2025 VII SUSTAINABILITY REPORT

“Committed to the future”

ISMAEL QUESADA

Index.

1- Presentation.

I am proud to present Ismael Quesada's Sustainability Report for the 2025 financial year. This document, which we publish annually as part of our firm commitment to transparency and dialogue, includes our progress, challenges and commitments in economic, environmental, social and good governance matters.

The 2025 financial year has continued to be marked by a complex global environment, characterised by market volatility, an increasingly demanding climate regulatory framework and global supply chains subject to constant geopolitical challenges.

The urgency of global action reminds us that we are at a critical moment to achieve the goals of the United Nations 2030 Agenda. However, the company must continuously reinvent itself; Today, not only is our environment advancing tirelessly, but our customers are demanding more innovation, more sustainability and better services from us every day.

Despite this context, at Ismael Quesada we have not stopped. As a family business with more than sixty years of experience, we have once again demonstrated our resilience, consolidating a business model that balances success and economic profitability with our deep responsibility towards society and the environment. We have kept intact our greatest strength: the ability to generate trust, relying on our fundamental pillars of total quality, integrity and honesty.

Over the last year, we have continued to strengthen our model based on sustainable innovation and the circular economy. We are proud to revalidate the EcoVadis Silver seal and maintain our recognition as a Socially Responsible Valencian Entity.

In addition, we have taken firm steps in our climate action, which is materialized in the calculation and registration of the carbon footprint with MITECO and the obtaining of the relevant seal, a milestone that endorses our real trajectory of reducing greenhouse gas emissions and our proactive approach to decarbonization.

We know that our responsibility transcends the generation of economic value. For this reason, we continue to bet on our people, promoting talent and job security in our team, and maintaining an unbreakable bond with the community of Elche and the strategic alliances that allow us to generate a positive and lasting social impact.

We look forward with determination and optimism. We are convinced that sustainability is not only an essential tool to face the future, but the transformative axis from which we will continue to create shared value for our customers, employees, society and the planet.

Thank you for joining us and being part of this important journey.

**Cristina Quesada,
General Director.**

2- About this report.

Transparency and accountability.

The main purpose of this sustainability report, corresponding to the financial year 2025, is to meet Ismael Quesada's corporate information needs and thus materialize our commitment to transparency and accountability. Through this document, we offer a detailed and balanced view of our impacts and the actions implemented to address them effectively.

Throughout the year, we have comprehensively evaluated and reported on our performance in the economic, social, environmental and corporate governance areas, illustrating how our actions are consistent with a focus on corporate responsibility and the strength of our values.

Continuing a reporting trajectory of more than five years, this report presents our performance in line with the 2021 Global Reporting Initiative (GRI) Universal Standards, as well as in accordance with the guidelines of the Registry of Socially Responsible Valencian Entities. Its publication is annual and, on this occasion, the information contained herein has not been subjected to external verification.

This document also delves into our relationship with stakeholders, highlighting Ismael Quesada's continuous effort to understand and respond to their legitimate expectations. Our strategic approach to sustainability is built around three key pillars:

1. The constant improvement of our environmental management, prioritising the reduction of emissions and the fight against climate change.

2. The consolidation of a robust supply chain, based on total quality, integrity and the ability to generate trust to anticipate and meet the needs of our customers.

3. A solid social commitment, focused on the care and well-being of our employees and on the creation of shared value for the society of Elche.

For any query, contribution or request for additional information on the content of this report, you can contact us through the email address canaletico@ismaelquesada.com, where we will attend to your communications as soon as possible..

1
ENVIRONMENTAL MANAGEMENT

2
SUPPLY CHAIN

3
SOCIAL COMMITMENT

3- Double Materiality.

Analysis of double materiality and relevant issues.

In 2025, Ismael Quesada has started a new planning cycle, both for the company's general strategy and in relation to sustainability. This process of reflection and proposal has been carried out based on the identification and management of the most critical issues for the company, which on this occasion has evolved to adopt a more rigorous and exhaustive approach, in line with the guidelines promoted by the European Commission. In this respect, dual materiality has emerged as the central principle not only of our new sustainability report, but also of our own internal planning and management. This advanced approach allows and requires us to assess which Environmental, Social and Governance (ESG) issues are truly relevant to Ismael Quesada, ensuring that they are addressed in a priority and transparent manner.

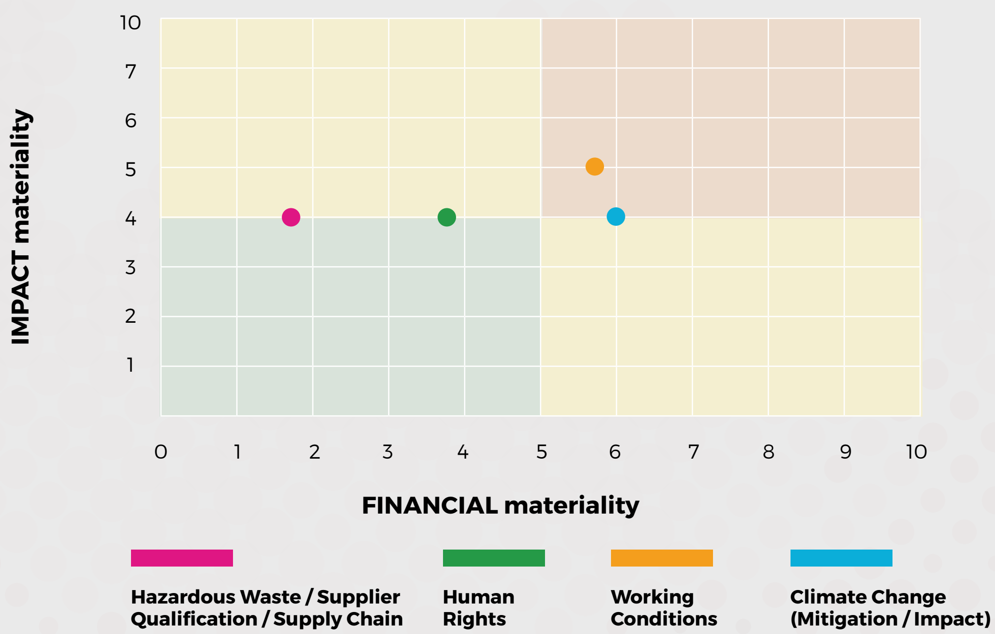
Under this framework, a matter acquires the status of "material" when it is significant from at least one of the following two perspectives:

