

ANNEX I

STATEMENT OF NON-FINANCIAL
INFORMATION AND DIVERSITY
2024

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 Sadurní 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			
FREIXENET			
<i>Freixenet Carta Nevada</i>	X		
<i>Freixenet Cordon Negro</i>	X		
<i>Freixenet Ice</i>	X		
<i>Freixenet Prosecco</i>			X
<i>Freixenet Italian Sparkling</i>		X	
<i>Freixenet Cuvee De Prestige</i>	X		
<i>Freixenet Reserva</i>	X		
<i>Freixenet 0.0% Freixenet 0.0% Freixenet 0.0%</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		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 Clients 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.

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.

At the end of the year, Freixenet had 546 employees and markets and distributes its products in more than 108 countries, with Germany being its main market.

Europ	Americ	Afric	Asi	Oceani
Germany	Anguilla	Burkina Faso	Saudi Arabia	Australia
Andorra	Netherlands Antilles	Cameroon	Bahrain	New Zealand
Austria	Argentina	Côte d'Ivoire	Cambodia	
Belgium	Aruba	Ghana	China	
Bulgaria	Bahamas	Equatorial Guinea	South Korea	
Cyprus	Barbados	Morocco	United Arab Emirates	
Croatia	Bermuda	Nigeria	Philippines	
Denmark	Bolivia	Democratic Republic of Congo	Hong Kong	
Slovakia	Brazil	Rwanda	India	

Slovenia	Canada	Senegal	Indonesia	
Spain	Chile	South Africa	Japan	
Estonia	Colombia	Tanzania	Jordan	
Finland	Costa Rica	Togo	Lebanon	
France	Cuba	Zimbabwe	Malaysia	
Gibraltar	Ecuador		Maldives	
Greece	El Salvador		Mongolia	
Hungary	United States		Qatar	
Ireland	Guatemala		Singapore	
Iceland	Honduras		Sri Lanka	
Israel	Cayman Islands		Thailand	
Italy	Virgin Islands		Taiwan	
Kosovo	Jamaica		Vietnam	
Latvia	Mexico			
Lithuania	Nicaragua			
Luxembourg	Panama			
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				
Ukraine				

Freixenet closed 2024 with a production of 37.6 million bottles of cava, a disgorgement of 63.1 million bottles and sales of 85.3 million bottles of 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 2024, 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 system has been developed and implemented for the digitalisation of quality, food safety and traceability records in the production lines.

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

- New technologies have been implemented to improve energy efficiency in refrigeration production and compressed air generation.
- New technologies have been developed for the automation of non-conforming product and returns management processes.
- A project has been initiated to improve the conditions for the biotechnological process of cultivation of own yeasts.
- A project has been launched to improve the quality of water for industrial use, to cope with variations in water properties due to climate change.

1.4 Environmental overview

Macroeconomic environment 2024¹

In 2024 the Spanish economy faced important challenges in a context of global uncertainty marked by geopolitical tensions. Although inflation showed signs of moderation thanks to tight monetary policies, energy costs and disruptions in supply chains remained a concern due to the evolving conflicts in Ukraine and the Middle East. These factors represented a significant risk. They had the potential to affect commodity markets and global value chains, prolonging economic uncertainty and forcing companies to optimise their resource management in a changing environment.

Wine sector in Spain 2024

In 2024 Spain produced 33.1 million hectolitres (Mhl), an increase of 5% compared to 2023, and remained the world's third largest wine producer after France and Italy. This increase in Spanish production was mainly attributed to improved production in the Castilla-La Mancha area.

¹ Ministry of Economic Affairs and Digital Transformation (2024). *Informe de situación de la economía española 2024*. Secretariat of State for the Economy and Business Support. https://portal.mineco.gob.es/es-es/economia-y-empresa/EconomicInformesMacro/Documents/Informes%20de%20previsi%C3%B3n%20y%20programaci%C3%B3n/Informe_de_Situacion.pdf

Carbó Valverde, S., & Rodríguez Fernández, F. (2024). *Changes in monetary policy: path and implications*. Funcas. Retrieved from

However, as far as cava is concerned, the harvest was once again very short due to adverse weather conditions (prolonged droughts and extreme temperatures), which particularly affected the Penedès region, the main supplier of grapes to the Cava DO.

Despite these difficulties, 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
Interest rate	Various items on the liabilities side of the balance sheet are indexed to a floating interest rate, with future cash flows being subject to changes 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.
Exchange rate	<p>Fluctuations in the parities of the currencies in which some items are denominated and purchases/sales are made, compared to the currency of accounting, 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"> • Debt denominated in a currency other than the local or functional currency of the Group companies. • Receivables and payments for supplies, services or investments in currencies other than the functional currency. • Results in consolidation of foreign subsidiaries. • Consolidated net asset value of investments in foreign subsidiaries. 	The Company mitigates this risk by realising all its economic flows in the currency of accounting for each company, whenever possible and economically feasible.

Type of risk	Description	Management and control measures
Raw materials and climate change	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.
Liquidity	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.	
Credit	Strict monitoring of customer debt and its recovery is carried out, with clear procedures for action and the establishment of maximum credits per customer.	This control is achieved through various policies and risk limits which set out requirements relating to: <ul style="list-style-type: none"> • Adequate contracts in the operation carried out. • Sufficient internal or external credit quality of the counterparty. • Additional guarantees where necessary. • Limiting insolvency costs and the financial cost of late payment.

1.6 Stakeholders

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

Stakeholders	Main channels of dialogue
Shareholders	<ul style="list-style-type: none"> • Shareholders' meeting • E-mail address
Working people	<ul style="list-style-type: none"> • <i>Town Hall</i> (assemblies) • Reception plan • Committees • Complaints channel • Performance evaluation system • <i>Culture Champions</i> • Information screens • Notice board • Company statements • E-mail address

Stakeholders	Main channels of dialogue
Trade unions	<ul style="list-style-type: none"> • Meetings • E-mail address
Customers (including distributors)	<ul style="list-style-type: none"> • Telephone • E-mail address • Visits to wine cellars • Meetings • Web • Complaints management
Consumers	<ul style="list-style-type: none"> • Advertising • Web • <i>E-commerce</i> • Social media
Winegrowers	<ul style="list-style-type: none"> • Annual meeting • Meetings • Visit • Telephone • E-mail address
Other suppliers	<ul style="list-style-type: none"> • Meetings with the purchasing department • Telephone • E-mail address
Local communities	<ul style="list-style-type: none"> • Contact through the communication department • Solidarity collaborations • Events
Administrations	<ul style="list-style-type: none"> • Digital platforms • Meetings • E-mail address • Telephone
Professional associations	<ul style="list-style-type: none"> • Agreements • Meetings • Meetings • E-mail address • Telephone

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

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

1.7.2 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

(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 aimed at preventing and reducing the environmental impact of its products from the outset.

Freixenet's environmental policy, revised in 2024, aims to continually improve its environmental performance by preventing pollution, implementing minimisation plans and implementing research and development plans.

In the area of pollution prevention, Freixenet has established objectives based on four fundamental pillars: decarbonisation, circular economy, water and biodiversity.

The trend in the reduction of environmental aspects has been affected by the extreme drought that has affected the Penedés region over the last two years, which has had a significant impact on the Freixenet Group's harvest and consequently on the number of bottles produced. In this sense, the ratios of consumption or environmental aspects per bottle produced have normally increased in 2024, although this increase, in most cases, has been lower than the decrease in production.

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

1. Conduct our activities in compliance with all environmental requirements established by current legislation and adopt recognised international standards, such as the Sustainable Development Goals (SDGs). In the absence of specific legislation, act proactively and responsibly to protect the environment.
2. To protect the environment and prevent pollution derived from our activities and products by establishing minimisation plans and complying with the environmental commitments established by the parent company Henkell-Freixenet. These environmental commitments include:
 - Reduce our emissions and energy consumption by implementing efficient technologies, optimising energy processes and promoting the use of renewable energies. The goal is to drive the transition to a decarbonised company by 2050.

- Implement technologies and practices that optimise water use and treatment and ensure sustainability and quality.
 - Encourage the eco-design of our products and minimise the impact of our waste by promoting the reuse, recycling and circular recovery of waste.
 - Be respectful in land use and land management by setting specific targets for biodiversity and supporting the conservation of local fauna and flora.
3. Maintain constructive relations with stakeholders through open and transparent communication about the progress we are making in protecting the environment, collaborating with public and governmental organisations in the search for solutions to environmental challenges.
 4. To sensitise and raise awareness among our employees by promoting their environmental training to make them aware of the importance of environmental protection and to enable them to put into practice the principles expressed in this declaration.
 5. Promote our environmental principles to our supply chain and stakeholders.

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. C. R. D.)-Cava" and is valid until December 2026

In the area of sustainability, Freixenet has been certified Sustainable Wineries for Climate Protection since 2023. This recognition, developed by the Spanish Wine Federation (FEV), is the evolution of the Wineries for Climate Protection seal. This certification, in addition to the environmental dimension, evaluates aspects of social, economic and governance sustainability. The four pillars of the environmental dimension included in this seal are the reduction of carbon emissions, energy efficiency, reduction of water consumption and waste reduction.

In addition, in 2024 Freixenet obtained the silver medal in the EcoVadis rating. This rating is based on a comprehensive assessment of our practices in four key areas: environment, labour practices and human rights, ethics and sustainable procurement. The silver medal places Freixenet in the 85th percentile, among the top 15% of companies rated by EcoVadis.

CERTIFICATION OR	SCOP	VALIDIT
ISO 14001: Environmental Management System	Production of sparkling wines by the traditional method (V. E. C. R. D.)-D. O. Cava. O. Cava	

EcoVadis	The entire Freixenet Group Spain. In the case of Freixenet, SA: Production of sparkling wines by the traditional method (V. E. C. R. D.)-D. O. Cava. O. Cava	11/09/2025
Sustainable Wineries for Climate Protection	Production of sparkling wines by the traditional method (V. E. C. R. D.)-D. O. Cava. O. Cava	19/12/2025
Register of Operators of the Catalan Council for Agricultural Production	Production and bottling. Marketing and distribution of sparkling wines	
United Nations (UN) Global Compact	Production of sparkling wines by the traditional method (V. E. C. R. D.)-D. O. Cava. O. Cava	Annual
Certificate commitment to sustainable tourism	Wine tourism activities	Annual

Freixenet's environmental strategy focuses on two strategic lines: minimising or reducing the impact of its activity from its origin and boosting productivity (i.e. producing using as few resources as possible). In this sense, 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 the significance of the aspect.

