

## Values Charter

*Integrity and respect for all stakeholders are one of the pillars of Technoedif Engenharia, reflected in the way it approaches business. This Charter defines the company's values and sets out the guidelines for achieving them.*

### OUR VALUES

- Seek to foresee the needs and expectations of our clients and provide the supply of products and services which will give them the maximum value, in terms of price, quality, deadlines of implementation, safety and compliance with environmental protection requirements.
- Provide successful opportunities to all our partners, suppliers and contractors, in a spirit of healthy competition and mutually fruitful collaboration.
- Conduct the Company's business, in strict compliance with the highest standards of honesty, integrity and equity.
- Place at the heart of the Company's development strategy, the men and women who incorporate their human resources, providing them with the best conditions for their personal security and for the full development of their individual potential.
- Share, with our shareholders, information in a timely and transparent and frank manner, ensuring the pertinence of the data provided to them.

### OUR INDIVIDUAL CONDUCT STANDARDS

- each person's Make the most of the wide range of expertise and skills, as well as the accumulated experience capital, available within the Company, to strengthen our competitiveness and improve the quality of the services provided to our Clients.
- Prioritize, in the framework of contract development, aspects related to the fulfillment of requirements to quality, health, safety and protection of the environment.
- Continuously improve our efficiency through group work, constant sharing of knowledge, learning from mistakes made and successes achieved, and being open to listening to everyone, from the most experienced to the youngest, in decision making.
- Avoid conflicts or incompatibilities among the functions performed in the Company, and private interests, particularly regarding relations with clients, competitors, suppliers and contractors.
- Refrain from granting, directly or indirectly, benefits of any nature to public entities, with the aim of obtaining the award of contracts.
- Not colluding with any situation that involves, or is suspected that it may involve, money laundering, corruption and violation of human rights and report any suspicions to the higher bodies of TEE.
- Safeguard the confidentiality of information, to which access has been given to, in the performance of professional activity.
- Refrain from using, for personal gain or from disclosing to third parties, any information of restricted circulation to which one got access by virtue of professional activities, unless such information and/or process has become public domain.
- Ensure that all information relevant to the Company's financial health is prepared with the utmost seriousness and independence.

## Ethics Charter

*People's integrity is one of the core values of Technoedif Engenharia. This Charter defines the Company's Objectives in the field of professional ethics and defines the corresponding Rules of good conduct.*

### Our Objectives

- Provide successful opportunities to all our partners, suppliers and contractors, in a spirit of healthy competition and mutually fruitful collaboration.
- Conduct the Company's business, in strict compliance with the highest standards of honesty, integrity and equity.
- Place at the heart of the Company's development strategy, the women and men who incorporate their human resources, providing them with the best conditions for their personal security and for the full development of their individual potential.
- Share, with our shareholders, information in a timely and transparent and frank manner, ensuring the pertinence of the data provided to them.

### Our Rules of Good Conduct

In the performance of their professional activities, women and men at Technoedif Engenharia, pledge to achieve the aforementioned Objectives of the Company, adopting the following basic rules of good conduct:

- Safeguard the confidentiality of information to which access has been given to in the performance of professional activities.
- Avoid conflicts or incompatibility between the functions performed in the Company and private interests, particularly regarding its relations with customers, competitors, suppliers and contractors.
- Refrain from granting, directly or indirectly, benefits of any nature to public entities, with a view to being awarded contracts.
- Not colluding with any condescension in situations that reveal, or may reveal, money laundering operations, corruption and others related.
- Refrain from using, for their own benefit, or from disclosing to third parties, any information of restricted circulation to which access has been given in the performance of their professional activities, unless such information and/or process has become public domain.
- Inform the Administration of any behavior that is not in accordance with the rules set out in this Charter.

