

NOMINATION AND SUCCESSION POLICY¹

1. INTRODUCTION

1.1. The Nomination and Succession Policy (“Policy”) is applicable to Banco do Estado do Rio Grande do Sul S.A., its subsidiaries and affiliates, according to applicable legislation, and aims to ensure that positions for senior management and statutory committees are occupied by qualified professionals that are aligned with the values of Banco do Estado do Rio Grande do Sul S.A. (“Company”, or “Banrisul”).

2. REGULATIONS

2.1. This policy is mainly based on the following regulations:

I – Law 13,303, of June 30, 2016, which provides for the legal status of public and government-controlled private companies, including their subsidiaries, comprising the Federal, State, Federal District and Municipal levels.

II – Complementary Law 64, of May 18, 1990, and the amendments introduced by Complementary Law 135, of June 04, 2010. Establishes, pursuant to Article 14, paragraph 9, of the Federal Constitution, situations of ineligibility, termination deadlines, and other measures.

III – Federal Law 6,404, of December 15, 1976, which provides for Corporations.

IV – Decree 8,945, of December 27, 2016, which regulates Law 13,303, of June 30, 2016, on the Federal level, providing for the legal status of public and government-controlled private companies, including their subsidiaries, comprising the Federal, State, Federal District and Municipal levels.

V – State Decree RS 53,364, of December 23, 2016, which provides for governance rules applicable to public and government-controlled private companies that, with their respective subsidiaries, have gross operating income under R\$90,000,000.00 (ninety million reais).

VI – State Decree RS 54,110, of June 15, 2018, which regulates, within the scope of the state administration, the governance rules applicable for the nomination of administrators and fiscal council members, and Federal Law 13,303, of June 30, 2016, which provides for the legal status of public and government-controlled private companies, including their subsidiaries.

VII – CMN Resolution 4,878, of December 23, 2020, which provides for the succession policy of administrators at institutions authorized to operate by the Central Bank of Brazil.

VIII – CMN Resolution 4,910, of May 27, 2021, which regulates the services provided by independent audit for financial institutions and other institutions authorized to operate by the Central Bank of Brazil.

IX – CMN Resolution 4,557, of February 23, 2017, which provides for risk management and capital management structures and information disclosure policy.

¹ Approved by the Board of Directors on May 09, 2025

X – CMN Resolution 4,970, of November 25, 2021, which regulates authorization processes related to the functioning of the institutions it specifies.

XI – CMN Resolution 5,009, of March 24, 2022, which establishes conditions for the incorporation, organization, and operation of foreign exchange brokerage companies.

XII – Law 4,728, of July 14, 1965, which regulates the capital market and establishes measures for its development.

3. DEFINITIONS

For the purposes of this Policy, the terms below have the following meanings:

3.1. Grupo Banrisul (“Banrisul”): Corresponds to Banrisul and its subsidiaries, namely Banrisul Soluções em Pagamentos S.A., Banrisul S.A. Administradora de Consórcios, Banrisul S.A. Corretora de Valores Mobiliários e Câmbio, Banrisul Armazéns Gerais, Banrisul Seguridade Participações S.A., and Banrisul Corretora de Seguros S.A.

3.2. Administrators: Corresponds to members of the Board of Directors and the Executive Board of companies belonging to the Group.

3.3. Members of Statutory Committees: Corresponds to members of the Audit Committee, Eligibility and Compensation Committee, Risk Committee, Social Responsibility, Environment and Climate Committee, and any other Statutory Committee that may be established.

3.4. Fiscal Council members: Fiscal Council members of companies belonging to the Group.

4. SCOPE

4.1. This Policy applies to companies within Grupo Banrisul, pursuant to the legal and regulatory peculiarities of each entity in view of their corporate type, size and activity.

4.2. Companies of Grupo Banrisul with gross operating income under R\$90,000,000.00 (ninety million reais), which are not regulated by the Central Bank of Brazil, shall comply with the Nomination and Succession rules provided for in State Decree 53,364/16.

5. GENERAL ELIGIBILITY CONDITIONS

5.1. To fill any of the positions listed in item 3 of this Policy, nominees must meet the following requirements established by legislation and regulations:

I) be a natural person;

II) be a resident of Brazil;

III) must have technical training compatible with the duties of the position to be held, proven by:

a) professional experience and academic background, in which the nominee must have a university degree, or

b) only professional experience or academic background for situations permitted by law.

