

Chapter I – Purpose

Article One. The Nomination and Succession Committee, hereinafter referred to as “Committee”, a permanent non-statutory body that will act on behalf of all the Institutions that are part of Bradesco Organization, aims to advise the Board of Directors on driving the Nomination and Succession Policy for Top Management (Directors) and Qualified Employees, in the scope of Bradesco Organization.

Paragraph One - For the purpose of this Charter, Qualified Employees means Bradesco Organization's Executive Superintendents and Regional Managers.

Paragraph Two – The Committee's duties and actions shall be necessarily in line with the Internal Policies and Regulations, as well as with the applicable laws and regulations.

Chapter II – Subordination

Article Two. The Committee shall respond and report its activities to Banco Bradesco S.A.'s Board of Directors.

Chapter III - Composition

Article Three. The Committee shall be composed of at least five (5) members, all formally appointed by Banco Bradesco S.A.'s Board of Directors, which will also appoint the Committee's Coordinator.

Paragraph One - The Assisting Department duty shall be exercised by the Human Resources Department.

Paragraph Two – In the event of absence or impediment of the Committee's Coordinator, his/her duty shall be exercised by another member appointed by the majority.

Paragraph Three – The position of Committee member is not transferable and not remunerated.

Chapter IV – Assignments

Article Four. It is incumbent upon the Committee to:

- a) advise the Board of Directors in the implementation, when necessary, of a previously prepared designed plan for the succession of the main executive or those who hold position as Director at Bradesco Organization;
 - b) in the absence of the Chief Executive Officer, appoint a temporary substitute from among the Executive Vice Presidents, who shall take a turn in the temporary occupation of this position;
 - c) identify, analyze and propose to the Board candidates for vacant positions in the Board of Directors and, Board of Executive Officers, and in positions intended for Qualified Employees, considering in the appointment the meritocracy and competence criteria and the identification with the organizational culture related to the career, including full respect for diversity aspects, such as gender, race and ethnic;
 - d) discuss and recommend candidates for the position of members in Committees subordinated to the Board of Directors;
-

- e) revise the Policy on Nomination and Succession for the Top Management (Directors) and Qualified Employees of Bradesco Organization, as well as the internal rules concerning the subject, on an annual basis or whenever necessary, proposing adjustments or improvements to the Board of Directors, as applicable; and
- f) approve the Independence Criteria of the Board of Directors, reviewing them whenever necessary.

Sole Paragraph – Committee members may use Management's annual evaluations as input to identify, analyze, and propose candidates.

Article Five. It is incumbent on the Committee Coordinator to evaluate and define the subjects to be discussed in the meetings.

Article Six. It is incumbent upon the Assisting Department to:

- a) prepare the schedule of Committee meetings, sending the respective call notices to its members;
- b) prepare the presentations and eventual reports to be submitted to the Committee's members;
- c) prepare and send the draft of meeting minutes to the Committee's members, for validation and signature;
- d) record the original validated and signed Meeting Minutes and send a true copy to the General Secretariat, within 15 business days.
- e) forward, follow-up and report the development of the actions resolved in the meetings, rendering accounts to the Coordinator and, when required by him/her, to the Committee, in the next meeting;
- f) ensure full compliance, referred to in this charter, with Standard 01.010, mainly with regards to matters related to the review of its composition and charter, as well as to the flow of reports and approval limits; and
- g) prepare candidate profiles containing technical and behavioral aspects, in accordance with the Policy on Nomination and Succession of the Top Management (Directors) and Qualified Employees of Bradesco Organization and with the internal rules concerning the subject, in addition to conditions required for the position, according to laws and regulations in force.

Chapter V – Duties and Responsibilities

Article Seven. In order to fulfill their duties and responsibilities, the Committee members shall:

- a) comply and ensure compliance with the Committee's charter;
- b) perform their duties in a loyal and diligent manner;
- c) analyze the matters to be resolved in an impartial manner;
- d) avoid any conflict that may jeopardize the normal development of the Departments and Subsidiaries activities of Bradesco Organization;
- e) not disclose information;
- f) give opinions and provide clarifications to the Board of Directors upon request; and
- g) comply with and encourage good corporate governance practices at Bradesco Organization.

Chapter VI – Frequency, Call Notice, Quorum and Voting Rights

Article Eight. In order to comply with its duties, the Committee shall meet whenever necessary.

Paragraph One – The call notices shall be sent with simultaneous forwarding of the agenda of subjects and related materials.

Paragraph Two – The Committee may invite other Management members to attend its meetings, as well as employees and/or collaborators who have material information or whose areas of operation are related to the matters on the agenda. These persons will have, as applicable, the same duties and responsibilities provided for in Article Seven.

Paragraph Three - Committee meetings will be held validly, with the presence of the majority of its members. The meetings held in-person or in which the participation of members by teleconference/video conference and other electronic media will be considered valid.

Paragraph Four – Decisions will always be taken by consensus. If consensus is not reached for all items presented during the regular session, a new meeting should be rescheduled after members discuss and construct a joint decision.

Paragraph Five - The meeting that will resolve the review/amendment of the charter must have, preferably, the presence of the titleholder Coordinator.

Chapter VII – Registration and safekeeping of the meetings minutes

Article Nine. The purpose of the meeting minutes is to register the reports, resolutions, requests and other matters discussed by the Committee.

Paragraph One - The minutes of the meetings will be signed/validated physically or electronically by the present members of the Committee, registering the absentees, as well as the extraordinary participation of those present in the Committee meetings. The deadline for electronic validation of the minutes is 5 (five) business days. If there is no manifestation, once this deadline has elapsed, the minutes will be considered as validated.

Paragraph Two – The minutes validated and signed will be controlled and organized by the Assisting Department, in order to be available to meet internal and external demands.

Paragraph Three – The subject matters recorded in the previous meeting minutes shall be reported at the subsequent meeting.

This is a free English translation of the Bradesco Organization's Nomination and Succession Committee Charter, approved in the Special Meeting of the Board of Directors (RECA) No. 2,679, of March 27th, 2017, whose last review, with amendments, was registered in the Minutes of the Meeting of the Nomination and Succession Committee, as of March 16th, 2021.

Banco Bradesco S.A.

André Rodrigues Cano
Executive Vice-President
