

ANNEX I

STATEMENT OF NON-FINANCIAL
INFORMATION AND DIVERSITY
2022

FREIXENET, S.A.

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1 BUSINESS MODEL

1.1 Companies and products

(102-1, 102-3, 102-4, 102-5, 102-10)

Freixenet, S.A. is a leading company in the food and beverage sector dedicated to the production of sparkling wines according to the traditional method with the Denomination of Origin Cava and the commercialisation of cavas, wines and other sparkling wines. The company is based in Spain, specifically its headquarters are in Sant Sadurn d'Anoia, (Barcelona, Catalonia).

The structure of the Spanish wine market is characterised by the coexistence of large, highly diversified companies, with highly technical processes and production centres in different countries, with small producers and artisanal cooperatives. In this environment, Freixenet is one of the leading companies in the sector, both in terms of production and turnover and in terms of its international presence. In this regard, Freixenet aims to consolidate and expand its international position in the quality wine and sparkling wine sector through a professional practice based on the most recognised standards in terms of quality, food safety, environmental management and sustainable development.

(102-2) Freixenet's product portfolio consists of:

	Produced and marketed by Freixenet	Produced by a subsidiary and marketed by Freixenet	Produced by a third party and marketed by Freixenet
CAVAS AND SPARKLING WINES			
FREIXENET			
<i>Freixenet Carta Nevada</i>	x		
<i>Freixenet Cordon Negro</i>	x		
<i>Freixenet Ice</i>	x		
<i>Freixenet Prosecco</i>			x
<i>Freixenet Italian Sparkling</i>		x	
<i>Freixenet Cuvee De Prestige</i>	x		
<i>Freixenet Reserva</i>	x		
<i>Freixenet 0.0% Freixenet 0.0% Freixenet 0.0% Freixenet 0.0%</i>		x	
SEGURA VIUDAS		x	
RENE BARBIER		x	
CANALS & NUBIOLA		x	
DUBOIS		x	
ALFRED GRATIEN			x
COUNT OF CARALT *		x	
CASTELLBLANCH *		x	
CASTELL D'ORDAL *		x	

WINES			
FREIXENET			
<i>Freixenet Spanish Still</i>		x	
<i>Freixenet Italian Still</i>			x
<i>Freixenet Mia</i>		x	
<i>Freixenet Mederaño</i>		x	
RENE BARBIER		x	
CANALS & NUBIOLA		x	
COUNT OF CARALT *		x	
SEGURA VIUDAS		x	
MONOLOGUE			x
I HEART WINES			x

* From April 2021, in Spain, they are distributed by a third party.

(102-3, 102-4) Freixenet's work centre is located in Sant Sadurní d'Anoia, Barcelona.

1.2 Clients and markets

(102-4, 102-6) Freixenet serves several customer segments: Off-Trade (supermarkets, *e-commerce*, etc.); On-Trade (hotel chains, wholesalers, specialised shops, private individuals...) and Retail (online sales and shops). Currently, its brands are present in more than 115 countries.

Countries to which Freixenet exports under its own brand, by continent:

Europe	America	Africa	Asia	Oceania
Andorra	Argentina	Burkina Faso	United Arab Emirates	Australia
Austria	Barbados	Democratic Republic of Congo	Bahrain	Guam
Bosnia-Herzegovina	Bolivia	Côte d'Ivoire	China	New Zealand
Belgium	Brazil	Cape Verde	Hong Kong	
Bulgaria	Belize	Egypt	Indonesia	
Belarus	Canada	Gabon	India	
Switzerland	Chile	Ghana	Jordan	
Cyprus	Colombia	Equatorial Guinea	Japan	
Czech Republic	Costa Rica	Kenya	Kyrgyzstan	
Germany	Cuba	Morocco	Cambodia	
Denmark	Dominican Rep.	Madagascar	South Korea	
Estonia	Ecuador	Nigeria	Lebanon	

Spain	Guatemala	Rwanda	Sri Lanka	
Finland	Honduras	Senegal	Burma	
France	Haiti	Sao Tome and Principe	Mongolia	
United Kingdom	Kitts&Nevis Set	Togo	Maldives	
Gibraltar	Mexico	Tanzania	Malaysia	
Greece	Nicaragua	Uganda	Philippines	
Croatia	Panama	South Africa	Qatar	
Hungary	Peru		Saudi Arabia	
Ireland	Saint Pierre and Miquelon		Singapore	
Israel	Paraguay		Thailand	
Iceland	El Salvador		Taiwan	
Italy	United States		Vietnam	
Lithuania	Uruguay			
Luxembourg	Venezuela			
Latvia	Virgin Islands			
Monte Negro				
Malta				
The Netherlands				
Norway				
Poland				
Portugal				
Romania				
Russia				
Sweden				
Slovenia				
Slovakia				
Turkey				
Ukraine				
Serbia				

1.3 Objectives and strategies

Freixenet wants to help the world celebrate life's small and big moments and promote responsible wine consumption by distributing high quality products in a sustainable way. We want to continue to be consumers' first choice in sparkling wines and to achieve this vision by giving maximum satisfaction to customers, employees, suppliers and shareholders, paying great attention to the care of our environment.

Freixenet currently has 534 employees at year-end (this year it has added the workforce of Castellblanch following its merger with Freixenet) and markets and distributes its products in more than 115 countries, with Germany being its main market.

Freixenet closed the 2022 financial year with a production of 79.7 million bottles of cava, a disgorgement of 78.0 million bottles and sales of 123.3 million bottles, including cava, sparkling wine and wine.

1.3.1 Strategy

To achieve these objectives, Freixenet focuses its actions on the following strategic lines of action:

- Product innovation
- Technological innovation
- Brand focus
- Focus on the consumer

R&D&I AND TECHNOLOGICAL INNOVATION AND PRODUCTS

During the financial year ended 31 December 2022, R&D&I activities continued to be carried out. The projects carried out focused on defining new processes, oenological practices and analytical controls with the aim of improving certain organoleptic properties of the product, optimising certain oenological processes, preserving food safety and boosting energy savings.

In terms of technological innovation, projects have also been carried out in the field of information technology and digitalisation, and projects have been developed for the incorporation of new technologies in the disgorging and dispatch processes that bring improvements in terms of quality, efficiency and production capacity. (see Management Report for more information).

1.4 Overview of the environment

Macroeconomic environment 2022

As already noted in the 2021 report, vaccination campaigns and preventive health measures have helped to contain and mitigate the most severe forms of COVID 19, although during this year there has been some social and economic uncertainty derived from the global health situation, still causing a significant number of sick leave, although the improvement has been notable, with a certain recovery in tourism and the hotel and catering industry, although still far from the pre-pandemic figures. By 2023, it is expected to be close to pre-pandemic figures.

This financial year 2022 has been marked not only at the company level but also at the global level by the war between Russia and Ukraine, with its repercussions on the increase in energy prices, high inflation, and the consequent cost increases.

Wine sector in Spain 2022

At the end of the 2022 financial year, the wine sector is recovering from the consequences of the Covid-19 prevention measures for the on-trade. During this year, these measures have been reversed, which has improved the consumption data associated with leisure and tourism, although they are still far from the pre-pandemic figures.

In terms of exports, Spain remains the world's second largest producer in 2021, after France, and is expected to recover progressively to pre-pandemic levels.

However, the lack of rainfall and water due to the severe drought of the last two years is a cause for concern.

1.5 Main impacts, risks and opportunities

The management of Freixenet and its Group is responsible for continuous monitoring to identify, assess and prioritise current and potential risks and take the appropriate measures to counteract, as far as possible, any threats to the business arising from the risks identified. The main financial risks and the means adopted by management to manage them are set out below:

(102-15)

Type of risk	Description	Management and control measures
Interest rate	Various items on the liabilities side of the balance sheet are indexed to a variable interest rate, with future cash flows being subject to changes in the relevant money markets.	At present, the Company has high solvency margins, which enable it to make rational and controlled use of funding lines without incurring considerable additional costs.
Exchange rate	Fluctuations in the currency parities in which certain items are determined and sales/purchases are made, vis-à-vis the accounted currency, can have a negative impact in the financial expenditure and the result for the year. These are examples of	The Company mitigates this risk by realising all of its economic flows in the currency of accounting for each Group company, where possible and economically feasible.

	<p>the following situations:</p> <ul style="list-style-type: none"> • Debt denominated in a currency other than the local or functional currency of the Group companies. • Receivables and payments for supplies, services or investments in currencies other than the functional currency. • Results in consolidation of foreign subsidiaries. • Consolidated net asset value of investments in foreign subsidiaries. 	
Raw materials and climate change	<p>Freixenet's main raw material is conditioned by the meteorological aspects of the weather that determines any activity linked to the agricultural sector.</p>	<p>Continuous joint efforts are made between the company's technicians and suppliers in order to minimise any aspect that could affect the quality of the raw material, as well as the precise quantities for the production needs.</p>
Liquidity	<p>The liquidity policy followed by Freixenet ensures compliance with the commitments of the Company's payment, requiring only to cover the financing requirements of the current liabilities, and borrowing by third parties.</p>	
Credit	<p>Strict control of customer debt and its recovery is carried out with clear procedures for action and the establishment of maximum credits per customer.</p>	<p>This control is achieved through various policies and risk limits which set out requirements relating to:</p> <ul style="list-style-type: none"> ☑ Contracts appropriate to the operation carried out. • Sufficient internal or external credit quality of the counterparty. • Additional guarantees where necessary. • Limiting insolvency costs and the financial cost of late payment.
Covid-19	<p>The pandemic has an impact on both business activity (restrictions and closures in the hotel and catering industry) which mainly affects the</p>	<p>Assessment of their impact both at business level (sales, marketing and establishment of ERTES where necessary) and monitoring and adoption</p>

	<p>ontrade sales channel. It may also affect the health of workers.</p>	<p>of health measures indicated by the authorities to protect workers' health.</p>
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1.6 Materiality analysis

In 2021 Freixenet conducted a materiality analysis to identify the company's material issues and sustainability impacts.

Based on the AA1000SES Accountability Standard and the Global Reporting Initiative (GRI) Standards, the materiality analysis process was carried out from an internal and external perspective, and through the review of trends and stakeholder consultation.

The results of the analysis are presented in the following matrix according to internal and external relevance, as well as their potential impact on the business. Due to the robustness of the process used, the high degree of participation and the diversification of analysis tools, it is considered that the materiality matrix reflects Freixenet's strategic sustainability priorities to the maximum extent possible.

1.6.1 Materiality matrix

Relevancia según tendencias globales y sectoriales	Alta		Uso responsable del agua y gestión de aguas residuales		Emissiones y cambio climático Salud y seguridad en el Trabajo	
	Media-alta	Prácticas de adquisición		Consumo de materiales y economía circular *Consumo responsable	Salud y Seguridad de los clientes	
	Media		Residuos Calidad y satisfacción del cliente			
	Media-bajo		Energía		Formación y desarrollo *Innovación y tecnología para la sostenibilidad *Ética empresarial	
	Baja	Relación duradera con proveedores	*Conciliación	Derechos humanos	Diversidad e igualdad de oportunidades	*Sensibilización ambiental (cultura corporativa)
		Baja (Relevante)	Baja-media	Media (Bastante relevante)	Media-alta	Alta (Muy relevante)

Relevancia para la empresa

1.6.2 Material themes for Freixenet

Environmental issues	Social issues	Other topics (non-GRI)
Responsible water use and wastewater management	Health and safety at work	*Responsible consumption
Emissions and climate change	Client Health and Safety	
Material consumption and circular economy		

2 INFORMATION ON ENVIRONMENTAL ISSUES

Methodological note:

This year some environmental data is reported differently than in 2021. This implies that the information for 2022 is not comparable to that reported in 2021 for some indicators. In any case, this is specifically indicated in each of them. To facilitate this comparison, the data is presented as follows:

- *By Freixenet establishment (i.e. winery), which corresponds to the method used to report the same data in 2021. In this case, the table reports both years which are comparable data.*
- *By Freixenet company, in this case, the Freixenet company includes the following establishments: Freixenet and Castellblanch (wineries), Sant Cugat and Elyssia (warehouses). It also includes Freixenet's head offices.*

(103-2, 103-3) Since its beginnings and due to the very nature of its business activity and the products it markets, Freixenet has maintained close ties with the natural environment. The company has been a pioneer in the study and implementation of measures aimed at preventing and reducing the impact on the environment during the production process of its products from the outset.

(102-11) Freixenet's Environmental Policy establishes, as its ultimate goal, the company's desire to continuously improve its environmental performance by preventing pollution, establishing minimisation plans and/or implementing research and development plans.

Within the framework of pollution prevention, Freixenet has established objectives based on three fundamental pillars: decarbonisation, circular economy and biodiversity.

