



CODE OF **ETHICS**

A COMMITMENT FROM US ALL

■ Presentation

M. Dias Branco issues and makes public his Code of Ethics, with the objective of confirming the principles and values that have guided us throughout our history of revitalizing them considering the new challenges we face in the business environment, and to adapt them to the new compliance policies adopted by the Company.

We are aware that the attitudes we take on a daily basis express our character, our image and our legacy.

We believe that our reputation built over generations is the result of discipline and hard work, in defense of our ideals and the longevity of our business. We are convinced that the incessant search for better results must be guided by the adoption of ethical principles widely disseminated in the organization, inspiring others to follow our example.

This Code of Ethics governs the conduct of all employees, administrators, legal representatives and third parties of M. Dias Branco, its subsidiaries, and affiliates, making explicit the standard of behavior expected in relationships with our co-workers, family members, customers, business partners, investors, and consumers. They are aware of the provisions of this Code of Ethics and its revisions, which may be conducted at any time, through physical or electronic signature of the Term of Commitment and face-to-face or distance training regarding its applicability.

In the case of companies invested by M. Dias Branco that are not its subsidiaries, the Company must make its best efforts to ensure that such companies adopt policies and practices in line with this Code of Ethics.

The Company promotes periodic training on the Code of Ethics for its employees, and for newly hired employees, this topic is included in the Onboarding Manual for New Employees.

In case of any doubts about the application of the guidelines set out in this Code of Ethics, contact the means of communication described on page 39.

Reading this Code of Ethics must be complemented by reading the Company's compliance policies and other international standards that refer to it, for disciplinary routines and specific aspects of the Company's activity.

The Code of Ethics may be reviewed by the Company's Board of Directors at any time, especially to keep it constantly updated with the best corporate governance practices.

This Code is available for consultation on the Company's intranet and website (www.mdiasbranco.com.br).



Presidency's Word

Ever focusing on the principles and values that have guided us throughout our history, we are once again committed to updating our Code of Ethics, the ultimate guide for our actions.

The Code of Ethics is the document that governs the conduct of all employees, administrators, legal representatives, and third parties, in addition to our subsidiaries and affiliates. It is what explains the standard of behavior that we expect in our relationships with our audiences. Nothing less than what is oriented in it is acceptable.

This revitalization is the guarantee that we remain aligned with new behaviors and new ways of thinking in society, but without losing our essence. Being up to date is synonymous with innovation, dynamism, life. And this is what M. Dias Branco shows throughout its more than 65 years of history: a Company that evolves, that values best practices in all its instances.

Our Code of Ethics has 11 central themes, acting as guidelines for all of our actions, at all times. We are national leaders in the pasta and cookies segments, among the largest in the world in these segments, and this brings us the responsibility of being a reference for society.

Ethics is a commitment for all of us and it is what points us in the right direction towards the way of success.

Ivens Dias Branco Júnior
President



On the way
to success,

The ethic

points in the
right direction



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The compliance with legislation is a requirement for all our activities.



All our employees must fully comply with applicable legislation, whether at the municipal, state or federal level, including, but not limited to, Law No. 12,846, of August 1, 2013 (Anti-Corruption Law). We will demand from our third parties a stance identical to ours in complying with legal provisions. Additionally, our internal procedures and policies, which must be aligned with current legislation, must also be fully followed by employees and third parties (as applicable).

We do not authorize, do not participate in, and repudiate any and all practices or acts of corruption, bribery or fraud, whether with Public Agents and Government Authorities, in accordance with the Anti-Corruption Law, or with third parties and private entities, as well as adopted, through our Program of Compliance, all necessary measures to ensure compliance with our activities.

Our relationship with Government Authorities, Regulatory Agencies, Public Agents and any other type of representation of public authorities is guided by transparency, legality, integrity and legitimacy.

Employees and third parties (as applicable) must ensure accurate and complete communication, as well as keep all communications and transactions carried out recorded and documented. On behalf of the Company with Public Agents and Government Authorities.