In 2024, the objectives set in 2023 have continued to be met, reinforcing and advancing in their development and improvement.

	2024	2023
targets achieved	<ul style="list-style-type: none"> • Reduction of CO₂ emissions and electricity consumption by replacing two refrigeration units in the winery with new ammonia-fired units. • Reduction of CO₂ emissions by consolidating intermodal transport in Germany (211 trailers transported by rail, representing 22% of the total) and Poland (21 trailers by rail, equivalent to 100% of the fleet). In addition, this system has been set up in Belgium (38 trailers by rail, representing of the total) and in the Nordic countries (30 trailers by rail, representing of the total). 	<ul style="list-style-type: none"> • Installation of a new high-performance disgorging and dispatch line. This line will increase productivity. • Reduction of CO₂ emissions through the implementation of intermodal transport to transport finished product to Germany (137 trailers) and Poland (12 trailers). • Reducing CO₂ emissions and enhancing the circularity of waste by using 100% recycled fuel to transport finished product to Madrid • Start of the installation of solar panels at Freixenet's logistics

	<ul style="list-style-type: none"> • Reduction of CO₂ emissions through the use of recycled fuel in road transport to Madrid (39 trips) and Italy (51 trips). • Optimisation of water consumption by replacing nozzles on the rinsers of the 203 and 404 bottling lines. • Participation in the diagnostic report on water consumption prepared by ViWaTec, an initiative that aims to promote technological solutions and innovative strategies to improve the efficiency of water use in the Catalan wine sector. 	<p>warehouse in Sant Cugat Sesgarrigues.</p> <ul style="list-style-type: none"> • Reduction in the weight of the minis' glass containers. The bottle has been reduced from 280 g to 230 g. • Reduction of paper generation by digitising all logistics documentation.
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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 Investments environmental

During the financial year 2024, environmental investments amounted to 1,457,410€, compared to 494,518 € invested in 2023, which represents a considerable increase. Among the investments made in 2024, we can highlight:

- Replacement of the refrigeration system in the warehouse with more efficient equipment.
- New air compressors to optimise energy consumption.
- New equipment for drinking water treatment (a project that will continue in 2025).
- Completion of the new production line
- Completion of the installation of solar panels in the logistics warehouse.

Investments to reduce the weight of 200 ml bottles and eliminate packaging materials.

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, which is constantly updated.

In this way, legal compliance is guaranteed. 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 2024, environmental and sustainability awareness training was given to all Freixenet production, maintenance and technical staff.

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

The following are some of the training actions divided into the following fields:

- Environmental and sustainability awareness-raising (level II).
- Training of new staff.
- Workshop to calculate the carbon footprint of the organisation and the product.
- Seminar "ESG *reporting* and business transformation: innovation for a sustainable future".
- Environmental claims and consumer information.

Also, within the training itineraries offered by Freixenet, there are optional training courses of free choice, such as the following:

- Visit to the Freixenet and Segura Viudas wastewater treatment plant (50 participants).
- Collection of rubbish on the path of the river Lavernó with a participation of 50 people.

In 2024, 226 people have been trained and a total of 475 training hours have been delivered.

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 [Eco-design Guide for the wine sector](#), drawn up by the Spanish Wine Federation and Ecovidrio, which has been presented at various sectoral forums.

In 2024 production, especially in terms of tirage, experienced a total reduction of 35%. This is a significant drop that is attributed to the intense periods of drought that affected the area where Freixenet is located, both at regional and county level. This reduction in production has had a negative impact on various indicators in the report, which are presented below, as the lower production activity has directly conditioned the data presented.

Despite this decrease, it is worth noting that the increases in the ratios are lower than the percentage decrease in production, reflecting the ongoing efforts to optimise and improve operational efficiency. In terms of absolute values, most indicators have decreased, reaffirming the company's commitment to efficient resource management and responsible adaptation to adverse weather conditions.²

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 detects new areas for improvement that are integrated into the daily operations of its wineries. The aim of this integration process is to reduce CO₂ emissions and contribute to the process of mitigating and adapting to climate change. To this end, priority is given to the objectives of reducing the consumption of energy, materials and water resources.

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 renewable energy and installation of photovoltaic panels for self-consumption at the Sant Cugat warehouse.
- 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 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.

² The environmental data for 2024 include the impacts and consumption of Unió de Cellers del Noya, SA (UCSA), which, although it is not part of the Freixenet company, in 2024 leased its facilities to Freixenet. The latter assumes the costs of consumption such as water, energy, etc. In addition, in 2024 a service lease contract was formalised between the two parties and, from 1 January of that year, UCSA's employees were integrated into Freixenet, SA, through a succession of companies.

As a result of these measures, the Freixenet winery has reduced its scope 1 and 2 CO₂ emissions by 83. compared to our base year,³, from 3797 t CO₂/year in 2016 to 617.99 t CO₂/year in 2024.⁴

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

- **Calculate CO₂ emissions of Scope 1, 2 and 3**

We have *software* in place to track our sustainability-related indicators, including also our CO₂ emissions, in particular those related to Scope 3.

- **Establish measures to improve efficiency**

We have a production line in the disgorging-dispatching process that will allow us to improve production efficiency and, therefore, improve the company's environmental indicators.

- **Decarbonising the production process**

In addition to continuing to consume electricity from renewable sources, we are exploring options for self-consumption of renewable energy. To reduce Scope 1 emissions, additional targets have been set to reduce emissions by by 2030 compared to 2020. These targets include reducing current natural gas consumption and replacing existing refrigeration equipment or forklifts with electric vehicles.

- **Establish a mobility plan for employees**

In line with this objective, a scooter parking area was set up in 2024 to meet the growing demand for this mode of transport and to further promote sustainable mobility modes.

- **Reducing CO₂ emissions linked to the transport of finished products**

We use intermodal transport via rail to reduce our emissions. Currently, 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 and Italy. During 2024, emissions generated by transport have been reduced by 788.22 t of CO₍₂₎.⁵

³ This reduction corresponds to the SWfCP-certified Freixenet facility. In the last reports, this reduction was calculated on the basis of the ten years prior to the reporting year. Due to a methodological change, the base year corresponds to the base year established in Freixenet's SWfCP certification, audited by an independent third party.

⁴ The calculation of transport CO₂ reductions has been done with emission factors published by GLEC or provided by suppliers.

⁵ The calculation of transport CO₂ reductions has been done with emission factors published by GLEC or provided by suppliers.

In addition, for its commitment to reducing emissions and promoting more sustainable means of transport, Freixenet has been awarded in the [4th edition of the International Mobility Awards](#) in the category of private-big company thanks to its leadership in sustainable mobility. The company stands out for its efforts to reduce CO₂ emissions, promote intermodal transport and improve road safety.

Freixenet has also signed an agreement with the Port of Barcelona to calculate transport emissions in 2024. In this way, it reaffirms its commitment to the decarbonisation of the transport sector and the promotion of more sustainable solutions.

2.5.1 Innovation for sustainable development

Innovation plays an important role at Freixenet not only to constantly improve its product range and quality, but also to optimise production processes and achieve greater energy efficiency.

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

- Increase the capacity of Freixenet's cellars and eliminate the need to rent external warehouses.
- Reduce the dispersion of stocks of work in progress.
- Eliminate lorry traffic by road due to the elimination of transport to ancillary warehouses.

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

GHG emissions (tCO ₂ eq)	Freixenet* Establishment			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
Scope 1	617,99	727,16	-15,01%	917,4
Scope 2***.	0	0	-	0
Total (tCO₂eq)	617,99	727,16	-15,01%	917,4
Ratio (gCO₂eq)/production (pc)	8,40	6,37	31,83%	-

* The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

*** 100% of the energy consumed by all Freixenet establishments is green.

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

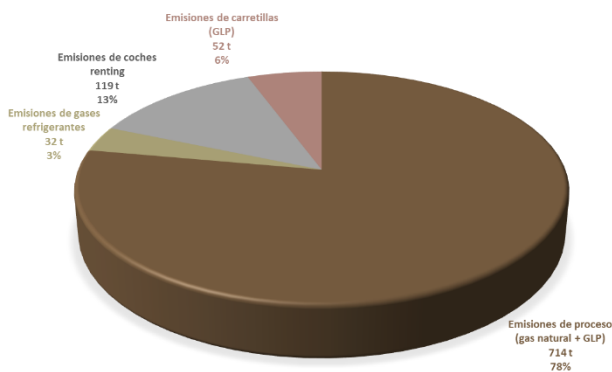
Carbon footprint by source (% tCO ₂ eq)	Freixenet* Establishment			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
SCOPE 1				
Fuel	5,17%	4,49%	15,10%	5,67%
Coolant	0 %	11,90%	-100,00%	3,53%
Commercial fleet	19,27%	15,62%	23,35%	12,98%
Process emissions	75,57%	67,99%	11,14%	77,83%
SCOPE 2				
Electricity (100% green energy)***	0 %	0%	-	0 %
Heat	0 %	0%	-	0 %

* The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

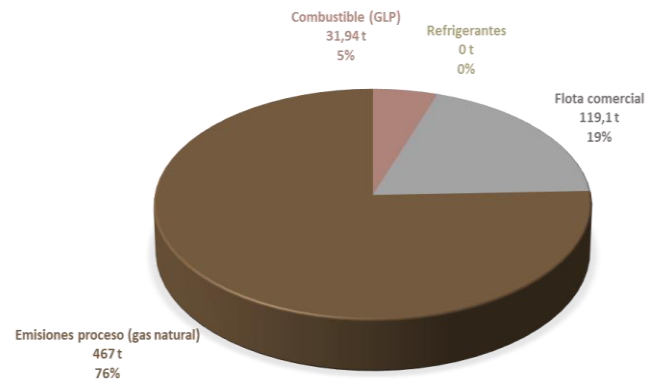
** The data referring to the Freixenet company include the Freixenet headquarters and the Freixenet, Castellblanch, Sant Cugat, Elyssia and UCSA establishments.

