

## Artificial intelligence management system policy of Ercros

The Ercros board of directors, at its meeting on November 7, 2025, unanimously approved this policy of the artificial intelligence management system (AIMS).

Ercros, in its role as a manufacturer and marketer of chemical and pharmaceutical products, establishes its commitment to the development, provision, and responsible and ethical use of artificial intelligence (AI) systems. The purpose of this policy is to define the framework for our AIMS, ensuring that all AI-related activities align with our strategic objectives, legal and regulatory requirements, and ethical obligations to relevant stakeholders.

The AIMS applies to all phases of the lifecycle (development, verification, validation, implementation, use, monitoring, and decommissioning) of all AI systems developed, implemented, or used by Ercros.

For this reason, Ercros' senior management leads and commits to:

- Establish and maintain an AIMS in accordance with ISO/IEC 42001, integrating it into our business processes.
- Ensure that AI objectives are consistent with the organization's strategic direction.
- Provide the necessary resources for the implementation, maintenance, and continuous improvement of the AIMS.
- Foster a culture of accountability, transparency, and ethics in all AI-related matters.
- Promote the continuous improvement of the AIMS to enhance its effectiveness and our performance in AI management.

All our AI activities will be governed by the following principles:

- **Accountability and responsibility:** Clear roles and responsibilities will be defined for AI governance and decision-making throughout the lifecycle.
- **Transparency and explainability:** We will strive to ensure that our AI systems and their outputs are understandable to relevant stakeholders, providing clear information about their purpose, capabilities, and limitations.
- **Justice, non-discrimination and fairness:** We will implement measures to identify, assess, and mitigate unfair bias in our AI systems, promoting fairness and avoiding discriminatory outcomes.
- **Human oversight:** Our AI systems will be designed to operate under appropriate and effective human supervision, allowing intervention or control when necessary to prevent or mitigate risks.

- **Technical robustness and security:** We will ensure that our AI systems are secure, resilient, and technically robust, operating reliably and predictably by design and resisting malicious tampering.
- **Data privacy and governance:** We will protect individuals' privacy and manage data used by our AI systems in compliance with applicable data protection laws and best practices.
- **Social well-being and sustainability:** We will assess the impact of our AI systems on society and the environment and seek the best ways to ensure they contribute positively to sustainable development and human well-being.

All of this is aligned with the sustainable AI objectives outlined in the document "Principles of responsible AI development."

To this end, Ercros is committed to implementing a systematic process to:

- Identify and assess risks associated with our AI systems for the organization, customers, and other stakeholders.
- Evaluate the potential impact of AI systems on individuals and society.
- Apply appropriate controls and measures to mitigate identified risks to an acceptable level.
- Identify and leverage opportunities offered by AI to improve our products, services, and operations.

We will apply the principles and controls of our AIMS to all stages of the AI lifecycle, ensuring that design, data quality, development, verification, validation, implementation, and monitoring requirements are managed in a controlled and documented manner.

All AI systems will be subject to the pre-review and mitigation flow (PRMF), which ensures risk validation and regulatory compliance, with the final decision resting with the AI committee.

Management will set measurable AIMS objectives annually, which will be reviewed periodically. KPIs defined by the AIMS manager will be used to monitor effectiveness and provide feedback on implementation. These objectives will focus on:

- Compliance with applicable legal and regulatory requirements, including those specific to the chemical and environmental sectors, such as the REACH Regulation (EC 1907/2006).
- Minimizing bias or unfair outcomes in our AI systems.
- Increasing transparency of our AI systems for our customers.
- Ensuring that personnel involved in the AI lifecycle receive appropriate training.

Responsibilities and authorities for relevant AIMS roles will be defined, communicated, and understood within the organization, including a clearly designated person responsible for system oversight.

Ercros will ensure that staff whose functions affect the AIMS have appropriate education, training, and experience. Additionally, it will promote ongoing awareness of this policy, responsible AI principles, and AIMS procedures.

Finally, we commit to the continuous improvement of the suitability, adequacy, and effectiveness of our AIMS through internal audits, management reviews, and performance monitoring of our systems and processes.

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Antonio Zabalza Martí  
President and CEO of Ercros