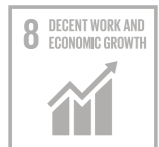


6 OUR PEOPLE



Our people are KCE's most important asset. Year after year we remain firmly committed to the quality of work, equal opportunities, respect for diversity, and the development of our talent.

6.1 COMPOSITION OF THE STAFF

The tables below show the data for each affiliate. The KCE IND column refers to the people hired directly by KCE. The Total KCE column shows the total of the five companies.



1,109

Employees at KCE



860

Men



249

Women

STAFF BY GENDER

	KCG	QK	KCHI	KCSA	KCE IND	TOTAL KCE
Men	191	206	136	321	6	860
Women	63	25	35	125	1	249
TOTAL	254	231	171	446	7	1,109

KCE'S STAFF EVOLUTION

	TOTAL KCE 2021	TOTAL KCE 2022	KCE 2023
Men	863	849	860
Women	249	249	249
TOTAL	1,112	1,098	1,109

STAFF BY AGE GROUP

	KCG	QK	KCHI	KCSA	KCE IND	TOTAL KCE
≤ 18	2	0	0	0	0	2
18-29	62	59	9	37	0	167
30 - 50	94	129	101	224	2	550
≥ 51	96	43	61	185	5	390
TOTAL	254	231	171	446	7	1,109

Currently, across KCE there are only two people under 18 years of age with an apprenticeship contract at KCG, who are covered under the Apprenticeship Policy, strictly regulated by local legislation.

Under no circumstances are these workers exposed to jobs that may be considered dangerous, according to the ILO convention.

STAFF BY PROFESSIONAL GROUP

	KCG		QK		KCHI		KCSA		KCE IND		TOTAL KCE
	M	W	M	W	M	W	M	W	M	W	
President/ Vice president	4	0	3	1	1	0	2	0	6	1	18
Managers	18	6	9	0	11	0	15	6	0	0	65
Group Leaders	4	0	8	0	13	3	28	16	0	0	72
Technicians	50	11	19	6	37	13	52	39	0	0	227
Staff / Shift Lead	25	38	54	18	26	19	37	30	0	0	247
Factory Workers	73	4	113	0	48	0	187	34	0	0	459
Apprentices KCG	17	4	0	0	0	0	0	0	0	0	21
TOTAL	191	63	206	25	136	35	321	125	6	1	1,109

The detailed information provided below is available in the table "Verification and list of contents according to law 11/2018".

Employment of women is still quite low at all KCE subsidiaries, which is mainly due to a structural problem in the chemical sector where the presence of women has historically been very low.

To reverse this situation, we have measures that promote the incorporation of women at the company and in the different job categories.

In 2023, a total of 81 people joined KCE, 26% of which were women and 73% men.

In 2023, **94% of the total KCE workforce enjoyed permanent or indefinite contracts,**

while 3% were temporary employees. Part-time contracts accounted for 3% in 2023. In all cases, workers promoted this type of contractual relationship themselves for reasons of work/life balance.

2.1% of all women at KCE work under part-time contracts for reasons work/life balance.

The group with the lowest rate of permanent contracts are those up to 29 years of age. However, the temporary workforce in this age range only accounted for 2% of all hirings at KCE in 2023, with KCG being the subsidiary with the most contracts of this type (9%). The professional group with the highest temporary employment at KCE is the production area, with 2% at KCSA and 1% at KCG, representing 1.2% of the Group's temporary contracts.

6.2 COMPENSATION AND BENEFITS POLICY



3-3 / 2-19 / 2-20 / 405-2

KCE is committed to effectively applying the principle of equal pay for work of equal value and uses this as a basis for its remuneration policy, adopting it in the practice of applying wages at the start of employment and at subsequent revisions.

The remuneration system for employees of KCE is adapted to the salary structure established in the sector's collective agreements and in the specific company agreements applicable in each country. As a general rule, wages consist of a base salary,

depending on the position, plus bonuses and supplements linked to experience, expertise, and job conditions.

Additionally, KCE contracts the main consulting companies dedicated to analysing the salary references of the different sectors and countries where it operates, with the aim of guaranteeing an adequate standard of living in accordance with the best practices of the companies present in the market.



