

1 Area in charge

- 1.1 People and Management Superintendency.

2 Scope

- 2.1 This Policy serves as a guideline for the behavior of BB Seguridade 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 The guidelines outlined herein are intended for all members of corporate governance bodies, officers, employees and third parties of BB Seguridade and its Investees, in the exercise of their professional activities.

4 Regulation

- 4.1 Law 13.303, of 06/30/2016

5 Frequency of Review

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

6 Executive Summary

- 6.1 This Policy consists of the set of social, environmental and governance principles and guidelines that guide us in the conduct of business, activities and processes, as well as in our relations with stakeholders, further being aligned with other policies in force.

7 Concepts

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

ESG(Environmental, Social and Governance) refers to a series of criteria for assessing the practices and performance of organizations in relation to environmental, social and corporate governance issues.

Stakeholders: English term that can also mean Interested Parties. For BB Seguridade, the stakeholders are: Shareholders, customers, employees, suppliers, business partners, society in general, regulatory bodies, the government and the media.

Background check: Process of verifying the background of individuals and/or companies in public and private databases, with the aim of deepening knowledge of potential and current partners and mitigating risks inherent in establishing and/or maintaining business partnerships

Third parties: All individuals and legal entities that provide services to BB Seguridade or its investees as digital partners, correspondents in the country or suppliers of outsourced products or services and their employees.

8 Principles

- 8.1 We act with social, environmental and climate responsibility based on our strategic definitions, in line with the laws and regulations that govern the matter and the covenants and commitments we have voluntarily made.
- 8.2 We follow a decision-making process according to the responsibilities and related entities in our Articles of Incorporation.
- 8.3 We conduct our sustainability strategy in line with BB Seguridade's other policies, our Code of Ethics and Banco do Brasil's Social, Environmental and Climate Responsibility Policy.
- 8.4 We adopt a governance structure for social, environmental and climate responsibility that is proportional to our size, our business model, the nature of our operations and the complexity of our products, services, activities and processes.

- 8.5 We work continuously to improve our social, environmental and climate performance and consider the respective impacts in our decision-making processes.
- 8.6 We develop security solutions to protect people and the environment.
- 8.7 We identify and prioritize the most relevant issues for the company's sustainability, taking into account environmental, social and economic impacts.
- 8.8 We invest in innovation and technology to accelerate the development of solutions that contribute to sustainability and environmental protection.

9 Social, Environmental and Governance Guidelines

9.1 Social

- 9.1.1 We respect, protect and promote the fundamental human rights of all people in our business activities and decisions, including our employees, suppliers, customers and the communities where we operate.
- 9.1.2 We respect, encourage and value diversity, equity and inclusion and reinforce, in the Code of Ethics and other Corporate Policies, our view that this issue is essential to sustainability and innovation.
- 9.1.3 We do not tolerate any kind of discrimination or prejudice, as provided for in BB Seguridade's Code of Ethics. Any infractions are treated as misconduct, subjecting the offender to the administrative sanctions laid down in internal regulations.
- 9.1.4 We guide our marketing and business professionals as to issues related to valuing diversity of gender, race/color, people with disabilities and LGBTQIAPN+ people, aiming to respect all audiences in all promotional materials.
- 9.1.5 We treat customers and users of our products and services with respect, dignity and attention, ensuring that their rights and needs are respected at all stages of the relationship, as set out in our Policy on Customer and Product and Service User Relationship.
- 9.1.6 We value transparency with our shareholders, believing that social responsibility also includes responsibility for informing shareholders and regulators.

- 9.1.7 We seek to generate value for customers and society through our business activities and portfolio of insurance products, encouraging financial education, the sustainability of companies and the financial health of families.
- 9.1.8 We encourage and induce the training of our employees, at all hierarchical levels, on issues relating to environmental, social and governance criteria.
- 9.1.9 We make private social investments in social projects with a focus on education, health, well-being and/or sustainability, and we subject the benefiting institutions to the same scrutiny as our partners and suppliers.

9.2 Environmental

- 9.2.1 We map and monitor the legal and regulatory requirements pertaining to our operations in relation to environmental issues, ensuring that the activities carried out by the Company are in compliance with the applicable standards, further seeking to adapt the processes as necessary.
- 9.2.2 We continuously improve our environmental performance, adopting measures to protect the environment, including by taking a preventive approach to environmental impacts that may be generated by the company.
- 9.2.3 We measure the emission of greenhouse gases from our activities with a view to minimize the impact of our operations on the environment and establish limits and criteria for mitigation actions.
- 9.2.4 We analyze our portfolio of products and investments, considering their respective impacts, with the aim of generating environmental benefits.
- 9.2.5 We follow the procedures that ensure legal compliance with environmental licensing for our facilities and processes.

9.3 Governance, ethics and compliance

- 9.3.1 We follow the governance and transparency guidelines of Law 13.303/2016 and its regulatory decree.
- 9.3.2 We are committed to disclosing information that is true, complete, consistent and does not mislead investors and other stakeholders, distributing it in a comprehensive, equitable and simultaneous manner, in line with the transparency parameters of the regulations of the Brazilian Securities and Exchange Commission (CVM) and B3's Novo Mercado.
- 9.3.3 We publish a Sustainability Report on the Investor Relations website, guided at least by the guidelines of the *Global Report Initiative* (GRI).

- 9.3.4 We have an Ethics and Integrity Committee, one of whose duties is to monitor and contribute to the improvement of training actions and the dissemination of a culture of ethics and integrity.
- 9.3.5 We keep our Policies, Internal Regulations, Rules and Code of Ethics up to date, ensuring that they are widely disseminated and adhered to by our employees.
- 9.3.6 Through the governance structure, we encourage the adoption of ESG aspects in the conduct of the activities of BB Seguridade's subsidiaries and investees.
- 9.3.7 We consider ESG criteria when formulating the Variable Compensation of the Executive Board and when paying Profit Sharing to our employees.
- 9.3.8 We have a Compliance and Integrity Program, sponsored and supported by Senior Management, which is aligned with the Company's strategic guidelines and seeks to contribute to achieving a state of compliance, safety in business, processes, products, services and channels, observing aspects of social and environmental responsibility and the prevention of unlawful acts.
- 9.3.9 We condition adherence to BB Seguridade's code of ethics on the appointment of board members, officers, members of statutory committees, employees and collaborators, as well as on the hiring of partners and suppliers.
- 9.3.10 We carry out *background checks* on partnerships, sponsorships and suppliers, prior to formalizing contracts, and when assessing the maintenance of commercial relationships.

10 Seals

- 10.1 We do not conduct business of any kind with third parties who subject workers to degrading forms of work and/or conditions analogous to slavery, who practice sexual exploitation, exploit child labor or maliciously harm the environment.
- 10.2 As outlined in our Promotions and Sponsorship Policy, we do not sponsor events that cause or could cause negative impacts on the environment.

11 Related Principles

- 11.1 Reliability, Innovation, Focus on the Customer and Feeling of Ownership.

12 Date of Last Approval by the Board of Directors

- 12.1 November 26th, 2024.

13 Final Provisions

13.1 Exceptions to this Policy shall be referred to the Board of Directors for discussion.

14 Version Control Table

14.1

Term	11/26/2024 to 11/26/2027
Version	1
History of Changes	First version