INNOVATION POLICY

AD-TECH Ibérica S.L. establishes, implements and maintains the following Innovation Policy as an essential part of its Innovation Management System:

- To comply with the requirements of the UNE-EN ISO 56001:2024 standard and with applicable legislation relating to innovation, industrial safety, GMP regulations, data protection and other regulatory requirements applicable to the pharmaceutical, biotechnology, hospital, food and industrial sectors.

- To promote the continuous improvement of the Innovation Management System through systematic actions involving the planning, monitoring, measurement, analysis and review of projects, processes and technical standards, thereby ensuring excellence in the design, manufacture, validation and maintenance of critical environments.

- To align innovation with corporate strategy, contributing to the strengthening of AD-TECH Ibérica S.L.'s business lines, the development of high value-added technological solutions and the improvement of clients' operational safety, thereby fostering the organisation's sustainable growth.

- To foster a culture of participatory innovation, recognising, training and incentivising staff to become actively involved in generating ideas, continuous learning and the adoption of new technologies related to the pharmaceutical, biotechnology, hospital, food and industrial sectors.

- To establish strategic partnerships with stakeholders in the innovation ecosystem, including universities, technology centres, specialist technology providers, and public and private companies and organisations, thereby driving the integration of cutting-edge solutions into our projects.

- Comply with applicable regulations, particularly those relating to intellectual and industrial property, promoting the protection of the knowledge generated and the technological developments that contribute to the organisation's differentiation and competitiveness.

- To ensure the availability of the necessary resources (human, training, time, technological and financial) for the development of innovation, research and technological improvement projects, guaranteeing the organisation's ability to respond to the sector's present and future challenges.

- To assess the impact of the innovations developed in terms of sustainability, contribution to responsible development, value creation for stakeholders and improvement in the organisation's overall performance.

Bilbao, 1 September 2026

The Management

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