



SUSTAINABILITY REPORT

2023



ALIGNING OURSELVES WITH THE SDGS

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This report corresponds to Seipasa's sustainability report and covers the financial period from 1 January to 31 December 2023. It covers the economic, social and environmental aspects of the company according to the criteria of the GRI standards. The Sustainable Development Goals (SDGs), to which Seipasa contributes, have been included throughout the document.

This sustainability report sets out the Corporate Social Responsibility policy and strategy as well as the basic principles of company's actions in matters of corporate responsibility, in line with the provisions of the Code of Good Governance of the Seipasa, S.A. group.

Letter from the CEO

2023 has once again been a turbulent year in the geopolitical context due to the active presence of two wars -UkraineandGaza- which, far from leading to peace, have seen an escalation of violence, especially in the Middle East due to the intensification of the armed conflict between Israel and Palestine. The instability has taken its toll on the markets, impacting on commodity and fuel prices, further straining supply chains and business activity. Add to this the lack of control over inflation, one of the consequences of which is that 2023 will end with the highest interest rates in the eurozone for two decades, albeit with a soft landing forecast for 2024 and 2025.

Meteorologically, 2023 has been a dry and extremely warm year. The lack of rainfall has reduced crop yields and the succession of extreme weather events suggests that climate change and its consequences are accelerating and that, even if the goal of limiting the global temperature increase to below 1.5°C is achieved, contingency measures will be needed to cope with global warming.



Pedro Peleato, CEO of Seipasa.

Nevertheless, and despite the difficulties we have faced in this campaign, Seipasa has achieved the economic objectives set out in its roadmap for 2023, a milestone that reinforces our maturity as a company while consolidating our solvency and financial independence and our capacity to take on new projects.

Business maturity

In 2023 Seipasa celebrated its 25th anniversary, an event that we accompanied with a programme of activities to celebrate this anniversary with our team, and which has also helped us to highlight Seipasa's pioneering role and vision in anticipating the change that has transformed agriculture.

Our 25th anniversary coincided with the inauguration of our new headquarters in l'Alcúdia, Valencia. It is an iconic building that aims to be much more than just a place to work, becoming a meeting place for the entire industry to harness synergies, foster collaboration and bring new ideas to life.

The new headquarters in l'Alcúdia has also allowed us to take another step forward in our sustainability strategy and our commitment to zero CO2 emissions from electricity consumption. On the roof of the building, we have installed the second phase of solar panels for our own use, which means that 40% of the electricity consumed by Seipasa in its production and work centres in Spain will come from solar energy.

Our sustainability strategy also includes measures to reduce the impact of our activities on the environment. For example, we have promoted a change in labelling that will allow us to reduce the amount of paper we use for labelling by 41% over the next 6 years. We are implementing a project to use more sustainable packaging. We are approaching this from two main angles: one is to reduce the weight of packaging. Thanks to the implementation of this measure in the 1-litre containers, we have so far reduced the amount of plastic we put on the market by more than 35%. The second approach focuses on the use of recycled materials in our packaging.

From an institutional point of view, Seipasa has joined the United Nations Global Compact as a further sign of its commitment to the Sustainable Development Goals. In this context, we have set up an internal Sustainability Committee in 2023 with the aim of channelling and promoting social actions aimed at promoting the production and consumption of healthy food, free of chemical residues, within the framework of a healthy lifestyle and respect for the environment.

International expansion based on phytosanitary registrations

Seipasa's international growth model is based on obtaining new phytosanitary registrations, which allow us to enter target markets with a significant amount of prior analysis and knowledge of the area, as well as the confidence and quality guarantee that the registration gives us.

That is why, in 2023, we have put all our efforts into supporting the launch of the biofungicide Fungisei in the southern European markets after phytosanitary registration. Fungisei is a product developed from a highly effective and pure strain of *Bacillus subtilis* an active ingredient classified as Low Risk by the European Commission and on which our R&D department has developed a deep knowledge from the uses and applications of microorganisms in agriculture.

Internally, Seipasa has strengthened all its human teams with new specialised personnel. Of particular note is the Product Portfolio Department, a new structure within our organisation chart that allows us to be closer to the market in terms of product expertise and technical knowledge.



World map showing the countries where Seipasa has products with phytosanitary registration or in the process of registration.

Awaiting a new regulatory framework for biopesticides

The push for so-called 'green policies' in all markets has not prevented biocontrol companies from facing a number of rigidities that hinder innovation in agriculture and the sustainable production of food.

Europe is lagging behind in the regulation of biocontrol products. Farmers are faced with the gradual disappearance of chemically synthesised active ingredients without being able to replace them with biological alternatives, as these solutions take too long to reach the market. That is why, as CEO of Seipasa, I am leading a European initiative to reform Regulation (EC) 1107/2009, which regulates the placing of plant protection products on the market, with

the aim of speeding up the placing of low-risk plant protection products on the market and creating a separate regulatory framework for biopesticides.

The journey is one of small but determined steps. Learning from mistakes, keeping our feet on the ground, surrounding ourselves with the best team and, above all, anticipating change to stay one step ahead of the rest is what has brought us here after 25 years. With the necessary maturity, the right experience and the same enthusiasm as on the first day, we open the first page of the next 25 years in the history of Seipasa. It is legitimate to aspire to a better future and we will work to achieve it.

Pedro Luis Peleato Estaún
CEO of Seipasa

Profile of the organisation





About Seipasa

Seipasa is a leading Spanish company in natural treatments for residue-free agriculture.

Seipasa researches, produces and markets high quality bioinsecticides, biofungicides, biostimulants and nutritional products for advanced farms, with criteria of yield and environmental and social responsibility.

As a result of this philosophy and the continuous research carried out by the R&D&I team, Seipasa has developed highly effective products that equal or exceed those of chemical treatments, adapted to the characteristics and needs of each specific crop. All of them are made from natural substances, in accordance with strict quality, environmental and health and safety criteria. *Natural technology* is the positioning that defines Seipasa's commitment to innovation.

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 *Manufac-*

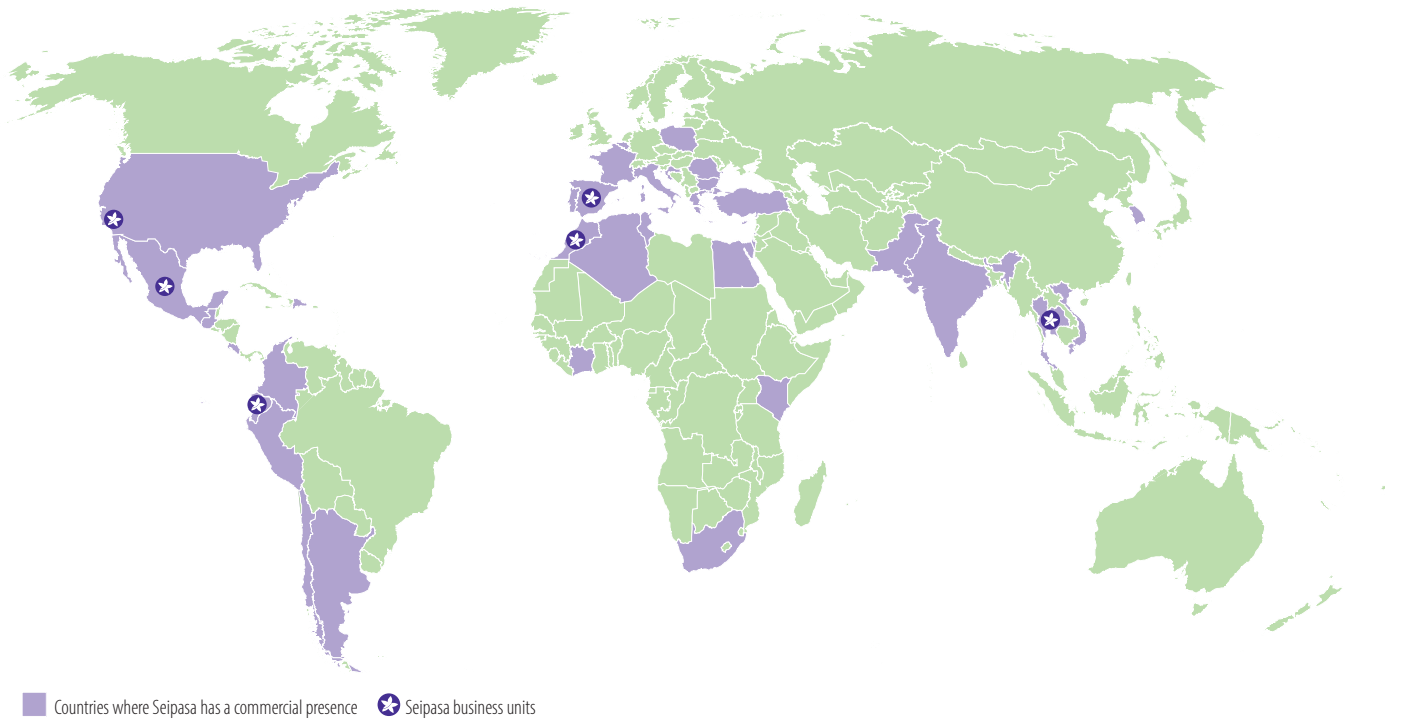
ture of phytosanitary products, biocides and fertilisers, with file number 2018/2, H.1.1.3.

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.*



Countries with commercial presence of Seipasa products and Seipasa business units around the world

Seipasa’s headquarters are located in the town of l'Alcúdia, in the Ribera Alta region, 30 kilometres south of the city of Valencia. It houses the working offices for the following departments: Technical, Garden Division, Regulatory, Commercial, HR, Communication, Marketing and Portfolio. In addition to the production plant, the R&D laboratory and the logistics centre, which together make up an industrial complex of more than 21,000 m2. The experimental centre is also located in l'Alcúdia, a 6,000 m2 space with both open-air and greenhouse crops that allows Seipasa to subject its products to a process of continuous improvement. The company has an administrative office with its own staff in the town of Tardienta, Huesca.

