



**Pet · People · Partners · Planet · Profit**



# **Sustainability Memory 2024**

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## CEO's Letter- Seanergy

### Shared value.

Producing pet food goes beyond manufacturing feed; it means ensuring our pets enjoy healthy, balanced and palatable diets produced efficiently and responsibly — with respect for the environment, our communities and suppliers. In essence, it means being sustainable. Our role is not only to provide nutritional solutions, but to engage all our partners, aiming to generate and share value.

Securing the continuity and success of our business requires nurturing our relationships with our five key drivers — all equally important: our people, our partners, pets, performance, and the planet.

Trust in our products and services is another hallmark of PetSelect S.A. We operate under an Integrated Management System independently verified each year, which complies with the most rigorous standards of Quality, Food Safety, Sustainability and Occupational Risk Prevention. This commitment extends to our partner relationships — we strive for long-term, transparent collaborations. Our dedication is evident in the publication of our purchasing conditions, procurement policy, and our ISO 20400 certification for sustainable procurement.

### Commitment.

We are not waiting until 2030 to show our commitment to people — by 2024, over 52.83% of our workforce are women, and 40% of departments are led by women. Half of these leadership roles have been filled through internal promotion. We prioritise genuine interest in people, a cross-cutting engagement programme, and robust professional development. This report details our progress — notably, a 63% reduction in the number of accidents resulting in medical leave.

We are also committed to the planet, particularly to reducing greenhouse gas emissions (SDG 3). Since 2022 — our baseline year for carbon footprint calculations — we have achieved a 19.6% reduction in net emissions and a 4.2% reduction per tonne of product. We have expanded our production capacity while increasing efficiency, reduced virgin plastic use in our supply chain, and ranked among the top-performing companies assessed by Ecovadis. We aim to deliver even better results by 2025.

### Progress.

We begin 2025 as a decisive year that will validate the work we have done since 2020. Our plans include opening a new, more efficient production facility; expanding our portfolio with new recipes, textures and packaging solutions; and strengthening partner relationships through a double materiality analysis.

We do not move forward alone. With the right capabilities, knowledge and alliances, we are confident in taking this journey — and we invite you to join us.



Miguel Alonso Escurís





## PetSelect

### Our Identity.

At PetSelect, we are experts in the production of wet food for cats and dogs, with over 30 years of consolidated experience. We are suppliers to leading Premium brands and major retailers across Europe, growing each year in both business volume and quality. We provide our clients with solutions tailored to their needs — always with pets in mind, ensuring safe, nutritious food aligned with each brand's philosophy.

Equally important as the product itself is the way we produce it. We are part of Seacergy 360, the division of the Jealsa Corporation that leads in circular economy, innovation, and sustainability. Our strategic location provides privileged access to raw materials, and our experience enables us to craft recipes that make a difference.

Our commitment to sustainability and transparency has led us to go a step further: we have developed, published, and audited our Sustainable Procurement Strategy, ensuring that our entire value chain accompanies us on the journey towards becoming the most sustainable producer of wet pet food in Europe.

### Mission, vision and values.

We aspire to be the **preferred partner** for manufacturing the *sustainable wet food* for cats and dogs, recognised by our clients for:

- ⌘ Our ability to innovate and deliver healthy, profitable premium product lines tailored to their needs.
- ⌘ Our competitive advantages and strong focus on sustainability and operational efficiency.
- ⌘ Our expertise, access and leadership in the marine protein industry.