When participating in public tenders or entering into contracts with the public administration, the Company and its employees and third parties must comply with the provisions of Law No. 14,133, of April 1, 2021 (Tenders Law) and other laws that govern tenders and public contracts, including procedures related to the exemption and non-enforceability of bidding, as well as the rules inherent to these contracts.

The trust of the our customers and consumers is our greatest asset



Our consumers invite us daily into their homes and to sit at their tables. No one does this without confidence. Therefore, we are committed to providing healthy, safe, tasty, and quality food.

We will do our best to honor the commitments we make to our customers. We permanently seek to provide agile deliveries, fair prices, and easy access to contact at any time. Regarding service, we do not discriminate between different types of customers and consumers. Everyone must be served with politeness and respect, always being presented with clear and objective information about the business they are carrying out. Customers with similar characteristics must be treated equivalently.

With humility in recognizing that we will not always be able to meet all customer and consumer expectations, we adopt one posture receptive for to hear suggestions in improvement through our Customer Service (SAC), available per phones and/or means electronics.



2

We take care from the integrity, health, and security of our collaborators



We are committed to treating all employees and third parties fairly and equally, with respect for their individualities. We value diversity, equity, and inclusion, and are against prejudice and discrimination of any nature (race, color, age, gender, religion, sexual orientation, ethnicity, sociocultural condition, nationality, marital status, physical disabilities or special needs).

We condemn acts of moral or sexual harassment, whether physical or verbal. We do not tolerate in our operations, whether our own, third parties or our business partners, the use of violence, work under the influence of alcoholic beverages or narcotic substances, illegal carrying of weapons, involuntary (forced, prison, forced or slave) or child labor, sexual exploitation, and trafficking in human beings.

We respect free political opinion, party association or union, as well as the right to collective bargaining.

The health and safety of our employees, visitors or service providers are non-negotiable values. We seek a safe and healthy work environment for everyone who participates in our operations, providing work environments with adequate standards of cleanliness and organization.

We improve and widely publicize the safety standards that must be complied with by employees, visitors or service providers when carrying out any task, even the simplest and most daily. We encourage awareness of the risks to which we are exposed and how we should avoid them.

We are responsible not only for our own safety, but also for that of our co-workers. When we notice an unsafe practice by us or someone else, in violation of defined safety standards, we must adopt a proactive stance, to immediately halt the activity, until we have the appropriate conditions to carry it out. We do not want to have on our conscience the heavy of having been omitted. Family and friends count on us to return safely to our homes everyday.

3

We adopt a relationship transparent with our investors



The information we provide to the market is clear, timely and transparent. In preparing and disclosing our financial statements, as well as any other official communication, we act in good faith and use the principles generally accepted in Brazilian and international accounting. We are aware of the importance of the accuracy of our numbers, as they are the basis for analyzes and strategic decisions that affect the Company's future.

We value the confidentiality of our information and, therefore, official communications are only made through of our Investor Relations area, respecting the procedures established by capital market regulatory bodies. We prohibit our professionals from negotiating or recommend trading the company's shares based on privileged information that is not public knowledge. Privileged information that could influence the decision to buy or sell our shares cannot be discussed even with family and friends or in public environments.

We respect the right of our investors to equal treatment for everyone operating in the market. We have adopted formal securities disclosure and trading policies filed with the Securities and Exchange Commission (CVM), and we are attentive to their compliance.

Our Board of Directors is advised by an Audit Committee, duly structured in accordance with good corporate governance practices, responsible for contracting and supervising audit and risk management work.

Our auditors, whether external or internal, benefit from complete independence and no information should be hidden from them, except when the legal duty of secrecy prevents disclosure.

4

We respect the free competition



The Brazilian Competition Defense System (SBDC) establishes rules to prevent and combat the formation of cartels, division of markets or territories, price agreements, establishment of illegal barriers to new entrants and improper use of dominant positions. In line with these precepts, we are in favor of promoting a competitive economy and against actions that may restrict or limit consumer choice.

We do not participate, formally or informally, directly or indirectly, individually or collectively, in any predatory economic activity contrary to good free competition practices.

