

POLICY

SUSTAINABILITY

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Minerva S.A., a producer and distributor of chilled and frozen fresh beef and sheep meat, industrialized protein products (beef, pork, broiler chicken, sheep, and fish) and by-products, with a view to conducting all its operations by applying effective risk management, establishes and communicates its global sustainability guidelines to all those involved:

1. The Company operates in a manner that is committed to the sustainable future of the planet's food supply and will seek to balance economic, environmental, social, and governance factors in its own operations and throughout the value chain;
2. The Company assesses the most relevant aspects of its business and identifies any real or potential impacts that its activities may have on the environment, human rights, and surrounding communities. This helps guide its sustainability strategy (materiality) and disclose its results publicly in accordance with legal requirements and relevant national and international standards;
3. The Company understands that the sustainability of its business depends on the conservation of the ecosystems that support agricultural production as reflected in its actions designed to improve the eco-efficiency of its operations and to combat climate change and illegal deforestation. In its decision-making process, the Company assesses the risks and opportunities associated with climate change; the conservation of biodiversity and forests; the use of renewable energy; the efficient use of water; and the management and proper disposal of waste, in accordance with national and international standards of environmental management within its own operations and in the value chain;
4. Minerva Foods, through the creation of employment opportunities and generating income, plays an instrumental role in the economic development and reduction of social inequalities in the areas in which it operates. It engages with stakeholders affected by its activities, seeking ethical, transparent, and responsible relationships, while promoting and protecting Human Rights and operating in compliance with local labor laws and international standards. The Company acts to value diversity and prohibit all forms of discrimination and the exploitation of individuals, especially children, and adolescents. In addition, the Company acts to protect the health and safety of employees and third parties within its own operations and throughout the value chain;
5. The Company strives to ensure food quality and safety throughout the production cycle, based on the most stringent national and international requirements and legal standards, as well as those of its customers.

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6. Minerva Foods, recognizing that all forms of life should be treated with care, dignity, and respect, is guided by its Animal Welfare Program, which is structured around the five areas identified by the Farm Animal Welfare Committee (FAWC). The program incorporates information and best practices that are controlled and monitored within its own operations and throughout the value chain;
7. The Company, in order to achieve sustainable development, firmly adheres to the belief that leadership and governance should go hand in hand. Based on the best practices of corporate governance and risk management in accordance with national and international standards and legal requirements, the Company conducts its activities with integrity, fairness, corporate responsibility, and transparency in its accountability to its stakeholders, through its Code of Ethics - Guide of Conduct, Code of Conduct for Business Partners and other internal policies.

Fernando Galletti de Queiroz
CEO Minerva S.A.