*** 100% of the energy consumed by all Freixenet establishments is green.

HUELLA DE CARBONO SOCIEDAD FREIXENET POR FUENTES 2024
(% TCO₂EQ)



HUELLA DE CARBONO FREIXENET POR FUENTES 2024 (% TCO₂EQ)



Total emissions are reduced by 15.01%, mainly due to the fact that no refrigerant gas leakage has occurred as a result of the policy of replacing refrigeration equipment

In 2024 production, especially in terms of tirage, experienced a total reduction of 35%, mainly due to the intense periods of drought that affected the area where Freixenet is located, both at regional and county level. This reduction has had a negative impact on the indicators per bottle produced, since certain consumption (such as those related to heating) are maintained and are not directly linked to the quantity of bottles produced. However, despite the significant reduction in production, emissions per bottle produced have increased by 31.83%.

(305-7)

Other significant air emissions (kg)* (kg)* Other significant air emissions (kg)* (kg)* (kg)	2024	2023	Change 2023- 2024 (%)
Nitrogen oxides (NOx)	4.797	4.798	-0,02%
Carbon monoxide (CO)	181	181	0%
Hydrogen Fluoride (HF-)	911	911	0%
Sulphur oxides (SOx)	0	0	0%
Volatile organic pollutants (VOC)	450	413	8,98%
Methane (CH ₄)	43	14	210,54%
Nitrous oxide (N ₂ O)	41	12	244,58%
Particulate Matter (PM)	2	1,6	0,57%
Total	6.426	6.331	1,50%

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

Note: The factors and pollutants established in the *Inventari d'emissions i fonts contaminants EPER-CAT* have been used.

In 2024 the Ministry's calculator is used to calculate methane and nitrous oxide, this justifies the difference in concentrations compared to 2023, other emission factors are used.

(2-25, 201-2)

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

RISK DETECTED	MEASURES TAKEN	MONITORING TARGET/KPI
Low availability of drinking water due to long dry spells	<ul style="list-style-type: none"> • Actions to reduce and optimise water use in the process (cleaning, etc.) and in other non-productive activities (garden watering, etc.). • Preparation of a study to characterise the cleaning process in the wineries with the aim of reducing water consumption. 	<ul style="list-style-type: none"> • Monitoring of the water consumption indicator. • Continuation of policies to optimise water consumption.
Faster grape ripening, development of pests or loss of vine yields due to extreme weather conditions	<ul style="list-style-type: none"> • Advance of the grape harvest start date. • Corrections during maturation. • Pheromone treatment of vines. • Phytosanitary practices. • Participation in sectoral forums related to climate change/environment. 	<ul style="list-style-type: none"> • Checks on the state of the grapes. • Control of wine microbiological stability indicators.

RISK DETECTED	MEASURES TAKEN	MONITORING TARGET/KPI
Increasing energy costs and ensuring the availability of fuels	<ul style="list-style-type: none"> Reduction of energy consumption through the implementation of energy efficiency measures. Purchase of efficient equipment and machinery. 	<ul style="list-style-type: none"> Daily control of electricity consumption and by sections. Establishment of monitoring indicators. Carrying out energy audits every 4 years.
Lack of under-supply of raw materials	<ul style="list-style-type: none"> Purchasing management (diversification of suppliers, continuous approval of new suppliers, etc.). 	<ul style="list-style-type: none"> Conclusion of specific agreements with strategic suppliers.

2.5.2 Noise and light pollution

Neither noise nor light pollution are relevant aspects derived from Freixenet's production activity or business.

2.6 Circular economy, waste prevention and management

(2-23, 3-3) In line with its environmental policy and its efforts to adapt its processes to a circular economy that avoids waste generation at source, the Freixenet winery has been implementing targets 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 by 61.35% and by 34% for each bottle produced with respect to the baseline year of the Sustainable Wineries for Climate Protection certificate.⁶

This has been made possible by waste management measures such as those detailed in the table below

PROJECTS CARRIED OUT TO CONTRIBUTE TO THE ECONOMY	
Elimination of waste through progressive substitution of waste from packaging of dry material and single-use auxiliary materials by reusable packaging (containers)	This avoids the use of tens of thousands of cardboard boxes per year. The elimination of packaging waste is the result of collaboration with suppliers. This improvement has been implemented in the case of sheets, , seals, capsules, muzzles, labels, cork stoppers, detergents, oenological material, glue, etc.
Incorporation of the tucking and robots	This is a proprietary and patented technology that has led to a substantial reduction in the number of broken bottles of cava during the handling process.

⁶ This reduction corresponds to the SWfCP-certified Freixenet facility.

PROJECTS CARRIED OUT TO CONTRIBUTE TO THE ECONOMY	
Minimisation of glass and wine waste by reducing bottle breakages at the bottle	<p>By working together with glass suppliers to improve the strength and quality of glass. This is a significant improvement, as the manufacture of this material accounts for 60% of the CO₂ emissions of 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 has been carried out, which began in 2014 and consists of:</p> <ul style="list-style-type: none"> • identifying the weak points of the cava bottle • collaborate with suppliers to implement improvements in bottle production • carry out internal pressure testing of batch samples of bottles prior to bottling to ensure their strength • modify suppliers' specifications.
Recycling and recovery of 99% of all waste	<p>Once eliminated and the amount of waste has been reduced, efforts have been made to find a way to recover the remaining industrial waste generated in the winery. All waste taken to the central collection area is weighed and checked to ensure that it is correctly segregated.</p>
Packaged in recyclable bottles	<p>Reuse of glass, a material from a finite resource: sand</p>
Valorisation of waste	<p>Dispatch to a distillery and reuse to produce alcohol.</p>
Reducing the weight of packaging put on the (cardboard, glass)	<p>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 200ml bottles from 280g to 230g.</p>
Implementing an <i>ad</i> debugging system	<p>This system has made it possible to significantly reduce the ammonium-rich liquid waste being composted.</p>

2.6.1 Waste

Freixenet has a selective waste collection procedure whose aim is to achieve the correct classification and collection of waste in order to maximise its recovery possibilities and to ensure that the legal requirements for waste management and transport are complied with. This procedure is part of the company's objective to reduce waste going to landfill as much as possible. Proof of this is that, both at 2022 and in 2023 and 2024, Freixenet is below the criteria established by the zero waste certificate as it is above 90% of recoverable waste.

(306-4)

Waste not destined for disposal broken down by composition (t)	Freixenet* Establishment Freixenet Company**			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
Sludge and water physico-chemical treatment plant and WWTP sludge	1507,3	2.321,9	-35,08%	1.726,9
Paper (cardboard, base paper	178,7	200,9	-11,08%	245,4
Plastic (seals, PP, strapping, shrink, film	135,4	184,7	-26,70%	166,1
Wood (timber, pruning	14,6	23,1	-36,88%	38,3
waste	919,4	1.159,2	-20,68%	1159,7
Metal (scrap metal, crown cap	164,8	245,9	-33,00%	184,6
Glass (glass, bottle	517,9	545,8	-5,11%	638,9
Construction waste (concrete...	32,8	68,2	-51,95%	32,8
WEEE (electrical equipment, cables, toner	1,0	2,1	-52,88%	1,8
Grease (used cooking oil)	0,04	0,1	-61,00%	0,04
Resins	0	0	-	0,1
Special wastes (glue, acid, solvents, fluorescents, absorbents, organic products, laboratory reagents, oil, aerosols, packaging, batteries	12,5	15,0	-16,53%	18,8
Total	3484,3	4.766,9	-26,91%	4213,4
Ratio (g of waste/unit of production)	47,3	41,8	13,27%	

* The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

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

Waste not destined for disposal from the Freixenet establishment* broken down according to composition (ratio g/unit)**.	2024	2023	Variation 2023-2024 (%)
Sludge and treatment plant water	34,8	36,3	-4%
Paper (cardboard, base paper	2,4	1,761	38%
Plastic (seals, PP, strapping, shrink, film	1,8	1,602	15%
Wood (timber, pruning	0,2	0,203	-2%
waste	79,8	83,84	-5%
Metal (scrap metal, crown cap	0,2	2,156	-91%
Glass (glass, bottle	7,0	4,784	47%
Construction waste (concrete...	0,4	0,597	-25%
WEEE (electrical equipment, cables, toner	0,0134	0,018	-25%

Grease	0,0005	0	-
Special wastes (glue, acid, solvents, fluorescents, absorbents, organic products, laboratory reagents, oil, aerosols, containers, batteries)	0,2	0,131	30%
Total	47,3	41,8	13%

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

** The ratio corresponds to grams of waste generated per bottle produced, except for the ratio of frosted waste, which corresponds to grams of waste generated per frosted unit, and wine waste, which corresponds to grams of waste generated per equivalent unit of wine produced.

The reduction in bottle production (especially in terms of the bottle run) has affected the ratio of total waste per bottle produced, which has increased by 13.34%, below the percentage decrease in production.

There are occasional outflows of materials that are not linked to production: desks, batteries and obsolete material. There are more outflows of glass packaging from the minis line.

Waste not destined for disposal (t) in % (%)	Freixenet* Establishment		Freixenet Company**
	2024	2023	2024
Hazardous waste			
Recovery operations			
Re-us	50,89%	57,70%	33,95%
Recycling	49,11%	42,30%	66,05%
Other recovery operations	0%	0%	0%
Non-hazardous waste			
Recovery operations			
Re-us	0%	0%	0%
Recycling	100%	100%	100%
Other recovery operations	0%	0%	0%

*The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

(306-5

Waste for disposal broken down by composition (t)	Freixenet* Establishment			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
General factory waste (rubbish	26,2	53,0	-51%	42,36
waste	0,0023	0	-	0,0123

sludge	0	0	-	5,16
Desks	35,82	0	-	35,82
Construction waste-insulation	0	0	-	22,26
Laboratory reagents	0	0	-	0,27
Total	62,02	53,0	21,36%	105,90
Ratio (g waste / pcs production)	0,843	0,465	88%	

* The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

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

General factory waste decreased by 51 %. Non-recoverable waste increased by 21.36%, mainly due to the occasional disposal of desks that were no longer in use.

Waste destined for disposal (t) in % (%)	Freixenet* Establishment		Freixenet Company**
	2024	2023	2024
Non-hazardous waste			
Elimination operations			
Transfer to landfill	100%	100%	100%

*The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

2.6.2 Food waste

In the specific case of Freixenet products, no donations were made because 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, which guarantees the hygiene and disinfection of equipment and facilities

Comparing water consumption in 2024 with that of the base year included in the Sustainable Wineries for Climate Protection certificate, Freixenet has achieved a reduction of 47.18% in absolute value.⁷

⁷ This reduction corresponds to the SWfCP-certified Freixenet facility.

