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# FM Seguros S.A. and FM Resseguros S.A. Remuneration Disclosure

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FM Seguros S.A. (“FMS”) and FM Resseguros S.A. (“FMRS”) maintain a compensation policy designed to ensure clear and transparent rules governing the remuneration of Key Personnel, in accordance with CNSP Resolution No. 476/2024.

The Companies are subsidiaries of Factory Mutual Insurance Company (FMIC), a US domiciled mutual insurance company. As part of this organization, the Companies participate in a global remuneration program and are committed to the highest standards of ethics, probity, accountability, and compliance.

Our Compensation Policy applies to the Companies’ Key Personnel, specifically the Chief Executive Officer, Chief Financial Officer, and Chief Risk and Internal Controls Officer, and is established in accordance with Resolution CNSP No. 476/2024. The policy sets out principles governing fixed and variable remuneration, including governance and deferral requirements.

Fixed salary is structured to ensure competitive remuneration for the roles performed, considering accountabilities and responsibilities, as well as the skills, education, and experience required. Variable remuneration, where applicable, is designed to reward contribution and incentivize performance that supports sustained success, with eligibility, structure, and incentive opportunity levels determined by role and responsibilities, and qualitative criteria applying to control functions. In accordance with applicable requirements variable remuneration, may be subject to deferral and may be reduced or recovered in accordance with applicable standards and policies.

FMS and FMRS obtained authorization in 2025 to operate as insurance and local reinsurance companies, respectively; therefore, no variable remuneration payments were made in that year. For 2026, the estimated variable remuneration, categorized as short-term incentives (STI), amounts to BRL 488,000.00.

**This disclosure is provided in accordance with Resolution CNSP No. 476/2024.**