

6- Organizational structure and business model.

Ismael Quesada, as a family business with a long history, is based on an organizational structure that, although modest in size, demonstrates a remarkable ability to respond to the demands of advanced management, a deeply rooted business culture and ethical principles that guide each of our decisions and actions. To this end, the company has implemented the necessary instruments that promote transparency in our operations, facilitate a constructive and continuous dialogue with our various stakeholders, and ensure open and responsible corporate governance.

The basis of our governance structure lies in the Shareholders' Meeting, as the highest decision-making body. The strategic direction and management supervision are vested in the Board of Directors, chaired by Ismael Quesada, founder of the company more than sixty years ago. His leadership and vision have been instrumental in consolidating the organization's values and purpose over time. Operational management and the implementation of the strategic guidelines are the responsibility of the management committee, led by the general management, a position currently held by Cristina Quesada, who represents the continuity and vision of the second generation of the family.

A fundamental pillar of the company lies in its human team. The workforce of ten employees (seven men and three women) has a long career within the company, ensuring a deep understanding of our processes, strong adherence to our core values and an unwavering commitment to quality and excellence. We consider our team to be the organization's greatest asset, whose expertise and dedication are essential to our sustainable success.

The management committee offers comprehensive assistance to the board of directors, providing the information and analysis necessary for the evaluation and informed decision-making on the management of the sustainability impacts inherent in our activity. Ultimately, it is the board of directors that takes full responsibility for the process of preparing and the integrity of our sustainability reports, as well as for the definition and implementation of the company's pay policy, demonstrating a direct commitment to transparency and accountability. It is important to note that the members of the board of directors do not receive remuneration linked to their attendance at the meetings of the body, which underlines their intrinsic commitment to the good governance of the company.

Our organizational structure is fundamentally structured around four key departments that interact in a coordina-



ted manner to ensure the efficiency and effectiveness of our operations: the purchasing department, responsible for the management of our suppliers and the acquisition of raw materials; the commercial department, in charge of the relationship with our customers and the development of new market opportunities; the quality department, guarantor of compliance with our rigorous standards and the continuous improvement of our processes; and the logistics and warehouse department, which ensures the efficient management of our material flows and timely delivery to our customers. This structure, which has remained stable over the last three years, reflects our commitment to the continuity and optimization of our internal processes, with a clear focus on customer satisfaction, the effective management of our supply chain and the rigorous monitoring of the quality standards that define the company.

Aware of the importance of responsible management throughout our value chain, we have forged over the years a strong set of business partnerships with a network of chemical suppliers, both domestically and internationally. These employees share our company's core values, commitments to quality and sustainability, and a constant demand for its processes and products. In the pursuit of responsible sourcing, we have conducted a thorough analysis of the risks associated with our supply chain, the results of which have been carefully considered in strategic decision-making regarding the sustainability of our company. This proactive approach allows us to identify and mitigate potential negative impacts and encourage responsible practices across our network of employees. It should be noted that our business relationship model has remained stable over the past three years, reflecting the strength and mutual trust that characterize our strategic alliances.

