BANK BRADESCO Form 6-K February 12, 2019

# UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

#### FORM 6-K

REPORT OF FOREIGN PRIVATE ISSUER PURSUANT TO RULE 13a-16 OR 15d-16 UNDER THE SECURITIES EXCHANGE ACT OF 1934

For the month of February, 2019 Commission File Number 1-15250

#### BANCO BRADESCO S.A.

(Exact name of registrant as specified in its charter)

#### **BANK BRADESCO**

(Translation of Registrant's name into English)

Cidade de Deus, s/n, Vila Yara 06029-900 - Osasco - SP Federative Republic of Brazil (Address of principal executive office)

Indicate by check mark whether the registrant files or will file annual reports under cover Form 20-F or Form 40-F.  Form 20-FX Form 40-F
Indicate by check mark whether the registrant by furnishing the information contained in this Form is also thereby furnishing the information to the Commission pursuant to Rule 12g3-2(b) under the Securities Exchange Act of 1934.
Yes NoX

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# Message of the Chairman of the Board of Directors

Cidade de Deus, Osasco, SP, February 7, 2019

Dear shareholders,

It is with great pleasure that I invite you to participate in the Special and Annual Shareholders' Meetings of Bradesco, which will be held, cumulatively, on March 11, 2019, at 4 p.m. In the Meetings, you will have the opportunity to discuss and vote on the matters set out in the Call Notice, which accompanies this Manual and will be disclosed in the official gazettes from tomorrow, February 8.

It is important to highlight that, if you are not able to attend the event, the exercise of your right to vote may be manifested to Bradesco either by power-of-attorney or Remote Voting Form, in accordance with the legislation in force, in addition to the <u>electronic voting platform available</u>. Any of these options will ensure the full participation of shareholders in the Meetings.

Aligned with our commitment with transparency and the democratization of information, you will find in this manual all the information and guidelines required by the applicable laws, as well as others that can assist you in the thorough examination of the matters that will be the object of resolution in the Shareholders' Meetings and, consequently, for the best decision of your votes.

In order to give you enough time to examine the matters that will be submitted for your deliberation, all the documents required will be informed to the market on this date, 32 days prior to the meeting.

Certain that we will continue counting on your support, Bradesco is at your disposal for any further enquiries.

I wish you all a great event!

Banco Bradesco S.A.

**Luiz Carlos Trabuco Cappi** *Chairman of the Board of Directors* 

# Information on Shareholders' Meetings

According to the Sole Paragraph of Article 131 of Law No. 6,404/76, the Special and Annual Shareholders' Meetings may cumulatively be called and held at the same place, date and time, as well as drawn up in a single minutes.

Using this option, we summon Shareholders' Meetings, cumulatively held on March 11, at 4 p.m., whose <u>Call Notice</u>, contained in this Manual, lists, separate and expressly, on the agendas all matters to be discussed in the Meetings, and no other matter pending approval by the shareholders shall be included.

The documents mentioned in Article 133 of Law No. 6,404/76, related to the fiscal year ended on December 31, 2018, are listed below:

- I. Management Report on the business and main administrative acts of the fiscal year ended:
- II. Financial Statements:
- III. Independent Auditors' Report;
- IV. Fiscal Council's Opinion; and
- V. Summary of the Audit Committee's Report.
- they were available, on January 31, 2019, to investors in Brazil (B3 S.A. Brasil, Bolsa, Balcão www.b3.com.br; and CVM Brazilian Securities and Exchange Commission www.cvm.gov.br) and to investors abroad (NYSE and LATIBEX) and, henceforth, they can be viewed on the websites mentioned above, as well as on Bradesco's website (banco.bradesco/ri): and

• they were published, on February 5, 2019, in the newspapers "Diário Oficial do Estado de São Paulo" and "Valor Econômico".

All other documents referring to the Shareholders' Meetings are part of this Manual and are at the disposal of shareholders at the Market Relations Department, Núcleo Cidade de Deus, Prédio Vermelho, 3º andar, Vila Yara, Osasco, São Paulo, and may also be viewed on Bradesco, B3 and CVM websites, as given above.

### Quorum

Pursuant to Article 125 of Law No. 6,404/76, save the exceptions provided for by law, the Shareholders' Meeting will be installed, on first call, with the attendance of shareholders representing at least one quarter (1/4) of the voting capital stock and, on second call, it shall be installed with any number of shareholders.

The Special Shareholders' Meeting, deciding on the amendment to the Bylaws, pursuant to Article 135 of Law No. 6,404/76, will be instated, on first call, with the attendance of shareholders representing at least two thirds (2/3) of the voting capital stock and, on second call, it may be instated with any number of shareholders.

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#### **Complementary Information**

## **Quorum for Resolutions**

According to Article 129 of Law No. 6,404/76, the resolutions shall be taken by the absolute majority of votes, not counting blank votes.

# **Exercise of Voting Rights**

### **Common Shareholders**

Pursuant to Brazilian legislation and Bradesco's Bylaws, common shareholders shall be entitled to vote on all matters listed in the Agenda, except for the separate election of candidates for members of the Fiscal Council that may be appointed exclusively by the preferred shareholders, pursuant to the following item.

# Voting separately for the Fiscal Council

In relation to the election of members to compose the Fiscal Council, item 3 of the Annual Shareholders' Meeting Agenda, Law No. 6,404/76 establishes the possibility for preferred shareholders and common shareholders, **not part of the controlling block**, to elect their candidates, in a separate vote, in which: a) the holders of preferred shares will be entitled to elect one (1) member and his/her respective alternate; and b) common shareholders will have the same right, as long as there is in the market at least ten percent (10%) or more of common shares issued by the Company.

Except for the provisions above, other common shareholders may elect the effective and alternate members that, in any case, shall be equal to the number of the member selected by minority shareholders, plus one.

# Holders of American Depositary Receipts (ADRs)

The right to vote on the matters listed in the Agenda will be given to holders of American Depositary Receipts (ADRs), according to the types of shares (common or preferred) their ADRs represent.

The ADR holders will be properly instructed by The Bank of New York Mellon, the depositary financial institution of ADRs backed by Bradesco's shares.

## Participation in the Shareholders' Meetings

### **Attendance**

The Company's shareholders may take part in the Shareholders' Meetings by attending the meetings at its headquarters and by casting their votes, according to the class of shares held by them (common and/or preferred) and the matters to be voted on.

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Pursuant to the provisions in Article 126 of Law No. 6,404/76, shareholders must attend the Shareholders' Meetings providing, in addition to their identification document, a certificate of ownership of the Company's shares, issued by the depositary and/or custodian financial institution. Management recommends that such certificate of ownership be issued at least two (2) business days before the date of mentioned Shareholders' Meetings.

Legal entities shareholders, such as Companies and Investment Funds, must be represented in accordance with their Bylaws, Articles of Incorporation or Charters, delivering the documents that evidence the good standing of the representation, having with them the Minutes of the election of Management, as the case may be, at the place and time indicated in the item below.

Shareholders without voting rights may attend the Shareholders' Meeting and discuss all the matters submitted for resolution, in addition to the ones contained in item 3 of the Annual Shareholders' Meeting.

# **Attorneys-in-fact**

Shareholders may also be represented by an attorney-in-fact appointed not more than one year prior, provided that he/she is a shareholder, manager of Bradesco, lawyer or financial institution, being incumbent upon the investment fund manager to represent its condominium members, pursuant to Paragraph One of Article 126, of Law No. 6,404/76, and the power of attorney shall mandatorily bear a notarized signature of the grantor at the Notary. We also observe that the legal entities shareholders may be represented as set out in their bylaws/articles of incorporation. It is not mandatory that their attorneys be shareholders, managers of Bradesco, lawyers or a financial institution.

In order to help shareholders, the <u>Power of Attorney Templates</u> contained in this Manual may be used, in which case the attorney-in-fact shall vote in strict compliance with the instructions contained in the respective powers of attorney.

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Optionally, the shareholders may also grant powers of attorney using different texts from those suggested herein, provided that they contain, expressly, the powers granted and the precise identification of both the shareholder and the attorney.

When the shareholder is represented by an attorney-in-fact, the good standing of the power of attorney will be verified before the beginning of the Shareholders' Meetings, as well as the ownership of shares.

In order to speed up the process and facilitate the proceedings in the Meetings, we request that the certificate of ownership of the shares, the power of attorney and eventual voting declaration, at the shareholder's discretion, are sent to the Company's headquarters, preferably, with at least two (2) business days before the Shareholders' Meetings, at Banco Bradesco S.A. – Secretaria Geral – Área Societária – Núcleo Cidade de Deus – Prédio Vermelho, 4º andar – Vila Yara – Osasco, SP, Brazil – CEP 06029-900. A copy of the documentation may also be sent by email to governancacorp@bradesco.com.br.

Before being sent to Bradesco, corporate and representation documents of legal entities and investment funds written in a foreign language must be translated into Portuguese. The said translations must be registered in the Titles and Documents Registry (a certified translation is not required).

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## **Participation by Remote Vote**

As accounted for in Articles 21-A et seq. and pursuant to CVM Instruction No. 481/09, the Company's shareholders may also exercise their right to vote in shareholders' meetings through the remote voting process, to be formalized in a document named as "Remote Voting Form" (Form), whose template is available on the Corporate Governance area of Bradesco's Investor Relations website (banco.bradesco/ri) or on the CVM – Brazilian Securities and Exchange Commission's website (http://sistemas.cvm.gov.br/?CiaDoc).

Bradesco informs that:	Brad	esco	informs	that:
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- ü **The common shareholders** with positions held up to the date of the Meetings will be entitled to vote on all matters of the form, except in the separate vote for the election of the members of the Fiscal Council appointed **EXCLUSIVELY** by the minority shareholders who are holders of preferred shares;
- ü **The minority shareholders who are holders of preferred shares** with positions held up to the date of the Meetings are entitled to vote **EXCLUSIVELY** in the item of the Form regarding the separate vote process to elect members of the Fiscal Council appointed by the shareholder(s) holder(s) of such type of share.

The shareholder who decides to exercise their right to vote remotely must do so **by one of the options described below**:

I. By delivering the Form, completed and signed, to one of Bradesco's Branches

This option is intended exclusively for the shareholders with shares backed by Bradesco, as the registrar of shares issued by itself:

In order to offer a greater convenience to shareholders with a position in our Record Book of Shares, the entire Bradesco's Network of Branches in Brazil is available, **during the business hours of the local bank**, to take the necessary actions for the shareholder to exercise their remote voting right.

To do so, the shareholder must take the following measures:

ü Access the Corporate Governance area of Bradesco's Investor Relations website (banco.bradesco/ri) or the website of the Brazilian Securities and Exchange Commission – CVM (http://sistemas.cvm.gov.br/?CiaDoc), print the Form, fill it out, initial each page and sign it.

ü With the Form **completed, initialed and signed**, as well as the documents listed in the table below, the shareholder must go to any Bradesco Branches, **up until March 1, 2019, during the local bank's business hours**, in order for the information in their Form, in their presence, to be transferred to Bradesco systems, receiving a proof of the completion of the voting process.

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Individual Taxpayers' ID and Identity Card with photo of the shareholder or their legal representative $^{\rm 1}$	Х	Χ	Χ
Articles of Incorporation or Bylaws consolidated and updated $^{\rm 2}$	-	Χ	Х
A document that demonstrates the granting of powers, including representation, if applicable <sup>2</sup>	-	Χ	Χ
Consolidated and updated fund regulation	-	-	Χ

<sup>(1)</sup> Identity cards accepted: Identity Card, Identity Card of Foreigner, National Driving License, Passport and professional registration officially recognized.

Before being forwarded to Bradesco Branches, corporate and representation documents of the legal entity and the investment funds drawn up in a foreign language must be translated into Portuguese. The said translations must be registered in the Titles and Documents Registry (a certified translation is not required).

Important: Forms received by the Bradesco's Branches after the end of the bank's business hours, on March 1, 2019, will be disregarded.

The Management highlights that the procedures above cannot be adopted for the holders of shares in custody at B3 and/or with any other custodian agent. In this case, the provisions of section II below must be observed.

# II. By vote instructions conveyed by the shareholders to its respective custody agents

<sup>(2)</sup> For investment funds, documents of the manager and/or administrator, pursuant to the voting policy.

This option is intended exclusively for the shareholders who own shares held in custody at B3. In this case, the remote voting shall be exercised by the shareholders in accordance with the procedures adopted by the Institutions and/or Brokers holding their positions in custody.

The holder of shares deposited at B3 that chooses to exercise their remote voting right must do so by forwarding their voting instructions to the Institution and/or Broker (Custody Agent) holding their shares in custody, subject to the rules set forth by the latter, which, as a result, shall forward such vote statements to the Central Depository of B3.

Given that the services to receive and convey the instructions to complete Form is optional for Custody Agents, we recommend that the shareholders verify if their custodian is entitled to provide such services and also check the procedures set forth by them to issue the voting instructions, as well as the documents and information required by them.

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Bradesco informs that, if your Custody Agent does not provide the remote voting service, the shareholder will have the option to send their Form and applicable documents directly to the Company itself, pursuant to section III below.

#### III. By forwarding its vote instruction directly to the Company

This option may be used by all shareholders of the Company, both the holders of shares deposited in Bradesco, as custodian of the shares of their own issuance, and those holders of shares deposited in B3:

In case the shareholder chooses to direct his or her voting orientation directly to the Company, the following deadlines must be observed:

the shareholder may forward to the email

Up to March 6, governancacorp@bradesco.com.br a copy of the Form completed, 2019 initialed and signed as well as a copy of the documents indicated in the table below.

**Bradesco** will confirm, also by email, the receipt of the Form and its acceptance or, in the case of the need to rectify the Form partially or Up to March 7, completely, the necessary guidelines for the correct completion, advising them about any irregularity found in the documents indicated in the table below.

the shareholder must return, via the email Up to March 8, governancacorp@bradesco.com.br, the rectified Form and/or the 2019 remaining documents.

Whether it is sent in advance, according to the description in the table above, Bradesco requests that the shareholder should **send, by post,** a hard copy, of the Form together with hard copy of the documents indicated in the table below, for the timely receipt, by the cut-off date, which is March 8, 2019 (included), in its headquarters, at Núcleo Cidade de Deus, Prédio Vermelho, 4º andar, Vila Yara, Osasco, SP, Brasil - CEP 06029-900.

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Individual Taxpayers' ID and Identity Card with photo of the shareholder or their legal representative $^{\rm 1}$	X	Χ	Χ
Articles of Incorporation or Bylaws consolidated and updated $^{\rm 2}$	-	Χ	Х
A document that demonstrates the granting of powers, including representation, if applicable <sup>2</sup>	-	Χ	X
Consolidated and updated fund regulation	-	-	Χ

<sup>(1)</sup> Identity cards accepted: Identity Card, Identity Card of Foreigner, National Driving License, Passport and professional registration officially recognized; and

Before being sent to Bradesco, the corporate and representation documents of legal entities and investment funds written in a foreign language must be translated into Portuguese. The said translations must be registered in the Titles and Documents Registry (a certified translation is not required).

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For investment funds, documents of the manager and/or administrator, pursuant to the voting policy.

If the physical documentation indicated in the table above is not received in its headquarters by March 8, 2019, Bradesco will communicate to the shareholder that the votes cast via the Form will not be considered.

#### **General Information**

The Company highlights that:

ü as established by Article 21-S of CVM Instruction No. 481/09, the Central Depositary of B3, upon receiving voting instructions by the shareholders through their respective custodian agents, will disregard any divergent instructions in relation to the same resolution that may have been issued by the same Individual or Corporate Taxpayer's ID;

ü when the period for remote voting ends, the shareholder may not change the voting instructions already sent, unless they are present at the Shareholders' Meetings or represented by proxy, through an explicit request to disregard the voting instructions sent through the Form, before the respective matter(s) is cast to vote.

# Participation through the electronic voting platform

For investors with shares in custody in B3 or directly with the bookkeeper, in addition to the participation processes listed above, Bradesco also allows the exercise of the right to vote electronically free-of-charge.