In order to protect the environment from possible environmental impacts, Freixenet has established the following principles in its Environmental Policy, which is reviewed and updated periodically:

1. To carry out our activities in compliance with all environmental requirements set by legislation, and in the absence of legislation, to act in an environmentally responsible manner.
2. Prevent pollution from our activities and products through minimisation plans and through research and development of new techniques and designs, in a process of continuous improvement of our environmental performance.
3. Maintain constructive relations with society through open and honest communication about the progress we are making in protecting the environment, collaborating with public and governmental organisations in the search for solutions to environmental problems.
4. To train and inform our employees so that they are aware of their importance in environmental protection and can put into practice the principles expressed in this declaration.
5. Promote our environmental principles to our suppliers and subcontractors.

In order to implement these policies and their annual objectives, the company has had UNE EN ISO 14001 certification and its corresponding Environmental Management System since 1999. Freixenet was a pioneer in this field, being the first company in the cava sector to certify its environmental activity. The scope of this certification is "*the production of sparkling wines by the traditional method (V.E.C.R.R.D) - CAVA*" and is currently in force until December 2023.

CERTIFICATION OR INITIATIVE	SCOPE	VALIDITY
ISO 14001:2015 Environmental Management System	Production of sparkling wines by the traditional method (V.E.C.R.R.D.) - CAVA D.O.	05/12/2023
Register of Operators of the Catalan Council for Organic Agricultural Production	Production and bottling; marketing and distribution of sparkling wines.	30/06/2023
United Nations (UN) Global Compact	Production of sparkling wines by the traditional method (V.E.C.R.R.D.) - CAVA D.O.	Annual
Biosphere Certificate commitment to sustainable tourism	Wine tourism activities .	Annual

Freixenet's environmental strategy focuses on two strategic lines: minimising or reducing the impact of its activity at source and boosting productivity, i.e. producing using as few resources as possible. In this regard, Freixenet has developed measures such as:

- Know and measure: study and characterise in detail all your environmental impacts.
- Prioritise the most significant environmental aspects.
- Establish environmental indicators.
- Define reduction targets according to the evolution of the indicators and according to the significance of the aspect.

	2021	2022
Environmental objectives achieved	<ul style="list-style-type: none"> • Reduction of diesel consumption and CO emissions₂ through the installation of natural gas generator sets. • Reduce natural gas consumption and CO emissions₂ by installing heat exchangers and heat recovery units. • Reduce electricity consumption by installing heat exchangers to cool the wine to be stabilised and to heat the filtered wine. • Reduction of water and chemicals through the installation of a new, more efficient centrifuge that extends filtration cycles. 	<ul style="list-style-type: none"> • Characterise the cleaning water in the winery to reduce the organic load and reduce water consumption. • CO emissions reduction₂ through the implementation of intermodal transport for transporting empty wine bottles. • Eliminate potential breaks in the drinking water mains by renovating the existing mains. • Reduction of water and chemicals through the installation of a new, more efficient centrifuge that extends filtration cycles.

Likewise, and in line with the philosophy of prevention, elimination or minimisation of environmental aspects, Freixenet carried out a study in 2021 to analyse its environmental risks. The conclusion of this analysis was that, due to the prevention actions carried out by the

company, no hazards have been detected at Freixenet that compromise the safety of the establishment and require improvement.

2.1 Environmental investments

In the last two financial years, investments in environmental improvement actions have amounted to €566,736 in 2021 and €136,176 in 2022. Investments to reduce environmental risks are minimal, as the facilities themselves are adapted to eliminate risks as far as possible, as stated in the environmental risk analysis.

2.2 Regulatory compliance

(307-1) Knowledge of applicable legislation is a maxim for Freixenet. In order to adapt quickly and efficiently to all changes in environmental and industrial safety regulations, etc., the company uses a specialised database that is constantly updated to ensure legal compliance. In addition, in order to be aware of future legal requirements, Freixenet sits on various committees that deal with the development of future environmental regulations.

2.3 Environmental training

As every year, in 2022 training was provided for the people responsible for the environment, maintenance and the internal audit team in relation to the ISO 14001 standard, environmental legislation and industrial regulations. All of this is included in Freixenet's Competence and Training Procedure.

Seven training actions have been carried out, divided into the following fields:

- Determination of pollutants in atmospheric emissions.
- Training of new staff.
- Handler of water for human consumption and disinfectant biocides for drinking water.
- Training on hygiene standards and environmental behaviour.
- Implications of the new Law on Waste and Contaminated Land for a Circular Economy.
- Cleaning protocols in the warehouse.
- Good practice in maintenance work.

A total of 115 people participated with a total of 267 hours of training.

2.4 Partnerships for a circular economy

Freixenet is a member of the Circular Economy Group of the [Spanish Federation of Food and Drink Industries \(FIAB\)](#), the Spanish Chamber of Commerce, the Spanish Wine Federation and the Catalan Association of Environmental Managers in the Food and Drink Industry.

It has also collaborated in the drafting of the [Ecodesign guide for the wine sector](#), prepared by the Spanish Wine Federation (FEV) and Ecovidrio, presented at various sectoral forums.

2.5 Climate change and pollution

(103-2, 103-3) By integrating the calculation of the carbon footprint into the ISO 14001 Environmental Management System, Freixenet measures its emissions and obtains new aspects of improvement that are integrated into the daily operations of its wineries. The aim of this integration process is to reduce CO₂ emissions and contribute to the process of both mitigating and adapting to climate change. To this end, priority is given to the objectives of reducing the consumption of resources, both energy, materials and water.

In this regard, it is important to highlight some of the actions carried out in recent years that have contributed significantly to the reduction and minimisation of the Freixenet winery's carbon footprint:

- Purchase of energy from 100% renewable sources.
- Increased efficiency in operations, specialisation and centralisation of production (e.g. centralisation of work-in-process stocks, elimination of intermediate transports and artificial air-conditioning).
- Elimination of the use of diesel fuel by replacing it with natural gas or LPG.
- Investment in new, more efficient and sustainable equipment, especially cooling equipment.
- Installation of heat exchangers to take advantage of the heat from the boiler and the cold from the cellar processes.
- Replacement of conventional luminaires with the latest generation of LED fluorescent lamps.
- Awareness raising and sensitisation of staff to promote energy saving and efficiency.

As a result of these measures, scope 1 and 2 CO₂ emissions have been reduced by 79% over the last 10 years, from 3,901 tCO₂ /year in 2012 (base year) to 833 tCO₂ /year in 2022.

(305-5) In the medium and long term, Freixenet's measures to reduce greenhouse gas emissions are as follows:

- **Calculate CO₂ emissions of scopes 1, 2 and 3.** We are working on a new software (Sphera) to know our indicators related to sustainability, including also our CO₂ emissions, especially those related to scope 3, among other aspects related to sustainability.
- **Establish measures to improve production efficiency.** Future production lines will improve production efficiency and therefore improve the company's environmental indicators.
- **Decarbonise the production process.** In addition to continuing to consume electricity from renewable sources, options for self-consumption of renewable energy will be studied.
- **Reduce CO₂ emissions linked to the transport of finished products.** Continue with the intermodal rail transport project and use fuels with lower emissions.

2.5.1 Innovation for sustainable development

Innovation plays an important role at Freixenet, not only for the constant improvement of its product range and quality, but also to improve production processes and achieve greater energy efficiency.

An example of this innovation is the intelligent cellars: in response to the challenge of reaching Freixenet's high production levels, one of the strategies implemented has consisted of developing the process of racking and unracking bottles in the cellars by means of the complete robotisation of these operations, using our own robotic technology, a pioneer in the sector. This has allowed:

- To increase the capacity of Freixenet's cellars by 32.2%.
- To reduce the dispersion of work-in-progress stocks by 64%.
- To eliminate lorry traffic on the road by 10,450 trips/year, resulting in a reduction of 545tn CO₂ per year due to the elimination of transport and ancillary warehouses, equivalent to taking 180 cars off the road each year.

(305-1, 305-2, 305-3, 305-4, 305-5)

GHG emissions (tCO ₂ eq)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
Scope 1	833,20	720,99	15,56%	932,40
Scope 2***.	0	0	0%	0
Total (tCO₂ eq)	833,20	720,99	15,56%	932,40

Ratio (gCO2eq) / production (pcs)	6,30	5,80	8,60%	
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* Data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to the Freixenet Company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

*** All the Freixenet company's establishments consume 100% green energy.

Note: The value of scope 1 of 2021 reported in the previous year is modified. Emissions generated by own vehicle fleet are added.

(305-1, 305-2, 305-3, 305-5)

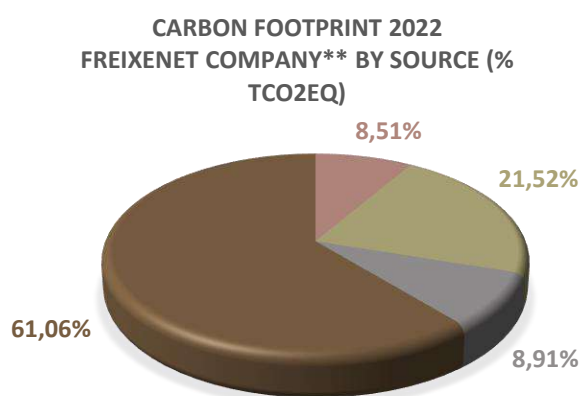
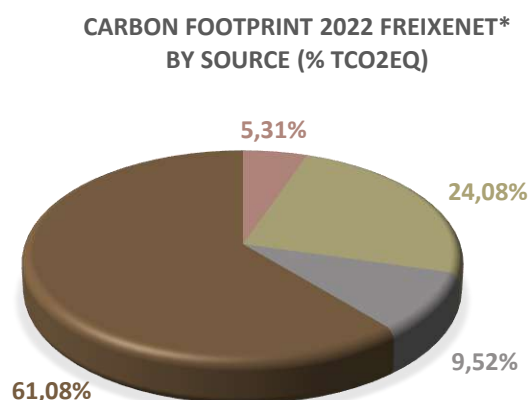
Carbon footprint by source (% tCO ₂ eq)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
SCOPE 1				
Fuel	5,31%	4,45%	19,33%	8,51%
Coolant	24,08%	14,28%	68,65%	21,52%
Commercial fleet	9,52%	8,26%	15,27%	8,91%
Process emissions	61,08%	73,01%	-16,34%	61,06%
SCOPE 2				
Electricity (100% green energy)***	0%	0%	0%	0%
Heat	0%	0%	0%	0%

* Data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to the Freixenet Company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

*** All the Freixenet company's establishments consume 100% green energy.

Note: The value of scope 1 of 2021 reported in the previous year is modified. Emissions generated by own vehicle fleet are added.



Combustible
 Refrigerante
 Combustible
 Refrigerante

Flota comercial
 Emissiones de proceso
 Flota comercial
 Emissiones de proceso

Process emissions are reduced by 16.34% due to the replacement of diesel by natural gas.

The 15.56% increase in total emissions is due to:

- Refrigerant leaks caused by old equipment. The replacement of this equipment is scheduled and budgeted for 2024.
 - Two extra refuelling (LPG from forklifts) at the beginning and end of the year 2022.
- An increase in emissions from commercial fleets, linked to the end of mobility restrictions due to COVID-19.

(305-7)

Other significant air emissions (kg)* (kg)*	2022	2021	Change 2021-2022 (%)
Nitrogen oxides (NOx)	4.444	4.544	-2,20%
Carbon monoxide (CO)	189	200	-5,5%
Hydrogen Fluoride (HF-)	1.389	1.389	0%
Sulphur oxides (SOx)	0	141	-100%
Volatile organic pollutants (VOC)	650	664	-2,11%
Methane (CH ₄)	18	12	50,00%
Nitrous oxide (N ₂ O)	13	11	18,18%
Particulate Matter (PM)	2	7	-71,43%
Total	6.702	6.967	-3,80%

*The data in this table apply to the Freixenet establishment (winery and head offices).

Note: The factors and pollutants established in "L'inventari d'emissions i fonts contaminants EPER-CAT" have been used. The values for 2021 are modified by applying the same emission factors.

(102-15, 201-2)

Risks identified as a result of climate change and adaptation measures implemented:

RISK DETECTED	MEASURES TAKEN	TARGET / MONITORING KPI
Low availability of drinking water due to long dry spells	<ul style="list-style-type: none"> • Actions to reduce and optimise water use in processes (cleaning, etc.) and in other non-productive activities (garden irrigation, etc.). • Conducting a study on the characterisation of cleaning in wineries, with the aim of reducing water consumption. 	<ul style="list-style-type: none"> • Monitoring of water consumption indicator. • Continue with policies to optimise water consumption.
Faster grape ripening, development of pests and/or loss of vine yields due to extreme weather conditions	<ul style="list-style-type: none"> • Advance of the grape harvest start date. • Corrections during maturation. • Pheromone treatment of vines. • Phytosanitary practices. • Participation in sectoral forums related to climate change/environment. 	<ul style="list-style-type: none"> • Checks on the state of the grapes. • Control of wine microbiological stability indicators.
Increasing energy costs and ensuring the availability of fuels	<ul style="list-style-type: none"> • Reduction of energy consumption through the implementation of energy efficiency measures. • Purchase of efficient equipment and machinery. 	<ul style="list-style-type: none"> • Daily control of electricity consumption and by sections. • Establishment of monitoring indicators. • Carrying out energy audits every 4 years.
Lack of under-supply of raw materials	<ul style="list-style-type: none"> • Purchasing management (diversification of suppliers, 	<ul style="list-style-type: none"> • Development of specific agreements with strategic suppliers.

