



SUSTAINABILITY REPORT (ESG) 2024



ALIGNING OURSELVES WITH THE SDGs

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Seipasa has prepared its sustainability report for 2024 in accordance with Commission Recommendation (EU) 2025/1710 of 30 July 2025, which sets out a voluntary sustainability reporting standard for small and medium-sized enterprises. To this end, Seipasa has opted for the **full disclosure module**, ensuring that the information presented is clear, comparable and useful to its users. By doing so, the company aims to align with the European framework, make information more comparable and boost the confidence of its customers, financial partners and other stakeholders.

This sustainability report is prepared on a consolidated basis, integrating information from all of Seipasa's operating centres. The scope includes consumption and environmental, social and governance data generated at the following locations:

- C/ Ciudad Darío, naves 1-3-5, 46250 L'Alcúdia (Valencia).
- C/ Gutiérrez Mellado – Pol. Ind. La Creu, 46250 L'Alcúdia (Valencia).
- C/ Federico García Lorca, 58, 46250 L'Alcúdia (Valencia).
- C/ Federico García Lorca, 75, 46250 L'Alcúdia (Valencia).

Letter from the CEO

2024 presented us with an unprecedentedly complex global situation, characterised by ongoing geopolitical tensions and emerging challenges that have tested our resilience as a society and a company.

The ongoing conflicts in Europe and the Middle East are of great concern to the international community due to the humanitarian crisis they represent. They also continue to cast a shadow of instability over the world economy, directly affecting supply chains and the cost of raw materials and energy.

This situation has been exacerbated by a shift in the international political landscape following Donald Trump's victory in the US elections. The threat of protectionist policies and possible tariff impositions creates an uncertain outlook that could distort free trade and have a serious impact on the global economy and the ancillary industry within the agri-food system.

Against this backdrop of turmoil, both Europe and Spain have seen significant farmer protests. In 2024, they have raised their voices to remind us of a fundamental truth: you cannot legislate with your back to the countryside. Agricultural policies must prioritise farmers, address their needs and recognise the challenges they face every day. Their work is essential to ensuring the food security and sustainability of our system, and it is imperative that institutions respond with coherence, support and forward-looking vision.



Pedro Peleato, CEO of Seipasa.

One of the most urgent responses must be to modernise a regulatory framework which, in its current state, hinders progress towards much-needed sustainability. European legislation has not evolved at the pace demanded by science and the sector, leaving farmers at a crossroads. They are seeing chemical active substances being phased out, while biological alternatives are caught up in a bureaucratic maze that delays their arrival on the market by years.

This administrative slowness puts us at a clear competitive disadvantage and stifles innovation. For this reason, Seipasa has taken responsibility for promoting a comprehensive reform initiative for Regulation (EC) 1107/2009 at European level. Our goal is twofold: first, to estab-

lish a fast-track approval process for low-risk products; and second, to develop a bespoke legal framework for biopesticides. Only in this way can we unleash the potential of the sector and provide farmers with the 21st century tools they need.

At Seipasa, we have experienced first-hand the harsh reality of the challenges posed by the climate crisis.

On 29 October, the DANA (an isolated upper-level low-pressure system) hit the province of Valencia with unusual violence, leaving a deep wound in our lives. Our production facilities were flooded with water and mud, forcing us to halt production for 18 long days. Those were days of uncertainty and desolation, but also of determination and solidarity.

I would like to express my deepest and most sincere thanks to every Seipasa employee and volunteer who helped us. Their immense effort, dedication and unwavering commitment were the driving force that enabled us to recover and restart our business. In our darkest moments, we proved that Seipasa's greatest asset is its people. On behalf of the entire management, THANK YOU.

I would also like to reiterate our deepest condolences to the families of those who lost their lives in this catastrophe, and urge the administrations to ensure that those affected receive the aid they deserve as quickly as possible.

Despite the adversity, 2024 has also been a year of progress and consolidation for our project. True to our DNA, we have redoubled our com-

mitment to innovation by opening our new state-of-the-art R&D laboratories. These facilities are designed to continue leading the way in the research and development of natural solutions that will define the future of agriculture. This is our response to tomorrow's challenges: science, knowledge, and a firm commitment to sustainability.

We have reinforced this commitment by adhering to the United Nations Global Compact, which formalises our alignment with the universal principles of human rights, labour, the environment, and anti-corruption. We see our business as a force for good, and this alliance encourages us to continue working in this vein.

To realise this vision, Seipasa has set up the ESC committee. This body was created to strengthen our social dimension and ensure that we meet the Sustainable Development Goals, with every step we take contributing to the greater goal of promoting healthy food for a growing population by growing fruit, vegetables and cereals free of chemical residues.

The future demands boldness, responsibility and a clear purpose. At Seipasa, we are convinced that biotechnology is a vital tool for building a more sustainable, profitable and environmentally and socially responsible agriculture. We will continue to work with the resilience we have learned and our sights set on the horizon to rise to the new challenges of the present moment and the exciting future.

Pedro Luis Peleato Estaún
CEO of Seipasa

Profile of the organisation





About Seipasa

Seipasa is a pioneering Spanish company in the field of agricultural biotechnology. It develops, registers, produces and markets natural botanical and microbiological solutions for crop protection, biostimulation and nutrition worldwide.

The company was founded in 1998 with the entrepreneurial vision to anticipate the changes and transformations that the agricultural industry is undergoing today. 27 years later, Seipasa has promoted the *Natural Technology*® model, from which it develops solutions of high technological value, focused on sustainability and applied in the world's most demanding agricultures.

Its solid commitment to innovation in a traditional and highly regulated sector such as agriculture earned it the 2020 National Innovation Prize, awarded by the Spanish Ministry of Science and Innovation. Seipasa exports its products to more than 30 countries around the world.

Its ESC policy is channelled through the work of an internal committee that takes the lead on actions in this area and on relationships with key stakeholders. The aim is to promote healthy nutrition by producing fruit, vegetables and cereals that are free of chemical residues and offer high added value.

Seipasa has an Environmental Licence granted by decree of the Mayor's Office of the Alcúdia Town Council dated 24/07/2020 for the latest modification of the facilities for the *Manufacture of phytosanitary products, biocides and fertilisers*, with file number 2018/2, H.1.1.3.

It is registered in the ROPO (Official Register of Producers and Operators of Plant Defence Means) under number 22/0159/SU and registered as a waste producer under NIMA 4600013235.

Its approved exporter number is ES/46/0230/15, and its Eco-Management and Audit Scheme (EMAS) registration number is ES-CV-000057.

The company's activities include the development, production and distribution of liquid fertilisers and crop protection products. It can be classified under the following National Business Activity Codes - CNAE:

- 2015 *Manufacture of fertilisers and nitrogen compounds.*
- 2020 *Manufacture of pesticides and other agrochemical products.*

Seipasa's headquarters are located in the town of l'Alcúdia, in the Ribera Alta region, 30 kilometres south of the city of Valencia. The Seipasa Plaza building, at its headquarters, houses the



Infographic of the Seipasa industrial complex in L'Alcúdia, Valencia, and expansion projects.

working offices for the Technical, Garden Division, Regulatory, Portfolio, Commercial, Human Resources, Marketing and Communication departments.

The production plant, the Quality Department and the R&D laboratory are located in the Seipasa Core building which, together with the logistics centre, make up an industrial complex of more than 21,000 m². L'Alcúdia is also home to the Seipasa Cultiva Center, a 3,000 m² experimental centre and test field with both open-air and greenhouse crops that allows Seipasa to subject its products to a process of continuous improvement.

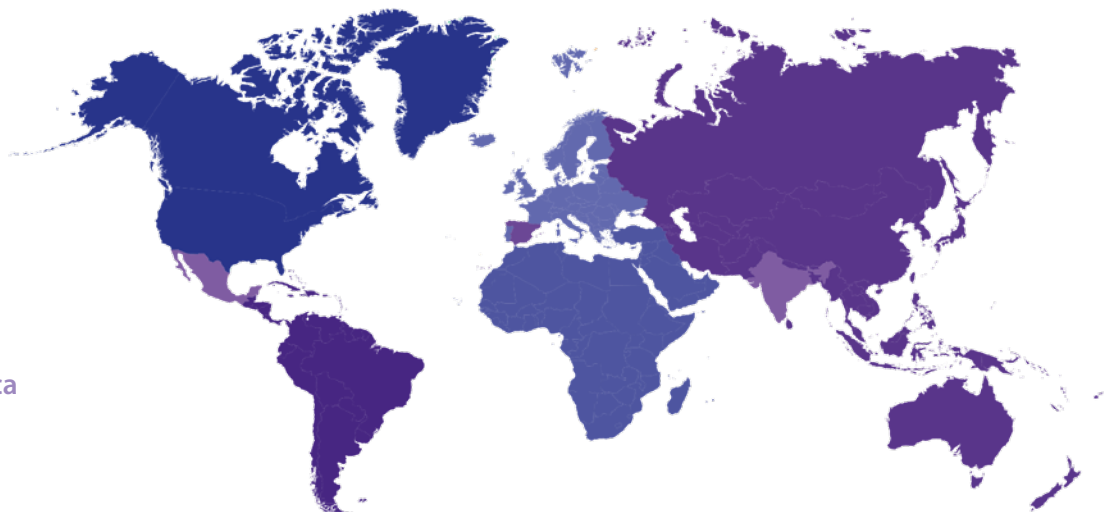
The company also has an administrative office with its own staff in the town of Tardienta, Huesca.

Seipasa operates both nationally and internationally, with distributors all over the world to support its marketing functions.

Seipasa currently operates in more than 30 countries around the world through 8 business units in Spain, Europe, Mexico, Latin America, the USA, Middle East and Africa, Asia-Pacific and the Garden Division. The company also has four international subsidiaries in Mexico, Ecuador, Colombia and the USA.

8 business units

Spain
Europe
Mexico
Latin America
USA
Middle East and Africa
Asia-Pacific
Garden Division



Corporate profile

Identification	Seipasa, S.A.
Tax ID	A22214498
Tax address	C/ Almudévar, n.º 2, 22240 Tardienta (Huesca)
Legal representative	Pedro Luis Peleato Estaún
Foundation	4 April 1998
Email	consulta@seipasa.com
Website	www.seipasa.com

Offices, laboratories and production centre

SEIPASA CORE

C/ Ciudad Darío, naves 1-3-5, 46250 L'Alcúdia (Valencia)
Tel. 962 541 163

SEIPASA PLAZA BUILDING

C/ Gutiérrez Mellado – Pol. Ind. La Creu, 46250 L'Alcúdia (Valencia)
Tel. 962 541 163

