



INNOVATION POLICY

COMSA Corporación considers innovation a differentiating factor that adds value for its clients, integrating it as one of the fundamental pillars of its corporate culture and values since its founding over 130 years ago. Innovation within the company provides new solutions in tenders and projects, improving business outcomes and even fostering the development of new business lines. In this way, COMSA Corporación incorporates all business units into the innovation process, ensuring successful exploitation of results both internally and through direct commercialization.

Consequently, COMSA Corporación has established an Innovation Policy as a foundation of its corporate culture, which complies with the requirements set by the ISO 56001 standard and is based on the following core principles:

1. Commitment from top management to lead the innovation culture, establishing an Innovation Intent strategically to align innovation efforts with the company's long-term objectives.
2. Practicing an "innovative culture" that permeates the organization and fosters motivating work environments for the generation of ideas and innovative practices.
3. Integrating innovation into all training content across the company through courses and creativity development programs.
4. Implementing an innovation management system that includes setting annual goals and objectives within a continuous improvement process.
5. Promoting a technology watch system to identify opportunities and challenges for the company's businesses.
6. Encouraging collaborations and partnerships among stakeholders.
7. Internally disseminating the knowledge generated.
8. Protecting the results of the innovation process.
9. Promoting innovative activities among the agents in the business value chain.
10. Driving innovations that add value and increase customer satisfaction, improving the company's performance.
11. Establishing leadership and collaboration with all agents in the Innovation ecosystem.
12. Ensuring that innovation initiatives comply with applicable legal regulations and ethical principles.

COMSA Corporación is firmly committed to innovation and provides all necessary resources to make the company's vision and the purpose of Innovation possible. Therefore, it periodically reviews this Policy and the actions derived from it.

As a sign of commitment and approval of this Policy, it is signed in Barcelona on March 31, 2025.

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