We will only participate in official associations and legitimately recognized sectoral meetings. We reject industrial or corporate espionage practices; we do not use information obtained illegally and we expect reciprocal treatment from our competitors.

Our values are above commercial disputes. We compete intensely, but always ethically. We seek differentiation in the market through the quality and innovation of our products, the creativity of our teams, consumer trust and the standard of excellence in service.

We have adopted a Good Competition Practices Policy, which aims to guide our employees and third parties to carry out their activities valuing corporate practices that encourage free competition.



5

We negotiate fairly with our suppliers

We constantly emphasize the importance of regulating our commercial relations through the execution of contracts, counting on the due support of our Legal department in all cases.

We understand the need for reciprocal trust in the relationship with our third parties and business partners and, therefore, we select them in a clear and fair way, based on merit and objective criteria. We are aware that requesting or receiving any type of personal benefit in exchange for granting an advantage in transactions with business partners is a serious act of improbity.

All third parties, whether suppliers, consultants, representatives, service providers, intermediary agents and other partners who conduct business with the Company, for the Company or on behalf of the Company, must act with the highest level of integrity.

The hiring of third parties by the Company must be carried out responsibly, always observing the provisions of this Code of Ethics and other applicable internal policies, so that the performance of third parties must be continuously monitored, in order to mitigate potential risks of acts of corruption on Company's behalf.

The granting, offering, promise and/or receipt of gifts, gifts, entertainment and hospitality must comply with the rules established in the Company's Gifts, Presents, Entertainment and Hospitality Policy. However, the concession is prohibited, offering, promising or receiving gifts, entertainment and/or hospitality, regardless of the value, when the act may inappropriately influence any commercial decision that affects the Company or that may result in conflicts of interest or an undue advantage for the Company, its employees or third parties.

Likewise, the granting, offering and/or promise of donations and/or sponsorships must comply with the rules established in the Company's Donations and Sponsorship Policy. All donations and sponsorships made by the Company must have the purpose of promoting the name and brand of M. Dias Branco, as well as encouraging the social, professional, economic, technological and business development of the regions in which the Company is present, and must be carried out in accordance with the law and the rules set out in the Donations and Sponsorship Policy of the Company, in this Code of Ethics and in the Company's other internal policies and standards.

In cases where there is any doubt, the Compliance area and/or the Ethics Committee must be consulted in person or through the Channel Ethical. As a way of ensuring transparency in our operations, we also make the Code of Ethics and access to the Ethics Channel, if they feel harmed in any negotiation.



The interests of M. Dias Branco prevail about our interests personal



We value the integrity, conservation, and good use of the Company's assets, whether tangible (vehicles, machines, facilities, computers, etc.) or intangible (brands, technological systems, etc.). We are aware of the obligation we must ensure that all the resources that M. Dias Branco makes available to us are used diligently, prudently, efficiently in the best interest of the Company's business and in line with the essence of this Code of Ethics.

We do not tolerate conflicts of interest or biased attitudes. We do not establish inappropriate links from an ethical point of view that could compromise our autonomy and equal treatment. We must avoid attitudes that may cause impressions contrary to our fairness or raise suspicions against the impartiality of our decisions. We have a duty to report to the Ethics Channel any conflicts of interest or obtaining unauthorized personal advantages.

The activities and relationships that we establish outside the Company must not conflict or compete with the best interests of M. Dias Branco. Our external personal interests, whether commercial, political, social, religious, or family, must not pose risks to the Company's image; should not negatively impact our availability to meet work obligations; nor should they interfere with our professional performance. In our external personal activities, we will not unduly benefit from the name or reputation of M. Dias Branco and its subsidiaries. The Ethics Committee and/or the Compliance area must be consulted in all cases of possible conflicts of interest.

The operations that we may establish with related parties comply with good market practices, through the formalization of contracts and the definition of technical and financial criteria. These operations are disclosed in a transparent and timely manner, always serving the best M. Dias Branco interests and its subsidiaries. Said operations must always comply with the rules established in the Policy on Transactions with Related Parties and other situations involving Company's interest conflict.