SEIPASA CULTIVA CENTER

Experimental centre for efficacy testing

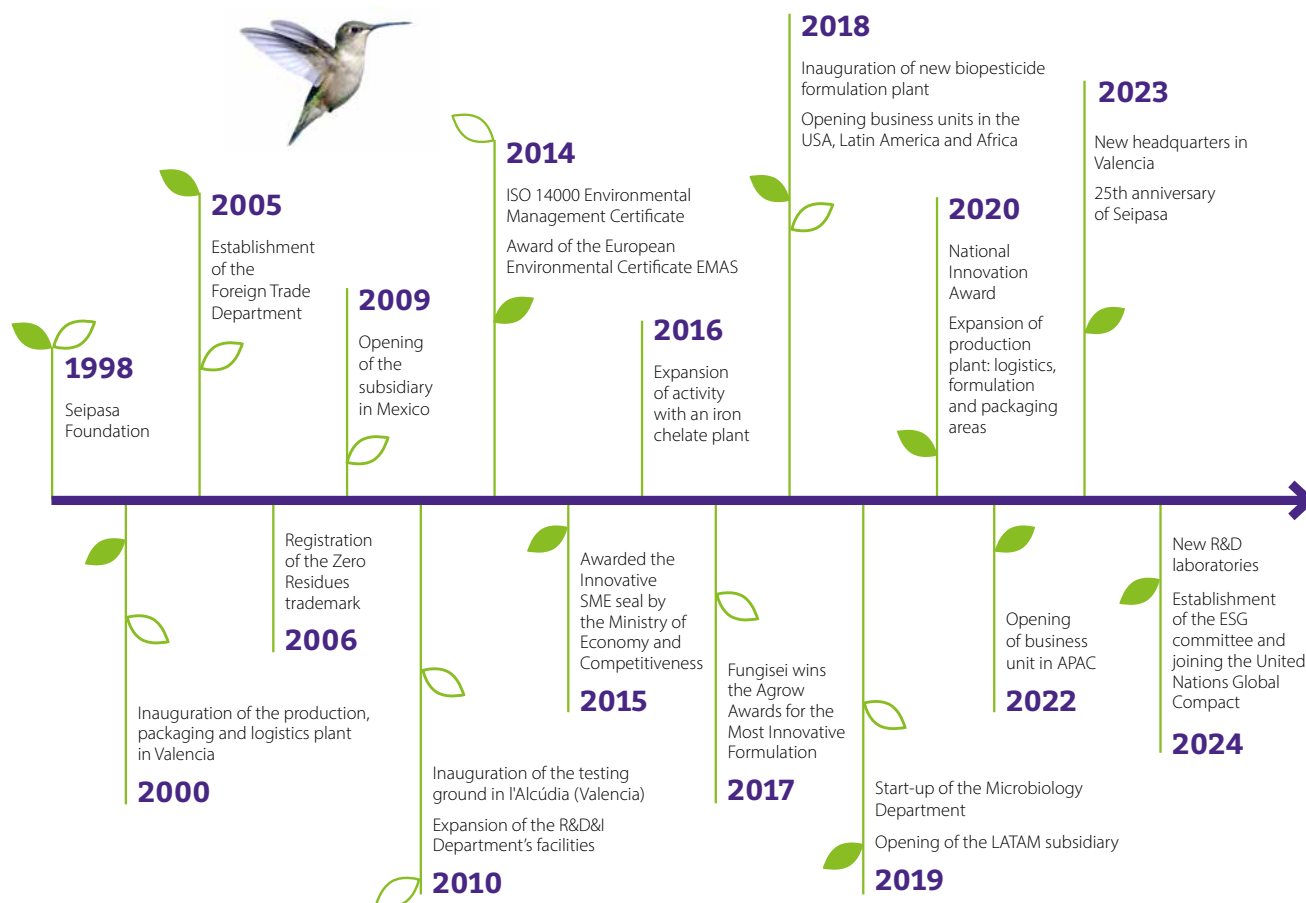
NACE codes

- **2015** *Manufacture of fertilisers and nitrogen compounds*
- **2020** *Manufacture of pesticides and other agrochemical products*



History

The evolution of Seipasa since its incorporation is shown in the graphical timeline below:



Seipasa's evolution between 1998 and 2024.

In 2024, Seipasa inaugurated its new R&D laboratory to make a qualitative leap forward and reinforce the value of innovation in the agricultural sector.

Located in l'Alcúdia, Valencia, the new facility is equipped with the most advanced technology and was created to bridge the gap between the laboratory and the company's experimental centre in the same town. These two facilities are the two fundamental pillars of Seipasa's R&D.

This new infrastructure is equipped with state-of-the-art resources to contribute to the for-

mulation and development of new products, efficacy testing with new variants, and quality control with more advanced parameters. In addition, it supports Seipasa's research endeavours aimed at obtaining new patents.

Among the innovations incorporated are growth chambers designed to conduct experiments under controlled conditions of temperature, humidity, light, and radiation. The aforementioned chambers will facilitate the re-creation of specific environments and the execution of efficacy trials with enhanced speed and precision, enabling the control of all factors that could potentially impact the crop.

Since the inauguration of the new laboratory, Seipasa has also strengthened its R&D team with the incorporation of specialists in the areas of formulation, quality assurance and technical product development.



New R&D laboratories.

Products

Our product lines are:

- Bioinsecticides
- Biofungicides
- Agricultural biostimulants
- Fertilisers
- BioActive Line
- Estimulagro Line





Technologies

Natural Technology®

Seipasa is the promoter and ambassador of its own internationally recognised model of agriculture called *Natural Tecnology*®.

Natural Tecnology means offering effective solutions for agriculture based on innovation and research applied to active principles of botanical and microbiological origin:

- To achieve profitability for the farmer in an environmentally friendly way.
- More active molecules from botanical or microbiological sources.
- Stable, effective and safe formulation that enhances the active ingredient.
- State-of-the-art laboratory and testing facilities.
- Technology applied to the real world: multi-country, multi-crop.
- Value creation through sustainable strategies.



Keys to the Seipasa's *Natural Technology*® model.



Networking

Membership of other associations

Seipasa considers it vitally important to be part of associations and consortia in the sector, in order to be informed and to participate in the decisions and agreements that can be reached.

The associations in which Seipasa participates are:

- AEFA (Spanish Association of Agronutrients Manufacturers).
- BPIA (Biological Products Industry Alliance).
- IBMA (International Biocontrol Manufacturers Association).
- BIOVEGEN (Technological Platform for Plant Biotechnology).
- Quimacova (Chemical and Environmental Association of the Chemical Sector of the Valencian Community).
- Freshuelva (Huelva Association of Strawberry Producers and Exporters).
- AEVAE (Spanish Association for the Recovery of Packaging).
- SIGFITO (Integrated System for the Management of Phytosanitary Packaging).
- VALORFITO (VALORización de FITO fármacos, the Portuguese system for the management of packaging waste of phytosanitary products, biocides, seeds, fertilisers and animal feed for professional use).
- COVADA (Collecte et Valorisation des Déchets Agricoles).
- ECOEMBES (ECOMBALAJES ESPAÑA, S.A., its full name, representing its work on household packaging recycling in Spain).
- CEPBIO (Spanish Consortium for Biopesticide Products).
- AECJ (Spanish Association of Garden Centres).
- APJ (Spanish Association for the Care of Parks and Gardens).
- Cinco al día (Association to promote the consumption of fruit and vegetables through healthy eating).
- COIAL (Official Association of Agricultural Engineers of Levante).
- Asociación Española de Tropicales (Spanish Tropical Fruit Growers Association, with the aim of having a strong and representative voice for the sector).
- Rural Innovation Hub is an innovation room for agriculture located at Finca El Valenciano, in Seville. It is a meeting point for technological and innovation demonstrations that help to optimise resources, sustainability and productivity in the agri-food sector.
- ECOVALIA is the Spanish professional association for organic production. It has more than 30 years of history and a social mass of more than 17,000 producers, farmers, stockbreeders, industries, processors and makers.

Sponsorship

- Official Association of Agricultural Engineers of Levante (COIAL):** In 2024, Seipasa sponsored the Foundation for the Promotion of Agricultural Engineering Awards (FPIA), organised by COIAL. This event has established itself as the annual meeting place for people and entities involved in biosystems - that is, systems of biological origin from which we can obtain products, services, income and well-being - including those from the environmental sector, the agricultural and food world, irrigators and the auxiliary industry.
- VI Judo Meeting in Tardienta:** Eager to promote sport as a means of developing a healthy lifestyle, Seipasa sponsored the VI Judo Meeting in Tardienta. The competition brought together 350 children from across the province of Aragón, introducing them to judo and the values of sporting discipline, competitiveness and respect.



COIAL Awards.



VI Judo Meeting in Tardienta.

- Majito Egas:** Professional BMX-Bicicross athlete. Seipasa has sponsored Majito Egas to help her achieve her dream of becoming a professional rider in Ecuador. Majito has won several provincial championships, as well as national BMX championships in the Open Cup, National Cup and FEC Open Cup in various categories in Ecuador. She is a promising athlete both nationally and internationally, embodying the values of sport, effort and commitment in a context of healthy lifestyle habits marked by training and competition.



Majito Egas.

• **L'Alcúdia Persimmon Half Marathon and 5K race:**

The Half Marathon, organised by the Club Atletisme l'Alcúdia, is a well-established event forming part of the Circuito de Carreras Populares de la Diputación de Valencia (Valencia County Council). Seipasa's sponsorship is in line with the social pillar (S) of its ESC policy (environmental, social and governance criteria).

- Promoting a healthy lifestyle: The company seeks to promote local sporting events that encourage sport and, by extension, a healthy lifestyle.
- Link with the town: This support strengthens Seipasa's connection with l'Alcúdia, the municipality where the company was founded and where many of its employees live. The company wants to be an active part of the drive for wellness and healthy habits in the community.
- Internal participation: This commitment is also demonstrated by a team of Seipasa runners competing in both race distances.



L'Alcúdia Persimmon Half Marathon and 5K race.

Collaborations

ACOPINB, an association from Córdoba for the inclusion of young people with intellectual disabilities.

Acopinb is a non-profit association that works for the social inclusion of young people with intellectual disabilities. One of the projects it develops is the promotion of organic farming through the El Aguilarejo centre in Córdoba. Seipasa is involved in this project by providing technical advice and biostimulant and nutritional products from its catalogue to keep the association's organic garden active.



Acopinb, an association from Córdoba for the inclusion of young people with intellectual disabilities.

innovation natural inspiration

Mission

Natural Technology means offering effective solutions for agriculture based on innovation and research.

Vision

We are committed to sustainable development that respects nature, wildlife and human health.



Values

The values that are part of our culture and guide us in our decision-making are:

- Social commitment.
- Creating synergies.
- Commitment to internalising crop sustainability.
- Commitment to quality and the environment.
- Equality.
- Transparency.
- Promoting a healthy diet through the production of fruit, vegetables and cereals free of chemical residues and with high value-added.

Seipasa's mission, vision and values.

Business model and sustainability

The widespread use of chemical products has not only led to the degradation of soil, water and air –in short, the environment– but may also be one of the main causes of a large number of new-generation pathologies and allergies.

The challenge of the new agriculture is to produce food under optimal conditions of quality, quantity and cost, including the concept of quality, in compliance with the limits of chemical residues allowed by the country of destination of the goods, but also those required by the customer, who demands even much lower levels than those typified. In fact, legislators themselves are becoming increasingly restrictive in the interests of food and environmental safety, to the point of banning a large number of products from the market.

In this context, producers must rely on the use of biological pest and disease control products to achieve sustainable agriculture. Seipasa has based its strategy on the development of new products that are more respectful of crops and the environment through research and development.

At national level, Seipasa has two lines of business: Garden line (Seipasa Compact and Neudorff) and professional line through distributors and subsidiary companies.

For Seipasa, *Natural Technology* means offering effective solutions for agriculture based on innovation and research applied to principles of botanical and microbiological origin. On this basis, the company has developed its model *Natural Technology*® model, which is applied in the formulation, development and manufacture of bioinsecticide, biofungicide, biostimulant and nutritional solutions for the production of crops free of chemical residues and with high value-added.

Based on the *Natural Technology*® model, Seipasa's R&D&I department works to identify and select the most efficient and effective raw materials. From there, Seipasa applies the most advanced technology to extract the best from this active ingredient and guarantee maximum efficacy anywhere in the world and under any application conditions. The *Natural Technology*® model starts with the raw material provided by nature, but it does so with the most advanced technology of the 21st century.

It is a model that is fully aligned with the European Green Deal and the EU's Farm to Fork



Risks associated with the interaction of crop protection products with humans, the environment or water. Seipasa products present no or very low risk in this interaction.

*The risk rating of products is calculated by multiplying the volumes sold by the risk of each product according to the following formula: $\text{volume} \times \text{Tox index (HRI } 1 = \sum Vi ri)$

strategy, which aims to produce fair, sustainable and environmentally friendly food systems.

