



CODE OF ETHICS & CONDUCT

VERSION 1.5 – APPROVED IN AUGUST 2024

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MESSAGE FROM LEADERSHIP



Marfrig is one of the largest beef protein companies in the world, standing out as a global leader in hamburger production. With an international presence in more than 100 countries, we are recognized for the diversity and quality of our products, gaining the trust of consumers around the globe.

At Marfrig, we believe that true sustainable success can only be achieved when our actions are guided by ethics, transparency, and respect. Our Code of Ethics and Conduct serves as an essential guide, establishing the standards of behavior that we must follow in our daily actions and decisions.

This document aims to guide our practices within the Company, directing our activities clearly and consistently. Additionally, it plays a preventive role in helping to avoid possible non-conformities. By following this code, we reaffirm our unwavering commitment to integrity and excellence, values that guide each of our initiatives and continually drive us forward.

Rui Mendonça
CEO of Marfrig

MISSION, VISION AND VALUES

The guidelines presented in this Code represent the set of expectations regarding the acceptable and prohibited behaviors and practices to be adopted when conducting business with Marfrig Global Foods (Marfrig).

Marfrig aims to develop its businesses in line with its Mission, Vision and Values and in accordance with the strategy defined by its Management. Therefore, it is essential that we reflect regularly on:



MARFRIG'S MISSION

To supply the best protein globally by forging long-term relationships with our consumers and by creating high quality and safe products, driven by our aspiration to offer the best products to our clients.



AND MARFRIG'S VISION

To be recognized as the world's best proteins company.

Marfrig expects ALL its employees, officers, directors, shareholders and third parties (e.g., suppliers, clients, business partners, service providers) to be committed to upholding its ethical and integrity guidelines.

Refer to this material regularly to remember our ethical principles and standards of integrity. That is what we value!

Our values are: Focus on the Client, Simplicity, Transparency, Respect, Excellence and Entrepreneurship. Marfrig's employees, officers and directors must always act in accordance with our values.



VALUES

1 - FOCUS ON THE CLIENT

We are fully committed to our internal and external clients and embrace their priorities as ours. We put all our effort and passion into what we do to serve our clients in all stages of the production chain. We act with integrity and do what is right with regard to our products and procedures.

2 - SIMPLICITY

We employ clarity, objectiveness and simplicity in taking decisions in order to facilitate all our processes. The idea of “less is more” permeates all that we do.

3 - TRANSPARENCY

We don't conceal our problems. Our behavior and conduct are aimed at helping us learn from our mistakes in order not to repeat them. We encourage dialogue with our stakeholders, which helps us to foster trust and to improve as professionals and individuals.

4 - RESPECT

We treat everyone the way we want to be treated. We are guided by our ethical principles and are constantly motivated to develop our relationships.

5 - EXCELLENCE

We constantly strive to offer innovative solutions and pursue excellence in all that we do. We develop these capacities across the entire organization to build the loyalty of our internal and external clients.



6 - ENTREPRENEURSHIP

We are aware of the market scenario in which we operate and adapt ourselves to it. We perform our tasks with passion and know how to recover resiliently in the face of adversity. We have a sense of ownership and carefully manage our processes, productivity and resources. We are alert to adapt quickly to needs, problems and opportunities..

Marfrig's Code of Ethics and Conduct is a commitment to its values and to its obligation to act ethically and with integrity in its relations with all stakeholders (e.g., employees, officers, directors, shareholders, clients, suppliers, regulatory agencies, governments and society).

Marfrig also is a signatory to the United Nations Global Pact and to the Ethos Institute Business Pact for Integrity and Against Corruption. By implementing its values and principles, it fosters mechanisms to promote human rights, fair work, respect for the environment and the prevention of corruption.

Marfrig's Code of Ethics and Conduct is therefore OUR commitment to acting ethically and with integrity.

COMPLIANCE

Compliance, or conformity, means adhering to laws, regulations, and rules, whether internal or external. Compliance with laws, regulations, and rules is an obligation for all employees, managers, board members, and shareholders, and it is also the duty of third parties who have relationships with Marfrig to understand and fully comply with the Compliance guidelines.

In this Code of Ethics and Conduct, we present a non-exhaustive list of the conduct guidelines expected at Marfrig. The verification of compliance with all rules should be carried out proactively, and whenever necessary, by consulting the Compliance Department. Additionally, the Company has a Compliance Program, which includes a detailed description of all the responsibilities of Marfrig's Compliance Department.



