



Appointment and Succession Guidelines

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Specific Policy on Appointment and Succession

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Area responsible for the subject: Strategy and Organization Department (Direo) and Culture and People Management Department (Dipes).

Regulation: Law No. 13,303/2016, Decree No. 8,945/2016, CMN Resolution No. 4,878/2020 and Novo Mercado Regulation of B3 S.A.

Periodicity of review: At least every 3 (three) years or, extraordinarily, at any time.

Introduction and Concepts:

This Specific Policy for Nomination and Succession (Policy) guides the behavior of Banco do Brasil. It is expected that the Entities Linked to BB (ELBB) define their directions from these guidelines, considering your specific needs and the legal and regulatory aspects to which they are subject. This Policy aims to bring together the standards of behavior that guide the nomination, election and the appointment of members of the Board of Administration (CA), Advisory Committees linked to the CA, Fiscal Council (CF), Board of Directors Executive (Direx), of the heads of Internal Audit and the Banco do Brasil Ombudsman's Office. This Policy complements and outlines the definitions arising from legislation and the Bylaws and directs the internal nomination processes and succession of Banco do Brasil. Criteria, requirements, standards and procedures arising from this Policy are defined in internal normative instructions (IN).

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

Administrator: Member of the Administration Bodies.

Administration Bodies: Board of Directors and the Executive Board.

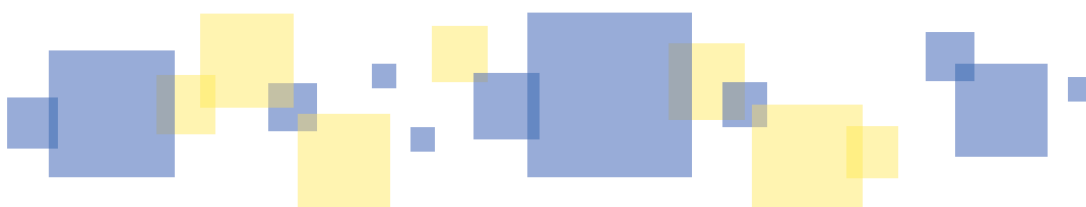
Board of Directors: Is the collegiate management body that sets the general direction of the business of Banco do Brasil and its subsidiaries and controlled companies. It has strategic, guiding, elective and supervisory responsibilities, not covering operational or executive functions. The Board performs the role of guardian of the principles, values, corporate purpose and governance system of the company.

Executive Board: is the Bank's collegiate management body, composed of the Board of Directors (CD) and the other Directors, responsible for complying with and enforcing compliance with the Bylaws, the deliberations of the General Shareholders' Meeting and the Board of Directors, as well as perform the duties defined by the Board of Directors and in the Bylaws.

Board of Directors: collegial body that is part of the Executive Board, formed by the President, Appointable and dismissible ad nutum by the President of the Republic, in accordance with Law No. 4,595/1964, and by and Vice-Presidents.

Fiscal Council: is the collegiate body of permanent supervisor of management acts administrative to protect the interests of the Bank and shareholders, having satisfied the requirements of the public good and the social function of the company.

Advisory Committee: these are statutory technical advisory bodies to the Board of Directors, whose



responsibilities are set out in the Bylaws and Internal Regulations. They are: Audit Committee (Coaud); People, Remuneration and Eligibility Committee (Corem); Risk and Capital Committee (Coris); Technology and Innovation Committee (Cotei); and Business Sustainability Committee (Cosem). Its existence does not imply delegation of responsibilities that fall to the Board of Directors and its recommendations do not bind the deliberations of the Board of Directors.

Independent Advisor: member of the Board of Directors who meets the independence characteristics provided for in Law No. 13,303/2016, in Decree No. 8,945/2016, in Annex K to CVM Resolution No. 80/2022 and in the Novo Mercado Regulation, of B3 S.A. – Brazil, Stock Exchange, Counter.

Internal Audit: organizational component of Banco do Brasil, linked to the Board of Directors, whose responsibilities are set out in the Bylaws.

Ombudsman: organizational component of Banco do Brasil, subordinate to a member of the Board of Directors, whose responsibilities are set out in the Bylaws.

Appointment and succession process: planning of the identification, development, continuous provisioning and retention of leaders, in order to preserve the values and essential competencies of Banco do Brasil.

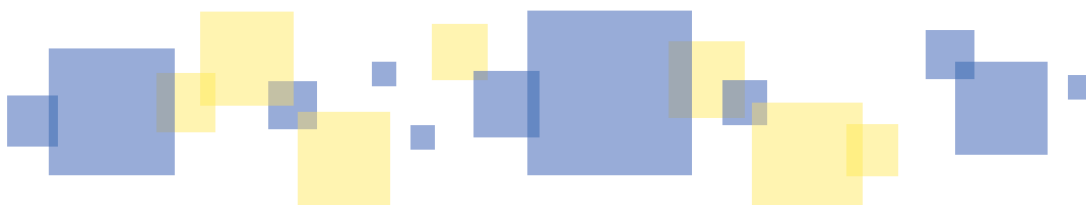
Novo Mercado: listing segment for opened capital companies, which are compromised, voluntarily, with the adoption of corporate governance practices additional to those demanded by law.

Directors Program: program developed by Banco do Brasil with the purpose of identifying and preparing successors, in a planned and proactive

manner, for the positions of Administrator of BB and ELBB, and holders of BB's Internal Audit and Ombudsman, with a focus on mitigating succession risk, meritocracy and organizational sustainability.

Statements:

1. We consider the nomination and succession process to be a fundamental part of the sustainability of Banco do Brasil.
2. We structure the appointment and succession processes in a transparent manner, based on merit and the variety of skills and experiences required for the operation of Banco do Brasil.
3. We prepare succession plans to ensure that the functions and positions covered by this Policy are occupied by prepared and experienced people, familiar with Banco do Brasil's activities and capable of implementing the defined strategy.
4. We approve the desired professional profile for the function or position to be filled, observing the strategic objectives, the company's stage and expectations in relation to the position or function.
5. We hope that the Administrators, the members of the CF, the members of the Advisory Committees linked to the CA and the heads of Internal Audit and the Ombudsman, in the exercise of their functions, can exercise objective and independent judgment.
6. We consider the diversity of people, qualifications and experiences in the composition of Banco do Brasil's management, as well as the Fiscal Council, the Advisory Committees linked



to the BoD, the Internal Audit and the Ombudsman's Office.

