

ANNEX I

STATEMENT OF NON-FINANCIAL  
INFORMATION AND DIVERSITY  
2023

FREIXENET, S.A.

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## 1 BUSINESS MODEL

### 1.1 Companies and products

(2-1, 2-6) 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 Cava Designation of Origin and the marketing 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.

Freixenet aims to consolidate and expand its international position in the quality wine and sparkling wine sector through professional practice based on the most recognised standards in terms of quality, food safety, environmental management and sustainable development.

(2-6) Freixenet's product portfolio is made up of:

	Produced and marketed by Freixenet	Produced by subsidiary and marketed by Freixenet	Produced by a third party and marketed by Freixenet
CAVAS AND SPARKLING WINES			
<b>FREIXENET</b>			
<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%</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			
Freixenet Spanish Still		x	
Freixenet Italian Still			x
Freixenet Mia		x	
Freixenet Mederaño		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.

(2-1) Freixenet's work centre is located in Sant Sadurní d'Anoia, Barcelona.

## 1.2 Customers and markets

(2-1, 2-6) 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 116 countries.

Europe	America	Africa	Asia	Oceania
Germany	Antigua - Barbuda	Angola	Saudi Arabia	Australia
Andorra	Netherlands Antilles	Burkina Faso	Armenia	New Zealand
Austria	Aruba	Cape Verde	Bahrain	
Belgium	Argentina	Cameroon	Bangladesh	
Bulgaria	Bahamas	Côte d'Ivoire	Cambodia	
Cyprus	Barbados	Ghana	China	
Croatia	Bermuda	Equatorial Guinea	South Korea	
Denmark	Bolivia	Kenya	United Arab Emirates	
Slovakia	Brazil	Morocco	Philippines	
Slovenia	Canada	Mozambique	Hong Kong	
Spain	Chile	Nigeria	India	
Estonia	Colombia	Democratic Republic of Congo	Indonesia	
Finland	Costa Rica	Rwanda	Japan	
France	Cuba	South Africa	Kyrgyzstan	
Gibraltar	Ecuador	Tanzania	Lebanon	
Greece	El Salvador	Togo	Malaysia	
Hungary	United States	Uganda	Maldives	
Ireland	Guatemala	Zimbabwe	Mongolia	

Iceland	Honduras		Pakistan	
Israel	Cayman Islands		Qatar	
Italy	Virgin Islands		Singapore	
Kosovo	Jamaica		Sri Lanka	
Latvia	Mexico		Thailand	
Lithuania	Nicaragua		Taiwan	
Luxembourg	Panama		Vietnam	
Malta	Paraguay			
Norway	Peru			
The Netherlands	Dominican Rep.			
Poland	St. Kitts and Nevis			
Portugal	St. Vincent			
United Kingdom	Saint Lucia			
Czech Republic	Suriname			
Romania	Uruguay			
Sweden	Venezuela			
Switzerland				
Turkey				
Ukraine				

### 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 500 employees at the end of the year and markets and distributes its products in more than 116 countries, with Germany being its main market.

Freixenet closed the 2023 financial year with a production of 64 million bottles of cava, a disgorgement of 78.1 million bottles and sales of 112.1 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 2023, R&D&I activities have been continued.

In terms of technological innovation in the field of information technologies and digitisation, various projects have been carried out, of which the following areas stand out:

- A customised system has been developed and implemented for the management of the product in process, using automated identification and data collection systems, which allow for the digitalisation and improvement of product traceability.
- A pilot test has been carried out for the implementation of new technologies in the production lines for the digitalisation of quality, food safety and traceability records.
- The development of the spare parts stock management system for the Freixenet Group has been completed.

In terms of technological innovation in the industrial field, various projects have been carried out, the most relevant being:

- New technologies have been developed for the automation of processes and the improvement of existing processes.
- New technologies have been developed for the industrialisation of new formats of special bottles, in the processes of tirage and disgorging.

## **1.4 Environmental overview**

### **Macroeconomic environment 2023**

The Spanish economy faced significant challenges during 2023. The escalating conflict between Russia and Ukraine generated volatility in energy markets, resulting in higher energy prices and additional inflationary pressure. These factors contributed to a series of cost increases for companies, requiring careful management of resources and continuous adaptation to changing market conditions.

### **Wine sector in Spain 2023**

In 2023, Spain, with a production of 30.7 million hectolitres (Mhl), remained the world's third largest wine producer after France and Italy, although it experienced a 14% decrease compared to 2022.

This reduction in Spanish production was mainly attributed to adverse weather conditions, including prolonged droughts and extreme temperatures, which particularly affected key wine regions such as Castilla-La Mancha. Despite these challenges, the Spanish wine industry remains a vital part of the country's economy, with a rich diversity of grape varieties and wine styles that continue to attract both domestic and international consumers.

## **1.5 Main impacts, risks and opportunities**

The management of Freixenet and its Group is responsible for continuous monitoring to identify, evaluate and prioritise current and potential risks and take the appropriate measures to

counteract, as far as possible, the 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:

(2-25)

Type of risk	Description	Management and control measures
<b>Interest rate</b>	Various items on the liabilities side of the balance sheet are indexed to a floating interest rate, with future cash flows being subject to fluctuations in the reference money markets.	The Company currently has high solvency margins which enable it to make rational and controlled use of financing facilities without incurring considerable additional costs.
<b>Exchange rate</b>	<p>Fluctuations in the parities of the currencies in which some items are denominated and purchases/sales are made, compared to the currency in which they are recorded, can have a negative impact on the financial expense and the result for the year. Examples are the following situations:</p> <ul style="list-style-type: none"> <li>• Debt denominated in a currency other than the local or functional currency of the Group companies.</li> <li>• Receivables and payments for supplies, services or investments in currencies other than the functional currency.</li> <li>• Results in consolidation of foreign subsidiaries.</li> <li>• Consolidated net asset value of investments in foreign subsidiaries.</li> </ul>	The Company mitigates this risk by realising all its economic flows in the currency of accounting for each Group company, whenever possible and economically feasible.
<b>Raw materials and climate change</b>	Freixenet's main raw material is conditioned by the meteorological aspects of the weather. determine any activity linked to the agricultural sector.	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.
<b>Liquidity</b>	The liquidity policy followed by Freixenet ensures compliance with the Company's payment commitments, requiring only third-party debt to cover working capital financing needs.	



Type of risk	Description	Management and control measures
<b>Credit</b>	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>This control is achieved through various policies and risk limits which set out requirements relating to:</p> <ul style="list-style-type: none"> <li>• Adequate contracts in the operation carried out.</li> <li>• Sufficient internal or external credit quality of the counterparty.</li> <li>• Additional guarantees where necessary.</li> <li>• Limiting insolvency costs and the financial cost of late payment.</li> </ul>

## 1.6 Stakeholders

Freixenet identifies the following stakeholders and the corresponding channels of dialogue:

Stakeholders	Main channels of dialogue
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>• Shareholders' meeting</li> <li>• E-mail address</li> </ul>
<b>Working people</b>	<ul style="list-style-type: none"> <li>• <i>Town Hall</i> (assemblies)</li> <li>• Reception plan</li> <li>• Committees</li> <li>• Complaints channel</li> <li>• Performance evaluation system</li> <li>• <i>Culture Champions</i></li> <li>• Information screens</li> <li>• Notice board</li> <li>• Company statements</li> <li>• E-mail address</li> </ul>
<b>Trade unions</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• E-mail address</li> </ul>
<b>Customers (including distributors)</b>	<ul style="list-style-type: none"> <li>• Telephone</li> <li>• E-mail address</li> <li>• Visits to wine cellars</li> <li>• Meetings</li> <li>• Web</li> <li>• Complaints management</li> </ul>
<b>Consumers</b>	<ul style="list-style-type: none"> <li>• Advertising</li> <li>• Web</li> <li>• <i>E-commerce</i></li> <li>• Social media</li> </ul>
<b>Winegrowers</b>	<ul style="list-style-type: none"> <li>• Annual meeting</li> <li>• Meetings</li> </ul>

Stakeholders	Main channels of dialogue
	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Telephone</li> <li>• E-mail address</li> </ul>
<b>Other suppliers</b>	<ul style="list-style-type: none"> <li>• Meetings with the purchasing department</li> <li>• Telephone</li> <li>• E-mail address</li> </ul>
<b>Local communities</b>	<ul style="list-style-type: none"> <li>• Contact through the communication department</li> <li>• Solidarity collaborations</li> <li>• Events</li> </ul>
<b>Administrations</b>	<ul style="list-style-type: none"> <li>• Digital platforms</li> <li>• Meetings</li> <li>• E-mail address</li> <li>• Telephone</li> </ul>
<b>Professional associations</b>	<ul style="list-style-type: none"> <li>• Agreements</li> <li>• Meetings</li> <li>• Meetings</li> <li>• E-mail address</li> <li>• Telephone</li> </ul>

## 1.7 Materiality analysis

In 2021 Freixenet conducted a materiality analysis to identify the company's material issues and sustainability impacts. The analysis is expected to be updated to double materiality for the next financial year.

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.

### 1.7.1 Materiality matrix

Relevant segments on global and sectoral trends	High		Responsible water use and waste water management		Emissions and climate change Health and safety at work
	Medium-high	Practices of procurement		Consumption of materials and circular economy *Responsible consumption	Client Health and Safety
	Media		Waste Quality and customer satisfaction		
	Medium-low		Energy		Training and development *Innovation and Technology for Sustainability *Business ethics
	Low	Relation long-lasting with suppliers	*Conciliation	Human rights	Diversity and equal opportunities *Environmental awareness (corporate culture)
	Low (Relevant)	Low-medium	Media (Quite relevant)	Medium-high	High (Highly relevant)
Relevant for the Company					

### 1.7.2 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

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(3-3) 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 to prevent and reduce the environmental impact of its products from the outset.

