



## Management Policy

TEKEVER is committed to the needs and expectations of its customers, providing them with products and services that meet or exceed their requirements, where continuous innovation and the best technologies prevail to strengthen its competitive position and increase its performance.

TEKEVER strives to create the future and provide our customers with a constant edge, helping them to fulfil their mission.

In this sense, it adopts the following Policy:

- Supply products and provide services that comply with the applicable legal and regulatory requirements and the requirements of the Interested Parties, with a high level of Quality;
- Involve all employees in the company's objectives through constant and clear communication;
- Provide adequate means so that everyone can perform their work without defects, according to the best performance standards;
- To be a company open to partnerships, with a purpose to the dissemination and transformation of knowledge;
- Implement and manage the IDI management system, ensuring compliance with the requirements of the ISO 56001, so that its working groups result in innovative ideas, that can be transformed into projects capable of generating value for the Market;
- Encouraging employees' creativity in order to continuously promote a culture of rigor and an environment that generates scientific and technological knowledge to trigger and support systematic and sustained Innovation projects, at TEKEVER and its partners;
- Instil in all employees a spirit of innovation, adaptation and continuous quality improvement, with a view to improving the management system, processes and the fulfilment of ISO 9001 requirements;
- Maintain a culture where the concepts of quality, rigor and performance are a reality for everyone and are reflected in TEKEVER's image abroad;
- Maintain a partnership and cooperation relationship with suppliers for joint growth;
- Implement measures for environmental protection, pollution prevention, and the continuous improvement of TEKEVER's environmental impact, based on internal awareness of the importance of environmental sustainability and compliance with ISO 14001 requirements and applicable legal obligations.
- Ensuring working conditions that promote the safety and health of employees. Favour prevention, involving employees in the process of eliminating or minimizing hazards and reducing professional risks;
- Promote equal opportunities based on gender, disability, racial or ethnic origin, religion or belief, geography, age or sexual orientation;
- Promoting that TEKEVER's activities are carried out in an ethical manner.

Approved on 25 of September, 2025

Signed by:

Ricardo Mendes

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