



for a better life

Sustainability Report –Uquifa Group

APRIL 2023 – MARCH 2024

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From the desk of our Managing Director

The pharmaceutical industry has evolved from the use of natural resources, especially medicinal plants, by our ancestors to treat ailments. Initially driven by the need for more efficient access to therapeutic substances, this industry has transformed into a sophisticated sector **focused on improving human and animal health.**

A historic milestone was the discovery of penicillin, an antibiotic that revolutionized the treatment of bacterial infections. Discovered in 1928 by Alexander Fleming at St. Mary's Hospital in London, penicillin was born from an accidental observation, where a mold, *Penicillium notatum*, killed surrounding bacteria.

During World War II, when the need for antibacterial treatments increased, great scientific developments were carried out to meet this demand. Pharmaceutical companies around the world, including Uquifa, were instrumental in the large-scale production of penicillin.

Uquifa's early adoption and synthesis of penicillin underscored its commitment to innovation and improving health.

Today, Uquifa is an example of that progress and is determined to give something back to society and the environment. **The company places emphasis on sustainability and the need to preserve the planet, recognizing the importance of respecting and protecting the environment and society.** Through these efforts, we at Uquifa seek to honor our roots and ensure that future generations can continue to benefit from natural resources and a more equitable society.

Our mission is to foster a sustainable future while advancing healthcare and social well-being and to honor the legacy of our origin by preserving the planet that has given us so much.

Join us on this journey of discovery and sustainability. Together we can create a **Planet for a better life** while respecting and protecting the environment, society and the governance that sustains us all.

Saurabh Gurnurkar

Managing Director – Uquifa-Group

1.- About the Uquifa Group

History and mission of the group

+85 years
of knowledge

+38 Active
Ingredients

+150
Active DMFs

+70
Countries

+25 Active
CEPs

1936 - Founding

1945 - Industrial
manufacturing of penicillin

1991 - Acquired by Holliday
Chemical Holdings

1997 - Incorporation of
Mexico

1998 - Acquired by Yule
Catto, PLC.

2011 - Acquired by Vivimed
Labs

2012 - CDMO

2017 - Increase in external
capital

2018 - Incorporation of
Soneas Chemicals Ltd.

Today

Core Values and Principles: Our Vision

We strive to be the trusted supplier of choice in the human and animal health sectors.

1. **Continuously improving** our processes in a sustainable way.
2. Complying with all **current quality standards** and **regulations**.
3. Offering a service based on **trust, quality and prestige** for our customers.
4. Believing in our 3Ps, **People, Products and Plants**.

Our values



Safety



Quality



Environmental Protection



Flexibility



Innovation



Passion



Organizational structure and global presence

Uquifa Sciences, S.L.U.

It is the head company of the holding company with no productive activity.

Unión Químico Farmacéutica, S.A.U. (Uquifa Spain)

- Headquarters in Barcelona (General Management, Administration and Finance, IT, *Regulatory Affairs*, Legal, *Supply Chain*, Commercial, Human Resources and Compliance. Management of the holding).
- Active pharmaceutical ingredients (APIs) production plant and *Contract Manufacturing Services*, in Sant Celoni (includes: Production, Warehouse, Quality Control, API R+D, Engineering and Maintenance, HSE and Quality Assurance).

Uquifa México, S.A. de C.V. (Uquifa Mexico)

- Active pharmaceutical ingredients (APIs) production plant in Cuernavaca (Local Management and Administration, Commercial, Human Resources, Production, Warehouse, Quality Control, API R+D, Engineering and Maintenance, HSE, Regulatory Affairs, Supply Chain, Quality Assurance).

Uquifa India, Ltd. (Uquifa India)

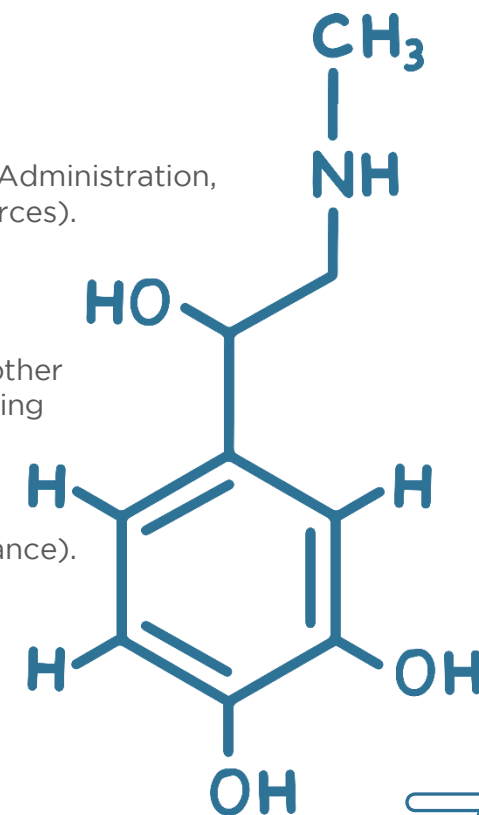
- R+D Laboratory and Supply Chain.

Uquifa Inc. (Uquifa USA)

- CDMO (Contract Development and Manufacturing Organization) and Business Development Offices.

Soneas Chemicals Ltd. (Soneas)

- Located in Budapest (Hungary).
- Management offices (Management, Administration, Finance, Commercial, Human Resources).
- R+D laboratory.
- Production plant for active pharmaceutical ingredients (APIs), other specialties and Contract Manufacturing Services (Production, Warehouse, Quality Control, Engineering and Maintenance, HSE, Regulatory Affairs, Supply Chain, Quality Assurance).



Our global presence



Headquarters



R&D



Manufacturing
site



Business
development



CDMO

Our Business Model

At the Uquifa Group, we specialize in the production of both generic and ethical active pharmaceutical ingredients (APIs), advanced intermediates for the global pharmaceutical industry, and other specialty chemicals.

Our focus is on innovation and quality, offering products that meet the highest international standards.

We are based on three fundamental pillars:



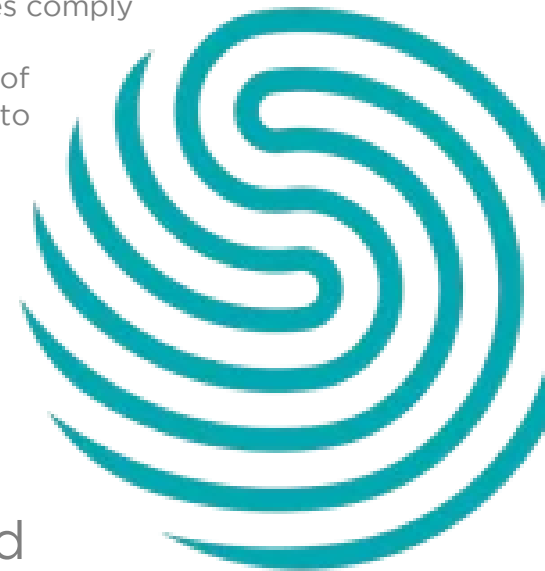
1.- Development and Production: We have state-of-the-art facilities in Spain, Hungary, India and Mexico, where we develop and manufacture a wide range of APIs and intermediate products. We pride ourselves on our ability to continuously adapt and improve our processes to meet the specific needs of our customers.

2.- Strategic Alliances: We work closely with pharmaceutical companies around the world, forming strategic alliances that allow us to expand our reach and enhance our offering.

These collaborations allow us to participate in innovative projects and develop customized solutions through our CDMO services.

3.- Commitment to Quality: Quality is at the core of everything we do. All our products and processes comply with strict international regulations, guaranteeing the safety and efficacy of the products that our customers use to improve people's health.

At Uquifa Group, we are dedicated to driving global health forward through high-quality pharmaceuticals and innovative solutions. Thank you for being a part of our community!



The Uquifa Group

 + **700**
people



Spain
28%



Mexico
29%

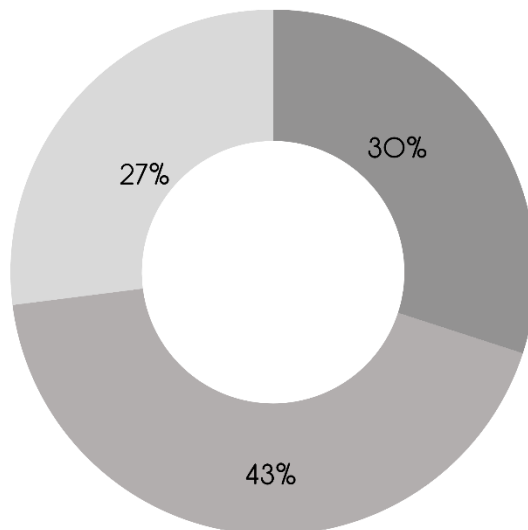


Hungary
34%



USA + India
<10%

- University Graduates and above
- Qualified personnel
- Pre-university education



Global female presence

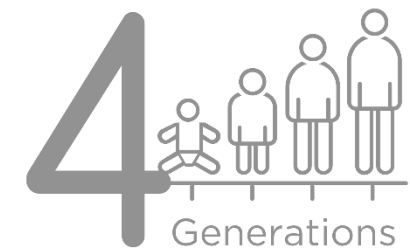


Equitable female presence (*)



(*) Does not include areas where, due to the nature of the activity, the majority profile is male (production areas).

Female presence in positions of responsibility (Managers and Directors)



Baby Boomers

X Generation

MILLENNIANS

Z Generation

Objectives and strategies

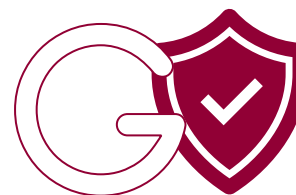
Our business strategy is to be a key partner for all our customers and collaborators, building together a *planet for a better life*, so that they expand their catalogs and can offer people a wider variety of medicines and in more therapeutic areas. We align ourselves with **ESG** (**e**nvironmental, **s**ocial and **g**overnance) criteria to create a positive impact on our environment and ensure a prosperous and healthy future for all.



In the **E**nvironmental area, we strive to reduce our carbon footprint by implementing clean technologies and sustainable production practices. We are committed to the efficient management of natural resources and the minimization of waste.



Socially, we promote the well-being of our employees and the community. We foster an inclusive and safe work environment, and support initiatives that improve people's quality of life. We collaborate with institutions that support the most disadvantaged to promote projects that benefit society as a whole.



In terms of **G**overnance, we adhere to the best practices of transparency and business ethics. We implement policies that guarantee accountability and integrity in all our operations, ensuring that our processes comply with international regulations and contribute to sustainable development.

Stakeholders



Clients



Partners

Suppliers



Local
Communities



Employees



Society in
General

Awards and Recognitions



Uquifa Spain has been awarded in 2023 with the **Accésit recognition** at the Antonio Baró 2023 awards of MC Mutual in recognition of the improvement of preventive management.



EcoVadis: Sustainability Verification

Uquifa - España: percentil 74.

Uquifa - Mexico: 64th percentile.



ISO Certifications

Uquifa - Spain: ISO 14001:2015 certified.

Soneas: ISO 9001:2015 certified.



Antonio Baró Awards Ceremony 2023

System of Government

At the Uquifa Group we have a Board of Directors made up of highly qualified professionals with extensive experience in the pharmaceutical industry and who represent our investors. This team of leaders is responsible for setting our corporate strategies, ensuring they align with our values and long-term goals.

In addition, we have a Senior Management Team, where all our subsidiaries are represented and which oversees the implementation of these strategies and manages the day-to-day operations of the company.

The Senior Management Team is made up of experts in various areas, including finance, operations, human resources and business development, which ensures a comprehensive and cohesive view of our operations.

The combination of our Board of Directors and the Senior Management Team ensures efficient decision-making, which allows us to respond quickly to market challenges and take advantage of new growth opportunities.

We are committed to maintaining a solid and transparent direction to continue advancing in our goal of being leaders in the pharmaceutical industry.





2.- Commitment to Sustainability



Our Commitment to Sustainability

The purpose of the Uquifa Group lies in the generation of shared value for society and the planet, basing its business model, strategy, culture and daily operations on ethical, sustainable and responsible principles. This approach is reflected in our commitment to both internal and external stakeholders. We are governed by a Code of Ethics and Conduct that incorporates fundamental principles and is regularly updated in accordance with regulations and materiality analysis, thus ensuring consistency with **ESG** (Environmental, Social and Governance) criteria.

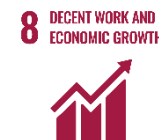
As part of our commitment to sustainability, we are continuously progressing towards best practices in environmental, social and corporate governance matters. Since 2022, at Uquifa Spain **we have joined as partners of the United Nations Global Compact** of the local network in Spain, the world's largest corporate initiative in sustainability. We contribute to the achievement of the Sustainable Development Goals (SDGs) through actions planned around three strategic axes: Environment (**E**), People and Social Action (**S**), and Governance and Supply Chain (**G**).

This contribution is materialized by providing decent, safe work with fair remuneration, creating alliances with NGOs that support vulnerable groups, promoting health and collaborating with associations that promote initiatives to improve the quality of life, among other actions and commitments. The aim is to achieve a sustainable balance between economic performance, social well-being and environmental conservation.

In July 2023, we set up a **Sustainability Committee** at Uquifa Spain, whose objective is to guarantee and establish actions aimed at implementing and improving the ethical and socially responsible management system in the Company, aligned with its strategy and objectives.

To define the sustainability strategy, we start from a matrix that relates the different aspects of sustainability (governance, human rights, environment, labour standards and the fight against corruption) with the requirements of the Global Compact Progress Communication Report, SDGs, Global Compact Principles, GRI standards, EFRAG European Sustainability Reporting Standards (ESRS), the European Directive on Corporate Reporting on Sustainability (CSRD) and Law 11/2018.

