BB Seguridade Participações S.A.'s Shareholder Participation Manual

Ordinary General Meeting of 04.30.2024

BB SEGUROS

Pra tudo que importa

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Introduction

This manual presents, to the shareholders, information about the operations of BB Seguridade Participações S.A.'s Ordinary General Meeting of 04.30.2024 and guidelines for their participation and voting.

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 remotely in the Meeting, without prejudice to the use of the remote voting forms as a means to exercise the voting right, as provided in Law 6.404/76, Art. 124, § 2-A, and by CVM Resolution No. 81/2022, Art. 28, § 2, "I".

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 website of BB Seguridade (http://www.bbseguridaderi.com.br) and the Securities and Exchange Commission of Brazil – CVM (www.cvm.gov.br).

General Information

In accordance with Art. 132 of Law 6.404/1976, Joint Stock Companies shall hold an Ordinary General Meeting every year within the first four (4) months following the end of their fiscal year.

BB Seguridade will hold the Ordinary General Meeting on 04.30.2024, at 3pm, in accordance with the Call Notice (Annex 1) published in the Correio Braziliense Newspaper on March 28, April 1st and 2nd, 2024 and on the Investor Relations website of BB Seguridade and the Securities and Exchange Commission of Brazil ("CVM").

The matters to be dealt with are detailed in the Management Proposal (Annex 2), also available at the electronic address (https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/).

Remote participation via the digital platform will take place through prior registration by 10 am on 04.29.2024, as provided for in art. 6, paragraph 3, of CVM Resolution No. 81/2022.

Installation and resolution quorums

The Ordinary General Meeting is installed, on first call, with the presence of shareholders representing at least one quarter (1/4) of the total votes granted by the shares with voting rights and, on second call, with any number, subject to the exceptions provided for by Law, in accordance with Art. 125 of Law No. 6.404/1976.

The resolutions, with the exceptions provided for by Law, shall be taken by absolute majority of votes, and blank votes will not be counted, in accordance with Art. 129 of Law No. 6.404/1976. It should be noted that, for accounting purposes, blank and null votes will not be counted.

Instructions

The documents to be analyzed at the Meeting (Call Notice, Management Proposal, Power of Attorney Templates, Voting Maps, this Participation Manual and the Remote Voting Bulletin) are all available to the 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 through the email assembleia.seg@bbseg.com.br.

For the Meeting called herein, the obligation to send physical copies of the shareholders' representation documents to BB Seguridade's headquarters is waived.

Authentication of the documents that accompany the remote voting form will not be required, only being required the submission of a color copy of the originals of the representation documents of the Shareholder by electronic means.

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.

As for powers of attorney, notarization will be required for proxies granted by shareholders to their representatives or proxies. In the case of powers of attorney granted in electronic form by shareholders to their representatives or proxies, they shall use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brasil.

The powers of attorney, the identification documents and the shareholding position will be received through the email address assembleia.seg@bbseg.com.br up to two days before the Meeting is held, that is, until 04.28.2024.

The Company will not require a sworn translation of a document prepared in a foreign language.

As stated in the Call Notice, the Meeting will be held exclusively online, which is why the shareholder's participation can only be made via Remote Voting Bulletin and/or remotely, via a digital platform.

Remote Voting

Shareholders may exercise their vote by filling out and submitting a remote voting form, pursuant to CVM Resolution No. 81/2022.

The bulletin, available at https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/assembleias-de-acionistas/, is a summary of the matters of the meeting and works as a ballot paper.

To participate in the remote voting modality, the filling out and submission of the form shall be carried out until 04.24.2024 (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, by mail or electronic mail.

The submission of remote voting forms through B3 - Brasil, Bolsa, Balcão S.A. waives the need for prior accreditation of the shareholder.

For additional information, follow the rules provided for in CVM Resolution No. 81/2022 and the procedures described in the remote voting form, in addition to the following:

I. **Shareholders holding shares deposited with Banco do Brasil S.A., as the bookkeeping agent for the shares.** The bulletin shall be sent to the email address assembleia.seg@bbseg.com.br, accompanied by a copy of the identification document, as below.

Legal Entities: copy of the articles of association/bylaws, proof of election of the administrators and copy of the proxy containing specific powers to sign the remote voting form on behalf of the Legal Entity, when applicable, and the identity document of these representatives.

Individuals: Color copy of the shareholder's identification document with photo;

Investment Fund: Copy of the fund's consolidated and updated Bylaws, Articles of Association or Incorporation of its administrator, as the case may be, observing the fund's voting policy, corporate documents that evidence the powers of representation and an identification document with photo and CPF of the legal representative.

Shareholder with tax domicile abroad: Additionally, it will be required documents proving the origin of the funds in accordance with CMN Resolution No. 4373/2014 and Law No. 4.131/1962 and other related legislation.

II. **Shareholders holding shares deposited at B3 – Brasil, Bolsa, Balcão.** Submission of the voting instruction to their custody agent. In this case, remote voting will be exercised by shareholders in accordance with the procedures adopted by the institutions and/or brokers where they hold their positions in custody.

III. **Holders of ADRs – American Depositary Receipts.** Voting rights on the matters on the agenda will be granted in accordance with the same criteria applied to domestic investors, as per the type of shares their ADRs are backed by.

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.

The remote voting form shall be submitted signed and initialed on all its pages, plus the documentation described in item I above.

The remote voting forms that do not meet the deadlines and requirements stipulated by the Company will not be considered, as well as the forms of those who choose to exercise their voting right at the time of the Meeting.

Accreditation

Participation will take place through prior registration carried out until the 04.29.2024, on the digital platform of the company Ten Meetings, through whose link: https://assembleia.ten.com.br/232444185

Shareholders who do not submit the request and the necessary documents within the stated deadline will not be eligible to participate.

For prior accreditation, shareholders, by themselves or their proxy, shall attach, directly to the platform, the documents necessary for their identification, as shown below:

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

Proxy - shareholders shall 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.

Both shareholders and attorneys-in-fact, when registering, will receive an email informing that the company will evaluate the registration request. In case of approval, shareholders and attorneys-in-fact will receive confirmation by e-mail that the registration has been approved. In case of rejection, they will receive an email explaining the reason for the rejection and, if applicable, guidance on how to regularize the registration.

After registering, the attorney will have access to a virtual environment called “Panel of Representatives”, accessible through the Ten Meetings link provided above. In this environment, he can monitor the approval status of each representative, as well as update his documentation, when accessing with the previously registered login and password.

Remote Participation

After carrying out the prior accreditation and attaching the documentation on the company's digital platform Ten Meetings, the shareholder or proxy will receive, on the informed email, the accreditation confirmation and the access link for remote participation. If there is any pending issue, the shareholder or proxy will be informed as such.

Shareholders who do not receive the link by 10 pm on 04.29.2024 shall contact assembleia.seg@bbseg.com.br at least 5 hours before the start of the Meeting, that is, by 10 am on 04.30.2024.

We recommend that shareholders use Google Chrome or Microsoft Edge internet browsers for a better connection experience.

Access via digital platform will be restricted to shareholders, their representatives or proxies.

The shareholder who has previously been accredited may: (i) only participate in the Meeting, having or not voted by remote voting form; or (ii) participate and vote at the Meeting, observing that the remote voting forms of those who choose to exercise their voting right at the time of the meeting will not be considered.

Subject to the procedures provided in CVM Resolution No. 81/2022, the Meeting will be fully recorded. Shareholders who participate remotely will be deemed present and signatories of the respective minutes.

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 are recommended to access the digital platform at least 30 minutes before the start of the Meeting in order to avoid possible operational problems.

Abuse of Voting Rights and Conflict of Interest

Pursuant to Article 115 of Law No. 6.404/1976, shareholders shall exercise their voting right in the interest of the Company. Voting will be deemed abusive when exercised in order to damage the Company or other shareholders, or to obtain, for themselves or others, an unfair advantage that results, or has the possibility to result in a loss to the 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 the damages caused and obliged to transfer, to the company, the advantages that they have earned.

Likewise, the controlling shareholder shall use the voting power in order to make the company achieve its purpose and fulfill its corporative activity. Moreover, 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 shall be loyally respected and served, in accordance with Article 116, sole paragraph, of Law No. 6.404/76.

BB SEGURIDADE PARTICIPAÇÕES S.A.

CNPJ (Corporate Taxpayer Registration) 17.344.597/0001-94

Annual General Meeting

The Shareholders of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") are invited to attend the Annual General Meeting ("Meeting" or "AGM") to be held at 3:00 p.m. on April 30, 2024, exclusively digitally, at the Company's headquarters, located at SAUN, Quadra 5, Lote B - Ed. Banco do Brasil, 3º andar, Torre Sul, Brasília (DF), to deal with the following agenda:

Annual General Meeting

I- elect the members of the Board of Directors, complement the 2023-2025 term of office, in the vacancies of prerogative of appointment: a) of Banco do Brasil, pursuant to Art. 15, § 2, item iii of the Company's Articles of Incorporation; b) the Federal Government, pursuant to Art. 15, § 2, item ii; and c) the Company's Chief Executive Officer, pursuant to Art. 15, § 2, item i of the Company's Articles of Incorporation;

II- elect the members of the Fiscal Council for the 2024/2026 term of office;

III- take the management accounts, examine, discuss and vote on the financial statements, opinions of the Fiscal Council and the independent auditors, take note of the Management Report, related to the fiscal year ended on 12.31.2023;

IV- resolve on the allocation of the net profit for the fiscal year 2023 and the distribution of dividends;

V- set the annual global compensation amount for the members of the Company's management bodies;

VI- set the compensation of the members of the Company's Fiscal Council;

VII- set the compensation of the members of the Company's Audit Committee;

VIII- set the compensation of the members of the Company's Risks and Capital Committee; and

IX- set the compensation of the independent member of the Related-Party Transactions Committee.

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

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

a) Participation via the electronic system shall take place through prior registration by 10 a.m. on 04.29.2024, in accordance with CVM Resolution 81/2022, Article 6, § 3.
b) Prior accreditation shall be carried out on the digital platform Ten Meetings via the following link: https://assembleia.ten.com.br/232444185. The Company will send a reply containing the guidelines for sending the documents directly via the electronic system and for remote participation in the Meeting.
c) The documents required for the identification of Shareholders are:
   i. Shareholders - identification document and, in the case of holders of book entry shares or shares in custody, proof issued by the depositary financial institution. The following identification documents will be accepted, provided they have a photo: ID Card or Identity Card, National Foreigner Registration - RNE, National Driver's License - CNH, Passport or Professional ID Card issued by the liberal professional councils or similar entities.
   ii. Proxy - shareholders shall legally authorize a representative to vote, according to their voting intentions, according to the power of attorney template provided in BB Seguridade's Shareholder Participation Manual, whose regularity will be previously examined.
d) Access to the Meetings shall be restricted to shareholders, their representatives or proxies who have accredited within the period established in this Call Notice.
e) The sending of remote voting forms through B3 - Brasil, Bolsa, Balcão S.A. does not require prior accreditation. To participate in the remote voting modality, the filling out and sending of the form shall be carried out until 04.24.2024 (including): i) to the custody agents that provide this service, in the case of shareholders holding shares deposited in a central depository; or ii) to the bookkeeper of the Company's shares, or iii) directly to the Company. For additional information,

follow the rules provided in CVM Resolution No. 81/2022 and the procedures described in the remote voting form.

f) For the Meeting herein called, authentication of the documents that accompany the remote voting form will not be required, only the sending of a color copy of the originals of the representation documents of the Shareholder by electronic means.

g) As for powers of attorney, notarization will be required for powers of attorney granted by shareholders to their representatives or proxies. In the case of powers of attorney granted via electronic means by shareholders to their representatives or proxies, they shall use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brasil.

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

i) Any additional clarifications, including information on the access and use of the electronic system provided by the Company to its Shareholders for them to follow and vote at the Meeting, may be obtained in BB Seguridade's Shareholder Participation Manual, available on the Investor Relations website (http://www.bbseguridaderi.com.br), or requested through the email address assemblies.seg@bbseg.com.br.

Brasília (DF), March 28, 2024.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Management Proposals.

BB Seguridade Participações S.A.

Annual General Meeting of 04.30.2024

BB SEGUROS

Pra tudo que importa

CALL NOTICE

BB SEGURIDADE PARTICIPAÇÕES S.A.
CNPJ (Corporate Taxpayer Registration) 17.344.597/0001-94
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IV- resolve on the allocation of the net profit for the fiscal year 2023 and the distribution of dividends;

V- set the annual global compensation amount of the members of the Company's management bodies;

VI- set the compensation of the members of the Company's Fiscal Council;

VII- set the compensation of the members of the Company's Audit Committee;

VIII- set the compensation of the members of the Company's Risks and Capital Committee; and

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f) For the Meeting herein called, authentication of the documents that accompany the remote voting form will not be required, only the sending of a color copy of the originals of the representation documents of the Shareholder by electronic means.

g) As for powers of attorney, notarization will be required for powers of attorney granted by shareholders to their representatives or proxies. In the case of powers of attorney granted via electronic means by shareholders to their representatives or proxies, they shall use certificates issued by the Brazilian Public Key Infrastructure - ICP-Brasil.

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

i) Any additional clarifications, including information on the access and use of the electronic system provided by the Company to its Shareholders for them to follow and vote at the Meeting, may be obtained in BB Seguridade's Shareholder Participation Manual, available on the Investor Relations website (http://www.bbseguridaderi.com.br), or requested through the email address assemblies.seg@bbseg.com.br.

Brasília (DF), March 28, 2024.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annual General Meeting

OFFICERS' COMMENTS

Fiscal year ended on 12.31.2023

In accordance with Article 10, item III, of CVM Resolution No. 81/2022

(Item 2 of the Reference Form)

2 OFFICERS' COMMENTS

2.1. Officers shall comment on:

(a) general financial and equity conditions

2023

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

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

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

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

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

R$ thousand, except percentages	2022 (restated)	%Total	2023	%Total
Assets	**16,570,461**	**100.0%**	**18,272,622**	**100.0%**
Cash and cash equivalents	6,076,618	36.7%	4,752,742	26.0%
Financial instruments	368,281	2.2%	1,607,391	8.8%
Equity investments	7,957,439	48.0%	9,331,907	51.1%
Current tax assets	97,108	0.6%	143,551	0.8%
Deferred tax assets	7,773	0.0%	13,244	0.1%
Other assets	2,063,242	12.5%	2,423,787	13.3%
Liabilities	**8,533,731**	**51.5%**	**8,456,140**	**46.3%**
Labor, tax and civil provisions	13,882	0.1%	29,999	0.2%
Dividends payable	3,674,027	22.2%	2,455,309	13.4%
Current tax liabilities	963,874	5.8%	950,663	5.2%
Deferred tax liabilities	228,565	1.4%	228,565	1.3%
Other liabilities	3,653,383	22.0%	4,791,604	26.2%
Shareholders' equity	**8,036,730**	**48.5%**	**9,816,482**	**53.7%**
Liabilities and shareholders' equity	**16,570,461**	**100.0%**	**18,272,622**	**100.0%**

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

Indexes	2022 (restated)	2023
Indebtedness[1]	1.06	0.86
Overall Liquidity[2]	1.01	1.06

[1]Liabilities divided by shareholders' equity.

[2]Total assets less equity investments divided by total liabilities.

The 0.20 p.p. drop in the indebtedness index in 2023 is explained by the expansion of the shareholders' equity, due to greater retained profits in the year.