7. We seek diversity and inclusion in all its aspects, observing gender, racial and generational equity.

8. We identify and train, through specific professional development and advancement programs and the Directors Program, people capable of occupying the functions and positions covered by this Policy.

8.1. We also identify in the ELBB, through the Directors Program, potential successors to occupy the functions and positions covered by this Policy.

9. We evaluate the performance of professionals and take this analysis into account when proposing nominations and appointments to new positions or functions.

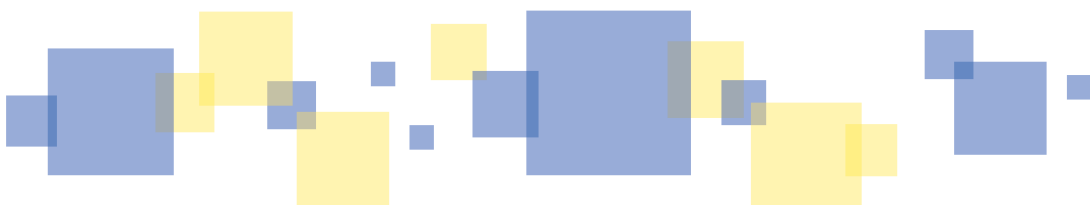
10. We fill the positions in the CA, CF, Advisory Committees linked to the CA and Direx, and the functions of General Auditor and Ombudsman, with professionals who bring together knowledge about Banco do Brasil's business, with mastery and experience in business management, management risk, people management, among others.

11. We observe the minimum requirements and prohibitions for appointing members to the CA, CF, advisory committees linked to the CA, Direx, General Auditor and Ombudsman provided for in legislation and applicable infra-legal regulations, in accordance with best governance practices.

12. We ensure that the eligibility requirements, as well as the absence of impediments and restrictions, are observed upon entry and during the stay in the statutory body or organizational component achieved by this Policy.

13. We consolidated the Appointment and Succession procedures within Banco do Brasil into internal regulations.

Other information about Banco do Brasil's governance system is available on the internet, on BB's Investor Relations page (bb.com.br/ri).



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Practices and Procedures – Appointment and Succession

Practices and Procedures – Appointment and Succession of Administrators, members of the Advisory Committees linked to the BoD, Fiscal Advisors and the General Auditor and the Ombudsman

1. Appointment and Succession Process

1.1. Recruitment and Appointment:

1.1.1. The imminence of the mandate expiration of members of Board of Directors, Executive Board, Advisory Committees to the BoD and General Auditor and ombudsman, or in case these positions turn vacant, the appointment and nomination process shall observe the following flow:

1.1.2. The person responsible for the nomination chooses the candidate(s), and can count on the support of Corem and the Culture and People Management Board (Dipes);

1.1.2.1. For positions on the Executive Board, except President, those responsible for nominating must consult Dipes (Directors Program) to analyze the names and indicate other potential candidates.

1.1.2.1.1. As defined in Law No. 4,595/1964, the appointment of the President of BB will be made by the President of the Republic.

1.1.3. The chosen candidate must fill out a standardized registration form and attach the required documents;

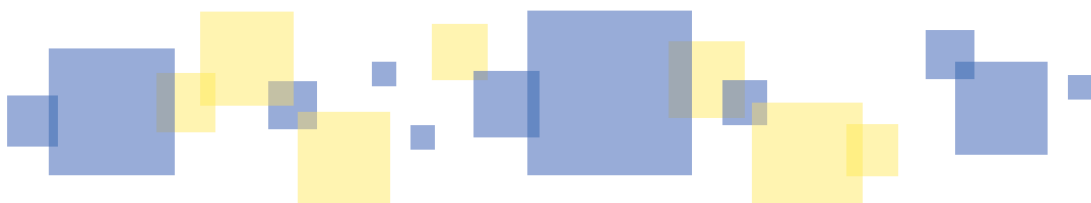
1.1.3.1. Nominations for positions and functions achieved by this Policy will be formalized through specific documents

(standardized form and specific form), which consolidate information about the nominee, compliance with eligibility requirements and the absence of restrictions.

1.1.3.1.1. In addition to the standardized form, available on the website of the Secretariat for Coordination and Governance of State Companies – Sest, linked to the Ministry of Management and Innovation in Public Services, for the appointment of Administration Councilors and Fiscal Councilors, candidates for these positions must fill out the form specific information provided by Banco do Brasil.

1.1.3.1.2. Candidates for other positions achieved by this Policy (Vice-Presidents, Directors, members of the Advisory Committees linked to the BoD, General Auditor and Ombudsman) must only complete the specific form made available by Banco do Brasil.

1.1.4. Those responsible for the nomination carry out the prior compatibility analysis, provide prior approval from the Civil House of the Presidency of the Republic, when applicable, and decide on the formalization of the nomination.



1.2. Prior Approval:

1.2.1. In cases of appointment of members to the Board of Directors, Fiscal Council and Executive Board, the name of the candidate must be submitted, by the nominator, to the Civil House of the Presidency of the Republic (Casa Civil), for the purposes of prior approval;

1.2.1.1. The names and details of people whose appointment is not the responsibility of the Union, such as representatives of employees and minority shareholders, will not be sent to the Civil House.

1.2.2. Afterwards, the name of the candidate, as well as the standardized form accompanied by prior analysis of the nominator, the approval document from the Civil House (when applicable) and documentation proving compliance with the requirements and the absence of restrictions on the exercise of the position, will be forwarded to Corem;

1.2.3. Nominations for the CA and CF must be presented at least 60 (sixty) days in advance of the date of the General Shareholders' Meeting, in order to allow their inclusion in the Management Proposal and the Remote Voting Form, as well as the compliance verification by Corem.

1.3. Conformity verification of the appointment process:

1.3.1. Corem is responsible for verifying compliance with the process for appointing members to the Board of Directors, Advisory Committees linked to the BoD, Fiscal Council, Direx and the heads of Internal Audit and the Ombudsman.