We treat our information with professionalism and respect for privacy



We care for the Company's strategic information and intellectual property, respecting its confidentiality even after the end of our employment relationship. Product recipes, engineering projects, marketing strategies, contracts with customers and suppliers, personal data of employees, market statistics or any other type of information not officially disclosed by the Company must be kept confidential. Information obtained from customers and suppliers, or any other business partner, during joint operations with M. Dias Branco and its subsidiaries must receive the same confidential treatment that we give to the Company's own information.

When dealing with news agencies or press bodies, we know that we are not authorized to disclose information or express opinions on behalf of M. Dias Branco and its subsidiaries. We know that all public communications must be made by the Directors or people appointed by them, depending on the nature of the topics.

Passwords received to access computer systems are individual and restricted to authorized people. We do not pass them on or share them with anyone. We take the appropriate measures precautions against the illegal use, installation, and distribution of software, as well as against the dissemination of viruses, spam and programs that could cause damage to the Company's systems.

We do not use the Company's technological resources for purposes unrelated to the purposes and values of this Code of Ethics, such as, for example, transmitting obscene, discriminatory, violent content or "current" content of any nature. We are aware that the information contained in our computers, network systems and corporate email addresses are for restricted use in our professional activities and that, as they are the property of M. Dias Branco can be monitored within the limits of the law.

The M. Dias Branco fosters a culture that values privacy and data protection through awareness and monitoring of its security controls, being committed to responsible and transparent management in the processing of personal data. In compliance with the provisions of the General Data Protection Law (Law No. 13,709/18), the Company has a privacy governance program, with a view to preserving the fundamental personal data holder rights.

We respect the environment and the community around us



We permanently seek to mitigate the impacts that our adventure activities may cause to the environment. We take actions to comply with environmental legislation and the requirements of competent bodies in the processes of obtaining, maintaining, and renewing our operating licenses.

We are specifically in dialogue and open to interaction with the different audiences and communities surrounding our units. We seek a harmonious coexistence, promoting the maintenance of good principles of corporate citizenship and social responsibility. Our concept of sustainability is not restricted to institutional welfare practices, but rather to the creation of the necessary conditions for the perpetuation of our activities.



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We are responsible for the continuity of our business



We must always act preventively to prevent operational errors or inappropriate ethical conduct from occurring when carrying out our activities. To achieve this, we count on the support of our leaders and the Company's various support areas. When we identify problems of this nature, we must report them to the Ethics Channel, and see them as opportunities for improvement, assuming a dignified, respectful, and participatory stance in the search for solutions.

Breaking rules has consequences and the worst of them is a lack of trust. We will take corrective and disciplinary actions whenever we have evidence of situations in which such measures are necessary. Our ethical conduct is fundamental to the Company's sustainability, strengthening links and solidifying our legacy.

Acting within the highest ethical standards is a responsibility that we cannot delegate. We are aware that the duty to report all cases of inappropriate conduct is nothing more than a reflection of our commitment so that M. Dias Branco continues on your path to success without negative interference. To this end, we also count on the support of our business partners.

In cases where this Code of Ethics is not sufficient to clarify possible questions, its essence and intention serve as a guideline for our decisions. Whenever we have doubts about the principles and values that should guide our lives within the Company, we are encouraged to use the Ethics Channel, whether by phone, email, or internet forms. We are confident that the confidentiality of our identity is safe and that we will not suffer reprisals after reporting, in good faith, any practice contrary to this Code.

The Company has an Ethics Committee to deal with demands presented to the Ethics Channel. This committee reports directly to the Audit Committee, an advisory body to the Directors Board.

10

Consequences and non- retaliation



The violations of the Code of Ethics, Compliance Program and/or other internal policies or procedures and applicable laws will not be tolerated and may be subject to internal investigation, in accordance with the Protocol for Internal Investigation and Operation of the Company's Ethical Channel.

Depending on the result of the internal investigation, the disciplinary measures provided for in the Consequences Policy may be applied from the Company: (i) verbal warning; (ii) written warning; (iii) suspension; (iv) unfair dismissal; (v) dismissal for just cause; (vi) application of a penalty provided for in the contract and/or contractual termination (in the case of a contracted third party), observing the protections afforded by current labor legislation and the proportionality between the severity of the conduct and the degree of the sanction.