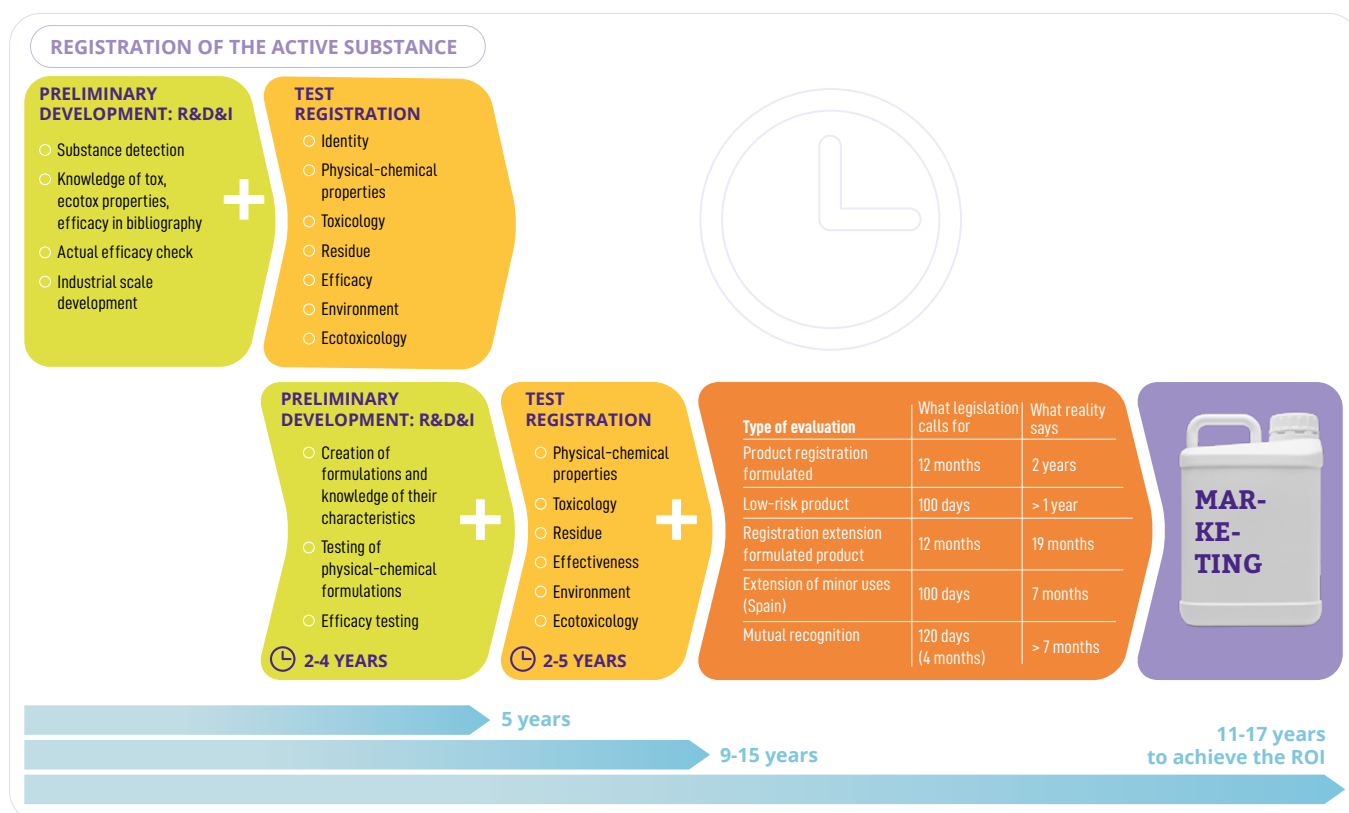
In addition to technology, sustainability and innovation, Seipasa's business model also relies on phytosanitary registrations as a strategy for international expansion and growth. When Seipasa enters a new market, it does so with the quality guarantee provided by phytosanitary registration. This means that the company has previously carried out a very important work of prospection, analysis of farmers' needs and knowledge of the agronomic reality of the country.

This involves the preparation of registration dossiers, the development of efficacy trials and the submission of all documentation to the country's registration authorities. These are processes that involve very significant financial investment and years of work. Therefore, phy-

tosanitary registration provides Seipasa with in-depth knowledge of the product being developed, guaranteeing quality, confidence and safety for the end farmer.

Through this business model, Seipasa has built a global catalogue of more than 70 phytosanitary registrations of biocontrol products in more than 30 countries around the world.

In addition to biocontrol, another of Seipasa's strategic lines is biostimulants, the fastest growing segment of the biorationals market worldwide. Biostimulants is a line that combines a high level of internal investment and a very important technological development at Seipasa. This is a strategic line on which the company relies to access and develop its biological portfolio in some international markets where registration processes are underway and will take more time to complete.



Outline of the processes that a biocontrol product must go through to obtain phytosanitary registration.

Governance structure

Managing Directors

- Inversiones Peleato, S.L.
- Inversiones Sodima, S.L.

Governing Body

The company's Governing Body is responsible for defining the company's overall strategy in terms of objectives, sales levels and market positioning. It comprises:

- Pedro Luis Peleato (CEO)
- José Morales
- Pedro Barrachina
- Carlos Morales

Management Committee

Senior management is composed of the CEO. The secretary and deputy secretary of the Board of Directors of Seipasa also have powers of representation.

Below the CEO, in the company's organisational structure, are the directors of each department, who perform their functions within the hierarchy and report to the CEO.



Pedro Peleato and José Morales, founding partners of Seipasa.

Seipasa's practices and policies for the transition to a more sustainable economy

	Environmental management	Management of people	Respect for human rights	Fighting corruption and bribery
Code of Ethics	●	●	●	●
Equality Plan		●	●	
Corporate Social Responsibility Policy	●	●	●	●
Diversity and non-discrimination		●	●	
Crime Prevention Policy				●
Global Corporate Compliance Program	●	●	●	●
Quality, environmental and health and safety management systems	●	●	●	

Diversity and non-discrimination

Seipasa promotes a commitment to diversity and guarantees non-discrimination in all activities. In selection processes, we ensure that candidates are assessed solely on the basis of their competencies and skills required for the job, without regard to their gender, race, religion or other personal status.

Culture and equal opportunities policy

Seipasa promotes equal opportunities at all levels of the company, ensuring that everyone has access to the same conditions and opportunities for development, regardless of gender, origin, age or any other personal circumstance.

The equal opportunities policy applies to all areas, from recruitment and promotion to training and remuneration, ensuring fair and equal treatment.

In addition, an inclusive environment that values diversity is fostered, promoting initiatives and programmes that strengthen true equality within the organisation.

Preventing and dealing with sexual, gender-based and discriminatory harassment

Sexual, gender-based and discriminatory harassment in the workplace is prevented and dealt with effectively.

Clear protocols are in place for identifying, reporting and dealing with such cases, ensuring that all those affected receive appropriate support and protection.

At Seipasa, we promote a culture of respect and equality, where any form of harassment is unacceptable and we provide ongoing training to raise awareness and prevent this type of behaviour, ensuring a safe and inclusive workplace for all.



Main lines of action within Seipasa's policies.

Code of Ethics

The success of the organisation and the satisfaction of its customers depend on strict compliance with current legislation, both in the creation of products and in the selection of third parties that form part of Seipasa's production chain.

Seipasa's Code of Ethics reflects the company's commitment to legality, providing guidelines for the behaviour to be followed by all personnel and establishing the values to be respected by both employees and those who collaborate with Seipasa in their business and professional relationships.

This Code of Ethics sets out the principles and guidelines to be followed by all members of the organisation in order to ensure ethical and legal behaviour in all activities related to the company. The key aspects covered are:

1. Legal and regulatory compliance.
2. Behavioural guidelines.
3. Responsibility of employees.
4. Protection and consultation.

Compliance with Criminal Law Policy

Seipasa is committed to acting with integrity and respect for the regulations in force, ensuring that all the organisation's employees are guided in their daily behaviour by the highest ethical principles.

The Compliance with Criminal Law Policy, linked to the company's Code of Ethics, reflects management's commitment to the prevention and detection of irregular behaviour and promotes a transparent working environment that is fully compliant with the law.

This zero-tolerance approach to any unlawful conduct is reinforced by a Risk Management



Model that ensures that the necessary measures are implemented to comply with internal and external regulations.

The aim is to create a working environment where respect for the law and business ethics are the fundamental pillars, and to ensure that this policy is known and applied by all employees and entities with which we do business.

ESC Policy

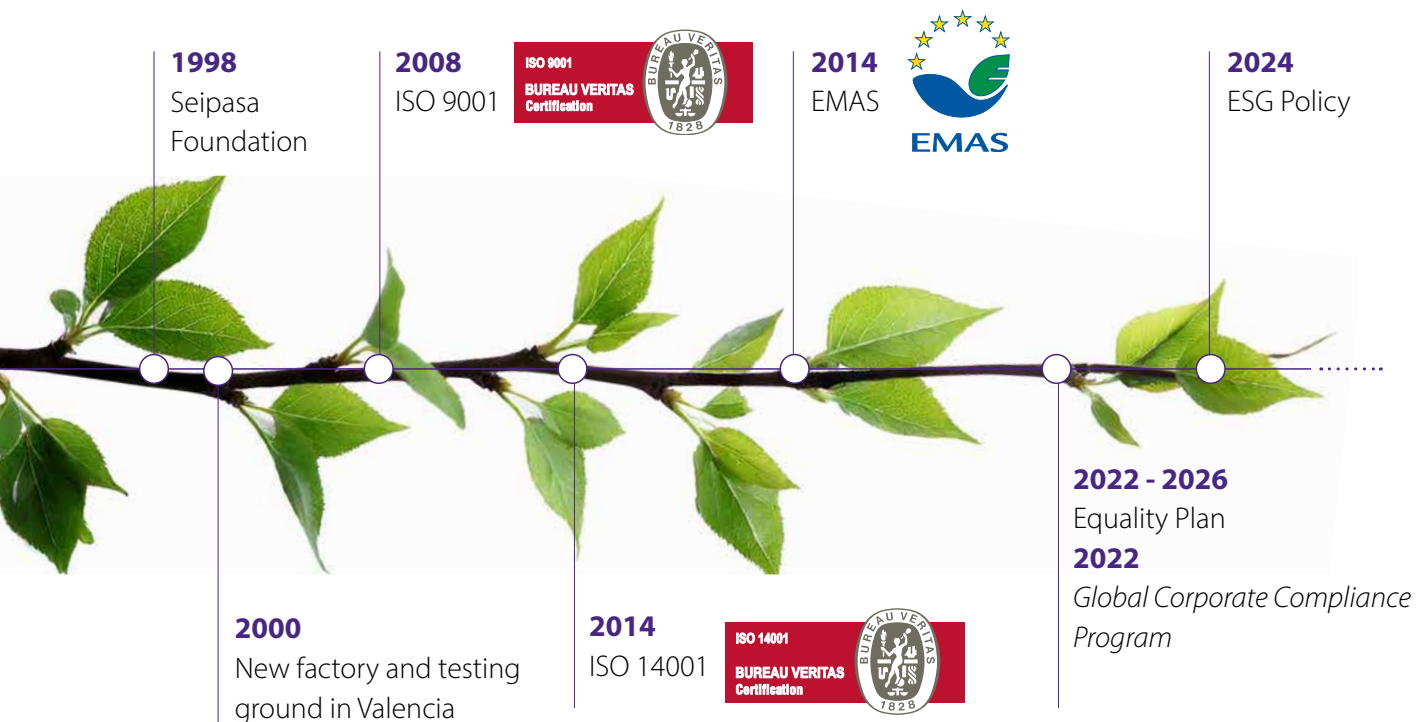
Seipasa firmly believes that its commitment goes beyond the boundaries of its direct relationships. The Environmental, Social and Governance (ESC) Policy defines the principles and commitments that guide its actions to ensure that it operates in an ethical, sustainable and socially responsible manner. The policy set out in this report reflects Seipasa's unwavering commitment to sustainable development and the well-being.

Quality and Environmental Policy

Seipasa's Quality and Environmental Policy reflects its commitment to continuous improvement, legal compliance and sustainability. It works to prevent errors and minimise environmental impact in all its operations, from the development and manufacture to the distribution of liquid fertilisers and crop protection products.

Health and Safety Policy

The health and safety of our employees is a top priority. The health and safety policy defines Seipasa's commitment to creating and maintaining a safe and healthy working environment, guaranteeing the well-being of the entire team and complying with current regulations.



Most relevant milestones in Seipasa's quality and environmental policy.