The main objective of Freixenet's Environmental Policy is to continuously improve its environmental performance by preventing pollution, implementing minimisation plans and/or through the implementation of research and development plans.

In the field of pollution prevention, Freixenet has established objectives based on four fundamental pillars: decarbonisation, circular economy, water 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 this policy and its 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 2026.

In November 2023 Freixenet has achieved the *Sustainable Wineries for Climate Protection* certification. This recognition, developed by the Spanish Wine Federation (FEV), is the evolution of the *Wineries for Climate Protection* seal. Now, in addition to the environmental dimension, it evaluates aspects of social, economic and governance sustainability.

CERTIFICATION OR INITIATIVE	SCOPE	VALIDITY
<b>ISO 14001:2015</b> Environmental Management System	Production of sparkling wines by the traditional method (V.E.C.R.R.D.) - CAVA D.O.	05/12/2026
<b>Sustainable Wineries for Climate Protection</b>	Production of sparkling wines by the traditional method (V.E.C.R.R.D.) - CAVA D.O.	19/12/2025
<b>Register of Operators of the Catalan Council for Organic Agricultural Production</b>	Production and bottling; marketing and distribution of sparkling wines.	30/06/2024
<b>United Nations (UN) Global Compact</b>	Production of sparkling wines by the traditional method (V.E.C.R.R.D.) - CAVA D.O.	Annual
<b>Biosphere Certificate</b> 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 from its origin 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.

	2022	2023
<b>Environmental objectives achieved</b>	<ul style="list-style-type: none"> <li>• Characterise the cleaning water in the winery to reduce the organic load and reduce water consumption.</li> <li>• CO emissions reduction<sub>2</sub> through the implementation of intermodal transport for transporting empty wine bottles.</li> <li>• Eliminate potential breaks in the drinking water mains by renovating the existing mains.</li> <li>• Reduction of water and chemicals through the installation of a new, more efficient centrifuge that extends filtration cycles.</li> </ul>	<ul style="list-style-type: none"> <li>• Installation of a new high-performance disgorging and dispatch line. This line will increase productivity.</li> <li>• CO emissions reduction<sub>2</sub> through the implementation of intermodal transport to transport finished product to Germany (137 trailers) and Poland (12 trailers).</li> <li>• Reduce CO emissions<sub>2</sub> and enhance the circularity of waste by using 100% recycled fuel to transport finished product to Madrid.</li> <li>• Start of the installation of solar panels at Freixenet's logistics warehouse in Sant Cugat Sesgarrigues.</li> <li>• Reduction in the weight of the minis' glass containers. The bottle has been reduced from 280g to 230g.</li> <li>• Reduction of paper generation by digitising all logistics documentation.</li> </ul>

Similarly, and in line with the philosophy of prevention, elimination or minimisation of environmental aspects, in 2021 Freixenet carried out a study to analyse its environmental risks. The conclusion of this analysis was that, thanks to the preventive actions implemented by the company, no hazards were detected at Freixenet that compromise the safety of the establishment and require improvement.

## **2.1 Environmental investments**

Environmental investments in 2023 amounted to €494,518 compared to €136,176 in 2022. These investments focused on two main areas: the installation of solar panels in the logistics warehouse and the project to reduce the weight of our 200ml bottle. As for investments to reduce environmental risks, these were minimal because the facilities themselves are already adapted to minimise risks, as established in the environmental risk analysis.

In addition, in 2023, a significant investment of more than €9 million was made in a new production line. This investment is expected to enable us to improve our environmental indicators in the coming years by increasing our productivity.

## **2.2 Regulatory compliance**

(307-1) Knowledge of applicable legislation is a maxim for Freixenet. In order to adapt quickly and effectively to all regulatory changes in environmental and industrial safety matters, the company uses software that has a database with the applicable regulations and which is constantly updated, thus guaranteeing legal compliance. In addition, in order to anticipate future legal requirements, Freixenet sits on various committees where the development of future environmental regulations is discussed.

## **2.3 Environmental training**

During 2023, environmental and sustainability awareness training was carried out for all Freixenet production, maintenance and technical staff.

All of this is included in Freixenet's Competence and Training Procedure.

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

- Environment and Sustainability Awareness - Level I.
- Training of new staff.

A total of 370 people participated with a total of 730 hours of training.

In addition, the environmental department receives continuous training by participating in various environmental forums:

- Circular Economy Group of the Spanish Chamber of Commerce.
- Circular Economy Group of the Spanish Federation of Food and Drink Industries (FIAB).
- Environmental Commission of the Spanish Wine Federation (FEV).

- Environmental Commission of the Catalan Association of Environmental Managers of the Food and Drink Industry (ENVICAB).
- Conference organised by the United Nations Global Compact.

## 2.4 Partnerships for a circular economy

Freixenet is an active 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

(3-3) By integrating the calculation of the carbon footprint into the ISO 14001 Environmental Management System, Freixenet measures its emissions and identifies new areas for improvement that are integrated into the daily operations of its wineries. The aim of this integration process is to reduce CO<sub>2</sub> 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 CO<sub>2</sub> emissions have been reduced by 82% over the last 10 years, from 4,150 tCO<sub>2</sub> /year in 2013 to 727 tCO<sub>2</sub> /year in 2023.

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

- **Calculate CO emissions<sub>2</sub> scopes 1, 2 and 3.**

New software (Sphera) is available to track our sustainability-related indicators, including also our CO emissions<sub>2</sub>, especially those related to Scope 3.

- **Establish measures to improve production efficiency.**

In 2023, a new production line has been installed in the disgorging - dispatch department, which will improve production efficiency and thus 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 explored. Furthermore, in order to reduce Scope 1 emissions, additional targets have been set to reduce emissions by 40% by 2030 compared to 2020. These targets include reducing the current consumption of natural gas, replacing existing refrigeration equipment or forklifts with electric vehicles.

- **Reduce CO<sub>2</sub> emissions linked to the transport of finished products.**

The year 2023 has been a turning point for the use of intermodal rail transport. At present, countries such as Germany, Poland and Belgium are using the train to transport part of our finished products. In addition to the use of rail, Freixenet is committed to using recycled fuel to transport part of its products to Madrid.

#### 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:

- Increase the capacity of Freixenet's cellars by 32.2%.
- Reduce the dispersion of work-in-progress stocks by 64%.
- Eliminate lorry traffic on the road by 10,450 trips/year, resulting in a reduction of 545tn CO<sub>2</sub> 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 <sub>2</sub> eq)	Freixenet* Establishment			Freixenet Company**
	2023	2022	Variation 2022-2023 (%)	2023
Scope 1	727,16	833,20	-12,73%	813,24
Scope 2***	0	0	0%	0
<b>Total (tCO<sub>2</sub> eq)</b>	<b>727,16</b>	<b>833,20</b>	<b>-12,73%</b>	<b>813,24</b>
<b>Ratio (gCO<sub>2</sub>eq) / production (pcs)</b>	<b>6,37</b>	<b>6,30</b>	<b>1,11%</b>	

\* 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 Freixenet company establishments consume 100% green energy.

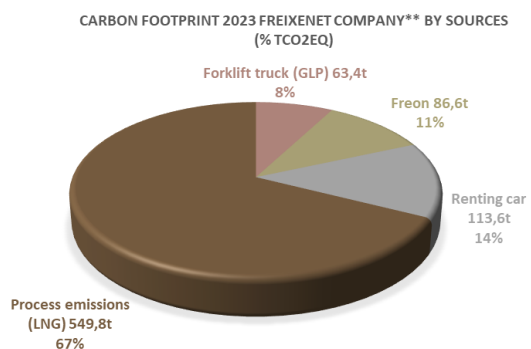
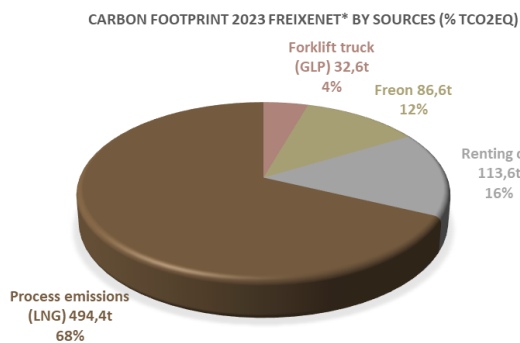
(305-1, 305-2, 305-3, 305-5)

Carbon footprint by source (% tCO <sub>2</sub> eq)	Freixenet* Establishment			Freixenet Company**
	2023	2022	Variation 2022-2023 (%)	2023
<b>SCOPE 1</b>				
Fuel	4,49%	5,31%	-15,47%	7,79%
Coolant	11,90%	24,08%	-50,57%	10,64%
Commercial fleet	15,62%	9,52%	64,04%	13,96%
Process emissions	67,99%	61,08%	11,31%	67,60%
<b>SCOPE 2</b>				
Electricity (100% green energy)***	0%	0%	0%	0%
Heat	0%	0%	0%	0%

\* The 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.



Total emissions are reduced by 12.73%, mainly due to fewer refrigerant gas leaks (57%) and less LPG use by forklift trucks.