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

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

- Study of water consumption by sections and machinery using meters to optimise priorities (e.g. cleaning in the cellar).
- Water recovery and reuse.
- Environmental awareness of staff.
- Installation of photocells to detect the passage of bottles, which interrupt water consumption when no bottles pass through.
- Reduction of lubricant and water consumption by switching from wet to dry lubrication.
- Elimination of water-operated evaporative condensers.
- Reduction of water consumption by changing nozzles on rinsers.

(303-3

Total water abstraction and breakdown according to the following sources (megalitres)	Freixenet* Establishment			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
Groundwater (well)	19,12	29,93	-36,12%	26,94
Third-party water (Aigües i Mines de la Salut)	16,18	18,99	-14,82%	40,03
Total	35,3	48,9	-27,82%	66,97
Ratio (ml water withdrawn/unit of production)	479,6	428,8	11,85%	

* The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

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

In June 2024, the alert scenario came into force, requiring a 5% reduction in total water consumption.

In 2024, total water consumption has been reduced by 27.82% compared to 2023 and, in ratio per bottle produced, it has increased by 11.85% due to a decrease in bottle production.

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

Water discharges

Freixenet has been working for years on the implementation of measures 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 the water from the cava production process to take place 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:

- The effective recovery of the lees and tartrate during the cleaning of the tanks.
- Improvements in the tirage and disgorging process to collect the wine drips.
- The installation of fixed collectors for wine movements, which reduces the risk of spillage and the use of water for cleaning.
- Staff awareness to recover all wine and minimise water contamination
- Improvements to the water treatment system.

(303-4)

Total water discharge and breakdown by destination (in megalitres)	Freixenet* Establishment			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
Discharge of water to municipal sewer	20,24	34,25	-40,90%	55,05
Total	20,24	34,25	-40,90%	55,05
Ratio (mL water discharged / pcs production)	275,06	300,2	-8,37%	

* 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, Elyssia and UCSA 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. For this reason, energy efficiency occupies an important place among its environmental objectives. To this end, energy audits have been carried out and reduction and improvement targets have been set, which are monitored using control *software*. Likewise, 100% of the electricity purchased at Freixenet is certified as being of renewable origin

(302-1, 302-3)

Energy consumption by source (MWh)	Freixenet* Establishment			Freixenet Company**
	2024	2023	Variation 2023-2024 (%)	2024
Electricity	6.876,78	8.251,19	-16,66%	9.473,28
Natural gas	2.559,57	2.709,85	-5,55%	2.624,45
Liquefied Petroleum Gas (LPG)	149,01	152,77	-2,46%	1.273,93
Diesel B	0	0	-	0
Total	9585,36	11.113,81	-13,75%	13.371,67
Ratio (Wh consumed / pcs production)	130,25	97,42	33,70%	

* 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, Elyssia and UCSA establishments.

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

Energy consumption increased by 33.7% in relative terms. This is due to the drop in production (35%) and the start-up of the new production line, which consumes resources by producing bottles below their potential. By working in two shifts, more cleaning is carried out, which consumes energy without producing 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 the minimum and essential

(301-1)

Consumption of materials and raw materials (by weight or volume)	Freixenet* Establishment			Freixenet Company**
	2024	2023 ⁸	Variation 2023-2024 (%)	2024
Renewables				
<i>Ingredients (megalitres (must, wine, sugar</i>	26,6	37,3	-29%	39
<i>Packaging (t (cork stoppers, labels, boxes, cases, accessories, recycled glass)</i>	19.154,8	24691,8	-22%	19.676

⁸ Following a change in the calculation of material consumption in 2024, the 2023 figures have been recalculated to ensure comparability and consistency of data.

Non-renewable				
Gases (t) <i>(inert gas, nitrogen, sulphur)</i>	369,3	595,6	-38%	939
Packaging (t) <i>(muzzles, caps, capsules, screw caps, crown caps, stoppers, caps, sleeves, sleeves, virgin glass for bottles, film, seals)</i>	15.975,8	36620,1	-56%	16.110
Bottle surface treatment products (t) <i>(sulphuric acid, bifluoride, polyfluoride, lime)</i>	861,8	1283,2	-33%	862
Oenological products (t) <i>(fining agents, adjuvants, nutrients, tartaric acid, lactic acid)</i>	79,9	92,7	-14%	88
Ancillary products (t) <i>(caustic soda, hydrochloric acid, diammonium phosphate, regeneration salts, glue, lubricants, detergents, calcium chloride, sodium hypochlorite, propylene glycol, Carbotech)</i>	312,5	376,2	-17%	412

* The data referring to the Freixenet establishment includes the Freixenet cellars and head offices

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

Depending on the colour, glass bottles have a different percentage of recycled material (8 for white glass and 70 % for green/brown glass). The percentages were determined on the basis of approximate values provided by suppliers. The same criterion has been applied for 2024.

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 remedying it, if any. The conclusions of this study have determined that Freixenet's activities have a low impact on its environment and its biodiversity

Description of the environment in which 's facilities are located

quality	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 described as satisfactory.
Geolog	Freixenet is located on the NMA geological unit made up of very plastic blue clays and sands from the Serravaliense-Tortonian.
Hydrolog	From the hydrogeological point of view and according to the classification of the Catalan Water Agency (ACA), the study area is included in water body number 22 "Al-luvials del Penedès i aqüífers locals". Freixenet is not located on any protected aquifer, according to Decree 328/1988 of 11 October 1988.

With regard to the different habitats of community interest, natural spaces or areas of specific interest near Freixenet, the following are to be found (the distances between them are also indicated):

NATURAL ENVIRONMENT OR AREA OF	DISTANCE (METRES)
Protection zone for avifauna	Adjacent
Habitat of Community interest: poplar groves, saltmarshes and other riparian woodlands	Adjacent
Habitat of Community interest: holm oak and kermes oak forests	25
Habitat of Community interest: Mediterranean pinewoods	600
Area of faunistic and 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. Therefore, no dangers have been detected that compromise the safety of the establishment and require improvement.

In addition to this risk study, Freixenet carries out various initiatives to protect and promote this natural heritage, such as:

- Installation of nesting boxes in suitable locations in the vineyard and preparation of shelters in the surrounding forest areas to release birds and mammals from wildlife recovery centres.
- Naturalisation of vineyard margins to provide a place of refuge, feeding and connectivity for wildlife.
- Sustainable agriculture: pest control by means of pheromone diffusers for sexual confusion and a pheromones and a vegetation layer between the rows of vines to fight 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 pollutants. 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 the people who work at Freixenet is an important aspect, which is channelled through training or specific communications. During 2024, four awareness-raising actions were carried out in which volunteers from the company helped to clean up natural environments near the river Lavernó.

3 INFORMATION ON SOCIAL AND PERSONNEL ISSUES

(3-3) One of the fundamental pillars of Freixenet's development and growth are the people who make up the company. For this reason, Freixenet encourages inclusion, promotes equality and is committed to creating initiatives that enhance the well-being at work and the professional growth of all its staff. Proof of this is the development of the Freixenet e-Academy training platform, the corporate Health and Wellness Programme and the application of 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 recruitment process to the development of the person's professional career and the exit or termination of the employment relationship.

3.1 Employment⁹

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

In addition to the individual welcome plan, adapted to the needs of each person and position, the company organises a Welcome Week once a year, a week in which new recruits spend time with the company's executives and managers with the aim of acquiring a 360° vision of the business and getting to know key interlocutors.

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), 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 raise awareness of its territory and its organisation among students from all over the world. The aim is to attract talent and international investment that will have an impact on its socio-economic environment.

Freixenet currently has 546 people on its team, 24% of whom are women and 76% men. A total of 98.7% of the workforce has an indefinite contract, proof of the stability and quality of employment pursued by the company.

⁹ 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.

The data for 2024 include the employees of Unió de Cellers del Noya S.A. (UCSA), which from 1 January 2024 became part of Freixenet S.A. through a succession of companies.

3.1.1 Occupation

(2-7, 405-1)

Number of employees, by gender (as of 31 December 2024)	2024	2023	2022	2021
Women	130	114	118	72
% of women	24%	23%	22%	19%
Men	416	386	416	310
% of men	76%	77%	78%	81%
Total	546	500	534	382

(405-1b)

Number and percentage of employees by professional category and by age group (as of 31 December 2024)	2024		2023		2022		2021	
	No.	%	No.	%	No.	%	No.	%
Management positions	8		8		9		6	
Under 30s	0	0%	0	0%	-	0%	-	0%
Between 30 and 50 years old	3	37,50%	3	36,36%	3	33,33%	-	0%
Over 50 years old	5	62,50%	5	63,64%	6	66,67%	6	100%
Qualified and non-qualified technicians	85		72		70		36	
Under 30s	1	1,18%	4	4,90%	2	2,86%	-	0%
Between 30 and 50 years old	46	54,12%	36	50,35%	34	48,57%	19	52,8%
Over 50 years old	38	44,71%	32	44,76%	34	48,57%	17	47,2%
Administrative	103		96		102		33	
Under 30s	18	17,48%	20	20,83%	23	22,55%	8	24,2%
Between 30 and 50 years old	48	46,60%	39	40,63%	41	40,20%	11	33,3%
Over 50 years old	37	35,92%	37	38,54%	38	37,25%	14	42,4%
Workers	350		324		373		304	
Under 30s	12	3,43%	12	3,70%	20	5,36%	19	6,3%
Between 30 and 50 years old	208	59,43%	180	55,56%	197	52,82%	146	48%
Over 50 years old	130	37,14%	132	40,74%	156	41,82%	139	45,7%

Number and percentage of employees by professional category and gender (as at 31 December 2024)	2024		2023					
	No		No		No		No	
positions	8		8		9			
Women	1	12,5%	1	12,1%	1	11,	1	16,
Men	7	87,5%	7	87,9%	8	88,	5	83,