The **SDGs most relevant** to us are the following:



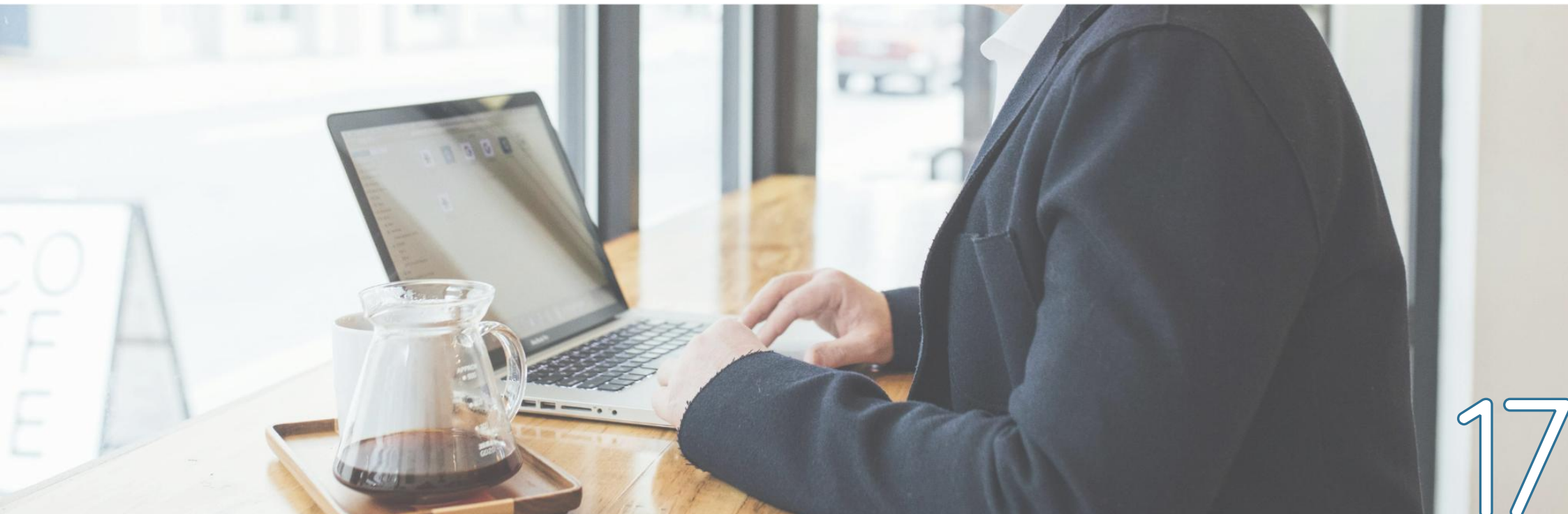
Committed to ethics and good governance

- We work with governments, customers, suppliers and other companies in the sector to **reduce and control the impact** of our activities on people and the environment.
- Our responsibility as a company extends beyond the confines of our facilities and throughout our entire **supply chain**.
- We are working on the formalization of an Anti-Corruption Compliance Program .

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



17 PARTNERSHIPS
FOR THE GOALS



Committed to the environment

- We design, operate and control our processes for **waste regeneration** so as not to waste resources or create unnecessary impacts.
- We reduce water consumption, continuously seeking **to minimize our environmental water impact**.
- **We reduce** and optimize our energy consumption and **greenhouse gas emissions**.
- Given our location in Spain, we are particularly concerned about the Tordera River, El Montnegre Park and the Corredor (protected natural area). so that our activities do not affect the biosphere.

6 CLEAN WATER
AND SANITATION



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



Committed to people

- Our corporate culture encourages the personal and professional development of employees, supporting teamwork and **recognizing individual contributions**.
- We provide social and employment benefits that allow for a work-life balance and **balance**.
- We offer a **safe and healthy work** environment for employees.
- We promote gender **equality**, **diversity** and **inclusion**.
- We strive to attract, nurture and retain talent by ensuring the **excellence of our teams**.

1 NO
POVERTY



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



Committed to health and society

1 NO
POVERTY



3 GOOD HEALTH
AND WELL-BEING



11 SUSTAINABLE CITIES
AND COMMUNITIES



15 LIFE
ON LAND



- We operate in the pharmaceutical chemical industry and **help improve the lives of people and their pets** through our products.
- We take into account the needs and expectations of our stakeholders, especially those identified in the locations where our centres are located.



3.- Corporate governance, ethics and compliance

Corporate governance structure

The Board of Directors of Uquifa Sciences, S.L.U., made up of five members, is the body responsible for leading the corporate governance structure of the Uquifa Group.

In addition to the Board of Directors, the Group has a management team that includes the three Management Committees of the group's companies: Unión Químico Farmacéutica, S.A.U., Soneas Chemicals Ltd., and Uquifa México, S.A. de C.V.

As for the organizational structure of the Uquifa Group, there are corporate areas with transversal functions that provide services to the companies of the Group. These areas include Sustainability, Compliance, Finance, Procurement, and Information Technology (IT)/Operational Technology (OT).

At Uquifa Spain, we also have a *Compliance* Committee, an Equality Negotiating Committee and a Sustainability Committee. In Spain and Mexico there are Safety, Health and Environment Committees.

It is important to note that relevant sustainability issues are addressed in the Spanish Sustainability Committee where two members of the Group's management are present.



Risk Management

Over the years, in the Uquifa Group and our different companies we have implemented various management systems that ensure and demonstrate the proper functioning of the company and effective risk management.

In particular, in our industrial activity, Uquifa Spain and Uquifa Mexico have a Quality Management System. This system is based on the Good Manufacturing Practice Standards (GMPs) and the ISO 14001:2015 standard (in Spain), thus promoting continuous improvement and ensuring that operations are carried out in a sustainable manner. At the same time, Soneas is ISO 9001:2015 certified. These systems are designed to ensure efficiency and quality in both products and services, as well as environmental protection.

In addition, we have established other mechanisms that define its framework for action and management, such as the Criminal Prevention and Compliance Program. This program confirms our commitment to conduct in line with ethical norms and standards. It is a structured set of measures for the prevention, detection and management of Compliance Risks, especially those of a criminal nature, in order to achieve the objectives established in this area.

The **Compliance Program** is based on the following documents:

- Code of Ethics and Conduct
- Corporate Compliance Policy
- Ethical Channel Policy
- Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy
- Area-specific procedures and protocols



Code of Ethics and Conduct

We believe that the Uquifa Group's Code of Ethics and Conduct is the main instrument of the Criminal Prevention and Compliance Program. It contains the general principles of action, corporate values, ethical commitments and responsibilities that all members of the Uquifa Group must assume and comply with, as well as a commitment by the General Management in terms of compliance with said ethical and regulatory standards. The Code of Ethics and Conduct is applicable to all our employees of all the companies that are part of the Group, regardless of the geography in which they are located.

In the Group's own Code of Ethics and Conduct, we establish as commitments and conduct, among others, respect **for legality, the prevention of bribery and corruption and conflicts of interest, support for the community, donations and sponsorships and the reliability of economic information.**

And, in the Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy we establish and develop the main principles and expected behaviors of how they should be implemented in order to promote transparent and impartial decisions when it comes to any commercial transaction, as well as to prevent and manage conflicts of interest.

We make the Group Code of Ethics and Conduct available to all employees whenever it is updated, as well as to new hires, and we ensure that it is correctly communicated, understood and applied. In addition, it is available on the corporate website.



Compliance Committee

The *Ethics, Compliance & Integrity Officer* in Spain acts as the internal control body in charge of developing and supervising the correct implementation of the Criminal Prevention and Compliance Program.

Likewise, in Spain the Compliance Officer is supported by a Compliance Committee, a multidisciplinary collegiate body, with autonomous powers of initiative and control, which is configured to adopt measures related to the supervision and coordination of the Criminal Compliance Management Systems, so that the main criminal risks are properly identified and managed internally.

As a collegiate and independent body, it meets regularly and is composed of heads from the departments of *Procurement*, Finance, Human Resources, Quality Control, HSE (Health, Safety and Environment) and *Compliance*.

The specific functions and composition of the Committee are regulated in its Rules of Procedure and the Rules of Procedure have been updated in 2023.



Ethical channel

At the Uquifa Group we have an ethical channel, accessible to all our employees, suppliers, partners and interested third parties. This channel serves to collect or provide information on any issue

related to the Code of Ethics and Conduct and the Anti-Bribery, Anti-Corruption and Conflicts of Interest Policy. They may also report in good faith and confidentially conduct contrary to the Code or any internal rules of the Group or current legislation.

It may also be used to make inquiries in case of doubt about the interpretation of the provisions of the Code of Ethics, other internal rules of the Group or the legislation in force that must be observed.

In 2023, we have updated our ethics channel following the publication of Law 2/2023, of 20 February, on the protection of persons who report regulatory breaches and the fight against corruption. To this end, we have implemented computer software, which can be accessed from Uquifa's corporate website in the Ethical Channel section.

Apart from this route, you can also report or make a written query by post or email, verbally

(by telephone), or through a face-to-face meeting.

All communications are absolutely confidential and may be anonymous, if the form of consultation/report allows it, always respecting the provisions of the Personal Data Protection regulations. In this sense, the Compliance area has access, in the first instance, to know all the information of all the queries and notifications received from the group through the Ethics Channel Management Procedure. It is also responsible for processing complaints or communications received as diligently and in the shortest possible time, promoting their verification and promoting their resolution, in accordance with the internal Policies and Procedures that we have established for this purpose.

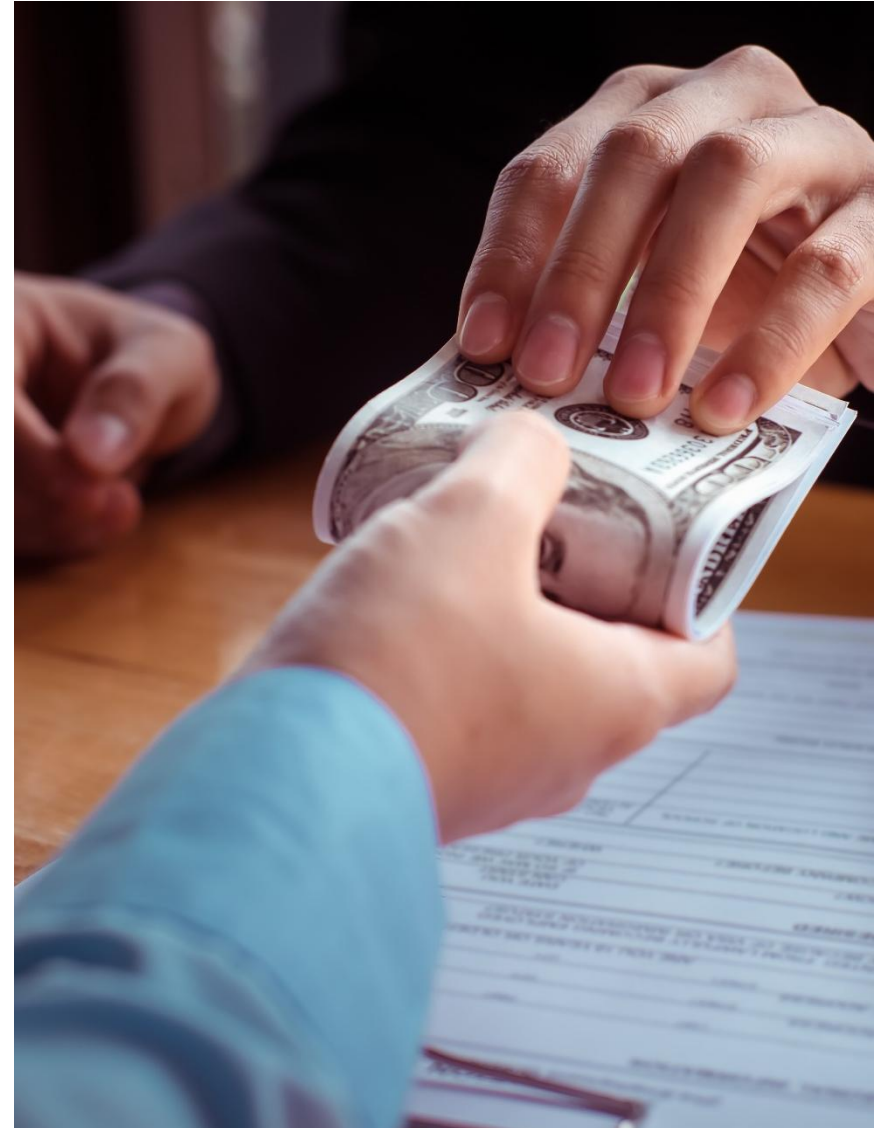
With regard to the right of access, **neither the accused and interested third parties** (such as those who may be mentioned in the complaint), **can know the identity of the complainant** (given that the confidentiality established by the Law for the protection of their identity prevails).

During 2023, the Uquifa Group has received a complaint from internal staff through the Ethics Channel, which has been resolved and closed in a timely manner according to our internal procedure. In the Group we have not received any complaints about infractions or crimes and we are not aware of any case of human rights violations or any case of corruption.

Transparency and anti-corruption initiatives

At the Uquifa Group, we are committed to maintaining the highest standards of transparency and ethics in all our operations. In this regard, we have implemented a number of policies and procedures designed to **ensure integrity and transparency in our business practices**. These initiatives include the Code of Ethics and Conduct at the top, which sets out clear guidelines on ethical behavior and regulatory compliance for all employees. In addition, we have an internal control system that allows us to monitor and evaluate our operations regularly, ensuring that they adhere to the principles of transparency and good governance.

To further strengthen our commitment to the prevention of corruption, at the Uquifa Group we have implemented a Criminal Prevention and Compliance Program. This program includes ongoing training for our employees on the importance of integrity and the consequences of corruption. Likewise, the ethics channel enables employees to report any suspicion of inappropriate conduct without fear of retaliation. These actions reinforce our determination to operate ethically and transparently, cementing our reputation as a reliable and responsible organization in the sector.



Ethics and compliance training



At the Uquifa Group, **constant communication and continuous training of employees are considered essential**, as they are essential to reinforce the importance of maintaining ethical behavior and in accordance with current regulations in daily work.

During 2023, we have carried out face-to-face training on ethics and compliance at the various Uquifa centres in Spain, reaching 85% participation among workers.

Likewise, throughout 2023, we have implemented various communication and awareness-raising actions aimed at all Uquifa staff, with the aim of disseminating the principles, values and guidelines of the company, as well as informing about the existence and updating of internal regulations.

During 2024, it is planned to expand the scope of ethics and compliance training to employees of workplaces located in Mexico and Hungary to reinforce the effective adoption of the Compliance System.

4.- Employee Engagement

Commitment

The spirit of our Group is reflected in the camaraderie and enthusiasm for a common project that continues to grow thanks to the challenges shared as a team. The Group's commitment to its employees translates into a value proposition that directly contributes to the development of the business strategy and reflects our identity and way of working.

The Human Resources Department is responsible for ensuring that our employees feel valued and essential to the project. We encourage the creation of personal stories within the company and team collaboration through transversal projects where we all learn and add value to each other. A key aspect of achieving this contribution is to facilitate the professional development of our employees while promoting their personal well-being.

Our goal is to have the best professionals, and to do this, from Human Resources, **we implement practices that guarantee adequate remuneration** and offer opportunities for growth within the company. This includes **internal promotion, continuous training and various development programs**. In addition, we have adopted **diversity and inclusion policies** that ensure an equitable and respectful work environment for all employees, regardless of gender, race, sexual orientation, or any other personal characteristic.

The objective in the coming years is to define standard and common policies and procedures for all the Group's companies, unifying the structure of regulations and processes in all countries, while always respecting and adapting the specificities and requirements of each company and the local legislation of each country.



Quality employment

The Uquifa Group has established a set of internal policies and procedures that ensure the adoption of best practices in talent attraction, recruitment, career development, and performance management. We promote an inclusive and stimulating work environment through initiatives such as teleworking, flexible hours, wellness programs, sports and health-related activities, and support for work-life balance. In addition, we regularly conduct job satisfaction surveys and feedback sessions to identify areas for improvement and ensure that our practices and policies remain aligned with the expectations and needs of our employees.

The Group supports the creation of quality employment by prioritizing permanent contracts and placing special emphasis on constructive industrial relations.

We promote a safe and healthy work environment that fosters well-being and prevention.