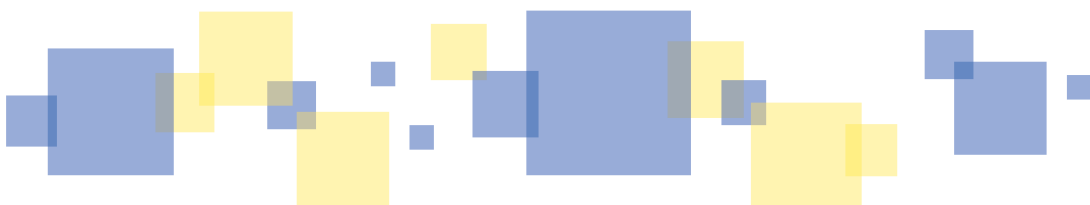
1.3.2. The functioning of Corem is regulated by its Internal Regulations and by Decree No. 8,945/2016, also observing that:

1.3.2.1. The minutes of the meetings related to verifying the compliance of the indicated candidates with the eligibility requirements and verifying the absence of impediments and prohibitions will be published in full, including any dissenting statements from the Committee members.

1.3.2.2. Corem will evaluate the compliance of the candidates nominated for the Board of Directors and the Fiscal Council with the eligibility requirements, and will also verify the absence of impediments and prohibitions, and the result of the analysis will be included in the Management Proposal.

1.3.2.3. Corem will evaluate the compliance of candidates nominated for the Executive Board, Advisory Committees linked to the CA and for the functions of Auditor General and Ombudsman to the eligibility requirements, as well as verifying the absence of impediments and prohibitions, and the result of the analysis will be recorded in the minutes of the Board of Directors meeting that deliberates on this topic.

1.3.3. Compliance with the eligibility requirements and the absence of impediments and prohibitions for the exercise of functions and positions covered by this Policy will be proven, preferably, before the election by the General Assembly or CA, but always before taking office, upon presentation



of proof necessary, authentic copies of which will be archived at the Bank.

1.3.4. The standardized and specific forms mentioned in item 1.1.3.1 that consolidate the candidates' personal and professional information, compliance with the requirements necessary to perform the function or position and the absence of impediments or restrictions, as well as supporting documents, will be used to verification of compliance of the nomination process.

1.3.4.1. Banco do Brasil will make standardized and specific forms available to candidates through its Executive Secretary.

1.3.5. Failure to present supporting documentation will result in rejection of the form.

1.3.6. Corem will give its opinion, by issuing a technical opinion, within 8 (eight) business days, counting from the date of receipt of the forms mentioned in item 1.1.3.1, accompanied by the documentation mentioned in item 1.2.2 of this Policy, under penalty of tacit approval and accountability of its members if any requirement is proven to be non-compliance.

1.3.6.1. If there is any obstacle to the analysis, the nominator will be formally communicated by the Executive Secretariat, starting to count the period provided for in item 1.3.6 only after the reason obstructing the analysis has been resolved.

1.3.7. If Corem decides on the nominee's eligibility, the candidate's name must be submitted for deliberation by the competent body.

1.3.8. If Corem considers the absence of requirements or the existence of restrictions on the election of the nominee, the nominee will be notified, and it will be up to him/her to evaluate the maintenance or replacement of the nomination.

1.3.9. If the nomination is maintained, it will be up to the nominator to justify his or her decision.

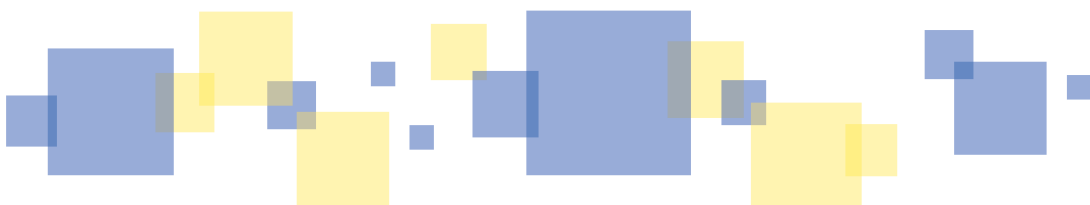
1.3.10. Members of the Board of Directors, Advisory Committees linked to the BoD, Fiscal Council and the Executive Board must present declarations regarding whether or not they are politically exposed persons or candidates for elected office.

1.3.11. The nominations of minority shareholders and employees must also be made using the forms indicated in item 1.1.3.1 and, if they are not previously submitted to Corem, they will be verified by the General Assembly Secretariat or the Board of Directors, with the assistance of the aforementioned Committee, at the time of the election.

1.4. Election:

1.4.1. The election for the bodies reached by this Policy will respect the rules set out in the Bank's governance documents, in particular the Bylaws and the Internal Regulations of the statutory bodies.

1.4.2. The bodies responsible for election and appointment in positions achieved by this Policy can be consulted in the document "[Indication and Election Map](#)" available at the end of this document.



1.5. CGU approval and communication to the BCB:

1.5.1. The appointment, designation, dismissal and dismissal of the head of Internal Audit will be submitted for approval by the Board of Directors and, thereafter, for approval by the General Comptroller of the Union – CGU.

1.5.2. The appointment, designation, dismissal and dismissal of the head of Internal Audit approved by the Board of Directors will be communicated to the Central Bank of Brazil – BCB.

1.6. Appointment schematic flow in BB:

1.6.1. The nomination process, as described in the Policy, is represented in the document "[Indication and Election Flow](#)" available at the end of this document.

2. Requirements and Prohibitions

2.1. The members of the Management Bodies must be Brazilians, resident in the country, endowed with notable knowledge, experience, moral integrity, unblemished reputation and technical capacity compatible with the position.

2.2. Minimum professional experience requirements are those set out in Law No. 13,303/2016 and Decree No. 8,945/2016.

2.2.1. To determine the required time of professional experience, the requirements set out in

Decree No. 8,945/2016 will be observed.

2.3. The minimum professional experience requirements may be waived in the case of appointment of a Banco do Brasil employee, as long as the minimum requirements of Law No. 13,303/2016 are met.

2.4. Those nominated must have academic training compatible with the exercise of the role, preferably in the areas of knowledge described in the legislation.