6.3 EQUALITY, DIVERSITY AND INCLUSION

405-1 / 406-1

In 2023, Kao published its Human Rights Policy ([Kao | Kao Human Rights Policy](#)), detailing its firm commitment to human rights.

Specifically, the policy reflects the company's commitment "not violate human rights, including the prohibition of human trafficking, forced labour, child labour and all forms of discrimination, as well as freedom of association and the right to collective bargaining, and the guarantee of equal pay for equal work."

In the area of people management, the Human Rights' Policy is part of our Diversity, Equity, and Inclusion Policy.

"We are committed to further advancing our actions on diversity, equity, and inclusion by enhancing collaboration with our stakeholders, starting with our employees, and including business partners and all people, in our business through our brands, products and services, and all corporate activities to realise a society in which all people can authentically thrive."

Kao has also been recognised for the fifth consecutive year by Bloomberg as a companies with excellent performance in developing gender equality measures ([Kao | Kao Selected for Inclusion in the 2023 Bloomberg Gender-Equality Index for the 5th Year Running](#)).

At KCE, we remain firmly committed to implementing and developing the Diversity, Equity and Inclusion Policy ([Kao | Diversity, Equity and Inclusion Policy](#)) published in 2023 for all Group companies. In 2023, Kao and KCE maintained an active dialog to learn about local initiatives aimed at the dissemination and implementation of this policy at KCE.

With the launch of the Kao DEI STECOM, all Group companies shared the initiatives they worked on in the last year.

At KCE we promote equal opportunities and non-discrimination on the basis of nationality, social origin, age, sexual orientation, ideology, or any other personal, physical, psychological or social condition. The following is a description of the main actions carried out by the different affiliates.

KCHI and KCSA have Equality Plans in accordance with current legislation.

KCG applies the General Equal Treatment Act, with two people at the company responsible for ensuring compliance with the law.

In 2022 and 2023, KCSA donated to the NGO, APRAMP, a non-profit association focused on combating the trafficking of women, supporting the guidance and protection of victims of gender violence. This year, a training programme was initiated to raise awareness of equality issues, and active communication was also maintained with the staff on the equality measures adopted, encouraging communication and the submission of suggestions.

KCSA continues to disseminate the Harassment and Discrimination Prevention Protocol, reaching 70% of the total workforce by 2023. Likewise, this protocol is accessible to everyone in the organisation through the Human Resources intranet.



At the same time, a training programme on equality awareness was initiated. Those included in the 2023 training plan have participated, with continuity in the coming years.

3-3 / 405-1

At KCE, **we are committed to effectively integrating people with different abilities** into the labour market and we ensure compliance with the legislation applicable in each country.

In total, KCE employs 13 people with disabilities (nine men and four women).

- In **Germany**, KCG has hired seven people (five men and two women), two more than in 2022. There is a committee representative for people with different abilities who work at the company.
- In **Spain**: The General Law on Disability (“LGD”, formerly “LISMI”) requires that companies with more than 50 employees have 2% staff with disabilities or to subcontract the equivalent to Special Employment Centres (CET) in terms of turnover of products or services.
 - At KCSA, the 2% reserve corresponds to nine workers, three of whom have been hired (one man and two women). The company has been granted authorisation for exceptional measures and therefore subcontracts products and services for the equivalent of 12 workers, far exceeding the legal minimum.
 - At KCHI, the 2% reserve corresponds to three workers, three of whom are employees (three men), so exceptional measures need not be applied.

- In **Mexico**: at QK, despite the fact that there is no applicable regulation regarding staff with different abilities, there are state regulations that serve as a declaration of principles in the field of equality and non-discrimination at work (NMX-R-025- SCFI-2015 on labour equality and non-discrimination).

At KCE, we collaborate with entities dedicated to integrating people with different abilities and/or at risk of social exclusion into the labour market. In 2022, KCG purchased work supplies from special employment centres.

At KCSA, we have subcontracted gardening/maintenance services, laundry services, and the supply of hygiene and cleaning products for its three work centres from a special employment centre.

