BB SEGURIDADE PARTICIPAÇÕES S.A.

2025/24

EXTRACT FROM THE MINUTES OF THE MEETING OF THE PEOPLE, ELIGIBILITY, SUCCESSION AND COMPENSATION COMMITTEE - HELD ON SEPTEMBER 30, 2025

1. **Date, Time and Place**: September 30 , 2025, at 2 pm, virtual meeting.

2. **Participants:**

   a) Members present: Messrs. Rafael Augusto Sperendio, Gilberto Lourenço da Aparecida and Antônio Martiningo Filho.

   b) Secretary: Raphael Guilherme Velozo Gonçalves.

3. **Agenda:**

   a) To give an opinion on the fulfillment of the requirements and the absence of prohibitions in the indication(s) described in Table 1 below:

Table 1

BB Seguridade Participações S.A.		
People, Eligibility, Succession and Compensation Committee		**Mandate**
Holder	Kamillo Tononi Oliveira Silva	2025-2027
Board of directors		**Mandate**
Technology, Portfolio and AI	Bruno Alves do Nascimento	2025-2027
BB Seguros Participações S.A.		
Board of directors		**Mandate**
Managing Director	Bruno Alves do Nascimento	2025-2027

(...)

4. **Referrals:**

   a) The Personnel, Eligibility, Compensation Succession Committee of BB Seguridade, in the exercise of its duties as a Committee of BB Seguros, gave a favorable opinion on the requirements and the absence of prohibitions in the indication(s) described in "3.a", taking into account that:

      i) The candidate(s) meet the requirements imposed by article 17 of Law 13,3030/16 and article 28 of Decree 8,945/16 (Board of Directors), paragraph 1 of article 25 of Law No. 13,303/16 and paragraph 1 of article 39 of Decree 8,945/16 (Audit Committee) and by Law 13,303/16 and paragraph 3 of article 21 of Decree 8,945/16 (People Committee, Eligibility, Succession and Remuneration, as well as does not fall within the hypotheses of prohibition;

      ii) The candidate(s) presented the documents proving their academic background and professional experience required by law;

      iii) It was found that the candidate(s) meet all the mandatory requirements, as well as do not fit into any hypothesis of impediment.

      iv) It was found that there was no compliance with any prohibition provided for in the Bylaws of BB Seguridade, BB Seguros (...)

5. Closing:

There being no further business to discuss, the Personnel, Eligibility, Succession and Compensation Committee closed the meeting, of which I, Raphael Guilherme Velozo Gonçalves, Secretary, ordered these minutes to be drawn up, which, read and found to be in compliance, are duly signed.

Signatures: Rafael Augusto Sperendio, Gilberto Lourenço da Aparecida and Antônio Martiningo Filho.

Raphael Guilherme Velozo Gonçalves

Secretary

Assinado eletronicamente por:
F8437176 - RAPHAEL GUILHERME VELOZO GONCALVES - 03/11/2025 às 18:25
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