- Financial materiality (outside-in perspective): assesses how external sustainability factors (such as the effects of climate change or the emergence of new regulations) create risks or opportunities that directly impact the financial value and economic viability of the company.

- Impact materiality (inside-out perspective): Looks at how our company's activities and operations significantly impact the environment and people (including local communities and workers) throughout our value chain.

This two-way approach ensures that our corporate reports and plans integrate, in a balanced way, both the protection of company value and our active responsibility in the transition to a sustainable economy.

To carry out the identification of our material issues, Ismael Quesada has carried out an exhaustive assessment of 50 environmental, social and corporate governance items. This analysis has covered areas as diverse as climate change, pollution, water and marine resources, biodiversity and ecosystems or the circular economy.



In the social and governance field, factors related to own personnel, workers in the value chain, affected groups, consumers and end users, as well as business conduct, among others, have been evaluated.

For the selection of this list of potential sustainability issues, we have taken as a reference the guidelines proposed by the European Commission's voluntary sustainability reporting standard for small and medium-sized enterprises (VSME). The adoption of this methodological basis, complementary to the standards we usually use, allows us to be at the forefront of the best reporting practices at European level.

As a result of this entire analytical process, a Double Materiality Matrix has been drawn up, in which impact assessments have been crossed with financial valuations. As a direct result of this exercise, we have identified five critical issues that reach the status of materials and will therefore guide our roadmap as a priority:

1. **Working conditions:** to guarantee a humane work environment, as well as to advance in the safety, health and well-being of our entire team.

2. **Climate change (mitigation and adaptation):** it is a cross-cutting challenge that includes what has been our horizon defined for years, the goal of achieving *Net Zero* by 2030. That means measuring our carbon footprint and executing robust climate action plans.

3. **Human Rights:** ensure absolute respect for the fundamental guarantees of people both in our value chain and in all our spheres of influence.

4. **Hazardous waste:** minimise its generation as much as possible and move towards circular economy models that allow the recovery of existing waste.

5. **Supplier and supply chain approval:** applying due diligence processes and incorporating responsible sourcing criteria (social, environmental and human rights) throughout our value chain.

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:

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.

5- Economic performance.

Commitment to growth.

The generation of shared value is one of Ismael Quesada's guiding principles With our commercial and distribution activity, we not only seek business viability and profitability, but also contribute to improving the quality of life of our customers, suppliers, employees and, in general, all our stakeholders. The creation of value thus reverts into tangible benefit for society as a whole. Our positive impact extends to the economic and social sphere, which reaffirms our firm commitment to the development of the economy and the prosperity of the territories in which we operate.

The generation and distribution of the company's economic value over the last three years is detailed below:

8 DECENT WORK AND ECONOMIC GROWTH

1 NO POVERTY

Direct Economic Value Generated (euros)

The generation of direct economic value in 2025 stood at 13,240,345 euros, a figure that fails to match the extraordinary turnover figure experienced in 2024, but which, however, remains a short distance away despite a context of international uncertainty. It is also noteworthy that, unlike the two previous years, in 2025 the company has received financial assistance from the administration (grants, incentives or tax credits) worth 3,645.95 euros.

11.380.951	13.401.356	13.240.345
2023	2024	2025

Economic Value Distributed (euros)

In 2025, the economic value distributed amounted to 13,604,676 euros, a figure that exceeds the revenues invoiced. There is a notable increase in operational costs (payment of materials, facilities and services), derived from a demanding economic environment, as well as the start of Ismael Quesada's new commitment, substantiated in a new line of business linked to the marketing of cosmetic ingredients. New bets imply investments and new risks. This new business project is also accompanied by new additions in terms of personnel, which has required an increase in the item allocated to salaries and social benefits (which has reached 686,699 euros). However, direct investments in the local community have been maintained, in line with the collaborations of previous years.

Likewise, the efficiency of the financial structure remains robust, so that payments to capital providers have been significantly reduced and have gone from 121,210 euros in 2024 to 49,797 euros in 2025.

Year	Economic Value Distributed (EVD)	Operating Expenses	Wages and Benefits	Payments to Capital Providers	Payments to Goberments
2023	10.122.766	631.969	173.074	127.908	1.800
2024	11.971.769	659.534	121.210	150.631	1.800
2025	**12.726.638**	**686.699**	**49.797**	**139.742**	**1.800**

Economic Retained Value (euros)

2023	2024	2025
323.434	**496.412**	**-364.331**

The Retained Economic Value (calculated as the difference between the Generated and Distributed Value) in 2025 has shown a negative balance of -364,331 euros. This data illustrates that Ismael Quesada has internally absorbed the sharp increase in operating costs, prioritizing the sustainability of its value chain and the purchasing power of its employees over the retention of liquidity of the company itself. The new commitment to the cosmetic ingredients business line, as well as other investments made by the company are responsible for this behavior.

6- Corporate Profile.

