



PART OF YOU

A Newsletter Mundotêxtil

SPECIAL

Investment in 100%
Green Energy

PART OF US

Dubai Index & Hotel Show
New York Market Week
Ice Cream Day

PART OF ME

Cristiana Cunha
General Review Manager

PART OF THEM

New Canteen

PART OF OUR NATURE

Mental Health Workshop
Investment in 100% Green Energy
ISO 14001 Certification

12

October
2024



DUBAI INDEX & HOTEL SHOW

Mundotêxtil attended the Index Fair for the fifth time, which took place at the Dubai World Trade Center between the 4th and 6th of June. Ana Vaz Pinheiro (Administrator of Mun-dotêxtil) highlights the importance of this fair, describing it as “an essential milestone for companies seeking a presence in these markets”.

With a focus on premium quality, sustainability and promoting Portugal as a benchmark supplier, Mundotêxtil presented its new collection at this fair, considered one of the biggest events for the interior design industry in the Middle East. Index, which has been taking place for over 30 years in the heart of Dubai, offers a global platform where the world’s leading brands connect with local buyers, showcasing their latest products.

Mundotêxtil’s participation in this year’s edition, which welcomed more than 25,000 visiting professionals from over 80 countries, was a joint effort with AEP - Associação Empresarial de Portugal, as part of the BOW - Business on the Way project. Luís Miguel Ribeiro, chairman of AEP’s board of directors, highlights the strategic importance of participating, considering Dubai’s location as a privileged access point to markets in the Middle East, Asia and Africa. For Mundotêxtil, this market has been a strong focus, and the

company is already starting to see “very relevant results”, consolidating its presence in international markets and reaching new audiences.



