

# Sustainability Report 2023

Statement of  
Non-Financial Information



Translation of the Statement of Non-Financial Information originally issued in Spanish on March 18, 2024. In the event of a discrepancy, the Spanish-language version prevails.



## Message from the CEO

*We are a company that honours the culture of wine. We ensure our activity is carried out in a responsible manner so we can contribute to preserving our winemaking heritage. Every action we take for sustainability is an expression of our commitment to our traditions and to caring for the environment for generations to come.*

By 2023 we had established ourselves in more than 115 countries: this has allowed us to share our passion for wine with consumers around the world. Our continuing expansion is exemplified by our new cutting-edge and environmentally-friendly ageing wine cellar in Valdepeñas and the upcoming launch of our Viña Casa Solís winery in Chile in 2024.

Despite the challenges of recent years – from price inflation to supply chain realignments and increasing sustainability demands and trends in the market – we have demonstrated our ability to adapt, exploring new opportunities to continue to provide quality products at affordable prices. These obstacles have driven us to innovate and strengthen our relationships with suppliers and partners, reaffirming our commitment to meeting our clients' needs in all circumstances. It is against this backdrop that we have developed our Sustainability Strategy 2024–27, which will enable us to face the challenges ahead with determination and vision.

In this constantly evolving context, we offer a wide range of products, including organic, vegan and low-alcohol wines. We also strive to implement measures to improve the sustainability of our packaging, such as reducing the weight of our bottles, developing a fully recyclable bag-in-box package and using plant-based polyethylene caps.



Meanwhile, we are experiencing a noticeable impact on our business due to climate change, with frequent droughts, severe storms or extreme temperatures. Certain changes may be here to stay, and we will need to continue to develop our capacity to adapt. So we will continue to look for ways to reduce our environmental footprint. To this end, we are already implementing significant measures to help us reduce our water, fuel and electricity consumption. In 2023 we began to focus on renewable energy generation, installing solar panels. We also measured Scope 3 of our carbon footprint for the first time (for the financial year 2022), demonstrating our commitment to climate change mitigation. In addition, more than 90% of our waste is recovered, reflecting our dedication to responsible resource management.

On the employment front, we are proud that more than 90% of our employees are on permanent contracts and that we continue to be the main employer in Valdepeñas, the town where our company was founded.

We want to transfer our environmental, social and governance principles to our value chain, which is why we have obtained food safety certificates for all our products. And a large percentage of our suppliers also boast sustainability certificates.

In conclusion, although we have achieved important results in 2023, I am aware that the path towards the sustainability of our business is ongoing and involves every one of our activities. I am convinced that we can only ensure a prosperous future when we communicate with all of our stakeholders, working together towards the shared goal of responsible and sustainable economic growth.



*Last but not least, I would like to thank all employees who have helped to ensure that this document accurately reflects the environmental, social and governance achievements we made during 2023, which we will continue to build on under our 2024–27 Strategy.*

# Our achievements



Presence  
in more than  
115 countries



Awarded  
“Best Producer Spain”  
by Mundus Vini  
for the third time



We offer a wide range  
of organic, vegan and  
low-alcohol  
wines



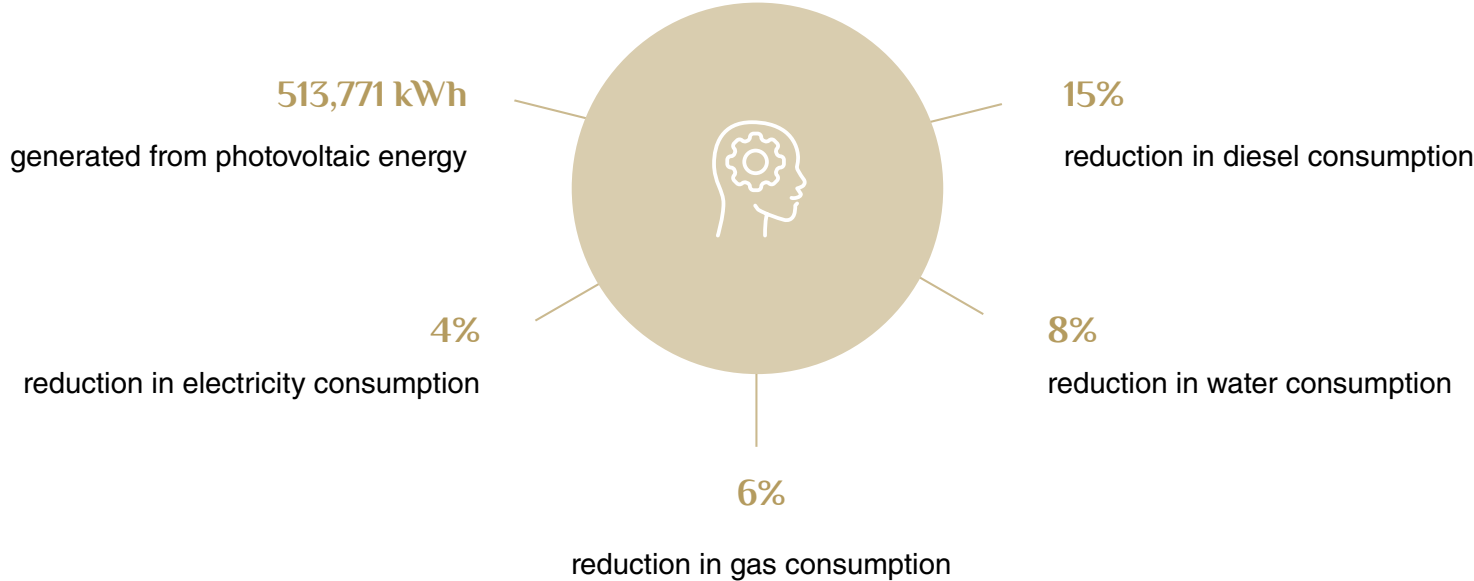
Launch of our  
Sustainability  
Strategy  
2024–27



We carried out  
our first  
double materiality  
analysis



# Protecting environmental resources



We measured **Scope 3** of our carbon footprint for the first time (data from 2022)

**More than 90%** of waste recovered

### Sustainable packaging practices

- Reduction of packaging weight.
- Development of a fully recyclable bag-in-box package.
- Use of plant-based polyethylene caps.



# Our commitment to people

## Employees

513 employees: 74% men and 26% women.  
More than 90% of contracts are permanent.  
902 hours of training.



## Communities

Main direct employer in Valdepeñas.  
More than 2,000 grape suppliers in the communities where we operate.

## Consumers and suppliers

A total of 80% of our suppliers have food safety certificates and 46% have sustainability certificates.  
IFS Food and BRC for Food Safety certificates for all our products.

# Sustainability governance

New ageing cellar in Valdepeñas with an innovative approach and investment of more than 70 million euros.



Adaptation to the new whistleblowing regulation.



# Introduction: Inside Félix Solís

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# 01.1.

## An in-depth tour of our business model

*Since 1952, the Solís family has dedicated itself to its greatest passion: producing and marketing wine. Now in our third generation, we continue to combine tradition and modernity. This, together with our unfailing dedication and effort, results in wines of internationally acclaimed quality.*

Grupo Félix Solís Avantis was founded in 1977. Its main activity revolves around the production, ageing, bottling and sale of wines and grape musts, marketed under different brands and designations of origin. We also engage in activities related to the purchase and sale of wine products, wine tourism and, to a lesser extent, the purchase and sale of real estate.



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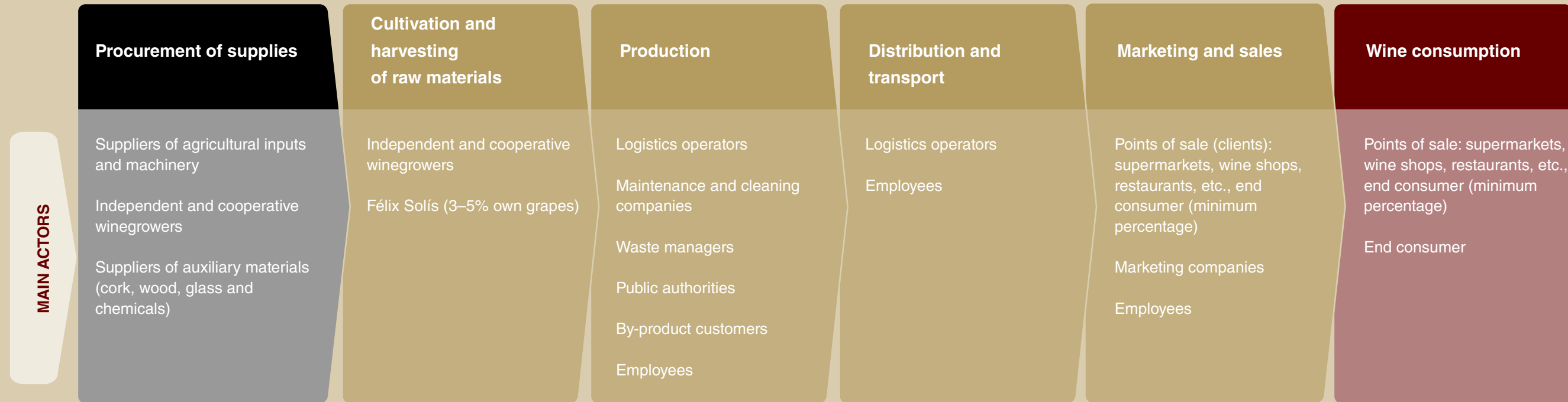
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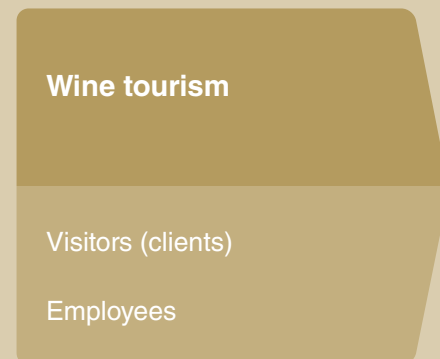


## Value chain

MAIN ACTIVITY: WINE PRODUCTION AND DISTRIBUTION



SECONDARY ACTIVITY:  
WINE TOURISM



CROSS-CUTTING STAGES OF BUSINESS ACTIVITIES



● Upstream value chain      ● Business activity      ● Downstream value chain

**Note:** There are other actors that may participate in any of these stages to a lesser extent and/or occasionally, such as government, media and the third sector.

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*Our mission is to offer quality wines at a good price and provide a good service to our clients around the globe*

Our presence in six of the main wine-producing Denominations of Origin in Spain means we can offer the widest range of products in the national sector. We possess 400 hectares of our own vineyards and we work with more than 2,000 farmers.

We have our own wineries in the Denominations of Origin Valdepeñas and La Mancha under the Félix Solís brand; and in Rueda, Ribera del Duero, Rioja and Toro under the Pagos del Rey brand. We also have a bottling plant in China (Shanghai Félix Solís Winery) since 1998 and are planning to open our first winery in Chile (Viña Casa Solis), which will start production in 2024.