Purpose and governing bodies.

Founded in 1960 and headquartered in Elche (Alicante), Ismael Quesada is a family business with more than six decades of experience, dedicated to the specialized distribution of chemical products and raw materials. The company is based on an organisational structure that demonstrates a remarkable capacity to respond to the demands of advanced, transparent and accountable management.

Shareholders' meeting | **Board of Directors** | **General mgmt & mgmt. committee**

The company's governance is based on a governance and management structure that is hierarchically and functionally articulated in the following bodies:

- **Shareholders' meeting,** which acts as the highest decision-making body of the company and is made up of the ownership.

- **Board of Directors**. It is the body responsible for the strategic direction and supervision of corporate management. It also assumes full responsibility for the integrity and preparation of sustainability reports. It is chaired by Ismael Quesada, founder of the company.

- **General management and management committee.** Operational management and the implementation of the strategic guidelines are the responsibility of the management committee, headed by the General Manager, Cristina Quesada, who represents the continuity and vision of the second generation of the family. This committee provides comprehensive assistance to the Board, providing it with the information necessary for informed decision-making.

Ismael Quesada's business model is business-to-business (B2B) oriented and his strategic approach is based on operating with diligence and quality to generate trust and long-term value. In 2025, Ismael Quesada has taken a strategic step, expanding its offer and structuring its operations into two major divisions:

- **Industrial Division (rubber and adhesives):** it is the traditional pillar of the company, focused on the supply of chemical inputs from the national and international market to meet the specific demands of the manufacturing industry of mixtures and products derived from rubber.

- **Personal Care Division:** the experience accumulated in the management of raw materials allows us to enter a new field of specialization aimed at the cosmetics industry. Through this division, we offer a selection of innovative and effective active ingredients (such as oils, botanical extracts, algae, recombinant collagens and peptides). Our goal is to provide solutions that meet the demands of the industry and add value to each formulation.

To ensure that our supply network (which extends across regions such as Taiwan, China, South Korea, India and Italy, as well as Spain) operates at maximum efficiency, our organisational structure is supported in a coordinated manner by four key departments:

1. **Purchasing**, responsible for the procurement of raw materials and supplier management.

2. **Commercial**, which is responsible for the direct relationship with customers and the development of new market opportunities.

3. **Quality** is a guarantee that all our processes and products meet the most rigorous standards and are subject to a process of continuous improvement with the customer in focus.

4. **Logistics and warehouse**, which ensures the efficient management of material inbound and outbound flows and timely delivery in accordance with needs to maximize customer satisfaction.

7- Ethics and good governance.

Transformative values within a demanding framework of integrity.

Ismael Quesada, throughout its many years of existence, has consolidated its firm adherence to a set of corporate values that guide its performance and define its identity. These values, strongly rooted in the company's management, permeate all business activity and are transmitted through its human team. Total quality, integrity and honesty are the fundamental pillars that underpin the company's management and guide its focus towards excellence, ethics and responsibility.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

TOTAL QUALITY **INTEGRITY** **HONESTY**

Total quality

Total quality is an intrinsic value of Ismael Quesada, which has guided the company's behavior since its inception and constitutes one of its most valuable commitments to its customers. The pursuit of service excellence is at the heart of the business strategy. To guarantee quality in all processes and operations, the company has a management system certified in accordance with the ISO 9001:2015 standard, an unequivocal sign of both its customer orientation and its commitment to continuous improvement and compliance with the highest standards.

CERTIFIED ISO 9001:2015 COMPANY

Integrity and honesty

Integrity and honesty translate into a firm commitment to regulatory compliance, transparency, loyalty, and the adoption of the highest ethical standards, both within the organization and in relationships with third parties.

To ensure that these values are not just a declaration of intent, but that they are translated into real patterns of behaviour, the company has a Code of Ethics and Conduct. This document governs the actions of the entire professional team and extends to relations with all collaborating persons and entities.

Regulatory compliance and the promotion of these good practices are supervised by the Ethics and Sustainability Committee, a body responsible for reporting directly to the Board of Directors and ensuring the proper use of this code.

To ensure its effectiveness, the company makes available to its stakeholders a strictly confidential whistleblowing channel through the canaletico@ismaelquesada.com email address. This channel is enabled to report any possible criminal, civil, commercial, administrative or tax infraction. The company guarantees absolute protection against any type of retaliation, protecting both the complainant and facilitators, family members or co-workers. The investigation procedure ensures the hearing of all the parties involved and establishes a maximum resolution period of 15 working days.

This governance framework is based on ethical instruments that are renewed as the level of demand increases. Some of these tools are as follows:

1. Anti-Corruption and Bribery Policy, which expressly aligns the company with the goals of SDG 16 (Peace and Justice), declares a "zero tolerance" stance towards any form of corruption, extortion or embezzlement. The policy categorically rejects the practice of bribery and prohibits facilitation payments, as well as setting strict limits and conditions for institutional gifts. This commitment binds all hierarchical levels of the company and those who mediate or participate in business with it.

2. Labour and Human Rights Policy, the company materialises its commitment to the rights recognised in international legislation and UN and OECD agreements. Its guidelines include the absolute rejection of forced and child labour, respect for freedom of expression, association and collective bargaining, the promotion of stable employment and the guarantee of fair remuneration that ensures the dignity of people.

3. Responsible Purchasing Policy. It is an instrument intended to express that the company's responsibility transcends its own facilities. This policy is in line with the Supplier Code of Conduct. These guidelines require the entire supply chain to collaborate under criteria of environmental respect, social commitment and strict legal compliance. It ensures that supplier selection processes are based on objectivity and equal opportunities. As a highlighted element, the policy incorporates cybersecurity requirements, obliges suppliers to securely handle Ismael Quesada's data and intensifies protection against unauthorized access.