In 2023, KCHI began collaborating with an NGO in Rubí, focused on teaching Spanish and Catalan to people from other countries, to promote their social and labour integration. The collaboration consists of a donation for the purchase of teaching materials and the provision of classes by KCHI staff. Human Resources have provided guidance in how to prepare the curriculum and approach the first job interview.

We ensure that workplaces are accessible by adapting them to people’s needs. Likewise, all work projects involve the analysis of accessibility measures.

3-3

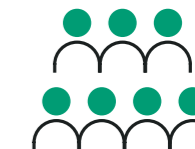
At KCE, we promote the quality of life and well-being of our workforce by implementing specific measures at the local level.

- **KCG**: each employee has a pool of excess hours that they can later offset with breaks. Part-time workdays are more widely implemented at KCG. In 2023, six women took a reduction in working hours to care for children under the age of 12, and 108 men and 56 women have individual flexitime agreements.

- **KCHI**: has a flexible schedule, with a one-hour margin at the beginning and end of the workday. Remote work is an option in all areas and positions that allow it. Two people (one woman and one man) opted for reduced working hours in 2023 to care for children under 12, and a specific agreement was reached (with one woman) to adapt her working hours.

- **KCSA**: flexible working hours have been implemented (flexibility pact), permitting arrival between 7 a.m. and 9 a.m. and departure from 4 p.m., plus the possibility of one day a week of teleworking, according to the organisational needs of the position and the work centre. Ten people took advantage of a reduction in working hours to care for children under 12, and 17 people adapted their working hours in 2023.

- **QK**: Mexico’s Federal Labour Law stipulates the obligation to have a minimum of one day off after every six days worked, with mandatory holidays. QK’s workforce has six days in addition to those prescribed by law.





6.4 HEALTH AND SAFETY

403-1

Health and safety is a material issue, both from the perspective of the Group and its stakeholders.

Kao, and by extension KCE, has a Health and Safety Policy based on the principles of Responsible Care®. The policy affects all corporate activities and decisions and requires the organisation to comply with preventive and legal mandates. The policy is available to the entire organisation and its stakeholders and is updated periodically.

403-8

All KCE subsidiaries have an occupational safety management system. In the case of KCG, KCSA and KCHI, these systems are certified according to the ISO 45001 standard. For its part, QK has a certified safety management system according to the *Responsabilidad Integral* (Comprehensive Responsibility) scheme. As a new development in 2023, QK hired an external company as an advisor for the implementation of the ISO 14001 and ISO 45001 standards.

6.4.1 PREVENTIVE CULTURE

403-2

Each of KCE's companies has resources aimed at hazard identification and risk assessment.

- KCG has an HSE department. Additionally, the company has people designated as "safety officers" in all departments, who support the work of specialists and participate in the company's Safety Committee. KCG works with an external-physician, who carries out medical examinations and advises on occupational health.
- QK offers onsite preventive health and safety services with duly trained people from the company itself. QK works with an external physician, in charge of health monitoring.
- KCHI has a nationally recognised External Prevention Service, with the four legally required specialties (occupational safety, industrial hygiene, ergonomics and psychosociology, and health surveillance).

- For its part, KCSA has its own Prevention Service integrated into the HSE department. The occupational healthy specialty is outsourced to a specialised company that provides a basic health unit, consisting of one person with a medical degree and another with a degree in nursing.

Actions to eliminate or control risks are defined based on the results of the risk assessments carried out at each KCE subsidiary. In addition, Kao annually sets health and safety improvement objectives that each subsidiary implements and complements with specific actions.

Among the actions carried out in 2023, the following are worth highlighting:

- At KCG, the development of the process management system continued. In addition, a new management programme was implemented for internal training courses and a new digital HSE tool was introduced, through which the management of hazardous substances is reviewed and optimised.
- At QK, 48 security patrols were carried out with contractors, from which 172 areas of improvement were identified.
- At KCHI, special work was done to identify and address the causes of accidents in recent years. For example, we strengthened training and documentation for work involving mobile equipment or special risks; reception plans were improved to guarantee a smoother and safer transition for new employees; and the *Protection against explosions* document was updated to control ATEX-classified areas (Explosive Atmosphere).
- At KCSA, we developed a new edition of the Risk Prevention Management System, which incorporates the latest legal requirements, as well as improvements from audit and Kao recommendations. ESG concepts were also reinforced. Management aspects aimed at a healthy business model were incorporated and the language was reviewed to make it inclusive.