Our **vision** drives us to become one of the top ten wet pet food manufacturers in Europe and the benchmark in sustainability within the sector. We aim to achieve this through our core values:

Ethics

Compliance

Commitment

Sustainability

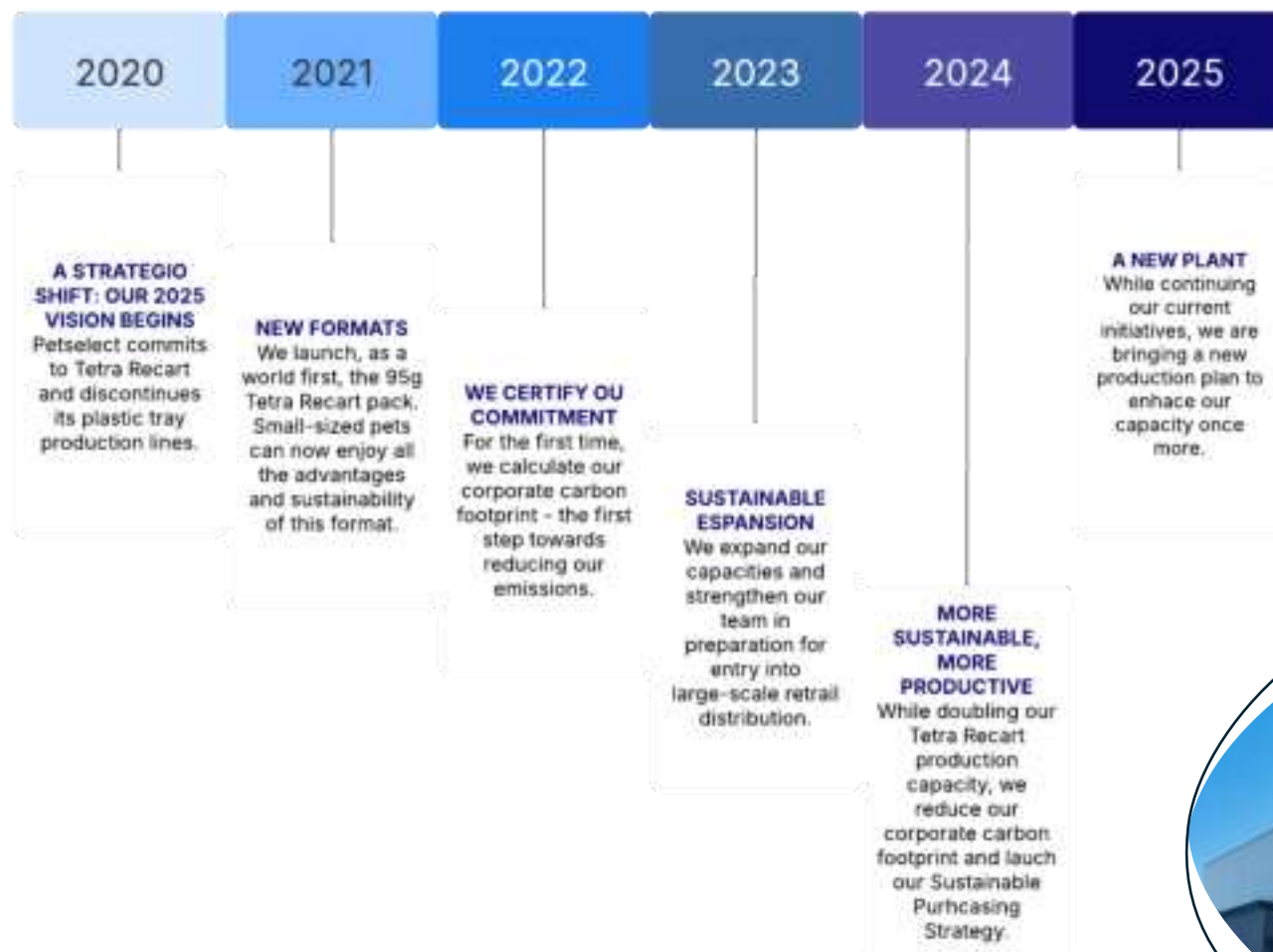
Job  
satisfaction

Tolerance

Technical  
knowledgeQuality and  
food safetyCustomer  
service



## Our History. Our Vision



In 2020, we launched our "Vision 2025", establishing a five-year horizon to drive our development. Since then, we have made significant progress – not only in enhancing our production capacity but also in strengthening our relationship with the environment.