At a global level, our activity takes place in Spain and in a wide network of international subsidiaries in France, China, Czech Republic, Germany, Chile, United States, Dominican Republic, United Kingdom and Mexico. We have established ourselves as one of the world's leading global suppliers of wine products. Our brands are present in more than 115 countries.

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# 01.2. Our history

1952

Félix Solís Fernández and his wife Leonor Yáñez move to Valdepeñas and buy a house in Huerto del Cura, where they begin to make wine. Today, this winery is the company's head office.

1962

1968

Félix Solís buys a bottling plant in Madrid. The wine is transported in barrels and bottled by hand. The bottles are loaded into vans and distributed to bars in the capital city. Viña Albali is launched.

The Regulatory Council of the Designation of Origin Valdepeñas requires producers to bottle their wines at source. The winery is moved to its current location.

1998

2000

The Félix Solís Winery bottling plant is built in Shanghai, China, and Félix Solís CZ is established in the Czech Republic.

2000

2010

Pagos del Rey opens its wineries in Ribera del Duero, Rueda, Rioja and Toro. The company expands into France, Germany and the United States.

2010

2020

The Valdepeñas winery is extended with an investment of 50 million euros. Inauguration of the Pagos del Rey Wine Museum.

Expansion to the UK, Russia, the Caribbean and Mexico. Work begins on the construction of the Viña Casa Solís winery in Chile.

2023

A new, fully automated ageing cellar is inaugurated at the headquarters in Valdepeñas.

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*In our cellars, traditional winemaking techniques are combined with the most modern winemaking technology. Our oenologists take care of every stage of the winemaking process, upholding quality as a top priority.*

## 01.3. Our wineries

### Félix Solís

The original Félix Solís winery, built in 1952, is located in the centre of Valdepeñas. It is currently used as the headquarters for the activities of Félix Solís Avantis. The Group’s administrative and logistics headquarters are located in the current winery in Valdepeñas.

#### Valdepeñas Winery

The current Félix Solís winery was built in 1975. It is the family winery with the largest grape harvest in Spain, with a processing capacity of 7.5 million kg of grapes per day and a vinification capacity of 175 million kg of grapes. The winery produces Valdepeñas Denomination of Origin (DO) wines, Tierra de Castilla wines, generic wines, sparkling wines, de-alcoholized wines, grape musts and sangria. The most important brands produced at this winery are Viña Albali and Los Molinos, which account for a significant market share (more than 55%) in the food segment for the Valdepeñas DO. In addition, the Mucho Más brand is gaining ground in the market and is expected to grow even more in the coming years.



#### La Mancha Winery

The winery originally known as Bodega del Nieto was built in 1966 by the Nieto family and bought in 2002 by Félix Solís. After several years of significant investment in the facilities, the first bottled wines were launched on the market in 2012. Its modern, technological facilities are designed to produce young wines from grape varieties with a strong international profile.

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# Pagos del Rey

## Pagos del Rey Winery in Ribera del Duero

This winery, built in 2002, is located in Olmedillo de Roa (Burgos) in the heart of the Ribera del Duero DO. It has a surface area of 70,000 m<sup>2</sup> and an annual production of 10 million litres of wine, thanks to collaboration with more than 400 local growers.

Red, young, oak, crianza, reserva and gran reserva wines are produced there. The brands that have brought the winery the greatest recognition among consumers are Altos de Tamarón and Condado de Oriza, brands that have obtained more than 100 awards and medals in prestigious international competitions.

## Pagos del Rey Winery in Rueda

Located in Rueda, this winery was inaugurated in 2005. The Mudejar coffered brick building boasts high-tech facilities where its star product is made: Blume, our Rueda DO brand, the market leader in Spanish food retailers. Verdejo is the region's main grape variety and the undisputed hallmark of its identity. This winery has an annual production capacity of 14.2 million litres of wine.

## Pagos del Rey Winery in La Rioja

The winery in La Rioja started operating in 2006 and has since become one of the largest wineries in La Rioja, with an annual production capacity of 15.5 million litres of wine.

It is located in the area known as Rioja Alta, in the municipality of Fuenmayor, near the Ebro River. This privileged location allows the winery to make an exhaustive selection of tempranillo, graciano, garnacha, mazuelo and viura grape varieties. The main brands associated with this DO are Castillo de Albai and Arnegui.

## Pagos del Rey Winery in Toro

The Toro winery, inaugurated in 2008, is the company's most recent project, located in Morales de Toro (Zamora, Spain). Currently, it accounts for approximately 30% of the total wine production of the Toro DO, working with local winegrowers who cultivate approximately 1,000 hectares of vines, mostly old and goblet-trained.

Next to the winery, the Pagos del Rey Wine Museum, opened in 2014, exhibits various cultural displays of viticulture and winemaking from its origins to the present day.



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## Pagos del Rey Wine Museum

In 1963, a group of winegrowers set up the Virgen de las Viñas cooperative in Morales de Toro. In 2008, the Félix Solís Group acquired this cooperative and restored the old buildings to create a space that would help disseminate expressions of viticulture and winemaking in culture. The Pagos del Rey Wine Museum is the first in the Toro Designation of Origin, and the second wine-themed museum in Castile-León.

In addition to the museum, visitors can tour the winery and vineyards to observe the traditional formations of goblet-trained vines and to learn about the local grape variety, “tinta de Toro”, combining wine tourism with our company’s vocation. These facilities also represent an educational space, thanks to a school programme that welcomes around 600 pupils each year. The Pagos del Rey Wine Museum thus provides an excellent complement to the tourism initiatives being developed in this region of Zamora.



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## Our début New winery in Chile

We are focused on continuing to develop in the international market. With this in mind, we are currently working on opening our first winery in Chile, Viña Casa Solís, which will encompass an approximate surface area of 136,000 m<sup>2</sup> of land, with a production capacity of approximately 35 million litres. The winery is located in the Cachapoal Valley, 100 kilometres from Santiago de Chile, a region with a great variety of soils and an abundance of grapes from the white varieties chardonnay and sauvignon blanc, and the red varieties merlot, cabernet sauvignon and carménère. An investment of 55 million euros is planned for this ambitious, state-of-the-art project.

# 01.4. Our brands






Each of our brands has a unique identity, reflecting versatility, diverse styles and accessibility. We adapt to consumers' needs.

Overall, our portfolio represents the main Spanish DOs, in which we have gained a key position – especially in the food segment.

Our offering of accessible quality – together with innovation and careful packaging – has afforded us a lead position in this market in terms of volume.

In addition to a wide range of still and sparkling wines, we also produce:

- Vegan wines
- De-alcoholized wines
- Autochthonous varieties
- Limited editions
- Innovative formats adapted to new consumer tastes (BIB, PET bottles and small formats)

	CALIZA	PEÑASOL
	CASA ALBALI	VIÑA ALBALI
	LOS MOLINOS	VIÑA SAN JUAN
	MUCHO MÁS	
 <b>PAGOS DEL REY</b>	409	EL PILLO
	ALTOS DE TAMARON	CANTAMAÑANAS
	ARNEGUI	CASTILLO DE ALBAI
	ANALIVIA	CONDADO DE ORIZA
	BLUME	LA ÚNICA
	BAJOZ	PULPO
 <b>VIÑA CASA SOLÍS</b>	CASA SOLÍS	CERRO NEVADO
	LA PIQUETA	PICO ANDINO

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# Awards

## *Félix Solís Avantis chosen “Best Spanish Producer 2023” by Mundus Vini*

This is the third time the company has received the award. It was given in recognition of the fact that Félix Solís was the Spanish winery with the most gold medals in the competition overall (a total of 26 gold and 4 silver medals). In addition, three of our wines were recognized as the best in their category:

- Viña Albali Crianza 2019, Best Wine from the Valdepeñas DO.
- Castillo de Albai Rosé 2022, Best Rosé Wine in the distribution sector.
- Viña San Juan Blanco 2022, Best White Wine from the La Mancha DO.

In 2023 we won a total of 360 medals and awards from experts in national and international competitions, 160 of them gold.



# BEST PRODUCER SPAIN

**MUNDUS vini**<sup>®</sup>  
THE GRAND INTERNATIONAL WINE AWARDS

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# 01.5.

## Vision of the sector: Factors and trends

According to the International Organisation of Vine and Wine (OIV)<sup>1</sup>, in 2022, the harvest yield in Europe exceeded expectations – despite the drought and heat waves experienced during the spring and summer. As for wine consumption, the energy crisis and problems in global supply chains led to an increase in production and distribution costs, which translated into higher wine prices.

In terms of sector trends, innovation and digitalization are becoming particularly important in the sector with a view to achieving more efficient processes while reducing consumption in environmental vectors such as energy and water. Looking towards achieving a circular economy, new forms of product packaging are being explored, influenced by the demographics and lifestyle of end consumers. Major efforts to promote responsible consumption are also being made, with initiatives such as transparent labelling and awareness-raising campaigns.

At Félix Solís we are aware that these factors and trends influence our business operations. This report details how we are adapting to this sectoral scenario, driven primarily by our Sustainability Strategy 2024–27.



<sup>1</sup> State of the World Vine and Wine Sector, International Organisation of Vine And Wine.

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# Sustainability as a cornerstone of our business

## 02

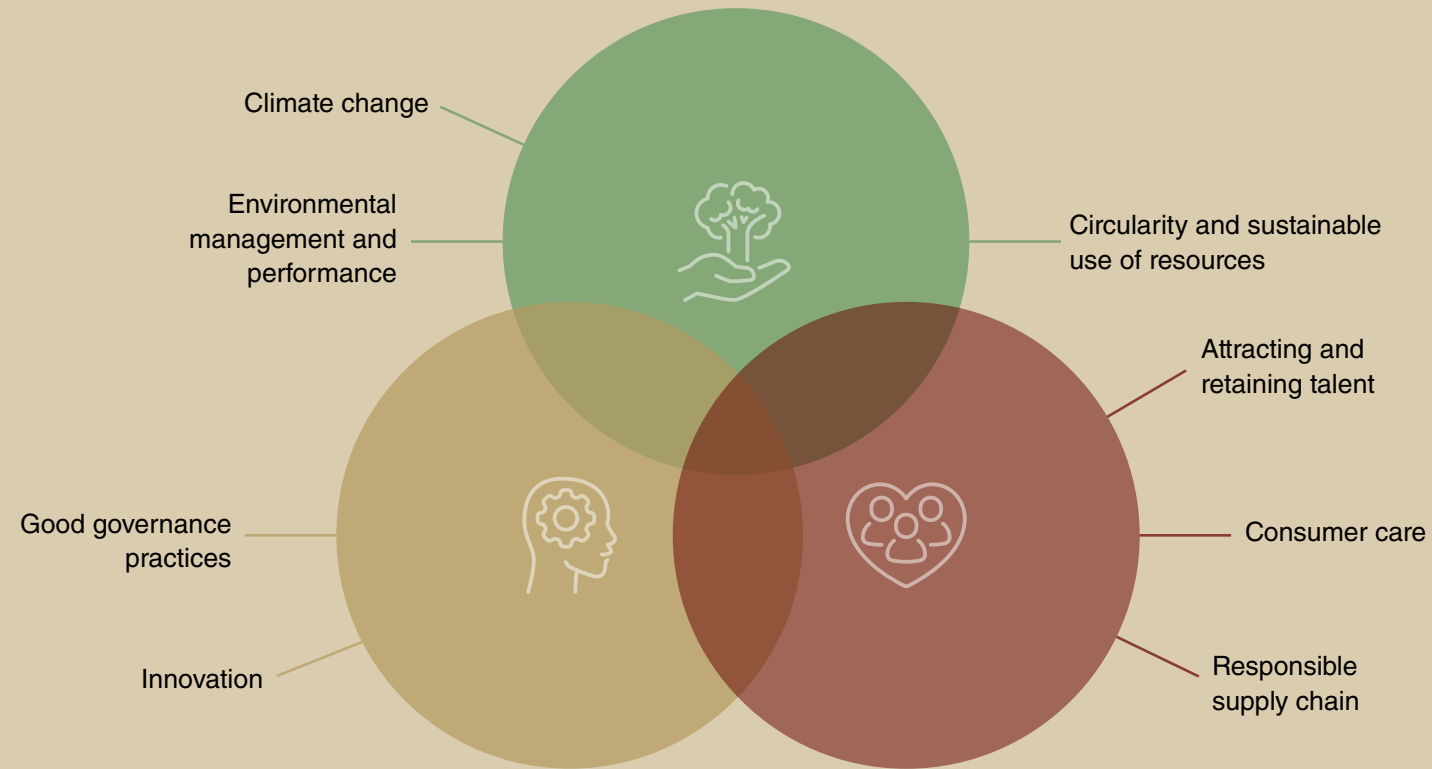


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# 02.1.