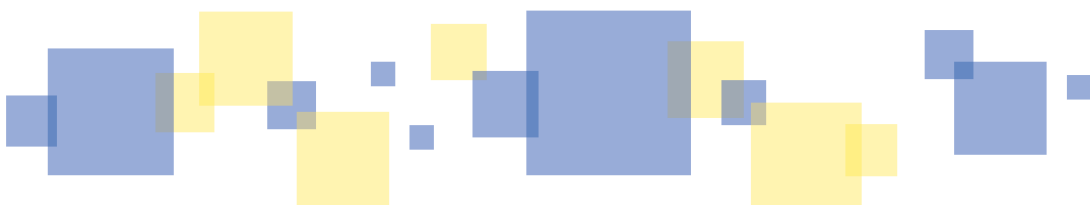
2.4.1. The academic background must comprise undergraduate and/or graduate course recognized or accredited by the Ministry of Education.

2.5. Those nominated must preferably have knowledge related to the Bank's activities.

2.6. The eligibility requirements for Management Bodies also apply to representatives of employees and minority shareholders.

2.7. Impediments and prohibitions on joining and remaining in Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman.

2.7.1. Persons who fall within the hypotheses of ineligibility, prohibitions and impediments provided for in the BB Bylaws and applicable legislation are prohibited from entering and remaining in the Management Bodies and Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman, with emphasis on Complementary Law No. 64/1990, Law



No. 6,404/1976, Law No. 13,303/2016, Decree No. 8,945/2016, and the regulations of the National Monetary Council.

2.7.2. The conflict of interest situations considered by Banco do Brasil as impediments to entering and remaining in the position are those described in Law No. 6,404/1976, in Law No. 13,303/2016, in Law No. 12,813/2013, in the Bylaws and in the internal regulations of statutory bodies.

2.7.2.1. Situations of conflict of interest are applicable to all audiences covered by this Policy, considering, in the specific case, the nature, functions and competencies of the statutory body or organizational component to which the appointment was made.

2.7.3. The impediments and prohibitions for Management Bodies also apply to representatives of employees and minority shareholders.

2.8. Specific guidance for each statutory body and organizational component:

2.8.1. Board of Directors

2.8.1.1. The functioning of the CA is regulated through the Bylaws and its Internal Regulations, observing the eligibility requirements, impediments and prohibitions for entering and remaining in the position, provided for in the Law, the Bylaws and this Policy. and prohibitions on the nomination of its members.

2.8.1.2. The rules for the composition of the Board of Directors, as well as the term of office of its members, are set out in the Bylaws.

2.8.2. Executive Board (Direx)

2.8.2.1. The operation of Direx is regulated through the Bylaws and its Internal Regulations, observing the eligibility requirements, impediments and prohibitions for entering and remaining in the position, provided for in the Law, the Bylaws and this Policy.

2.8.2.2. The composition rules of Direx, as well as the term of office of its members, are set out in the Bylaws.

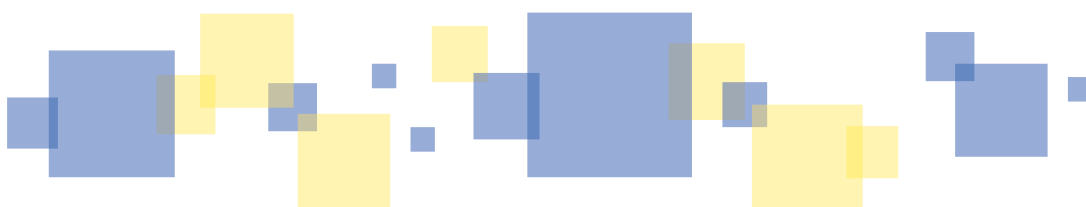
2.8.2.3. In addition to the requirements and prohibitions set out in the Bylaws, the following are desirable conditions for holding a position on the Executive Board:

2.8.2.3.1. be in line with the Bank's principles and values (**Code of Best Governance Practices – IBGC**); or

2.8.2.3.2. be diligent and committed to results and achievement of goals.

2.8.2.4. The following criteria for the composition of the Executive Board will also be observed:

2.8.2.4.1. At least 50% of the members of the Executive Board, upon their election, will observe the following diversity criteria:



2.8.2.4.1.1. At least 30% of the members of the Executive Board will be women, according to the gender declared by the person at the time of appointment; It is

2.8.2.4.1.2. At least 20% of the members of the Executive Board will meet the following criteria:

2.8.2.4.1.2.1 declare themselves "black", "brown" or "indigenous", according to the classification presented by the Brazilian Institute of Geography and Statistics - IBGE; or

2.8.2.4.1.2.2 declare themselves a member of the LGBTQIAPN+ community; or

2.8.2.4.1.2.3 declare themselves PwD (person with disability), in accordance with Law No. 13,146/2015.

2.8.2.4.2. in the composition of the Board of Directors, at least 1 (one) of its members must meet one of the conditions established in items 2.8.2.4.1.1 and 2.8.2.4.1.2;

2.8.2.4.3. when, as a result of compliance with the percentage referred to in items 2.8.2.4.1.1 and 2.8.2.4.1.2, a fractional number of members of the Executive Board results, the criteria established in the Bylaws, article 18, § 7th, item III; It is

2.8.2.4.4. The same member of the Executive Board may be considered simultaneously to fulfill the criteria established in items 2.8.2.4.1.1 and 2.8.2.4.1.2.

2.8.2.4.5. The percentages referred to in items 2.8.2.4.1.1 and 2.8.2.4.1.2 will be implemented as follows:

2.8.2.4.5.1 the total percentages established in items 2.8.2.4.1.1

and 2.8.2.4.1.2 must be completed upon election to the Board of Directors Executive until 12/31/2027, respecting the upward curve in relation to levels seen on 02/07/2024.

2.8.2.4.6. when, as a result of compliance with the percentage referred to in item 2.8.2.4.5.1, a fractional number of members of the Executive Board results, the criteria established in the Bylaws, article 18, §7, item III, will be observed.