WORK ENVIRONMENT

We value diversity and mutual respect in our work environment. It is essential that all employees treat each other with dignity and respect, regardless of their differences. Discrimination, harassment, or any form of disrespectful behavior will not be tolerated. Everyone has the right to work in an environment where they feel safe and respected.

A good work environment is associated with motivation, productivity, and the health of professionals. At Marfrig, maintaining a suitable environment should be valued, and the attitudes and positions of our employees, directors, board members, and third parties are expected to reflect this concern. Thus, Marfrig advises promoting a clean, organized environment in compliance with the rules for using the company's facilities.

There are several aspects to consider for promoting a healthy environment, including valuing people, respect, non-discrimination, and even safe and healthy working conditions. Marfrig is strongly committed to sustainable development, a commitment materialized through the Company's values and principles that guide its operations, covering but not limited to respect for the environment, the adoption of fair operating practices, the promotion of Human Rights, the improvement of working conditions, employment, and income, good Organizational Governance practices, combating all forms of corruption, responsible relationships with customers and consumers, and socioeconomic inclusion, as well as reducing social inequalities.

WORKPLACE SAFETY

At Marfrig, the safety of people is a priority, and therefore, there must be a commitment to meeting the standards aimed at establishing safety practices in the workplace. To mitigate the inherent risks of operational activities, Marfrig continuously reviews its safety procedures, provides personal protective equipment (PPE), conducts periodic training, and has qualified professionals to guide and supervise the application of safety measures. Therefore, it is important that safety standards are respected without deviations.

In addition, it is worth emphasizing that ensuring safety is everyone's responsibility! Regardless of the area of operation, accidents, whether occurring at the workplace, in external areas but in service to Marfrig, or even on the way from home to work, must be reported immediately to the immediate supervisor and/or Human Resources Department. Be sure to learn about the specific rules of your unit, participate in training sessions, and take pride in respecting all safety standards.





RESPECT AND DIVERSITY

Marfrig seeks to provide a work environment where everyone is treated with dignity, equality, and respect.

Marfrig does not tolerate harassment, whether moral or sexual, aggression, offensive behavior, discrimination, prejudice, or any other type of violence in the workplace.

Moral harassment refers to repeated and prolonged behaviors that humiliate, embarrass, or intimidate an employee, negatively affecting their self-esteem and professional performance. Sexual harassment involves any unwanted conduct of a sexual nature that may cause discomfort, intimidation, or embarrassment to the recipient. Discrimination, in turn, refers to unfavorable or prejudiced treatment due to personal characteristics such as race, gender, age, sexual orientation, religion, among others. Prejudice is an unfavorable opinion or feeling formed without knowledge, reflection, or reason, often manifested in discriminatory attitudes.

We take preventive actions and combat any kind of disrespect and believe that all employees should commit to preventing and avoiding such behaviors.

We encourage any such situation to be reported to the Whistleblowing Channel. We respect human rights and promote a diverse and increasingly inclusive work environment. It is the duty of all employees to maintain mutual respect in relationships, fostering inclusion and diversity in the workplace.

NON-DISCRIMINATION

Marfrig repudiates all forms of discrimination or prejudice of any nature, whether due to gender, culture or ethnicity, race or color, social condition, religion, belief, age, marital status, sexual orientation, gender identity, family situation, nationality, political or philosophical convictions, genetic or health condition, permanent or temporary physical characteristics, disability, nationality, or for any other reason. We encourage all our employees to respect diversity and not tolerate discriminatory behaviors.



CHILD LABOR AND FORCED LABOR

Marfrig repudiates any type of work that is not in accordance with labor laws in Brazil and the countries in which it operates, and it requires the same stance from its suppliers and third parties. We are signatories to the National Pact for the Eradication of Slave Labor, which includes the commitment not to conduct business with individuals or legal entities listed in the Register of Employers Instituted by Ordinance No. 540/2004 of the Ministry of Labor and Employment ("dirty list" of slave labor).

Therefore, the Company does not accept violations of human rights and working conditions and will not establish and/or maintain business relationships with third parties who use irregular and/or illegal labor practices involving children and adolescents, practices similar to forced labor, as well as child sexual exploitation and human trafficking.

ENVIRONMENTAL RESPONSIBILITY

Marfrig's activities are closely related to the environment, and not only for this reason, its conservation is a matter of dedication and investment for the Company. Marfrig encourages its employees, directors, board members, shareholders, and third parties to work towards preventing, eliminating, reducing, and/or mitigating their negative environmental impacts through awareness-raising actions, habit changes, and technology application. This is a topic that requires individual and collective commitment.