Originally, l'Alcúdia's facilities were located in calle Ciudad Darío and calle Federico Lorca in the La Creu Industrial Estate, between the towns of Carlet and Guadassuar. The new facilities are located on calle Gutiérrez Mellado.

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 6 business units in Europe, Mexico, Latin America, US A, Africa/Middle East and APAC. The company also has 3 international subsidiaries in Mexico, Ecuador and Colombia.



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

General information

Name:

Seipasa, S.A.

TAX ID:

A22214498

Address for tax purposes:

SEIPASA MONEGROS CENTRE

C/ Almudévar, 2

22240 Tardienta (Huesca)

Tel. 974 253 433

Offices, laboratories and production centre:

SEIPASA PLAZA BUILDING

Polígono Industrial La Creu

C/ Gutiérrez Mellado

46250 L'Alcúdia (Valencia)

Tel. 962 541 163

SEIPASA CORE BUILDING

Polígono Industrial La Creu

C/ Ciudad Darío, 1

46250 L'Alcúdia (Valencia)

Tel. 962 541 163

UTM coordinates:

X: 715406

Y: 4342936

Experimental centre for efficacy testing:

SEIPASA CULTIVA CENTER

46250 L'Alcúdia (Valencia)

UTM coordinates:

X: 714476.51

Y: 4342519.05

Legal representative:

Pedro Luis Peleato Estaún

Incorporated:

4 April 1998

General e-mail addresses:

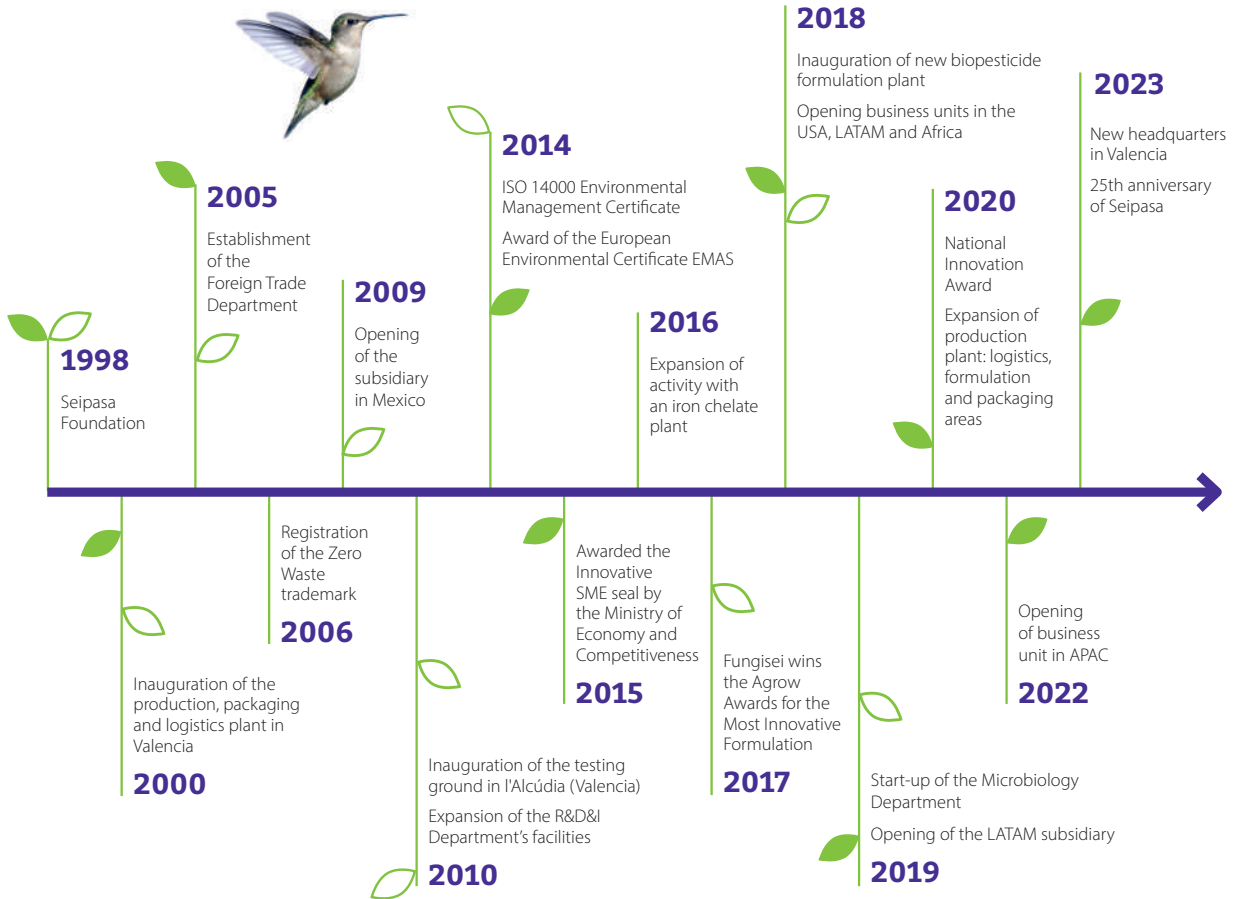
consulta@seipasa.com

departamento.comunicacion@seipasa.com

Website:

www.seipasa.com

History



Timeline of Seipasa's location between 1998 and 2023.

2023 represents a milestone in Seipasa's history. The company has celebrated its 25th anniversary since its foundation in 1998 with the inauguration of its new headquarters in l'Alcúdia, Valencia. The facilities are a symbol that of the ambition with which Seipasa is looking to the immediate future to write the next 25 years of its history. In total, it covers more than 4,400 m², of which 1,500 m² are dedicated to offices and workspaces, while the remaining 2,900 m² have been built to house the bio-herbicide production plant. This new product line, which is still in the registration phase, is one of the company's main avenues for expansion and growth in the market, as it will

allow Seipasa to strengthen its innovative profile in the development of bio-based solutions as an alternative to chemically synthesised active ingredients, which are in the process of disappearing due to the restrictions imposed by the strict regulatory framework.

Seipasa also celebrated its 25th anniversary with a programme of activities and events, including the presentation of the company's first annual report. The book 25 years of Natural Technology is a journey through the company's history, from its origins to the present day. It is based on pictures and the testimony of the company's longest-serving employees.



Seipasa Plaza Building in L'Alcúdia, Valencia

Products

Our product lines are:

- Bioinsecticides
- Biofungicides
- Agricultural biostimulants
- Fertilisers
- BioActive Line
- Stimulagro Line
- Home gardening line





Technologies

Natural Technology®

Seipasa has developed the *Natural Tecnología*® System.

Tecnología Natural means offering effective solutions for agriculture, based on innovation and research into substances 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 Tecnología*® 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).
- EBIC (*European Biostimulants Industry Council*).
- BPIA (*Biological Products Industry Alliance*).
- IBMA (*International Biocontrol Manufacturers Association*).
- BIOVEGEN (*Technological Platform for Plant Biotechnology*).
- Cinco al Día (*Promotion of fruit and vegetable consumption*).
- +Brócoli (Association to Promote Broccoli Consumption).
- 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).
- CEPBIO (Spanish Consortium for Biopesticide Products).
- AECJ (Spanish Association of Garden Centres).
- APJ (Spanish Association for the Care of Parks and Gardens).
- Asociación Española de Tropicales (Spanish Tropical Fruit Growers Association, with the aim of having a strong and representative voice for the sector).
- ADEA (Association of Directors of Aragón).
- Agri-food Innovation Cluster of the Valencian Community.

Patrocinios

- COIAL (Official Association of Agricultural Engineers of Levante).



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 to keep the centre's organic vegetable garden in production. The company also provides agricultural treatments and tools so that the young people can carry out their work in contact with agriculture. An example of this collaboration is the organic extra virgin olive oil produced by Acopinb, of which a limited edition of 500 bottles went on sale in November 2023. Seipasa provided the cultivation strategies and the products used to treat the approximately 750 Hojiblanca olive trees in production on the El Aguilarejo estate. The funds raised were used to finance part of Acopinb's projects in Córdoba.
- OXFAM Intermón.
Oxfam Intermón is an international NGO that works to eradicate poverty and inequality.
- Pinatar Grassroots Football School.
The Pinatar Grassroots Football School is a space that promotes education in values and learning in sport for children and young people through football. Seipasa sponsors the sports equipment of one of the teams for 12-13 year-olds (infantil), through an action that contributes to the economic support of this school located in San Pedro del Pinatar, Murcia. Seipasa has also promoted the Christmas and summer tournaments, which aim to motivate children of this age group to practise sport and lead a healthy lifestyle.



Acopinb members were presented with work material.



Special edition of the organic extra virgin olive oil produced by Acopinb with the participation of Seipasa.



Trophy ceremony. Pinatar Grassroots Football School Summer Tournament.



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.

innovation
natural inspiration

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 strategy

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 himself, 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.

On a national level, Seipasa has two business lines: Garden Line (Seipasa Compact and Neudorff) and Professional Line through distributors and subsidiaries.

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



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.