403-3

KCE offers all staff the option of medical consultations. These are also carried out for new hires and when employees return after prolonged absences.

With the aggregate results, epidemiological studies are prepared, and preventive health measures and campaigns are planned for each subsidiary.

403-4

Each company has its own committees to ensure effective communication, consultation and participation in health and safety, in accordance with the legislation of each country.

- KCG has an Occupational Health and Safety Committee, in which the Works Council participates, and which meets at least 4 times a year. In addition, there is a Safety and Environment Committee in which expert representatives on the Seveso Directive also participate.
 - *The Behaviour-Based Safety Committee* features representatives from all operational departments. Members aim to improve safety culture to prevent behaviour-based incidents through the implementation of actions and programmes.
- At QK, there is a Joint Safety and Hygiene Committee made up of employees appointed by the company and union members, who meet once a month and whose main function is to detect unsafe conditions.
- At KCHI and KCSA, there are Health and Safety Committees, which are joint bodies made up of representatives of the employees and representatives designated by each company. The committees meet quarterly and provide regular and periodic rundowns of risk prevention actions. At KCHI, workplaces with less than 10 people have no works councils or personnel delegates. However, efforts are being made to promote the consultation and participation of workers through meetings and forums with open dialogue. At KCSA, an Inter-Centre Health and Safety Committee has been set up to address issues common to all workplaces.

Communication and consultation on health and safety by contractors is articulated through other systems. In the case of KCHI and KCSA, through the coordination of business activities.

6.4.2 ACCIDENT RATE

403-9 / 403-10

At KCE, we strive to reduce accident rates at all our work centres through our management system and the constant reinforcement of preventive culture.

In 2023, there were 16 accidents resulting in sick leave among our own personnel, with a total of 587 days lost. The types of accidents that occurred most frequently were related to unsafe movements and/or ergonomic aspects (38%), followed by falls (25%), and contact with dangerous materials (19%).

While the KCE frequency index increased slightly, from 7.60 to 8.09, the severity index increased more significantly, from 0.13 to 0.30. This is because, although the total number of accidents is similar to that of the previous year, two of them have involved long-term sick leave. These two accidents account for 64% of the days lost and, in both cases, they were caused by a bad gesture while handling a drum.

The degree of achievement of the target value for the frequency index established by the Group was not reached and is becoming stricter each year. Finally, we must positively highlight the absence of occupational diseases reported at Group companies.

6.4.3 HEALTH PROMOTION

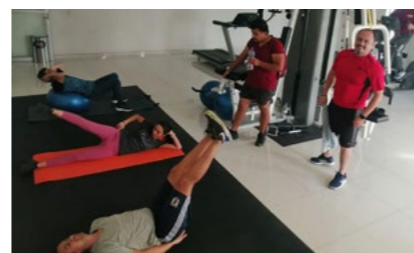
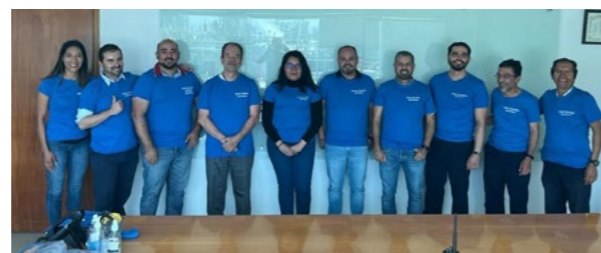
403-6

At KCE, we are committed to health. We develop initiatives to raise awareness and promote a healthy lifestyle for our staff, their families, and the communities around us, through participation and collaboration with entities and associations.

In 2023, KCG engaged in various activities aimed at improving physical and mental health, including vaccination campaigns against influenza and COVID-19, promoting the use of bicycles to get to work, and yoga classes. The company also participated in the "Homerun" charity race and has a mountain bike team. Special training courses were also organised for first responders, including training in the use of the automated external defibrillator.