In 2023, the general liquidity index, which shows the company's ability to honor its commitments, was 0.05 p.p. higher than that reported at the end of 2022. The increase in the index is attributed especially to the expansion of the balance of commissions receivable by BB Corretora, arising from the sales of insurance products, added to the reduction in the volume of dividends payable.

(b) capital structure

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

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

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

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

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

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

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

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

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

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

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

I. relevant loan and financing contracts

At the end of 2023, the Company did not have any loan and/or financing contracts.

II. other long-term relationships with financial institutions

At the end of 2023, the Company had no other long-term relationships with financial institutions, in addition to those of a corporate and commercial nature, with Banco do Brasil S.A., its controlling shareholder.

III. degree of subordination between debts

As indicated in item "i" above, at the end of 2023, the Company did not have any loan and financing contracts. In compliance with Annual Circular Letter 2023 CVM/SEP, item 10.2.2, below is the total assets financed by own resources and the liabilities payable by the company in order of subordination:

R$ thousand	**2022 (restated)**	**2023**
Assets financed by own resources	**8,036,730**	**9,816,482**
% of total assets	48.5%	53.7%
Liabilities by order of subordination	**8,428,368**	**8,352,693**
Labor, tax and civil provisions	13,882	29,999
Current and deferred tax liability	1,192,439	1,179,228
Dividends and bonuses payable	3,674,027	2,455,309
Commissions to be appropriated (BB Corretora)	3,548,020	4,688,157

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

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

(g) limits of contracted financing and already used percentages

On December 31, 2023, the Company had not contracted any loan, financing or credit line.

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

The consolidated financial statements for the fiscal year of 2023 were prepared in accordance with the *International Financial Reporting Standards* (IFRS) issued by the *International Accounting Standards Board* (IASB) and with the accounting practices adopted in Brazil.

As it is a holding company, BB Seguridade's transactions are basically due to equity investments, in addition to expenses necessary to support the operation. Additionally, BB Seguridade's consolidated statements include the revenues and expenses of BB Corretora and BB Seguros, companies controlled by the Company at the end of 2023.

Income statement

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

The details of variations in income statements are shown in item 2.2 of this Reference Form, which presents an analysis of the Income Statement for the fiscal year of 2023.

Cash flow

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

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

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

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

2.2. Officers shall comment:

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

I. description of any major components of the revenue

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

II. factors that materially affected the operating results

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

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

BB Seguridade's Accounting Income Statement – Vision 2023 versus 2022

R$ thousand	2022 (restated)	2023	Var. % 2023/2022
Operating revenues	**7,657,603**	**9,314,860**	**21.6%**

Net commission revenue	4,141,994	4,424,402	6.8%
Revenue from equity investments	3,515,609	4,890,458	39.1%
Life, home and rural insurance	1,937,654	2,899,970	49.7%
Pension plan	1,417,563	1,789,794	26.3%
Capitalization	145,199	179,162	23.4%
Dental insurance	15,866	18,213	14.8%
Ciclic	(673)	3,319	-
Costs of services provided	(205,870)	(188,792)	(8.3%)
Other revenues and expenses	**(254,220)**	**(220,301)**	**(13.3%)**
Personnel expenses	(74,512)	(86,122)	15.6%
Administrative expenses	(49,988)	(88,554)	77.2%
Tax expenses	(50,340)	(35,684)	(29.1%)
Other revenues/expenses	(79,380)	(9,941)	(87.5%)
Financial result	**502,562**	**587,545**	**16.9%**
Financial revenues	532,063	670,933	26.1%
Financial expenses	(29,501)	(83,388)	182.7%
Profit before taxes	**7,700,075**	**9,493,312**	**23.3%**
Taxes	(1,503,660)	(1,546,109)	2.8%
Net profit	**6,196,415**	**7,947,203**	**28.3%**

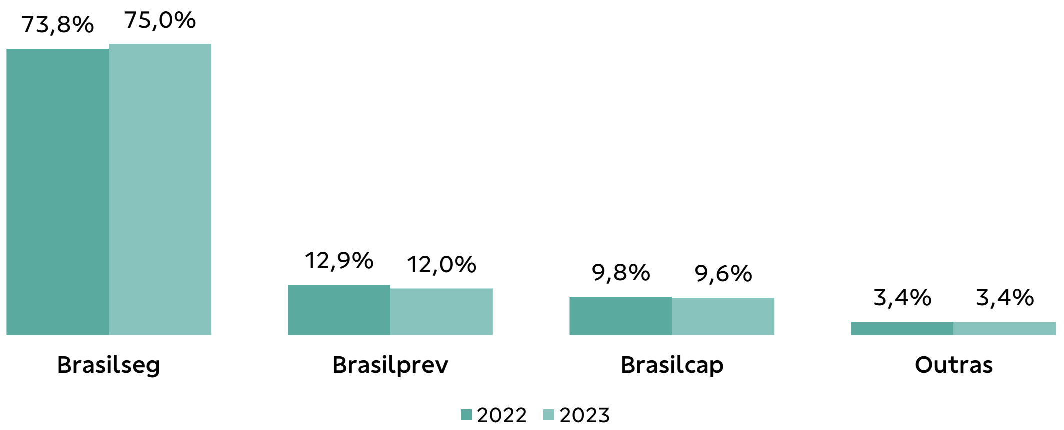
The variations in the lines that make up the income statement are evidenced below:

Commission Revenues

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

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

The following chart shows the share of each business segment in gross commission revenues in 2022 and 2023:



Revenue from Equity Investments

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

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

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

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

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

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

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

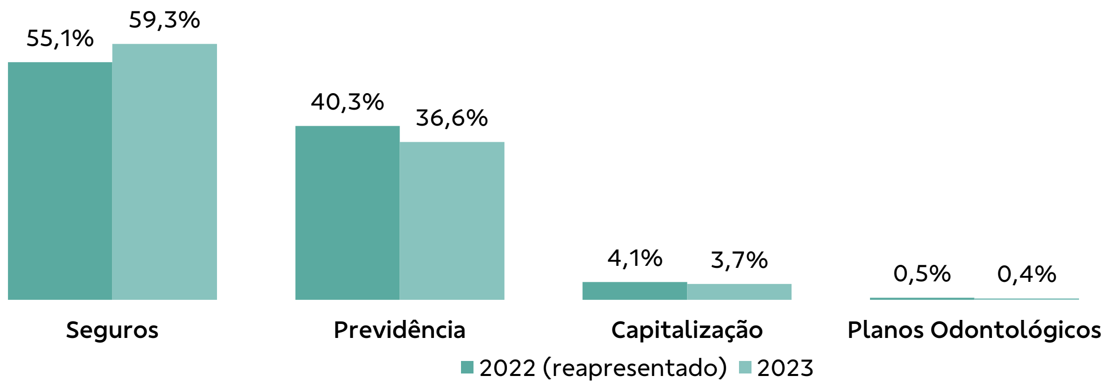
c. Capitalization: Revenue from investments from the capitalization segment reached R$179.2 million in 2023, 23.4% higher than in 2022. The performance was underpinned by the evolution of the financial result (+34.9%), with an expansion in the average balance of financial assets and a 0.4 p.p. increase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

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

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

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

The following charts demonstrate the share of each business segment in the composition of the Revenue from Equity Investments in 2022 and 2023:



Costs of services provided

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

Other revenues and expenses

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

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

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

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

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

Financial Result

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

Market share

R$ million	2022	2023	Var. % 2023/2022
Total BB Seguridade	74.5	80.9	8.5%
Market Share[1]	26.0%	26.0%	0.0 p.p.
Total market	286.4	311.0	8.6%
Total market (Former BB Seguridade)	211.9	230.1	8.6%

Source: Susep
[1] Considers only the segments operated by the investees of BB Seguridade.

According to data published by SUSEP (Superintendence of Private Insurance), the total of insurance premiums issued, contributions to pension plans and capitalization bonds collected by BB Seguridade's investees totaled R$ 80.9 billion in 2023, an amount 8.5% higher than that achieved in 2022. The performance was driven by the increase observed in the volume of pension plans contributions and, to a lesser extent, by the increase in insurance premiums issued and collection of capitalization bonds. In the year, the company maintained the same market share as in 2022, at 26.0%.

Extraordinary events

There were no extraordinary events in 2023.

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

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

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

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

2.3. Officers shall comment:

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

Insurance contracts are recognized, measured and disclosed in accordance with the criteria defined in CPC 50 [IFRS 17] - Insurance Contracts. Although the standard has not yet been accepted by SUSEP and ANS, and CPC 48 [IFRS 9] has only been accepted by SUSEP, to come into force in 2024, BB Seguridade's respective operating investees that sell insurance contracts and have financial instruments within the scope of these standards have prepared their financial statements in the new standard, in order to comply with the accounting standards applicable to BB Seguridade.

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

For purposes of comparison and presentation of the financial statements, BB Seguridade presented, in the financial statements, the opening balance sheet corresponding to January 1, 2022 and comparative information, so as to allow understanding the relevant adjustments and/or reclassifications of the impacts due to the adoption of these standards, as provided for in CPC 23 [IAS 8] - Accounting Policies, Changes in Estimates and Error Rectification.

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

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

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

There are no caveats or emphases in the audit reports for the fiscal year 2023.

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

(a) introduction or sale of operating segment

There was no introduction or sale of an operating segment.

(b) constitution, acquisition or sale of equity

Brasilcap Capitalização S.A.

On December 31, 2021, Brasilcap's Extraordinary General Meeting approved an increase in the company's share capital from R$254,392,710.76 to R$354,398,110.76, through the issue of 76,340,000 registered preferred shares with no par value, at an issue price of R$1.31 per share, set in accordance with paragraph 1 of article 170 of the Brazilian Corporate Law, totaling a capital increase in the amount of R$100,005,400.00, capitalized via credits arising from the Private Instruments of Advance for Future Capital Increase (AFAC), signed on December 22, 2021 between Brasilcap and the shareholders BB Seguros Participações S.A., Icatu Seguros S.A. and Companhia de Seguros Aliança da Bahia.

BB Seguros Participações S.A. subscribed and paid in, in proportion to its current interest, 50,888,244 preferred shares, equivalent to R$ 66,663,599.64; Icatu Seguros S.A. subscribed and paid in 12,725,878 preferred shares, equivalent to R$ 16,670,900.18; Companhia de Seguros Aliança da Bahia subscribed and paid in 12,085,282 preferred shares, equivalent to R$ 15,831,719.42. Additionally, through the capitalization of credits arising from the AFAC, Icatu Seguros S.A. subscribed and paid in 328,568 preferred shares, equivalent to R$ 430,424.08 and Companhia de Seguros Aliança da Bahia subscribed and paid up 312,028 preferred shares, equivalent to R$ 408,756.68, on condition that the other minority shareholders of Brasilcap do not exercise their preemptive right. The issue kept the interest held by BB Seguros Participações S.A. in the total capital of Brasilcap unchanged.

Brasilcap's share capital, fully subscribed and paid up, is now R$354,398,110.76, divided into 216,010,804 registered common shares with no par value and 184,329,196 registered preferred shares with no par value.

Considering that the minority shareholders did not exercise their preemptive rights within the permitted period, BB Seguros, due to the terms agreed through the Subscription Commitment Instrument and Other Covenants, initiated the necessary procedures for the acquisition of preferred shares, aiming to equalize the shareholding proportion held by the majority shareholders before the contribution.

On November 25, 2022, the necessary procedures for the acquisition of preferred shares by BB Seguros Participações S.A. were completed, as of (i) the signing of the instruments for the transfer of preferred shares, with Icatu Seguros S.A. transferring the number of 220,877 preferred shares held by it to BB Seguros Participações S.A. and Companhia de Seguros Aliança da Bahia transferring the number of 209,758 preferred shares held by it to BB Seguros Participações S.A., and (ii) the financial settlement by BB Seguros Participações S.A., at the issue price of R$ 1.31 per share, plus monetary restatement based on the CDI variation plus one percent (1%) per annum, levied pro rata as of December 31, 2021.

Prior to the increase in Brasilcap's share capital, BB Seguros held 86.192% of PN shares and 66.660% of the total, Icatu 7.082% of PN shares and 16.752% of the total, and Aliança da Bahia 6.726% of PN shares and 15.909% of the total.

After the contribution, as of November 25, 2022, Brasilcap's share capital, fully subscribed and paid up, was distributed among the shareholders in the following proportion:

Shareholders	ON (Common) Shares		PN (Preferred) Shares		Total	
	Quantity	%	Quantity	%	Quantity	%
BB Seguros	107,989,204	49.992	159,308,075	86.426	267,297,279	66.768
Icatu	54,010,799	25.004	12,833,569	6.962	66,844,368	16.697
Aliança da Bahia	51,292,002	23.745	12,187,552	6.612	63,479,554	15.856
Others	2,718,799	1.259	-	-	2,718,799	0.679
Total	**216,010,804**	**100.000**	**184,329,196**	**100.000**	**400,340,000**	**100.000**

Broto S.A.

In line with the Notice to the Market published on October 13, 2022, the Board of Directors of BB Seguridade approved the signing of the corporate documents necessary for the incorporation of the company Broto S.A. (Broto), to conduct the business of the digital platform Broto, in a partnership signed between Brasilseg Companhia de Seguros (Brasilseg or Insurer), an indirect investee of BB Seguros Participações S.A. (BB Seguros), and Banco do Brasil S.A (BB).

In this sense, Broto's share capital is distributed as follows:

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

For the 50% interest in Broto's total share capital, Brasilseg contributed a portion in cash and another part through the transfer of goods, rights and assets associated with the Broto digital platform, which were held by the Insurer, totaling an investment of R$31.2 million. The same amount was contributed by BB to subscribe and pay up the shares corresponding to the other 50% of the new company's total share capital.

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

Corretora de Seguros e Administradora de Bens S.A. (BB Corretora), a company controlled by BB Seguridade.

On October 28, 2022, Brasilseg, BB and BB Corretora signed, as intervened and agreed by MAPFRE Brasil Participações S.A., BB Seguros and Aliança do Brasil Seguros S.A. (ABS), the Investment Agreement, establishing, among others, the aforementioned terms and conditions necessary for the incorporation of Broto. Following the implementation of the Suspensive Conditions described in the Investment Agreement, related to obtaining the relevant regulatory and legal approvals, the operation was carried out on January 4, 2023, the date considered to be the closing date of the partnership and from which the following acts were carried out:

a. formalization of the Shareholders' Agreement and the Operating Agreements for the sale of products at Broto, one of which was signed between Broto and BB, for the distribution of banking and financial products, and the other between Broto, Brasilseg, ABS and BB Corretora, for the distribution of insurance products; and

b. holding of the general meeting for the incorporation of Broto, signing the respective minutes and the respective share subscription forms; resolution regarding the Articles of Incorporation; subscription and paying up the share capital; and election of its Executive Board.

The corporate documents provide for Brasilseg to grant BB a call option – not yet exercised – on all the shares held by it in Broto, exercisable upon payment of the total amount contributed by the Insurer to Broto, adjusted by the CDI accrued over the period, within a period of up to 12 months from the signing date of the Shareholders' Agreement, extendable for an equal period. By formalizing an Extension Agreement signed by the parties on December 22, 2023, the deadline for exercising the call option was extended to January 4, 2025.

(c) unusual events or operations

There were no unusual events or operations.

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

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

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

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

Not applicable.

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

Not applicable.