In 2023, production, particularly in terms of draught, fell by 13.7%. This decrease has had a negative impact on the indicators per bottle produced, as certain consumption, such as those related to heating, are maintained and are not directly linked to the number of bottles produced. However, despite the significant reduction in production, emissions per bottle produced have increased by 1.12%.

(305-7)

Other significant air emissions (kg)* (kg)* Other significant air emissions (kg)* (kg)* (kg)	2023	2022	Change 2022- 2023 (%)
Nitrogen oxides (NOx)	4.798	4.444	8%
Carbon monoxide (CO)	181	189	-4%
Hydrogen Fluoride (HF-)	911	1.389	-34%
Sulphur oxides (SOx)	0	0	0%
Volatile organic pollutants (VOC)	413	650	-37%
Methane (CH <sub>4</sub> )	14	18	-21%
Nitrous oxide (N <sub>2</sub> O)	12	13	-6%
Particulate Matter (PM)	1,6	2	-20%
<b>Total</b>	<b>6.331</b>	<b>6.702</b>	<b>-6%</b>

\*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.

(2-25, 201-2)

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

RISK DETECTED	MEASURES TAKEN	TARGET / MONITORING KPI
<b>Low availability of drinking water due to long dry spells</b>	<ul style="list-style-type: none"> <li>Actions to reduce and optimise water use in processes (cleaning, etc.) and in other non-productive activities (garden irrigation, etc.).</li> <li>Conducting a study on the characterisation of cleaning in wineries, with the aim of reducing water consumption.</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of water consumption indicator.</li> <li>Continue with policies to optimise water consumption.</li> </ul>
<b>Faster grape ripening, development of pests and/or loss of vine yields due to extreme weather conditions</b>	<ul style="list-style-type: none"> <li>Advance of the grape harvest start date.</li> <li>Corrections during maturation.</li> </ul>	<ul style="list-style-type: none"> <li>Checks on the state of the grapes.</li> <li>Control of wine microbiological stability indicators.</li> </ul>

RISK DETECTED	MEASURES TAKEN	TARGET / MONITORING KPI
	<ul style="list-style-type: none"> <li>• Pheromone treatment of vines.</li> <li>• Phytosanitary practices.</li> <li>• Participation in sectoral forums related to climate change / environment.</li> </ul>	
<b>Increasing energy costs and ensuring the availability of fuels</b>	<ul style="list-style-type: none"> <li>• Reduction of energy consumption through the implementation of energy efficiency measures.</li> <li>• Purchase of efficient equipment and machinery.</li> </ul>	<ul style="list-style-type: none"> <li>• Daily control of electricity consumption and by sections.</li> <li>• Establishment of monitoring indicators.</li> <li>• Carrying out energy audits every 4 years.</li> </ul>
<b>Lack of under-supply of raw materials</b>	<ul style="list-style-type: none"> <li>• Purchasing management (diversification of suppliers, continuous approval of new suppliers, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>• Development of specific agreements with strategic suppliers.</li> </ul>

## 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

(2-23, 3-3) In line with its Environmental Policy and its commitment to aligning its processes with a circular economy that avoids waste generation at source, the Freixenet winery has been implementing objectives to eliminate or reduce the generation of industrial waste for years. These objectives have enabled the company to reduce the total amount of industrial waste generated per bottle produced by 13% over the last decade. In addition, over the same period, the company has reduced the weight of non-recoverable waste sent to landfill by 18%.

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

PROJECTS CARRIED OUT TO CONTRIBUTE TO THE CIRCULAR ECONOMY	
<b>Elimination of waste through progressive substitution of packaging waste from dry material and single-use auxiliary materials by reusable packaging (containers).</b>	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.
<b>Incorporation of the tucking and untucking robots</b>	This is a proprietary and patented technology that has led to a substantial reduction in bottle breakages in the cellar during the handling process.

PROJECTS CARRIED OUT TO CONTRIBUTE TO THE CIRCULAR ECONOMY	
<b>Minimisation of glass and wine waste through the reduction of bottle breakages at the bottle racks.</b>	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 <sub>2</sub> 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"> <li>• Identify the weak points of the bottle of cava.</li> <li>• Collaborate with suppliers to implement improvements in the manufacture of bottles.</li> <li>• Perform internal pressure testing of sample batches of bottles prior to bottling to ensure bottle strength.</li> <li>• Modify supplier specifications.</li> </ul>
<b>Recycling and recovery of 99% of all industrial waste</b>	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 generated in the winery. All the waste taken to the central collection area is weighed and controlled to guarantee its correct segregation.
<b>Packaged in 100% recyclable bottles</b>	Reuse of glass, a material from a finite resource: sand.
<b>Valorisation of wine waste</b>	Dispatch to a distillery and reuse to produce alcohol.
<b>Reducing the weight of packaging placed on the market (cardboard, glass). (cardboard, glass).</b>	For example, eliminating or reducing cardboard in boxes and accessories or using lightweight versions of the bottles in many of our still wines. A project is currently underway to reduce the weight of 200cc bottles from 280g to 230g.
<b>Implementing an ad-hoc debugging system</b>	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, to 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 2022 and 2023 only 1% of the waste was taken to landfill, with the remaining 99% being recovered.

(306-4)

Waste NOT destined for disposal broken down by composition (t)	Freixenet* Establishment Freixenet Company**			Freixenet Company**
	2023	2022	Variation 2022-2023 (%)	2023
Sludge and physico-chemical treatment plant water	2.321,9	2.830,1	-18%	2.321,9
Paper (cardboard, base paper)	200,9	213,9	-6%	223,6
Plastic (seals, PP, strapping, shrink, film)	184,7	228,2	-19%	266,3

Wood (timber, pruning)	23,1	11,4	104%	138,4
Wine waste	1.159,2	1.191,0	-3%	1.159,2
Metal (scrap, crown cap)	245,9	222,7	10%	286,5
Glass (glass, bottle)	545,8	606,6	-10%	577,2
Construction waste (concrete...)	68,2	84,7	-20%	68,2
WEEE (electrical equipment)	2,1	0,0	0%	4,7
Grease (used cooking oil)	0,1	0,0	0%	0,1
Special wastes (glue, acid, solvents, fluorescents, absorbents, organic products, laboratory reagents, oil, aerosols, packaging, batteries)	15,0	12,3	22%	15,4
<b>Total</b>	<b>4.766,9</b>	<b>5.400,9</b>	<b>-12%</b>	<b>5.061,5</b>
<b>Ratio (g waste / pcs production)</b>	<b>41,8</b>	<b>40,9</b>	<b>2,2%</b>	

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

\*\* The data referring to Sociedad Freixenet 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 destined for disposal at the Freixenet establishment*, broken down according to composition (g/u ratio)**.	2023	2022	Variation 2022-2023 (%)
Sludge and physico-chemical treatment plant water	36,3	36,6	-1%
Paper (cardboard, base paper)	1,761	1,618	9%
Plastic (seals, PP, strapping, shrink, film)	1,602	1,726	-6%
Wood (timber, pruning)	0,203	0,086	136%
Wine waste	83,84	52,2	61%
Metal (scrap, crown cap)	2,156	1,685	28%
Glass (glass, bottle)	4,784	4,589	4%
Construction waste (concrete...)	0,597	0,641	-7%
WEEE (electrical equipment)	0,018	0,0	0%
Special wastes (glue, acid, solvents, fluorescents, absorbents, organic products, laboratory reagents, oil, aerosols, packaging)	0,131	0,093	41%
<b>Total</b>	<b>41,8</b>	<b>40,9</b>	<b>2%</b>

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

\*\*The ratio corresponds to grams (g) of waste generated per bottle produced, except for the ratio of ground waste which corresponds to grams (g) of waste generated per ground unit, and wine waste which corresponds to grams (g) of waste generated per equivalent unit of wine produced.

The 13.6% reduction in bottle production, especially in the bottle run, has affected the ratio of waste per bottle produced, which has increased by 2.3%.

Scrap, cardboard and wood waste are increasing due to the works being carried out in the warehouse for the change of pipes and the installation of the new production line 407.

The generation of special waste also increased by 41% in relative value. This increase is mainly due to the management of batteries (2.64tn).

Waste NOT destined for disposal (t) in % (%)	Freixenet* Establishment		Freixenet Company**
	2023	2022	2023
<b>Hazardous waste</b>			
<b>Recovery operations</b>			
Re-use	57,70%	72,46%	56,03%
Recycling	42,30%	27,54%	43,97%
Other recovery operations	0%	0%	0%
<b>Non-hazardous waste</b>			
<b>Recovery operations</b>			
Re-use	0%	0%	0%
Recycling	100%	100%	100%
Other recovery operations	0%	0%	0%

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

\*\* The data referring to Sociedad Freixenet 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**
	2023	2022	Variation 2022-2023 (%)	2023
General factory waste (rubbish)	53,0	43,5	21,8%	64,62
Sanitary waste	0	0,0026	-100%	0,02
Sewage sludge	0	0	0%	11,08
<b>Total</b>	<b>53,0</b>	<b>43,54</b>	<b>21,8%</b>	<b>75,72</b>
<b>Ratio (g waste / pcs production)</b>	<b>0,465</b>	<b>0,329</b>	<b>41,3%</b>	

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

\*\* The data referring to Sociedad Freixenet 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.

General factory waste increased by 21.8%. This increase in non-recoverable waste is due to the work being carried out in the winery to change the pipes and install the new 407 production line.