IV) must have a flawless reputation;

V) must not have been disqualified by special law, nor convicted of bankruptcy fraud, tax evasion, malfeasance, active or passive corruption, concussion, embezzlement, against popular economy, public faith, property or the National Financial System, or that have been convicted of criminal penalty that prohibits, albeit temporarily, access to public positions;

VI) must not have been disqualified or suspended from exercising positions of fiscal council member, member of a board of directors, executive officer or managing partner in financial institutions and other institutions authorized to operate by the Central Bank of Brazil, or in private pension entities, insurance companies, capitalization companies, publicly-held companies or entities subject to the supervision of the Brazilian Securities and Exchange Commission;

VII) must not be responding for, nor be the controlling shareholder or administrator of any company responding for protested securities, judicial collections, issuance of bad checks, default of obligations and other similar occurrences or circumstances;

VIII) must not have been declared bankrupt or insolvent;

IX) must not have controlled or managed, 2 (two) years prior to the election or nomination, an entity that has been declared insolvent, liquidated, intervened, bankrupt or under court-supervised reorganization.

X) must not qualify in the ineligibility situations provided for in the subitems of item I of the “head provision” of Article 1 of Federal Complementary Law 64, of May 18, 1990, as follows:

The following individuals are ineligible:

I - For any position:

a) unregistered and illiterate individuals;

b) members of the National Congress, Legislative Assemblies, and Legislative and Municipal Chambers who have lost their respective mandates for infringing the provisions of items I and II of Article 55 of the Federal Constitution, and the equivalent provisions for the loss of mandate provided in State Constitutions and Municipal and Federal District Laws, for elections during the remaining period of the term in which they were elected for, and during 8 (eight) subsequent years after the end of the legislature;

c) Governors and Deputy Governors of any State or the Federal District, as well as Mayors and Deputy Mayors who lose their elective positions for infringing the provisions of State Constitutions and Municipal and Federal District Laws, for elections during their remaining term of office and during 8 (eight) subsequent years after the end of the term in which they were elected;

d) individuals ruled against by the Electoral Justice, in a final and unappealable decision by a collegiate body, for processes involving abuse of economic or political authority in the election process they participated or took office, as well as during elections to be held in the following 8 (eight) years;

e) individuals convicted in a final and unappealable decision, or ruled by a collegiate judicial body, from the date of conviction until the end of 8 (eight) years after the execution of the sentence, for the following:

1. crimes against the popular economy, public faith, public administration and public property;

2. crimes against private property, the financial system, the capital market and crimes provided in the bankruptcy law;

3. crimes against the environment and public health;

4. electoral crimes with sentence involving deprivation of liberty;

5. crimes involving abuse of authority resulting in loss of mandate or disqualification from exercising a public position;

6. laundering or hiding assets, rights and monetary values;

7. trafficking of narcotics and related drugs, racism, torture, terrorism and heinous crimes;