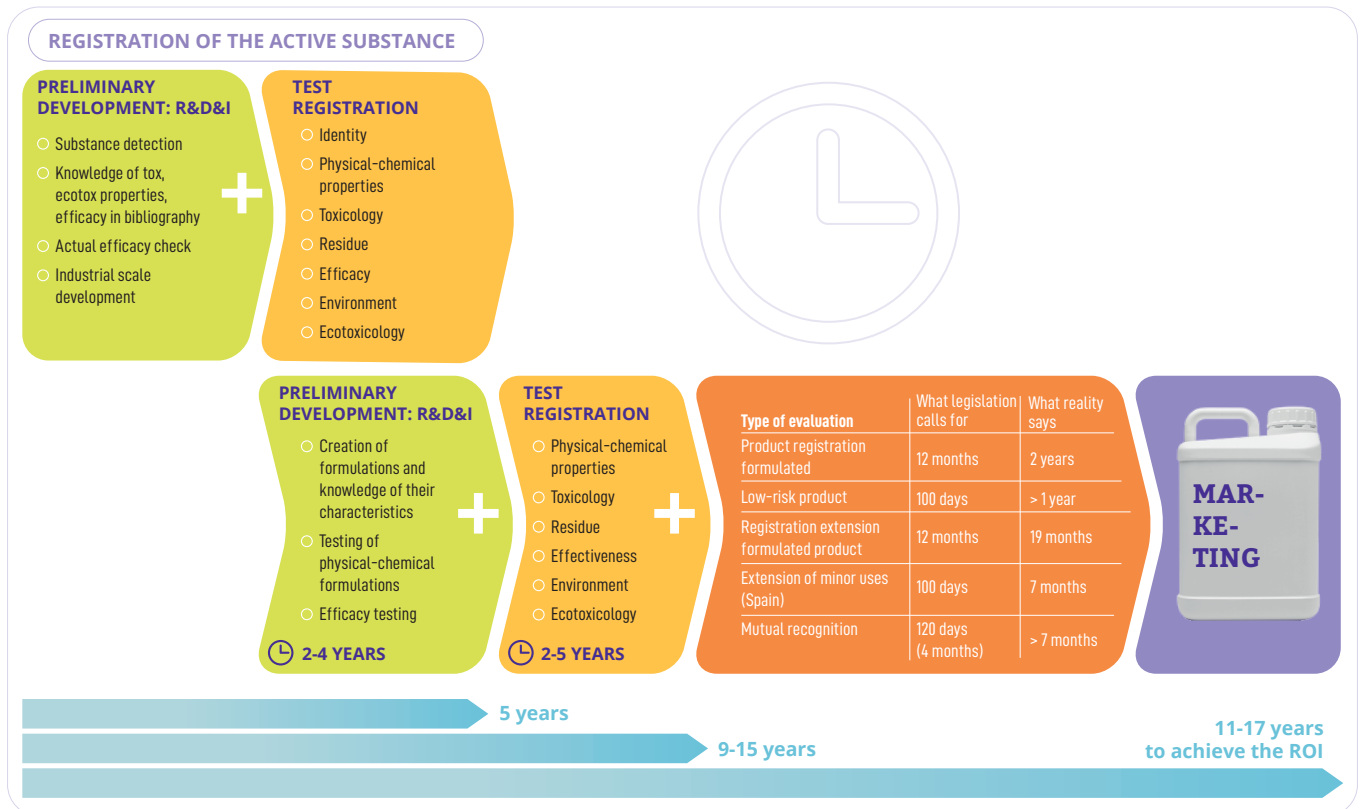
*The risk rating of products is calculated by multiplying the volumes sold by the risk of each product according to the following formula: $\text{volume} \times \text{Tox index (HRI } 1 = \sum Vi ri)$

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, phytosanitary registration provides Seipasa with in-depth knowledge of the product being developed, which becomes a guarantee of 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 policies

Our policies

	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				●
<i>Global Corporate Compliance Programme</i>	●	●	●	●
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 main 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 the management's commitment to the prevention and detection of irregular conduct, promoting a transparent and legally compliant working environment.

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.

ESG Policy

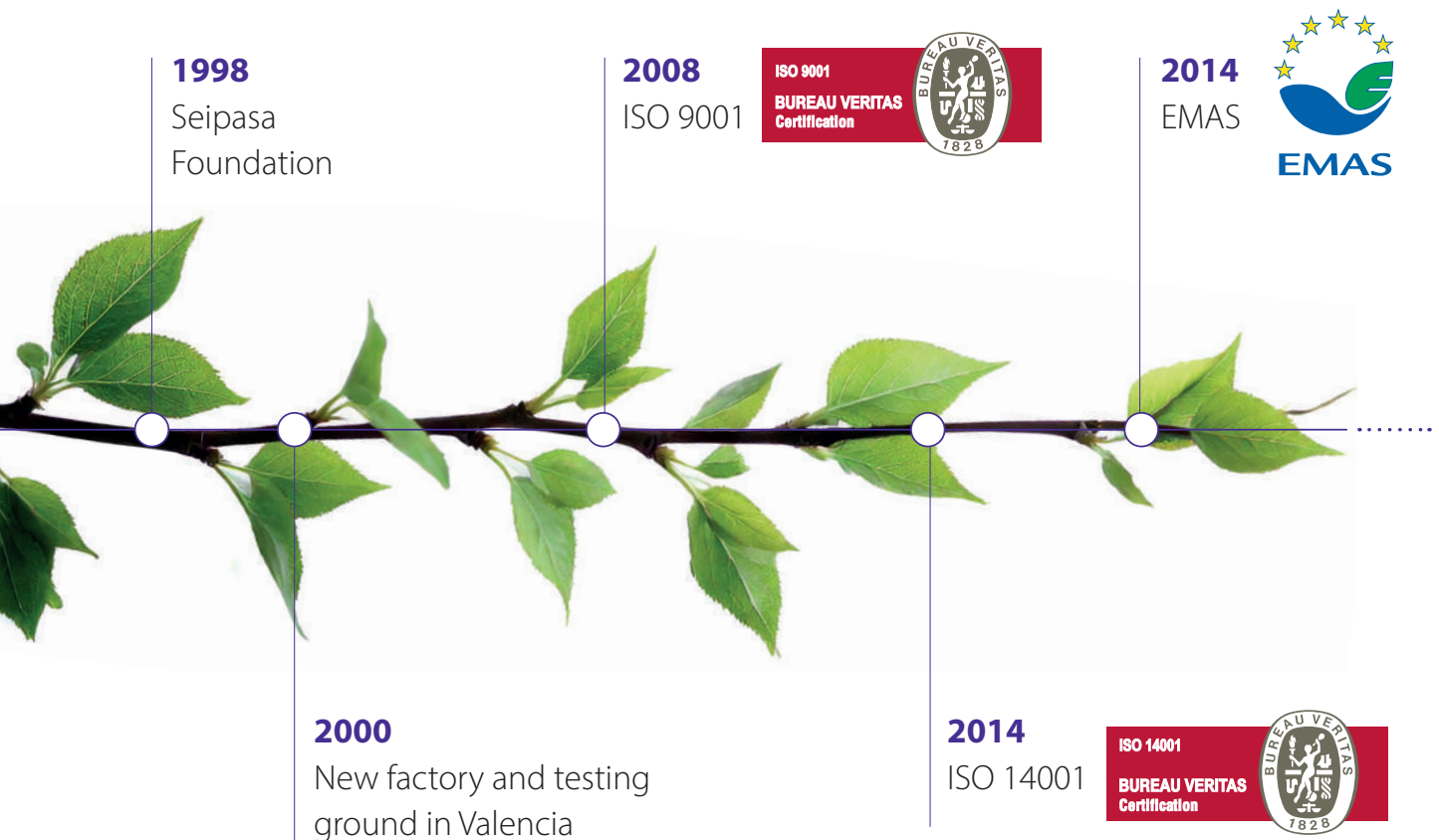
Seipasa firmly believes that its commitment goes beyond the boundaries of its direct relationships. The *Environmental, Social and Governance* (ESG) policy defines the principles and commitments that guide its actions to ensure that it operates in an ethical, sustainable and socially responsible manner.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

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:

Seipasa Spain	Seipasa Mexico	Seipasa Latin America	Seipasa USA	Seipasa Italy	Seipasa Colombia	Estimulagro
74	5	3	2	1	0	4

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.
- Communication and Marketing Department
- Department of Computer Science.
- Home Gardening Department.
- HR Department
- Purchasing Department
- Portfolio Department.

Seipasa has created the new Product Portfolio Department to group the tasks, functions and development of the *Product Managers* which until now have been coordinated by the Technical Department, with a satisfactory focus on technical excellence.

The aim of this new Department is to strengthen the figures of the *Product Managers* in their function of transferring the technical knowledge of the products to the commercial area, but to give them a much closer focus on the market, including in their role tasks such as competitor analysis, market studies and the implementation of strategic product plans.



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 Seipasa's corporate culture.

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.
- Subcontractor.
- Customers.
- Sector associations.
- Universities and technology centres.
- End user (farmer).
- Neighbouring companies.
- Unions.



Transparency and dialogue

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	The 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



Seipasa's internal and external communication channels.

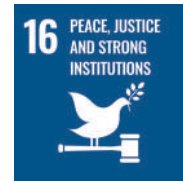
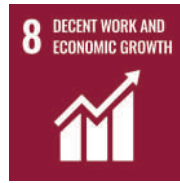
Ethics and Integrity, Compliance with Criminal Law

Seipasa has drawn up 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 (see Annex II. 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.

Adherence to the UN Global Compact

To reaffirm our commitment to sustainability, Seipasa joined the United Nations Global Compact in 2023. This step implies our commitment to align our strategies and operations with the 10 Universal Principles on human rights, labour standards, the environment and anti-corruption. The 10 Principles are:

Human rights

Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Principle 2. Businesses should ensure that they are not complicit in human rights abuses.

Labour standards

Principle 3 Las empresas deben apoyar la libertad de afiliación y el reconocimiento efectivo del derecho a la negociación colectiva.

Principle 4. Businesses should support the elimination of all forms of forced and compulsory labour.

Principle 5. Businesses should support the effective abolition of child labour.

Principle 6. Businesses should support the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7. Businesses should adopt a precautionary approach to the environment.

Principle 8. Businesses should encourage initiatives that promote greater environmental responsibility.

Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.



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 United Nations Development Goals, in particular the Sustainable Development Goals.