In addition to the measures above, employees (and/or third parties, as applicable) may be subject to personal liability, including possible compensation for damages caused by their conduct.

If these violations indicate signs of any civil, administrative, or criminal offense, they may be taken to the regulatory bodies and competent Government Authorities so that the appropriate measures can be adopted, without prejudice to the application of sanctions by the Company, as set out herein.

We do not tolerate any act of threat, intimidation, or retaliation against any person who (i) submits a report in good faith or a complaint of violation of this Code of Ethics, the Compliance Program and/or other internal policies or procedures and laws applicable, or (ii) express your doubts, suspicions or concerns regarding this matter.

Glossary



AFFILIATED

Company when one participates with 10% (percent) or more of the capital of another, without controlling it.

CAPITAL MARKET REGULATORY BODIES

The financial and capital markets in Brazil are regulated by the National Monetary Council (CMN), the Central Bank of Brazil (BACEN) and the Securities and Exchange Commission (CVM). The CMN, BACEN and CVM are mainly responsible for regulating activities carried out in the financial and capital markets in Brazil, with BACEN and CVM responsible for monitoring and supervising within the scope of their respective areas of activity.

CARTEL TRAINING

It is an explicit or implicit agreement between competitors to, mainly, fix prices or production quotas, divide customers and markets or, through coordinated action between participants, eliminate competition and increase product prices, obtaining greater profits, to the detriment of public welfare. being of the consumer

CONDUCT

Moral procedure (good or bad); behavior.

CONFLICTING INTERESTS

Any relationship that is not, or appears not to be, in the best interests of the Company. A conflict of interests would impair an individual's ability to objectively perform their duties and responsibilities. A conflict of interest will also be characterized when a person is involved in a decision-making process in which their capacity for impartial judgment may be compromised by the following factors: (i) that person has the power to influence the outcome of the decision; and (ii) there may be a gain for that person, for a close family member, or even for a third party with whom the person is involved.

CONTROLLED

Company in which the investor, directly or indirectly, has power to control operations.

CORRUPTION ACTS

The act or effect of giving, promising, offering, authorizing, requesting or receiving in exchange, directly or indirectly, for oneself or for another, undue advantage (pecuniary or otherwise) to a Public Agent or to a person equipped with him that leads to avoid, act or fail to act in accordance with the law, morals and good customs.

COLLABORATOR

All employees, Directors (statutory or not), members of the Board of Directors, members of committees (statutory or not), members of the Supervisory Board, apprentices, and interns of the Company, regardless of their position or function.

Glossary

COMPLIANCE PROGRAM

The Company's Code of Ethics, policies and procedures, the Company's Reporting Channel, as well as the set of measures established from time to time with the aim of ensuring integrity in its activities and comply with the requirements of the Anti-Corruption Law and related legislation.

DIRECTORS BOARD

Its main responsibilities are: formulating, monitoring and evaluating the Institutional Administration Policy, involving human, financial resources, infrastructure and physical development, the based on the Institutional Policy defined by the Superior Council. It must also decide on activities within its scope, based on the specific responsibilities assigned to it.

DONATION

Act in which the donor, by liberality, transfers financial resources from his or her assets or estimable in cash (goods, products, services, technical assistance, training, financial assistance, etc.) to another natural or legal person, who accepts them.

ENTERTAINMENT

activities or events whose main purpose is to provide leisure to their participants, such as parties, artistic shows, plays, sporting events, celebratory or formal meals, among others.

ETHICAL CHANNEL

Communication platform with unrestricted and public access made available by the Company to receive reports or denunciations of ethical conduct violations involving the Company, its Employees and/or its Third Parties. Access to this channel can be via telephone, e-mail, internet or voice mail and knowledge of the reported content is restricted to a specific number of members involved in the investigations, under the terms set out in this Procedure. The Ethics Channel can also be used in cases of doubts, suggestions, or requests for guidance.

