

## **POLICY FOR APPOINTMENT OF COUNSELORS, COMMITTEE MEMBERS AND EXECUTIVE BOARD**

### **1. Purposes**

This Policy for the indication of Counselors, Committee Members and Executive Board (“Policy”) aims to establish the guidelines, criteria and minimum requirements to be observed in determining the composition of members for (I) Board of Directors (“Board”); (ii) of the Board Advisory Committees (“Committees”); and (iii) of the Statutory Board (“Executive Board” and jointly “Managers”) of Marfrig Global Foods S.A. (“Marfrig” or “Company”), respecting the Company's other internal rules and in accordance with Law No. 6.404 of December 15, 1976 (“Corporate Law”), the New Market Regulation of B3 S.A. - Brasil, Bolsa, Balcão, and the IBGC's Corporate Governance Best practices Code, as well as the general rules issued by the Securities Commission on the subject, ensuring a transparent and ethical environment, in line with best practices of market governance.

### **2. General guidelines for Appointment and Contracting**

#### **2.1 indication**

The appointment of Managers governed by this Policy shall observe the provisions in documents, legislation and regulations mentioned in Clause 1 above, as well as consider the strategic challenges and priorities of the Company and the prior analysis of the needs of each body.

The following minimum qualifications are required to be in the position of a member of the Board and the Committees, and of the Executive Board: **(i)** not be prevented by special law, or convicted by bankruptcy crime, malfeasance, graft or bribery, concussion, embezzlement, against the welfare, the public faith or property, or the criminal penalty which, although temporarily, prevents the access to public office; **(ii)** has not been declared disqualified by the Securities Commission; **(iii)** an unblemished reputation; **(iv)** diversified profile, taking into account knowledge, experiences, behaviors, cultural aspects, age group and gender, constituting a group aligned with Marfrig's principles, values and Code of Ethics and Conduct; **(v)** have no substantially conflicting interest of a structural type with the Company, except, where applicable, exemption from the General Meeting; And **(vi)** not hold positions in companies that can be considered as significant competitors in the market, in

particular in advisory, administrative or tax councils, except when the General Assembly waives, and for the positions of the Executive Board.

Moreover, for members of Board and Committees, the following characteristics and skills shall be considered: **(i)** relevant professional experience; **(ii)** strategic vision; **(iii)** availability of time to exercise the function; **(iv)** communication capacity; and **(v)** ability to work as a team.

## **2.2 Hiring**

The contracting procedures should be implemented by the Human Resources area, which should request all documents necessary for the hiring of candidates. The Compensation, Corporate Governance and Human Resources Committee (“HR Committee”) will be the body in charge for the analysis of adherence to the indications and for making any recommendations regarding the appointment of the Managers. In doing so, the HR Committee shall submit such analysis to the Company's Board of Directors, which in turn will assess the candidate's adherence or not.

The Human Resources area is liable for receiving and archiving the assessments and indications to Company's Advisors, Committee Members and the Executive Board. The Human Resources area will have the responsibility to send to the HR Committee all material necessary for the Committee to perform the analysis indicated above.

The Compliance area will carry out *the background checks* and reputational analyzes of candidates for these areas, and the Legal Department is liable for clarifying doubts regarding the legal aspects related to the hiring thereof.

Notwithstanding the provisions of this Policy, those indicated to the positions of members of the Board, the Executive Board and the Committees shall also be subject to guidelines and requirements established in their respective internal regulations and/or approved by the Board.

### **3. Composition of the Board of Directors, Committees and Executive Board**

The Board of Directors, the Committees and Executive Board shall be made up by highly qualified professionals, taking into account knowledge, experiences, behaviors, cultural, racial aspects, ethnic group, age group and gender, and should be a committed group and aligned with Marfrig's mission, principles and ethical values.

In the process of selecting candidates, all profiles within the skills established for the job will be considered as training and professional experience, complementary skills, and availability of time for the job, to allow the Company to benefit from the plurality of arguments and decision-making processes with higher quality and safety.

Candidates for positions shall declare possible conflicts or hindrances for review by the Compliance Board or other areas and bodies in charge. Candidates should also report any relationships with Public Agents, PPEs, and/or Persons linked to Public Agents.

### **4. Appointment of the members of the Board of Directors, Committees and Executive Board**

Except as otherwise expressly stated, the appointment of candidates to the Board of Directors should be made by the Company's Administration, or pursuant to the law, in compliance with the criteria set forth in this Policy, in the applicable regulations and legislation, and shall be approved by the General Meeting of the Company.

The appointment of Committee Members and Executive Board shall be made and approved by the Board of Directors of the Company, in compliance with the criteria set forth in this Policy and in the applicable regulations and legislation.

In addition, the process of indicating and selecting the Committee Members and Executive Directors should rely on the assistance and/or participation of third parties.

## **5. Independence of Counselors, Committee members and Executive Board.**

Elected members must act in the best interest of the Company, independently from the shareholder, shareholder group, administrator or interested party who has indicated him/her for the position.

In addition, the Counselors, Committee Members and the Executive Board shall act in an impartial and technical manner, without the influence of third parties, such as personal or professional relationships, observing the ethical and legal aspects required to carry out their activities.

## **6. Performance Evaluation**

The composition and performance of the Board, Committees and Executive Board shall be evaluated at least annually, aiming at examining, among other matters, the participation and contributions of members in the exercise of their tenure, and the diversity and complementarity of bodies and their adherence to this Policy.

The performance evaluation referred to in this Clause 6 shall be carried out in accordance with the description of the Company's Reference Sheet, under the coordination of the HR Committee, considering environmental, social and governance criteria ("ESG").

## **7. Reelection of Counselors, Committee members and Executive Board.**

The proposal to indicate re-election of the members of the Board, Committees and Executive Board shall consider the results of the Performance Assessment of the members during the period, their experience, participation, contribution, attendance at meetings during the previous term of office, the efficiency of the body and the complementarity of their functions, as well as pointing out any points of improvement in its composition.

## **8. Miscellaneous**

This Policy should be amended, where necessary, by Board's decision, however any changes should be disclosed to the market in the manner provided for in the applicable legislation and regulations.

In the event of a conflict between the provisions of this Policy and the Bylaws, the provisions of the Bylaws shall prevail and, in the event of a conflict between the provisions of this Policy and the legislation in force, the provisions of the legislation in force shall prevail.

If any provision of this Policy is found to be invalid, illegal or ineffective, such provision shall be limited, as far as possible, so that the validity, legality and effectiveness of the remaining provisions of this Policy are not affected or impaired.

## **9. Validity**

This Policy shall enter into force on the date of its approval and should only be modified by determination of the Board of Directors of the Company.