An underwater photograph showing a coral reef at the bottom. Sunlight rays stream down from the surface, creating a dramatic effect. The water is a deep blue, and the coral is dark and textured.

# OUR COMMITMENTS



## People

Equality plan.  
Protection of worker's rights.  
Occupational health & safety.



## Pets

Quality & food safety.  
Free from GMOs, artificial  
colourants and preservatives.



**SDG 3**  
GOOD HEALTH &  
WELL-BEING



## Planet

Local suppliers.  
Emission reduction.  
Efficient Packaging.  
Reduce dude of virgin  
plastics.



**SDG 13**  
CLIMATE ACTION



**SDG 12**  
RESPONSIBLE  
PRODUCTION &  
CONSUMPTION



## Partners & Profit

Sustainable  
procurement  
strategy.  
Strategic alliances.  
Operational  
transparency.





# 3 GOOD HEALTH AND WELL-BEING



## Health & well-being: product.

We promote the well-being of pets and their owners by producing healthy food free from additives, artificial colourants, and made with locally sourced ingredients.

3 GOOD HEALTH AND WELL-BEING



In 2024, PetSelect resumed IFS Food certification, after two years operating under the FSSC 22000 standard. This change ensures our clients benefit from products manufactured under the most prestigious food safety standard in the market.

Our client-centric approach drives us to increase transparency across all operations and processes. For this reason, we not only hold third-party certifications, but also welcome any inspections and audits our clients wish to carry out.



Throughout the year, we have been audited by six of our clients, under both GFSI food safety standards and their own internal or unannounced audit protocols. This demonstrates the flexibility and customer orientation of our facilities, which can adapt to a wide range of requirements.

The strength of our production system and our team's commitment allow us to continuously reduce the number of customer complaints. We consider our process successful when our clients report that 99.5% of delivered consumer units are defect-free.

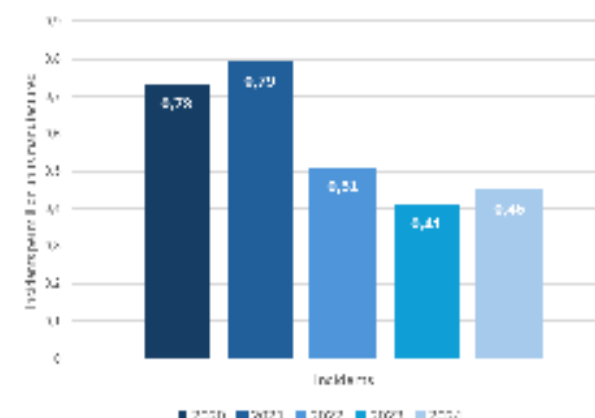


Illustration 1. Evolution of incidents.



## Health & well-being: people.

In 2024, our team grew to 177 people. Through our Equality Plan and Corporate Social Responsibility Policy, we promote the fair and inclusive incorporation of new members into our workforce.



**Table 1. Percentage of average workforce broken down by gender and age at year-end.**

Age range	Women		Men		Total	
	2023	2024	2023	2024	2023	2024
<30	4,92	4,37	8,12	4,33	13,04	9,3
30-50	55,79	55,04	55,59	55,11	72,58	70,15
>50	14,48	15,37	11,53	11,27	26,11	24,64

We operate under a Social Responsibility Policy and a Corporate Code of Ethics, aligned with Joalsa Rianxeira's *We Respect & We Sea* strategy, which is available to all employees. The same welfare policies we demand from our suppliers are publicly available on our website: [www.petsselect.eu](http://www.petsselect.eu).

**Table 2. Annual average of contracts by type of contract, gender age and professional category.**

CONTRACT		PERMANENT		PERMANENT DISCONTINUOUS	
		2023	2024	2023	2024
GENDER	Men	23,09	27,62	27,32	19,58
	Woman	27,38	29,29	22,35	19,52
AGE	<30	4,15	4,37	5,51	2,31

	30-50	54,42	58,87	51,55	25,55
	>50	12,51	15,56	12,09	11,24
CATEGORY	Escal: 1	10	10,95	0	0
	Escal: 2	25,66	25,57	0	0
	Escal: 3	15,58	20,43	51,17	58,11



Our people are our strength and driving force. We prioritise the occupational health of all team members and continue to make progress in worker safety:



63% reduction in accidents involving medical leave.