Qualified and technicians	85		72		70			
Women	32	37,6%	27	37,4%	25	35,	13	36,
Men	53	62,4%	45	62,6%	45	64,	23	63,
Administrativ	103		96		102			
Women	62	60,2%	60	62,3%	65	63,	25	75,
Men	41	39,8%	36	37,7%	37	36,	8	24,
Worker	350		324		373			
Women	35	10,0%	26	8,0%	35	90,	36	11,
Men	315	90,0%	298	92,0%	338	90,	268	88,

(2-7)

Total number and distribution of contract modalities by gender (as of 31 December 2024)	2024		2023		2022		2021	
Recruitmen	Men	Women	Men	Women	Men	Women	Men	Women
Indefinite	410	129	380	108	397	113	280	61
Temporary	6	1	6	6	31	13	25	13
Tota	416	130	386	114	428	126	305	74
Day								
Complete	395	123	358	93	402	114	285	66
Partial	21	7	28	21	26	12	20	8
Tota	416	130	386	114	428	126	305	74

(Non-GRI)

Average annual number of permanent contracts	2024	2023	2022	2021
By gender				
Women	131	109	110	61,83
Men	429	382	399	279,91
By age group				
Under 30s	33	29	28	7,25
Between 30 and 50 years old	306	249	246	157,66
Over 50 years old	222	212	235	176,83
By professional category				
Management positions	8	8	8	5,75
Qualified and non-qualified technicians	86	71	69	35,41
Administrative	99	91	91	24
Workers	367	321	341	276,58

Average annual number of contracts	2024	2023	2022	2021
By gender				
Women	6,08	14	17	10,33
Men	6,42	24	45	29,05

By group				
Under 30s	7,50	13	22	15,91
Between 30 and 50 years old	4,17	22	37	19,41
Over 50 years old	0,83	3	3	4,50
By classification				
Management positions	0	0	0	0
Qualified and non-qualified technicians	0	0	1	0,66
Administrative	7,91	9	11	8,08
Workers	4,58	29	50	31,08

Average annual number of contracts	2024	2023	2022	2021
By gender				
Women	10,50	21	10	4,08
Men	25,58	27	30	32,25
By age group				
Under 30s	4,16	4	2	1,75
Between 30 and 50 years old	2	10	1	4,41
Over 50 years old	29,92	34	37	30,16
By occupational classification				
Management positions	0	0	0	0
Qualified and non-qualified technicians	2	4	2	1,50
Administrative	8,67	18	8	0,41
Workers	25,41	26	30	34,41

(Non-GRI)

Number of	2024	2023	2022	2021
By				
Women	5	8	7	2
Men	30	18	9	6
By age group				
Under 30s	3	0	1	0
Between 30 and 50 years old	2	7	1	3
Over 50 years old	29	19	14	5
By occupational classification				
Management positions	0	0	0	0
Qualified and non-qualified technicians	4	2	3	3
Administrative	4	3	3	1
Workers	26	21	10	4

3.1.2 Remuneration

All Freixenet employees are covered by the company's collective bargaining agreement, which was renewed in April 2023.

Freixenet's remuneration policy is marked by strict compliance with current legislation and the remuneration policy established in the company's collective bargaining 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	2024	2023	2022	2021
By gender				
Women	42.461,73 €	43.655,03 €	38.848,57 €	36,872.00 €
Men	42.429,87 €	43.418,25 €	39.753,14 €	38,581.00 €
By age group				
Under 30s	29.099,23 €	31.546,85 €	28.987,33 €	27,838.52 €
Between 30 and 50 years old	40.101,14 €	40.621,61 €	36.294,64 €	35,770.34 €
Over 50 years old	48.092,91 €	48.815,86 €	44.275,98 €	41,478.05 €
By occupational classification				
Management positions	202.368,12 €	217.507,69 €	235.618,20 €	269,814.53 €
Qualified and non-qualified technicians	71.848,47 €	74.193,78 €	68.444,50 €	67,234.01 €
Administrative	35.682,47 €	37.627,22 €	34.852,28 €	35,344.50 €
Workers	34.108,32 €	34.352,52 €	31.000,59 €	31,046.13 €

(405-2)

gap	2024	2023	2022	2021
By gender				
Gross salary/h for women	24,02	24,69	21,97	20,86
Gross salary/h for men	24,00	24,56	22,48	21,82
Ratio	100,08%	100,55%	97,72%	95,57%

(202-1)

Ratio of standard entry level wage by gender to minimum wage	2024	2023	2022	2021
Standard entry level salary				
Women	23.958,48 €	23.958,48 €	23.608	22.€
Men	23.958,48 €	23.958,48 €	23.608	22.408 €
Local minimum wage (SMI Spain)				
Women	15.876,00 €	15.876,00 €	15.120	13.€
Men	15.876,00 €	15.876,00 €	15.120	13.€
Ratio standard entry level wage/local minimum wage				
Women	150,91%	150,91%	156,14%	165,
Men	150,91%	150,91%	156,14%	165,

Average salary Committee	2024	2023	2022	2021
Total	425.300,27 €	350.579,00 €	295.209,60 €	269.814,53 €

* The Management Committee is composed of two men and one 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 at their disposal a series of social benefits, 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 agreement.
- Aid for disabled children (disability equal to or greater than 33%).
- Grants for children's studies for regulated education.
- Discount on products.
- Christmas lot.
- Spaces set aside for rest and meals for the enjoyment of workers.

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 included in article 3.4.2. of its telework policy, which is also communicated to all staff:

"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 staff. Therefore, all actions in this area comply with the provisions of Law 31/1995, of 8 November, on the Prevention of Occupational Risks and Royal Decree 39/1997, of 17 January. Freixenet has its own prevention service, made up of 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 by an external prevention service, as is the industrial hygiene speciality.

Freixenet also has a Health and Safety Committee that meets every three months and on which the company and workers are represented. At the same time, at least a couple of meetings or follow-up visits to the plant are held every month at with the technicians between the designated worker and the prevention delegates

On the other hand, Freixenet's collective bargaining agreement includes some specific issues related to occupational risk prevention and health care:

- Among offences categorised as very serious is the repeated or 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, entail any detriment to their salary or professional category, in accordance with the provisions of Article 26 of Law 31/1995 on maternity protection.

Freixenet has a corporate health and wellness programme open to all staff to provide them with tools and resources to adopt better healthy habits and improve their physical and mental wellbeing. The programme offers courses in yoga, *core*, nutrition workshops, *mindfulness*, among others, and provides access to an app containing articles of interest on these topics

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

In addition, an *in-home* physiotherapy service was launched in 2024 at no cost to employees. This service, managed by the Company Medicine Service (SME) in collaboration with physiotherapy experts, organises sessions at pre-established times for employees.

(403-9)

Injuries due to accidents at work (for all employees)	2024	2023	2022	2021	Variation 2023-2024 (%)
Deaths resulting from an accident injury					
Total number	0	0	0	0	0%
Rate	0	0	0	0	0%
Work-related injuries with major consequences (excluding fatalities)					
Total number	0	0	0	0	0%
Rate	0	0	0	0	0%
Recordable work-related injuries					
Total number	10	18	33	23	-44,4%
Women	3	2	2	5	
Men	7	16	31	18	
Rate	10,3	21,2	34,6	13,4	-51,4%
Women	3,1	2,4	2,1	2,9	
Men	7,2	18,8	34,6	10,5	

2024: 3 of the accidents are classified as sprains and strains or overexertion, 3 as cuts-injuries, 1 as entrapment-shock, 1 as burn, 1 as fracture-fall and 1 as contact with hazardous substance-eye.

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 2642 in 2024

	2024	2023	2022	2021	Variation 2023-2024 (%)
Total hours	968.856	849.052	952.952	597.014	+14,1%
hours	2.642	3.864	6.888	2.240	-31,6%
rate	10,3	21,2	34,6	13,4	-51,4%
Women	3,10	2,4	2,1	2,9	+29,2%
Men	7,20	18,8	34,6	10,5	-61,7%
rate	0,42	0,46	0,9	0,43	-8,7%
Women	0,12	0,07	0,04	0,09	+71,4%
Men	0,30	0,39	0,86	0,34	-23,1%

3.3 Social relations

3.3.1 Organisation of working time

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

Chapter V "Working day and working calendar" of the collective agreement in force establishes the annual working hours and their distribution both weekly and in specific periods (such as the grape harvest or the Christmas campaign) that 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 changes in shifts due to production needs, as well as 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 2024:

- **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.

- **Prize for initiatives and suggestions.** Freixenet awards a prize of 1503 euros for initiatives and suggestions that lead to improvements in production. This prize is set out in article 31 of the company's 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. Workers are given a leading role, entrusting them with greater responsibility in decision-making and problem-solving through Kaizen events.
- **Information screens in all workplaces.**
- **Code of Conduct and Best Practices.**
- **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.** This is a 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 continues to be carried out through training sessions and through 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.
- **Health and Safety Committee, Training Committee, Joint Agreement Committee, Equality and Diversity Committee, Calendar Negotiating Committee and Industrial Plan Committee.** The company and the workers' legal representatives have actively participated throughout 2024 in these committees to ensure fluid communication on the aforementioned issues.

3.3.3.3 Reconciliation

Freixenet guarantees the effective exercise of any equality rights recognised by law and in the collective agreement, especially those directly or indirectly linked to maternity/paternity and family responsibilities. The company has different working hours and working days depending on the area to which each worker is assigned in order to reconcile work and family life. All of this is included in the company's collective agreement, in section VII, articles 32 to 36 (leaves of absence, leaves of absence), as well as a flexible timetable for administration staff.

The new collective agreement establishes, in addition to the updating and inclusion of the new family law leaves, 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 has currently implemented a teleworking policy to comply with Royal Decree-Law 28/2020, of 22 September, on telecommuting.

(401-3)

Parental leave	2024	2023	2022	2021	Change 2023- 2024(%)
Staff who have been entitled to parental leave	546	500	534	382	
Women	130	114	118	72	+14,04%
Men	416	386	416	310	+7,77%
Staff on parental leave	10	9	11	11	
Women	2	4	3	2	-50,00%
Men	8	5	8	9	+60,00%
Of the above, people who have returned to their jobs after parental leave	10	9	11	2	
Women	100%	100%	100%	100%	0,00%
Men	100%	100%	100%	100%	0,00%
Of the above, persons who after returning to work after parental leave continue to work in the organisation after 12 months.	10	9	11	2	
Women	100%	100%	100%	100%	0,00%
Men	100%	100%	100%	100%	0,00%
Return to work rate	100%	100%	100%	18%	0,00%
Women	100%	100%	100%	50%	0,00%
Men	100%	100%	100%	11%	0,00%
Retention rate	100%	100%	100%	100%	0,00%
Women	100%	100%	100%	100%	0,00%
Men	100%	100%	100%	100%	0,00%

3.4 Training

(3-3, 404-2) The Training and Development Plan includes all the training activities offered to Freixenet employees to support them in their professional development and to meet organisational challenges. They also facilitate 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* platform offering a range of training content open to all employees to promote employability and personal development. It is accessible from any mobile device and for 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 *ad hoc* external help for the needs and projects of the teams or individuals.