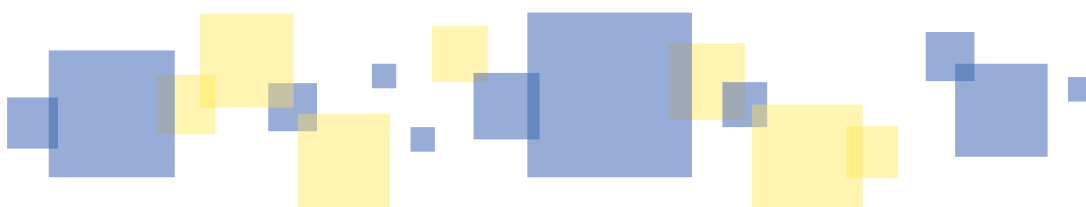
2.8.2.5. The reappointment or exchange of members of the Executive Board results in a new election and a new act of inauguration, and the requirements in force at the time of the new election and new inauguration must be considered.

2.8.3. Audit Committee - Coaud

2.8.3.1. The functioning of Coaud is regulated through the Bylaws and its Internal Regulations, observing, with regard to joining and remaining in the body, the minimum requirements set out in items 2.1 to 2.6 of block "2. Requirements and Prohibitions", as well as the provisions of section "2.7. Impediments and prohibitions on joining and remaining in Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman", all of this Policy.

2.8.3.2. The composition rules of the Coaud, as well as the term of office of its members, are set out in the Bylaws and its Internal Regulations.

2.8.3.3. Other eligibility requirements, impediments and prohibitions applied to entry and stay at Coaud are provided for in Law No. 13,303/2016, in Decree No.



8,945/2016, in CMN Resolution No. 4,910/2021 and in the Novo Mercado Regulation. 2.8.3.3.1. CVM Resolution No. 23/2021 also applies, where applicable.

2.8.3.4. The requirements for qualifying as an independent member of Coaud are set out in Decree No. 8,945/2016.

2.8.3.4.1. CVM Resolution No. 23/2021 also applies, where applicable.

2.8.3.5. Coaud members must have technical capacity compatible with the exercise of the position, in particular the essential skills to monitor and evaluate internal audit work, evaluate and monitor the Bank's risk exposures, monitor accounting practices and transparency of information and advice to the Board of Directors in deliberations on matters within its competence.

2.8.4. Persons, Remuneration and Eligibility Committee - Corem

2.8.4.1. The functioning of Corem is regulated through the Bylaws and its Internal Regulations, observing, regarding entry and permanence in the body, in addition to the regulations published by the National Monetary Council, the minimum requirements set out in items 2.1 to 2.6 of the block "two. Requirements and Prohibitions", as well as the provisions of section "2.7. Impediments and prohibitions on joining and remaining in Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman", all of this Policy.

2.8.4.2. The composition rules of Corem, as well as the term of office of its members, are set out in the Bylaws and its Internal Regulations.

2.8.4.3. Corem will have in its composition members with the qualifications and experience necessary to exercise competent and independent judgment on people management policies; administrators' remuneration; and appointment and succession.

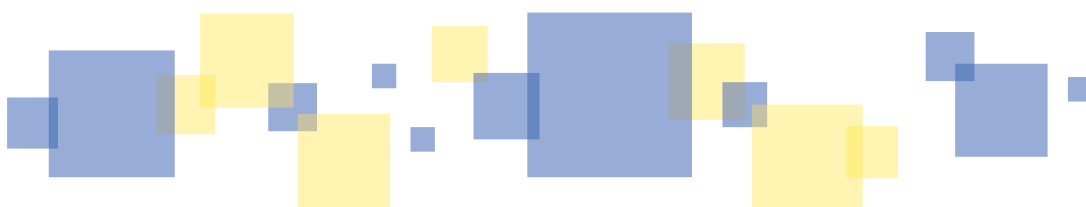
2.8.4.4. Corem members will refrain from giving their opinion on their own nominations.

2.8.5. Risks and Capital Committee – Coris

2.8.5.1. The functioning of Coris is regulated through the Bylaws and its Internal Regulations, observing, with regard to joining and remaining in the body, the minimum requirements set out in items 2.1 to 2.6 of block "2. Requirements and Prohibitions", as well as the provisions of section "2.7. Impediments and prohibitions on joining and remaining in Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman", all of this Policy.

2.8.5.2. The composition rules of Coris, as well as the term of office of its members, are set out in the Bylaws and Internal Regulations.

2.8.5.3. The majority of Coris members must observe, in addition to what is provided for in item 2.8.5.1 of these Practices and Procedures, the requirements, impediments and prohibitions set out in the Committee's Internal Regulations and in CMN Resolution No. 4,557/2017.



2.8.5.4. Coris members must have technical capacity compatible with the exercise of the position, in particular the essential skills to provide advice to the CA in risk and capital management, as well as the evaluation and reporting to the CA of reports that deal with processes of risk and capital management.

2.8.6. Business Sustainability Committee - Cosem

2.8.6.1. The functioning of Cosem is regulated through the Bylaws and its Internal Regulations, observing, with regard to joining and remaining in the body, the minimum requirements set out in items 2.1 to 2.6 of block “2. Requirements and Prohibitions”, as well as the provisions of section “2.7. Impediments and prohibitions on joining and remaining in Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman”, all of this Policy.

2.8.6.2. The composition rules of Cosem, as well as the term of office of its members, are set out in the Bylaws and Internal Regulations.

2.8.6.3. The members of the Corporate Sustainability Committee must have technical capacity compatible with the exercise of the position, in particular the skills necessary to advise the Board on incorporating sustainability into the company's business strategy and administrative practices, propose and monitor the execution of initiatives that improve the Bank's performance in the social, environmental and climate dimensions and evaluate and monitor the Bank's sustainable performance.

2.8.7. Technology and Innovation Committee - Cotei

2.8.7.1. The functioning of Cotei is regulated through the Bylaws and its Internal Regulations, observing, with regard to joining and remaining in the body, the minimum requirements set out in items 2.1 to 2.6 of block “2. Requirements and Prohibitions”, as well as the provisions of section “2.7. Impediments and prohibitions on joining and remaining in Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman”, all of this Policy.