RISK DETECTED	MEASURES TAKEN	TARGET / MONITORING KPI
	continuous approval of new suppliers, etc.).	

2.5.2 Noise and light pollution

Both noise and light pollution are not relevant aspects derived from Freixenet's production and/or business activity.

2.6 Circular economy, waste prevention and management

(102-11, 103-2, 103-3) In line with its Environmental Policy and its commitment to align its processes with a circular economy that avoids the generation of waste at source, the Freixenet winery has for years been implementing targets to eliminate or reduce the generation of industrial waste. These objectives have enabled the company to reduce the total amount of industrial waste generated per bottle produced by 29% over the last decade. In addition, over the same period, the company has reduced the weight of non-recoverable waste sent to landfill by 27%.

This has been made possible by waste management measures such as:

PROJECTS CARRIED OUT TO CONTRIBUTE TO THE CIRCULAR ECONOMY	
Elimination of waste through progressive substitution of packaging waste from dry material and single-use auxiliary materials by reusable packaging (containers).	This avoids the use of tens of thousands of cardboard boxes per year. The elimination of packaging waste is the result of collaboration with suppliers. This improvement has been applied in the case of plates, stoppers, capsules, muzzles, labels, cork stoppers, detergents, oenological material, glue, etc.
Incorporation of the tucking and untucking robots	This is a proprietary and patented technology that has led to a substantial reduction in bottle breakages in the cellar during the handling process.
Minimisation of glass and wine waste through the reduction of bottle breakages at the bottle racks.	Thanks to joint work with glass suppliers to improve the strength and quality of the glass. This is a significant improvement as glass manufacturing accounts for 60% of the CO ₂ emissions from a bottle of wine. Thanks to this initiative, bottle breakage has been reduced by 70% in the crimping process. To achieve this, a relevant project was carried out, which began in 2014 and consisted of: <ul style="list-style-type: none"> • Identify the weak points of the bottle of cava. • Collaborate with suppliers to implement improvements in bottle manufacturing. • Perform internal pressure testing of sample batches of bottles prior to bottling to ensure bottle strength. • Modify supplier specifications.
Recycling and recovery of 99% of all industrial waste	Once the amount of waste has been eliminated and reduced, we have sought to find a way to recover the rest of the industrial waste

PROJECTS CARRIED OUT TO CONTRIBUTE TO THE CIRCULAR ECONOMY	
	generated in the winery. All the waste taken to the central collection area is weighed and controlled to guarantee its correct segregation.
Packaged in 100% recyclable bottles	Reuse of glass, a material from a finite resource: sand.
Valorisation of wine waste	Dispatch to a distillery and reuse to produce alcohol.
Reducing the weight of packaging placed on the market (cardboard, glass).	For example, by eliminating or reducing cardboard in boxes and accessories or by using lightweight versions of the bottles in most of our still wines. This has achieved a 15% reduction in weight in the period 1999-2020. These are very important measures to mitigate climate change.
Implementing an ad-hoc debugging system	This system has significantly reduced the liquid waste, rich in ammonium, that was being composted.

2.6.1 Waste

Freixenet has a Selective Waste Collection Procedure whose objective is: to achieve the correct classification and collection of waste in order to maximise its recovery possibilities, control compliance with the legal requirements for waste management and waste transport. This procedure is part of the company's objective to reduce waste going to landfill as much as possible. Proof of this is that in both 2021 and 2022 only 1% of the waste was taken to landfill, with the remaining 99% being recovered.

(306-4)

Waste NOT used for disposal broken down by composition (t)	Freixenet* Establishment Freixenet Company**			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
Sludge and physico-chemical treatment plant water	2.830,1	2.656,9	6,52%	2.830,1
Paper (cardboard + base paper)	213,9	224,3	-4,61%	247,5
Plastic (shutters+PP+shutter+flexes+retractile+film)	228,2	182,8	24,82%	262,2
Wood (wood+pruning)	11,4	11,3	0,53%	21,1
Wine waste	1.191,0	1.583,9	-24,81%	1.191,0
Metal (scrap+crown cap)	222,7	217,0	2,65%	281,9
Glass (glass+bottle)	606,6	692,7	-12,43%	644,9
Construction waste (concrete...)	84,7	50,3	68,32%	84,7
WEEE (electrical equipment)	0,0	1,6	-100%	0,9
Special wastes (glue+acid+solvents+fluorescents+absorbents+organic products+laboratory reagents+oil+aerosols+containers)	12,3	12,1	1,62%	12,8

Total	5.400,9	5.632,9	-4,12%	5.576,95
Ratio (g waste / pcs production)	40,9	45,3	-10%	

* Data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet Company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Note: The ratio corresponds to grams (g) of waste generated per bottle produced.

Waste NOT used for disposal at the Freixenet establishment*, broken down according to composition (g/u ratio)**.	2022	2021	Variation 2021-2022 (%)
Sludge and physico-chemical treatment plant water	36,6	37,0	-1%
Paper (cardboard + base paper)	1,618	1,805	-10%
Plastic (shutters+PP+shutter+flexes+retractile+film)	1,726	1,472	17%
Wood (wood+pruning)	0,086	0,091	1%
Wine waste	52,2	59,4	-12%
Metal (scrap+crown cap)	1,685	1,747	-4%
Glass (glass+bottle)	4,589	5,576	-18%
Construction waste (concrete...)	0,641	0,405	58%
WEEE (electrical equipment)	0,0	0,0131	-100%
Special wastes (glue+acid+solvents+fluorescents+absorbents+organic products+laboratory reagents+oil+aerosols+containers)	0,093	0,098	-5%
Total	40,9	45,3	-10%

*The data in this table apply to the Freixenet establishment (winery and head offices).

Note: The ratio corresponds to grams of waste generated per bottle produced.

Plastic waste has increased by 17% in relative value. This increase is due to the occasional disposal of obsolete material due to the discontinuation of a product (mini black cup) and due to the disposal of accumulated material from the dismantling of the physicochemical plant facilities.

Construction waste increases by 58% in relative value due to the works being carried out for the new line 407.

Waste NOT used for disposal (t) in % (%)	Freixenet* Establishment		Freixenet Company**
	2022	2021	2022
Hazardous waste			
Recovery operations			
Re-use	72,46%	72,20%	69,71%
Recycling	27,54%	27,80%	30,29%

Other recovery operations	0%	0%	0%
Non-hazardous waste			
Recovery operations			
Re-use	0%	0%	0%
Recycling	100%	100%	100%
Other recovery operations	0%	0%	0%

* The data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet Company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

(306-5)

Waste for disposal broken down by composition (t)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
General factory waste (rubbish)	43,5	49,7	-12,5%	69,06
Sanitary waste	0,0026	0	100%	0,0196
Sewage sludge	0	0	0%	11,4
Total	43,54	49,7	-12,4%	80,5
Ratio (g waste / pcs production)	0,329	0,400	-18%	

* Data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet Company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Note: The ratio corresponds to grams (g) of waste generated per bottle produced.

Waste used for disposal (t) in % (%)	Freixenet* Establishment		Freixenet Company**
	2022	2021	2022
Non-hazardous waste			
Elimination operations			
Transportation to landfill	100%	100%	100%

* The data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

2.6.2 Food waste

In the specific case of Freixenet products, donations are not made as they contain alcohol.

2.7 Sustainable use of resources

2.7.1 Water

(303-1, 303-2) One of the environmental aspects that Freixenet is most concerned about is the reduction of water consumption, an essential element for the functioning of a large number of operations in the production of cava to guarantee the hygiene and disinfection of equipment and facilities.

Comparing water consumption in 2022 with that before the implementation of the ISO14001 system (1999), Freixenet has managed to reduce water consumption by 30% per bottle produced in this period.

This reduction has been achieved using the methodology that Freixenet always applies: measure, prioritise, reduce or optimise and invest.

Here are some concrete examples of how the company has reduced its water consumption:

- Study of water consumption by sections and machinery using meters to optimise priorities (e.g. cleaning in the winery).
- Water recovery and reuse.
- Environmental awareness-raising for workers.
- Installation of bottle-passage detection photocells that interrupt water consumption when no bottles are passing through.
- Reduction of lubricant and water consumption by switching from wet to dry lubrication.
- Elimination of water-operated evaporative condensers.

(303-3)

Total water abstraction and breakdown according to the following sources (megalitres)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
Groundwater (well)	41,01	37,0	10,84%	41,60
Third-party water (Aigües i Mines de la Salut)	20,89	19,0	9,95%	32,01
Total	61,90	56,0	10,53%	73,61
Ratio (mL water withdrawn / pcs production)	468,3	450,5	4%	

* The data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet Company includes: Freixenet headquarters and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Note: The ratio corresponds to millilitres (mL) of water extracted per bottle produced.

The installation of the new tangential filter, which involves the elimination of filtering earth, means an increase in water consumption. In 2022, we have carried out a project to characterise and reduce water consumption in the winery in order to reduce this consumption.

The area of Sant Sadurní d'Anoia, where Freixenet is located, is classified as low to medium risk in terms of water stress.

Waste water discharges

Freixenet has been working for years on the implementation of objectives to reduce the pollution load of its wastewater at source.

This philosophy of reducing the organic load at source has allowed most of the treatment of water from cava production to be treated in aeration ponds, without the need to install a conventional biological treatment plant and without generating hardly any sludge waste. This has been achieved by implementing actions such as:

- Effective recovery of the lees and tartrate during the cleaning of the tanks.
- Implementation of improvements in the tirage and disgorging process to collect wine drips.
- Installation of fixed collectors for the movement of wine, reducing the risk of spillage and the use of water for cleaning.
- Staff awareness to recover all wine and minimise water pollution.
- Improvements to the water treatment system.

(303-4)

Total water discharge and breakdown by destination (in megalitres)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
Discharge of water to municipal sewer	42,76	43,1	-0,79%	47,80
Total	42,76	43,1	-0,79%	47,80
Ratio (mL water discharged / pcs production)	323,5	347,0	-7%	

* The data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Note: The ratio corresponds to millilitres (mL) of water poured per bottle produced.

2.7.2 Energy

One of Freixenet's concerns is to actively contribute to counteracting the effects of climate change, which is why energy efficiency plays an important role in its environmental objectives. To this end, energy audits have been carried out and reduction and improvement targets have been set, which are monitored using control *software*. Likewise, 100% of the electricity purchased at Freixenet is certified as being of renewable origin.

By 2022, diesel consumption has been eliminated and replaced by natural gas.

(302-1, 302-3)

Energy consumption by source (MWh)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
Electricity	9.389,10	8.996,76	4,36%	10.769,70
Natural gas	2.789,33	2.278,52	22,42%	3.120,39
Liquefied Petroleum Gas (LPG)	207,21	143,20	44,70%	371,88
Diesel B	0,00	421,94	-100%	0,00
Total	12.385,64	11.840,41	4,60%	14.261,97
Ratio (Wh consumed / pcs production)	93,70	95,27	-2%	

* The data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Note: The ratio corresponds to watt-hours (Wh) consumed per bottle produced.

Natural gas consumption increases by 15%. This increase is due to the replacement of diesel by natural gas.

The 36% increase in liquefied petroleum gas (LPG) is due to increased production in the pull section. The trucks make more trips and consume more LPG. In addition, in 2022, the tank was refilled twice. The year started with an empty tank and the tank was left full before the end of the year. To avoid discrepancies, the same refuelling criteria will be established for each year.

2.7.3 Raw materials and materials

Freixenet works to achieve continuous improvement in all its industrial processes, as well as to reduce the consumption of materials and materials with a firm commitment to the circular economy. For years the company has been working, in some cases in collaboration with its suppliers, to avoid the use of unnecessary packaging in the delivery of raw materials or materials, reducing them to their minimum and essential existence.

(301-1)

Consumption of materials and raw materials (by weight or volume)	Freixenet* Establishment			Freixenet Company**
	2022	2021	Variation 2021-2022 (%)	2022
Renewables				
<i>Ingredients (Mega Litres) must, wine, sugar)</i>	61,02	54,0	13,61%	61,75
<i>Containers/packaging (tn) (cork stoppers, labels, boxes, cases, accessories, recycled glass)</i>	40.793,6	43.745,7	-6,75%	42.352,4
Non-renewable				

Gases (tn) <i>(inert gas, nitrogen, sulphur)</i>	674,7	513,0	31,51%	675,3
Containers/packaging (tn) <i>(muzzles, capsules, screw caps, crown caps, stoppers, caps, sleeves, sleeveers, virgin glass bottles, film, seals).</i>	45.631,9	40.915,5	11,53%	46.988,4
Bottle surface treatment products (tn) <i>(sulphuric acid, bifluoride, polyfluoride, lime)</i>	1.532,1	1.640,9	-6,63%	1.532,1
Oenological products (tn) <i>(fining agents, adjuvants, nutrients, tartaric acid, lactic acid)</i>	100,5	92,7	8,38%	104,4
Auxiliary products (tn) <i>(caustic soda, hydrochloric acid, diammonium phosphate, regeneration salts, glue, lubricants, detergents, calcium chloride, sodium hypochlorite, propylene glycol, carbotech)</i>	369,9	376,4	-1,73%	409,9

* The data referring to Freixenet establishments include: Freixenet cellars and head offices.