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

There were no subsequent events in the 2023 financial year.

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

(a) rules on profits retention

According to the provisions in article 41 of the Company's Articles of Incorporation, approved on April 29, 2022, and according to article 202 of Law No. 6.404, of December 15, 1976, as amended (Stock Corporations Act), it shall be deduced from the income for the fiscal year, before any shareholding, the accrued losses, if any, and the provision for income tax and social contribution on the net income. The net profits determined shall be allocated successively and in this order: (i) 5% shall be applied to the legal reserve, which shall not exceed 20% of the share capital, and in the fiscal year in which the balance of the legal reserve plus the amounts of the capital reserves exceeds 30% of the share capital, it will not be mandatory to allocate part of the net income for the year to the legal reserve; (ii) a portion, by proposal of the administrative bodies, may be allocated to the formation of reserves for contingencies, as provided in article 195 of the Stock Corporations Act; (iii) the portion corresponding to at least 25% of the net profit adjusted with the deductions and additions set forth in article 202 of the Stock Corporations Act, shall be distributed to the shareholders as mandatory dividend; (iv) the excess amount of the mandatory dividend that exceeds the realized portion of the profit for the fiscal year may, upon proposal of the management bodies, be allocated to the creation of an Unrealized Profit Reserve; (v) a portion, by proposal of the management bodies, may be retained based on a previously approved capital budget, under the terms of article 196 of the Stock Corporations Act; (vi) after the previous allocations, the following may be set up: Reserve for Equalization of Capital Compensation and Reserve for Capital Reinforcement. The first one has the purpose of guaranteeing funds for the payment of dividends, including interest on equity or its advance payments, limited to 80% of the value of the share capital, and is formed with funds equivalent to up to 50% of the net income for the fiscal year, and resulting from the credit corresponding to the advance payments of dividends. And the second has the purpose of guaranteeing financial means for the operation of the company, including for increasing the capital of the companies in which it participates as a shareholder and the acquisition of companies classified under Art. 3 of the Articles of Incorporation, limited to 80% of the value of the share capital and made up by funds equivalent to up to 50% of the net income for the fiscal year; (vii) the profits not allocated to the reserves described above shall be distributed as dividends, pursuant to § 6 of art. 202, of the Stock Corporations Act.

In 2023, an amount of R$2,282 million was earmarked for the profit reserves, corresponding to 29% of the net profit for the fiscal year, broken down as follows:

• Legal reserve: R$ 397 million

• Reserve for Equalization of Capital Compensation: R$ 1,885 million

In 2022, retained earnings amounted to R$302 million, corresponding to 5% of the net profit for the fiscal year, which was entirely earmarked for the legal reserve.

(b) rules on distribution of dividends

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

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

(c) frequency of the distribution of dividends

Pursuant to article 43 of its Articles of Incorporation, the Company may draw up half-yearly, quarterly or shorter-term balance sheets, and may, based on them, by act of the Collegiate Board of Directors, declare interim dividends or interest on own capital, in the form of a resolution of the General Meeting or of the Board of Directors, subject to the current legislation.

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

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

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

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

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

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

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

Not applicable.

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

Not applicable.

III. unfinished construction contracts

Not applicable.

IV. contracts for future financing receipts

Not applicable.

(b) other items not evidenced in the financial statements

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

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

(a) how such items change or are likely to change the revenues, expenses, operating results, financial expenses or other items of the issuer's financial statements

Not applicable.

(b) nature and purpose of the operation

Not applicable.

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

Not applicable.

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

(a) investments, including:

I. quantitative and qualitative description of investments in progress and planned investments

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

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

II. sources of investment financing

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

III. relevant divestments in progress and planned divestments

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

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

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

(c) new products and services, indicating:

I. **description of the ongoing research already published**

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

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

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

III. **projects in development already published**

Not applicable, as the Company does not have any projects under development that have already been disclosed.

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

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

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

In the 2023 Strategic Map (Zênite), there was Strategic Objective "To be light, efficient and sustainable", in which both BB Seguridade's sustainability and efficiency in all indicators were verified, as well as the increase in ESG business opportunities through the KR *(Key Result)* "ESG Portfolio". This KR evaluated the company's portfolio as a whole, including investments, products and benefits and assistance.

For the year 2024, BB Seguridade has once again expanded the scope of ESG drivers. Also within the Strategic Objective "To be Light, Efficient and Sustainable", with the KR "ESG Action Plan" the company will seek to consolidate and make the ESG theme effective, have regulatory proactivity, strengthen the BB Seguros brand and support Banco do Brasil in the sustainability agenda in order to reinforce alignment with the controlling shareholder and impact the company's value.

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

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

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2023/2025 TERM OF OFFICE

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS - COMPLEMENTARY 2023/2025 TERM OF OFFICE

Dear Shareholders,

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

In accordance with the provisions of BB Seguridade's Articles of Incorporation, the Board of Directors will be composed of seven (7) members, with a unified management two-year term of office, with a maximum of three consecutive renewals allowed.

Pursuant to item I of the Call Notice, in accordance with the provisions of Law 6.404, of 12.15.1976 and the Articles of Incorporation of BB Seguridade Participações S.A, I hereby appoint for the position of member of the Board of Directors of BB Seguridade, in addition to the 2023/2025 term of office:

a) Mr. Kamillo Tononi Oliveira Silva, for the position of Chairman of the Board of Directors, appointed pursuant to Art. 15, § 2, "iii" of the Company's Articles of Incorporation.

   KAMILLO TONONI OLIVEIRA SILVA, Brazilian, divorced, bearer of identity card No. 5989992, issued by the Pernambuco (PE) Public Security Department, enrolled with the Individual Taxpayers' Registry of the Ministry of Finance under No. 042.027.514-26, with address at SGCV Lotes 27/30, Condomínio Prime Residence Park Sul 0, Bloco I, Guará, Brasília (DF), CEP 71215-770.

b) Mr. Guilherme Santos Mello for the position of member of the Board of Directors, appointed by the Federal Government.

   GUILHERME SANTOS MELLO, Brazilian, single, bearer of identity card No. 44783870, issued by the São Paulo State Public Security Department, enrolled with the Individual Taxpayers' Registry of the Ministry of Economy (CPF/ME) under No. 318.791.898-01, with address at SQN 407, bloco E, apartamento 309, Asa Norte, Brasília (DF), CEP 70.855-050.

c) Mr. Marcos Rogério de Souza for the position of member of the Board of Directors, appointed by the Federal Government.

   MARCOS ROGÉRIO DE SOUZA, Brazilian, single, bearer of identity card No. 25890279-6, issued by the São Paulo State Public Security Department, enrolled with the Individual Taxpayers' Registry of the Ministry of Economy (CPF/ME) under No. 159.948.518-41, with address at SQN 304, bloco E, apartamento 606, Asa Norte, Brasília (DF), CEP 70.736-050.

d) Mr. André Gustavo Borba Assumpção Haui for the position of member of the Board of Directors, appointed by the Federal Government.

ANDRÉ GUSTAVO BORBA ASSUMPÇÃO HAUI, Brazilian, divorced, bearer of identity card No. 1.734.046, issued by the Federal District (DF) State Public Security Department, enrolled with the Individual Taxpayers' Registry of the Ministry of Economy (CPF/MF) under No. 862.991.661-34, with address at SHIS QI 13, conjunto 10, casa 07, Lago Sul, Brasília (DF), CEP 71.635-100.

e) Mr. Gilberto Lourenço da Aparecida for the position of independent member of the Board of Directors, appointed by Banco do Brasil S.A.

GILBERTO LOURENÇO DE APARECIDA, Brazilian, married under the partial community property regime, bearer of identity card No. 1.261.684, issued by the Institutional Security Department of Santa Catarina (SC), enrolled with the Individual Taxpayers' Registry of the Ministry of Economy (CPF/ME) under No. 377.114.076-53, with address at Rua Aristides Paiva, nº 670, Varginha (MG), CEP 37.018-623.

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

The appointees listed in Annex 1 were elected through: (i) prior approval by the Office of the President's Chief of Staff; (ii) subsequent assessment by BB Seguridade's Eligibility Committee, which, in its analysis, considers the fulfillment of the requirements and absence of impediments, in accordance with the applicable legislation, as well as the Company's Articles of Incorporation and the Governance, Appointment and Succession Policy.

The minutes of the Eligibility Committee dealing with the eligibility of candidates are published at https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/reunioes-de-conselhos-e-comites/ as they become available. The documentation that governs the respective assessment processes is filed and available for consultation at the registered office of BB Seguridade.

Thus, said directors are submitted to the General Shareholders' Meeting to complete the 2023/2025 term of office.

On March 28, 2024

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

ANNEX 1

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS

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

Brasília (DF), March 28, 2024.

Dear Shareholders,

Pursuant to item I of the agenda for the Annual General Meeting, we hereby inform you that the Board of Directors has nominated, until the first Annual General Meeting to be held, Mr. Kamillo Tononi Oliveira Silva, nominated by Banco do Brasil, as the controlling shareholder, Mr. Guilherme Santos Mello and Mr. Marcos Rogério de Souza, nominated by the Federal Government, and Mr. André Gustavo Borba Assumpção Haui, Chief Executive Officer of BB Seguridade, who were evaluated by BB Seguridade's Eligibility Committee ("EC"). In addition to these, there is the nomination of Mr. Gilberto Lourenço da Aparecida for reappointment and fulfillment of the 2023-2025 term.

NAME	INDEPENDENT	TERM OF OFFICE	STATUS
KAMILLO TONONI OLIVEIRA SILVA	NO**	1st APPOINTMENT	APPOINTMEND ANALYZED BY CE
GUILHERME SANTOS MELLO	NO**	1st APPOINTMENT	APPOINTMEND ANALYZED BY CE
MARCOS ROGÉRIO DE SOUZA	NO**	1st APPOINTMENT	APPOINTMEND ANALYZED BY CE
ANDRÉ GUSTAVO BORBA ASSUMPÇÃO HAUI	NO*	1st APPOINTMENT	APPOINTMEND ANALYZED BY CE
GILBERTO LOURENÇO DA APARECIDA	YES	2nd APPOINTMENT	APPOINTMEND ANALYZED BY CE

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

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

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

KAMILLO TONONI OLIVEIRA SILVA

Career employee of Banco do Brasil for 17 years, where he currently holds the position of Chief Retail Commercial Officer. He has also held various executive positions in BB's commercial area, including Superintendent of Retail in the Central-West, Superintendent of Retail in Ceará, Superintendent of Commercial Companies in São Paulo Capital, and Superintendent of Commercial Companies in Minas Gerais, as well as management positions in the branch network and in tactical areas in the corporate, individual and agribusiness markets. He has a degree in History, an MBA in Banking Management, and an MBA in

Financial Business. He has executive training from Insper and training for Board Members and Corporate Governance from IBGC.

GUILHERME SANTOS MELLO

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

MARCOS ROGÉRIO DE SOUZA

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

ANDRÉ GUSTAVO BORBA ASSUMPÇÃO HAUI

Career employee and has worked at Banco do Brasil for 23 years. He served as CEO and Statutory Officer of Banco do Brasil Securities LLC in the United States. He was also co-responsible for Banco do Brasil S.A. in Miami, USA. He was assigned to the Ministry of Finance as a Special Advisor in the Minister's Office and in the Ministry's Executive Secretariat on the capital markets and financial system agenda. He was a member of the National Financial System Appeals Council and Executive Secretary of the Ministry of Finance's Derivatives Management Committee. He was previously in charge of the International Treasury at Banco do Brasil. He holds a Bachelor's degree in Economics, an MBA and a STEM Master's degree in Finance from the University of Miami, as well as education and executive training in technology and innovation.

GILBERTO LOURENÇO DA APARECIDA

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

ELECTION OF THE MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2023/2025 TERM OF OFFICE

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

In accordance with Article 11 of CVM Resolution No. 81/2022

(Items 7.3 to 7.6 of the Reference Form)

7.3. In relation to each of the directors and members of the issuer's supervisory board, indicate, in the form of a table:

BOARD OF DIRECTORS

Name

Marcos Rogério de Souza

CPF	**Date of birth**	**Occupation**
159.948.518-41	04/22/1976	Secretary of Legal Affairs of the Civil House of the Presidency of the Republic

Professional experience

Company: Civil house of the Presidency of the Republic | Activity: Special Advice for Legal Matters | Does it belong to the BB Seguridade Conglomerate?: No | Position/Function: Deputy Special Secretary | Period: since jan/2023

Company: Federal Senate | Activity: Parliamentary Advisor | Does it belong to the BB Seguridade Conglomerate?: No | Position/Function: Parliamentary Advisor | Period: from Jan/2017 to Jan/2023

Management body	**Elective position held**
Member only of the Board of Directors	Board of Directors (Active)

Description of other position/function

N/A

Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2023-2025
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	1	06.30.2023
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
Yes	Deputy Special Secretary of Special Secretariat for Legal Affairs of the Civil House of the Presidency of the Republic since jan/2023	**N/A**

CONVICTIONS

Type of conviction	**Description of conviction**
N/A	**N/A**

BOARD OF DIRECTORS		
Name		
Kamillo Tononi Oliveira Silva		
CPF	**Date of birth**	**Occupation**
042.027.514-26	04/25/1982	Bank Employee

Professional experience

Company: Banco do Brasil S.A.| Activity: Multiple Bank, with commercial portfolio | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Retail Commercial Director | Period: from Jul/2023 to the current.
Position/Function: State Superintendent Centro Oeste | Period: from Sep/2021 to Jul/2023, Ceará | Period: from 2020 to 2021.
Position/Function: Commercial Superintendent Legal Entity | Period: from 2017 to 2020.

Management body	**Elective position held**	
Member only of the Board of Directors	Chairman of the Board of Directors	
Description of other position/function		
N/A		
Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2023/2025
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	1	11.24.2023
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
Yes	Director of Banco do Brasil until Jul/2023	N/A

CONVICTIONS	
Type of conviction	**Description of conviction**
N/A	**N/A**

BOARD OF DIRECTORS

Name

Guilherme Santos Mello

CPF	**Date of birth**	**Occupation**
318.791.898-01	06/09/1983	Professor

Professional experience

Company: Ministry of Economy | Activity: Special Adviser on Economic Studies | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Political Economy Secretary| Period: since jan/2023.

Company: Campinas State University | Activity: Educational Institution | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Professor at the Institute of Economics| Period: form aug/2015 to jan/2023.