## Sustainability Strategy 2024–27

We want to continue to integrate sustainability into our business model and corporate culture, and that is the origin of all the commitments we have made in environmental, social and governance (ESG), which are included in our Sustainability Strategy 2024–27. The structure of the Strategy is based on the results of the double materiality analysis.



### Protecting environmental resources

Organizational commitment to mitigate negative impacts on the environment.



### Our commitment to people

Take people into account in our business decisions by protecting employees, tailoring products and services to consumers and establishing control measures for our supply chain.



### Sustainability governance

Promote strong and transparent governance in areas such as risk management, ethics, transparency, innovation and corporate culture.

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# Main ESG objectives



**Protecting environmental resources**

## CLIMATE CHANGE

Use 100% renewable energy.

Reduce natural gas consumption by 10%.

## CIRCULARITY AND SUSTAINABLE USE OF RESOURCES

Reduce water consumption by 20%.

Decrease production of waste for landfill in two of our wineries by 20%.



**Our commitment to people**

## ATTRACTING AND RETAINING TALENT

Promote the wellbeing of our employees.

## CONSUMER CARE

Implement at least 75% of corrective actions resulting from consumer complaints.

## RESPONSIBLE SUPPLY CHAIN

Extend our ESG commitments to the supply chain.

Increase our percentage of suppliers with food safety and sustainability certificates.



**Sustainability governance**

## GOOD GOVERNANCE PRACTICES

Integrate sustainability at all levels of the organization.

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# 02.2.

## Stakeholders

We continuously seek to strengthen our relationship with our stakeholders because we know that this is key to the long-term success of our Sustainability Strategy.



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## 02.3.

# Double materiality analysis

Before preparing our Sustainability Strategy 2024–27, we carried out **our first double materiality analysis**, a process that gets us prepared for the entry into force of the new European Corporate Sustainability Reporting Directive (CSRD).

The information publicly available from the European Financial Reporting Advisory Group (EFRAG) at the time of the analysis was taken as a reference during this process, which started in the second half of 2023.

The purpose of this analysis was to find out what issues are relevant to the company to identify the focus points of our Sustainability Strategy. Double materiality is a combination of the following aspects:

- **Impact materiality:** An issue is material from an impact perspective when our company could have a significant effect on its surroundings and the environment.
- **Financial materiality:** An issue is material from a financial perspective when an external social or environmental factor could have a significant effect on our company.

The process is detailed below:

### 1. Defining the value chain and identifying stakeholders

The main stages of the company's value chain were identified along with the stakeholders involved in each of the stages. Their participation in the materiality analysis was prioritized according to the importance of each group of stakeholders and their relationship with the company.



### 2. Context analysis, identification of impacts, risks and opportunities and identification of potentially relevant issues

A study of global and sectoral ESG trends was carried out, addressing the main thematic areas covered by leading ESG organizations. In addition, three leading companies in the sector were benchmarked and important sustainability prescriptors such as the Sustainability Accounting Standards Board (SASB), Standard & Poor's Financial Services (S&P Global Rating), Global Reporting Initiative (GRI) and the MSCI Index were examined. An identification of impacts, risks and opportunities was also carried out. This contributed to the creation of a first set of potentially relevant sustainability issues for Félix Solís, which were submitted for consultation.

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**Environmental**

**Climate change** (ESRS E1)

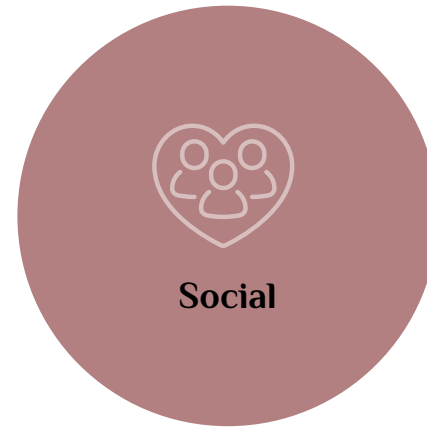
**Energy management** (ESRS E1)

**Water management** (ESRS E2)

**Biodiversity** (ESRS E4)

**Circular economy** (ESRS E4)

**Sustainable agriculture and production** (non-ESRS)



**Social**

**Quality of employment** (ESRS S1)

**Occupational safety and health** (ESRS S1)

**Training and education** (ESRS S1)

**Diversity and equal opportunities** (ESRS S1)

**Contribution to local communities** (ESRS S3)

**Consumer safety and responsible consumption** (ESRS S4)

**Product quality and information** (ESRS S4)



**Governance**

**Corporate governance** (ESRS G1)

**Business ethics and transparency** (ESRS G1)

**Human rights** (non-ESRS)

**Supply chain management** (ESRS S2)

**Innovation** (non-ESRS)

**Data privacy** (non-ESRS)

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### 3. Stakeholder consultation

The following consultations were used to prioritize the issues:

- **Participatory session with Félix Solís managers in key areas** (finance, human resources, environment, quality, purchasing, clients and marketing), in which both financial and impact perspectives were assessed.
- **Interviews with different managers in areas related to sustainability** within the company, where both perspectives were also assessed.
- **Surveys** sent to different people from **six stakeholder groups** (area managers, employees, clients, suppliers, winegrowers and public authorities), in **three regions** (Europe, Asia and America), from which 243 responses were obtained. In this case, the impact perspective was assessed.

### 4. Review and validation of results

The results collected during the consultation stage were subject to statistical analysis. The final validation was carried out in a meeting with the sustainability officers.

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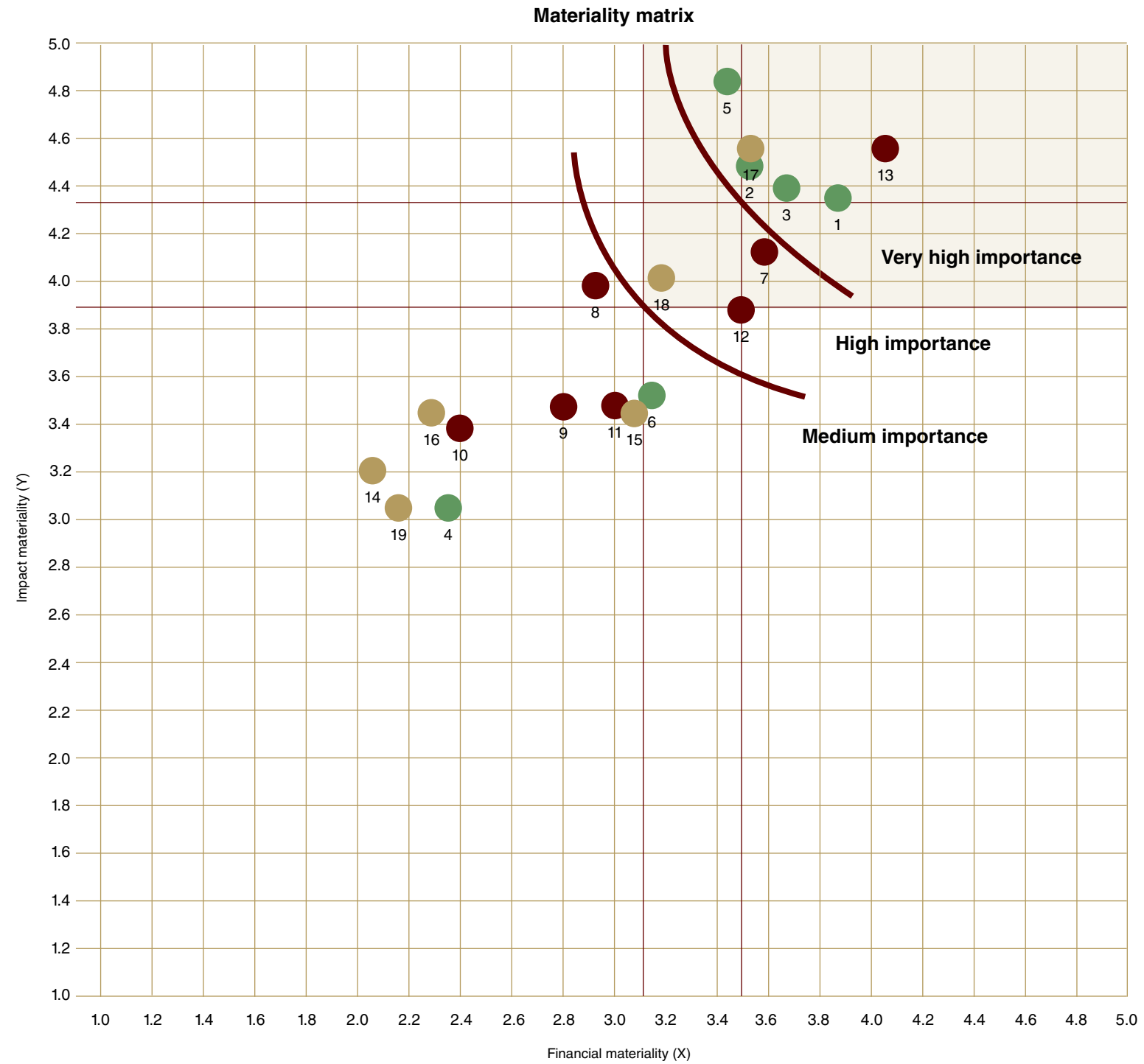
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Nº	ESRS	Material issues
1	ESRS E1	Climate change
2	ESRS E1	Energy management
3	ESRS E2	Water management
4	ESRS E4	Biodiversity
5	ESRS E5	Circular economy
6	Non-ESRS	Sustainable agriculture and production
7	ESRS S1	Quality of employment
8	ESRS S1	Occupational safety and health
9	ESRS S1	Training and education
10	ESRS S1	Diversity and equal opportunities
11	ESRS S3	Contribution to local communities
12	ESRS S4	Consumer safety and responsible consumption
13	ESRS S4	Product quality and information
14	ESRS G1	Corporate governance
15	ESRS G1	Business ethics and transparency
16	Non-ESRS	Human rights
17	ESRS S2	Supply chain management
18	Non-ESRS	Innovation
19	Non-ESRS	Data privacy












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The result indicates the importance of climate change and natural resource management in Félix Solís's business, followed by social issues, especially in terms of quality of employment and consumer care. Governance issues, such as supply chain management and innovation, have also proved material.

