



**GLOBAL AWARD
"CREATING CONNECTIONS - HIGHLIGHTS OF MINERVA FOODS' YEAR"**

MINERVA S.A.

Avenida Antônio Manco Bernardes, S/N, Chácara MINERVA
Parque Residencial MINERVA, CEP 14781-545, Barretos/SP
Corporate Taxpayer's ID (CNPJ): 67.620.377/0001-14

GENERAL REGULATIONS

1. PRESENTATION

The "CREATING CONNECTIONS - HIGHLIGHTS OF MINERVA FOODS' YEAR" Contest aims to reward projects, actions or initiatives created by the employees of the Company and/or its subsidiaries, according to the category to be defined in each award period.

This document will set forth the general terms of the contest, with specific regulations for each category chosen in the year to be disclosed on an annual basis, or another period determined by the Company, containing detailed requirements for the respective award.

The contest will be worldwide, being accessible in the native language of each participant.

Details about the award ceremony will be disclosed by the Company in due course on its internal communication channels, as defined by the Organizing Commission, in each award period. The Company will ensure live transmission of the phase 3 global award ceremony for the other countries, with simultaneous translation into English, Spanish, or Portuguese, as needed.

To participate in this contest, all members of the interested groups must read and accept the terms of these regulations, being aware that by submitting their registration, they adhere to the terms set out herein.

Questions on the contest can be emailed to criandoconexoes@minervafoods.com.



2. DEFINITIONS

- 2.1. Organizing Commission: the work group responsible for analyzing the eligibility of registered participants and carrying out the necessary checks in the first phase. It is composed of the areas of Management of Culture and People, and Legal and Compliance.
- 2.2. Technical Judging Commission: the work group responsible for the technical analysis and scoring of the presented projects.
- 2.3. Executive Board: the work group formed in an odd number by the Chief Executive Officer, the Chief Financial Officer and the Chief Operating Officer, being responsible for the final choice of the projects scored by the Technical Judging Commission.
- 2.4. Company: MINERVA S.A. and its subsidiaries.
- 2.5.
- 2.6. Contest: the "MAKING CONNECTIONS - HIGHLIGHTS OF MINERVA FOODS' YEAR" global contest.
- 2.7. Project: projects, actions, initiatives and/or performance that will be subject to voting in their respective categories.
- 2.8. Interested group: groups consisting of up to 05 (five) members, all of whom creators and responsible for the presented projects.

3. CATEGORIES

- 3.1. Creators of projects, actions, initiatives and/or performance may be recognized, depending on criteria presented by each category. Every year, changes, inclusions or exclusions can be made to the categories, in two ways: 1) recommendation by **MINERVA**'s executive board or the members of the Organizing Commission; 2) any employee of **MINERVA** and/or its subsidiaries, from any origin, with spontaneous recommendation to the Organizing Commission via the email address indicated by these regulations; or 3) through engagement action via internal communication, to be carried out by the Culture Management area, along with the Internal Communication area. Decisions about the inclusion or exclusion of new categories, and whether engagement campaigns will be conducted or not in the year, must be aligned and resolved by the Organizing Commission.
- 3.2 These regulations hereby provide for two irrevocable criteria that must be evaluated so as to resolve on the inclusion of new categories: 1) direct relation to at least one of the five values of **MINERVA**; 2) adherence to strategic goals for the year, as defined by **MINERVA**'s Executive Board.
- 3.3 Categories may be excluded when they no longer adhere to the criteria of **item 3.2**.

4. PARTICIPATION AND REGISTRATION

At the time of registration, the interested employees must provide the following personal registration data: (i) full name; (ii) number of registration; (iii) date of birth; (iv) personal identification document; (v) telephone number; (vi) email for contact and notices about the selection process; (vii) country and business unit; (viii) chosen category; and (iv) other information that might be requested at the time of registration.

Employees have the option of joining more than one interested group, provided their projects have different scopes. In the event of same scope/purpose, employees must opt for only one group to participate.

Employees will be disqualified and will not be entitled to awards in the following conditions: (i) employees classified as "does not meet" in the last culture evaluation cycle before the current year of the award; (ii) employees subject to investigation due to reporting made through the Minerva Connection channel; (iii) employees submitted to disciplinary measures imposed in the last 06 (six) months before registration or during the period of computation of the contest; employees do not have an employment relationship with MINERVA and/or its subsidiaries on the date of the award; and (iv) plagiarism by the employee has been detected and proven, or any other noncompliance with the terms of these regulations.

A team member can register the interested group, and the Organizing Commission will directly confirm interest with each interested member.

