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**AUDIT COMMITTEE CHARTER
OF
TEB BANCORP, INC.**

I. Audit Committee Charter

The Board of Directors (the “Board”) of TEB Bancorp, Inc. (the “Company”) has established an Audit Committee (the “Committee”) and has adopted this Audit Committee Charter to govern the Committee’s operation.

II. Purpose

The primary purpose of the Committee is assisting the Board in:

- overseeing the Company’s accounting and financial reporting processes and the audits of the Company’s financial statements;
- overseeing the independent registered public accountant’s qualifications and independence;
- overseeing the performance of the Company’s independent registered public accountant; and
- overseeing the Company’s system of disclosure controls and system of internal controls regarding finance, accounting, and legal compliance.

Consistent with this function, the Committee should encourage continuous improvement of, and should foster adherence to, the Company’s policies, procedures and practices at all levels. The Committee should also provide an open avenue of communication among the independent registered public accountants, financial and senior management, the internal auditing function, and the Board.

The Committee has the authority to obtain advice and assistance from outside legal, accounting, or other advisors as it deems appropriate to perform its duties and responsibilities. The Company shall provide appropriate funding, as determined by the Committee, to compensate the independent registered public accountant and any advisers that the Committee engages, and to pay ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The Committee will fulfill its responsibilities primarily by carrying out the activities enumerated in Section III of this Charter. The Committee will report regularly to the Board regarding the execution of its duties and responsibilities.

While the Committee has the responsibilities and powers set forth in this Charter, it is not the duty of the Committee to plan or conduct audits or to determine that the Company’s financial statements and disclosures are complete and accurate and are in accordance with GAAP and

applicable rules and regulations. These are the responsibilities of management and the independent registered public accountant.

III. Committee Membership

The Committee will consist of three or more directors of the Company as determined by the Board, each of whom shall be an independent director (as defined by applicable laws and rules, including Section 10A(m)(3) of the Securities Exchange Act of 1934, Securities and Exchange Commission (“SEC”) Rule 10A-3 promulgated thereunder, and applicable listing standards for independence), and shall be free from any relationship (including disallowed compensatory arrangements) that, in the opinion of the Board, would interfere with the exercise of his or her independent judgment as a member of the Committee; *provided, that*, one director who does not satisfy applicable listing standards for independence shall be permitted to serve on the Audit Committee, subject to any limitations or conditions set forth in the listing standards. All members of the Committee shall be able to read and understand fundamental financial statements, including the Company’s balance sheet, income statement, and cash flows statement, and at least one person shall have past employment experience in finance or accounting, requisite professional certification in accounting, or other comparable experience. The Board shall determine whether at least one member of the Committee qualifies as an “audit committee financial expert” in compliance with the criteria established by the SEC and other relevant regulations. The existence of such member, including his or her name, shall be disclosed in periodic filings as required by the SEC.

The members of the Committee will be appointed by the Board and will serve until their successors have been duly appointed and qualified. Unless a Chair is appointed by the full Board, the members of the Committee shall designate a Chair by majority vote of the full Committee membership. The entire Committee or any individual Committee member may be removed without cause by the affirmative vote of a majority of the Board. Committee members shall not simultaneously serve on the audit committee of more than two public companies in addition to the Company.

IV. Meetings

The Committee will meet at least four times annually, or more frequently as circumstances dictate. A majority of the membership of the Committee shall constitute a quorum, and all actions of the Committee shall require the affirmative vote of a majority of the membership of the Committee.

Each regularly scheduled meeting will conclude with an executive session of the Committee absent members of management, and on such terms and conditions as the Committee may determine. In partial fulfillment of its obligation to foster open communication, the Committee will meet periodically with management, the director of the internal auditing function or any third party engaged to perform the internal auditing function, and the independent registered public accountants in separate executive sessions to discuss any matters that the Committee or each of these groups believes should be discussed privately. In addition, the Committee will meet quarterly with the independent registered public accountants and

management to discuss the annual audited financial statements or quarterly financial statements, including the Company's disclosure under "Management's Discussion and Analysis of Financial Condition and Results of Operations." The Committee will periodically report to the Board on its actions and will prepare written minutes of each Committee meeting, which minutes will be provided to the Board.