Thus, the shareholder that so desires, must access the link **www.proxyvoting.com.br**, request access to the voting platform and provide the necessary information to confirm their

status as a shareholder of Bradesco.	
Bradesco emphasizes that the procedure shoul time of the Meetings, i.e. up until March 8, 2019	•
Additional information can be obtained on the pure website of the electronic platform mentioned a	
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### **Call Notice**

#### **Banco Bradesco S.A.**

Corporate Taxpayer's ID No. 60.746.948/0001-12 - Company Registration No. 35.300.027.795

#### **Publicly-Held Company**

#### Special and Annual Shareholders' Meetings

We invite the Company's shareholders to meetat the cumulatively Special and Annual Shareholders' Meetings to be held on March 11, 2019, at 4 p.m., at the Company's headquarters, Núcleo Cidade de Deus, Vila Yara, Osasco, SP, Prédio Vermelho, at Salão Nobre, 5º andar, for the resolutions listed below:

#### I. Special Shareholders' Meeting

- 1) increase the capital stock by R\$8,000,000,000.00, increasing it from R\$67,100,000,000.00 to R\$75,100,000,000.00, with bonus stock, by means of the capitalization of part of the balance of the "Profit Reserves Statutory Reserve" account, according to the provisions of Article 169 of Law No. 6,404/76, by issuing 1,343,971,619 book-entry, registered shares, with no par value, of which 671,985,845 are common shares and 671,985,774 are preferred shares, to be attributed free of charge to shareholders at the ratio of 2 new shares to each 10 shares of the same type they hold on the base date, to be established after the approval of the process by the Central Bank of Brazil, with the consequent amendment to the "caput" of Article 6 of the Bylaws;
- 2) change item "e" of Article 9 of the Bylaws, to adapt the term "Permanent Assets" to the "Non-Current Assets", according to the legislation in force;
- 3) change Article 21 of the Bylaws, pertinent to the term of office of the members of the Audit Committee, from five (5) to two (2) years;
- 4) consolidate the Bylaws, with the amendments mentioned in items 1, 2 and 3 above.

#### II. Annual Shareholders' Meeting

- 1) acknowledge the management accounts and examine, discuss and vote on the Financial Statements related to the fiscal year ended on December 31, 2018;
- 2) resolve on the Board of Directors' proposal for the allocation of the net income of the fiscal year 2018;
- 3) elect the Fiscal Council's members, observing the provisions of Articles 161 and 162 of Law No. 6,404/76;
- 4) resolve, for the 2019 fiscal year, on the overall management compensation, as well as the amount to support the Pension Plan and the amount regarding the pension contributions to the INSS borne by the Company; and
- 5) to resolve, for the 2019 fiscal year, on the remuneration of the effective members of the Fiscal Council, as well as on the amount corresponding to the contributions to the INSS that are borne by the Company.

**Participation in the Meetings:** pursuant to Article 126 of Law No. 6,404/76, and later amendments, in order to attend and resolve on the Shareholders' Meetings, the shareholder must observe that:

• in addition to the identification document, they must also provide a certificate of ownership of the shares issued by the Company, issued by the custodian financial institution. For the holder of book-entry shares held in custody at Bradesco, the presentation of said certificate is waived;

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- in the event of impossibility to attend the Shareholders' Meetings, the shareholder may be represented by an attorney-in-fact appointed not more than one year prior, provided that they are a shareholder, manager of the Company, lawyer or financial institution, it being incumbent upon the investment fund manager to represent their condominium members, observing that legal entities shareholders might also be represented according to their bylaws/articles of incorporation;
- before being forwarded to Bradesco, the corporate and representation documents of legal entities and investment funds drawn up in a foreign language must be translated into Portuguese and their translation must be registered at the Titles and Documents Registry (a certified translation is not required);
- in order to speed up the process and facilitate the proceedings in the Shareholders' Meetings, we request that, at the discretion of shareholders, the certificate of ownership of the shares, the power of attorney and any voting declarations be sent to the Company's headquarters, preferably at least two (2) business days before the Shareholders' Meetings, at Banco Bradesco S.A. General Secretariat Corporate Area Núcleo Cidade de Deus Prédio Vermelho, 4º andar Vila Yara Osasco, SP Brasil CEP 06029-900. A copy of the documentation may still be forwarded, in advance, to the email **governancacorp@bradesco.com.br**;
- in the case of opting to vote remotely, you must state your intention to vote, sending the said Remote Voting Form: 1) to the bookkeeper of the Company's shares through all Bradesco's Branch Network; or 2) to your custodians that provide this service in the case of holders of shares deposited in the central depository; or 3) directly to the Company. For more information, see the rules set out in CVM Instruction No. 481/09 and the procedures described in the Form made available by the Company, as well as in the said Manual for Participation in the Special and Annual Shareholders' Meetings (Manual);
- for investors with shares in custody in B3 or directly with the bookkeeper, in addition to the participation processes listed above, Bradesco also allows the exercise of the right to vote electronically, up to 72 hours before the time of the Meetings, i.e. up to March 8, 2019, at 4 p.m. (for further information, check the Manual);
- for more fluidity of the activities, the access of shareholders to the Salão Nobre of 5º andar (floor), where the Meetings will be held, will be authorized after 2 p.m., where any further enquiries related to the matters on the agenda to be deliberated can be discussed.

**Documents made available to shareholders:** all legal documents and further information necessary for the analysis and exercise of voting rights are available to shareholders at the Market Relations Department, in Núcleo Cidade de Deus, Prédio Vermelho, 3º andar, Vila Yara, Osasco, São Paulo, and on the Bradesco websites (banco.bradesco/ri), of B3 S.A. - Brasil, Bolsa, Balcão

(http://www.b3.com.br/pt\_br/produtos-e-servicos/negociacao/renda-variavel/empresas-listadas.htm) and of CVM (http://sistemas.cvm.gov.br/?CiaDoc).

Eventual clarifications may be obtained on the Investor Relations website – banco.bradesco/ri – Corporate Governance, in the Bradesco's Branches Network or via email governancacorp@bradesco.com.br.

Osasco, SP, February 7, 2019

Luiz Carlos Trabuco Cappi

Chairman of the Board of Directors

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#### Special Shareholders' Meeting

Proposal for the increase of the capital stock with a bonus of 20% in shares, with the subsequent change of the "caput" of Article 6 of the Bylaws, and for the partial amendment of the Bylaws

Dear Shareholders,

The Board of Directors of Bradesco hereby submits, to be examined and resolved by you, proposals to:

- 1) increase the capital stock by R\$8,000,000,000.00, increasing it from R\$67,100,000,000.00 to R\$75,100,000,000.00, with bonus stock, through the capitalization of part of the balance of the "Profit Reserves Statutory Reserve" account, pursuant to Article 169 of Law No. 6,404/76, issuing 1,343,971,619 registered book-entry shares with no par value, being 671,985,845 common shares and 671,985,774 preferred shares, which will be allocated free of charge to the shareholders in the proportion of 2 new shares for each 10 shares of the same type they hold on the base date, to be established after the approval of the process by the Central Bank of Brazil, observing:
- I. **Goals:** the bonus operation's purpose is to: a) increase the liquidity of the shares in the market, considering that the greater amount of outstanding shares will possibly generate a growth in the business; b) enable an adjustment in the shares price, making the unit price more attractive and accessible to a larger number of investors; and c) improve the compliance of the balance of the profit reserve with the legal limits.
- II. **Base date of Right to Bonus Stock:** it will be announced to the market after the approval of the respective process by the Central Bank of Brazil.

- III. **Trading:** current shares will continue to be traded with the right to bonus and the new shares shall be available for trading after the approval of the said process by the Central Bank of Brazil and the inclusion in the position of the shareholders, which will be dealt with in a notice to the market.
- IV. **Right to Shares with Bonus:** will be entitled to dividends and/or interest on own capital that may be declared as of the date of their inclusion in the position of shareholders. They are also entitled, in full, to any benefits attributed to other shares as of the aforementioned date.
- V. **Monthly Interest on Shareholders' Equity:** will be maintained at R\$0.017249826 per common share and R\$0.018974809 per preferred share (gross), with the payment for the net amount of R\$0.014662352 per common share and R\$0.016128588 per preferred share, after the deduction of tax income at the source of fifteen percent (15%). They will continue to be paid in accordance with the Systematics of Monthly Payment of Dividends/Interest on Equity. Income tax at the source does not apply to legal entities that are exempt from this tax.

Thus, the total amount paid monthly to the shareholders will have an increase of 20%, after the inclusion of the new shares into its position.

VI. **Fractions of Shares:** the bonus will always occur in whole numbers. Shares remaining unsubscribed arising from the fractions of shares will be separated, grouped in whole numbers and sold in an auction to be held at B3 S.A. – Brasil, Bolsa, Balcão (B3). After the approval needed for the process by the Central Bank of Brazil and, prior to the sale, Bradesco will establish a period of no less than 30 days, during which the shareholders may transfer the fractions of shares, as provided for in Paragraph Three of Article 169 of Law No. 6,404/76. After the sale of the shares, the respective amounts will be made available to the shareholders entitled thereto. Other additional details will be announced to the shareholders in due course.

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VII. **Cost of the Shares with Bonus:** the cost attributed to the shares with bonus is of R\$5.952506650 per share, regardless of the type, for the purposes of Article 10 of Law No. 9,249/95 (with new wording granted by Law No. 12,973/14), and Paragraph One of Article 58 of Instruction No. 1,585/15, of the Internal Revenue Service.

VIII. **Additional Procedures – Payment of Fractions of Shares:** the amounts resulting from the fractions of shares will be made available to the shareholders as follows:

- a) to shareholders whose shares are deposited in the Company and with their registration and banking data up to date, through a credit to be made in the bank accounts at a Financial Institution appointed by them; and
- b) to those whose shares are deposited at B3, by means of the Institutions and/or Brokers that maintain their positions in custody.

Shareholders whose such data is not updated should seek a Bradesco Branch of their choice with their Individual Taxpayer's ID, their Identity Card and their proof of residence to update their registration data and receive the respective amounts to which they are entitled to.

- 2) change item "e" of Article 9 of the Bylaws, in order to adapt the term "Permanent Assets" to "Non-Current Assets", according to the legislation in force;
- 3) change Article 21 of the Bylaws, pertinent to the term of office of the members of the Audit Committee, from five (5) to two (2) years, in order to standardize the term of office to the members of the Board of Directors and the Board of Executive Officers.

The new wording for the aforementioned statutory provisions are included in the Attachment <u>Transcription of the consolidated Bylaws proposed</u> and will be submitted for the approval of the Central Bank of Brazil.

All other information required by Article 11 of C Attachment <u>Detailing the origin and rationale or</u> <u>analysis of their legal and economic effects</u> . The Instruction No. 481/09 can be consulted in the A capital stock.	f the statutory amendments proposed and e information required by Article 14 of CVM
Further information may be obtained in the Atta according to Attachment 14 required by Article	
Voltar ao índiceã	Página 13

# Annual Shareholders' Meeting

#### Proposal for the net income allocation of the fiscal year 2018

Dear	share	holde	ers,
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Taking into account that Bradesco obtained during the year ended on December 31, 2018 the net income of R\$19,084,952,954.44, the Board of Directors hereby submits, for examination and resolution, the proposal to allocate it as follows:

- ü R\$954,247,647.73 for the "Profit Reserves Legal Reserve" account;
- ü R\$10,832,109,533.97 for the "Profit Reserves Statutory " account;
- ü R\$7,298,595,772.74 for the payment of interest on shareholders' equity, of which:
- R\$2,633,595,772.74 has been paid; and
- R\$4,665,000,000.00 will be paid on March 8, 2019, reaffirming that a new distribution of interest on equity/dividends for 2018 will not be proposed to the Shareholders' Meeting.

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Additional information may be found in the <u>Attachment concerning the allocation of the net income of the fiscal year</u>, in accordance with Attachment 9-1-II of CVM Instruction No. 481/09.

Voltar ao índiceã Página 14

#### **Annual Shareholders' Meeting**

#### Proposal to elect members to compose the Fiscal Council

Dear Shareholders,

Article 20 of the Company's Bylaws inform that the Fiscal Council shall be composed of three (3) to five (5) effective members and an equal number of alternates, shareholders or not.

Considering the provisions of letter "b" of Paragraph Four of Article 161 of Law No. 6,404/76, which gives to the shareholders with voting rights (except the minority shareholders, to whom applies letter "a" of Paragraph Four of the mentioned Article) the possibility to elect the majority of the members of the mentioned Body and their respective alternate members, acting as controlling shareholders, we hereby submit to you the proposal for the election of the Fiscal Council's members, all with 1 year term of office, until the Annual Shareholders' Meeting to be held in 2020, indicating to compose it:

Appointment	Effective Member Ariovaldo Pereira, Brazilian, married, accountant, Identity Card 5.878.122-5/SSP-SP, Individual Taxpayer's ID 437.244.508/34, domiciled on Avenida Escola Politécnica, 942, Bloco C2, ap. 172, Rio Pequeno, São Paulo, SP, CEP 05350-000	Alternate Member João Batista de Moraes, Brazilian, married, lawyer, Identity Card 8.780.236/SSP-SP, Individual Taxpayer's ID 863.025.078/04, domiciled on Avenida dos Autonomistas, 896, Torre Mykonos, sala 811, Osasco, SP, CEP 06020-010
		Nilson Pinhal, Brazilian,
	<b>Domingos Aparecido Maia,</b> Brazilian, married, accountant,	
	Identity Card	4.566.669-6/SSP-SP, Individual
		Taxpayer's ID 221.317.958/15,
<b>Controlling Shareholders</b>	Taxpayer's ID 714.810.018/68	
	domiciled on Rua Teixeira da	
	Silva, 515, ap. 131, Paraíso,	
	São Paulo, SP, CEP 04002-032	Umuarama, Osasco, SP, CEP

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#### José Maria Soares Nunes, Brazilian, in stable union, accountant, Identity Card 10.729.603-2/SSP-SP, Individual Taxpayer's ID 001.666.878/20, domiciled on domiciled on Rua Edson, 291, Alameda Franca, 571, Residencial Alphaville 4,

06542-010

Renaud Roberto Teixeira, Brazilian, married,

businessman, Identity Card 3.022.895-5/SSP-SP, Individual Taxpayer's ID 057.180.078/53, ap. 61, Condomínio Edifício Place Saint Remy, Campo Santana de Parnaíba, SP, CEP Belo, São Paulo, SP, CEP

04618-031

We clarify that the candidates filed at the Company's headquarters a statement, under legal penalties, declaring that they are not prevented from performing the management of a commercial company due to criminal conviction and that they fulfill the conditions set forth in Article 162 of Law No. 6,404/76. Should they be elected, they will take office after their names are approved by the Central Bank of Brazil.

For additional information, see the Résumés of those appointed for the Fiscal Council by the controlling shareholders, in compliance with Items 12.5 to 12.10 of Attachment 24 of CVM Instruction No. 480/09, in accordance with Attachment A of CVM Instruction No. 552/14.

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#### **Annual Shareholders' Meeting**

# Appointment of candidates to compose the Fiscal Council formalized by preferred shareholders who are not members of the controlling block

Dear Shareholders,

Pursuant to item "a" of Paragraph Four of Article 161 of Law No. 6,404/76, below we make available the names and qualifications of the candidates appointed by **non-controlling shareholders holders of preferred shares**, to compose the Fiscal Council:

Appointment  Alain Charles Edouard  Moreau and family	Effective Member Luiz Carlos de Freitas, Brazilian, married, accountant, Identity Card 7.580.603/SSP-SP, Individual Taxpayer's ID 659.575.638-20, com domicílio na Avenida Miguel Frias e Vasconcelos, 1.200, apartamento 15, Jaguaré, São Paulo, SP, CEP 05345-000	Alternate Member João Batistela Biazon, Brazilian, married, businessman, Identity Card 549.241/SSP-PR, Individual Taxpayer's ID 003.505.919/20, domiciled at Alameda dos Anapurus, 511, apartamento 21, Moema, São Paulo, SP, CEP 04087-000
Aberdeen Asset Management PLC, itself and on behalf of the investment funds and portfolios managed by companies in its economic group	lawyer, Identity Card 14.009.886/SSP-SP, Individual	Reginaldo Ferreira Alexandre, Brazilian, married, economist, Identity Card 8.781.281/SSP-SP, Individual Taxpayer's ID 003.662.408/03, domiciled at Rua Leonardo Mota, 66/122, Vila Indiana, São Paulo, SP, CEP 05586-090

For additional information, see the <u>Résumés of those appointed for the Fiscal Council by preferred shareholders who are not members of the controlling block</u>, in compliance with Items 12.5 to 12.10 of Attachment 24 of CVM Instruction No. 480/09, in accordance with Attachment A of CVM Instruction No. 552/14.

