

Sener's R&D&I policy

Sener, a Spanish company whose purpose is to transform the world by challenging the limits of technology, places engineering and technology at the service of its customers in all its businesses on all five continents. To this end, it bases its activity on the highest technical excellence as a guarantee of maximum satisfaction for its customers, suppliers, collaborators and employees; as well as on the creation of improvements and innovative solutions that provide added value to their needs and expectations, thus continuously improving Sener's competitive position.

In this policy, Sener's management thus ratifies its firm commitment to technological research, development and innovation, with the aim of ensuring that provided projects, processes and services are always carried out with a cutting-edge approach, reflecting the technological innovation that characterizes Sener's vision and culture in all its business lines.

As a result and reflection of this, Sener has a certified management system based on the principles established in the latest version of the UNE 166002 Standard. Thus, Sener assumes and promotes the following commitments and principles as a reference framework in which its activities are carried out and its objectives are established:

- Promote awareness of the importance of R&D&I by motivating and encouraging all staff.
- Encourage participation in R&D&I activities through teamwork, training and appropriate capacity building.
- Create and foster a culture of innovation within the company at all levels to contribute to the company's growth.
- Providing the necessary resources and investment in research and development.
- Manage the innovative ideas generated in the company through an efficient system.
- Develop and carry out R&D&I projects that strengthen and promote the company's strategic business lines.
- Adopt agile and efficient methodologies for the management of R&D&I projects, ensuring both flexibility and rapid response capacity.
- Promote dissemination and communication, contributing to the brand image as a benchmark in technological innovation, assuming R&D&I activities as a key element of the company's corporate image.
- Focus on proper intellectual property management, protecting our innovations through patents, trademarks and copyrights.
- Strengthen alliances and collaborations with universities, research centers and other companies to enhance our R&D&I capabilities.
- Participate in collaborative environments for the exchange of knowledge and best practices.
- Promote the necessary mechanisms for obtaining financial aid and the protection of results to reduce risk and incentivize R&D&I activity.
- Encouraging the recruitment of specialized talent and the retention of highly qualified staff.

Sener periodically reviews this policy to ensure that it remains current and consistent with the company's mission and vision, and makes it available to all its stakeholders as a sign of its commitment to ensuring compliance.

January 7th, 2025

Jorge Sendagorta Cudós
Sener's CEO