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code of ethics and conduct

Framework and Purpose

This Code of Ethics and Conduct, hereinafter referred to as the “Code”, sets out the principles, values and standards of ethical and responsible behaviour that guide the activity of Adalberto Textile Solutions in the conduct of its business.

This Code is grounded in the respect for human rights and labour rights, and in the strict compliance with all applicable national and international legislation, providing a benchmark of conduct for all those acting with or on behalf of Adalberto Textile Solutions.

Its purpose is to clarify the ethical standards that must guide the decisions, attitudes and behaviour of employees, suppliers, subcontractors and other partners, irrespective of the nature of their relationship with Adalberto Textile Solutions, whether on a permanent or occasional basis.

Scope of Application

The provisions of this Code apply to all employees of Adalberto Textile Solutions, regardless of their position, hierarchical level or type of contractual relationship.

The Code shall equally apply to business partners, suppliers and subcontractors, who shall undertake to respect the principles set out herein within the scope of their relationship with Adalberto Textile Solutions.

Duty of Compliance

It is the duty of every employee of Adalberto Textile Solutions to comply with this Code and, in the performance of their duties, to act in accordance with the highest standards of ethics, integrity, professionalism and responsibility.

In particular, employees shall perform their duties with rigour, diligence and efficiency, promoting the responsible use of resources; maintain relationships based on mutual respect, cordiality and professionalism with colleagues, line managers, customers, suppliers and subcontractors; contribute to a healthy, safe and collaborative working environment; safeguard the proper preservation of the Company’s premises, equipment and assets; and honour the commitments assumed by Adalberto Textile Solutions in its dealings with third parties.

Non-compliance with these provisions may give rise to disciplinary proceedings under applicable labour legislation, without prejudice to any civil or criminal liability that may arise.

Partners, suppliers and subcontractors shall likewise act in accordance with this Code; any failure to do so may affect the continuity of the contractual relationship.



General Principles of Conduct

In the performance of their duties, employees of Adalberto Textile Solutions shall be guided by the highest standards of ethics, integrity, professionalism and responsibility.

Human Rights

Adalberto Textile Solutions conducts its activity in accordance with applicable legislation on human rights, in particular the Universal Declaration of Human Rights and the fundamental principles of the International Labour Organisation.

Child Labour

Adalberto Textile Solutions does not resort to child labour. The minimum age for admission is 18 years, without prejudice to the exceptions provided for under the Portuguese Labour Code, while ensuring that young workers are never exposed to hazardous working conditions.

Forced, Coercive and Involuntary Labour

Any form of forced, coercive or involuntary labour is strictly prohibited. Adalberto Textile Solutions does not tolerate practices involving physical or psychological coercion, threats, punishment, forced prison labour, human trafficking or any other form of exploitation.

Equality, Diversity and Non-Discrimination

Adalberto Textile Solutions promotes equal opportunities and neither engages in nor tolerates any form of discrimination on the grounds of sex, age, ethnic origin, race, disability, political beliefs, religious convictions, sexual orientation, gender identity or any other legally protected characteristic. Recruitment, selection and career progression processes are conducted in a fair, transparent and impartial manner.

Freedom of Association

Adalberto Textile Solutions respects trade union freedom and the right of association of its employees. Workers' representatives shall not be subject to any form of discrimination and shall be granted the necessary conditions for the performance of their duties.

Harassment in the Workplace

Adalberto Textile Solutions rejects any form of harassment, whether moral or sexual. Any behaviour intended or likely to disturb, embarrass, undermine personal dignity or create an intimidating, hostile, degrading, humiliating or destabilising environment is considered



unacceptable. Examples of prohibited conduct include offensive language or inappropriate jokes, and insults of a racial, ethnic, religious or gender-based nature.

Duty of Loyalty, Confidentiality and Cooperation

Employees shall act with loyalty towards Adalberto Textile Solutions, observing the duty of confidentiality and professional secrecy. Any activity that constitutes unfair competition, or the use of working time for personal gain or for the benefit of third parties, is prohibited. The concealment of relevant information, the provision of false information, and any lack of cooperation constitute breaches of the duty of loyalty.

Bribery and Corruption

Adalberto Textile Solutions adopts a zero-tolerance policy with regard to bribery and corruption. It is prohibited to offer, promise, solicit or accept any undue payment, advantage or benefit, whether direct or indirect, with the aim of obtaining commercial advantage or influencing decisions.

Occupational Health and Safety

Adalberto Textile Solutions is committed to providing a safe and healthy working environment, through the implementation of appropriate preventive measures. This commitment includes, in particular, the assessment and control of occupational risks, regular training in occupational health and safety, the provision of suitable facilities and rest areas, access to medical and nursing services, and the regular operation of the occupational health and safety committee.

All employees shall report any situation of risk or danger without delay.

Working Time

Adalberto Textile Solutions fully complies with applicable labour legislation on working time. Standard working hours shall not exceed eight hours per day and forty hours per week, with all rest periods, breaks and intervals provided for by law being duly ensured. Overtime is exceptional in nature and shall be duly compensated.

Sustainability and Environmental Responsibility

Adalberto Textile Solutions promotes sustainable and environmentally responsible practices, favouring technologies, products and methodologies that minimise environmental impact. The Company adopts the efficient use of resources, the reduction of waste, and a “green chemistry” approach to the selection and use of chemical products.



Enquiries and Complaints

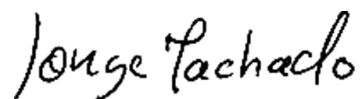
Any queries regarding the interpretation or application of this Code shall be addressed to the Human Resources Department.

Employees may report situations of non-compliance through the Human Resources Department, either in person or by email, as well as through the existing internal whistleblowing channels.

Adalberto Textile Solutions guarantees that no retaliatory action will be taken against employees who report concerns in good faith.

Approval

Approved by the Board of Directors on 27 January 2026



Jorge Adalberto Machado

Chairman of the Board of Directors