V. Authority and Responsibilities

To fulfill its responsibilities and duties the Committee shall:

Documents/Reports/Accounting Information Review

1. Review and assess the adequacy of this Charter periodically, at least annually, and recommend to the Board any necessary amendments as conditions dictate.
2. Review and discuss with management the Company's annual financial statements, quarterly financial statements, and all internal controls reports (or summaries thereof). Review other material reports or financial information submitted by the Company to any governmental body, or the public, including management certifications as required by the Sarbanes-Oxley Act of 2002 (Sections 302 and 906) and relevant reports rendered by the independent registered public accountants (or summaries thereof).
3. Recommend to the Board whether the annual financial statements should be included in the Annual Report on Form 10-K. Review with management and the independent registered public accountants the Quarterly Reports on Form 10-Q prior to their filing (or prior to the release of earnings).
4. Review earnings press releases with management, including review of "pro-forma" or "adjusted" non-GAAP information.
5. Discuss with management financial information and earnings guidance provided to analysts. Such discussions may be on general terms (i.e., discussion of the types of information to be disclosed and the type of presentation to be made).
6. Review the regular internal reports (or summaries thereof) to management prepared by the internal auditing department and management's response.

Independent Registered Public Accountants

7. Appoint, compensate, retain and oversee the work performed by the independent registered public accountants for the purpose of preparing or issuing an audit report or related work. Review the performance of the independent registered public accountants and remove the independent registered public accountants if circumstances warrant. The independent registered public accountants shall report directly to the Committee and the Committee shall oversee the resolution of disagreements between management and the independent registered public accountants in the event that they arise. Consider whether the independent registered public

accountant's performance of permissible non-audit services is compatible with the independent registered public accountant's independence.

8. Review with the independent registered public accountant any problems or difficulties and management's response, review the independent registered public accountant's attestation and report on management's internal controls report (if and when required), and hold timely discussions with the independent registered public accountants regarding the following:

- all critical accounting policies and practices;
- all alternative treatments of financial information within generally accepted accounting principles that have been discussed with management, ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the independent registered public accountant;
- other material written communications between the independent registered public accountant and management including, but not limited to, the management letter and schedule of unadjusted differences; and
- an analysis of the independent registered public accountant's judgment as to the quality of the Company's accounting principles, setting forth significant reporting issues and judgments made in connection with the preparation of the financial statements.

9. At least annually, obtain and review a report by the independent registered public accountant describing:

- the firm's internal control procedures (including disclosure controls);
- any material issues raised by the most recent internal control review, peer review, or by any inquiry or investigation by governmental or professional authorities, including the PCAOB, within the preceding five years, respecting one or more independent audits carried out by the firm, and any steps taken to deal with any such issues; and
- all relationships between the independent registered public accountant and the Company, to assess such accountant's independence.

10. Review and pre-approve both audit and permissible non-audit services to be provided by the independent registered public accountant (other than with respect to *de minimis* exceptions permitted by the Sarbanes-Oxley Act of 2002). This duty may be delegated to one or more designated members of the Committee with any such pre-approval reported to the Committee at its next regularly scheduled meeting. The Committee may also adopt policies and procedures for the pre-approval of audit and permissible non-audit services.

11. Set clear hiring policies, compliant with governing laws or regulations, for employees or former employees of the independent registered public accountants.

12. Ensure and oversee the rotation of the lead audit partner of the Company's independent registered public accounting firm every five years, and consider whether there should be regular rotation of the independent public accounting firm itself.

13. Ensure the receipt by the Committee from the independent public accounting firm of a formal written statement delineating all relationships between the firm and the Company, consistent with applicable standards. The Committee is responsible for actively engaging in a dialogue with the independent public accounting firm with respect to any disclosed relationships or services that may impact the objectivity and independence of the independent public accounting firm, and for taking, or recommending that the full Board take, appropriate action to oversee the independence of the independent public accounting firm.