In addition, to improve people management, we monitor key indicators such as staff turnover, workforce trends, training and development, accident rates, and absenteeism. These metrics are detailed in the annex to this report.

Finally, we recognize and celebrate our employees' achievements and contributions through recognition and reward programs, thereby strengthening their sense of belonging and motivation to continue contributing to the Group's success.






Workforce

The total number of employees, along with their distribution by gender, age group, country, and professional classification as of the end of the fiscal year (March 31, 2024 for Spain, and December 31, 2023 for Hungary and Mexico), is detailed below

Given the small size of the workforce in the USA and India and their limited influence on the overall figures, these locations have been excluded from the statistical analysis.

Total employees by country

The average number of employees in 2023 at the Group's main locations is presented below:

		Employees	
		2023	2022
	Spain	209	225
	Mexico	210	231
	Hungary	240	270

Of the total workforce at Uquifa Spain, 1.91% are employees with disabilities



Total employees by category and gender

The total number of employees, along with their distribution by gender, age group, country, and professional classification as of **the end of the fiscal year** (31 March 2024 for Spain, and 31 December 2023 for Hungary and Mexico), is presented below.

During the 2023 fiscal year, an organisational restructuring process took place, resulting in a decrease in the total workforce from 726 employees in 2023 to 659 in 2024.



2024 2023

209 228

32 % 31 %

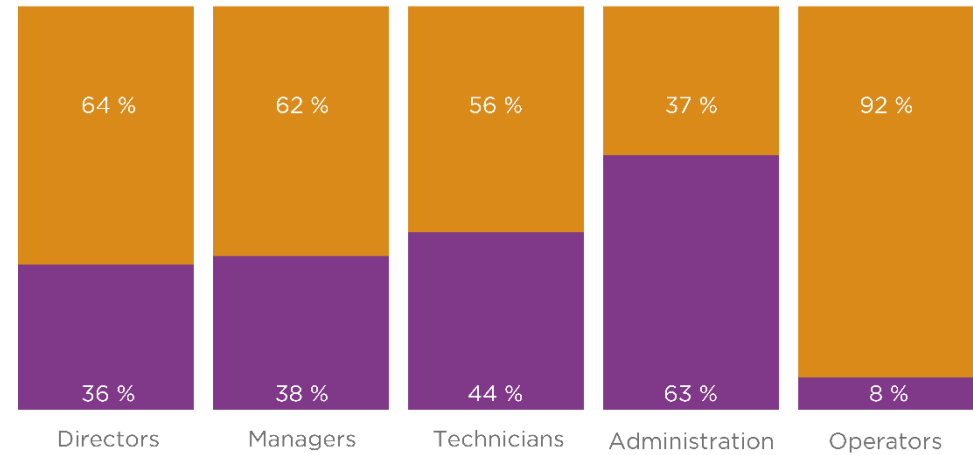


2024 2023

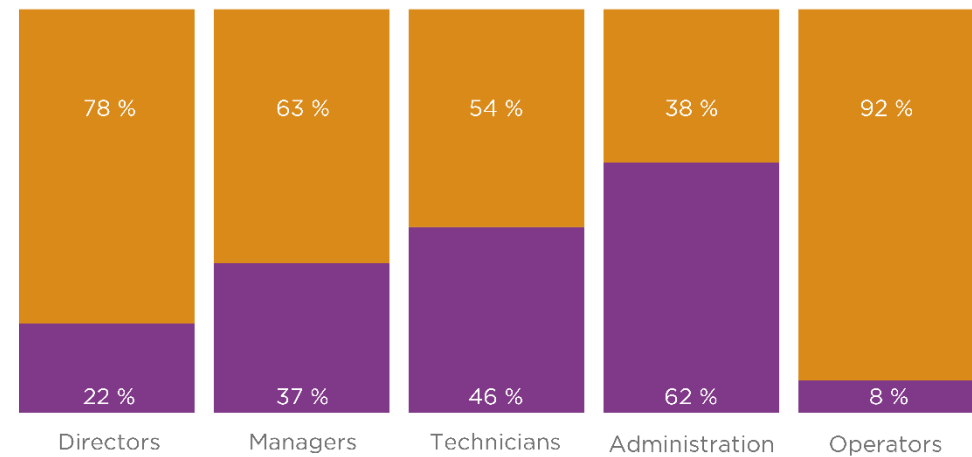
450 498

68 % 69 %

Fiscal Year-End 2024

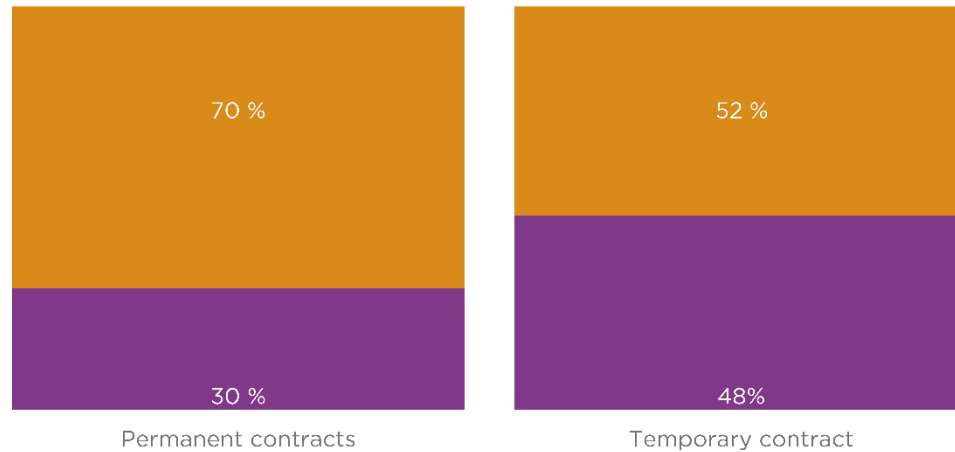


Fiscal Year-End 2023

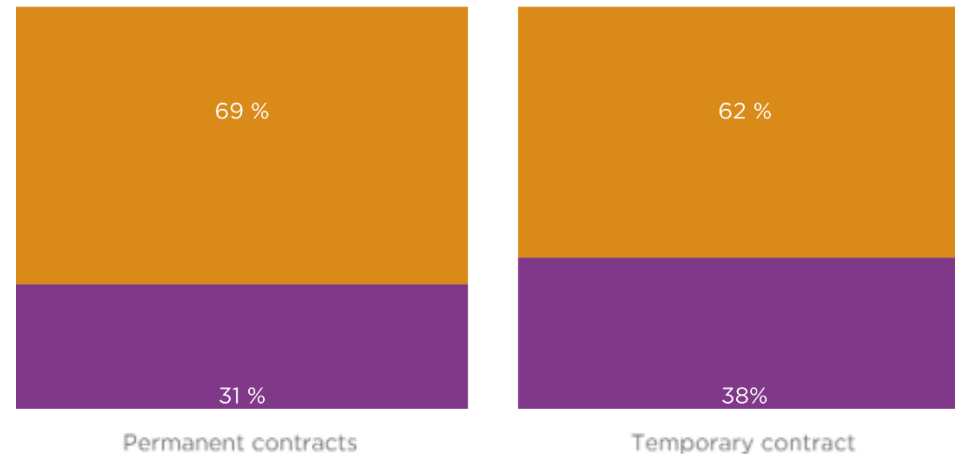


Total de empleados/as por tipo de contrato, edad y sexo

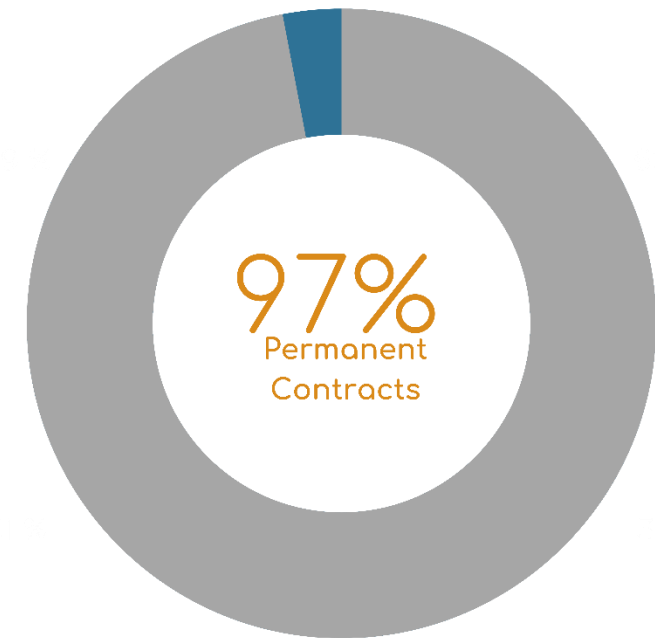
Fiscal Year-End 2024



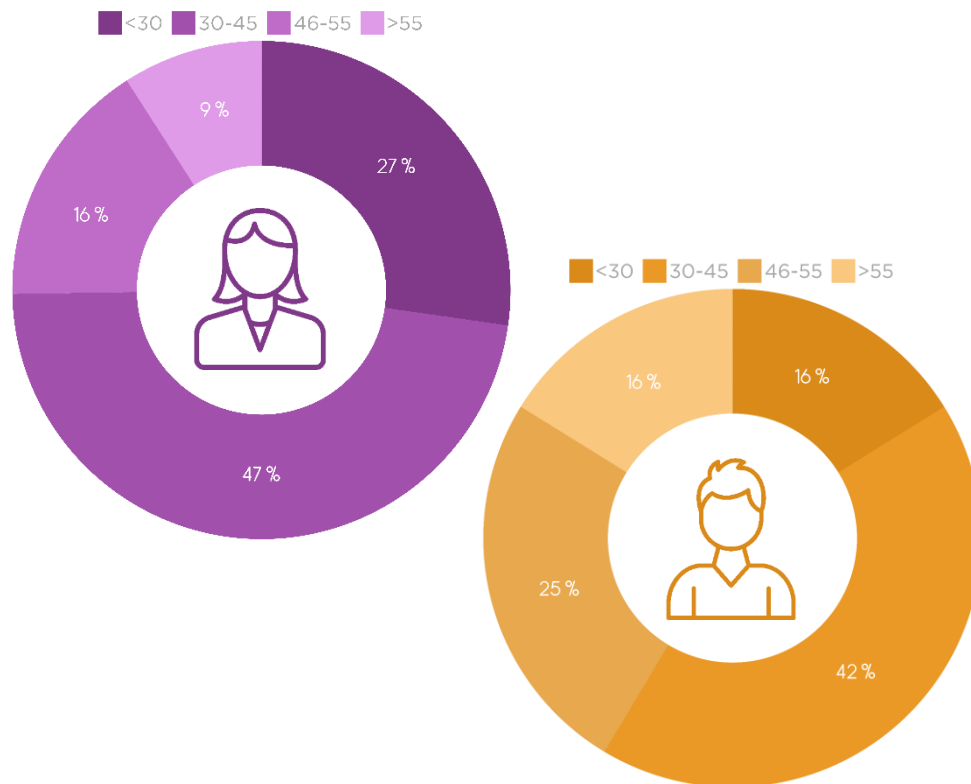
Fiscal Year-End 2023



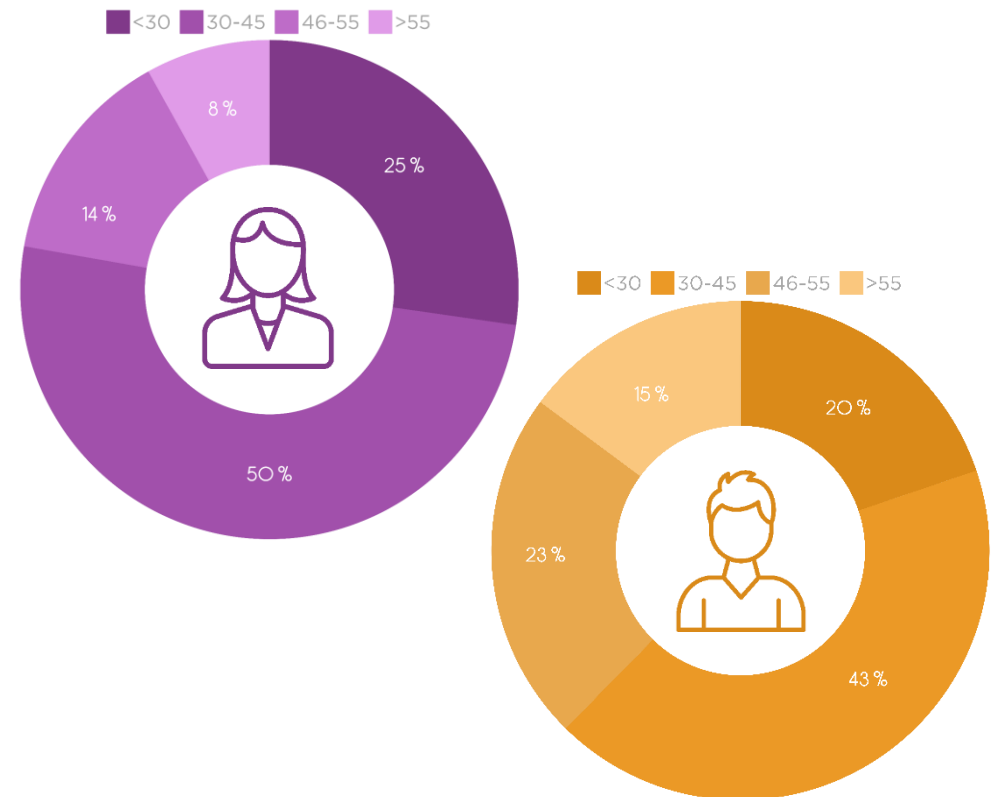
In line with our commitment to society, we are proud to highlight that 97% of our workforce holds a **permanent contract** — a total of **639 individuals** who are part of our team. This figure reflects our strong commitment to job stability and the well-being of our employees.



Fiscal Year-End 2024



Fiscal Year-End 2023



We firmly believe in the importance of cultivating new talent, while also valuing the depth and insight that experience brings. That is why we are particularly proud that approximately **40% of the men and 25% of the women** in our workforce **are over the age of 45**. This combination of youth and seniority strengthens our team by fostering a diversity of perspectives and skills that are essential to our continued success..

Turnover rate

In 2023, the labor markets of **Spain, Mexico, and Hungary** faced various challenges and opportunities, which was reflected in the turnover rates of the UQUIFA Group (12.5% in Spain, 29% in Mexico, and 17.2% in Hungary).