Waste destined for disposal (t) in % Waste destined for disposal (t) in % (%)	Freixenet* Establishment		Freixenet Company**
	2023	2022	2023
Non-hazardous waste			
Elimination operations			
Transfer to landfill	100%	100%	100%

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

\*\* The data referring to Sociedad Freixenet 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 2023 with that before the implementation of the ISO 14001 system (1999), Freixenet has managed to reduce water consumption by 36% 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 methods to optimise priorities (e.g. cleaning in the winery).
- Water recovery and reuse.
- Raising environmental awareness among workers. During 2023, much emphasis has been placed on this point in order to reduce total water consumption.
- 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**
	2023	2022	Variation 2022-2023 (%)	2023
Groundwater (well)	29,93	41,01	-27%	32,51
Third-party water (Aigües i Mines de la Salut)	18,99	20,89	-9%	24,56
<b>Total</b>	<b>48,9</b>	<b>61,90</b>	<b>-21%</b>	<b>57,07</b>
<b>Ratio (mL water extracted / pcs production)</b>	<b>428,8</b>	<b>468,3</b>	<b>-8%</b>	

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

\*\* The data referring to Sociedad Freixenet 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.

In March 2023, the exceptionality scenario came into force, requiring a 15% reduction in total water consumption.

In 2023, water consumption has been reduced by 21% compared to 2022.

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**
	2023	2022	Variation 2022-2023 (%)	2023
Discharge of water to municipal sewer	34,25	42,76	-20%	38,15
<b>Total</b>	<b>34,25</b>	<b>42,76</b>	<b>-20%</b>	<b>38,15</b>
<b>Ratio (mL water discharged / pcs production)</b>	<b>300,2</b>	<b>323,5</b>	<b>-7,2%</b>	

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

\*\* The data referring to Sociedad Freixenet 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 by means of control *software*. Likewise, 100% of the electricity purchased at Freixenet is certified as being of renewable origin.

(302-1, 302-3)

Energy consumption by source (MWh)	Freixenet* Establishment			Freixenet Company**
	2023	2022	Variation 2022-2023 (%)	2023
Electricity	8.251,19	9.389,10	-12%	9.421,12
Natural gas	2.709,85	2.789,33	-3%	3.013,27
Liquefied Petroleum Gas (LPG)	152,77	207,21	-26%	297,17
Diesel B	0,00	0,00	0%	0,00
<b>Total</b>	<b>11.113,81</b>	<b>12.385,64</b>	<b>-10%</b>	<b>12.731,56</b>
<b>Ratio (Wh consumed / pcs production)</b>	<b>97,42</b>	<b>93,70</b>	<b>4%</b>	

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

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

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

Energy consumption increased by 4% in relative terms. This increase is due to the drop in production (13.6%) and the start-up tests of the new 407 production line, which consumes resources without producing practically any bottles.

### 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**
	2023	2022	Variation 2022-2023 (%)	2023
<b>Renewables</b>				
<i>Ingredients (Mega Litres)</i> <i>must, wine, sugar</i>	37,1	61,02	-39%	39
<i>Containers/packaging (tn)</i> <i>(cork stoppers, labels, boxes, cases, accessories, recycled glass)</i>	26.592	40.793,6	-26%	27.658
<b>Non-renewable</b>				
<i>Gases (tn)</i> <i>(inert gas, nitrogen, sulphur)</i>	628,1	674,7	-7%	628,7
<i>Containers/packaging (tn)</i> <i>(muzzles, capsules, screw caps, crown caps, stoppers, caps, sleeves, sleeves, virgin glass bottles, film, seals).</i>	36.535,6	45.631,9	-28%	37.254,6
<i>Bottle surface treatment products (tn)</i> <i>(sulphuric acid, bifluoride, polyfluoride, lime)</i>	1.259,2	1.532,1	-18%	1.259,2
<i>Oenological products (tn) (fining agents, adjuvants, nutrients, tartaric acid, lactic acid)</i>	100,8	100,5	0,26%	104,3
<i>Auxiliary products (tn)</i> <i>(caustic soda, hydrochloric acid, diammonium phosphate, regeneration salts, glue, lubricants, detergents, calcium chloride, sodium hypochlorite, propylene glycol, carbotech)</i>	338,4	369,9	-9%	371,2

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

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

The glass bottles, depending on the colour, have a percentage of recycled material (8% white glass bottles and 70% green/brown bottles). The percentages were determined on the basis of the approximate values provided by suppliers. The same criterion has been applied for 2023.

## 2.8 Biodiversity protection

(304-1) In September 2021, the Freixenet winery carried out an environmental risk analysis (ARMA) 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 the Freixenet facilities are located:**

<b>Air quality</b>	The location where the Freixenet centre is located belongs to Air Quality Zone 3 (ZQA 3 "Penedès - Garraf"). The measured value of the Air Quality Index can be qualified as satisfactory.
<b>Geology</b>	Freixenet is located on the NMAS geological unit composed of very plastic blue Argilas and sands of the "serraval-lià-Tortonà".
<b>Hydrology</b>	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:

<b>NATURAL ENVIRONMENT OR AREA OF INTEREST</b>	<b>DISTANCE (METRES)</b>
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 "1m<sup>2</sup> 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

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(3-3) 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 and 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 articulates the management of the people who make up the organisation throughout their career in the company, from the process of incorporation, in the development of the person's professional career and until the departure and/or termination of the employment relationship.

#### 3.1 Employment<sup>1</sup>

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 500 people on its team, 23% of whom are women and 77% men. A total of 97.6% of the workforce has a permanent contract, proof of the stability and quality of employment pursued by the company.

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<sup>1</sup> All the information reported below in the tables referring to employees is as of the end of the fiscal year, with the exception of the average tables, as indicated in Law 11/2018.

### 3.1.1 Occupation

(2-7, 405-1)

Number of employees, by gender (as of 31 December 2023)	2023	2022	2021
Women	114	118	72
% women	23%	22%	19%
Men	386	416	310
% men	77%	78%	81%
<b>Total</b>	<b>500</b>	<b>534</b>	<b>382</b>

(405-1b)

Number and percentage of employees by professional category and by age group (as of 31 December 2023)	2023		2022		2021	
	No.	%	No.	%	No.	%
<b>Management positions</b>	<b>8</b>		<b>9</b>		<b>6</b>	
Under 30s	0	0%	-	0%	-	0%
Between 30 and 50 years old	3	36,36%	3	33,33%	-	0%
Over 50 years old	5	63,64%	6	66,67%	6	100%
<b>Qualified and non-qualified technicians</b>	<b>72</b>		<b>70</b>		<b>36</b>	
Under 30s	4	4,90%	2	2,86%	-	0%
Between 30 and 50 years old	36	50,35%	34	48,57%	19	52,8%
Over 50 years old	32	44,76%	34	48,57%	17	47,2%
<b>Administrative</b>	<b>96</b>		<b>102</b>		<b>33</b>	
Under 30s	20	20,83%	23	22,55%	8	24,2%
Between 30 and 50 years old	39	40,63%	41	40,20%	11	33,3%
Over 50 years old	37	38,54%	38	37,25%	14	42,4%
<b>Workers</b>	<b>324</b>		<b>373</b>		<b>304</b>	
Under 30s	12	3,70%	20	5,36%	19	6,3%
Between 30 and 50 years old	180	55,56%	197	52,82%	146	48%
Over 50 years old	132	40,74%	156	41,82%	139	45,7%

Number and percentage of employees by professional category and gender (as at 31 December 2023)	2023		2022		2021	
	No.	%	No.	%	No.	%
<b>Management positions</b>	<b>8</b>		<b>9</b>		<b>6</b>	
Women	1	12,1%	1	11,1%	1	16,6%
Men	7	87,9%	8	88,9%	5	83,4%

<b>Qualified and non-qualified technicians</b>	<b>72</b>		<b>70</b>		<b>36</b>	
Women	27	37,4%	25	35,7%	13	36,1%
Men	45	62,6%	45	64,3%	23	63,9%
<b>Administrative</b>	<b>96</b>		<b>102</b>		<b>33</b>	
Women	60	62,3%	65	63,7%	25	75,8%
Men	36	37,7%	37	36,3%	8	24,2%
<b>Workers</b>	<b>324</b>		<b>373</b>		<b>304</b>	
Women	26	8,0%	35	9,6%	36	11,8%
Men	298	92,0%	338	90,6%	268	88,2%

(2-7)

Total number and distribution of contract modalities by gender (as of 31 December 2023)	2023		2022		2021	
Recruitment	Men	Women	Men	Women	Men	Women
Indefinite	380	108	397	113	280	61
Temporary	6	6	31	13	25	13
<b>Total</b>	<b>386</b>	<b>114</b>	<b>428</b>	<b>126</b>	<b>305</b>	<b>74</b>
<b>Day</b>						
Complete	358	93	402	114	285	66
Partial	28	21	26	12	20	8
<b>Total</b>	<b>386</b>	<b>114</b>	<b>428</b>	<b>126</b>	<b>305</b>	<b>74</b>

(Non-GRI)

Average annual number of permanent contracts	2023	2022	2021
<b>By gender</b>			
Women	109	110	61,83
Men	382	399	279,91
<b>By age group</b>			
Under 30s	29	28	7,25
Between 30 and 50 years old	249	246	157,66
Over 50 years old	212	235	176,83
<b>By professional category</b>			
Management positions	8	8	5,75
Qualified and non-qualified technicians	71	69	35,41
Administrative	91	91	24
Workers	321	341	276,58

Average annual number of temporary contracts	2023	2022	2021
<b>By gender</b>			
Women	14	17	10,33
Men	24	45	29,05

By age group			
Under 30s	13	22	15,91
Between 30 and 50 years old	22	37	19,41
Over 50 years old	3	3	4,50
By occupational classification			
Management positions	0	0	0
Qualified and non-qualified technicians	0	1	0,66
Administrative	9	11	8,08
Workers	29	50	31,08

Average annual number of part-time contracts	2023	2022	2021
By gender			
Women	21	10	4,08
Men	27	30	32,25
By age group			
Under 30s	4	2	1,75
Between 30 and 50 years old	10	1	4,41
Over 50 years old	34	37	30,16
By occupational classification			
Management positions	0	0	0
Qualified and non-qualified technicians	4	2	1,50
Administrative	18	8	0,41
Workers	26	30	34,41

(Non-GRI)

Number of redundancies	2023	2022	2021
By gender			
Women	8	7	2
Men	18	9	6
By age group			
Under 30s	0	1	0
Between 30 and 50 years old	7	1	3
Over 50 years old	19	14	5
By occupational classification			
Management positions	0	0	0
Qualified and non-qualified technicians	2	3	3
Administrative	3	3	1
Workers	21	10	4

### 3.1.2 Remuneration

All Freixenet employees are covered by the Company Agreement, which was renewed in April 2023.



