

MANAGEMENT POLICY

CIDETEC is a private applied research organisation founded in 1997 that develops and implements high added value and economically sustainable technological solutions for companies through the capture, generation and transfer of technological knowledge, with the ultimate goal of improving the competitiveness of its customers and to participate actively in the improvement of the region's business fabric.

Located in the Donostia-San Sebastián, in the Gipuzkoa Science and Technology Park, CIDETEC is made up of three technological centres of international reference in the technological fields:

> Energy storage

CIDETEC Energy Storage is a centre specialising in the creation of new battery technologies and their transfer to industry. The centre has the capacity to develop complete products and processes and offers services in materials validation, pilot manufacturing, pack engineering and battery testing.

> Surface engineering

CIDETEC Surface Engineering is a reference centre in surface engineering and the axis of an innovation pole specialised in the development of these technologies, providing solutions for surfaces throughout the entire value chain and aimed at the automotive, aerospace, power generation and other sectors.

> Nanomedicine

CIDETEC Nanomedicine is a centre dedicated to the development of innovative materials in the field of biomedicine. The centre's activity is based on creating its own technology and it currently has three families of patents in the validation phase. Its direct contact with the industry allows it to complete the transfer of technology, thus reducing the time to market.

Each of these centres has its own headquarters and facilities equipped with first class equipment.

CIDETEC's VISION is to become a major player in the transformation of our industry in order to generate an essentially technology-based economic model as a lever for growth and well-being.

To achieve this goal, we rely on our basic assets which are:

- A **cohesive team** in continuous professional development, with a high level of qualification, specialisation, involvement and job satisfaction.
- A management team with vision and **strategic thinking** who are results-orientated.
- **Commitment** to our current and future **customers** and our environment, in order to efficiently provide them with the best technological solutions to meet their requirements and expectations.
- Spirit of service the belief that CIDETEC is not an end in itself, but exists to **provide real value to companies** and to society in general.
- People with the capacity to strategically undertake **new challenges**.
- A **collaboration vocation** with entities, which generates value and contributes to our mission.
- **Excellence** in our work and in the quality of results (results oriented).
- **Continuous improvement**, innovation and adaptation to change.
- **Strict compliance** with the requirements applicable to our activities.
- **Impartiality** and **confidentiality** in the activities that we develop. Our professionals carry out their functions without pressures that could condition the results obtained, and guaranteeing an appropriate management of the necessary information for the correct development of the analysis activities.

As evidence of my support for this Management Policy and what it represents, and as evidence of the Organisation's position, I hereby sign this document.

Javier Rodriguez
General Manager