## Social Charter

*Social responsibility sets out as one of the core values of Technoedif Engenharia. This Charter defines the Company's Objectives in this area and establishes the corresponding guidelines.*

### Our Goals

- Guide working relations by the Company's values "Our Values"
- Encourage suppliers, contractors and partners to adopt our values.

### Our Guidelines

In order to achieve the aforementioned objectives in terms of social responsibility, Technoedif Engenharia:

- will not practice any kind of discrimination among its workers or regarding to job seekers, based on sex, age, race, religious belief, political or union affiliation, nationality or physical disability;
- will be committed to carrying out the training actions that are necessary for the advancement and consolidation of the Company's technical proficiency, as well as for the professional development of its employees;
- will not employ minors, within mandatory school age, and, in no case, will hire individuals under the age of 18;
- will be committed to maintaining a harmonious work environment, in which workers and management work together, to strengthen society;
- respect the freedom of association, which includes the right of each employee to join or refuse to join any union organization, in accordance with applicable law;
- will endeavor to establish open dialogue with its workers and their representatives, if any, regarding important decisions that will directly affect them;
- will encourage its suppliers, contractors and partners to adopt the values set out in this Charter when formulating the guidelines for their activity;
- ensure the distribution of this Charter to all workers.

## Environmental Charter

*Environmental responsibility is yet another one of Technoedif Engenharia's core values. This Charter defines the Company's Objectives in this area and establishes the guidelines for the Protection of the Environment.*

### Our Goals

- Take steps to minimize the impact of our activities on the environment and reduce the risks that nature and other elements are exposed to.
- Pledge with persistence and determination on the prevention of environmental accidents.

### Our Guidelines

To achieve these objectives, we have established the following guidelines:

- Abide by the applicable environmental legislation and comply with our own standards.
- Define clear and meaningful objectives in the field of environmental matters.
- Hold directors, supervisors and employees accountable for complying with legislation and our own environmental standards.
- Use and develop our engineering know-how, to reduce the environmental impact of facilities that are designed, built or operated by us, in partnership, with our customers.
- Stimulate the perception of all our workers, so that they internalize and, in their daily practice, take on environmental concerns.
- Collaborate with our customers, suppliers, contractors and partners in the development of a common environmental management system, to be applied in each project.
- Continuously strive to improve our performance in terms of environmental protection.
- Maintain and progressively improve environmental management systems that meet the requirements of ISO 14001.

## Safety, Hygiene and Health Charter

*The Health and Safety of people and goods are among the fundamental values of Technoedif Engenharia. This Charter defines the Company's Objectives in this matter and establishes the corresponding guidelines.*

### Our Goals

- Persevere in protecting Health and maintaining the Safety of people and goods, whenever these requirements collide with other strategic goals.
- Strive with persistence and determination in preventing incidents and damage, in the workplace and elsewhere.

### Our Guidelines

In order to achieve our objectives in terms of Safety, Hygiene and Health, Technoedif Engenharia has established the following guidelines:

- Observe and comply with the applicable legislation on Safety, Hygiene and Health and comply with our own standards.
- Implement management systems in terms of safety, hygiene and health protection that meet the requirements of internationally recognized standards.
- Define clear and meaningful objectives for our actions in the area of Safety, Hygiene and Health.
- Assess our performance and publicize, regularly and openly, the progress we have made in the area of the protection of Safety, Hygiene and Health.
- Continuously strive to improve our performance in terms of Safety, Hygiene and Health.
- Hold directors, supervisors and workers accountable for complying with our management schemes in the field of Safety, Hygiene and Health protection.
- Combine our know-how in the fields of engineering and technology with judicious principles of assessment, with the aim of minimizing risks and mitigating, as far as is reasonably practicable, the residual consequences that may result from them.
- To provide its workers with the appropriate training and advice required, in order to enable them to undertake their work safely and without any detriment to their Safety, Hygiene and Health.
- Collaborate with our customers, suppliers, contractors and partners in the development of a common management system in terms of safety, hygiene and health protection, to be applied in each project.