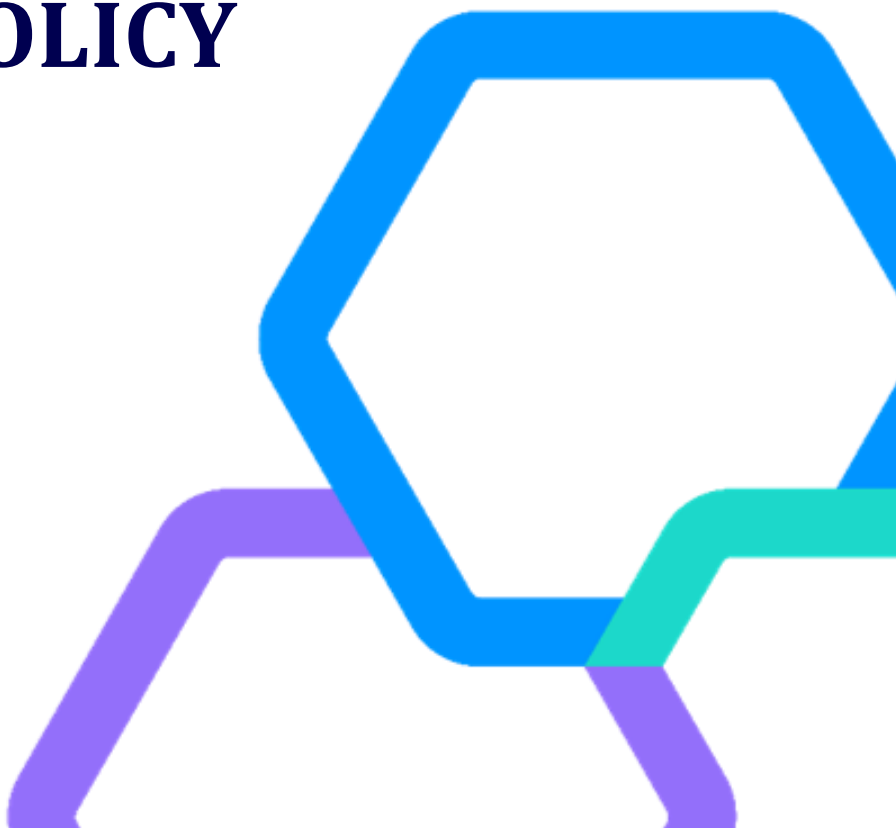




banrisul

**SOCIAL,
ENVIRONMENTAL AND
CLIMATE
RESPONSIBILITY
POLICY**



SOCIAL, ENVIRONMENTAL, AND CLIMATE RESPONSIBILITY POLICY

Banrisul's Social, Environmental and Climate Responsibility Policy establishes precepts, objectives, principles and guidelines that regulate social, environmental and climate responsibility actions carried out by the institutions belonging to Banrisul's Prudential Conglomerate and their operations alongside other entities controlled by the participants of said Conglomerate and in which they hold equity interests.

This Policy must be complied with by the Bank when (i) developing its **products, services, activities and processes**; (ii) working alongside communities where it operates; and (iii) interacting with **customers, users, employees, suppliers, outsourced service providers, investors and other stakeholders**.

PRECEPTS

- a) Proportionality to the business model, the nature of operations, and the complexity of products, services, activities, and processes of the institutions belonging to Banrisul's Prudential Conglomerate.
- b) Suitability as to the dimension and relevance of the exposure to social, environmental and climate risks.
- c) Observance of social, environmental and climate impacts of the products, services, processes and activities of the institutions belonging to Banrisul's Prudential Conglomerate.
- d) Alignment of business opportunities related to social, environmental and climate aspects with strategic objectives.
- e) Adequacy competitiveness conditions and the regulatory environment under which the Bank operates.

OBJECTIVES

- a) Reinforce the Bank's commitment to the sustainable development of the communities where it operates and the mitigation of and adaptability to climate change.
- b) Foster opportunities and enhance its businesses, considering social, environmental and climate responsibility guidelines.
- c) Promote sustainable practices aligned with stakeholders' expectations and demands.
- d) Transversally incorporate social, environmental and climate aspects into the Bank's products, services, processes and activities.
- e) Consolidate social, environmental and climate aspects to be observed in the strategic planning and other institutional policies.

SOCIAL, ENVIRONMENTAL AND CLIMATE RESPONSIBILITY PRINCIPLES

- a) Value people, respect, and protect and promote human rights, covering financial literacy, diversity, equity and inclusion.
- b) Preserve the environment and restore it whenever possible, repudiating environmental degradation practices, including excess use of natural resources.
- c) Positively contribute to transitioning into a low-carbon economy and to reducing Greenhouse Gas (GHG) emissions and other impacts associated with changes in climate patterns.
- d) Best practices of corporate governance, ethical and transparent relationships with stakeholders, repudiating any type of illegal conduct.

GUIDELINES

The Bank's performance in the development of its **products, services, activities and processes**, as well as its **interaction with stakeholders** must be based on the following guidelines:

1. Management of Social, Environmental and Climate Responsibility
 - a) Implementation of the principles of this policy in the Bank's management processes.
 - b) Assured adherence to this policy in the acquisition and inception of subsidiaries and in significant corporate restructurings.
 - c) Development of a sustainability culture, through engagement with stakeholders and the continued communication and capacity building process.
 - d) Compliance with sustainability guidelines in its procurement and bidding processes.
 - e) Inclusion, when applicable, of social, environmental and climate criteria in procurement and service contract processes, observing the legislation in force.
 - f) Fostering of an innovation culture to enhance social, environmental and climate aspects.
 - g) Observance of social, environmental and climate aspects related to products and services.
 - h) Adoption of best social, environmental and climate practices in relationship with customers and users.
2. Social Nature
 - a) Respect for diversity, promoting accessibility, equity and inclusion.
 - b) Respect for employee individuality and privacy by not admitting discrimination, harassment or prejudice of any nature, in the workplace environment and in all relationships.
 - c) Respect for human rights, combating slave-like work practices, irregular, illegal and criminal exploitation of child labor, human trafficking, sexual exploitation, and criminal exploitation of prostitution.
 - d) Compliance with social security and labor legislation, as well as occupational health and safety legislation.

