

## INNOVATION POLICY

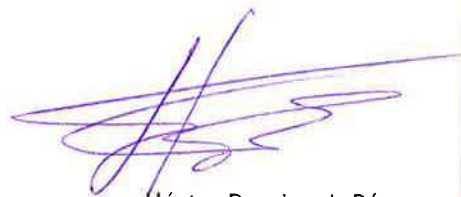
GD ENERGY SERVICES (GDES) is an international business group that develops its services in the energy sector, supporting industry and society in the transition towards a more sustainable energy model and contributing to decarbonisation, energy efficiency, process optimisation and the circular economy, by means of engineering, digitalisation, talent and innovation added in the delivery of services to the industry.

We are committed to innovation as a strategic pillar in all our areas of activity, essential to face new challenges, anticipate the needs of our clients and respond to the expectations of all our stakeholders.

Our commitment to innovation is based on the following principles:

- **Accelerate the energy transition:** In GDES, innovation works as a driver to promote and accelerate the transition to a more sustainable, efficient and competitive energy model, thereby contributing to the achievement of the Sustainable Development Goals (SDGs) "*Affordable and Clean Energy*" and "*Climate Action*".
- **Keep GDES at the forefront of new technologies and disruptive business models,** to anticipate new technological challenges and new market needs, within the framework of the SDG "*Industry, Innovation and Infrastructure*".
- **Foster a culture of innovation** within the organization. Innovation in GDES is everyone's business and benefit; It is developed by and for all its stakeholders.
- **Promote and reward creativity** among GDES staff, both in the generation of new ideas for continuous improvement and in the development of new solutions or proposals addressing our strategic challenges.
- **Collaborate through open innovation** by establishing alliances and collaborations with external players (entrepreneurs, start-ups, universities, technology centres and companies) to create an innovative ecosystem which facilitates joining forces in the development of new opportunities, market horizons and technological projects in the fields of decarbonisation, energy efficiency, process optimisation and circular economy.
- **Connect capabilities** by pursuing the creation of synergies based on the connection of internal experience and knowledge with external technologies and opportunities. We are also committed to the creation of internal multidisciplinary teams when needed to undertake innovation projects.

This Policy, which is part of the culture of GD ENERGY SERVICES, must be known, understood, maintained, and applied by all staff and be available to all stakeholders, and shall be reviewed periodically to ensure that it continues to be up to date.

A handwritten signature in purple ink, consisting of several overlapping loops and lines, positioned above the printed name and title.

Héctor Dominguis Pérez  
CEO GD ENERGY SERVICES  
19 January, 2024