At QK, we continue to promote physical fitness. There has been a gym on site for many years and a nutritionist provides personalised exercise routines twice a week.



At KCHI, a healthy recipe contest was held to encourage good eating habits among staff, and the safe driving course that began the previous year continued. Another major development is the start of psychosocial risk assessments for workers.

At KCSA, under the 'CUIDA'T' programme, dedicated to the prevention of cardiovascular diseases this year, we organised healthy eating events, such as the Smoothie workshop and the Batch Cooking seminar, and physical fitness activities, like the Workout workshop guided by specialists, in addition to an informative panel about the company's cardiovascular health status, a raffle for several healthy bread baskets, and the "Digital Tools" DETOX conference.



Smoothie workshop



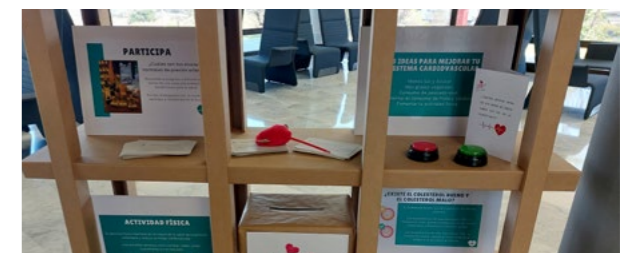
Smoothie workshop



Workout workshop



Cuida't ("Take care of yourself") Contest



Information panel with aggregate data on the employees' cardiovascular health and healthy tips



6.5 LABOUR RELATIONS WITH THE STAFF AND THEIR REPRESENTATIVES

2-29 / 2-30 / 402-1 / 403-1 / 407-1

KCE maintains open dialogue with its workforce globally. In accordance with the principles of the Global Compact, the company respects all aspects related to the full freedom of affiliation and the effective recognition of the right to labour negotiations.

A Kao European Forum takes place annually, in which the management team for the European region, the general managers of the different subsidiaries, and the workers' representatives of each of these participate, in order to establish relationships of trust that encourage dialogue and cooperation. In 2023, the Forum was held on 21 and 22 June

in Darmstadt, Germany. The most relevant topics discussed were the new work model (hybrid work), the importance of diversity and inclusion, and the development of career plans.

The company respects all aspects related to the full freedom of affiliation and the effective recognition of the right to labour negotiations

- At KCG, labour relations are regulated by the collective bargaining agreement for the German chemical industry and, more specifically, by company agreements at the KCG workplace. KCG has a works council. A meeting between management and workers' representatives is held quarterly. In addition, the workers' representatives are also present on the various committees that regulate different areas: safety, health, personnel and financial matters.
- At QK, there is a collective bargaining agreement, the terms of which are negotiated annually. QK has a works council that holds a minimum of three meetings annually. Mexico's Federal Labour Law determines the mandatory issues that must be addressed.
- In the case of KCHI and KCSA, the National General Collective Agreement of the Chemical Industry applies. In addition, for each of the work centres, agreements are negotiated with the workers' representatives to address the specific needs of each.
- Regarding KCSA, since it has three different work centres, there are three works councils at Barberà del Vallès, Mollet del Vallès, and Olesa de Montserrat. Quarterly meetings are held at each centre to report on the evolution of the workplace and the business results of KCE and KCSA. In order to strengthen synergies and streamline communication, a negotiating committee consisting of nine members was created for the set of measures that fall within the global scope of KCSA.

