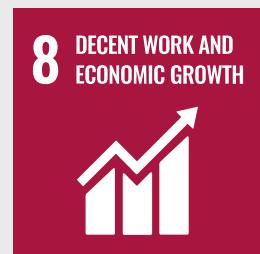
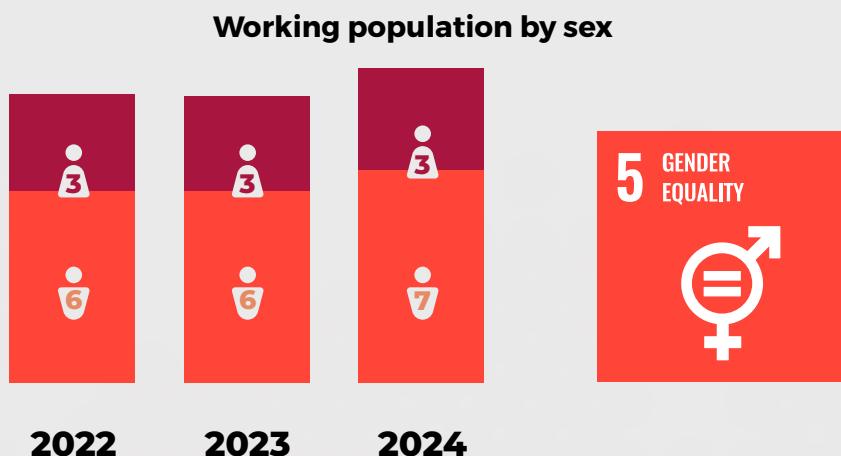


8- Care and attention to people.

With a solid history as a family business based on its own and established values, Ismael Quesada recognizes human capital as the organization's primary asset. The professional team, whose dedication and expertise shape the company's history and present, embodies a mutual commitment essential to its success. The current configuration of the workforce is the result of organic growth, nurtured by relationships of trust and respect, and characterized by long-term work trajectories. Continuous investment in training and qualifications underlines the company's commitment to the professional development of its employees.



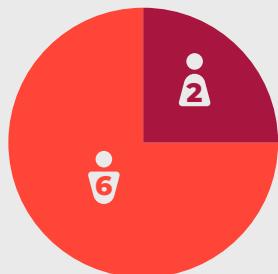
The workforce, made up of ten people after a recent incorporation in 2024, is distinguished by its entirely local origin, generating a positive socio-economic impact on the surrounding community. In line with a labor and human rights policy described above, personnel management is based on principles of equity, stability and personal growth, with the aim of ensuring a working environment that promotes maximum workplace well-being.



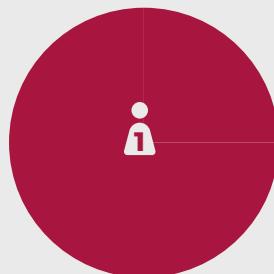
For the calculation of the remuneration of workers at Ismael Quesada, the collective agreement for wholesalers and importers of chemical products and drugstore, perfumery and annexes are used as a reference. The company's salary reality, however, significantly exceeds what is contemplated in that social agreement.

The presence of women and men is balanced in the company's management team, while in the company the presence of men is the majority (77.8%) compared to 22.2% of the female gender. 100% of the workforce has a permanent contract. In terms of the duration of the working day, 88.9% of the workforce works full-time, while the remaining 11.1% have a part-time contract. In 2024, subcontracting has been resorted to, with one workforce.

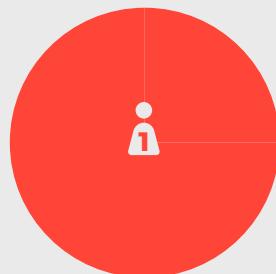
The age structure has remained unchanged compared to previous years and shows the presence of different age strata. The most numerous are those over 50 years of age (70%), followed by those between 30 and 50 years of age (20%) and 10% under 30 years of age.



