

4- Sustainability Master Plan.

Sustainable IQ.

Within the framework of the company's new strategic planning cycle, the material matters determined by the double materiality analysis are not merely informative, but constitute the basis on which we have built our IQ Sustainable Sustainability Master Plan. , a plan that is born rooted in the company's values and that seeks to generate positive impacts on the planet and society. as well as in the value chain, through the creation and consolidation of alliances and with a transversal axis that imposes good governance, direct, effective and transparent communication with stakeholders

Ismael Quesada's Sustainability Master Plan pursues a clear general objective: to maintain the company's competitive position in the market while reinforcing its commitment as a company that identifies with a markedly sustainable performance.

To achieve this goal, the strategy is structured around five key pillars. Four of these pillars represent the company's core areas of action, while the fifth acts as the cross-cutting foundation that supports and gives credibility to the entire strategy. Each pillar is deployed in a series of strategic axes that mark the focus of future initiatives:

DRIVERS



**TOTAL QUALITY
+ INTEGRITY + HONESTY**



1. PLANET

2. PEOPLE



**3. VALUE
CHAIN**

4. PARTNERSHIPS



**5. GOOD
GOVERNANCE,
COMMUNICATION &
TRANSPARENCY**



1. ENVIRONMENTAL PILLAR. This pillar brings together the company's efforts to minimise its ecological impact and protect the natural environment. It is divided into two fundamental strategic axes:



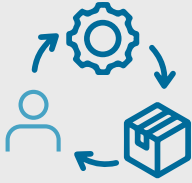
- Climate Change (mitigation and adaptation): it is aimed at reducing the carbon footprint of operations and ensuring that the company is prepared for the challenges posed by the climate emergency.
- Hazardous waste: focused on the efficient management of resources, the minimization of waste generation and the progress towards a circular economy model.

2. PEOPLE PILLAR. The human team is the engine of the organization. This pillar seeks to guarantee a healthy and enriching work environment and promote the development of employees through two strategic axes:



- Optimal working conditions, capable of ensuring the well-being, safety and health at work for the human team.
- Professional growth: it brings together actions capable of promoting the development of internal skills and talent.

3. VALUE CHAIN PILLAR. The consideration that Ismael Quesada's responsibility goes beyond what its own facilities entail, leads us to extend to business partners a way of doing things compatible with our principles and values. For this reason, this pillar develops actions around two lines of action:



- Analysis and management of impacts in the value chain, so that environmental, social and human rights due diligence processes are applied throughout the supply chain.
- Responsible sourcing that ensures that purchases of goods and services integrate sustainable criteria aligned with those of the company.

4. PARTNERSHIPS FOR SUSTAINABILITY PILLAR. Based on the recognition that global challenges require shared solutions with other actors, this pillar fosters collaboration through three strategic axes:



- Presence in the local environment: maintaining and enhancing the contribution and participation of the company in its immediate community to understand and manage a direct positive impact.
- Partnership strategy: establish synergies with entities and agents in the sector committed to sustainable development.
- Leadership in sustainability: encouraging the active participation of the company as a responsible benchmark in the industry.

5. PILLAR OF GOOD GOVERNANCE, COMMUNICATION AND TRANSPARENCY. This is the basic pillar that grounds and legitimizes all the others in a transversal way, while ensuring that the company is managed ethically. Its three strategic axes are:



- Maintain the commitment to transparency and accountability. This ensures that the communication of sustainable performance is public, clear and aligned with the main reporting standards.
- Verification of sustainability performance, supported by third-party seals and certifications that allow the achievements to be validated and clearly transmitted to stakeholders.
- Improve the fight against corruption, harassment and other conduct. This will consolidate the internal ethical mechanisms to ensure integrity both in commercial activities and in the rest of the company's activity.