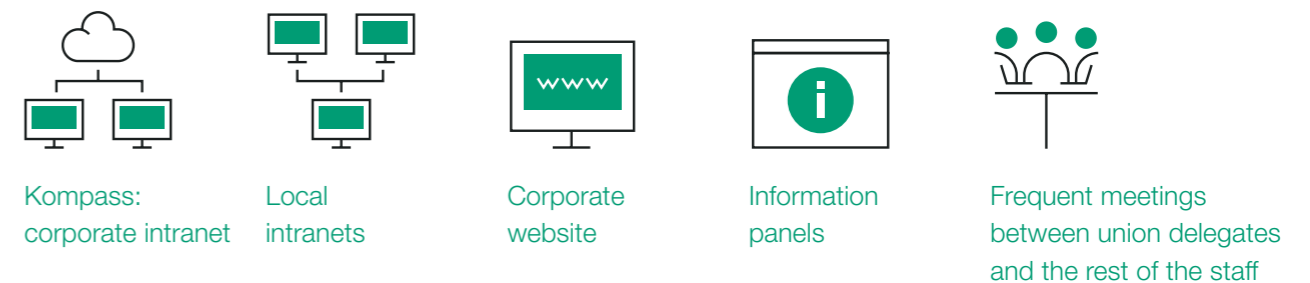
6.5.1 TRADE UNIONS RELATIONSHIPS

Dialogue with the staff and their representatives is structured at the local level and in accordance with the legal framework of each country.

- In Europe, we apply agreements for the chemical sector in Spain and Germany, with coverage for the entire workforce. In each case, there is a specific improvement in conditions that exceeds the stipulations in each sector's collective agreement. KCSA contacts personnel services companies to provide support in certain areas of the company in accordance with legislation. The staff involved are covered by the agreement that applies to their specific activity.
- In the case of QK, the workforce is legally protected by two distinct modalities. Fifty-one percent of staff is governed by the individual work contract and the remaining 49% (factory workers) is covered by the collective work contract. Both modes share benefits, such as food vouchers, savings funds, and a punctuality bonus.

6.6 INTERNAL COMMUNICATION

At KCE, we maintain an open dialogue with our entire workforce through the following channels:



6.7 TALENT DEVELOPMENT

404-2

We strive to create an environment in which all people can grow, by supporting their talent and abilities and maximising their potential. At KCE, we believe that the diversity of our workforce and the promotion of their talent are essential for our growth and development as an organisation.

Through an extensive training programme, we ensure this development is consistent with the demands of the organisation and market changes.

With this objective, we work to guarantee that all people are continuously trained and acquire the skills not only needed to meet the requirements of their job, but also to face the demands of the future. To achieve this, we analyse and review the training offer in an effort to address the needs detected at any given time in the performance of each job function. This, in turn, ensures compliance with the established standards of excellence.

404-1

14,776

Training hours

880

Trained Employees

79%

of KCE Staff

321,000€

Training investment

Training hours	2021	2022	KCE 2023
Men	12,126	12,710	11,695
Women	3,426	2,601	3,081
TOTAL	15,552	15,312	14,776

HOURS OF TRAINING PER EMPLOYEE

Training hours	KCG	QK	KCHI	KCSA	KCE IND	TOTAL KCE
Men	2,251	2,976	1,116	5,335	18	11,695
Women	447	583	633	1,416	4	3,081
TOTAL	2,698	3,558	1,749	6,751	22	14,776

The difference between the number of training hours for men and women is the result of more men at KCE work centres, especially in the production and logistics areas, where the greatest number of training hours are concentrated. This is because they represent the core of KCE's business activity with regard to industrial safety and product quality and,

consequently, require more hours of training in safety, quality, operating procedures, risk prevention and regulatory compliance.

In 2023, the average hours of training by gender were similar: 13.6 for men and 12.4 for women.

AVERAGE HOURS OF TRAINING PER EMPLOYEE

% training hours	KCG	QK	KCHI	KCSA	KCE IND	TOTAL KCE
Men	11.8	14.4	8.2	16.6	3.0	13.6
Women	7.1	23.3	18.1	11.3	3.5	12.4
TOTAL	10.6	15.4	10.2	15.1	3.1	13.3

TRAINING HOURS AND AVERAGE PER EMPLOYEE AND BY JOB CATEGORY

	KCG		QK		KCHI		KCSA		KCE IND		TOTAL KCE	
	hours	̄	hours	̄	hours	̄	hours	̄	hours	̄	hours	̄
President / Vice Presidents	0	0.0	54	13.8	1	1.0	6	3.0	22	3.1	82	4.6
Managers	87	3.6	109	12.1	26	2.4	173	8.2	0	0.0	395	6.1
Group Lead	7	1.8	199	24.8	192	12.0	467	10.6	0	0.0	864	12.0
Technicians	1,178	19.3	511	20.4	575	11.5	1,257	13.8	0	0.0	3,521	15.5
Administrative Staff / Shift Leaders	434	6.9	1,911	26.5	591	13.1	910	13.6	0	0.0	3,846	15.6
Factory Workers	974	12.6	775	6.9	364	7.6	3,938	17.8	0	0.0	6,051	13.2
Apprentices KCG	18	0.8	0	0.0	0	0.0	0	0.0	0	0.0	18	0.8
TOTAL	2,698	10.6	3,558	15.4	1,749	10.2	6,751	15.1	22	3.1	14,777	13.3

Most of the training hours are dedicated to technical and production positions, where most of the staff is concentrated.