In the same vein, Marfrig is committed to acquiring and/or financing only beef products from sources not listed in the areas embargoed by IBAMA (IBAMA Ordinance No. 19, of July 2, 2008, and Decree No. 6,321, of December 21, 2007).



SOCIAL RESPONSIBILITY

Marfrig is a global company that proactively contributes to ensuring that the communities in which it operates benefit from its activities and is committed to seeking a fair society, generating jobs, and encouraging social responsibility programs and philanthropy projects, always in compliance with the Internal Policy on Donations, Sponsorships, and Contributions available on the Company's intranet.

One of Marfrig's main efforts in the field of social responsibility is to promote the socioeconomic inclusion of producers, reintegrating ranchers who, if blocked for irregularities, adopt actions to meet the required sustainability criteria into the regular supply chain.

FREEDOM OF ASSOCIATION

We respect the right to free trade union association and comply with conventions and collective agreements.

We value the freedom to associate with social, political, or other entities, provided it does not conflict with professional performance and complies with applicable laws.

MERITOCRACY

All our decisions that affect our employees, directors, board members, shareholders, and third parties are based on meritocracy, and no type of evaluation will be allowed without clear and objective criteria that support decision-making.

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CONFLICT OF INTERESTS

At Marfrig, all business decisions, as well as the use of resources, should be aimed at achieving the best results for the Company, never for personal or third-party benefit.

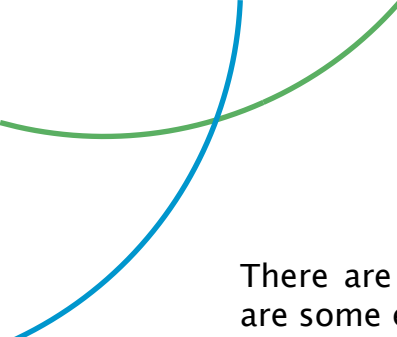
A conflict of interest arises when an employee, director, board member, or shareholder is influenced to act based on personal interests without considering Marfrig's best interest. Personal interests include any benefit for oneself or third parties with whom the employee has personal or professional ties.

Situations of conflict of interest can impair decision-making in Marfrig's business. Therefore, Marfrig's employees, directors, and board members must be attentive to identify and communicate any situations of conflict of interest.

Shareholders must also report conflicts of interest and refrain from voting on resolutions on topics where they have a conflict. The rules established by Marfrig were implemented to ensure transparency for shareholders, investors, and the market in general and to promote equitable treatment with suppliers and customers.

It is important to remember that to characterize a situation of conflict of interest, it is not necessary that there is damage to Marfrig or that there is any financial gain resulting from the conflict situation.





There are several situations where conflicts of interest may occur. Here are some examples:

- Making a business decision motivated by personal interest.
- Using Company assets or position for personal purposes.
- Being involved in the decision to hire or promote a family member or close friend.
- Using confidential company information for personal gain or to influence negotiations or transactions.
- Engaging in parallel activities that compete with the company's activities, especially if it affects performance or compromises duties to the company.
- Direct hierarchical relationships with some degrees of kinship, regardless of position.

For more details, see the Related Party Transactions and Conflict of Interest Situations Policy.

If you identify a potential conflict, it should be communicated to your immediate supervisor and the Compliance Department via email at compliance@marfrig.com.br or through the Compliance Portal available on the Intranet.

FAMILY RELATIONS

Recommendations and hiring of relatives, spouses, or people with a close relationship are permitted. However, any direct or indirect reporting relationship, the placement of relatives in the same department, as well as the allocation of relatives in departments that are responsible for inspecting, auditing, or approving the work of relatives, and that may interfere in any way with the salary and professional progression of the employee, should be avoided.

We guide our employees, directors, board members, and shareholders to monitor the existence of employees with kinship relationships within their reporting line. Existing cases of kinship should be identified and reported to the Human Resources Department, which will monitor these professionals.



