BB Seguros, in its People Management Policy, formalizes the principles that support the management of the Company's human capital, recognizes the importance of those who build this organization and the common responsibility of being a lightweight company that generates sustainable value.

1 Area in charge of the matter

1.1 People and Management Superintendency

2 Scope

2.1 This policy guides the behavior of the BB Seguros group in relation to employee management. Investees are expected to structure their direction in accordance with these guidelines, considering their specific needs as well as the legal and regulatory aspects to which they are subject.

3 Target Audience

3.1 The guidelines in this Policy are intended for members of senior management, members of the governance bodies and employees of BB Seguros and its investees.

4 Regulations

4.1 Law No. 12.846 of August 1, 2013.

4.2 Law No. 13.303 of June 30, 2016.

4.3 Decree 8.945/2016.

5 Frequency of Review

5.1 This Policy shall be reviewed every three (3) years or, exceptionally, at any time, and submitted to the Board of Directors for approval.

6 Executive Summary

6.1 This Policy defines the principles and guidelines related to employee management, with a view to guide the standardization of practices and strengthen the culture of development, productivity, acknowledgment and retention of people.

7 Premisses

7.1 Promoting talent management, from attracting, developing, managing the organizational climate, career management to retaining our employees.

7.2 Acting in an ethical, integral and responsible manner, continuously seeking learning, collaboration, simplicity, innovation and excellence in our activities.

8 Concepts

8.1 For the purposes of this Policy, the following concepts are adopted:

Senior management: Members of the Board of Directors and the Executive Board.

Ethics and Integrity Channel: Communication channel for receiving compliments, suggestions and complaints from employees and third parties, ensuring the anonymity and protection of the good-faith whistleblower.

Collaborator/Employee/Worker: Individual belonging to the Company's staff.

Availability Agreement: Agreement that defines the conditions, criteria and effects of the availability of workers of Banco do Brasil SA ("Banco do Brasil") for the exercise of functions at BB Seguros, in addition to establishing the form of employee funding, guarantees, rules of relationship and conduct.

Executive Board: Made up of the Chief Executive Officer and the Statutory Officers.

Legitimacy: What is fair, reasonable and complies with the Company's policies and regulations.

Governance Bodies: Supervisory Board, Audit Committee and Related-Party Transactions Committee of the Company.

Student Internship Program: Includes social, professional and cultural learning activities, provided to students through participation in real life and work situations compatible with their environment.

Total Compensation: Fixed Compensation, Benefits and Variable Compensation.

Third Party: Individuals, who do not belong to the BB Seguros' staff, and legal entities, who establish a relationship with BB Seguros for the interest of the service, contractual provision or legal imposition.

Transparency: What is presented with clarity and objectivity, avoiding distortion of understanding.

9 Guidelines

9.1 Ethics and Conduct

9.1.1 We believe that ethics supports principles and values that, in turn, are elements of the Company's identity.

9.1.2 We believe that the Code of Ethics and Conduct reflects the belief that ethical conduct is based on individual responsibility.

9.1.3 We ensure and disclose an appropriate channel for receiving doubts, complaints and suggestions, the confidential and impartial treatment of the occurrences received and guarantee the anonymity of the whistleblower.

9.1.4 We assure employees who deal with Ethics and Integrity issues autonomy and independence for the performance of their activities, sustaining protection against any type of retaliation.

9.1.5 Based on the complaints and assessments that result therefrom, we seek to resolve conflicts, put an end to deviations, adjust conduct and take preventive action against similar occurrences.

9.2 Communication

9.2.1 We promote ethical, clear, responsible and open communication between all the Company's employees.

9.2.2 We continuously improve internal communication processes and ensure that the Company's strategic guidelines are known to all employees.

9.3 Attraction, Selection and Career

9.3.1 We attract and select our employees, striving for transparency and legitimacy, based on the profiles and skills necessary for the exercise of their functions and on the affinity with the Company's culture and values.

9.3.2 We treat the theme Ethics and Integrity as a priority in the selection, reception and integration of new employees.

9.3.3 We have established clear criteria for professional advancement, based on the democratization of opportunities.

9.3.4 We encourage and guide employees to plan their professional careers, considering their needs and interests and the Company's strategies.

9.3.5 We maintain an environment in which employees can be who they are and that, regardless of gender, race/ethnicity, age, neurodivergence, disability and sexual orientation, among other social markers, we ensure equal opportunities for development and growth.

9.4 Training and Development

9.4.1 We established a continuous development plan, based on the identification of the needs brought by the strategic planning, the demands of the business areas and the results of the performance assessment, to enable that the existing functions are fully performed.

9.4.2 We encourage the self-development of employees, as well as promote actions for the sharing and dissemination of knowledge in the Company.

9.4.3 We provide, at least annually, training aimed at the dissemination of ethical conduct in the Company.

9.4.4 We improved and aligned the Student Internship Program with the needs and objectives of each technical area and the Company.

9.5 Performance Management by Competencies and Results

9.5.1 We carry out a performance agreement based on competencies and goals.

9.5.2 We advise our employees to perform their duties according to the performance agreement expected by the Company at all hierarchical levels.

9.5.3 We discuss the skills and actions necessary to achieve the expected results and assist in their development.

9.5.4 We assess and measure, in a view from several sources, individual performance through the demonstration of competencies and achievement of results.

9.5.5 We strive for transparency in conducting employee performance management, fostering continuous and constructive feedbacks.

9.6 Employee Compensation and Benefits

9.6.1 For the Company's employees, we have adopted a function plan with compensation and benefits compatible with their responsibilities and duties.