Environmental management



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: replacement of conventional lighting with LEDs in workplaces.
 - Water efficiency and conservation measures.
 - Gradual transition to 100% renewable electricity consumption.
 - Minimising the impact of refrigerant gases in the workplace.
 - Reduce paper consumption, promote digital information.
 - Recycling and circular economy. Example: elimination of single-use plastics in coffee, water and office supplies.
 - Measuring carbon footprint.
 - Planning actions to reduce and offset emissions.



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	Unloading of raw material	Formulation and packaging	Storage	Shipping end product
Ancillary activities	Cleaning and maintenance			
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.

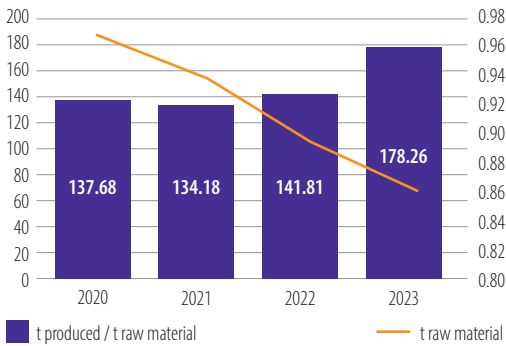
Company activities and associated impacts.

Materials

Seipasa's various environmental management indicators for the last 4 years (2020-2023) are shown below, expressed in base 100 from a base year established as the reference year: 2017.

Materials used

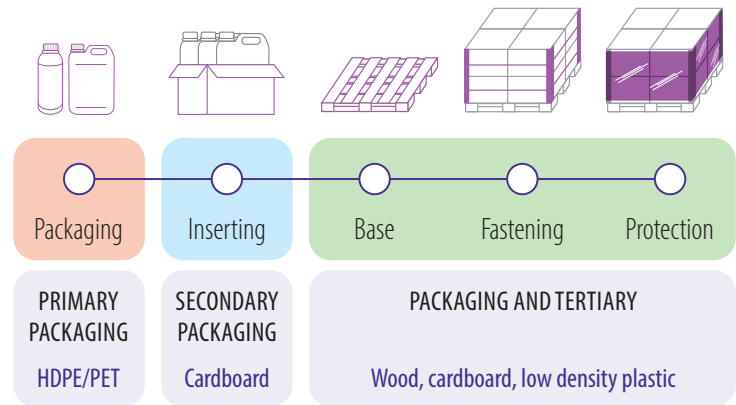
Ratio of production to raw materials consumed



Although the consumption of raw materials has increased, the ratio between the tonnes produced and the amount of raw materials used has been reduced, demonstrating an optimisation of the process in terms of consumption efficiency.

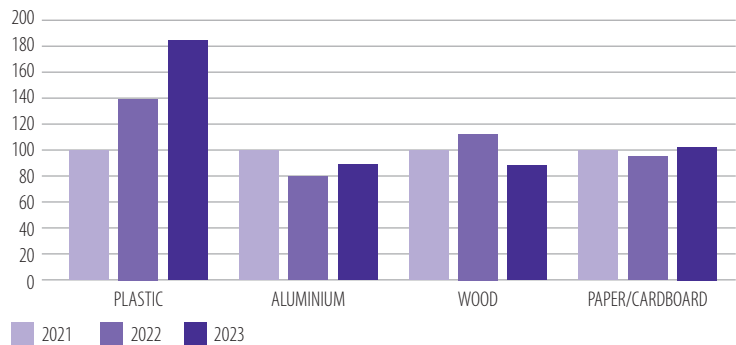
Reused products and packaging and marketing material

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



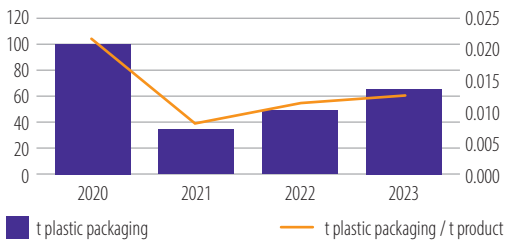
Processes and materials used in the manufacturing operations of Seipasa's products.

Packaging by type of material placed on the Spanish market (t) 2021-2023.



Compared to 2020, the weight of plastic packaging has been reduced by more than 35%.

Plastic packaging placed on the market (t) 2020-2023



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.



Main lines of action within Seipasa’s prevention policies.

Targets towards sustainable use of packaging

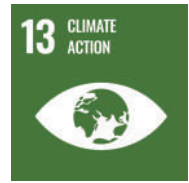
- Achieve a reduction in the weight of 1 litre of packaging waste of 2% by 2024 compared to the 2018-2023 period and by 4% compared to the 2024-2030 period.
- Achieve a reduction in the weight of packaging waste by 20 L from the 2024-2030 period and by 5% compared to the 2018-2023 period.
- Use primary,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

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 their 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.

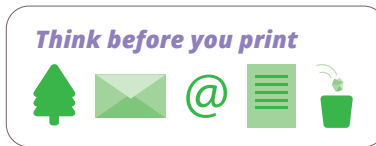
In 2023, we have continued to implement improvements and adapt processes to current regulations, ensuring compliance with applicable packaging legislation, not only nationally, but also in other countries where Seipasa operates. This includes the responsible management of packaging throughout its life cycle, in accordance with the sustainability and recycling requirements of international legislation.



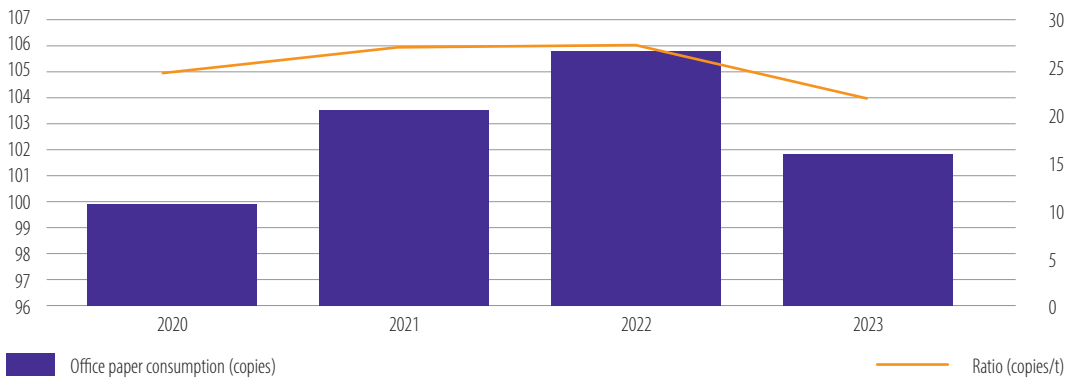
Paper consumption in offices

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.

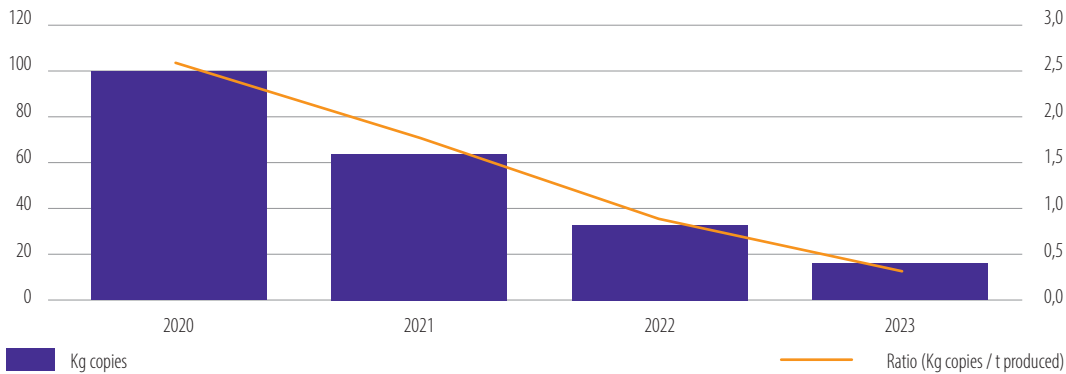
In addition, internal awareness-raising is regularly carried out to reduce the use of paper.



