



GLOBAL AWARD
"CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR"

MINERVA S.A.
Avenida Antônio Manco Bernardes, S/N, Chácara MINERVA
Parque Residencial MINERVA, CEP 14781-545, Barretos/SP
CNPJ nº 67.620.377/0001-14

GENERAL REGULATIONS

1. INTRODUCTION

The "CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR" contest aims to recognize projects, actions, initiatives, or behaviors of minerva employees and/or its controlled companies, according to the category defined each year.

This document establishes the general terms of the contest. Annually, or in periods determined by the company, specific rules for the selected category will be published, containing all details and requirements for recognition.

The contest will have global coverage, and access will be provided in portuguese, spanish, and english.

The recognition ceremony will be announced by minerva through all available internal communication channels, as defined by the organizing committee. Minerva will ensure that the ceremony is published in portuguese, spanish, and english.

All participants must read and accept the terms of these regulations.

Questions about the contest can be sent to the email:
criandoconexoes@minervafoods.com.

2. DEFINITIONS AND ACRONYMS

- 2.1. Organizing committee: working group responsible for the eligibility analysis of applications and the necessary checks in the first stage, formed by members of the culture management, people and management, legal, compliance, and information technology areas
- 2.2. Technical judging committee: working group responsible for the technical analysis and scoring of the submitted projects.
- 2.3. Executive board: working group composed in an odd number by representatives of the board, which may include the President, CFO, Operations Directors, Among others, responsible for the final selection of projects scored by the technical judging committee.



- 2.4. Minerva: covers all branches and controlled companies of Minerva S.A.
- 2.5. Contest: designation of the initiative entitled as award intended for global recognition "CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR".
- 2.6. Project: name given to the presentation format of the projects, actions, initiatives, and/or performance to be voted on in the respective categories.
- 2.7. Group: group of up to 7 (seven) employees, all listed as authors and responsible for the presented project.
- 2.8. Participant: person individually nominated or registered in one of the categories.
- 2.9. Employee: anyone with an employment relationship with the company.

3. CATEGORIES

- 3.1. Projects, actions, initiatives, and/or individuals may be recognized, depending on the criteria presented for each category. Annually, categories may be changed, added, or removed, following one of the following processes: 1) By recommendation of Minerva's Executive Board or members of the Organizing Committee; 2) By any Minerva employee and/or its subsidiaries, through a spontaneous nomination sent by email to the Organizing Committee as disclosed in these regulations; or 3) Through an engagement action promoted by the Culture Management Department.
- 3.2. The inclusion of a new category will be subject to two irrevocable criteria that must be evaluated: 1) Direct relation with at least one of Minerva's five values; 2) Alignment with strategic objectives for the year, as defined by Minerva's Executive Board.
- 3.3. The exclusion of a category may occur whenever it does not meet the criteria established in item 3.2.

4. PARTICIPATION AND REGISTRATION

- 4.1. Registration may be done individually or as a Group. In the case of Group registration, the group must have a maximum of 7 (seven) employees, one of whom must be responsible for submitting the Group's registration.
- 4.2. Registrations must be made through the official Contest website: <https://minervafoods.com/en/creating-connections>. Information about progress in the evaluation phases, such as approval or rejection, will be sent to the email provided by the person responsible at the time of registration and may also be checked at any time in the "Track registrations" tab within the platform.

- 4.3. Any Employee may nominate a Participant to be recognized, even if the person is unaware of the nomination. Upon nominating, the following information must be provided: full name, country of the nominee, the department in which the nominee works, and the justification for the nomination.
- 4.4. At the time of registration, the responsible person must provide and confirm the following information: (i) full name; (ii) identification number; (iii) contact email; and (iv) any other information that may be requested during registration. Employees may join more than one Group or receive more than one nomination.
- 4.5. Employees who meet the following conditions will be disqualified and will not be entitled to any contest recognition: (i) classified as "does not meet" in the last culture evaluation cycle before the award year; (ii) have been the confirmed subject of a report in the Conexão Minerva system involving organizational ethics in the current or previous contest year; (iii) have more than one ongoing investigation in Conexão Minerva involving organizational ethics; (iv) have received disciplinary measures in the last 6 (six) months prior to registration or during the contest investigation period; (v) do not hold an employment relationship with Minerva and/or its subsidiaries on the recognition date; and (vi) if plagiarism or any other failure to comply with the terms of these regulations is verified and proven.

5. COPYRIGHTS AND PERSONAL DATA

- 5.1. Regarding projects, each Participant is aware that they must ensure that the Projects submitted are their own or their Group's original work. It is expressly forbidden to submit Projects containing any form of plagiarism, whether partial or total. For the purposes of this regulation, plagiarism is defined as the unauthorized use of ideas, texts, images, graphics, or any other material not authored by the person submitting, without proper citation or reference to the original source.
- 5.2. The Organizing Committee reserves the right to use plagiarism detection tools and to conduct additional checks to ensure the originality of the projects submitted.
- 5.3. Furthermore, each Participant declares and undertakes to be solely and irrevocably responsible, before Minerva and third parties, for the authorship and originality of the project, as well as for any compensation for losses, damages, and lost profits arising from third-party claims or arguments related to its content or ownership of the rights to it, committing to keep Minerva harmless from such issues. This obligation remains valid even after the termination of the employment contract and while the statutory period for such claims remains open. Since the Projects will be developed with Minerva's resources for its activities, all intellectual property rights arising from the Projects within this contest will belong exclusively to Minerva and may be used by it, in whole or in part, in any media or form.
- 5.4. Participants authorize the processing of personal data for the purposes of participating in the recognition process, including authorization for the use of their name, image, and voice.

- 5.5. Any questions regarding the processing of personal data can be submitted to Minerva's Data Protection Officer, Mr. Alexandre Rocha Valeriano, via email: privacidade@minervafoods.com
- 5.6. If the registered Participant wishes, for any reason, to withdraw from the contest, they must submit their written statement to the Organizing Committee via email: criandoconexoes@minervafoods.com. If the member(s) do not have an email account, they may request that their supervisor or administrative manager of their unit send the statement.
- 5.7. In the case of Group registration, the withdrawal of one Participant will not invalidate the registration of the others; the Group will continue with the remaining Participants.

6. SELECTION AND EVALUATION

- 6.1. The contest will have at least three (3) selection phases, namely: PHASE 01 (SELECTION), PHASE 02 (TECHNICAL JUDGING), PHASE 03 (FINAL EVALUATION).

- **Phase 01:** The Organizing Committee will analyze all registrations received by the deadline set in the Specific Category Regulations and will select registrations based on the criteria established in items "4" and "5" of this General Regulation and any additional criteria set out in the Specific Category Regulation, classifying each project and each participant as "approved" or "rejected." The same evaluation applies to nominated individuals.

In the case of Group registration, the rejection of one Participant does not invalidate the registration of the others; the Group will continue with the remaining Participants.

- **Phase 02:** The members of the Technical Judging Committee will score each project as established in the Specific Category Regulation.

- **Phase 03:** The Executive Board members will analyze the projects selected in phase 02, assigning scores to the projects. The highest-scoring projects will be ranked first, second, and third place.

In phases 2 and 3, participant names will not be disclosed, ensuring confidentiality and impartiality in the process.

- In the case of nominations for behavior, the winning Participant will be the one who receives the highest number of popular votes.

7. TIE-BREAKING CRITERIA

- 7.1 In the event of a tie in phases 2 and 3, the judging members must re-evaluate the tied Projects and select the one that demonstrates the greatest positive impact in relation to the Company's strategy for the year.
- 7.2 In the event of a tie in the participation of nominated individuals, all those tied will be submitted to a popular vote. If there is a tie among the final nominated candidates, the decision about the winner will be made by the Executive Board, evaluating the justifications provided in the nominations and considering the greatest contribution to the Company's development.

8. RECOGNITION

- 8.1. The result will be announced at a public ceremony, widely communicated through internal communication channels.
- 8.2. Fixed recognitions: Participants will receive a personalized trophy at the recognition ceremony, as defined by the Organizing Committee.
- 8.3. Variable recognitions: The Organizing Committee may or may not provide variable recognitions according to each edition of the contest.

9. GENERAL PROVISIONS

- 9.1. Any omitted points or amendments to these Regulations will be discussed and approved by an absolute majority of the Organizing Committee and shall be disclosed through the official contest page and internal communication channels.
- 9.2. Participation in the contest does not constitute remuneration or any type of salary increase.
- 9.3. Participation in the contest will not grant participants any other rights or benefits not expressly provided for in these Regulations.
- 9.4. Minerva will not be responsible for any losses that participants may incur as a result of participation, acceptance of recognition, or due to circumstances beyond Minerva's control.
- 9.5. Participants declare that they are aware of and accept the provisions of the Minerva Code of Ethics – Conduct Guide, available at <https://minervafoods.com/codeofethics>, and undertake to fully comply with these provisions.
- 9.6. In the event of receiving similar Projects, the Organizing Committee will contact the applicants to clarify the subject of each project. If duplication of the same subject is confirmed, the project that was submitted first will prevail in the contest.



- 9.7. In case of conflict between the provisions of the General Regulations and other contest materials, the provisions of these Regulations shall prevail.