Management body	**Elective position held**
Member only of the Board of Directors	Board of Directors (Active)

Description of other position/function

N/A

Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2023-2025
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	1	05/26/2023
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
Yes	Secretary of Economic Policy at the Ministry of Economy	0%

CONVICTIONS

Type of conviction	**Description of conviction**
N/A	**N/A**

BOARD OF DIRECTORS

Name

André Gustavo Borba Assumpção Haui

CPF	**Date of birth**	**Occupation**
862.991.661-34	07/04/1980	Bank Employee

Professional experience

Company: BB Securities LLC | Activity: SEC registered broker | Does it belong to the BB Seguridade Conglomerate? No.| Period: from 2020 to 2024

Company: Banco do Brasil S.A. | Activity: Multiple Bank, with commercial portfolio | Does it belong to the BB Seguridade Conglomerate? No. | Position/Function: Deputy General Manager Abroad | Period: from 2019 to 2020

Management body	**Elective position held**
Belongs to the Executive Board and the Board of Directors	Board member and CEO

Description of other position/function

N/A

Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2023-2025
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	1	02.20.2024
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
N/A	**N/A**	**N/A**

CONVICTIONS

Type of conviction	**Description of conviction**
N/A	**N/A**

BOARD OF DIRECTORS		
Name Gilberto Lourenço da Aparecida		
CPF 377.114.076-53	**Date of birth** 12/30/1961	**Occupation** Board Member

Professional experience

Company: Hmobi Participações S.A. | Activity: Investments in the infrastructure sector| Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Alternate member of the Fiscal Council | Period: since apr/2023

Company: BB Seguridade Participações S.A. | Activity: Holding company | Does it belong to the BB Seguridade Conglomerate? Yes | Position/Function: Member of the Board of Directors | Period: since Nov/2021
Position/Function: Member of the Audit Committee | Period: since Nov/2021
Position/Function: Member of the Eligibility Committee | Period: since Nov/2021

Company: B3 S.A. | Activity: Stock Exchange | Does it belong to the BB Seguridade Conglomerate? No. | Position/Function: Alternate member of the supervisory board. | Period: from May/2019 to Apr/2023

Company: Seguradora Líder do Consórcio do Seguro DPVAT S.A. | Activity: Insurance company | Does it belong to the BB Seguridade Conglomerate? No. | Position/Function: Member of the Audit Committee. | Period: from May/2017 to Mar/2022

Company: Banco BV | Activities: Financial institution. | Does it belong to the BB Seguridade Conglomerate? No. | Position/Function: Member of the Audit Committee. | Period: from Jun/2017 to May/2021

Company: Brasilcap Capitalização S.A. | Activity: Capitalization Plans | Does it belong to the BB Seguridade Conglomerate? Yes | Position/Function: Member of the Audit Committee | Period: from Apr/2017 to May/2018

Management body Member only of the Board of Directors	**Elective position held** Board of Directors Independent (Active)	
Description of other position/function Member of the Audit Committee and Member of the Eligibility Committee		
Election date 04.30.2024	**Date of taking office** 04.30.2024	**Term of office** 2023-2025
Elected by the controller Yes	**Number of consecutive terms** 2	**1st term start date** 11.05.2021
Politically Exposed Person (PEP)? No	**Reason PEP** N/A	**Percentage of participation in meetings (%)** 100%

CONVICTIONS

Type of conviction	Description of conviction
N/A	N/A

7.5. Inform the existence of a marital relationship, common-law marriage or kinship up to the second degree between:

(a) directors of the issuer

There is no marital relationship, common-law marriage or kinship up to the 2nd degree related to the directors, subsidiaries and controlling companies of the company.

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

There is no marital relationship, common-law marriage or kinship up to the 2nd degree related to the directors, subsidiaries and controlling companies of the company.

(c) (i) directors of the issuer or its direct or indirect subsidiaries and (ii) issuer's direct or indirect controlling companies

There is no marital relationship, common-law marriage or kinship up to the 2nd degree related to the directors, subsidiaries and controlling companies of the company.

(d) (i) directors of the issuer and (ii) directors of the issuer's direct and indirect controlling companies

There is no marital relationship, common-law marriage or kinship up to the 2nd degree related to the directors, subsidiaries and controlling companies of the company.

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

(a) subsidiaries, direct or indirect, of the issuer, except for those in which the issuer directly or indirectly holds an interest equal to or greater than 99% (ninety-nine percent) of the share capital

There is no relationship of subordination, service provision or control maintained, in the last 03 fiscal years, between BB Seguridade directors in a direct or indirect subsidiary of BB Seguridade, with the exception of those in which the issuer holds, directly or indirectly, an interest equal to or greater than 99% of the share capital.

(b) direct or indirect controlling company of the issuer

Subordination, Service Provision or Control Relationships	
Fiscal year 12/31/2023	
ISSUER'S DIRECTOR	
Director's name Kamillo Tononi Oliveira Silva	**Director's CPF** 042.027.514-26
Director's position/function Chairman of the Board of Directors	
RELATED PERSON	
Related person's corporate name Banco do Brasil S.A.	
Type of entity Legal Entity	**CPF or CNPJ** 00.000.000/0001-91
Position or function of the director at the related person Retail Commercial Director	
Type of relationship of the director with the related person Subordination	**Related person type** Direct Controller
Note Relationship of subordination also in fiscal years 2023, 2022, 2021 and 2020	

Subordination, Service Provision or Control Relationships	
Fiscal year	12/31/2023
ISSUER'S DIRECTOR	
Director's name Guilherme Santos Mello	**Director's CPF** 318.791.898-01
Director's position/function Member of the Board of Directors	
RELATED PERSON	
Related person's corporate name Ministry of Economy	
Type of entity Legal Entity	**CPF or CNPJ** 00.394.460/0001-41
Position or function of the director at the related person Secretary of Economic Policy	
Type of relationship of the director with the related person Subordination	**Related person type** Indirect Controller
Note	

Subordination, Service Provision or Control Relationships	
Fiscal year	12/31/2023
ISSUER'S DIRECTOR	
Director's name Marcos Rogério de Souza	**Director's CPF** 159.948.518-41
Director's position/function Member of the Board of Directors	
RELATED PERSON	
Related person's corporate name Presidency of the Republic	
Type of entity Legal Entity	**CPF or CNPJ** 01.693.698/0001-30
Position or function of the director at the related person Special Secretary for Legal Affairs	
Type of relationship of the director with the related person Subordination	**Related person type** Indirect Controller
Note	

(c) if relevant, supplier, customer, debtor or creditor of the Issuer, its subsidiary or controllers or subsidiaries of any of these persons

None.

ELECTION OF THE MEMBERS OF THE FISCAL COUNCIL FOR THE 2024/2026 TERM OF OFFICE;

ELECTION OF THE MEMBER OF THE FISCAL COUNCIL 2022/2024 TERM OF OFFICE

Dear Shareholders,

Pursuant to the provisions of Law 6.404, as of 12.15.1976, and the Articles of Incorporation of BB Seguridade Participações S.A., and in compliance with item I of the Call Notice, I hereby submit for consideration of this Meeting, for the position of Member of the Fiscal Council of BB Seguridade (permanent and alternate), the following appointments for the 2022/2024 term of office:

a) **Carlos Eduardo Guedes Pinto (Permanent)**, as representative of Banco do Brasil S.A., for the position of Permanent Member of the Fiscal Council of BB Seguridade, for the 2024/2026 term of office;

b) **Bruno Monteiro Martins (Alternate)**, as representative of Banco do Brasil S.A., for the position of Alternate Member of the Fiscal Council of BB Seguridade, for the 2024/2026 term of office;

c) **Rafael Rezende Brigolini (Permanent)**, as representative of the National Treasury Secretariat, for the position of Permanent Member of the Fiscal Council of BB Seguridade, for the 2024/2026 term of office; and

d) **Bruno Cirilo Mendonça de Campos (Alternate)**, as representative of the National Treasury Secretariat, for the position of Alternate Member of the Fiscal Council of BB Seguridade, for the 2024/2026 term of office.

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

In this way, these directors are presented for election at the General Shareholders' Meeting for the 2024/2026 period.

The minutes of the Eligibility Committee, which deal with the eligibility of candidates, are published at https://www.bbseguridaderi.com.br/sustentabilidade-e-governanca/reunioes-de-conselhos-e-comites/ as soon as they become available. The documentation that instructs the respective evaluation processes is filed and available for consultation at BB Seguridade's head office.

The curricula vitae of the candidates listed above are included in Annex II.

For your consideration.

On March 28, 2024

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

ANNEX II

ELECTION OF MEMBERS OF THE SUPERVISORY BOARD

CANDIDATES NOMINATED BY BANCO DO BRASIL AND THE UNION

Brasília (DF), March 28, 2024.

Shareholders,

Pursuant to item II of the agenda for the Annual General Meeting, please find below the CVs of those appointed to the Audit Board by the controlling shareholder and the Federal Government:

NAME	INDEPENDENT	TERM OF OFFICE	STATUS
Carlos Eduardo Guedes Pinto	NO*	1st APPOINTMENT	INDICATION UNDER ANALYSIS
Bruno Monteiro Martins	NO*	2ND APPOINTMENT	INDICATION UNDER ANALYSIS
Rafael Rezende Brigolini	NO*	1st APPOINTMENT	INDICATION UNDER ANALYSIS
Bruno Cirilo Mendonça de Campos	NO*	2ND APPOINTMENT	INDICATION UNDER ANALYSIS

* Candidates do not meet the independence criteria because they have ties with Banco do Brasil or the Federal Government.

Below are extracts from the CVs of the candidates received by the company.

CARLOS EDUARDO GUEDES PINTO

A career employee of Banco do Brasil for 24 years. Current Director of Supplies, Infrastructure and Assets. Graduated in Law and has post-graduate degrees in Business Management and Sustainable Regional Development Business Management. He worked for 11 years in the Branch Network and Superintendence, holding the positions of branch administrator and market manager. Qualified by the Banco do Brasil Managers Program as an executive manager between 2010 and 2023, he worked on the restructuring of the BB Tecnologia e Serviços company, forming the Operations Unit, now the Operations Department. He is currently responsible for the National Retail Asset Restructuring Management. He was a member of the credit committee of ELOPAR, a holding company in which Banco do Brasil has a stake, and has been trained as a Board Member and Best Governance Practices by the IBGC (Brazilian Institute of Corporate Governance).

BRUNO MONTEIRO MARTINS

Career employee of Banco do Brasil for 24 years. Current Executive Manager of the Finance Department. Graduated in Economics and International Relations, with a specialization in Asset Management.

RAFAEL REZENDE BRIGOLINI

An employee of the National Treasury Secretariat, he is currently the Undersecretary for Fiscal Management. He has worked as Agroindustrial Credit Operations Manager, Credit Operations Coordinator, General Tax Operations Coordinator. He was a Tax Advisor at BB Seguros, BB Seguridade and Embrapa. He has a degree in Economics and a specialization in the Regulation of Public Telecom Services.

BRUNO CIRILO MENDONÇA DE CAMPOS

He has been a Federal Finance and Control Auditor at the National Treasury Secretariat since 2009. He currently holds the position of General Coordinator of Corporate Holdings. Graduated in Economics.

7.3. In relation to each of the directors and members of the issuer's supervisory board, indicate, in the form of a table:

FISCAL COUNCIL		
Name		
Rafael Rezende Brigolini		
CPF	**Date of birth**	**Occupation**
055.693.306-07	07/17/1982	Public Servant
Professional experience		
Company: Ministry of Finance | Activity: Undersecretariat for Fiscal Management | Does it belong to the BB Seguridade Conglomerate? No | Position/function: Subsecretário| | Period: desde dez/2023 Company: Ministry of Finance | Activity: General Coordination of Tax Operations | Does it belong to the BB Seguridade Conglomerate? No | Position/function: General Coordinator | | Period: de 2016 até dez/2023 Company: CAGECE | Activity: Basic Sanitation Ceará | Does it belong to the BB Seguridade Conglomerate? No | Position/function: Fiscal Council | Period: de 2022 até mar/2024 Company: ELETROBRAS | Activity: Electricity Sector | Does it belong to the BB Seguridade Conglomerate? No | Position/function: Fiscal Council | Period: desde mar/2022 até mai/2023		
Management body	**Elective position held**	
Fiscal Council	Active	
Description of other position/function		
N/A		
Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2024-2026
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	1	04.30.2024
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
No	**N/A**	**N/A**
CONVICTIONS		
Type of conviction	**Description of conviction**	
N/A	**N/A**	

FISCAL COUNCIL

Name

Bruno Cirilo Mendonça de Campos

CPF	**Date of birth**	**Occupation**
968.509.901-44	05/28/1978	Federal Finance and Control Auditor

Professional experience

Company: Ministry of Finance | Activity: National Treasury Secretariat | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Federal Finance and Control Auditor | Period: since 2019

Company: Ministry of Finance | Activity: National Treasury Secretariat | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Federal Auditor of Finance and Control | Period: since 2009

Management body	**Elective position held**
Body - Supervisory Board	CF (Alternate) Elected by Controller

Description of other position/function

N/A

Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2024-2026
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	2	04.29.2022
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
No	N/A	0%

CONVICTIONS

Type of conviction	**Description of conviction**
N/A	**N/A**

FISCAL COUNCIL

Name

Carlos Eduardo Guedes Pinto

CPF	**Date of birth**	**Occupation**
282.464.088-01	10/13/1978	Bank Employee

Professional experience

Company: Banco do Brasil S.A.| Activity: Multiple Bank, with commercial portfolio | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Director of Supplies, Infrastructure and Assets. | Period: since Jan/2024.
Position/Function: National Asset Restructuring Manager. | Period: from Fev/2020 a Dec/2023.

Management body	**Elective position held**
Fiscal Council	CF (Active) Elected by Controller

Description of other position/function

N/A

Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2024-2026
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	1	04.30.2024
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
Yes	Statutory Member of the Executive Board of Banco do Brasil S.A. since Jan/2024.	**N/A**

CONVICTIONS

Type of conviction	**Description of conviction**
N/A	**N/A**

FISCAL COUNCIL		
Name		
Bruno Monteiro Martins		
CPF	**Date of birth**	**Occupation**
082.654.517-33	10/23/1978	Bank Employee

Professional experience

Company: Banco do Brasil S.A.| Activity: Multiple Bank, with commercial portfolio | Does it belong to the BB Seguridade Conglomerate? No | Position/Function: Executive Manager of Products and Methodologies. | Period: since NOv/2020
Position/Function: Executive Finance Manager | Period: from May/2019 to Nov/2020
Position/Function: Solutions Manager | Period: from Apr/2013 to May/2019

Management body	**Elective position held**	
Body - Supervisory Board	CF (Alternate) Elected by Controller	
Description of other position/function		
N/A		
Election date	**Date of taking office**	**Term of office**
04.30.2024	04.30.2024	2024-2026
Elected by the controller	**Number of consecutive terms**	**1st term start date**
Yes	3	04.29.2021
Politically Exposed Person (PEP)?	**Reason PEP**	**Percentage of participation in meetings (%)**
No	N/A	

CONVICTIONS

Type of conviction	**Description of conviction**
N/A	**N/A**

ACCOUNTS OF DIRECTORS AND FINANCIAL STATEMENTS

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

ACCOUNTS OF DIRECTORS AND FINANCIAL STATEMENTS

Fiscal Year 2023

Dear Shareholders,

Pursuant to the provisions of Law No. 6.404/1976 and the Articles of Incorporation of BB Seguridade Participações S.A., the accounts of directors and financial statements of the Company for the fiscal year 2023, published on 02.05.2024 in the Correio Braziliense newspaper, and available on the Investor Relations page (https://www.bbseguridaderi.com.br/informacoes-ao-mercado/central-de-resultados/), are hereby submitted for the consideration of the General Shareholders' Meeting.

Brasília (DF), March 28, 2024.

Kamillo Tononi Oliveira Silva

Chairman of the Board of Directors

ALLOCATION OF THE NET PROFIT

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

ALLOCATION OF THE NET PROFIT
Fiscal Year 2023

Dear Shareholders,

Pursuant to the provisions of Law 6.404, of 12.15.1976, and the Articles of Incorporation of BB Seguridade Participações S.A., I hereby submit for the consideration of this Meeting the allocation of the Net Profit, related to the fiscal year 2023, which is represented as follows:

	(Amount in R$)
Net Profit	7,947,202,721.72
Retained Earnings...	72,340.76
Adjusted Net Profit[1]...	7,549,842,585.63
Legal Reserve..	397,360,136.09
Shareholders' Compensation	5,665,000,000.00
- Interest on Net Equity...	--
- Dividends..	5,665,000,000.00
Use of the Reserve for Equalization of Dividends...........	--
Statutory Reserves	--
- for Capital Reinforcement..	--
- for Equalization of Capital Compensation........	1,884,842,585.63

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

For your consideration.

