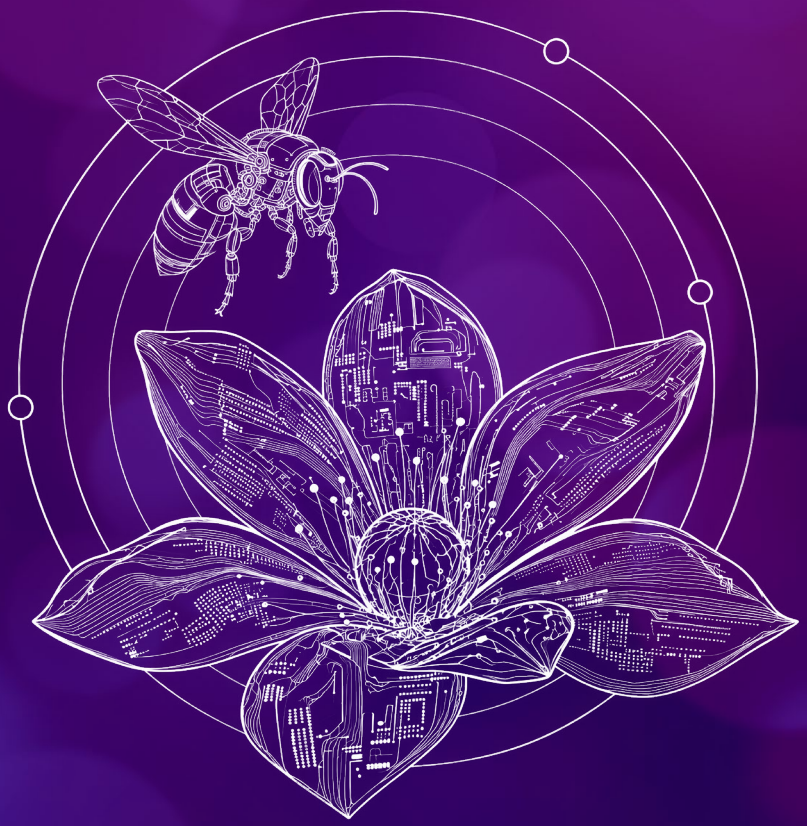


seipasa®
natural technology

SUSTAINABILITY REPORT (ESG)

2025

ALIGNING OURSELVES WITH THE SDGs

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Seipasa has prepared its sustainability report for 2025 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).

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Letter from the CEO

Recent history has taught us that true progress is defined by resilience and the ability to recover from setbacks. Moving forward isn't about avoiding the blow, but knowing how to pick yourself up after it hits.

This transformative strength in the face of adversity has been particularly evident for Seipasa in 2025, the year of full recovery following the floods caused by the DANA (an isolated upper-level low-pressure system) in October 2024 at our production facilities and offices in l'Alcúdia, Valencia.

In 2025, we not only restored 100 % of our production capacity, but also successfully completed the reconstruction and refurbishment of the infrastructure and workspaces affected by the flood. Overcoming this immense challenge was the starting point for moving forward with even greater determination, demonstrating that resilience is not just a concept within our company, but one of the cornerstones of our corporate culture.

Once normal operations had resumed, the company continued to implement its vision for the future, decisively strengthening its commitment to the biostimulants range and placing it on the same strategic footing as the biocontrol range. In this context, SeiZen has obtained European registration under category PFC (6) (non-microbial plant biostimulant), in accordance with Regulation (EU) 2019/1009.



Pedro Peleato, CEO of Seipasa.

Developed using PK-Tech, for which we have initiated the patenting application process, this biostimulant marks a new chapter in the relationship between our portfolio and the sector. With our extensive and well-defined range of biocontrol products, we are focusing on R&D to expand our biostimulant range and access new markets and crops. SeiZen is therefore just the first of many launches we will introduce under the new registration framework set out in the aforementioned European legislation.

Alongside these regulatory milestones, we are making steady progress towards ensuring the sustainability of our internal processes and upholding our unwavering commitment to the

environment. This commitment is reflected in the new design of our product labels, which have been developed in line with eco-design principles to optimise resource use. We have also consolidated the use of recycled plastics in the production chain. As part of this initiative, we are introducing 20-litre containers made from 50% recycled material, as well as pallet wrap made from 90% recovered plastic. Taken together, these initiatives have prevented the emission of 32 tonnes of CO_2 into the atmosphere, thereby transforming the management of packaging and distribution.

Our sustainability strategy is not a one-off initiative; it aligns with the European Union's new Packaging and Packaging Waste Regulation (PPWR). We are facing the most significant legislative reform of the sector in three decades. It requires companies to comply with strict eco-design, recyclability and waste reduction standards - guidelines that we already apply throughout our production chain.

The same regulatory drive has now brought us news that the sector has been eagerly awaiting. After years of debate, the European Union has taken a significant step towards simplifying the regulatory framework governing access to plant protection products on the EU market by presenting the so-called 'Omnibus' initiative.

This proposal sets out a vital reform of Regulation (EC) No 1107/2009, introducing specific amendments to accelerate the approval, authorisation and availability of biocontrol products. The legislative package provides for a review of assessment deadlines to speed up the process and simplify administrative procedures - a move that will directly benefit farmers by equipping them with new tools to combat pests and diseases.

This reform aligns perfectly with the proposal that I, as CEO of Seipasa, have actively promoted in Europe: providing low-risk solutions with a tailored legal framework. We have long advocated for the need for a dedicated regulatory framework for biocontrol. With the Omnibus package, Europe is finally addressing the administrative delays that have held back innovation, putting us at a competitive disadvantage compared to third countries. This will ensure that these biological technologies reach farmland quickly.

However, this regulatory and corporate progress has taken place against a backdrop of extreme geopolitical complexity characterised by deteriorating global prospects, unstable trade routes, and a spiral of rising prices for basic inputs.

Against this backdrop, Donald Trump's first year in office has seen a tariff policy introduced that not only jeopardises the United States' relationship with its main trading partners, but also casts a shadow of uncertainty over future decisions and shifts in stance that we cannot foresee.

This shift is part of a global realignment in which the alliance between the US and Europe is taking a back seat. Without the guarantee of comprehensive US protection, Europe will be forced to increase its defence spending and rethink NATO's role. The remilitarisation of the region carries clear opportunity costs: military priorities absorbing public resources and neglecting basic pillars such as healthcare, education and infrastructure, as well as critical funding for innovation and R&D. This would jeopardise the technological support that the agricultural sector urgently needs.

Meanwhile, the escalating conflict in the Middle East is putting constant strain on distribution channels to strategic destinations and driving up logistics costs. The combination of this international situation, the protracted nature of the conflict and the financial strain resulting from the war in Ukraine is putting immense pressure on the energy and fertiliser sectors, forcing companies to exercise the strictest possible cost control.

Added to this turbulent international landscape comes confirmation that the climate crisis is one of the major structural challenges facing humanity in the short and medium term. Once again, agriculture is among the sectors most severely affected.

Beyond the environmental emergency, 2025 ended with a persistent cost-of-living crisis at national level, characterised by average inflation of 2.7 % and a dramatic rise in house prices. This situation hinders social mobility and casts a shadow over the future of many families, particularly young people, who are destined for the first time in decades, to a standard of living lower than that of their parents. This complex macroeconomic context highlights the importance of our internal corporate wellbeing policies and the ongoing support we provide to our workforce. This ensures a safe, dignified and protective working environment in the face of social instability.

Finally, it is important to consider the vulnerability and variability of modern agriculture in the context of the climate crisis. Our sector is affected by increasingly unforgiving weather conditions, not only severe droughts, which scientific evidence suggests will become more persistent, but also frequent torrential downpours and extreme weather events.

Against this backdrop, the failure of international organisations and governments to reach global agreements that ensure the sustainability of the planet is inexcusable. COP30, held in Belém, Brazil, was yet another missed opportunity, demonstrating that any commitment will amount to nothing as long as national interests take precedence over the common good.

The absence of a unanimous consensus or an ambitious roadmap leaves the agricultural sector vulnerable to external pressures, forcing the agrobiotechnology industry to increase its private innovation efforts in the absence of clear multinational guidelines.