** The data referring to Freixenet company includes: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Note: The 2021 values (packaging) are modified by applying the percentages of recycled material detailed below.

Glass bottles, depending on the colour, have a percentage of recycled material (78% in tan/black bottles, 66% in green bottles and 17% in white bottles). The percentages were determined based on the actual values of recycled glass by colour for each supplier for 2022 production. The same criteria have been applied for 2021.

2.8 Biodiversity protection

(304-1) In September 2021, Freixenet winery carried out an environmental risk analysis to determine the impact of its activity on the surrounding environment (flora, fauna, air, soil, groundwater, etc.) and to quantify the damage and the cost of remediation in the event of any impact. The conclusions of this study have determined that Freixenet has a low impact on its environment and its biodiversity.

Description of the environment in which Freixenet facilities are located:

Air quality	The location where Freixenet centre is located belongs to Air Quality Zone 3 (ZQA 3 "Penedès - Garraf"). The measured value of the Air Quality Index can be described as satisfactory.
Geology	Freixenet is located on the NMAS geological unit composed of very plastic blue Argilas and sands of the "serraval-lià-Tortonià".
Hydrology	From the hydrogeological point of view, and according to the classification of the Agència Catalana de l'Aigua (ACA), the study area is included in water body no. 22 "Al-luvials del Penedès i aqüífers locals", Freixenet is not located on any protected aquifer, according to Decree 328/1988, of 11 October.

With regard to the different habitats of community interest, natural spaces or areas of specific interest near Freixenet, the following can be identified, indicating the distances that separate them:

NATURAL ENVIRONMENT OR AREA OF INTEREST	DISTANCE (METRES)
Protection zone for avifauna	Adjacent
Habitat of Community Interest: Poplar groves, willow groves and other riparian woodlands	Adjacent
Habitat of Community Interest: Holm oak and kermes oak forests	25
Habitat of Community interest: Mediterranean pine forests	600
Area of faunistic and floristic interest	100

After an in-depth study of the facilities' environment, different risk scenarios were established and it was concluded that Freixenet has the facilities to prevent or eliminate these risk scenarios and, therefore, no dangers were detected that compromise the safety of the establishment and require improvement.

In addition to this risk study, Freixenet is carrying out various initiatives to protect and promote this natural heritage:

- Installation of nesting boxes in suitable places in the vineyard and preparation of shelters in the forest areas bordering the vineyards in order to release birds and mammals from wildlife recovery centres.
- Naturalisation of the vineyard margins to provide shelter, food and connectivity for wildlife.
- Sustainable agriculture: pest control using sexual confusion pheromone diffusers and plant cover between rows of vines to combat climate change.
- Grape growing: "Integrated production" certified by Bureau Veritas in 2014. Integrated production refers to a sustainable farming system that produces high quality wines using natural resources and regulatory mechanisms to replace contaminants. It emphasises a systematic approach involving the whole vineyard as a basic unit, the central role of agro-ecosystems, balanced nutrient cycles and the well-being of all species in the local ecosystem. Preservation and improvement of soil fertility and a diversified environment are essential components. Biological, technical and chemical methods are adjusted to take into account environmental protection, profitability and social requirements.

In addition to these actions, raising awareness among Freixenet employees is an important aspect that is channelled not only through training and/or specific communications but also through initiatives such as the environmental campaign "1m² against litter", through which volunteers from the company helped to clean up natural environments near the river Lavernó, which surrounds the cellars in Sant Sadurní d'Anoia. The day also included awareness-raising training given by an expert technician in environmental and waste management from SEO BirdLife.

3 INFORMATION ON SOCIAL AND PERSONNEL ISSUES

(103-2, 103-3) One of the fundamental pillars of Freixenet's development and growth are the people who make up the company. That is why Freixenet encourages inclusion, promotes equality and is committed to the development of initiatives that enhance the well-being at work and the professional growth of all its employees. Proof of this is the development of the Freixenet e-Academy training platform, the corporate Health and Wellness Programme and measures to facilitate work-life balance such as teleworking, among others. These values and objectives are embodied in various policies on which Freixenet bases the management of the people who make up the organisation throughout their career in the company, from the recruitment process, through the development of the person's professional career and up to the departure and/or termination of the employment relationship.

3.1 Employment¹

Freixenet has a welcome plan for new recruits in order to transmit the history and culture of the organisation, as well as to facilitate the rapid integration of the employee into the dynamics of the company and the functional operations of their job.

Similarly, with the aim of incorporating the best talent into the company, Freixenet participates in various job fairs, in virtual format in recent years, in collaboration with various academic organisations such as the Universitat Oberta de Catalunya (UOC) and the Universitat Pompeu Fabra (UPF), ESIC, the Universitat de Barcelona (UB), EAE and the Barcelona School of Management.

Freixenet also collaborates with Barcelona Global to make its territory and its organisation known to students from all over the world, with the aim of attracting talent and international investment that will have an impact on its socio-economic environment.

Freixenet currently has 534 people on its team, 22% of whom are women and 78% men. 95.5% of the workforce has a permanent contract, proof of the stability and quality of employment pursued by the company.

3.1.1 Occupation

(102-8) (405-1)

¹ All the information reported below in the tables referring to employees is at the close of the financial year, with the exception of the average tables, as indicated in Law 11/2018. During the 2022 financial year, Freixenet has incorporated Castellblanch into its corporate perimeter, so the data provided below are not really comparable with the 2021 financial year.

Number of employees, by gender (as of 31 December 2022)	2022	2021	2020
Women	118	72	73
% women	22%	19%	18,72%
Men	416	310	317
% men	78%	81%	81,28%
Total	534	382	390

(405-1b)

Number and percentage of employees by professional category and by age group (as of 31 December 2022)	2022		2021		2020	
	No.	%	No.	%	No.	%
Management positions	9		6		6	
Under 30s	-	0%	-	0%	-	0%
Between 30 and 50 years old	3	33,33%	-	0%	-	0%
Over 50 years old	6	66,67%	6	100%	6	100%
Qualified and non-qualified technicians	70		36		40	
Under 30s	2	2,86%	-	0%	-	0%
Between 30 and 50 years old	34	48,57%	19	52,8%	20	50%
Over 50 years old	34	48,57%	17	47,2%	20	50%
Administrative	102		33		34	
Under 30s	23	22,55%	8	24,2%	5	14,7%
Between 30 and 50 years old	41	40,20%	11	33,3%	13	38,2%
Over 50 years old	38	37,25%	14	42,4%	16	47,1%
Workers	373		304		311	
Under 30s	20	5,36%	19	6,3%	12	3,9%
Between 30 and 50 years old	197	52,82%	146	48%	147	47,3%
Over 50 years old	156	41,82%	139	45,7%	152	48,9%

Number and percentage of employees by professional category and gender (as at 31 December 2022)	2022		2021		2020	
	No.	%	No.	%	No.	%
Management positions	9		6		6	
Women	1	11,1%	1	16,6%	1	16,6%
Men	8	88,9%	5	83,4%	5	83,4%
Qualified and non-qualified technicians	70		36		40	
Women	25	35,7%	13	36,1%	13	32,5%
Men	45	64,3%	23	63,9%	27	67,5%
Administrative	102		33		34	
Women	65	63,7%	25	75,8%	22	64,7%
Men	37	36,3%	8	24,2%	12	35,3%
Workers	373		304		311	

Women	35	90,6%	36	11,8%	37	11,9%
Men	338	90,6%	268	88,2%	274	88,1%

(102-8)

Total number and distribution of contract modalities by gender (as of 31 December 2022)	2022		2021		2020	
	Men	Women	Men	Women	Men	Women
Recruitment						
Indefinite	397	113	280	61	258	64
Temporary	31	13	25	13	59	9
Total	428	126	305	74	317	73
Day						
Complete	402	114	285	66	290	65
Partial	26	12	20	8	27	8
Total	428	126	305	74	317	73

(Non-GRI)

Average annual number of permanent contracts	2022	2021	2020
By gender			
Women	110	61,83	62,41
Men	399	279,91	254,08
By age group			
Under 30s	28	7,25	3,33
Between 30 and 50 years old	246	157,66	155,50
Over 50 years old	235	176,83	157,66
By occupational classification			
Management positions	8	5,75	5,83
Qualified and non-qualified technicians	69	35,41	37,75
Administrative	91	24	27,50
Workers	341	276,58	245,33

Average annual number of temporary contracts	2022	2021	2020
By gender			
Women	17	10,33	8,83
Men	45	29,05	61,25
By age group			
Under 30s	22	15,91	10,66
Between 30 and 50 years old	37	19,41	25,08
Over 50 years old	3	4,50	34,33
By occupational classification			
Management positions	0	0	0
Qualified and non-qualified technicians	1	0,66	3,58

Administrative	11	8,08	6,16
Workers	50	31,08	60,33

Average annual number of part-time contracts	2022	2021	2020
By gender			
Women	10	4,08	5,09
Men	30	32,25	40,72
By age group			
Under 30s	2	1,75	2,54
Between 30 and 50 years old	1	4,41	11,00
Over 50 years old	37	30,16	32,27
By occupational classification			
Management positions	0	0	0
Qualified and non-qualified technicians	2	1,50	3,72
Administrative	8	0,41	1,45
Workers	30	34,41	40,63

(non-GRI)

Number of redundancies	2022	2021	2020
By gender			
Women	7	2	3
Men	9	6	7
By age group			
Under 30s	1	0	0
Between 30 and 50 years old	1	3	0
Over 50 years old	14	5	10
By occupational classification			
Management positions	0	0	1
Qualified and non-qualified technicians	3	3	2
Administrative	3	1	1
Workers	10	4	6

3.1.2 Remuneration

All Freixenet employees are covered by the Company Agreement. Freixenet's remuneration policy is marked by strict compliance with current legislation and the remuneration policy set out in the Company Bargain Agreement. In this regard, during the 2020 and 2021 financial years, the mandatory remuneration registers have been carried out following the entry into force of Royal Decree 902/2020, of 13 October, on equal pay for men and women and the corresponding analysis of the pay gap.

(405-2)

Average remuneration (in euros)	2022	2021	2020
By gender			
Women	38.848,57 €	36,872.00 €	33,671.00 €
Men	39.753,14 €	38,581.00 €	39,490.00 €
By age group			
Under 30s	28.987,33 €	27,838.52 €	27,475.00 €
Between 30 and 50 years old	36.294,64 €	35,770.34 €	36,029.00 €
Over 50 years old	44.275,98 €	41,478.05 €	41,652.00 €
By occupational classification			
Management positions	235.618,20 €	269,814.53 €	265,280.00 €
Qualified and non-qualified technicians	68.444,50 €	67,234.01 €	58,891.00 €
Administrative	34.852,28 €	35,344.50 €	32,239.00 €
Workers	31.000,59 €	31,046.13 €	32,199.00 €

(405-2)

Wage gap	2022	2021	2020
By gender			
Gross salary/h for women	21,97	20,86	19,04
Gross salary/h for men	22,48	21,82	22,34
Ratio	97,72%	95,57%	85,26%

(202-1)

Ratio of standard entry level wage by gender to local minimum wage	2022	2021	2020
Standard entry level salary (€)			
Women	23.608 €	22.408 €	21.658 €
Men	23.608 €	22.408 €	21.658 €
Local minimum wage (SMI Spain)			
Women	15.120 €	13.510 €	13.300 €
Men	15.120 €	13.510 €	13.300 €
Ratio of standard entry level wage / local minimum wage			
Women	156,14%	165,86%	162,84%
Men	156,14%	165,86%	162,84%

Average salary Management Committee (in euros)	2022	2021	2020
*			
Total	295.209,60 €	269.814,53 €	265.280,00 €

*The Management Committee is composed of 2 men and 1 woman, therefore, in order not to publish personally identifiable data, the sum of the salaries of all members is given.

3.1.3 Social benefits

(401-2) Freixenet employees have a series of social benefits available to them, as set out in the collective bargaining agreement in force, such as:

- Disability and death insurance.
- Aid for disabled children (disability equal to or greater than 33%).
- Grants for children's studies for regulated education.
- Christmas Lot.

3.1.4 Disengagement Policies

Freixenet does not currently have a specific policy on disconnection from work; however, its drafting is already underway and it is expected to be approved in the 2022 financial year. However, the right to disconnection is included in article 3.4.2. of its Telework Policy approved in November 2020:

"The teleworker has the right to digital disconnection outside established working hours, in order to ensure respect for rest periods and holidays. Except in cases of force majeure or exceptional circumstances, the company acknowledges the right of workers not to reply to e-mails or professional messages outside their working hours".

3.2 Risk prevention

(103-2, 103-3, 403-1) Freixenet carries out its production activities in strict compliance with the law in all areas and, in particular, with regard to the prevention of occupational hazards and the promotion of the health of its workers. Therefore, all actions in this area are aligned with the provisions of Law 31/1995 of 8 November on the prevention of occupational hazards and Royal Decree 39/97 of 17 January. Freixenet has a "designated worker" dedicated exclusively to occupational risk prevention tasks. Health monitoring is carried out by an external prevention service.

