

## INNOVATION POLICY

**SYSTRA SUBTERRA Ingeniería SLU** is a company dedicated to providing "Engineering, Consulting and Technical Assistance Services, applied to Engineering Projects in the specialties of Tunnels, Geotechnics, Mining and Underground Engineering in the Civil, Energy and Mining Sector" that is committed to the development and search for innovative, sustainable and accessible solutions for the continuous improvement of our services. adapting to the needs of our clients and the environment where we operate. For this reason, the following commitments have been established in accordance with the purpose and strategy of innovation:

- ❖ Ensure compliance with international, national, or local regulations; internal regulations or other voluntary commitments acquired by the organization.
- ❖ Provide the necessary framework and resources for the establishment and implementation of the innovation strategy and objectives.
- ❖ To promote continuous improvement in the innovation management system through the application of new methodologies and the development of innovative solutions in the development of our services, generating customer trust and loyalty.
- ❖ To promote innovative culture and creativity in all members of our organization, promoting the generation of innovative ideas.
- ❖ To seek continuous improvement in the efficiency of our production and management processes.
- ❖ To raise awareness and sensitize all members of the organization regarding the innovation management system.
- ❖ Establish mechanisms to know the innovation needs of stakeholders and direct innovative activity to meet them.
- ❖ To promote collaboration with other organisations (universities, research centres, technology centres, companies and other public or private entities) that complement the company's capacities in terms of innovation, which allow it to address innovative actions of greater scope.
- ❖ Communicate and ensure the availability of this policy and the above strategy to our workers and relevant stakeholders.

The Management of **SYSTRA SUBTERRA** is also committed to organizing, developing and supervising the programs and actions necessary for the proper functioning of the innovation system. This system must be adopted by all our employees and collaborators in order to achieve the established objectives.

**José Miguel Galera Fernández**  
CEO SYSTRA SUBTERRA