4. Equality, diversity and zero tolerance for harassment. The consolidation of an equitable and respectful environment is promoted through three fundamental tools:

- Personnel selection protocol, a tool that establishes the methodology to be used by the company. It is based on the gender perspective and integration of diversity to ensure that recruitment is transparent, objective and free of bias.

- Agreement on equality and work-life balance measures, aligned with SDG 5, assumes that, although the small size of the workforce does not legally require an equality plan, it is vital to have specific measures (flexibility and objective remuneration). These actions are considered an "emotional remuneration" aimed at reducing absenteeism, promoting female leadership and building talent loyalty.

- Protocol against Sexual and Gender-Based Harassment, responds to ILO Convention 190 and is applied comprehensively to all personnel, including subcontracted and trainee personnel. The text expands the scope of protection, expressly covering cyberbullying and violence in the digital sphere. In the event of any complaint, a specific Investigating Committee is constituted, which must meet and issue a resolution within a certain period. As an immediate precautionary measure, the protocol provides for the physical separation of the alleged harasser from the victim.

Thanks to the solidity of this regulatory framework and the commitment of the entire team, Ismael Quesada carries out its activity with full legal and ethical certainty. As a reflection of this, throughout 2025 there have been no legal conflicts and no incidents or complaints related to cases of corruption, bribery, human rights violations or workplace harassment have been reported.

8- Commitment to people.

8 DECENT WORK AND ECONOMIC GROWTH

5 GENDER EQUALITY

3 GOOD HEALTH AND WELL-BEING

Well-being, stability and rights.

With a solid track record as a family business, Ismael Quesada recognizes that human capital is the driving force and the main asset of the organization. Our long-term success is intrinsically linked to the well-being, development and protection of our team. For this reason, people management is based on respect for individual dignity, the promotion of an inclusive environment and a commitment to job stability. The solid corporate governance framework in relation to workers has been mentioned in the previous section.

The commitment to quality employment is directly reflected in the magnitude of our team. At the end of 2025, Ismael Quesada's direct workforce is made up of 10 people (5 women and 5 men). In addition, 3 people from subcontractors (all men) operate in our facilities.

Staff 2023-2025 (number of people)

	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent contracts	2	6	8	2	6	8	4	5	9
Part-time	1	0	1	1	0	1	1	0	1
Subcontractors/temporary employment agencies in facilities	-	-	0	-	1	1	-	3	3

The commitment to the stability of our staff is total: 100% of our own staff have a permanent contract. In terms of working hours, 8 people work full-time and only one person (woman) works part-time.

During 2025, the company has continued to boost employment with 2 new hires (a woman and a man, both under 50 years of age). This integration of new talent complements a team characterised by its maturity and experience: 56% of the workforce is over 50 years old, 33% is between 30 and 50 years old, and 11% is under 30 years old.

New hires 2023-2025

	2023		2024		2025	
	Women	Men	Women	Men	Women	Men
New additions (no.)	0	0	0	1	1	1
Under 30 years old	-	-	-	1	1	-
Between 30 and 50 years old	-	-	-	-	-	1
Turnover rate (%)	-	-	-	-	-	-

Salary and equality indicators 2023-2025

Indicator	2023	2024	2025
Median gross annual salary (€)	31.000	32.000	33.000
% managerial positions/leadership held by women	50%	50%	50%
Female/male pay ratio (%)	40%	41%	45%
Starting salary/minimum wage ratio	1,5x	1,5x	1,5x
Highest paid person to median total compensation ratio	4,2x	4,1x	4,1x
% Senior executives hired in local community	100%	100%	100%

In terms of equality, it should be noted that 50% of management or leadership positions are held by women. The company sets its salaries based on responsibility and track record, using the collective agreement for chemical wholesalers as a reference. The median gross annual salary of the workforce has followed a path of constant growth, standing at 33,000 euros in 2025 (compared to 32,000 euros in 2024 and 31,000 euros in 2023).

One of the most spectacular leaps in 2025 has been the investment in internal talent through training. The average number of training hours per employee has reached 73 hours per year (compared to 32 hours in 2024). Broken down by gender, men have received an average of 85 hours and women 52 hours of training, which contributes to consolidating continuous learning as a vehicle for competitiveness for the company.

Training (average hours) 2023-2025

	2023	2024	2025
Average hours of training per person	30	32	73
— Per woman	171	37	52
— Per man	95	31	85
— Category 1	195	142	85
— Category 4	30	33	210
— Category 5	27	32	83
— Category 7	31	3	203
— Category 10	16	17	1

Workforce diversity by age group 2023-2025

	2023	2024	2025
% under 30 years old	10%	10%	11%
% between 30 and 50 years old	20%	20%	33%
% over 50 years old	70%	70%	56%
— Categoría 4	30	33	210
— Categoría 5	27	32	83
— Categoría 7	31	3	203
— Categoría 10	16	17	1

The integration of occupational risk prevention is absolute in all our operations. In 2025, with a total of 18,570 hours worked, the accident rate has been zero: no accidents at work (fatal, serious or minor) or any occupational disease have been recorded.

Occupational accidents 2023-2025

Workplace accidents	2023	2024	2025
Total hours worked	16.512	16.512	18.570
Fatal workplace accidents	0	0	0
Serious workplace accidents	0	0	0
Minor workplace accidents	0	0	0
Occupational diseases	0	0	0

To go beyond strict physical prevention, Ismael Quesada encourages the overall well-being and balance of his team. All staff have accident insurance and, as an additional measure to promote health, the company assumes 50% of the private health insurance quota for those employees who wish to take advantage of it.