Freixenet also has a Health and Safety Committee that meets every three months with company and worker representatives. At the same time, at least a couple of meetings and/or monitoring visits to the plant are held every month between the Designated Worker and the Prevention Delegates.

On the other hand, the Freixenet Collective Bargaining Agreement includes some specific issues relating to risk prevention and health care:

- Among the offences categorised as very serious are the repeated non-use of health and safety protection equipment.
- Chapter VIII of the agreement includes in Article 38 the company's commitment to provide a suitable job for pregnant workers who need it, subject to medical justification.

This will not, in any case, be detrimental to their salary and/or professional category, in accordance with the provisions of Law 31/95, Article 26 on maternity protection.

During the last financial years, 2020 and 2021 and due to the health emergency arising from the Covid-19 pandemic, Freixenet has at all times taken the health protection measures for the health of its workers indicated by the competent authorities. In addition, during 2021 and 2022, FFP2 masks and antigen tests were provided free of charge to employees on a regular basis, a measure that is currently still in force in order to control possible contagions.

Freixenet also aims to promote health among its staff and has a corporate Health and Wellness Programme open to all employees, the aim of which is to provide tools and resources to acquire better healthy habits and improve their physical and mental wellbeing. The programme offers courses in yoga, CORE, nutrition workshops, *mindfulness* and access to an APP containing articles of interest on these topics.

(403-9)

Injuries due to accidents at work (for all employees)	2022	2021	2020
Deaths resulting from an industrial accident injury			
Total number	0	0	0
Rate	0	0	0
Work-related injuries with major consequences (excluding fatalities)			
Total number	0	0	0
Rate	0	0	0
Recordable work-related injuries			
Total number	33	23	23
Rate	34,6	13,4	31,2

2022: 14 of the accidents are classified as "sprains and strains", 11 as "shocks, bumps, falls and trips", 5 as "injuries" and 3 as "fractures and dislocations". The increase, compared to 2021, is due to the incorporation of Castellblanch.

2021: 4 of the accidents are classified as 'sprains and strains'. The rest of the injuries are all of different types.

2020: 15 of the accidents are classified as "sprains and strains", 2 as "superficial injuries and foreign bodies in the eyes" and 2 as "closed fractures". The rest are of different types.

3.2.1 Absenteeism

(403-2) The total number of hours of absenteeism at Freixenet is 6,888 hours in 2022. The increase is due to a sharp rise in absences associated with COVID-19 and the incorporation of Castellblanch.

	2022	2021	2020	Variation 2021-2022 (%)
Total hours worked	952.952	597.014	737.416	59,62%
Absence hours	6.888	2.240	6.832	207,50%
Frequency rate	34,6	13,4	31,2	158,21%
Severity rate	0,9	0,43	1,16	109,30%

3.2.2 Impact of Covid-19 on the prevention of occupational hazards

Due to the situation caused by the COVID-19 health crisis, a series of exceptional work organisation measures were implemented in 2020 to ensure maximum protection for workers, such as regulated remote working in jobs where this was permitted, more flexible entry and exit from the workplace, etc. During 2021 and 2022, some of these measures have been maintained, adapting them to the healthcare context at any given time.

COVID-19 Affections	2022	2021	2020
Number of casualties associated with Covid-19	123	89	122
Number of lost days associated with Covid-19	1141	250	5.784

3.3 Social relations

3.3.1 Organisation of working time

(102-41, 102-43) 100% of employees in Freixenet Spain are covered by the collective bargaining agreement. This expired in December 2021 and is currently under renegotiation.

Chapter V "Working day and working calendar" of the collective bargaining agreement in force establishes the annual working hours, as well as their distribution both weekly and in specific periods, such as the grape harvest or the Christmas campaign, which require adaptation, always respecting the minimum daily and weekly rest periods provided for in the Workers' Statute.

(402-1) This chapter also establishes the notice mechanism (five days) for communicating shift changes due to production needs, in addition to other matters such as holidays or reductions in working hours.

3.3.2 Information, consultation and participation of workers

Freixenet involves its employees in the management of the company through information, consultation and participation mechanisms. The following initiatives were implemented in 2022:

- **Town Hall:** Town Halls (assemblies) are held periodically with management. These spaces allow a direct relationship between management and all Freixenet employees. It is another opportunity for employees to learn first-hand about the evolution of the business and to convey their doubts, ideas, queries and concerns to the Spanish Executive Committee.
- **Award for initiatives and suggestions:** Freixenet awards a prize of 1,503 euros for initiatives and suggestions that lead to improvements in production. This prize is set out in article 31 of the Freixenet collective bargaining agreement.
- **Implementation of the LEAN Six Sigma methodology:** LEAN Six Sigma is a methodology that allows the improvement of processes, with the aim of increasing their profitability and productivity. It gives a leading role to workers, giving them greater responsibility in decision making and problem solving through *Kaizen* events.
- **Installation of digital information screens.**

- **Compliance reporting email** available to all employees with the aim of guaranteeing best practices and good conduct at Freixenet.
- **FLEAD:** Performance evaluation system that links employees to the company's objectives and recognises them financially in the event of good performance and achievement of these objectives. Competencies and corporate values are enhanced through the consensual definition of individual development plans.
- **Culture Project:** The project to deploy corporate values is being carried out through training sessions and via the *Culture Champions* (culture ambassadors in each area of the company). The *Culture Champions* collect the actions proposed by the rest of the employees and pass them on to the Culture Committee for prioritisation.

3.3.3 Impact of Covid-19 on employment in 2021

The health crisis caused by Covid-19 highlighted the value of the remote working model. During the months with the highest incidence of the disease, the administrative and support functions for production and commercial processes remained fully operational, thanks to the use of information technology, which employees carried out from their homes. Based on the experience of the employees and their *feedback* collected through an anonymous questionnaire, and in line with the company's strategic objectives of promoting the digitalisation of management through the use of information technologies, the development of the "Teleworking Policy" is proposed, the aim of which is to promote the mixed teleworking model, whereby employees can combine working days in the office and working days remotely. The subsequent publication of RDL 28/2020, on remote work, and the need to apply and adapt the legal requirements to the mixed work model, has led Freixenet to make this policy a reality.

No ERTes have been activated since 2021.

3.3.4 Reconciliation

Freixenet guarantees the effective exercise of all legally and conventionally recognised rights in terms of equality, especially those linked, directly or indirectly, to maternity/paternity and family responsibilities. In the company there are different working hours and working days, depending on the area to which each worker is assigned, which are intended to reconcile family and working life. All of this is set out in the company's Collective Bargaining Agreement, in section VII, articles 32 to 36: authorized absence, leaves, as well as flexible working hours for administration staff.

It should also be noted that since 2020 teleworking has been officially established as a tool that contributes to the reconciliation of work, personal and family life. Following the remote work experience derived from the pandemic, a survey was carried out among employees in which 99% of them rated the experience positively, 97% stated that they would like to continue teleworking and 76% with a mixed model. Freixenet currently has a Teleworking Policy to comply with Royal Decree Law 28/2020 on remote work.

(401-3)

Parental leave	2022	2021	2020	Change 2021-2022 (%)
Staff who have been entitled to parental leave	534	382	390	40%
Women	118	72	73	64%
Men	416	310	317	34%
Staff who have taken parental leave	11	11	6	0%
Women	3	2	1	50%
Men	8	9	5	-11%
Of the above, people who have returned to their jobs after parental leave	11	2	2	450%
Women	100%	100%	100%	0%
Men	100%	100%	100%	0%
Of the above, persons who after returning to work after parental leave continue to work in the organisation after 12 months.	11	2	2	450%
Women	100%	100%	100%	0%
Men	100%	100%	100%	0%
Return to work rate	100%	18%	33%	450%
Women	100%	50%	100%	100%
Men	100%	11%	20%	800%
Retention rate	100%	100%	100%	0%
Women	100%	100%	100%	0%
Men	100%	100%	100%	0%

3.4 Training

(103-2, 103-3, 404-2) The Training and Development Plan includes all the training actions offered to Freixenet employees to accompany them in their professional development and to meet organisational challenges by facilitating the continuous updating of their competencies, skills and knowledge in order to achieve business and professional objectives. Freixenet's Human Resources department is responsible for channelling the process of collecting training needs through the team manager of each area.

For each team that forms part of Freixenet, a training matrix is established with individual details, following a set of homogeneous and consistent criteria that guarantee the efficiency of the actions (linked to business objectives and the development of the person's role) and equal opportunities. In this regard, Freixenet has promoted the Freixenet e-Academy, an *e-learning*

content platform, which offers a range of training content open to all employees with the aim of promoting employability and personal development. It is accessible from any mobile device.

The Training and Development Plan includes seven training areas that cover the different competencies, knowledge and skills to be developed. All these contents are developed internally or with external help ad hoc to the needs and projects of the teams and/or individuals.

AREA	TRAINING OBJECTIVE	KEY ACTIONS IN 2022
People leadership	The different team members in charge of the team are guided and accompanied in their professional development as leaders.	F-LEAD implementation, competence and values assessment (performance appraisal system), deployment of corporate values.
Commercial management	It includes all those actions aimed at the group working in a field directly related to the sale of the product.	Advanced negotiation training.
Innovation and creativity	Differentiation and competitiveness.	LEAN Six Sigma.
Management & organisational efficiency	They include all those actions related to the competences necessary to achieve excellence in the employee's area of work.	Compliance: Code of Conduct, TEAMS Tool, Training on Labour Reform.
Oenology & product	A very wide range of content about our products created by our experts and constantly updated.	Training in WSET 1, 2 and 3. Training in Mangaroca. Wine, cava and <i>champagne</i> monographs.
OHS, quality & environment	To guarantee the safety of our entire workforce and excellence in our production.	Basic OHS, Quality Management System, Environmental System and Sustainability, <i>Food Defence</i> and HACCP.
Individualised language programme	Personalised sessions for those who need the language according to their position and open group sessions for those who are interested in training.	<i>English Digital Coach</i> .

In addition, Freixenet offers all new recruits a welcome plan adapted to their mission in the company, as its aim is to help them get to know the key people and work procedures in the department, as well as to guide them through the organisation, history, culture and internal workings of Freixenet. As can be seen in the table below, investment in training increased by 29.38% in 2022 compared to the previous year.

Investment in training (€)	2022	2021	2020	Variation 2021-2022 (%)
	92.923,24 €	71.819,71 €	48.120,4 €	29,38%

(404-1)

Total hours of training by professional category	2022	2021	2020	Variation 2021-2022 (%)
Management positions	1.099	130	70	847,41%
Qualified and non-qualified technicians	4.327	2.042	1.828	78,80%
Administrative	5.983	1.551	1.368	232,94%
Workers	986	284	561	-16,86%
Total hours	12.395	4.007	3.827	124,59%
Average hours of training per employee	23,21	11,29	11,03	47,19%

3.5 Equality and non-discrimination

(103-2, 103-3) Through Organic Law 3/2007, for the effective equality of women and men, equality plans have been created as a mandatory instrument for companies with more than 250 employees and collaborators, which is very valuable for making progress in terms of work-life balance. Freixenet is currently drawing up its Equality Plan, which is expected to be approved in 2023.

Freixenet is also an ambassador for *Talent Senior*, a professional services consultancy specialising in promoting inclusion in the workplace and highlighting the contribution of people over 50.

Freixenet also has a Code of Conduct and Responsible Practices which explicitly states that no form of discrimination will be tolerated. In addition, the company has had a Protocol for the prevention and treatment of workplace and/or sexual harassment since 2016, which was updated and reviewed jointly with the social partners in October 2021. This protocol sets out the steps to be taken once the worker has reported, as soon as possible after the events to be analysed have taken place, the suspicious conduct. This can be communicated through the Human Resources Department, the Works Committee and/or the Prevention Delegates. Once the notification has been received by Human Resources, the Works Committee and/or the Prevention Delegates, Human Resources will pass the complaint on to the persons designated as "Persons of Reference". These are responsible for taking the first steps, providing information and channels of support in the event of a situation of potential harassment, as well as initiating the process of investigating the complaint or report.

Freixenet guarantees that all complaints and reports will be handled rigorously and confidentially. It also guarantees that no reprisals will be admitted against any harassed person who files a complaint or internal report.

Freixenet is also an ambassador for *Talent Senior*, which specialises in promoting inclusion in the workplace and highlighting the contribution of people over the age of 50.

No cases of harassment were recorded at Freixenet in 2022.

3.6 Universal accessibility for people with disabilities

(405-1) Freixenet's commitment to the integration of this group of people with disabilities is a priority for the company, which is why, in addition to having workers with a recognised degree of disability on its staff, the company collaborates with various Special Employment Companies to provide support, mainly in handling and gardening tasks. In 2022 Freixenet collaborated with Milton and Mas Albornà.

