

**REPORTS OF THE BOARD OF DIRECTORS REGARDING THE
RATIFICATIONS OF THE APPOINTMENTS BY CO-OPTATION OF
MR ANTONIO VALERO SOLANELLAS AS PROPRIETARY
DIRECTOR AND OF MR JOÃO MARÍA GUIMARÃES JOSÉ DE
MELLO AND MR ANDRÉ CABRAL CÔRTE-REAL DE
ALBUQUERQUE AS EXECUTIVE DIRECTORS**

(Items 6, 7 and 8 of the agenda of the General Shareholders' Meeting)

REPORT OF THE BOARD OF DIRECTORS REGARDING THE APPOINTMENT BY CO-OPTATION OF MR ANTONIO VALERO SOLANELLAS AS PROPRIETARY DIRECTOR

1. Purpose of the report

As a consequence of the vacancy on the board of directors of Ercros, S.A. (the “**Company**”) arising following the resignation of director Mr Antonio Zabalza Martí, the Company has considered the possibility of appointing Mr Antonio Valero Solanellas by co-optation as director of the Company with the category of proprietary director.

In accordance with the provisions of articles 529 *decies.5* of the revised text of the Spanish Corporate Enterprises Act, approved by Royal Legislative Decree 1/2010, of 2 July (“**CEA**”), and 26.3 of the regulations of the board of directors, proposals for appointment or re-election must be accompanied by a supporting report of the board in which the competence, experience and merits of the proposed candidates are assessed

In compliance with the foregoing, the board of directors issues this report, whereby it states its assessment regarding the competence, experience and merits of Mr Antonio Valero Solanellas, on the basis of the favourable report prepared by the Appointments, Remuneration, Sustainability and Corporate Social Responsibility Committee (“**ARS&CSR**”), in accordance with the provisions of articles 529 *sexies.1* and 529 *decies.6* of the CEA, 35.4.c) of the Articles of Association and 17.4.c) of the Regulations of the Board of Directors.

2. Prior analysis of the needs of the board

In accordance with recommendation 14 of the Good Governance Code (“**GGC**”), the board of directors and, in the part corresponding to it, the ARS&CSR Committee, have carried out a prior analysis of the needs arising within the board of directors.

In particular, the board of directors has considered the possibility of appointing Mr Antonio Valero Solanellas as member of the board of directors, by means of the co-optation procedure, as a consequence of:

- (i) the vacancy arising within the board of directors as a consequence of the resignation of Mr Antonio Zabalza Martí;
- (ii) the 77.23% shareholding interest held by Bondalti Iberica S.L.U. in the share capital of the Company, according to the information published on the website of the National Securities Market Commission (“**CNMV**”) (www.cnmv.es); and
- (iii) the intention of the aforementioned shareholder to appoint a new proprietary director to represent it on the board of directors.

Taking the foregoing into account, and in view of the composition of the board of directors following the occurrence of the aforementioned vacancy, as well as the shareholding structure of the Company, the board of directors considers the appointment by co-optation of a proprietary director representing Bondalti Iberica S.L.U. to be appropriate and suitable.

In this regard, and with respect to the designation of Mr Antonio Valero Solanellas as candidate for proprietary director, the board of directors and the ARS&CSR Committee have taken into consideration:

- (i) the structure and composition of the board of directors following the resignation of Mr Antonio Zabalza Martí and the shareholding structure of the Company;
- (ii) the highly qualified and suitable professional profile of Mr Antonio Valero Solanellas for the performance of the duties of proprietary director, demonstrating recognised experience, solvency and competence;
- (iii) the potential contributions of Mr Antonio Valero Solanellas as proprietary director; and
- (iv) the needs of the board of directors regarding the members comprising it (especially following the resignation of Mr Antonio Zabalza Martí).

Said analysis also took into account the need for the composition of this body, according to the typology of directors, to comply with recommendations 15 and 17 of the Good Governance Code; article 25.2 of the Articles of Association; sections 2 and 4 of article 9 of the Regulations of the Board of Directors; and the directors' selection and board diversity policies of Ercros, S.A., approved by the board on 18 February 2016 and 21 December 2017, respectively. Accordingly, should the proposals of the board regarding the appointment of Mr Antonio Valero Solanellas as proprietary director and Mr João Maria Guimarães José de Mello as executive director be approved, the provisions of said documents would be complied with, which, in summary, establish:

- (i) that proprietary and independent directors shall constitute a broad majority of the board of directors: of the six directors that the board would comprise, four would meet this requirement (66.7%);
- (ii) that the number of independent directors shall represent at least one third of the total number of directors (since the Company has a shareholder controlling more than 30% of the share capital): of the six directors, two would be independent (33.3%); and
- (iii) that the number of executive directors shall be the minimum necessary: of the six directors, only one would be executive (16.7%).

