

Conciliation policy

The board of directors of Ercros, at its meeting held on 31 October 2024, has unanimously approved the revision of this work-life balance policy.

Promoting work-life balance is an Ercros principle of action which is included in its corporate social responsibility policy and, more specifically, in its equality and non-discrimination policy.

The company carries out its conciliation actions within the framework of the collective agreement in the chemical sector and the company agreements that expand and improve general working conditions.

The **basic principles** on which this Ercros work-life balance policy is based are the following:

- Ensure **compliance with current legislation** in this area.
- **Adopt measures** facilitating the reconciliation of personal and work-life of the people who work at Ercros.
- **Facilitate the application** of these measures, if service to the company is ensured.
- Ensure that **there is no type of retaliation or discrimination** against the person who has chosen to take advantage of any conciliation measure, especially regarding their internal promotion and access to training.

The human resources management will be responsible for formulating proposals for modifications and improvements deemed appropriate, for subsequent approval by the board of directors.

Antonio Zabalza Martí
President and CEO

Barcelona, October 31, 2024
Revision 2