

ERCROS SUSTAINABILITY POLICY

Ercros, as a manufacturer and marketer of chemical and pharmaceutical products, carries out its activities by applying sustainability and social responsibility criteria. It considers that people's safety and health, climate change mitigation and adaptation, environmental protection, the sustainable use of resources, commitment to customer satisfaction, as well as the training, information and awareness-raising of its stakeholders, are basic pillars of its management and are consistent with the Responsible Care programme.

The board of directors of Ercros, at its meeting held on 19 December 2025, unanimously approved this Sustainability Policy on the basis of the following principles:

- **Regulation and management**
 - Comply with legal requirements, other applicable requirements and internal sustainability regulations. Assess compliance therewith and ensure that activities meet the highest ethical and transparency standards.
 - Continuously improve sustainability performance, set objectives and provide the means to achieve them.
 - Maintain an integrated management system, as an essential element of business management, to ensure compliance with this policy.
- **Health and safety**
 - Provide working conditions to protect people's health and improve their safety. Apply the necessary measures to eliminate hazards and reduce risks at work.
 - Manage the risks of production processes throughout the entire life cycle of assets in order to prevent incidents that may affect people, facilities and the environment.
 - Implement measures to ensure the integrity and operation of facilities, in compliance with the obligations of a "critical operator" under critical infrastructure legislation.
 - Monitor people's health based on the risks inherent to each job position, and promote healthy practices and lifestyle habits both within and outside the workplace.
 - Prepare, review and train self-protection plans, and improve and systematise emergency planning and, where applicable, apply major accident legislation.
- **Climate change and environmental protection**
 - Contribute to climate neutrality objectives to achieve the decarbonisation of activities by 2050, increase the consumption of renewable energy and reduce water use, in accordance with the European Clean Industrial Deal and the European Chemicals Industry Action Plan.
 - Ensure environmental protection and prevent pollution, applying the precautionary principle. Safeguard the preservation of surrounding biodiversity.
 - Ensure the sustainable use of our products and the resources employed, based on circular economy principles.

- **Quality and product protection**
 - Comply with benchmark quality requirements and meet customer expectations.
 - Cooperate with customers in accordance with chemical and pharmaceutical regulations in order to ensure safety and sustainability throughout the supply chain.
 - Ensure the lawful use of products manufactured or marketed by Ercros that may be susceptible to diversion for the manufacture of chemical weapons, drugs or explosives, in cooperation with the authorities.
 - Ensure safety and sustainability in the design and use of products manufactured and marketed by Ercros, taking into account specific uses and types of users.
- **Training, information and awareness-raising**
 - Plan and update training, information and awareness-raising programmes for personnel, with the aim of improving their preparedness and motivation. Ensure communication, consultation and participation of personnel.
 - Promote the implementation of sustainability management systems among suppliers and contracted service companies. Require them to comply with the Ercros Code of Ethics, legal requirements and internal regulations.
 - Collaborate with the competent authorities.
 - Provide clear and truthful information to stakeholders and society at large on relevant aspects related to Ercros' sustainability, in particular regarding the impacts and risks that its products and processes may generate.
 - Disseminate this Sustainability Policy within the organisation and among stakeholders; ensure that it is available and up to date, and that it is known, understood and applied by personnel.

Antonio Zabalza Martí
President and CEO of Ercros

Rev 10 - Barcelona, 19 December 2025