Office paper consumption



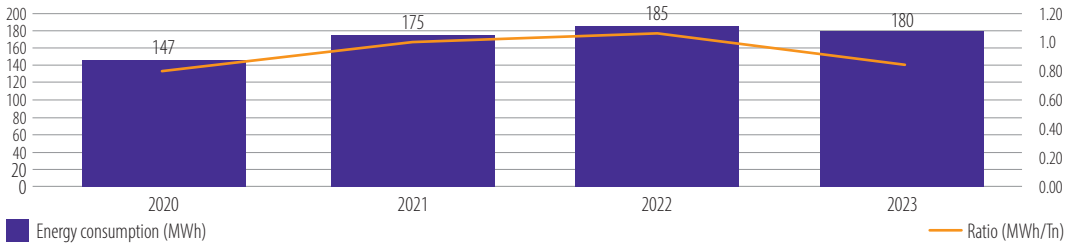
Paper used in print advertising



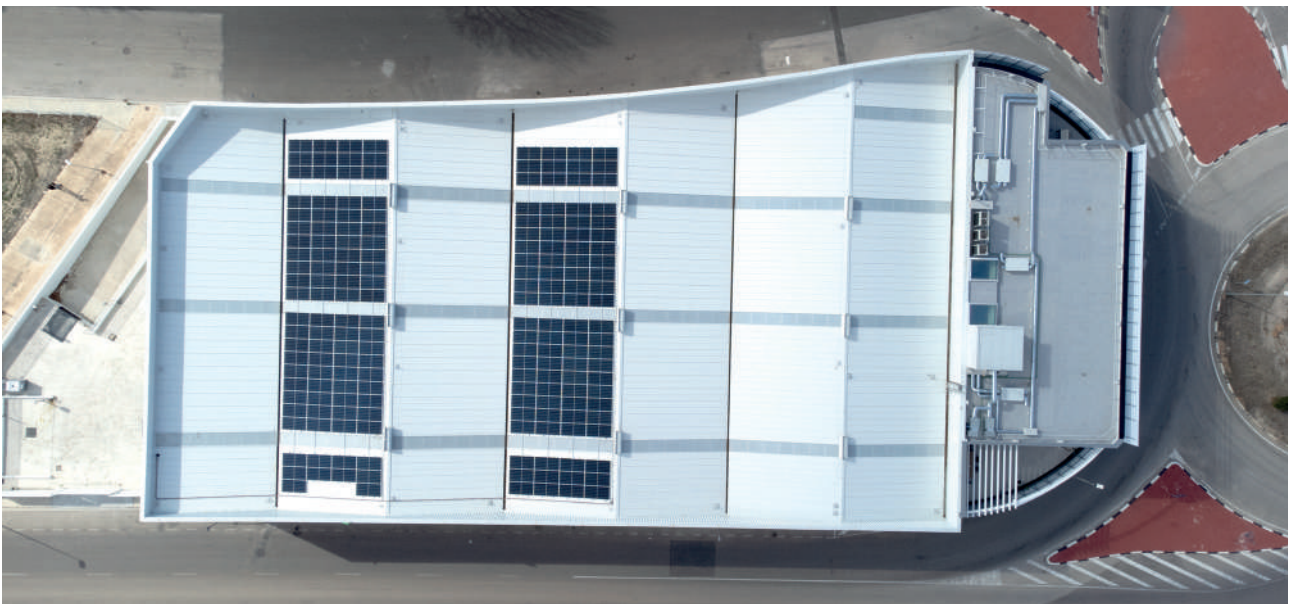
Energy

In 2023 the energy efficiency of the organisation was improved by optimising production processes and reducing the relative energy consumption per unit produced. This reflects a more efficient use of resources, in line with sustainability objectives and the reduction of environmental impact.

Energy consumption



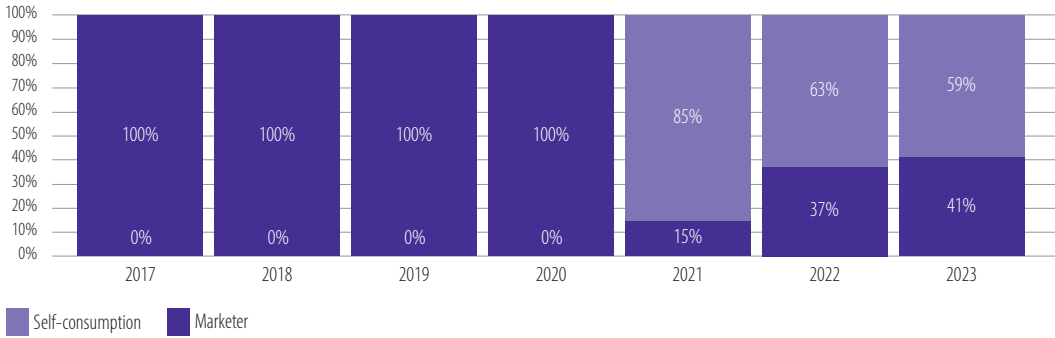
100% of the energy consumed by Seipasa is of renewable origin, either from 100% certified renewable energy suppliers or through solar energy generation. **40% of the energy consumed by Seipasa** at its work centres in Valencia is self-generated, **from solar panels.**



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

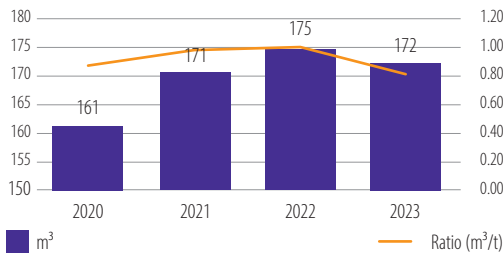
In addition, all luminaires are fitted with energy-saving LED bulbs and the photovoltaic system will be extended in 2023 to make more efficient use of solar energy and reduce dependence on conventional energy sources.

Sustainable development in terms of energy consumption



Water and effluents

Water consumption



To reduce water consumption, Seipasa has installed a CIP (Cleaning in Place) in the formulators, which will improve water consumption ratios and cleaning times. In addition, heating elements have been installed in the formulators to heat the water and make cleaning more efficient.

Water discharge

At Seipasa, no wastewater is discharged into the sewer system, as all wastewater generated in the production process is managed by an authorised manager.

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



Significant spills

There have been no spills at Seipasa's facilities in 2023.

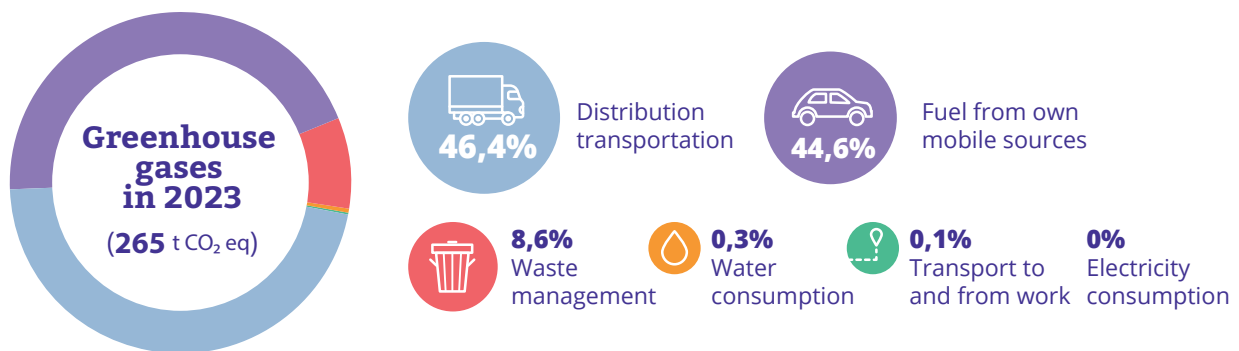
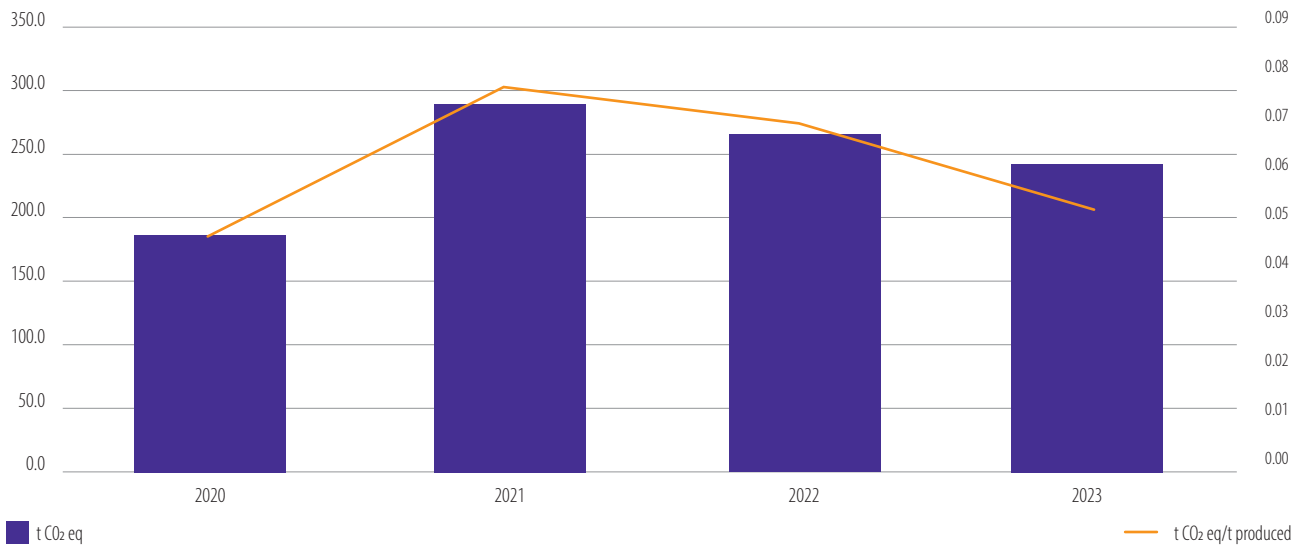
Calculation of greenhouse gas emissions

In order to limit the impact of the activity on climate change, in 2023 we have further improved and implemented an internal reporting system for calculating GHG emissions. The main difference in 2023 compared to previous years is the inclusion in the calculation methodology of emissions (scope 3) from product distribution, office travel, waste management and water consumption. The calculation of emissions in the different scopes was carried out using the calculator of the Climate Change Office of Catalonia.

Total GHG emissions

Total emissions (t CO ₂ eq)				
	2020	2021	2022	2023
Scope 1				
Combustion of own mobile sources	76.9	95.1	156.8	118.2
Scope 2				
Electricity consumption	26.5	0	0	0
Scope 3				
Distribution transport	69.9	177.1	107.5	123
Commuting transport	0.2	0.2	0.2	0.2
Waste management	12.4	16.6	30.59	22.8
Water consumption	0.7	0.7	0.8	0.8
Total	186.6	289.7	295.89	265

Carbon footprint calculation (scope 1, 2 and 3)



Origin of greenhouse gas emissions in Seipasa in 2023.

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

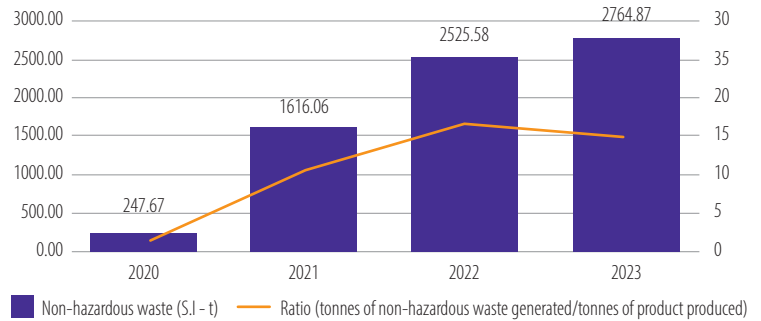
In 2022, hazardous waste production was 6.10%, while in 2023 it decreased to 5.90%. This positive trend reflects an improvement in the management of these wastes, which require more stringent treatment and disposal measures.