- e) Respect for traditional peoples and communities, including indigenous and quilombo communities.
- f) Protection of public property and historical and cultural heritage.
- g) Compliance with personal data use.
- h) Fulfillment of customer needs, considering specific demands from the various market segments, including vulnerable customers.
- i) Promotion of financial literacy based on ethics, responsibility, transparency and diligence.
- j) Capacity building of employees, aiming at the conscious use of financial resources and the financial sustainability of the Bank's customers.
- k) Support of public policies that aim at reducing social and economic inequalities through financial inclusion and banking services.

3. Environmental Nature

- a) Protection of fauna and flora, combating irregular deforestation and degradation of biomes and biodiversity.
- b) Compliance with environmental legislation in force, repudiating irregular, illegal or criminal practices of pollution of the air, water or soil, and the exploitation of natural resources.
- c) Adequate waste management, as established in the Bank's Solid Waste Management Plan.
- d) Operational efficiency, optimizing the consumption of natural resources and materials derived therefrom.

4. Climate Nature

- a) Promotion of technological innovation associated with the transition to a low-carbon economy.
- b) Adoption of and encouragement to the use of new technologies and production methods that reduce the release of greenhouse gases.
- c) Promotion of adaptability to long-term climate change.

5. Communication and Information

- a) Dialogue with stakeholders, identifying their needs and expectations regarding the Bank's businesses.
- b) Clear and timely communication to stakeholders about pacts, agreements and commitments that the Bank is a part of, adherent of, and/or signatory to.
- c) Reporting of practices related to the topic and the actions carried out to implement this policy.
- d) Dissemination of the sustainability culture, aiming to consolidate and implement this policy.

MAIN ROLES AND RESPONSIBILITIES

Management, Executive Officers, employees, interns, and service providers are responsible for compliance with this Policy, within the limit of their responsibilities.

1. Board of Directors

- a) Approve and review this policy, with the support of the executive officer in charge and the Social, Environmental, and Climate Responsibility Committee.
- b) Ensure the Bank's adherence to this policy and to the aforementioned actions to make it effective.
- c) Ensure the compatibility and incorporation of this policy into other institutional policies, including those regarding corporate risks and capital management, credit, conformity, and people management.
- d) Ensure the timely correction of deficiencies related to this policy.
- e) Establish the organization and the duties of the Social, Environmental, and Climate Responsibility Committee.
- f) Ensure that the compensation structure adopted by the Bank does not encourage behavior incompatible with this policy.
- g) Further the internal dissemination of this policy and the aforementioned actions to make it effective.

2. Social, Environmental, and Climate Responsibility Committee

- a) Propose recommendations to the Board of Directors on the implementation and review of this policy.
- b) Evaluate the level of adherence to the actions implemented by this policy and, when necessary, propose recommendations to improve them.
- c) Coordinate its activities with the Risk Committee, as necessary, to facilitate the exchange of information.

3. Internal Audit

- a) Periodically evaluate the processes related to the implementation of this policy and the actions carried out to make it effective.

4. Executive Board

- a) Conduct its activities according to this policy and the actions carried out to make it effective.

5. Risk Office

- a) Provide subsidy in the decision-making process related to the establishment and review of this policy, supporting the Board of Directors.
- b) Ensure compliance with the guidelines of this policy in the acquisition of subsidiaries and in significant corporate restructurings.

- c) Implement actions to make this policy effective.
 - d) Monitor and assess the actions implemented within the scope of this policy.
 - e) Propose improvements to the implemented actions, when any deficiencies are identified.
 - f) Properly and reliably disclose information related to this policy.
6. Corporate Risk and Social, Environmental and Climate Responsibility Committee
- a) Evaluate relevant social, environmental and climate projects and actions, in accordance with the Bank's business strategy, submitting them for resolution and forwarding them to the pertinent areas so that actions can be implemented.
7. Corporate Risk Department
- a) Propose, at least every three years, that this policy be reviewed.
 - b) Coordinate the Sustainability Committee.
 - c) Identify, assess, monitor and report the implementation of the actions to make this policy effective.
 - d) Identify, structure, and monitor social, environmental, and climate indicators and goals, improving management mechanisms.
 - e) Analyze the level of adherence of the actions to the guidelines of this policy and to the Bank's strategy, proposing improvements.
 - f) Provide tools and methodologies for managing social, environmental and climate impacts.
 - g) Manage social, environmental and climate risks, according to the Institutional Framework for Integrated Management of Capital and Corporate Risks.
8. Administrative Departments and other institutions of Banrisul's Prudential Conglomerate
- a) Conduct its activities and processes according to this policy.
 - b) Implement actions to make this policy effective.
 - c) Manage social, environmental, and climate impacts arising from its products, services, activities and processes.

CONSEQUENCE MANAGEMENT

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:

- If the violator is an Employee, the penalties provided for in the Penalties item of the Staff Regulations shall be adopted, as appropriate for addressing the non-compliance.
- 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.
- If the violator is an Intern or a Third Party, the penalties provided in the service agreement shall be adopted.

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

Regardless of the level 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.

Approved by the Board of Directors on September 11, 2024.