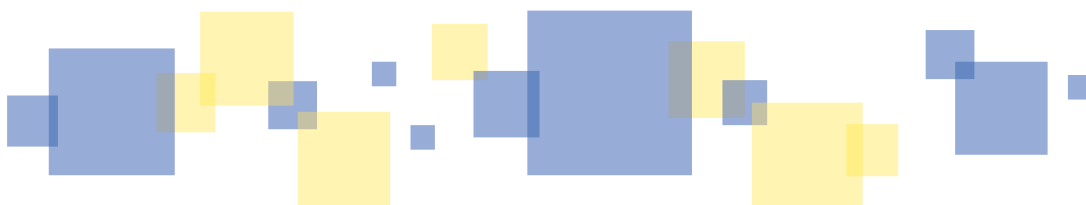
2.8.7.2. The composition rules of Cotei, as well as the term of office, are set out in the Bylaws and Internal Regulations.

2.8.7.3. Cotei will have in its composition members with the qualifications and experience necessary to carry out the position, in particular the skills to advise the Board in relation to technological trends, new business models and innovation projects or initiatives to face these trends and its effects on the Bank.

2.8.8. Fiscal Council

2.8.8.1. The functioning of the Fiscal Council is regulated through the Bylaws and its Internal Regulations, observing, with regard to joining and remaining in the body, the requirements, impediments and prohibitions provided for in Law No. 6,404/1976, in Law No. 13,303/2016, in Decree No. 8,945/2016 and in the Bylaws.

2.8.8.2. The composition rules of the Supervisory Board, as well as the term of office of its members, are set out in the Bylaws and Internal Regulations.



2.8.9. Internal Audit

2.8.9.1. The head of Internal Audit will be chosen from among active employees of the Bank, being appointed and dismissed by the Board of Directors.

2.8.9.2. The Auditor General must meet the minimum requirements for appointment set out in items 2.1 to 2.6 of block “2. Requirements and Prohibitions”, the provisions of section “2.7. Impediments and prohibitions against joining and remaining in the Management Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman”, all of this Policy, as well as the Bylaws and applicable regulations.

2.8.9.3. The Auditor General must have professional competence, be independent, autonomous, impartial, conscientious, honest and ethical.

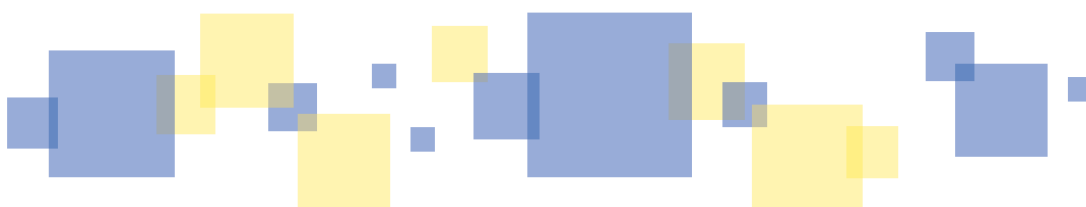
2.8.9.4. The General Auditor must have technical capacity compatible with the exercise of the position, especially for the adequate performance of the evaluation activities provided for in CMN Resolution No. 4,879/2020.

2.8.10. Ombudsman

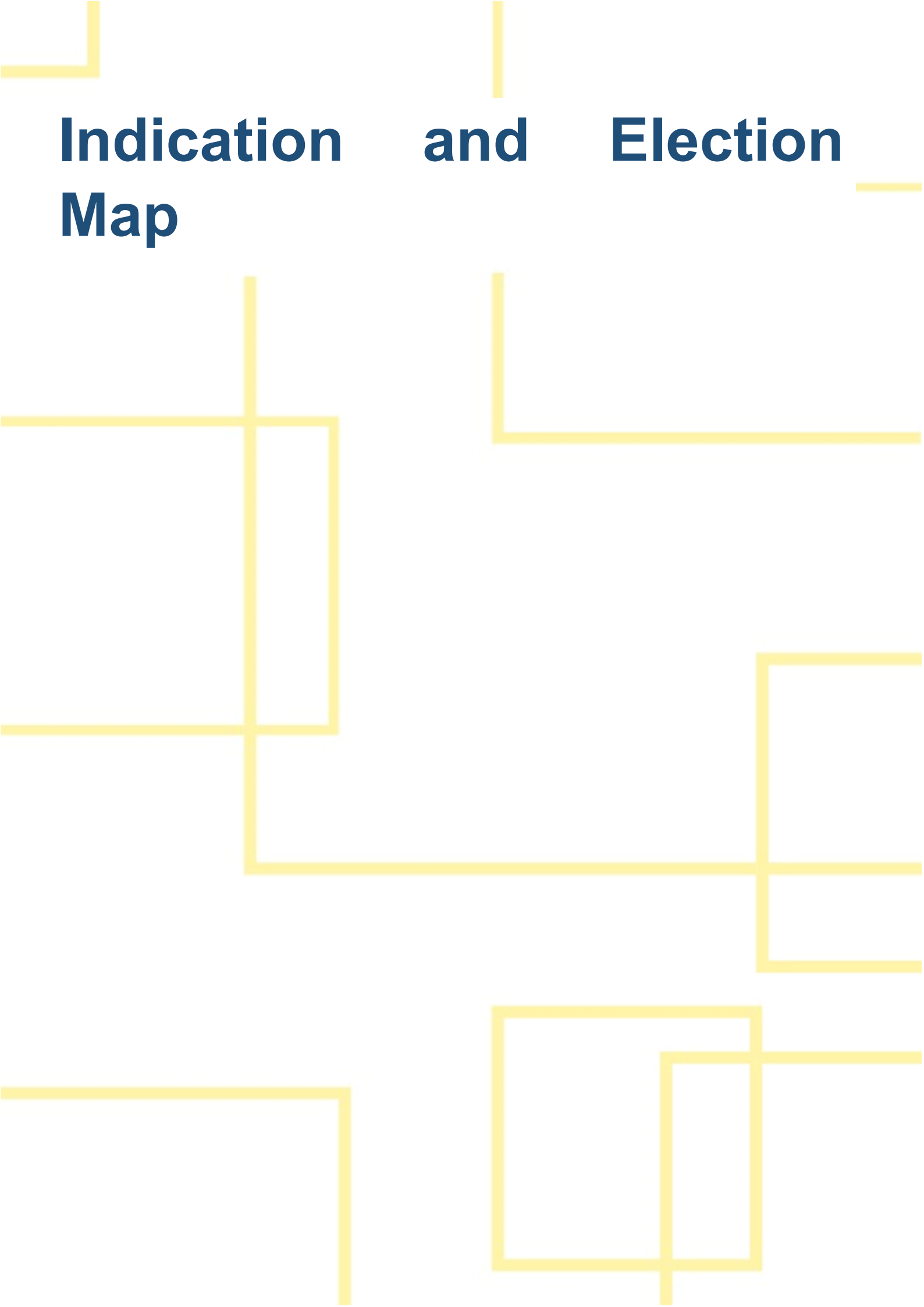
2.8.10.1. The Ombudsman will be an active employee of the Bank, holding a role compatible with the Ombudsman's duties, and will be appointed and dismissed by the Board of Directors.