We suggest the shareholder holding preferred shares that eventually already has the intention of constituting attorney-in-fact to represent him/her in the Annual Shareholders' Meeting, use the <u>attached power of attorney sample</u>, in order to exercise his/her voting right.

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#### **Annual Shareholders' Meeting**

# Appointment of candidates to compose the Fiscal Council formalized by non-controlling common shareholders

Dear shareholders,

Pursuant to item "a" of Paragraph Four of Article 161 of Law No. 6,404/76, below we made available the names and qualifications of the candidates appointed by **non-controlling shareholders holders of common shares issued by the Company,** to compose the Fiscal Council:

Appointment	<b>Effective Member</b>	Alternate Member João Sabino, Brazilian,
IGN Participações Ltda. and Magnat Participações Ltda.	João Carlos de Oliveira, Brazilian, married, business consultant, Identity Card 50.785.140-7/SSP-SP, Individual Taxpayer's ID 171.602.609/10, domiciled at Avenida Doutor Martin Luther King, 980, apartamento 71, Torre Top, Jardim Umuarama, Osasco, SP, CEP 06030-003	married, lawyer, Identity Card 10.255.945-4/SSP-SP, Identity Card ID 989.560.358/49, domiciled at Avenida Doutor Cândido Motta Filho, 500, casa 6, Cidade São Francisco, São Paulo, SP, CEP 05351-000
PREVI - Caixa de Previdência		Cézar Manoel de Medeiros,
dos Funcionários do Banco do Brasil	Correa, Brazilian, married, engineer, Identity Card 59.886.740-5/SSP-SP, Individual Taxpayer's ID 009.092.797-48, domiciled at Alameda Ministro Rocha Azevedo, 726, 4º andar, Jardins, São Paulo, SP, CEP 01410-000	Brazilian, married, economist, Identity Card M3627440/SSP-MG, Individual Taxpayer's ID 006.688.346-68, domiciled at Alameda do Ipê Branco, 279, São Luiz, Belo Horizonte, MG, CEP 31275-080

For additional information, see the <u>Résumés of those appointed by non-controlling common shareholders to compose the Fiscal Council</u>, in compliance with Items 12.5 to 12.10 of Attachment 24 of CVM Instruction No. 480/09, in accordance with Attachment A of CVM Instruction No. 552/14.

We suggest the non-controlling shareholder holding common shares that eventually already has the intention of constituting attorney-in-fact to represent him/her in the Annual Shareholders' Meeting, use the attached power of attorney sample, in order to exercise their voting right.

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#### **Complementary Information**

#### **Annual Shareholders' Meeting**

#### Proposal for the overall Management compensation and social security amount

The Board of Directors of the Company hereby submits for your examination and approval a proposal for establishing the total compensation, social security funds and contributions to the INSS for the year 2019, in the total of up to R\$ 995,000,000.00, of which:

- a) R\$632,000,000.00, of which: (i) R\$515,918,367.35, as fixed and variable compensation;
  - (ii) R\$116,081,632.65, as contributions to INSS, borne by the Company; and
- b) R\$363,000,000.00 to fund the management's pension plan.

The Company clarifies that:

1) In relation to the year 2018, the amount of the global compensation, social security funds and contributions to INSS is being increased by 31.8%.

The main indices justifying the increase proposed here are:

- the positive change of 50.9% in the market value of Bradesco, achieved in the last 2 years, considering that in 2018 there was no increase in compensation funds;
- the 30.2% increase in net income in the fiscal year 2018 compared to the year 2017;
- the 19.0% profitability achieved in 2018, which is the highest in recent years;
- the expectation of raising the guidance indexes disclosed for the year 2019 compared to 2018.

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2) in view of the guidelines of the Superintendence of Relations with Companies of the Brazilian Securities and Exchange Commission - CVM, consolidated in Report No. 238/2018-CVM/SEP/GEA, Bradesco, henceforth, will consider the contributions to the INSS to be borne to the Company. The Company clarifies that, until then, it did not include this amount in the proposal regarding the overall compensation of the Management submitted to the Annual Shareholders' Meetings;
3) the values proposed above are consistent with the great experience of the Management and their high level of knowledge on the Company, considering that the majority has made its career in the Organization itself, as well as the need to retain talents in an increasingly competitive market;
4) it will be incumbent on the Remuneration Committee to continue assessing the corporate performance, the fulfillment of the objectives and the sustainability of the business, for the purpose of checking whether the results justify the distribution of the overall annual amount of the remuneration funds up to the limit proposed; and
5) pursuant to item "p" of Article 9 of the Bylaws, the Board of Directors will decide the distribution of the annual overall remuneration, including the one related to the pension plan, to its own members and to the members of the Board of Executive Officers.
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For further details, check the <u>Attachment Information on the Management Compensation</u> , according to Item 13 of Attachment 24 of CVM Instruction no. 480/09.
Voltar ao índiceã Página 18

#### **Complementary Information**

#### **Annual Shareholders' Meeting**

#### Proposal for the monthly compensation of the Fiscal Council's effective members

The Company's Board of Directors is submitting, for your examination and approval, proposal for the individual compensation of the effective members of the Fiscal Council, for the fiscal year 2019, established at R\$216,000.00/year, plus the individual amount/year of R\$48,600.00 corresponding to the pension contributions to the INSS borne by the Company.

Finally, Bradesco clarifies that the amount proposed for the compensation:

- 1) remained unchanged in relation to that which was approved in the Annual Shareholders' Meeting held in 2018. In compliance with the orientations of the Superintendence of Companies Relations of the Brazilian Securities and Exchange Commission CVM, contained in the Report no. 238/2018-CVM/SEP/GEA, Bradesco, henceforth, will consider the amount corresponding to the contributions to INSS to be borne by the Company. The Company clarifies that, until then, it did not include in the propose regarding the overall compensation of the Fiscal Council submitted to the Annual Shareholders' Meetings;
- 2) meets the provisions of Paragraph Three of Article 162 of Law No. 6,404/76, which establishes that the remuneration for the Fiscal Council's members will be determined by the Shareholders' Meeting in which they are elected and that it cannot be lower, for each member in office, than ten percent (10%) of the monthly compensation that, on average, is attributed to each Officer as fixed compensation, without the payment, according to current legislation, of benefits, expense account and participation in the Company's profit sharing, or any other denomination; and
- 3) the alternate members are remunerated only when they replace the Effective Members, in the cases of vacancy, absence or temporary impediments.

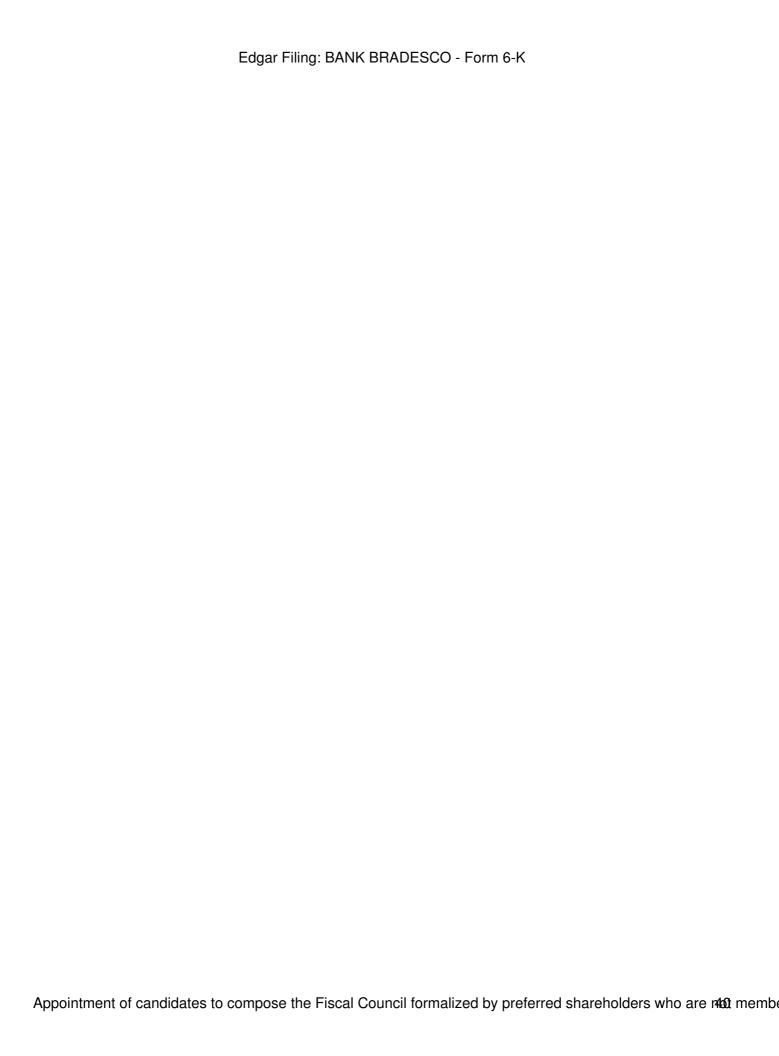
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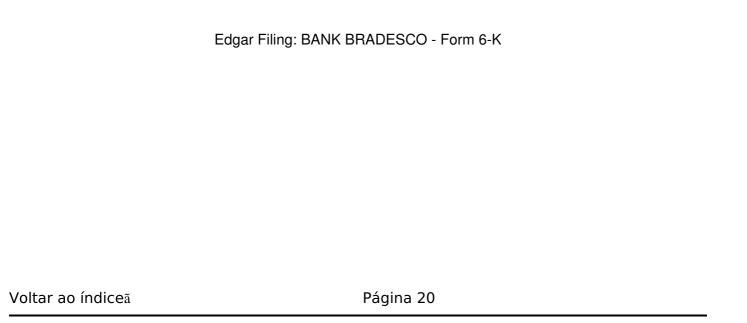
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For further details, check the <u>Attachm</u> according to Item 13 of Attachment 2	nent Information on the Management Compensation 24 of CVM Instruction no. 480/09.	,
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**Complementary Information** 

**Complementary Information** 





#### **Complementary Information**

# Attachment 14 required by Article 14 of CVM Instruction No. 481/09, regarding the capital stock increase

1. State the amount of the increase and of the new capital stock

Increase of R\$8,000,000,000.00, raising the capital stock from R\$67,100,000,000.00 to R\$75,100,000,000.00

2. State if the increase will be carried out through: (a) the conversion of debentures or other debt securities into shares; (b) the exercise of the subscription rights or of the subscription warrant; (c) the capitalization of profits or reserves; or (d) the subscription of new shares

Increase through the capitalization of part of the balance of the "Profit Reserve - Statutory Reserve" Account, in accordance with the provisions of Article 169 of Law No. 6,404/76, with a bonus of 20% in shares.

3. Explain in detail the reasons for the increase and its legal and economic consequences

The Capital Increase aims to increase the liquidity of the shares in the market, considering that a greater amount of outstanding shares may generate a growth in the business, may enable an adjustment in the shares price, making the unit price more attractive and accessible to a larger number of investors and also improve the compliance of the profit reserve's balance with the legal limits.

The operation will produce:

**legal effects** solely by virtue of the assignment of ownership of 2 new shares to each 10 shares of the same type previously held, getting preserved the ownership of all shareholders, without distinction; and

**economic effects** arising from the increment of 20% in the total amount of interest on shareholders' equity and/or dividends paid monthly, benefiting proportionally all shareholders. Will be held the monthly amount of interest on shareholders' equity and/or dividends per share, by changing the total amount due to the greater number of shares issued and received by the shareholders due to the bonus stock.

#### 4. Provide a copy of the Fiscal Council's opinion, if applicable

Full transcription of the Fiscal Council's Opinion registered in Special Meeting of mentioned Body, held on February 7, 2019: "Fiscal Council's Opinion - Banco Bradesco S.A. The undersigned, members of the Fiscal Council of Banco Bradesco S.A., according to the provisions in Section III of Article 163 of Law No. 6,404/76, proceeding with the examination of the Board of Directors' Proposal to increase the capital stock by means of capitalization of reserves with 20% bonus stock and the consequent amendment to the "caput" of Article 6 of the Bylaws, registered in the Special Meeting, of said Body, held on this date, opine that the proposal will be analysed by the shareholders of the Company that meet in the Special Shareholders' Meeting to be held on March 11, 2019, at 4 p.m.Cidade de Deus, Osasco, SP, February 7, 2019. ss) Ariovaldo Pereira, Domingos Aparecido Maia, José Maria Soares Nunes, João Carlos de Oliveira and Walter Luis Bernardes Albertoni."

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5.	In case of	f capital increase	through the	subscription	າ of shares

It is not applicable since the capital stock increase will not be performed by subscription of shares, but through capitalization of profit reserves.

- 6. In case of capital increase through the capitalization of profits or reserves
- a. Inform whether the face value of shares will be changed, if applicable, or whether new shares will be distributed among shareholders

The Company's shares, pursuant to statutory provision, have no par value, including the ones to be issued as a result of the capital stock increase proposed. The 1,343,971,619 shares to be issued are attributed free of charge to shareholders, as bonus stock, in the proportion of 2 new shares to each 10 shares held of the same type the shareholders hold on the base date.

b. Inform whether the capitalization of profits or reserves will take place with or without change to the number of shares in the companies with shares with no par value

The capitalization proposed herein will increase the number of shares issued by the Company as follows:

Number of sharesCurrentProposedCommon3,359,929,2234,031,915,068Preferred3,359,928,8724,031,914,646Total6,719,858,0958,063,829,714

- c. In the event of distribution of new shares
  - i. State the number of shares issued of each type and class

# **Number of Shares Issued by Type**

Common671,985,845Preferred671,985,774Total1,343,971,619

## ii. Inform the percentage in shares to be received by shareholders

All shareholders will receive, as bonus stock, 20% of his/her stockholding position.

Voltar ao índiceã

# iii. Describe the rights, advantages and restrictions attributed to the shares to be issued.

Type Common	Rights • voting right; • in case of a public offer arising from eventual sale of control of the Company, common shares that are not part of the controlling block shall be entitled to receive one hundred percent (100%) of the amount paid per common share owned by the controlling shareholders.	the position of shareholders. They are also entitled, in full, to any benefits attributed to other shares as of the	preferred shares is not allowed.
Preferred	<ul> <li>priority in the reimbursement of Capital Stock in the case of liquidation of the Company;</li> </ul>	• as above.	<ul> <li>have no voting rights, except in the cases provided in law;</li> <li>the conversion of</li> </ul>
	<ul> <li>dividends ten percent (10%) higher than those attributed to common shares;</li> </ul>		preferred shares into common shares is not allowed.
	• inclusion in a public offer arising from eventual sale of control of the Company, ensuring their holders to receive a price equal to eighty percent (80%) of the amount paid per common share in the controlling block.		

iv. Inform the acquisition cost, in Reais per share, to be assigned so that the shareholders can attend the Article 10 of Law No. 9,249, of December 26, 1995

The cost attributed to the bonus shares is R\$5.952506650 per share, regardless of the type of share.

#### v. Inform the treatment given to fractions, if applicable

The bonus share will always occur in whole numbers. The remaining shares resulting from fractions of shares will be separated, grouped into whole numbers and sold at an auction to be held at B3 S.A. – Brasil, Bolsa, Balcão, whose date will be determined after the process is duly approved by the Central Bank of Brazil (BACEN).

After approval by the Central Bank of Brazil and the realization of said auction, the respective amounts will remain available to shareholders entitled thereto.