Number of employees with disabilities by occupational classification*	2022	2021	2020
Workers	10	6	6

In terms of accessibility to Freixenet for people with mobility difficulties, all the facilities are adapted with ramps, lifts, etc. It should be noted that the Freixenet cellars can be visited and that they also have Sustainable Tourism certification (see chapter 6).

4 INFORMATION ON RESPECT FOR HUMAN RIGHTS

(103-2, 103-3) In 2022, following the separation of shareholders in Germany, the Board of Directors of Freixenet approved the Code of Conduct and Responsible Practices belonging to the new Group. However, the content of the previous Code was maintained. It introduces a clear and explicit definition of the social and ethical responsibilities of its employees. With its approval, senior management undertakes to accept these policies and to disseminate them among all employees and other collaborators of Freixenet companies, as the Code also applies to the company's collaborators, consultants and suppliers.

Naturally, Freixenet conducts its business in compliance with applicable law, regardless of whether these are laws, regulations or any other national, international or supra-state regulations. In day-to-day business with customers, suppliers, government agencies and other third parties, all business matters are conducted in accordance with all applicable laws (e.g. labour, tax or customs law).

Freixenet is therefore committed to fair labour practices and strives to conduct all its business activities and relationships with third parties in compliance with applicable labour laws, rules and regulations.

To ensure compliance and prevention and control, the company has a Compliance Committee, made up of the heads of the Administration and Finance, Sales and Marketing and Production departments, who must appoint a coordinator or delegate to the Committee.

This Compliance Committee is responsible for receiving and processing queries regarding the Code as well as possible breaches and complaints. Freixenet also provides all its employees and collaborators with an Ethics Channel. The following section of the website relating to *compliance* includes the addresses through which the *Compliance* Committee can be contacted: <https://www.freixenet.es/es/compliance>

Finally, Freixenet is a signatory to the United Nations Global Compact, principles 1 and 2 of which refer directly to respect for human rights.

In 2022 Freixenet has not registered any complaints of human rights violations.

5 INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY

5.1 Fighting corruption, bribery and money laundering

(102-15, 102-16, 205-1) Freixenet has a criminal risk prevention system with the following tools: Code of Conduct and Responsible Practices of the Freixenet Group, a Corporate Compliance Programme and a Compliance Committee, which explains the policies against corruption and money laundering, and the mechanisms in place to safeguard them. A specific Anti-Fraud and Anti-Corruption Policy is expected to be defined and approved in 2023.

Freixenet's core values of integrity, respect and responsibility in the performance of its professional activity include compliance with all applicable anti-corruption legislation wherever it carries out its activities. In this regard, and given that the company could be held responsible for any inappropriate conduct carried out by a third party collaborator, Freixenet undertakes to only do business with third parties that share its same standards of intolerance to corruption. To this end, an appropriate *due diligence* investigation of the supplier must be carried out prior to contracting any service.

In order to avoid other possible deviations that may entail a risk of corruption and/or bribery, all employees and collaborators of Freixenet must ensure that all business-related transactions are correctly recorded in the company's books and records and, in any case, must comply with the internal controls that ensure compliance with the Freixenet Group's Code of Conduct and Responsible Practices, including the acceptance of gifts and the declaration of possible conflicts of interest, etc.

(205-2)

Communications and Code of Ethics training	2022	2021
Number of hours of training for new employees in this area	14	8

Communications and Code of Ethics training for third parties	2022	2021
Number of employees	529,25	339

Number of persons trained on the Anti-Corruption Policy and Procedures (or Code of Conduct if applicable), by professional category	2022	2021
Management positions	0	4
Qualified and non-qualified technicians	64	8
Administrative	44	36
Workers	556	0
Total	664	48

In 2022, as shown in the table above, all Freixenet employees linked to production activities and administration received training.

It should also be noted that the company has developed e-learning training on Compliance and the Code of Conduct with the aim of facilitating training for those groups that telework and/or are geographically dispersed.

In the 2021 and 2022 financial years, no cases of corruption have been recorded at Freixenet.

5.2 Contributions to foundations and non-profit organisations

(201-1) Freixenet's contribution to foundations and not-for-profit organisations amounted to 207,388 € in 2022.

6 INFORMATION ABOUT THE COMPANY

(103-2, 103-3) Freixenet is deeply rooted in the community where it has been operating since the company was founded over 100 years ago. Its commitment to society is therefore one of the values that have accompanied the company since its beginnings. It is committed to promoting initiatives that have a positive impact on the economic and social progress of the communities in which it operates.

6.1 Impact of the activity on society: social action and sponsorship

6.1.1 Commitment to patronage

(102-43, 413-1) One of Freixenet's longest-standing social commitments has been patronage and sponsorship in various fields, but especially in sport and the promotion of culture. Actions in this area have evolved in line with the company's growth and geographical expansion. Thus, the first actions with a local scope and projection have been complemented with international cooperation and contributions, both in research and teaching and in the artistic, cultural and sporting spheres. Organisationally, Freixenet's action in this area is led and developed by the Corporate Communication area.

Main actions carried out in 2022:

SPONSORSHIPS	
CE Noia Freixenet	<p>Freixenet has been sponsoring the Club Esportiu Noia Freixenet, a local hockey team from Sant Sadurní d'Anoia, where this sport enjoys a great popular following and tradition, for almost 50 years.</p> <p>Teamwork, talent, tenacity, innovation and the value of effort are some of the many values shared by Freixenet and CE Noia.</p> <p>In 2022, as usual, the company's cellars were the venue for the presentation of the season.</p>
Queen Sofia School of Music	<p>Since 1993, Freixenet has been a patron of the Freixenet Symphony Orchestra, which is part of the internationally re-knowned Reina Sofia School of Music and welcomes students of all nationalities who go on to join the best orchestras in the world.</p> <p>The Freixenet Symphony Orchestra is composed by 73 musicians from 17 countries (Spain, Ukraine, Greece, Bulgaria, Romania, Germany, Poland, Brazil, Czech Republic, Armenia, Japan, France, Russia, United Kingdom, Italy, Portugal and Colombia).</p> <p>The main activities of the Freixenet Orchestra in 2022 include:</p> <ul style="list-style-type: none"> Closing tour of the 2021-2022 academic year: five concerts in Madrid (one presided over by H.M. Queen Sofia) and an

	<p>extraordinary concert of the Grupo Ciudades Patrimonio de la Humanidad in the Plaza Mayor of Salamanca, with live broadcasting on La 2 of TVE (151,000 spectators).</p> <ul style="list-style-type: none"> • Encuentro de Música with two concerts in the Palacio de Festivales de Cantabria. • 30th Anniversary Concert of the Reina Sofía Music School and 120 years of the Diario Montanés in the Palacio de Festivales de Cantabria. • Masterclasses in conducting with maestro Andrés Orozco Estrada, with an international call for the selection of participants and two final concerts in Madrid. <p>In total, the Freixenet Orchestra has given 10 concerts in 2022, bringing together more than 7,000 spectators.</p>
<p>SOLIDARITY PARTNERSHIPS</p>	
<p>Geschwister Oetker Beteiligungen KG, parent company of Henkell Freixenet, donates 1.5 million euros to Ukraine.</p>	<p>In response to the humanitarian crisis in Ukraine, Geschwister Oetker Beteiligungen KG is donating 1.5 million euros to help refugees. The owners and managing directors of all group companies have decided to share their donation between the two Ukrainian emergency aid programmes of Unicef and Welthungerhilfe.</p>
<p>"We help Ukraine".</p>	<p>In Spain, the Freixenet Group's team of employees who form part of the Teaming project, micro-donations to social projects, have decided to donate to Clean Community Association for its project www.AyudamosUcrania.org. This initiative consists of bringing together the different agents involved in the entire migration process of people fleeing war, from the moment they cross the border and enter the European Union until they arrive in Spain, where they are temporarily taken in until they can return to their homes.</p>
<p>"E-Connect"</p>	<p>Freixenet Group has participated in the third edition of E-Connect, an initiative of the Vilafranca Town Council that encourages more than 300 high school and vocational training students to create and develop entrepreneurial, innovative and creative solutions according to the challenges proposed by the companies. The Freixenet Group was one of the Penedès companies chosen by the organisation to participate in the project, presenting a challenge on internal communication: "How to communicate company news to attract the group of production employees?"</p>
<p>Freixenet, 20 years as a partner of the Global Compact</p>	<p>In 2022, the Freixenet Group celebrates its 20th anniversary as a founding partner of the United Nations Global Compact after joining the Spanish Network of the United Nations Global Compact in 2002. The company, which was the first wine group to join the Compact in Spain, has published its 2021 progress report, reaffirming its commitment to one of the world's leading initiatives in the field of Corporate Social Responsibility and sustainable development.</p>

Red Cross solidarity toy campaign	Freixenet has participated in the third edition of the Solidarity Toys Campaign in collaboration with the Red Cross-Youth. It consists of a charity raffle in which companies participate with their products.
Solidarity donations to NGOs	The Freixenet Group's Solidarity team has donated its Teaming funds to different charities, and the company has matched the amount. The recipients of the donations have been Fundació Arrels (which protects homeless people in Barcelona), the Red Cross (Penedès delegation) and the Barcelona Food Bank (which will receive it in January 2023).
Collaboration Mas Albornà Foundation	We have been collaborating with the Mas Albornà Foundation for more than 10 years as their values are very similar to ours (commitment, transparency, teamwork, etc.). It is a non-profit organisation that aims to integrate people with disabilities and groups at risk of exclusion into society by creating opportunities for community and employment integration.

In addition, in 2022 Freixenet took part in other sectoral events such as [Cavatast](#), the Sant Sadurní d'Anoia Cava and Gastronomy Show.

6.1.2 Sustainable wine tourism

(413-1) The Freixenet wineries and cellars can be visited and have been awarded the "Biosphere Commitment" seal in recognition of their commitment to sustainable, quality wine tourism.

Biosphere is promoted by the Provincial Council and the Barcelona Chamber of Commerce and endorsed by the Institute for Responsible Tourism (ITR). This seal certifies sustainable, voluntary and independent tourism and applies all the sustainable development objectives in the tourism sector. After obtaining it for the first time in 2018, Freixenet has managed to renew it for the fifth consecutive year.

Freixenet has also been recognised for the third year as a Tourist Information Point, a recognition awarded by Barcelona Provincial Council and implemented in the region by Penedès Turisme. This certificate evidences that the company is part of the local tourism network and the designation of origin for a better service at the destination for visitors.

In this way, Freixenet has once again revalidated all the quality and excellence certificates available for tourism, which confirms the winery's firm and constant commitment to visitor care from a comprehensive and sustainable perspective, as well as its networking with all the institutions in the tourism sector, such as the Generalitat de Catalunya, the Diputació de Barcelona and Penedès Turisme.

Freixenet is committed to the highest quality and sustainable wine tourism. Wine tourism that guarantees economic, socio-cultural and environmental balance and brings significant benefits to the region, meeting the highest standards for visitors and protecting and improving future prospects.

(413-1) Visits to the Freixenet cellars

	2022	2021	2020
Number of visitors	41.117	20.216	14.738

6.2 Consumers

6.2.1 Food quality and safety

(103-2, 103-3)

Freixenet's Quality and Food Safety Policy is the pillar on which the cornerstones of the company's quality management system are established. The purpose of this policy is to set out its strategic foundations in terms of quality in order to guarantee continuous improvement and the satisfaction of all stakeholders involved, especially customers and end consumers. The direct link between the alcoholic beverages sector and the food group also introduces, as a critical issue, product responsibility in terms of safety, nutrition and health.

In line with this commitment, Freixenet applies the following principles in all its activities, as set out in its Quality and Food Safety Policy:

1. To provide our customers and consumers with products that meet their requirements, specifications and expectations.
2. Take the necessary measures to ensure that the products supplied are safe, authentic, intact and in compliance with the applicable legislation and food safety and quality standards.
3. Promote a positive food safety culture at all levels of the organisation.
4. To always act ethically and respectfully with our Customers, Employees and Suppliers, basing our relationships on mutual trust.
5. Establish training programmes and create communication channels in order to promote the participation of all our staff in the improvement of product quality and food safety management.
6. Systematically measure, analyse and control our processes to ensure continuous improvement of the effectiveness of the management system.
7. To promote innovation in all areas of our activity, while remaining faithful to the traditional principles of wine and cava production.

8. To prevent and minimise the environmental impact of our activity, with the aim of being more sustainable and respectful of our environment.

6.2.2 Consumer Health and Safety

(416-1) Freixenet has identified the quality and food safety of all its products and services as a material issue of great importance. In this regard, it has the following related certifications:

CERTIFICATION	SCOPE	VALIDITY
QUALITY		
UNE EN ISO 9001: 2015	Production of sparkling wines by the traditional method (V.E.C.R.D.) - D.O. CAVA	29/08/2023
FOOD SECURITY		
IFS International Food Standard	Blending, bottling, secondary fermentation and ageing, disgorging of quality sparkling wines according to the traditional method.	Annual
BRCGS	Blending, bottling, secondary fermentation and ageing, and corking of quality sparkling wines according to the traditional method.	Annual

These three international standards with which Freixenet aligns its production and operational processes provide the company with tools for the continuous improvement of its products, their quality and, consequently, the satisfaction of its customers.