Functional areas

The table below shows the number of people employed in each of the organisation’s subsidiaries:

Selpasa Spain	Estimul-Agro	Selpasa Mexico	Selpasa Ecuador	Selpasa Italy
78	3	5	1	1

The functional areas of the company are made up of the following departments:

- Commercial Department.
- Technical Department.
- R&D&i Department.
- Regulatory Department.
- Production Department.
- Logistics Department.
- Administration and Finance Department.
- Quality and Environment Department.
- Communications Department.
- Marketing Department.
- IT Department.
- Home Gardening Department.
- HR Department.
- Purchasing Department.
- Portfolio Department.



Stakeholders

Seipasa works to build trust with its stakeholders by fostering an open, continuous and transparent dialogue. A constant effort is made to offer customers better and better services, products and solutions.

Suppliers are carefully selected based on the quality of their products, their environmental performance and on the basis of proximity criteria, and we do not establish business relationships with suppliers who do not respect human rights and legality.

Employees are the main driving force behind the company; without them nothing would be possible. Taking care of them, training them, looking after their health and professional development are values deeply rooted in the company's corporate culture. For this reason, two hiking routes were organised for 2024, with the aim of encouraging healthy lifestyle habits through sport, as well as promoting cohesion, coexistence, and group integration among the Seipasa workforce. The activities took place in two areas of outstanding natural beauty in the province of Valencia: L'Ouet in Alzira and El Clot de les Tortugues in Picassent.

Contributing to a more sustainable agriculture and a fairer world is also part of the company's commitments.

Caring for the environment and mitigating the impact of production activities is one of the challenges that are passed on to both the organisation's staff and its suppliers.

Seipasa's main stakeholders are as follows:

- Owners/partners.
- Administration.
- Environment.
- Staff and family members.
- Suppliers of materials and services.

- Media.
- NGOs, third sector organisations or non-profit organisations with social purposes.
- Society.
- Subcontractors.
- Customers.
- Sector associations.
- Universities and technology centres.
- End user (farmer).
- Neighbouring companies.
- Unions.



Attendees of the hiking routes organised in the natural environment of the province of Valencia.

Different channels of communication and dialogue with stakeholders are mainly used:

Dialogue channel	Customers and consumers	Shareholders and partners	Employees	Relatives of employees	Trade union representatives	Suppliers	Competitors	Public administration and institutions	Sectoral associations	Universities and technology centres	Media	Society and community
Website	●	●	●	●	●	●	●	●	●	●	●	●
Social Media	●	●	●	●	●	●	●	●	●	●	●	●
Visits to the facilities	●	●		●	●	●		●	●	●	●	●
Whistleblowing / ethics channel	●	●	●	●	●	●	●	●	●	●	●	●
Events and conferences	●	●	●	●	●	●	●	●	●	●	●	●
Face-to-face meetings	●	●	●		●	●		●	●	●	●	●
E-mail	●	●	●		●	●	●	●	●	●	●	●
Non-face-to-face meetings	●	●	●		●	●		●	●	●	●	●
Statement of non-financial information	●	●	●		●	●		●	●	●	●	●
Annual accounts		●	●									
Training and awareness-raising actions	●	●	●	●	●	●		●	●	●	●	●
Work climate survey			●									
Event and training surveys	●	●	●			●						
Customer satisfaction surveys	●											
Social assessment of suppliers						●						
Collaboration agreements and / or partnerships	●				●	●	●	●	●	●	●	●
Newsletter	●	●	●									
Intranet		●	●									
Mobile App												
Analogue signage	●		●									
Internal TV			●									
ESG committee	●	●	●	●					●	●	●	●

● Permanently ● Whenever required ● Yearly ● Biennial

In our relationships with stakeholders, we would like to highlight the visit of students from Els Évols de l'Alcúdia Secondary School to our facilities. The aim of this visit is to introduce the students to the different professional opportunities available to them as part of their pre-university training programme. Seipasa is a company that aims to be involved in the life and customs of its local community in l'Alcúdia, and this visit is part of our commitment to participating in local life.

Universities and technology centres are another one of Seipasa's stakeholder groups, not only as units of knowledge transfer and associative synergies, but also as a source of future professionals. Along these lines, the company



Visit of the Els Évols de l'Alcúdia Secondary School students to our facilities.

welcomed students on the Master's Degree in Plant Genetics at the Universitat Politècnica de València, to present the work and research of the R&D department in using natural resources in the agricultural industry, and to contribute to their specialised training before they enter the labour market.

Seipasa's ESC policy aims to promote healthy eating by producing fruit, vegetables and cereals that are free of chemical residues and have high added value. To disseminate these values to the company's different stakeholders, Seipasa has carried out an important training initiative on nutrition and healthy habits aimed at female workers in the floriculture sector in northern Ecuador.

The workshops, held in the provinces of Pichincha and Carchi, represent a significant effort to improve the quality of life of this working community, which plays a major role in the country's economic activity. Ecuador is the world's third largest exporter of flowers, with a value of more than USD 1 billion.

The training has enabled 120 women aged between 18 and 40 who work in the country's floricultural companies to improve their eating habits and practices at home.

It should be noted that the floriculture industry in Ecuador employs mainly rural women, who are also responsible for feeding their families in



Visit of students on the Master's Degree in Plant Genetics of the Universitat Politècnica de València.

a context where 20% of children under the age of 2 suffer from chronic malnutrition, according to data from the National Institute of Statistics and Censuses, INEC.

These workshops not only provide knowledge about healthy eating, but also promote habits that have a positive impact on the quality of life of the workers and their families.

The workshops covered basic concepts about the importance of a balanced diet and provided a participatory space where women could share their experiences and reflect on their eating habits. Didactic tools and interactive materials were used to enrich the learning process, and surveys were used to assess the level of knowledge on the topics covered.



Seipasa's internal and external communication channels.

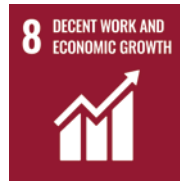
Ethics and integrity, Compliance with Criminal Law

Seipasa has a Code of Ethics that sets out the principles that should guide the actions of all members of the Organisation in their daily work. These principles contribute to the prevention and, where appropriate, the eradication of malpractice in the development of its social activity (available in the Code of Ethics).

In this regard, Seipasa expressly establishes and declares the principle of zero tolerance for any behaviour that may constitute a criminal offence, whether it is contrary to the law and/or the Company's internal regulations. To this end, Seipasa has implemented a criminal risk management system (Compliance with Criminal Law) in which it has identified the criminal risks that affect or may affect the organisation in the development of its social activities in order to be able to monitor them and mitigate or eradicate those behaviours that are contrary to its policy.

In this regard, Seipasa:

- Strictly prohibits the commission of criminal offences in the course of its business.
- Requires compliance with the Penal Code, as well as with all sectoral laws of any rank that are related to these regulations and whose violation may result in criminal liability for the Organisation, including, but not limited to, the following:
 - Anti-corruption legislation.
 - Workers' rights regulations.
 - Regulations on the protection of personal data.
 - Anti-harassment and anti-discrimination regulations.
 - Competition laws.
 - Anti-money laundering legislation and prevention.
 - Financial, accounting and tax legislation.
 - Public health legislation.
 - Environmental legislation.



- It has established mechanisms for monitoring the model and this policy (policies, controls, procedures, etc.). These will be periodically reviewed as part of the continuous improvement that inspires this policy. These monitoring and control mechanisms are known to the recipients, and recurrent monitoring, communication and training activities are carried out.
- It requires the development of the business in compliance with all the procedures and protocols established in Seipasa.
- Communicate to all employees and related professionals the existing limits of their behaviour in relation to their professional performance, and provide them with the necessary tools and training to carry out their work with diligence, transparency, objectivity, respect and compliance with current legislation and Seipasa's internal regulations, always placing these interests above the results of the business.
- It will pay special attention to the development of Seipasa's activity by its business partners.
- The ethical channel has been in place in the company since 1 December 2023. This channel is a system that facilitates the reporting of any suspicion of acts or omissions that may constitute a criminal offence, thus promoting an environment of transparency and compliance with legal regulations.

Seipasa is a company that believes in the management of its internal talent as the driving force for growth, innovation and the achievement of objectives.

The 2024 compliance objective focused on providing compliance training at all levels of the company, i.e. to:

- **Senior management:** They are ultimately responsible for compliance and must therefore lead by example.
- **Middle management:** They have direct influence over their teams, and must therefore implement and transmit policies.
- **Operational staff:** They run processes on a day-to-day basis. Ignorance in this area can lead to risks.

Compliance training at all levels helps build a safer, more ethical and sustainable company that is capable of preventing legal risks and strengthening its organisational culture.

Adherence to the UN Global Compact

In 2024, Seipasa joined the United Nations Global Compact, the world's largest corporate sustainability initiative. By joining this voluntary leadership platform, Seipasa commits to aligning its practices with the Compact's universally accepted Ten Principles, which cover key areas such as:

- **Human Rights.**
- **Labour Standards.**
- **Environment.**
- **Anti-corruption.**

The Global Compact strengthens Seipasa's commitment to corporate sustainability, including environmental protection, promoting quality work, and combatting corruption.

Through this commitment, Seipasa expresses its intention to support and develop these principles within its sphere of influence, committing to integrate them as part of its strategy, culture and daily actions, as well as to engage in collaborative projects that contribute to the broader UN Development Goals, in particular the Sustainable Development Goals.

In 2024, Seipasa's ESG committee launched a series of training initiatives for employees related to the company's participation in the United Nations Global Compact. These initiatives focus on business ethics and sustainability within the context of the SDGs and the 2030 Agenda. The aim is for Seipasa employees to understand the importance of complying with the SDGs, be aware of the progress being made on the 2030 Agenda, and be able to identify the basic principles involved in implementing a corporate sustainability plan. It is crucial that all employees are aware that the company is part of the UN Global Compact, as this reflects a commitment to global ethical principles and implies responsibilities and behaviours that must be integrated at all levels of the organisation.



Practices for the transition towards a more sustainable economy

Sustainability scope	Does the company have policies, practices or initiatives in place?	Are they published?	Do they include specific targets?
Climate change	No	-	-
Pollution	Yes	Yes, Quality and Environmental Policy. EMAS Regulation	Yes
Water and marine resources	No	-	-
Biodiversity and ecosystems	No	-	-
Circular economy	Yes	Yes, Quality and Environmental Policy. EMAS Regulation	Yes
Own staff	Yes	Yes, Code of Ethics	No
Workers in the value chain	Yes	Yes, Code of Ethics	No
Affected groups	Yes	Yes, it is available to the public through the Equality Plan and internally, through the protocol for situations of sexual and gender-based harassment and discriminatory harassment	No
Consumers and end-users	Yes, with customers	Yes, Code of Ethics	No
Business conduct	Yes, with customers	Yes, Code of Ethics and Compliance with Criminal Law Policy	No



Environmental parameters



Caring for the environment and mitigating the impact of productive activities on it is one of the challenges we face as an organisation, and this is how Seipasa responds to climate challenges and the needs and expectations of its stakeholders, in line with the Sustainable Development Goals (SDGs).

To ensure that all of Seipasa's business activities are managed in a sustainable manner, Seipasa has made the following commitments:

- ✓ Commitment to the responsible use of productive resources.
- ✓ Compliance with environmental legislation and the adoption of voluntary standards.
- ✓ Management of environmental risks: proactive and preventive approach.
- ✓ Continuous improvement of the management system.
- ✓ Environmental protection and reduction of environmental impact and carbon footprint in direct and subcontracted activities:
 - Implementation of technical, production and management improvements.
 - Efficient use of resources:
 - Energy efficiency measures. Example: Replacing conventional lighting with LEDs in work-places.
 - Water efficiency and conservation measures.
 - Electricity consumption with 100% renewable energy sources.
 - Reducing paper consumption, promoting digital information.
 - Recycling and the circular economy. Example: Elimination of single-use plastics in coffee, water and office supplies.
 - Measuring the carbon footprint.
 - Planning actions to reduce and offset emissions.
 - Using recycled materials in our packaging.
 - Changing the design of our labels to reduce the amount of ink used.
 - Reducing the grammage of our packaging to reduce the amount of plastic put on the market.