Voltar ao índiceã

d. Inform the period set forth in Paragraph 3 of Article 169 of Law No. 6,404/76
Before the auction specified in item 6.c.v, the Company will establish a time limit of not less to thirty (30) days, during which the shareholders may transfer the fractions of shares.
e. Inform and provide information and documents mentioned in item 5, when applicable
Not applicable.
7. In case of capital increase by conversion of debentures or other debt securities into shares or through the exercise of subscription warrants
Not applicable.
8. The provisions in items 1 to 7 of this Attachment shall not apply to capital increases arising from option plan, in which case the issuer must inform: ""
Not applicable.

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#### **Complementary Information**

#### Legal and economic effects derived from the statutory amendment

The proposed amendment of the "caput" of Article 6 of the Bylaws arises from the capital stock increase of Bradesco through the capitalization of existing profit reserves and subsequent issuance of shares that shall be allocated free of charge to the shareholders, as a bonus, at a ratio of 2 new shares for every 10 shares of the same type that they hold on the base date. The Management of Bradesco foresees that the mentioned statutory amendment will produce:

- ii <u>legal effects:</u> solely by virtue of the assignment of ownership of two (2) new shares to each ten (10) shares of the same type previously held, getting preserved the ownership of all shareholders, without distinction; and
- <u>economic effects:</u> arising from the increment of 20% in the total amount of interest on shareholders' equity and/or dividends paid monthly, benefiting proportionally all shareholders. Will be held the monthly amount of interest on shareholders' equity and/or dividends per share, by changing the total amount due to the greater number of shares issued and received by the shareholders due to the bonus stock.

With respect to other statutory amendments:

- 1) in item "e" of Article 9, to amend the term "Permanent Assets" to "Non-Current Assets", according to the legislation in force;
- ü **Legal and/or economic effects are not expected**, once the amendment is only an adaptation to the terms of Law No. 6,404/76, updated by Law No. 11,941/09;
- 2) in Article 21, change the term of office of the members of the Audit Committee from five (5) years to two (2) years, in order to standardize the term of office of the members of the

Attachment 14 required by Article 14 of CVM Instruction No. 481/09, regarding the capital stock increase 50

Board of Directors and the Board of Executive Officers.

ü <b>Legal and/or economic effects are not e</b>	<b>xpected</b> , once the amendment is just to adapt ompany's Management.
the term of office currently practiced for the ec	ompany o Management.
Voltar ao índiceã	Página 25

Transcription of the Bylaws with the amendments to be submitted to resolution of shareholders at the Special Shareholders' Meeting

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Section I - Organization, Duration and Headquarters

Article 1) Banco Bradesco S.A., a publicly-held company, hereinafter referred to as the Company, is governed by these Bylaws.

Sole Paragraph - With the admission of the Company on June 26, 2001, in the special listing segment called Level 1 of Corporate Governance of B3 S.A. - Brasil, Bolsa, Balcão (B3), the Company, its shareholders, managers and members of the Fiscal Council are subject to the provisions of the Corporate Governance Level 1 Listing Regulation of the B3 (Level 1 Regulation). The Company, its managers and shareholders must also observe the provisions of the Regulation for Listing of Issuers and Admission to Trading of Securities, including the rules concerning the withdrawal and exclusion of trading of securities admitted to trading on Organized Markets managed by B3.

**Article 2)** The Company's term of duration is indefinite.

Article 3) The Company's headquarter and jurisdiction are located in the administrative center called "Cidade de Deus", in Vila Yara, city and judicial district of Osasco, State of São Paulo.

Article 4) The Company may set up or close Branches in the Country, at the discretion of the Board of Executive Officers, and Abroad, upon the additional approval of the Board of

#### **Wording Proposed**

No amendments

No amendments

No amendments

No amendments

No amendments

Directors, hereinafter referred to as the Board, which shall also be responsible for approving the incorporation and/or closure of any other Areas/Subsidiaries of Bradesco outside the national territory.

**Section II - Corporate Purpose** 

**Article 5)** The Company's corporate purpose is to perform general banking activities, including foreign exchange transactions.

**Section III - Capital Stock** 

Article 6) The capital stock is R\$67,100,000,000.00 (sixty-seven billion and one hundred million reais), divided into 6,719,858,095 (six billion, seven hundred and nineteen million, eight hundred and fifty-eight sixty-three million, eight hundred and thousand, ninety-five) book-entry, registered shares, with no par value, of which 3,359,929,223 (three billion, three hundred and fifty-nine million, nine hundred and twenty-nine thousand, two hundred and twenty-three) are common shares and 3,359,928,872 (three billion, three hundred and fifty-nine million, nine hundred and twenty-eight thousand, eight hundred and seventy-two) are preferred shares.

No amendments No amendments

Article 6) The capital stock is R\$75,100,000,000.00 (seventy-five billion and one hundred million reais), divided into 8,063,829,714 (eight billion, twenty-nine thousand, seven hundred and fourteen reais) book-entry, registered shares, with no par value, of which 4,031,915,068 (four billion, thirty-one million, nine hundred and fifteen thousand, sixty-eight) are common shares and 4,031,914,646 (four billion, thirty-one million, nine hundred and fourteen thousand, six hundred and forty-six) are preferred shares.

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**Paragraph One** - Common shares will provide to its holders the rights and privileges provided for by law. In case of a public offer arising from the transfer of the Company's control, the common shares that are not part of the controlling block shall be entitled to receive one hundred percent (100%) of the amount paid per common share owned by the controlling shareholders.

**Paragraph Two** - Preferred shares will have no voting rights, but will entitle their holders to the following rights and privileges:

a) priority in the reimbursement of capital stock in case of liquidation of the Company;

b) dividends ten percent (10%) higher than those attributed to common shares:

c) inclusion in a public offer arising from the transfer of control of the Company, entitling their holders to receive a price equal to eighty percent (80%) of the amount paid per common share in the controlling block.

**Paragraph Three -** In the event of a capital increase, at least fifty per cent (50%) of the capital will be paid at the time of subscription and the remaining amount will be paid through a Board of Executive Officers' call, as per legal precepts.

**Paragraph Four -** The Company's shares are all book-entry, being kept into deposit accounts in the Company, issued in favor of their holders, without issuance of certificates, whereby the shareholders may be charged for the cost of the service regarding the transfer of ownership of these shares.

No amendments

No amendments

No amendments

No amendments

No amendments

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**Paragraph Five –** The following actions will not be permitted:

a) conversion of common shares into preferred shares and vice versa;

b) issue of participation certificates.

**Paragraph Six** - The Company may, upon the authorization of the Board, acquire shares issued by the Company itself, for cancellation or temporary maintenance in treasury, and posterior sale.

**Section IV - Management** 

**Article 7)** The Company will be managed by a Board of Directors and a Board of Executive Officers.

**Paragraph One** - The positions of Chairman of the Board of Directors and Chief Executive Officer cannot be cumulated by the same person, except for the assumptions of vacancy which shall be purpose of specific disclosure to the market and to which measures shall be taken to fill in respective positions within one hundred and eighty (180) days.

Paragraph Two - The investiture of members of the Board of Directors and Board of Executive Officers shall be subject to the previous signature of the Management Statement of Consent, pursuant to Level 1 Regulation, as well as the compliance with applicable legal requirements.

Paragraph Three - The members of the Board of Directors and of the Board of Executive Officers will have a unified mandate term of two (2) years, wherein reelection is permitted, which will extend until the investiture of new elected managers.

No amendments

No amendments

No amendments

No amendments No amendments

No amendments

No amendments

**Paragraph Four** - Notwithstanding the provisions of the preceding Paragraph, the members of the Board of Executive Officers shall exercise their terms only until the day on which they reach sixty-five (65) years of age.

No amendments

**Section V - Board of Directors** 

**Article 8)** The Board of Directors will be constituted by six (6) to ten (10) members elected by the Shareholders' Meeting, who will choose, among themselves, in accordance with the provisions of Paragraph One of Article 7, one (1) Chairman and one (1) Vice-Chairman.

No amendments

Voltar ao índiceã

**Paragraph One** - The Board's decisions will only be valid if supported by the absolute majority of the effective members, including the Chairman, who will have the casting vote, in the event of a tie.

**Paragraph Two** - The participation of any member, absent for justifiable reason will be admitted, by means of teleconference or videoconference or by any other means of communication that can ensure the effectiveness of his/her participation, with his/her vote considered valid for all legal purposes.

Paragraph Three - In the event the position of the Chairman of the Board being vacant or the Chairman being absent or temporarily unavailable, the Vice-Chairman will take over. In the absence or temporary unavailability of the Vice-Chairman, the Chairman will appoint a substitute among other Board members. In the event of a vacancy of the Vice-Chairman's position, the Board will appoint a substitute, who will serve for the time remaining to complete the term of office of the replaced member.

**Paragraph Four** - In the event of temporary or permanent leave of any other member, the remaining members may appoint a substitute, to serve on a temporary or permanent basis, with due regard to the precepts of law and of these Bylaws.

**Article 9)** In addition to the duties set forth by law and these Bylaws, the Board's responsibilities and duties include the following:

a) to ensure that the Board of Executive Officers is always rigorously capable of

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No amendments

No amendments

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performing its duties;

b) to make sure that the corporate business is being conducted with probity, in order to

preserve the Company's credibility;

c) to maintain management continuity, whenever possible, which is highly

recommended for the stability, prosperity and

security of the Company;

d) to establish the general guidelines of the Company's business, as well as to resolve on the constitution and performance of

Operational Portfolios;

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No amendments

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e) to authorize, in cases of operations with companies not composing the Bradesco Organization, the acquisition, disposal and encumbrance of assets composing the Permanent Assets and nonpermanent equity interest of the Company and its direct and indirect subsidiaries, when referring to respective Shareholders' Equity;

f) to decide on trades involving shares issued by the Company, in accordance with Paragraph Six of Article 6;

g) to authorize the granting of any kind of donation, contribution or aid, regardless of the beneficiary;

h) to approve the payment of dividends and/or interest on shareholders' own capital proposed by the Board of Executive Officers;

i) to submit to Shareholders' Meeting appreciation proposals aiming at increasing or reducing the capital stock, share grouping, bonuses or splits, merger, incorporation or spin-off transactions and reforms in the Company's Bylaws;

i) to manifest themselves in relation to any public offer having as object shares or securities that can be converted or exchanged for shares of the Company, which shall contain, among other relevant information, the opinion of the Management about the possible acceptance of the public offer and of the economic value of the Company;

k) to manifest themselves on corporate events which may give rise to a change of control, determining if they ensure fair and equitable treatment to shareholders of the Company; I) to deliberate upon associations, involving the Company or its Subsidiaries, including

participation in shareholders' agreements;

e) to authorize, in cases of operations with companies not composing the Bradesco Organization, the acquisition, disposal and encumbrance of assets composing the **Non-current Asset** and nonpermanent equity interest of the Company and its direct and indirect subsidiaries, when referring to amounts higher than one percent (1%) of their amounts higher than one percent (1%) of their respective Shareholders' Equity;

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m) to approve the investment of resources resulting from fiscal incentives;

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n) to examine and resolve on budgets and financial statements submitted by the Board of No amendments

**Executive Officers**;

o) to assume decision-making powers on specific matters of the Company's interest and to deliberate upon defaulting cases;

No amendments

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p) limited to the overall annual amount approved by the Shareholders' Meeting, to distribute the compensation and social security amounts of the Managers; q) to authorize, whenever necessary, the

q) to authorize, whenever necessary, the representation of the Company by a member of the Board of Executive Officers individually or by an attorney, in which case a respective mandate will indicate what actions may be practiced;

r) to establish the remuneration of the Audit Committee members, observing the market parameters; and

s) to approve the Corporate Report on Internal Controls Conformity and determine the adoption of strategies, policies and measures focused on the diffusion of a controlling and risk mitigation culture.

**Sole Paragraph** - The Board of Directors may assign special duties to the Board of Executive Officers and to any of its members, as well as establishing committees to deal with specific matters in the scope of the Board of Directors.

**Article 10)** The Chairman of the Board shall preside the meetings of the Body, subject to the provisions of the Paragraph Three of Article 8

**Sole Paragraph** - The Chairman of the Board may call the Board of Executive Officers and participate, together with other Board members, in any of its meetings.

**Article 11)** The Board shall meet regularly six (6) times per year, and in special sessions when the interests of the company so require, convened by its Chairman or half of the other active members, whereby the minutes should be drawn up of each meeting held.

Section VI - Board of Executive Officers

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Article 12) The Company's Board of Executive Officers is elected by the Board of Directors, and will be composed of eighty-three (83) to one hundred and eight (108) members, distributed, at the Board's discretion, as follows: i) seventeen (17) to twenty-seven (27) Executive Officers, with one (1) Chief Executive Officer and sixteen (16) to twenty-six (26) Officers distributed among the positions of Executive Vice-President, Managing Officer and Deputy Officer; and ii) sixty-six (66) to eighty-one (81) Officers, distributed among the positions of Department Officer, Officer and Regional Officer.

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Paragraph One – The Board of Directors shall establish, in the first meeting of the Body that takes place after the Annual Shareholders' Meeting that elected them, and whenever necessary, the number of officers to be elected, designating them, by name, within the positions in the "caput" of this Article, subject to the provisions of Paragraph One of Article 7 and the requirements of Articles 17, 18 and 19 of the present Bylaws.

Paragraph Two - The requirements provided for in Articles 18 and 19 may be exceptionally waived by the Board of Directors up to the limit of one fourth (1/4) of the positions of the Board of Executive Officers, except in relation to the Officers appointed to the positions of Chief Executive Officer and Executive Vice-President.

Article 13) The Officers shall manage and represent the Company, having powers to bind it in any acts and agreements of its interest. The Officers may condescend and waive rights and acquire, sell and encumber assets, observing the provisions of Paragraph Four of this Article and item "e" of Article 9 of the present Bylaws.

**Paragraph One** - Which due reservation to the exceptions expressly set forth herein, the Company will only be bound by the joint signatures of at least two (2) Officers, one of whom will be the Chief Executive Officer or Executive Vice-President.

**Paragraph Two** – The Company may also be represented by at least one (1) officer and one (1) attorney, or by at least two (2) attorneys, jointly, especially consisting of two (2) officers, as described in the previous paragraph, in which case the respective power of attorney will establish their powers, the acts they may

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practice and its duration.

**Paragraph Three** - The Company may be also severally represented by any member of the Board of Executive Officers or by attorney with specific powers, in the following cases:

No amendments

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a) powers of attorney with "ad judicial" clause,
assumption in which the power of attorney
may have an indeterminate duration and be
empowered;

No amendments

b) receive judicial or extrajudicial summons or services of process;

No amendments

c) participation in biddings;

No amendments No amendments

d) representation in Shareholders' Meetings or Quotaholders' Meetings of companies or investment funds in which the Company holds interest, as well as of entities in which it is partner or affiliated company;

e) representation in public agencies and authorities, provided that this does not imply

the assumption of responsibilities and/or liabilities by the Company;

No amendments

f) in "legal testimonies".

No amendments No amendments

g) before the certifying entities to obtain digital certificates.

No amendments

Paragraph Four - Department Officers, Officers and Regional Officers are prohibited from practicing acts that imply the sale and encumbrance of assets and rights of the Company.

Article 14) In addition to the regular duties conferred upon them by law and by the present Bylaws, each member of the Board of Executive Officers will have the following responsibilities:

No amendments

the Chief Executive Officer shall: (i) a) coordinate the execution of the strategic plan outlined by the Board of Directors; (ii) promote the distribution of responsibilities and of the areas the Executive Officers are responsible for; (iii) supervise and coordinate, directly, the actions of the Executive Vice-Presidents and, indirectly, of the other members of the Board of Executive Officers; and (iv) preside over the

meetings of the Board of Executive Officers;

b) Executive Vice-Presidents shall: (i) cooperate with the CEO in the performance of his/her duties; (ii) replace, when appointed by the Board of Directors, the CEO in his absence or temporary impediment; and (iii) 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;

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c) Managing Officers shall: perform the duties assigned to them, supervising and coordinating the actions of the officers that are in the scope of their reporting line;

d) Deputy Officers shall: perform the duties assigned to them, supervising and coordinating the actions of the officers that are in the scope of their reporting line;

e) Department Officers shall: conduct the activities of the Departments they work for; f) Officers shall: perform the duties assigned to them:

g) Regional Officers: guide and supervise the Service Points under their jurisdiction and perform the duties assigned to them.