(417-1) In accordance with the regulations on the labelling of marketed products, Freixenet has the following certifications:

CERTIFICATION	SCOPE	VALIDITY
Cava Regulatory Board Registration	Winery producing base wine Cava and Winery producing Cava	14/11/2023 15/05/2024
Certificate of Conformity of organic sparkling wine	Processing and/or bottling Storage Marketing and/or distribution	30/06/23
V -Label: Certified vegan products	Product certification, not of the site. Certified base wine as required. *	30/06/23

**98% of the base wines for the product issued under the Freixenet brand or brand under Freixenet ownership are certified. These include the following product ranges: Carta Nevada, Cordon Negro, Freixenet Rosé and Freixenet Ice, among others.*

(non-GRI)

RESPONSIBLE CONSUMPTION

Specifically, the wine sector, like the rest of the alcoholic beverage headings, must include as a priority the promotion of compliance with current legislation in sales and advertising, as well as the implementation of campaigns to encourage responsible consumption. In this regard, Freixenet has added the WiM logo ([Wine in Moderation](#)) logo and a message recommending consumption in moderation on its websites and in advertising communication through television, press, outdoor and social networks.

In addition to marketing communications, the legislation applicable depending on the market in which the product is sold may require certain health warnings to be indicated on the labelling of the product itself. In this regard, Freixenet incorporates precautionary messages on the labelling of the product shipped relating to certain activities or circumstances in which alcohol consumption may have a negative impact. Examples of this are the mentions and/or logos referring to:

- Alcohol consumption during pregnancy or breastfeeding.
- Underage drinking.
- The adverse health effect of excessive consumption.
- Effect on the ability to drive or operate machinery.

In line with this responsible consumption and as a result of listening to the needs of consumers, Freixenet has a range of alcohol-free and low-calorie products (Freixenet Alcohol Free White, Freixenet Alcohol Free Rosé), the result of meticulous technical research and demanding oenological tests. Thanks to this, it maintains the natural aromas of the grapes and their characteristics and offers the market another option for consumers who are concerned about responsible consumption, wellbeing and physical health and the consumption of low-calorie products.

In addition, and internally, the company has a policy of no alcohol consumption at work.

6.2.3 Complaints and grievance systems

Freixenet has various channels and mechanisms for communicating with its customers, which are set out in different procedures depending on the need:

- Product information.
- Consultations, contracts or orders.
- Customer feedback and complaints.

In the latter case, the company has a methodology that allows it to evaluate customer satisfaction and possible complaints in relation to product quality and the service provided, with

the aim of obtaining information that allows it to improve their degree of satisfaction and implement possible improvements to products and services.

The commercial area is in direct contact with the customer (Horeca channel, commercial delegations, end customer, etc.) and receives the complaints that it registers in the system. Once the complaint has been entered into the system, it is automatically notified to the Quality Manager, who assigns it to the relevant department, and to the Operations Manager. Once it has been analysed and classified according to typology (e.g. food safety), corrective measures are taken, if necessary.

The commercial department will communicate the final resolution to the customer, as well as the actions taken, if any.

Number of complaints received	2022	2021	2020
Claims/Million bottles produced	0,55	0,69	0,62

6.3 Subcontracting and supplying companies

(102-9) Freixenet promotes its values and commitment to quality, food safety, equality, good labour practices and respect for the environment among its suppliers. Moreover, thanks to close collaboration with some of them, Freixenet has managed to promote the use of reusable packaging and achieve a substantial reduction of waste in the process thanks to the combination of technological innovation incorporated into its processes together with technical improvements in the materials supplied by its suppliers.

This relationship with its value chain is set out in Freixenet's Code of Ethics and specifies the criteria to be taken into account for their selection. In addition to strict compliance with applicable laws, rules and regulations, suppliers and business partners are chosen objectively based on the following factors:

- Price
- Quality
- Reliability
- Technological level
- The adequacy of products and services
- The existence of a long-term relationship in which no conflicts have arisen.
- The possession of a certified quality system

Freixenet ensures that its staff selects suppliers in accordance with these internal rules, ensuring the establishment of stable and lasting relationships characterised by transparency and fairness, always ensuring that such agreements are not influenced by private interests, conflicts of interest or that they put the integrity and/or reputation of the company at risk, always carrying out all business practices within the ethical framework established by the Freixenet Code.

As a result of the demands of large foreign distribution companies, Freixenet periodically completes the ethical audit programme developed by SEDEX, a non-profit organisation that seeks to introduce improvements in responsible and ethical business practices in the field of distribution. This self-assessment, verifiable by its customers, generates reports in terms of labour regulations, occupational risk prevention, the environment and business ethics and is consulted by agents of large-scale distribution.

In 2022, Freixenet had 1,069 active suppliers, 61% of which are considered local.

Proportion of expenditure on local suppliers*.	2022	2021	2020
Expenditure on suppliers (total in €)	172.023.896,52	126.276.735,43	71.692.855,11
Number of local suppliers	647 (61% of total)	551 (58% of total)	403 (56% of total)
Expenditure on local suppliers (€)	39.572.536,82	37.383.736,38	25.879.163,52
% of expenditure on local suppliers over the total	23%	30%	36%

*A local supplier is considered to be one that has its tax headquarters in the province of Barcelona, the same province where Freixenet is located.

6.4 Tax information

(201-1) Freixenet is based in Spain and the profits obtained are distributed by country as follows:

Profit per country (€) *	2022	2021	2020
Spain	36.519.966,12	22.760.080,86	-1.348.754,00

*Consolidated profit before tax

Note: The amount for 2020 and 2021 reported the previous year is modified. Consolidated data for Freixenet is reported and adjusted in accordance with the supplementary declaration made. The Freixenet company comprises: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Taxes on accrued income paid	2022	2021	2020
Value (€)	7.805.863,68	8.265.430,51	1.738.832,00

Note: The amount for 2020 and 2021 reported the previous year is modified. Consolidated data for Freixenet is reported and adjusted in accordance with the supplementary declaration made. The Freixenet company comprises: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

Public subsidies received	2022	2021	2020
Value (€)	2.025.935,48	1.989.855,36	3.998.297,00

Note: The amount of 2020 and 2021 reported in the previous year is modified. Consolidated data for Freixenet is reported. The Freixenet company comprises: Freixenet headquarters, and the Freixenet, Castellblanch, Sant Cugat and Elyssia establishments.

PRINCIPLES GOVERNING THIS REPORT

Scope and coverage

At the end of 2018, Law 11/2018 of 28 December was published in the Official State Gazette (BOE), which amended the Commercial Code, the revised text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July, on auditing of accounts, on non-financial information and diversity (hereinafter Law 11/2018), which replaces Royal Decree Law 18/2017, of 24 November, which transposed into Spanish law Directive 2014/95/EU of the European Parliament and of the Council, with regard to the disclosure of non-financial information and information on diversity.

In this context, Freixenet includes the consolidated statement of non-financial information and diversity in this document, as indicated in the table "Index of contents of Law 11/2018 on non-financial information and diversity".

The non-financial key performance indicators included in this consolidated non-financial information statement have been prepared in accordance with the contents set out in current commercial regulations and following the standards for the preparation of sustainability reports of the Global Reporting Initiative (GRI standards), an international *reporting* framework provided for in the new article 49.6.e) of the Commercial Code introduced by Law 11/2018. The information included in the statement of non-financial information, which forms part of the consolidated management report and which will accompany the consolidated annual accounts for the 2022 financial year, is verified by Crowe Accelera Management, S.L. in its capacity as an independent provider of verification services, in accordance with the new wording given by Law 11/2018 to article 49 of the Commercial Code.

The non-financial key performance indicators included in this consolidated statement of non-financial information have been prepared in accordance with the contents set out in the current mercantile regulations and following the standards for the preparation of sustainability reports of the Global Reporting Initiative (GRI standards), an international reporting framework that is contemplated in the new article 49.6.e) of the Code of Commerce introduced by Law 11/2018.

7 TABLE OF CONTENTS OF LAW 11/2018 ON NON-FINANCIAL REPORTING AND DIVERSITY

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
General information			
Business model	Brief description of the group's business model	1. Business model	102-2 Activities, brands, goods and services
		Business model 3.1. Employment	102-7 Size of the organisation
		1. Business model	Non-GRI, operational context (economic and sectoral)
	Geographical presence	C/ Joan Sala, 2 Sant Sadurní d'Anoia, Barcelona 08770 Spain	102-3 Location of headquarters
		1. Business model	102-4 Location of operations
		1. Business model	102-6 Markets served
Organisational objectives and strategies	1.4. Objectives and strategies	No GRI, objectives and strategies	
Main factors and trends that may affect its future development	Impacts, risks and opportunities 2.5. Climate change and pollution	102-15 Main impacts, risks and opportunities	
General	Mention in the report of the national, European or international <i>reporting framework</i> used for the selection of non-financial key performance indicators included in each of the sections.	Principles governing this report	102-54 Statement of reporting in accordance with the GRI Standards
	If the company complies with the non-financial reporting law by issuing a separate report, it should be expressly stated that such information forms part of the management report.	The information contained in this Statement of non-financial information forms part of the management report.	

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Information on environmental issues			
Management approach	Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted	2. Information on environmental issues	103-2 The management approach and its components
	The results of these policies, which should include relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used	2. Information on environmental issues	103-2 The management approach and its components
		2. Information on environmental issues	103-3 Evaluation of the management approach
	The main risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships,	2.5. Climate change and pollution	102-15 Main impacts, risks and opportunities

	products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each issue. This should include information on the impacts identified and their breakdown, in particular the main short-, medium- and long-term risks.		
Environmental management	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	In 2021, none of the Freixenet companies were penalised for non-compliance with environmental legislation and regulations.	307-1 Non-compliance with environmental legislation and regulations
		They have not been detected.	308-2 Negative environmental impacts in the supply chain and measures taken 308-2 Negative environmental impacts on the supply chain and measures taken
	Environmental assessment or certification procedures	2. Information on environmental issues	No GRI, environmental assessment or certification
	Resources dedicated to environmental risk prevention	2.1. Environmental investments	No GRI, environmental investments
	Application of the precautionary principle	2. Information on environmental issues 2.6. Circular economy, waste prevention and management	102-11 Precautionary principle or approach
	Amount of provisions and guarantees for environmental risks	2.1. Environmental investments	No GRI, environmental investments
Pollution	Measures to prevent, reduce or remedy emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution	2.5. Climate change and pollution	Non-GRI, measures to prevent, reduce or remedy emissions
		2.5.1. Noise and light pollution	No GRI, measures to prevent, reduce or remedy noise pollution
		2.5.1. Noise and light pollution	No GRI, measures to prevent, reduce or remedy light pollution
Circular economy and	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	2.6.1. Waste	301-2 Recycled inputs
		2.7.1. Water	303-4 Water discharges
	Actions to combat food waste	2.6.1. Waste 2.6.2. Food waste	306-2 Wastes by type and disposal method No GRI, actions to combat food waste
Sustainable use of resources	Water consumption and water supply according to local constraints	2.7.1. Water	303-1 Interaction with Water as a Shared Resource
		2.7.1. Water	303-2 Management of impacts related to water discharges
		2.7.1. Water	303-3 Water abstraction
	Consumption of raw materials and measures taken to improve the efficiency of raw material use	2.7.3. Raw materials and materials	301-1 Materials used by weight or volume
	Direct and indirect energy consumption	2.7.2. Energy	302-1 Energy consumption within the organisation
		2.7.2. Energy	302-2 Energy consumption outside the organisation
	Measures taken to improve energy efficiency	2.7.2 Energy	302-3 Energy intensity
Use of renewable energies	2.7.2 Energy	302-4 Reduction of energy consumption 302-1 Energy consumption within the organisation	
Climate change	Significant elements of greenhouse gas (GHG) emissions generated as a result of the company's activities, including	2.2. Climate change and pollution	201-2 Financial implications and other risks and opportunities arising from climate change
		2.5. Climate change and pollution	305-1 Direct GHG emissions (Scope 1)

	the use of the goods and services it produces	2.5. Climate change and pollution	305-2 Indirect GHG emissions from energy generation (Scope 2)
		Freixenet does not currently quantify Scope 3 emissions.	305- 3 Other indirect GHG emissions (scope 3)
		2.5. Climate change and pollution	305-4 Intensity of GHG emissions
	Measures adopted to adapt to the consequences of climate change	2.5. Climate change and pollution	201-2 Financial implications and other risks and opportunities arising from climate change
	Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to this end	2.5. Climate change and pollution	305-5 Emission reductions
Biodiversity protection	Measures taken to preserve or restore biodiversity	2.8. Biodiversity protection	Non-GRI, measures taken to preserve or restore biodiversity
	Impacts caused by activities or operations in protected areas	2.8. Biodiversity protection	304-1 Owned, leased or managed operations sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Information on social and personnel issues			
Management approach	Description of the group's policies with respect to these issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted	3. Information on social and personnel issues	103-2 The management approach and its components
	The results of these policies, including relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to support comparability across societies and sectors, in accordance with the national, European or international frameworks of reference used	3. Information on social and personnel issues	103-2 The management approach and its components
		3. Information on social and personnel issues	103-3 Evaluation of the management approach
	The main risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each issue. This should include information on the impacts identified and their breakdown, in particular the main short-, medium- and long-term risks.	3. Information on social and personnel issues	102-15 Main impacts, risks and opportunities
Employment	Total number and distribution of employees according to criteria representative of diversity (gender, age, country, etc.)	3.1. Employment	102-8 Information on employees and other workers
		3.1. Employment	405-1 Diversity in governing bodies and employees