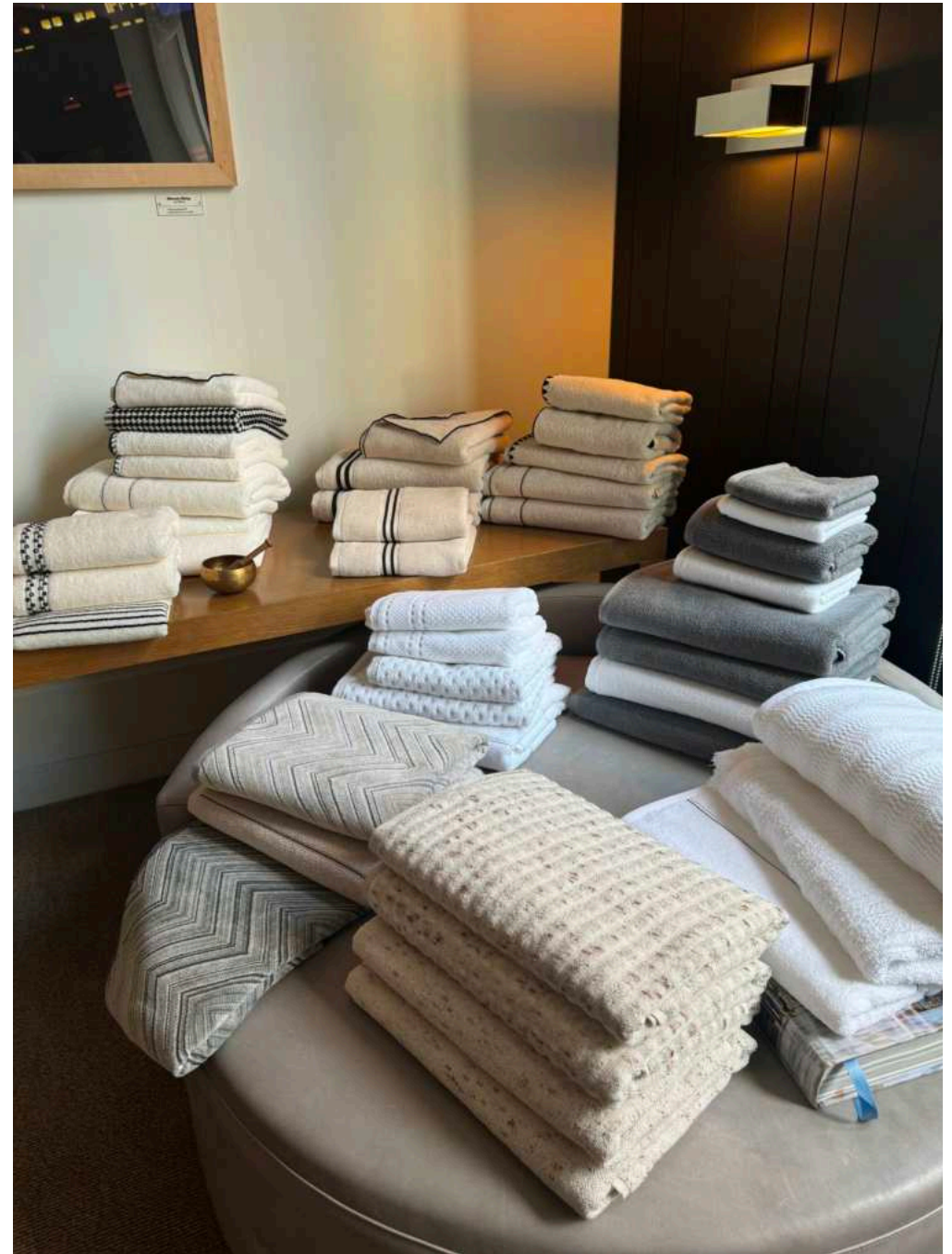


MUNDOTÊXTIL ATTENDS NEW YORK MARKET WEEK

Mundotêxtil's presence at NY Market Week has now become a tradition, which reflects the company's ongoing commitment to global trends and innovation in the textile sector. New York, renowned as the stage where major trends are launched, is the perfect setting to showcase our latest creations. The city, vibrant and in constant motion, offers the ideal environment for exchanging ideas and creating new opportunities.

This year was no different, as our Administrator Ana Pinheiro reports: "NY Market Week went as expected. We had visits from our regular customers and also some recent contacts, which are now beginning to bear fruit. The market is very open to products made in Portugal and we had a very good response to the new collection we presented."

The enthusiastic acceptance of the new collection and the growing interest in Portuguese products demonstrate the strength and quality of the work Munfo-têxtil continues to do in Portugal. With a city as dynamic as New York, the future promises to continue bringing new opportunities and success for Mundo-têxtil.



ICE CREAM DAY

The arrival of the summer season and the rise in temperatures is inevitably associated with certain activities and memories that we carry with us from childhood: a trip to the beach, an afternoon spent by the pool, dinner on a terrace on a warm evening. Of all the moments we associate with this time of year, there's not one that evokes more relief than eating an ice cream on a scorching day.

Continuing the tradition established last year, Mundotêxtil on August 6th invited its employees to take a break and enjoy a refreshing ice cream. An authentic Olá ice cream stand was set up outside the building, offering a wide selection of ice creams from this classic brand that is synonymous with summer, flavor and fun. The importance of taking a break like this cannot be underestimated. As well as combating the heat and fatigue, a break like this provides an opportunity for colleagues to socialize and recharge for the rest of the working day.



CRISTIANA CUNHA

THE VALUE OF EXPERIENCE AND THE BRILLIANCE OF AUTHENTICITY

Cristiana Cunha entered the room with the confidence of someone who knows she deserved to be there. Well-groomed, with impeccable make-up and a broad smile, her face bore the pride of someone who recognizes the value of being remembered. "If they've remembered me, it's because I had something to say," she confessed, as she settled down for the conversation that was about to begin.



Cristiana Cunha entered the room with the confidence of someone who knows she deserved to be there. Well-groomed, with impeccable make-up and a broad smile, her face bore the pride of someone who recognizes the value of being remembered. "If they've remembered me, it's because I had something to say," she confessed, as she settled down for the conversation that was about to begin. Teresa Cristiana Ribeiro da Cunha began her journey at Mundotêxtil in 1999, when she was just 16 years old. Born and raised in Vizela, she is an only child and the mother of a 12-year-old son, also an only child. With an amused smile, she admits that both she and her son have always been spoiled - she by her parents and her son by his grandparents. Her father, who had always wanted a male child, now melts at the sight of his grandson, as if he sees in him the son he never had. From an early