8. crimes associated with slave-like conditions;
 9. crimes against life and sexual dignity; and
 10. crimes practiced by a criminal organization or gang;
- f) individuals declared unworthy of term of office, or incompatible with it, for a period of 8 (eight) years;
- g) individuals which had their financial accounts during their public positions or functions rejected for irremediable irregularities that constitute an intentional act of administrative misconduct, and by an irrevocable decision of the competent body, unless the ruling has been annulled or suspended by the Judiciary, with restrictions lasting until the elections to occur in the following 8 (eight) years from the date of the conviction, applying the provisions of item II of Article 71 of the Federal Constitution, to all officers who authorized expenses, including representatives who have acted in this condition;
- h) holders of direct, indirect or foundational public administration positions, who benefited themselves or third parties through the abuse of economic or political authority, and have been convicted in a final and unappealable decision, or ruled by a collegiate judicial body, in election process they participated or took office, with restrictions lasting until the elections to be held in the following 8 (eight) years;
- i) individuals who have held management positions or functions, or as representatives of credit, financing or insurance establishments in the 12 (twelve) months prior to a judicial or extrajudicial liquidation process, until they have not been released from any liability;
- j) individuals who have been convicted in a final and unappealable decision, or ruled by a collegiate judicial body of the Electoral Justice, for electoral corruption, illicit suffrage, illicit donation, funding or spending of campaign resources or for conducts prohibited to public agents in electoral campaigns that imply the cancellation of their registration or diploma, for a period of 8 (eight) years after said election;
- k) the President of the Republic, State Governors, Federal District Governor, Mayors, and members of the National Congress, Legislative Assemblies, Legislative and Municipal Chambers who resigned from their mandates after receiving representation or petition capable of authorizing the opening of proceedings for infringement of provisions to the Federal Constitution, State Constitutions, and Municipal and Federal District Laws, for elections during their remaining term of office and during 8 (eight) years after the end of the term in which they were elected;
- l) individuals who were suspended from political rights in a final and unappealable decision, or ruled by a collegiate judicial body, for a willful act of administrative misconduct that caused damage to public property and illicit enrichment, from the date of the final conviction until the end of 8 (eight) years after the execution of the sentence;
- m) individuals who have been excluded from exercising their profession, by sanction of a competent professional body, as a result of an ethical-professional violation, for a period of 8 (eight) years, unless the ruling has been annulled or suspended by the Judiciary;
- n) individuals convicted in a final and unappealable decision, or ruled by a collegiate judicial body, for having broken up or simulated breaking up a marital or common-law relationship to avoid ineligibility, for a period of 8 (eight) years after the ruling that recognized this fraud;
- o) individuals removed from public service due to administrative or legal proceedings, for a period of 8 (eight) years, as of the date of ruling, unless said ruling has been annulled or suspended by the Judiciary;
- p) individuals and directors of legal entities responsible for electoral donations considered illegal in a final and unappealable decision, or ruled by a collegiate body of the Electoral

Justice, for a period of 8 (eight) years after the decision, observing the provisions of Article 22 of Federal Complementary Law 64, of May 18, 1990;

q) judges and members of the Public Prosecutor's Office who have been mandatorily retired due to a sanctioning decision, who have lost their position as a result of a ruling, or who have requested exoneration or voluntary retirement due to a pending administrative disciplinary process, for a period of 8 (eight) years.

XI) The term of office for holders of statutory positions shall be extended until a substitute has filled the position.

6. SPECIFIC CONDITIONS FOR NOMINATION AND SUCCESSION

6.1. Administrators

6.1.1. Administrators of Grupo Banrisul must meet, in addition to the general conditions set forth in item 5, the following **minimum requirements**:

I - Professional experience:

a) 10 (ten) years of experience, in the public or private sector, in the Company's area of activity, or in the field related to the position they are being nominated for as a senior administrator; or

b) at least 4 (four) years holding one of the following positions:

1. administrator or senior management position in a company that has similar size or corporate purpose as Banrisul, being understood that a senior management position is classified as the 2 (two) highest non-statutory hierarchical levels of the company;

2. a member of a commission or a position of trust equivalent to DAS-4 or higher, in the public sector;

3. as a professor or researcher in the Company's area of activity; or

c) 4 (four) years of experience as a self-employed professional in an activity directly or indirectly linked to the Company's area of activity; and

d) Administrators of companies within Grupo Banrisul with gross operating income under R\$90,000,000.00 (ninety million reais), which are not regulated by the Central Bank of Brazil, shall comply with the rules provided for in State Decree 53,364/16.

6.1.2. Nomination to the Board of Directors and to the Executive Board of Grupo Banrisul is **prohibited** for:

I - representatives of the regulatory body governing the Company;

II – ministers and secretaries at the federal, state and municipal levels;

III – direct or indirect commissioned public administrators who do not have a permanent bond with public services;

IV – statutory leaders of political parties and individuals with mandates in the Legislative Power of any federal entity, even if under leave of absence;

V – blood relatives, or similar, up to the third degree of the individuals mentioned in subitems I to IV of this item;

VI – individuals who participated, in the last thirty-six months, in the decision-making structure of a political party or in works linked to organizing, structuring and executing an election campaign;

VII – individuals holding a position in trade unions;

VIII – individuals who signed a contract or partnership, as a supplier, buyer, demander or provider of goods or services, of any nature, with the State, the Company, or any other entity of Grupo Banrisul, three years prior to the date of their nomination; and

IX – individuals who have, or may have, any type of conflict of interest with the political-administrative person controlling the state-owned company or with the Company itself.