FULL-TIME
Permanent contract



PART-TIME
Permanent contract



SUBCONTRACTING

A work environment is promoted where the dignity of all people is respected, and any inappropriate and harmful behavior is actively prevented.

Protocol against workplace and gender-based harassment: this instrument develops the way in which the company fights against all types of dishonest and abusive behavior. To this end, the protocol allows:

- Inform, train and raise awareness among all staff on sexual and gender-based harassment.
- Have the intervention and accompaniment procedure in place to deal with and resolve these situations as quickly as possible.
- Ensure a work environment where women and men respect each other's integrity and dignity.
- Establish the necessary preventive measures to prevent situations of harassment from occurring.
- Guarantee the rights of fair treatment and confidentiality of the people affected.

As mentioned, during 2024 no incidents related to sexual and gender-based harassment have been reported or detected in the company.

During 2024 there have been no parental leave.

At Ismael Quesada, people management is based on respect for individual dignity and the promotion of an inclusive and equitable work environment. The company recognizes that its long-term success and sustainability are intrinsically linked to the well-being and development of its human team. For this reason, policies and practices are implemented that promote equal opportunities, prevent discrimination and facilitate the reconciliation between professional and personal life.

The company is committed to creating and maintaining a work environment where the dignity of all people is respected. This commitment translates into the active prevention of any form of inappropriate or harmful behavior, including sexual and gender-based harassment. The company maintains a zero-tolerance **policy towards sexual and gender-based harassment**. Clear and confidential channels of communication are established for the reporting of any incident, and thorough investigation and appropriate corrective action are ensured. In FY2024, no incidents related to se-

xual and gender-based harassment were reported or detected, reflecting the effectiveness of the preventive measures implemented.

In terms of **equal opportunities between men and women**, as well as the inclusion of **diversity**, the firm assumes an unwavering commitment that is deployed through various instruments that seek to offer a global perspective and traceability. Thus, the **protocol for personnel selection with a gender perspective and integration of diversity** aims to consolidate equity in recruitment and guarantee equal opportunities for all candidates. This protocol extends, in addition to women, to all types of groups that may be susceptible to discrimination in access to employment, including people with disabilities and members of vulnerable groups. To ensure the effectiveness of the protocol, emphasis is placed on avoiding bias and prejudice, equal opportunities are ensured, objective and transparent criteria are applied and candidates are evaluated based on objective criteria focused on merit and skills related to the job, and not on personal conditions. The 360° perspective allows guarantees to be extended in all phases of the process, from the detection of contracting needs to the incorporation and signing of the contract.

Ismael Quesada remains committed to avoiding wage discrimination based on sex, ensuring that women and men receive equal remuneration. To this end, the criteria on remuneration are based on objective criteria, such as skills and abilities, performance of professional responsibilities or seniority in the exercise of the position. Wages offer employees the opportunity to achieve decent living conditions.

Despite not having a formal equality plan, Ismael Quesada demonstrates a firm commitment to the reconciliation of the work and personal lives of its workers through an **Agreement on Conciliation and Equality Measures**. Some of the conciliation measures implemented are the following:

- Flexible check-in and check-out times (8:00 a.m. to 6:00 p.m.)
- Continuous working day from 8:00 a.m. to 2:00 p.m. in the months of July and August
- Holiday period of 2 weeks in summer, 1 week at Christmas and one week of free choice
- Compensation for work on weekends with vacation days
- Flexibility in dealing with personal and family matters (medical appointments, school meetings, administrative procedures, and so on)

Teleworking is an additional conciliation measure for the firm, which offers flexibility to those employees who, due to specific circumstances, cannot maintain face-to-face work in the workplace. In such cases, this formula can be used, which is voluntary and reversible. In such cases, the company provides the technical material necessary for the performance of the functions and regular evaluations of the psychosocial health and ergonomic conditions of the workstations are also conducted. If there are individual reasons that justify it, if necessary, individual agreements are promoted that extend teleworking for personal or professional reasons, adapting to the specific needs of employees.