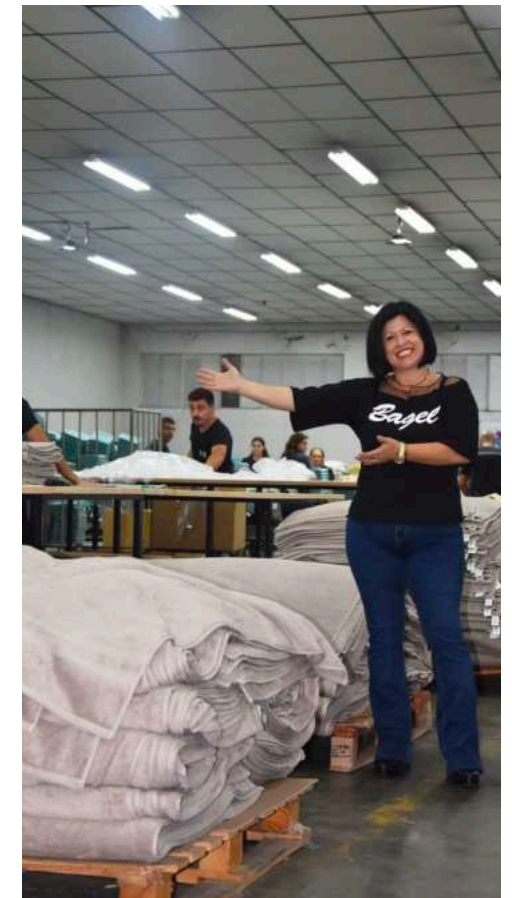
age, she displayed a hard-working attitude, reconciling her education with part-time jobs in shoe shops and pastry shops, motivated by her financial independence. Her start at Mundotêxtil was facilitated by her mother, who was a line manager at the company. Despite her mother's advice to carry on with her studies, Cristiana chose to try her hand at the world of work and started out on the production lines. Over the years, she worked in various roles, from working on the machines to proofreading and packaging. She always showed great dedication, even when she faced challenges, such as working with an automatic machine that made her feel uncomfortable. However, when she was transferred to the packaging area, she found her place, learning everything she knows from a boss who left a deep impression on her. Throughout her 25-year career at Mundo-têxtil, Cristiana has moved into positions

of greater responsibility. She was promoted to head of a new review team, made up of young people who came from very different backgrounds, but without any textile knowledge. This challenge proved to be a rewarding one, and Cristiana led the group successfully, creating a united and efficient team. She was later promoted to general manager, responsible for around 70 women on three review lines. Despite the challenges of managing so many people, Cristiana has a light-hearted and conciliatory approach, maintaining harmony among her colleagues.

Cristiana's career at Mundotêxtil is a story of personal and professional growth, shaped by her resilience, dedication and leadership skills, while always maintaining a strong connection to her origins and closest family.

In her day-to-day life, Cristiana always has the next step planned out. The day before, she already has the next day scheduled. She starts the morning by greeting everyone good morning and starts the day at full speed, heading to every station to guide the work of the staff. Of course, there are always emergencies and, with a relaxed approach, Cristiana jokingly imitates the sound of a siren, making the team realize that another emergency has occurred. This laid-back approach makes it easier to deal with the challenges of the work day. However, don't be fooled into thinking that this lightness affects her leadership. On the contrary, Cristiana is respected for her dedication to excellence. She says that attention to detail is essential in everything she does and she always conveys to her team the importance of treating each piece as if it went into their own homes, ensuring that, as they demand only high

quality, everything runs smoothly. As we walked with Cristiana down to her workplace, it was impossible not to notice the proud looks her team gave her. The respect and admiration in the room was palpable. To her colleagues, Cristiana is undoubtedly a natural leader, someone who guides the team with a clear vision and a strong focus on product innovation. Her every gesture reflects the trust they place in her, knowing that they are under the leadership of someone who values excellence and always has a clear plan for achieving goals.



Throughout the conversation, it became clear that, for Cristiana, her work and personal life are not isolated and that she believes that her passions outside of work have a positive influence on the way she acts in a professional environment, saying that when she feels in balance, she works better.

In her spare time, Cristiana devotes herself to her son's passions, which are fishing and playing football. She accompanies him everywhere, and vacations are split between what he likes best, fishing in the river, and the beach, which is what she loves most. Her son's passion for fishing began as a joke, with a rod lent to him by an uncle, and from then on, every Christmas, the request was always the same: a new fishing rod. Today, he already has a collection of 10, each one special for different occasions. And anyone who thinks

that Cristiana accompanies her son out of obligation should be mistaken: in doing so, she meets other mothers, chats to other fishermen and enjoys every moment. She is unable to keep quiet, but says she also has to compensate for her more reserved husband.

