

Chapter I – General Provisions

Art. 1) This Charter regulates the operation of the Board of Executive Officers of Banco Bradesco S.A. (Bank or Company), as well as its relationship with other bodies within the Company, in addition to the guidelines contained in the Bylaws of the Bank and the current legislation governing its activities.

Chapter II – Objective and Mission of the Board of Executive Officers

Art. 2) The Board of Executive Officers, a decision-making body, aims to manage and represent the Company, being responsible for tracing and monitoring the implementation of the strategic guidance established by the Board of Directors (Board). Its mission is to protect and value the equity of the Company and the interests of the shareholders and other stakeholders, optimizing the return on investment in the long term and ensuring the observance of the Law and Bylaws and compliance with the resolutions adopted by the Shareholders' Meeting and Board.

Chapter III – Election, Mandate and Investiture

Art. 3) The members of the Board of Executive Officers are elected and removed by the Board, with a joint term of office of two (2) years, wherein reelection is permitted, which will extend until the investiture of new elected Executive Officers.

Paragraph One – Notwithstanding the provisions in the Previous Paragraph, the members of the Board of Executive Officers shall continue in office until the day they turn sixty-five (65) years of age.

Paragraph Two - The Board shall establish the number of Officers to be elected each year in its first meeting to be held after the Annual Shareholders' Meeting and whenever necessary, appointing them for the positions provisioned in the "caput" of Article 5, according to the provisions of Bylaws of the Bank.

Art. 4) Each of the members of the Board of Executive Officers, upon signature of the declaration of acceptance of office, must submit a statement regarding:

- a) the provisions in Article 157 of Law No. 6,404/76;
- b) the obligation to comply with the Law and Bylaws of the Company; and
- c) the provisions of CVM Resolution No. 80, dated on March 29, 2022, stating that:
 - I. they are not precluded by law or convicted of bankruptcy, misfeasance, bribery, graft, embezzlement, crimes against the public economy, public faith or property, or a criminal

- sentence that precludes, even temporarily, access to public office, as provided in Paragraph One of Article 147 of Law No. 6,404/76;
- II. they are not condemned to a sentence of suspension or temporary disqualification imposed by the Securities and Exchange Commission, which would make them ineligible for the Management positions of a publicly-held company, as established in Paragraph Two of Article 147 of Law No. 6,404/76;
 - III. they meet the requirement of unblemished reputation established by Paragraph Three of Article 147 of Law No. 6,404/76; and
 - IV. they do not occupy a position in a company that may be considered a competitor of the company and do not have, nor represent, a conflicting interest with the company, in the form of Sections I and II of Paragraph Three of Article 147 of Law No. 6,404/76.

Chapter IV – Composition and Vacancy

Art. 5) The Board of Executive Officers, the Company's executive body, shall be composed of 60 (sixty) to 100 (one hundred) members, with 1 (one) being the Chief Executive Officer and the other members distributed, at the Board's discretion, among the positions of Vice-President Officer, Executive Officer, Officer and Regional Officer.

Paragraph One – In the event of a vacancy, absence or temporary impediment of the Chief Executive Officer, the Board will appoint his/her alternate. As for the other Executive Officers, the Board has the prerogative, when deemed necessary, to appoint their alternates.

Paragraph Two – The positions of CEO and Chairman of the Board or main executive may not be exercised by the same person.

Paragraph Three – The Board of Directors will indicate the Executive Officers to also take up the position(s) of Investor Relations Officer (DRI) and/or Chief Risk Officer (CRO).

Chapter V – Subordination

Art. 6) The Board of Executive Officers shall be accountable and report their activities to the Chief Executive Officer, who, in turn, will be accountable and will report to the Board of the Bank.