53% reduction in non-medical leave accidents



50% reduction in severity index

These results are only possible through the development of a shared **Quality Culture** that involves everyone – from senior management to the newest team member. Continuous, multidisciplinary training and a personal commitment to well-executed work are the levers that drive us forward and help us achieve our goals.

At PetSelect, training begins on day one and never stops. This allows us to consistently deliver quality products, work safely, strengthen our leadership capabilities, and even promote healthy habits in the workplace.

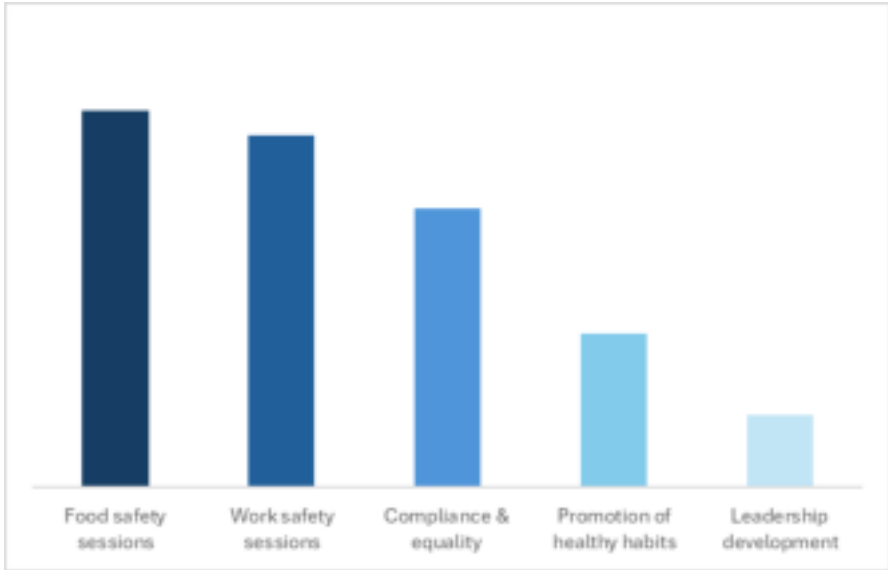


Illustration 2. Number of people trained in each area of development.

Occupational category	Annual training hours 2023	Annual training hours 2024	Increase
Scale 1	205	312	+52%
Scale 2	576	696	+20,83%
Scale 3	1042	1596,25	+53,19%
Total	1823	2604,25	

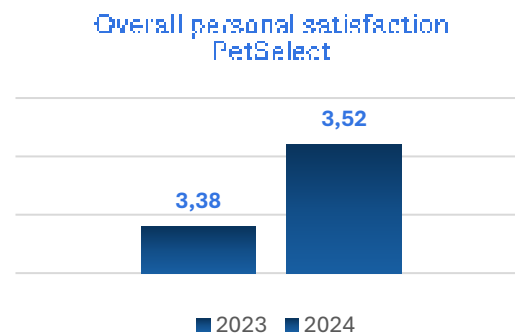
Table 3. Distribution of training hours between occupational scales



Success of our policies:  
REDuction of  
absenteeism rate by  
36% in 2024



Our team's talent is not only a reflection of their technical skills and knowledge — it also encompasses our ability to learn, be creative, grow, and find meaning in our work. For this reason, we evaluate employee engagement using the world's most respected tool: Gallup. The metrics are based on a five-point scale, where five represents the ideal state:



According to our Gallup plan, we have identified three key strengths:

- ⚡ Employees know what is expected of them: **4.12.**
- ⚡ Employees have the materials and procedures to do their jobs properly: **3.81.**
- ⚡ We perceive strong commitment to quality from our colleagues: **3.72.**



We measure engagement annually through 12 questions grouped into four areas of need, which allow each manager to gain insights into their department's engagement profile.

