INNOVATION MANAGEMENT SYSTEM POLICY

At **UCC**, we recognize innovation as a strategic asset critical to achieving our business objectives and maintaining leadership in the construction and infrastructure sectors across Qatar and our international markets.

This policy outlines the strategy, framework, and processes by which innovation is encouraged, managed, and commercialized to enhance competitiveness, sustainability, and value for stakeholders. This policy affirms our commitment to fostering a culture of innovation across all levels of our organization, aligned with UCC's vision and mission.

It is our mission to be the most trusted general contractor efficiently delivering superior quality by building for future generations, by fostering a culture of continuous innovation across all operations.

In accordance with **ISO 56001:2024**, our Innovation Policy is established to guide the development, implementation, and continual improvement of our Innovation Management System (InMS).

Our Commitments:

1. **Strategic Alignment:** We will ensure innovative efforts align with UCC's purpose, values, and strategic direction, SMART Innovation Objectives, contributing to long-term competitiveness, resilience, and sustainability.

2. **Innovation Culture:** We are committed to fostering a proactive and inclusive innovation culture by encouraging idea generation, experimentation, and collaboration across all organizational levels. We encourage all employees to contribute and collaborate on innovative ideas and solutions that drive tangible value.

3. **Compliance and Requirements:** We commit to meeting all applicable legal, regulatory, and stakeholder requirements related to innovation in Qatar and international markets.

4. **Continual Improvement:** We will continuously improve the effectiveness and efficiency of our Innovation Management System through measurable objectives, regular review, and stakeholder collaboration.

5. **Innovation Process Governance**: We will integrate and manage innovation activities in our operations through a structured process that ensures evaluation, prioritization, and resource allocation for innovation initiatives throughout design and execution stages to improve sustainability, safety, quality, and efficiency

6. **Validate, Deploy and Performance Monitoring**: We commit to proactively managing uncertainties and risks associated with innovations through cross-functional collaboration ensuring timely development and deployment of viable innovations. We will monitor the performance and impact of innovative initiatives using defined review processes and SMART objectives.

7. **Communication and Engagement:** This policy will be communicated, understood, and applied throughout the organization and made available to relevant interested parties, as appropriate.

Boyd Merrett
Group Chief Executive Officer