ETHICAL PRINCIPLES

Basic principles of ethical behavior regarding: integrity, honesty and impartiality in acts and decisions; transparency and justice; respect for the dignity, value and equality of others; tolerance of different cultures and perspectives.

ETHICS COMMITTEE

Its objective is to develop work that contributes to the dissemination and sharing of concepts, principles and best ethical practices in the Company; and discusses, forwards and monitors incidents received (criticism, doubts, complaints, compliments and suggestions) on the Ethics Channel. The senders of incidents have their contact details kept absolutely confidential, if desired.

FOUNDATION

That which serves as the basis, foundation or support for anything.

GIFT

Item with no commercial value or with market reference value up to a minimum wage in force at the time of concession, distributed or received as a courtesy, advertising, regular publicity or on the occasion of events or commemorative dates of a historical or cultural nature, which is of a general and is therefore not intended to exclusively reward one person and that contains the logo of M. Dias Branco or the legal entity that granted the gift to the M. Dias Branco Employee, such as diaries, calendars, keychains, flash drives, pens, among others.

GIFTS

Objects or services, for personal use or consumption, that have commercial value and that do not fall within the definition of Gifts. Hospitalities of an exclusive tourism or leisure nature will also be considered "Gifts".

GOOD MARKET PRACTICES

These are principles that have objective recommendations, aligning interests with the purpose of preserving the Company's reputation and optimizing its social value, facilitating its access to resources and contributing to its longevity.

GOVERNANCE

Corporate Governance is the system by which Companies are directed, monitored and encouraged, involving relationships between owners, Board of Directors, Executive Board and bodies of control. Good Corporate Governance practices convert principles into objective recommendations, aligning interests with the purpose of preserving and optimizing the Company's value, facilitating its access to resources, and contributing to its longevity.

GOVERNMENT AUTHORITY

Anybody, department, or entity of the direct or indirect administration of any of the powers of the Union, the States, the Federal District or the Municipalities, legal entity incorporated into the public asset or entity for whose creation or custody the treasury has contributed or competes with more than fifty percent of the assets or annual revenue, or over which the State or Government can, directly or indirectly, exercise a dominant influence (to hold the majority of the subscribed capital, controlling the majority of votes or having the right to appoint the majority of members of the administration, management body or supervisory board); as well as bodies, state entities or diplomatic representations of a foreign country, as well as controlled bodies, entities, and people, directly or indirectly, by the government of a foreign country, public international bodies, or organizations, including sovereign wealth funds or an entity owned by a sovereign wealth fund.

GUIDELINES

Set of instructions or indications for dealing with and carrying out a plan or action or business.

HOSPITALITY

Travel (air, sea and/or land), accommodation, food and reception, whether or not related to business activities. Hospitalities of an exclusive tourism or leisure nature will be considered as "Gifts".

ILLEGAL CONDUCT

These are actions or omissions that are contrary to the law, which could result in harm to other people and/or the Company.

IMPROBITY

Incorrect, dishonest, illegal, abusive conduct and illicit enrichment.

INTELLECTUAL PROPERTY

It guarantees that the person responsible for any production of the intellect (inventor) receives a reward for its creation.

Intellectual property

can be divided into copyright (literary and artistic works, computer programs, internet domains and intangible culture) and industrial property (patents, trademarks, industrial design, geographical indications, and protection of cultivars).

INTERMEDIARY THIRD

Any natural or legal person who is not an Employee of the Company or who is hired to assist in the performance of its activities, such as partners, consortium members, representatives, suppliers, service providers in general, consultants, outsourced workers, agents or intermediaries acting on behalf of the Company.

NEW AGENCY

Journalistic company specialized in disseminating information and news directly from sources to media outlets. Agencies do not provide information directly to the public, but rather to newspapers, magazines, radios, TVs, websites, the so-called media, which therefore mediate communication between the source and readers/viewers.