9.6.2 We reward our employees based on their productivity and their individual and collective contributions to the company's objectives and results.

9.7 Senior Management Compensation

9.7.1 We approve the portions that make up the total compensation on an annual basis by means of a decision at the General Shareholders' Meeting, and we define the amounts of the compensation compound seeking a balance between the installments, taking into account the Corporate Strategy for the period and compliance with the relevant legal provisions.

9.7.2 We disclose the amounts actually paid in each period, in accordance with current legislation and regulations.

9.7.3 We set 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.

9.7.4 We have established a Directors' Variable Compensation Program ("RVA"), exclusively for the members of the Executive Board, on an annual basis, which is defined according to the risks and activities of the directors.

9.7.5 We use corporate, individual, collegiate and administrative unit indicators linked to the execution of the business plan and the Corporate Strategy to make up the RVA Program.

9.7.6 We paid part of the value of the RVA in cash and part in shares, partially deferred for five years.

9.8 Dismissal of Employees

9.8.1 We collectively evaluate the interruption of employee availability when it is found that the Code of Ethics and Conduct, Policies and Regulations of the Company are not complied with or if the performance expected by the Company is not achieved.

9.9 Assessment of the Board of Directors, Executive Board and Governance Bodies

9.9.1 We use formal assessment mechanisms, as follows:

9.9.1.1 The Board of Directors annually assesses, through its own instrument and under the guidance of its chairman: its own performance, that of the Executive Board of the Company and its investees and its Advisory Committees;

9.9.1.2 The performance of the Company's chairman is assessed every six months by the Board of Directors, under the direction of the chairman of the same Board;

9.9.1.3 In addition to being assessed by the Board of Directors, the Audit Committee annually assesses its own performance and the performance of each of its members.

9.9.1.4 The Supervisory Board conducts an annual assessment of its own performance and the performance of each of its members.

9.10 Labor Relations

9.10.1 We assure everyone, through the Ethics and Integrity Channel, the reception and treatment of complaints, suggestions and compliments, favoring the humanization of interpersonal relationships and the improvement of work processes.

9.10.2 We ensure the full applicability of the terms contained in Banco do Brasil's Worker Availability Agreement for the Exercise of Non-Statutory or Statutory Position at BB Seguros currently signed.

9.11 Health and Quality of Life at Work

9.11.1 We spread the culture of prevention and healthy lifestyle, seeking compatibility between health, well-being and productivity.

9.11.2 We act in order to minimize occupational risks and encourage health care for all the Company's employees, providing a healthy work environment.

9.11.3 We disseminate and encourage social integration in the Company.

9.12 Organizational Culture

9.12.1 We have built an organizational culture based on values and beliefs that strengthen ethics, integrity, and the meaning of work, reinforcing the identity of employees and the feeling of belonging to the Company.

9.12.2 We share the Company's strategic values at all levels of the organization.

9.12.3 We disseminate organizational roles in accordance with the Company's Strategic Planning and business processes.

9.12.4 We have built an environment based on respect and appreciation for differences, balance and well-being, creating a harmonious and healthy coexistence among our employees, making it possible for everyone to be included.

9.13 Atmosphere and Job Satisfaction

9.13.1 We foster good working relationships, aiming at strengthening teamwork and continually improving the organizational atmosphere.

9.13.2 We foster an atmosphere of mutual trust that contributes to the strengthening of teamwork and that favors the productive process.

9.13.3 We continuously monitor the level of employee satisfaction and develop action plans, jointly with the staff, aiming at maintaining and progressing the good work environment.

9.14 Diversity, Equity, & Inclusion

9.14.1 We value diversity, equity and inclusion in the work environment, increasing our competitive advantage and generating a positive impact on our business and society.

9.14.2 We have converged our efforts to follow the guidelines and references set out by the *Global Reporting Initiative* (GRI) and the United Nations (UN).

9.14.3 We worked in partnership with specialists in GRI and the Sustainable Development Goals (SDGs) to propose an agenda on diversity, inclusion and equal opportunities for the BB Seguridade group, taking on board the particularities of each company and generating an identity for how we address the matter.

9.14.4 We make no distinction in pay for those who occupy the same position, respecting the principle of equality when defining salary policy.

9.14.5 We provide our employees with a training platform where they can find courses on the matter with the aim of disseminating its strategic importance.

9.14.6 We promote equal rights and fair treatment for the LGBTQIAPN+, such as: (i) the possibility of using the social name on the badge, business card, stamps, and email for trans and cross-dressing people; (ii) use of bathroom according to the employee's gender identity; (iii) simplification of procedures for the inclusion of dependents by same-sex union; and (iv) maternity leave for one of the spouses of parents of children generated by a surrogate.

9.14.7 We understand the specific needs of our disabled or neurodivergent employees and provide the right conditions for them to carry out their duties.

9.14.8 We foster an environment free of prejudice, discrimination or harassment, in accordance with the BB Seguros' Code of Conduct.

10 Related Values

10.1 Reliability, Innovation, Focus on the Customer, Feeling of Ownership and Simplicity.

11 Date of Last Approval by the Board of Directors

11.1 June 21, 2024

12 Final Provisions

12.1 Exceptions to this Policy, as well as omitted cases, shall be referred to the Board of Directors for resolution.

13 Version Control Table

Term	06.21.2024 to 06.21.2027
Version	6
History of Changes	Complementation of the topics related to Diversity, Equity & Inclusion within the People Management Policy.