To mitigate the environmental impact, science, research and technology are our greatest hope in the face of this gap. In this regard, the definitive breakthrough of artificial intelligence was one of the major milestones of 2025. This technology offers extraordinary potential to transform efficiency in the field by predicting pest outbreaks, optimising water use, and accelerating the discovery of new natural molecules. However, its rapid development necessitates strict, ethical and immediate regulation.

Comprehensive legislation is essential to ensure that AI serves solely to promote genuine progress, well-being and social emancipation, while avoiding spurious aims. Above all, we must act responsibly to prevent excessive reliance on technology from stunting our essential cognitive abilities and compromising the intellectual and creative development of young people who have grown up in the digital age.

With this outlook, we will face the future by drawing on the rigour of science, the resilience of our organisation, and our ethical commitment to continue delivering real value, sustainability, and effective solutions to the agricultural sector and society.

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 developed and championed its *Natural Technology*® model, from which it develops solutions of high technological value, focused on sustainability and applied in the world's most demanding agriculture.

Seipasa is committed to innovation in agriculture, a traditional and heavily regulated sector, and exports its products to more than 30 countries worldwide.

The company's ESG policy is implemented through the work of an internal committee that leads initiatives in this area and manages relations with key stakeholders. The aim is to promote a healthy lifestyle through sport, as well as the production of fruit, vegetables and cereals that are free from chemical residues and offer high added value. This forms the basis for a healthy diet. Seipasa also believes in respecting, preserving and promoting local traditions as a symbol of identity and interaction between communities and their members.

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.*



Infographic of the Seipasa industrial complex in l'Alcúdia, Valencia.

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 working offices for the Technical, Garden & Professional Solutions 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 m^2. L'Alcúdia is also home to the Seipasa Cultiva Center, a 3,000 m^2 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 & Professional Solutions Division. The company also has four international subsidiaries in Mexico, Ecuador, Colombia and the USA.



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
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, disinfectants 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 2025.

Following the new European registration of SeiZen under Regulation (EU) 2019/1009 (category PFC-6 (B): non-microbial plant biostimulant), Seipasa strengthened the strategic importance of its range of biostimulants in 2025. This new certification adds value to SeiZen, confirming that it can be placed on the market across Europe as a biostimulant based on numerous trials confirming its efficacy and effect on crops.

SeiZen is a liquid biostimulant that is ideal for boosting crop productivity. It increases the plant's energy potential and acts as a plant physiological enhancer, stimulating cell division, growth and differentiation to improve crop yield. SeiZen is also designed to prepare crops for challenging and energy-demanding situations.

SeiZen has been developed on the basis of PK-Tech, for which the company has initiated the patenting process. This technology is based on ASM (Anti-Senescence Molecules), which Seipasa has designed to make SeiZen a next-generation biostimulant.

The certification of SeiZen as a new biostimulant with European registration under PFC-6 opens a new phase in the development of

biostimulant products for Seipasa. With a very broad and well-defined biocontrol portfolio, the company is focusing its R&D efforts on strengthening its portfolio of biostimulant solutions to access new markets and crop segments.

Within Seipasa, the biostimulant line represents a strong commitment to R&D, with a key focus on technological innovation. This is a key line in the company's strategy, allowing it to move forward in the implementation and expansion of its business model in certain international markets where registration processes for biocontrol products are underway and require longer timelines.

The new European registration of SeiZen represents a step forward in Seipasa's innovation strategy, but it is not an isolated case. It is just the first of a series of projects the company is working on, which will also reach the European market with all the regulatory guarantees of Regulation 2019/1009.



Brand identity for the SeiZen biostimulant.

Products

Our product lines are:

- Bioinsecticides
- Biofungicides
- Agricultural biostimulants
- Crop Nutrition
- Garden & Professional Solutions



Technologies

Natural Technology®

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

Natural Technology 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.



Key features of 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 farmaceúticos, 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).
- 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.
- AMPBIO (the Mexican Association of Bio-input Producers) brings together Mexican companies that produce bio-inputs. It acts as their spokesperson in dealings with authorities and institutions, serves as their network of partnerships and provides guidance on regulatory matters.

Sponsorship

- **Agroinfluye Awards**: The first edition of this competition, organised by Agromillora and the agency Dos Esferas Comunicación, aims to professionalise and recognise the communication work carried out in rural areas and within the agri-food sector. Seipasa has sponsored this award to give a voice to content creators in the primary sector, provide them with the visibility their work deserves, and recognise their vital role in bridging the gap between the countryside and society. To this end, Seipasa has become an ambassador and champion for one of the Agroinfluye award categories, helping to promote and publicise the event.



Awards ceremony for the first edition of the Agroinfluye 2025 Awards.

- **BioFruit Congress**: The Spanish organic sector's flagship event is the BioFruit Congress, organised by Ecovalia as part of Fruit Attraction. This event provides a platform to analyse and discuss issues that will shape the future of the sector from the perspectives of regulation, the market, innovation, and sustainability. Seipasa sponsored the 2025 edition of the BioFruit Congress and took part in one of the panel discussions as the driving force behind the initiative. Alongside Marisé Borja, the president of IBMA Spain, Seipasa's director of marketing and projects, David Candil, analysed the role of the ancillary industry within the organic production model.



Participants in the panel discussion at the BioFruit Congress 2025, organised by Ecovalia.

- **Rafelbunyol Valencian Pelota Club**: Valencian pelota is the quintessential indigenous sport of the Valencian Community. It is taught in state schools and practised in many villages in the provinces of Valencia, Castellón and Alicante. In line with its commitment to promoting a healthy lifestyle through sport and in recognition of local traditions, which symbolise unity and positive interaction between communities and their members, Seipasa has sponsored the 'El Dau' Rafelbunyol Valencian Pelota Club, where players of all ages come together in a project that combines sport and local culture.



Members of the Valencian pelota club 'El Dau' in Rafelbunyol, Valencia.

- **Villafranco CF**: Villafranco CF is a local football club based in Villafranco del Guadiana in Badajoz. It brings together more than 80 children and young people who train and compete in the Extremaduran youth football leagues. In 2025, Seipasa joined the group of sponsors with the aim of promoting sport, particularly in rural and agricultural areas with fewer facilities and resources.

- **Tardienta Judo Tournament**: Seipasa once again placed sport at the heart of a healthy lifestyle by sponsoring the Judo Tournament in Tardienta (Huesca) for the second year running. The event brought together over 300 young people from across the Aragón region to introduce them to judo and the principles of sporting behaviour, self-improvement, and respect for opponents.

- **Regional gathering of folk schools**: This event brings together 'jota' dance groups from the Monegros region to celebrate one of the most distinctive forms of dance and culture in Aragón. In 2025, the event was held in Tardienta (Huesca), a town in which Seipasa's administrative headquarters are located.



2nd Tardienta Judo Tournament, Huesca.



A regional gathering of folk schools held in Tardienta, Huesca.

Collaborations

- **Campus Diversia**: In 2025, Seipasa formalised its partnership with the Campus Diversia project by sponsoring a forest at Finca Mijares, a natural area covering more than 400 hectares in Yátova (Valencia). The initiative represents a further step in Seipasa's commitment to sustainability, social inclusion and respect for people and the environment. Campus Diversia, spearheaded by the NGO Amica, promotes the training and professional integration of young people with disabilities in a rural and natural environment of great ecological and historical value. At Finca Mijares, extensive forests coexist with organic vineyards, olive groves and



Opening of the Seipasa Forest at the Campus Diversia site in Yátova, Valencia.

aromatic plants. The area, which is crossed by the River Mijares and irrigation channels of Arab origin dating back more than 800 years, also houses a 19th century farmhouse that symbolises the link between nature, culture and community. The project aims to become a reference in the fields of education, training, green employment for people with disabilities, social inclusion and organic farming. It does this through a combination of socio-occupational training, land stewardship, rural development and activities in the natural environment that promote both the development of the project participants and active conservation of the environment. Through this collaboration, Seipasa reasserts its commitment to a sustainable and socially responsible business model that integrates environmental and social values at the heart of its activities. Participation in Campus Diversia strengthens this vision and is in line with a social economy strategy that promotes real opportunities for inclusion, while protecting and revitalising a unique environment. In addition to sponsoring this forest at Finca Mijares, Seipasa's partnership with Campus Diversia includes providing technical advice and supplying biostimulants and fertilisers for farming operations in this inland area of the Valencia province. The profits that Campus Diversia generates from its commercial activities are used to fund and sustain the association.

