

7- Corporate Governance and Organization.

The organizational and governance structure of Ismael Quesada is characterized by its simplicity, proportionate to the size of the human team and in coherence with its business model. In addition, its governance model is distinguished by being open, demanding and transparent towards stakeholders.

It is a family company whose board of directors is chaired by Ismael Quesada, founder of the company more than sixty years ago. For its part, the general direction is held by Cristina Quesada, who is part of the second generation. As for the workforce, it is made up of nine highly trained workers (there are no non-employed workers), committed to the company and with a stable employment relationship. Of this team, six are men and three are women. The board of directors, assisted by the management committee, analyses and manages sustainability impacts, the reporting process and makes decisions on staff remuneration (the board of directors does not have regular remuneration nor for attendance to the meetings).

The company stands out for its customer orientation, the maintenance of solid relationships with suppliers and the rigorous compliance with quality criteria. The organization is structured in four departments: commercial, purchasing and quality, logistics and warehouse. It should be noted that in the last three years the company has not experienced significant changes in its organizational structure.

Ismael Quesada's supply chain is composed of a select group of chemical suppliers, both national and international, with whom it maintains a long-lasting business relationship based on quality and mutual commitment. In the last three years this supply rate has remained stable and has not undergone significant changes.

