

### **The Company**

Teixeira Duarte, S.A. is a listed company which is the leader of the corporate group with the identity Teixeira Duarte, whose brand image is the one of a Portuguese group founded in an Engineering House – something inherent to its origin and to its founder – that, with spirit of enterprise and the support of its technical means and human resources, spread for decades, its activity to other sectors and markets, with an identity lived and upheld by all, with pride and affection over the years.

### **The Mission**

The Mission of Teixeira Duarte – ***Execute, contributing towards the construction of a better world*** – defines what moves its employees day-by-day, and establishes the objective shared by all regardless of their area of operation, geography, or work team.

"**Execute**" because it is always intended to make it happen. "**Contributing**" because we must understand that no one does anything alone. "**Construction**" – of which we are part - "**a better world**" which is the objective that we all share, within and outside of Teixeira Duarte.

### **The Values**

This Mission has been traced throughout the history of Teixeira Duarte by the application of its Values, which are the essence of the rules that outline the employees' behaviour and characterise the relationship between Teixeira Duarte and all related parties. They are the **Ingenuity** for applying the principles of science in the analysis and resolution of practical issues, the **Truth** in the straight appreciation of the facts and transparency in the reporting, and the **Commitment** in the fulfilment of obligations with all related entities and in the respect for others, for human dignity and community sustainability.

### **The Systems, Processes and Procedures**

The assumption of these Values is ensured and developed by fulfilling the Company's [Code of Ethics and Conduct](#) and its Compliance System, which imply, among other things, the implicit and instinctive natural assumption of actions that prioritise compliance with the legal terms and external and internal regulations, Safety and prevention of accidents and damage to employees' Health, Pollution prevention, the preservation of the Environment, the promotion of actions aiming its Social Responsibility commitments and the respect for Human Rights, the satisfaction of Customers and all related parties and the fostering of Research, Development and Innovation.

### **Performance objectives, in the context of business activities and relationships:**

- **Comply with and enforce** applicable laws and external and internal regulations;
- Prevent and train to achieve **zero accidents at work**;
- Plan and evaluate **to get it right the first time**;
- Organise and create processes **to manage and control** all aspects of its activity;
- **Prevent and mitigate** adverse impacts regarding human rights and **deal** with such impacts when they do happen;
- Analyse, prevent and instruct in the management of environmental aspects and impacts to achieve **zero damages in the surrounding environment**;
- Using research and the mastering of the principles of science to **innovate and develop** knowledge at the levels of products and services, processes and organizational methods.

Lagoas Park, August 23, 2023

The President of the Board of Directors

***Manuel Maria Teixeira Duarte***