The correct separation of waste is essential to promote the recycling of materials and the correct treatment of the waste itself. 99.90% of the non-hazardous waste and 21.34% of the hazardous waste generated at Seipasa is treated through recovery operations.

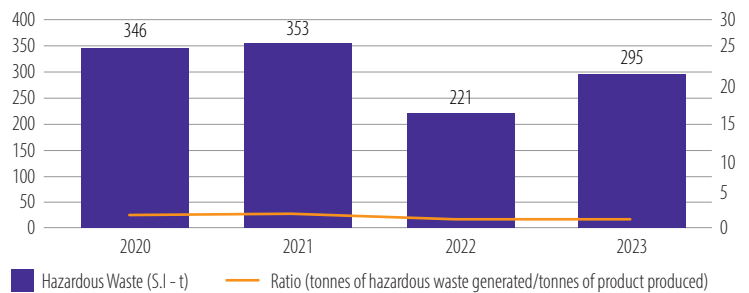
In this way, 95.26% of the waste generated at the facilities is treated through recovery operations, which allow the waste to be reused.

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 that minimise the generation of waste.



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, guarantees the protection of human and animal health and the environment by applying the precautionary principle and, by means of toxicological, ecotoxicological, degradation, stability, efficacy, etc. analyses carried out by authorised companies, ensures that its products produced and marketed do not have harmful effects on human or animal health or unacceptable effects on the environment.

Launch of Fungisei fungicide categorised as Low Risk

Fungisei is a microbiological fungicide developed from a strain of *Bacillus subtilis* highly effective and pure strain that acts at the earliest stages of the disease. The action of Fungisei prevents the growth of pathogens and acts by breaking the cell membrane of the fungi, as well as promoting mechanisms of Induction of Systemic Resistance (ISR) of 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, a fact that confirms the product's inclusion in group BM02 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. Its active ingredient is classified as Low Risk by the European Commission.



- Easy to use and apply liquid formulation
- In perfect condition even in extreme hot and cold temperatures
- Its formulation remains unchanged for more than two years
- Product classified as Low Risk by the European Commission
- It does not stain fruit
- Patented Furity technology
- It leaves no chemical residues on the fruit

Main features of Fungisei.

In 2023, after obtaining the phytosanitary registration of the biofungicide Fungisei in different countries in Southern Europe, Seipasa has developed a powerful marketing campaign to promote the launch of the product in different niche markets. The focus was on the workshop sessions, a series of technical training sessions that bring together technicians, growers and farmers to gain in-depth knowledge of the product, its characteristics and benefits, as well as its handling and use. These events have been accompanied by an advertising campaign in the main media of the markets where registration has been obtained, actions in social networks and product promotion at the point of sale, as well as the development of technical documentation and customised materials to promote Fungisei.



Technical seminar to present the new phytosanitary registration of Fungisei in Spain.

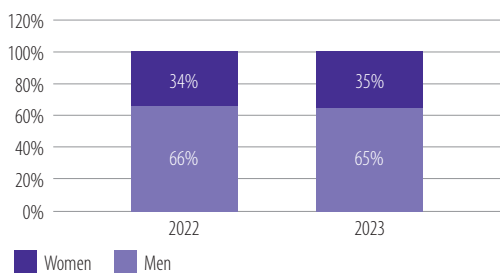


Talent management

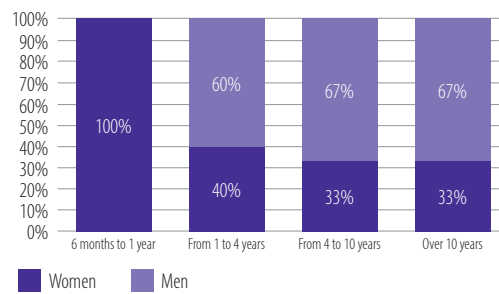
Seipasa is covered by the chemical industry collective agreement. Following the guidelines set out in the agreement helps to maintain a fair and transparent working relationship with our employees while ensuring compliance with applicable legal standards.

Workforce

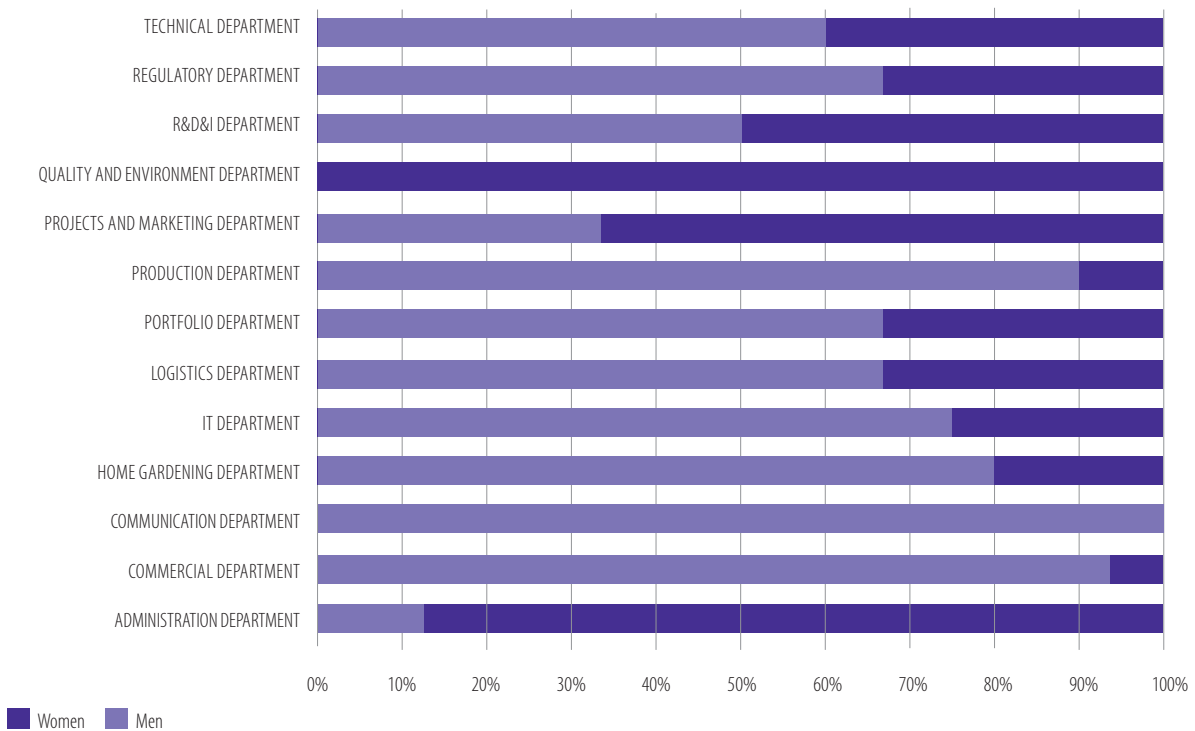
Gender composition of the workforce



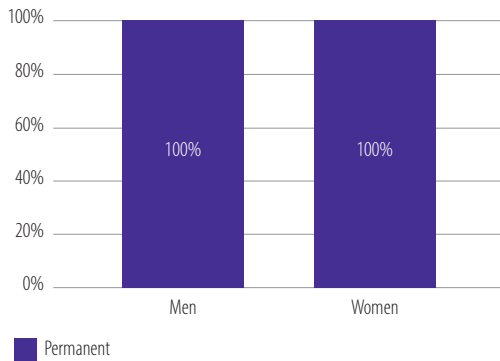
Distribution of staff by seniority and gender



Distribution of staff by department and gender



Type of contract



Seipasa guarantees decent working conditions for all staff, both internal and subcontracted. These criteria will be extended to its entire supply chain.

100% 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.



Employee/company relationship

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 (0% in 2023).

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.



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

With the aim of improving the quality and comfort of its workplaces, Seipasa has inaugurated its new headquarters, located on Calle Gutiérrez Mellado in the La Creu de l'Alcúdia industrial estate in Valencia. There are 1,500 m² of work offices, housing the Marketing and Communication, Human Resources, Commercial, Technical, Portfolio and IT departments, as well as the General Manage-

ment office and Garden Line offices. The building also houses private meeting rooms, a webinar recording room, a canteen, a cafeteria, a library and an auditorium for more than 60 people. The building is accessible, sustainable and equipped with the most advanced technology in terms of heating, cooling and self-generation of energy.

On the occasion of the inauguration of the new headquarters, Seipasa held the first edition of the Family Day, an event where Seipasa employees and their families had the opportunity to celebrate the company's 25th anniversary and get to know the new facilities. The Family Day included guided tours to learn about the history and evolution of Seipasa over the years, musical performances and children's games for

the little ones. The day ended with a lunch for all attendees and a toast to the collective successes achieved and to the exciting future that awaits the organisation.

The Family Day held in December was the culmination of a series of events designed to promote and encourage the internal coexistence of the teams, which saw another outstanding day in June, with the celebration of the Seipasa Global event. On that occasion, the organisation promoted a recreational session with the participation of the members of all Seipasa's business units, which served to conclude the commercial days and the technical workshops that the different teams and departments had shared in the previous days.



Seipasa employees and their families attend one of the guided tours held during Family Day.

Occupational 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, 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, from January 2020, Seipasa pays the annual cost of private medical insurance for all its permanent employees.

Workplace accidents

With regard to the workforce and during 2023 we are proud to be able to say that the accident rate in 2023 has been zero.



Protective equipment used by Seipasa operators during packaging and formulation tasks.