The environmental indicators reflect Seipasa's commitment and performance in terms of environmental protection and conservation. These indicators are a fundamental tool for assessing environmental impact, identifying areas for improvement and measuring progress towards sustainability.

The following table shows the main indicators that are measured and monitored, and where necessary, targets are set for improvement.

Associated impacts				
Manufacturing activity	<pre> graph LR A[Unloading of raw material] --> B[Formulation and packaging] B --> C[Storage] C --> D[Shipping end product] </pre>			
Ancillary activities	<pre> graph LR A[Cleaning and maintenance] </pre>			
Impacts associated with the activity	<ul style="list-style-type: none"> • Waste generation. • Electricity consumption / Generation of indirect GHG emissions. 	<ul style="list-style-type: none"> • Consumption of raw materials and packaging material. • Electricity consumption / Generation of indirect GHG emissions. • Water consumption. • Waste generation. 	<ul style="list-style-type: none"> • Electricity consumption / Generation of indirect GHG emissions. 	<ul style="list-style-type: none"> • Diesel consumption / generation of direct GHG emissions. • Electricity consumption / Generation of indirect GHG emissions.
Office activity	<ul style="list-style-type: none"> • Electricity consumption / Generation of indirect GHG emissions. • Water consumption. • Travel by employees (diesel consumption and generation of indirect GHG emissions). • Paper consumption. • Toner consumption* • Generation of non-hazardous waste. • Generation of sanitary wastewater* • Generation of diffuse emissions from refrigerant gases and firefighting equipment (abnormal and emergency situations)* 			
Product life cycle	<ul style="list-style-type: none"> • End-of-life waste generation: product packaging, packaging. 			

* Impacts considered minor due to their low magnitude or frequency of occurrence.

Company activities and associated impacts.

Seipasa's various environmental management indicators for the last 3 years (2022-2024) are shown below.

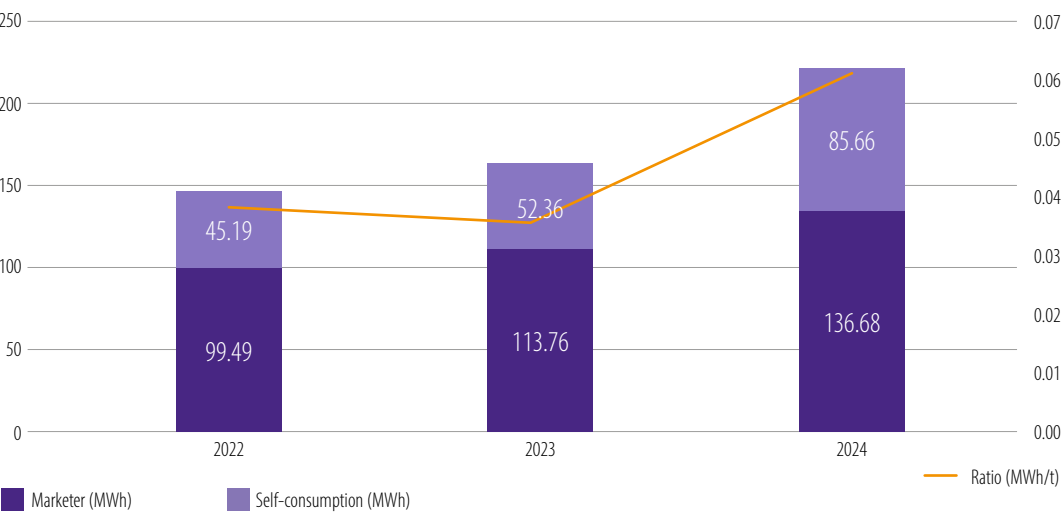
Energy and greenhouse gas emissions

Energy consumption within the organisation

Electricity consumption

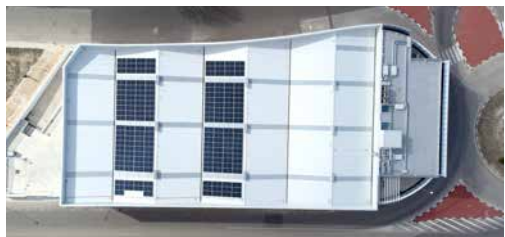
In 2024, there was a significant increase in electricity consumption due to the extreme weather phenomena that occurred that year, such as the DANA that flooded the facilities in l'Alcúdia (Valencia). This event caused temporary production stoppages and required the hiring of additional machinery for cleaning-up and recovery of the facilities.

Energy consumption within the organisation



100% of the energy consumed by Seipasa is of renewable origin, either from 100% certified renewable energy suppliers or through solar energy generation. 38.53% of the energy consumed by Seipasa at its work centres in Valencia is self-generated, from solar panels.

In 2024, Seipasa completed the latest expansion of the self-consumption photovoltaic installations at the Gutiérrez Mellado building, reinforcing the organisation's renewable energy generation capacity.

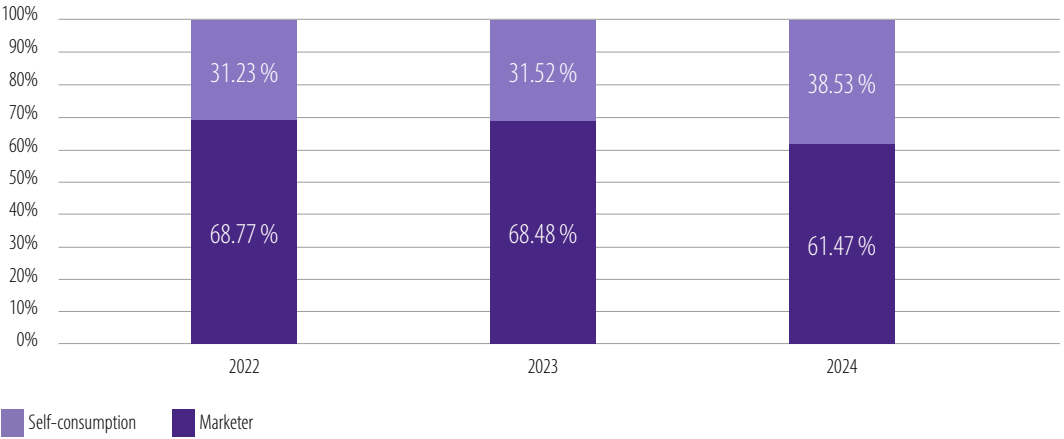


Solar panels for own consumption on the roof of the Seipasa Plaza building in l'Alcúdia, Valencia, corresponding to the second phase of installation.



Sustainable development in terms of energy consumption has been as follows:

Electricity consumption

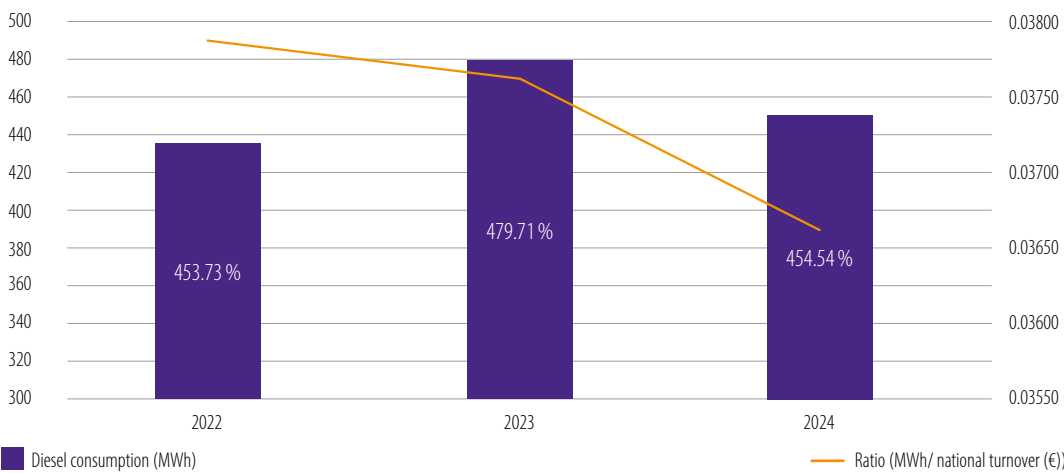


In addition, all luminaires are equipped with low-energy LED bulbs. During 2024, the first phase of the skylight renovation in the logistics facilities was carried out to take advantage of sunlight and reduce energy consumption LED.

Fuel consumption

At Seipasa, the only fuel used is for company vehicles, primarily for commercial activities, and diesel is used as the main energy source. Diesel consumption decreased in 2024 compared to previous years due to optimised commercial routes.

Diesel derived energy consumption



Calculation of greenhouse gas emissions

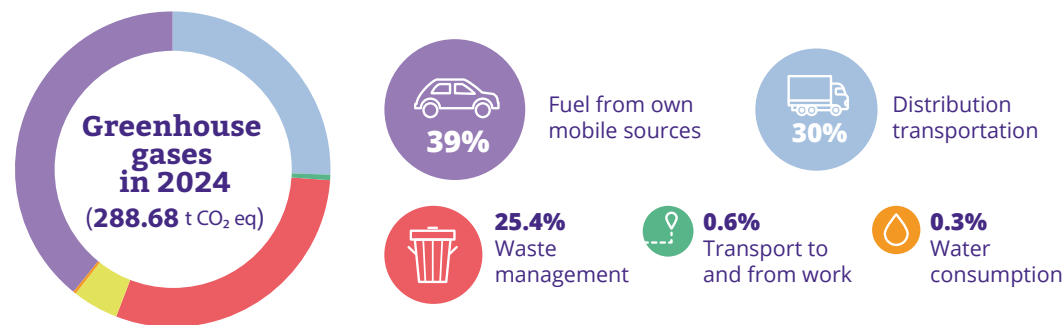
In 2024, Seipasa maintained its commitment to measuring and reducing its carbon footprint, consolidating the integration of environmental criteria in the organisation's management. The analysis of the emissions has been carried out according to the classification of direct and indirect emissions as set out in ISO 14064-1:2018, and shows general stability with respect to those of operational factors such as logistics and waste management.

Total GHG emissions

Total emissions (t CO ₂ eq)			
	2022	2023	2024
Scope 1			
Combustion of own mobile sources	107.92	118.83	112.64
Scope 2			
Electricity consumption (market-based)*	0	0	0
Electricity consumption (location-based)**	15.92	13.65	13.67
Scope 3			
Distribution transport	79.79	69.59	86.51
Commuting transport	1.23	1.76	1.76
Waste management	71.88	72.00	73.34
Water consumption	0.76	0.75	0.76
Total	277.5	277.93	288.68

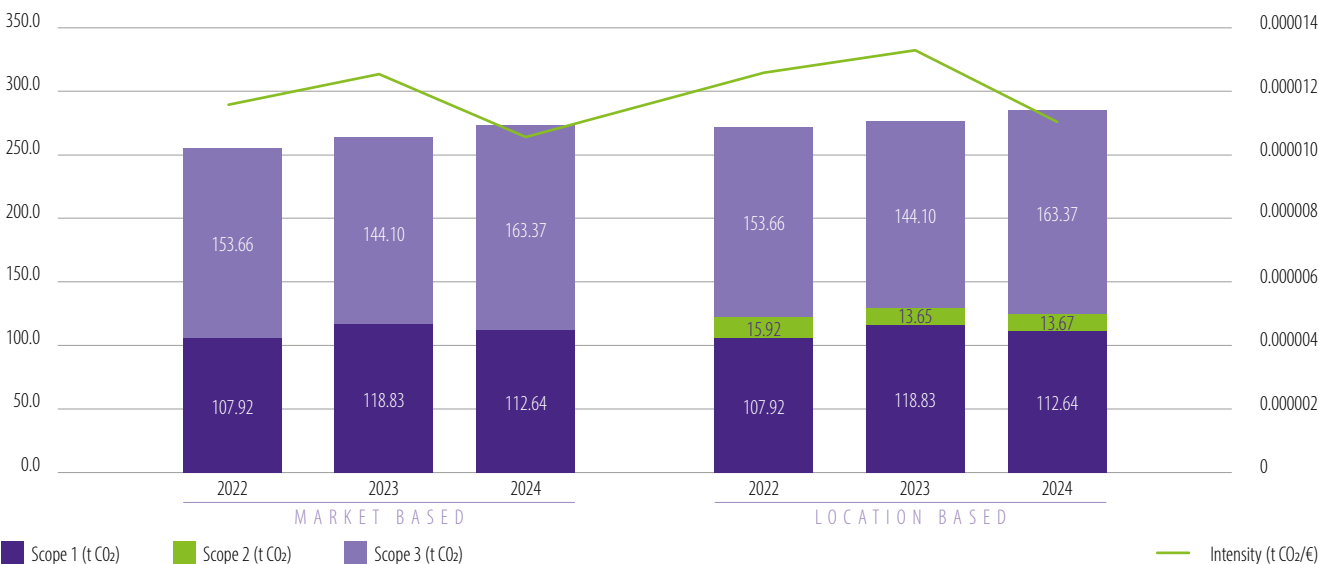
* Emissions based on the market-based approach: Seipasa has Guarantees of Origin (GoO) that confirm 100 % of the purchased electricity comes from renewable sources, meaning the associated emissions are zero.