2.8.10.2. The Ombudsman must meet the minimum requirements for appointment set out in items 2.1 to 2.6 of block “2. Requirements and Prohibitions”, the provisions of section “2.7. Impediments and prohibitions to entry and permanence in the Administrative Bodies, Advisory Committees linked to the BoD and in the functions of General Auditor and Ombudsman”, have the skills described in the Bylaws and the certification provided for in CMN Resolution No. 4,860/2020, and not falls within the legal and statutory prohibitions applicable to the species.

Approval Date: February 07, 2024

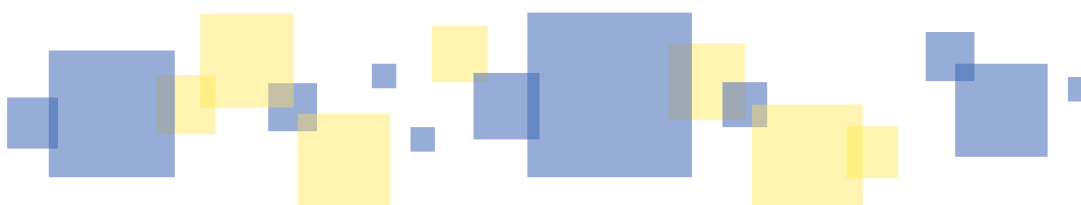


Indication and Election Map

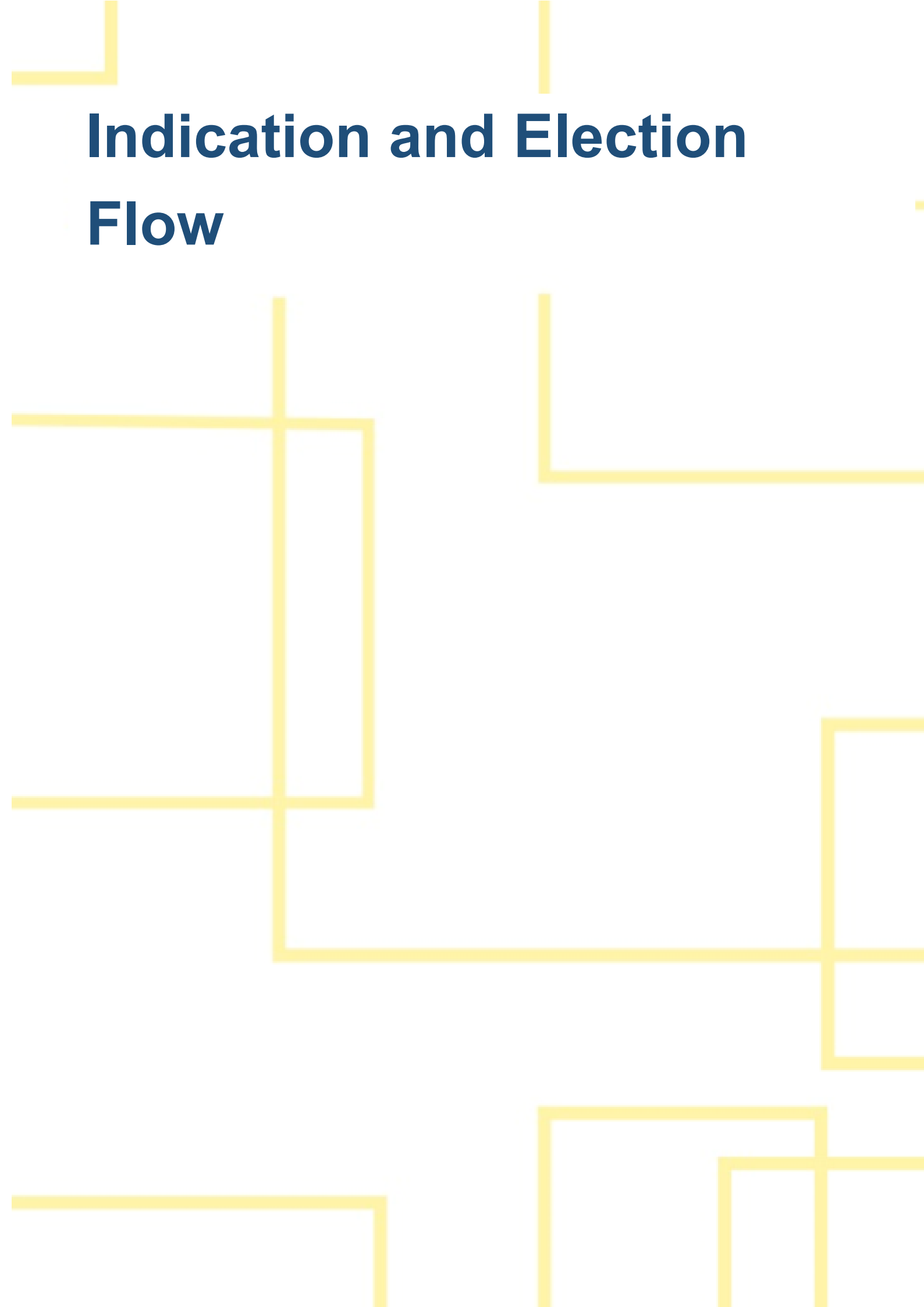


Indication and Election Map

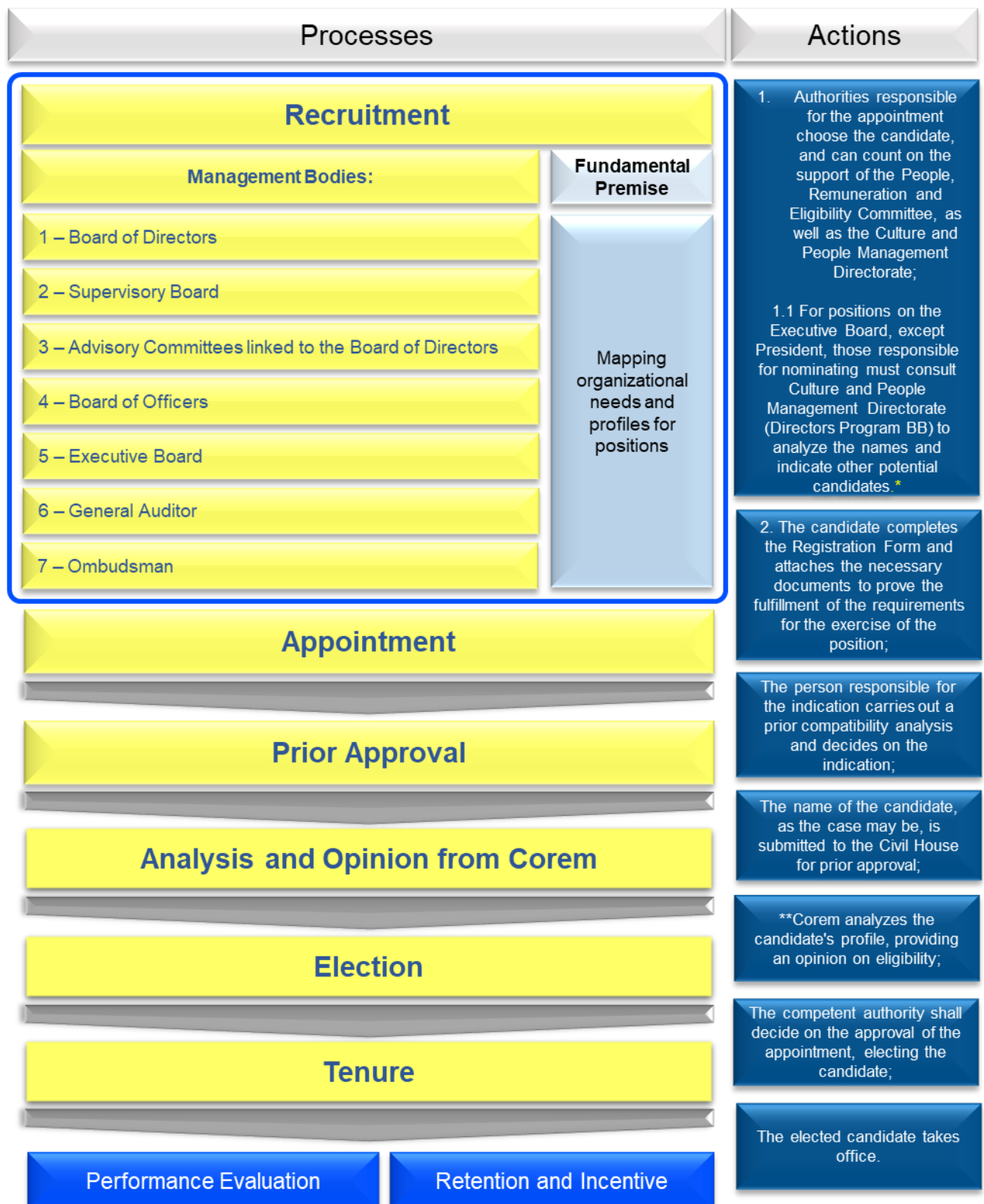
Management Body	Appointed and Chosen by	Number of nominees	Prior approval	Compliance Check	Elected by			
Board of Directors (8 members)	President of Brazil	(1)	Civil House	People, Remuneration and Eligibility Committee	Shareholders General Meeting or the Board of Directors in case of vacancy			
	Minister of State for Finance	(3)						
	Minister of State for Management and Innovation in Public Services	(1)						
	Minority Shareholders	(2)						
	BB's Employees	(1)						
Fiscal Council (5 holders / 5 alternates)	Controlling Shareholder	(3 holders / 3 alternates)	Civil House	People, Remuneration and Eligibility Committee	Shareholders General Meeting			
	Minority Shareholders	(2 holders / 2 alternates)	-					
Advisory Committees								
Audit Committee (3 to 5 members)	Board of Directors Government representatives	(2 to 4 members)	No obligation	People, Remuneration and Eligibility Committee	Board of Directors			
