

INNOVATION POLICY


GD ENERGY SERVICES is an international business group providing a wide range of services to the energy industry in the following areas: operation and maintenance support (cleaning and decontamination, surface treatment, penetration sealing, passive fire protection, scaffolding, thermal and reflective insulation, long term operation material integrity engineering, radiological protection, waste management, chemical monitoring and sampling, logistics), decommissioning of nuclear and radioactive facilities, emergencies, and renewable energy services.

We rely on innovation as the strategic pillar supporting all of our business, as the key to facing future challenges, as a means for anticipating customer needs and demands, and to fulfill the expectations of all our stakeholders. Our objective is to develop technology for supporting operations and maintenance at energy production plants, dismantling nuclear and radioactive facilities, and for delivering renewable and emergency services, all while contributing to improvements in efficiency, safety, security, and sustainability. GDES is synonymous with commitment to customers and technological excellence.

Our commitment to innovation is based on the following principles:

- **Ongoing encouragement of a culture of innovation** in the organization. GDES innovation belongs to all and serves all; it is developed by, and for, all our interest groups.
- **Gearing our Innovation Management System towards a cross-organizational model**, developing a culture of innovation across all operational units and internal processes in the organization.
- **Promotion and recognition of the creativity** residing in all GDES staff.
- **Development of an open innovation model based on cooperation and alliances** with other entities with a view toward increasing the innovative capacity of GDES.
- **Consolidation of a technological surveillance and competitive intelligence system ("tech watch")** that contributes to defining the strategic position that our organization should adopt in its environment.
- **Protecting the outcomes of the innovation process** by properly managing intellectual and industrial property.
- **Applying a philosophy of continuous improvement** to the company's R+D+i processes, as well as to all other management processes, such that the organization is oriented towards satisfying all stakeholder needs within prevailing legal and regulatory norms and constraints.

This Policy, which forms an integral part of GD ENERGY SERVICES company culture, must be known by, understood, maintained and applied by all staff, as well as being made available to all stakeholders, as well as being periodically reviewed to ensure that it continues to meet the goals set for it.



Héctor Dominguis Pérez
CEO GD ENERGY SERVICES
June 3rd, 2019