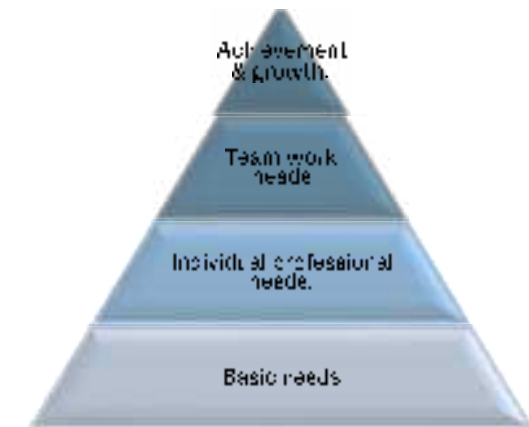


Illustration 3. Grouping of Gallup questions.

Additionally, PetSelect offers:

- ⚡ Performance reviews that go beyond quantitative results.
- ⚡ An inclusive and respectful working environment.
- ⚡ A range of work-life balance measures
- ⚡ A whistleblowing channel, with **zero reports** in 2024.

# 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## Responsible consumption & production: local suppliers.

### Greater transparency.

Our suppliers play a fundamental role in our sustainability strategy. Over 70% of them are local, operating within a 150 km radius of our production centre. At PetSelect, we view them as business partners — and with that in mind, we have made the guiding principles of our relationships publicly available on our website:

- ⌘ General Terms and Conditions of Contracting.  
Our suppliers have access to the complete terms that govern our business relationships. In addition, we complement this information with our **Product-Specific Purchasing Specifications**, which are tailored to each product category. This not only defines the framework for collaboration but also ensures the highest quality of ingredients.

- ⌘ Policy for Partners: Clients and Suppliers. We firmly believe that sustainability is only achievable through economically viable and responsible practices across the entire value chain. Our suppliers are committed to transparency, human rights, animal welfare, and the Sustainable Development Goals. Our **Partners Policy** ensures this shared commitment is upheld.



Since 2024, we have also implemented a **Sustainable Procurement Strategy** based on evaluating the environmental and social performance of our suppliers. Our strategy includes joint action plans with suppliers to foster mutual improvement and recognition. Through these alliances and collaborations, we achieve sustainable and responsible growth, significantly contributing to the reduction of our corporate carbon footprint.



Responsible consumption & production: 2024 in numbers.





## ISO 20400

The first step towards sustainability begins in our supply chain. In its management, we not only integrate social, environmental, and economic aspects, but we also consider animal welfare and corporate social responsibility.

The ISO 20400 standard is the most effective tool to prioritize our actions and minimize operational risks in such a rapidly changing environment.

Our approach is based on three pillars:

- # Partners Policy
- # General terms and conditions of contracting Condiciones generales de contratación.
- # Purchasing strategy.

This framework, built on transparency, allows our partner suppliers to understand at all times the basis of our actions.

## Performance measurement

A demanding system requires constant monitoring. PetSelect S.A. has developed an index that measures both **Food Safety** and **Sustainability performance** for our partner suppliers.

This 360° assessment allows us to evaluate all dimensions of raw material supply and make decisions based on the results.

In this way, we assess our suppliers for each raw material across three categories:

- # **Sustainable suppliers & raw materials.** Supply Risk Index low, between 4 and 8 points. **103 suppliers.**
- # **Suppliers & raw materials in development.** Supply Risk Index medium, between 8 and 12 points. **122 suppliers.**
- # **Suppliers with strategic action required.** Risk is above 12 and immediate measures must be taken: **0 suppliers.**

Gracias a esta cuidadosa gestión hemos alcanzado el Sello Aenor que respalda los esfuerzos compartidos con nuestros socios proveedores:



Illustration 4. Sustainable purchasing strategy of the manufacturer certified by AENOR.



