

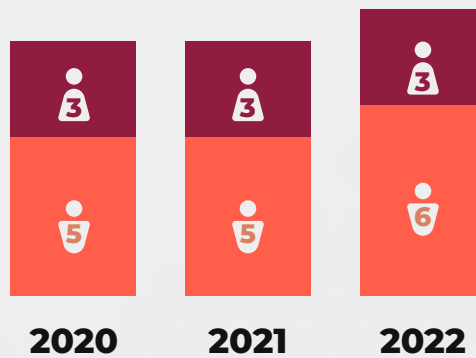
9- We believe in people.

The economic, social, environmental or corporate ethics achievements of the company pivot on the human team. That is why they are considered as a principal asset, in the management of which principles of social responsibility are also applied. The small size of the staff does not imply less dedication or attention. On the contrary, every person at Ismael Quesada has the highest consideration and personal respect. Workers in managerial positions are all from the local community.



The management of the human team of the company considers that labor well-being is a priority and strives to apply principles such as equity, stability and personal growth, which allows to reconcile the fulfillment of professional objectives with a focus on the well-being of employees.

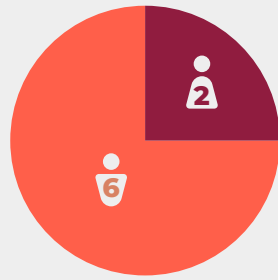
Working persons by gender



The salaries of the workforce are 30% above those established by the applicable collective agreement.

During 2022, the company's headcount has experienced an increase of one member, thus bringing the number of employees to a total of nine. **In terms of gender distribution, 66.7 per cent are men and 33.3 per cent are women.**

About job stability, it is important to note that 100% of workers have a permanent contract. In addition, 88.9% of the workforce works full-time, while the remaining 11.1% have a part-time contract.



FULL-TIME
Permanent contract



PART-TIME
Permanent contract

A work environment is promoted where the dignity of all persons is respected and any inappropriate and harmful behavior is actively prevented. A protocol on sexual and gender-based harassment has been implemented, which has a preventive approach and seeks the early detection of inappropriate conduct, as well as a mechanism to investigate and punish any unwanted act. The protocol also provides for the protection of victims, confidentiality and impartiality in the process.

The protocol for preventing sexual and gender-based harassment includes the following elements:

- | | | |
|----------|--|--|
| 1 | Statement of Principles that establishes a Zero Tolerance policy | |
| 2 | Clear definition of conduct constituting sexual and gender-based harassment | |
| 3 | Procedure for action | |
| 4 | Submission of complaints | |
| 5 | Resolution of the case | |

During 2022, no incidents related to sexual and gender-based harassment have been reported or detected in the company.

During 2022 there has been one parental leave.



The company also has a firm commitment to **equal opportunities between women and men**. This commitment applies both in access to the company and in the professional career. To guarantee the application of the principle of gender equality, Ismael Quesada has developed a **protocol of action in the personnel selection process with a gender perspective and integration of diversity**. This protocol establishes equity as an unavoidable requirement in selection processes and guarantees that both women and men have the same opportunities to access the company. The protocol also ensures diversity and ensures that all people, including those with disabilities and members of vulnerable groups, are treated fairly.

The selection process has the necessary guarantees to avoid prejudice or active or passive discrimination. Guidelines are established to ensure equal opportunities, objectivity, transparency and evaluation based on merit and competencies for job performance. Precise and comparable parameters and indicators are also established to assess the specific conditions of the job and the suitability of the candidate.

In addition, the protocol regulates the phases of the selection process, including the detection of recruitment needs, the communication of job offers, the drafting of the offer with non-sexist language, the external dissemination of the offer, the reception of applications, pre-selection, decision-making, communication of results, incorporation and signing of the contract. The protocol also establishes the external projection of the importance of the value of equal treatment and opportunities in the workplace, in this case, in the selection of personnel.

Equal pay is a priority for Ismael Quesada Both women and men receive equal remuneration, which is based on criteria of skills, professional responsibilities and seniority in the position. In addition, the wages paid in the company are more favorable than those established in the collective agreement, which ensures a decent standard of living for the entire workforce.

To support the reconciliation of work and personal life of its workers, the company has signed an **agreement on work-life balance and equality measures**. This agreement addresses various issues, including access to employment, remuneration and support for conciliation, which includes flexibility in the hours of entry and exit (from 8 a.m. to 6 p.m.), a continuous working day from 8 a.m. to 2 p.m. in the months of July and August, a vacation period of two weeks in summer, one at Christmas and a week of free choice, as well as compensation for work during weekends with vacation days. The company also offers flexibility to attend medical appointments, school meetings, administrative procedures and other personal or family needs.

Ismael Quesada shows his commitment to the **professional development of this staff**, offering support for training through the readjustment of working hours to attend activities of mutual interest. In case of impossibility of maintaining face-to-face attendance in the workplace, the company has teleworking as a general option, and in particular situations, individual agreements are reached to apply it temporarily for personal or professional reasons. In these cases, teleworking is voluntary and reversible, and the company provides the necessary technical material and conducts periodic evaluations of the psychosocial health and ergonomic conditions of the workplaces.

In addition, Ismael Quesada stands out for his **talent management**, since it encourages the continuous improvement of the qualification of the work team, which translates into an increase in the competitiveness of the company. This strategy not only benefits the organization, but also contributes to the personal and professional empowerment of each member of the workforce, which is especially important in a context of uncertainty and rapid transformation. 2022 has registered the second-best registration in recent years in number of hours of training per worker.

Year	Hours of training per person	Total Hours
		
2020	30h 45min	244h.
2021	97h 51min	780h.
2022	35h 44min	319h.

HEALTH AND SAFETY AT WORK are issues of great importance to Ismael Quesada when working with hazardous chemicals, which makes the prevention of occupational risks, including both work accidents and occupational diseases, of vital importance. For this reason, the company has an Occupational Health and Safety Plan that deals with periodic risk assessments and the implementation of preventive measures to avoid any damage. In addition, regular health checks are conducted and training is provided on general and job-specific risks. Also, since 2022 there is an accident insurance that provides compensation for each member of the workforce in the event of an accident or occupational disease.



Work Accidents with Sick Leave

0 2020 **0** 2021 **0** 2022

Occupational Diseases

0 2020 **0** 2021 **0** 2022

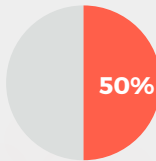


However, the company believes that **occupational well-being** goes beyond preventing accidents and occupational diseases, and that it is also built through healthy habits. This has consolidated the custom of offering, once a month, a healthy breakfast to the staff based mainly on fruits. An opportunity to improve eating habits and also strengthen ties and share a moment of rest.

The company also has accident insurance for 100% of the workforce and health insurance for 50% of the workforce.



Workers Compensation Insurance



Health Insurance



In terms of **protection of personal data**, the company complies with the legal obligations provided for in Spanish regulations and guarantees the correct practice in data security, confidentiality, availability and integrity.

In terms of **product safety**, the company complies with the requirements of the REACH regulation.