RELATIONS WITH COMPETITORS

Regarding relationships with competitors, Marfrig supports the promotion of fair competition and the maintenance of a fair business environment. Fair and honest competition is essential for maintaining a transparent and prosperous market. Marfrig's competitors should be treated with respect, and our employees, directors, board members, and business partners must be careful never to act in a way that harms fair competition. Some prohibited practices regarding competitors include:

- Agreeing, arranging, manipulating, or adjusting prices, services, production, marketing, market segmentation, or adopting uniform commercial conduct among competitors.
- Creating difficulties for the establishment, operation, or development of a competing company or supplier, buyer, or financier of goods or services.
- Preventing a competitor's access to sources of input, raw materials, equipment, or technology, as well as distribution channels.

To delve deeper into the practices accepted by Marfrig, see the Competition Policy.

If you identify any inappropriate conduct related to interaction with competitors, notify the Compliance Department or the Whistleblowing Channel.



INFORMATION SECURITY AND DATA PROTECTION

Marfrig expects its employees, directors, board members, and business partners to be committed to the privacy of personal and/or confidential information of any person, whether an individual or legal entity, including Marfrig itself. Personal data is information related to an identified or identifiable person, such as: name and surname, home address, email address, identification document number, medical data, etc. Personal information cannot be shared without the individual's consent, and all access to personal information must have a legitimate justification.

There is information that, although not personal information, is confidential and must be handled with care to avoid being accessed by people or organizations that cannot or should not have access, to prevent its public disclosure. Strategic, contractual information related to the Company's performance, etc., should be handled with extreme care.

Due to Marfrig's activities, employees have access to a series of confidential information and documents, both physical and electronic. All information, including personal and sensitive personal data, as well as documents related to Marfrig's activities, its clients, or potential clients, must be treated confidentially.

To learn how to protect information and personal data, whether from the Company or third parties, access the Information Privacy Policy. Remember that Marfrig also has a Policy on Disclosure of Material Acts and Facts applicable to those who, by virtue of their position, function, or position in the Company, may have knowledge of information related to Material Acts or Facts of the Company, as well as directors, board members, and shareholders.

INTELLECTUAL PROPERTY

Intellectual property encompasses a variety of assets, such as trademarks, ideas, and technologies, including patent rights, trademarks, domain names, copyrights (including those related to software), know-how, and other confidential information, often referred to as "trade secrets" or "proprietary information."

Any work or creation made by employees, in whole or in part, during their work activities or using company resources, is considered the property of Marfrig. The same principle applies to the work or creation of third parties contracted, as stipulated in the respective contracts.

In everyday situations, Marfrig's employees, directors, and board members may have access to information and data related to Marfrig's business that is confidential and for internal use and should not be shared with competitors and third parties, except under the express authorization of their immediate superior.

USE OF PRIVILEGED INFORMATION

Privileged information is understood as any information that has not been made public and may affect the price of Marfrig's shares or another company's shares, such as one of our clients or publicly traded capital suppliers, one of our publicly traded subsidiaries, or a joint venture partner.

In the performance of their duties, Marfrig employees may have access to such information. Marfrig prohibits obtaining, using, reproducing, and disclosing facts, data, or privileged information not yet disclosed to the market for personal or third-party benefit.



USE OF COMPANY RESOURCES

Employees must take care of the facilities, resources, equipment, machines, and other materials and work tools made available and use them responsibly.

The resources provided to employees, directors, and board members, such as equipment, systems, software, materials, machines, among others, are supplied by Marfrig to carry out tasks related to the business and should not be used for personal or third-party interests.

Therefore, it is not allowed to install unauthorized software on Company computers by the IT Department, nor to download content unrelated to performing their tasks at Marfrig. The use of Marfrig's resources for storage, distribution, editing, or recording, as well as using the network for pornographic, prejudiced, and other illicit content or activities, is prohibited. Marfrig owns the resources provided and reserves the right to monitor their use.

Storage devices, such as pen drives, memory sticks, removable/external drives, or other storage devices, should be used in compliance with IT policies.

PROVISIONS ON ANTICORRUPTION, BRIBERY AND FACILITATING PAYMENTS

All Marfrig employees, administrators, shareholders, and business partners must comply with the provisions of the Brazilian Anti-Corruption Law No. 12.846 of August 1, 2013, the United States Foreign Corrupt Practices Act ("FCPA"), the UK Bribery Act of 2010 ("UKBA"), and other applicable laws in countries where it operates, as well as internal rules and regulations, such as the Marfrig Global Anti-Corruption Policy, which should guide our daily activities.

All employees and partners representing or acting on behalf of Marfrig must reject the practice of acts of bribery, passive or active corruption, facilitation payments, or any other type of undue advantage. Facilitation payments are payments offered to public agents to ensure or expedite an action or public service that is rightfully and legitimately granted to the Company.