# 13 CLIMATE ACTION

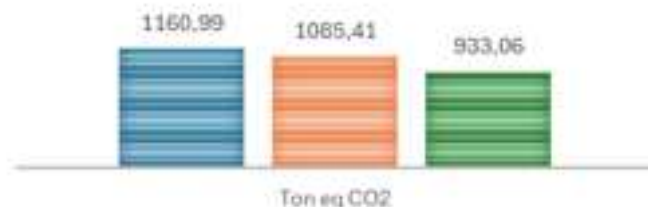


## Climate action

### CO2 Emissions

#### TON CO<sub>2</sub> EMITTED

■ 2022 ■ 2023 ■ 2024



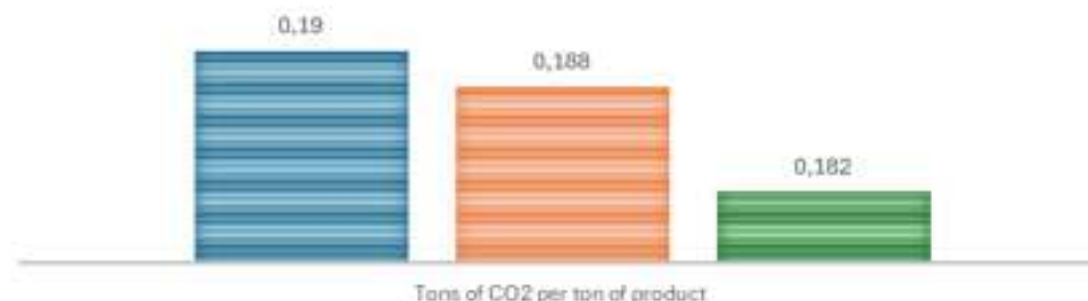
#### DIRECT VS. INDIRECT EMISSIONS

■ Direct emissions (scope 1) ■ Indirect emissions (scope 2)



#### CO<sub>2</sub> EMISSIONS PER TON OF PRODUCT

■ 2022 ■ 2023 ■ 2024



As part of our strong commitment to this SDG, since 2022 PetSelect has measured and certified its CO<sub>2</sub> emissions. In this period, we have successfully achieved a **19.6%** reduction in our net emissions and a **4.2%** decrease in emissions per ton of product

**Greater production capacity, even more sustainable.**

In our new facilities in Boiro, we expect to further reduce our atmospheric impact per ton of product."



## Petselect Espiñeira: Strategic Project for Economic Recovery and Transformation (PERTE)

### SUSTAINABLE PETFOOD 360

A new plant with greater capacity, higher efficiency, and a more sustainable packaging. All of this with the capability to calculate the product's carbon footprint.



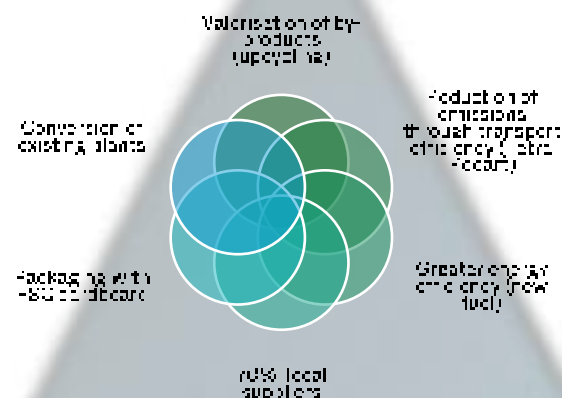
#### Support for the Circular Economy.

Using co-products to manufacture high-value products that also rely on sustainably sourced packaging (FSC-certified cardboard) and enable a reduction in emissions are the foundations of a project that drives the Circular Economy in the Northwest of Spain.

The criteria by which a business project is declared a PERTE are twofold:

- ✎ its contribution to economic growth and employment with an innovative character and
- ✎ the fact that the project goes beyond the current state of the art in the sector.