Freixenet's remuneration policy is marked by strict compliance with current legislation and the remuneration policy set out in the Company Agreement. In this regard, in previous years the mandatory remuneration registers were 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)	2023	2022	2021
<b>By gender</b>			
Women	43.655,03 €	38.848,57 €	36,872.00 €
Men	43.418,25 €	39.753,14 €	38,581.00 €
<b>By age group</b>			
Under 30s	31.546,85 €	28.987,33 €	27,838.52 €
Between 30 and 50 years old	40.621,61 €	36.294,64 €	35,770.34 €
Over 50 years old	48.815,86 €	44.275,98 €	41,478.05 €
<b>By occupational classification</b>			
Management positions	217.507,69 €	235.618,20 €	269,814.53 €
Qualified and non-qualified technicians	74.193,78 €	68.444,50 €	67,234.01 €
Administrative	37.627,22 €	34.852,28 €	35,344.50 €
Workers	34.352,52 €	31.000,59 €	31,046.13 €

(405-2)

Wage gap	2023	2022	2021
<b>By gender</b>			
Gross salary/h for women	24,69	21,97	20,86
Gross salary/h for men	24,56	22,48	21,82
<b>Ratio</b>	<b>100,55%</b>	<b>97,72%</b>	<b>95,57%</b>

(202-1)

Ratio of standard entry level wage by sex to local minimum wage	2023	2022	2021
<b>Standard entry level salary (€)</b>			
Women	23.958,48 €	23.608 €	22.408 €
Men	23.958,48 €	23.608 €	22.408 €
<b>Local minimum wage (SMI Spain)</b>			
Women	15.876,00 €	15.120 €	13.510 €
Men	15.876,00 €	15.120 €	13.510 €
<b>Ratio standard entry level wage/local minimum wage</b>			
<b>Women</b>	<b>150,91%</b>	<b>156,14%</b>	<b>165,86%</b>
<b>Men</b>	<b>150,91%</b>	<b>156,14%</b>	<b>165,86%</b>

Average salary Management Committee (in euros) *	2023	2022	2021
Total	350.579,00 €	295.209,60 €	269.814,53 €

*\*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 agreement in force (2022-24), such as:

- Disability and death insurance, the amounts of which have been increased in the latest settlement agreement.
- Aid for disabled children (disability equal to or greater than 33%).
- Grants for children's studies for regulated education.
- Discount on product.
- Christmas lot.
- New break and meal areas, to be opened in 2023 for the enjoyment of employees.

### 3.1.4 Disengagement Policies

Freixenet currently has a specific policy on disconnection from work, which has been communicated to the entire workforce.

In addition, the right to disconnection is also included in article 3.4.2. of its Telework Policy, updated in 2023 and communicated to all employees:

*"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 recognises the right of workers not to reply to e-mails or professional messages outside their working hours".*

## 3.2 Risk prevention

(3-3, 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 its own prevention service, with a coordinator and two senior occupational risk prevention technicians who cover the two preventive specialities: industrial safety and ergonomics and psychology. Health monitoring is carried out through an external prevention service, and the industrial hygiene speciality is carried out through a contract with another 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 2023, antigen tests have been given to personnel who have requested them to rule out possible positives and to control infections.

Freixenet has a corporate Health and Wellness Programme open to all employees 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.

Health campaigns (skin cancer and flu vaccination) are carried out by the external medical service, through screens in the coffee break areas and information *mailings*.

(403-9)

Injuries due to accidents at work (for all employees)	2023	2022	2021
<b>Deaths resulting from an industrial accident injury</b>			
Total number	0	0	0
Rate	0	0	0
<b>Major industrial injuries (not including fatalities)</b>			
Total number	0	0	0
Rate	0	0	0
<b>Recordable work-related injuries</b>			
Total number	18	33	23
Women	2	2	5
Men	16	31	18
Rate	21,2	34,6	13,4
Women	2,4	2,1	2,9
Men	18,8	34,6	10,5

2023: 8 of the accidents are classified as "sprains and strains", 5 as "collisions, blows or falls", 2 as "cuts", 1 as "crushing by vehicle", 1 as "burns" and 1 as displacement "in itinere".

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".

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

### 3.2.1 Absenteeism

(403-2) The total number of hours of absenteeism for Freixenet is 3,864 hours in 2023.

	2023	2022	2021	Variation 2022-2023 (%)
<b>Total hours worked</b>	<b>849.052</b>	952.952	597.014	-10,9%
<b>Absence hours</b>	<b>3.864</b>	6.888	2.240	-43,9%
<b>Frequency rate</b>	<b>21,2</b>	34,6	13,4	-38,7%
Women	2,4	2,1	2,9	14,3%
Men	18,8	34,6	10,5	-45,6%
<b>Severity rate</b>	<b>0,46</b>	0,9	0,43	-48,9%
Women	0,07	0,04	0,09	75,0%
Men	0,39	0,86	0,34	-54,6%

### 3.3 Social relations

#### 3.3.1 Organisation of working time

(2-29, 2-30) 100% of employees in Freixenet Spain are covered by the collective bargaining agreement. This was agreed with the workers' representatives on 10 May 2023 and is valid for the years 2022-24.

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 2023:

- **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.

- **Information screens in all workplaces.**
- **New code of conduct and best practices.**
- **New compliance reporting channel** available to all employees with the aim of guaranteeing best practices and good conduct at Freixenet, as well as the confidentiality and security of the whistleblower.
- **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.

#### 3.3.3.3 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 work life. All of this is set out in the company's Collective Bargaining Agreement, in section VII, articles 32 to 36: leaves of absence, leaves of absence, as well as flexible working hours for administration staff.

The new Collective Bargaining Agreement establishes, beyond the updating and inclusion of the new Family Law leave, a pioneering leave of absence within the sector:

*"8 hours of paid leave per year shall be available for accompanying under-age or disabled children, mothers and fathers over 75 years of age or disabled, and disabled spouses to medical appointments".*

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. Freixenet currently has a Teleworking Policy in place to comply with Royal Decree Law 28/2020 on remote work.

(401-3)

Parental leave	2023	2022	2021	Change 2022-2023 (%)
<b>Staff who have been entitled to parental leave</b>	<b>500</b>	534	382	-6%
Women	114	118	72	-3%
Men	386	416	310	-7%
<b>Staff on parental leave</b>	<b>9</b>	11	11	-18%
Women	4	3	2	33%
Men	5	8	9	-38%
<b>Of the above, people who have returned to their jobs after parental leave</b>	<b>9</b>	11	2	-18%
Women	100%	100%	100%	33%
Men	100%	100%	100%	-38%
<b>Of the above, persons who after returning to work after parental leave continue to work in the organisation after 12 months.</b>	<b>9</b>	11	2	-18%
Women	100%	100%	100%	0%
Men	100%	100%	100%	0%
<b>Return to work rate</b>	<b>100%</b>	100%	18%	0%
Women	100%	100%	50%	0%
Men	100%	100%	11%	0%
<b>Retention rate</b>	<b>100%</b>	100%	100%	0%
Women	100%	100%	100%	0%
Men	100%	100%	100%	0%

### 3.4 Training

(3-3, 404-2) The Training and Development Plan includes all the training actions offered to Freixenet employees to accompany them in their professional development and 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 different training content open to all employees with the aim of promoting the employability and development of people. It is accessible from any mobile device and is available to all the company's employees.