** Emissions based on the location-based approach: These are calculated using the average emission factor of the national electricity mix published by Red Eléctrica de España (REE): 2022: 0.16 t CO₂/MWh; 2023: 0.12 t CO₂/MWh; 2024: 0.10 t CO₂/MWh.



Origin of greenhouse gas emissions in Seipasa in 2024.

Carbon footprint calculation (scope 1, 2 and 3)



GHG emission reduction targets

Currently, Seipasa has not set specific targets for reducing greenhouse gas emissions. However, the company continuously tracks its carbon footprint and monitors all sources of emissions, particularly those from commercial vehicle transport and distribution logistics.

Under the market-based approach, Scope 2 emissions are considered to be zero. Seipasa is evaluating energy efficiency opportunities and mitigation measures in order to progressively reduce its direct and indirect emissions. The company aims to set specific reduction targets in future years. The company also plans to offset emissions by 2025.

Climate risks

To date, Seipasa has not carried out a specific analysis of the hazards and transition processes related to climate change that could pose risks to the company. However, the company continues to monitor its environmental footprint and opportunities for improvement with a view to integrating climate risk assessment into its strategic management in future.

Air, water and soil pollution

Seipasa is not obliged to notify the relevant authorities of its emissions of pollutants into the air, soil or water. Nevertheless, the company voluntarily discloses this information as part of its commitment to the EMAS (Eco-Management and Audit Scheme) Regulation. The corresponding data is publicly available in the Environmental Statement.

Atmospheric pollution

Seipasa's operations do not generate significant atmospheric emissions from production processes as no industrial combustion operations are carried out. The main direct emissions originate from the use of diesel fuel in the company's vehicles, which are primarily used for commercial purposes.

Seipasa also has a greenhouse for testing the efficacy, phytotoxicity, and respect for biodiversity of its products. These activities are carried out on a small scale and under controlled conditions, without generating significant emissions to the atmosphere.

All of the company's electricity consumption comes from renewable sources certified by Guarantees of Origin (GoO), and it also has photovoltaic installations for self-consumption of energy at its work centres. These measures help to minimise indirect emissions associated with electricity consumption, reflecting Seipasa's commitment to reducing its carbon footprint and improving air quality.

Water pollution

At Seipasa, no wastewater is discharged into the sewer system, as all wastewater generated in the production process is managed by an authorised manager. The water that could potentially become contaminated mainly originates from cleaning production and packaging machinery used in the production of plant protection products and fertilisers. This liquid waste is managed safely and in compliance with current regulations to ensure environmental protection and prevent any impact on soil or surface water.

Non-hazardous water derived from the washing of formulators and packaging lines is used in recovery processes to produce biogas.

Seipasa's product portfolio consists of certified organic products, reinforcing the company's commitment to sustainability and reducing the potential risk of adverse environmental and soil impacts.

Seipasa has recorded no environmental incidents at its facilities in 2024. All processes involving pesticides and fertilisers are managed under strict environmental and safety control procedures, including the use of impermeable paving and containment walls, as well as waste management through authorised waste managers. These measures help to prevent any impact on soil, water or air, ensuring compliance with applicable regulations.



Soil contamination

According to Recommendation (EU) 2025/1710 and the FAO assessment (2021), Seipasa's production of plant protection products and fertilisers is considered a potential source of soil contamination. However, there have been no cases of soil contamination at its facilities as all operations involving these products are carried out under strict safety and environmental control procedures.

The company has preventive measures in place to avoid spillage or leaks in storage and handling areas, such as impermeable paving and containment basins, as well as specific protocols for spillages and waste management. These measures are periodically reviewed as part of the environmental management system.

The company's products comply with current regulations and best agricultural practices, helping to minimise any impact on the soil when used by customers. Furthermore, 55.38% of

Biodiversity

Seipasa operates within a built-up area of 6,398.50 m² on industrial land. This figure remains unchanged from the previous year, meaning there have been no changes in occupancy between 2023 and 2024. The sealed area coincides with the built-up area and there are no natural areas for biodiversity conservation within the facilities.

Outside the production site perimeter, the company has a 3,000 m² greenhouse for testing the efficacy, phytotoxicity and biodiversity of its products. This infrastructure is a vital resource for sustainable innovation, enabling us to evaluate the performance of solutions under controlled conditions and according to sustainability criteria.

Seipasa's facilities are located at a safe distance from Natura 2000 protected areas, with an SCI (Site of Community Importance) 8 km away, and an SPA (Special Protection Area) also 11 km away, and an ASPB (Area of Special Protection for Birds) 10 km away. This location minimises any direct risk to sensitive habitats and protected species.



Water

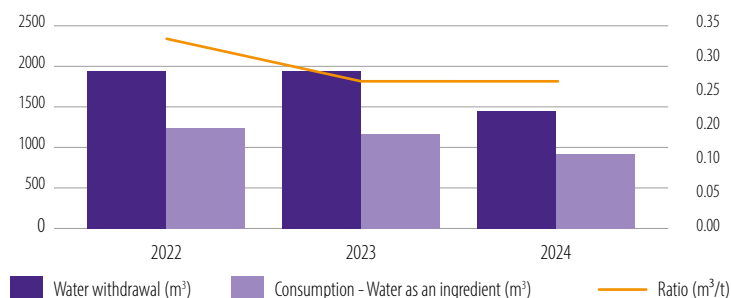
100 % of the water used by Seipasa within its facilities comes from the public supply network, corresponding to the total amount of water that the company brings within the boundaries of its organisation. This resource is mainly earmarked for:

- Production, as part of the fertiliser and biostimulant products developed by Seipasa.
- Human consumption and sanitary use by personnel.
- Cleaning of machinery and containers, guaranteeing hygienic and safe conditions in the production processes.

The location of Seipasa has been assessed using the WRI Water Risk Atlas methodology, determining a high level of water stress (3-4).

With the aim of reducing water consumption, Seipasa has made progress in the automation and optimisation of in-plant cleaning by installing CIP (Cleaning in Place) systems in formula-tors and automated cleaning mechanisms in tanks that were not yet equipped with these mechanisms, as well as the incorporation of heating elements that heat the water, improv-

Water consumption



ing cleaning efficiency and optimising consumption times and ratios.

These measures are particularly relevant given that, according to the WRI Water Risk Atlas assessment, the company's location is in an area of high water stress (3-4). This reinforces the need to manage water efficiently and to apply good water saving and control practices, ensuring the availability of the resource and the sustainability of Seipasa's operations.

Water used

	2022	2023	2024
Water withdrawal (m³)	1,978	1,951	1,964
Water consumption (m³)	1,210	1,182	922
Sites in water-stressed areas	100%	100%	100%



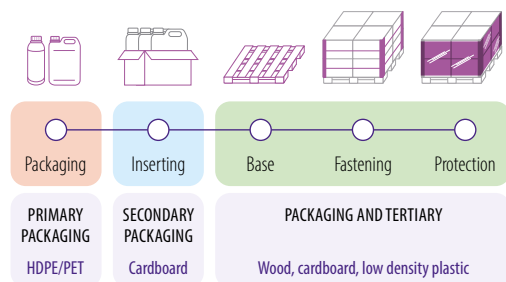
Resource use, the circular economy and waste management

At Seipasa we integrate the principles of the circular economy in all our operations, seeking to reduce environmental impact and make the best use of resources. Thus, the vast majority of our waste is managed through recovery, giving materials a second life.

In addition, we apply concrete strategies in our products: we use recycled materials in containers and packaging, we reduced the grammage of packaging in order to reduce the plastic in the market and optimised the design of labels to consume less ink. We also eliminated single-use plastics in the cafeteria, water and our offices.

Packaging materials

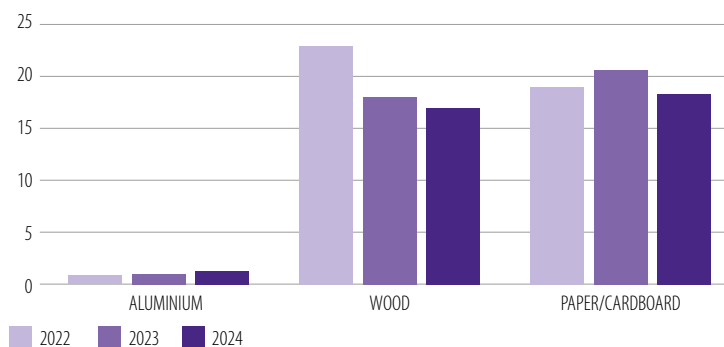
In order to market the products manufactured by Seipasa, a series of containers and packaging of different materials and origins are used.



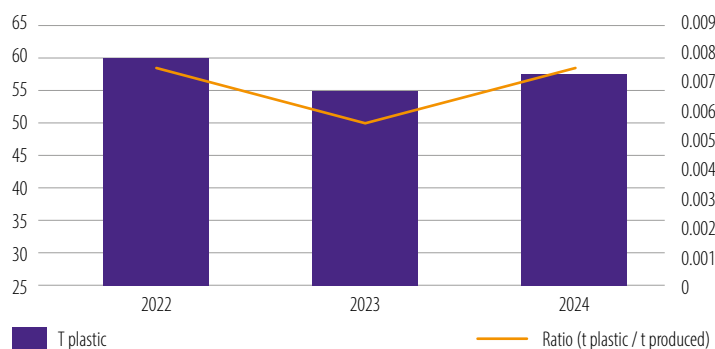
Processes and materials used in the manufacturing operations of Seipasa's products.

One of Seipasa's environmental objectives is to minimise the environmental impact of packaging. For this reason, a series of actions have been defined with the aim of using lighter packaging made from recycled materials, all of which are included in the Business Plan for Packaging Prevention and Ecodesign and form part of this prevention policy.

Packaging by type of material placed on the Spanish market (t) 2022-2024



Quantity of plastic packaging placed on the market (t) 2022-2024



Targets towards sustainable use of packaging

- Achieve a reduction in the weight of 1 litre of packaging waste of 2% by 2024 compared to the 2018-2023 period and by 4% compared to the 2024-2030 period.
- Achieve a reduction in the weight of packaging waste of the 2024-2030 period and by 5% compared to the 2018-2023 period.
- Use primary, secondary and tertiary packaging containing the following percentages of recycled material:
 - Primary packaging: between 5 and 20%.
 - Tertiary packaging: between 70-90% of the film used.



Progress achieved

- **Grammage reduction of 1 L containers:** From 120 g to 100 g per container, saving 16.7% of the plastic used and avoiding 13 t of indirect CO₂ emissions associated with the consumption of these containers.
- **Strapping with 90% recycled material:** Replacement of the previous one with 70% recycled, reducing virgin material by 66.7% and avoiding 46.3% of the associated indirect CO₂ emissions.
- **IBC:** In 2024, Seipasa increased the recovery of IBCs to 85.5 % compared to 80.3 % in 2022. Thanks to this process, the packaging is re-used by other companies, thus extending its life cycle and avoiding the production of approximately 349 new IBCs. This recovery practice has also contributed to avoiding the emission of 91.85 t CO₂ equivalents associated with the production of new packaging.
- **20 L containers with 50% recycled plastic:** Since 2023, Seipasa has incorporated recycled plastic in the manufacture of the 20 L containers, replacing 50% of the virgin material. In 2024, this measure reduced virgin plastic consumption by 13.30 tonnes and reduced indirect CO₂ emissions associated with this type of packaging by 25.7%.