- **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. In 2025, Seipasa presented Acopinb members with new work uniforms to help them continue learning and carrying out activities and projects related to organic farming.

- **La Kalle Cultural Association**: Seipasa donated computer equipment to the La Kalle Cultural Association, giving it a new lease of life. This circular economy initiative is linked to the eReuse.org network and extends the useful life of technology. It also prevents the premature recycling of electronic waste and reduces the digital divide by facilitating access to ICT. Furthermore, the partnership promotes the social and labour market inclusion of vulnerable young people by providing training and job placements in the micro-IT sector and by transforming refurbished equipment into a driver of social opportunities.



Handing out uniforms to young Acopinb members.



Mission

Natural Technology means offering effective solutions for agriculture based on innovation and research applied to natural principles of botanical and microbiological origin. We use state-of-the-art technology to extract the very best from this active ingredient and ensure maximum effectiveness anywhere in the world and regardless of the conditions under which it is applied.

Vision

Natural Technology is rational, sustainable and humane. We are committed to development that respects the environment, wildlife and the health of people.

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.

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.

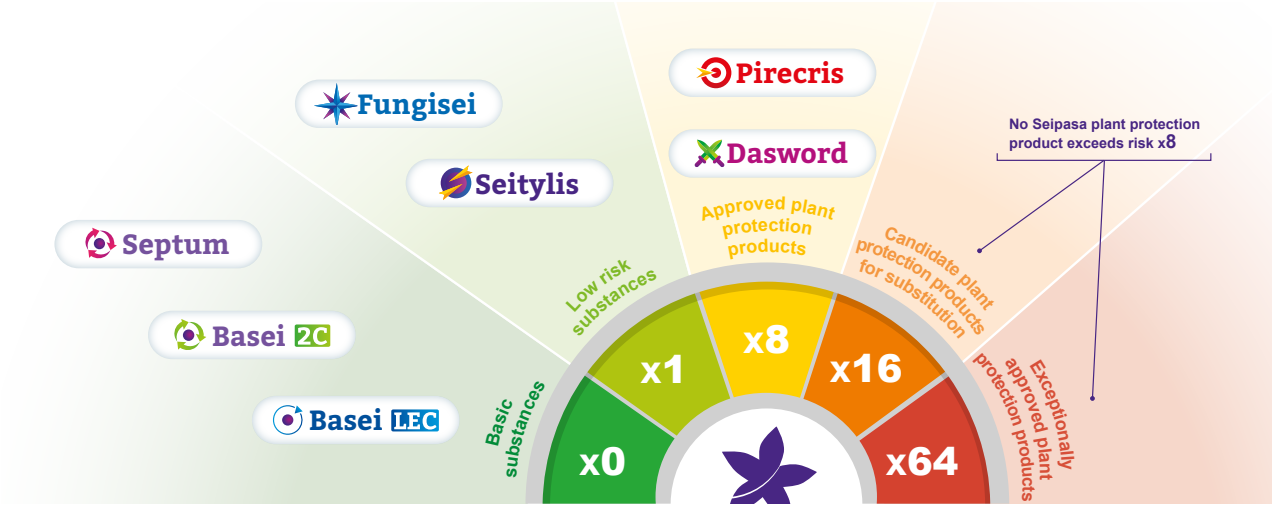
The challenge of the new agriculture is to produce food under optimal conditions of quality, quantity and cost, including the concept of quality, in compliance with the limits of chemical residues allowed by the country of destination of the goods, but also those required by the customer, who demands 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.

Seipasa operates two business lines at both national and international levels: one dedicated to professional agriculture through subsidiaries and distributors, and the Garden & Professional Solutions line targeting sectors adjacent to agriculture.

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 *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.



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: volume x Tox index (HRI 1 = Σ Vi ri)*

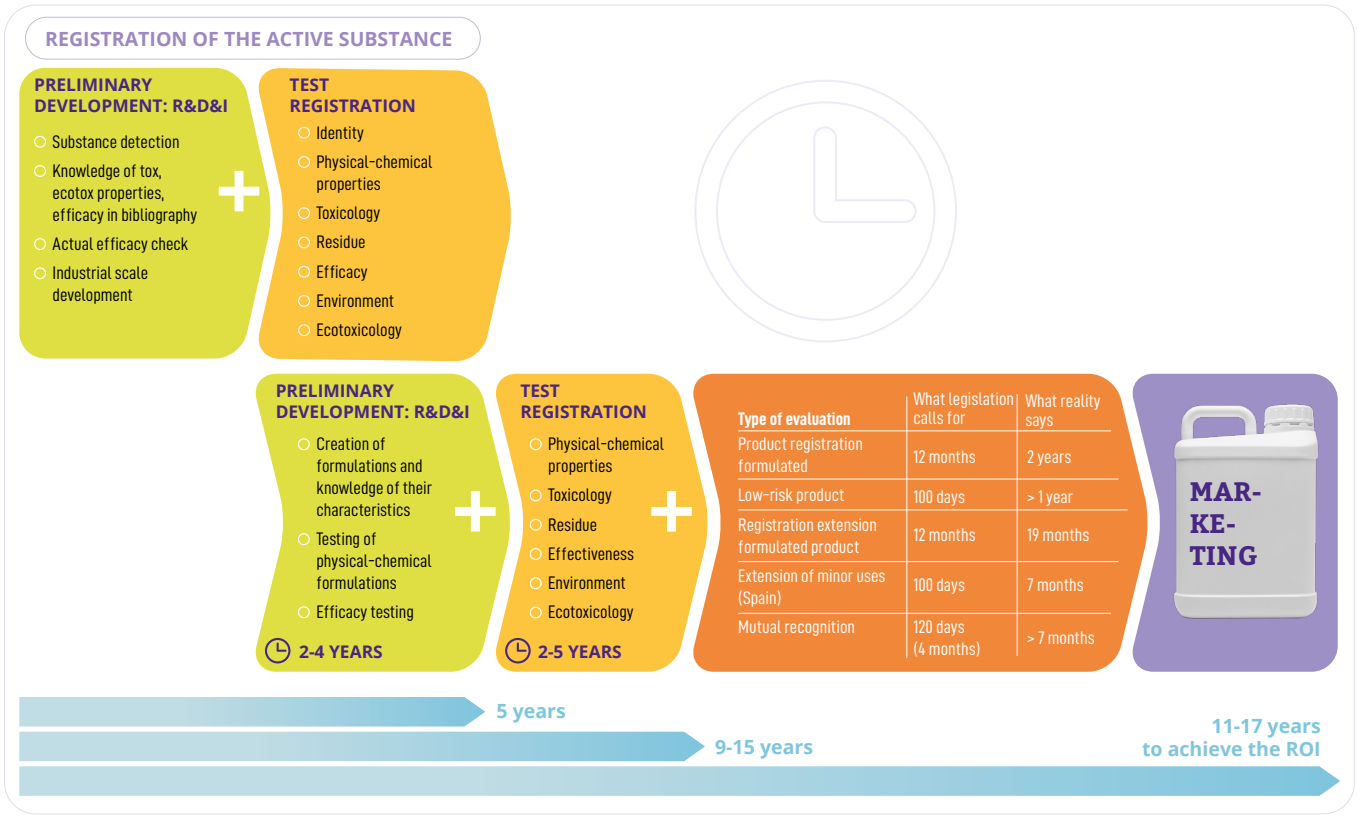
This model is fully aligned with the United Nations Sustainable Development Goals, the European Green Deal and the 'Farm to Fork' strategy, which aims to promote fair, sustainable and environmentally friendly food systems.

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, phytosanitary 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.

Alongside biocontrol, biostimulants are another of Seipasa's strategic areas. This is the fastest-growing segment within the biorational market worldwide, and Seipasa has placed it at the heart of its strategy following the European registration of SeiZen as a biostimulant product. The biostimulant range represents a significant internal investment and involves substantial 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	People management	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 sustainability policy.

Functional areas

The table below shows the number of people employed in each of the organisation's sub-sidiaries:

Seipasa Spain	Estimul-Agro	Seipasa Mexico	Seipasa Ecuador	Seipasa Italy	Seipasa USA
80	2	5	1	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. The company constantly strives to provide its customers with ever-improving 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.