Brasília (DF), March 28, 2024.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annex A - CVM Resolution No. 81/2022

ALLOCATION OF THE NET PROFIT

1. Net Profit for the Fiscal Year: R$ 7,947,202,721.72

2. Overall amount and value per share of dividends: R$ 5,665,000,000.00 (R$ 2.84 per share)

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

    Dividends for the fiscal year totaled R$ 2.84 per common share. There was no payment of interest on net equity.

    b) Method and term of payment:

    Shareholders with shares held by the depository institution ("Banco do Brasil S.A.") received the credit of their dividends in a checking or savings account at the financial institution indicated by them, as of the date of the beginning of the distribution of these rights.
    Those whose data are outdated shall go to a branch of Banco do Brasil bearing CPF (Individual Taxpayer Registration), RG (ID Card), and proof of residence, if individual, or articles of incorporation/articles of association and proof of representation, if legal entity, to update the data and receive their proceeds.
    Shareholders with shares deposited at B3 - Brasil, Bolsa, Balcão ("B3") shall have their dividends paid through the institutions/brokers where they keep the custody of their position.
    The payments of dividends referring to the profits obtained in the 1st and 2nd half of 2023 took place on 08.28.2024 and 02.22.2024, respectively.

    c) Correction and interest on dividends and JCP (interest on net equity):

    Dividends for the second half of the year are adjusted by the Selic rate from the end of the fiscal year (12.23.2023) until the day of payment (02.22.2024).

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

    Considering the shareholding position on 08.16.2023 and 02.08.2024 for the payment of dividends referring to the 1st and 2nd half of 2023, respectively.

3. Percentage of the net profit for the fiscal year distributed: 71.28%

4. Overall amount and value per share of dividends distributed based on the profit of prior fiscal years:

The company distributed R$72,340.76 referring to dividends prescribed for prior fiscal years, corresponding to R$0.00004 per share.

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

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

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

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

The dividends for the fiscal year 2023 have already been declared in full by the Board of Directors and paid to shareholders.

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

There shall be none.

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

See sub-item 5.a above.

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

a) Dividends/JCP already declared:

	1st Half	2nd Half
Dividends	R$ 3,210,000,000.00	R$ 2,455,000,000.00
JCP	--	--

b) Date of the respective payments:

	1st Half	2nd Half
Dividends	08.28.2023	02.22.2024
JCP	--	--

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

BB Seguridade's capital, as of 12.31.2023, was divided into 2,000,000,000 common shares:

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

Fiscal Years	2023	2022	2021	2020
Net Profit	7,947,202,721.72	6,044,570,613	3,933,217,248	3,850,771,362

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

Fiscal Years	2023	2022	2021	2020
Dividends	5,665,000,000	5,742,342,082	2,871,294,059	2,695,582,305
JCP	--	--	--	--
Total	**5,665,000,000**	**5,742,342,082**	**2,871,294,059**	**2,695,582,305**

8. Legal Reserve:

    a) Amount allocated to the legal reserve R$ 397,360,136.09, corresponding to 5% of the result for the fiscal year.

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

9. The company has no preferred shares.

10. Mandatory dividend

    a) Description of the method of calculation provided for in the Articles:
    The Company's Articles of Incorporation provide that at least twenty-five percent (25%) of the net profit, adjusted with the deductions and additions provided in Art. 202 of the Stock Corporations Act, shall be distributed to the shareholders as mandatory dividend.

    b) Inform if dividends were paid in full:
    The amount distributed to shareholders as dividends corresponds to 71.28 % of the net profit for the fiscal year, exceeding the mandatory percentage.

    c) Inform the amount retained:
    There was a retention of R$2,282,202,721.72, equivalent to 28.72% of the company's net profit for the fiscal year, to set up a legal reserve and a statutory reserve.

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

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

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

14. If results are allocated to statutory reserves:

    a) Describe the statutory clauses establishing the reserve:
    Article 43(f) of the company's Articles of Incorporation provides for setting up a statutory reserve for the Equalization of Capital Compensation, with the aim of guaranteeing resources for the payment of dividends, including in the form of interest on net equity or its anticipations, limited to 80% of the value of the share capital, consisting of:
    i) the equivalent to up to 50% of the net profit for the fiscal year; and
    ii) those arising from the credit corresponding to the advance payments of dividends.

    b) Identify the amount allocated to the reserve:
    There was a retention of R$1,884,842,585.63, 23.72% of the company's net profit for the fiscal year, to set up a statutory reserve.

c) Describe how the amount was calculated:
To define the amount, the amount of dividends payable in each half was considered, taking into account an expected payout calculated on the basis of the cash available in the Company's projected cash flow, as shown in the technical notes approved by the Board of Directors in June and December 2023.

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

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

OVERALL COMPENSATION AMOUNT

In accordance with Article 13 of CVM Resolution No. 81/2022

(Item 8 of the Reference Form)

OVERALL COMPENSATION AMOUNT OF STATUTORY MEMBERS

April/2024 to March/2025

Dear Shareholders,

I hereby submit for your consideration:

1) The proposal to set the overall amount for payment of fees and benefits to members of the Executive Board and the Board of Directors, for the period from April 2024 to March 2025, at a maximum of eleven million, eight hundred and twenty-five thousand, five hundred and sixty reais and twenty-seven cents (R$ 11,825,560.27);
2) The proposal to set the monthly fees of the members of the Board of Directors at one-tenth of the monthly average of the members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2024 to March/2025;
3) The proposal to set the monthly fees of the members of the Fiscal Council at 10% of the average monthly compensation earned of members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2024 to March/2025; and
4) The proposal to set the individual monthly compensation of the members of the Audit Committee, the members of the Risks and Capital Committee, and the independent member of the Related-Party Transactions Committee at 16.71% of the average monthly compensation of the members of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation, health plan, supplementary pension plan, life insurance, housing allowance, and relocation benefits, for the period from April/2024 to March/2025.

This proposal is based on the following motivations:

a) Adjustment of the overall amount approved at the AGM of 04/27/2023, observing the total limit for payment of fees and benefits of the members of the Executive Board and Board of Directors of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") at a maximum of eleven million, eight hundred and twenty-five thousand, five hundred and sixty reais and twenty-seven cents (R$ 11,825,560.27), corresponding to the period from April/2024 to March/2025.

I. **Fixed compensation (Fees):** Change in the monthly fees for the position of Officer to Sixty-nine thousand, two hundred and forty-two reais and thirty-five cents (R$ 69,242.35); and change in the monthly fees for the position of Chief Executive Officer to Ninety thousand, one hundred and eighty-eight reais and seventeen cents (R$ 90,188.17), to be applied from April/2024 to March/2025.

- All of the Company's statutory officers are – including by provision of the Articles of Incorporation – career employees of Banco do Brasil S.A. ("BB" or "Controller"), assigned to BB Seguridade, ensuring cultural alignment with the Controller, as well as efficiency in the recruitment process by waiving the need for a specific civil-service examination, as well as expenses with any *headhunting* processes. Thus, the compensation of BB Seguridade's three Officers, as well as that of its Chief Executive Officer, is directly aligned, respectively, with the positions of Officer and Vice President of BB, allowing BB Seguridade to attract professionals already experienced in senior BB positions.
- Notwithstanding the issue of attractiveness in terms of salary equivalence, the degree of complexity of BB Seguridade's positions is equivalent to BB's positions, considering the great range of activities, individual accountability, and the need to manage stakeholders, including employees, regulators, inspectors, governance bodies and shareholders.
- BB Seguridade conducted studies on the current compensation levels of its directors, evaluating (i) the market, (ii) comparative analysis with the Controller, in terms of equivalent roles, and (iii) results obtained by the Company. Studies by the consulting firm Mercer Human Resource Consulting Ltda. to assess the degree of competitiveness of the compensation of the Statutory Executive Board compared to the market exercising roles of the same nature, conducted in 2020, concluded that the fixed and variable compensations of this audience were already below the market average compensations at the time.

- In the period from Jan/2013 to Dec/2023, the accumulated National Consumer Price Index (INPC) was 87.2%. In the same period, the increases granted to CLT (Consolidation of Labor Laws) employees, under the Collective Bargaining Agreement (CBA), amounted to 89.04%, while the Statutory Managers received an increase of 33.46%, a difference greater than 50% between the increases applied to the categories.
- The lack of updating of fees and a scenario of adjustments in pensions, where, according to the Pension Plan regulations, BB Seguridade's managers, when they leave due to retirement, have their monthly income updated by the INPC of the previous year, can encourage the early departure of senior management, bringing risks to the succession process. A high turnover among this group can have an impact on the risk of succession breakdown, considering the time needed to properly train potential candidates for promotion.
- Another reason for the proposed adjustment concerns BB Seguridade's performance in recent years, with a relevant direction and contribution from the Directors. In 2023, BB Seguridade had a net profit of more than R$7.9 billion, an increase of 28.3% compared to the profit for the previous fiscal year.
- Since the fixed remuneration of directors has only been increased by 9% in the last seven years, while the fixed compensation of CLT employees has been updated in accordance with collective bargaining agreements for the category, there is an imbalance between compensations, especially when considering the level of responsibility assumed in the exercise of the position. Thus, considering that the compensation of BB Seguridade's statutory officers is the same as that of BB's statutory officers and the current scenario of a gap in the compensation of the Directors, when compared to inflation and to the positions held by the company's employees, an adjustment should be made in order to reestablish (i) the internal compensation balance, (ii) to grant fair compensation to Directors in view of the responsibilities assumed, (iii) and to ensure the attractiveness of statutory positions and talent retention.
- We emphasize that the purpose of this proposal is to preserve the guideline on fair compensation for statutory Directors in view of the responsibilities of the positions held at BB Seguridade, in line with Article 152, head provision, of Law No. 6.404/1976 (Stock Corporations Law), in addition to maintaining alignment with the proposal to be presented by the Controller, ensuring that

the compensation of Officers and the Chief Executive Officer is equal to that of Officers and Vice President of Banco do Brasil, as mentioned above.

- That said, it would be appropriate to propose to the AGM that the directors' fees be adjusted in accordance with the amounts in Annex III, namely: 21.74817% for the positions of Officer and 34.39725% for the position of Chief Executive Officer.

II. **Fixed compensation (Christmas Bonus):** Maintenance of the Christmas bonus parameter equivalent to one (1) fee per year, being the amounts updated considering the fees proposed for the period from April 2024 to March 2025. This amount meets the requirements of TCU (Federal Court of Auditors) Appellate Decision No. 374/2018, which provides that any payment of the Christmas bonus to managers of federal state-owned companies shall be approved, as part of the annual compensation, by the competent unit, as granted to employees, in accordance with labor laws.

III. **Housing allowance:** Maintenance of the reference current rules set out in the direct federal Public Administration, being the benefit limited to 25% of the allowance for the position of CCE 1.18 on January 1, 2024, equivalent to a maximum of Four thousand, seven hundred and twenty-one reais and seventy-eight cents (R$ 4,721.78) per month, per manager defined for the benefit, it being provided that it may be granted to up to 4 managers.

IV. **Health Plan:** Maintenance of the parameters set out in the Bylaws of the health plan operator (Cassi), being the amounts updated as a result from the proposal to change the fees for the period from April 2024 to March 2025. The funding of the Associates' Plan, in which the Directors participate, is made up of the basic monthly contribution (corresponding to 4.5% of the fixed remuneration and Christmas bonus) and the additional contribution per dependent (corresponding to 3% of the fixed compensation with regard to each dependent, limited to three dependents, that is, 9%), both of which are the responsibility of the participants and the sponsor. Thus, by adding the two types of contribution, the portion corresponding to the employer quota can reach 13.5% of the Directors' fixed compensation.

V. **Health Assessment:** Maintenance of the individual value of the benefit of Seven thousand, ninety-seven reais and fifty-eight cents (R$ 7,097.58), foreseen to be granted to the four Company's managers, in order to maintain the alignment of the benefit offered by the Controller to its managers. Proposal to include the granting of this benefit, in the same amount, to members of the Board of Directors, Fiscal Council, Audit Committee, Related-Party Transactions Committee and Risks Committee in order to maintain alignment with the Controller's proposal to make this benefit available to its board members and committee members.

VI. **Group Life Insurance:** Maintenance of the same unit value of Nine thousand, one hundred and thirty-five reais and fourteen cents (R$ 9,135.14), included in the overall amount of the last period (April/2023 to March/2024) and approved at the AGM of 04/27/2023.

VII. **Dental Plan:** Inclusion of a new benefit for the Executive Board in the amount of Eleven reais and ninety-seven cents (R$ 11.97) per month, per manager, expected to be granted to 4 managers, in line with the Controller's proposal to include this benefit for the same audience.

VIII. **Supplementary Pension Plan:** Maintenance of the parameters approved at the AGM of 04/27/2023, being the amounts updated as a result from the proposal to change the fees for the period from April/2024 to March/2025. Considering that the statutory officers of BB Seguridade are BB employees assigned to perform these roles, the Supplementary Pension Plan for BB Seguridade's Statutory Officers is the same offered by BB to its employees, depending on when they joined the Controller. To calculate the proposal presented, the rules of Plan 1 of Caixa de Previdência dos Funcionários do Banco do Brasil (Banco do Brasil Employee Pension Fund) (Previ) were considered, as it is the plan that allows for the highest possible contribution per employee (17%) and, consequently, the highest percentage of sponsorship from the Company.

IX. **Quarantine:** Maintenance of the parameter of six (6) fees, with a change in the amount considering the fees proposed for the period from April/2024 to March/2025. A sufficient amount has been projected for quarantine payments for the 4 managers in the period.

X. **Variable Compensation of Directors Program (PRVA):** Change in the maximum amount of monthly fees from 12 to 13, being the amounts as a result from the proposal to change the fees for the period from April/2024 to March/2025, in line with the Controller's proposal for this item. It should be noted that the PRVA 2024 Program is currently being prepared and discussed with the Controller, for subsequent consideration by the Company's Board of Directors.

XI. **Relocation Benefit:** Maintenance of the benefit parameter at 65% of the weighted average of the fees to be paid to the members of the Executive Board. The item provides for an advantage for the 4 managers and takes into account the proposed adjustment in fees for the period from April/2024 to March/2025.