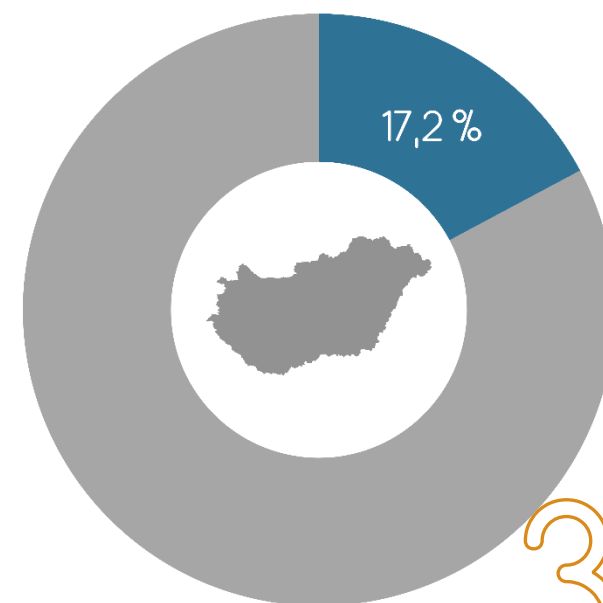
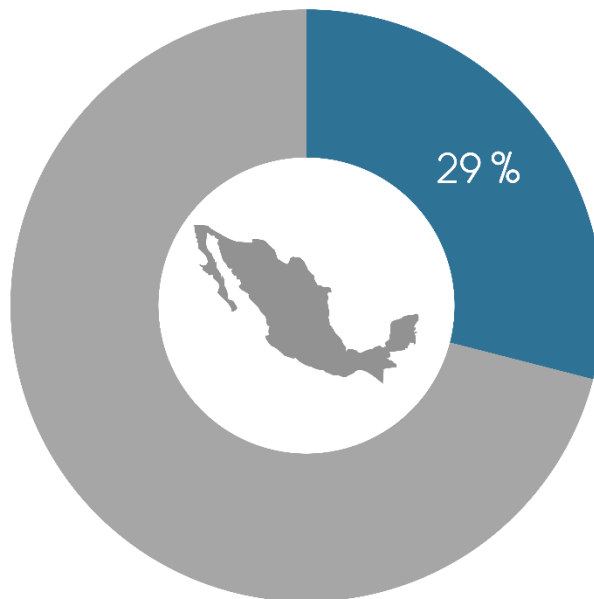
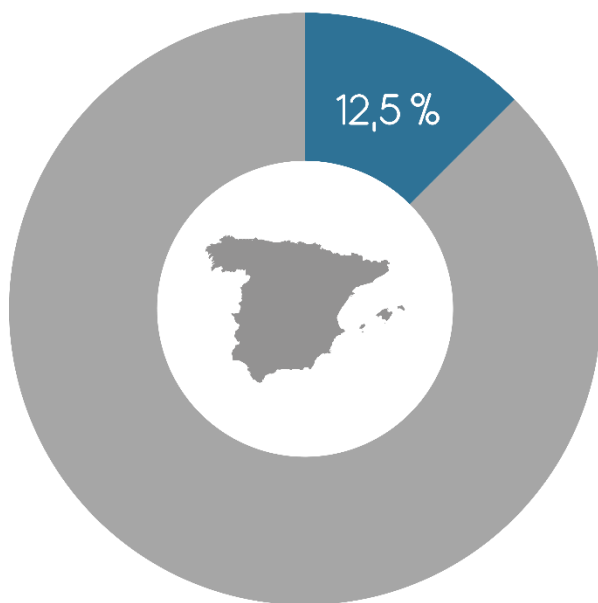
Spain: 12.5% turnover: The Spanish labor market showed signs of recovery, with a relatively low turnover rate of 12.5% at Uquifa Spain. This is a positive indicator of workforce stability and the effectiveness of our retention strategies, including professional development programs and initiatives supporting work-life balance. A moderate level of turnover has also enabled the integration of new talent without compromising team cohesion.

Mexico: 29% turnover: In Mexico, the highest turnover rate (29%) is consistent with the highly competitive nature of the local labor market. While this figure may seem high, it has created opportunities to renew the workforce and attract specialized talent, thereby enhancing diversity and responsiveness to sector demands. Uquifa Mexico has prioritized efforts to improve working conditions in order to boost employee retention.

Hungary: 17.2% turnover: The Hungarian labor market in 2023 remained competitive, yet Soneas achieved a turnover rate of 17.2%. This reflects a solid balance between workforce stability and the integration of new talent. Continued investment in professional development and improvements to the work environment have contributed to maintaining a motivated and committed team.

Conclusion

The turnover rates in the Group demonstrate the ability to adapt to the different labor markets, maintaining stability in Spain and Hungary, and taking advantage of the rotation in Mexico as an opportunity to renew talent and strengthen the global team.



Remuneration policy

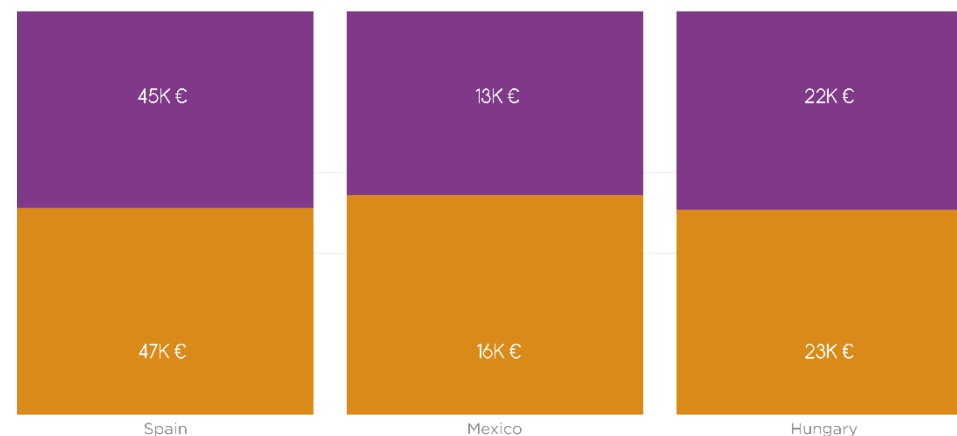
Our remuneration policy is governed by the salary ranges established in the applicable collective agreements, the legal provisions of each country, and the agreements reached with trade unions in the sector. These elements ensure that our pay practices are fair, equitable, and compliant with the regulations in force in each region where we operate.

For all Group employees, remuneration consists of a fixed and a variable component. In positions that do not require specific qualifications, variable remuneration is linked to the achievement of corporate objectives, ensuring that collective effort is recognised and rewarded. In contrast, for positions requiring specific qualifications, variable remuneration is based on the achievement of both corporate and individual objectives, allowing the performance and specific contributions of each employee to be duly acknowledged.

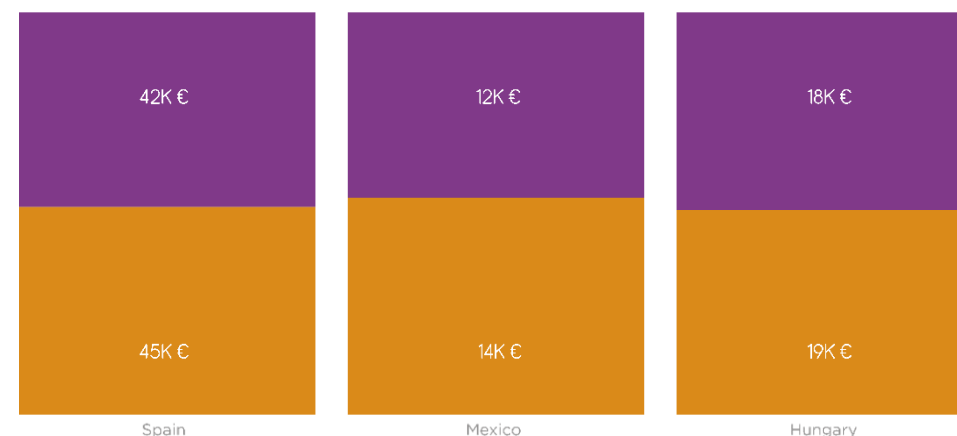
The percentage of variable remuneration received varies according to professional category, reflecting the level of responsibility and the impact of each role within the organization.

Our remuneration structure is designed to motivate and reward performance, align employees' interests with the Group's strategic objectives, and foster a culture of excellence and continuous development.

Fiscal Year-End 2024



Fiscal Year-End 2023



Wage gap

At the global level, the **United Nations** considers the gender pay gap a key challenge to achieving gender equality, estimating that, on average, women earn 20% less than men. In Europe, according to **Eurostat** data, the gender pay gap in the European Union stood at 13% in 2022, while in Spain it was 9.4%. In Mexico, data from **INEGI's National Survey of Occupation and Employment (ENOE)** for 2022 reported a wage gap of 15%. In Hungary, according to the **European Commission**, the gender pay gap in 2021 remained around 17%.

Wage gap in the Uquifa Group: analysis by country

1. Spain

In Spain, the average normalised salary for men is higher than that of women, with an overall gender pay gap of **5%**. This figure is significantly below the national average and the regulatory threshold that requires mandatory justification when the gap exceeds 25%. The pay differences are mainly attributable to **salary supplements** linked to more intensive work shifts, which are predominantly occupied by men. Additionally, the chemical and pharmaceutical sector, in which we operate, continues to be largely male-dominated.

With regard to the distribution of salaries by professional group, the most notable differences appear in the management category, where the gender pay gap stands at **15.67%**. This gap is not considered discriminatory, as it is explained by objective factors such as additional **responsibilities** and employee **seniority**, rather than by gender-related issues..

2. Mexico

In Mexico, the gender pay gap at Uquifa is similar to that observed in Spain, although more pronounced in certain

employee groups. Wage differences in specific areas of the plant are largely explained by **functional supplements**, such as compensation for night shifts and holiday work, which are predominantly carried out by men. The average wage gap stands at **7%**.

Considering the national context, where the average gender pay gap is around 15% (INEGI, 2022), Uquifa Mexico remains below the national average—reflecting ongoing efforts to promote pay equity. The company has also implemented policies to foster inclusion and equal opportunities, with the aim of further reducing wage disparities.

3. Hungary

In Hungary, the gender pay gap at Uquifa is more pronounced, at approximately **10%**, largely due to the structure of managerial and operational roles, which are predominantly held by men. At the national level, the gender pay gap stands at around 17%, placing Uquifa in a more favourable position compared to the country's average.

As in the other countries, wage differences in Hungary are primarily attributed to factors such as employee **seniority** and **salary supplements** associated with more demanding work schedules, reflecting the operational realities of the industrial sector in which we operate.

Global analysis of the wage gap in the Uquifa group

Overall, the Uquifa Group has demonstrated a clear commitment to equal pay in the three countries where it operates. The differences observed across professional categories are primarily associated with objective factors such as salary supplements and employee seniority, and are not the result of gender-based

discrimination. The gender pay gaps recorded in Spain (5%), Mexico (7%), and Hungary (10%) are all below national reference thresholds and the global average, positioning Uquifa as a company that upholds both national and international standards on pay equity

Conclusions

At the Uquifa Group, we have implemented equal pay policies that comply with the regulations in Spain, Mexico, and Hungary, consistently remaining below the national averages in each country. The wage differences observed are smaller than the gaps reported at both national and international levels, reflecting the company's ongoing efforts to promote equity within its workforce.

In conclusion, Uquifa's position regarding the gender pay gap is a positive one, with the differences observed being attributable to objective factors such as seniority and salary supplements, rather than gender-based discrimination.

We comply with equal pay regulations, and staff turnover has enabled the company to continuously optimise its remuneration policies, aligning them with the expectations of the current labour market while maintaining a work environment that fosters equality and professional development.



Work Organisation and Digital Disconnection Measures

The Uquifa Group is committed to respecting and upholding the fundamental rights of freedom of association and collective bargaining for all employees, in accordance with applicable legislation and the collective agreement of the chemical industry. These principles are also embedded in our Code of Ethics and Conduct. The works council serves as the communication channel between company representatives and the stakeholders involved in collective bargaining.

We apply work schedules and measures governed by collective agreements in Spain and Mexico, as well as by labour legislation in Hungary, to organise working time and ensure compliance with labour and social regulations.

Working hours across the Group are established in accordance with applicable collective agreements or current legislation. During the reporting period, the agreed standard working time was 40 hours per week, typically distributed in shifts of up to 8 hours per day. In some cases, work is organised in split-day or rotating shifts (morning, afternoon, or night), with a 15-minute break for rest (30 minutes in Mexico). These shifts are planned at the beginning of the year and may be rotated to help improve employees' work-life balance.

We strive to avoid organisational changes that could negatively impact the personal lives of our employees. When such changes are necessary,

they are always communicated well in advance to the individuals affected. Conditions related to leave of absence, paid leave, and work-life balance are detailed in the applicable collective agreements. Additionally, the Equality Plan in Spain includes specific measures aimed at facilitating work-life balance and supporting employees in managing their professional and personal responsibilities.

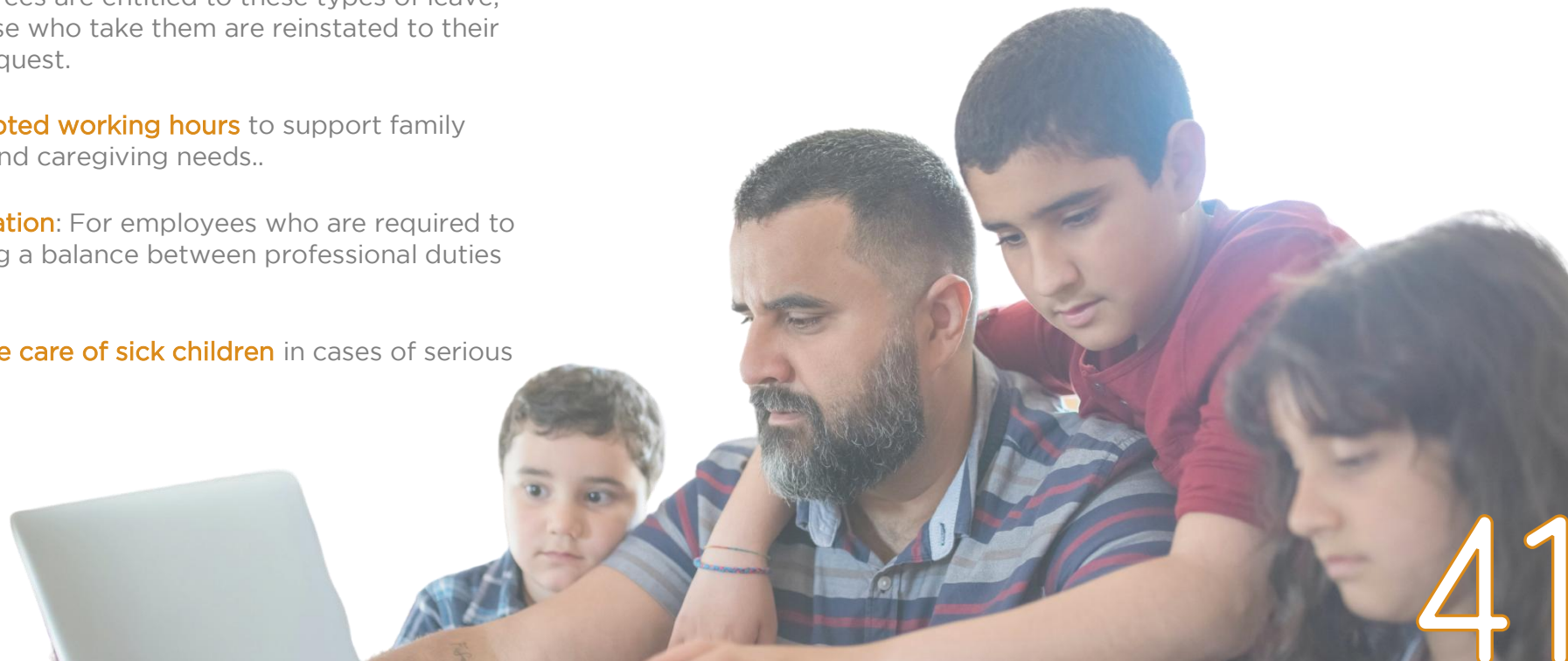
Although we do not yet have a formal disconnection policy, we promote a flexible organisational culture that enables our employees to better reconcile their personal and professional lives, without the expectation of being connected or responding to emails outside of working hours. A formal disconnection from work policy is currently being drafted and is scheduled for publication during 2024.



