

Integrated Policy

TINTEX TEXTILES, S.A., at its core and in line with its context and strategy, has defined the following Quality, Innovation, Environment, Occupation Health and Safety, and Social Responsibility cornerstones:



1. To encourage an organizational culture that ensures the organization's values and commitments, based on the development of Human Assets, seeking to stimulate their creativity and individual initiative, and improving the company's performance, guaranteeing the appropriate skills for each role and the pursuit of the organization and each employee goals, increasing their level of satisfaction.



2. To uphold living wage standards, ensuring that the basic needs of all employees are met.



3. To promote Diversity, Equity and Inclusion by ensuring equal opportunities and equal treatment, preventing any form of discrimination, and integrating these principles into recruitment, selection, and people management processes, fostering an inclusive and respectful organizational culture.



4. To ensure a safe and healthy work environment by eliminating hazards and minimizing risks to employees, service providers, and stakeholders who may come into contact with the company's infrastructure and equipment, ensuring the prevention of work-related injuries and ill health, by adopting best available techniques and implementing the hierarchy of controls.



5. To seek the workers' participation and to consult them before deciding on any relevant aspect concerning the Occupational Health and Safety Management System.



6. To comply with the principles of the International Labor Organization (ILO), including with the Universal Declaration of Human Rights and applicable national laws.



7. To commit that no production or linkages are allowed with companies and subcontractors that practice or are associated with child labor, forced or compulsory labor, exploitation or holding prisoners, facilitating non-compliance with safety rules, promoting discrimination, undisciplined practices and employees' overtime, harassment, abuse, or any form of illegal work.



8. To provide the freedom to form unions and the right to collective bargaining.



9. To comply with all legal, regulatory, and other requirements to which it voluntarily adheres as a result of its activity, including Environmental, Quality, Occupational Health and Safety and Social Responsibility obligations.



10. To Enhance sustainable development by preventing environmental pollution and using resources rationally, seeking to reduce the environmental impacts caused by its activities and adopting the best practices and technologies available, whenever technically possible and economically viable.



11. To develop and maintain the Integrated Management System, fostering continuous improvement to satisfy the various stakeholders. Cyclically evaluate the results obtained and, where appropriate, introduce corrective actions to improve the system's effectiveness.



12. To systematically develop new technical and technological solutions that foster the company's international positioning and recognition based on its innovation capability and commitment to Sustainability.



13. To establish and promote partnerships with all stakeholders that foster Innovation and sustainable development in its economic, social, and environmental dimensions.



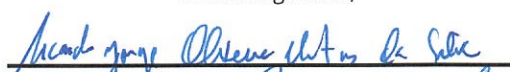
14. To satisfy its customers, their needs and expectations, adding value to their products and services by means of Quality, Innovation and Differentiation.

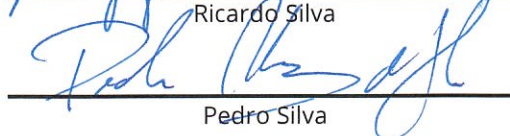


15. To promote the company's long-term success through its business and operations, generating a meaningful and positive global impact for shareholders, employees, the community, society, and the environment.

Vila Nova de Cerveira, 05/05/2026

The Management,


Ricardo Silva


Pedro Silva