Chapter VI – The Requirements for the Exercise of Positions

Art. 7) The requirements for the exercise of any position in the Board of Executive Officers are:

- a) to have an unblemished reputation;
- b) to be a resident in the Country;
- c) to not be declared disqualified or suspended for the exercise of positions of Officer in:

- i. multiple-purpose, commercial, investment, development and foreign exchange banks; and
 - ii. publicly traded companies or entities subject to the supervision of the Securities and Exchange Commission (CVM).
- a) to not respond, nor any company of which he/she is the controller or manager, by protest of securities, judicial collections, issuing of uncovered checks, default of obligations and other occurrences or similar circumstances;
 - e) to not be declared bankrupt or insolvent; and
 - f) to not have controlled or managed, in two (2) years preceding the election or appointment, a firm or company subject to declaration of insolvency, liquidation, intervention, bankruptcy or judicial recovery.

Paragraph One – It is also necessary to devote full time to the services of the Company, therefore exercising the position of Executive Officer is incompatible with the performance of other duties or professional activities, except in those cases in which the Company has an interest, at the discretion of the Board.

Chapter VII – Duties and Responsibilities

Art. 8) In the exercise of their mandates, the members of the Board of Executive Officers shall:

- a) exercise their duties in the interest of the Company, promoting and observing its Bylaws, the Corporate Code of Ethics and legislation in force;
- b) ensure the perpetuity of the Company and the interests of its shareholders and other stakeholders;
- c) spread the organizational culture, reinforcing its values and principles;
- d) monitor, report and correct any deviations, be they due to non-compliance with the legislation and/or internal and external regulations, risk management, audit or internal controls;
- e) ensure the existence of a formal and effective process to prevent and combat corruption and bribery, aligned with the applicable laws and regulations;
- f) ensure secrecy of information not yet disclosed to the market, obtained by virtue of the position, ensuring that their subordinates and third parties of their trust do the same;
- g) observe the formalized guidelines of corporate governance and sustainability, respectively, in the Corporate Governance Policy and Social, Environmental and Climate Responsibility Policy (PRSAC), both of Bradesco Organization; and
- h) observe full compliance with the Bank's other policies, in particular the Anti-Corruption Corporate Policy.

Chapter VIII – Assignments

Art. 9) It is the responsibility of the Board of Executive Officers:

- a) to manage and represent the Company, with powers to oblige it in any acts and contracts of its interest, and it may compromise and waive rights and acquire, dispose of and encumber assets, observing the provisions of letter "e" of Article 9 of the Bylaws of the Bank;
- b) to observe and enforce the guidelines and strategic guidelines established by the Board and by the Shareholders' Meetings;
- c) to conduct the daily operations of the Company exercising their duties with competence and transparency;
- d) to propose initiatives, business plans, guidelines and standards related to the management of the Company to the Board;
- e) to propose the payment of dividends and/or interest on own capital to the Board;
- f) to submit budgets and financial statements to the Board; and;
- g) to approve the constitution and/or extinction of executive committees, as well as the institution, amendment or ratification of its charters, pursuant to the internal rules on the matter; and
- h) to take resolution on nominations of responsible officers before Central Bank of Brazil and other regulatory bodies.

Art. 10) In addition to the normal duties conferred upon them by law and the Bylaws of the Company, each member of the Board of Executive Officers is specifically responsible for the following:

- I) **Chief Executive Officer:** is responsible for the management of the Company and co-ordination of the Board of Executive Officers, and the link with the Board. His/her duties include:
 - a) to exercise the leadership of the Company, striving to ensure that the deliberations and the guidelines established by the Board and by the Shareholders' Meetings are faithfully observed;
 - b) to promote the distribution of responsibilities and of the areas the Executive Officers are responsible for;
 - c) to chair meetings of the Board of Executive Officers;
 - d) to supervise and coordinate, directly, the actions of the Executive Vice-Presidents and, indirectly, of the other members of the Board of Executive Officers;
 - e) to forward to the Board the matters of its competence, after consideration by the Board of Executive Officers;
 - f) to coordinate the implementation of the strategic planning outlined by the Board of Directors, including the preparation of business plans, annual budgets and pluriannual, operational, financial and investment plans of the Company, to be submitted to the Board; and
 - g) to implement and monitor all legal and regulatory obligations imposed on the Company.

