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Sandra Sousa	[Additional Approvers Completed]	Teresa Martins	02/06/2026	1	1(2)

Safety, Health, Environment and Quality Policy (SHEQ)

POL.SHEQ.001(EN)

NEADVANCE develops, produces and markets industrial automation systems based on artificial vision and artificial intelligence, providing innovative solutions that contribute to improving the productivity, quality and sustainability of its customers.

Neadvance is committed to creating sustainable value, ensuring the integration of quality, environmental, occupational health and safety, personal data protection, social responsibility and governance principles.

This Integrated Management and SHEQ Policy applies to all NEADVANCE activities and is aligned with the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, with the General Data Protection Regulation (GDPR), ESG principles and the Sustainable Development Goals (SDGs), as well as with legal, regulatory and stakeholder requirements. Additionally, it is in line with the SHEQ and Sustainable Development objectives of the CPD division and the Group.

The Group's policy focuses	Our Neadvance goals
We are committed to providing a safe and healthy work environment for our employees, additional staff and all other persons, including suppliers, in the course of our activities. We are committed to eliminating hazards and reducing occupational health and safety risks in all of our operations.	Occupational Health and Safety Ensure safe and healthy working conditions by eliminating hazards, reducing risks, and preventing injuries and health disorders. Promote workers' participation in occupational health and safety activities, monitoring performance and ensuring the continuous reduction of the number of accidents and the continuous improvement of working conditions. TIA Implementation
We strive to build close relationships with our customers in order to always meet or exceed their expectations.	Customer and Stakeholder Focus Ensure compliance with requirements and meet the expectations of customers and relevant stakeholders. Develop solutions tailored to customer needs, ensuring quality, safety, and environmental performance. Monitor and continuously improve customer satisfaction.
We develop technologies, products and services that improve energy efficiency and support the transition to a low-carbon society. We apply the principles of circularity throughout the product lifecycle with a focus on the efficient management of resources, including materials, chemicals and water, and minimizing waste and polluting emissions.	Environmental Protection and Sustainability Manage the environmental impacts of activities from a life-cycle perspective, promoting pollution prevention, efficient use of resources, and minimization of waste and emissions. Develop solutions that contribute to energy efficiency and the transition to a low-carbon economy. Promote sustainable practices throughout the value chain. Monitor and continuously improve environmental performance and the carbon impact of activities. Study implementation of Green Electricity to reduce CO2 emissions.
We are committed to reducing greenhouse gas emissions in line with the goals of the Paris Agreement and our goals are validated by the Science Based Targets initiative. We support the deployment of renewable energy as we see it as a key element in achieving our goals, both in our own operations and in our upstream and downstream value chain.	
With the aim of preserving biodiversity, we assess our impact and avoid, reduce or control environmental damage to flora and fauna.	
We provide high-quality products and services that consistently contribute to the sustainable productivity of our customers. Our products and services are developed to meet our customers' productivity, quality, functionality, safety, and environmental needs.	Quality and Continuous Improvement Ensure the quality of products and services in accordance with customer needs and expectations, contributing consistently to customer productivity and sustainable performance. Ensure the effectiveness of the management system based on processes and risk management. Monitor and continuously improve performance and quality.
We strive for excellence through defined and efficient processes. We evaluate products, services, processes and major changes from quality, safety, health and environmental perspective, while focusing on risks and opportunities.	Process Management and Integrated Management System Ensure organizational management based on processes and a risk-based approach. Ensure compliance and effectiveness of the integrated management system. Monitor and continuously improve process performance and the management system.
We research, evaluate and select our business partners impartially on the basis of objective factors such as productivity, quality, delivery, price and reliability, as well as commitment and development in environmental and social performance. Our key business partners are regularly audited to ensure that the Atlas Copco Group's values are respected.	Value Chain and Suppliers Select and evaluate suppliers based on quality, performance, and responsibility criteria. Promote sustainable practices in the value chain. Monitor and continuously improve supplier performance, promoting their continuous improvement and ensuring compliance with ethical and regulatory requirements.
We take into account the views of employee representatives and other staff members in the decision-making process, particularly with regard to health, safety and well-being issues.	Worker Participation and Consultation Promote worker participation and consultation in decision-making processes. Encourage their involvement in the continuous improvement of organizational performance and the management system.

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Our company culture is concerned about the mental and physical well-being of our employees and we encourage them to actively improve their health and well-being.	People, Culture and Well-being Value employees as a central element of the organization, promoting their development, well-being, and engagement. Promote a collaborative and performance-oriented work environment. Regularly monitor employee satisfaction and implement improvement actions, fostering a positive, inclusive organizational culture focused on continuous development.
We monitor the physical risks of climate change in our operations and take steps to limit potential negative impacts in the future.	Risk, Continuity and Emergency Management Manage risks and opportunities that impact organizational performance, including environmental, safety, and climate risks. Integrate risk management into the management system. Ensure preparedness and response to emergency situations, ensuring business continuity and minimizing impacts.
We regularly prepare for emergencies by handling chemicals safely, providing personal protective equipment, examining machinery safety and fire protection.	Emergency Preparedness Ensure preparedness and response to emergency situations through prevention and control measures. Promote emergency drills and verification of safety conditions. Minimize impacts arising from emergency situations, protecting people, the environment, and business continuity.
We are committed to responsible and reliable corporate behavior, complying with the spirit and applicable laws and regulations in the countries where we operate, as well as other stakeholder requirements.	Legal Compliance, Ethics and Personal Data Protection Ensure compliance with legal requirements and promote ethical and responsible behavior. Ensure that employees annually sign the Code of Conduct. Ensure the protection of personal data in accordance with applicable requirements. Integrate compliance and risk management into the management system and continuously improve its performance.
We continuously improve our processes, products and services, with a focus on long-term profitability and sustainability. This is a personal commitment of all employees. We take our goals into consideration and align them with the United Nations Sustainable Development Goals.	Performance, Sustainability and Management Commitment Monitor performance and align the organization with strategic and sustainability objectives. Promote continuous improvement and long-term value creation. Align objectives with sustainable development principles, involving employees. Top Management ensures the implementation, communication, and review of this policy.

This policy establishes the framework for defining NEADVANCE's strategic and SHEQ objectives, with its performance being monitored through specific indicators defined within each area's Processes and represented in table FMN.021 – Indicator Map, ensuring the continuous evaluation and improvement of the management system.

This policy enters into force on 27 May 2026,

Teresa Martins
General Manager Neadvance