FutureLab Innovation Policy

Introduction

Innovation and collaboration are essential to FutureLab's success in a constantly evolving business environment. This policy sets out the principles and practices to be followed when developing strategic partnerships to promote innovation and sustainable growth for FutureLab, while ensuring ethical and legal compliance.

Scope

This policy applies to all strategic partnerships that FutureLab establishes to promote innovation and business growth, including suppliers, business partners, and customers participating in these strategic alliances. This policy complements and integrates with FutureLab's Information Security Policy and ISO 37001:2016 standard on Anti-Bribery Management System. In addition, the ethical, legal, and reputational compliance risks that may arise during the establishment of strategic alliances will be considered.

Guiding Principles

These principles guide FutureLab's decisions and actions in its innovation process, and all employees and collaborators are expected to respect and promote them in their daily work.

1. Collaboration and Strategic Partnerships FutureLab will encourage collaboration and the creation of strategic partnerships with other companies, organizations, and institutions to develop innovative solutions and improve its competitive position in the market.
2. Focus on Customer Needs Innovation will be focused on the needs and expectations of FutureLab's customers, in order to offer solutions that provide added value.
3. Future Orientation FutureLab capitalizes on trends and opportunities, and creates business models that explore fair futures. Therefore, as an organization, it not only responds to change, but also promotes it.
4. Quality and Continuous Improvement FutureLab is committed to developing high-quality innovative solutions and continuously improving its innovation processes to ensure customer satisfaction and success in the market.
5. Information Security and Protection Innovation will be carried out following the information security and protection standards established by FutureLab and applicable regulations, in order to prevent the loss, theft, or unauthorized access to confidential or sensitive information.
6. Sustainability and Social Responsibility Innovation will be carried out in a sustainable and responsible manner, respecting the environment and contributing to the social and economic development of society.

7. Alignment with Strategy FutureLab's innovation policy must be aligned with the company's corporate strategy to ensure that innovation initiatives are oriented towards achieving strategic objectives.

8. Project Portfolio Management FutureLab must establish a project portfolio management process that allows for prioritization and selection of innovation projects that best fit the company's strategy and objectives, and ensure adequate resource allocation, according to risk levels.

9. Strategic Monitoring FutureLab must constantly monitor the environment and the market to detect innovation opportunities and anticipate possible threats and changes in market trends.

10. Open Innovation FutureLab must establish collaboration with ecosystem actors, such as startups, universities, research centers, and other companies, in order to foster open innovation. Open innovation involves sharing knowledge, technologies, and resources among different actors to develop innovative solutions and create value for all involved. FutureLab must be open to collaboration and knowledge and technology transfer, both to learn from other ecosystem actors and to share its own experience and knowledge.

11. Collaboration Mechanisms FutureLab must establish collaboration mechanisms with other ecosystem actors, such as incubation, acceleration, and mentoring programs for startups, joint research programs with universities and research centers, and strategic partnerships with other companies to develop joint projects. It can also explore new forms of collaboration, such as crowdsourcing of ideas or open collaboration on digital platforms.

12. Social and Environmental Impact FutureLab must promote responsible innovation that takes into account its social and environmental impact and contributes to the sustainability of the company and society in general.

13. Knowledge Management FutureLab must establish processes and tools for knowledge management and the transfer of technology and know-how generated through innovation.

14. Innovation culture FutureLab must foster a culture of innovation throughout the company that promotes creativity, experimentation, and continuous learning. All employees and collaborators should feel motivated and empowered to propose new ideas and solutions, and work together in the pursuit of innovation. Likewise, collaboration and unlearning should be encouraged to create an atmosphere of openness, trust, and willingness to work across departments and with other actors in the ecosystem.

15. Intellectual property FutureLab must clearly establish the terms of intellectual property in any collaboration with other actors in the ecosystem. This includes defining who owns the intellectual property rights to the solutions and technologies developed in collaboration, how benefits are shared, and how intellectual property rights are protected in the future.

16. Results evaluation FutureLab must establish mechanisms to evaluate the results of its open innovation collaborations in order to measure the impact and effectiveness of its efforts. This includes defining key performance indicators for each collaboration, establishing monitoring and evaluation mechanisms, and using the results to continuously improve open innovation processes and collaboration with other actors in the ecosystem.

17. Policy update This FutureLab innovation policy will be periodically reviewed and updated to ensure that it reflects changing business needs and the business environment, as well as to ensure that strategic objectives are met and ethical and legal compliance is maintained.

FutureLab is committed to following this innovation policy and actively working to promote responsible and sustainable innovation in all its processes and strategic partnerships. We believe that collaboration and customer orientation, together with a culture of innovation and effective project management, will enable us to remain competitive and relevant in a constantly evolving business environment. We also commit to periodically reviewing and updating this policy to ensure its relevance and effectiveness. We hope that this policy will be helpful for our suppliers, customers, ecosystem allies, and other stakeholders in understanding the principles and practices that govern our innovation and strategic partnerships.

Lima, October 1st, 2022.