9- Social impact.

We add community.

At Ismael Quesada we are fully aware that our corporate responsibility transcends the mere generation of economic profitability. Our purpose is to extend our positive impact to the social environment and the local community in which we operate, to leave a deep and transformative social footprint. To achieve this, we articulate our commitment through various initiatives that include strategic business alliances, direct economic investments and the active involvement of our human team in welfare and social action projects.

Collaboration is a fundamental pillar to promote sustainable development and respond to the challenges of our sector. For this reason, we weave alliances at the territorial level aimed at generating wealth, well-being and promoting a dynamic business environment.

1 NO POVERTY

11 SUSTAINABLE CITIES AND COMMUNITIES

17 PARTNERSHIPS FOR THE GOALS

One of the most direct ways in which we boost the local economy is through our purchasing policy: we actively prioritise collaboration with the national supply chain, with 10% of the economic volume of our acquisitions being allocated to companies and suppliers located in Spain. This strategic decision strengthens the local productive fabric and promotes the generation of local employment.

We also maintain an active presence in the main forums in our field of action. In 2025, we have consolidated our sectoral commitment by participating for the second consecutive year in the Plastics & Rubber fair in Barcelona, a key space to strengthen business relationships, explore new trends and share knowledge with customers and colleagues in the sector.

The company materialises its vocation to create a strong, fair and supportive community through direct investments in social, cultural and environmental projects in which it is directly involved and to which it contributes. Through strong partnerships with Third Sector organizations, we channel this commitment to maximize our positive impact on the community.

Among our most outstanding collaborations and initiatives in the 2025 financial year are:

- Support for vulnerable children through the Un Abrazo de Luz Foundation. We are especially proud of our continued involvement with this Elche-based initiative, which offers vital support to children in vulnerable situations. During 2025 we have strengthened this link by allocating a part of our corporate Christmas gift budget to a direct donation to the foun-

Fundación un abrazo de luz

dation. In addition, we have promoted corporate and cultural volunteering with the organization in December of a tambourine workshop given by the Elche artist Dulce Quesada ("Dolça"). In this special activity, each child was able to create and decorate their own tambourine, which meant integrating the promotion of artistic creativity with emotional support.

- Support for culture and local roots. We believe in the importance of preserving and enriching the traditions of our community. For this reason, in 2025 we have renewed our historic advertising support for celebrations deeply rooted in Elche, such as the Coming of the Virgin. As an example of this close bond, Ismael Quesada contributes annually by lending an original drawing by the aforementioned artist "Dolça" to illustrate the official magazine of the entity.

- Breakfasts that unite us. Creating shared value starts from within the organization itself. We believe that well-being at work is not only built with large corporate projects, but through coexistence. In 2025 we have consolidated a valuable initiative promoted by the team itself: on the first Friday of each month, a couple of colleagues prepare breakfast for the entire workforce. What began as a nutritional guideline focused on the consumption of fresh fruit has evolved, naturally, into a real display of talent and generosity through the preparation of traditional recipes. Beyond gastronomy, this tradition has established itself as an irreplaceable space to disconnect from the daily rhythm, talk and strengthen the human ties that unite us as a team and demonstrates that mutual care is an intrinsic part of our business culture.

- Also relevant is the collaboration with the Puçol School Museum, an educational-museum project that has been developed since 1968 in the unitary school of the rural district of Puçol, in Elche and whose main activity is the education of schoolchildren using local heritage and culture as didactic resources, while preserving and valuing these resources with its museum work.

PUÇOL MUSEO ESCOLAR

We also act in the field of fair competition and structuring of the business fabric. Ismael Quesada's firm commitment to integrity is reflected in his behaviour in the market.

The company actively promotes transparent and ethical business practices, upholding fair and balanced competition that rejects any unfair conduct. To guarantee this environment and respond to the great challenges of society, we believe in the power of alliances and constructive dialogue between the public and private sectors.

For this reason, we act as dynamizers of the productive fabric and maintain a direct and proactive participation in reference associations. This integration into key forums reflects our willingness to strengthen the industry and contribute to the progress of our community. Among the organizations to which we belong are the Association of Family Businesses of Alicante (AEFA), the Business Circle of Elche and Region (CEDELCO), Quimacova, the National Consortium of Rubber Industrialists and the Business Federation of the Spanish Chemical Industry (FEIQUE).

10- Environmental Impact Management.


AENOR

Certificado del Sistema de Gestión Ambiental

ISMAEL QUESADA, S.A.

Circularity and decarbonization.

Ismael Quesada recognizes the urgency of addressing global environmental challenges. Our firm commitment is to adopt development patterns that do not compromise natural balances or deplete ecosystem resources. The fundamental pillar of our management is a rigorous Environmental Management System certified under the ISO 14001:2015 standard. This system provides us with the structured framework to continuously identify, evaluate and minimize the impact of our operations and thus ensure compliance with the highest international standards.

As an additional guarantee of our protection of the environment, we certify that our facilities are not located within or adjacent to protected areas or areas of high ecological value, and during the 2025 financial year no significant spill or leak has been recorded.

Despite marketing large volumes of products, we maintain a strict policy of efficiency and rationalization in the use of materials (especially those intended for packaging). Our sustainable sourcing strategy is based on two premises: the minimisation of consumption and the absolute prioritisation of recycled or renewable materials in order to definitively eliminate dependence on non-renewable materials:

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

MATERIAL CONSUMPTION (kg)	2023	2024	2025
Total weight of materials used	708,00	382,76	551
Renewable materials	292,00	183,53	204
Materials of recycled origin	416,00	199,22	0
Non-renewable materials	0	0	347

During 2025, we have achieved an extraordinary 30.5% reduction in the total weight of the materials used compared to the previous year (from 551.2 to 382.76 kg). This milestone demonstrates the success of our logistics optimisation policies and our steady progress towards a circular economy model.