Likewise, the analysis took into account compliance with the criteria contained in the directors' selection and board diversity policies, pursuant to which the composition of the board must offer diversity of professional experience, gender (with a balanced representation of men and women, without prejudice to the criteria of merit and capability governing all personnel selection processes of the Company) and educational background, and there must be a balance that enriches decision-making and provides plural viewpoints in the discussion of matters within its competence. These criteria are met in view of the profile of the proposed candidates:

- (i) gender diversity: among the six directors that the board would comprise, there would be two women (33.3%); and

(ii) diversity of educational background: among the six directors, there would be three directors holding degrees in Economic Sciences (50%), one in Chemical Sciences (16.7%) and one in Physics (16.7%).

Consequently, the board has considered that the appointment of the candidate for director will contribute to ensuring that the board, considered as a whole, continues to have the appropriate knowledge and experience for the governance of the Company and to promote and supervise its ordinary management and the effectiveness of the management team in achieving the objectives established, and that his extensive experience will contribute plural viewpoints to the discussion of matters within the competence of the board of directors and improve the decision-making process.

Should the appointments of the aforementioned candidates be approved, the number of members of the board of directors of Ercros would remain at six, a figure within the range established in articles 25.1 of the articles of association and 8.1 of the regulations of the board of directors, which set a range of between a minimum of five members and a maximum of fifteen.

3. Details regarding the educational background and professional experience of Mr Antonio Valero Solanellas

Mr Antonio Valero Solanellas holds a degree in Chemical Sciences from the University of Barcelona and a Master's degree in Business Management from EADA.

He began his professional career at Dow Chemical in 1981, where he developed his career in various positions of responsibility in the areas of production, environment and industrial operations, both in Germany and Spain. Throughout his career within the company, he held various management positions, including the management of industrial plants and business units in the hydrocarbons and energy sectors, until being appointed General Production Manager of Dow in Tarragona.

Subsequently, in March 2004, he was appointed Chair and Chief Executive Officer of Dow Chemical Ibérica, with responsibility for the company's activities in Spain and Portugal.

Throughout his professional career, he has served as chair of EMATSA, the Tarragona Chemical Business Association (AEQT) and the Spanish Chemical Industry Business Federation (FEIQUE). Additionally, he chaired the Environment Commission of the Spanish Confederation of Business Organisations (CEOE), and was a member of the board of directors of the Tarragona Chemical Business Association (AEQT) and the Spanish Confederation of Business Organisations. He has also been linked to the organisation of Expoquimia, to the Social Council of Rovira i Virgili University and has been a member of the board of directors of the Tarragona Water Consortium.

Since 2018, he has acted as adviser to the board of directors and senior management of Bondalti Iberica S.L.U.

4. Conclusions

The board of directors validates the report of the ARS&CSR Committee and considers that the curriculum vitae and professional profile of Mr Antonio Valero Solanellas demonstrate that the candidate possesses the appropriate competence, experience and merits to be designated by co-optation as director of the Company and, likewise, to be designated as chair of the board of directors, and that he is not subject to any cause of incompatibility, prohibition or conflict of interest.

Mr Antonio Valero Solanellas has been proposed for appointment as director by Bondalti Iberica S.L.U., holder of 77.23% of the share capital of the Company and, therefore, the largest shareholder on the date of issuance of this report.

Consequently, the board of directors considers that Mr Antonio Valero Solanellas meets the requirements established in article 529 *duodecies.3* of the Spanish Corporate Enterprises Act to be classified as proprietary director representing Bondalti Iberica S.L.U.

The information provided shows that Mr Antonio Valero Solanellas possesses the competence, experience and merits necessary for the performance of the office. Therefore, in light of the favourable report of the ARS&CSR Committee, the board of directors proposes the appointment by co-optation of Mr Antonio Valero Solanellas as proprietary director of the Company and his designation as chair of the board of directors.

