



R&D&I POLICY

COMSA Corporación considers innovation as a differential factor of added value for its clients, integrating it as one of the fundamental pillars of its business culture and corporate values since its foundation, more than 130 years ago. Innovation within the company provides new solutions in tenders and works, improving business results and can even favour the development of new lines of business. In this way, COMSA Corporación incorporates all the business units into the innovative process, which ensures the successful exploitation of results, both internally and in its direct marketing.

Consequently, COMSA Corporación has established, as the basis of its corporate culture, an Innovation Policy based on the following basic principles:

1. To practice an "innovative culture" that impregnates the organisation and favours the development of motivating work environments for the generation of innovative ideas and practices.
2. To integrate innovation in all the training content of the group's companies through courses and programmes for the development of creativity.
3. Implement an innovation management system that includes the establishment of annual goals and objectives within a process of continuous improvement.
4. Promote a technology monitoring system to identify opportunities and challenges for the group's businesses.
5. Encourage collaborations and alliances between stakeholders.
6. Disseminate internally the knowledge generated.
7. Protect the results of the innovation process.
8. Disseminate the innovation activity among potentially interested audiences.
9. Promote innovations that provide added value and increase customer satisfaction, improving the group's results.
10. Establish leadership and collaboration with all the agents in the innovation ecosystem.

COMSA Corporación provides all the necessary resources to make its R&D&I vision possible, and therefore periodically reviews this Policy and the actions derived from it.

As a sign of commitment and approval of this Policy, I hereby sign in Barcelona on 4 March 2022.

Valentí Fontserè Pujol
Technical and Innovation Area Director
COMSA Corporación