AREA	TRAINING OBJECTIVE	KEY ACTIONS IN 2024
People leadership	The different team members responsible for the team are guided and accompanied in their professional development as leaders.	<ul style="list-style-type: none"> • Implementation of F-LEAD • Competence and value assessment (performance appraisal system) • Deployment of corporate values
Commercial management	It 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"> • Advanced negotiation training • <i>On trade</i> development programme
Innovation and creativity	Differentiation and competitiveness.	<ul style="list-style-type: none"> • LEAN Six Sigma • Initial robotics
Management and organisational efficiency	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"> • <i>Compliance</i>: Code of Conduct and harassment protocol • Training in LGTBI equality and diversity • Teams Tool • Training on labour reform • MS Project and AI tools • Cybersecurity training
Oenology and product	A wide range of product content created by our experts and constantly updated.	<ul style="list-style-type: none"> • WSET 1, 2 and 3 training • Mangaroca and Gorbachev vodka training • Monographs on wine, sparkling wine, cava and champagne
OHS, quality and environment	Ensuring the safety of our entire workforce and excellence in our production	<ul style="list-style-type: none"> • Basic occupational risk prevention • Quality management system

		<ul style="list-style-type: none"> • Environmental system and sustainability • <i>Food defence</i> and hazard analysis and critical control point analysis • Visual protection of the display • Noise protection
Individualised language programme	Personalised sessions for those who need the language according to their position and open group sessions for those who are interested in training.	<ul style="list-style-type: none"> • <i>English digital coach</i>

In addition, Freixenet offers all new recruits a welcome plan adapted to their mission in the company, the aim of which is to help them get to know the key people and the department's working procedures, and to guide them through the organisation, history, culture and internal workings of Freixenet. As can be seen in the table below, investment in training increased by 4.15% in 2024 compared to the previous year

For the Operations (production) collective, a minimum number of annual training hours was agreed in the collective bargaining agreement for the workforce in this area within working hours. This minimum number was 16 hours per year in 2023, 32 in 2024 and 40 in 2025 in order to enhance training, versatility and employability.

During the year 2024, the people in the production collective were able to choose, according to their preferences and development expectations, between sixteen training courses with different themes. The subjects covered different areas: robotics, languages, health and safety, oenology and viticulture, and food quality and safety, among others.

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

Investment in training	2024	2023	2022	2021	Variation 2023-2024 (%)
	133.678,91 €	128.353,17 €	92.923,24 €	71.819,71 €	+4,15%

(404-1)

Total hours of training by category	2024	2023	2022	2021	Variation 2023-2024 (%) ¹⁰
Management positions	398	616	1.099	130	-35,39%
Qualified and non-qualified technicians	4.801	4.828	4.327	2.042	-0,56%
Administrative	4.278	5.120	5.983	1.551	-16,45%
Workers	5.923	7.990	986	284	-25,87%
Total	15.400	18.554	12.395	4.007	-17,00%
Average hours of training per	28,21	37,11	23,21	11,29	-23,99%

3.5 Equality and non-discrimination

(3-3) With Organic Law 3/2007, of 22 March, 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. Since January 2023, Freixenet has had a new equality plan agreed with the employees' social representatives.

Freixenet has also signed up to the Diversity Charter for Inclusion and Non-Discrimination in the Workplace. It has thus become a new signatory to the Diversity Charter 2023-2025 and has reinforced 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 1550 signatory organisations, companies and institutions, making it the third most popular charter in the EU Diversity Charter Platform.

In 2024 Freixenet has been a participating company in the campaign "Our pride is diversity", promoted by [Fundación para la Diversidad](#) and [REDi - Executive Search](#), and whose objective is to promote the inclusion of the LGBTI+ collective.

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

¹⁰ In 2023, the internal *compliance* programme was delivered to the entire workforce, while in 2024, priority was given to external, non-mandatory training for all groups. As a result, although investment in training has increased, the number of training hours has decreased.

Freixenet is also an ambassador for Talent Senior, a professional services consultancy specialising in promoting the inclusion of people over 50 in the workplace and highlighting their contribution. Currently, more than 40% of Freixenet's workforce is made up of people in this age group.

Freixenet also has its Code of Conduct and Responsible Practices. This explicitly states that no form of discrimination will be tolerated. In addition, since 2016 the company has had a protocol for the prevention and treatment of workplace or sexual harassment. This protocol was updated and agreed with the social partners in July 2024. It sets out the steps to be taken once the employee has reported the suspicious conduct, which must be implemented as soon as possible after the events in question have taken place. This can be communicated through the Human Resources Department, the Works Committee or the Prevention delegates. Once the notification has been received by any of these bodies, Human Resources will pass the complaint on to the persons designated as reference persons. They are responsible for taking the first steps and providing information and channels of support in the event of a situation of possible 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 will be treated confidentially. It also guarantees that no reprisals will be taken against any harassed person who files an internal complaint or report.

No cases of harassment were recorded at Freixenet in 2024

3.6 Universal accessibility for people with disabilities

(405-1) Freixenet's commitment to the integration of this group of people is a priority for the company. For this reason, in addition to having employees with a recognised degree of disability, the company collaborates with various special employment companies to provide support, mainly in handling and gardening tasks. In 2024 Freixenet collaborated with Milton and Mas Albornà.

Number of employees with disabilities by classification	2024	2023	2022	2021
Workers	9	9	10	6

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

4 INFORMATION ON RESPECT FOR HUMAN RIGHTS

(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 business dealings with customers, suppliers, government agencies and other third parties, all business matters are conducted in accordance with all applicable laws (such as labour, tax or customs law).

Freixenet is therefore committed to fair labour practices and strives to conduct all its business activities and relations 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 2024, 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 anti-corruption and money laundering policies 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 financial years 2023 and 2024, staff and new recruits have been trained in these matters through the internal training platform e-Academy.

Freixenet's core values of integrity, respect and responsibility in the performance of professional activity include complying with all applicable anti-corruption legislation wherever the company carries out its activities. In this regard, and given that the company may be liable for the inappropriate conduct of third party collaborators, Freixenet undertakes to do business only with those who share the same standards of intolerance of corruption. To this end, before contracting any service, an appropriate *due diligence* investigation of the supplier must be carried out.

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

(205-2)

Communications and Code of training	2024	2023		
Number of hours of training for new employees in this area	22	26	14	8

Communications and Code of Ethics training	2024	2023	2022	2021
Number of employees	573	397	468	339

Number of persons trained on the anti-corruption policy and procedures (or the Code of Conduct, if applicable) by professional category ¹¹	2024	2023	2022	2021
Management positions	0	2	0	4
Qualified and non-qualified technicians	3	62	64	8
Administrative	14	82	44	36
Workers	5	270	556	0
Tota	22	416	664	48

In 2024, anti-corruption training was provided to Freixenet's new recruits (technicians, administrative staff and workers). It was not necessary to extend it to the rest of the workforce, as in 2023 all workers received this training. Therefore, in 2024, 100% of the workforce was trained in this area.

The training has been carried out through the *e-Academy* platform with the aim of facilitating it to those groups that telework or are geographically dispersed and has included 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 policy and digital privacy.
- Data protection policy.
- Information security policy.
- Telework policy.
- Remote working policy.
- Internal information system policy.
- Competition law (only for *on* and *off trade* commercial team).
- Legislation on overtime and management of the working calendar.
- Protocol for serving alcoholic products.

No cases of corruption were recorded at Freixenet in the 2024 financial year.

5.2 Contributions to foundations and non-profit organisations

(201-1) Freixenet's contribution to foundations and non-profit organisations amounted to €192,390.66 in 2024.

¹¹ The number of persons trained in the year is indicated, not the cumulative number.

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 is patronage and sponsorship in various fields, 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 fields. Organisationally, Freixenet's action in this area is led and developed by the Corporate Communication area.

Main actions carried out in 2024:

SPONSORSHIPS	
CE Noia Freixenet	<p>Freixenet has been sponsoring the Club Esportiu Noia Freixenet, the local <i>hockey</i> team in Sant Sadurní d'Anoia, where this sport enjoys a great popular following and tradition, since 1973.</p> <p>Teamwork, talent, tenacity, innovation and effort are some of the many values shared by Freixenet and C. E. Noia.</p> <p>On 26 August 2024 at the Caves Freixenet the presentation of the new C. E. Noia Freixenet for the season 2024-25 took place. The new faces of the season and the new kits that will be worn by all the club's teams were presented.</p> <p>The presentation of the C. E. Noia is already a classic at the Caves. As a result of this link with the territory, the relationship between Freixenet and the club was born. This historic sponsorship (which celebrated its 50th anniversary in 2023) is the longest in the history of roller <i>hockey</i> and has become one of the most loyal sponsorships in the state sport.</p>
Queen Sofia School of Music	<p>The collaboration between Freixenet and the Escuela Superior de Música Reina Sofía began in 1993.</p> <p>Freixenet is the patron of the Freixenet Symphony Orchestra, whose chief conductor is Andrés Orozco-Estrada, and the Freixenet Chamber Orchestra, whose chief conductor is Sir Andrés Schiff.</p>