Mr Pere Kirchner Baliu
Non-member Secretary of the board of directors of Ercros

Barcelona, 7 April 2026

REPORT OF THE BOARD OF DIRECTORS REGARDING THE APPOINTMENT BY CO-OPTATION OF MR JOÃO MARIA GUIMARÃES JOSÉ DE MELLO AS EXECUTIVE DIRECTOR

1. Purpose of the report

As a consequence of the vacancy on the board of directors of Ercros, S.A. (the “**Company**”) arising following the resignation of director Mr Laureano Roldán Aguilar, the Company has considered the possibility of designating Mr João Maria Guimarães José de Mello by co-optation as director of the Company with the category of executive director.

In accordance with the provisions of articles 529 *decies.5* of the revised text of the Spanish Corporate Enterprises Act, approved by Royal Legislative Decree 1/2010, of 2 July (“CEA”), and 26.3 of the regulations of the board of directors, proposals for appointment or re-election must be accompanied by a supporting report of the board of directors assessing the competence, experience and merits of the candidates.

In compliance with the foregoing, the board of directors issues this report, whereby it states its assessment regarding the competence, experience and merits of Mr João Maria Guimarães José de Mello, on the basis of the favourable report prepared by the Appointments, Remuneration, Sustainability and Corporate Social Responsibility Committee (“ARS&CSR”), in accordance with the provisions of articles 529 *sexies.1* and 529 *decies.6* of the CEA, 35.4.c) of the Articles of Association and 17.4.c) of the Regulations of the Board of Directors.

2. Prior analysis of the needs of the board

In accordance with recommendation 14 of the Good Governance Code (“**GGC**”), the board of directors and, in the part corresponding to it, the ARS&CSR Committee, have carried out a prior analysis of the needs arising within the board of directors.

In particular, the board of directors has considered the possibility of appointing Mr João Maria Guimarães José de Mello as member of the board of directors, by means of the co-optation procedure, as a consequence of:

- (i) the vacancy arising within the board of directors as a consequence of the resignation of Mr Laureano Roldán Aguilar;
- (ii) the 77.23% shareholding interest held by Bondalti Iberica S.L.U. in the share capital of the Company, according to the information published on the website of the National Securities Market Commission (“CNMV”) (www.cnmv.es); and
- (iii) the intention of the aforementioned shareholder to appoint a new director who performs management functions within the Company.

Taking the foregoing into account, and in view of the composition of the board of directors following the occurrence of the aforementioned vacancy, as well as the shareholding structure of the Company, the board of directors considers the appointment by co-optation of a proprietary director who also performs management functions to be appropriate and suitable.

Due to Mr João Maria Guimarães José de Mello's connection with the significant shareholder of the Company – Bondalti Iberica S.L.U. – in accordance with the provisions of article 529 *duodecies* of the Spanish Corporate Enterprises Act (“CEA”), Mr João Maria Guimarães José de Mello would have the status of proprietary director. However, Mr João Maria Guimarães José de Mello would perform management functions within the Company following his appointment and would therefore have the status of executive director. In accordance with article 529 *duodecies.1* in fine of the CEA, where a director performs management functions and, at the same time, represents a significant shareholder or a shareholder represented on the board of directors, such director shall be considered an executive director. In light of the foregoing, Mr João Maria Guimarães José de Mello shall have the status of executive director, on the basis of which this report has been prepared.

In this regard, and with respect to the designation of Mr João Maria Guimarães José de Mello as candidate for executive director, the board of directors and the ARS&CSR Committee have taken into consideration:

- (i) the structure and composition of the board of directors following the resignation of Mr Laureano Roldán Aguilar and the shareholding structure of the Company;
- (ii) the highly qualified and suitable professional profile of Mr João Maria Guimarães José de Mello for the performance of the duties of executive director, demonstrating recognised experience, solvency and competence;
- (iii) the potential contributions of Mr João Maria Guimarães José de Mello as executive director; and
- (iv) the needs of the board of directors regarding the members comprising it (especially following the resignation of Mr Laureano Roldán Aguilar).

Said analysis also took into account the need for the composition of this body, according to the typology of directors, to comply with recommendations 15 and 17 of the GGC; article 25.2 of the Articles of Association; sections 2 and 4 of article 9 of the Regulations of the Board of Directors; and the directors' selection and board diversity policies of the Company, approved by the board on 18 February 2016 and 21 December 2017, respectively. Accordingly, should the proposals of the board regarding the appointment of Mr Antonio Valero Solanellas as proprietary director and Mr João Maria Guimarães José de Mello as executive director be approved, the provisions of said documents would be complied with, which, in summary, establish:

- a. that proprietary and independent directors shall constitute a broad majority of the board of directors: of the six directors that the board would comprise, four would meet this requirement (66.7%);
- b. that the number of independent directors shall represent at least one third of the total number of directors (since the Company has a shareholder controlling more than 30% of the share capital): of the six directors, two would be independent (33.3%); and
- c. that the number of executive directors shall be the minimum necessary: of the six directors, only one would be executive (16.7%).

