

BB SEGURIDADE PARTICIPAÇÕES S.A.**2025/29****EXTRACT OF THE MINUTES OF THE MEETING OF THE PEOPLE, ELIGIBILITY, SUCCESSION AND COMPENSATION COMMITTEE - HELD ON DECEMBER 15, 2025**

1. Date, Time and Place: December 15, 2025, at 5 pm, virtual meeting.

2. Participants:

- a) Members present: Messrs. Kamillo Tononi Oliveira Silva, 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 Participação S.A.		
Board of Directors		Mandate
Holder	João Paulo de Resende	2025-2027
Related Party Transactions Committee		Mandate
Holder	Glauco Barbosa Gonçalves	2024-2026

4. Referrals:

- a) The Personnel, Eligibility, Compensation Succession Committee of BB Seguridade 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 the legislation and by article 17 of Law 13,3030/16 and article 28 of Decree 8,945/16 (Board of Directors), as well as do not fit into 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 BB Seguridade's Bylaws.

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.

Electronic signature: Kamillo Tononi Oliveira Silva, Gilberto Lourenço da Aparecida and Antônio Martiningo Filho.

Raphael Guilherme Velozo Gonçalves

Secretary