	<p>Thanks to Freixenet's patronage, the school's students benefit from a complete artistic training with great guest conductors. The main activities held in 2024 include the following:</p> <ul style="list-style-type: none"> • Opening concert for the 2023-2024 academic year. Auditorio Nacional de Música (Madrid), 14 November 2024. • Closing concert of the 2023-2024 academic year. Museo Nacional Centro de Arte Reina Sofía (Madrid), 18 June 2024. • European Music Day Concert in collaboration with the Centro Nacional de Difusión Musical. Auditorio Nacional de Música (Madrid), 19 June 2024. • Granada Festival Concert. Colegio Mayor Santa Cruz la Real (Granada), 21 June 2024. • Opening concert by the EDP Foundation of the Santander Music and Academy Meeting. Palacio de Festivales de Cantabria (Santander), 7 July 2024. <p>In total, 101,782 spectators have enjoyed the concerts of the Freixenet orchestras in person or through the different broadcasting channels (digital and on TVE).</p>
"Les Nits de Barcelona"	Freixenet sponsored Les Nits de Barcelona, one of the city's most emblematic summer music events. The festival took place at the Palau de Pedralbes from 1 to 25 July 2024. The gardens hosted thirty concerts and also incorporated other artistic disciplines such as theatre and circus. Freixenet had its own stand where it offered its wines and cavas. It was also present in the VIP area.
Summerfest Cerdanya Festival	Freixenet sponsored the Summerfest Cerdanya Festival, which took place in Puigcerdà between 17 and 26 August 2024. The attendees enjoyed the Carta Nevada and the Cordón Negro.
"Festa Major" of Vilafranca del Penedès	Freixenet repeated its patronage of the Festa Major de Vilafranca del Penedès in its 2024 edition, once again supporting one of the most popular and traditional cultural festivities in Catalonia. Freixenet also contributed its cavas and wines to the festival with its participation in the food and wine area
Sant Sadurní d'Anoia's "Festa de la Fil-loxera".	Freixenet was once again the main sponsor of the Festa de la Fil-loxera in Sant Sadurní d'Anoia, one of the most popular and traditional festivals in the municipality and 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 broadcasting of the Festa de la Fil-loxera through La Xarxa, the group of local television stations in Catalonia, with the aim of making this tradition visible throughout Catalonia. In addition, the organisers of this festivity visited the Freixenet Cavas in June and were received by the company's management to toast the collaboration.

Collaboration "Festival Ressons Penedès by Cruïlla".	<p>The Freixenet and Segura Viudas wineries hosted some of the concerts of the second edition of the Ressons Penedès by Cruïlla Festival, which was held from 3 to 5 May in the Penedès. Under the slogan "The festival that sounds different", Ressons Penedès by Cruïlla inaugurated the season in a fusion of wine tourism and music.</p>
Collaboration in the Ràdio Flaixbac programme " El vermut de Lluçà Ferrer ".	<p>In 2024, Freixenet and Segura Viudas were once again collaborators for the second consecutive year on Ràdio Flaixbac's programme <i>El Vermut de Lluçà Ferrer</i>, presented by Lluçà Ferrer, which is attended by great guests and offers attractive content of great interest. The Freixenet Group was present in a total of twenty-one programmes until the end of the year with Freixenet and Segura Viudas products. This season, a total of fifteen tastings of our product were held with sommelier Arnau Marco and ten toasts to end the programme and celebrate life! The programme has an average of 200,000 weekly listeners, 25,000 downloads of the podcast and 16,000 followers on Instagram.</p>
Sponsorship " Girona Temps de Flors ".	<p>Freixenet was present at the 69th edition of Girona, Temps de Flors, which was held from 11 to 19 May. The company sponsored the project Brindis Floral en Sant Lluc, located in the church of Sant Lluc in Girona, which was designed by local florist Alba Casals. The design is inspired by the world of vines, cava and celebration. With this action, Freixenet is committed to the promotion of culture and the territory and maintains its commitment to them. Girona, Temps de Flors, in addition to being a sensory spectacle, includes a varied cultural agenda with concerts, exhibitions and guided tours of historical sites that complement the visit to the city.</p>
Sponsorship Tast a la Rambla	<p>Segura Viudas was a sponsor at the tenth edition of Tast a La Rambla, Barcelona's gastronomy week, which took place from Thursday 6 June to Sunday 9 June. This is a gastronomic fair held in Plaça de Catalunya where, once again this year, we were able to enjoy the best gastronomy in Barcelona. Segura Viudas was present at the event as a sponsor and with a stand for the participants to discover and enjoy the new range of Homenaje wines. In addition, the most emblematic cavas were also on offer. The brand also took part in tastings and pairings in the fair's conference area</p>
Portalblau Festival Sponsorship	<p>Freixenet was a sponsor of the 17th.^a edition of the Portalblau Festival, which took place during the summer months in l'Escala-Empúries. This unique cultural event celebrates music, art and cultural richness in a magical setting: the Roman forum of Empúries. The programme maintains the conceptual axis that characterises the festival: the promotion of the values of culture in the Mediterranean. Attendees were able to toast with our Freixenet wines and cavas at several of the concerts.</p>

SOLIDARITY PARTNERSHIPS	
United Nations Global Compact	The Freixenet Group has resubmitted its progress report on the United Nations Global Compact in 2024, thus maintaining its commitment as a founding member of this instrument after joining the Spanish Global Compact Network in 2002. The company, which was the first wine group in Spain to join, thus demonstrates its commitment to one of the world's leading initiatives in the field of corporate social responsibility and sustainable development.
Donation to GEVEN	The Freixenet Group's employee solidarity team has donated its Teaming funds to GEVEN (Grup Ecologista del Vendrell i del Baix Penedès) and the company has matched the amount. GEVEN is a non-profit environmental organisation open to anyone who wants to participate. It was founded at the end of the 1980s with the aim of preserving the environment in the region. They are an organisation made up of people from different backgrounds with one thing in common: the protection of the environmental heritage. They believe in environmentalism as a way of preserving our natural heritage and in ecology as a science and a tool to achieve their objectives.
Collaboration with the Mas Albornà Foundation	We have been collaborating with the Mas Albornà Foundation for more than 10 years, as their values are very similar to ours (commitment, transparency, teamwork, etc.). It is a non-profit organisation that aims to integrate people with disabilities and groups at risk of exclusion into society by creating opportunities for community and employment integration
Collaboration Blood and Tissue Bank	The Freixenet Group has once again organised a blood donation campaign at its facilities in collaboration with the Banc de Sang i Teixits (Blood and Tissue Bank). It took place on 28 May 2024. Thanks to the donations, more than ninety-three people will be able to benefit.
Collaboration with Author	The Freixenet Group has collaborated in the Autora solidarity initiative, which brings together thirty Catalan wineries in the "Beat Cancer" charity campaign, aimed at raising funds for cancer research at the Hospital Clínic in Barcelona. With creative activities and the involvement of wine and cuisine professionals, the initiative aims to raise awareness and generate a direct impact. Autora is a solidarity wine created with the participation of women with breast cancer. The proceeds are used to offer free wine tourism experiences and to generate funds for research.
Collaboration with the Gala in Solidarity against Cancer	The Freixenet Group has collaborated with the 9th edition of the Gala Solidarity Gala organised by Eurostars Hotels in benefit of the Spanish Association Against Cancer (AECC). The gala took place on 10 August at the Eurostars Gran Hotel La Toja 5*.

In addition, in 2024 Freixenet took part in other sectoral events such as [Cavatast](#), the Sant Sadurní d'Anoia cava and gastronomy fair. The fair, which celebrated its 28th^a edition, took place in October at Parc Lluís Companys with activities to promote cava and gastronomy. The Freixenet Group took part with a stand at the fair where visitors could taste great cavas from its emblematic Freixenet and Segura Viudas brands.

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 seventh consecutive year.

Freixenet has also been recognised for the fifth 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 the designation of origin for a better service at the destination for visitors.

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

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

(413-1) Visits to the Freixenet cellars

	2024	2023	2022	2021
Number of	47.571	50.196	41.117	20.

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 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
QUALITY		
UNE EN ISO 9001: 2015	Production of sparkling wines by the traditional method (V.E.C.R.R.D) - D.O. CAVA	29/08/2026
FOOD SECURITY		
IFS International Food Standard	Blending, bottling, secondary fermentation and ageing, disgorging of quality sparkling wines according to the traditional method.	12/06/2025

These two 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 24/04/2029
Certificate of Conformity for organic sparkling wine	Processing and/or bottling Storage Marketing and/or distribution	30/06/2025
V -Label: Certified vegan products	Product certification, not of the site. Certified base wine as required. *	18/04/2026

**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, 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.

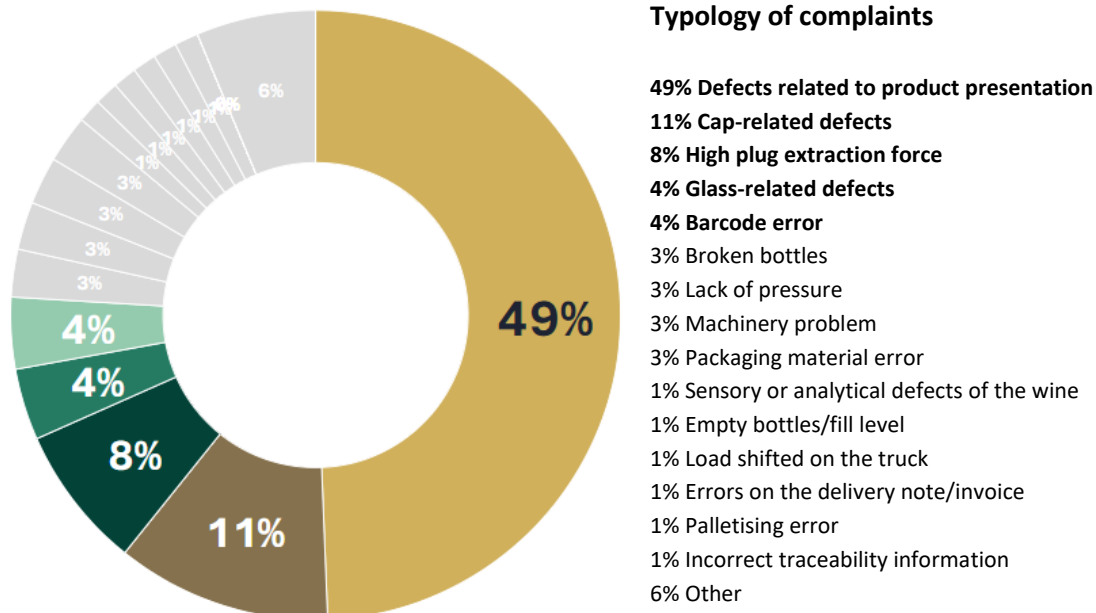
In the latter case, the company has a methodology that allows it to evaluate customer satisfaction and possible complaints in relation to product quality and the service provided, with the aim of obtaining information that allows it to improve their degree of satisfaction and implement possible improvements to products and services.