Likewise, the analysis took into account compliance with the criteria contained in the directors' selection and board diversity policies, pursuant to which the composition of the board must offer diversity of professional experience, gender (with a balanced representation of men and women, without prejudice to the criteria of merit and capability governing all personnel selection processes of the Company) and educational background, and there must be a balance that enriches decision-making and provides plural viewpoints in the discussion of matters within its competence. These criteria are met in view of the profile of the proposed candidates:

(i) gender diversity: among the six directors that the board would comprise, there would be two women (33.3%); and

(ii) diversity of educational background: among the six directors, there would be three directors holding degrees in Economic Sciences (50%), one in Chemical Sciences (16.7%) and one in Physics (16.7%).

Consequently, the board has considered that the appointment of the candidate for director will contribute to ensuring that the board, considered as a whole, continues to have the appropriate knowledge and experience for the governance of the Company and to promote and supervise its ordinary management and the effectiveness of the management team in achieving the objectives established, and that his extensive experience will contribute plural viewpoints to the discussion of matters within the competence of the board of directors and improve the decision-making process.

Should the appointments of the aforementioned candidates be approved, the number of members of the board of the Company would remain at six, a figure within the range established in articles 25.1 of the Articles of Association and 8.1 of the Regulations of the Board of Directors, which set a range of between a minimum of five members and a maximum of fifteen.

3. Details regarding the educational background and professional experience of Mr João Maria Guimarães José de Mello

Mr João Maria Guimarães José de Mello undertook business management training at the École d'Administration et de Direction d'Entreprises, in Switzerland, and completed his university studies in Textile Industrial Techniques at the Catholic University of Louvain, in Tournai. Likewise, he has undertaken training in various management areas, including the Leadership Program for Top Managers at the International Institute for Management Development, in Switzerland.

He has more than 30 years of professional experience in the chemical industry.

Throughout his professional career, he has served as chair of the General Assembly of APQuímica (Portuguese Association of Chemistry, Petrochemicals and Refining). Likewise, he represents Bondalti on the General Council of COTEC (Business Association for Innovation), is vice-chair of the board of the General Assembly of AIP (Portuguese Industrial Association) and has been a member of the board of directors of CEFIC since 2024.

At present, he is chair of the board of directors and of the executive committee of Bondalti, as well as member of the board of directors and of the executive committee of José de Mello Capital, S.A., shareholder of Bondalti Iberica S.L.U.

4. Conclusions

The board of directors validates the report of the ARS&CSR Committee and considers that the curriculum vitae and professional profile of Mr João Maria Guimarães José de Mello demonstrate that the candidate possesses the appropriate competence, experience and merits to be designated by co-optation as director of the Company, and that he is not subject to any cause of incompatibility, prohibition or conflict of interest.

Likewise, as indicated above, due to Mr João Maria Guimarães José de Mello's connection with the significant shareholder of the Company – Bondalti Iberica S.L.U. – in accordance with the provisions of article 529 *duodecies* of the Spanish Corporate Enterprises Act (“CEA”), Mr João Maria Guimarães José de Mello would have the status of proprietary director. However, Mr João Maria Guimarães José de Mello shall perform management functions within the Company following his appointment and shall therefore have the status of executive director. In accordance with article 529 *duodecies*.1 in fine of the CEA, where a director performs management functions and, at the same time, represents a significant shareholder or a shareholder represented on the board of directors, such director shall be considered an executive director. In light of the foregoing, Mr João Maria Guimarães José de Mello shall have the status of executive director.

The information provided shows that Mr João Maria Guimarães José de Mello possesses the competence, experience and merits necessary for the performance of the office. Therefore, in light of the favourable report of the ARS&CSR Committee, the board of directors proposes the appointment by co-optation of Mr João Maria Guimarães José de Mello as executive director of the Company.