Our staff are the company's main driving force; their commitment, dedication and talent enable the organisation to continuously develop and improve. For this reason, looking after people, promoting their training, safeguarding their health and wellbeing, and fostering their professional development are values deeply rooted in our corporate culture. Throughout 2025, we organised a range of activities with the aim of fostering team spirit, strengthening the sense of belonging, and promoting a positive, collaborative working environment.

Highlights included the first themed cooking and fancy dress competition for Halloween, which strengthened ties between colleagues and departments while providing a great setting for socialising and interaction. More than 30 high-quality culinary entries were submitted, all of which were prepared using natural ingredients and locally sourced produce in accordance with the competition rules. Furthermore, the fancy dress competition boosted participation, engagement and the positive atmosphere at an in-house event whose second edition is already in the calendar.

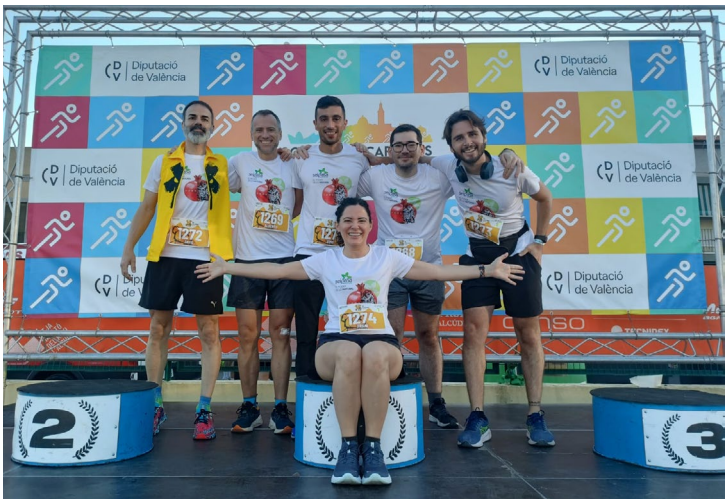
Another key internal event in 2025 was the lunch held to mark the start of the Easter holidays. Traditional local Easter sweets and cakes took centre stage at an event which once again created a wonderful space for interaction among company staff. Similarly, to celebrate Christmas, we held an Ugly Christmas Jumper Day.



1st Halloween-themed cooking and fancy dress competition.



Lunch before the Easter holidays.



Seipasa Running Team. 5K Run in l'Alcúdia, Valencia.

The consolidation of the Seipasa Running Team, a club for runners and enthusiasts of recreational sport, made up of Seipasa staff, which, in 2025, took part in the l'Alcúdia half-marathon, the town's 5K race and the Valencia Companies' Race.



Technical visits and training sessions held at our Seipasa Plaza head office in 2025.

As part of our engagement with stakeholders, several representatives of the stakeholder groups with whom we actively work and collaborate visited the Seipasa Plaza building, the company's headquarters in l'Alcúdia, Valencia. As its name suggests, Seipasa Plaza was conceived as a public space for the exchange of knowledge, professional development, debate and technical specialisation. It is a place to listen and be heard, and it places agriculture at the centre by showcasing various agricultural systems from around the world, including our *Natural Technology* model.

Throughout 2025, we held technical conferences and training sessions for farmers, technicians, advisers and specialists from countries such as Turkey, Portugal, Romania, Italy and Spain.

With regard to customers and distributors, participation in trade fairs and conferences plays a key role in all aspects of promoting and consolidating the Seipasa brand, as well as in prospecting for and gaining access to new markets. In this regard, in 2025 Seipasa travelled thousands of kilometres around the world to take part in such high-profile events as Growtech (Turkey), MacFrut (Italy), Agroglobal (Portugal), ABIM (Switzerland), AgroExpo and the Bioestimulants World Congress (Spain), Siflor and the Banana Summit (Ecuador), the Cherry Congress (Chile) and the Grower Summit (Mexico and the US), to name a few.

We were also visited by the Campus Diversia team - comprising both the technical staff and instructors, as well as the young people taking part in the programme - who came to see us to learn about our approach to agriculture, in accordance with the collaboration agreement between our two organisations.

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.



Some of the national and international trade fairs and conferences in which Seipasa took part throughout 2025.

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



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.

During 2025, SEIPASA's Compliance Committee carried out ongoing monitoring of the Compliance Framework, driving forward the necessary measures to ensure its updating, improvement and proper functioning, in

accordance with the objectives approved at the start of the year.

Firstly, the compliance objectives for 2025 were drawn up and approved; these included updating the *Protocol for the prevention of and response to situations of harassment*, the development of non-financial controls, and the drafting of the *Internal audit procedure for the compliance framework* and the review of the identification, analysis and assessment of criminal risks.

Throughout the year, the Committee monitored progress towards these objectives, verifying the review of the *Harassment Prevention Protocol*, as well as the Industrial and Intellectual Property Policy, the Digital Disconnection Policy and the update to the contractual clauses applicable to distributors.

Regarding training, it was noted that SCORM-format training on the Compliance Model is available for new hires. It was also agreed that internal communication should be strengthened by incorporating a specific training module on the prevention of harassment and SEIPASA's protocol.

Adherence to the UN Global Compact

We remain committed to 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 2025, 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.

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	• Waste generation. • Electricity consumption / Generation of indirect GHG emissions.	• Consumption of raw materials and packaging material. • Electricity consumption / Generation of indirect GHG emissions. • Water consumption. • Waste generation.	• Electricity consumption / Generation of indirect GHG emissions.	• Diesel consumption / generation of direct GHG emissions. • Electricity consumption / Generation of indirect GHG emissions.
Office activity	• Electricity consumption / Generation of indirect GHG emissions. • Water consumption. • 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	• 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 4 years (2022-2025) are shown below.

Energy and greenhouse gas emissions

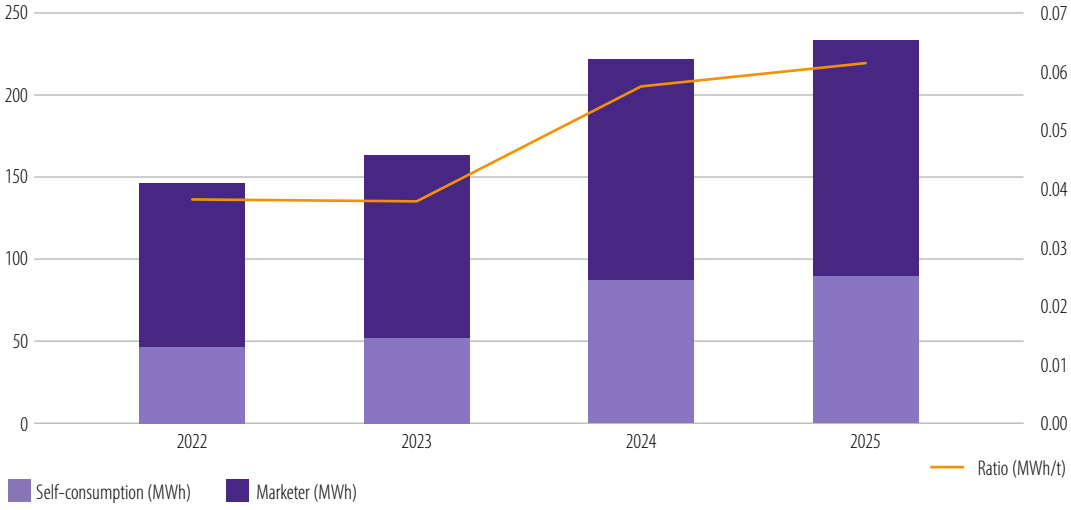
In 2025, Seipasa enhanced its analysis of energy performance by conducting an energy audit in accordance with the UNE-EN 16247 standard. The aim was to characterise the energy consumption of its facilities, identify the main consumption areas and assess opportunities for improving energy efficiency. The audit enabled energy consumption to be broken down across the various production processes and indicators to be established for the continuous improvement of energy management.

The analysis identified the formulation tanks and raw material pumps, air- conditioning systems, compressed-air system, lighting and packaging lines as the main energy consumers. This enables future measures to be prioritised for the processes with the greatest potential for savings.