# 02.4.

## Contribution to the SDGs

We are committed to implementing the 17 Sustainable Development Goals (SDGs) as an integral part of our Strategy. During the 2023 financial year, we carried out a double materiality analysis in which we decided to focus our contribution on six SDGs that are closely linked to our business.

Contribution during 2023		
 <p>Protecting environmental resources</p>		We measured Scope 3 of our carbon footprint for the first time (2022 data).
		Promotion of energy efficiency measures such as replacing air-conditioning equipment and changing to LED lighting.
		Commitment to photovoltaic energy generation.
		Reduction of water consumption by 8% compared to 2022.
 <p>Our commitment to people</p>		Recovery of more than 90% of the waste generated.
		More than 90% of the contracts we offer are permanent.
		Internal measure to promote flexibility and work-life balance.
		Procedures to promote equality among employees.
		Main direct employer in Valdepeñas.
		Wide range of organic and vegan wines and products with less than 0.5% alcohol content.
 <p>Sustainability governance</p>		Participation in the Wine in Moderation initiative.
		Some 80% of our suppliers possess food safety certificates and 46% have sustainability certificates.
		More than 70 million euros of investment in the new ageing cellar in Valdepeñas.
		Various projects focused on innovation.

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# Protecting environmental resources

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Related material topic:  
**Climate change**  
**Water management**  
**Energy management**  
**Circular economy**



A six-person environmental department is in charge of implementing the necessary measures to comply with the established commitments. Responsibility for ensuring our good environmental performance lies with the **Quality, Environment and Food Safety Committee**, made up of the directors of each winery and the heads of the relevant business areas. The conclusions of this Committee are reviewed and approved by Group management, which has ultimate responsibility for environmental matters.

A total of €2,685,738 has been invested in environmental management activities (€2,651,080 in 2022) to prevent environmental risks that may arise from our activity in Spain.

The **Quality, Food Safety, Environment and Safety Policy** sets out our commitments to environment, quality and safety, including integrating environmental considerations into all our strategic decisions and ensuring that all staff are aware of and committed to implementing and improving our environmental performance.

This Policy and our Integrated Management System identify the main environmental aspects (mainly raw materials, fuels, water and waste) to be taken into account, as well as the associated impacts, risks and opportunities.<sup>2</sup>

<sup>2</sup> The reporting of this information is based on the new requirements of the EU Corporate Sustainability Reporting Directive (CSRD), which will come into force in 2025. At Félix Solís we are working to comply with the new requirements; an example of this is the list of impacts, risks and opportunities (IROs) presented throughout this report.



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*At Félix Solís we are aware that our activity depends on the planet's natural resources and we are therefore committed to minimizing any impact that may result from our operations.*

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## Impacts

Positive and negative effects, whether actual or potential, of the company on the environment:

- Renewable energy generation.
- Promotion of energy efficiency measures.
- Use of new forms of waste recovery that bring us closer to the concept of the circular economy.
- High water consumption due to the type of process.
- Increased CO<sub>2</sub> emissions.
- Use of the natural environment that may have an impact on biodiversity protection.

## Risks

Negative effects of the environment on the company:

- Increasingly restrictive legislation and new environmental demands of clients.
- Difficulties in understanding specific environmental requirements in each country where our products are sold.
- Impact of climate change on the vine-growing stage.
- Dependence of the production process on environmental vectors such as energy and water.
- Shortage of raw materials.

## Opportunities

Positive effects of the environment on the company:

- Collaboration with authorities to establish agreements on environmental issues.
- Investment in sustainable practices.
- Digitalization of processes, which will allow greater control and, in turn, greater efficiency.
- Identification of opportunities in innovation and technology.
- New labelling rules with environmental information for consumers.

In 2023 we defined a range of environmental targets related to the operations stage to prevent, control and mitigate any risks and encourage development of potential opportunities. Notably, we have achieved compliance with most of these, and we pledge to continue working to reduce both energy consumption and waste destined for landfill.

Ambitious new environmental targets are set out in the Sustainability Strategy 2024–27:

- Use of 100% renewable energy
- Reduction of natural gas consumption by 10%
- Reduction of water consumption by 20%
- Reduction of waste destined for landfill by 20%

Sphere	Target	Relevant measure	Follow-up
Climate change	Reduce CO <sub>2</sub> emissions from energy consumption (electricity and fuel) by 2%.	Photovoltaic power generation in Valdepeñas.  Replacement of air conditioning equipment.  Change to LED bulbs in lighting .	Energy consumption has been reduced in all the wineries except for one, which will continue to work on this reduction in the coming years.
	Use of 100% renewable energy at the Félix Solís and Pagos del Rey facilities.	100% renewable energy contract.	Level of 98% renewable energy reached.
	Reduce gas consumption by 2% at the Félix Solís winery and diesel by 2% at the Pagos del Rey winery.	Thermal insulation.  Water recirculation and sanitation measures.  Process optimization.	Energy consumption has been reduced in all the wineries except for one, which will continue to work on this reduction in the coming years.
Circularity and sustainable use of resources	Reduce water consumption by 2%.	Water recirculation and sanitation measures.	The target has been met and water consumption has been reduced by 8%.
	Increase use of recycled paper by 94%.	Phasing out paper invoices.	The target has been met 95% recycled paper 5% white paper.
	Reduce consumption of cardboard boxes by 2%.	Packaging optimization.	The target has been met 3% reduction of cardboard consumption.
	Decrease production of waste for landfill by 5% in two of our wineries.	Guarantee recycling of labels.  Improving waste segregation.	In one winery, waste destined for landfill has been reduced by 5%.

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# 03.1.

## Environmental management

*We inform consumers of our environmental performance through our product labelling*



We have obtained various environmental management and food safety certificates that enable us to ensure compliance with international standards and protect end consumers:

- ISO 14001 on the management system that applies to the design and marketing of wines, grape juice and sangria, as well as to the production, ageing and bottling of wine.
- Certification verifying conformity with the organic production method.<sup>3</sup>
- IFS Food certification on the assurance of international quality and safety standards in food production, processing and packaging.<sup>4</sup>
- BRC Global Standard for Food Safety, which guarantees compliance with the safety and quality requirements established to protect consumers in the food industry.
- V-label licence which ensures that a product is vegan and vegetarian.



Another milestone achieved in 2023 was the inclusion of environmental information in the QR code on products, mainly on package recycling and vegan and/or organic certifications.

<sup>3</sup> As laid down in Council Regulation (EC) No 834/2007 of 28 June 2007 on organic production and labelling of organic products. This certification applies to the companies Félix Solís Avantis, SA, Félix Solís, SL, and Pagos del Rey, SL. This certification has been established in accordance with the UNEEN ISO/IEC 17065:2012 Standard based on the inspection of the production process/product and tests on samples taken during production.

<sup>4</sup> The IFS Food, BRC for Food Safety and V-label certifications apply to the companies Félix Solís, SL, and Pagos del Rey, SL.

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## 03.2.

# Climate change

One of our areas of particular focus is the fight against climate change.

Its effects have already impacted the vine-growing stage, with an increase in the incidence of pests, more frequent droughts and changes in temperatures, forcing the grape harvest to be brought forward in recent years. Our process is also energy and water intensive, so reducing our carbon footprint is essential to the resilience of our business.

The Group has a procedure to identify the environmental aspects of the activities, products and services included in the Integrated Management System, as well as to quantify how many of these may have a significant impact on the environment, their communication to the affected departments and how they can be corrected.

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# Energy consumption and energy efficiency

In terms of energy consumption, the wide range of fuels used is due to the fact that each winery uses different fuels to power its processes.



## Energy consumption

Fuels	2022	2023	Variation
Diesel (A, B or C) (L) <sup>5</sup>	222,645	189,376	-15%
Natural gas (kWh) <sup>6</sup>	19,522,153	18,395,635	-6%
Propane (L) <sup>7</sup>	47,183	45,942	-3%
Vehicle fuel (L)	42,652	33,368	-22%

With regard to electricity, 98% of electricity consumption comes from renewable sources, thanks to the procurement of renewable energy guarantees at the Félix Solís, SL, and Pagos del Rey, SL, centres, in addition to the generation of photovoltaic energy at the facilities.

<sup>5</sup> Diesel fuel (diesel A, B and C) is used by the company Pagos del Rey, SL.

<sup>6</sup> Natural gas is used by the company Félix Solís, SL.

<sup>7</sup> Consumption of propane corresponds to the company Félix Solís, SL.

## Electricity consumption

	2022	2023	Variation
Electricity	26,594,223	25,422,361	-4%
Electricity from renewable sources (kWh)	25,823,417	24,347,365	-6%
Electricity from non-renewable sources (kWh)	515,935	561,225	9%
Photovoltaic generation (kWh)	254,871	513,771	102%

The reductions achieved in energy consumption are due to various measures implemented by Félix Solís over the past year:

- Tartaric stabilization of wines with potassium polyaspartate instead of cold stabilization.
- Replacement of air-conditioning equipment.
- Change to LED lighting.
- Thermal insulation of valves in the steam distribution system and checking of steam traps to eliminate leaks.
- Project to ensure recirculation of water used in sanitation.

One of our new developments initiated in 2023 is the gradual replacement of natural gas forklifts with electric forklifts. Currently, 89% of our forklift trucks are electric. When this replacement is complete, we will be able to reduce our dependence on gas, using renewable energy to charge the new trucks.

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*Our commitment to generating renewable energy has led us to install solar panels*

Moreover, in 2023, the company underlined its commitment to generating renewable energy by installing solar panels at the Valdepeñas winery. Some 513,771 kWh of energy have been generated thanks to this measure. We will continue to install photovoltaic systems at our wineries in the coming years.



## Carbon footprint

*In 2023 we measured Scope 3 of our carbon footprint for the first time (for the year 2022).*

This year we have gone a step further by calculating our carbon footprint for the entire Group for 2022. The carbon footprint encompasses the greenhouse gas (GHG) emissions of Scope 1 (including combustion in stationary installations, combustion in mobile installations and emissions from managed soils due to fertilizer input) and Scope 2 emissions (including electricity consumption). In 2023 we measured Scope 3 relating to indirect emissions – those resulting from our activities but occurring at sources that are not owned or controlled by Félix Solís – for the first time.

### Carbon footprint<sup>8</sup>

	2022	2023 <sup>9</sup>
Scope 1. Direct GHG emissions (t)	4,823	4,582
Scope 2. Indirect emissions from electricity (t)	233	221
Scope 3. Other indirect emissions (t)	137,352	130,484
<b>Total CO<sub>2</sub> emissions (t)</b>	<b>142,408</b>	<b>135,288</b>

<sup>8</sup> Our carbon footprint was calculated according to the principles described in The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. The calculation includes the 15 categories defined for Scope 3.

