INERTIM RESEARCH is a company in the automotive sector, headquartered in Burgos, whose core activity is advanced engineering of mechanical and mechatronic systems for our clients, as well as R&D&I for our manufacturing activity of components and systems for all types of vehicles and transportation systems.

Determined that the commitment to quality, environmental protection, the security and cybersecurity of the information we manage, the privacy of our stakeholders, and the safety and health of our workers, in all our activities and processes, be an unbreakable principle, the Management of INERTIM RESEARCH, as the ultimate responsible party for all products and services originating from the company, expresses its firm intention to implement and constantly keep the integrated system updated.

At INERTIM RESEARCH, we define the scope of the integrated management system as:

Engineering and manufacturing of mechanical and electronic components and systems for the transportation industry (automotive, railway, and aerospace) and defense

Therefore, the INERTIM RESEARCH management establishes the following commitments:

➜ To analyze the organization and its context to identify weaknesses and strengths, risks and opportunities in quality management, environmental impact on the surroundings and stakeholders, occupational health and safety, information security and confidentiality, and stakeholder privacy that may arise from its activity or interaction with all stakeholders, with the objective of enhancing the positives and controlling, reducing, and preventing the negatives.

➜ To consider climate change as a determining factor in achieving the objectives of each management system.

➜ To provide all available personal and material resources to meet the objectives set in the Integrated Management System, pursue continuous improvement, and ensure compliance with legal and regulatory requirements, to guarantee the quality of our work and provide a reference framework for establishing and reviewing company objectives, considering stakeholder expectations.

➜ To promote among our suppliers, contractors, subcontractors, and client's compliance with all provisions established by the company in terms of Quality, Environment, Occupational Health and Safety, Privacy, Cybersecurity, and Information Security.

➜ To define continuous training plans for awareness and capacity building, ensuring the proper functioning of the system and, therefore, the company.

➜ To foster the participation and involvement of all employees in the operation and continuous improvement of the Integrated Management System, and in the development and implementation of this Policy, as well as to provide adequate qualifications to staff to perform their activities with the highest levels of quality, minimal environmental impact, occupational health and safety, information security, and privacy for those who are part of or interact with the organization.

➜ To ensure business continuity in the event of uncontrolled situations.

➜ To train our team so that each person is responsible for the information assets entrusted to them and is fully aware of the importance of correctly applying the guidelines derived from the Information Security Management System (ISMS) and of the mandatory compliance with them (Policies, Procedures, Technical Instructions, etc.).

➜ To disseminate this policy to all personnel working for or on behalf of

this organization, as well as to all stakeholders relevant to our integrated management system, in terms of quality, environment, occupational health and safety, and/or information security, cybersecurity, and privacy, and to ensure its correct implementation at all levels of the organization. This policy establishes the principles that must be assumed by all individuals who are part of INERTIM RESEARCH, S.L., and constitutes the foundation for setting objectives and indicators for our management system, whose compliance will be periodically verified.

Our CEO will annually review this Management Policy to ensure its content remains fully valid, aligns with the values of the organization, and is consistent with the company strategy and the needs and expectations of our clients and other stakeholders. Likewise, he will assume responsibility for compliance with the guidelines expressed herein, with the authority to implement corrective actions and improvement plans as deemed appropriate.

This management policy, effective from February 20, 2025, will be communicated to all company members and our clients and will be available to all stakeholders on the INERTIM RESEARCH website: https://www.inertim.com/.

Approved by the CEO