Relative to 2022, in 2023 more focus was placed on internal training in strategic cross-cutting content: ESG and corporate culture.



6.7.1 TRAINING ACTIVITIES

404-2

In 2023, workshops were held at all KCE subsidiaries with the aim of raising awareness and transmitting the importance of corporate principles in our day-to-day business with a total of 198 participants (KCHI 61, KCSA 80, KCG 57).

- An Orientation Programme for new workers is carried out at all KCE subsidiaries. In 2023, 59 employees participated: 13 at KCG, 10 at QK, 15 at KCHI, and 21 at KCSA.
- KCSA continued to roll out its 2021-2023 corporate skills training programme, whose objective is to enhance and develop the skills of each person in the organisation. In its third year, approximately 89% of the workforce has been covered, with a high degree of satisfaction. We also implemented a new Operational Leadership Programme, focused on the development of skills in production environments, the aim of which is to enhance the skills of this group.
- In 2023, KCHI continued the “Communicating by Applying the Best Attitude” (CALMA) project, in which 54 people participated.



TKW Workshops

TRAINING IN RISK PREVENTION AND SAFETY

403-5

All KCE subsidiaries implement risk prevention training programmes annually. These programmes cover the legally required training, plus additional training focused on the risks of each subsidiary. Every KCE plant conducts annual emergency drills, in which, in addition to fire response training and instruction, all personnel are trained in managing a major incident.

In 2023, the total number of training hours in HSE was 4,383. This represents 30% of the training carried out during the year.



TRAINING HOURS IN HSE BY GENDER

Training hours	KCG	QK	KCHI	KCSA	KCE IND	TOTAL KCE
Men	850.0	30.0	338.5	2,579.0	3.0	3,800.5
Women	76.0	1.0	58.5	446.0	1.5	583.0
TOTAL	926.0	31.0	397.0	3,025.0	4.5	4,383.5

TRAINING IN ANTI-CORRUPTION AND PREVENTION OF MONEY LAUNDERING

205-2

KCE organises training and awareness sessions through ‘Integrity Workshops’, where the team is trained and informed about compliance matters in an effort to prevent conduct that violates the ethical principles of the company’s mission, vision and principles based on “The Kao Way”. The training sessions are offered to all KCE employees and organisational levels, and must be undertaken every three years.

- In the case of QK, various Integrity sessions were held during the year; 79 people attended.
- In Europe, face-to-face formats were held; 174 employees attended various training sessions held at KCSA, KCHI and KCG.
- Two practical Anti-Trust Training sessions were held; 101 KCE employees participated.

In 2023, Kao shared with all Group companies’ various messages aimed at reinforcing the culture of compliance. Training actions were carried out throughout the year. These included messages from the president of the Kao Japan Compliance Committee and the president of each company, which were disseminated through posters. In addition, awareness actions including compliance cases studies were carried out.

ESG TRAINING

Throughout the year, ESG training actions and seminars were held, with participation from those responsible for ESG criteria evaluations and reports (EcoVadis, Sedex, EINF, etc.). These addressed aspects such as due diligence in human rights, good labour practices, and improvements in human resources policies.

In 2023, training was also conducted on more specific topics, such as RSPO certification for sustainable palm derivatives.

The number of people who participated in periodic training and in the initial RSPO course for each KCE subsidiary during 2023 is specified below:

NUMBER OF PEOPLE TRAINED IN RSPO

	KCG	QK	KCHI	KCSA	TOTAL KCE
Continuous trainings	43	7	NA	60	110
Initial Training	3	4	NA	24	31
TOTAL	46	11	NA	84	141

