

MANAGEMENT COMPENSATION

Equity Ownership Requirements

Since 2012, Bradesco adjusted its management compensation policy, which was approved by the Board of Directors at an Extraordinary Meeting held on February 6, 2012, in order to reflect the purposes outlined by CMN Resolution No. 3.921/10; as a result, as from that year, the payment of part of the amount approved at the ASM is made as variable compensation.



Policy Guidelines
(Source [Reference Form](#),
item 13)

1. *Ensure that the compensation practice is in compliance with the legislation, standards and regulations governing the matter, based on the responsibilities of the Management, which arise from the positions they hold and the activities they perform; the time devoted to their activities; competence and professional reputation, in view of their experience and qualifications; and the value of its services in the market;*
2. *Provide alignment between the compensation practices of the Management and the interests of the Organization, so that the decisions taken are the best possible, seeking to create value for its shareholders and investors; and*
3. *Ensure that the compensation practice is related to goals that seek to enhance the value of Bradesco Organization, and do not encourage behaviors that may increase exposure to risks above levels considered prudent in the short, medium and long-term strategies adopted.*

The compensation strategy follows the guidelines established by Brazilian regulation, in addition to meeting national and international practices, through the adoption of clear and transparent processes.

In addition, Bradesco Organization's Succession and Nomination Committee, among its duties, determines minimum requirements for equity ownership for the members of the Executive Board, directly or indirectly, in the Issuer's shares. The minimum amount, which must be achieved in up to 5 years after investiture in position, must be proportional to the fixed annual compensation, equivalent to 10 times for the CEO and 5 times for the executive officers.

Currently, all members have already complied with the minimum requirement of equity ownership, and the lower interest is 5.2 times for executive officers.

Learn more in: [Policy on Nomination and Succession Bradesco Organization's Administrators](#)