II) Vice Presidents:

- a) to collaborate with the CEO in the performance of their duties;
- b) to substitute, when requested by the Board of Directors, the CEO in his/her temporary absences and impediments; and
- c) to supervise and coordinate, directly, the actions of the Managing Officers and, indirectly, of the Other members of the Board of Executive Officers, in the scope of their reporting line.

III) Executive Officers: performing the duties assigned to them, supervising; and coordinating the actions of directors within the scope of their reporting line;

Paragraph One – It is up to the Board of Executive Officers to supervise and coordinate the actions of Other Statutory Officers, as designated by the Chief Executive Officer.

Paragraph Two – In addition, the member of the Board of Executive Officers with the role of:

- I. Investor Relations Officer shall be responsible for providing information to the investing public, to CVM and to Stock Exchanges or over-the-counter markets, domestic and international, in which the Company is listed, as well as to correspondent regulatory and supervisory bodies, keeping updated records of the Company in these institutions; and
- II. Risk Management Officer (CRO):
 - a) to oversee the development, implementation, and performance of the risk management framework, including its improvement;
 - b) to be responsible for the adequacy, regarding the Risk Appetite Statement (RAS) and the strategic objectives of the institution, of the policies, of the procedures, of the reports, of the systems and of the models used in risk management;
 - c) to be responsible for the adequate training of members of the specific unit of risk management, regarding the policies, processes, reports, systems and models of the risk management framework, even if developed by third parties;
 - d) to subsidize and participate in the process of strategic decision-making related to risk management and, where applicable, to the management of capital, assisting the Board of Directors; and
 - e) to perform his/her tasks independently, reporting, directly and without the presence of the members of the Board of Executive Officers, to the Risk Committee, to the main executive of the institution, and to the Board itself.
- III. Officer responsible for complying with the provisions of CMN Resolution No. 4,945/21:
 - a) to provide support and participate in the decision-making process related to the establishment and revision of the PRSAC, assisting the Board of Directors;
 - b) to implement actions to ensure PRSAC effectivity;
 - c) to monitor and evaluate the implemented actions;
 - d) to improve the implemented actions when possible weaknesses are identified; and
 - e) to disclose the information of Article 10 of the Resolution referred to in this item in an adequate and reliable way.

Chapter IX – Preclusions

Art. 11) The members of the Board of Executive Officers are precluded from:

- a) practicing acts of liberality at the expense of the Company or of any other companies of Bradesco Organization;
- b) taking loans of resources of the Company, or its subsidiaries, and using, to their own advantage, the goods that belong to them;
- c) receiving any form of advantage on account of the exercise of the job;
- d) using, for their own benefit or that of another person, with or without prejudice to Company, the commercial opportunities of which they have knowledge, on account of the exercise of their position;
- e) being omitted in the exercise or protection of rights of the Company;
- f) acquiring, for resale at a profit, goods or rights that are knowingly needed by the Company or which it intends to acquire;
- g) using insider information to gain personal advantage or an advantage for another person, through the purchase or sale of securities;
- h) intervening in any social operation in which there is a conflicting interest with the Company or with any company of the Bradesco Organization and deliberating on the presence of any conflict of interest, whereby they should make them aware of any impediment and withdraw, even physically, from discussions and resolutions related to this specific issue recording the impediment in the Minutes;
- i) participating directly or indirectly in the trading of securities that are issued by the Company or related thereto:
 - I. prior to the market disclosure of a material act or fact that occurred within the business of the Bank;
 - II. in the period of thirty (30) days prior to the disclosure of quarterly information (ITR) and annual information (DFP) of the Bank;
 - III. if there is an intent to promote any incorporation, total or partial spin-off, merger, transformation or corporate reorganization; and
 - IV. during the process of acquisition or sale of shares issued by the Bank, exclusively for the dates on which the Bank is negotiating.
- j) deciding on the acquisition or disposal by the Company, or by other open companies that are part of the Bradesco Organization, of any shares of its own issuance, if there is:
 - I. any agreement or contract for the transfer of its controlling interest; and
 - II. intent to promote incorporation, total or partial spin-off, merger, transformation or corporate reorganization involving the relevant investment in coalitions.