Emotional Salary

To help employees across the Group better reconcile their work and personal lives, we offer a range of benefits designed to enhance their overall well-being and job satisfaction. These include.

- A **hybrid work** model and **remote work** options, where the nature of the position allows.
- **Flexible working hours** for eligible positions.
- **Salary advances.**
- Flexible remuneration **plan.**
- **Maternity/paternity, marriage, bereavement, and medical leave:** All employees are entitled to these types of leave, and 100% of those who take them are reinstated to their position upon request.
- **Reduced or adapted working hours** to support family responsibilities and caregiving needs..
- **Travel compensation:** For employees who are required to travel, supporting a balance between professional duties and personal life.
- **Paid leave for the care of sick children** in cases of serious illness.
- **Private Health Insurance:** We offer private health insurance that covers both employees and their families, ensuring access to quality medical care and helping to alleviate concerns related to medical expenses
- **Wellness programs:** These include sports activities, nutritional guidance, and health-related initiatives aimed at promoting a balanced and healthy lifestyle among our employees.
- **Training Leave:** We offer training leave for continuing education, enabling employees to pursue professional development without compromising their personal responsibilities..



Diversity, Equity, and Inclusion

At the Uquifa Group, **we are committed to diversity, the reduction of inequalities, and social inclusion**. We reject all forms of discrimination. Accordingly, all our policies, procedures, plans, and protocols are designed to ensure that no person is discriminated against on the basis of ethnicity or skin colour, age, gender, physical appearance, sexual orientation, political or religious beliefs, trade union membership, physical, psychosocial, sensory, or cognitive disability, or any other special need, medical condition, marital status, or socio-economic background. Decisions regarding recruitment, promotion, and remuneration are based solely on objective criteria such as qualifications, achievements, and performance. These values are promoted from the Board of Directors and Management to all members of the organisation.

In addition, the Group's Code of Ethics and Conduct includes a strong commitment to promoting equal treatment and opportunities for all individuals throughout the entire employment relationship—from recruitment, promotion, evaluation, and compensation, to retention mechanisms and, where necessary, disciplinary procedures.



The selection and promotion of internal candidates are based on competencies and job performance, in accordance with merit-based principles and the specific requirements defined for each position.

We actively promote internal advancement and mobility as key strategies to retain talent. Our goal is to provide stability for our internal teams, support their personal and professional growth, and foster motivation—ensuring they remain engaged and continue contributing to Uquifa's success.

We do not tolerate any form of discrimination based on ethnicity or skin colour, age, gender, physical appearance, sexual orientation, political or religious beliefs, trade union membership, physical, psychosocial, sensory or cognitive disability, special needs, medical conditions, marital status, or socio-economic background. This commitment is also reflected in our Protocol on Sexual and Gender-Based Harassment (applicable to the Spanish entity only), and more broadly, in our ongoing efforts to foster a positive and inclusive working environment across the Group.

We value individuals for the contributions they make to our community!

Equality plan

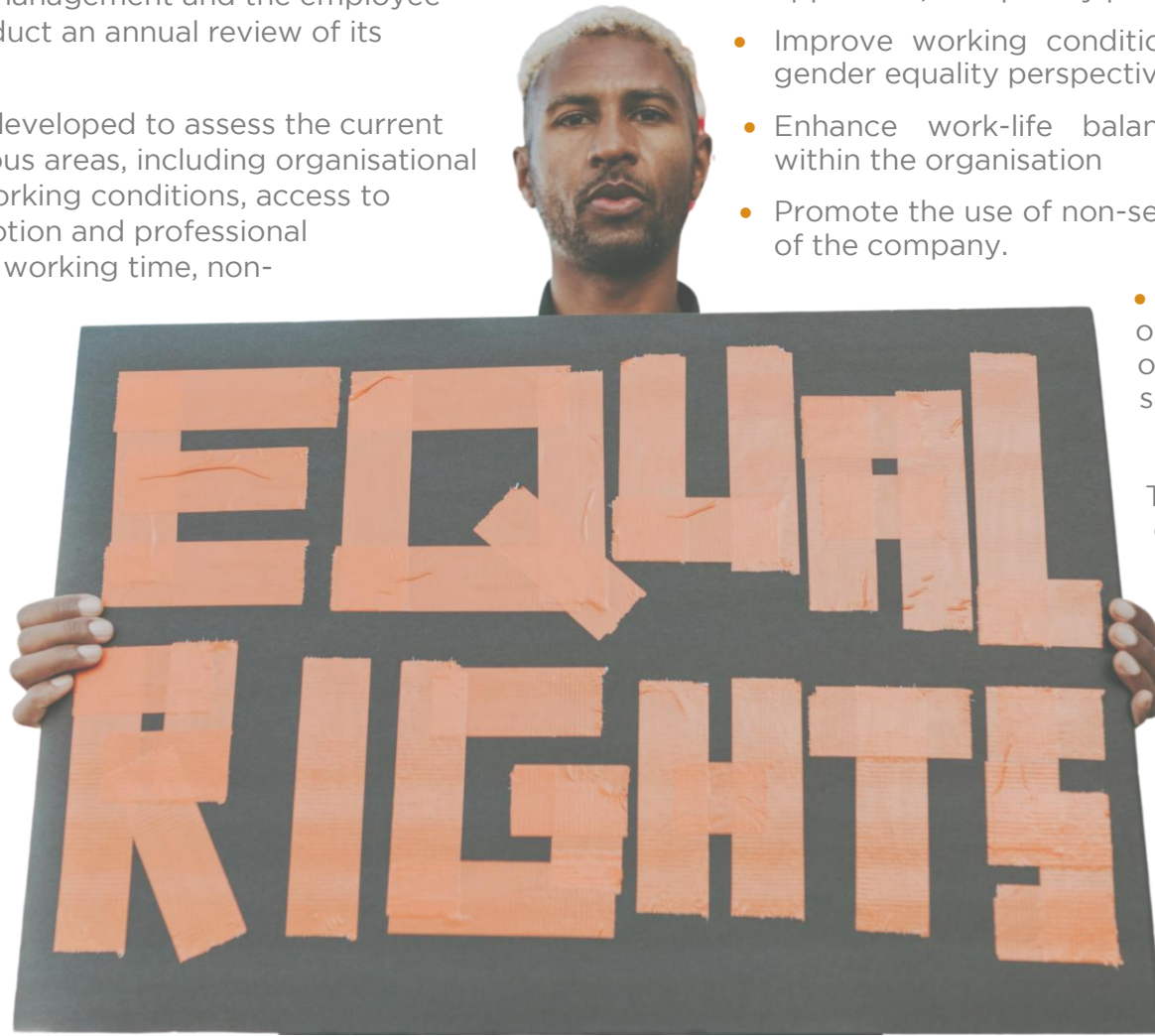
At the Uquifa Group, we promote a respectful work environment and allocate the necessary resources to ensure compliance with the rights to equal treatment and non-discrimination, with the aim of fostering a pleasant and optimal workplace. A clear reflection of this commitment to equality and respect for diversity is the implementation of an Equality Plan at Uquifa Spain. This plan reaffirms the Company's and the Management Committee's strong commitment to equality and inclusion, and has been formally approved by both management and the employee committees, which also conduct an annual review of its contents.

The Equality Plan has been developed to assess the current state of equality across various areas, including organisational culture and management, working conditions, access to employment, training, promotion and professional development, remuneration, working time, non-sexist communication, occupational health, and the prevention of sexual or gender-based harassment. Based on this assessment, specific objectives and actions are defined to be implemented in the short, medium, and long term in order to improve and/or consolidate the organisation's position on gender equality and diversity.

The Equality Plan of the Spanish entity aims to:

- Establish equal opportunity policies as a cross-cutting axis of ethical management and corporate social responsibility.
- Ensure that the principles of equal opportunity are upheld in recruitment, promotion, evaluation, compensation, retention mechanisms, and, where applicable, disciplinary procedures.
- Improve working conditions in the company from a gender equality perspective.
- Enhance work-life balance measures implemented within the organisation
- Promote the use of non-sexist language across all areas of the company.
- Strengthen the prevention of sexual harassment and occupational risks related to sex and gender.

The Equality Negotiating Committee meets regularly to ensure compliance with the objectives and actions outlined in the Equality Plan and to propose new areas for improvement. In line with the commitment to promote and strengthen a culture of equality and



non-discrimination, as well as to provide staff training, a specific module on equality, diversity, and individual social responsibility was integrated in 2023 into the Spanish entity's onboarding programme. This initiative aims to raise awareness among new hires about the values the company seeks to promote.

The Human Resources department has also published a Maternity and Paternity Guide on the Employee Portal, compiling the rights of employees in these situations and providing information about the support and benefits offered by the company.

In December 2022, Uquifa Spain signed the Diversity Charter, thereby publicly declaring its respect for current legislation on equal opportunity and non-discrimination, and formally committing to the promotion of the core principles of equality, diversity, and inclusión.

As part of the actions promoted to embed equality as a core element of our corporate culture, the Uquifa Group marked **International Women's Day on March 8** with an external communication on the social network LinkedIn, celebrating the contributions of all the women who have been, and continue to be, part of the Uquifa team.

The company is fully aware that gender equality remains a global aspiration and is firmly committed to supporting it. On that same day, all employees of the Spanish entity received a meaningful



gift: a box of chocolate truffles symbolising appreciation and recognition.

The initiative was accompanied by a visual showing the current representation of women by area of responsibility, **highlighting that women make up 40% of the total workforce in Spain and 50% of Management and Managerial positions.**

Training

At the Uquifa Group, the training of all employees is a key priority. We actively promote the continuous development of skills and competencies across the organisation by offering training programmes that enhance the technical qualifications required for each role, while also fostering personal and professional growth through the development of attitudes and soft skills. In doing so, we aim to improve employability and strengthen the resilience of our workforce in an evolving professional landscape.

The Group has established training procedures within its management systems to identify training needs across different areas and topics, incorporate them annually into the training plan, and allocate the necessary resources for their implementation. In addition, we have indicators in place to monitor and assess the progress and effectiveness of these training activities over time

8400 2024 training hours

In line with this commitment, the Group has developed a series of training programmes across various areas during the reporting period:

- Quality area:
 - Course in Good Drug Manufacturing Practices
 - Cross-contamination prevention
 - Gestión OOS/OOT
 - Sample Evaluation and Risks
 - Quality agreements
- R+D Area
 - Product Processing and Insulation
 - Sample delivery
- Safety Area:
 - Emergency Management
 - Forklift operators
 - DEA
 - First aid
- Operations Area
 - Production planning and scheduling
 - Chemical Storage Regulation (APQ)
 - Hazardous Materials Management
 - Transfer of analytical methods
 - LEAN Methodology
- Human Resources Area
 - Talent acquisition
 - People Analytics
- Compliance Area
 - Session on harassment, human rights, equality and diversity.

5.– Social Commitment

Nuestro compromiso con la Sociedad



Fundació Oncolliga Girona
Lliga catalana d'ajuda
al malalt de càncer



FINESTRELLES
FUNDACIÓ PRIVADA
Discapacitat intel·lectual

la Tavella
Ecomercat. De la terra a casa

SJD Sant Joan de Déu
Barcelona · Hospital



Uquifa MEDIO AMBIENTE Banco de Tapitas A.C.

ESTAMOS RECIBIENDO DONACIONES

¿A cuánto equivalen las tapitas recolectadas?

Kilogramos Donados	Medicamentos de Quimioterapias	Despensas Básicas
100 kg	6 dosis Metotrexato	8 Despensas
500 kg	5 dosis de Mercaptopurina ó 30 Metotrexato	40 Despensas
1 Tonelada	15 dosis de Vincristina o Citarabina (Químio Frío) ó 10 Mercaptopurinas ó 60 Metotrexato	80 Despensas

SI DESEAS DONAR, DEPOSITA TUS TAPITAS EN ALGUNO DE LOS CONTENEDORES QUE SE ENCUENTRAN UBICADOS FUERA DEL COMEDOR Y EN CASETA DE VIGILANCIA O DIRECTAMENTE EN LA OFICINA DE SHYMA

The Uquifa Group has actively engaged in a range of **SOLIDARITY SUPPORT INITIATIVES** across the countries where it operates industrial facilities

In **Spain**, we supported the Red Cross in Sant Celoni through a campaign to collect school supplies for children at risk of social exclusion and a Christmas food drive for families in need. We also participated in the *Marxa d'Or* solidarity walk. Additionally, we collaborated with the **Fundació Privada Pro-Disminuïts Psíquics Finestrelles** and **La Tavella** by purchasing products from these organisations, both of which provide employment opportunities for people with intellectual disabilities. We also supported the **Oncolliga Girona Private Foundation** by participating in the *Oncobike* competition, a fundraising event in support of cancer patients. Furthermore, we organised a **Solidarity Chocolate Party** to raise funds for childhood cancer research at the Hospital Maternoinfantil San Joan de Déu.

In **Mexico**, we continue with the permanent campaign to collect plastic caps to support children with childhood cancer, also promoting environmental awareness.

In **Hungary**, a Christmas gift drive for children in need was organized through *Baptist Charity Service*.



6.– Environmental Management

Energy consumption and energy efficiency measures

In order to reduce energy consumption, the Group has implemented a range of initiatives, including the following:

- Replacement of outdoor lighting at the plant with energy-efficient **LED systems**.
- Implementation of a programme in Spain to detect and reduce leaks in compressed air and nitrogen systems, resulting in energy savings in the generation of both utilities..
- Replacement of the steam boiler burner (3100Kg/h) in Spain with more efficient, modular equipment that improves combustion and reduces energy consumption.
- Planned replacement of the cryogenic cooling system with a more energy-efficient solution, scheduled for Q2 2024..
- Ongoing project to replace air compressors with more energy-efficient models.
- Awareness posters on electricity savings have been placed in the R&D offices.
- Production operators are regularly reminded to minimise the use of plant cooling in non-operational condensers.
- An insulation improvement programme has been implemented at the Sant Celoni plant and in Hungary, targeting both cold (refrigeration) and hot (steam and thermoregulated water) pipelines to minimise energy losses during transport.
- Replacement of outdated steam-based office heating systems with energy-efficient heat pumps and air conditioning units in Hungary.
- Photovoltaic panel installation project underway at Uquifa Spain.
- In Mexico, the lighting system has been upgraded with photocells to reduce energy consumption, and silencer filters have been installed on pneumatic pumps to reduce noise emissions.