Secondary packaging is made from 100% recycled natural Kraft paper, free from bleaching chemicals.

At the end of its useful life, product packaging is incorporated into the recycling system established in each country. We also comply with current packaging waste legislation in the countries in which we operate. As a company responsible for placing packaged products on the market, we have joined the Integrated Management System (IMS) of AEVAE, SIGFITO and ECOEMBES, thus fulfilling the obligations under the Spanish Packaging Law. They are all responsible for organising a collection system for the correct environmental treatment of agricultural packaging.

90% of the wooden pallets used are recycled.

In 2024, we have continued to implement improvements and adapt processes to current regulations, ensuring compliance with applicable packaging legislation, not only nationally, but also in other countries where Seipasa operates. This includes the responsible management of packaging throughout its life cycle, in accordance with the sustainability and recycling requirements of international legislation.



Main lines of action within Seipasa's prevention policies.

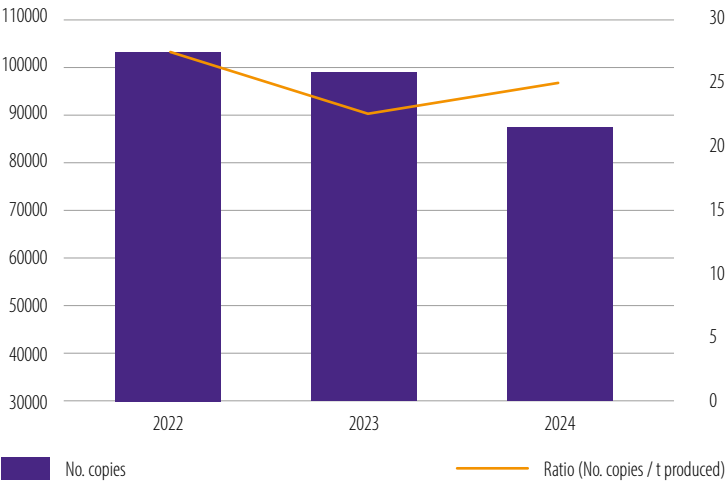
Paper consumption in offices

Paper consumption is continuously monitored, both in offices and in advertising activities, including print advertising campaigns. Seipasa is committed to optimising the use of this resource and minimising its environmental impact, promoting more sustainable and responsible practices in all its activities. In addition, internal awareness-raising is regularly carried out to reduce the use of paper.

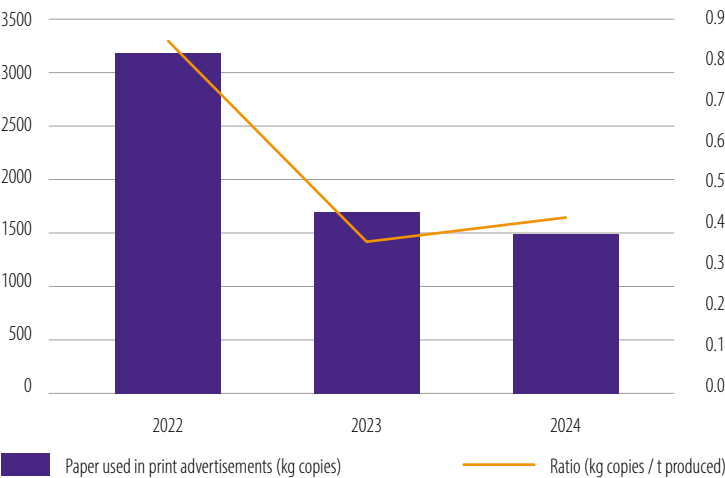
Think before you print



Paper consumption in offices



Paper used in print advertising



Waste

In accordance with current regulations, the waste generated by the production plants is managed and separated to promote recycling and appropriate treatment. All legal obligations are met.

Waste typology and treatment

Non-hazardous waste has followed an increasing trend, mainly driven by the extension of the facilities. In 2024, this trend was reinforced by extreme weather phenomena, such as the DANA that flooded the installations of l'Alcúdia (Valencia), causing temporary production stoppages and an increase in waste generation.

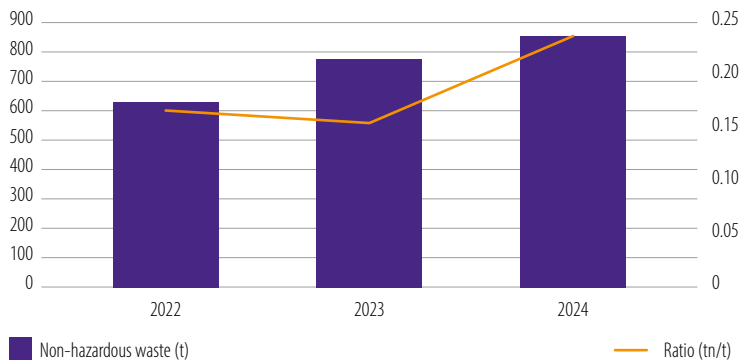
It is because of this growing trend that Seipasa maintains a constant commitment to the responsible management of all its waste, prioritising reduction, reuse and recycling, and ensuring that these practices form an integral part of its sustainability strategy, efficiency and resilience to unforeseen situations.

The correct separation of waste is essential to promote the recycling of materials and the correct treatment of the waste itself. 99.71 % of the non-hazardous waste and 99.77 % of the hazardous waste generated at Seipasa is treated through recovery operations.

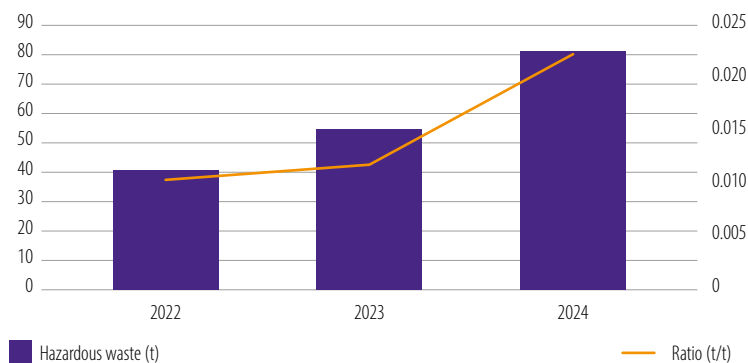
In this way, 99.71 % of the waste generated at the facilities is treated through recovery operations, which allow the waste to be reused.

Waste generation

Evolution of non-hazardous waste generation



Evolution of hazardous waste generation



Prevention of waste generation

Seipasa has established a waste prevention plan that develops actions that contribute to waste prevention by applying more efficient technologies in the production system.



Compliance with environmental legislation and industrial safety

Legal compliance assessment is carried out on a regular basis to ensure 100% compliance with all applicable environmental and industrial safety legal requirements.

Seipasa, through compliance with REGULATION (EC) No. 1107/2009 of the European Parliament and of the Council of 21 October 2009, ensures the protection of human health and safety. The legal compliance assessment is carried out on a regular basis to ensure 100% compliance with all applicable environmental and industrial safety legal requirements.

Seipasa, through compliance with REGULATION (EC) No 1107/2009 of the European Parliament and the Council on animal and environmental protection, applies the **precautionary principle** and, by means of toxicological, ecotoxicological, degradation, stability, efficacy, etc. analyses carried out by authorised companies, ensures that the use of its products produced and marketed, under the established conditions, do not have harmful effects on human or animal health or unacceptable effects on the environment.

Fungisei, fungicide classified as Low Risk

Fungisei is a microbiological fungicide developed from a highly effective and pure strain of *Bacillus subtilis* that acts at the earliest stages of the disease. The action of Fungisei prevents the growth of the pathogens and works by disrupting the fungal cell membrane and promoting the induction of systemic resistance (ISR) mechanisms in the plant.

It is a product developed on the basis of *Furity* technology, an exclusive and patented formulation that takes shape in a molecular structure

capable of protecting the active ingredient, ensuring its stability and homogeneity, and maximising its power of action once applied to the crop.

Another major advantage of the product is that it prevents the development of resistance, confirming its inclusion in the BM02 group of the FRAC (Fungicide Resistance Action Committee).

In addition, Fungisei has no safety period and can therefore be applied immediately before harvest without leaving chemical residues on the pepper crop. The active ingredient is classified as Low Risk by the European Commission.



Main features of Fungisei.





Social parameters

This report only includes data on people employed directly by Seipasa at its main facilities. Self-employed staff and employees of autonomous international subsidiaries are not included, as counting them could distort the indicators and prevent an accurate reflection of the organisation's operational reality. This criterion ensures that HR data is consistent, representative and comparable, in line with best practices for SME sustainability reporting.

Seipasa is covered by the labour agreement for the chemical industry, approved by the Directorate General for Labour in its Resolution of 6 September 2025. This agreement helps maintain fair and transparent working relationships with employees while ensuring compliance with applicable legal standards.

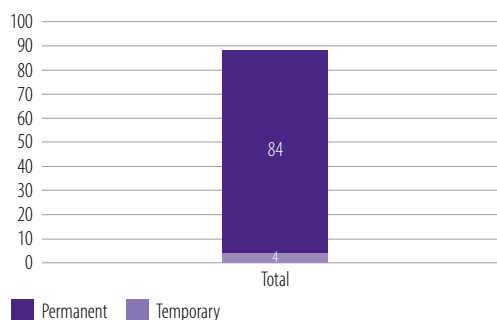
Employees

General characteristics

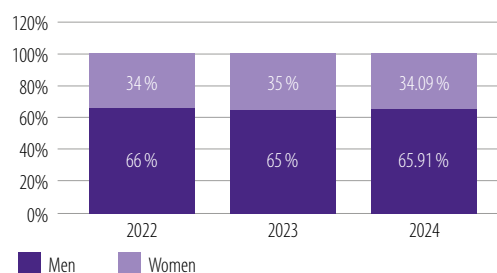
During the reference period, Seipasa's workforce is presented as full-time equivalents (FTEs) to reflect the effective dedication of staff, regardless of contract type or working hours. This indicator provides an accurate picture of the human resources actually available for the development of the company's activity. In the 2024 financial year, Seipasa reached a total of 85 FTEs with a total workforce of 88 employees, demonstrating the company's operational capacity and the level of staffing dedicated to the different areas of the organisation.

At Seipasa, all employees have been classified as either male or female, thus there are no categories of 'other' or 'not notified'.

Information on salaried employees by type of contract



Distribution of staff by gender



EMPLOYED PERSONS BY COUNTRY	
SPAIN	81
ECUADOR	1
MEXICO	5
ITALY	1

The staff turnover rate during the reporting period was 6%, reflecting the stability and continuity of staff within the organisation.

Seipasa guarantees decent working conditions for all staff, both internal and subcontracted. 95.45 % of the staff have a permanent contract.

Seipasa's salary policy improves on the conditions set by the Chemical Industry Collective Bargaining Agreement, to which the company adheres. An example of this is the annual financial incentives given to workers when they become permanent employees. This incentive consists of a quantitative target linked to the annual turnover achieved by the company.

In addition, Seipasa staff have flexible working hours to attend school meetings and tutorials for their children.

Seipasa values its employees and is committed to working with them in a transparent and collaborative manner.

This collaborative and transparent approach is essential to maintaining a healthy and productive relationship with employees. Seipasa strives to ensure that operational changes are communicated clearly and effectively to minimise any negative impact on employees and their work.

Seipasa's recruitment policy promotes stable, quality employment. Thanks to this policy, Seipasa has a very low temporary employment rate (4.55 % in 2024).

Seipasa carries out an annual survey of employee satisfaction and needs. It also has a suggestions box. By analysing the surveys and suggestions, we find out the material, personal and professional needs of the members of each work team, which the company takes into account in order to create a more comfortable, equipped and competitive work environment.