Training and education

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 work continuously to ensure the development of the human team, both in the onboarding of new employees into the organisation -to

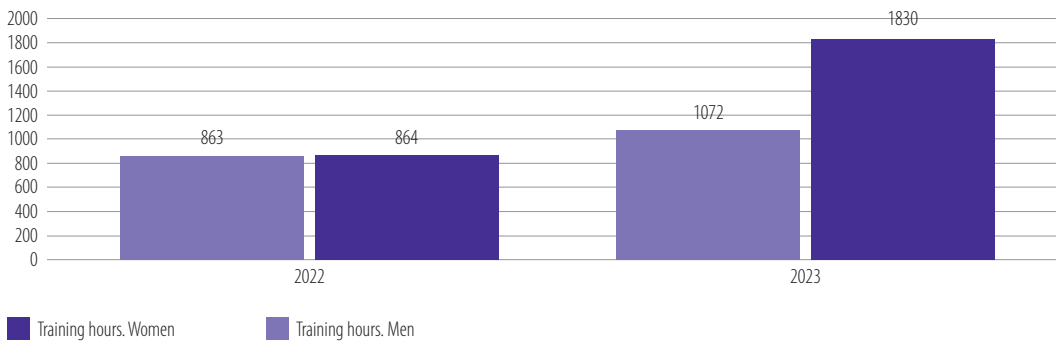
ensure their correct integration into the company-, and in any change of role or specific training campaigns related to the leadership and activity of each company.

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



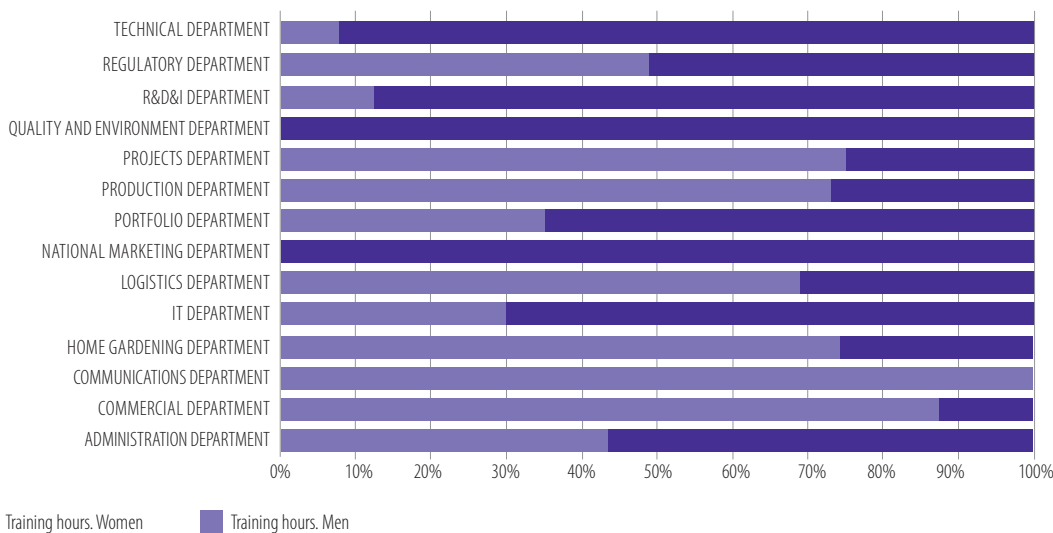
The following graph shows the distribution of training hours by gender

Training



Training conducted during 2022 and 2023 in hours.

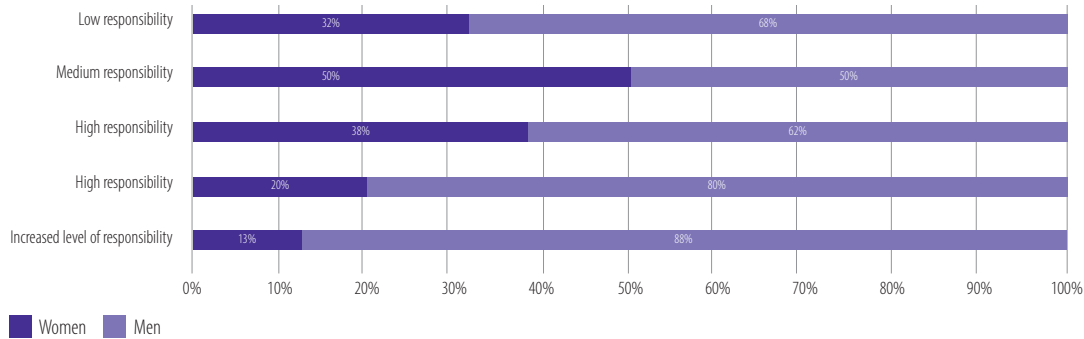
Average hours of training department



Average hours of training segregated by gender and department.

Diversity and equal opportunities

Distribution of responsibilities within the workforce



The company has now developed an equality plan. In 2023, Seipasa has 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.



Child labour

Seipasa firmly believes in the protection of children’s rights and the promotion of their welfare, and therefore, as stated in its Code of Ethics, completely rejects any practice of child labour in its operations and throughout its supply chain.

Forced and compulsory labour

It also respects fundamental human rights in all its operations and throughout the supply chain. Seipasa strongly opposes all forms of forced and compulsory labour.

Social assessment of suppliers

A social assessment of suppliers involves evaluating suppliers not only on their ability to provide the products and services a company needs, but also on their commitment to socially responsible practices.

As part of an ongoing commitment to sustainability and corporate responsibility, suppliers are thoroughly assessed to ensure that they share the values and meet the ethical, social and environmental standards of the organisation. A key part of this process is a supplier survey designed to assess supplier performance in key areas of social, ethical and environmental responsibility.

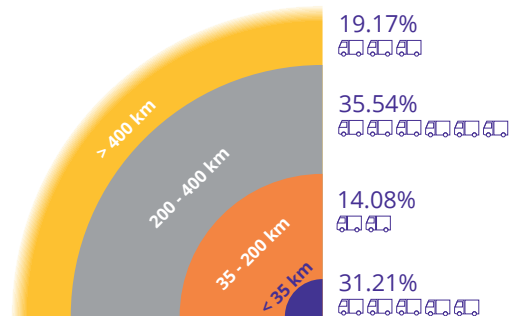
The survey consists of a series of questions covering various aspects of sustainability, including the availability of social, ethical and environmental responsibility policies, the achievement of relevant certifications, the implementation of environmental policies and waste management, among other relevant aspects.

This survey allowed us not only to assess our suppliers' sustainability performance, but also to identify areas for improvement and opportunities for collaboration in order to work together towards more sustainable and responsible practices. The results are shown below:

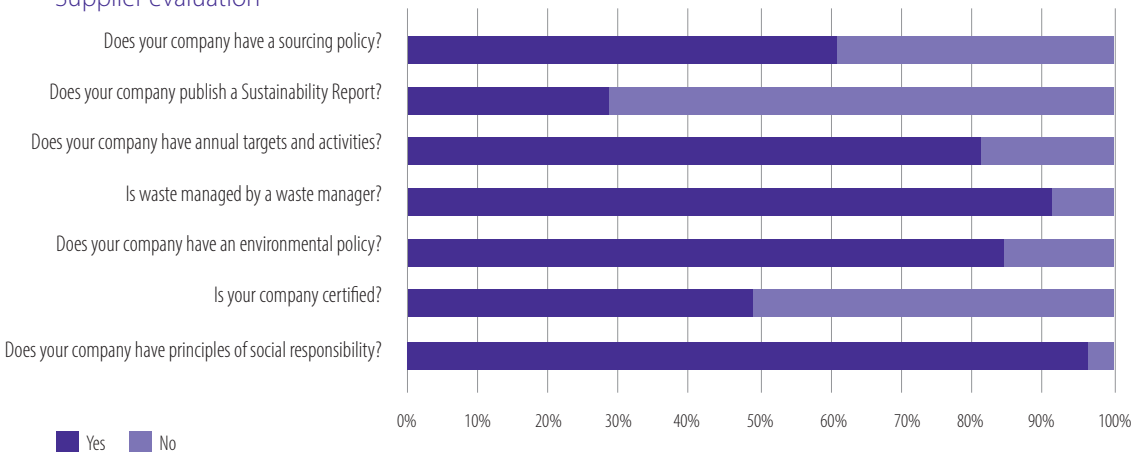
The survey results will be used to inform sourcing decisions and work with suppliers, prioritising those who demonstrate a strong commitment to sustainability and corporate responsibility. They will also provide a solid basis for setting clear supply chain objectives and targets in line with the organisation's values and principles.

Currently, around 84.3% of the suppliers Seipasa works with are national and 15.7% are international. The following graph shows the distance, in different kilometres, of the national suppliers from their logistics centres to the Seipasa CORE building, where Seipasa's production centre is located.

Distance in km from the logistic centres of the suppliers to Seipasa



Supplier evaluation



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, 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 2FA.
- 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).