<sup>9</sup> The 2023 carbon footprint is a preliminary estimate based on data available to date.

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Scope 2 relates to Félix Solís, SL, and Félix Solís Avantis, SA, the only Group companies that do not use renewable energy in their electricity consumption. As for Scope 3, it should be mentioned that it is largely due to the purchase of grapes and wine (corresponding to 56% of the total carbon footprint), followed by the organization's downstream transport (23%). The main measure to reduce our carbon footprint in Scope 3 is collaboration with the main logistics operators on the following initiatives:

- Renewal of the lorry fleet.
- Switching to alternative fuels such as biofuels or liquefied natural gas.
- Search for alternative routes.
- Maximizing the loads of each vehicle.
- Training for hauliers on environmentally efficient driving.

### CO<sub>2</sub> emissions per unit sold

**568 kg CO<sub>2</sub>/thousand units (in 2022)**

Finally, there are noise emitting sources at each of the wineries, but there are specific noise limits only at the Valdepeñas winery, where measurements are taken every three years. So far, no additional measures against noise pollution have been necessary. Meanwhile, no sources of light pollution have been identified.



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# 03.3.

## Circularity and sustainable use of resources



### Water management

The winemaking value chain is water-intensive, especially in farm irrigation and during the production process, as well as in the cleaning of facilities.

One of the consequences of climate change is the increase in droughts, which have been recurrent in Castile-La Mancha where our main wineries are located. This is why in recent years we have allocated significant resources to minimizing water use:

- Water recirculation study for more efficient sanitation systems.
- Elimination of sanitation at the end of daily production.
- Water recovery from rinsers and in the sanitizing process.
- Raising awareness among workers.

All these measures have enabled us to reduce water consumption by 8% compared to 2022, significantly exceeding our 2% reduction target and moving towards our target of a 20% reduction by 2027.

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### Water consumption per source<sup>10</sup>

Fuels	2022	2023	Variation
Mains water (m³)	314,166	271,962	-13%
Well water (m³)	108,786	119,088	9%
Total water consumption (m³)	422,952	391,050	-8%

<sup>10</sup> Includes the water consumption of Félix Solís Avantis, SA, Félix Solís, SL, and Pagos del Rey, SL.



## Use of raw materials

The key raw material in our process is the grape, followed by still wines and concentrated must. In addition, other materials are used for product packaging: glass, cardboard and plastic.

### Consumption of raw materials and other materials

Organic raw materials	2022	2023
Fresh grapes (kg)	179,971,884	150,599,131
Concentrated must (L)	160,000	140,000
Still wines (L)	93,306,763	85,133,000
Organic fertilizers (kg)	946,650	995,750

Non-organic raw materials (materials)		
Glass (units purchased)	186,571,149	161,134,048
Cardboard (units purchased)	62,028,236	54,155,789

In 2023 we made significant progress in the use of sustainable materials in our process:

- Optimization measures in packaging resulting in a 3% reduction in cardboard box packaging, exceeding our target of 2%.
- Development of a fully recyclable bag-in-box package.
- Use of plant-based polyethylene caps.



*We have reduced our water consumption by 8%*

In terms of discharges, the facilities have a separate network for rainwater and industrial wastewater. Rainwater is channelled into the sewerage network via a piping system. Wastewater is transferred to a wastewater treatment plant before discharge. Total discharges emitted in Valdepeñas were 163,080 m<sup>3</sup> (167,171 m<sup>3</sup> in 2022), while 315,093 m<sup>3</sup> of biogas were generated (3% less than in 2022).

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## Waste management

**In 2023 we recovered more than 90% of the waste we generated**

We carry out correct monitoring of our waste, from separation, categorization and storage to its subsequent management by authorized waste managers. The Valdepeñas winery has a specific procedure for the management of hazardous and non-hazardous waste.

Waste by type	2022	2023
Non-hazardous waste (kg) <sup>11</sup>	2,739,399	2,871,496
Hazardous waste (kg) <sup>12</sup>	17,372	16,979
Total waste (kg)	2,756,771	2,888,475

Waste by disposal destination	2022	2023
Recoverable waste (kg)	2,515,979	2,656,816
Non-recoverable waste (kg)	240,792	231,659
Total waste (kg)	2,756,771	2,888,475

It is worth mentioning that sewage sludge increased in 2023 (non-hazardous and recoverable waste) due to the optimization of the operation of sewage treatment plants. Waste separation has also been improved thanks to the procedure that has been implemented to separate paper from labels for recycling.

In terms of recoverable waste, we have managed to recover more than 90% of the waste generated, in line with our objective of reducing waste destined for landfill by 20%.

The by-products from our production process – such as pomace, lees and bitartrate – are reused in the distillation sector. In particular, they are used as feedstock in the production of alcohols for food or industrial use (e.g. biodiesel). Sewage sludge is used for agricultural purposes.

It should be noted that food waste not related to grapes and wine is not material for Félix Solís and therefore there are no related measures in place.

<sup>11</sup> The most relevant non-hazardous waste materials are paper, cardboard and glass, followed by wood, municipal waste, plastic, sewage sludge, iron and steel.

<sup>12</sup> The most relevant hazardous waste is contaminated plastic packaging, followed by batteries, used motor oils and discarded electrical and electronic equipment containing hazardous components.

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# Our commitment to people

## 04



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Related material topics:  
**Product quality and information**  
**Supply chain management**  
**Quality of employment**  
**Consumer safety and responsible consumption**





*We realise that our company cannot achieve success without the commitment of the people who make up our ecosystem, including our employees, the consumers who rely on our products and the suppliers we work with. From the outset of our business we have been committed to cultivating strong and mutually beneficial relationships with each of them.*

## Impacts

Positive and negative effects, whether actual or potential, of the company on the environment:

- Contribution to employment and local development.
- Work-life balance and flexibility measures for employees, positive and supportive working environment.
- Development of quality products at affordable prices.
- Catalogue of organic, vegan and low-alcohol wines.
- Wines with quality and food safety certifications.
- Awareness-raising on responsible consumption.
- Possible adverse effects of irresponsible consumption of our products.

## Risks

Negative effects of the environment on the company:

- Problems in global supply chains that may increase production and distribution costs, leading to higher prices of end products.
- High levels of inflation which may affect consumer purchasing power.
- Increased demands from stakeholders concerning sustainability, quality and product safety.
- Displacement of own brands by the rise of own brands in large retailers and supermarkets.
- Publication of numerous pieces of legislation requiring adaptations in a very limited period (due diligence, labelling, climate claims, packaging, etc.).
- Shortage of professionals with expertise in the wine sector.
- Competitive market leading to staff turnover.

## Opportunities

Positive effects of the environment on the company:

- Key employer of our own staff and suppliers in the regions where we operate.
- New legislation to support us in being more transparent about our ESG performance.



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# 04.1.

## Attracting and retaining talent

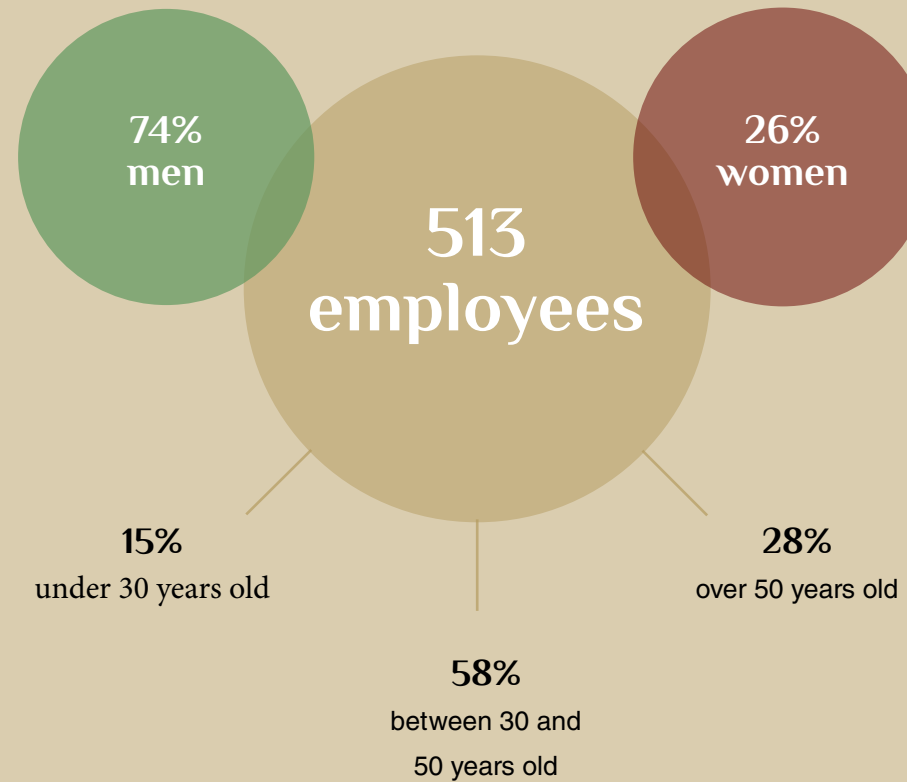
The people who make up Félix Solís are our most valuable asset.

In the Sustainability Strategy 2024–27, we highlight a key priority: attracting and retaining talent. And within that, the most relevant objective is to promote the wellbeing of all employees.

Our value proposition is based on our Staff Management Policy, which is developed based on the following principles:

- To be a socially responsible and sustainable group.
- To ensure equal opportunities for all workers.
- To ensure wellbeing, safety and health.
- To encourage internal promotion and professional development.
- To encourage training for workers in their fields.
- To evaluate and reward satisfactory performance.

### Employment



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At year-end 2023, the Group had 513 employees (380 men and 133 women) located in 12 countries:

### Distribution of employees by country

	2022	2023
Spain	456	465
Dominican Republic	1	2
Czech Republic	3	2
France	2	2
Germany	7	8
Mexico	2	2
Netherlands	1	1
Russia	1	1
China	14	14
United Kingdom	7	8
United States	3	4
Chile	2	4
<b>Total</b>	<b>499</b>	<b>513</b>

Our recruitment model is notable for its focus on job stability, with more than 90% permanent contracts.<sup>13</sup>

### Distribution of types of employment contracts by job category

	2022		2023	
	Permanent	Temporary	Permanent	Temporary
Directors	21	-	19	-
Technicians and graduates	160	13	163	3
Sales	49	-	53	-
Administrative	55	7	63	5
Operators	162	32	176	31

<sup>13</sup> Annex II: Quantitative information tables presents detailed data on employment and remuneration.

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We consider it essential that worker remuneration not only meets the legal standards of the industry concerned but also covers basic needs and allows for some discretionary income, ensuring the wellbeing and job satisfaction of our employees.

As for the minimum wage, it is set on the basis of the 2023 wine industry collective agreements (Convenios Colectivos de la Industria Vinícola). The lowest gross salary for a worker in Spain is €15,963, which represents an increase of 5.6% over the Minimum Interprofessional Wage (Salario Mínimo Interprofesional – SMI) in 2023. For a breakdown of remuneration by sex, age and job category, see Annex II.