Financial Reporting Processes and Accounting Policies

14. In consultation with the independent registered public accountants and the internal auditors, review the Company's financial reporting processes (both internal and external), and the internal control structure (including disclosure controls).

15. Review with management major issues regarding accounting principles and financial statement presentations, including any significant changes in the Company's selection or application of accounting principles, and major issues as to the adequacy of the Company's internal controls and any special audit steps adopted in light of material control deficiencies.

16. Review analyses prepared by management (and the independent registered public accountant as noted in item 8 above) setting forth significant financial reporting issues and judgments made in connection with the preparation of the financial statements, including analyses of the effects of alternative GAAP methods on the financial statements.

17. Review with management the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the financial statements of the Company.

18. Establish and maintain a policy and procedures for the review and approval of related person transactions in excess of \$25,000 and review and approve all related person transactions in accordance with such policy and procedures.

19. Establish and maintain procedures for the receipt, retention, and treatment of complaints regarding accounting, internal accounting, or auditing matters, including but not limited to recommending action to the Board with respect to any violation of the Company's Code of Ethics for Senior Officers.

20. Establish and maintain procedures for the confidential, anonymous submission by employees regarding questionable accounting or auditing matters.

Internal Audit

21. Appoint, compensate, retain and oversee the work performed by the internal auditors, if any. Review the performance of the internal auditors and remove the internal auditors if circumstances warrant. The internal auditors, if any, will report directly to the Committee and the Committee will oversee the resolution of any disagreements between management and the internal auditors.

22. Review activities, organizational structure, and qualifications of the internal audit function, if any.

23. Periodically review with the internal auditors, if any, any significant difficulties, disagreements with management, or scope restrictions encountered in the course of the internal auditors' work.

24. Periodically review with the independent registered public accountant and management, the budget, staffing, and responsibilities of the internal audit function, if any.

Legal Compliance and Risk Management

25. Review with the Company's counsel any legal matter that is expected to have a significant impact on the Company's financial statements.

26. Discuss policies with respect to risk assessment and risk management. Such discussions should include any reports received by the Committee regarding the Company's major financial and accounting risk exposures and the steps management has undertaken to control them.

Other Responsibilities

27. Review with the independent registered public accountants, the internal auditing department and management the extent to which changes or improvements in financial or accounting practices, as approved by the Committee, have been implemented. This review should be conducted at an appropriate time subsequent to implementation of changes or improvements, as decided by the Committee.

28. Prepare the report that the SEC requires to be included in the Company's annual proxy statement.

29. Annually, perform a self-assessment relative to the Committee's purpose, duties and responsibilities set forth herein.

30. Perform any other activities consistent with this Charter, the Company's bylaws and governing law, as the Committee or the Board deems necessary or appropriate.

Approved by the Board on August 12, 2021

TEB BANCORP, INC.

THE EQUITABLE BANK, S.S.B.

JOINT COMPENSATION COMMITTEE CHARTER

I. Joint Charter

The Boards of Directors of TEB Bancorp, Inc. and The Equitable Bank, S.S.B. have established a Joint Compensation Committee (the “Compensation Committee” or the “Committee”) and have adopted this Joint Compensation Committee Charter to govern the Committee’s operation. Where applicable, references herein to the “Company” include TEB Bancorp, Inc. and The Equitable Bank, S.S.B., and references to the “Board” shall include the Boards of Directors of TEB Bancorp, Inc. and The Equitable Bank, S.S.B.

II. Purpose

The Compensation Committee is appointed by the Board to assist the Board in fulfilling its responsibilities relating to the compensation and benefits provided to the Company’s executive management (for the purposes of this Charter, “executive management” means each individual qualifying as an “officer” of the Company as defined by Rule 16a-1(f) of the SEC Regulations) and Board of Directors. The Committee is authorized to review, evaluate and recommend various benefit plans and overall compensation for the Company and its wholly owned subsidiaries.