Article 15) The Board of Executive Officers will hold general meetings on a weekly basis, and special meetings whenever necessary. The decisions taken will only be valid when more than half of the effective members attend the respective meeting. The presence of the Chief Executive Officer or his substitute, who will have the casting vote in the case of a tie, is obligatory. The special meetings will be held whenever called by the Chairman of the Board, the Chief Executive Officer or by half of other Executive Officers.

**Article 16)** In the event of vacancy, absence or temporary unavailability of the Chief Executive Officer, it will be responsibility of the Board of Directors to appoint his substitute.

**Article 17)** To exercise the position of Officer it is necessary to dedicate themselves to the Company and observe its internal rules, where the exercise of other activities that conflict with the objectives of the Company is forbidden.

**Article 18)** To be eligible to the position of Executive Officer, the candidate must, on the

No amendments

date of the election, belong to the staff of employees or managers of the Company or associated companies for more than ten (10) years, uninterruptedly, observing the provisions of the Paragraph Two of Article 12 of these Bylaws.

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**Article 19)** To be eligible to the position of Department Officer, Officer and Regional Officer the candidate must, on the date of the election, belong to the staff of employees or managers of the Company or associated companies, observing the provisions of the Paragraph Two of Article 12 of these Bylaws.

**Section VII - Fiscal Council Article 20)** The Fiscal Council, whose operation will be permanent, will be constituted by three (3) to five (5) effective members and an equal number of alternates.

**Section VIII - Audit Committee Article 21)** The Company will have an Audit members, of recognized technical competence, being one (1) Coordinator, appointed and dismissible by the Board of Directors, with a five (5) year term of office, extending up to the investiture of new members appointed.

Paragraph One - The members of the Audit Committee may only return to integrate the Body after, at least, three (3) years from the end of the last reappointment allowed. **Paragraph Two** - Up to one-third (□) of the members of the Audit Committee may be reappointed to the body to a single consecutive term only, dispensing the interstitium provisioned in the Paragraph One. Paragraph Three - In addition to those provided for by law or regulations, these are

also attributions of the Audit Committee: a) to recommend to the Board of Directors the company to be hired for rendering independent auditing services, its respective remuneration, as well as, its replacement; b) to review financial statements including notes, management reports and independent

No amendments

No amendments No amendments

No amendments Article 21) The Company will have an Audit Committee constituted by three (3) to five (5) Committee constituted by three (3) to five (5) members, of recognized technical competence, being one (1) Coordinator, appointed and dismissible by the Board of Directors, with a **two (2) year** term of office, extending up to the investiture of new members appointed.

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auditors' report, prior to their disclosure to the market;

c) to evaluate the effectiveness of both internal and independent audits regarding the fulfillment of legal and regulatory requirements applicable to the Company, in addition to internal regulations and codes; d) to evaluate the fulfillment, by the Company's Board of Executive Officers, of recommendations made by either internal or independent auditors, as well as recommending to the Board of Directors the resolution of eventual conflicts between external auditors and the Board of Executive Officers:

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f) to recommend to the Company's Board of Executive Officers correction or improvement in policies, practices and procedures included in its attributions;

g) to hold meetings, at least on a quarterly basis, with the Company's Board of Executive Officers and internal and independent auditors;

h) to verify, during its meetings, the fulfillment of its recommendations and/or explanations for its questions, including the planning of respective auditing works. Minutes of all meetings shall be drawn up;

i) to establish operating rules for its functioning;

j) to meet with the Fiscal Council and the Board of Directors, upon their request to discuss policies, practices and procedures identified under the scope of their respective incumbencies.

**Paragraph Four** - The member of the Audit Committee may be removed by the Board of Directors at any time during the term of their mandate, in cases of conflict of interest, noncompliance with the obligations inherent to their position or if they have a performance below that expected by the Organization.

Section IX - Remuneration Committee Article 22) The Company will have an organizational component referred to as Remuneration Committee, which shall act on No amendments

No amendments No amendments

behalf of all Institutions making up Bradesco Organization, composed of three (3) to seven (7) members, appointed and dismissible from office by the Board of Directors, with two (2) year term of office, and one of them shall be designated Coordinator.

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**Paragraph One** - Members will be appointed among members of the Board of Directors except for one (1) member who necessarily will be non-manager.

**Paragraph Two** - The members of the Board of Directors and the non-manager member, if they are Bradesco Organization's employees, will not be compensated for the exercise of their position as members of the Remuneration Committee. When the members are not employees, when appointed, they will have compensation set forth by the Board of Directors, according to market parameters.

Paragraph Three - The members of the Remuneration Committee may be re-elected and they are forbidden to remain in office during a term exceeding ten (10) years. Only after the completion of this term, this member may return to the Committee, after elapsing, at least, three (3) years.

**Paragraph Four** - The Committee shall aim at assisting the Board of Directors on the management compensation policy, pursuant to prevailing laws.

Section X - Ombudsman
Article 23) The Company will have an organizational component of Ombudsman, which will act on behalf of all Institutions of the Bradesco Organization authorized by the Central Bank of Brazil, with one (1) person responsible in the position of Ombudsperson, who will be appointed by the Board of Directors, with a term of office of two (2) years, reelection allowed.

**Paragraph One** - The Ombudsman cannot be linked to an organizational component of Bradesco Organization in a way that indicates a conflict of interest or duties, like the bargaining units of product and services, the

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unit responsible for risk management and executive body of the internal audit's activity. **Paragraph Two** – A manager or employee of Bradesco Organization may be appointed as Ombudsperson if he or she has:

No amendments

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No amendments a) a bachelor's degree; b) extensive knowledge of the activities No amendments

developed by the institutions represented and its products, services, processes, systems etc.;

c) functional capacity to assimilate the issues that are submitted to the Ombudsman, carry out administrative consultations to sectors whose activities were questioned and direct the answers for the questions presented;

d) technical and administrative conditions to No amendments comply with other requirements arising from the regulations published on the activities of

the Ombudsman. Paragraph Three - The Ombudsman's duty No amendments shall be the following:

a) to ensure the strict compliance with the legal and regulatory rules concerning consumer rights and to act as a communication channel between the Institutions under the "caput" of this Article, customers and users of products and services, including in the mediation of conflicts;

b) receive, register, provide guidance, analyze and give formal and appropriate treatment to complaints from customers and users of products and services of the Institutions under the "caput" of this Article which were not solved through the usual service carried out by branches or any other service stations;

c) provide the necessary clarifications and notify the claimants on the progress of their demands and the measures adopted;

d) inform the claimants of the deadline for the final answer, which may not exceed ten (10) business days and may be extended, exceptionally and in a justified manner, only once for an equal period, with the number of extensions limited to ten percent (10%) of the total number of demands on the month, and

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the complainant should be informed of the reasons for the extension;

e) forward a conclusive answer to the demand of the claimants until the period stated in item "d":

f) propose to the Board of Directors remedial or improvement measures for procedures and routines based on the analysis of the complaints received;

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g) every six months, prepare and submit to the Board of Directors, the Audit Committee and the Internal Audit a quantitative and qualitative report on the Ombudsman's operation, including the proposals mentioned in item "f", when existing, and keeping them informed of the result of the measures adopted by the institution's management to address them.

No amendments

No amendments

**Paragraph Four** - In its absence or temporary disability, the Ombudsperson will be replaced by an official member of the Ombudsman, who meets the requirements of Paragraph Two of this Article. In case of vacancy, the Board will appoint a replacement for the remaining term of office who will complete the term of office of the person replaced.

**Paragraph Five** - The Ombudsman may be dismissed by the Board of Directors at any time during its term of office in cases of noncompliance with the obligations of its office or if it presents a performance below that expected by the Organization.

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No amendments

Paragraph Six - The Company:
a) will maintain adequate conditions for the functioning of the Ombudsman, as well as for its actions to be based on transparency, independence, impartiality and exemption;
b) will open the Ombudsman's access to the

b) will ensure the Ombudsman's access to the information necessary to prepare the appropriate response to the complaints received, with full administrative support, and may request information and documents for the exercise of its activities.

No amendments

Section XI – Shareholders' Meetings Article 24) The Annual and Extraordinary Shareholders' Meetings will be: a) called by sending to the shareholders a minimum thirty (30)-day notice; No amendments No amendments

No amendments

b) conducted by the Chairman of the Board, or by his statutory substitute or even by a person nominated by the current Chairman, who will invite one or more shareholders to act as Secretaries. No amendments

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Transcription of the Bylaws with the amendments to be submitted to resolution of shareholders at the Special Shareholders' Meeting

#### Section XII - Fiscal Year

#### No amendments

#### and Income Distribution

**Article 25)** The fiscal year coincides with the civil year, ending on December 31.

Article 26) Balance sheets will be prepared at the end of each semester, on June 30 and December 31 of every year. The Board of Executive Officers, subject to the approval of the Board of Directors, may determine the preparation of other balance sheets for shorter periods of time, including monthly balance sheets.

Article 27) The Net Income, as defined in Article 191 of the Law No. 6,404/76, accounted at every six-month or in the annual balance sheet will be allocated in the following order: I. constitution of the Legal Reserve; II. constitution of the Reserves set forth in

Articles 195 and 197 of the aforementioned Law No. 6,404/76, subject to a proposal of the Board of Executive Officers, approved by the Board of Directors and resolved by the Shareholders' Meeting;

III. payment of dividends, proposed by the Board of Executive Officers and approved by the Board of Directors, which, added to interim dividends and/or interest on own capital referred to in Paragraphs One and Two of this Article, given that they are declared, guarantee to the shareholders, at every fiscal year, as amendatory minimum dividend, thirty

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percent (30%) of the respective net income, adjusted by the decrease or increase of the amounts specified in items I, II and III of the "caput" of Article 202 of the Law No. 6,404/76.

**Paragraph One** - The Board of Executive Officers, subject to the approval of the Board of Directors, is authorized to declare and pay interim dividends, especially semiannual and monthly dividends, resulting from Retained Earnings or existing Profits Reserves.

**Paragraph Two** - The Board of Executive Officers may, also, subject to the approval of the Board, authorize the distribution of profits to shareholders as interest on own capital, pursuant to specific legislation, in total or partial substitution of interim dividends, whose declaration is permitted by the foregoing paragraph or, further, in addition thereto.

**Paragraph Three** - Any interest eventually paid to the shareholders will be imputed, net of withholding income tax, to the mandatory minimum dividend amount for that fiscal year (30%), in accordance to Section III of the "caput" of this Article.

Article 28) The Net Income balance, recorded after the aforementioned distributions, will have the destination proposed by the Board of Executive Officers, approved by the Board of Directors and resolved by the Shareholders' Meeting, and may be fully allocated to Statutory Profit Reserves one hundred percent (100%), in order to maintain an operating margin that is compatible with the development of the Company's active operations, up to the limit of ninety-five percent (95%) of the Company's paid-in capital share amount.

**Sole Paragraph** - In the event that the proposal of the Board of Executive Officers regarding the allocation of Net Income for that fiscal year contains a provision for the distribution of dividends and/or payment of interest in shareholders' equity in an amount in excess of the mandatory dividend established in Article 27, Section III, and/or retention of profits pursuant to Article 196 of the Law No. 6,404/76, the Net Income balance for the purpose of constituting the reserve mentioned in this Article will be determined after the full deduction of such allocations.

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# Attachment 9-1-II of the CVM Instruction No. 481/09, regarding the net income allocation of the year

#### 1. Inform the annual net income

The net income for 2018 was R\$19,084,952,954.44

# 2. State the total amount and the amount per share of dividends, including interim dividends and interest on own equity already declared

Description	Value (R\$)	Amount per common share (R\$) Net of		•	er preferred e (R\$) Net of
		Gross	Withholding Income Tax	Gross	Withholding Income Tax
Monthly Interest on Shareholders' Equity paid from February 2018 to January 2019 Interim Interest on Shareholders' Equity of the first half	1,421,595,772.740	0.206997912	2 0.175948225 (	0.227697708	0.193543052
IIaII	1,212,000,000.000	0.172465322	2 0.146595524 (	0.189711854	0.161255076
declared on June 29, 2018, paid on July 16, 2018 Complementary Interest on Shareholders' Equity declared on December 21, 2018, to be paid	4,665,000,000.000	0.663820730	0 0.564247621 (	0.730202804	0.620672383

on March 8, 2019 Overall Number of Dividends and Interest on Shareholders'

7,298,595,772.741.043283964 0.886791370 1.147612366 0.975470511

Equity related to the year 2018

### 3. State the percentage of net income distributed for the year

Description	Value (R\$)	Percentage
Net Income for the Year 2018	19,084,952,954.44	_
Legal Reserve	954,247,647.73	
Basis of Calculation of Dividends / Interest on Shareholders' Equity	18,130,705,306.71	
Interest on Shareholders' Equity Paid	2,633,595,772.74	
Interest on Shareholders' Equity to be Paid	4,665,000,000.00	
Total Gross Interest on Shareholders' Equity	7,298,595,772.74	
Withholding Income Tax on Interest on Shareholders'	1,094,789,365.91	
Equity <sup>(*)</sup>		
Total Net Amount of Interest on Shareholders'	6,203,806,406.83	34.2171%
Fauity		

(\*) Withholding Income Tax does not consider exempt / immune shareholders

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4.	Inform the overall amount and the amount per share of dividends distributed
base	ed on income of previous years

The distribution of dividends based on the income of previous years was not proposed.

- 5. Inform, deducting the dividends already paid and interest on own equity already declared:
- a. The gross amount of dividends and interest on capital, separately, per share of each type and class

Not applicable, given that no new dividends or interest on own equity will be declared.

b. The method and term of payment of dividends and interest on own equity

Not applicable, given that no new dividends or interest on own equity will be declared.

c. Any restatement and interest on dividends and interest on own equity

Not applicable, given that no new dividends or interest on own equity will be declared.

d. Date of the statement of the payment of dividends and interest on own equity considered for the identification of shareholders entitled to receive them

Not applicable, given that no new dividends or interest on own equity will be declared.

6. If there has been a statement of dividends or interest on own equity based on the net income recorded in the semiannual balance sheets or shorter periods						
a. State the amount of dividends	or interest on own equity already declared					
1. R\$1,421,595,772.74, regarding the dates contained in the table of item b.1 be	Monthly Interest on Shareholders' Equity, paid on the elow;					
2. R\$1,212,000,000.00, regarding the June 29, 2018 and paid on July 16, 2018;	Interim Interest on Shareholders' Equity, declared or					
3. R\$4,665,000,000.00, concerning the declared on December 21, 2018, to be pa	e Complementary Interest on Shareholders' Equity id on March 8, 2019.					
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15.13. 35 <b>4</b> .						

#### b. State the date of the respective payments

1. See the following table with payments of gross monthly interest on Shareholders' Equity, at the amount of R\$1,421,595,772.74:

Payment	Reference	nce Amount per share (R\$) Common Preferred				
date	Month	Gross	Net	Gross	Net	
February 1, 2018	January					
March 1, 2018 April 2,2018 May 2, 2018 June 1, 2018 July 2, 2018 August 1, 2018	February March April May June July					
September 3, 2018	August	0.017249826	0.014662352	0.018974809	0.016128588	
October 1, 2018	September					
November 1, 2018	October					
December 3, 2018	November					
January 2, 2019	December					

- 2. the value referring to Interim Interest on Shareholders' Equity, in the amount of R\$1,212,000,000.00, was paid on July 16, 2018;
- 3. the amount concerning the Complementary Interest on Shareholders' Equity, totaling R\$4,665,000,000.00, will be paid on March 8, 2019.