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 2023
<b>People leadership</b>	The different team members responsible for the team are guided and accompanied in their professional development as leaders.	<ul style="list-style-type: none"> <li>• F-LEAD implementation</li> <li>• Competence and value assessment (performance appraisal system)</li> <li>• Deployment of corporate values</li> </ul>
<b>Commercial management</b>	This includes all those actions aimed at groups working in a field directly related to the sale of the product.	<ul style="list-style-type: none"> <li>• Advanced negotiation training</li> <li>• <i>On trade</i> development programme.</li> </ul>
<b>Innovation and creativity</b>	Differentiation and competitiveness.	<ul style="list-style-type: none"> <li>• LEAN Six Sigma.</li> </ul>
<b>Management &amp; organisational efficiency</b>	They include all those actions related to the competences necessary to achieve excellence in the employee's area of work.	<ul style="list-style-type: none"> <li>• Compliance: Harassment protocol</li> <li>• TEAMS tool</li> <li>• Training on Labour Reform</li> <li>• MS Project</li> </ul>
<b>Oenology &amp; product</b>	A very wide range of content about our products created by our experts and constantly updated.	<ul style="list-style-type: none"> <li>• Training in WSET 1, 2 and 3.</li> <li>• Mangaroca and Vodka Gorbachev training.</li> <li>• Monographs on wine, sparkling wine, cava and <i>champagne</i>.</li> </ul>
<b>OHS, quality &amp; environment</b>	To guarantee the safety of our entire workforce and excellence in our production.	<ul style="list-style-type: none"> <li>• Basic of PRL,</li> <li>• Quality management system,</li> <li>• Environmental system and sustainability,</li> <li>• <i>Food Defence</i> and HACCP</li> <li>• Visual screen protection</li> <li>• Noise protection</li> </ul>
<b>Individualised language programme</b>	Personalised sessions for those who need the language according to their position and open group sessions for those who are interested in training.	<ul style="list-style-type: none"> <li>• <i>English Digital Coach</i>.</li> </ul>

Freixenet also 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 and introduce them to Freixenet's organisation, history, culture and internal workings. As can be seen in the table below, investment in training increased by 38.13% in 2023 compared to the previous year.

For the Operations (production) collective, it is agreed in the Collective Bargaining Agreement to carry out a minimum number of annual training hours for production staff within working hours of 16 hours in 2023, 32 hours in 2024 and in 2025 a minimum of 40 hours per year in order to enhance training, versatility and employability.

In order to improve the work-life balance, priority has been given to allowing employees assigned to the night shift to carry out training sessions in the morning (Monday) or afternoon (Monday to Friday), thus freeing up Friday night working hours.

Investment in training (€)	2023	2022	2021	Variation 2022-2023 (%)
	<b>128.353,17 €</b>	92.923,24 €	71.819,71 €	38,13%

(404-1)

Total hours of training by professional category	2023	2022	2021	Variation 2022-2023 (%)
Management positions	<b>616</b>	1.099	130	-43,95%
Qualified and non-qualified technicians	<b>4.828</b>	4.327	2.042	11,58%
Administrative	<b>5.120</b>	5.983	1.551	-14,42%
Workers	<b>7.990</b>	986	284	710,34%
<b>Total hours</b>	<b>18.554</b>	12.395	4.007	49,69%
<b>Average hours of training per employee</b>	<b>37,11</b>	23,21	11,29	59,87%

### 3.5 Equality and non-discrimination

(3-3) By means of Organic Law 3/2007, for the effective equality of women and men, equality plans were 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. In January 2023, Freixenet agreed the new Equality Plan with employee representatives.

Freixenet has also signed up to the Diversity Charter for inclusion and non-discrimination in the workplace, becoming a new signatory to the Diversity Charter 2023-2025, reinforcing its commitment to the ten European values and principles on non-discrimination and inclusion in the workplace. The initiative, launched by the Diversity Foundation and promoted by the European Commission, has now surpassed the figure of more than 1,550 signatory organisations, companies and institutions, making it the third most popular charter of the EU Diversity Charter Platform.



Among the 10 Principles of the Diversity Charter are the promotion of equal opportunities and respect for diversity, the promotion of conciliation and co-responsibility or the construction of a diverse workforce, encouraging the integration of people with diverse profiles, regardless of their gender, sexual orientation, ethnicity, nationality, origin, religion, beliefs, age, disability, or any other personal or social circumstance, among others.

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 suspected 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 2023.

### 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 2023 Freixenet collaborated with Milton and Mas Albornà.

Number of employees with disabilities by occupational classification* Number of employees with disabilities by occupational classification* Number of employees with disabilities by occupational classification	2023	2022	2021
Workers	9	10	6

This year, the company also collaborated with the Randstad Foundation to promote accessibility to employment for people with disabilities who participate in its SIOAS Programme, giving a training workshop at Freixenet's facilities to the group on sustainability and the 2030 agenda. Participants were able to enjoy a visit to the Freixenet cellars.

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

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(3-3) As a result of the shareholder split in the German group, the Code of Conduct and Responsible Practices belonging to the new Group was approved. It is effective as of 4 February 2022 and introduces a clear and explicit definition of the social and ethical responsibilities of its employees.

Following its approval, the company communicated and trained all Freixenet employees in the content of this new code.

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 dealings 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, prevention and control, the company has a Compliance Committee, made up of the heads of the Administration and Finance, Sales and Production departments, with the head of the Administration and Finance department being the coordinator of this Committee.

Following the entry into force of Law 2/2023 of 20 February, regulating the protection of persons who report regulatory infringements and the fight against corruption, the existing communication channels were unified into a single channel, available in the Compliance section of the various websites, and a person was appointed to be responsible for the Internal Information System implemented.

The person in charge of this Internal Information System is responsible for receiving and processing queries regarding the Code as well as possible breaches and complaints. As mentioned above, Freixenet provides all its employees and collaborators with an Ethics Channel. The person responsible for the Internal Information System can be contacted via the following platform <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 2023, 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

(2-25, 2-23, 205-1) Freixenet has a criminal risk prevention system with the following tools: the Freixenet Group's Code of Conduct and Responsible Practices, a Corporate Compliance Programme and a Compliance Committee, which is responsible for overseeing policies against corruption and money laundering, and the mechanisms in place to safeguard them.

The company also has a specific Anti-Fraud and Anti-Corruption Policy, approved in December 2022. During 2023 and early 2024, the entire workforce will be trained through the internal *e-Academy* training platform.

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 Freixenet employees and collaborators 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	2023	2022	2021
Number of hours of training for new employees in this area	26	14	8

Communications and Code of Ethics training	2023	2022	2021
Number of employees	397	468	339

Note: Data for the year 2022 are modified, as a result of the revision and calculation of the data for 2023.

Number of people trained on the Anti-Corruption Policy and Procedures (or Code of Conduct if applicable), by professional category	2023	2022	2021
Management positions	2	0	4
Qualified and non-qualified technicians	62	64	8
Administrative	82	44	36
Workers	270	556	0
<b>Total</b>	<b>416</b>	<b>664</b>	<b>48</b>

In 2023, as shown in the table above, all Freixenet employees received training. The training was provided through the *e-Academy* platform, with the aim of facilitating training for groups that work remotely and/or are geographically dispersed. Employees were trained in the following company policies:

- Code of conduct and responsible practices of the Freixenet Group.
- Rules for the use of ICT resources.
- Anti-Fraud Policy.
- Disconnection and digital privacy policy.
- Data Protection Policy.
- Information Security Policy.
- Telework Policy.
- Remote working policy.
- Internal Information System Policy.
- Training in competition law (only for *on* and *off trade* commercial team).

No cases of corruption were recorded at Freixenet in 2023.

## 5.2 Contributions to foundations and non-profit organisations

(201-1) Freixenet's contribution to foundations and non-profit organisations amounted to €210,771.13 in 2023. 210,771.13 in 2023.

## 6 INFORMATION ABOUT THE COMPANY

(3-3) 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 patronage

#### 6.1.1 Commitment to patronage

(2-29, 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 2023:

SPONSORSHIPS	
<a href="#">CE Noia Freixenet</a>	<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, since 1973.</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 2023, Freixenet and CE Noia Freixenet celebrate 50 years of close collaboration since the cava brand began sponsoring the club in 1973. To commemorate this anniversary, the traditional end-of-season dinner was held on 30 June 2023 in the gardens of the Caves Freixenet. A plaque commemorating the anniversary was presented by Ferran Andreu, president of the club, to Thomas Scholl, CFO of Freixenet, which became a testament to the fruitful collaboration between the two organisations. Finally, we hosted at the Caves Freixenet on 12 July 2023 the presentation of the new signings joining the CE Noia Freixenet first team for the 2023-24 season.</p>
<a href="#">Queen Sofia School of Music</a>	<p>The collaboration between Freixenet and the Escuela Superior de Música Reina Sofía began in 1993.</p> <p>Freixenet is the patron of:</p> <ul style="list-style-type: none"> <li>Orquestra Sinfónica Freixenet, whose chief conductor is Andrés Orozco-Estrada.</li> </ul>

