

	QUALITY AND ENVIRONMENTAL MANAGEMENT DEPARTMENT	Date: December 2024
R+D+i MANAGEMENT SYSTEM		Revision: 2 Page 1 de 1

R+D+i POLICY

The Cobra Group's Organization considers innovation, in its broadest sense, as one of the pillars on which to base our development, through the generation of differentiating elements that allow us to increase our capacity to create value for our customers and, consequently, our competitiveness.

To ensure that we achieve this objective, we have implemented an R+D+i Management System based on the UNE 166002 standard and harmonized with all areas of the organization. This R+D+i policy is aligned with our corporate strategy, promoting differentiation and strengthening our competitiveness in a dynamic and changing environment.

With the application of this system, we commit and strive to:

- Give a focus of **continuous improvement** to our processes, orienting them towards their maximum efficiency and assigning the necessary resources.
- Respond to all **legal and complementary requirements** that apply.
- That all employees have a **proactive participation**, in an environment of shared values, understood as an essential part of the development of R+D+i.
- Analyse and assess **innovation projects and opportunities** and carry out appropriate management so that they provide feedback and help us achieve **continuous improvement**.
- Provide a structured framework to **define, implement and evaluate specific R+D+i objectives** that are consistent with our strategic direction, contributing to the achievement of measurable results in innovation and development.
- Maintain this policy as **documented information** and ensure that it is **available** and updated for consultation by interested parties, in accordance with the requirements established in our management system.

Madrid, December 2024



Jose María Castillo Lacabex
Sole Administrator