7.	<b>Provide</b> a	comparative	table	indicating	the	following	$\boldsymbol{amounts}$	per	each	type
and	class of s	hare:								

a. Net income for the year and of the three (3) previous years

Year	Amount in R\$
2018	2.85
2017	2.19
2016	2.25
2015	2.57

**Note:** book net income per share from 2015 to 2017 was adjusted by the bonus stock process that occurred in March 2018 to allow comparability.

b. Dividends and interest on own equity distributed in the three (3) previous years

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	Per share (gross) (R\$)	- Amount (R\$) paid	Withholding Income Tax	Amount (R\$) paid	
Year 2017	Common Preferre	d Gross	(R\$) (15%)	Net	
Monthly Interest on Shareholders' Equity (paid from February 2017 to January 2018)		3 1,282,344,268.60	192,351,640.29	1,089,992,628.31	
first half (paid on July 17, 2017)		3 1,102,000,000.00	165,300,000.00	936,700,000.00	
Interest on Shareholders' Equity (paid on March 8, 2018) Total accrued	0.754465 0.829913	L 4,820,000,000.00	723,000,000.00	4,097,000,000.00	
on December 31, 2017	1.1339561.24735	27,204,344,268.601	1,080,651,640.29	96,123,692,628.31	

Year 2016	Per share (gross) - (R\$)		Amount (R\$) paid	Withholding Income Tax	Amount (R\$) paid Net	
	Common I	Preferred	Gross	(R\$) (15%)		
Monthly Interest on Shareholders' Equity (paid from February 2016 to January 2017) Intermediary Interest on Shareholders' Equity of the			1,165,781,491.26 1,002,000,000.00	174,867,223.69 150,300,000.00	990,914,267.57 851,700,000.00	

first half (paid on July 18, 2016) Extraordinary Interest on					
	0.571124	0.628236	3,317,000,000.00	497,550,000.00	2,819,450,000.00
Equity (paid on					
March 8, 2017)					
Complementary	,				
Interest on					
Shareholders'	0.256721	0.282394	1,491,000,000.00	223,650,000.00	1,267,350,000.00
Equity (paid on					
March 8, 2017)					
Total accrued					
on December	1.207368	1.328105	<b>6,975,781,491.26</b> 3	1,046,367,223.69	5,929,414,267.57
31, 2016					

	Per share	(gross) -			Amount (R\$) paid
V 2015	(R	.\$)	Amount (R\$) paid	_	Nat
Year 2015	Common	Preferred	Gross	Income Tax (R\$) (15%)	Net
from February 2015 to January 2016)		0.232873	1,068,763,689.47	160,314,553.42	908,449,136.05
first half (paid on July 17, 2015)	0.172629	0.189892	912,000,000.00	-	912,000,000.00
Interest on Shareholders' Equity (paid on March 1, 2016) Total accrued		0.844477	4,054,200,000.00	608,130,000.00	3,446,070,000.00
on December 31, 2015	1.152038	1.267242	6,034,963,689.47	768,444,553.42	5,266,519,136.05

## 8. In case of allocation of profits to the legal reserve

## a. Identify the amount allocated to the legal reserve

The amount allocated to the legal reserve was R\$954,247,647.73

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b.	Explain i	n detail t	the manner	of cal	lculation	of the	legal	reserve
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The allocation of a portion of net income to legal reserve is established in Article 193 of Law No. 6,404/76 and has the purpose of ensuring the integrity of the capital stock.

Five percent (5%) of the net income of the year 2018, in the amount of R\$19,084,952,954.44, was allocated to the legal reserve.

On December 31, 2018, the amount of the legal reserve was R\$8,494,262,740.78, which was equivalent to approximately 12.66% of the Company's paid up capital on the same date.

- 9. If the company owns preferred shares entitled to fixed or minimum dividends
  - a. Describe the method for calculation of fixed or minimum dividends

The Company has no preferred shares entitled to fixed or minimum dividends.

b. Inform on whether the income for the year is sufficient for full payment of fixed or minimum dividends

The Company has no preferred shares entitled to fixed or minimum dividends.

c. Identify whether any unpaid installment is cumulative

The Company has no preferred shares entitled to fixed or minimum dividends.

d. Identify the total amount	of fixed or	r minimum	dividends	to be	paid to	each
class of preferred shares						

The Company has no preferred shares entitled to fixed or minimum dividends.

e. Identify the total amount of fixed or minimum dividends to be paid to each class of preferred shares

The Company has no preferred shares entitled to fixed or minimum dividends.

- 10. In relation to the mandatory dividend
  - a. Describe the method of calculation provided in the Bylaws

The method of calculation is provided in the Articles 26 and 27 of the Bylaws, transcribed as follows:

"Article 26) Balance sheets will be prepared at the end of each semester, on June 30 and December 31 of every year. The Board of Executive Officers, subject to the approval of the Board of Directors, may determine the preparation of balance sheets for shorter periods of time, including monthly balance sheets.

Voltar ao índiceã

Article 27) The Net Income, as defined in Article 191 of the Law No. 6,404/76, accounted at every six-month or in the annual balance sheet will be allocated in the following order:

- I. constitution of the Legal Reserve;
- II. constitution of the Reserves set forth in Articles 195 and 197 of the aforementioned Law No. 6,404/76, subject to a proposal of the Board of Executive Officers, approved by the Board of Directors and resolved by the Shareholders' Meeting;
- III. payment of dividends, proposed by the Board of Executive Officers and approved by the Board of Directors, which, added to interim dividends and/or interest on shareholders' equity referred to in Paragraphs One and Two of this Article, given that they are declared, guarantee to the shareholders, at every fiscal year, as a mandatory minimum dividend, thirty percent (30%) of the respective net income, adjusted by the decrease or increase of the amounts specified in items I, II and III of Article 202 of mentioned Law No. 6,404/76.

**Paragraph One** - The Board of Executive Officers, subject to the approval of the Board of Directors, is authorized to declare and pay interim dividends, especially semiannual and monthly dividends, resulting from Retained Earnings or existing Profits Reserves.

**Paragraph Two** - The Board of Executive Officers may, also, subject to the approval of the Board, authorize the distribution of profits to shareholders as interest on own capital, pursuant to specific legislation, in total or partial substitution of interim dividends, whose declaration is permitted by the foregoing paragraph or, further, in addition thereto.

**Paragraph Three** - Any interest eventually paid to the shareholders will be imputed, net of withholding income tax, to the mandatory minimum dividend amount for that fiscal year (30%), in accordance to Section III of the "caput" of this Article."

#### b. Inform whether it is being fully paid

The mandatory dividend is being fully paid.

c. Inform the amount eventually withhe	iniorm the amo	ant eventually within	CIC
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# 11. If there is retention of mandatory dividend due to the company's financial situation

#### a. Inform the amount withheld

The Company has no dividends withheld.

There will be no withholding of any amount relating to the mandatory dividend.

b. Describe, in detail, the financial situation of the company, including aspects related to the analysis of liquidity, working capital and positive cash flows

Voltar ao índiceã

There will be no withholding of any amount relating to the mandatory dividend.

#### c. Justify the withholding of dividends

There will be no withholding of any amount relating to the mandatory dividend.

#### 12. If there is allocation of income to the reserve for contingencies

#### a. Identify the amount allocated to the reserve

There is no proposal for the allocation of the net income to the reserve of contingencies.

#### b. Identify the loss considered probable and its cause

There is no proposal for the allocation of the net income to the reserve of contingencies.

#### c. Explain why the loss was considered probable

There is no proposal for the allocation of the net income to the reserve of contingencies.

#### d. Justify the reserve

There is no proposal for the allocation of the net income to the reserve of contingencies.

There is no proposal for the allocation of net income to the reserve of profits to be realized.

b. Inform the nature of unrealized profits that originated the reserve

There is no proposal for the allocation of net income to the reserve of profits to be realized.

- 14. If there was the allocation of profits to the statutory reserves
  - a. Describe the statutory clauses that establish the reserve

Pursuant to the legislation, the Article 28 of the Bylaws establishes that the net income balance, determined after all statutory allocations, shall have the allocation proposed by the Board of Executive Officers, approved by the Board of Directors, and resolved on at Shareholders' Meeting, one hundred percent (100%) may be allocated to the Profits Reserve – Statutory, aiming to maintain the operating margin compatible with the development of the Company's operations, up to the limit of ninety-five percent (95%) of the amount of the paid up capital stock.

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In the event that the proposal of the Board of Executive Officers regarding the allocation of Net Income for that fiscal year contains a provision for the distribution of dividends and/or payment of interest on own equity in an amount in excess of the mandatory dividend established in Article 27, Section III, of the Bylaws, and/or retention of profits pursuant to Article 196 of the Law No. 6,404/76 (with amendments of the Law No. 10,303/01), the Net Income balance for the purpose of constituting the reserve will be determined after the full deduction of such allocations.

#### b. Identify the amount allocated to the reserve

The amount allocated to the reserve is R\$10,832,109,533.97

#### c. Describe how the amount was calculated

The amount of R\$10,832,109,533.97 is the result of the Net Income for the Year, deducted from the Legal Reserve and of Interest on Own Equity paid and payable to the shareholders, as stated below:

Description	Value (R\$)
Net Income for the Year 2018	19,084,952,954.44
Legal Reserve	954,247,647.73
Interest on Shareholders' Equity paid	2,633,595,772.74
Interest on Shareholders' Equity to be paid	4,665,000,000.00
Amount Allocated to the Statutory Reserves	10,832,109,533.97

#### 15. If there was the retention of profits provided for in the capital budget

#### a. Identify the amount withheld

There is no	proposal for	the retention	of profits	provided in	the capit	al budget.
111010 13 110	proposar for	tile reterition	or profits	provided in	tile cupi	ai baaget.

b.	<b>Provide</b>	a	copy	of the	capital	budget

There is no proposal for the retention of profits provided in the capital budget.

#### 16. If there was the allocation of profits for tax incentives

#### a. State the amount allocated to the reserve

There is no proposal for the allocation of net income for the tax incentive reserve.

#### b. Explain the nature of the allocation

There is no proposal for the allocation of net income for the tax incentive reserve.

Voltar ao índiceã

Information about the candidates appointed by the controlling shareholders to compose the Fiscal Council, in compliance with Items 12.5 to 12.10 of Attachment 24 of CVM Instruction No. 480/09, pursuant to the provisions of Attachment A of CVM Instruction No. 552/14.

12.5. In relation to each of the managers and members of the fiscal council of the issuer, indicate, in a table:

a. name: Ariovaldo Pereira João Batista de Moraes

b. date of birth: July 16, 1952 September 13, 1957c. occupation: Accountant Lawyer

**d. Individual Taxpayer's** 437.244.508-34 863.025.078-04

ID (CPF):

e. elected office held: Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**f. election date:** March 11, 2019

**g. investiture date:** in the last years it occurred about 45 days after the election

(investiture takes place only after homologation by the Brazilian

Central Bank).

**h. term of office:** of one (1) year, up until the Annual Shareholders' Meeting to be

held in 2020.

i. other positions held None.

in the issuer

**i. elected by the** Yes.

controlling shareholder:

**k. if it is an independent** Yes, it is an independent Fiscal Council member, elected by the **member and, if so, what** Shareholders, whose function, under the terms of current **was the criterion used by** legislation, is to supervise the acts of the administrators and **the issuer to determine** verify compliance with their legal and statutory duties.

the independence:

l. number of 2 0

consecutive terms: m. information on:

i. main professional experiences during the last 5 years, indicating: company:

Banco Bradesco S.A.

Bradespar S.A.

**core business:**Banks
Management and participation

company

-Mineral Extraction

#### position:

Member of the Fiscal Council. Effective Mem

From September 2009 to January 2016, he held the position of Executive Superintendent.

Effective Member of the Fiscal

Council

if the company integrates This is the issuer itself.

(i) the economic group of

the issuer or (ii) is controlled by a shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer

Yes

company:

Bradespar S.A.

National Financial System Resource Council - CRSFN

**core business:** Management and participation

company

Body part of the structure of the

Ministry of Economy

-Mineral Extraction

**position:** Effective Member of the Fiscal

Council

Alternate Member

Not applicable

(representing the Brazilian Association of Consortium Administrators - ABAC indicated by Bradesco Consórcios Ltda.)

if the company integrates Yes

(i) the economic group of

the issuer or (ii) is controlled by a

shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of

security of the issuer company:

Elo Participações S.A.

**core business:** The purpose of the Company is

to participate in other

companies, simple or business,

national or foreign, as partner, shareholder or quotaholder.

**position:** Effective Member of the Fiscal

Council

if the company integrates Yes

(i) the economic group of

the issuer or (ii) is controlled by a

shareholder of the issuer

that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer

**company:** Elo Serviços S.A.

**core business:** Solutions/Payment Options.

Participation in other companies

Brand licensing

**position:** Effective Member of the Fiscal

Council

if the company integrates No (i) the economic group of

the issuer or (ii) is controlled by a shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer

ii. indication of all management positions in

other companies or organizations in the third sector

Does not hold management positions in other companies or

third sector organizations.

n. description of any of the following events that have occurred during the last 5 years:

i. any criminal No criminal conviction

conviction

ii. any conviction in an administrative proceeding with the CVM and the penalties applied

iii. any final and conclusive conviction at judicial or administrative level, which has suspended or disqualified

the person to practice any professional or commercial activity

No conviction in an administrative proceeding with the CVM

No final and conclusive conviction

12.6 About each one of the persons that held as member of the Board of Directors or Council Fiscal in the last fiscal year, 100%

0%

inform the percentage of participation in the meetings held by the respective bodies in the same period, that was held after taking office

Voltar ao índiceã

12.5. In relation to each of the managers and members of the fiscal council of the issuer, indicate, in a table:

a. name: Domingos Aparecido Maia Nilson Pinhal
b. date of birth: March 31, 1952 January 21, 1948

c. occupation: Accountant Business Administration

**d. Individual Taxpayer's** 714.810.018-68 221.317.958-15

ID (CPF):

e. elected office held: Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**f. election date:** March 11, 2019

**g. investiture date:** in the last years it occurred about 45 days after the election

(investiture takes place only after homologation by the Brazilian

Central Bank).

**h. term of office:** of one (1) year, up until the Annual Shareholders' Meeting to be

held in 2020.

i. other positions held None.

in the issuer

j. elected by the Yes.

controlling shareholder:

**k. if it is an independent** Yes, it is an independent Fiscal Council member, elected by the **member and, if so, what** Shareholders, whose function, under the terms of current **was the criterion used by** legislation, is to supervise the acts of the administrators and **the issuer to determine** verify compliance with their legal and statutory duties.

the independence:

**I.** number of 13 9

consecutive terms: m. information on:

i. main professional experiences during the last 5 years, indicating:

**company:** Banco Bradesco S.A. Banco Bradesco S.A.

core business: Banks Banks

**position:** Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**if the company integrates** This is the issuer itself. This is the issuer itself.

(i) the economic group of

the issuer or (ii) is controlled by a

shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of

security of the issuer

ii. indication of all management positions in other companies or organizations in the third sector Does not hold management positions in other companies or third sector organizations.

n. description of any of the following events that have occurred during the last 5 vears:

i. any criminal No criminal conviction conviction

ii. any convictionin an administrativeproceeding with the CVMand the penalties applied

No conviction in an administrative proceeding with the CVM

iii. any final and conclusive conviction at judicial or administrative level, which has suspended or disqualified the person to practice any professional or commercial activity

No final and conclusive conviction

12.6 About each one of the persons that held as member of the Board of Directors or Council Fiscal in the last fiscal year, inform the percentage of participation in the meetings held by the respective bodies in the same period, that was held after taking office

100% 0%

Voltar ao índiceã Página 50

12.5. In relation to each of the managers and members of the fiscal council of the issuer, indicate, in a table:

José Maria Soares Nunes name: **Renaud Roberto Teixeira** a.

b. date of birth: April 11, 1958 April 25, 1943 Accountant Businessman occupation: c. d. Individual Taxpayer's 001.666.878-20 057.180.078-53

ID (CPF):

elected office held: Effective Member of the Fiscal Alternate Member of the Fiscal e.

> Council Council

f. election date: March 11. 2019

investiture date: in the last years it occurred about 45 days after the election g.

(investiture takes place only after homologation by the Brazilian

Central Bank).

term of office: of one (1) year, up until the Annual Shareholders' Meeting to be h.

held in 2020.