6.1.3. The prohibitions listed in the item above apply to all administrators, including representatives of employees and of minority shareholders, as well as individuals nominated by the Controlling Shareholder².

6.1.4. Administrators of foreign exchange brokerage companies are prohibited from simultaneously participating in more than one brokerage company authorized to intermediate foreign exchange transactions.

6.15. Administrators of brokerage companies shall not hold any administrative, advisory, fiscal, or decision-making position in other companies whose securities are traded on the Stock Exchange.

6.2. Board of Directors

6.2.1. In addition to the eligibility requirements for administrators, nominees for the Board of Directors must also meet the requirements for capacity, experience, time availability to perform their duties, diversity, complementary knowledge and experiences, behaviors, cultural aspects, age group and gender.

6.2.2. In addition to item 6.2.1., the election process of members of Banrisul's Board of Directors must include the nomination of professionals for openings aimed at the Diversity group, as follows.

I - the shareholder, or group of shareholders, with a right to nominate 25-40% of seats on Banrisul's Board of Directors, shall be responsible for allocating at least one of the openings for members of the Diversity group.

II - the shareholder, or group of shareholders, with a right to nominate for Banrisul's Board of Directors any percentage higher than that established in item I, must allocate two or more openings for members of the Diversity group.

III - Grupo Banrisul must adjust the composition of the Boards of Directors, which shall respect the minimum percentage of 30% for openings aimed at the Diversity group, by 2030.

6.2.3. It is prohibited to accumulate the role of Chair of the Board of Directors with the position of CEO of the Company.

² Pursuant to Law 13,303/2016 and State Decree RS 54,110/2018.

6.2.4. At least 30% (thirty percent) of the members of the Banrisul's Board of Directors must be independent. For the other companies of the Group, the minimum percentage is 25% (twenty-five percent).

I - When, as a result of observing the percentage referred to in the head section of this Article, the number of board members is fractional, it must be:

(a) rounded to the immediately higher whole number, when the fraction is equal to or higher than 0.5, or

(b) rounded to the immediately lower whole number, when the fraction is lower than 0.5.

II - An "Independent Board Member" consists of a professional who:

(a) has no relationship with the Company, except for holding an equity interest;

(b) is not a controlling shareholder, spouse, or relative up to the second degree of said member, or has not had, in the past 3 (three) years, a relationship with the Company or entity related to the controlling shareholder (people linked to public education and/or research institutions are excluded from this restriction);

(c) has not been – in the past 3 (three) years – an employee or Executive Officer for the Company, the controlling shareholder, or the Company's subsidiary;

(d) is not a direct or indirect supplier or buyer of services and/or products produced by the Company, to an extent entailing loss of independence;

(e) is not an employee or administrator for a company or entity that is offering services and/or products to – or requesting services and/or products from – the Company;

(f) is not a spouse or relative up to the second degree of any Company administrator; and

(g) does not receive any compensation from the Company other than related to the position of board member (payouts in cash arising from equity interests are excluded from this restriction).

6.3. Executive Board

6.3.1. The nominees for the position of Executive Officer in Banco do Estado do Rio Grande do Sul S.A. and Banrisul S.A. Corretora de Valores Mobiliários e Câmbio, in addition to the general and specific conditions provided in items 5 and 6.1, must also be previously approved by the Legislative Assembly of the State of Rio Grande do Sul.

6.3.2. The election process of members of Banrisul's Executive Board must include the nomination of at least two openings aimed at the Diversity group.

I - Grupo Banrisul must adjust the composition of Executive Boards, which shall respect the minimum percentage of 30% for openings intended for the Diversity group, by 2030.

6.3.3. In addition to the general and specific conditions applicable to the Administrators listed in items 5 and 6.1, nominees for the Executive Board must commit to specific goals and results to be achieved, to be approved by the Board of Directors, who must also monitor compliance with these requirements.