At Ismael Quesada we apply the waste management hierarchy: we prioritise prevention and reduction at source, followed by reuse and recycling. Landfill or incineration solutions are expressly avoided at all times.

WASTE GENERATION (kg)	**2023**	**2024**	**2025**
Non-hazardous waste	626	959	379
— Paper and cardboard	402	761	230
— Plastics	224	198	149
Hazardous Waste	0	1.726	399
— Expired chemicals	0	1.538	220
— Contaminated absorbent material	0	0	179
— Adhesives and sealants	0	188	0
TOTAL WASTE GENERATED	626	2.685	778

The 2025 financial year has marked a turning point in our waste management, achieving a drastic reduction of 71% in the total volume generated compared to 2024 (falling from 2,685 kg to only 778 kg). Especially noteworthy is the drop in the generation of hazardous waste (mainly expired chemical products, which have gone from 1,538 kg to 220 kg), as a result of a much more exhaustive inventory control. In addition, in line with our circular principles, 100% of our non-hazardous waste (379 kg of paper, cardboard and plastic) is entirely destined for recycling operations.

The protection of natural resources requires constant monitoring of our water and energy consumption.

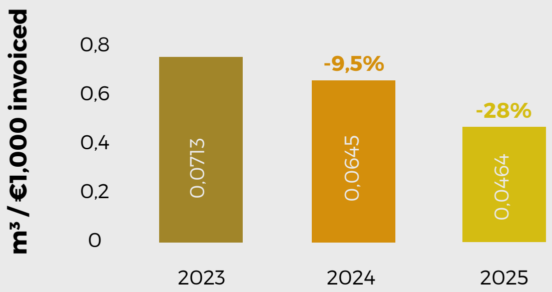
The water consumed in our facilities comes entirely from the general supply network. During 2025, consumption (and consequent discharge) has been 615 m³, which represents a notable reduction of 28.9% compared to the 865 m³ recorded in 2024.

WATER CONSUMPTION 2022-2025 (m³)

	2022	**2023**	**2024**	**2025**
Total consumption (m³)	773	812	865	615
Total discharge (m³)	773	812	865	615
Variation in consumption vs. previous year (%)	—	+5,0%	+6,5%	-28,9%

In relation to billing, the intensity of water use draws a downward curve in which efficiency increases and consumption per economic unit decreases.

Water Intensity | m³ per €1,000 invoiced



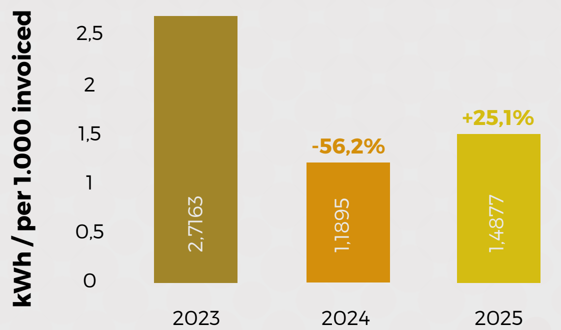
Our electricity consumption in 2025 stood at 19,698 kWh. As for fossil fuels for our fleet and operations, we have managed to drastically reduce consumption, using only 45.71 litres of petrol (compared to 232L in 2024) and 1,279.71 litres of diesel (compared to 2,416L in 2024). The application of energy efficiency measures means that, although in 2025 there will be an increase in electricity consumption, always from renewable sources, the decrease in fossil fuel consumption is very notable.

ENERGY CONSUMPTION 2022-2025 (m³)

	2023	2024	2025
Electricity (kWh)	30.914	15.941	19.698
Petrol (litres)	336,52	232,43	45,71
Diesel (liters)	2.523,85	2.416,53	1.279,71
Reduction in energy consumption vs. previous year (%)	-1,2%	-48,4%	+23,6%
Renewable sources	Yes (solar)	Yes (solar)	Yes (solar)

In relation to billing, the intensity of energy use maintains the stability (a slight increase) expressive of the energy efficiency that characterises the company.

Water Intensity | kWh per €1,000 of revenue



The global challenge of the climate crisis requires decisive action. Ismael Quesada is actively committed to the decarbonization of its operations, maintaining the strategic objective of reaching Net Zero by 2030.

Endorsed by the official seal of the Ministry for Ecological Transition, which certifies our real trajectory of mitigation and compensation, in 2025 we have once again beaten our own historical records.

During 2025, Ismael Quesada's direct emissions (Scope 1) have stood at only 3.32 tonnes of CO2 equivalent. This spectacular figure represents a reduction of 49.62% compared to the previous year and a collapse of 63.15% compared to our base year (2020). This achievement has been possible thanks to the continuous optimisation of trade and logistics routes, as well as the progressive rationalisation of our vehicle fleet (from 6 vehicles in 2020 to 4 vehicles in 2025).

GREENHOUSE GAS EMISSIONS

	2020 (Base)	2023	2024	2025
Scope 1 emissions (Tn CO_2 eq.)	9,01	7,09	6,59	3,32
Fleet Vehicles	6 veh.	5 veh.	5 veh.	4 veh.
Reduction vs base year 2020 (%)	—	-21,3%	-26,9%	-63,2%
Scope 2 emissions (Tn CO_2 eq.)	0	0	0	0

Scope 2 emissions remain zero, while the energy from the grid has a guarantee of origin and zero emissions, and the company also has a photovoltaic power plant for self-consumption.