It is the commercial area that maintains 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 customer complaint management coordinator, who assigns it to the relevant department. 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	2024	2023	2022	2021
Claims/Million bottles produced	0,96	0,60	0,55	0,69
Complaints	48	41	37	48

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



Source: Management Review SGCA 2024

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. In the event that 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 it is assessed annually 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.

In response to demands from large distribution companies, Freixenet has been rated by EcoVadis, an organisation that provides evidence-based sustainability ratings. This assessment covers four key areas: environment, labour and human rights, ethics and sustainable procurement. The EcoVadis rating allows Freixenet to share its assessment with suppliers and customers, promoting transparency and collaboration in the supply chain.

In 2024, Freixenet had 1,043 active suppliers, 51% of which are considered local.

Proportion of expenditure on local .	2024	2023	2022	2021
Expenditure on suppliers (total in €)	146.085.692,2	152.730.777,29	172.023.896,52	126.276.735,43
Number of suppliers	535 (51% of total)	577 (58% of total)	647 (61% of total)	551 (58% of total)
Expenditure on local suppliers (€)	29.767.222,19	48.749.764,59	39.572.536,82	37.383.736,38
of expenditure on local suppliers as % of	20%	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 (€) *	2024	2023	2022	2021
Spain	6.454.296,09	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.

Taxes on accrued income paid	2024	2023	2022	2021
Value (€)	1.159.554,08	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.

Public subsidies received	2024	2023	2022	2021
Value (€)	1.194.554,57	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

Scope and

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

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

The non-financial key performance indicators included in this consolidated non-financial information statement have been prepared in accordance with the contents set out in 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
General information			
Business model	Brief description of the group's business model	1. Business model	2-6 Activities, value chain and other business relationships
		1. Business model 3.1. Employment	2-6 Activities, value chain and other business relationships
		1. Business model	Non-GRI, operational context (economic and sectoral)
	Geographical presence	C/ Joan Sala, 2 Sant Sadurní d'Anoia, Barcelona 08770 Spain	2-1 Organisational details
		1. Business model	2-1 Organisational details
		1. Business model	2-6 Activities, value chain and other business relationships
	Organisational objectives and strategies	1.4. Objectives and strategies	No GRI, objectives and strategies
	Main factors and trends that may affect its future development	1.6. Impacts, risks and opportunities 2.5. Climate change and pollution	2-25 Processes to remedy negative impacts
General	Mention in the report of the national, European or international <i>reporting</i> framework 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
Information on environmental issues			
Management approach	Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and monitoring, including what measures have been adopted	2. Information on environmental issues	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 for comparison across societies and sectors, in accordance with the national, European or international benchmarking frameworks 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 2024, 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	No 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 remedy emissions
		2.5.1. Noise and light pollution	No GRI, measures to prevent, reduce or remedy noise pollution
		2.5.1. Noise and light pollution	No GRI, measures to prevent, reduce or 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 adopted to adapt to the consequences of climate change	2.5. Climate change and pollution	201-2 Financial implications and other risks and opportunities arising from climate change
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 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 taken	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 particular the main short-, medium- and long-term risks.	3. Information on social and personnel issues	2-25 Processes to remedy negative impacts

Employment	Total number and distribution of employees according to criteria representative of diversity (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 for equal or average jobs in society	3.1.2. Remuneration	405-2 Ratio of basic salary and remuneration of women versus men
	Average remuneration of directors and senior management	3.1.2. Remuneration	Non-GRI, average remuneration of directors and senior management
	Payments to long-term savings provision schemes and any other gender-disaggregated payments	3.1.2. Remuneration	201-3 Defined benefit and other pension plan obligations
	Implementation of work disengagement policies	3.1.4. Disengagement policies	No GRI, disconnection from work policies
	Employees with disabilities	3.5. Equality and non-discrimination	405-1 Diversity in governing bodies and employees
Work organisation	Organisation of working time	3.3.1. Organisation of working time	No GRI, organisation of working time
	Number of absence hours	3.2. Risk prevention	403-9 Work-related injuries
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	3.2.3. Reconciliation	No GRI, reconciliation measures
Health and safety	Health and safety conditions at work	3.2. Risk prevention	403-1 Occupational health and safety management system
		3.2. Risk prevention	403-2 Hazard identification, risk assessment and incident investigation
		3.2. Risk prevention	403-3 Occupational health services
		3.2. Risk prevention	403-5 Training of workers on occupational health and safety at work
		3.2. Risk prevention	403-6 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 occupational diseases, disaggregated by sex.	3.2. Risk prevention No occupational diseases have been recorded in 2023, 2022 and 2021.	403-9 Injuries due to accidents at work 403-10 Occupational diseases and illnesses
Social relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff	3.3. Social relations	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
Training	Policies implemented in the field of training	3.3. Social relations	403-8 Workers covered by a management system health and safety at work
	The total number of training hours per professional category	3.4. Training	404-2 Programmes to improve employee skills and transition assistance programmes
Universal accessibility for people with disabilities	Integration and universal accessibility of persons with disabilities	3.4. Training	404-1 Average hours of training per year per employee
Equality	Measures taken to promote equal treatment and opportunities for women and men	3.6. Universal accessibility for persons with disabilities.	405-1 Diversity in governing bodies and employees
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual harassment and harassment based on sex.	3.5. Equality and non-discrimination	No GRI, measures to promote equal treatment and opportunities for women and men
	Integration and universal accessibility of persons with disabilities	3.1. Employment	405-1 Diversity in governing bodies and employees
	Anti-discrimination and, where appropriate, diversity management policy	3.5. Equality and non-discrimination	No GRI, integration and universal accessibility of persons with disabilities
		No cases of harassment or discrimination have been recorded at Freixenet in 2024, 2023, 2022 or 2021.	406-1 Cases of discrimination and corrective action taken

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Information on respect for human rights			
Management approach	Description of the group's policies with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and control, including what measures have been taken	4. Information on respect for human rights	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 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 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 core conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in 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 any recruitment is subject to certification the age of majority of the personnel hired.	406-1 Cases of discrimination and corrective actions taken
		6.3. Subcontracting and supplying companies	414-1 New suppliers that have passed selection filters according to the social criteria

Information required by law on non-financial and diversity information		Chapter/ Direct Response	Related GRI standards and other non-GRI indicators
Information relating to the fight against corruption and bribery			
Management approach	Description of the group's policies with respect to these issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and control, including what measures have been taken	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

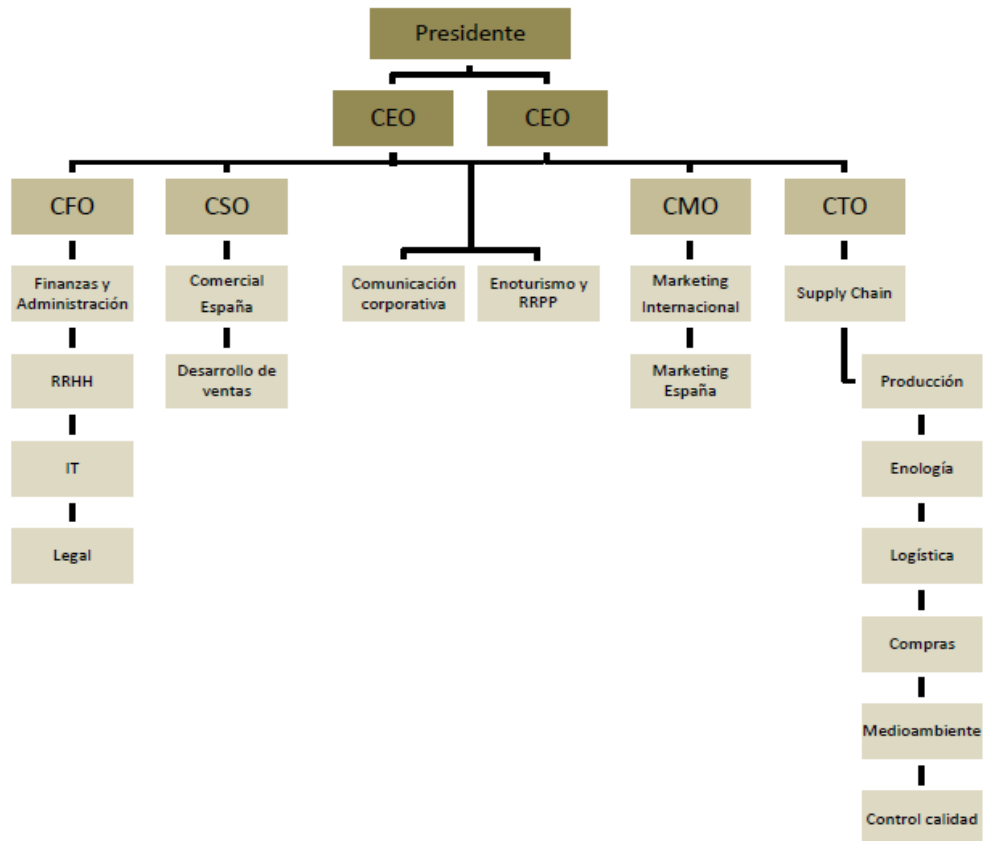
	The main risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify 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 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 taken	6. Information about the company	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	6. Information about the company	3-3 Management of material issues
		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	6. Information about the company	2-25 Processes to remedy negative impacts

	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.		
Company commitments to sustainable development	Impact of the company's activity on employment and local development	6. Information about the company	413-1 Operations with local community participation, impact assessments and development programmes
		6. Information about the company	201-1 Direct economic value generated and distributed
	Impact of the company's activity on local populations and the territory	Not applicable.	411-1 Cases of violations of indigenous peoples' rights
		They have not been identified.	413-2 Operations with significant negative impacts - actual or potential - on local communities
	Relationships with local community actors and the modalities of 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 in the supply chain and actions taken
		They have not been detected.	414-2 Negative social impacts in the supply chain and actions taken
Consumers	Consumer health and safety measures	6.2.2. Consumer health and safety	416-1 Assessment of 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 (FIVIN)
- Real Club de Polo de Barcelona Foundation
- Triptolemos Foundation
- Albéniz Foundation
- Knowledge and Development Foundation
- Mediterranean Diet Foundation
- Barcelona Global

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