None.

i. other positions held

in the issuer

Yes.

j. elected by the controlling shareholder:

independent

k. if it is an

Yes, it is an independent Fiscal Council member, elected by the

Shareholders, whose function, under the terms of current legislation, is to supervise the acts of the administrators and

member and, if so, verify compliance with their legal and statutory duties.

what was the criterion used by the issuer to determine the independence:

13 4

1. number of

consecutive terms:

m. information on:

i. main professional experiences during the last 5 years, indicating:

company: Banco Bradesco S.A. Banco Bradesco S.A.

core business: **Banks** Banks

position: Effective Member of the Fiscal Alternate Member of the Fiscal

> Council Council

**if the company integrates** This is the issuer itself. This is the issuer itself.

(i) the economic group of

the issuer or (ii) is

controlled by a shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer ii. indication of all management positions in other companies or organizations in the third sector

Does not hold management positions in other companies or third sector organizations.

- n. description of any of the following events that have occurred during the last 5 years:
- i. any criminal conviction

No conviction in an administrative proceeding with the CVM

No criminal conviction

ii. any convictionin an administrativeproceeding with the CVMand the penalties applied

No final and conclusive conviction

iii. any final and conclusive conviction at judicial or administrative level, which has suspended or disqualified the person to practice any professional or commercial activity

12.6 About each one of the persons that held as member of the Board of Directors or Council Fiscal in the last fiscal year, inform the percentage of participation in the meetings held by the respective bodies in the same period, that was held after taking office

100% 0%

Voltar ao índiceã

#### **Complementary Information**

# Information about the candidates appointed by the common shareholders to compose the Fiscal Council, not integrating the controlling block

Voltar ao índiceã

12.5. In relation to each of the managers and members of the fiscal council of the issuer, indicate, in a table:

a. name: João Carlos de Oliveira João Sabino
b. date of birth: June 28, 1952 January 19, 1956

**c. occupation:** Business Consultant Lawyer

**d.** Individual Taxpayer's 171.602.609-10 989.560.358-49

ID (CPF):

e. elected office held: Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**f. election date:** March 11, 2019 (estimated)

**g. investiture date:** in the last years it occurred about 45 days after the election

(investiture takes place only after homologation by the Brazilian

Central Bank).

h. term of office: of one (1) year, up until the Annual Shareholders' Meeting to be

held in 2020.

None.

i. other positions held

in the issuer

No.

j. elected by the controlling shareholder:

Yes, it is an independent Fiscal Council member, elected by the

k. **if it is an independent**Shareholders, whose function, under the terms of current legislation, is to supervise the acts of the administrators and

**member and, if so,** verify compliance with their legal and statutory duties.

what was the criterion used by the issuer to determine the independence:

5 He was not a member in the last

1. **number of** year

consecutive terms:

m. information on:

i. main professional experiences during the last 5 years, indicating:

**company:** Banco Bradesco S.A. Banco Bradesco S.A.

**core business:** Banks Banks

**position:** Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**if the company integrates** This is the issuer itself. This is the issuer itself.

(i) the economic group of

the issuer or (ii) is controlled by a

shareholder of the issuer

that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer ii. indication of all management positions in other companies or organizations in the third sector

Does not hold management positions in other companies or third sector organizations.

n. description of any of the following events that have occurred during the last 5 years:

i. any criminal conviction

No criminal conviction

ii. any conviction

in an administrative proceeding with the CVM and the penalties applied

No conviction in an administrative proceeding with the CVM

iii. any final and conclusive conviction at judicial or administrative level, which has suspended or disqualified the person to practice any professional or commercial activity

No final and conclusive conviction

12.6 About each one of the persons that held as member of the Board of Directors or Council Fiscal in the last fiscal year, inform the percentage of participation in the meetings held by the respective bodies in the same period, that was held after taking office

100% 0%

Voltar ao índiceã

# Ivanyra Correia

Elected Latin American top businesswomen by Cezar Manoel de Medeiros holds a bachelor's Latin Business Chronicle – Latin Trade Group, Ivanyra Correia has over twenty-five years of working experience. Ms. Correia is currently independent board member of the largest government-owned information technology company in Brazil, called Serpro. Formally board member of Zurich Reinsurance Company, Ivanyra held statutory board director positions at the following companies: Penske Logistics, which used to belong to General Electric; the French Group Fnac and the Brazilian subsidiaries of Zurich Insurance Company. Previously, she was Latin American Superintendent of the Mexican group called Amanco; General Finance Manager of Votorantim Group, one of the largest Latin American family owned conglomerates and Latin American Vice President for Bank of America. Native in Portuguese, fluent in English and Spanish, Ivanyra holds an MBA from The Wharton School and a bachelor's degree in engineering from one of the top Brazilian Universities, Federal University of Rio Superintendent of BB-BI; Advisor of Brazilian de Janeiro. Ivanyra is certified as Board of Director and Fiscal Council (Advisory Board) by Senior Advisor of DEVEX Board of Directors. Brazilian Inst. of Corporate Governance (IBGC).

#### Cezar Manoel de Medeiros

degree in Economic Sciences by FACE -Department of Economic Sciences of Minas Gerais Federal University (UFMG), with specialization in Rural Development Projects by Desarrollo Económico Institute and Specialization in Corporate Finance by INSEAD - Fontaneblau / France, Master's Degree in Economics by FACE - Department of Economic Sciences, Minas Gerais Federal University (UFMG) and Ph.D. in Economics by IE-UFRI Institute of Economics, Rio de Janeiro Federal University. Cezar Manoel was Director of Economic and Social Development at João Pinheiro Foundation; member of the Board of Directors and Vice President of Finance at ACESITA; member of the Board of Directors and Fiscal Council at Cia. Belgo Mineira; member of the Board of Directors at Arcelor Mittal; Director of Regional Development of Minas Gerais Institute of Integrated Development - INDI; Executive Director at Mineira de Parcerias S / A - EMIP; General Institute of Corporate Governance - IBGC and

Voltar ao índiceã

# Information about the candidates appointed by the preferred shareholders to compose the Fiscal Council, not integrating the controlling block

12.5. In relation to each of the managers and members of the fiscal council of the issuer, indicate, in a table:

a. name: Luiz Carlos de Freitas João Batistela Biazon

b. date of birth: September 2, 1952
c. occupation: Accountant Businessman
d. Individual Taxpayer's 659.575.638-20
d. 003.505.919-20

ID (CPF):

e. elected office held: Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**f. election date:** March 11, 2019 (estimated)

**g. investiture date:** in the last years it occurred about 45 days after the election

(investiture takes place only after homologation by the Brazilian

Central Bank)

h. term of office: of one (1) year, up until the Annual Shareholders' Meeting to be

held in 2020.

None.

i. other positions held

in the issuer

No.

j. elected by the controlling shareholder:

Yes, it is an independent Fiscal Council member, elected by the

k. **if it is an independent**Shareholders, whose function, under the terms of current legislation, is to supervise the acts of the administrators and worify compliance with their legal and statutory duties.

verify compliance with their legal and statutory duties.

independent member and, if so, what was the criterion used by

the issuer to determine the independence:

They were not members in the last year

1. number of

consecutive terms:

information on:

i. main professional experiences during the last 5 years, indicating:

Banco Bradesco S.A. Banco Bradesco S.A. company:

core business: **Banks Banks** 

Effective Member of the Fiscal Alternate Member of the Fiscal position:

> Council Council

**if the company integrates** This is the issuer itself. This is the issuer itself.

(i) the economic group of

the issuer or (ii) is controlled by a shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer

ii. indication of all Does not hold management positions in other companies or third sector organizations.

management positions in

other companies or

organizations in the third

sector

n. description of any of the following events that have occurred during the last 5 years:

any criminal No criminal conviction i.

conviction

ii. any conviction No conviction in an administrative proceeding with the CVM

in an administrative proceeding with the CVM and the penalties applied

any final and iii. conclusive conviction at

iudicial or administrative level, which has suspended or disqualified

the person to practice any professional or commercial activity

No final and conclusive conviction

12.6 About each one of the persons that held as member of the Board of **Directors or Council Fiscal** in the last fiscal year, inform the percentage of participation in the meetings held by the respective bodies in the

same period, that was held after taking office They were not members in the last year

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12.5. In relation to each of the managers and members of the fiscal council of the issuer, indicate, in a table:

a. name: Walter Luis Bernardes Reginaldo Ferreira

Albertoni Alexandre

b. date of birth: September 29, 1968 March 7, 1959
c. occupation: Lawyer Economist
d. Individual Taxpayer's147.427.468-48 003.662.408-03

ID (CPF):

e. elected office held: Effective Member of the Fiscal Alternate Member of the Fiscal

Council Council

**f. election date:** March 11, 2019 (estimated)

g. investiture date: in the last years it occurred about 45 days after the election

(investiture takes place only after homologation by the Brazilian

Central Bank).

**h. term of office:** of one (1) year, up until the Annual Shareholders' Meeting to be

held in 2020.

None.

 ${\rm i.}$  other positions held

in the issuer

No.

j. elected by the controlling shareholder:

Yes, it is an independent Fiscal Council member, elected by the

k. **if it is an independent**Shareholders, whose function, under the terms of current legislation, is to supervise the acts of the administrators and

**member and, if so,** verify compliance with their legal and statutory duties.

member and, if so what was the criterion used by the issuer to determine the independence:

2

1. number of

consecutive terms:

m. information on:

i. main professional experiences during the last 5 years, indicating:

company:
 partner of Albertoni
 Officer of ProxyCon
 Sociedade de Advogados
 Consultoria Empresarial,
 (provision of legal services and company dedicated to the

legal consulting, 2007 – current)advisory activities and provision

of services in the capital

market, finances and corporate

- Legal Advisor of the Association of Capital Markets Investors – AMEC (nonprofit association, dedicated to the defense of shareholders rights and interests not integrating the controlling block and investors, 2006 – current);
- Member of the Fiscal Council of Banco Bradesco S.A. Board of Directors of Mahle (Multiple Bank, 2017);
- Member of the Fiscal Council of Indústrias Romi S.A. • (machine industry, 2017 current)
- Member of Audit Committee of DATAPREV S.A. (2018-current);
- Alternate Member of the Board of Directors of Mahle Metal Leve S.A. (auto parts, 2017 - current)
- Alternate Member of the Fiscal Council of Ser Educacional (Post-secondary and Graduate Programs, 2015 – an re-elected in April, 2014, current);
- Alternate Member of the Fiscal Council of SANEPAR S.A. (water treatment an public sanitation Programs, 2017 current):
- Member of the Fiscal Council of Petróleo Brasileiro S.A. – PETROBRÁS (petroleum industry, 2013 – 2018);
- Member of the Board of Directors of Paranapanema S.A. (production of copper and byproducts, 2016 -August/2017);

- governance areas, among 2003 and 2017;
- Member of the Committee of Accounting Pronouncements (CPC) - Agency formulator of Brazilian accounting rules - since its foundation, in 2005:
- Alternate Member of the Metal Leve S.A., auto parts company, since April, 2017);
- Effective Member, currently, of the Fiscal Council of the following Public Companies:
- Companhia de Saneamento do Paraná -Sanepar -, water and sanitation sector company (elected in April, 2017 and re-elected in April, 2018);
- Petrobrás S.A., of gas and oil sector (elected in April, 2013 2015, 2016, 2017 and 2018);
- Ser Educacional S.A., of education sector (collegium's president, elected in April, 2015 and re-elected in April, 2016, 2017 and 2018).
- Alternate Member, currently, of the Boards of the following Public Companies:
- Banco Bradesco S.A. (alternate member of the Fiscal Council, elected in March, 2017 and re-elected in March, 2018);

- Member of the Fiscal Council of Bradespar S.A. (holding, 2016);
- Alternate Member of the Fiscal Council of MILLS S.A. (engineering products and services, 2016);
- Alternate Member of the Board of Resources of the National Financial System (2012 – 2015).
- CPFL Energia S.A., energy sector company (alternate member of the Fiscal Council, elected in February, 2017 and re-elected in April, 2018);
- Ex-member of Audit Committee of Paranapanema S.A.(2017), company dedicated to mining and metallurgy.
- Ex-Member of the Fiscal Councils of the following Companies:
- BRF S.A. (food sector company, elected in April, 2015 and re-elected in April, 2016);
- Aliansce Shopping Centers S.A. (elected in April, 2014 and re-elected in April, 2015);
- Cremer S.A., of the health and personal hygiene products sector (president of the Fiscal Council; elected in April, 2011 an re-elected in April, 2012);
- lochpe Maxion S.A., auto parts company (elected in April 2013 and re-elected in April, 2014, 2015, 2016 and 2017);
- Movida S.A., of the rent of cars sector (elected in January, 2017);
- Paraná Banco S.A. (elected in April, 2011 and re-elected in April, 2012, 2013, 2014 and 2015);
- Tecnisa S.A., construction company (elected in April, 2011 and re-elected in April, 2012);

- Tele Norte Celular Participações S.A., telephone company (elected in April, 2006 and re-elected in April, 2007);
- Unipar Carbocloro S.A., petrochemistry company (elected in April, 2012 and re-elected in April, 2013 and in April, 2015);
- Bradespar S.A., holding (alternate member; elected in April, 2012);
- Companhia Siderúrgica Belgo-Mineira, now called Arcelor Mittal (alternate member; elected in April, 2004 and re-elected in April, 2005);
- Grendene S.A., plastic shoes manufacturer (alternate member; elected in April, 2012 and re-elected in April, 2013, 2014);
- Indústrias Romi, of the capital goods sector (alternate member, elected in April, 2015);
- Grazziotin S.A., of the retail sector (alternate member, elected in April, 2015);
- SLC Agrícola (alternate member; elected in April, 2013 and re-elected in April, 2014, 2015);
- Ex-President of the Brazilian Association of Investment Analysts and Professionals of the Capital Markets – APIMEC, elected for the period 2015-2016);
- Ex-President of the Brazilian Association of Investment Analysts and Professionals of the Capital

Markets – APIMEC, São Paulo section, elected for the period 2011-2012).

if the company integrates Not applicable

(i) the economic group of the issuer or (ii) is controlled by a shareholder of the issuer that holds a direct or indirect stake equal to or greater than 5% of the same class or type of security of the issuer ii. indication of all Does management positions in

Does not hold management positions in other companies or third sector organizations.

n. description of any of the following events that have occurred during the last 5 years:

i. any criminal conviction

organizations in the third

other companies or

sector

No criminal conviction

ii. any convictionin an administrativeproceeding with the CVMand the penalties applied

No conviction in an administrative proceeding with the CVM

iii. any final and conclusive conviction at judicial or administrative level, which has suspended or disqualified the person to practice any professional or commercial activity

No final and conclusive conviction

12.6 About each one of the persons that held as member of the Board of Directors or Council Fiscal in the last fiscal year, inform the percentage of participation in the meetings held by the respective bodies in the same period, that was held after taking office

100% 0%

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Information on the Management Compensation and Monthly Compensation of the Effective Members of the Fiscal Council, in the terms of Item 13 of Attachment 24 of CVM Instruction No. 480/09

- 13.1 Description of the policy or compensation practice, including the Non-Statutory Board of Executive Officers
- a) Objectives of the policy or practice of compensation informing if the compensation policy was formally approved, responsible body for its approval, approval date and, if the issuer disclose the policy, sites on the world wide web of computers where the document can be consult

In 2012, Bradesco amended its compensation policy for managers, being approved by the Board of Directors in Special Meeting of February 6, 2012, in order to reflect the objectives established by Resolution No. 3,921/10 of the National Monetary Council (CMN), which caused, from that year on, the payment of part of the amount approved in the Annual Shareholders' Meeting as variable compensation. Its policy aims at:

• ensuring that the compensation practice is in accordance with the law, rules and regulations that govern the matter, based on the Manager's duties, which result from the positions they hold and functions they perform; time dedicated to their functions; in competence and professional reputation, in view of their experience and qualification; and in the value of their services in the market;

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- providing alignment between compensation practices for the Management and the Organization's interests, so that the decisions made are the best possible, seeking to create value for its shareholders and investors; and
- ensuring that the compensation practice is related to objectives that seek the valuation of the Organization, not encouraging behaviors that increase the risk exposure above levels considered prudent for the strategies adopted for the short, medium and long terms.