Energy consumption within the organisation

Electricity consumption

Energy consumption within the organisation (2022-2025)



The increase in energy consumption recorded in 2025 was mainly due to the introduction of new equipment and longer operating times for certain processes. Factors contributing to this increase include the commissioning of a new packaging line for Flow products and the introduction of new laboratory equipment such as laboratory ovens and a continuously operating phytotron climate chamber (24 hours a day, 365 days a year). There was also an increase in the operating hours of the reactors used in developing and manufacturing these products.

To improve energy efficiency and optimise energy consumption, Seipasa implemented several measures in 2025, including installing lighting sensors to prevent unnecessary consumption, processing compensation for surplus energy from self-consumption photovoltaic installations, incorporating energy efficiency criteria into the procurement policy for new machinery and implementing preventive maintenance programmes for equipment.

Furthermore, the energy audit identified new opportunities to optimise the energy performance of industrial processes. These include, in particular:

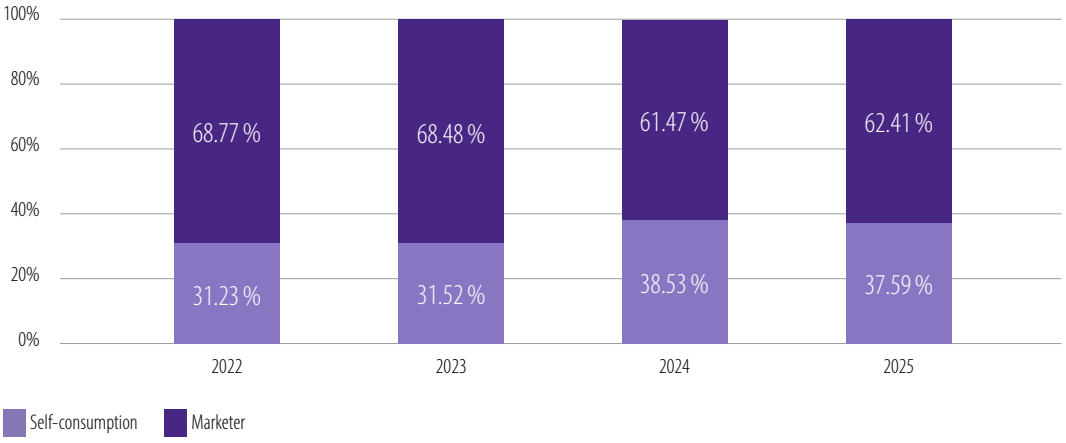
- the reduction in dissolution times for formulators;
- the implementation of a SCADA energy management system for monitoring and optimising energy consumption;
- improving the efficiency of certain equipment and facilities.

Regarding the energy source, 100% of the electricity consumed by Seipasa comes from renewable sources, either through a contracted supply with a renewable energy guarantee or through photovoltaic generation for self-consumption.

During the year, approximately 38% of the electricity consumed was generated by the company's own photovoltaic installation, thereby reducing dependence on the electricity grid and contributing to the decarbonisation of operations.

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

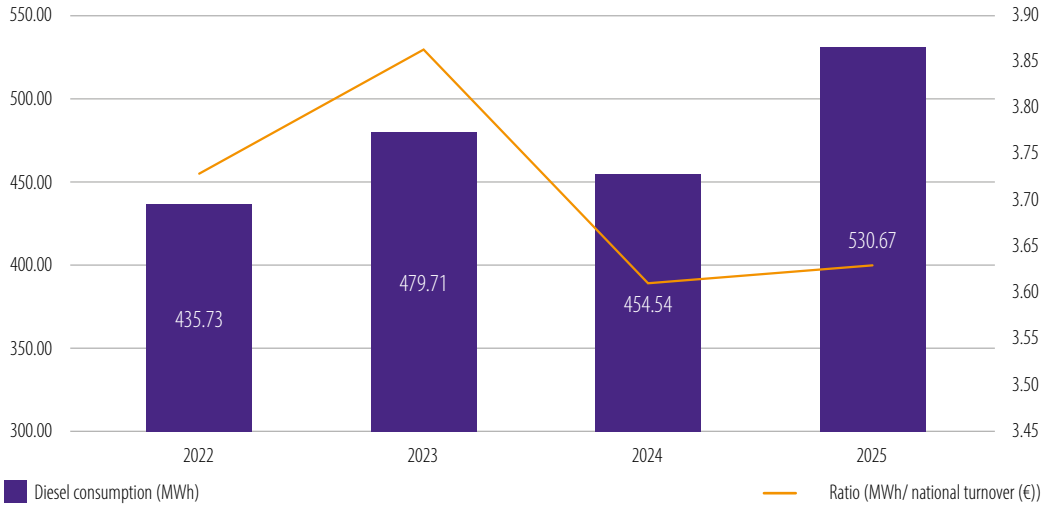
Energy consumption broken down by source (self-consumption/marketer) (2022-2025)



Fuel consumption

At Seipasa, the only use of fossil fuels is for journeys made in company vehicles, primarily for commercial activities using diesel as the fuel.

Diesel derived energy consumption (2022-2025)



In 2025, diesel consumption increased compared to the previous year, associated with an increase in the size of the sales team and the company's business travel, totalling 530.67 MWh.

Calculation of greenhouse gas emissions

In 2025, Seipasa remained committed to measuring its carbon footprint, further embedding environmental criteria into the organisation's management.

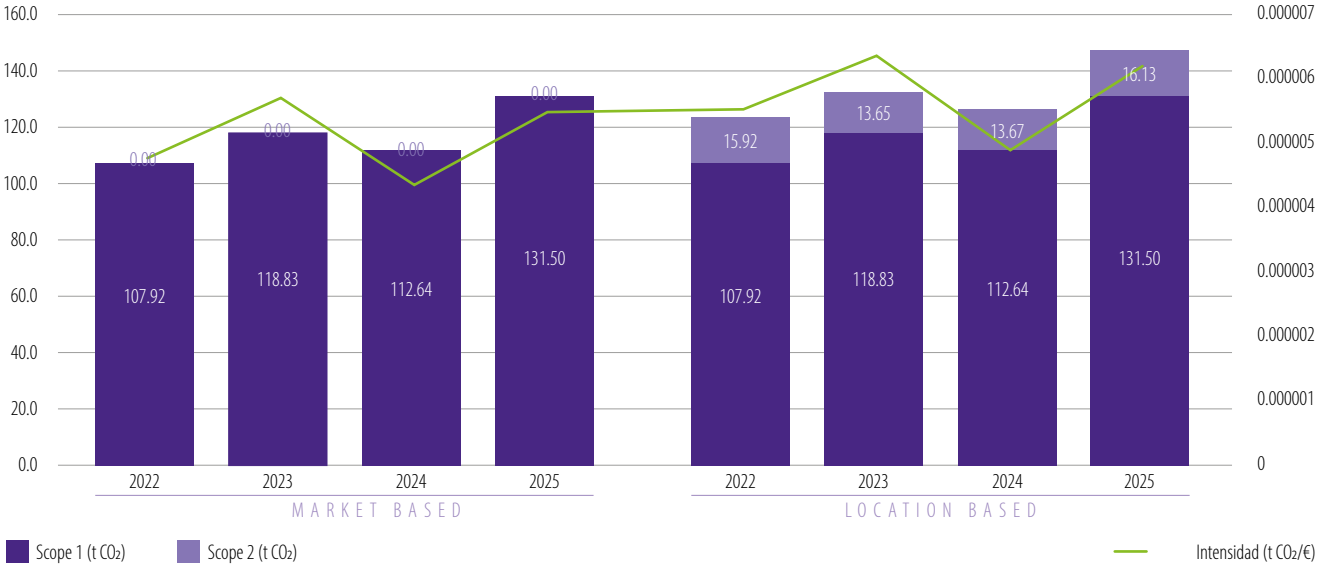
Total GHG emissions (2022-2025)

Total emissions (t CO_2 eq)				
	2022	**2023**	**2024**	**2025**
Scope 1				
Combustion of own mobile sources	107.92	118.83	112.64	131.50
Scope 2				
Electricity consumption (market-based)*	0	0	0	0
Electricity consumption (location-based)**	15.92	13.65	13.67	16.13
Total	**123.84**	**132.48**	**126.31**	**147.63**

* 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 CO_2/MWh; 2023: 0.12 t CO_2/MWh; 2024: 0.10 t CO_2/MWh, 2025: 0.11 t CO_2/MWh.