6.3.4. The CEO must have all the attributes required for the other Administrators and Executive Officers, as provided in the items above;

6.3.5. It is the Company's obligation to develop the skills and competences of its other Administrators and Executive Officers, in such a way that they become eligible to be nominated as CEO;

6.3.6. Succession for the position of CEO must be planned and prepared by the Chair of the Board of Directors prior to the departure of the CEO in office;

6.3.7. Once the CEO successor nominee has been chosen, considering item 6.3.5, the CEO in office must share his/her knowledge about the business and the Company to ensure the nominee is prepared for the position. This knowledge includes transmitting the Company's short, medium, and long-term strategy, ensuring understanding of the importance to safeguard the Company's information, complying with established goals and achieving performance indicators, as well as ensuring a good organizational climate for the Company's divisions, other administrators, corporate bodies and employees.

6.3.8. If the CEO position becomes vacant due to termination for cause, resignation, death, fortuitous event/force majeure, or arising from a decision made by the controlling shareholder, the Company's Vice President shall fill the vacant position on an interim basis until a permanent successor has been nominated.

6.3.9. The Executive Officers who, after being nominated but prior to taking office, are requested to participate in meetings and gatherings at the Company's premises, shall be reimbursed for all travel, accommodation, and meal expenses.

6.3.10. Banrisul S.A. Corretora de Valores Mobiliários e Câmbio

I – In addition to general and specific conditions applicable to Administrators listed in items 5 and 6.1, the executive officers in charge of asset and fiduciary management must comply with the requirements set down in Article 3 of CVM Resolution 21/21.

6.3.11. Banrisul Seguridade Participações S.A. and Banrisul Corretora de Seguros S.A.

I – In addition to general and specific conditions applicable to the Administrators listed in items 5 and 6.1, the technical officer must be an insurance broker authorized and registered with the Superintendence of Private Insurance - SUSEP and/or other competent regulatory and/or self-regulatory bodies.

6.4. Fiscal Council

6.4.1. In addition to the minimum eligibility requirements listed in item 5, the members of the Company's Fiscal Council must also meet the following criteria:

I – have an academic background that is compatible with the role to be exercised;

II – have minimum experience of three years as:

a) a director or advisor in public administration, directly or indirectly; or

b) a member of a Fiscal Council or an administrator of a company;

III – Not be a member of the management body or an employee of the Company or its subsidiary, entity within the same group, nor be a spouse or relative, up to the third degree, of an administrator of the Company.

6.4.2. The following nominations are also prohibited for the Fiscal Council:

I – representatives of the regulatory body governing the Company;

II – individuals who signed a contract or partnership, as a supplier, buyer, demander or provider of goods or services, of any nature, with the State, the Company, or any other entity of Grupo Banrisul, three years prior to the date of their nomination; and

III – individuals who have, or may have, any type of conflict of interest with the political-administrative person controlling the state-owned company or with the Company itself.

6.4.3. The prohibitions provided in item 6.4 shall apply to all members of the Company's fiscal council, including representatives of minority shareholders and individuals nominated by the Controlling Shareholder.

6.4.4. The Fiscal Council shall have at least 1 (one) member appointed by the controlling shareholder, who must be a public servant with a permanent employment relationship with the public administration.

6.4.5. Members of the Fiscal Council of Grupo Banrisul with gross operating income under R\$90,000,000.00 (ninety million reais), which are not regulated by the Central Bank of Brazil, shall comply with the rules provided for in Law 6,404, of December 15, 1976.

6.5. Audit Committee

6.5.1. Members of the Audit Committee must have a university degree and technical qualifications for the role to be exercised, in addition to meeting the requirements for statutory positions in institutions authorized to operate by the Central Bank of Brazil, and at least one of the members must have proven knowledge in the accounting area qualifying him/her for the role.

6.5.2. In addition to the above, the members of the Audit Committee must also:

I – not be, or have not been, in the twelve months prior to nomination:

a) a director of the institution, its parent company, or its affiliates, subsidiaries, or jointly-owned subsidiaries, whether directly or indirectly;

b) an employee of the institution, its parent company, or its affiliates, subsidiaries, or jointly-owned subsidiaries, whether directly or indirectly;

c) the technical officer in charge, director, manager, supervisor or any other responsible for managing the team involved in the institution's audit work; and

d) a member of the fiscal council of the institution, its parent company, or its affiliates, subsidiaries, or jointly-owned subsidiaries, whether directly or indirectly.

