

POLICY

ANIMAL WELFARE

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Minerva S.A., a producer and trader of *in natura* chilled and frozen beef and lamb, its by-products and industrialized protein products (cattle, dairy cows, pork, broilers, laying hens, lamb and fish), with a view to conducting all its operations with ethical principles and transparency, establishes and communicates its global animal welfare guidelines to all those involved:

1. The Company recognizes the sentience in animals and is committed to ensuring that the animals that are part of its supply chain are treated with care, dignity and respect. This is the company's responsibility toward them in the production of their food and toward its customers, shareholders and other stakeholders;
2. Compliance with legal and customer requirements is ensured throughout the production chain, from the supplier farms, transport, and during the production process, preserving the humane handling of animals under internal care. The Company is committed to continuously update its processes, products and services;
3. Minerva S.A. has well-defined procedures and responsibilities that ensure compliance with legislation and good animal welfare practices;
4. The Company has an animal welfare program in place that makes every individual who comes into contact with animals responsible for their well-being, and for this the Company promotes appropriate training for its employees involved in livestock operations, as well as for animal transport service providers and supply partners, in order to ensure the practice of animal welfare standards;
5. Minerva S.A. has employees exclusively dedicated to animal welfare at each of its units, and is committed to enforcing compliance with the animal welfare program. It also has a multidisciplinary corporate committee to deal exclusively with the matter;
6. The premise of the five animal welfare domains recommended by the Farm Animal Welfare Committee (FAWC) is followed, which establishes the guidelines, practices, training, controls, and internal monitoring, ensuring an integrated view of the process;
7. All and any form of abuse and/or neglect of animals is repudiated, and any conduct that may violate animal welfare will lead to application of the penalties applicable to the legal relationship;
8. The use of genetically modified animals, cloned animals, or animals that have used growth-promoting hormones in their production chain is not allowed;
9. The prophylactic use of antibiotics is not encouraged in the breeding of its animals, and the company is aligned with the world trends of awareness on the subject;

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10. The Company recognizes the importance of integrating animal welfare into its practices as a pillar of sustainability and as an element of increased market competitiveness, assuring to all its customers safe, quality food with deep respect for animals.

Fernando Galletti de Queiroz
CEO Minerva S.A.