

The Company

Teixeira Duarte - Engenharia e Construções, S.A. has presented itself, for more than 100 years, through its brand image: an **Engineering House**. It is something inherent to the Company's origin and to its founder, establishing themselves as 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 the compliance with the legal terms and external and internal regulations, Safety and the prevention of accidents and damage to the employees' Health, Pollution prevention, the preservation of the Environment, the promotion of actions aiming at the respect of Human Rights and the compliance with the requirements of the tutelary standard on Social Accountability (SA8000), the satisfaction of Customers and all related parties and the fostering of Research, Development and Innovation.

Performance goals in the context of its activities and commercial relations:

- **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 your activity;
- **Prevent and mitigate** adverse impacts regarding human rights and **deal with** such impacts when they do happen;
- Analyse and instruct in the management of environmental aspects and impacts to achieve **zero damages in the surrounding environment**;
- Starting with research and the mastering the principles of science to **innovate and develop** knowledge at the levels of products and services, processes and organizational methods.

Lagoas Park, January 15, 2024

President of the Board of Directors

Manuel Maria Teixeira Duarte