Mr Pere Kirchner Baliu
Non-member Secretary of the board of directors of Ercros

Barcelona, 7 April 2026

REPORT OF THE BOARD OF DIRECTORS REGARDING THE APPOINTMENT BY CO-OPTATION OF MR ANDRÉ CABRAL CÔRTE-REAL DE ALBUQUERQUE AS EXECUTIVE DIRECTOR

1. Purpose of the report

As a consequence of the vacancy on the board of directors of Ercros, S.A. (the “**Company**”) arising following the resignation of director Mr Eduardo Sánchez Morrondo, the Company has considered the possibility of appointing Mr André Cabral Côte-Real de Albuquerque by co-optation as director of the Company with the category of executive director.

In accordance with the provisions of articles 529 *decies.5* of the revised text of the Spanish Corporate Enterprises Act, approved by Royal Legislative Decree 1/2010, of 2 July (“**CEA**”), and 26.3 of the regulations of the board of directors, proposals for appointment or re-election must be accompanied by a supporting report of the board in which the competence, experience and merits of the proposed candidates are assessed.

In compliance with the foregoing, the board of directors issues this report, whereby it states its assessment regarding the competencies, experience and merits of Mr André Cabral Côte-Real de Albuquerque, on the basis of the favourable report prepared by the Appointments, Remuneration, Sustainability and Corporate Social Responsibility Committee (“**ARS&CSR**”), in accordance with the provisions of articles 529 *sexies.1* and 529 *decies.6* of the CEA, 35.4.c) of the Articles of Association and 17.4.c) of the Regulations of the Board of Directors.

2. Prior analysis of the needs of the board

In accordance with recommendation 14 of the Good Governance Code (“**GGC**”), the board of directors and, in the part corresponding to it, the ARS&CSR Committee, have carried out a prior analysis of the needs arising within the board of directors.

In particular, the board of directors has considered the possibility of appointing Mr André Cabral Côte-Real de Albuquerque as member of the board of directors, by means of the co-optation procedure, as a consequence of:

- (i) the vacancy arising within the board of directors as a consequence of the resignation of Mr Eduardo Sánchez Morrondo;
- (ii) the 77.23% shareholding interest held by Bondalti Iberica S.L.U. in the share capital of the Company, according to the information published on the website of the National Securities Market Commission (“**CNMV**”) (www.cnmv.es); and
- (iii) the intention of the aforementioned shareholder to appoint a new director who performs management functions within the Company.

Taking the foregoing into account, and in view of the composition of the board of directors following the occurrence of the aforementioned vacancy, as well as the shareholding structure of the Company, the board of directors considers the appointment by co-optation of a proprietary director who also performs management functions to be appropriate and suitable.

Due to Mr André Cabral Côte-Real de Albuquerque's connection with the significant shareholder of the Company – Bondalti Iberica S.L.U. – in accordance with the provisions of article 529 *duodecies* of the Spanish Corporate Enterprises Act, Mr André Cabral Côte-Real de Albuquerque would have the status of proprietary director. However, Mr André Cabral Côte-Real de Albuquerque would perform management functions within the Company following his appointment and would therefore have the status of executive director. In accordance with article 529 *duodecies.1* in fine of the CEA, where a director performs management functions and, at the same time, represents a significant shareholder or a shareholder represented on the board of directors, such director shall be considered an executive director. In light of the foregoing, Mr André Cabral Côte-Real de Albuquerque shall have the status of executive director, on the basis of which this report has been prepared.

In this regard, and with respect to the designation of Mr André Cabral Côte-Real de Albuquerque as candidate for executive director, the board of directors and the ARS&CSR Committee have taken into consideration:

- (i) the structure and composition of the board of directors following the resignation of Mr Eduardo Sánchez Morrondo and the shareholding structure of the Company;
- (ii) the highly qualified and suitable professional profile of Mr André Cabral Côte-Real de Albuquerque for the performance of the duties of executive director, demonstrating recognised experience, solvency and competence;
- (iii) the potential contributions of Mr André Cabral Côte-Real de Albuquerque as executive director; and
- (iv) the needs of the board of directors regarding the members comprising it (especially following the resignation of Mr Eduardo Sánchez Morrondo).