III. Committee Membership

The Committee shall be composed of a minimum of three directors, each of whom shall satisfy the applicable SEC regulations and listing rules for independence. If deemed necessary or appropriate, the Committee may appoint a subcommittee consisting of those members who qualify as an “outside director” under Section 162(m) of the Internal Revenue Code and/or as a “non-employee director” under Rule 16b-3 of the SEC Regulations, which subcommittee shall be authorized to take all actions permitted to the Committee under this Charter. The Board of Directors shall appoint a new member or members in the event that there is a vacancy on the Committee that reduces the number of members below three, or in the event that the Board of Directors determines that the number of members on the Committee should be increased.

The members of the Committee shall be appointed by the Board and shall serve until removed by the Board or their successors are duly appointed and qualified. Unless a Chair is appointed by the full Board, the members of the Committee shall designate a Chair by majority vote of the full Committee membership.

The entire Committee or any individual Committee member may be removed without cause by the affirmative vote of a majority of the Board of Directors. Any Committee member may resign effective upon giving written notice to the Chairman of the Board, the Corporate

Secretary or the Board of Directors. The Board shall appoint a successor to take office when a resignation becomes effective.

IV. Meetings

The Committee shall meet at least annually, and may hold additional meetings as needed or appropriate. The Committee may ask members of management or others, including legal counsel, to attend meetings or to provide relevant information. A majority of the entire Committee membership shall constitute a quorum, and all actions taken by the Committee shall require the affirmative vote of a majority of the membership of the Committee.

V. Authority and Responsibilities

The specific authority and responsibilities of the Committee shall include, but are not limited to, the following:

1. Establish, review, and modify from time to time as appropriate the overall compensation philosophy of the Company.
2. Review, evaluate and recommend Company objectives relevant to the Chief Executive Officer's ("CEO") compensation; evaluate CEO performance relative to established goals; and review, evaluate and recommend to the full Board of Directors the CEO's compensation, provided that the Committee may determine the CEO's equity compensation (or recommend the CEO's equity compensation to the full Board for determination). Notwithstanding anything to the contrary herein, the CEO may not be present during the Committee's deliberation or voting on the CEO's compensation.
3. Review, evaluate and recommend goals relevant to the compensation of the Company's other executive management with the input of the CEO; and review such officers' performance in light of these goals and determine (or recommend to the full Board of Directors for determination) such officers' cash and equity compensation based on this evaluation.
4. Review, evaluate and recommend to the full Board, the terms of employment and severance agreements/arrangements for executive officers, including any change of control and indemnification provisions, as well as other compensatory arrangements for executive management.
5. To the extent required, prepare and publish an annual executive compensation report in the Company's proxy statement.
6. In its sole discretion, retain, obtain the advice of or terminate any compensation or benefits consultant or legal counsel or other adviser used to assist the Committee in fulfilling its responsibilities. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such consultant,

legal counsel or other adviser retained by the compensation committee. The Company shall provide adequate resources to support the Committee's activities, including appropriate funding, as determined by the Committee, in its capacity as a committee of the Board, for payment of reasonable compensation to a compensation consultant, legal counsel or other adviser.

Prior to the selection of, or receiving advice from, a compensation consultant, legal counsel or other adviser, the Committee must consider the following factors, as well as any other factors identified by the stock exchange on which the Company's shares are listed:

- (i) The provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;
- (ii) The amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- (iii) The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- (iv) Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- (v) Any stock of the Company owned by the compensation consultant, legal counsel or other adviser; and
- (vi) Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company.

On an annual basis, the Committee should send a written request asking its compensation consultants, legal counsel and other advisers to confirm in writing their independence under each of these six factors.

7. Report to the full Board of Directors any actions taken for ratification by the Board, as necessary.
8. Review this Charter at least annually and recommend changes to the Board as needed.