Carbon footprint calculation (scope 1 and 2) (2022-2025)



GHG emission reduction targets

Currently, Seipasa does not have any quantified targets for reducing greenhouse gas emissions in the short, medium or long term. However, the company regularly monitors its carbon footprint to identify main emission sources and assess improvement opportunities.

In 2025, Seipasa conducted an energy audit in accordance with the UNE-EN 16247 standard. This identified various measures to improve the energy efficiency of its facilities, such as optimising dissolution times in the formulation tanks and the possible implementation of a SCADA energy management system to monitor and optimise energy consumption. These measures could help to reduce energy consumption and, consequently, Scope 2 emissions, calculated using the location-based approach, by reducing the demand for electricity from the grid.

Furthermore, Seipasa is committed to using electricity sourced from 100 % renewable energy through Guarantees of Origin and by using photovoltaic energy for self-consumption. This enables Scope 2 emissions calculated using the market-based approach to be reduced to zero.

Throughout 2025, Seipasa also promoted voluntary environmental initiatives by supporting projects aimed at restoring and conserving the environment. As part of this initiative, the company partnered with the AMICA Association through the Campus Diversia forest sponsorship programme, helping to create and maintain an accessible natural space of environmental and social value.

Climate risks

During 2025, Seipasa did not carry out a specific analysis of the physical risks or transition risks arising from climate change that could affect its operations, supply chain or business model. Nevertheless, the company continues to monitor its key environmental indicators, including its carbon footprint and resource consumption, and remains committed to gradually integrating climate-related risks and opportunities into its strategic management.

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 associated with production processes, as no industrial combustion takes place and the formulation activities do not result in any significant emissions into the atmosphere. 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 used to test the efficacy and phytotoxicity of its products and assess their effects on biodiversity. 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 reduce the environmental impact of electricity consumption, enabling Scope 2 emissions to be reduced to zero using a market-based approach while maintaining the organisation's commitment to energy efficiency and continuous improvement of environmental performance.

Water pollution

At Seipasa, no industrial 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.





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, 58% of 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 2025. All processes involving pesticides and fertilisers are managed under strict environmental and safety control procedures, including the use of impermeable paving and containment bunds, 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.





Biodiversity

Seipasa operates from a constructed surface area of 10,184.5 m^2 on industrial land. This figure has remained unchanged from the previous year, so there were no changes to the occupied area in 2025 compared to 2024. The facilities do not have any natural areas set aside for biodiversity conservation, as they are industrial sites consisting mainly of buildings and paved areas.

Outside the production site perimeter, the company has a 3,000 m^2 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 SAC (Special Area of Conservation) also 11 km away, and an SPA (Special Protection Area 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.

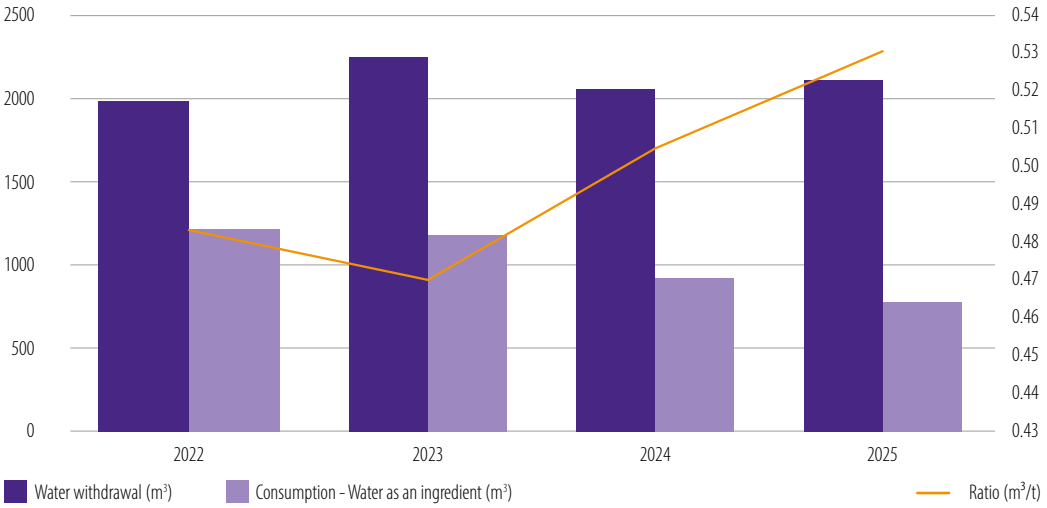
The location of Seipasa has been assessed using the WRI Water Risk Atlas methodology, determining a high level of water stress (3-4).

Water used (2022-2025)

	2022	2023	2024	2025
Water withdrawal (m^3)	1,978	1,951	1,964	2,093
Water consumption (m^3)	1,210	1,182	922	770
Sites in water-stressed areas	100%	100%	100%	100%

Although water consumption attributable to the product decreased in relative terms, the intensity of water abstraction increased compared with the previous year, indicating a greater volume of water required for production and ancillary activities.

Water consumption (2022-2025)



During 2025, water consumption increased slightly, mainly due to tighter cleaning and disinfection protocols for equipment and facilities. Specifically, cleaning procedures carried out before and after production processes were stepped up to prevent cross-contamination between formulations, particularly when handling plant protection products, fertilisers, and microbiological products. These measures are designed to ensure the quality and safety of the production process and have led to increased water consumption for cleaning operations.

The efficiency improvements implemented in previous years, such as the automation of cleaning processes, continue to optimise water use in every operation. However, the increased frequency of cleaning operations in 2025 led to higher water consumption.

This is particularly significant given that Seipasa's facilities are located in an area with a high level of water stress (3–4), according to the assessment carried out by the World Resources Institute's (WRI) Water Risk Atlas. This underlines the importance of continuing to implement measures aimed at the efficient use of water and controlling water consumption to promote the sustainability of operations and the responsible management of water resources.



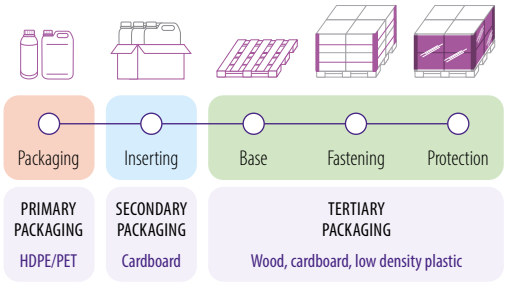
Resource use, the circular economy and waste management

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 reduce the grammage of packaging in order to reduce the plastic in the market and optimise the design of labels to consume less ink. We have also eliminated single-use plastics from cafeteria supplies, drinking-water provision and tableware in our offices.

Packaging materials

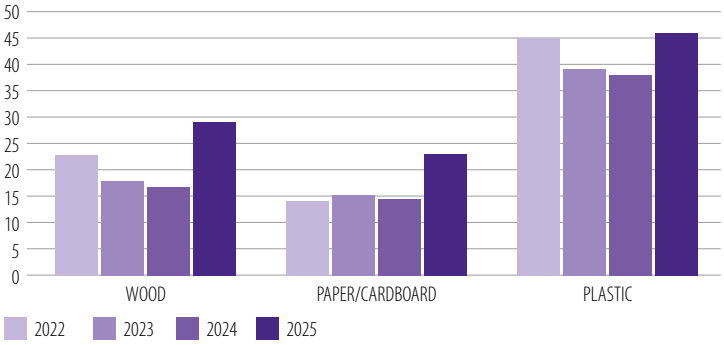
In order to market the products manufactured by Seipasa, a series of containers and packaging of different materials and origins are used.



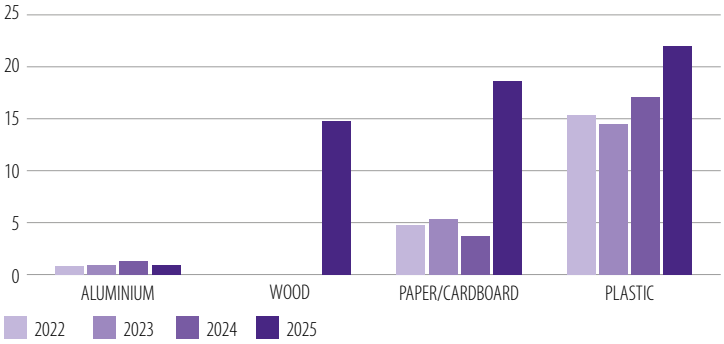
Processes and materials used in the manufacturing operations of Seipasa's products.