At Ismael Quesada we remain convinced that our business growth is not at odds with respect for the planet, and we will continue to actively participate in initiatives such as the "Community for Climate" to share good practices and accelerate the transition to a fully decarbonised economy.

11- Contribution to the SDGs.

Ismael Quesada's activity contributes positively to the following Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. Below is a breakdown of the SDGs in which the company generates direct impact and the main actions that support them:

ODS 1	No Poverty	Support for vulnerable children (Fundación Un Abrazo de Luz), investments in the local community of Elche.
ODS 3	Health & Wellness	Private health insurance (50% cost to be paid by the company), accident insurance, zero workplace accidents by 2025.
SDG 4	Quality Education	73 hours of training per person in 2025 (vs 32 in 2024). Continuous learning as a driver of competitiveness.
SDG 5	Gender Equality	50% of management positions are held by women. Conciliation measures. Sexual harassment protocol (0 complaints).
SDG 6	Clean Water and Sanitation	Reduction in water consumption of 28.9% by 2025 (from 865 to 615 m³). Water coming exclusively from the supply network.
SDG 7	Affordable and Clean Energy	Reduction in energy consumption of 23.56%. Drastic reduction of fossil fuels in the fleet (-80% petrol).

SDG 8	Decent Work and Growth	100% permanent contracts. Median salary €33,000 (+3% vs 2024). 2 new hires. 0 occupational accidents.
SDG 10	Reducing Inequalities	Integration of diversity, selection protocol without bias, promotion of people with disabilities.
SDG 11	Sustainable Cities and Communities	€1,800 per year in investments in the community of Elche. Support for cultural traditions and territorial alliances.
SDG 12	Responsible Production and Consumption	30.5% reduction in materials. 71% reduction in waste. 100% recycled non-hazardous waste. 0 non-renewable materials.
SDG 13	Climate Action	Reduction of 63% emissions vs. base year 2020. Calculo-Reduzco-Compenso Seal (MITECO). Net Zero 2030 Goal.
SDG 16	Peace, Justice and Strong Institutions	Anti-corruption policy, Code of Ethics, respect for human rights aligned with the ILO and UN. 0 incidents of corruption.
SDG 17	Partnerships to achieve the Goals	EcoVadis Silver, VSR Entity Registry, participation in Plastics & Rubber, Community for Climate.

12- GRI Indicator index.

This report has been prepared in accordance with the GRI Standards, applying the thematic standards relevant to the industrial sector. The GRI Table of Contents is presented below:

GRI STANDARD	INDICATOR	DESCRIPTION	PAGE	VERIFIED
GENERAL INFORMATION ABOUT THE ORGANIZATION				
GRI 2	2-1	Name, legal form and structure of the organization	11	Yes
GRI 2	2-2	Entities included in sustainability reports	11	Yes
GRI 2	2-3	Reporting period, frequency, and date of publication	4	Yes
GRI 2	2-6	Activities, value chain and other business relationships	11	Yes
GRI 2	2-7	Employees of our own staff	15	Yes
GRI 2	2-8	Non-employed workers (subcontractors and temporary employment agencies)	15	Yes
GRI 2	2-9	Structure and composition of governing bodies	11	Yes
GRI 2	2-20	Process for determining remuneration	16	Yes
GRI 2	2-21	Annual Total Compensation Ratio	16	Yes
GRI 2	2-22	Declaration on the sustainable development strategy	3	Yes
GRI 2	2-23	Policy commitments (code of ethics, human rights, anti-corruption)	12	Yes
GRI 2	2-25	Processes to remediate negative impacts	12	Yes
GRI 2	2-26	Whistleblowing channel and consultation mechanisms	12	Yes
GRI 2	2-27	Compliance with laws and regulations	12	Yes
GRI 2	2-28	Membership of external associations and initiatives	11	Yes
GRI 2	2-29	Stakeholder engagement approach	4	Yes
GRI 2	2-30	Applicable collective agreements	15	Yes
MATERIALITY — RELEVANT MATTERS				
GRI 3	3-1	Process for Determining Material Matters	5	Yes
GRI 3	3-2	List of material issues identified	5	Yes
GRI 3	3-3	Management of material matters (master plan)	7	Yes

GRI STANDARD	INDICATOR	DESCRIPTION	PAGE	VERIFIED
ECONOMIC PERFORMANCE				
GRI 201	201-1	Direct economic value generated and distributed	9	Yes
GRI 201	201-4	Financial assistance received from the government	9	Yes
GRI 202	202-1	Ratio of starting salary by gender to minimum wage	16	Yes
GENERAL INFORMATION ABOUT THE ORGANIZATION				
GRI 202	202-2	Proportion of senior managers hired in the local community	16	Yes
GRI 203	203-1	Community Investments and Social Impact	18	Yes
GRI 204	204-1	Proportion of Spend on Local Suppliers	12	Yes
GRI 205	205-1	Operations assessed for corruption-related risks	12	Yes
GRI 205	205-2	Communication and training on anti-corruption policies	12	Yes
GRI 202	202-1	Ratio of starting salary by gender to minimum wage	16	Yes
ENVIRONMENT				
GRI 202	202-2	Materials used by weight or volume	16	Yes
GRI 203	203-1	Inputs from recycled materials	18	Yes
GRI 204	204-1	Energy consumption within the organization	12	Yes
GRI 205	205-1	Reduced energy consumption	12	Yes
GRI 205	205-2	Water Extracted by Source	12	Yes
GRI 301	301-1	Water discharge	20	Yes
GRI 301	301-2	Direct GHG emissions (Scope 1)	20	Yes
GRI 302	302-1	Indirect GHG emissions by energy (Scope 2)	23	Yes
GRI 302	302-4	Reducing GHG emissions	23	Yes
GRI 303	303-3	Waste generated by type and method of treatment	22	Yes
GRI 303	303-4	Waste diverted from disposal (recycling)	22	Yes
GRI 305	305-1	Waste for disposal	24	Yes
GRI 305	305-2	New suppliers evaluated using environmental criteria	24	Yes
GRI 305	305-5	Reducing GHG emissions	24	Yes
GRI 306	306-3	Waste generated by type and method of treatment	22	Yes
GRI 306	306-4	Waste diverted from disposal (recycling)	22	Yes
GRI 306	306-5	Waste for disposal	22	Yes

