casting their votes in accordance with the voting instructions below.

The attorney-in-fact shall have powers limited to attending the Meeting and casting votes in accordance with the voting guideline below, and shall have no right or obligation to take any other action that is not necessary for exact compliance with the voting guidelines set forth below. The attorney-in-fact is authorized to abstain on any resolution or matter for which it has not received sufficiently specific voting guidelines.

This instrument shall be valid for the period of (xxx), counted from the date of signature below.

[City], ______ __, 20__.

[name of shareholder]

[notarized signature or ICP-Brasil certificate].

____

VOTING GUIDANCE: