BB SEGURIDADE
Governance, Appointment and Succession Policy

Executive Governance, Risk and Compliance Superintendency

26/11/2024

1 Area in charge of the Matter

1.1 Corporate Governance Superintendency.

2 Scope

2.1 This policy guides the behavior of BB Seguridade Participações S.A. ("BB Seguridade" or "Company") and its Subsidiaries. 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 This Policy applies to the employees of BB Seguridade, its subsidiaries, its directors, and members of statutory committees, in accordance with the applicable legislation and regulations.

4 Regulations

4.1 Law 6.404 of December 15th, 1976.

4.2 Law 13.303 of June 30th, 2016.

4.3 Decree 8.945 of December 28th, 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 aims at establishing the guidelines related to corporate governance, appointment and succession practices adopted by BB Seguridade and its Subsidiaries, providing for the relationship with its Investees, in accordance with the legislation, applicable regulations, corporate documents in force and with the Good Corporate Governance Practices.

7 Concepts

7.1 For the purposes of this Policy, the following concepts are considered:

7.1.1 Governance Bodies: Structures created to promote maximum alignment between the Company's management (agents) and the interests of the partners (principals): General Meeting, Board of Directors, Executive Board, Supervisory Board, Auxiliary Management Bodies, Independent Audit, Internal Audit.

7.1.2 General Meeting: The body of direct participation through which the shareholders address and ratify the Company's relevant decisions and exercise their oversight prerogative.

7.1.3 Board of Directors: Plays the role of guardian of the Company's purpose, values, corporate purpose and its governance system. It is the collegiate body responsible for defining the corporate strategy, monitoring its implementation by the executive board, and connecting the executive management with the partners in defense of the Company's interests.

7.1.4 Board Member: A member of the Board of Directors or the Supervisory Board.

7.1.5 Independent Board Member: An Independent Board Member, as defined in accordance with Law 13.303/2016 and the Novo Mercado Regulation of B3 – Brasil, Bolsa, Balcão ("B3").

7.1.6 Supervisory Board: Integral part of the governance system of the companies. It can be permanent or not, as provided for in the Articles of Incorporation. It represents an independent oversight mechanism of the actions of the officers, reporting to the partners, created by decision of the general meeting, with the aim of preserving the value of the Company.

7.1.7 Audit Committee: Advisory body to the Board of Directors, assisting it in overseeing the quality of financial statements and internal controls, risk management, compliance, internal audit and external audit, aiming to ensure the reliability and integrity of information to protect the Company and all stakeholders, in a unified manner, for BB Seguridade and its Subsidiaries.

7.1.8 Eligibility Committee: Statutory body, as provided by current legislation, responsible for providing opinions to assist shareholders in the appointment and succession of directors, Supervisory Board members and members of statutory committees, regarding the fulfillment of requirements and the absence of restrictions for their respective elections, including the independence requirements, further verifying the compliance of the assessment and training process for them, assisting the Board of Directors in assessing proposals for reviewing and monitoring of the People Management, Directors' and governance bodies' members Compensation, and the Governance, Appointment, and Succession policies; and helping in the development of a continuing education plan for governance body members and in the succession planning for directors.

7.1.9 Related-Party Transactions Committee: Advisory body to the Board of Directors responsible for approving related-party transactions in advance, in accordance with the provisions of the Related-Party Transactions Policy, ensuring fairness and transparency, to ensure to shareholders, investors and other stakeholders that the Company complies with the best Corporate Governance practices.

7.1.10 Risk and Capital Committee: Body that reports to the Board of Directors and whose purpose is advising it on matters related to risk and capital management, in a unified manner, for BB Seguridade and its subsidiaries.

7.1.11 Independent Audit: The main duty of the external auditor is to issue an opinion, in accordance with the applicable provisions, on whether the financial statements and corporate reports prepared by management fairly represent, in all material respects, the Company's financial position.

7.1.12 Internal Audit: Responsible for monitoring, assessing, and making recommendations to improve and strengthen the risk management and internal control system, as well as the rules and procedures set by directors.

7.1.13 Auxiliary Management Bodies: Bodies, whether statutory or not, that provide advisory support to the Board of Directors. Their existence does not imply the delegation of responsibilities that belong to the Board of Directors as a whole, and their recommendations do not bind the decisions of the Board of Directors. Currently, the following committees are set up: The Audit Committee, the Eligibility Committee, the Related-Party Transactions Committee, the Risk and Capital Committee and the Ethics and Integrity Committee.

7.1.14 Executive Board: Body responsible for the management and operation of the Company and which is tasked with carrying out, based on corporate governance principles, the strategy approved by the Board of Directors, seeking ways to achieve its objectives.

7.1.15 Articles of Incorporation: Contract that, complementing the legislation, governs and establishes the operational structure of the Company, contributing to the transparency of the company's governance system and fostering trust in relationships with all relevant stakeholders.

7.1.16 Internal Regulations: Governs the functioning of the governance bodies and serves as a formal instrument for the processes of operation of the body, in addition to contributing to the strengthening of corporate governance practices.

7.1.17 Corporate Governance: System formed by principles, rules, structures and processes through which organizations are directed and monitored, with the aim of generating sustainable value for the organization, its partners and society in general. This system guides the actions of governance agents and other individuals within an organization in seeking a balance between the interests of all parties, contributing positively to society and the environment.

7.1.18 Affiliated Companies or Investees: Under Article 243 of Law 6.404, these are equity interests in companies where one holds ten percent (10%) or more of the capital of the other, without controlling it.

7.1.19 Subsidiaries: Companies whose shareholding control is held by BB Seguridade. Currently, BB Seguros Participações S.A. ("BB Seguros") and BB Corretora de Seguros e Administradora de Bens S.A. ("BB Corretora") meet this criterion.

7.1.20 Stakeholders: Includes all entities involved with the business or operations of the company: Partners, customers, suppliers, internal audience, government authorities, the community and the environment.

7.1.21 Sustainability: The pursuit of generating long-term value for the organization and its stakeholders, considering the economic, social and environmental impacts of its activities.

7.1.22 Transparency: Provision of relevant information to stakeholders, going beyond legal and regulatory requirements, and communicating in a clear, accurate and timely manner.

7.1.23 Equality: Fair and equal treatment of all partners and other stakeholders, taking into account their rights, duties, needs, interests and expectations.

7.1.24 Integrity: Practice and promoting the continuous improvement of the ethical culture within the organization, avoiding decisions influenced by conflicts of interest, maintaining consistency between words and actions, and preserving loyalty to the organization while caring for its stakeholders, society in general and the environment.

7.1.25 Diversity: Refers to the variety of human characteristics, experiences and perspectives that enrich the workplace environment. Encompasses, but is not limited to, race, ethnicity, gender, gender identity, gender expression, sexual orientation, age, religion, belief, disability (visible or non-visible), marital status, nationality, ancestry, social class, neurodiversity and other characteristics that make each individual unique.

7.1.26 Inclusion: The process of ensuring that all individuals, regardless of their personal characteristics, are treated fairly, respected and have equal access to opportunities, resources and participation.

7.1.27 Accountability: Taking responsibility for actions and decisions, being accountable to partners and stakeholders, and ensuring compliance with laws, regulations and internal standards.

8 Guidelines

Governance

8.1 We adopt best corporate governance practices and the basic principles of integrity, transparency, equity, accountability and sustainability in the management of the Company and its Subsidiaries, among which we highlight:

8.1.1 Share capital structure consisting exclusively of common shares;

8.1.2 Provision for independent board members in the composition of the Board of Directors;

8.1.3 Disclosure of the Code of Conduct approved by the Board of Directors and applicable to all employees and directors of the Company;

8.1.4 Disclosure of the Related-Party Transactions (RPT) Policy, approved by the Board of Directors;

8.1.5 Resolution of conflicts between shareholders, directors and Supervisory Board members, both permanent and alternate, through arbitration, before the Market Arbitration Chamber;

8.1.6 Prohibition of the use of insider information and existence of a Material Information Disclosure Policy, approved by the Board of Directors;

8.1.7 Maintenance of a reporting channel.

8.2 We formalize corporate governance practices, assess their effectiveness and monitor compliance.

8.3 We recognize that the use of good corporate governance practices within the Company, its Subsidiaries, as well as in the Investees generates sustainable value for the partners and other stakeholders, while respecting the defined risk parameters.

8.4 We adopt the principles of transparency in all business transactions, including prices, terms and regular market rates, complying with the legislation, the Company's internal rules and policies and the interests of partners and other stakeholders.

8.5 We act in accordance with the rules and legislation in force, carrying out business in accordance with the corporate purpose of the Company and its Wholly-Owned Subsidiaries, with zeal and making efforts in strategic and relevant business, which optimizes the partners' capital and preserves the reputation and sustainability of the Company.

8.6 We periodically approve and review the Corporate Policies that establish the guidelines, prohibitions and delimit the Management's actions on the Company's Board of Directors.

8.7 We have an area responsible for investor relations and for disclosing relevant information to the market in accordance with the legislation and rules issued by the Securities and Exchange Commission, and we maintain relationships with our investors and other stakeholders.

8.8 We provide the market with objective, reliable, timely and homogeneous corporate information, in line with legal requirements, to enable the best investment decision.

8.9 We formalize our competences and decision-making competences in corporate documents and internal rules, and we operate in accordance with the principle of segregation of functions, mitigating business risks.

8.10 We formalize the Company's processes and define performance indicators in line with its long-term strategy and compensation models for the Directors, increasing the predictability of achieving business goals.

8.11 We instituted a single Supervisory Board in the Company and its Subsidiaries, which act on a permanent basis and in accordance with the legislation and their respective Articles of Incorporation.

8.12 We created a single Audit Committee for the Company and its Subsidiaries, directly reporting to the Board of Directors and with its operation on a permanent basis, whose attributions are included in the Articles of Incorporation and By-laws of the Body.

8.13 We compensate the Directors in accordance with parameters for attracting, motivating, retaining and aligning them with the Company's interests.

8.14 We adopt a collegiate approach in the Company's decision-making process, in defining strategies and approving proposals for the different businesses and strategic investments, aiming at reducing business risks. To ensure celerity, quality and safety in the decision-making, the Management uses technical opinions from the company's specialist areas and its Auxiliary Bodies and formally records the decisions.

8.15 We encourage the adoption of best practices in management and corporate governance by the Company and its Subsidiaries, as well as by its Investees, and actions that adhere to ethical and socially responsible principles, as reflected in their respective codes of ethics and conduct.

8.16 We ensure fair and equitable treatment for all partners of the Company and its Investees, as well as their alignment with other stakeholders.

8.17 We embrace diversity in terms of people, qualifications and experiences in the composition of the management of BB Seguridade, as well as in the other Boards and Advisory Committees.

8.18 We strive for diversity and inclusion in all its aspects, ensuring gender, race and generational equity.

8.19 We contribute to the development and sustainability of the Company and its Subsidiaries, as well as its Investees, through proactive participation in their governance bodies and cooperative relationships with the executive boards of these companies.

8.20 We enter into and comply with the corporate agreements signed with the partners of each Investee.

8.21 We recognize and encourage the autonomy of the Company and its Subsidiaries, as well as its Investees, in carrying out their operational management.

8.22 We encourage the search for maturity in Corporate Governance by the Company and its Subsidiaries, as well as its Investees, with the aim of improving the process of accountability, ensuring transparency in its relationships, compliance with its corporate documents and the decisions of its Governance Bodies.

8.23 We constantly work with the Investees and their partners to optimize the management of their capital, seeking the best return on the capital invested by the partner.

8.24 We promote the best possible alignment between the Strategic Planning of the Investees and the Strategic Planning of BB Seguridade and its Subsidiaries, always seeking to guide our representatives on the Governance Bodies in this regard, providing them with subsidies for understanding with the representatives of the other partners.

8.25 We recognize the intrinsic responsibility, leadership capability and independence of the members of the Board of Directors of the Company and the Investees.

8.26 We monitor the performance of the Executive Board of the Company and its Subsidiaries, as well as its Investees, and oversee their economic-financial, market, regulatory, administrative, operational, risk and corporate management through the analysis of data provided periodically, in addition to specific information requested by our representatives in Governance Bodies, with the aim of offering qualified advice to the members of the Governance Bodies and providing the Company with a comprehensive and accurate perspective.

Appointment and succession

8.27 We consider the process of appointment and succession as a key part of the sustainability of the Company, its subsidiaries, and its Investees.

8.28 We have set up statutory committee ("Eligibility Committee") with the competences defined in Article 10 of Law 13.303/2016 ("State-Owned Companies Law"), in Articles 21 and 22 of Decree 8945/2016 and in its Internal Regulations.

8.29 We receive from the Controlling Shareholder, Banco do Brasil, the formalization of the appointments and reappointments of members of the Board of Directors, Supervisory Board, Advisory Committees linked to the Board of Directors and the Executive Board.

8.30 We submit to the Eligibility Committee the appointments and reappointments received from Banco do Brasil related to the functions mentioned in this Policy, for verification of compliance with the criteria, requirements and restrictions, in accordance with the legislation and the Company's internal regulations, in line with the best governance practices.

