

## **R+D+i POLICY**

The Grupo Empresarial Sando S.A. and the companies included: Construcciones Sánchez Domínguez-SANDO, S.A.U., Conservación, Asfaltos y Construcción, S.A.U. and Althenia, S.L.U., hereinafter, the Company, focus their business activity on the construction of civil, building and environmental works, as well as on the provision of conservation, cleaning and collection services of MSW.

The Company, within its strategy, declares its purpose to promote and enhance R+D+i activities to increase its competitive capacity and consolidate its market, focusing on its customers, the rest of the companies of the SANDO Group, its collaborating companies, employees, owners and society in general.

In accordance with the requirements of the UNE 166.002:2021 standard, this R+D+i Management System has been defined, developed and implemented, the main purpose of which is to ensure that the Company is aware of the needs of stakeholders and carries out the necessary activities in terms of research, development and innovation in a way that meets the expectations of these stakeholders.

The System has a set of documents and human and material resources for these purposes, among which is the continuous improvement of the effectiveness of the System itself, which is constantly subject to a review process based on the perception of the interested parties about our R+D+i and the contributions of the personnel involved.

At least one annual review of this Policy will be carried out to ensure that it is constantly in line with the Company's purpose.

This Policy is communicated to the Company's personnel, and the Management undertakes to provide the necessary means for its proper understanding.

## **OBJECTIVES**

The general objectives of R+D+i of the Company, which the R+D+i Committee deploys annually in specific and quantifiable objectives, are the following:

- To increase the company's competence in the development of research and innovation projects that provide added value in the construction sector.
- Establish the appropriate mechanisms for motivating and training personnel, to guarantee their participation in the different R+D+i activities, from the generation of ideas to the realization and marketing of products.
- To consolidate and improve relations with stakeholders to promote collaboration in the development of R+D+i activities.
- To ensure the protection and exploitation of results in R+D+i projects.