MONEY LAUNDERING AND TERRORISM FINANCING

Money laundering refers to the practice of concealing the origin of money or assets to make it appear legal. Terrorism financing is the contribution to obtaining assets, goods, or financial resources to finance criminals whose main or secondary activity, even occasionally, is terrorism.

Marfrig conducts its business transparently and legally, and all financial transactions must be duly recorded and substantiated by its employees, administrators, board members, shareholders, and business partners.

Marfrig strives to maintain business relationships only with customers, partners, and companies of good reputation, whose commercial activities comply with legal requirements and whose financial resources are of legitimate origin.

TRANSACTIONS WITH RELATED PARTIES

In general, transactions with related parties are transactions with controlling companies/persons, shared managers, subsidiaries, affiliated companies or persons in management positions at the Company or

at its subsidiaries or those of its controlling shareholders. To ensure transparency in transactions with related parties, Marfrig established the Policy on Related Party Transactions and Conflicts of Interest that establishes the rules to be observed by employees, managers, directors and shareholders in such transactions to ensure competitiveness, compliance, transparency, equitable treatment and compliance with the quality standards of the Company.

GIFTS, ENTERTAINMENT AND HOSPITALITY

In conducting business, Marfrig's employees, administrators, board members, and shareholders may encounter situations where gifts, presents, entertainment, and/or hospitality are offered, generally as a sign of esteem and gratitude.

However, some gifts and invitations may unduly influence the beneficiary's decision-making or give the impression of an attempt at undue influence.

Marfrig has guidelines for offering and receiving gifts, presents, entertainment, and/or hospitality to guide our employees, administrators, board members, and shareholders on how to proceed in these situations. It is everyone's responsibility to know and observe the rules established in the Gifts, Presents, Entertainment, and/or Hospitality Policy and consult it whenever necessary.

The main aspects and principles to be observed when offering or receiving gifts include:

1. Government agencies – Offering and/or receiving any kind of gift, entertainment hospitality and/or other business courtesies is prohibited;
2. Private entities – Gifts, entertainment, hospitality and/or other business courtesies must be reasonable in their nature, quantity and value and therefore may not be luxurious or extravagant compared to standards. The acceptable maximum value of the gifts, entertainment, hospitality and/or other business courtesies offered and/or received is defined in the internal policy and cannot occur frequently (more than once within 12 months) and must comply with the following criteria:

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- a. Our employees, managers, directors and shareholders are prohibited from soliciting any gifts, entertainment, hospitality and/or other business courtesies;
 - b. They cannot influence, directly or indirectly, the outcome of business-related operations.
 - c. Said benefits must be offered and/or received without any implicit or explicit obligation, reciprocity, benefits or exchange of favors, and not for any purpose involving corruption or bribery;
 - d. Items cannot be offered and/or received from any person who has direct and/or indirect authority over transactions, contracts, and/or pending regulatory decisions related to Marfrig's business.
 - e. Items must be offered and/or received openly and transparently;
 - f. They must preferably be offered and/or received from entities instead of directly to/from individuals;
 - g. They cannot be in the form of cash gratuities, including gift cards.
 - h. They cannot have sexual content or involve obscenities.
 - i. Remember to always consider the context in terms of culture, laws, and regulations, as well as the policies and procedures of third parties.
 - j. They must be reported to the Compliance Department, regardless of value.

"I received a business courtesy. What should I do?"

Evaluate its suitability to the Gifts Policy. If allowed document and register the gift on the Compliance platform. If not allowed, politely refuse it and state that we have restrictions aimed at strengthening the transparency of our actions.

SOCIAL MEDIA

Social media is part of our lives, and we are increasingly connected. However, Marfrig's employees, administrators, and board members must be careful to safeguard the Company's image on social networks. When indicating that you are an employee, administrator, or board member of Marfrig, your image is associated with the Company, and all care is necessary so that our publications do not impact Marfrig's image. The Social Media Policy provides all the guidelines and rules for using these communication channels, and some important points to keep in mind are:

- Be aware that you represent the Company when mentioning that your workplace is Marfrig.
- Only authorized professionals can speak on behalf of Marfrig.
- Do not express opinions implying or suggesting that they are Marfrig's official positions.
- Do not publish or disclose images of Marfrig's premises.
- When posting images of professional gatherings outside of work, use good judgment to avoid exposing other employees or Marfrig.
- Do not disclose or comment on information about employees, administrators, board members, customers, suppliers, or the Company itself.
- Discriminatory or prejudiced statements, whether on social networks or instant messaging applications, even when unrelated to the Company or posted on personal profiles, are not tolerated by Marfrig.