### Wage gap

	2022	2023
Directors	-	-
Technicians and graduates	18%	19%
Sales	31%	12%
Administrative	6%	11%
Operators	5%	13%

The average remuneration of the Directors, including variable remuneration, daily allowances, as well as other payments, is €141,951 (€140,108 in 2022). All of the Directors are men.



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# Professional development

We promote training of all employees, with an emphasis on key areas linked to performing their jobs. To this end we have developed a **specific training procedure**<sup>14</sup> which aims to identify and meet the competence, awareness and training needs of our staff with a view to effectively implementing the Management System.

We have an **Annual Training Plan** that sets out all the training to be carried out during the year. When necessary, training activities are assessed by the workplace manager or by the Human Resources Department. This evaluation is reflected in the Training Plan, and the results presented at the Annual Review conducted by Félix Solís's Management.

In addition to the regular training included in the job profile and those training activities identified as necessary for each position, employees who have changed position internally are given the relevant training, and additional training is imparted to those employees who have not reached an adequate level of competence to perform their duties. We also provide initial training for new employees, as well as an **induction manual** containing all the rules and policies of the organization.

The training topics are varied, with specific training on food safety and the environment, such as the training on Carbon Footprint given in 2023.

A total of 902 hours of training were given during the year 2023. The difference in annual training hours is mainly due to the fact that comprehensive SAP training was provided in 2022.

## Number of training hours per job category

	2022	2023
Directors	799.25	18.00
Technicians and graduates	4,971.67	535.25
Sales	0.50	1.00
Administrative	433.50	16.75
Operators	485.34	330.85
<b>Total</b>	<b>6,690</b>	<b>902</b>

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<sup>14</sup> Applies to the Group companies Félix Solís Avantís, SA, Félix Solís, SL, and Pagos del Rey, SL.

# Employee wellbeing

We are committed to promoting a healthy balance between our team’s personal life and professional growth. For this reason, work-life balance is included as one of the Group’s strategic objectives, and is specifically included in the Equality Plan. We can highlight the following practices:

- Flexibility for breastfeeding.
- Leave of absence for adoption processes or assisted reproduction treatments.
- Substitution contracts for those workers who will be absent from their job for a certain period of time for reasons such as reduced working hours, leave of absence or maternity/ paternity leave.
- Leave of absence for up to one year, with their position reserved, for those mothers or fathers who need it due to their family situation (subject to the requirement that they must have been in the Group for more than one year).
- Flexible start and finish times for parents with pre-school or school-age children, so that they can bring their start and finish times forward or backward by half an hour as required. This measure also exists for workers with dependent family members.
- Special leave for workers with dependent ascendant or descendant family members.

Although we do not yet have a formal procedure for disconnection from the workplace, internally we encourage work to be carried out exclusively in the course of employees’ normal working day and employees are not contacted outside the work environment.

## Work organization

Working hours are strictly in accordance with national legislation or collective agreements, with priority always given to provisions that offer greater protection to our employees. Working hours (excluding overtime) are defined in contracts and may not exceed 48 hours per week. Overtime is voluntary and must be organized in a responsible manner taking into account the following aspects: scope, frequency, hours worked by individual employees and the workforce as a whole.



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## Social relations

One of our ethical commitments is to freedom of association and the right to collective bargaining. Workers have the right to join or form trade unions of their choice, as well as the right to engage in collective bargaining.

One hundred percent of our employees in Spain are covered by collective bargaining agreements. The following collective agreements are applicable:

- Collective Agreement for the Ciudad Real Wine Industry.
- Provincial Collective Agreement for the Toledo Wine Industry.
- Collective Agreement for the Wine Industry and Trade in the province of Valladolid.
- Provincial Collective Agreement applicable to the Sectors of Wine, Beer and Other Alcoholic Beverages in the province of Zamora.
- Collective Labour Agreement for the Wine and Alcohol Industry of the Autonomous Community of La Rioja.

## Absenteeism

	2022	2023
Number of absences in hours	42,858	52,458

With regard to absenteeism, a target has been set for 2023 to reduce the number of days absent per sick leave. However, an increase in long-term sick leave due to temporary incapacity – with particularly high incidence in common contingencies – it has not been possible to meet that target. The following actions have therefore been established:

- Quarterly review of the established planning based on the last appraisals carried out in 2023.
- Review of the implementation of preventive measures by employees.
- Greater involvement of middle management as well as employees.

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# Safety and health

We are committed to implementing, developing and communicating to our staff an occupational risk prevention system that is integrated into all our activities, both in technical processes and in work organization and working conditions, at all levels of the company.

Our aim is to provide a safe and healthy working environment, taking into account current industry expertise as well as any specific hazards. Measures must be taken to prevent accidents and injury to health associated with work activity by reducing, as far as reasonably practicable, the causes of hazards inherent in the environment.

Our health and safety commitments are set out below:

- Define an Ethics Policy that includes aspects relating to worker safety and health.
- Involve all company staff in the responsibility of managing occupational risk prevention, including making sure contractors and collaborators undertake an active commitment to improving the working conditions of their employees.
- Regular health and safety training and awareness-raising for our own employees. This commitment also applies when new employees are recruited or employees are reassigned to different roles.

- Encourage participation, information, training and consultation involving all employees – including temporary or external workers carrying out tasks on company premises – with the aim of maintaining a sufficient level of prevention within the company.

We also have a contract with an external company that provides Prevention Services, specifically in the areas of Occupational Safety, Industrial Hygiene, Ergonomics, Applied Psychosociology and Occupational Medicine.<sup>15</sup>

## Accident rate

### Number of accidents by sex

	2022	2023
Women	1	4
Men	14	16
Total	15	20

<sup>15</sup> A Prevention Service has been contracted for Félix Solis Avantis, SA, in the provinces of Las Palmas de Gran Canaria, Santa Cruz de Tenerife, Ciudad Real and Madrid; for Félix Solis, SL, in the provinces of Ciudad Real and Toledo; and for Pagos del Rey in the provinces of Burgos, La Rioja, Valladolid and Zamora.

### Frequency and severity rates by sex

Frequency rates	2022	2023
Women	1.21	4.54
Men	16.95	18.18
Total	18.16	22.72

Severity rates	2022	2023
Women	0.03	0.18
Men	0.49	0.81
Total	0.52	0.99

In terms of accident rates, there has been a significant increase in the statistics for women. This is due to the fact that the number of working people is increasing year by year and the presence of women is more significant than in previous years; thus, their statistics have increased significantly in percentage terms compared to those of men. Statistics for women are expected to stabilize in the coming years.

No occupational diseases were identified in 2023 or 2022.

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# Equality and opportunities for all

We strive to create an environment where equal opportunities are a fundamental principle and where everyone can reach their full potential without barriers or discrimination.

We work continuously to ensure that there is no discrimination in hiring, pay, training, promotion and dismissal on the basis of race, ethnicity, gender, age, disability, religion, sexual orientation or political affiliation. The Human Resources Department makes our values known when attending employment forums and events in our sector.

Our measures to promote diversity include collaboration with universities (such as the University of Castile-La Mancha) and vocational training centres to promote first job opportunities. We also have seven employees with disabilities (six in 2022).

Our **Ethics Policy** and **Internal Regulations** form the basis of our commitments to equality. We also have an **Equality Plan** in place in the companies Félix Solís, SL, and Félix Solís Avantis, SA (in the company Pagos del Rey, SL, it is currently under negotiation).

It is worth mentioning that Félix Solís has a **Protocol for Prevention and Action** which specifies that any employee who considers themselves to be in a situation of risk due to sexual or workplace harassment can contact the Human Resources Department or make use of the available suggestion boxes (directly or anonymously), ensuring confidentiality in all cases. The following principles are developed in the Protocol:

- All staff are entitled to be treated with dignity and respect, and discrimination on grounds of sex, race, ideology, etc. will not be tolerated.
- The Group is committed to ensuring a healthy working environment.
- Sexual harassment and bullying are considered a psychosocial risk.

Accessibility criteria have been taken into account in newly constructed buildings. We have adapted toilets in various facilities and we are working on adapting toilets at other facilities which are not fully accessible because they were built before the entry into force of Law 10/2014 of 3 December.

In addition, our Risk Assessment includes a specific statement that when a worker may be considered particularly sensitive, or have a physical, mental or sensory disability, the Prevention Service must be notified immediately to carry out an assessment.

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## 04.2.

# Consumer care

Our business model is linked to the production of wine and its sale to the food and catering sectors (supermarkets, restaurants, wine shops, etc.), which are responsible for distributing it. A small percentage of our output is sold directly to the end consumer via our website. The main markets we serve are the European Union (especially Spain), the United States, Japan, China and the United Kingdom.

We share with our clients the conviction that sustainability is a core value, and we work closely together to convey this message to end consumers. We have therefore taken our clients' ESG objectives into consideration in our Sustainability Strategy 2024–27.

We have a quality, food safety, environmental and safety policy in place to fulfil our commitments in these areas. The Food Safety and Quality Committee is responsible for ensuring our products are developed in line with safety and quality standards. The Management Committee has ultimate responsibility over this matter.



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# Sustainable, affordable, quality wines

Quality, innovation and sustainability are cornerstones of our business. But we also believe that good wine should be available to everyone. For this reason, we seek a balance between offering quality wines at affordable prices to consumers and a good overall service to our clients.

- All our products are certified for quality and food safety under the IFS Food and BRC for Food Safety schemes.
- We produce a wide range of still wines, sparkling wines, wine-based drinks such as sangria, and even grape musts. This vast gamut of products includes organic, vegan and low-alcohol wines.
- Our labelling provides information relevant to consumers: nutritional and allergen information, region of origin, at-risk groups and sustainability certificates, among other aspects. In line with new European guidelines, all information is included on the back labels or on the U-label platform, which consumers can access via a QR code. The certified platform offers information in several EU languages.

- We communicate with end consumers through a specific mailbox and via social networks.
- We collaborate with organizations that promote the responsible consumption of alcoholic beverages, such as the Spanish Wine Federation (Federación Española del Vino – FEV), the Spanish Interprofessional Wine Organization (Organización Interprofesional del Vino de España – OIVE) and Wine in Moderation.

## We are part of the Wine in Moderation initiative

Wine in Moderation is a coalition of wine sector organizations that advocate a responsible and sustainable wine culture. More than 15 countries collaborate in the initiative through 2,500 organizations – including our company – to promote awareness-raising and responsible consumption activities.



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# Complaint systems

We have a specific procedure for managing any complaints received which consists of three phases: complaint reception, analysis and response. During the analysis phase, Quality Management sends the complaint to those responsible for the corresponding warehouse so that they can analyse the issues, establish the necessary actions and propose a response or solution for the consumer. Once the complaint has been handled by Quality Management, the most important complaints are presented before the Quality Committee and reviewed by Management. It is worth mentioning that the complaints we handle are those that include product data, which allows us to investigate the possible causes of the problem.

However, sometimes we cannot access the source of the complaint because it corresponds to other actors in the chain beyond our control. Where this is the case we communicate as such to the customer.