Cristiana is a woman of faith, she believes that we are only passing through and that something greater awaits us. If she could choose anyone in the whole world to talk to, it would be the daughter she lost at birth, her eldest. "I'd like to talk to her," she confesses. She baptized her and, in an act of generosity, donated her body to the scientific research community so that their research might be able to help in similar cases. It was one more trial in her life, but her immense desire to be a mother helped her keep moving forward. Today, she proudly states that she is the mother of

two children, one of whom is always close to her and the other is a little star. Cristiana believes that everything she has been through in life, from the toughest trials to the natural growth with age, has made her more dynamic in her decisions, which are always guided by responsibility. She is adept at communicating easily and openly, without beating around the bush or omitting anything. As she likes to say, "it's grabbing the bull by the horns," and if you have to do it, do it well. For her, life's setbacks are to be dealt with lightly, without drama. That's why, when asked about her most memorable moment at Mundotêxtil, Cristiana laughingly recalls a Christmas party when she went on stage to sing karaoke with her colleagues Verónica and Paula. For her, those moments of joy and relaxation are the ones that bring back the best memories. After all, what she wants is to party and "get on the floor," because it's these moments that have left a lighter and happier impression on her. When asked about the future of Mundotêxtil, Cristiana shows unwavering optimism. She knows that the company is at a turning point, that sustainability is no longer a choice, it's a path of no return, and she feels it's exciting to be a part of it. For her, Mundotêxtil has always stood out for its quality and excellence and that will never change. The commitment to quality is what has brought the company this far and what will guide it through this new cycle of innovation and environmental responsibility. Fearless of the inevitable changes, Cristiana says she is ready to learn and grow with the company. She knows that innovation is on the way, and she feels ready to evolve alongside it.

"For Cristiana, Mundotêxtil has always stood out for its quality and excellence and that will never change."



NEW CAFETERIA

Lunch and snack breaks play an essential role in bolstering a company's well-being. These are moments in the workday when employees can rest, socialize and allow their bodies and minds to recover, thereby enhancing concentration for the rest of the day. Mundotêxtil, aware of the importance of these breaks, has invested in the creation of a new cafeteria that meets the needs of its workers, providing a space that combines comfort and functionality. The new cafeteria is a modern and welcoming space designed to provide maximum comfort to the workers. With a simple and functional design, the cafeteria combines aestheticity and practicality, providing a pleasant environment for breaks and meals. The kitchen area is equipped with modern and practical appliances, including microwaves, fridges and coffee machines, and the cafeteria has a long bench with high chairs as well as several tables. With the inauguration of this new cafeteria, Mundotêxtil is demonstrating its commitment to providing the best working conditions for its employees.



LIBRARY FOR ALL

A Place to Read, Share and Grow

The new canteen will not only be a place to relax and have your daily meals, but also a point of cultural sharing thanks to the “Library for everyone!” project, designed to promote reading habits and encourage the exchange of books between all employees.

The new library, located in a cozy corner of the canteen, offers workers the chance to borrow a book, read at their own pace and return it when they’ve finished. As well as encouraging reading, the project also promotes sharing: anyone who has books at home that they have read and would like to share with colleagues can donate them to the library, helping to increase the size of the library.

This initiative aims to create a stream of knowledge, culture and leisure, fostering reading habits and a sense of sharing within the Mundotêxtil community.



MENTAL HEALTH WORKSHOP

Mental Health is a topic that has reached a new level of visibility in recent years and today the general public is more aware than ever of the habits and attitudes needed to maintain good mental hygiene. The spread of philosophies such as Mindfulness and practices like meditation is so integrated into our daily lives that the next logical step is to bring the discussion of Mental Health into a business environment. Investing in mental well-being in the workplace is not only a matter of social responsibility, but also an essential strategy for promoting a healthy, productive and sustainable working environment.

On July 23, psychologist Mariana Ferreira led a workshop on Mental Health at Mundotêxtil. This session aimed to realize several objectives, the most important of which were to improve workers' well-being, to identify risk factors and early warning signs, and to present strategies for avoiding mental health crisis episodes. This informative workshop demystified the concept of mental health and destroyed

any preconceived notions. Burnout, depression and anxiety are the conditions that can most easily manifest in the workplace. Mundotêxtil, like other companies, has a responsibility to watch out for signs of any of these issues in its employees and to implement policies and practices to support mental health. Mundotêxtil is committed to creating an environment where mental health is a priority through initiatives such as this.