5. COPYRIGHTS AND PERSONAL REGISTRATION DATA

- 5.1. Each member of an interested group must agree and ensure that submitted projects are of their own (or of the group, if applicable), being expressly forbidden to present projects containing any form of plagiarism, either in part or in full. For the purpose of these regulations, plagiarism consists of the unauthorized utilization of ideas, texts, imagens, charts or any other material that is not their own, without the due citation or reference to the original source.
- 5.2. The Organizing Commission reserves the right to utilize plagiarism detection tools and to conduct additional checks so as to ensure the originality of the presented projects.
- 5.3. Each member registered with an interested group hereby declares and obliges themselves to be responsible for the authorship and originality of the project, before **MINERVA** and third parties, exclusively, irrevocably and irreversibly, and liable for the payment of indemnification for losses, damage and lost profits, arising from any claims or arguments from third parties, relative to the content and the original ownership of rights over the project, undertaking to maintain **MINERVA** exempt from pending issues, prevailing the provisions of this item even after the end of their employment contract, and while the limitation period for such claims is not over. Given that the projects will be developed using **MINERVA**'s resources, being intended for its activities, all intellectual property rights arising from such projects within the scope of this award will exclusively



belong to **MINERVA** and may be used by the Company, in full or in part, through any means or form.

- 5.4. Participants hereby authorize the processing of their personal data for the purpose of participation in the award, including the granting of authorization for the use of their name, image and voice.
- 5.5. Any questions about personal data processing may be sent to the Company's Data Protection Officer (DPO) Alexandre Valeriano, by email: privacidade@minervafoods.com.
- 5.6. If a registered group or member, for any reason, wishes to withdraw from the contest, they may submit their request in writing to the Organizing Commission by email: criandoconexoes@minervafoods.com. If a member wishing to withdraw from the contest does not have an email address, they can contact their superior or the administrative manager from their business unit.
- 5.7. The withdrawal of a group member will not invalidate the registration of the other members, who will remain in the contest along with the remaining participants.

6. SELECTION AND JUDGMENT

- 6.1. The contest will have 03 (three) selection and judgment phases, namely:

Phase 1: the Organizing Commission will be responsible for analyzing registration and the members registered with the interested groups, considering criteria established by these regulations and the specific provisions of the current contest at the time of registration of the interest party. In the event of rejection, the Commission will clearly communicate the reason for such decision.

Phase 2: the Technical Judging Commission will be responsible for analyzing the registered projects, based on criteria required by the category of the current contest. The members of the Commission will score each project on a scale of 1 (one) to 5 (five).

Phase 3: 3 (three) or 5 (five) members of the Executive Board, from among the Chief Executive Officer, Executive Officers, the Chief Operating Officer, and/or the Supplier Officer, will be responsible for analyzing the projects selected in phase 2. Each member will score the projects on a scale of 1 (one) to 5 (five).

The Executive Board may not have access to the names of the creators of the presented projects. If this situation occurs, the Executive Commission must replace the Executive Officer so the project is given a new score.

- 6.2. It is expressly forbidden to disclose the results of phase 3 until the holding of the official award ceremony. To ensure confidentiality, final calculations will be made by the Organizing Commission and audited by a representative of the internal audit team.

7. CRITERIA FOR BREAKING TIES:

- 7.1. In the event of a tie in phase 2, the projects will be reevaluated by the Technical Judging Commission, which will choose the one with the greatest impact on the Company's strategy for the year. On this week, 01 national finalist by country of origin will be chosen.
- 7.2. In the event of a tie in phase 3, the projects for which there is a tie will be reevaluated by the Executive Board and, on such occasion, each member must choose one from among the presented projects.

8. AWARDING

- 8.1. The result of phase 3 will be presented at a public ceremony to be widely disclosed on internal communication channels.
- 8.2. Fixed awards: (i) the members of the winning group of each category will earn a customized trophy with their names, native language, and public recognition for the project.
- 8.3. Variable awards: the Organizing Commission may provide variable awards according to each edition of the contest. Under no circumstances will awards be in the form of cash.
- 8.4. If one member (or more members) of the team cannot attend the award ceremony, they can appoint a replacement that is in the city of the event to receive the award.

6 GENERAL PROVISIONS

- 6.1 Any change to these Regulations will be widely disclosed through the internal communication channels.
- 6.2 Participation in the award will not entail remuneration or pay increase of any kind.
- 6.3 Participation in the award will not give the Participants any other right or advantage that is not expressly provided for in these Regulations.
- 6.4 **MINERVA** will not be responsible for any losses that the Participants may suffer as a result of participating in the award, accepting prizes, or even situations that are beyond **MINERVA's** control.
- 6.5 Participants hereby declare to be cognizant of and accept the provisions contained in **MINERVA's** Code of Ethics and Conduct, available at <https://minervafoods.com/en/ethics-and-compliance>, undertaking to fully comply with said provisions.



- 6.6** In the event of receiving similar projects, the Organizing Commission will contact the participants to investigate the object of each project, and if it is confirmed that the objects are duplicated, it will prevail in the contest the one that first applied for registration.

- 6.7** In the event of a conflict between the provisions of these Regulations and the provisions of the other award disclosure materials, the provisions contained in these Regulations will prevail.



EXHIBIT I