In accordance with Royal Decree 1055/2022 of 27 December on packaging and packaging waste, the scope of packaging items that must be considered for declarations has been extended. These include pallets, stretch film and corner protectors, which were not previously included in the declarations. For this reason, their inclusion from the 2024 declaration onwards will result in an increase in the amounts declared.

Packaging placed on the Spanish market for professional users, by type of material (T) (2022–2025)



Packaging placed on the Spanish market for domestic use, by material type (T) (2022–2025)



Minimising the environmental impact of packaging is one of Seipasa's environmental objectives. To this end, the company is implementing initiatives to reduce the weight of its packaging and increase the use of recycled materials, as set out in its Business Plan for Packaging Prevention and Eco-design. These measures align with the evolving European regulatory framework on packaging and the circular economy, which emphasises waste prevention, eco-design and resource efficiency.

Targets towards sustainable use of packaging

- To reduce the weight of 1-litre packaging waste by at least 15 % by 2025 compared to 2024.
- To reduce the weight of 20-litre packaging waste by at least 15 % by 2026 compared to 2025.

- To use primary, secondary and tertiary packaging made from recycled materials.

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 CO_2 emissions associated with the consumption of these containers.
- **Grammage reduction of 20 L containers**: From 1200 g to 1000 g per container, which is expected to save 16.7% of the plastic used and avoid 6.6 t of indirect CO_2 emissions associated with the consumption of these containers. Part of this objective was delivered over the 2025–2026 period, when the approval process took place, with the system coming into use in the final quarter of 2025.
- **Packaging made from recycled materials**: This target has been successfully implemented for the 20-litre containers and the strapping.

On the one hand, the 20-litre containers used for the global distribution of its products now contain 50% recycled plastic. This measure, implemented consistently throughout 2025, has resulted in a direct saving of 26.6 tonnes of CO_2, representing a 35% reduction in the carbon footprint associated with this packaging format compared with the use of 100% virgin plastic.

Strapping containing 90% recycled material is currently in use. The previous strapping, which contained 70% recycled material, has been replaced by a new type containing 90% recycled material. This has reduced the use of virgin material by 66.7% and avoided 46.3% of the associated indirect CO_2 emissions.

In addition to these measures, in 2025, Seipasa increased the recovery rate for IBCs through its authorised operator, reaching 85.5% compared with the 80.3% recorded in 2022. Thanks to this process, the packaging is reused by other companies, thus extending its life cycle and avoiding the production of approximately 593 new IBCs. This recovery practice has also contributed to avoiding 91.85 tonnes of CO_2 equivalent associated with the production of new packaging.

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 it has been deployed. 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 Act They are all responsible for organising a collection system for the correct environmental treatment of agricultural packaging.

In 2025, 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.



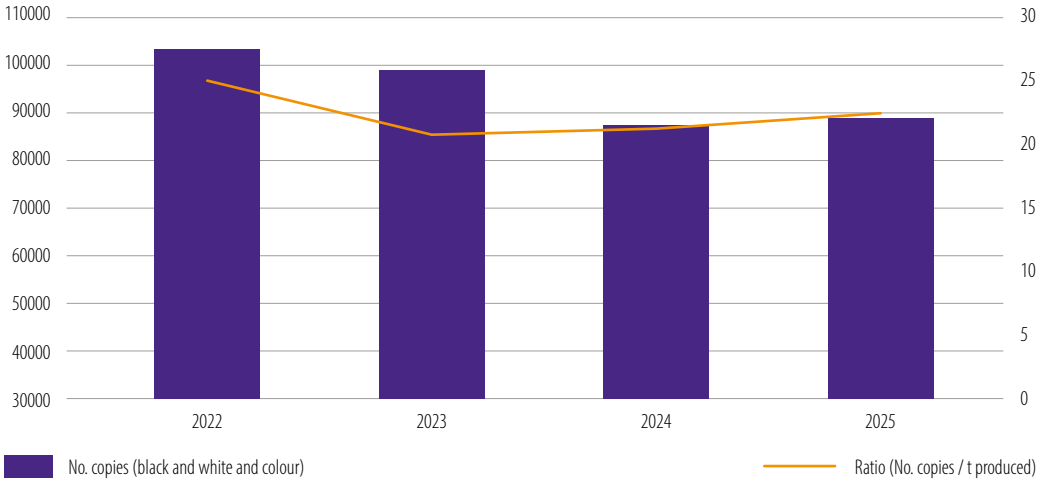
Main lines of action within Seipasa's prevention policies.

Paper consumption in offices

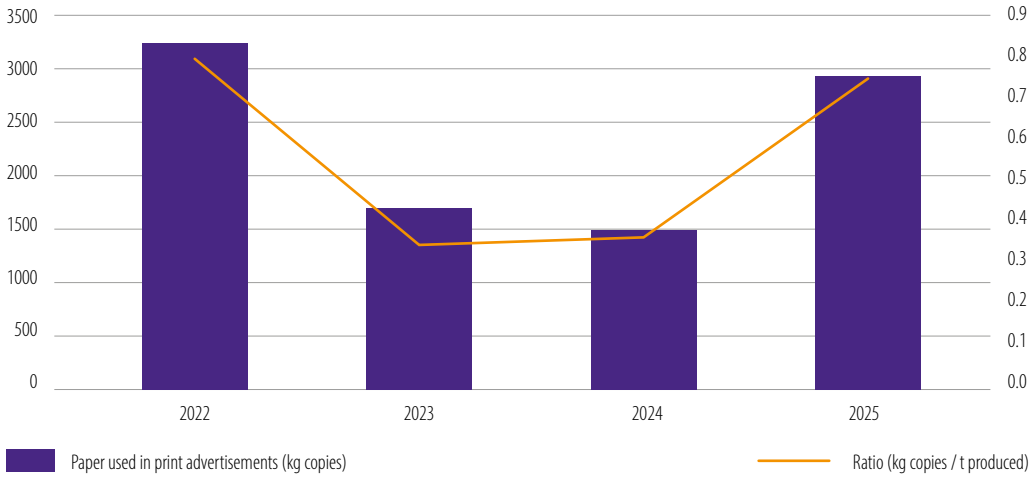
Paper consumption is continuously monitored, both in offices and in advertising activities, including print advertising campaigns. Seipasa is committed to optimising the use of this resource and minimising its environmental impact, promoting more sustainable and responsible practices in all its activities.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



Paper consumption in offices (2022-2025)



Paper used in print advertising (2022-2025)



The increase in paper consumption for print advertising in 2025 was due to the partial recovery of investment in communication and print advertising campaigns. This decision responds to the needs and expectations expressed by customers in the satisfaction surveys carried out in 2024, which highlighted the need to strengthen the company's presence in the media and advertising channels.

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.

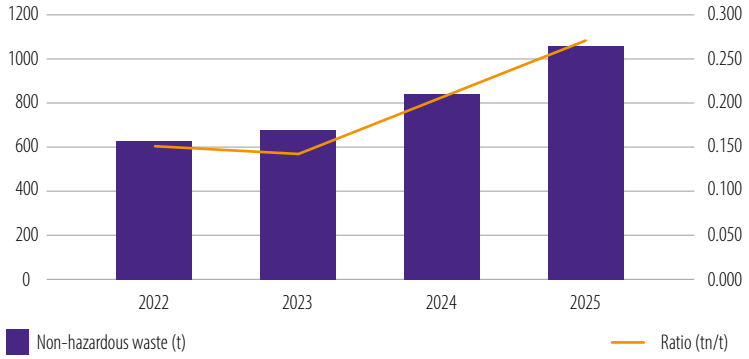
Waste typology and treatment

The correct separation of waste is essential to promote the recycling of materials and the correct treatment of the waste itself. 99.77 % of the non-hazardous waste and 99.80 % of the hazardous waste generated at Seipasa is treated through recovery operations.