	Board of Directors Minority Shareholders representatives	(1 member)						
Risk and Capital Committee (3 to 5 members)	Board of Directors Government representatives	(2 to 4 members)						
	Board of Directors Minority Shareholders representatives	(1 member)						
People, Remuneration and Eligibility Committee (3 to 5 members)	Board of Directors Government representatives	(1 member)						
	Board of Directors Minority Shareholders representatives	(1 member)						
	Board of Directors	(1 to 3 members)						
Technology and Innovation Committee (3 to 5 members)	Board of Directors	(2 to 4 members)						
	Board of Directors Minority Shareholders representatives	(1 member)						
Corporate Sustainability Committee (3 to 5 members)	Board of Directors	(3 to 5 members, with at least two Board Members)						
Board of Officers and Executive Board								
CEO (1)	President of Brazil	(1)				Civil House	People, Remuneration and Eligibility Committee	President of Brazil
Vice Presidents (9)	CEO	(9)	Board of Directors					
Directors (27)		(27)						
Other positions								
General Auditor(1)	CEO	(1)	No obligation	People, Remuneration and Eligibility Committee	Board of Directors			
Ombudsman (1)	CEO	(1)	No obligation	People, Remuneration and Eligibility Committee	Board of Directors			



Indication and Election Flow



Indication and Election Flow



*It is necessary to consult Culture and People Management Directorate (Directors Program) for appointments of General Managers of Strategic Units, whose appointment authority falls under the Board of Directors of BB.

**Prior to the analysis of the candidate's name by Corem, compliance with the requirements and the absence of restrictions are assessed by BB's Legal Department.