Therefore, the increase proposed for the period from April/2024 to March/2025, compared to the amounts approved by the AGM of 04/27/2023 for the period 2023/2024, is justified by: (i) the application of an adjustment in fees of 21.74817% for the positions of Officer; (ii) the application of an adjustment in fees of 34.39725% for the position of Chief Executive Officer; (iii) the reflection of the aforementioned change in the compensation paid to the members of the other statutory positions (Board of Directors, Fiscal Council, Audit Committee, Related-Party Transactions Committee and Risks and Capital Committee), as well as in the portions of the Christmas Bonus, Health Plan, Supplementary Pension Plan, Relocation Benefits, Quarantine and Variable Compensation of Directors

b) **Adjustment of the monthly fees of the members of BB Seguridade's Board of Directors set at the AGM of 04/27/2023,** with the amount proposed for the period from April/2024 to March/2025 corresponding to one tenth of the average compensation of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation and other benefits considering the proposed adjustment in the managers' fees for the period from April/2024 to March/2025.

c) **Adjustment of the monthly fees of the members of BB Seguridade's Fiscal Council set at the AGM of 04/27/2023,** with the amount proposed for the period from April/2024 to March/2025 corresponding to one tenth of the average compensation of the Executive Board, including the Christmas bonus, and excluding the amounts related to variable compensation and other benefits considering the proposed adjustment in the managers' fees for the period from April/2024 to March/2025.

d) **Adjustment of the individual monthly compensation set at the AGM of 04/27/2023 for the members of the Audit Committee (Coaud)** for the period from April/2024 to March/2025, corresponding to 16.71% of the average compensation of the Executive Board, including the Christmas bonus, and excluding the amounts relating to variable compensation and other benefits, i.e. Thirteen thousand, four hundred and eighty-two reais and fifty-three cents (R$ 13,482.53), considering the proposed adjustment in the managers' fees for the period from April/2024 to March/2025. The adjustment granted is reflected in the statutory quarantine item for Coaud members who resign in the period.

e) **Adjustment of the individual monthly compensation set at the AGM of 04/27/2023 for the members of the Risks and Capital Committee (Coris)** for the period from April/2024 to March/2025, corresponding to 16.71% of the average compensation of the Executive Board, including the Christmas bonus, and excluding other benefits, i.e. Thirteen thousand, four hundred and eighty-two reais and fifty-three cents (R$ 13,482.53), considering the proposed adjustment in the managers' fees for the period from April/2024 to March/2025.

f) **Adjustment of the individual monthly compensation set at the AGM of 04/27/2023 for the independent member of the Related-Party Transactions Committee (CTPR)** for the period from April/2024 to March/2025, corresponding to 16.71% of the average compensation of the Executive Board, including the Christmas bonus, and excluding other benefits, i.e. Thirteen thousand, four hundred and eighty-two reais and fifty-three cents (R$ 13,482.53), considering the proposed adjustment in the managers' fees for the period from April/2024 to March/2025.

For your consideration.

Brasília (DF), March 28, 2024.

Kamillo Tononi Oliveira Silva
Chairman of the Board of Directors

Annex III - Remuneration Spreadsheet - Ordinary General Meeting 2024						
COMPANY BB SEGURIDADE PARTICIPAÇÕES S.A REMUNERATION OF DIRECTORS, AUDIT DIRECTORS, MEMBERS OF THE AUDIT COMMITTEE AND OTHER COMMITTEES ORDINARY GENERAL MEETING APRIL/2024 TO MARCH/2025 FINANCIAL YEAR - 2024						
TYPE OF POSITION (one line for each type)	**RUBRIC**	**NUMBER OF POSITIONS FOR EACH TYPE (insert number)**	**MONTHLY AMOUNT (insert amount) [b]**	**PAYMENT NUMBER [c]**	**SUBTOTAL PER POSITION (does not change with change of director) d=[bxc]**	**OVERALL TOTAL BY TYPE OF POSITION e = [a x d]**
President	**Fixed fee (Fixed amount)**	1	R$ 90.188,17	12	R$ 1.082.258,02	R$ 1.082.258,02
	Christmas bonus	1	R$ 90.188,17	1	R$ 90.188,17	R$ 90.188,17
	Housing allowance	1	R$ 4.721,78	12	R$ 56.661,36	R$ 56.661,36
	Advantage Removal	1	R$ 48.411,22	1	R$ 48.411,22	R$ 48.411,22
	Health insurance	1	R$ 12.175,40	13	R$ 158.280,23	R$ 158.280,23
	Health Assessment	1	R$ 7.097,58	1	R$ 7.097,58	R$ 7.097,58
	Life Insurance	1	R$ 9.135,14	1	R$ 9.135,14	R$ 9.135,14
	Dental plan	1	R$ 47,88	12	R$ 574,56	R$ 574,56
	Supplementary Pensions	1	R$ 15.331,99	13	R$ 199.315,85	R$ 199.315,85
	Quarantine	1	R$ 90.188,17	6	R$ 541.129,01	R$ 541.129,01
	RVA - Base Year 2024 (Provisioning of cash installments and deferred installments)	1	R$ 1.172.446,18	1	R$ 1.172.446,18	R$ 1.172.446,18
Diretor	**Fixed Fee**	3	R$ 69.242,35	12	R$ 830.908,18	R$ 2.492.724,55
	Christmas bonus	3	R$ 69.242,35	1	R$ 69.242,35	R$ 207.727,05
	Housing allowance	3	R$ 4.721,78	12	R$ 56.661,36	R$ 169.984,08
	Advantage Removal	3	R$ 48.411,22	1	R$ 48.411,22	R$ 145.233,67
	Health insurance	3	R$ 9.347,72	13	R$ 121.520,32	R$ 364.560,97
	Health Assessment	3	R$ 7.097,58	1	R$ 7.097,58	R$ 21.292,74
	Life Insurance	3	R$ 9.135,14	1	R$ 9.135,14	R$ 27.405,42
	Dental plan	3	R$ 47,88	12	R$ 574,56	R$ 1.723,68
	Supplementary Pensions	3	R$ 11.771,20	13	R$ 153.025,59	R$ 459.076,77
	Quarantine	3	R$ 69.242,35	6	R$ 415.454,09	R$ 1.246.362,28
	RVA - Base Year 2024 (Provisioning of cash installments and deferred installments)	3	R$ 900.150,53	1	R$ 900.150,53	R$ 2.700.451,60
I - TOTAL BOARD OF DIRECTORS						**R$ 11.202.040,12**
Members of the Board of Directors	**Honorary of the Board of Directors**	6	R$ 8.068,54	12	R$ 96.822,44	R$ 580.934,67
	Health Assessment of the Board of Directors	6	R$ 7.097,58	1	R$ 7.097,58	R$ 42.585,48
II - TOTAL BOARD OF DIRECTORS						**R$ 623.520,15**
III - TOTAL DIRECTORS (I+II)						**R$ 11.825.560,27**
Members of the Fiscal Council	**Honorary Fiscal Council**	3	R$ 8.068,54	12	R$ 96.822,44	R$ 290.467,33
	Health Assessment Fiscal Council	3	R$ 7.097,58	1	R$ 7.097,58	R$ 21.292,74
IV - TOTAL FISCAL COUNCIL						**311.760,07**
Members of Audit Committee	**Honorary Audit Committee**	5	R$ 13.482,53	12	R$ 161.790,30	R$ 808.951,52
	Quarantine	5	R$ 13.482,53	6	R$ 80.895,15	R$ 404.475,76
	Health Assessment Audit Committee	5	R$ 7.097,58	1	R$ 7.097,58	R$ 35.487,90
V - TOTAL AUDIT COMMITTEE						**R$ 1.248.915,19**
Members of Related Party Transactions Committee	**Fees for other committees**	1	R$ 13.482,53	12	R$ 161.790,30	R$ 161.790,30
	Health Assessment Related Party Trasactions Committee	3	R$ 7.097,58	1	R$ 7.097,58	R$ 21.292,74
Members of Risk and Capital Committee	**Fees for other committees**	3	R$ 13.482,53	12	R$ 161.790,30	R$ 485.370,91
	Health Assessment Risk and Capital Committee	3	R$ 7.097,58	1	R$ 7.097,58	R$ 21.292,74
VI - TOTAL OTHERS COMMITTEES						**R$ 689.746,70**

8. DIRECTORS' COMPENSATION

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

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

As provided for in the Articles of Incorporation of BB Seguridade (“ESBBSEG”), in its Art. 10, (xiii), it is incumbent upon the General Meeting to set the annual compensation of the directors, the Supervisory Board ("CF") and the Audit Committee ("Coaud"), global or individual, in compliance with the provisions of Law No. 6,404/1976, Law No. 13,303/2016 and its regulatory Decree, and other applicable rules. According to Art. 14, Sole Paragraph of the ESBBSEG, if the General Meeting sets the global compensation, the Board of Directors ("CA") shall be responsible for resolving on the respective distribution among the Company's Management bodies.

In accordance with the Company's Personnel Management and Compensation Policy, published on the website www.bbseguridaderi.com.br - link: c61a26a0-a4b3-443b-bf7f-a2a6361f46ff (mziq.com), and approved by the Board of Directors on 03/25/2022, the total compensation comprises (i) fixed compensation; (ii) benefits; and (iii) variable compensation, with the last two components applicable to the statutory Executive Board. Pursuant to item 9.7 of said Policy, the values of the compensation compound are defined seeking a balance between the installments, considering the Corporate Strategy for the period and compliance with the relevant legal provisions. Also, the fixed compensation amounts and benefits granted to directors based on market research, internal balance, skills and responsibilities required, according to the specifics of each position.

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

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

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

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

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

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

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

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

(c) compensation composition, indicating:

I. description of the various elements that make up the compensation, including, in relation to each of them:

- **its objectives and alignment with the issuer's short, medium and long-term interests**

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

Executive Board:

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

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

Christmas Bonus: Compensation equivalent to a monthly fee.

Annual Variable Compensation Program - PRVA of the Executive Board: Aims to recognize the efforts of the managers in the construction of the results achieved, based on the performance of indicators linked to the Company's strategic planning. The variable compensation policy is established in accordance with Law 6.404/76, Article 152, and Accounting Pronouncements Committee ("CPC") 10 - Share-Based Payment. Of the total compensation, 60% is paid in cash, 50% in kind and 10% in BB Seguridade shares. The remaining 40% is paid in shares over a 5-year period, reinforcing the vision of long-term results. Thus, managers are encouraged to maintain and expand results, generate shareholder returns, and receive roles that are always valuable.

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

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

Audit Committee: Members of the Coaud are entitled to a fixed monthly compensation, defined by the General Meeting, compatible with the work plan approved by the Board of Directors, and must comply with the following criteria, in accordance with the ESBBSEG, in its Art. 32, §6:

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

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

iii. Coaud members who are also members of the Board of Directors must receive compensation only from Coaud.

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

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

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

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

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

Board of Directors:

Elements of Compensation	Proportion (%) 2021	Proportion (%) 2022	Proportion (%) 2023
Fees	100	100	100

Executive Board:

Elements of Compensation	Proportion (%) 2021	Proportion (%) 2022	Proportion (%) 2023
Fees	52.38	50.90	44.90
Christmas Bonus	3.95	4.23	3.71
Variable Compensation	32.70	32.96	40.61
Direct and Indirect Benefits	10.97	11.90	10.78

Supervisory Board:

Elements of Compensation	Proportion (%) 2021	Proportion (%) 2022	Proportion (%) 2023
Fees	100	100	100

Audit Committee:

Elements of Compensation	Proportion (%) 2021	Proportion (%) 2022	Proportion (%) 2023
Fees	100	100	100

Related-Party Transactions Committee:

Elements of Compensation	Proportion (%) 2021	Proportion (%) 2022	Proportion (%) 2023
Fees	100	100	100

Risks and Capital Committee:

Elements of Compensation	Proportion (%) 2021	Proportion (%) 2022	Proportion (%) 2023
Fees	100	100	100

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

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

- **its calculation and adjustment methodology**

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

  Executive Board: The Executive Board's fees are defined by the Board of Directors, limited by the overall compensation approved in AGO, and are aligned with market practices of same size companies and with the compensation rules adopted by the Company's 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 members of the Executive Board nor ten percent (10%) of the accounting net profit for the period.

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

  Supervisory Board: The 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 AGO. Consequently, any adjustment follows that applied to the compensation of the Executive Board.

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

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

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

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

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

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

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

  Executive Board

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

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

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

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

PRVA 2021:

<table>
<tr><th>Module</th><th>Level</th><th colspan="2">Indicator</th><th>Signal</th><th>Target</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 objectives: Be light and efficient, Combine online and offline to sell more and more, Connect and accelerate the digital and Experience fearlessly 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 of the 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 of the Portfolio of Strategic Projects of the Executive Board (CMO)</td></tr>
<tr><td>CIO</td><td>Performance of the 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 Assessment of the CEO by the Board of Directors and 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 objective “Transform Customers into Fans”</td><td>+</td><td>100%</td><td>100%</td><td>4</td></tr>
<tr><td></td><td colspan="7">CFO - Chief Finance and IR Officer
CMO - Chief Commercial, Marketing and Customer Officer
CIO - Chief Strategy and Technology Officer
CEO - Chief Executive Officer - The score for the CEO shall be the arithmetic average of the payment percentage obtained by the indicators of each business unit (CFO, CMO, and CIO).</td></tr>
</table>

PRVA 2022:

<table>
<tr><th>Module</th><th>Level</th><th colspan="2">Indicator</th><th>Signal</th><th>Target</th><th>Weight</th><th>Ruler</th></tr>
<tr><td rowspan="9">Base</td><td>Corporate</td><td colspan="2">Average percentage of achievement of the indicators of Zênite's strategic objectives: Be light and efficient, Conquer more customers where they are, Connect and accelerate the digital and Experience fearlessly to get it right</td><td rowspan="8">+</td><td>100%</td><td>60%</td><td>1</td></tr>
<tr><td rowspan="4">Unit</td><td>CFO</td><td>Performance of the Portfolio of Strategic Projects of the Executive Board (CFO)</td><td rowspan="4">7</td><td rowspan="4">20%</td><td rowspan="4">3</td></tr>
<tr><td>CMO</td><td>Performance of the Portfolio of Strategic Projects of the Executive Board (CMO)</td></tr>
<tr><td>CIO</td><td>Performance of the 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 Assessment of the CEO by the Board of Directors and other Officers by the CEO</td><td>3.5</td><td>20%</td><td>2</td></tr>
<tr><td rowspan="2">Collegiate</td><td colspan="2">Sest Compliance Indicator</td><td>834</td><td>5%</td><td>5</td></tr>
<tr><td colspan="2">Sest Governance Indicator</td><td>Level 1</td><td>5%</td><td>-</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 objective “Transform Customers into Fans”</td><td>+</td><td>100%</td><td>100%</td><td>4</td></tr>
<tr><td colspan="8">CFO - Chief Finance, IR and Equity Management Officer
CMO - Chief Commercial, Marketing and Customer Officer
CIO - Chief Strategy and Technology Officer
CEO - Chief Executive Officer - The score for the CEO shall be the arithmetic average of the payment percentage obtained by the indicators of each business unit (CFO, CMO, and CIO).</td></tr>
</table>

PRVA 2023:

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

CFO - Chief Finance, IR and Equity Management Officer

CMO - Chief Commercial, Marketing and Customer Officer

CIO - Chief Strategy and Technology Officer

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

With regard to indicators related to ESG aspects, in 2023, it was defined a *Key Result* (KR) called "ESG Solutions Portfolio", which evaluated our portfolio as a whole, seeking to include ESG aspects both in the form of investments and expanding the number of products focused on an ESG line, or including benefits or assistance with ESG aspects in existing products (for example, assistance for cleaning solar panels and intelligent disposal of electronics).

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

II. reasons that justify the composition of the compensation

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

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

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

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

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

Risks and Capital Committee: The compensation of the members of the Risks and Capital Committee is defined by the General Meeting limited to the compensation received by the Coaud members, as provided for in Art. 35, §6 of the ESBBSEG.

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

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

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

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

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

Executive Board: There are no unpaid members.