8.31 We verify, as required by law, the requirements provided in the standardized form made available by the Corporate Governance Superintendency, and we do not accept appointments without the proper supporting documentation and/or those that do not meet the mandatory requirements.

8.32 We develop a succession plan to ensure that the roles and positions covered by this Policy are filled by qualified and experienced individuals, familiar with the activities of BB Seguridade, capable of implementing the defined strategy, and empowered to promote the continuity of the business, as well as the sustainability and longevity of the Company.

8.33 We monitor the terms of office to ensure that necessary succession measures are taken in a timely manner and, if possible, in advance of any vacancy, including the recommendation of candidates by the Board of Directors, the transfer of information and knowledge and the assessment of the possibility of offering preliminary training.

8.34 In accordance with Law No. 13.303, of June 30th, 2016, the Company provides annual training to the members of the Board of Directors, Executive Board, Supervisory Board, and other committee members, as well as conducts performance assessments for these bodies to ensure the updating of the knowledge and skills necessary for the execution of their duties, particularly in the case of reappointments.

8.35 For the appointment of career employees to statutory positions, we also take into account the performance assessments of the professionals.

8.36 We recognize the importance of diversity in terms of education, qualifications and experiences in the composition of BB Seguridade's management, ensuring gender, racial and generational equality.

8.37 We appoint, to the Board of Directors and Supervisory Board, Audit Committees, Auxiliary Management Bodies, Internal Audit and Risk areas, Internal Controls of BB Seguridade and other areas, professionals who demonstrate to have, in addition to being aligned with the Company's values and principles, technical competence, experience and unblemished reputation, as well as the ability to act diligently and independently.

8.38 We fill the positions on the Board of Directors, Supervisory Board, Advisory Committees linked to the Board of Directors and the Executive Board, as well as the position of Lead Auditor, with professionals who preferably possess knowledge of the organization's business and its controlling shareholder, with expertise and experience in business management, risk management, accounting, human resources management, the insurance market, business administration, finance, auditing, among others.

8.39 We ensure that, once elected, the members appointed to Governance Bodies have responsibility towards the Company in which they will exercise their function, regardless of the partner, shareholder group, director or stakeholder who has appointed them to the position;

8.40 We ensure that the members of the Company's corporate governance bodies, as well as those of its Subsidiaries and Investees, are accountable for their actions, are assessed, and are held responsible for all acts performed during the exercise of their terms of office.

8.41 We assess the performance of professionals and take this analysis into consideration when proposing appointments and nominations to new positions or roles.

8.42 We appoint members to the governance bodies in the Investees, in accordance with the corporate documents entered into.

8.43 To maintain consistency between the Selection Criteria for Directors of the Company and its Subsidiaries with the Selection Criteria for Directors of its Investees, BB Seguridade adopts, in the formulation of the Selection Criteria, the requirements and restrictions for those appointed to management positions (Board of Directors and Executive Board) as set forth in Article 17 of Law 13.303/2016 ("State-Owned Companies Law").

8.44 We ensure that the eligibility requirements, as well as the absence of impediments and restrictions, are observed upon joining and throughout the tenure in the statutory body or organizational component covered by this Policy.

Succession

8.45 We comply with the regulatory terms in the succession process of the Company and its Subsidiaries, as follows:

8.45.1 Members of the Board of Directors: Article 24,item VI, of Decree 8.945/2016.

8.45.2 Members of the Executive Board: Article 24, item VII, of Decree 8.945/2016.

8.45.3 Members of the Supervisory Board: Article 24, item IX, of Decree 8.945/2016.

8.45.4 Members of the Audit Committee: Article 39, item V, §9, of Decree 8.945/2016.

8.46 We ensure that the eligibility requirements, as well as the absence of impediments and restrictions, are observed upon joining and throughout the tenure in the statutory body or organizational component covered by this Policy.

9 Associated Values

9.1 Reliability and Sense of Ownership.

10 Date of last approval by the Board of Directors

10.1 November 26th, 2024.

11 Final Provisions

11.1 Cases not covered by the Governance, Appointment and Succession Policy shall be referred to the Board of Directors so that it can resolve on the matter.

12 Version Control Table

Term	11.26.2024 a 11.26.2027
Version	4
Previous Amendments	• Inclusion of Diversity, Equity and Inclusion guidelines; • Update to the best market practices; and, • Relevant nomenclature updates.