Business



ASSETS		LIABILITIES	
A) NON-CURRENT ASSETS	16,162,468.19	A) EQUITY	30,335,094.04
I. Intangible fixed assets	5,529,268.47	A-1) Shareholders' equity	29,773,564.19
1. R&D	4,610,723.80	I. Share capital	60,101.21
2. Concessions	0.00	1. Registered share capital	60,101.21
3. Patents, licences, trademarks and similar	386,453.67	2. (Uncalled capital)	0.00
4. Goodwill	0.00	II. Issue premium	0.00
5. IT applications	2,091.00	III. Reserves	26,081,184.96
6. Other intangible assets	530,000.00	1. Legal and statutory	12,020.24
II. Property, plant and equipment	7,560,933.04	2. Other reserves	26,069,164.72
1. Land and buildings	5,068,566.40	IV. (Own shares and stakes in equity)	0.00
2. Technical plant and other property, plant and equipment	2,492,366.64	V. Profit (loss) from previous years	0.00
3. Fixed assets under construction and advances	0.00	1. Surplus	0.00
III. Investment properties	0.00	2. (Prior years' losses)	0.00
1. Lands	0.00	VI. Other shareholders' contributions	
2. Buildings	0.00	VII. Profit/(loss) for the year	3,632,278.02
IV. Long-term investments in group companies and associates	1,153,732.92	VIII. (Interim dividend)	0.00
1. Equity instruments	1,153,732.92	IX. Other equity instruments	0.00
2. Loans to companies	0.00	A-2) Grants, gifts and bequests received	0.00
3. Debt representative securities	0.00	I. Available-for-sale financial instruments	0.00
4. Derivatives	0.00	II. Hedging operations	0.00
5. Other financial assets	0.00	III. Others	0.00
V. Long-term financial investments	1,918,533.76	A-3) Grants, gifts and bequests received	561,529.85
1. Equity instruments	1,216,006.21	B) NON-CURRENT LIABILITIES	519,688.22
2. Loans to third parties	193,714.09	I. Long-term provisions	0.00
3. Debt representative securities	0.00	1. Long-term employee benefit obligations	0.00
4. Derivatives	0.00	2. Environmental actions	0.00
5. Other financial assets	508,813.46	3. Restructuring provisions	0.00
VI. Assets through instalment taxation	0.00	4. Other provisions	0.00
B) CURRENT ASSETS	16,903,145.78	II. Long-term debts	273,733.76
I. Non-current assets held for sale	0.00	1. Bonds and other marketable securities	0.00
II. Inventory	3,147,698.38	2. Bank borrowing	0.00
1. Trade	612,573.72	3. Finance lease payables	0.00
2. Raw materials and other supplies	2,054,553.16	4. Derivatives	0.00
		5. Other financial liabilities	273,733.76

ASSETS		LIABILITIES	
3. Products in progress	0.00	III. Long-term debts with group companies and associates	0.00
4. Finished products	480,571.50	IV. Liabilities through instalment taxation	245,954.46
5. By-products, waste and recovered materials	0.00	V. Long-term accruals and deferrals	0.00
6. Advances to suppliers	0.00	C) CURRENT LIABILITIES	2,210,831.71
III. Trade and other receivables	7,526,975.86	I. Liabilities associated with non-current assets held for sale	0.00
1. Customers for sales and services rendered	4,100,746.24	II. Short-term provisions	0.00
2. Group companies and associates, receivables	2,574,880.20	III. Short-term debts	40,956.27
3. Other accounts receivable	448.18	1. Bonds and other marketable securities	0.00
4. Personnel	21,028.16	2. Bank borrowing	0.00
5. Current tax assets	92,192.08	3. Finance lease payables	0.00
6. Other credits with public administrations	737,681.00	4. Derivatives	0.00
7. Shareholders (partners) for called capital	0.00	5. Other financial liabilities	40,956.27
IV. Short-term investments in group companies and associates	0.00	IV. Short-term debts with group companies and associates	0.00
1. Equity instruments	0.00	V. Trade and other payables.	2,169,875.44
2. Loans to companies	0.00	1. Suppliers	1,309,824.67
3. Debt representative securities	0.00	2. Suppliers, group companies and associates	110,035.14
4. Derivatives	0.00	3. Sundry payables	479,879.25
5. Other financial assets	0.00	4. Personnel (salaries payable)	16,303.97
V. Short-term financial investments	0.00	5. Current tax liabilities	0.00
1. Equity instruments	0.00	6. Other debts with Public Administrations	252,520.70
2. Loans to companies	0.00	7. Advances from clients	1,311.71
3. Debt representative securities	0.00	VI. Short-term prepayments and accruals	0.00
4. Derivatives	0.00		
5. Other financial assets	0.00		
VI. End-of-period adjustments	31,436.66		
VII. Cash and cash equivalents	6,197,034.88		
1. Cash on hand	6,197,034.88		
2. Other cash equivalents	0.00		
TOTAL ASSETS	33,065,613.97	TOTAL EQUITY AND LIABILITIES	33,065,613.97



Standards and certifications





ISO 9001 and ISO 14001 certified

Seipasa has implemented an integrated quality management system in accordance with ISO 9001, and an environmental management system in accordance with ISO 14001. These integrated management systems are certified by nationally and internationally accredited bodies, such as Bureau Veritas, a world leader in testing, inspection and certification.

The quality policy allows the definition of a set of objectives aimed at the continuous improvement of the company, in order to ensure the satisfaction of the organisation's stakeholders

On the other hand, the ISO 14001 certification demonstrates Seipasa's commitment to environmental protection. Through the application of this management system, the possible environmental risks associated with the activities carried out by the company are evaluated, the management of resources is optimised, reducing them and the generation of waste. This minimises the likelihood of occurrence of environmental risks.

EMAS Certificate (Eco-Management and Audit Scheme)

Seipasa, an EMAS company (Eco-Management and Audit Scheme), has registered its EMAS-certified production facilities with the Generalitat Valenciana under number 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.



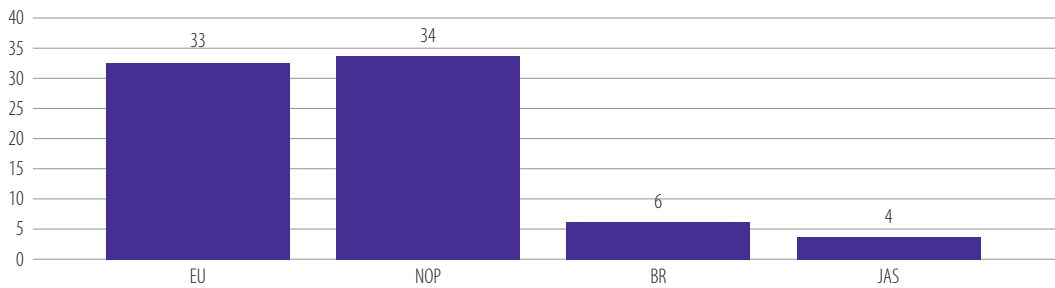
Seipasa quality certificates.

Organic farming certificates

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

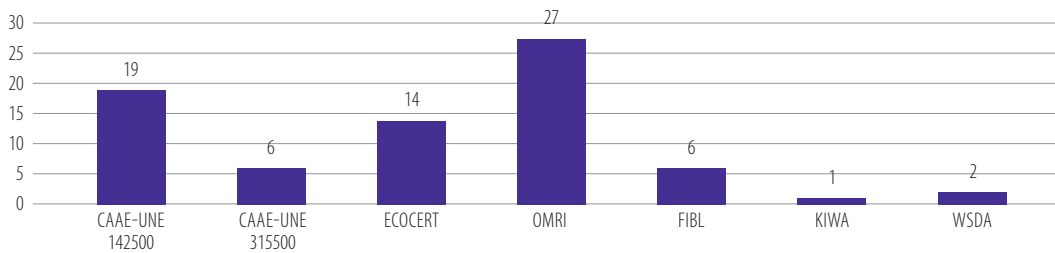
- COMMISSION IMPLEMENTING REGULATION (EU) 2021/1165 of 15 July 2021 authorising certain products and substances for use in organic production and establishing lists thereof.
- *National Organic Program (NOP): The NOP is a federal regulatory program that develops and enforces consistent national standards 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.

Number of products certified in the different standards



And accredited by different national and international certifying bodies:

Number of products certified to the various standards



Organic certifications for Seipasa products.



Prizes and awards

Prizes and awards

- National Innovation Award 2020 of the Ministry of Science and Innovation, in the category of small and medium-sized enterprises.
- *Agrow Awards 2017 – Best formulation innovation* (Fungisei).
- Innovative SME Seal (MITECO).
- Organic Food and Biodiversity Awards 2007.
- Distinction of the Ministry of Agriculture 2004.



Above. Pedro Peleato, CEO of Seipasa, receives the National Innovation Award from King Felipe VI and Queen Letizia.
Below. From left to right: Francisco Espinosa, R&D Director; Pedro Peleato, CEO, and José Ángel Talavera, commercial director, collect the award for Most Innovative Formulation at the Agrow Awards ceremony.

Patents



Patents

Innovation and investment in new developments in biopharmaceutical formulations have enabled Seipasa to obtain three national patents and one European patent:

- **ES2444991**. An environmentally friendly insecticide based on pyrethrins as active substance, production process of the insecticide and its use.



- **ES2671566**. Biocidal composition comprising diallyl sulphides as a biocidal agent, effective in the treatment of mites and lepidopteran larvae. European patent application EP 3 610 727 A1).



- **ES2520615** and **EP3167717**. Bacteriostatic agent and biocide formulations for use in biocide and/or green crop protection formulations. This patent is being activated in Italy, the UK and France. Validation in Spain of the European Patent No. EP3167717B1 (application no. EP15818573.6) for "Bacteriostatic agent and biocidal formulations" on behalf of Seipasa, S. A.





Agreements with universities
and technology centres

Agreements with universities and technology centres

Seipasa works closely with institutes, universities and research centres to generate new solutions and improve products.

In 2023 Seipasa has invested around 6% of turnover in R&D. The aim of the research and innovation work is to make agriculture more sustainable, profitable and efficient, seeking to reduce the use of natural resources such as water and energy. To this end, the company has a team of 20 people in 3 laboratories dedicated to the development of new, more sustainable biopesticides, fertilisers and biostimulants.

The organisations with which Seipasa maintains or has maintained collaboration agreements are listed below:

- Mediterranean Agroforestry Institute of the Polytechnic University of Valencia (UPV).
- Inter-University Institute for Molecular Recognition and Technological Development (IDM), University of Valencia (UV).
- Packaging, Transport and Logistics Technology Centre (ITENE).
- Centre for Plant Biotechnology and Genomics (UPM-INIA).
- University of Valladolid.
- University of Zaragoza.
- Valencian Institute of Agricultural Research (IVIA).
- ITAGRA: Agricultural and Agri-Food Technology Centre Itagra. CT.
- ValGenetics: a company committed to the continuous search for quality, excellence and competitive improvement based on research and innovation.





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