1. OBJECTIVE

Guide the Company's positioning regarding governance for Sustainability, based on the principles and guidelines that drive the Sustainable Development of Society, with respect and transparency towards interested parties (stakeholders).

2. APPLICATION

All industrial and commercial units, with an incentive for controlled and affiliated companies of M. Dias Branco to also join.

3. RESPONSIBLE MANAGERS

All members of the Board of Directors, statutory or non-statutory board, the Supervisory Board and other managers and employees of M. Dias Branco.

4. DESCRIPTION

4.1 Introduction

This Policy establishes M. Dias Branco's commitment to making Sustainability part of the Company's culture, evidenced in business decisions and practices. This document is aligned with the purpose, mission, vision and values and reinforces the Company's commitments to protecting and respecting interested parties (stakeholders).

4.1.1 . Sustainability Concept

Meet the needs of the present without compromising the ability of future generations to meet their needs, according to the Brundtland Report , 1987, of the United Nations (UN).

This concept also involves ecologically correct, economically viable, socially fair and culturally diverse attitudes.

4.2. Guiding principles of this policy

The principles that guide this policy are listed below, in alignment with the UN Global Compact, the UN Guiding Principles on Business and Human Rights and ISO 26000 (Standard that guides Corporate Social Responsibility guidelines):

- Ethic.
- Transparency.
- Respect for stakeholders.
- Respect for human rights.
- Respect for international standards of behavior.
- Responsibility for social and environmental impacts.
- Fight against corruption.

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4.3. Relationship with stakeholders

In relation to engagement and relationships with stakeholders, M. Dias Branco values principles such as transparency, respect and ethics.

Stakeholder identification and prioritization mechanisms were applied during the review of the Strategic Sustainability Agenda 2022-2030. The stakeholders listed below were prioritized using the following methodologies: AA 1000 AccountAbility principles 2018 and AA1000 Stakeholder Engagement Standard 2015. Systematically, aspects such as dependence, responsibility, tension, influence and diverse perspectives were evaluated. The main stakeholders were: investors, employees, customers and consumers, suppliers, local communities, government, Civil Society Organizations (CSOs) and the press. In addition to these, the following were considered during the application of the methodology: unions, competitors, distributors, civil society, class/sectoral associations, influencers, regulatory bodies, universities and research institutions.

Through integrated annual reports, events, meetings and targeted communications, among others, the Company renders its accounts to its various stakeholders. In addition, channels are offered for receiving feedback, such as: Ethical Channel, website (brands and institutional), social networks, corporate email, social networks, SAC services, among others.

Stakeholder engagement provides the Company with relevant *inputs* to be considered in strategic planning, as well as for defining the Strategic Sustainability Agenda, integrating the most relevant socio-environmental themes, as presented in the next topic.

4.4 Guidelines for Central and Relevant themes

We seek, through our management practices, to make our commitment to business Sustainability increasingly effective.

We believe that the pillars of finance, people, society and the environment are fundamental to achieving sustainable development.

The Company values management methodologies that consider the various stakeholders, with the definition of material themes, that is, the central and relevant themes that impact Sustainability practices.

Our strategy is focused on organic growth and through acquisitions, with the expansion of operational efficiency, operations in new businesses and maintenance of the dividend policy, always committed to Sustainability and guided by the highest standards of business management and corporate governance.

Through a materiality process, which identifies the themes of this strategy with the greatest economic, social and environmental impact relevant to the Company and its stakeholders, the following 15 priority themes were defined distributed across three pillars: caring for the planet (Environmental), believing people (Social) and strengthen alliances (Governance). For each theme, long-term indicators and goals were established, until 2030. Check the list of themes below and to identify the goals established in each one, visit: www.mdiasbranco.com.br/sustentabilidade

4.4.1. Taking care of the planet (Environmental)

- Water
- Energy
- Climate changes
- Waste

- Sustainable plastic packaging and materials
- Combating food loss and waste

4.4.2. Believing in people (Social)

- Relationship with communities
- Human capital
- Diversity and inclusion
- Health and safety
- Healthy and nutritious foods
- Food safety

4.4.3 . Strengthen alliances (Governance).

- Risks and opportunities in sustainability
- Governance, ethics and integrity
- Sustainable value chain

4.5. Voluntary Global Certifications and Initiatives

This policy was developed considering input from the following certifications and voluntary global initiatives:

- ISO 9001 – Quality Management Systems.
- ISO 14001 – Environmental Management Systems.
- ISO 45001 - Occupational Health and Safety Management.
- ISO 26000 - Social Responsibility.
- FSSC 22000 - Food Safety Management.
- Disclosure Inside Action (CDP).
- Global Reporting Initiative (GRI).
- Sustainable Development Goals (ODS) - ONU.
- Global Compact - ONU.
- Guiding Principles on Business and Human Rights - ONU.
- B3's Corporate Sustainability Rate(ISE).

4.6. Governance and Responsibilities

The Communication, Culture and Sustainability Management, linked to the People, Management and Sustainability Department, and the Sustainability Executive Committee, linked to the Statutory Board, are the bodies responsible for promoting the engagement of all employees to comply with this policy.

The governance of this policy, through the materialization of practices, programs and projects, is inherent to the Sustainability Area, supported by all business areas.

Direct responsibility for this policy lies with the Executive Sustainability Committee, which systematically reports progress to the ESG Committee, which in turn advises the Board of Directors.

5. GLOSSARY

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Disclosure Insight Action (CDP) – Organization that supports companies and cities to disclose the environmental impact of topics related to climate change, water security and forests.

FSSC - *Food Safety System Certification* (in Portuguese it means Food Safety System Certification) - standard whose main objective is to monitor safety in food production.

Global Reporting Initiative (GRI) - International organization that provides guidelines for preparing Sustainability Reports.

Corporate Sustainability Rate (ISE) - B3 initiative that aims to create an investment environment combined with the sustainable development of society and encourage ethical responsibility in companies.

ISO - Acronym for *International Organization for Standardization*, or International Organization for Standardization, in Portuguese. ISO is a standardization and standardization entity.

Sustainable Development Goals (SDGs) - UN voluntary global initiative made up of 17 goals that were an agenda of objectives to be achieved by 2030.

UN Global Compact - Global initiative that includes 10 universal principles in the areas of Human Rights, Labor, Environment and Anti-Corruption to face society's challenges.

Brundtland Report - Document entitled Our Common Future , *published* in 1987 and prepared by the World Commission on Environment and Development. It points to the incompatibility between sustainable development and the production and consumption patterns in force in society.

Stakeholders - Interested parties of an organization who are impacted by its operations and also impact the business.

6.CHANGE HISTORY

Revision	Latest Changes
3	Migration to GED - documents without changes

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