Energy consumption at the end of the fiscal year (March 31, 2024 for Spain, and December 31, 2023 for Hungary and Mexico) is detailed below:

Site	Energy								
	March 31, 2024			March 31, 2023			Change		
	Electricity consumption (kWh)	Natural gas consumption (kWh)	Fuel consumption (litres)	Electricity consumption (kWh)	Natural gas consumption (kWh)	Fuel consumption (litres)	Electricity consumption (kWh)	Natural gas consumption (kWh)	Fuel consumption (litres)
Spain	7.784.010	11.236.065	1.500	8.323.276	11.782.476	1.500	-6,48%**	-4,64%**	0,00%
Mexico	5.874.732	8.955.214	4.500	7.149.247	13.799.229	8.400	-17,83%***	-35,10%***	-46,43%****
Hungary	4.921.854	8.489.590	39.172*	3.933.934	11.491.810	44.586*	+25,11%*	-26,12%	-12,14%*

This table does not include energy consumption associated with the corporate headquarters or the Berliini laboratory in Hungary, as it is not considered material. All data presented refer exclusively to non-renewable energy sources.

* **Energy consumption in Hungary** includes the use of 95-octane petrol and diesel, while the other countries report diesel consumption only. The overall decrease in fuel consumption is due to the discontinued use of petrol-powered electric generators previously used for heating and air conditioning. However, electricity consumption has increased due to the new heating system and higher production volumes.

** Reduction in energy consumption in Spain is attributed to a decrease in production volumes.

*** In Mexico, a reduction in work shifts led to a decrease in both electricity and gas consumption.

**** Apparent increases or decreases in consumption may be influenced by the timing of fuel purchases.

Water Management

The Uquifa Spain work team, comprising members from Production, Engineering, and HSE (integrated within the Sustainability Committee), has been working for several years to analyse water consumption flows and identify opportunities for reduction. This ongoing effort has led to the following developments:

- In 2023, we discontinued automatic irrigation of lawn areas, using rainwater for this purpose instead.
- We implemented a daily inspection routine to detect failures in bleed valves and pond float valves. Cooling towers are significant water consumers, accounting for approximately 15% of the site's total water usage.
- We reduced the cooling water flow rate in the *quench* system of the mercaptan incinerator.
- Push-button taps have been installed, allowing for controlled water consumption and reducing unnecessary waste.
- Dual-flush systems have been installed in toilets to optimise water use.

In addition, in Hungary, we carried out a renovation of the technological water cooling system at the Bányalég plant to increase the volume of water recirculation..

Site	Water	
	31 de marzo de 2024	31 de marzo de 2023
	Water consumption (m ³)	Water consumption (m ³)
Spain *	91.132	111.200
Mexico**	82.464	127.213
Hungary***	192.797	272.268

This table does not include water consumption associated with the corporate headquarters or the Berlin laboratory in Hungary, as it is not considered material.

* The decrease in water consumption in Spain is the result of the water-saving measures implemented in response to the state of emergency declared in Catalonia due to drought, which requires companies to reduce their water usage.

** Reduction in water consumption aligned with the evolution of the plant's production levels.

***Decreased consumption in Hungary is also linked to the renovation of the cooling water system, which improved recirculation efficiency

The water supply at the plant in Spain is sourced from the municipal network. The facility in Mexico uses groundwater extracted from wells. In Hungary, water is primarily sourced from the municipal network, with the exception of the Illatos site, which also utilises well water.

Waste treatment

Our policy is to apply the principles of waste minimisation, resource conservation, and product stewardship throughout the value chain, ensuring that the risks associated with our products are properly managed.

In line with these management principles, we prioritise the recovery of waste whenever it is technically feasible.

		March 31, 2024	March 31, 2023	
Site	Type	Quantity (kg)	Quantity (kg)	Treatment/destination
Spain	Hazardous	2.293.256	2.192.600	Recoverable
	Hazardous	3.898.212	4.634.125	Non-recoverable
	Non-hazardous	26.060	21.574	Recoverable
	Non-hazardous	115.940	134.274	Non-recoverable
Mexico	Hazardous	236.351	506.916	Non-recoverable
	Hazardous liquid (L)	960.476	2.585.105	Non-recoverable
	Hazardous liquid (L)	943.214	1.258.976	Recoverable
	Non-hazardous	29.620	36.754	Recoverable
	Non-hazardous	9.225	12.810	Non-recoverable
Hungary	Non-hazardous	23.465	15.750	Recoverable
	Hazardous	2.290.754	1.749.127	Non-recoverable
	Hazardous	1.900.408	560.409	Recoverable
	Non-hazardous	46.880	63.202	Non-recoverable

Recoverable: waste suitable for recycling or recovery through material or energy recovery processes.

Waste management at the plant is carried out according to the following hierarchy: reduction at source, recycling and/or reuse, and treatment for energy recovery or final disposal.

We understand the circular economy as a key pillar of future progress, and the processes developed so far in this regard are:

- Ethanol recovery facilities at Uquifa Spain (project “Less incineration, more recovery”).
- Segregation of residual solvent streams to improve external recovery processes (Uquifa Spain).
- New waste treatment providers that enhance circular economy practices by giving a second life to various waste streams (Uquifa Spain).
- Internal waste reduction project in Mexico, based on the in-house distillation of solvents. Through this process, methanol is recovered and sent for recycling via authorised suppliers, while the remaining water is sent to a treatment plant. As a result, 80% of the waste generated was treated internally.
- Waste reduction project in Hungary aimed at increasing the volume of solvents sold to third-party customers for reuse instead of being incinerated.



Greenhouse Gas (GHG) Emissions and Reduction Actions

In recent years, the Group has implemented the following projects to prevent, reduce, or remediate atmospheric emissions that impact the environment:

- Steam boiler replacement project to improve efficiency and reduce emissions at the plants located in Spain.
- Implementation of a Cleaver-Brooks boiler using natural gas at the facility in Mexico.
- Application of pre- and post-vacuum condensation technologies to prevent emissions from being released into the atmosphere.
- Corrective maintenance of gas scrubbing equipment and preventive maintenance activities at the Mexico site.
- Upgrading of heating systems in Hungary to reduce natural gas consumption.
- A feasibility study is currently underway for the installation of solar panels on the rooftops of company buildings.

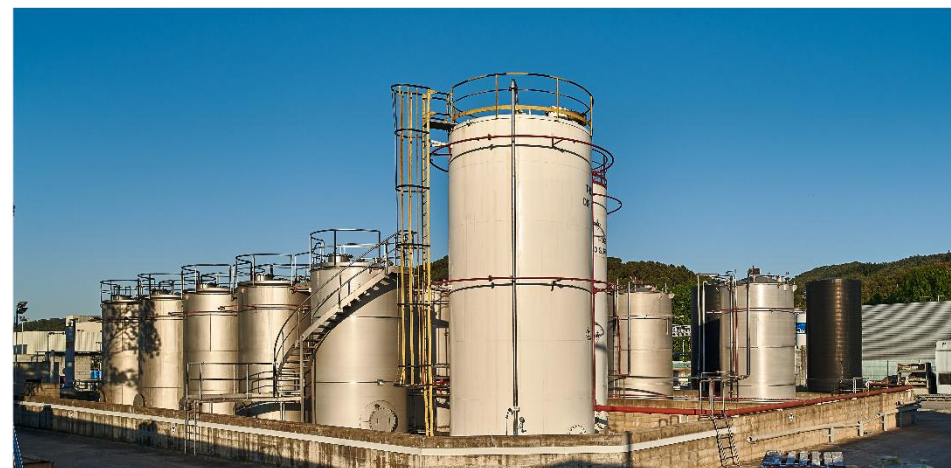
The following table shows the Group's direct GHG emissions associated with the consumption of natural gas and diesel (Scope 1), indirect emissions from electricity consumption (Scope 2), and emissions associated with water consumption (Scope 3) during the reporting period. All emissions are measured in tonnes of CO₂ equivalent (t CO₂e):

Site	March 31, 2024				March 31, 2023			
	Scope 1	Scope 2		Scope 3*	Scope 1	Alcance 2		Scope 3*
		Location-based	Market-based			Location-based	Market-based	
Spain**	2.044,77	912,03	1.673,56	35,09	2.146,00	1.331,72	1.323,40	42,81
Mexico**	1.639,17	2.573,13	2.573,13	31,75	2.532,37	3.109,92	3.109,92	48,98
Hungary***	1.587,66	1.156,83	1.574,80	74,23	2.212,60	876,33	1.080,92	104,82

* Includes CO₂ emissions associated with water consumption.

** The reduction in the carbon footprint in Spain and Mexico is due to changes in consumption patterns at the plants.

*** The increase is aligned with higher resource consumption resulting from increased production.



Conservation and Biodiversity Projects

At Uquifa, we firmly believe in the importance of protecting diversity—both within our organisation and in the natural environment that surrounds us. We are proud to have established a Sustainability Committee composed of representatives from various departments. This committee works in close collaboration with additional working groups made up of team members who are actively engaged in our sustainability and biodiversity initiatives.

Uquifa's commitment to environmental preservation is evident across all our operations. Our facilities in Spain, Mexico, and Hungary operate with a strong respect for their surrounding natural environments, ensuring that our industrial activities do not negatively impact local biodiversity.

The Environmental Fair held at our Uquifa Mexico facilities is a clear example of our environmental initiatives. Organised in the framework of World Environment Day, the event featured educational

activities and awareness posters, promoting the importance of environmental conservation among our employees.

In addition, we have conducted a thorough analysis to ensure that our operations do not interfere with locally or internationally protected natural areas. This proactive approach enables us to make a meaningful contribution to biodiversity preservation and to ensure a sustainable future for generations to come.

In summary, *Uquifa is firmly committed to protecting biodiversity and promoting environmental sustainability.*

We continue to work diligently to integrate these values into all our operations, recognising that a diverse and sustainable environment is essential to the long-term success and resilience of both our company and society at large.



7.- Safety, Health & Wellness

Occupational Health and Safety

At the Uquifa Group, we carry out our activities with a strong focus on occupational risks to which all collaborators, both internal and external, may be exposed, with the goal of minimising their impact and ensuring a safe and healthy working environment.

We have **Occupational Health and Safety departments** at our sites in Mexico, Hungary, and Spain. Each operates under its own management system, complying with applicable local regulations while remaining aligned with the overarching corporate policies and guidelines.

Our Health and Safety departments are involved from the outset in all key phases of our projects. They actively participate in the design of new facilities, the implementation of new processes, and the acquisition of new equipment. This early involvement enables us to identify and assess any potential safety impacts from the beginning, allowing us to adopt the necessary preventive or corrective measures to ensure a safe and efficient work environment.

This early integration of safety into our projects not only protects our employees, but also ensures the continuity and quality of our operations..

Occupational Risk Assessments

At Uquifa, we conduct periodic risk assessments and distinguish between two main categories of risks affecting our personnel: job-specific risks and general risks inherent to the chemical industry. In addition, any tasks that may involve additional risks on their own are evaluated independently and must be approved by the relevant departments before execution.

Job-specific risks: These are risks of accidents, occupational diseases, and psychosocial factors that may arise during daily tasks, including those that may affect specially protected or vulnerable workers. Some of the main risks in this category include:

- Falls of persons
- Falling objects
- Impact and cuts caused by objects
- Entrapment by objects or machinery
- Chemical, thermal, and electrical contact

General risks: These risks are not tied to specific job positions but can affect multiple areas across the company. The main general risks identified include:

- Fires caused by flammable substances.
- Explosions resulting from fires and solvents.
- Formation of chemical clouds.

In addition, we conduct **annual medical examinations** for all our personnel, and pre-employment health checks are carried out for all new hires at the start of their contractual relationship..

Each of our sites has its own **Emergency and Evacuation Plan**, with drills conducted annually. In Spain, these drills are carried out in collaboration with the Sant Celoni Fire Department and agents of the Mossos d'Esquadra, also serving as practical training for their respective roles.



Photo drill 2023 – Plant in Sant Celoni

Health for a better life

In 2023, Uquifa - Spain, in collaboration with MC Mutual, we have started a 3-year project to obtain the Healthy Company certification through the INSST (National Institute of Safety and Health at Work).

To this end, we have launched the *Health for a better life* project with the aim of improving the health and well-being of all the members of the organisation.

As a starting point and to find out the habits of our employees in the three main health axes (physical activity and postural habits, emotional well-being and healthy eating), a questionnaire called *Health Metter was sent* in collaboration with MC Mutual.

Based on the results obtained, three areas of action were concluded and a timetable for 2024 was established:

- HEALTHY EATING (January-April 2024)
- MENTAL HEALTH (May-August 2024)
- PHYSICAL HEALTH (September-December 2024)

The actions and activities carried out during this period have been the following:

As of March 2024, the block on HEALTHY EATING had been launched, which consisted of the following

- Sending leaflets with healthy eating tips.
- Sending menus depending on our job position.
- Workshop de alimentación saludable a cargo de una nutricionista.



- Implement the "fruit day" with *La Tavel·la* in the Barcelona offices and the "healthy tray" in the vending machines of the Sant Celoni plant.
- Training on alcohol and drug use.
- Master Chef Uquifa contest rewarding healthy dishes presented by workers.

Mental Health and Team Building

At Uquifa, we understand that good mental health is essential to maintaining a positive and productive work environment. We are committed to creating a workplace where everyone feels valued and supported. That is why we organise events that promote camaraderie, well-being, and a healthy work-life balance.

In Spain, we have enjoyed a paddle tennis tournament and our long-awaited *Family Day*, where employees and their families spend a day full of fun and activities. We have supported participation in solidarity events such as Oncobike.



In Hungary, we participated in the 17th edition of the NN Ultrabalaton 2023 race and dedicated a full day to cycling activities. In addition, we celebrated **Soneas Day**, a special occasion where all Soneas employees come together to strengthen team spirit and build closer connections.



These initiatives not only improve the physical and mental health of our employees, but also create a sense of community and belonging.

Health and Safety Committee

There is a Health and Safety Committee and a prevention delegate in Spain, as well as a Safety and Hygiene Commission in Mexico.

In Spain, the Health and Safety Committee at the Sant Celoni plant is composed of six members: three representing the company and three representing the workers. In the Barcelona offices, there is a designated prevention delegate.

During the reporting period, two meetings were held in total, on a quarterly basis. Topics addressed included workplace accidents, preventive planning and follow-up, the self-protection plan,

emergency drills, and consultations on preventive measures related to upcoming changes and new projects..

In Mexico, the Health and Safety Commission consisted of 12 members during the reporting period, with six representing the workers and six representing the company.