Regarding **training and professional development**, Ismael Quesada recognizes the importance of continuous training for the professional growth of its employees and the development of the company. Therefore, the company facilitates learning in subjects that expand the knowledge and skills of employees, improving their performance. The readjustment of working hours is contemplated to allow attendance at classes or other training commitments.

It is also worth mentioning that talent management is aligned with the company's values, so that team stability and continuous training are prioritized to qualify its staff, develop the necessary skills to face market challenges and improve the company's competitiveness.

In 2024, training has been adjusted to the following indicators:

	2022	2023	2024
Average hours of training per PERSON EMPLOYED	35	30	32
Average hours of training per WOMAN	63	171	37
Average hours of training per MAN	253	95	31
Average Category 1 Training Hours	267	195	142
Average Category 5 Training Hours	5	27	32
Average Category 7 Training Hours	25	31	3
Average Category 4 Training Hours	1	30	33
Average Category 10 Training Hours	21	16	17



At Ismael Quesada, the **well-being of employees** is considered a fundamental pillar of corporate sustainability. The company recognizes that a safe and healthy working environment is not only a fundamental right for workers, but also a key factor for productivity, morale and talent retention.

Occupational **health and safety** is considered a material and essential aspect at Ismael Quesada. The company is aware of the risks associated with the handling of chemical products, some of which are considered dangerous, and therefore, it prioritizes the implementation of preventive measures to protect the health of its employees. The company has a complete and up-to-date occupational health and safety plan, which constitutes the reference framework for the management of occupational risks. The plan includes conducting initial and periodic risk assessments to identify and analyze potential hazards in the workplace. Based on these assessments, the necessary preventive measures are implemented to minimize or eliminate risks, ensuring a safe work environment.

Work Accidents with Sick Leave	0	0	0
	2022	2023	2024
Occupational Diseases	0	0	0
	2022	2023	2024

In addition, the firm conducts a thorough and periodic monitoring of working conditions, including the evaluation of physical, chemical, biological and psychosocial factors. Likewise, health checks are carried out on employees to monitor indicators and detect possible work-related effects.

Emphasis is also placed on regular and up-to-date training on general and job-specific risks. This training aims to make workers aware of the dangers, teach them how to use personal protective equipment correctly and provide them with the necessary tools to work safely.

To guarantee the economic protection of the people who make up the workforce in the event of an accident at work or occupational disease, the company has accident insurance that offers compensation in this case. This insurance covers all people, providing an additional safety net in the event of an accident.

Ismael Quesada goes beyond compliance with health and safety regulations and strives to promote workplace well-being among its workforce through initiatives that encourage healthy lifestyle habits. Among them, healthy breakfasts are organized periodically, promoting the consumption of fruits and other nutritious foods. This initiative seeks to promote a balanced diet and improve the energy and performance of workers.

Also, in the field of health, Ismael Quesada offers the entire workforce the possibility of taking out health insurance, with the company contributing 50% of the quota. This benefit seeks to facilitate the access of employees to quality medical services, promoting their physical and mental well-being.

In the human sphere, both internal and external, the importance of protecting the privacy and personal data of employees, customers and other stakeholders is recognized. Thus, the company manages the protection of personal data in accordance with the established legal framework, guaranteeing correct practice in data security, confidentiality, availability and integrity. Technical and organisational security measures are in place to protect personal data against unauthorized access, loss, alteration or destruction. It acts with transparency in the way in which personal data is collected, used and shared, providing data subjects with the necessary information about their rights and the company's privacy policies.

Finally, Ismael Quesada is concerned about the safety of its products and is committed to complying with the applicable regulations on chemical substances and mixtures. The company acts in accordance with the provisions of the REACH Regulation (Registration, Evaluation, Authorization and Restriction of Chemical Substances and Mixtures) and ensures that its products are safe for human health and the environment. The risks associated with chemicals are assessed and managed, and measures are implemented to minimize or eliminate hazards and provide adequate information to users.

