

The basic guidelines of Bradesco Organization's Volunteering Policy are as follows:

1. Encourage the participation of employees and interns of the Organization in activities promoted by the 'Bradesco Volunteers' Program, emphasizing that such activities are unpaid, do not constitute an employment relationship, and do not entail any labor, social security, or related obligations.
2. Guide the volunteers to act in accordance with the recommendations outlined in Bradesco Organization's Code of Ethical Conduct, Bradesco Organization's Corporate Sustainability Policy and "Bradesco Volunteers" Program guidelines.
3. Emphasize that engagement in the initiatives from "Bradesco Volunteers" Program is strictly personal in nature, and the use of the position as a volunteer within the Organization to obtain favors from clients or any other interested parties is prohibited.
4. Encourage the attendance of employees and interns in meetings and/or gatherings, whether in the workplace or elsewhere, to plan and execute activities relating to the volunteering cause, while observing the fulfillment of their regular duties and notifying their immediate supervisor.
5. Promote support for institutions, communities and causes without the expectation of receiving back any material or financial benefits, irrespective of values, beliefs and political preferences.
6. Encourage and support employees and interns to exercise their civic consciousness, respecting their abilities and desires, mobilizing them towards actions that contribute to the development of the communities and the reduction of social inequalities.
7. Guide voluntary actions to be primarily developed in benefit of communities or institutions in less favored regions or situations.
8. Ensure that the beneficiary institutions are registered with the competent authorities, providing proof of their moral and financial good standing.
9. Encourage the implementation of initiatives that contribute to the development of organizational competencies among volunteers, such as entrepreneurship, leadership, interpersonal relationships, creativity, teamwork, communication, among others, providing benefits to all involved.
10. Develop and promote only volunteer activities that have been approved and are properly aligned with the Program's guidelines.
11. Use the name and brand of "Bradesco" and the "Bradesco Volunteers Program" only with prior approval from the Sustainability Department, for the promotion of volunteer activities.

12. Facilitate the official communication of the “Bradesco Volunteers” Program through “Bradesco Volunteers’ Portal”, an exclusive platform for employees and interns of companies from Bradesco Organization.

We hereby declare that this is a true copy of the Bradesco Organization's Volunteer Policy, approved at the Extraordinary Meeting of the Board of Directors (RECA) No. 1,452, held on May 27, 2009, whose latest revision, with amendments, was approved at the Board of Directors Meeting on June 5, 2025.

Banco Bradesco S.A
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