The Commission carried out four inspection rounds throughout the year. Each inspection was followed by a review meeting. Topics discussed included employees' working conditions and occupational safety.



Occupational Health and Safety Training

At Uquifa, we understand that health and safety training is essential, especially in a company in the chemical sector like ours. The nature of our work involves certain risks that we must manage responsibly and carefully. That's why we spend many hours training our employees in this area, making sure that everyone is well prepared to face any challenges that may arise.

Our Health and Safety departments work tirelessly to design training programs that cover all the necessary areas.

This includes not only mandatory training for new hires and employees changing positions, but also specific courses for special jobs, such as work at heights, confined spaces, electrical operations, and driving forklifts and lifting platforms.

In addition, our commitment to safety extends to external personnel. The Health and Safety departments ensure that all external workers have the appropriate training for the occupational risks they may face in our facilities.

We are convinced that good health and safety training not only protects our employees, but also improves the efficiency and quality of our work. During the period covered by the report, a series of training courses have been developed in different areas:

- Emergency Management
- Forklift operators
- Self-contained External Defibrillator (AED)
- First aid
- Chemical Storage Regulation (APQ)
- Hazardous Materials Management

Indicadores de HSE

	March 31, 2024		March 31, 2023	
Spain	Men	Women	Men	Women
Number of Lost Time Accident	7	-	3	1
Number of Non-Lost Time Accident	4	-	3	1
Commuting accidents	-	-	-	-
Frequency index	17,57	-	10,98	6,29
Severity Rate	0,16	-	0,08	0,01
Occupational diseases	-	-	-	-
Number of deaths	-	-	-	-

	March 31, 2024		March 31, 2023	
Mexico	Men	Women	Men	Women
Number of Lost Time Accident	2	-	2	-
Number of Non-Lost Time Accident	5	2	10	1
Commuting accidents	1	-	-	-
Frequency index	6,89	-	5,77	-
Severity Rate	0,48	-	0,35	-
Occupational diseases	-	-	-	-
Number of deaths	-	-	-	-

	March 31, 2024		March 31, 2023	
Hungary	Men	Women	Men	Women
Number of Lost Time Accident	2	-	6	-
Number of Non-Lost Time Accident	3	2	2	1
Commuting accidents	1	-	-	-
Frequency index	5,11	-	18,07	-
Severity Rate	0,18	-	0,42	-
Occupational diseases	-	-	-	-
Number of deaths	-	-	-	-

Frequency Index: (No. of accidents with sick leave/Theoretical hours worked) *1000000

Severity Rates: (No. of days lost/ Theoretical hours worked) *1000

The rates described above do not include commuting accidents.



The main types of occupational accidents are those corresponding to handling of chemical products, overexertion, blows and falls.

8.– Sustainable Supply Chain

Supply chain

At Grupo Uquifa, we are dedicated to the production of active pharmaceutical ingredients (APIs) in compliance with ICH guidelines, using advanced intermediates sourced from China and India, and auxiliary materials from local suppliers. Our Purchasing Policy is grounded in ethics, transparency, and trust, ensuring adherence to Good Manufacturing Practices (GMP). We work exclusively with suppliers approved by health authorities.

In Hungary, where APIs are produced for research purposes, GMP compliance is not mandatory; however, our approved suppliers are required to meet rigorous quality standards. In Spain and Mexico, supplier approval mandates GMP certification for regulated intermediates, while for other materials this requirement may vary. The approval process also includes the evaluation of social, environmental, and occupational health and safety aspects, applied based on the supplier category.

We are firmly committed to auditing all our suppliers, which we select annually through a risk analysis that considers chemical characteristics and potential impact. In 2023, we conducted 14 audits in Spain, 13 in Mexico, and 7 in Hungary, some of which are still in the process of being finalized.

Since GMP regulations do not apply in certain countries, [we conduct audits on-site or with third parties to ensure compliance with our standards.](#)

Regarding risks associated with suppliers, we face challenges such as price fluctuations, quality inconsistencies, and potential supply disruptions. In particular, we identify specific risks with suppliers in China due to evolving environmental regulations that may impact availability.

To mitigate these risks, we ensure dual sourcing of critical raw materials, maintaining at least two qualified suppliers located in different geographical regions. Additionally, we have launched a strategic initiative to increase the number of suppliers based in Europe, with the dual aim of supporting the local industry and reducing transport distances, thereby contributing to environmental sustainability.



Sustainable Supply Chain Practices

With the aim of aligning our sourcing practices with our sustainability commitments, in 2023 we selected EcoVadis as the evaluation platform to assess the sustainability performance of our most critical and strategic suppliers across the Uquifa Group. This initiative reflects our firm commitment to ensuring that our operations not only comply with the highest international standards, but also actively promote ethical, social, and environmental responsibility throughout our value chain..

To implement this initiative, we conducted an exhaustive mapping of our suppliers and invited those considered most relevant to our business—namely, critical and strategic suppliers—to undergo assessment through the EcoVadis platform. This evaluation enables us to gain a clear understanding of our partners' sustainability performance and to identify areas where improvements are needed, promoting a culture of continuous improvement across our supply chain..

In addition, we are currently developing a Corporate Sustainability Policy that will incorporate sustainable procurement practices. This approach will enable us not only to assess but also to support and train our suppliers, promoting continuous improvement plans for those with lower performance. Through these actions, we aim to strengthen our supply chain and ensure that it is fully aligned with the sustainability principles that guide our operations.

By 2024, 70% of suppliers representing 50% of spending will be evaluated in terms of sustainability.

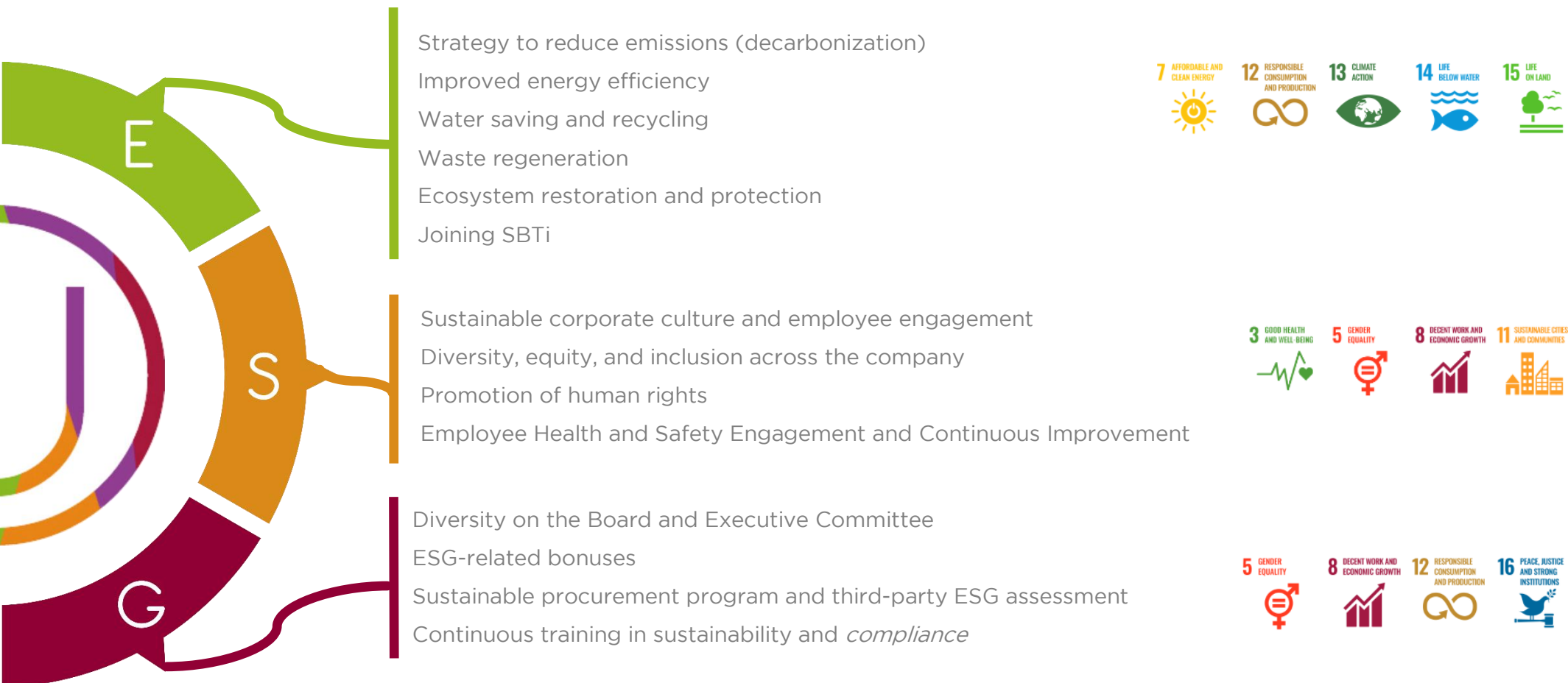




Indicators and targets

Our Sustainability Goals: for a better life

The Uquifa Group is committed to meeting sustainability objectives grouped into the following blocks



Comprometidos con:



Tax transparency

FINANCE REVIEW

Tax transparency

At the **Uquifa Group**, we uphold a strong commitment to fiscal responsibility, fully complying with tax laws and obligations in all countries where we operate. We act with total transparency and accuracy in our interactions with tax authorities, ensuring that our operations are clear and aligned with applicable regulations.

Our corporate structure in each region is designed according to the commercial and industrial activities we perform, based on sound economic criteria. This approach is reflected in our **Tax Policy**, which is aligned with the Group's principles, mission, and values, as well as with our global business strategy.

The **Board of Directors**, which oversees the management and control of the company, supervises the correct implementation of our Tax Policy. We apply a prudent interpretation of local tax laws to minimize tax risks.

In addition, Uquifa has implemented a **Transfer Pricing Policy** in accordance with current regulations, applicable to all related-party transactions. This policy is reviewed annually to ensure ongoing compliance and to prevent any potential deviations.

Furthermore, we do not operate in jurisdictions considered tax havens, reinforcing our commitment to ethical and responsible business conduct..





Annex

Annex

Total number of employees, and their distribution by gender, age, country and professional classification at the end of the fiscal year (31 March 2024 for Spain, and 31 December 2023 in Hungary and Mexico):

COUNTRY	AGE	GENDER	March 31, 2024							31 de marzo de 2023						
			SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL
Spain	<30	MEN	-	-	-	3	1	7	11	-	-	1	5	1	7	14
		WOMEN	-	-	-	3	-	2	5	-	-	-	6	-	3	9
	30-45	MEN	1	-	4	17	1	22	45	1	1	4	21	1	26	54
		WOMEN	-	-	7	21	7	13	48	-	-	7	23	10	14	54
	46-55	MEN	-	1	1	13	1	28	44	-	-	3	13	1	26	43
		WOMEN	-	1	4	3	6	6	20	1	1	1	6	5	5	19
	>55	MEN	1	-	3	6	-	19	29	-	-	2	7	-	18	27
		WOMEN	1	1	-	1	4	-	7	-	-	1	2	2	-	5
	TOTAL SPAIN		3	3	19	67	20	97	209	2	2	19	83	20	99	225
Mexico	<30	MEN	-	-	-	6	14	9	29	-	-	-	14	12	11	37
		WOMEN	-	-	1	15	23	-	39	-	-	1	17	16	-	34
	30-45	MEN	-	2	5	8	12	39	66	-	1	4	15	8	48	76
		WOMEN	-	1	5	10	9	-	25	-	-	6	16	13	-	35
	46-55	MEN	-	1	3	-	2	27	33	-	1	3	3	1	24	32
		WOMEN	-	1	2	1	1	-	5	-	-	1	1	1	-	3
	>55	MEN	-	2	1	1	-	9	13	-	2	1	1	-	10	14
		WOMEN	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL MEXICO		-	7	17	41	61	84	210	-	4	16	67	51	93	231
Hungary	<30	MEN	-	-	-	18	5	11	34	-	-	-	20	7	20	47
		WOMEN	-	-	-	6	7	-	13	-	-	-	9	9	-	18
	30-45	MEN	-	-	14	18	8	39	79	-	-	9	24	11	39	83
		WOMEN	-	-	3	12	11	-	26	-	-	1	16	9	-	26
	46-55	MEN	-	1	4	7	1	24	37	-	1	3	3	4	28	39
		WOMEN	-	-	1	2	6	-	9	-	-	1	5	5	-	11
	>55	MEN	-	-	3	3	2	22	30	-	-	3	2	1	26	32
		WOMEN	-	-	-	6	5	1	12	-	-	-	6	7	1	14
	TOTAL HUNGARY		-	1	25	72	45	97	240	-	1	17	85	53	114	270

(*) Globally considered as "Directors".

The general reduction in the number of employees in the Group compared to the previous year is motivated by the exercise carried out by the Group to optimize and rationalize the workforce and achieve a reduction in costs.

Total number and distribution of employment contract modalities:

		March 31, 2024	March 31, 2023
COUNTRY	CONTRACT	TOTAL GENERAL	TOTAL GENERAL
Spain	PERMANENT	200	212
	FIXED-TERM	9	13
	TOTAL SPAIN	209	225
Mexico	PERMANENT	195	221
	FIXED-TERM	15	10
	TOTAL MEXICO	210	231
Hungary	PERMANENT	240	270
	FIXED-TERM	-	-
	TOTAL HUNGARY	240	270

Average number of employees*, distribution of employees by gender, type of contract and country:

COUNTRY	CONTRACT	March 31, 2024			March 31, 2023		
		MEN	WOMEN	TOTAL GENERAL (*)	MEN	WOMEN	TOTAL GENERAL (*)
Spain	PERMANENT	127	81	208	135	86	221
	FIXED-TERM	2	-	2	4	-	4
	TOTAL SPAIN	129	81	210	139	86	225
Mexico	PERMANENT	140	58	198	154	66	220
	FIXED-TERM	10	11	21	6	6	12
	TOTAL MEXICO	150	69	219	160	72	232
Hungary	PERMANENT	194	62	256	187	64	251
	FIXED-TERM	-	-	-	-	-	-
	TOTAL HUNGARY	194	62	256	187	64	251

(*) In the case of Spain and Hungary, the average number of employees has been calculated using the full-time equivalent method. That is, by dividing the working hours of part-time workers by the number of hours in their working period. On the other hand, in Mexico, there are no part-time employees. For Mexico, it has been calculated using the arithmetic mean of the total number of workers without taking into account part-time employees.

