

Bradesco Organization's Human Resources Management Policy has the following guidelines:

1. Ensure the fulfillment of all the requirements, regulatory standards and legal conventions related to relationships and the work environment, applicable to our activities.
2. Undertake the public commitment for the defense and protection of Human Rights, Rights of the Child and Fundamental Rights at Work, in alignment with the Principles, Standards and Treaties acclaimed nationally and internationally.
3. Promote and respect for the diversity, inclusion and dignity of the human being, preserving their individuality and privacy.
4. Do not tolerate and repress moral and sexual harassment and acts of discrimination in the workplace and in all our relationships with the internal and external public.
5. Establish a formal process for receipt, confidential treatment, of repression and report of all complaints of moral and sexual harassment and acts of discrimination.
6. Adopt practices that do not demonstrate any tolerance for occurrences of moral and sexual harassment and acts of discrimination, with the implementation of reprimands/disciplinary sanctions applicable to offenders.
7. Disseminate, by means of actions related to training and communication, corporate culture and awareness regarding the intolerance of moral and sexual harassment and acts of discrimination.
8. Foster a good relationship among the professionals of the Organization, maintain a safe and healthy working environment and provide conditions for the better performance and achievement of results.
9. Contribute to the improvement of employees' quality of life, providing conditions for the balance between work, health and family.
10. Inspire our professionals by example to seek continuous technical and behavioral improvement, envisaging self-realization, customer satisfaction and expansion of the business.
11. Promote the constant development and training of our employees and provide solutions that stimulate having a purpose and being a protagonist, in order to ensure the continuous improvement of the management processes.
12. Prioritize opportunities for professional growth with the use of training, experience and ongoing development of competencies, valuing the knowledge and experience acquired.

We declare that this is a free English Translation of Bradesco Organization's Human Resources Management Policy, approved in the Extraordinary Meeting of the Board of Directors (RECA) of Banco Bradesco S.A. No. 1,118, dated November 21, 2005, whose last review, without amendments, was approved by the Executive Officer in charge on May 5, 2022.

Banco Bradesco S.A.
André Rodrigues Cano