	Total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and occupational classification	3.1. Employment	102-8 Information on employees and other workers
	Number of redundancies by gender, age and occupational classification	3.1. Employment	No GRI, number of redundancies by gender, age and occupational classification
	Average earnings and their evolution broken down by gender, age and occupational classification or equal value.	3.1.2. Remuneration	No GRI, average remuneration by gender, age and occupational classification or equal value
	Wage gap, the remuneration of equal or average jobs in society	3.1.2. Remuneration	405-2 Ratio of basic salary and remuneration of women versus men
	Average remuneration of directors and senior management	3.1.2. Remuneration	Non-GRI, average remuneration of directors and senior management
	Payments to long-term savings provision schemes and any other gender-disaggregated payments	3.1.2. Remuneration	201-3 Defined benefit and other pension plan obligations
	Implementation of work disengagement policies	3.1.4. Disengagement policies	No GRI, disconnection from work policies
	Employees with disabilities	3.5. Equality and non-discrimination	405-1 Diversity in governing bodies and employees
Work organisation	Organisation of working time	3.3.1. Organisation of working time	No GRI, organisation of working time
	Number of absence hours	3.2. Risk prevention	403-9 Work-related injuries
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	3.2.3. Reconciliation	No GRI, reconciliation measures
Health and safety	Health and safety conditions at work	3.2. Risk prevention	403-1 Occupational health and safety management system
		3.2. Risk prevention	403-2 Hazard identification, risk assessment and incident investigation
		3.2. Risk prevention	403-3 Occupational health services
		3.2. Risk prevention	403-5 Training of workers on occupational health and safety at work
		3.2. Risk prevention	403-6 Promotion of the health of workers
		3.2. Risk prevention	403-7 Prevention and mitigation of health and safety impacts on the health and safety of directly linked workers
	Accidents at work, in particular their frequency and severity, as well as occupational diseases, disaggregated by sex.	None has been registered in 2020 or 2021.	403-9 Injuries due to accidents at work 403-10 Occupational diseases and illnesses
Social relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff	3.3. Social relations	102-43 Approach to stakeholder engagement (human team)
		3.3. Social relations	402-1 Minimum notice periods for operational changes
		3.3. Social relations	403-1 Workers' representation in formal worker-company health and safety committees
	Percentage of employees covered by collective bargaining agreements by country	3.3. Social relations	102-41 Collective bargaining agreements
	The balance sheet of collective agreements, particularly in the field of occupational health and safety at work	3.3. Social relations	403-4 Workers' participation, consultation and communication on health and safety at work
		3.3. Social relations	403-8 Workers covered by a management system

			health and safety at work
Training	Policies implemented in the field of training	3.4. Training	404-2 Employee skills enhancement programmes and transition assistance programmes
	The total number of training hours per professional category	3.4. Training	404-1 Average number of training hours per year per employee
Universal accessibility for people with disabilities	Integration and universal accessibility of persons with disabilities	3.6. Universal accessibility for people with different abilities.	405-1 Diversity in governance bodies and employees
Equality	Measures taken to promote equal treatment and opportunities for women and men	3.5. Equality and non-discrimination	No GRI, measures to promote equal treatment and opportunities for women and men
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures taken to promote employment, protocols against sexual harassment and harassment based on sex.	3.1. Employment	405-1 Diversity in governing bodies and employees
	Integration and universal accessibility of persons with disabilities	3.5. Equality and non-discrimination	No GRI, integration and universal accessibility of persons with disabilities
	Anti-discrimination and, where appropriate, diversity management policy	No cases of harassment or discrimination have been recorded at Freixenet in 2020 and 2021.	406-1 Cases of discrimination and corrective actions taken

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Information on respect for human rights			
Management approach	Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and control, including what measures have been taken	4. Information on respect for human rights	103-2 The management approach and its components
	The results of these policies, which should include relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used		103-2 The management approach and its components
			103-3 Evaluation of the management approach
	The main risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact on those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or	4. Information on respect for human rights	102-15 Main impacts, risks and opportunities

	international frameworks for each issue. This should include information on the impacts that have been identified, including a report on their breakdown, in particular on the main short-, medium- and long-term risks.		
Implementation of due diligence procedures	Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	4. Information on respect for human rights	102-16 Values, principles, standards and norms of conduct
		6.3. Subcontracting and supplying companies	414-1 New suppliers that have passed selection filters according to the social criteria
	Complaints of human rights violations. Promotion and enforcement of the provisions of the International Labour Organisation's core conventions relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour.	Child labour is not considered a risk factor in the company as any recruitment is subject to certification of the age of majority of the personnel hired.	406-1 Cases of discrimination and corrective actions taken
		6.3. Subcontracting and supplying companies	414-1 New suppliers that have passed selection filters according to the social criteria

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Information relating to the fight against corruption and bribery			
Management approach	Description of the group's policies with respect to these issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted	5. Information relating to the fight against corruption and bribery	103-2 The management approach and its components
	The results of these policies, which should include relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used	5. Information relating to the fight against corruption and bribery	103-2 The management approach and its components
		5. Information relating to the fight against corruption and bribery	103-3 Evaluation of the management approach
	The main risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those	5. Information relating to the fight against corruption and bribery	102-15 Main impacts, risks and opportunities

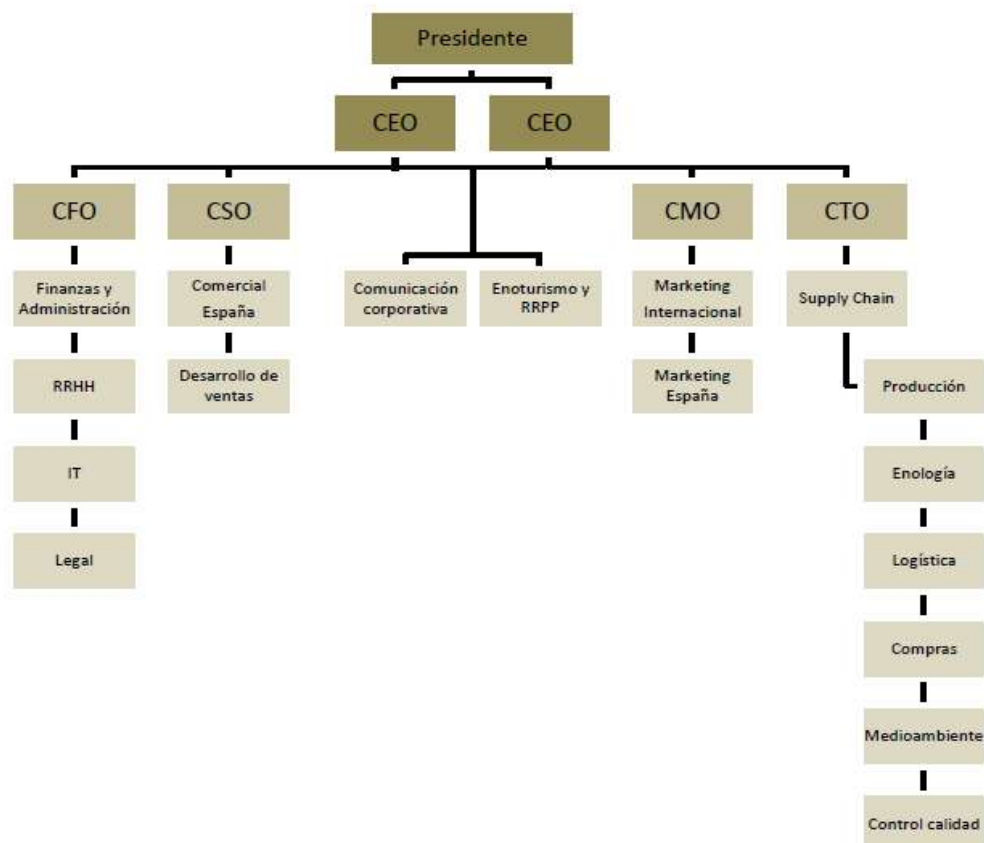
	risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each issue. This should include information on the impacts identified and their breakdown, in particular the main short-, medium- and long-term risks.		
Information relating to the fight against corruption and bribery	Measures taken to prevent corruption and bribery	5. Information relating to the fight against corruption and bribery	102-16 Values, principles, standards and norms of conduct
		5. Information relating to the fight against corruption and bribery	102-17 Advisory Mechanisms and Ethical Concerns
		5. Information relating to the fight against corruption and bribery	205-1 Operations assessed for corruption-related risks
	Measures to combat money laundering	5. Information relating to the fight against corruption and bribery	205-2 Communication and training on anti-corruption policies and procedures
Contributions to foundations and non-profit organisations	5. Information relating to the fight against corruption and bribery	201-1 Direct economic value generated and distributed	

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Company information			
Management approach	Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted	6. Information about the company	103-2 The management approach and its components
	The results of these policies, which should include relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used	6. Information about the company	103-2 The management approach and its components
		6. Information about the company	103-3 Evaluation of the management approach
	The main risks related to those issues associated with the group's activities, including, where relevant and proportionate, its	6. Information about the company	102-15 Main impacts, risks and opportunities

	business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European or international frameworks for each issue. This should include information on the impacts identified and their breakdown, in particular the main short-, medium- and long-term risks.		
Company commitments to sustainable development	Impact of the company's activity on employment and local development	6. Information about the company	413-1 Operations with local community participation, impact assessments and development programmes
		6. Information about the company	201-1 Direct economic value generated and distributed
	Impact of the company's activity on local populations and the territory	Not applicable.	411-1 Cases of violations of indigenous peoples' rights
		They have not been identified.	413-2 Operations with significant negative impacts - actual or potential - on local communities
	Relations with local community actors and the modalities of the dialogue with these actors	6. Information about the company	102-43 Approach to participation in groups of interest
Sponsorship and partnership actions	6. Information about the company	413-1 Operations with local community participation, impact assessments and development programmes	
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy.	6. Subcontracting and supplying companies	308-1 New suppliers that have passed evaluation and selection filters according to the environmental criteria
		6. Subcontracting and supplying companies	414-1 New suppliers that have passed evaluation and selection filters according to the social criteria
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	6. Subcontracting and supplying companies	308-1 New suppliers that have passed evaluation and selection filters according to the environmental criteria
		6. Subcontracting and supplying companies	414-1 New suppliers that have passed evaluation and selection filters according to the social criteria
	Monitoring and audit systems and their results	They have not been detected.	308-2 Negative environmental impacts in the supply chain and actions taken
		They have not been detected.	414-2 Negative social impacts in the supply chain and actions taken
Consumers	Consumer health and safety measures	6.2.2. Consumer health and safety	416-1 Assessment of the health and safety impacts of product or service categories
		6.2.2. Consumer health and safety	417-1 Requirements for information and labelling of products and services
	Complaint systems, complaints received and their resolution	During 2020 and 2021, none have been registered.	416-2 Cases of non-compliance concerning health and safety impacts of product and service categories
Tax information	Profits earned on a country-by-country basis, profit taxes paid	6.4. Tax information	201-1 Direct economic value generated and distributed
		6.4. Tax information	207-1 Taxes paid by country
	Information on public subsidies received	6.4. Tax information	201-4 Financial assistance received from the Government

8 ANNEXES

8.1 Freixenet Group organisation chart



8.2 Membership of industry and environmental associations

(102-13)

8.2.1 Foundations

- Foundation for wine and nutrition research
- Real Club de Polo de Barcelona Foundation
- Triptolemos Foundation
- Albéniz Foundation
- Knowledge and Development Foundation
- Mediterranean Diet Foundation
- Princess of Asturias Foundation
- Spinal Muscular Atrophy Foundation Spain (FundAME)

8.2.2 Organisations

- Spanish Association for Standardisation and Certification (AENOR)
- Food Technology Institute (AINIA)
- Catalan Association of Environmental Managers in the Food and Beverage Industry
- Leading Brands Forum
- Association of Manufacturers and Distributors (AECOC)
- National Association for the Defence of the Trademark (ANDEMA)
- Association for the Promotion and Defence of Cava (ANAC)
- Association for the Promotion of Agri-food Development
- Promarca
- AEI INNOVI Association
- Barcelona Global
- Catalan Sommeliers Association
- Catalan Wine Association (AVC)
- Calidalia S.L.
- Spanish Chamber of Commerce
- Catalan Council for Organic Agricultural Production (CCPAE)
- Spanish Wine Federation (FEV)
- Foment del Treball Nacional - Catalan Employers' Federation
- Spanish Wine Interprofessional
- Spanish Network of the United Nations Global Compact