Average number of employees, age distribution, type of contract and country:

COUNTRY	CONTRACT	March 31, 2024					March 31, 2023				
		<30	30-45	46-55	>55	TOTAL GENERAL	<30	30-45	46-55	>55	TOTAL GENERAL
Spain	PERMANENT	19	97	65	27	208	23	113	64	21	221
	FIXED-TERM	-	-	-	2	2	1	-	-	3	4
	TOTAL SPAIN	19	97	65	29	210	24	113	64	24	225
Mexico	PERMANENT	56	95	35	12	198	67	104	36	13	220
	FIXED-TERM	13	7	1	-	21	8	4	-	-	12
	TOTAL MEXICO	69	102	36	12	219	75	108	36	13	232
Hungary	PERMANENT	46	111	52	47	256	56	104	48	43	251
	FIXED-TERM	-	-	-	-	-	-	-	-	-	-
	TOTAL HUNGARY	46	111	52	47	256	56	104	48	43	251

Average number of employees, distribution by category, type of contract and country:

COUNTRY	CONTRACT	March 31, 2024							March 31, 2023						
		SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL
Spain	PERMANENT	3	3	19	75	19	89	208	3	2	20	80	20	96	221
	FIXED-TERM	-	-	-	-	-	2	2	-	-	-	2	0	2	4
	TOTAL SPAIN	3	3	19	75	19	91	210	3	2	20	82	20	98	225
Mexico	PERMANENT	-	5	17	38	51	87	198	-	4	16	58	48	94	220
	FIXED-TERM	-	1	2	6	10	2	21	-	-	1	6	5	0	12
	TOTAL MEXICO	-	6	19	44	61	89	219	-	4	17	64	53	94	232
Hungary	PERMANENT	-	1	25	76	46	108	256	-	1	18	81	50	101	251
	FIXED-TERM	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL HUNGARY	-	1	25	76	46	108	256	-	1	18	81	50	101	251

(*) Globally considered as "Directors".

Total number and distribution of working hours

COUNTRY	WORKING HOURS	March 31, 2024	March 31, 2023
		TOTAL GENERAL	TOTAL GENERAL
Spain	FULL TIME	200	213
	PART TIME	9	12
	TOTAL SPAIN	209	225
Mexico	FULL TIME	210	231
	PART TIME	-	-
	TOTAL MEXICO	210	231
Hungary	FULL TIME	236	265
	PART TIME	4	5
	TOTAL HUNGARY	240	270

Average number of employees*, distribution of employees by gender, type of working day and country:

COUNTRY	WORKING HOURS	2024			2023		
		MEN	WOMEN	TOTAL (*) GENERAL	MEN	WOMEN	TOTAL (*) GENERAL
Spain	FULL TIME	127	81	208	136	86	222
	PART TIME	2	-	2	3	-	3
	TOTAL SPAIN	129	81	210	139	86	225
Mexico	FULL TIME	150	69	219	160	72	232
	PART TIME	-	-	-	-	-	-
	TOTAL MEXICO	150	69	219	160	72	232
Hungary	FULL TIME	194	59	253	185	61	246
	PART TIME	-	3	3	2	3	5
	TOTAL HUNGARY	194	62	256	187	64	251

(*) In the case of Spain and Hungary, the average number of employees has been calculated using the full-time equivalent method. That is, by dividing the working hours of part-time workers by the number of hours in their working period. On the other hand, in Mexico, there are no part-time employees. For Mexico, it has been calculated using the arithmetic mean of the total number of workers without taking into account part-time employees.

Average number of employees, distribution of employees by age, type of working day and country:

COUNTRY	WORKING HOURS	March 31, 2024					March 31, 2023				
		<30	30-45	46-55	>55	TOTAL GENERAL	<30	30-45	46-55	>55	TOTAL GENERAL
Spain	FULL TIME	19	97	65	27	208	24	113	64	21	222
	PART TIME	-	-	-	2	2	-	-	-	3	3
	TOTAL SPAIN	19	97	65	29	210	24	113	64	24	225
Mexico	FULL TIME	69	102	36	12	219	75	108	36	13	232
	PART TIME	-	-	-	-	-	-	-	-	-	-
	TOTAL MEXICO	69	102	36	12	219	75	108	36	13	232
Hungary	FULL TIME	46	110	51	46	253	56	102	47	41	246
	PART TIME	-	1	1	1	3	-	2	1	2	5
	TOTAL HUNGARY	46	111	52	47	256	56	104	48	43	251

Average number of employees, distribution of employees by category, type of working day and country:

COUNTRY	WORKING HOURS	March 31, 2024							March 31, 2023						
		SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL
Spain	FULL TIME	3	3	19	75	19	89	208	3	2	19	81	20	97	222
	PART TIME	-	-	-	-	-	2	2	-	-	1	1	-	1	3
	TOTAL SPAIN	3	3	19	75	19	91	210	3	2	20	82	20	98	225
Mexico	FULL TIME	-	6	19	44	61	89	219	-	4	17	64	53	94	232
	PART TIME	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TOTAL MEXICO	-	6	19	44	61	89	219	-	4	17	64	53	94	232
Hungary	FULL TIME	-	1	25	75	44	108	253	-	1	18	79	48	100	246
	PART TIME	-	-	-	1	2	-	3	-	-	-	2	2	1	5
	TOTAL HUNGARY	-	1	25	76	46	108	256	-	1	18	81	50	101	251

(*) Globally considered as "Directors".

Number of redundancies during the reporting year

PAÍS	March 31, 2024			March 31, 2023		
	MEN	WOMEN	TOTAL GENERAL	MEN	WOMEN	TOTAL GENERAL
Spain (*)	-	-	-	18	3	21
Mexico	14	12	26	19	5	24
Hungary	6	6	12	13	5	18

(*) The layoffs for the year ended March 31, 2023 were mainly aimed at reducing work shifts. The layoffs for the year ended March 31, 2023 were mainly aimed at reducing work shifts.

COUNTRY	March 31, 2024					March 31, 2023				
	<30	30-45	46-55	>55	TOTAL GENERAL	<30	30-45	46-55	>55	TOTAL GENERAL
Spain	-	-	-	-	-	4	6	9	2	21
Mexico	8	16	2	-	26	13	10	1	-	24
Hungary	1	4	4	3	12	5	5	7	1	18

COUNTRY	March 31, 2024							March 31, 2023						
	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	TOTAL GENERAL
Spain	-	-	-	-	-	-	-	-	-	-	2	-	19	21
Mexico	-	-	3	7	9	7	26	-	-	1	3	8	12	24
Hungary	-	-	1	2	6	3	12	-	-	1	3	4	10	18

(*) Globally considered as "Directors".

Average gross remuneration by gender and country:

COUNTRY	March 31, 2024		March 31, 2023	
	MEN	WOMEN	MEN	WOMEN
Spain	47.847,26€	45.455,44€	45.089,95€	42.236,15€
Mexico	16.136,81€	13.492,91€	14.370,48€	12.284,73€
Hungary	23.355,77€	22.576,85€	18.938,77 €	18.318,66€

Average gross remuneration by age and country:

COUNTRY	March 31, 2024				March 31, 2023			
	<30	30-45	46-55	>55	<30	30-45	46-55	>55
Spain	38.386,56€	46.975,21€	45.142,25€	54.938,11€	36.032,99€	45.362,92€	45.285,19€	43.764,92€
Mexico	10.289,58€	15.228,05€	18.545,15€	34.369,48€	10.188,71€	13.238,70€	19.323,37€	22.572,92€
Hungary (*)	18.595,06€	24.129,93€	27.814,37€	20.751,89€	15.415,78€	20.121,15€	21.281,76€	17.638,27€

(*) Annual change mainly due to the effects of inflation in Hungary and the guildler/euro exchange rate.

Average gross remuneration by category and country:

COUNTRY	March 31, 2024						March 31, 2023					
	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS
Spain	265.455,85€	131.134,70€	70.247,76€	45.517,51€	33.789,18€	36.096,10€	246.764,01€	144.108,97€	69.163,51€	43.403,86€	30.730,50€	35.493,54€
Mexico	***	77.101,03€	24.679,62€	10.636,73€	11.933,83€	13.359,24€	***	75.784,14€	26.098,13€	10.803,56€	11.542,35€	11.886,93€
Hungary	***	**	50.615,56€	22.095,94€	22.943,09€	16.036,33€	***	**	47.675,97€	19.258,51€	18.902,82€	13.388,55€

(*) Globally considered as "Directors".

(**) For privacy and data protection reasons, and given the limited number of individuals in this group, the average remuneration is not disclosed.

(***) In both Mexico and Hungary there is no Senior Management, which is concentrated in Spain.

Pay gap as a percentage of gross hourly wages of Group workers:

COUNTRY	March 31, 2024							March 31, 2023						
	SENIOR MANAGEMENT (****)	DIRECTORS / MANAGERS (****)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	GENERAL	SENIOR MANE GEMENT (****)	DIRECTORS / MANAGERS (****)	MIDDLE MANAGEMENT	TECHNICIAN S	ADMIN.	OPERATORS	GENERAL
Spain	-2,61%	14,52%	11,51%	13,89%**	14,45%	8,10%***	5,00%	17,56%	32,89%	10,80%	9,12%**	15,94%	8,74%***	6,33%
Mexico*****	-	40,81%	13,58%	4,03%	6,92%	-	16,38%	-	-	12,57%	10,15%	3,36%	-	14,51%
Hungary	-	*	10,34%	14,63%	11,47%	-0,80%	3,34%	-	*	1,28%	18,41%	9,48%	-3,02%	3,27%

“-“ Indicates that there is no representation of either gender in the category; therefore, no gap is generated

* For data privacy reasons, due to the low number of individuals in this group, the wage gap is not disclosed.

** The gap observed in the *Technicians* category is due to the high number of shift managers—predominantly men—who work in rotating shifts and receive functional supplements (e.g., 4th and 5th shifts, night shifts), which increase their overall salary.

*** The gap in the *Operators* category is explained by the fact that most men work in 4th and 5th shifts, receiving additional pay for night and holiday work. In contrast, most women in this category are analysts who do not work nights or holidays, and therefore do not receive these functional supplements, leading to a significant disparity in salary comparison.

**** Globally considered as "Directors".

***** The gap in Mexico has widened due to salary adjustments implemented to retain key talent in roles currently held mostly by men. Efforts are being made to ensure that departures are replaced with female talent whenever possible..

Remuneration of equal or average jobs in society

COUNTRY	March 31, 2024			March 31, 2023		
	STARTING SALARY	LOCAL MINIMUM WAGE	RATIO (STARTING/LOCAL)	STARTING SALARY	LOCAL MINIMUM WAGE	RATIO (STARTING/LOCAL)
Spain	25.093,61€	15.876,00€	1,58	22.752,00€	14.280,00€	1,59
Mexico	4.439,63€	3.947,02€	1,12	3.964,71€	2.978,14€	1,33
Hungary	11.051,00€	9.314,65€	1,19	10.368,32€	7.973,70€	1,3

Average remuneration of directors and managers

During the fiscal year ended March 31, 2024 and 2023, the members of the Board of Directors of the Parent Company did not accrue any remuneration for any reason. Furthermore, they have not received any advances or loans, nor are there any specific, past, present, or future obligations regarding pensions or the payment of insurance premiums.

Regarding Executive remuneration, due to data privacy concerns arising from the limited number of individuals in this group, the average remuneration of the Group's Senior Management by gender is not disclosed. However, the total average remuneration of this group amounted to €265,455.85 in the 2024 fiscal year (€246,764.01 in the 2023 fiscal year).

The total average remuneration of Directors/Managers was:

In Spain: €131,134.70 in 2024 (€144,108.97 in 2023)

In Mexico: €77,101.03 in 2024 (€75,784.14 in 2023)

The average remuneration of Directors/Managers in Hungary, as well as the remuneration by gender for Directors/Managers in Spain and Mexico, is not disclosed for confidentiality reasons, given the small number of individuals in these categories.

Employees with disabilities

COUNTRY	March 31, 2024	March 31, 2023
	EMPLOYEES WITH DISABILITIES	EMPLOYEES WITH DISABILITIES
Spain	4	4
Mexico (*)	-	1
Hungary	-	-

(*) The reduction is due to the alignment of the criteria for identifying employees with disabilities with the standards set by the IMSS (Mexican Social Security Institute).

The Group, through its own contractual commitment, complies with the General Law on the Rights of Persons with Disabilities, which requires all Spanish companies with more than 50 employees to reserve 2% of their workforce for people with disabilities. In addition, the Group engages Special Employment Centres (Centros Especiales de Empleo, CETs) to support inclusive hiring practices.

Number of hours of absenteeism:

Country	Total March 31, 2024	Total March 31, 2023
Spain	17.016	19.142
Mexico ***	6.224	416
Hungary **	13.240	18.952

** For the calculation of absenteeism hours in Hungary, weekends have been included in accordance with the applicable local regulations.

*** The methodology applied in 2024 includes absenteeism due to occupational disability, general illness, and unjustified absence, whereas in 2023 only unjustified absenteeism was considered.

Absenteeism rate (SAR) by region and gender:

Country	March 31, 2024			March 31, 2023		
	Women	Men	Total	Women	Men	Total
Spain	0,93%	3,22%	4,15%	2,25%	2,07%	4,32%
Mexico	1,68%	1,01%	1,47%	0,02 %	0,09%	0,06%
Hungary	2,40%	2,50%	2,50%	2,50%	3,78%	3,45 %

Work-life balance and co-responsible exercise

		March 31, 2024		March 31, 2023	
		MEN	WOMEN	MEN	WOMEN
Spain	TOTAL NUMBER OF EMPLOYEES WHO HAVE BEEN ENTITLED TO PARENTAL LEAVE	3	2	6	3
	TOTAL NUMBER OF EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE	3	2	6	3
Mexico	TOTAL NUMBER OF EMPLOYEES WHO HAVE BEEN ENTITLED TO PARENTAL LEAVE	3	-	-	2
	TOTAL NUMBER OF EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE	3	-	-	2
Hungary	TOTAL NUMBER OF EMPLOYEES WHO HAVE BEEN ENTITLED TO PARENTAL LEAVE	-	8	-	6
	TOTAL NUMBER OF EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE	-	8	-	6

Training hours

COUNTRY	March 31, 2024						March 31, 2023					
	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS	SENIOR MANAGEMENT (*)	DIRECTORS / MANAGERS (*)	MIDDLE MANAGEMENT	TECHNICIANS	ADMIN.	OPERATORS
Spain	3	46	471	1.109	81	408	-	8	138	636	16	691
Mexico (**)	-	63	153	369	549	756	-	51	174	734	623	1.179
Hungary	-	-	840	1.837	1.306	409	-	29	361	926	326	1.178

(*) Globally considered as "Directors".
(**) Includes both external and internal training.
The increase in training hours in Spain is due to the company’s adaptation to SEVESO safety regulations. In the case of the Mexican entity, a reduction is observed as a result of the cost-optimization efforts carried out during the year..

Tax Information

	March 31, 2024			March 31, 2023		
	SPAIN	MEXICO	HUNGARY	SPAIN	MEXICO	HUNGARY
Benefits Earned (*)	(4.103)	(2.905)	7.157	(1.199)	(357)	5.252
Taxes on benefits paid (**)	2	-	(623)	-	-	(441)
Grants received	2	-	-	4	-	-

(*) Profit earned is calculated after tax, taking into account intercompany eliminations and consolidation adjustments
(**) A cash basis has been followed to determine taxes on profits paid



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Memoria de Sostenibilidad - Grupo Uquifa
ABRIL 2023 - MARZO 2024