

ITAÚ UNIBANCO HOLDING S.A.

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ITAÚ UNIBANCO'S OCCUPATIONAL HEALTH AND SAFETY COMMITMENT

1. PURPOSE

The purpose of this document is to reinforce Itaú Unibanco Holding S.A.'s commitment to Occupational Health and Safety in relations with our employees, clients, suppliers, partners and society in general. The commitment establishes guidelines, strategies and processes models in accordance with principles of the World Health Organization (WHO), local laws on the topic and the well-founded scientific knowledge of the best current academic practices.

2. TARGET AUDIENCE

This commitment covers the businesses and relationships of Itaú Unibanco Holding S.A.

3. INTRODUCTION

According to the WHO, health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. The relations between occupational health and the environment are complex. We believe that a healthy work environment contributes both to promotion and maintenance of health.

We do know that providing Health and Safety is one of the most profitable forms of investment, particularly in a service providing organization. For this reason, we want to build and disseminate the culture of Health, Safety and Well-Being as a value in the work developed by the employees from the different hierarchies of Itaú Unibanco.

4. GUIDELINES

Aware of the importance of work in the construction of the identity of people and the complexity of interactions at work with social and economic environment, we developed occupational health and safety actions to prevent, diagnose early and rehabilitate our employees. Occupational health and safety management at Itaú will be planned and implemented in line with the elements and requirements of the regulatory rules of each place, WHO guidelines, well-founded scientific literature and collective bargain agreements with labor unions.

We will follow strategies that will prioritize prevention in its many levels of operations: elimination or reduction of identified risks, encouragement of health and safety habits, early diagnosis of illnesses or risk situations, treatment and rehabilitation.

We defined, throughout this document, Itaú Unibanco's strategies to attest our commitment to the creation and maintenance of a healthy environment to work – an inspiring, transforming and sustainable environment.

5. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Occupational Health and Safety management will follow the PDCA (Plan-Do-Check-Act) methodology used to control and continuously improve processes and products. According to this model, topics will be prioritized and action plans will be designed and put into practice with the determination of indicators for operational and strategic assessments. In this process, adjustments will be made according to the evolution of results to ensure the best performance on an ongoing basis.

We will identify risks related to work environment through data surveyed at onsite visits, monitoring of occupational health and safety indicators and information reported by employees in available channels. In view of the findings, we will carry out studies to prioritize and establish action plans together with the senior management of the personnel department and the representatives of the respective business areas, ensuring the comprehensiveness and representativeness of the actions for all employees and their facilities. For identified emergency situations, immediate action plans will be put in place so as to avoid damage to the health of employees and, simultaneously, analyses and reassessments of the management process will be performed.

In order to prepare the strategy and assess the effectiveness of its actions, epidemiological data and health indicators will be taken into consideration with the establishment of quantitative targets.

We will develop processes to understand the causes of accidents and illnesses that are potentially related to work so that corrective and preventive actions can be adopted.

For the primary preventive actions, in addition to identifying the risks and the analyses of accident reports, we will maintain specific training on occupational health and safety for all employees.

Occupational Health and Safety strategies must be in line with guidelines of Itaú Unibanco, supporting, disseminating, strengthening and retro-feeding its guiding principles. Twice a month, Human Resources-related topics will be debated by the Executive Committee, when the Occupational Health and Safety agendas will be addressed, when applicable.

6. MAIN ROLES AND RESPONSIBILITIES

Senior Management

- Supervise and be in charge of Occupational Health and Safety actions; Promote Health, Safety and Well-Being practices in the organization's culture and business models, ensuring the provision of financial, human and technological resources for the proper implementation of this commitment.
- Support employees to experience new behaviors and attitudes related to Occupational Health and Safety, enabling a healthy work environment, with efforts on the physical, psychological and social, and organizational work environment.
- Sustain Itaú Unibanco's Occupational Health and Safety Commitment.

Occupational Health and Safety Professionals

- Guide, develop, coordinate and implement actions for the continuous improvement of working conditions, and support leaders in the promotion of safety, well-being, physical and mental health of our employees, based on legal rules and well-founded scientific knowledge.

Supervisors

- Work on the construction of a healthy environment to work, establishing a relationship of trust with their teams. Know, apply and disseminate the Occupational Health and Safety Commitment and provide the resources necessary for compliance with its guidelines.

Employees

- Each employee is expected to fully understand the importance of occupational health and safety, practicing and multiplying their knowledge of the topic.

Commitment approved in June 2022.