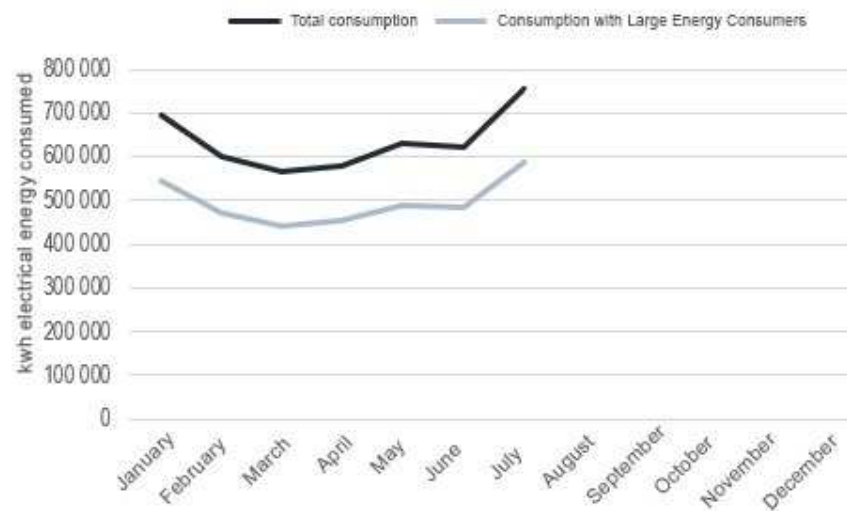


MUNDOTÊXTIL INVESTS ON 100% GREEN ENERGY

In search of more sustainable practices and a reduction in its ecological footprint, Mundotêxtil has reached an important milestone in its energy journey. Since December 1, 2023, a considerable part of the energy consumed in Mundotêxtil's operations has originated from 100% green sources.

Between January 1st, 2023 and February 29th, 2024, Mundotêxtil consumed a total of 1,830,745 kWh in all its facilities, of which 1,433,596 kWh (78%) came from 100% green energy sources. This is a clear reflection of the company's commitment to responsible environmental practices and reducing its carbon footprint.

The year 2024 will be even more ambitious, as the company guarantees that 80% of its electricity will come from renewable sources. To this end, Mundotêxtil has decided to acquire Guarantees of Origin for its No. 1 transformation station, which accounts for approximately 80% of its total energy consumption. This contract, signed with Galp, ensures the monthly issue of certificates detailing the amount and origin of the energy, which is always from a renewable source. With these initiatives, Mundotêxtil is reinforcing its commitment to sustainability and reducing its environmental impact.



ISO 14001 CERTIFICATION

Commitment to Sustainability

Mundotêxtil reinforces its continued commitment to sustainability by announcing on World Environment Day its new certification - ISO 14001, which will help identify, control and reduce the environmental impact of production by promoting more sustainable practices.

ISO 14001 is an international standard that establishes guidelines for the development of an environmental management system within a company. Obtaining this certification allows Mundotêxtil to improve its environmental performance in processes and operations, protect biodiversity, ensure the efficient use of energy and natural resources, and manage waste and atmospheric emissions by complying with established environmental regulations. Mundotêxtil believes that every company has a responsibility to reduce its ecological footprint, and this certification reinforces our mission to adopt proactive measures to protect the environment. As well as improving its environmental performance, ISO 14001 encourages awareness and the adoption of more sustainable lifestyles, both at an organizational and individual level.

ISO 14001 certification is therefore more than formal recognition - it is a tangible commitment to a greener future, based on the pillars of sustainability and social responsibility.





HEAD TO HEAD

Innovation is one of Mundotêxtil's core values and is found in every aspect of its day-to-day operations. In order to raise employees' awareness on the correct definition of this concept, as well as the practices needed to foster it, Mundotêxtil organized an exciting quiz game with Innovation as the main theme.

This game, held on the 3rd of June, pitted our players against each other in a head-to-head duel of questions where whoever had the most correct answers would emerge victorious. The questions ranged from asking for a definition of innovation to listing the rewards of winning the MundoINOVA competition and identifying initiatives that were developed after being proposed to MundoINOVA.

This fun and informative exercise provided an opportunity to strengthen team spirit and celebrate the creativity and knowledge that propel Mundotêxtil into the future. Since its creation in October 2021, the MundoINOVA Program has received 149 ideas from Mundotêxtil employees as of September 2024, and 62 ideas have been implemented so far.







PARTOFYOU

YOU CAN SUBMIT YOUR IDEAS BY:



mundoinova@mundotextil.pt

Filling in the appropriate forms
and depositing them in the appropriate
MundoInova boxes available throughout the company

In person at the IDI Office



Mundotêxtil - Indústrias Têxteis

Rua da Saudade 280 - 400
4815-413 Vizela
Portugal

T: (+351) 253 489 420

mundotextil.pt