The Policy of Compensation is available on site:

https://www.bradescori.com.br/siteBradescoRI/Paginas/governancacorporativa/141 estatuto-politicas

# b) Composition of compensation, indicating:

# i. description of the compensation elements and objectives of each one of them

## a) Board of Directors and Board of Executive Officers

The compensation of the members of the Board of Directors and of the Board of Executive Officers consists of Fixed Compensation, represented by Monthly Compensations fixed for the duration of their term, and Variable Compensation, based on target criteria and performance indicators, attributed according to the criteria of multiple Monthly Compensation, up to the limit authorized by the Shareholders' Meeting.

In addition, annually, a proposal is submitted to the approval of the Shareholders' Meeting to fund the Pension Plan for Managers, the amounts of which are shown in item 13.2, as post-employment benefits, which aims to ensure the commitment of managers to the present and future development of the Company's activities, that is, its operations focusing on business perpetuity and long-term value generation.

Pursuant to Circular Letter CVM/SEP/No.002/18, we are indicating in item 13.2, in the years 2018, 2017 and 2016, the amounts corresponding to social security contributions (INSS) paid by Bradesco and recognized in its results.

#### b) Fiscal Council

The compensation of the Effective Members of the Fiscal Council is fixed by the Shareholders' Meeting in which they are elected and they cannot be lower, for each member in office, to ten percent (10%) of the monthly compensation that, on average, is attributed to each Officer, as fixed compensation, without, under current legislation, the payment of benefits, expense account and participation in the Company's profit sharing, or any other denomination.

#### c) Audit Committee

The compensation of the Members of the Audit Committee is represented by fixed monthly payments for the term of his term of office, with the exception of a member which only receives remuneration as a member of the Board of Directors, and aims at rewarding the contribution of each member for acting on advising the Board of Directors in the performance of its attributions related to the follow up of the accounting practices adopted in the preparation of the Company's financial statements and of its subsidiaries, as well as in the process of appointing and evaluating the effectiveness of the independent audit.

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Another important factor in the definition of the compensation is that the Committee's members must have high technical qualification so as to exercise their position and at least one of them must have proven knowledge in the areas of accounting and auditing of financial institutions which qualify him to exercise his function, proving the high degree of expertise required from them, including by the regulatory bodies.

#### d) Remuneration Committee

The Remuneration Committee, defined in the Bylaws, is composed by members chosen among the members of the Company's Board of Directors and also, as required by the Resolution No. 3,921/10 of CMN, by one (1) non-manager member. The members of the Board of Directors and the non-manager member, when an employee of the Bradesco Organization, are not compensated due to the position of member of the Remuneration Committee. While being a non-employee, when nominated, the member has his/her compensation set by the Board of Directors, according to the market parameters. No Manager of the Bradesco Organization is remunerated for the functions that they exercise in Bradesco Organization committees.

## e) Other Committees

The members of the other committees are remunerated only for the duties they perform in the management bodies or executive areas in which they act in Bradesco Organization. No Manager of Bradesco Organization is remunerated for duties that they perform in the referred committees.

# ii. Regarding the last three fiscal years, what is the proportion of each element in the total remuneration

The Managers' compensation is comprised of Fixed Compensation, represented by Monthly Compensations established according to the duration of their term, and Variable Compensation awarded according to the criteria of multiple Monthly Compensations, based on target criteria and performance indicators, up to the limit authorized by the Shareholders' Meeting.

We highlight that the proportion/percentage of each element in the total compensation is not established, and it can be changed annually.

Fiscal Year ended in December 31, 2018	Annual Fixed Compensation (1)	Variable Compensation <sup>(2)</sup>	Post-Employment Benefit (3)	Total
Board of Directors	23.6%	30.5%	45.9%	100.0%
Board of Executive Officers	26.2%	28.0%	45.8%	100.0%

 Fiscal Council
 100.0%
 0.0%
 0.0%
 100.0%

 Audit Committee
 100.0%
 0.0%
 0.0%
 100.0%

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Fiscal Year ended in December 31, 2017	Annual Fixed Compensation (1)	Variable Compensation (2)	Post-Employment Benefit <sup>(3)</sup>	Total
Board of Directors	25.8%	29.4%	44.8%	100.0%
Board of Executive Officers	26.6%	27.6%	45.8%	100.0%
Fiscal Council	100.0%	0.0%	0.0%	100.0%
Audit Committee	100.0%	0.0%	0.0%	100.0%

Fiscal Year ended in December 31, 2016	Annual Fixed Compensation (1)	Variable Compensation <sup>(2)</sup>	Post-Employment Benefit (3)	Total
Board of Directors	33.3%	35.5%	31.2%	100.0%
Board of Executive Officers	33.4%	35.5%	31.1%	100.0%
Fiscal Council	100.0%	0.0%	0.0%	100.0%
Audit Committee	100.0%	0.0%	0.0%	100.0%

<sup>(1)</sup> The proportion/percentage highlighted in the Fixed Annual Compensation column includes the value of the INSS (social security) recognized in the Company's results;

# iii. methodology for calculating and adjusting of each component of the compensation

#### **Board of Directors and Board of Executive Officers**

- **Fixed Compensation or Monthly Compensation:** monthly fixed compensations established for the period of the Manager's term.
- Variable Compensation: amount attributed to the Managers, as performance compensation, in addition to the Fixed Compensation, based on the target criteria and performance indicator. It is important to highlight that the total Variable Compensation will be paid on a date to be defined by the Board of Directors, and 50% of the net value of the Variable Compensation will be allocated for the purchase of PNB shares issued by BBD Participações S.A. (PNB BBD Shares) and/or preferred shares issued by Bradesco (Bradesco preferred shares), which are filed and unavailable ("Restricted Shares"). The Restricted Shares become available in three (3) equal, annual and successive installments. The first installment

<sup>(2)</sup> The proportion/percentage highlighted in the Variable Annual Compensation column includes the value of the INSS (social security) recognized in the Company's results; and

<sup>(3)</sup> The amounts correspondent to post-employment benefits are related to the Managers' pension plan.

will expire one year after the date of the acquisition of shares.

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• **Overall amount:** includes the total compensation (fixed compensations and variable compensation).

To determine the overall amount for compensation, Bradesco Organization observes the following criteria:

1. **Bradesco Organization's Remuneration Committee:** proposes to the Board of Directors the Overall Amount for compensation (Monthly Compensation and Variable Compensation). The payment of Variable Compensation will observe the target criteria and performance indicators to be established and will be limited to Overall Amount, to be distributed to the Managers).

To define the Overall Amount for compensation (Monthly Compensations and Variable Compensation), the Remuneration Committee shall observe the following aspects:

- size and result of the company comparing to its competitors;
- domestic and international economic conditions, taking into consideration the past, present and future scenarios;
- internal and external factors that may affect the Bradesco Organization's businesses (current and potential risks); and
- Bradesco Organization's Overall performance, involving the recurrent income realized and the capacity to produce cash flows.

The Remuneration Committee will use other indicators when deem necessary and suitable. In addition, it will use studies, evaluations, surveys and other materials prepared by the technical areas, such as DEPEC – Department of Research and Economic Studies, DPOC – Department of Planning, Budget and Control, General Accounting Department and DCIR – Integrated Risk Control Department, besides other areas it deems appropriate.

- 2. **Board of Directors:** the most important management Body of the Bradesco Organization, it must evaluate the Remuneration Committee proposals and resolve on them.
- 3. **Shareholders' Meeting:** it is incumbent on the Shareholders' Meeting to approve the Overall Amount for the compensation of the Company.

Once all the steps to determine and approve the Overall Amount for compensation are fulfilled, it is incumbent on the Board of Directors of Bradesco to establish the compensation of each one of the Managers, comprised by Monthly Compensation and, based on the fulfillment of the target criteria and indicators, Variable Compensation.

#### **Audit Committee**

The process to calculate and readjust the Audit Committee's compensation starts in the Remuneration Committee.

The Board of Directors, on its turn, evaluates the recommendations and proposals of this Committee and defines the amount of compensation for each Committee's member.

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# iv. reasons that justify the composition of compensation

The compensation structure of Bradesco´s Managers, composed by Fixed Compensation (Monthly Compensation) and Variable Compensation (multiple fixed Compensations), in consonance with the guidelines established in its Managers´ Compensation Policy, whom takes into consideration the requirements of CMN Resolution No. 3,921/10, and, additionally, the post-employment benefit in Additional Pension Plan, aim to align the managers interests with the Bradesco projects and results.

Besides, the composition of the compensation and the post-employment benefit are based in the management alignment with the results and short, medium and long terms risks of the Company, as well as justifying themselves as a mean to maintain high quality managers and notorious knowledge in the Bradesco staffs.

# v. existence of non-remunerated members by the issuer and the reason for this fact

Not applicable.

# c) main performance indicators that are taken into consideration in determining each component of compensation

# **Corporate Assessment Process**

The uniformity in the treatment of work areas is one of the keys for the Bradesco Organization's effectiveness, as a manner to inhibit the individualism, maintaining a good work environment favorable for teamwork.

The Organization maintains a collegiate management culture, in which all relevant decisions, business or administrative ones, are made by committees composed, primarily, by Managers.

Thus, even with the establishment of goals and objectives for all areas, individually, for purposes of compensation, prevails the Overall performance of the Organization, making no segregation of area, if it is considered as area of business or support, technical or relationship.

This overall performance, denominated in the Corporate Rule as Corporate Assessment Process takes into consideration the outcome of performance indicators, as follows:

- ROAE Return on Equity Adjusted;
- Overall Customer Satisfaction Index;
- Basel Index Level 1;
- Operating Efficiency Ratio (OER);

- Social and Environmental Dimension of Market Indexes; and
- Coverage Index.

# Individual assessment process

The individual performance of the Managers, as well as their corresponding areas, is accompanied by their respective superiors, according to the formal evaluation process, in compliance with the requirements of CMN Resolution No. 3,921/10.

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For the formal assessment process, specific indicators are defined for areas and for individual assessment, according to the Managers' functions, taking into account the areas for business, controls, and other supporting area.

# For the assessment of areas, at least the following groups of indicators are considered:

- a) main activity actions: are indicators that suggest the goals and objectives of the main activities of the area;
- b) actions focused on operational efficiency: are indicators that measure the operating efficiency, in order to maximize their results with minimum use of resources;
- c) actions directed to risks management: are corporate indicators that measure exposure to risk and the internal controls, properly monitored by the responsible Area (Integrated Risk Control Department DCIR);
- d) actions directed to customer service: are indicators that assess the results/levels of satisfaction of internal and/or external customers; and
- e) actions directed to environmental aspects: are indicators that assess the degree of compliance of the objectives of the area to environmental aspects.

#### For individual assessment, at least the following indicators are considered:

- a) quality of the products/services: aims to evaluate the quality standards of products/services offered/rendered according to the area of the Manager assessed;
- b) commitment to strategy: aims to evaluate if its performance reflected positively with material contributions to the Strategic Planning in the period;
- c) participation in collegiate decisions: aims to evaluate the active participation in meetings and committees, with opinions that contributed to the submitted decisions;
- d) leadership team: evaluates the team management process;
- e) planning: assesses the ability to plan the activities of their area in the medium and long term;
- f) overview: evaluates, mainly, the Managers' vision about future trends to meet the demands of the market; and
- g) applies to the Board of Directors and its respective members, if suitable, the indicators listed above.

The performance assessment of Managers in the areas of internal control and risks management must be based on the achievement of the objectives of their own functions and not specifically in the overall performance of the Organization. The Integrated Risk Control Department – DCIR and the General Inspectorate Department – IGL are considered areas of internal control and risk management in the context of the Bradesco Organization, as well as the related areas of other companies of the Bradesco Organization.

# d) how compensation is structured to reflect the evolution of performance indicators

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It is up to the Board of Directors, after completion of all stages of definition and approval of the Overall Amount, to set the value of the compensation for each one of the Managers, in compliance with the following rules:

- i. uniformity of compensation among members of the same hierarchy (office), or differentiation as a result of the time in that position, experience, academic background or other difference that the Board of Directors deems appropriate;
- ii. part of the Overall Amount approved will be distributed in fixed equal monthly installments during the term of office of the Manager, subject to the provisions above, called Monthly Compensation; and
- iii. the remaining part of the Overall Amount may be distributed as Variable Compensation, upon proposal of the Remuneration Committee, which shall comply with established target criteria and performance indicators.

Based on the assessment and proposal of the Remuneration Committee, the Board of Directors shall define the amount of the Variable Compensation that will be paid to Managers, which will correspond to equal multiples of the Monthly Compensation that each Manager is receiving at the date of the resolution for the payment of Variable Compensation.

# e) how the compensation policy or practice is in line with the issuer's short, medium and long term interests

One of the guidelines of the Managers´ Compensation Policy is ensuring that the practice of compensation is related to goals that value Bradesco Organization and the individual, not encouraging behaviors that increase the exposure to risks above the levels considered prudent in the strategies of short, medium and long terms adopted by the Bradesco Organization.

As a result, by means of the payment of the fixed compensation, Bradesco seeks, in the short term, to align the interests of its managers to its.

Aiming to encourage the alignment of medium term interests, Bradesco can realize the payment of variable compensation to its managers, according to item 13.1.d.iii of the Reference Form, that will be deliberated after the verifying of the satisfaction of the specific indicators.

The payment of variable compensation will be realized upon receipt of fifty percent (50%) in cash and fifty percent (50%) destined to the acquisition of preferred shares issued by Bradesco or PNB shares issued by BBD Participações S.A. (company belonging of Bradesco control group), which are recorded and unavailable ("Restricted Shares"), becoming available in three (3) equal, annual and successive installments.

The Restricted Shares detained by the Managers are subject to adjustments in case of a significant reduction of the Recurring Profit made, or in the occurrence of negative financial result of the Company, during the deferral period.

In addition, the Pension Plan of the Managers constitutes a form of ensuring their performance focused on business perpetuity and on long-term value generation for the Company. This process links the managers to a cautious management and in consonance with the long term risks, leading to an increase in the amounts distributed to shareholders of the Company.

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f) existence of compensation supported by subsidiaries, controlled or direct or indirect controllers

Not applicable.

g) existence of any compensation or benefit related to the occurrence of certain corporate event, such as the sale of the corporate control of the issuer

Not applicable.

- h) practices and procedures adopted by the board of directors to define the individual compensation of the board of directors and board of executive officers, indicating:
- i. the issuer's bodies and committees that participate in the decision-making process, identifying how they participate

The governance structure responsible for managing and ensuring compliance with the Remuneration Policy is exercised by the following Bodies and their attributions:

- Bradesco Organization's Remuneration Committee, (i) analyzes the results of the performance evaluation, in order to propose the payment of Variable Remuneration for resolution by the Board of Directors; (ii) proposes to the Board of Directors the Global Amount of the remuneration (Monthly Fee and Variable Remuneration) to be distributed to the Managers of each company of the Organization; and (iii) proposes to the Board of Directors the payment of Variable remuneration to the Directors of each company of the Organization.
- **Board of Directors,** evaluates the proposals of the Compensation Committee and resolve on them.
- **General Meeting of Shareholders / Meeting of Quotaholders,** approves the Global Amount of the company's remuneration.
- ii. criteria and methodology used for the determination of individual remuneration, indicating whether studies are used to verify market practices and, if so, the criteria for comparison and the scope of such studies.

The guidelines established in the Remuneration Policy are in compliance with the legislation, rules and regulations that govern the subject, observing the following rules:

• ensure the establishment of remuneration practice for all Managers of the Organization, which includes the Members of the Board of Directors and Board of Executive Officers, maintaining the uniformity of remuneration among the members of the same hierarchy (position), and there may be differentiation as a result of time in the position, experience, academic formation or other differential that the Board of Directors deems appropriate. The

remuneration is distributed in fixed monthly installments;

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• legislation, rules and regulations that govern the matter, and it is the responsibility of the Board of Directors and the relevant Management Bodies to determine the remuneration of each of the manager based on: i) the responsibilities of the Managers, considering the different positions they occupy and the functions they perform; (ii) in the time devoted to their duties; (ii