

## 1. OBJECTIVE

The objective of this policy is to guide the Company's position regarding governance for Sustainability, based on the principles and guidelines that drive the Sustainable Development of the Society, with respect and transparency with the stakeholders.

## 2. APPLICATION

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

## 3. RESPONSIBLE MANAGERS

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

## 4. DESCRIPTION

### 4.1. Introduction

This Policy establishes M. Dias Branco's commitment to make Sustainability part of the Company's culture, evidenced in business decisions and practices. This document is in line with the purpose, mission, vision and values and reinforces the Company's commitments to the protection and respect of 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 line 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.

### 4.3. Relationship with stakeholders

Regarding engagement and relationship 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 2022-2030 Strategic Sustainability Agenda. The stakeholders listed below were prioritized using the following

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methodologies: AA 1000 AccountAbility Principles 2018 and AA1000 Stakeholder Engagement Standard 2015. Systemically, aspects such as dependency, 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 performs its accountability to its various stakeholders. In addition, channels are offered for receiving feedback, such as: Ethical Channel, website (brands and institutional), social networks, corporate e-mail, 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 the Sustainability of the business even more 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, defining material topics, that is, the central and relevant topics that impact Sustainability practices.

Our strategy is focused on organic growth and through acquisitions, expanding operational efficiency, operating in new businesses and maintaining 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 in three pillars: caring for the planet (Environmental), believing people (Social) and strengthen alliances (Governance). For each theme, indicators and long-term goals were established, until 2030. Check below the list of themes and to identify the goals established in each one, access [www.mdiasbranco.com.br/sustentabilidade](http://www.mdiasbranco.com.br/sustentabilidade)

##### 4.4.1. Caring for 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 food
- Food safety

##### 4.4.3. Strengthen alliances (Governance).

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- Sustainability risks and opportunities
- Governance, ethics and integrity
- Sustainable value chain

#### 4.5. Certifications and Voluntary Global Initiatives

This policy was developed considering the subsidies of 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).
- ✓ UN Sustainable Development Goals (SDGs).
- ✓ UN Global Compact.
- ✓ UN Guiding Principles on Business and Human Rights.
- ✓ B3's Corporate Sustainability Index (ISE).

#### 4.6. Governance and Responsibilities

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

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

The Executive Sustainability Committee is directly responsible for this policy, which systematically reports progress to the ESG Committee, which in turn advises the Board of Directors.

### 5. REFERENCES

#### 5.1. Explicitly Cited Documents

Industrial Management System Policy (MDB.SGI.PL.001).

#### 5.2. Other Documents Related to the Subject

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 Insight Action (CDP).  
Global Reporting Initiative (GRI).  
UN Sustainable Development Goals (SDGs).  
UN Global Compact.  
B3's Corporate Sustainability Index (ISE).

### 6. 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 Index (ISE) - B3 initiative that aims to create an investment environment allied to 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 body.

Sustainable Development Goals (SDGs) - UN voluntary global initiative comprised of 17 goals that were an agenda of goals 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 *Nosso Futuro Comum* (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 current production and consumption patterns in society.

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

## 7. PUBLICATION CONTROL

All Managers at M. Dias Branco.

## 8. CHANGES HISTORY

Revision	Date	Changes
<b>PREPARED BY:</b> Elaine Ribeiro das Chagas Freire / Thays Lyanny da Cunha Garcia da Rocha	<b>REVISED BY:</b> Tiago Cid Timbó / Ezequiel Leite do Nascimento	<b>APPROVED BY:</b> Luiza Andréa Farias Nogueira

00	26/06/2019	Initial release
01	20/12/2019	Description of stakeholders and the Company's activities on topics such as local communities, suppliers, packaging, etc.
02	27/08/2021	Inclusion of Diversity and Inclusion, Human Rights and Sustainable Value Chain as priority themes.
03	04/05/2022	Updating the list of priority topics, in line with the new 2022-2030 sustainability agenda.

**Approved By:**

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