PUBLIC AGENT

Any natural person, whether civil servant or not, of any level or position, who exercises, even if temporarily or without remuneration, by election, appointment, designation, hiring or any other form of investiture or bond, mandate, position, employment or function in or for Government Authority; any individual who works for a service provider company contracted or contracted to carry out activities typical of the Public Administration, as well as any political party leader, their employees or other people who act for or on behalf of a political party or candidate for public charge. A Public Agent will be considered anyone who is part of this definition, whether national, foreign or who holds a position, job or function in international public bodies or organizations.

REGULATORS AGENCIES

They are agencies with the purpose of controlling, regulating and/or supervising the activity of a certain sector of a country's economy. Examples: National Health Surveillance Agency (ANVISA); National Land Transport Agency (ANTT).

RELATED PARTIES

Companies, directly or indirectly, that respond.

to the same corporate control, which may be i. between companies with common administrators or who can influence and/or benefit from certain decisions; ii. of a company with its shareholders, quota holders and administrators (whatever the title of the positions) and with family members, up to the third degree, of related individuals; iii. of a company with its direct or indirect subsidiaries and affiliates, or with shareholders, quota holders or administrators of its controlling companies and affiliates and vice versa; and a company with suppliers, customers or financiers with which it maintains a relationship of economic and/or financial dependence, or of another nature that allows these transactions.

RISK MANAGEMENT

Process to identify, evaluate, manage and control potential events or situations that may impede the achievement of the Company's objectives.

SPONSORSHIP

Any contribution, financial or otherwise, granted to third party actions and initiatives that are related to culture, education, sport, professional, economic and social development, regional integration and development and the environment, or whose themes are convergent with the institutional mission, values, Compliance policies and interests of the Company, and that provide some type of counterpart to the latter. The counterpart could be the disclosure of the name, the Company's operations, the strengthening of a concept, professional training, adding value to the brand, generating recognition or expanding the sponsor's relationship with its target audience.

SUSTAINABILITY

Term used to define human actions and activities that aim to meet the current needs of human beings, without compromising the future of the next generations. I.e, Sustainability is directly related to economic and material development without harming the environment, using natural resources intelligently so that they are maintained in the future.

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Channel Ethical

We provide Employees and any other interested parties with the Ethics Channel, an exclusive means of communication for reporting questions, suggestions, criticisms, or complaints related to the Code of Ethics and the Compliance Program. The Ethics Channel is a free and confidential outsourced service, accessible by telephone, email or the internet, 24 (twenty-four) hours every day of the week, according to the contact details below:



www.canaldeetica.com.br/mdiasbranco



mdiasbranco@canaldeetica.com.br



0800-591-0847

(Monday to Friday, from 8am to 5pm, and on other days and times, answering service via answering machine).



It is worth mentioning that the Ethics Channel guarantees the anonymity of the communicator, that is, identification is optional.



Commitment Term

The M. Dias Branco Code of Ethics defines the values and ethical principles that must be obeyed by all employees in their relationships with co-workers, suppliers, customers, investors, family members and other stakeholders.

I declare receipt and undertake to fully comply with it in all my work activities. I am aware of my duty to report any violations of the principles established in this Code through the Ethics Channel.

I am aware that the Code of Ethics is an internal rule at M. Dias Branco, with the application of disciplinary sanctions for non-compliance with any of its rules, without prejudice to applicable legal procedures.



NINTH EDITION

RECEIPT ACKNOWLEDGEMENT

The M. Dias Branco Code of Ethics defines the values and ethical principles that must be obeyed by all employees in their relationships with co-workers, suppliers, customers, investors, family members and other stakeholders.

I declare your victory and commit to complying with it fully in all my work activities. I am aware of my duty to report any exceptions to the principles established in this Code through the Ethics Channel.

I am aware that the Code of Ethics is an internal rule at M. Dias Branco, and disciplinary assessments are applicable for non-compliance with any of its rules, without prejudice to applicable legal procedures.

Name: _____

CPF: _____ Date: ____/____/____

Office: _____

Unit: _____

City: _____ State: _____

Signature

CODE OF
ETHICS

A COMMITMENT FROM US ALL

FOLLOW A
M. DIAS BRANCO
THROUGH
OF OUR SOCIAL
MEDIA OR VISIT
THE SITE

 mdiasbranco

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