Our new plant in Espiñeira, to be inaugurated in 2025, allows us to make significant progress in:



This initiative involves the implementation of a new production centre that will reduce the impact of CO<sub>2</sub> emissions into the atmosphere thanks to greater efficiency in transport and distribution, in addition to being largely made with FSC-certified cardboard.

This Project is partially verified with respect to the Do No Significant Harm (DNSH\*) principles:



\*= partial verification Project Nº247591



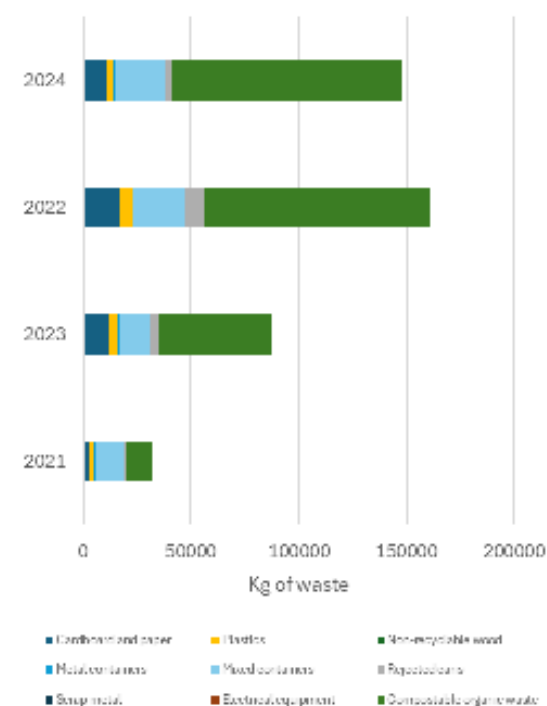
Since 2023, we have encouraged all our partner clients to reduce and minimise the use of materials that do not add value, promoting the best eco-design strategies;

- ## Logistically efficient Packaging, avoiding the transport of empty space: Tetra Recart®.
- ## Use of reusable pallets: we offer all our clients the LPR system for the transport of their goods.
- ## Non-reusable pallets are recovered through authorised managers who repurpose them for other uses, ensuring they do not become waste.
- ## Replacement of packaging material, opting for those that contain a higher percentage of recycled plastic.
- ## Commercial auxiliary materials tailored to the specific needs of each client.



	TOTAL KG PLASTIC USED		KG PLASTIC RECYCLED		%USE RECYCLED	
	2023	2024	2023	2024	2023	2024
Shrink Tray	3,294	7,962	1,009	4,355	11%	62%
Paper covered sheet	183	407	128	283	70%	70%
Stretch Film roll	3,391	3,250	-	1,481	0%	37%
Stretch Film Lamin	4,809	3,760	1,895	2,220	4%	75%
Adhesive Tapes	210	199	-	-	0%	0%