II – not have a spouse, partner or relative, in a direct, collateral or affinity line, up to the second degree, of the persons referred to in item I above;

III – not receive any other type of compensation from the Company, its parent company, or its affiliates, subsidiaries, or jointly-owned subsidiaries, whether directly or indirectly, other than for their role as a member of the Audit Committee;

IV – not hold positions – especially on advisory committees, boards of directors, or fiscal councils – at companies that may be considered market competitors, or that may cause conflicts of interest;

V – not hold an effective position under leave of absence with the state government; and

VI – not hold, or have held, in the 12 (twelve) months prior to the nomination, an effective position or a commissioned position with the state government.

6.5.3. The majority of members of the Audit Committee shall be independent and at least one member of the Board of Directors that is not part of the Executive Board shall compose the Committee. In order to meet the independence requirement, the criteria set forth in Article 31-C, paragraph 2, of CVM Resolution 23/21 shall be observed, which provides that the member of the Audit Committee:

I – may not be, or have been, in the last 5 (five) years:

- a) a director or employee of the Company, its parent company, subsidiary, affiliate, or company under common control, directly or indirectly; or
- b) a partner, technical officer or member of the working group of the Independent Auditor – Legal Entity; and

II – may not be a spouse or relative, in a direct or collateral line (up to the third degree) and by affinity (up to the second degree), of the persons mentioned in item I.

6.5.4. It is forbidden for Audit Committee members to maintain a term of office for more than ten consecutive years.

6.6. Eligibility and Compensation Committee

6.6.1. Members of the Eligibility and Compensation Committee must have a university degree and technical qualifications for the role to be exercised, in addition to meeting the requirements for holding statutory positions in financial and other institutions authorized to operate by the Central Bank of Brazil.

6.6.2. Among the members chosen for the Eligibility and Compensation Committee, one must be a non-administrator.

6.6.3. Among the members chosen for the Eligibility and Compensation Committee, one must be nominated by the Board of Directors to exercise the role of Coordinator.

6.6.4. It is forbidden for Eligibility and Compensation Committee members to maintain a term of office for more than ten consecutive years.

6.7 Risk Committee

6.7.1. Members of the Risk Committee must not be, or have been, in the last six months, a CRO of the Company or member of the audit committee.

6.7.2. The Risk Committee must be mainly comprised of members who:

I – are not, and have not been, employees of the Company in the last six months;

II – do not have a spouse, or relative, in a direct, collateral or affinity line, up to the second degree, of the persons referred to in item I above;

III – do not receive any type of compensation from the Company other than for their role as a member of the Risk Committee or as a member of the Board of Directors;

IV – have proven experience in risk management;

V – do not own control of the Company and must not participate in decisions taken at the Management level.

6.7.3. The Risk Committee must be chaired by a member who meets the requirements listed in the items above and who is not, nor has been, in the last six months, the Chair of the Board of Directors or of any other of the Company's committees.

6.7.4. It is forbidden for Risk Committee members to maintain a term of office for more than ten consecutive years.

6.8. Social, Environmental, and Climate Responsibility Committee

6.8.1. The members of the Committee shall be chosen among the members of the Board of Directors, of the Executive Board and/or the Risk Committee, and may have up to three external members with technical skills that are compatible with the duties of the position.

7. OPERATIONAL PROCEDURE FOR THE NOMINATION OF ADMINISTRATORS AND FISCAL COUNCIL MEMBERS

7.1. Nominations for administrators and fiscal council members must be initially submitted to the Chief of Staff Secretary of the Government of the State of Rio Grande do Sul, pursuant to Article 5 of Decree 54,110/18, for the purpose of prior approval.

7.2. Upon prior approval by the Chief of Staff Secretary, the names of the nominees and nomination date shall be forwarded to the State Secretary responsible for supervising the Company, who shall initiate an administrative process and instruction, in which nominees must fill out a standard form and submit the relevant supporting documents.

7.3. Once the process has initiated under the terms of the previous paragraphs, the head of the State Secretary will issue an order to forward the process to the Company, so that the nomination can be submitted to the Eligibility and Compensation Committee, which must issue an opinion by eight business days from the date the process was received, with tacit approvals subject to penalties and liability for the members who do not comply with any of the requirements.

