



GLOBAL AWARD

“CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR”

MINERVA S.A.

Antônio Manco Bernardes Avenue, S/N, Minerva Farm
Minerva Residential Park, ZIP Code 14781-545, Barretos/SP, Brazil
Corporate Taxpayer ID (CNPJ): 67.620.377/0001-14

GENERAL REGULATIONS

1. INTRODUCTION

The “CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR” competition aims to recognize projects, actions, initiatives, or behaviors demonstrated by employees of Minerva and/or its subsidiaries, according to the category defined each year.

This document establishes the general terms of the competition. Annually, or at periods determined by the Company, a specific regulation for the selected category will be published, containing all details and requirements for recognition.

The competition will have a global scope, and access shall be available in Portuguese, Spanish, and English.

The recognition ceremony will be announced by Minerva through all available internal communication channels, as determined by the Organizing Committee.

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

Questions regarding the competition may be submitted to: criandoconexoes@minervafoods.com.

2. DEFINITIONS AND ACRONYMS

2.1 Organizing Committee: Working group responsible for eligibility reviews and verification procedures in the first stage, composed of members from the Culture Management, People & Management, Legal, Compliance, and Information Technology areas.

2.2 Technical Evaluation Committee: Working group responsible for the technical assessment and scoring of submitted Projects.

2.3 Executive Board: Working group composed of an odd number of executive representatives, including the Chief Executive Officer, Chief

Financial Officer, Operations Directors, among others, responsible for the final selection of Projects scored by the Technical Evaluation Committee.

2.4 Minerva: Includes all branches and subsidiaries of Minerva S.A.

2.5 Competition: The initiative referred to as the AWARD for global recognition entitled "CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR".

2.6 Project: Designation used for projects, actions, initiatives, and/or performance submissions subject to voting within the respective categories.

2.7 Group: A team of up to seven (7) employees, all identified as authors and responsible for the submitted Project.

2.8 Participant: Individual nominated or registered independently in one of the categories.

2.9 Employee: Any individual with an employment relationship with the Company.

3. CATEGORIES

3.1 Projects, actions, initiatives, and/or individuals may be recognized according to the criteria established for each category. Categories may be modified, added, or removed annually through one of the following processes: (1) recommendation by the Minerva Executive Board or members of the Organizing Committee; (2) recommendation by any employee of Minerva and/or its subsidiaries through a spontaneous nomination submitted to the Organizing Committee by email; or (3) through an engagement initiative promoted by the Culture Management area.

3.2 The inclusion of a new category shall be subject to two mandatory criteria: (1) direct alignment with at least one of Minerva's five corporate values; and (2) adherence to the strategic goals established for the year by Minerva's Executive Board.

3.3 A category may be discontinued whenever it fails to meet the criteria established in Section 3.2.

4. PARTICIPATION AND REGISTRATION

4.1 Registration may be completed individually or as a Group. In the case of Group registration, the Group may consist of a maximum of seven (7)

employees, one of whom shall be responsible for submitting the registration.

4.2 Registrations must be completed through the official competition website: www.minervafoods.com/creatingconnections. Updates regarding evaluation stages, including approvals and disqualifications, will be sent to the email address provided during registration and may also be monitored through the “Track Registrations” section of the platform.

4.3 At the time of registration, the responsible individual must provide and confirm the following information: (i) full name; (ii) identification number; (iii) contact email address; and (iv) any other information requested during registration. Employees may participate in more than one Group or receive more than one nomination.

4.4 Employees shall be disqualified and will not be entitled to any recognition if they: (i) received a “Does Not Meet Expectations” rating in the most recent Culture Assessment cycle preceding the award year; (ii) were the subject of a substantiated report through Conexão Minerva involving organizational ethics during the current or previous year; (iii) have more than one ongoing ethics-related investigation within Conexão Minerva; (iv) received disciplinary measures within the six (6) months preceding registration or during the evaluation period; (v) do not maintain an employment relationship with Minerva and/or its subsidiaries on the date of recognition; or (vi) are found to have committed plagiarism or violated any provision of these Regulations.

5. COPYRIGHT AND PERSONAL DATA

5.1 Participants acknowledge that submitted Projects must be their own work or that of their Group. Submission of Projects containing any form of plagiarism, whether partial or total, is strictly prohibited. For the purposes of these Regulations, plagiarism is defined as the unauthorized use of ideas, texts, images, graphics, or any other material not created by the Participant, without proper citation or reference to the original source.

5.2 The Organizing Committee reserves the right to use plagiarism-detection tools and conduct additional verification procedures to ensure the originality of submitted Projects.

5.3 Each Participant declares and assumes full responsibility for the authorship and originality of the Project before Minerva and third parties, irrevocably and irreversibly. Participants shall be solely liable for any compensation, damages, losses, or lost profits resulting from third-party claims regarding content ownership or intellectual property rights. Participants agree to indemnify and hold Minerva harmless from such claims, even after termination of employment and until the applicable statute of limitations expires. As Projects are developed using Minerva resources and for Minerva-related activities, all intellectual property rights arising from Projects submitted under this competition shall belong

exclusively to Minerva, which may use them in whole or in part, by any means or format.

5.4 Participants authorize the processing of personal data for participation purposes, including authorization for the use of their name, image, and voice.

5.5 Any questions regarding the processing of personal data may be submitted to Minerva's Data Protection Officer (DPO), Mr. Alexandre Rocha Valeriano, via email at: privacidade@minervafoods.com.

5.6 Participants who wish to withdraw from the competition for any reason must submit a written request to the Organizing Committee via email at criandoconexoes@minervafoods.com. If a participant does not have an email account, they may request that their supervisor or administrative manager submit the request on their behalf.

5.7 In the case of Group registration, the withdrawal of one Participant shall not invalidate the participation of the remaining Group members.

6. SELECTION AND EVALUATION

6.1 The competition shall consist of at least three (3) stages:

STAGE 01 – SELECTION

The Organizing Committee will review all registrations received by the deadline established in the Specific Category Regulations and will evaluate them according to Sections 4 and 5 of these General Regulations, as well as any criteria established in the Specific Category Regulations. Each Project and Participant will be classified as either "Approved" or "Disapproved." The same process applies to nominated individuals.

In the case of Group registration, the disqualification of one Participant shall not invalidate the participation of the remaining Group members.

STAGE 02 – TECHNICAL EVALUATION

Members of the Technical Evaluation Committee shall score each Project according to the methodology established in the Specific Category Regulations.

STAGE 03 – FINAL EVALUATION

Members of the Executive Board shall evaluate the Projects selected in Stage 02 and assign scores. The Projects receiving the highest scores shall be ranked in 1st, 2nd, and 3rd place.

During Stages 02 and 03, participant identities shall remain confidential to ensure impartiality.

For behavior-based nominations, the winner shall be the Participant receiving the highest number of popular votes.

7. TIE-BREAKING CRITERIA

7.1 In the event of a tie during Stages 02 and 03, evaluators shall reassess the tied Projects and select the one demonstrating the greatest positive impact on the Company's strategy for the year.

7.2 In the event of a tie among nominated individuals, all tied candidates shall proceed to a popular vote. If a tie remains among finalists, the Executive Board shall determine the winner by evaluating the nomination justifications and considering the greatest contribution to the Company's development.

8. RECOGNITION

8.1 Results shall be announced during a public ceremony and broadly communicated through internal communication channels.

8.2 Fixed Recognition: Participants shall receive a personalized trophy during the recognition ceremony, as determined by the Organizing Committee.

8.3 Variable Recognition: The Organizing Committee may, at its discretion, provide additional forms of recognition depending on each edition of the competition.

9. GENERAL PROVISIONS

9.1 Any omissions or amendments to these Regulations shall be discussed and approved by an absolute majority of the Organizing Committee and disclosed through the competition's official website and internal communication channels.

9.2 Participation in the competition shall not constitute compensation or salary increase of any kind.

9.3 Participation in the competition shall not grant participants any rights or benefits other than those expressly provided in these Regulations.

9.4 Minerva shall not be liable for any losses or damages participants may incur as a result of participation, acceptance of recognition awards, or circumstances beyond Minerva's control.

9.5 Participants acknowledge and accept the provisions of Minerva's Code of Ethics – Code of Conduct Guide, available at <https://minervafoods.com/codigodeetica>, and undertake to comply fully with its provisions.

9.6 In the event that similar Projects are submitted, the Organizing Committee shall contact the participants to verify the subject matter of

each Project. If duplication is confirmed, priority shall be given to the Project whose registration was submitted first.

9.7 In the event of any conflict between these General Regulations and other competition materials, these General Regulations shall prevail.