GRI STANDARD	INDICATOR	DESCRIPTION	PAGE	VERIFIED
GRI 308	308-1	New suppliers evaluated using environmental criteria	12	Yes
SOCIAL — PEOPLE AND COMMUNITY				
GRI 401	401-1	New hires and staff turnover	15	Yes
GRI 401	401-2	Benefits for full-time employees	15	Yes
GRI 401	401-3	Parental leave	15	Yes
GRI 403	403-1	Occupational Health and Safety Management System	17	Yes
GRI 403	403-5	Occupational health and safety training	17	Yes
GRI 403	403-6	Promotion of workers' health (health insurance, welfare)	17	Yes
GRI 403	403-9	Work-Related Injuries	17	Yes
GRI 403	403-10	Occupational diseases	17	Yes
GRI 404	404-1	Average hours of training per year per employee	16	Yes
GRI 404	404-2	Upskilling and Job Transition Programs	16	Yes
GRI 405	405-1	Diversity in governing bodies and composition of the workforce	12, 15	Yes
GENERAL INFORMATION ABOUT THE ORGANIZATION				
GRI 406	406-1	Discrimination and Corrective Action Cases	12	Yes
GRI 407	407-1	Freedom of association and collective bargaining	12	Yes
GRI 413	413-1	Local Community Engagement Operations	18	Yes
GRI 414	414-1	New suppliers evaluated using social criteria	12	Yes
ALLIANCES AND RECOGNITIONS				
GRI 2	2-28	Membership of sectoral associations (CNIC, Quimacova, AEIC, SEQC)	18	Yes
—	EcoVadis	Silver Score in Supplier Sustainability Assessment	18	Yes
—	VSR	Socially Responsible Valencian Entity (Official Register)	18	Yes
—	MITECO	Calculo-Reducco-Compenso Seal (Ministry of Ecological Transition)	24	Yes

13- VSME content index.

This index includes the indicators of the European Commission's VSME (Voluntary Sustainability Reporting Standard for SMEs) standard, which Ismael Quesada has taken as a complementary methodological reference to the GRI Standards. Both the indicators of the Basic Module (mandatory for all SMEs that report in this framework) and those of the Complete Module (voluntary, for companies with greater reporting maturity) are presented, along with the report page where each issue is addressed..

Ref. VSME	MODULE	DESCRIPTION OF THE INDICATOR	PAGE
CORE MODULE — Mandatory information for all SMEs			
B1	Basic	Basis for compilation: name, legal form, structure, headquarters, activities, NACE, turnover, balance sheet, geolocation of sites, sustainability certifications	4, 11
B2	Basic	Sustainability practices, policies and initiatives (climate change, pollution, water, biodiversity, circular economy, people, value chain, business conduct)	7, 12
B3	Basic	Energy and GHG emissions: total energy consumption (kWh), Scope 1 and 2 emissions (tCO_2eq), GHG emissions intensity	23, 24
B4	Basic	Pollution: discharges and significant emissions to the air, water and soil; Accidental spills	22
B5	Basic	Biodiversity: facilities in or near protected areas or areas of high ecological value	20
B6	Basic	Water: total volume extracted by source, total consumption, discharges, water-stressed areas	22
B7	Basic	Resources and circular economy: used materials (renewable/non-renewable/recycled), waste generated and treated, circular economy principles applied	21, 22
B8	Basic	Workers — general characteristics: number of employees by type of contract, gender and working hours; Workers not employed in own facilities	15
B9	Basic	Workers — health and safety: rate of recordable accidents (per 200,000 hours), fatal accidents, occupational diseases	17
B10	Basic	Workers — remuneration and training: starting salary ratio / SMI, existence of a collective agreement, average hours of training per employee	15, 16
B11	Basic	Business conduct: number of convictions for corruption or bribery, total amount of anti-corruption/anti-bribery fines	12

Ref. VSME	MODULE	DESCRIPTION OF THE INDICATOR	PAGE
FULL MODULE — Voluntary additional information			
C1	Complete	Sustainability strategy: business model, value chain, integration of sustainability into strategy	7, 11
C2	Complete	Stakeholder interests and views: identifying, engaging and managing expectations	4
C3	Complete	GHG reduction targets and climate transition plan: quantitative targets, timeline, reduction measures implemented	24
C4	Complete	Climate risks: identification of physical and transition hazards, time horizon, adaptation actions, potential adverse effects	7, 24
C5	Complete	Additional characteristics of workers: detailed data by age, gender, category; turnover rate; Parental leave	15
C6	Complete	Human Rights Policies and Processes: Code of Conduct for Own Staff (Child Labour, Forced Labour, Human Trafficking, Discrimination, Accident Prevention), Grievance Mechanism	12
C7	Complete	Serious human rights incidents: confirmed incidents in its own workforce and value chain (child labour, forced labour, discrimination), actions underway	12
C8	Complete	Income from controversial activities / exclusion from sustainability indices	9
C9	Complete	Gender diversity in the governing body: number and proportion of women and men on the Board of Directors and senior management	11, 12

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