Supervisory Board: There are no unpaid board members. Alternate board members are compensated for their occasional participation in meetings.

Audit Committee: There are no unpaid members.

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

Risks and Capital Committee: There are no unpaid members.

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

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

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

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

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

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

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

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

The number of members of each body corresponds to the annual average number of members of each body calculated monthly, up to two decimal places, in accordance with item 10.2.8.2 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024. In the case of the Supervisory Board, only full members were considered.

The number of paid members of each body corresponds to the annual average of the number of paid members of each body calculated monthly, up to two decimal places, in accordance with item 10.2.8.2 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024. To calculate the average, all paid members who held these positions on the respective bodies in the respective fiscal years were taken into account. In the case of the Supervisory Board, the alternate members who, as a result of their performance, have received compensation were also considered.

TOTAL COMPENSATION BY BODY			
Fiscal year			
12/31/2021			
Management body			
Board of Directors			
Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**	
6.92	3.67	246,517.39	
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore	**Direct and indirect benefits** 0.00	**Participations in committees**	**Other**
246,517.39		0.00	0.00
Description of other fixed compensation			
VARIABLE COMPENSATION (in reais)			
Bonus	**Profit sharing** 0.00	**Participation in meetings** 0.00	
0.00			
Commissions	**Other**		
0.00	0.00		
Description of other variable compensation			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment	**Termination of office** 0.00	**Share-based (including options)** 0.00	
0.00			

Remarks

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2021

Management body
Supervisory Board

Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**
3	3	212,658.64

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	**Direct and indirect benefits**	**Participations in committees**	**Other**
212,658.64	0.00	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	**Profit sharing**	**Participation in meetings**
0.00	0.00	0.00

Commissions	**Other**
0.00	0.00

Description of other variable compensation

OTHER COMPENSATION BENEFITS (in reais)

Post-employment 0.00 **Termination of office** 0.00 **Share-based (including options)** 0.00

Remarks

TOTAL COMPENSATION BY BODY			
Fiscal year 12/31/2021			
Management body Statutory Executive Board			
Total No. of members 4	**Total No. of paid members** 4	**Total amount of the** 4,744,764.15	**body's compensation (reais)**
ANNUAL FIXED COMPENSATION (in reais)			
Salary or pro-labore 2,672,435.93	**Direct and indirect benefits** 244,803.75	**Participations in committees** 0.00	**Other** 0.00
Description of other fixed compensation			
VARIABLE COMPENSATION (in reais)			
Bonus 0.00	**Profit sharing** 0.00	**Participation in meetings** 0.00	
Commissions 0.00	**Other** 810,673.67		
Description of other variable compensation Of the total of R$810,673.67 earmarked 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.			
OTHER COMPENSATION BENEFITS (in reais)			
Post-employment 275,792.85	**Termination of office** 0.00	**Share-based (including** 741,057.96	**options)**
Remarks			

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2022

Management body
Board of Directors

Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**
7	3.75	277,422.70

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	**Direct and indirect benefits**	**Participations in committees**	**Other**
277,422.70	0.00	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	**Profit sharing**	**Participation in meetings**
0.00	0.00	0.00

Commissions	**Other**
0.00	0.00

Description of other variable compensation

OTHER COMPENSATION BENEFITS (in reais)

Post-employment	**Termination of office**	**Share-based (including options)**
0.00	0.00	0.00

Remarks

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

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2022

Management body
Statutory Executive Board

Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**
4	4	5,154,267.06

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	**Direct and indirect benefits**	**Participations in committees**	**Other**
2,841,834.60	246,830.91	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	**Profit sharing**	**Participation in meetings**
0.00	0.00	0.00

Commissions	**Other**
0.00	886,247.00

Description of other variable compensation
Of the total of R$ 886,247.00 earmarked for Variable Compensation, R$ 450,052.64 refers to the installment in cash of the 2021 Program, after deducting the advance payment, and R$436,194.36 refers to the advance payment of the 2022 Program. The amounts reported do not include Income Tax deductions.

OTHER COMPENSATION BENEFITS (in reais)
Post-employment 366,503.93 **Termination of office** 0.00 **Share-based (including options)** 812,850.62

Remarks

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2023

Management body
Board of Directors

Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**
7	3.92	303,952.43

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	**Direct and indirect benefits**	**Participations in committees**	**Other**
303,952.43	0.00	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	**Profit sharing**	**Participation in meetings**
0.00	0.00	0.00

Commissions	**Other**
0.00	0.00

Description of other variable compensation

OTHER COMPENSATION BENEFITS (in reais)

Post-employment	**Termination of office**	**Share-based (including options)**
0.00	0.00	0.00

Remarks

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

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2023

Management body
Statutory Executive Board

Total No. of members	Total No. of paid members	Total amount of the body's compensation (reais)
3.92	3.92	6,232,117.84

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	Direct and indirect benefits	Participations in committees	Other
3,029,100.62	271,999.36	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	Profit sharing	Participation in meetings
0.00	0.00	0.00

Commissions	Other
0.00	1,407,272.04

Description of other variable compensation
Of the total of R$1,407,272.04 earmarked for Variable Compensation, R$872,388.72 refers to the installments in cash of the 2022 Program, after deducting the advance payment, and R$534,883.32 refers to the advance payment of the 2023 Program.

OTHER COMPENSATION BENEFITS (in reais)

Post-employment	Termination of office	Share-based (including options)
0.00	0.00	1,123,887.00

Remarks

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2024

Management body
Board of Directors

Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**
7	6	479,349.95

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	**Direct and indirect benefits**	**Participations in committees**	**Other**
479,349.95	0.00	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	**Profit sharing**	**Participation in meetings**
0.00	0.00	0.00

Commissions	**Other**
0.00	0.00

Description of other variable compensation

OTHER COMPENSATION BENEFITS (in reais)

Post-employment	**Termination of office**	**Share-based (including options)**
0.00	0.00	0.00

Remarks

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2024

Management body
Supervisory Board

Total No. of members	Total No. of paid members	Total amount of the body's compensation (reais)
3	3	239,674.98

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	Direct and indirect benefits	Participations in committees	Other
239,674.98	0.00	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	Profit sharing	Participation in meetings
0.00	0.00	0.00

Commissions	Other
0.00	0.00

Description of other variable compensation

OTHER COMPENSATION BENEFITS (in reais)

Post-employment	Termination of office	Share-based (including options)
0.00	0.00	0.00

Remarks

TOTAL COMPENSATION BY BODY

Fiscal year
12/31/2024

Management body
Statutory Executive Board

Total No. of members	**Total No. of paid members**	**Total amount of the body's compensation (reais)**
4	4	7,323,648.18

ANNUAL FIXED COMPENSATION (in reais)

Salary or pro-labore	**Direct and indirect benefits**	**Participations in committees**	**Other**
3,198,364.53	891,806.12	0.00	0.00

Description of other fixed compensation

VARIABLE COMPENSATION (in reais)

Bonus	**Profit sharing**	**Participation in meetings**
0.00	0.00	0.00

Commissions	**Other**
0.00	1,582,993.11

Description of other variable compensation
The values refers to the projected Variable Compensation of BB Seguridade's directors for the period 20232024. Of the total of R$1,582,993.11 earmarked for Variable Compensation, R$713,177.74 refers to the installments in cash of the 2023 Program, after deducting the advance payment, and R$869,815.37 refers to the advance payment of the 2024 Program.

OTHER COMPENSATION BENEFITS (in reais)

Post-employment	**Termination of office**	**Share-based (including options)**
543,263.28	0.00	1,107,221.15

Remarks

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

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

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

The number of members of each body corresponds to the annual average of each body calculated monthly, up to two decimal places, in accordance with item 10.2.8.2 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024. For the calculation, it was taken into account the number of members on the last business day of the month.

The number of paid members of each body corresponds to the number of officers and directors to whom variable compensation was recognized in the result for the fiscal year, in accordance with item 10.2.8.3 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024, considering only those who held such positions on the respective bodies in the respective fiscal years.

VARIABLE COMPENSATION		
Fiscal year		
12/31/2021		
Compensation by body (in reais)		
Management body	**Total No. of members**	**No. of paid members**
Statutory Executive Board	4	4
REGARDING BONUS		
Minimum amount foreseen in the compensation plan 0		**Maximum amount foreseen in the compensation plan** 0
Amount foreseen in the compensation plan if targets were met		**Amount effectively recognized in the income statement in the selected fiscal year**
0		0
REGARDING PROFIT SHARING		
Minimum amount foreseen in the compensation plan		**Maximum amount foreseen in the compensation plan**
457,846.86		1,308,583.08
Amount foreseen in the compensation plan if targets were met		**Amount effectively recognized in the income statement in the selected fiscal year**
981,437.31		810,673.67

VARIABLE COMPENSATION

Fiscal year

12/31/2022

Compensation by body (in reais)

Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4

REGARDING BONUS

Minimum amount foreseen in the compensation plan 0	**Maximum amount foreseen in the compensation plan** 0
Amount foreseen in the compensation plan if targets were met	**Amount effectively recognized in the income statement in the selected fiscal year**
0	0

REGARDING PROFIT SHARING

Minimum amount foreseen in the compensation plan	**Maximum amount foreseen in the compensation plan**
436,194.36	1,417,631.67
Amount foreseen in the compensation plan if targets were met	**Amount effectively recognized in the income statement in the selected fiscal year**
981,437.31	886,247.00

VARIABLE COMPENSATION

Fiscal year

12/31/2023

Compensation by body (in reais)

Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4

REGARDING BONUS

Minimum amount foreseen in the compensation plan	**Maximum amount foreseen in the compensation plan**
0	0
Amount foreseen in the compensation plan if targets were met	**Amount effectively recognized in the income statement in the selected fiscal year**
0	0

REGARDING PROFIT SHARING

Minimum amount foreseen in the compensation plan	**Maximum amount foreseen in the compensation plan**
534,883.32	1,426,355.52
Amount foreseen in the compensation plan if targets were met	**Amount effectively recognized in the income statement in the selected fiscal year**
1,069,766.64	1,407,272.04

VARIABLE COMPENSATION		
Fiscal year		
12/31/2024		
Compensation by body (in reais)		
Management body	**Total No. of members**	**No. of paid members**
Statutory Executive Board	4	4
BONUS		
Minimum amount foreseen in the compensation plan 0		**Maximum amount foreseen in the compensation plan** 0
Amount foreseen for targets met 0		**Amount effectively recognized** 0
PROFIT SHARING		
Minimum amount foreseen in the compensation plan 713,177.76		**Maximum amount foreseen in the compensation plan** 1,545,218.48
Amount foreseen for targets met 1,069,766.64		**Amount effectively recognized** N/A

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

(a) general terms and conditions

Exercise a statutory term of office (Chief Executive Officer or Officer) in force during the fiscal year 2023 and meet the targets and indicators defined as prerequisites for triggering the Plan.

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

(b) date of approval and responsible body

The PRVA 2023 was initially approved by the Board of Directors on 12/02/2022. Subsequently, on June 2, 2023, the Board of Directors approved the inclusion of the Compliance Indicator of the Secretariat for the Coordination and Governance of State-Owned Enterprises ("SEST") - ICSest in the aforementioned Program, as shown in the PRVA 2023 table in item 8.1, point "c" of this Form.

With regard to the PRVA 2024, BB Seguridade is awaiting guidance from Banco do Brasil S.A. ("BB" or "Controller"), which, in turn, is complying with the general guidelines issued by SEST, in order to proceed with its finalization and subsequent submission for resolution by the Board of Directors.

(c) maximum number of shares covered

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

(d) maximum number of options to be granted

Not applicable. Compensation is based solely on shares.

(e) conditions for the acquisition of shares

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

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

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

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

(f) criteria for setting the acquisition or strike price

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

(g) criteria for setting the acquisition or strike period

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

(h) form of settlement

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

(i) restrictions on the transfer of the shares

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

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

Triggering of the compensation program is subject to the following prerequisites: i) triggering of the Profit-Sharing Program – PLR to which BB Seguridade's employees are entitled; and ii) have a positive accounting net profit.

Currently, there are no plans to discontinue the plan.

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

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

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

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

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

BB Seguridade has no option-based compensation plan.

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

BB Seguridade has no option-based compensation plan.

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

BB Seguridade has no option-based compensation plan.

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

Not applicable to the Board of Directors.

Share-based compensation expected for the current fiscal year (2024)		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members[1]	N/A	10
(d) potential dilution if all shares are granted to beneficiaries[2]	N/A	0.0122411%

[1]Total expected number of members who served during the evaluation period and will be entitled to receive deferred installments paid in 2024.

[2]Potential dilution takes into account expectations of a grant with a base date of 03/01/2024.

Share-based compensation for the fiscal year ended on 12.31.2023		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members[1]	N/A	15
(d) potential dilution if all shares are granted to beneficiaries[2]	N/A	0.0079002%

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

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

Share-based compensation for the fiscal year ended on 12.31.2022		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members[1]	N/A	17
(d) potential dilution if all shares are granted to beneficiaries[2]	N/A	0.0071773%

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

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

Share-based compensation for the fiscal year ended on 12.31.2021		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	06
(c) number of paid members[1]	N/A	14
(d) potential dilution if all shares are granted to beneficiaries[2]	N/A	0.0067535%

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

[2]Potential dilution considers grants with a base date of 12/31/2021.

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

The number of paid members of the Statutory Executive Board corresponds to the number of officers linked to the PRVA for the respective fiscal year, in accordance with item 10.2.8.8 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024, without taking into account former members who received deferred installments relating to previous PRVAs.

Not applicable to the Board of Directors.

Share-based compensation expected for the current fiscal year (2024)		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	03/05/2024
(e) number of shares granted[1]	N/A	26,951
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	32.86
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	885,609.86

Share-based compensation expected for the current fiscal year (2024)		
(a) body	Board of Directors	Statutory Executive Board

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

Share-based compensation for the fiscal year ended on 12.31.2023		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	03/03/2023
(e) number of shares granted[1]	N/A	24,335
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	34.07
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	829,093.45

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

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

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

Share-based compensation for the fiscal year ended on 12.31.2021		
(a) body	Board of Directors	Statutory Executive Board
(b) total number of members	N/A	04
(c) number of paid members	N/A	04
(d) date of grant	N/A	03/16/2021
(e) number of shares granted[1]	N/A	22,461
(f) maximum term for delivery of shares	N/A	N/A
(g) restriction period for the transfer of shares	N/A	N/A
(h) fair value of the shares on the date of grant	N/A	23.92
(i) number of shares granted multiplied by the fair value of the shares on the date of grant	N/A	537,267.12

[1]Total number of shares granted in the fiscal year 2021, including deferred installments relating to PRVAs from previous years, paid to former members of the Statutory Executive Board.

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

The number of paid members of the Statutory Executive Board corresponds to the number of officers linked to the PRVA for the respective fiscal year, in accordance with item 10.2.8.9 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024, without taking into account former members who received deferred installments relating to previous PRVAs. The total number of shares granted in each fiscal year includes deferred installments relating to PRVAs from previous years, paid to former members of the Statutory Executive Board.

Not applicable to the Board of Directors.

