

Quality and Sustainability Policy - HCCM Consulting

We believe that quality, innovation, and sustainability are inseparable pillars of a solid, responsible, and future-ready business. Our policy is based on six fundamental commitments:

1. People and Culture

- We promote an inclusive, ethical, and collaborative work environment that values diversity and ensures equal opportunities.
- We invest in the continuous development of skills, enhancing individual and collective talent.
- We encourage knowledge sharing, innovation, and continuous improvement, with a focus on excellence.

2. Customers and Market

- We build trusting relationships through high-quality technological solutions tailored to each client's needs.
- We are committed to responding quickly and transparently, exceeding expectations, ensuring compliance with applicable requirements and strengthening our credibility with customers, regulators, partners and investors.

3. Suppliers and Partners

- We select and evaluate suppliers based on quality, ethics and sustainability criteria.
- We promote responsible partnerships based on transparency, trust and the creation of shared value.

4. Sustainability and Community

- We integrate environmental and social practices into all areas of activity, seeking to reduce our ecological footprint and use resources more efficiently.
- We project Portugal's image among international stakeholders as an ecosystem of excellence, based on talent and innovation.

5. Governance and the Future

- We align our actions with the Management's strategic guidelines, ensuring transparency, ethics, and value creation for shareholders.
- We anticipate risks and opportunities, proactively adapting to industry transformations and global market demands.
- We are committed to contributing to a more sustainable and responsible future.

6. Review and Continuous Improvement

- Top Management reviews the Policy periodically, promoting continuous improvement and adaptation to the needs of stakeholders.”

Lisbon, August 28, 2025

Managing Director (MD) of HCCM