Adopted April 3, 2019

Reaffirmed: August 31, 2021

TEB BANCORP, INC.
WHISTLEBLOWER PROCEDURES

Purpose

These procedures are designed to ensure compliance with the provisions of Section 301 of the Sarbanes-Oxley Act of 2002 requiring audit committees to establish procedures for the receipt, retention and treatment of complaints received by companies regarding accounting, internal accounting controls or auditing matters, and the confidential, anonymous submission by employees of concerns regarding questionable accounting or auditing matters.

A. Responsibilities of Audit Committee for Accounting Complaints

The Audit Committee of the Board of Directors of TEB Bancorp, Inc. (the "Company") has established the following procedures to receive, retain, investigate and act on complaints and concerns of employees, stockholders and others regarding accounting, internal accounting controls and auditing matters, including complaints regarding attempted or actual circumvention of internal accounting controls or complaints regarding violations of the Company's or The Equitable Bank, S.S.B.'s accounting policies ("Accounting Complaints").

B. Procedures for Receiving and Investigating Accounting Complaints

1. The Chairman of the Audit Committee (the "Chairman") is authorized to receive and investigate Accounting Complaints. In this capacity, the Chairman acts under the authority of the Audit Committee.
2. Accounting Complaints may be made to the Chairman via regular mail at:

TEB Bancorp, Inc.
Attention: Chairman, Audit Committee
P.O. Box 374
Okauchee, WI 53069

If an employee would like to discuss any matter with the Audit Committee, the employee should indicate this in the submission and include a telephone number at which they might be contacted if the Audit Committee deems it appropriate.

1. The Chairman or his or her designee will prepare a written docket (the "Docket") of all complaints summarizing in reasonable detail for each complaint: the nature of the complaint (including any specific allegations made and the persons involved); the date of receipt of the complaint; the ongoing status of any investigation into the complaint; and any final resolution of the complaint. The Chairman will distribute an update of the Docket, highlighting recent developments in reasonable detail, to the Audit Committee, in advance of each regularly scheduled meeting thereof (other than meetings convened principally to review the Company's periodic reports under the Securities Exchange Act of 1934).
2. Promptly upon receipt, the Chairman will evaluate whether a complaint constitutes an Accounting Complaint and whether the Accounting Complaint is from an employee and needs to be treated confidentially and anonymously. If the Chairman determines that a complaint is an Accounting Complaint, he will thereafter promptly forward the complaint to the Audit Committee, which will determine how to proceed with the investigation (see Paragraph B.7 for the procedure to be followed if the complaint is not an Accounting Complaint). As investigation into the Accounting Complaint proceeds, results will be reported in writing to the Audit Committee (the "Investigation Report"). Investigation Reports will be prepared in reasonable detail and will be in addition to the information provided to the Audit Committee on

the Docket. Such reports will describe the Accounting Complaint, the steps taken in the investigation, any factual findings, and the recommendations for corrective action, if any.

The Audit Committee will be free in its discretion to engage outside auditors, legal counsel, or other experts to assist in the investigation, analysis and resolution. The Audit Committee may delegate investigatory responsibility to one or more persons, including persons who are not employees of the Company. All investigations will be conducted in a confidential manner, so that information will be disclosed only as needed to facilitate review of the investigation materials or otherwise as required by law.

The Audit Committee may require the assistance of the Chief Financial Officer, his or her staff, or any other employees of the Company in investigating and resolving any Accounting Complaint. The parameters of any investigation will be determined by the Audit Committee in its discretion and the Company and its employees will cooperate as necessary in connection with any such investigation.

3. If corrective actions are required, the Audit Committee will ensure they are taken.
4. Accounting Complaints received from external or internal sources communicated to management shall be directed to the Chairman of the Audit Committee. Any director, officer or employee who receives an Accounting Complaint from parties outside of the Company shall communicate the complaint to the Chairman of the Audit Committee.
5. Any complaints received that are not Accounting Complaints, as determined by the Chairman of the Audit Committee, shall be directed to the appropriate party in the Company.