RELATIONS WITH THIRD PARTIES

Marfrig has, in its Compliance Policy package, a document called the "Third Party Code of Ethics and Conduct," which provides guidelines on the appropriate and expected conduct of its partners in conducting business. With this document, Marfrig seeks to ensure that its third parties are aligned with its guidelines.

The delivery of this Code to all third parties with whom we enter contracts is mandatory. Furthermore, Marfrig includes compliance clauses in all its contracts, reinforcing its commitment to integrity.

WHISTLEBLOWING CHANNELS

The Marfrig Whistleblowing Channel exists to receive internal and external reports of situations that violate the rules described in this document, internal policies, and applicable legislation and regulations.

Reports can be made anonymously or with identification, and the recorded information is treated confidentially, within legal limits.

Marfrig does not tolerate any retaliation or threat of retaliation against anyone who reports a possible violation of the law, regulations, or Company policy. Whistleblowers cannot be subjected to any form of harassment, sanction, or embarrassment. Retaliation is a violation of our policies and can be reported on our Whistleblowing Channel.

Our employees are encouraged to report any violations of laws, regulations, this Code, or our policies.

Employees, service providers, suppliers, customers, and other third parties can register their reports via the toll-free phone line, website, or email:



Telephone:

0800-223-1000

Website:

marfrig.com.br/en/compliance/helpline

E-mail:

etica@marfrig.com.br



Indicators from the Marfrig Whistleblowing Channel are periodically submitted to the Company's Board of Directors for discussion, evaluation, and ratification of this tool.

The management of the Whistleblowing Channel (Helpline) and the process of investigating the reports received are the responsibility of the Compliance Department.

All reports are received, recorded, and analyzed by the department. The process of investigation and handling of reports is conducted considering its nature and the area involved and is always submitted to the Ethics and Compliance Committee.

SANCTIONS

The application of the norms and guidelines provided in this Code is mandatory. Failure to comply with any item in this Code of Ethics and Conduct and the Company's policies and guidelines, as well as non-compliance with the Company's internal legal and regulatory requirements, implies the application of disciplinary measures and sanctions.

If there is suspicion of violations concerning the Code or the Company's policies and guidelines, a thorough analysis of the infraction will be conducted, and sanctions will be proportional to the type of violation committed, its severity, and the responsibility of the employee, administrator, board member, or third party before Marfrig. Possible infractions may be classified as mild, moderate, or severe, and include:

- Verbal warnings;
- Written warnings, with possible suspension from 1 to 5 days;
- Additional training sessions, when applicable;
- Suspension;
- Termination (with or without cause);
- Adoption of legal measures through the initiation of civil and/or criminal proceedings.

Due to the confidential nature of any investigation, the results will remain confidential and will not be shared.

CODE RESPONSIBLE PARTIES

The preparation, review, and proper dissemination of the document's content are the responsibility of Marfrig's Compliance Department. In case of questions or comments regarding Marfrig's Code of Ethics and Conduct, please contact the Compliance Department. For matters relating to remuneration, benefits, and performance evaluation, contact the Human Resources Department directly.

MONITORING

Compliance with this Code and the full functioning of Marfrig's Compliance mechanisms, including the Annual Training Cycle and the Whistleblowing Channel, is periodically monitored by the Ethics and Compliance Committee, with its provisions submitted for review and evaluation by its members.

Moreover, the indicators produced by the Compliance area and submitted to the Company's Ethics and Compliance are periodically reported to Marfrig's Board of Directors.

CONTROL AND TRAINING

This document will be presented and delivered to every new Marfrig employee, manager and director as soon as they join the Company. Moreover, annual training will be administered to all employees, managers and directors to ensure that they are aware of the updated content.



ADHERENCE AGREEMENT

I declare that I have received, read, and understood Marfrig's Code of Ethics and Conduct, and I am aware of the existence of specific laws and Internal Policies that complement the provisions of this Code. I commit to comply with it in all my activities at the Company, and I am aware that failure to comply with the rules set out in this document may result in the application of disciplinary measures and/or sanctions, in addition to possible legal implications.

Name and position: _____

ID number: _____

Employee Registration: _____

Unit: _____

Date: _____

Signature: _____



www.marfrig.com.br