Area Responsible

1.1 Finance Management.

2 Scope

2.1 This policy guides the behavior of BB Seguridade Participações S.A. (“BB Seguridade”) and its subsidiaries. Investees are expected to structure their administration 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 in this Policy are intended for all shareholders, members of corporate governance bodies, officers, employees, and third parties of BB Seguridade and its subsidiaries in the exercise of their professional activities.

4 Regulations

4.1 Law No. 13.303/2016.

4.2 Law No. 9.249/1995.

4.3 Law No. 6.404/1976 ("LSA").

4.4 Decree No. 2.673/1998.

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 to provide transparency to the compensation process for the Company's shareholders.

7 Concepts

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

7.1.1 Monetary restatement: Restatement of the value of dividends calculated in accordance with current legislation and statutory provisions, currently equivalent to 100% of the Selic rate.

7.1.2 Company: BB Seguridade, BB Seguros, and/or BB Corretora.

7.1.3 Subsidiaries: Companies directly or indirectly controlled by BB Seguridade, currently BB Corretora de Seguros e Administradora de Bens S.A. ("BB Corretora") and BB Seguros Participações S.A. ("BB Seguros").

7.1.4 CVM: Brazilian Securities and Exchange Commission.

7.1.5 Shareholder compensation: Amounts distributed to the Company's shareholders as Dividends and/or Interest on Equity.

7.1.6 *Payout*: Percentage of net accounting profit earmarked for shareholder compensation.

7.1.7 Risk Appetite: Maximum level of risk that the Company and the other enterprises in which the Company has a stake in order to achieve its objectives.

8 Guidelines

8.1 We define our shareholder compensation process based on the legal provisions, the Company's Articles of Incorporation, and the regulations and internal policies applicable to the matter.

8.2 When defining shareholder compensation, we take into account the company's liquidity situation, projected strategic investments, and other financial flows expected for the company.

8.2.1 We also consider the risk appetite and capital projections of the enterprises in which the Company has a stake.

8.3 We disclose, after the necessary governance rites for approvals have been completed, the amount resolved and/or the *payout* ratio defined at BB Seguridade.

8.4 We compensate shareholders every six months, based on the results of the approved financial statements.

8.4.1 When funds are available and without jeopardizing the Company's liquidity, we may distribute compensation to the shareholders at different intervals, in accordance with the statutory provisions and in compliance with current legislation.

8.5 We comply with the statutory and legal provisions regarding the withholding of profits to set up a legal reserve.

8.6 We distribute, as compulsory dividend, an amount of not less than twenty-five percent (25%) of the net profit calculated, adjusted for the decrease or increase in the amounts to be earmarked as legal reserves and contingency reserves, specified in subitems "a" and "b" of item "I" of Art. 202 of the LSA and observing items "II" and "III" of this same legal provision.

8.7 We have earmarked the excess of the amount of the compulsory dividend that exceeds the realized portion of the profit for the fiscal year to set up the Unrealized Profit Reserve.

8.8 We set up a statutory reserve to ensure an operating margin compatible with the development of the Company's operations, in accordance with the limitations set out by the legislation and the Articles of Incorporation.

8.9 Dividends are monetarily restated in the situations provided for in current legislation and in the Articles of Incorporation.

8.10 We apply the dividend prescription rules as defined in the LSA.

8.11 In the half-yearly proposal for the distribution of results, we can add the prescribed dividends to the amount to be distributed, as decided by the Board of Directors.

8.12 We pay dividends after complying with the Company's operational procedures and the minimum deadlines set by the CVM, in the case of BB Seguridade.

8.13 We do not consider it compulsory to pay dividends in the fiscal year in which the management bodies inform the annual general meeting that it is incompatible with the Company's financial situation, as provided for in the LSA.

9 Related Values

9.1 Reliability and Sense of Ownership.

10 Date of Last Approval by the Board of Directors

10.1 May 30th, 2025.

11 Final Provisions

11.1 Exceptions to this Policy, together with any omissions, shall be referred to the Board of Directors for resolution.

12 Version Control Table

Term	**05.30.2025 to 05.30.2028**
Version	5
History of Changes	Three-year Review of Policy.