7.4. After the Eligibility and Compensation Committee issues an opinion, the administrative process is forwarded to the State Attorney General's Office for a final decision on the fulfillment of the requirements and to confirm the absence of prohibitions.

7.5. Once the nomination has been analyzed and approved by the State Attorney General's Office, the process will return to the Company so that the nomination can be carried out through its competent corporate bodies.

7.6. If the nomination is disapproved by the State Attorney General's Office, the process will be forwarded to the Chief of Staff Secretary so that a new nomination can be assessed.

7.7. The standard form will be made available on the website of the Chief of Staff Secretary.

7.8. Nominations of minority shareholders and employees must also be made through a standard form provided by the Chief of Staff Secretary, which must be submitted for assessment by the Eligibility and Compensation Committee and subsequently decided by the State Attorney General's Office, pursuant to the previous items, and the outcome, either approved or disapproved, must be informed to the Chief of Staff Secretary.

7.9. In the cases of reappointment of administrators and fiscal council members, after the names have been ratified by the Chief of Staff Secretary, the process, accompanied by the duly updated standardized form completed and signed by the nominee for reappointment, along with the relevant supporting documents, shall be submitted for evaluation by the Eligibility and Compensation Committee, with the submission to the State Attorney General's Office being waived, except in cases of legal doubt.

7.10. As provided for in Article 10 of State Decree 53,364/16, regarding the companies of Grupo Banrisul registering gross operating income under R\$90,000,000.00 (ninety million reais), the Chief of Staff Secretary will early analyze whether the procedure for the nomination and assessment of members of the Board of Directors, the Fiscal Council, and the Executive Board is compliant, according to the Chief of Staff Secretary's own rule.

8. PROFILE ANALYSIS OF MEMBERS OF THE INTERNAL AUDIT AND HEAD OF COMPLIANCE, INTERNAL CONTROLS AND RISK

8.1. The Company, through its Executive Board, must analyze the profiles of nominees for positions in the Internal Audit and Compliance, Internal Controls and Risk areas, all of whom must be chosen among individuals with flawless reputation and with outstanding knowledge in the most diverse fields required for the daily execution of the activities of these areas.

9. TRAINING

9.1. The elected Administrators must participate, when taking office and on an annual basis, in specific training sessions regarding corporate and capital market legislation, disclosure of information, internal control, code of conduct and integrity, Law 12,846, of August 01, 2013 (Anti-Corruption Law), risk management policy, and other matters related to the Company's activities³.

10. MISCELLANEOUS

10.1. In compliance with current legislation, nominations for members of the Board of Directors and other statutory bodies must be previously analyzed by the Eligibility and Compensation Committee, who shall issue a statement on each nominee.

10.2. For the purposes of this policy, openings referred to in items 6.2.2 and 6.3.2 are aimed at the gender diversity or minorities groups (i.e. black and brown people, the LGBTQIA+ community, or people with disabilities).

(i) Self-declaration criteria will be taken into account to identify nominees for openings aimed at the Diversity group.

³ Pursuant to Law 13,303/2016.

10.3. This policy shall be annually reviewed by the Corporate Governance Unit and the Eligibility and Compensation Committee, and analyzed by the Board of Directors, to ensure its relevance and effectiveness. Shorter revision periods may be established as necessary.

11. CONSEQUENCE MANAGEMENT

11.1. In case of non-compliance with this Policy and related regulations, measures shall be taken according to the violator's relationship level with the Bank:

I – If the violator is an Employee, the penalties provided for in the Penalties item of the Personnel Regulations shall be adopted, as appropriate for addressing the non-compliance;

II – if the violator is an Executive Officer or Member of the Board of Directors, the non-compliance shall be reported by the Internal Audit to the Board of Directors;

III – if the violator is an Intern or Third Party, the penalties provided in the contract shall be adopted.

11.2. If managers, other employees and/or other related ones become aware of a violation that has occurred and do not report the fact to the Personnel Management Unit or the Whistleblower Channel, they will also be considered liable.

11.3. Regardless of the degree of relationship with Banrisul and the penalty adopted, anyone who fails to comply with the provisions of corporate policies may be held civilly or criminally liable for proven violations.

12. UNIT RESPONSIBLE FOR THIS POLICY

12.1. Corporate Governance Unit.