Employees

Health and safety

Seipasa has a preventive policy of continuous improvement in the working conditions and health of its employees, with the aim of raising the level of safety, health and well-being of the entire workforce. A health and safety management system and an occupational risk prevention policy are in place. We also work with an External Prevention Service (EPS).

The EPS carries out an assessment and analysis of the risk factors affecting occupational health and safety at each workplace. In addition, a tailor-made occupational risk prevention plan is drawn up to integrate prevention into the company and to determine the preventive measures to be taken to address the risks in each of the different workplaces, taking into account those with the highest priority and monitoring the effectiveness of these measures.

In order to guarantee a safe and healthy working environment, Seipasa provides ongoing training in occupational risk prevention to ensure that employees are aware of the company's safety protocols and procedures, as well as the use of protective equipment.

In addition, the company has introduced a monthly newsletter to promote healthy habits and occupational health and safety practices among its internal staff.

In addition, Seipasa promotes the health of its workers through actions such as:

- Use of bicycles or scooters.
- Placement of water dispensers throughout the company.
- Corporate support for informal sports initiatives among the workforce.

Likewise, committed to the health of our employees, since January 2020, Seipasa has paid the annual cost of private medical insurance for all its permanent employees.

During 2024, Seipasa maintained very low levels of occupational accidents, reflecting its firm commitment to the health and safety of its employees. According to the annual report issued by the Instituto Valenciano de Seguridad y Salud en el Trabajo (INVASSAT), the company did not record any accidents resulting in sick leave during working hours, occupational illnesses or accidents relating to temporary employment agencies. There were also no commuting accidents.

A total of four minor accidents were reported, none of which resulted in sick leave. They were mainly associated with blows and contact with objects or tools. These incidents did not result in any days off sick and were dealt with immediately, with preventive measures being reinforced to avoid recurrence.

With an average workforce of 68, Seipasa's incidence rate in 2024 was 0, compared to a sector average (National Business Activity Code - CNAE 20) of 34.12 and an average for the Valencia Region of 26.09. This places the company in Group E, Level 0 of the 2025 Action Plan - the best possible classification.

This result confirms the effectiveness of the company's prevention system, which includes cooperation with an external prevention service (Quirón Prevención, S.L.) and the implementation of safety protocols in all work areas.



Employees

Remuneration, collective bargaining and training



Pay and collective bargaining

Seipasa guarantees decent pay conditions for all its staff, ensuring that all salaries are above the current Minimum Interprofessional Wage (SMI).

However, the company has decided not to provide detailed information on the remuneration structure in this section.

Seipasa also has a fully implemented Equality Plan, which includes measures to promote equal opportunities and a safe, inclusive and equitable working environment for all employees, and to guarantee non-discrimination.

We work continuously to ensure the development of the human team, both in the onboarding of new employees into the organisation –to ensure their correct integration into the company–, and in any change of role or specific training campaigns related to the leadership and activity of each company.

In addition to the continuous training that the company has planned in the areas of occupational risk prevention, waste management, and ecological product regulations, Seipasa’s training initiatives in 2024 focused on implementing compliance with criminal law and adhering to the United Nations Global Compact.

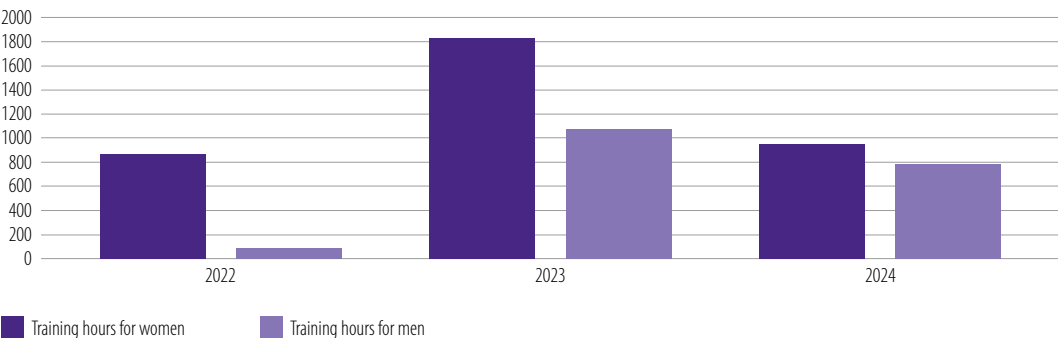
Training

At Seipasa, training is a fundamental aspect and there is a strong commitment to the training of employees so that they can perform their tasks effectively and safely, with a positive impact on productivity, morale and personal wellbeing.

We believe that training can also help employees feel more confident and comfortable in their work, which can reduce stress and increase job satisfaction.

The following graph shows the distribution of training hours by gender:

Training conducted for the period 2022-2024



Diversity and equal opportunities

Seipasa assesses the proportion of women in management positions using the gender ratio, calculated by dividing the number of female managers by the number of male managers in equivalent positions.

During the reporting period, this ratio stood at 17.65 %, reflecting the current gender balance within the company's management structure and serving as an indicator of gender diversity at senior levels.

The company has now developed an equality plan. In 2024, Seipasa implemented several measures of its equality plan. These include giving preference to the under-represented sex in job offers on the basis of equal merit and skills, providing equality training for human resources staff, middle management and executives, and standardising collective agreements in their workplaces in accordance with the National Agreement for the Chemical Industry. The company has also introduced equal criteria for internal promotions, created remote workstations and provided training on the protocol on gender-based harassment in the workplace.

The company has also updated its publications and images to reflect equality criteria and has carried out communication activities to inform employees about the equality plan and its progress.

In terms of work-life balance, the number of days of free leave has been increased, the end of the working day has been brought forward

and the intensive summer working day has been extended. Seipasa continues to implement new measures to promote equality and improve working conditions.

There is also collaboration with the Córdoba non-profit association (Acopinb), which works for the social integration of young people with intellectual disabilities.

Among its various projects, Acopinb has an organic garden in its centre in El Aguilarejo, which it maintains and cares for with the help of these young people and companies such as Seipasa, which provides products and advice.

In order to ensure that human rights are respected within the organisation as an essential condition for individual and professional development, Seipasa has developed a protocol for the prevention and management of situations of sexual and gender-based harassment and discriminatory harassment. The purpose of this protocol is to ensure appropriate, respectful and dignified treatment, guaranteeing the protection of fundamental labour rights, dignity, personal privacy and equality.

In 2024, Seipasa did not record any negative incident involving human rights.



Privacy compliance

Seipasa takes the protection of the personal data of customers, suppliers and employees very seriously and considers it essential to maintain their trust and loyalty. For this reason, an external company was contracted in 2024 to evaluate and adapt what has been implemented at SEIPASA to ensure compliance with the regulation.

- For this reason, all the necessary measures are in place to comply with the General Data Protection Regulation (GDPR) of the European Union, as well as compliance with Organic Law 3/2018, of 5 December, on the Protection of Personal Data and the guarantee of digital rights (LOPDGDD).

These measures include:

- The review of internal policies and procedures to ensure compliance with the GDPR and the LOPDGDD.
- The review of agreements with third party service providers to ensure that they also comply with the GDPR and the LOPDGDD.
- The implementation of technical security measures to protect personal data, such as data encryption and two-factor authentication.
- Conducting regular audits to ensure that data protection procedures are up to date and effective.

Seipasa has established the following e-mail address for the exercise of the rights provided for in the aforementioned regulations on the processing of personal data for legitimate interest: rgpd@seipasa.com.

Socio-economic compliance

Seipasa is committed to complying with all applicable laws and regulations in the social and economic fields. Every day, we work to ensure that our business practices and policies are in line with the highest ethical and legal standards.

In particular, we ensure that employees are treated fairly and equitably, that the products and services offered by Seipasa are safe and of high quality, and that the environment is respected and protected. For this reason, Seipasa has implemented a criminal risk management system (Compliance), which, alongside its Code of Ethics, constitutes an internal due diligence process designed to identify, prevent and mitigate legal and ethical risks associated with all of the company's operations.



Governance parameters

Corruption and bribery convictions and fines

Seipasa is firmly committed to integrity, transparency and best business practices. The company has a Code of Ethics which sets out the principles and values that guide the actions of all members of the organisation, promoting responsible, honest and lawful behaviour (see Annex II). Code of Ethics).

As part of this commitment, Seipasa expressly declares zero tolerance towards any conduct that may constitute a criminal offence, including corruption or bribery. The company has also implemented a criminal risk management system aimed at identifying, monitoring and mitigating the risks that may affect the organisation (Compliance with Criminal Law).

The company also has supervision, control and training mechanisms in place to ensure compliance with the Code of Ethics, as well as with applicable regulations relating to labour rights, competition, the environment, data protection, equality and transparency. Since 1 December 2023, Seipasa has also had an Ethical Channel, accessible via the company website. This tool enables the confidential reporting of any suspected non-compliance or irregular conduct, thereby reinforcing the compliance culture and fostering internal trust.

During the reporting period, Seipasa has not received any convictions or sanctions for breaches of anti-corruption or anti-bribery laws, which demonstrates the effectiveness of its integrity and compliance model.

Revenue from certain activities and exclusion from EU benchmark indexes

Seipasa is active in the production of phytosanitary products and fertilisers, which are included in the category of pesticides and other agrochemical products. However, the company specialises in developing naturally sourced, eco-friendly solutions with a low environmental impact, in line with the sustainability and circular economy principles that guide its business model.

Income from agrochemical production activities amounted to €23,316,804.19 during 2024.

Seipasa is not excluded from any EU benchmark aligned with the targets of the Paris Agreement, as detailed in section 177 of Annex II of Recommendation (EU) 2025/1710.

Gender diversity index in the board of directors

Seipasa does not have an independent governing body separate from the ownership. Strategic direction and decision-making rest with the Board of Directors, which comprises the company's owners, currently four men, giving the company a gender diversity index of 0%.

A close-up photograph of an industrial filling station. Several blue plastic jugs are lined up on a conveyor belt. A metal arm with a nozzle is positioned over the jugs, dispensing liquid. The background is blurred, showing more of the factory environment.

Standards and certifications

Certified in ISO 9001 and ISO 14001

Seipasa has implemented integrated quality and environmental management systems according to ISO 9001 and ISO 14001 respectively. These integrated management systems are certified by nationally and internationally accredited bodies, such as Bureau Veritas.

The quality policy enables the definition of objectives aimed at the continuous improvement of the company to ensure stakeholder satisfaction.

ISO 14001 certification demonstrates a commitment to environmental protection by managing environmental risks associated with the company's activities and optimising resource management through the rational use of resources. This reduces consumption of natural resources, waste generation and the probability of environmental risks occurring.



EMAS Certificate (Eco-Management and Audit Scheme)

Seipasa is an EMAS company and has registered its EMAS-certified production facilities with the Generalitat Valenciana (Regional Valencian Government) under No. ES-CV-000057.

Seipasa periodically records the operation of this EMAS system through an environmental declaration verified by independent bodies. This document is an exercise in transparency recognised by all stakeholders, including public administrations, and reflects the commitment and responsibility of the organisation to implement an environmental management system and to comply with all its requirements.



Organic farming certificates

More than 50% of Seipasa's portfolio is certified organic according to various standards:

- COMMISSION IMPLEMENTING REGULATION (EU) 2021/1165 of 15 July 2021 authorising certain products and substances for use in organic production and establishing their lists.
- National Organic Program (NOP): NOP is a federal regulatory program that develops and enforces consistent national standards for organically produced agricultural products sold in the United States.
- European organic products are not automatically recognised by the Japanese Ministry of Agriculture. The Japanese authorities require organic food to bear the Japanese Agricultural Standards (JAS) logo, which can be obtained by certifying the products through a certifying body in a Member State, which is registered with the Japanese Ministry of Agriculture in order to be able to affix the JAS label before exporting the goods.

And accredited by different national and international certifying bodies:





Rotonda Gutiérrez Mellado
Polígono Industrial La Creu
46250 L'Alcúdia, VALENCIA