Said analysis also took into account the need for the composition of this body, according to the typology of directors, to comply with recommendations 15 and 17 of the GGC; article 25.2 of the Articles of Association; sections 2 and 4 of article 9 of the Regulations of the Board of Directors; and the directors' selection and board diversity policies of the Company, approved by the board on 18 February 2016 and 21 December 2017, respectively. Accordingly, should the proposal of the board regarding the appointment of Mr André Cabral Côte-Real de Albuquerque as executive director be approved, the provisions of said documents would be complied with, which, in summary, establish:

- a. that proprietary and independent directors shall constitute a broad majority of the board of directors: of the six directors that the board would comprise, four would meet this requirement (66.7%);
- b. that the number of independent directors shall represent at least one third of the total number of directors (since the Company has a shareholder controlling more than 30% of the share capital): of the six directors, two would be independent (33.3%); and
- c. that the number of executive directors shall be the minimum necessary: of the six directors, only one would be executive (16.7%).

Likewise, the analysis took into account compliance with the criteria contained in the directors' selection and board diversity policies, pursuant to which the composition of the board must offer diversity of professional experience, gender (with a balanced representation of men and women, without prejudice to the criteria of merit and capability governing all personnel selection processes of the Company) and educational background, and there must be a balance that enriches decision-making and provides plural viewpoints in the discussion of matters within its competence. These criteria are met in view of the profile of the proposed candidates:

(i) gender diversity: among the six directors that the board would comprise, there would be two women (33.3%); and

(ii) diversity of educational background: among the six directors, there would be three directors holding degrees in Economic Sciences (50%), one in Chemical Sciences (16.7%) and one in Physics (16.7%).

Consequently, the board has considered that the appointment of the candidate for director will contribute to ensuring that the board, considered as a whole, continues to have the appropriate knowledge and experience for the governance of the Company and to promote and supervise its ordinary management and the effectiveness of the management team in achieving the objectives established, and that his extensive experience will contribute plural viewpoints to the discussion of matters within the competence of the board of directors and improve the decision-making process.

Should the appointment of the aforementioned candidate be approved, the number of members of the board of the Company would remain at six, a figure within the range established in articles 25.1 of the Articles of Association and 8.1 of the Regulations of the Board of Directors, which set a range of between a minimum of five members and a maximum of fifteen.

3. Details regarding the educational background and professional experience of Mr André Cabral Côte-Real de Albuquerque

Mr André Cabral Côte-Real de Albuquerque holds a degree in Business Administration and Management from the Universidade Católica Portuguesa, and has completed postgraduate studies at the same university and at AESE Business School.

He has more than 10 years of professional experience in the chemical sector.

Throughout his professional career, he has held positions of responsibility in companies and sectors of various kinds, including printed electronics, nanotechnology, civil explosives and fertilisers, acquiring experience in different functional and sectoral areas. Likewise, he is a member of the board of directors of FEIQUE and a business angel accredited by IAPMEI (Agency for Competitiveness and Innovation).

At present, he is a member of the board of directors and of the executive committee of Bondalti Capital and Bondalti Chemicals.

4. Conclusions

The board of directors validates the report of the ARS&CSR Committee and considers that the curriculum vitae and professional profile of Mr André Cabral Côrte-Real de Albuquerque demonstrate that the candidate possesses the appropriate competencies, experience and merits to be designated by co-optation as director of the Company, and that he is not subject to any cause of incompatibility, prohibition or conflict of interest.

Likewise, as indicated above, due to Mr André Cabral Côrte-Real de Albuquerque's connection with the significant shareholder of the Company – Bondalti Iberica S.L.U. – in accordance with the provisions of article 529 *duodecies* of the Spanish Corporate Enterprises Act, Mr André Cabral Côrte-Real de Albuquerque would have the status of proprietary director. However, Mr André Cabral Côrte-Real de Albuquerque shall perform management functions within the Company following his appointment and shall therefore have the status of executive director. In accordance with article 529 *duodecies*.1 in fine of the CEA, where a director performs management functions and, at the same time, represents a significant shareholder or a shareholder represented on the board of directors, such director shall be considered an executive director. In light of the foregoing, Mr André Cabral Côrte-Real de Albuquerque shall have the status of executive director.

The information provided shows that Mr André Cabral Côrte-Real de Albuquerque possesses the competencies, experience and merits necessary for the performance of the office. Therefore, in light of the favourable report of the ARS&CSR Committee, the board of directors proposes the appointment by co-optation of Mr André Cabral Côrte-Real de Albuquerque as executive director of the Company.

Mr Pere Kirchner Baliu
Non-member Secretary of the board of directors of Ercros

Barcelona, 7 April 2026

In the event of any discrepancy between the English and Spanish versions of this document, the Spanish version shall prevail.