One of our targets in 2023 and included in our Strategy 2024–27 is to implement at least 75% of corrective actions resulting from complaints. During the year 2023, a total of 19 corrective actions were established from complaints, of which 14 (73.6%) were resolved.

Another objective was to reduce complaints caused by labelling errors. To this end, various actions were taken, such as installing artificial vision cameras on labelling lines and modifying packaging components. Despite these actions, we have not achieved the expected reduction in complaints, and work will continue to meet this target in 2024.

No data privacy complaints were received in 2023.



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## 04.3. Responsible supply chain

Supply chain management plays a crucial role in our sustainability strategy, which is why we work closely with our suppliers to ensure they meet our ethical and environmental standards. The following objectives are included in our Sustainability Strategy:

- Extend our ESG commitments to our supply chain.
- Increase the percentage of suppliers with food safety and sustainability certificates.

To this end, we have developed a monitoring system that allows us to obtain relevant ESG findings:

- A risk identification process is initiated before contracts are signed. We have a **Supplier Matrix**, which categorizes the risk for each supplier, identifying factors such as the type of raw material they work with, its origin (noting, for example, if the country of origin has any type of food alert), or the risk of fraud.
- Once contracts enter into force, each of our suppliers receives a questionnaire that includes questions on sustainable certifications, food defence (packaging, allergens), vegan/vegetarian food, quality, environmental aspects and social responsibility. In addition, we regularly issue them with our **Code of Ethics** so that they are aware of our commitments in this area and adhere to them.



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During 2023, audits were carried out of suppliers of winemaking supplies and auxiliary materials related to food safety.

The Purchasing Department also has specific procedures in place that establish the guidelines to be followed for each type of purchase (raw materials, finished product, travel expenses, etc.).

In terms of proximity, 85% of our raw material suppliers are local suppliers (from the geographical area/province of the winery they supply) in the case of bulk wine; and more than 95% in the case of grapes.



*One of our achievements is that 80% of our suppliers (of winemaking products and contact packaging) have food safety certificates and 46% have sustainability certificates*

We have targets for our supply chain:

- Food safety: Increase the percentage of Global Food Safety Initiative (GFSI) certified suppliers. In 2023, we reached 80% GFSI-certified suppliers, 4% more than in 2022.
- Sustainability: Increase the percentage of suppliers with certifications from ISO 14001; the Forest Stewardship Council (FSC) and Program for Endorsement of Forest Certification (PEFC) (both for forest-based products); or Systecode, specific for cork. In 2023, we managed to reach the level of 46% of our suppliers with some form of sustainability certification, and we will continue to work to improve this percentage in 2024.

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# 04.4.

## Generating value in the community

*We collaborate with more than 2,000 grape suppliers in the communities where we operate*



We are located in six of Spain's main wine-producing regions. This allows us to offer a vast product range while positively impacting the communities where we operate through employment and local development.

We generate employment in areas far from large cities and with low population density, such as the communities of Castile-La Mancha and Castile-León. Specifically, we are the main direct employer in Valdepeñas, a town with a total of 30,000 inhabitants. Moreover, we are one of the main indirect employers in the area because of our partnerships with companies in transport, operations and maintenance, among other sectors, and, especially, with more than 2,000 grape suppliers.

Our international expansion has allowed us to make our mark across countries and cultures. The new Viña Casa Solís winery due to open in Chile in 2024 will also enable us to add value beyond Spain's borders.

We are members of various sectoral organizations, such as FEV, the OIVE, the Association of Wine Museums of Spain (Asociación de Museos del Vino de España), the Wine Tourism Network and Wine in Moderation. We also collaborate with the Toro, Rueda and Ribera Wine Routes to promote wine culture in our communities.

In terms of support for associations and sponsorships, we might highlight our backing of the Viña Albali Valdepeñas indoor football team since 2018.

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# Sustainability governance

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Related material topic:  
**Innovation**



*The third pillar of our Strategy 2024–27 is Sustainability Governance. We aim to promote sound and transparent governance in areas such as risk management, ethics and organizational culture. We also see innovation as a driver of change, a critical aspect also supported by the double materiality analysis conducted during 2023.*



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## Impacts

Actual or potential positive or negative effects of the company on the environment:

- Promotion of initiatives that make us a serious and responsible company, contributing added value to society and generating trust among clients, suppliers and employees.
- Robust human rights, anti-corruption, anti-bribery and anti-money laundering procedures.
- Identification of possible cases of corruption, money laundering, unfair competition, etc.
- Potential data privacy breaches.

## Risks

Negative effects of the environment on the company:

- Inability of the sector to adapt to new demands in terms of governance and ethics.
- Bad practices in global supply chains that may involve human rights violations (excessive working hours, forced labour, child labour, etc.).
- Entry into force of numerous pieces of legislation that need to be adapted to in a very short period of time (due diligence, whistleblowing regulation, etc.).
- Cybersecurity issues that may affect the production process.

## Opportunities

Positive effects of the environment on the company:

- Identification of new opportunities in innovation and technology.
- New legislation to support increased transparency in governance and ethics.



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# 05.1. Our model of governance

One of the objectives set out in our Strategy 2024–27 is to integrate sustainability at all levels of the organization. To this end, it is essential that the Group’s governing bodies apply the Félix Solís mission, vision and values in every decision they take.

The main governing body of the Group is the Board of Directors, which consists of four directors (individuals) and one representative of a legal entity, all of whom are men.

At the executive level, the organization’s highest director is the president and CEO. Their functions include reviewing and approving strategic initiatives on environmental, social and governance issues.

It is worth mentioning that the new Strategy envisages the creation of a Sustainability Committee at the executive level to meet on a regular basis and make our sustainability governance system more robust.



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## 05.2.

# Risk management model

The necessary mechanisms are in place to manage the Group's financial risks. The main risks fall into the following categories:

## Credit risk

— In general, the Group holds its cash and cash equivalents with financial institutions that have high credit ratings. There is no significant concentration of credit with unrelated third parties. In addition, at 31 December 2023 more than 90% of the Group's receivables from clients are secured by credit insurance.

## Liquidity risk

— In addition to the cash shown in our consolidated balance sheet, we have credit and financing facilities, as detailed in our Annual Accounts.

## Market risk

(including interest rates, exchange rates, etc.)

- Due to the Group's low level of debt, changes to interest rates would have a limited impact on our financial performance or on cash flows.
- Our low exposure to currencies other than the euro also means that fluctuations in the relevant foreign exchange rates would have a limited effect on our financial performance or on cash flows.

With regard to environmental, social and governance risks, this report sets out the main impacts, risks and opportunities identified during the development of our Sustainability Strategy, in accordance with the future requirements of the European Corporate Sustainability Reporting Directive (CSRD).

There is also an internal crisis management procedure detailing the steps to be taken in the event of an incident related to food safety, environment, physical security or business continuity. Depending on the type of incident, the responsible area will assess the risk and prepare a report on the actions taken. The body with the greatest responsibility in such a situation is the Crisis Committee, which is made up of the CEO, the Plant Manager and the heads of Quality, Production and Safety, Sales and Purchasing. It should be noted that annual drills are carried out to verify the correct functioning of the procedure in place.

# 05.3. Ethics and compliance

*We see business integrity as the foundation on which the trust of clients, employees and the community is built*

## Protecting human rights

### Ethics Policy and Modern Slavery Statement

We follow the ethical guidelines contained in the provisions of the core conventions of the International Labour Organization.

To this end, we have an Ethics Policy that includes the following commitments:

- Employment shall be freely chosen.
- Freedom of association and the right to collective bargaining shall be respected.
- Working conditions shall be safe and hygienic.
- Child labour shall not be used.
- Wages shall comply with national legal standards for the industry.
- Working hours shall not be excessive.
- Regular work shall be provided.
- Inhumane or harsh treatment shall not be permitted.

Furthermore, we pledge to work towards eradicating slavery and human trafficking as set out in our Modern Slavery Statement.

### Complaints channel

During 2023 we introduced a new whistleblowing procedure through the corporate website, called the “Complaints Channel”. As part of our commitment to corporate transparency, we promote this channel for all employees, administrators, suppliers, clients, authorities or state bodies that need to confidentially report regulatory violations and conduct that may be considered illegal or irregular, in compliance with Law 2/2023 of 20 February.

It is worth mentioning that during 2023, no complaints of human rights violations were received.

## Fighting corruption, bribery and money laundering

We promote practices to combat corruption, bribery and money laundering in all its forms, ensuring fair, transparent and ethical business practices at every level of our organization. That is why our Ethics Policy includes a pledge not to tolerate any act of corruption, extortion, embezzlement or bribery.

In terms of anti-money laundering measures, we have a specific payment procedure for each type of purchase made, thus guaranteeing traceability and transparency in our financial operations.

## Other information

During the financial year 2023, we made a donation to the ROSAE Association for women affected by breast cancer.

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## 05.4. Innovation as a cornerstone

We believe that innovation is a key aspect of improving our processes and developing new products. Innovation projects can arise from a need identified in the area of continuous improvement of production process in terms of efficiency, sustainability or product quality. They can also stem from client and consumer demands, as well as perceived consumer trends in the market.

In recent years we have made a major commitment to innovation and new technologies. The following projects are examples of this:

- New winemaking strategy to improve the structure of wines from young vineyards.
- Development of an automated process for wine ageing.
- Increased precision in sparkling processes to balance acidity and minimize wine oxidation.
- Study of a new technique for the generation of a high-performance, stable yeast starter or “pie de cuba”

## New ageing cellar in Valdepeñas

A major milestone in 2023 was the full entry into use of the new, fully automated ageing cellar at our Valdepeñas facilities.

The construction of the robotic warehouse is the company’s latest major milestone and a pioneering technological innovation at the global level. The winery is equipped with the latest advances in air conditioning, temperature control and relative humidity (17 °C and humidification of 70%), which generates an ideal atmosphere for ageing wine, preserving the oak in the barrels and minimizing energy and water consumption.

|  
*With an investment of more than 70 million euros, the new ageing cellar in Valdepeñas stands out in the wine sector for its innovative, sustainable and efficient approach*

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# 06.1.

## About this report

This report contains the Consolidated Non-Financial Information Statement of Felix Solís Avantis, SA, and Subsidiaries for the financial year 2023, and forms part of the Management Report of the Group’s Consolidated Financial Statements.

This Consolidated Non-Financial Information Statement is published in compliance with Law 11/2018 of 28 December, which amends the Commercial Code, the Consolidated Text of the Corporations Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July, on Accounts Auditing, with regard to non-financial information and diversity.

The purpose of this document is to inform all stakeholders of our performance in environmental, social and governance matters for the financial year 2023, which runs from 1 January to 31 December 2023.

For the preparation of this Consolidated Non-Financial Information Statement an internationally recognized standard, the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, was used as the reporting standard, following the principles and content defined by the most updated version of the GRI Standards in its selected GRI version.

We have also taken into account industry context and regulations, as well as key partner demands, industry trends and best practices to determine which non-financial aspects are relevant to the Felix Solís Avantis Group.