	<ul style="list-style-type: none"> <li>Orquestra de Càmara Freixenet, whose chief conductor is Sir András Schiff.</li> </ul> <p>Thanks to the patronage of Freixenet, the School's students benefit from a complete artistic training with great guest conductors.</p> <p>The main activities carried out in 2023 include the following:</p> <ul style="list-style-type: none"> <li>Closing tour of the 2022-23 academic year with four concerts, which took place in June, with 3,692 attendees and 84 musicians as direct beneficiaries.</li> <li>XXII Encuentro de Música y Academia de Santander with two concerts held in July.</li> <li>Concert for the inauguration of the 2023-24 academic year, in November.</li> </ul>
<a href="#"><u>"Les Nits de Barcelona"</u></a>	Segura Viudas sponsors <i>Les Nits de Barcelona</i> , one of the most emblematic musical events of the summer in Barcelona. The festival took place at the Palau de Pedralbes from 27 June to 26 July 2023. The gardens hosted 30 concerts, also incorporating other artistic disciplines such as theatre, comedy and circus.
<a href="#"><u>Jardins de Terramar Festival</u></a>	Freixenet has collaborated for the first time with <i>the Jardins de Terramar Festival</i> , one of the most emblematic musical events of the summer in Sitges, which took place from 28 July to 9 August 2023, offering a total of 12 concerts. The sixth edition of the event received more than 24,000 spectators.
<a href="#"><u>"Festa Major" of Vilafranca del Penedès</u></a>	Freixenet has made its debut in 2023 as patron of the <i>Festa Major</i> de Vilafranca del Penedès, thus supporting one of the most popular and traditional cultural festivities in Catalonia. Freixenet also contributed its cavas and wines to the festival, forming part of the food and wine area.
<a href="#"><u>Sant Sadurní d'Anoia's "Festa de la Fil-loxera"</u></a>	This year, Freixenet has become a sponsor of the <i>Festa de la Fil-loxera</i> in Sant Sadurní d'Anoia, one of the most popular and traditional festivals in the town, rooted in the history of cava. This collaboration is part of the Freixenet Group's commitment to be close to the region and its people. The collaboration is based on the sponsorship of the television broadcast of the <i>Festa de la Fil-loxera</i> through <i>La Xarxa</i> , the group of local television stations in Catalonia, with the aim of making this tradition visible throughout Catalonia.
<a href="#"><u>Collaboration "Festival Ressons Penedès by Cruïlla"</u></a>	<p>The Freixenet Group wineries (Freixenet, Segura Viudas and Elyssia) hosted some of the main concerts at the first edition of <i>the Ressons Penedès by Cruïlla Festival</i>, which was held from 28th to 30th April in the Penedès.</p> <p>This is the first major festival, in a fusion of wine tourism and music, with a programme that includes around thirty artists as well as around twenty locations with stages, including wineries and heritage and natural spaces. In addition to the concerts, attendees</p>

	were able to enjoy and taste the cavas and wines, along with a local gastronomic offer.
<b>SOLIDARITY PARTNERSHIPS</b>	
<b>"Maastricht Business School Brand Challenge"</b>	<p>Freixenet participates in the <i>Brand Challenge</i> with <i>Maastricht Business School</i> as part of its brand management course.</p> <p>A total of 250 students worked on a real-life practical <i>Branding Challenge</i> with Freixenet, consisting of: "How to continue to create brand value for Freixenet and, in particular, create relevance for today's generations Y and Z".</p> <p>Our collaboration has allowed students to practice with a real case of a multinational company and, at the same time, their work has contributed to identify <i>insights</i>, opportunities and ideas for innovation and activation that will serve as a source of inspiration for Freixenet.</p>
<a href="#"><u>United Nations Global Compact</u></a>	The Freixenet Group has resubmitted its Global Compact of Nations progress report in 2023, thus maintaining its commitment as a founding partner of the United Nations Global Compact after joining the Spanish Global Compact Network in 2002. The company, which was the first wine group to join the Compact in Spain, thus demonstrates its commitment to one of the world's leading initiatives in the field of Corporate Social Responsibility and sustainable development.
<b>Donation</b> <a href="#"><u>Cromo Suma Foundation</u></a>	<p>The Freixenet Group's Employee Solidarity Team has donated its 2023 <i>Teaming</i> funds to Fundación Cromo Suma, and the company has matched the amount.</p> <p>The Cromo Suma Foundation is an organisation that helps and accompanies families with children and adolescents with Down's Syndrome or any other disability or developmental or learning difficulty throughout their childhood and adolescent stage. They have a multidisciplinary team that works in a network with families, schools and other professionals and entities. The therapies they offer can be individual, in pairs or in groups of equals. They carry out psychology, occupational therapy, speech therapy, physiotherapy and school reinforcement therapies. They also offer leisure activities and inclusive sports. Thanks to all these services, they manage to achieve maximum autonomy and inclusion in society for children and adolescents.</p>
<b>Collaboration</b> <a href="#"><u>Mas Albornà Foundation</u></a>	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.



<b>Collaboration</b> <a href="#">Blood and Tissue Bank</a>	<p>The Freixenet Group has once again organised a blood donation campaign at our facilities in collaboration with the <i>Banc de Sang i Teixits (Blood and Tissue Bank)</i>. The campaign took place on 10 May 2023. Thanks to your donations, more than 117 people will be able to benefit.</p>
<b>Collaboration</b> <a href="#">NGO Mans Unides</a>	<p>On Sunday 21 May 2023 a solidarity walk took place between Sant Sadurní and Segura Viudas, organised by the NGO <i>Mans Unides</i>. This day's event raised funds for the development projects promoted by <i>Mans Unides</i> and in favour of the most disadvantaged. Around 80 people of very different ages took part in the event and, on arrival, they enjoyed a breakfast and a visit to the winery.</p>
<b>Collaboration</b> <a href="#">"La Marató" of 3Cat</a>	<p>In 2023, the Freixenet Group was an official partner of Catalonia's most important charity event, <i>La Marató</i> de 3Cat, and formed part of its awareness campaign.</p> <p>The purpose of this emblematic initiative is to raise financial resources for scientific research into diseases that, until now, have not been definitively taken care of. This year's edition was dedicated to sexual and reproductive health. At the same time, the Freixenet Group has organised a campaign to sell Solidarity Blankets for its employees, also for the benefit of <i>La Marató</i>. The aim is to involve the company's staff so that they can take part in this solidarity initiative. With a total of more than 300 blankets sold, more than 1,500 euros have been raised by Freixenet Group employees, which will go entirely to <i>La Marató</i> de 3Cat, in addition to the contribution already made by the company.</p>
<b>Collaboration</b> <a href="#">Kàlida Foundation</a>	<p>The Freixenet Group took part in the concert "100 years Victoria de los Ángeles", a charity event organised by the Kàlida Foundation in tribute to the soprano Victoria de los Ángeles and in support of people with cancer and their families. A unique evening where the history of opera was explored in the emblematic Sant Pau Art Nouveau Site with a toast with <i>Elyssia Gran Cuvée</i>.</p>

In addition, in 2023 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 sixth consecutive year.

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

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

	2023	2022	2021
<b>Number of visitors</b>	50.196	41.117	20.216

## 6.2 Consumers

### 6.2.1 Food quality and safety

(3-3) 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. Promote our principles of quality and food safety among our suppliers.
5. To always act ethically and respectfully with our Customers, Employees and Suppliers, basing our relationships on mutual trust.
6. 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.
7. Systematically measure, analyse and control our processes to ensure continuous improvement of the effectiveness of the management system.
8. To promote innovation in all areas of our activity, while remaining faithful to the traditional principles of wine and cava production.
9. 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
<b>QUALITY</b>		
UNE EN ISO 9001: 2015	Production of sparkling wines by the traditional method (V.E.C.R.D.) - D.O. CAVA	29/08/2026
<b>FOOD SECURITY</b>		
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 safety 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	09/10/2028 15/05/2024
Certificate of Conformity of organic sparkling wine	Processing and/or bottling Storage Marketing and/or distribution	30/06/2024
V -Label: Certified vegan products	Product certification, not of the site. Certified base wine as required. *	30/06/2024

*\*99% of the base wines for the product issued under the Freixenet brand or brand owned by Freixenet 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 adds the WiM ([Wine in Moderation](#)) logo and a message recommending moderate consumption 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, it should be noted that 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.

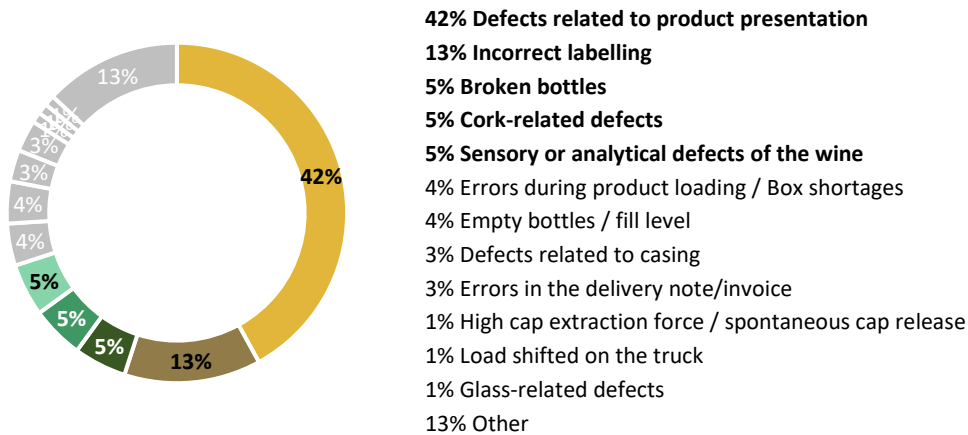
The commercial department will communicate the final resolution to the customer, as well as the actions taken, if any.

Number of complaints received	2023	2022	2021
Claims/Million bottles produced	0,60	0,55*	0,69
Complaints	41	37	48

\*The figure for 2022 reported in the previous year is modified. The value is corrected after review by the SGCA management.

Note: We work with aggregated data; therefore, the total number of complaints received is for the Freixenet Group, not only Freixenet, S.A.

### Typology of complaints



Source: Management Review SGCA 2023

In accordance with internal procedure, once a complaint is received from a customer, it is assigned to the corresponding Freixenet Group winery, which, through its technical teams, analyses the cause of the complaint and the corrective actions required to prevent recurrence. If the analysis of causes determines that the complaint is caused by a factor that is not the responsibility of the Freixenet Group (e.g. incorrect handling of the product, etc.), it is classified as "not attributable" and is not counted in the total number of complaints. Once the analysis of causes and corrective actions have been approved, the customer is informed through the same channel through which the complaint was received.

On a monthly basis, each plant monitors the evolution of the indicator "Complaints/Million bottles produced" and annually it is evaluated at Group level at the Quality Management System (QMS) Management Review meeting.

