

Campaign Terms and Conditions



BRF Integrity Week Challenge - 2024

Prize

Kit worth approximately R\$ 60.00 (sixty reais) or an equivalent prize for the foreign market.



Target audience

BRF active employees and group companies, in Brazil and abroad, who answer the Quiz questions correctly.

Period

From: 4/14/2024 - 08:00:00 PM

Until: 4/19/2024 - 11:59:00 PM
(Brasília time)



How the campaign will work



Take part in the Quiz: Access the "Integrity Week Challenge 2024" page at <https://brf-global.com/semanadaintegridade> to correctly answer the quiz on Integrity topics.

Prize: Prizes will be awarded to the employees with the highest number of correct answers in the shortest time. The number of winners will be limited according to the number of employees in each area, Regional Division and External Market, according to the list described in Annex I ("Prize Distribution List by Regional Division"). The winners will be announced at BRF News.

Prize delivery: Prizes will be sent directly to the winners, by the Compliance Department at the address of the unit in which the employee is registered, except for the positions of "mobile merchandisers", who may receive the prize directly from their immediate manager. If the unit is unable to deliver the prizes, the winner may be given a prize of equivalent price or type, within the limits of the BRF Gifts and Presents Policy.



- Responsible area

Compliance Department

Contact



compliance.department@brf.com



- Results

04/22/2023

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General campaign conditions

Campaign carried out by BRF S.A. ("BRF") with headquarters at Rua Jorge Tzachel, 475, Fazenda, Itajaí - SC, Zip Code 88301-600, registered with the National Corporate Register (CNPJ): 01.838.723/0001-27.

Prize:

- a) is personal, non-transferable, and cannot be resold;
- b) will not be part of the Participants' compensation (direct or indirect), not having a salary nature, and not being considered or characterized as a sales commission or any other type of compensation;
- c) upon delivery, BRF's obligations and the right to any claims by the Participant concerning BRF are extinguished, except for those relating to defects in the prizes; and
- d) may be replaced by BRF without prior notice to Participants. In this case, BRF will communicate the changes through the available means of communication.

Integrity:

The campaign may be subject to audits aimed at verifying compliance with the rules described in the terms and conditions, as well as other BRF internal policies.

The areas organizing the campaign are responsible for archiving the documents that prove compliance with the guidelines defined in this regulation, such as the necessary approvals, definition of metrics, assessment data, communications made, and disclosure of results, among others.

The Multidisciplinary Committee made up of the area responsible for the Campaign and the Legal and Compliance areas, will decide on omitted cases, pending issues, necessary corrections, investigations into fraud, and deviations, among others.

Disqualification:

- a) the participant may be disqualified at any time if it commits any act that may be connected with fraud and/or in disagreement with the rules established in these Terms and Conditions, or if they are dismissed for just cause, and the Participant is fully responsible for any and all damage and/or harm caused and/or that may be caused to BRF and third parties by the possible practice of unlawful acts;
- b) if there is any indication of fraud, BRF reserves the right to investigate and decide on the existence or not of an illegal act.
- c) the Participant will be excluded at the conclusion of the internal investigation.

Final Conditions:

By agreeing to take part in the Campaign, the Participant voluntarily adheres to the terms and conditions, not implying in any legal liability for BRF. If for any reason it is not possible to conduct this campaign as planned, BRF may terminate it early, with prior notice. The personal data of the participants in this incentive campaign is protected in accordance with the General Data Protection Law (LGPD) - Law No. 13,853/2019.

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Annex I - Prize Distribution List by Regional Division



Divisão Regional	Vice-Presidência	Quantidade Premiações
Dir Reg Agro Central	VP Agro e Qualidade	2
Dir Reg Agro Sul	VP Agro e Qualidade	2
Dir Reg Agro CO	VP Agro e Qualidade	2
Dir CIEX Agropecuária	VP Agro e Qualidade	2
Dir Regional Central	VP Operações Industriais e Logística	13
Dir Regional Centro Oeste	VP Operações Industriais e Logística	21
Dir Regional Sul	VP Operações Industriais e Logística	26
Ger Regional Margarinas e Processados	VP Operações Industriais e Logística	4
Ger Regional Logística - NO/NE	VP Operações Industriais e Logística	1
Ger Regional Logística - SE	VP Operações Industriais e Logística	1
Ger Regional Logística - SP	VP Operações Industriais e Logística	1
Ger Regional Logística - SUL	VP Operações Industriais e Logística	1
VP Operações Industriais e Logística (outras diretorias/gerências)	VP Operações Industriais e Logística	1
Dir Regional NONE	VP Comercial Brasil	2
Dir Regional SP	VP Comercial Brasil	3
Dir Regional Sud-Oeste	VP Comercial Brasil	3
Dir Regional Sul	VP Comercial Brasil	1
VP Comercial Brasil (outras diretorias/gerências)	VP Comercial Brasil	1
VP's corporativas - todas as diretorias	VP's Corporativas	11
Mercado Externo	Internacional	10
Hercosul	VP Novos Negócios	2
Mogiana	VP Novos Negócios	2