C. Confidential and Anonymous Reports by Employees

Employees of the Company are expressly authorized and will be informed that they can make Accounting Complaints using the procedures described in Section B. All Accounting Complaints received from employees will be treated on an anonymous and confidential basis unless otherwise required by law.

D. Protection of Whistleblowers

Consistent with the policies of the Company, the Audit Committee and the Company's management will not retaliate or attempt to retaliate, and will not tolerate any retaliation or attempted retaliation by any other person or group, directly or indirectly, against any employee who has a reasonable belief that information provided relates to a possible Accounting Complaint that has occurred, is ongoing, or is about to occur, or provides assistance to the Audit Committee, the Company's management, or any governmental, regulatory or law enforcement body, investigating or otherwise helping to resolve an Accounting Complaint.

E. Records

The Audit Committee will retain on a strictly confidential basis for a period of seven years (or otherwise as required under the Company's record retention policies in effect from time to time) all records relating to any Accounting Complaint and to the investigation and resolution thereof.

F. Reporting to the Board of Directors

The status of Accounting Complaints will be reported to the Board of Directors (or independent Directors as determined by the Audit Committee) at each scheduled monthly meeting of the Board.

G. Publication of Procedures

The Company will distribute to all employees a separate summary procedure regarding how to make complaints.

Adopted as of April 3, 2019

TEB BANCORP, INC.
CODE OF ETHICS FOR SENIOR OFFICERS

It is the policy of TEB Bancorp, Inc. (the “Company”) that the Company’s Principal Executive Officer (“PEO”), Principal Financial Officer (“PFO”) and Principal Accounting Officer/Controller (collectively referred to herein as the “Senior Officers”) adhere to and advocate the following principles governing their professional and ethical conduct in the fulfillment of their responsibilities:

1. Act with honesty and integrity, avoiding actual or apparent conflicts between his or her personal, private interests and the interests of the Company, including receiving improper personal benefits as a result of his or her position.
2. Perform responsibilities with a view to causing periodic reports and other documents filed with the Securities and Exchange Commission and other public communications to contain information that is full, fair, accurate, timely and understandable.
3. Comply with laws of federal, state, and local governments applicable to the Company, and the rules and regulations of private and public regulatory agencies having jurisdiction over the Company.
4. Promptly report violations or suspected violations of this Code of Ethics to the Chairman of the Audit Committee or, if a violation involves any member of the Audit Committee, to outside counsel.
5. Act in good faith, responsibly, with due care, and diligence, without misrepresenting or omitting material facts or allowing independent judgment to be compromised.
6. Respect the confidentiality of information acquired in the course of the performance of his or her responsibilities, except when authorized or otherwise legally obligated to disclose. Do not use confidential information acquired in the course of the performance of his or her responsibilities for personal advantage.
7. Proactively promote ethical behavior among subordinates and peers.
8. Use corporate assets and resources employed or entrusted in a responsible manner.
9. Not use corporate information, corporate assets, corporate opportunities or one’s position with the Company for personal gain.
10. Not compete directly or indirectly with the Company.
11. Advance the Company’s legitimate interests when the opportunity arises.

It is also the policy of the Company that the Senior Officers who serve as the senior officers of the Company's wholly owned subsidiary, The Equitable Bank, S.S.B., must comply with this Code of Ethics as well as any code of ethics and conflicts of interest policy of The Equitable Bank, S.S.B. as in effect from time to time.

The Audit Committee of the Board of Directors shall have the power to monitor, make determinations, and recommend action to the Board with respect to violations of this Code of Ethics, with the intention of holding the persons governed by this Code of Ethics accountable for adherence hereto. Any waivers of this Code of Ethics may only be made by the Board of Directors and must be promptly disclosed to the Company's stockholders in accordance with applicable laws and regulations. Waivers should not be granted except under extraordinary or special circumstances. Amendments to this Code of Ethics may only be made by the Board of Directors and must be promptly disclosed to the Company's stockholders in accordance with applicable laws and regulations.

Adopted April 3, 2019