## 6.3 Subcontracting and supplying companies

(2-6) 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 2023, Freixenet had 995 active suppliers, 58% of which are considered local.

Proportion of expenditure on local suppliers*.	2023	2022	2021
<b>Expenditure on suppliers (total in €)</b>	152.730.777,29	172.023.896,52	126.276.735,43
<b>Number of local suppliers</b>	577 (58% of total)	647 (61% of total)	551 (58% of total)
<b>Expenditure on local suppliers (€)</b>	48.749.764,59	39.572.536,82	37.383.736,38
<b>of expenditure on local suppliers as % of total</b>	32%	23%	30%

\*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 (€) *	2023	2022	2021
Spain	25.792.984,98	36.519.966,12	22.760.080,86

\*Consolidated profit before tax

Note: Consolidated data is reported for Freixenet. The Freixenet company comprises: Freixenet headquarters, and the Freixenet, Castellblanch and Elyssia (Sant Cugat) establishments.

<b>Taxes on accrued income paid</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Value (€)	6.231.930,91	7.805.863,68	8.265.430,51

Note: Consolidated data is reported for Freixenet. The Freixenet company comprises: Freixenet headquarters, and the Freixenet, Castellblanch and Elyssia (Sant Cugat) establishments.

<b>Public subsidies received</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Value (€)	2.042.359,35	2.025.935,48	1.989.855,36

Note: Consolidated data is reported for Freixenet. The Freixenet company comprises: Freixenet headquarters, and the Freixenet, Castellblanch and Elyssia (Sant Cugat) establishments.



## PRINCIPLES GOVERNING THIS REPORT

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### Scope and coverage

At the end of 2018, Law 11/2018 of 28 December was published in the Official State Gazette (BOE), amending 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 the Audit 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 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 provided for in the new article 49.6.e) of the Code of Commerce 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 2023 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
<b>General information</b>			
Business model	Brief description of the group's business model	1. Business model	2-6 Activities, value chain and other business relationships
		Business model	2-6 Activities, value chain and other business relationships
		3.1. Employment	2-6 Activities, value chain and other business relationships
	Geographical presence	1. Business model	Non-GRI, operational context (economic and sectoral)
		C/ Joan Sala, 2 Sant Sadurní d'Anoia, Barcelona 08770 Spain	2-1 Organisational details
		1. Business model	2-1 Organisational details
	Organisational objectives and strategies	1. Business model	2-6 Activities, value chain and other business relationships
General	Main factors and trends that may affect its future development	1.4. Objectives and strategies	No GRI, objectives and strategies
		Impacts, risks and opportunities	2-25 Processes to remedy negative impacts
		2.5. Climate change and pollution	
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	GRI 1 Statement on reporting in accordance with 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
<b>Information on environmental issues</b>			
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	3-3 Management of material issues
	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	3-3 Management of material issues
		2. Information on environmental issues	3-3 Management of material issues

	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.	2.5. Climate change and pollution	2-25 Processes to remedy negative impacts
Environmental management	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	In 2023, none of the companies that make up Freixenet were penalised for non-compliance with environmental legislation and regulations. They have not been detected.	307-1 Non-compliance with environmental legislation and regulations 308-2 Negative environmental impacts in the supply chain and actions 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	Non GRI, environmental investments
	Application of the precautionary principle	Information on environmental issues 2.6. Circular economy, waste prevention and management	3-3 Management of material issues
	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 repair 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 repair 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
		2.6.1. Waste	306-2 Wastes by type and disposal method
	Actions to combat food waste	2.6.2. Food waste	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
		2.7.2. Energy	302-3 Energy intensity
	Measures taken to improve energy efficiency	2.7.2. Energy	302-4 Reduction of energy consumption
	Use of renewable energies	2.7.2. Energy	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 the use of the goods and services it produces	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)
		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 taken 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
Biodiversity protection	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
	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 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	3. Information on social and personnel issues	3-3 Management of material issues
	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	3-3 Management of material issues
		3. Information on social and personnel issues	3-3 Management of material issues
	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	3. Information on social and personnel issues	2-25 Processes to remedy negative impacts

	particular the main short-, medium- and long-term risks.		
Employment	Total number and distribution of employees according to representative diversity criteria (gender, age, country, etc.)	3.1. Employment	2-7 Employees
		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	2-7 Employees
	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 vs. 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 Workers' health promotion
		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	3.2. Risk prevention	403-9 Injuries due to accidents at work 403-10 Occupational diseases and illnesses

	occupational diseases, disaggregated by sex.	No occupational diseases have been recorded in 2023, 2022 and 2021.	
Social relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff	3.3. Social relations	2-29 Approach to Stakeholder Engagement
		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	2-30 Collective bargaining agreements
	The balance sheet of collective agreements, particularly in the field of 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 Employees covered by a management system health and safety at work
Training	Policies implemented in the field of training	3.4. Training	404-2 Programmes to improve employee skills and transition assistance programmes
	The total number of training hours per professional category	3.4. Training	404-1 Average hours of training per year per employee
Universal accessibility for people with disabilities	Integration and universal accessibility of persons with disabilities	3.6. Universal accessibility for persons with disabilities.	405-1 Diversity in governing 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 2023, 2022 or 2021.	406-1 Cases of discrimination and corrective actions taken

Information required by law on non-financial information and diversity		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	3-3 Management of material issues

	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		3-3 Management of material issues
			3-3 Management of material issues
	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 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.	4. Information on respect for human rights	2-25 Processes to remedy negative impacts
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	2-23 Political commitments
		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 information and diversity		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	3-3 Management of material issues

	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	3-3 Management of material issues
		5. Information relating to the fight against corruption and bribery	3-3 Management of material issues
	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.	5. Information relating to the fight against corruption and bribery	2-25 Processes to remedy negative impacts
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	2-23 Political Commitments
		5. Information relating to the fight against corruption and bribery	2-26 Mechanisms for seeking advice and raising 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	3-3 Management of material issues
	The results of these policies, which should include relevant non-financial	6. Information about the company	3-3 Management of material issues

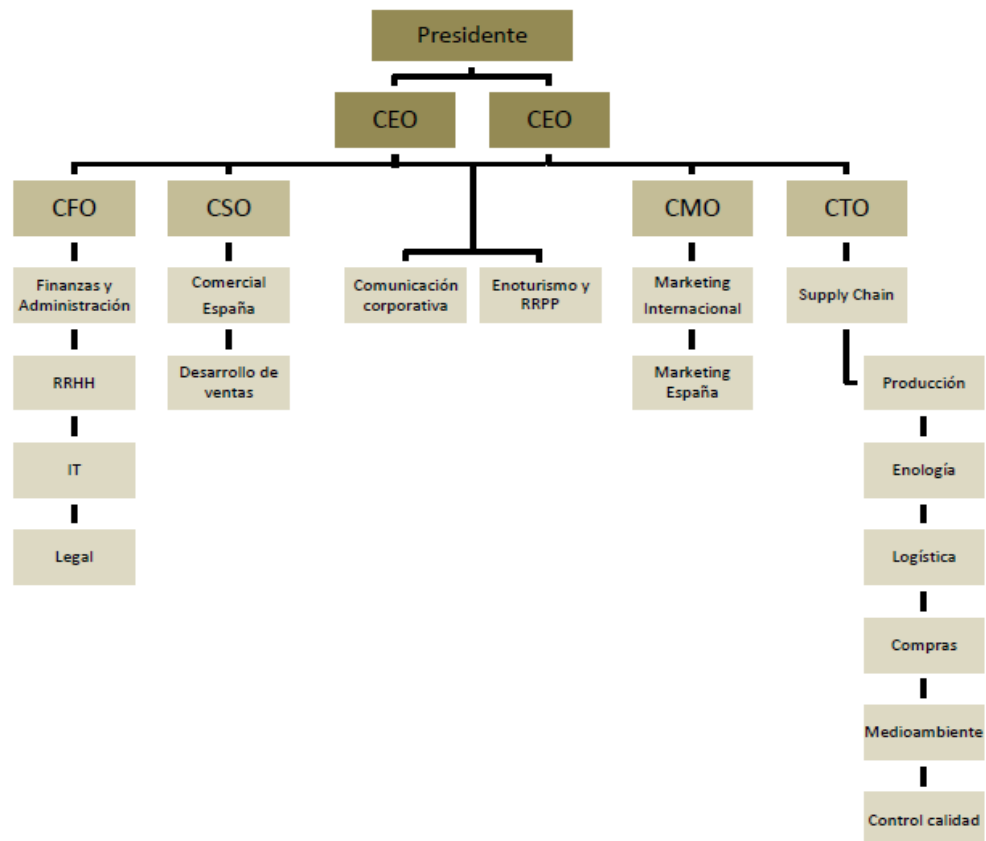


	key performance indicators to enable monitoring and evaluation of progress and to allow comparison across societies and sectors, in accordance with the national, European or international frameworks of reference used	6. Information about the company	3-3 Management of material issues
	The main risks related 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.	6. Information about the company	2-25 Processes to remedy negative impacts
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 the rights of indigenous peoples
		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 them.	6. Information about the company	2-29 Approach to Stakeholder Engagement
	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 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 on the supply chain and measures 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

(2-28)

### 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
- Barcelona Global
- Pallapupas
- Arrels Foundation
- TV3 Marathon Foundation

### 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
- Catalan Sommeliers Association
- Catalan Wine Association (AVC)
- Calidalia S.L.
- Spanish Chamber of Commerce
- German Chamber of Commerce for Spain
- 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