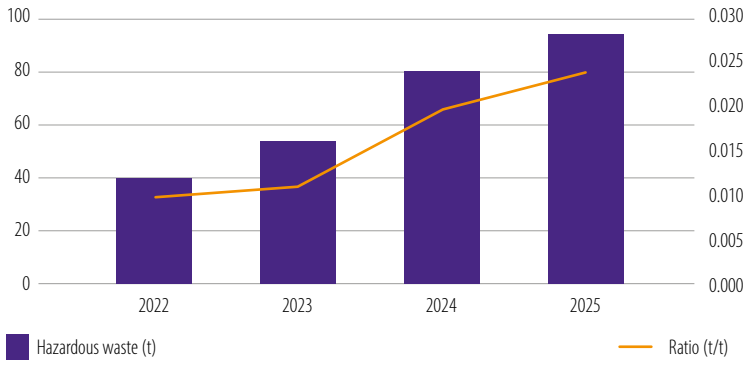
In this way, 99.785 % of the waste generated at the facilities is treated through recovery operations, which allow the waste to be reused.

Waste generation

Evolution of non-hazardous waste generation (2022-2025)



Evolution of hazardous waste generation (2022-2025)



Although the generation of both non-hazardous and hazardous waste has continued to rise, this increase was due to the expansion of the facilities and the change in Seipasa's waste treatment policy. In this regard, we have decided to prioritise waste recovery through authorised waste management operators to minimise the risk of cross-contamination of products.

Against this backdrop, the company remains firmly committed to the responsible management of its waste, prioritising reduction, reuse - subject to technical safeguards - and recycling in that order. These practices form an integral part of the company's sustainability strategy.

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.





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 February 2025. This agreement helps maintain fair and transparent working relationships with employees while ensuring compliance with applicable legal standards.

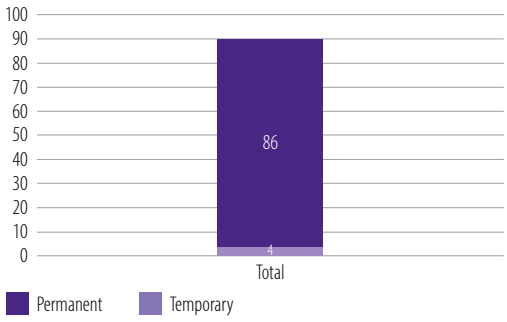
Employees

General characteristics

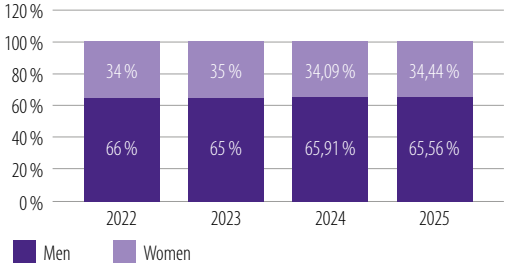
During the reference period, Seipasa's workforce is presented as full-time equivalents (FTEs) to reflect the effective dedication of staff, regardless of contract type or working hours. This indicator provides an accurate picture of the human resources actually available for the development of the company's activity. In the 2025 financial year, Seipasa reached a total of 86 FTEs with a total workforce of 90 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
USA	1

The staff turnover rate during the reporting period was 8 %, reflecting the stability and continuity of staff within the organisation.

Seipasa guarantees decent working conditions for all staff, both internal and subcontracted. 95.56 % 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.

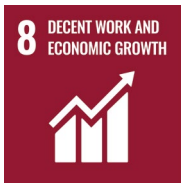
Seipasa values its employees and is committed to working with them in a transparent and collaborative manner.

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 (4.44 % in 2025).

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 2025, Seipasa maintained a high level of commitment to the health and safety of its employees. According to the annual accident report, the company recorded one minor lost-time occupational accident. There were no fatal, serious or very serious accidents. Furthermore, no commuting accidents resulting in sick leave or occupational illnesses were reported.

In addition to the lost-time accident, nine non-lost-time accidents were recorded during the year. All were minor and handled in accordance with internal prevention procedures to implement the necessary corrective measures and prevent recurrence.

The company's accident rates remain low, with incidence, frequency and severity rates of 1,234.6, 7.5 and 0.06 respectively, reflecting Seipasa's commitment to continuously improving health and safety conditions at work.

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.

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.

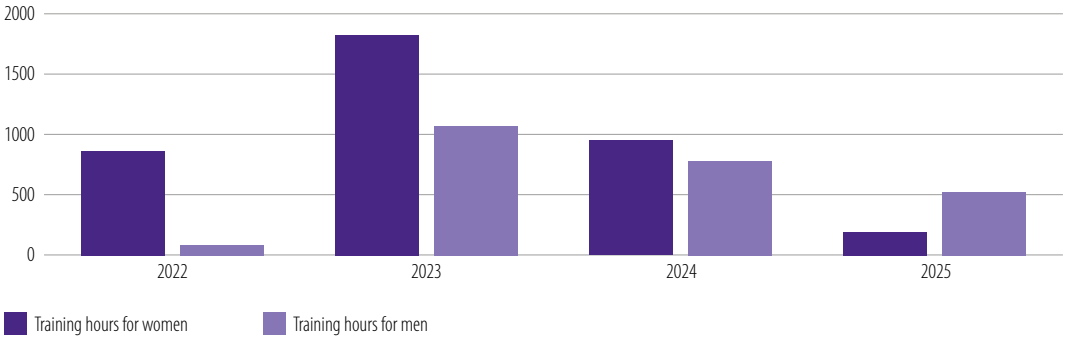
We work continuously to ensure the development of the human team, both in the onboarding of new employees into the organisation –to ensure their correct integration into the company–, and in any change of role or specific training campaigns related to the leadership and activity of each company.

In addition to ongoing training in occupational health and safety, waste management, and applicable product and activity regulations, in 2025 Seipasa increased staff training in sustainability, regulatory compliance, the 2030 Agenda, and the United Nations Global Compact. Specific training courses were also delivered on eco-design, chemical sector regulations, the transport of dangerous goods (ADR), equality, emergencies, and other technical matters relating to the company's activities.

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 completed (2022-2025)



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 25.93 %, reflecting the current gender balance within the company's management structure and serving as an indicator of gender diversity at senior levels.

Seipasa has an Equality Plan in place from June 2022 to June 2026, the aim of which is to promote effective equality between women and men in the workplace. Throughout 2025, the company continued to implement the measures set out in the plan, notably reducing the underrepresentation of women in the workforce. Women now account for 35.37% of staff members. Furthermore, all senior and middle management staff have received specific training on equality.

In terms of work-life balance, the company maintained the measures introduced in previous years, such as an earlier finishing time, and introduced new initiatives, including reviewing the extension of the intensive summer working day and introducing new flexible working arrangements. The company also continued to promote remote working where the nature of the role permitted, with a total of five roles operating under remote-working arrangements.

Seipasa also strengthened internal communication and raised awareness of equality issues by publicising the measures set out in the Equality Plan. The company ensured that the protocol for the prevention of sexual and gender-based harassment was permanently available on the corporate intranet and provided training on this protocol to new hires. It also planned new training and communication initiatives for 2026 with the aim of continuing to promote an equal, respectful and harassment-free working environment.

Additionally, Seipasa collaborates with the non-profit organisation Acopinb, which promotes 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 technical advice.

To ensure respect for human rights and promote a safe, inclusive working environment free from any form of discrimination, Seipasa has a protocol for preventing and responding to sexual harassment, gender-based harassment, and discriminatory harassment. Throughout 2025, the company continued to raise awareness among its staff by providing training for new recruits and regularly publicising the protocol via the corporate intranet. New training initiatives on equality and the prevention of harassment were also planned.

No serious incidents relating to human rights violations, discrimination or harassment were recorded during 2025.







Privacy compliance

Seipasa regards the protection of the personal data of customers, suppliers and employees as essential to maintaining the trust of its stakeholders and ensuring compliance with applicable regulations.

In 2025, the company continued to monitor its data protection obligations by carrying out a legal compliance review with the help of a specialist firm. This verified that its processes comply with Regulation (EU) 2016/679 (the General Data Protection Regulation, or GDPR) and Organic Law 3/2018 (the Law on the Protection of Personal Data and the Guarantee of Digital Rights, or LOPDGDD).

As a result, Seipasa has implemented the necessary measures and procedures to ensure compliance with current legislation. This includes reviewing and updating internal policies and procedures relating to data protection.

Seipasa has provided the following email address so that you may exercise the rights set out in the aforementioned legislation regarding the processing of personal data on the grounds of 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 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 € 23,855,287.80 during 2025.

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 %.



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:

seipasa®
natural technology

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