SHARES DELIVERED				
Fiscal year				
12/31/2021				
Compensation by body (in reais)				
Management body	**Total No. of members**	**No. of paid members**	**No. of shares**	
Statutory Executive Board	4		4	22,461
Weighted average purchase price (R$)		**Weighted average market price of purchased shares (R$)**		
24.46		23.92		
Total number of shares acquired multiplied by the difference between the weighted average purchase price and the weighted average market price of purchased shares				
12,128.94				

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

SHARES DELIVERED				
Fiscal year				
12/31/2023				
Compensation by body (in reais)				
Management body	**Total No. of members**	**No. of paid members**	**No. of shares**	
Statutory Executive Board	4		4	24,335
Weighted average purchase price (R$)		**Weighted average market price of purchased shares (R$)**		
24.46		34.07		
Total number of shares acquired multiplied by the difference between the weighted average purchase price and the weighted average market price of purchased shares				
-233859.35				

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

(a) pricing model

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

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

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

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

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

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

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

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

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

Variable compensation is not based on options.

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

Not applicable. Variable compensation is not based on options.

(d) how to determine expected volatility

Not applicable. Variable compensation is not based on options.

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

Not applicable. Variable compensation is not based on options.

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

Fiscal Year ended on December 31, 2023	
	BB Seguridade's Shares
Board of Directors	882
Executive Board	10,331
Supervisory Board	0
Total	11,213
Fiscal Year ended on December 31, 2023	
	Banco do Brasil's Shares
Board of Directors	2,918
Executive Board	6
Supervisory Board	15,959
Total	18,883

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

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

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

(a) body	**Board of Directors**	**Statutory Executive Board**
(b) total No. of members	N/A	04
(c) No. of paid members	N/A	04
(d) plan name	Previ Futuro and Prevmais Benefit Plan - Economus	
(e) number of directors who meet the conditions to retire	N/A	00
(f) conditions for early retirement	According to the General Regulation of the Previ Futuro Plan, article 40, transcribed below: The Monthly Retirement Income shall be due to the participant, from the date of his application, provided that he meets the following conditions: i. has fulfilled the waiting period of one hundred and twenty (120) monthly contributions to this Benefit Plan; ii. is in retirement due to contribution time or age granted by the Basic Official Pension; iii. terminate employment bond with the Sponsor. (...) §3 - The condition referred to in item II of this article may be waived as long as the participant is at least fifty (50) years old. According to the General Regulation of PrevMais - Economus, article 20, transcribed below: The Retirement Benefit shall be granted to the Participant who meets the following eligibility requirements: I. be, at least, fifty-three (53) years old; II. have, at least, sixty (60) months of Binding to PrevMais; and III. 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.	
(g) updated accumulated value of pension plan contributions up until the end of the last fiscal year, discounting the installment related to contributions made directly by directors	N/A	3,299,506.22
(h) total accumulated value of the contributions made during the last fiscal year, less the installment related to contributions made directly by directors	N/A	433,815.03
(i) if there is a possibility of early redemption and what are the conditions	According to the General Regulation of the Previ Futuro Plan, article 15, transcribed below: Participants whose enrollment in this Benefit Plan is canceled pursuant to items I, IV or V of article 6 shall be assured the redemption of their individual savings reserve, when the termination of the employment relationship with the Sponsor is proven or on the date of cancellation, if after the breakup date. §1 - The redemption value provided for in this article shall be increased by the values transferred to the plan when constituted in a supplementary pension plan managed by an open supplementary pension entity or insurance company. §2 - The redemption value provided for in this article shall be determined on the date of application by this institute. §3 - The redemption referred to in this article shall be paid in cash. The participant may opt, in his application, for receipt within twelve (12) consecutive months, counted from the date of his option for this institute. §4 - The monthly installments referred to in the previous paragraph shall be corrected monthly by the index provided for in article 27. §5 - The existing balance in the Employer Savings Reserve linked to the participant who chooses the option provided for in item I of article 7 shall be allocated as follows: I - twenty percent (20%) shall be transferred to cover the cost of the benefits of Part I of the Plan, in accordance with item III of article 50.	

	II - ten percent (10%), plus three and a half percent (3.5%) for every twelve (12) monthly contributions to the Plan, limited to the remaining eighty percent (80%), shall be paid to the participant, previously deducting the credits in favor of the Benefit Plan on the redemption date; III - subject to items I and II of this paragraph, the remaining balance shall be transferred to cover the cost of benefits in Part I of the Plan, in accordance with item III of article 50. §6 - Amounts transferred to the plan cannot be redeemed when constituted in a benefit plan managed by a closed supplementary pension entity, and the former participant must provide, simultaneously with the redemption, their portability in accordance with articles 20 and 21, waiving the waiting period of thirty-six (36) monthly contributions to the benefit plan. §7 - In the event of the death of a former participant before payment of the redemption has been made, calculated as stipulated in this article, the corresponding amount shall be paid, in a single installment, to his/her legal heirs, apportioned in equal parts, plus the amounts that would be transferred to another benefit plan, as provided in the previous paragraph. According to PrevMais - Economus General Regulations, it shall be a condition for the early redemption option: I. to the Active Participant who has terminated their employment relationship with the Sponsor, who is not enjoying the benefit provided for in the PrevMais Regulation and who has not opted for Self-Sponsorship or Portability, or who has not yet completed the granting of the Retirement Benefit in advance, as provided for in 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. II. Under no circumstances shall the Assisted Participant be entitled to Redemption. III. The Redemption value shall be made in a single payment or, at the Participant's discretion, in up to sixty (60) consecutive monthly installments. IV. in the case of payment in installments, the monthly installments shall be updated based on the value of the quota.

8.15. In the form of a table, indicate, for the last 3 fiscal years, in relation to the board of directors, the statutory executive board and the supervisory board:

The number of paid members of each body corresponds to that reported in the respective tables in item 8.2, in accordance with item 10.2.8.13 of Circular Letter/Annual-2024-CVM/SEP, dated 03.07.2024, without taking into account former members who received deferred installments relating to previous PRVAs.

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year		
12/31/2021		
Management body	**Total No. of members**	**No. of paid members**
Board of Directors	6.92	3.67
Amount of the highest compensation (reais)	**Amount of the lowest compensation (reais)**	**Amount of the average compensation (reais)**
70,881.60	70,881.60	67,232.02
Remarks		
Calculation of the Amount of the Average Compensation: R$ 246,517.39 / 3.67		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year		
12/31/2021		
Management body	**Total No. of members**	**No. of paid members**
Supervisory Board	3	3
Amount of the highest compensation (reais)	**Amount of the lowest compensation (reais)**	**Amount of the average compensation (reais)**
70,888.52	70,881.60	70,886.21
Remarks		
Calculation of the Amount of the Average Compensation: R$ 212,658.64 / 3.00		

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION		
Fiscal year		
12/31/2021		
Management body	**Total No. of members**	**No. of paid members**
Statutory Executive Board	4	4

Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
896,437.08	896,437.08	1,186,191.04

Remarks

In 2021, only one Officer remained for the entire fiscal year. Thus, the highest and lowest salaries are the same. Moreover, the total compensation of the Executive Board for the respective fiscal year took into account the amounts paid in relation to the deferred installments of the PRVAs from previous years. However, in order to calculate the number of paid members, as provided in item 8.2, only the paid members who held these positions on the Executive Board during the fiscal year were taken into account. As a result, the average compensation calculated (4,744,764.15 / 4.75) was higher than the highest compensation.

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION

Fiscal year

12/31/2022

Management body	Total No. of members	No. of paid members
Board of Directors	7	3.75

Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
70,882.60	70,882.60	73,979.39

Remarks

Considering that, when calculating the number of paid members, as provided in item 8.2, only the paid members who held these positions on the Board of Directors during the fiscal year were taken into account, we thus obtained an average annual number lower than the total number of members, as there are members who do not receive fees, as well as two members who did not receive fees for 1 month each and settlements were made retrospectively. In other words, the total amount of the board (277,422.70) divided by the total No. of paid members (3.75) generated a higher average than the amount of the highest compensation.

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION

Fiscal year

12/31/2022

Management body	Total No. of members	No. of paid members
Supervisory Board	3	2.92

Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
70,882.60	70,882.60	73,041.80

Remarks

Considering that, in order to calculate the number of paid members, as provided in item 8.2, only the paid members who held these positions on the Supervisory Board during the fiscal year were taken into account, we thus obtained an average annual number lower than the total number of members for the year, as one of the members did not receive their fee for 1 month and settlement was made retrospectively. In other words, the total amount spent on the board (213,038.58) divided by the total number of paid members (2.92) generated an average higher than the amount of the highest compensation.

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION

Fiscal year

12/31/2022

Management body	Total No. of members	No. of paid members
Statutory Executive Board	4	4

Amount of the highest compensation (reais)	Amount of the lowest compensation (reais)	Amount of the average compensation (reais)
1,189,286.92	905,377.40	1,288,566.77

Remarks

The total compensation of the Executive Board for the respective fiscal year took into account the amounts paid in relation to the deferred installments of the PRVAs from previous years. However, in order to calculate the number of paid members, as provided in item 8.2, only the paid members who held these positions on the Executive Board during the fiscal year were taken into account. As a result, the average compensation calculated (5,154,267.06 / 4) was higher than the highest compensation.

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION

Fiscal year

12/31/2023

Management body	Total No. of members	No. of paid members
Board of Directors	7	3.75
Amount of the highest compensation (reais)	**Amount of the lowest compensation (reais)**	**Amount of the average compensation (reais)**
81,889.89	81,889.89	81,053.98

Remarks

Calculation of the Amount of the Average Compensation: R$ 303,952.43 / 3.75

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION

Fiscal year

12/31/2023

Management body	Total No. of members	No. of paid members
Supervisory Board		
Amount of the highest compensation (reais)	**Amount of the lowest compensation (reais)**	**Amount of the average compensation (reais)**
75,666.09	67,296.16	72,876.11

Remarks

Calculation of the Amount of the Average Compensation: R$ 218,628.34 / 3.00

MINIMUM, AVERAGE AND MAXIMUM COMPENSATION

Fiscal year

12/31/2023

Management body	Total No. of members	No. of paid members
Statutory Executive Board	3.92	3.92
Amount of the highest compensation (reais)	**Amount of the lowest compensation (reais)**	**Amount of the average compensation (reais)**
1,600,100.62	1,228,852.42	1,591,179.02

Remarks
Calculation of the Amount of the Average Compensation: R$ 6,232,117.84 / 3.92

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

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

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

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

Fiscal Year 2021	Board of Directors	Statutory Executive Board	Supervisory Board
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 appointed members in relation to the total paid	42.41%	100%	33.33%

[1] The amounts informed represent the appointments made by the direct and indirect controller.

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

[1] The amounts informed represent the appointments made by the direct and indirect controller.

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

[1] The amounts informed represent the appointments made by the direct and indirect controller.

Fiscal Year 2024	Board of Directors	Statutory Executive Board	Supervisory Board
Total compensation of the body (R$)	463,565.52	7,323,648.18	231,782.76
Total compensation of the members appointed by the controller (R$)[1]	309,043.68	7,323,648.18	154,521.84
Percentage of the compensation of appointed members in relation to the total paid	66.67%	100%	66.67%

[1] The amounts informed represent the appointments made by the direct and indirect controller.

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

Not applicable.

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

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

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

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

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

That is, there are no installments of compensation supported by controlled companies of the issuer, its direct or indirect controllers, and companies under common control, which have been attributed to the members of the board of directors, statutory executive board, and supervisory board as a result of their positions in BB Seguridade. There is also no other compensation received by directors and members of the supervisory board of BB Seguridade that have been recognized in the results of our controlled companies for acting in these companies in 2020, 2021 and 2022.

8.20. Provide other information that the issuer deems relevant

All information deemed relevant has been disclosed.

Anexo 3 – Modelos de procuração Pessoa Física e Pessoa Jurídica

P R O C U R A Ç Ã O

Por este instrumento de procuração, [Razão Social], [identificação da pessoa jurídica], inscrita no CNPJ/MF sob o número [nn.nnn.nnn/nnnn-nn], com sede na [endereço], [cidade], [estado], neste ato representada por seu [cargo na instituição], [nome do representante], [nacionalidade], [estado civil], [profissão], portador da Carteira de Identidade nº [nnn], [órgãoexpedidor/UF] e inscrito no CPF/MF sob o nº [nnn.nnn.nnn-nn], residente na(o) [endereço], (“Outorgante”), nomeia o(s) Sr(s)., [nome do procurador], [nacionalidade], [estado civil], [profissão], portador da Carteira de Identidade nº [nnn], [órgão expedidor/UF] e inscrito no CPF/MF sob o nº [nnn.nnn.nnn-nn], domiciliado na(o) [endereço completo], seu procurador, ao qual confere poderes para representá-lo, na qualidade de acionista da BB Seguridade Participações S.A. (“Companhia”), na(s) Assembleia(s) Geral(is) Ordinária e/ou Extraordinária da Companhia, a qual será realizada no dia 30 de abril de 2024, às 15 horas, no Edifício Banco do Brasil, 3º andar, Torre Sul, no Setor de Autarquias Norte, quadra 5, na cidade de Brasília (DF), lançando seu voto em conformidade com a orientação de voto a seguir.

O procurador terá poderes limitados ao comparecimento à Assembleia e ao lançamento de voto em conformidade com a orientação de voto a seguir, não tendo direito nem obrigação de tomar quaisquer outras medidas que não sejam necessárias ao exato cumprimento das orientações de voto indicadas a seguir. O procurador fica autorizado a se abster em qualquer deliberação ou assunto para o qual não tenha recebido orientações de voto suficientemente específicas.

O presente instrumento de mandato terá prazo de validade pelo período de (xxx), contado da data de assinatura abaixo.

[Cidade], __ de ______ de 20__.

[nome do representante da acionista]

[assinatura autenticada ou certificado ICP-Brasil]

____

ORIENTAÇÃO DE VOTO:

P R O C U R A Ç Ã O

Por este instrumento de procuração, [nome do acionista], [nacionalidade], [estado civil], [profissão], portador da Carteira de Identidade nº [nnn], [órgão expedidor/UF] e inscrito no CPF/MF sob o nº [nnn.nnn.nnn-nn], residente na(o) [endereço], ("Outorgante"), nomeia o(s) Sr(s)., [nome do procurador], [nacionalidade], [estado civil], [profissão], portador da Carteira de Identidade nº [nnn], [órgão expedidor/UF] e inscrito no CPF/MF sob o nº [nnn.nnn.nnn-nn], domiciliado na(o) [endereço completo], seu procurador, ao qual confere poderes para representá-lo, na qualidade de acionista da BB Seguridade Participações S.A. ("Companhia"), na(s) Assembleia(s) Geral(is) Ordinária e/ou Extraordinária da Companhia, a qual se realizará no dia 30 de abril de 2024, às 15 horas, no Edifício Banco do Brasil, 14º andar, Torre Sul, no Setor de Autarquias Norte, quadra 5, na cidade de Brasília (DF), lançando seu voto em conformidade com a orientação de voto a seguir.

O procurador terá poderes limitados ao comparecimento à Assembleia e ao lançamento de voto em conformidade com a orientação de voto a seguir, não tendo direito nem obrigação de tomar quaisquer outras medidas que não sejam necessárias ao exato cumprimento das orientações de voto indicadas a seguir. O procurador fica autorizado a se abster em qualquer deliberação ou assunto para o qual não tenha recebido orientações de voto suficientemente específicas.

O presente instrumento de mandato terá prazo de validade pelo período de (xxx), contado da data de assinatura abaixo.

[Cidade], __ de ______ de 20__.

[nome do acionista]

[assinatura autenticada ou certificado ICP-Brasil]

____

ORIENTAÇÃO DE VOTO: