



GLOBAL AWARD

“CREATING CONNECTIONS – MINERVA FOODS HIGHLIGHTS OF THE YEAR” 2026 REGULATIONS – INNOVATION AND COMMITMENT CATEGORIES

1. PURPOSE AND PARTICIPATION CRITERIA

This year's edition of the competition will feature two categories: Innovation and Commitment. The objective is to continue the recognition established in the previous edition by highlighting innovative initiatives and projects, while also celebrating the corporate value selected for 2026.

1.1 For participation, both categories shall comply with the provisions set forth in the General Regulations. By submitting their group registration, participants acknowledge that they have read the Regulations and confirm that the intellectual property rights related to the results achieved through their projects shall belong to MINERVA, in accordance with applicable legislation.

2. INNOVATION CATEGORY

2.1 In this 3rd (third) edition of the Creating Connections – Minerva Foods Highlights of the Year Award, the Innovation Category will be structured around projects developed through the Minerva Quality Circle Program (CMQ) and/or the Minerva Quality Circle Program (CMC). Employees from Corporate Areas, Commercial/Distribution, Cattle/Sheep Procurement, Export, and other related business areas that do not operate directly within industrial facilities may also submit projects, provided they are developed using the See and Act methodology or the PDCA (Plan, Do, Check, Act) methodology.

2.2 Submitted projects must already demonstrate proven results and focus on at least one of the following criteria:

- Cross-functional collaboration;
- Product or service quality;
- Process structuring or strengthening.

2.3 The top-performing groups from the CMQ/CMC seminars held through May 2026, whose projects meet at least one of the criteria listed above, will be automatically eligible to participate. Other groups may voluntarily register through the competition platform. Projects submitted in previous editions of the competition will not be eligible and will be automatically disqualified.

2.4 To prepare your project using the See and Act/PDCA methodology, please contact gestao.corporativo@minervafoods.com. Should you require more detailed training, please contact the Transformation Office team (Carolina Grupioni and Patricia Camillo).

2.5 Project selection will follow the criteria established in the General Regulations, specifically Stages 01, 02, and 03, as described in Section 06 – Selection and Evaluation.

3. COMMITMENT CATEGORY

The Commitment Category highlights 2026 as a year dedicated to this corporate value and focuses on recognizing individuals for exemplary attitudes and behaviors through the strengthening of the Culture Assessment process, based on the 2025 evaluation cycle, length of service, and performance.

3.1 Eligible participants will be employees nominated by the Company, specifically individuals who achieved an “Exceeds Expectations” rating in the Commitment value within both the Culture Assessment and the Posto a Posto evaluation.

3.2 Nominated employees must have at least five years of service with the Company. They must also exceed the overall assessment score thresholds and will be evaluated by leadership based on their performance.

3.3 Selected employees will proceed to a popular vote. Each voting employee will be entitled to cast only one vote. The employees receiving the highest number of votes will be declared the winners of the category.

3.4 Nominees may, if they wish, promote their nomination internally in an organic and ethical manner in order to encourage greater engagement among employees.

3.5 Participants who engage in conduct that may be characterized as threats, coercion, or vote-buying during the voting process will be disqualified.

4. REGISTRATION PERIOD

4.1 Registrations for both categories will be accepted through the competition website from 8:00 a.m. (Brasília Time – UTC-3) on July 13, 2026, until 11:59 p.m. (Brasília Time – UTC-3) on October 23, 2026. Selection Stages 01, 02, and 03 will take place during the subsequent months. The results should preferably be announced during the Corporate End-of-Year Celebration in Barretos, São Paulo, Brazil, with the final decision regarding the announcement venue and format being the responsibility of the Organizing Committee.

5. AWARDS

5.1 The winners placed in 1st, 2nd, and 3rd positions in each category will receive a personalized trophy during the recognition ceremony.