### Trends in non-hazardous waste generation

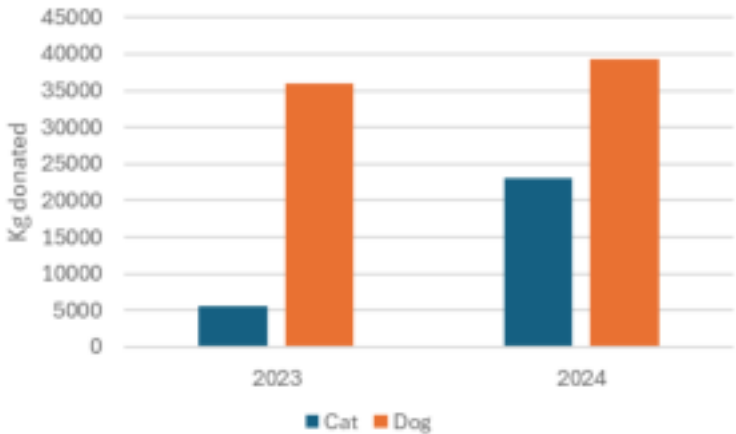


# Alliances.

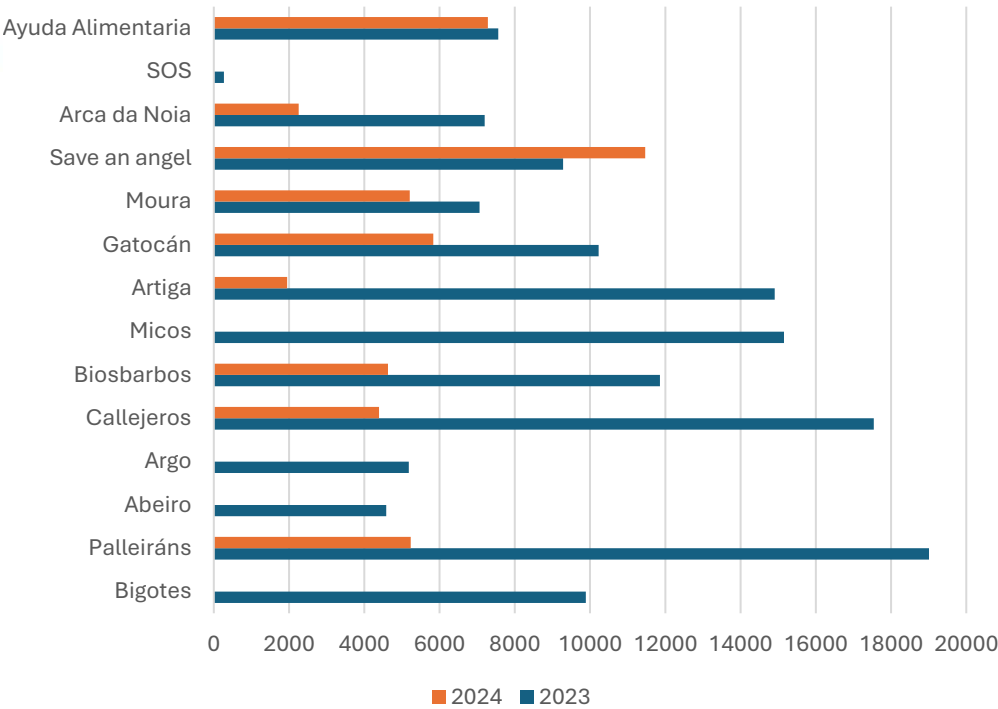
Our commitment to tackling food waste also embraces pets living in shelters. We collaborate with several local associations, to which we regularly donate a wide range of food portions. For calculation purposes, we consider 70g as a portion for an adult cat and 200g as a portion for a dog.



Trends in total donations



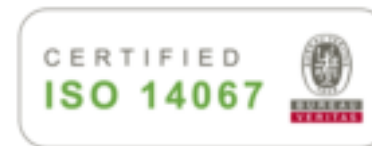
Distribution by associations and years



As of 2024, donations are made to any non-profit organisation that certifies its purpose through the submission of Form 182 of the Spanish Tax Agency.



## Guarantees.





## About this report.

This document has been prepared in accordance with the global standards of the Global Reporting Initiative (GRI) and the requirements of Law 12/2018 of 28 December, on non-financial and diversity information. Its purpose is to transparently, concisely, and clearly report the impacts generated by PetSelect S.A. through its activities to all its stakeholders..

Balance.	We provide both positive and negative data, neither omitting nor overstating.
Clarity.	We provide the information our partners need in a clear and accessible way.
Comparability	We compare our data with previous years so that trends can be clearly shown, without subjective interpretations.
Completeness.	We include our relevant information needed to understand the impacts of our activities.
Timeliness.	We will publish our Non Financial Statements on an annual basis, always prioritising the accuracy and reliability of the data reported.
Context.	Whenever possible we use official measures to present our impacts, we respond to the expectations created.
Verifiability.	Our data come from an accredited and certified Management System, ensuring reliable evidence and trustworthy calculations.



