

Board of directors' diversity policy

The board of directors of Ercros, at its session held on December 17, 2021, and with the favourable report of the appointments, remuneration, sustainability, and corporate social responsibility committee, has unanimously approved the update of the present board of directors' diversity policy of Ercros, S.A., which develops the provisions on this matter in Royal Decree 18/2017 and other applicable regulations; in the company's bylaws, the board of directors' regulations, and the regulations of the appointments, remuneration, sustainability, and corporate social responsibility committee; in the good governance code of listed companies and in the Sustainable Development Goals approved by the United Nations.

The purpose of this policy is to establish the criteria that the Company's bodies must consider in the selection processes of new members of the board of directors and supervisory and control committees, favouring an appropriate composition and promoting and incentivizing diversity of knowledge, training, professional experiences, age, and gender within them.

The basic diversity criteria that must govern the selection processes for directors are:

- **Non-discrimination and equal treatment:** Avoid all types of implicit biases that may imply discrimination, whether due to race, sex, age, disability, or any other personal condition.
- **Gender diversity:** Achieve a balanced presence between men and women on the board of directors and on the supervision and control committees. Consequently, the Company will promote measures that encourage an increase in the number of women considering the recommendations of the code of good governance, without prejudice to the essential criteria of merit and capacity that must govern all personnel selection processes of the Company.
- **Training diversity:** Promote the selection of people with different training background so that they contribute to giving a more complete vision of the matters that are going to be submitted to the board, contribute plural points of view to the debate and enrich decision-making.
- **Professional experiences diversity:** Ensure that the board of directors, as a whole, gathers technical knowledge and experience in the main areas of interest of the company, among others in business management, auditing or risk management (both financial and non-financial) and accounting, chemical sector, human resources, R&D, sustainability, etc.

Likewise, the directors will ensure that the commitment to diversity is encouraged and reinforced in all areas of the company, especially in its management team.

The appointments, remuneration, sustainability, and corporate social responsibility committee will be responsible for ensuring the implementation of this policy and for verifying its compliance with the Company's strategy, as well as for formulating to the board of directors any observations or proposals for modification and improvement that it may consider appropriate.

Antonio Zabalza Martí
President and CEO of Ercros

Barcelona, December 17, 2021
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