Chapter X – Dynamic of the Meetings

Art. 12) For the fulfillment of their duties, the Board of Executive Officers shall meet fortnightly on Mondays and extraordinarily whenever necessary.

Paragraph One – The special meetings shall be held whenever convened by the Chief Executive Officer or his alternate.

Paragraph Two – The delivery of the material composing the work agenda should be made, at least, one (1) working day in advance of the date scheduled for the meeting.

Paragraph Three – The Offices should provide and forward to the General Secretary, preferably by electronic means, all relevant documentation to the annual meeting, indicating that the matter shall be referred for decision or for information only of the Board of Executive Officers.

Paragraph Four – The Chairman of the Board may convene meetings of the Board of Executive Officers and participate, with the other Directors, of mentioned conclaves.

Paragraph Five – The Board of Executive Officers shall meet validly provided that more than half the members in office are present, with the obligatory presence of the Chief Executive Officer or his alternate.

Paragraph Six – The participation of any member will be permitted, absent for justifiable reasons, by means of a teleconference or videoconference or by any other means of communication that can guarantee the effectiveness of their participation, and their vote will be considered valid for all legal purposes.

Paragraph Seven – Each member of the Board of Executive Officers shall have one vote and decisions shall be by simple majority of votes, whereby the person acting as Chief Executive Officer, or his/her alternate, will have the Casting Vote in the event of a tie.

Paragraph Eight – The Board of Executive Officers may invite other representatives of Management, employees and external professionals to attend their meetings who can offer technical assistance or advice, as long as they hold relevant information or whose subjects are included in the agenda of deliberations and are relevant to their area of expertise, whereby, where relevant, they hold the same duties and responsibilities listed in Article 8.

Paragraph Nine – The deliberations shall be recorded in the minutes of the meetings, which shall be signed by the members present, recording the absentees and the extraordinary attendance of special guests to the meetings of the Board of Executive Officers, which should subsequently be recorded in the appropriate book.

Chapter XI – Appraisals

Art. 13) The appraisal of the Board of Executive Officers will occur quarterly.

Paragraph One – The evaluation of the CEO is carried out by an external consultancy, as is the case with the Board of Directors.

Paragraph Two – The CEO, the Vice President Officers and the Executive Officers evaluate their direct reports.

Chapter XII – General Secretariat

Art. 14) The Board of Executive Officers shall be advised in its meetings by the General Office, which is responsible for:

- a) managing the commitments and agenda of the Executive Officers;
- b) providing all the technical elements necessary to conduct the meetings;
- c) drawing up the agenda of meetings, submitting it for approval to the Chief Executive Officer;
- d) convening the members of the Board of Executive Officers who will participate in the annual and special meetings, stating the date, time and place of the meetings;
- e) forwarding to members of the Board of Executive Officers and to other participants the agenda of the meeting, as well as the subsidies and information required to examine the matters on the agenda;
- f) preparing the minutes of the meeting, submitting them for the examination and considerations of the members of the Board of Executive Officers and gathering their signatures;
- g) performing other activities as assigned by the Board of Executive Officers; and
- h) keeping in a physical and digital file the minutes, the respective attachments and other documents relating to matters discussed in the meetings.

Chapter XIII – Final Provisions

Art. 15) The Company may, when deemed necessary, provide to the members of the Board of Executive Officers a program of instruction or technical guidance, before or during the course of exercise of their mandates, which will take into account the duties of each member of the Board of Executive Officers, their qualifications and their experience.

Art. 16) In the event of conflict between this Charter and the Bylaws of the Company, the latter shall prevail.

Art. 17) The omitted cases will be resolved by the Board.

We hereby declare that this document is a free English Translation of the Charter of the Board of Executive Officers of Banco Bradesco S.A., approved in the Special Board of Directors' Meeting No 2,712, dated on May 22, 2017, whose last revision, with amendments, was recorded in the minutes of the Special Meeting of the Board of Executive Officers No. 2,541, dated on September 19, 2024.

Banco Bradesco S.A.