

## R&D&I Policy

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One of Vicinay Marine Innovación's strategic objectives is the realization of R&D&I activities as a differentiating element in order to offer services and solutions for the Offshore Industry that allow us to consolidate and strengthen the company and Vicinay Marine Group in the market

As part of its business strategy, Vicinay Marine Innovación is committed to R&D&I as an essential activity to respond to the constant demand for new technologies and products. To this end, the Management is committed to comply with the requirements set out in UNE166002: 2014 for the company's R&D&I Management System and for the continuing improvement of our system, in addition to any legal and customer requirements.

The R&D&I Policy established by the Management is based on the following principles:

- R&D&I must be the engine for the growth of the organization, developing strategic projects for the company in a systematic way.
- Analyze the environment through R&D&I tools, to detect the demands and identify the opportunities of the market, allowing us to develop solutions as they respond to the needs of our clients.
- Increase the talent and motivation of the people who make up the organization, to create a multidisciplinary, cohesive, dynamic, flexible, and highly qualified team.
- Control and reduce technological and economic risks by creating strategic alliances and collaborations and obtaining public funding.
- Maximize the performance of R&D projects and identify the most appropriate mechanisms for protecting and exploiting their results.
- Our System has a set of procedures and a definition of the organization's structure with a dedicated R&D&I Management Unit and R&D&I Unit, which helps to continuously meet the needs of Vicinay Marine Innovación and improve the allocation of resources available for all its R&D&I activities.

This policy is communicated and understood within the organization and by its stakeholders and is reviewed annually for continuing suitability.

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CEO Vicinay Marine Innovación

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