The following is the scope of this report, which includes the economic, social and environmental data of all the companies that make up the Félix Solís Avantis Group:

Subsidiary companies	Country
Comercializadora Isleña de Distribución, SA	Spain
Cruzares, SA	
Félix Solís Avantis, SA	
Félix Solís, SL	
Fesoya, SL	
Pagos del Rey, SL	
Soldepeñas, SL	
Solís 2000, SL	
Solís Bodegas, SL	
Viña Albali Reservas, SL	
Bodegas Félix Solís France, SARL	France
Shanghai Félix Solís Winery, Ltd.	China
Pagos del Rey Shanghai, CO., Ltd.	
Félix Solís CZ, AS	Czech Republic
Félix Solís, GmbH	Germany
Félix Solís USA, INC	United States
Félix Solís Avantis USA, INC	
Félix Solís Avantis UK, Ltd.	United Kingdom
Viña Casa Solís Spa	Chile
Félix Solís Avantis Rus Llc	Russia
Félix Solís Avantis Caribe, SRL	Dominican Republic
Félix Solís Avantis México de RL de CV, SRL	Mexico

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# 06.2.

## Tables of quantitative information

The following information concerns employment and remuneration of employees in accordance with the Non-Financial Reporting and Diversity Act 11/2018:

### Employment



### Distribution of employees by sex, age and job category

		2022		2023	
		Men	Women	Men	Women
Directors	<30 years	-	-	-	-
	30–50 years	8	-	7	-
	>50 years	13	-	12	-
<b>Total - directors</b>		<b>21</b>	<b>-</b>	<b>19</b>	<b>-</b>
Technicians and graduates	<30 years	13	14	10	11
	30–50 years	60	41	61	39
	>50 years	40	5	40	5
<b>Total – technicians and graduates</b>		<b>113</b>	<b>60</b>	<b>111</b>	<b>55</b>
Sales	<30 years	-	-	1	-
	30–50 years	23	1	24	1
	>50 years	23	2	25	2
<b>Total – sales</b>		<b>46</b>	<b>3</b>	<b>50</b>	<b>3</b>
Administrative	<30 years	5	9	5	10
	30–50 years	17	18	16	25
	>50 years	4	9	4	8
<b>Total – administrative</b>		<b>26</b>	<b>36</b>	<b>25</b>	<b>43</b>
Operators	<30 years	24	9	28	10
	30–50 years	110	10	109	14
	>50 years	32	9	38	8
<b>Total – operators</b>		<b>166</b>	<b>28</b>	<b>175</b>	<b>32</b>
<b>Total</b>		<b>372</b>	<b>127</b>	<b>380</b>	<b>133</b>

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### Distribution of types of employment contracts by sex and age

		2022		2023	
		Men	Women	Men	Women
Permanent	<30 years	35	22	36	27
	30–50 years	197	65	204	74
	>50 years	106	22	112	21
<b>Total – permanent</b>		<b>338</b>	<b>109</b>	<b>352</b>	<b>122</b>
Temporary	<30 years	7	10	8	4
	30–50 years	21	5	13	5
	>50 years	6	3	7	2
<b>Total – temporary</b>		<b>34</b>	<b>18</b>	<b>28</b>	<b>11</b>
<b>Total</b>		<b>372</b>	<b>127</b>	<b>380</b>	<b>133</b>

### Average annual number of permanent and temporary contracts by sex and age

		2022		2023	
		Men	Women	Men	Women
Permanent	<30 years	28	16	37	26
	30–50 years	191	58	207	70
	>50 years	106	21	111	22
<b>Total – permanent</b>		<b>325</b>	<b>95</b>	<b>355</b>	<b>118</b>
Temporary	<30 years	17	16	12	7
	30–50 years	26	10	27	7
	>50 years	6	2	8	2
<b>Total – temporary</b>		<b>49</b>	<b>28</b>	<b>47</b>	<b>16</b>
<b>Total</b>		<b>374</b>	<b>123</b>	<b>402</b>	<b>134</b>

### Average annual number of permanent and temporary contracts by job category

	2022		2023	
	Permanent	Temporary	Permanent	Temporary
Directors	19	-	19	-
Technicians and graduates	155	23	163	9
Sales	48	-	54	-
Administrative	46	13	60	9
Operators	152	41	177	45

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### Average annual number of contracts broken down by type of working day, sex and age

		2022		2023	
		Men	Women	Men	Women
Full time	<30 years	45	31	48	31
	30-50 years	217	60	233	71
	>50 years	111	21	118	22
<b>Total – full time</b>		<b>373</b>	<b>112</b>	<b>399</b>	<b>124</b>
Part time	<30 years	-	1	1	2
	30-50 years	-	8	1	6
	>50 years	1	2	1	2
<b>Total – part time</b>		<b>1</b>	<b>11</b>	<b>3</b>	<b>10</b>
<b>Total</b>		<b>374</b>	<b>123</b>	<b>402</b>	<b>134</b>

### Average annual number of contracts broken down by contract type and job category

		2022		2023	
		Permanent	Temporary	Permanent	Temporary
Directors		19	-	19	-
Technicians and graduates		174	4	168	4
Sales		48	-	54	-
Administrative		54	5	65	4
Operators		190	3	218	4

### Number of dismissals by sex, age and job category

		2022		2023	
		Men	Women	Men	Women
Directors	<30 years	-	-	-	-
	30-50 years	-	-	-	-
	>50 years	-	-	1	-
<b>Total - directors</b>		<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>
Technicians and graduates	<30 years	1	-	1	-
	30-50 years	1	1	1	-
	>50 years	2	-	-	-
<b>Total – technicians and graduates</b>		<b>4</b>	<b>1</b>	<b>2</b>	<b>-</b>
Sales	<30 years	-	-	-	-
	30-50 years	2	-	1	1
	>50 years	1	-	-	-
<b>Total – sales</b>		<b>3</b>	<b>-</b>	<b>1</b>	<b>1</b>
Administrative	<30 years	-	1	-	2
	30-50 years	-	2	-	-
	>50 years	-	-	-	-
<b>Total – administrative</b>		<b>-</b>	<b>3</b>	<b>-</b>	<b>2</b>
Operators	<30 years	1	-	1	1
	30-50 years	3	-	3	-
	>50 years	-	-	-	-
<b>Total – operators</b>		<b>4</b>	<b>-</b>	<b>4</b>	<b>1</b>
<b>Total</b>		<b>11</b>	<b>4</b>	<b>8</b>	<b>4</b>

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## Remuneration and wage gap



### Average earnings by sex, age and job category

		2022		2023	
		Men	Women	Men	Women
Directors	<30 years	-	-	-	-
	30–50 years	€127,221	-	€130,968	-
	>50 years	€156,231	-	€161,821	-
Average remuneration – directors		€141,726	- €	€146,395	- €
Technicians and graduates	<30 years	€28,199	€21,156	€28,495	€22,000
	30–50 years	€38,152	€30,527	€40,045	€31,477
	>50 years	€43,574	€38,926	€45,397	€38,247
Average remuneration – technicians and graduates		€36,642	€30,203	€37,979	€30,575
Sales	<30 years	-	-	€28,589	-
	30–50 years	€79,988	€57,403	€85,772	€62,206
	>50 years	€85,417	€56,992	€91,688	€59,124
Average remuneration – sales		€82,703	€57,198	€68,683	€60,665
Administrative	<30 years	€15,814	€19,832	€16,935	€21,836
	30–50 years	€26,163	€26,825	€27,824	€23,507
	>50 years	€43,196	€33,642	€43,411	€33,315
Average remuneration – administrative		€28,391	€26,766	€29,390	€26,219
Operators	<30 years	€22,703	€19,159	€24,897	€20,207
	30–50 years	€24,294	€23,995	€26,211	€23,966
	>50 years	€26,149	€26,278	€28,481	€25,352
Average remuneration – operators		€24,382	€23,144	€26,530	€23,175

# 06.3.

## Table of contents in line with Law 11/2018 on non-financial information and diversity

Sphere	Requirement	GRI indicator	Section
<b>General contents</b>			
Business model	Brief description of the Group's business model (business environment and organization)	2-1 2-6	1. Inside Félix Solís
	Geographical presence		1. Inside Félix Solís
	Markets in which it operates		1. Inside Félix Solís
	Objectives and strategies	2-22	2.1 Sustainability Strategy 2024–27
	Main factors and trends that may affect its future development	2-6	1.5 Vision of the sector: Factors and trends
Materiality	Materiality analysis	2-29 3-1 3-2	2. Sustainability as a cornerstone of our business
Policies	Description of the Group's policies with respect to such issues, including the due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts and for verification and monitoring, including what measures have been taken.	2-23 3-3	3. Protecting environmental resources 4. Our commitment to people 5. Sustainability governance
Results	The results of these policies, including relevant non-financial key performance indicators that allow progress to be monitored and evaluated, and that facilitate comparison across companies and sectors in accordance with the national, European or international frames of reference used for each subject area.	2-24 3-3	3. Protecting environmental resources 4. Our commitment to people 5. Sustainability governance
Risks	The main risks related to these 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 these areas, and how the Group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each subject area. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks over the short, medium and long term.	2–12 2-24 3-3	3. Protecting environmental resources 4. Our commitment to people 5. Sustainability governance

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Sphere	Requirement	GRI indicator	Section
<b>Environmental issues</b>			
Environmental management	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on safety and health	3-3	3. Protecting environmental resources
	Environmental assessment or certification procedures	3-3	3.1 Environmental management
	Resources dedicated to environmental risk prevention	3-3	3. Protecting environmental resources
	Application of the precautionary principle	3-3	3. Protecting environmental resources
	Amount of provisions and guarantees for environmental risks	3-3 2-27	3. Protecting environmental resources
Pollution	Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution	305-5	3.2.1. Air pollution
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of waste recovery and disposal	306-3 306-4 306-5	3.3.3. Waste management
	Actions to combat food waste	-	3.3.2. Use of raw materials
Sustainable use of resources	Water consumption and water supply according to local constraints	303-1 303-3 303-4	3.3.1. Water management
	Consumption of raw materials	301-1	3.3.2. Use of raw materials
	Measures taken to improve efficiency of use (raw materials)	301-1	3.3.2. Use of raw materials
	Direct and indirect energy consumption	302-1	3.2.2. Energy consumption and energy efficiency
	Measures taken to improve energy efficiency	302-4	3.2.2. Energy consumption and energy efficiency
	Use of renewable energies	302-4	3.2.2. Energy consumption and energy efficiency
Climate change	Significant elements of greenhouse gas emissions generated as a result of the company's activities, including through the use of the goods and services it produces	305-1 305-2 305-3	3.2.3. Carbon footprint
	Measures taken to adapt to the consequences of climate change		3.2. Climate change
	Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented to achieve these targets		3. Protecting environmental resources
Protecting biodiversity	Measures taken to preserve or restore biodiversity	-	Non-material for the Group
	Impacts caused by activities or operations in protected areas	-	

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Sphere	Requirement	GRI indicator	Section
<b>Staff matters</b>			
Employment	Total number and distribution of employees by sex, age, country and job category	3-3 2-7 405-1	4.1.1. Employment Annex II. Tables of quantitative information
	Total number and distribution of types of employment contracts	2-7	4.1.1. Employment Annex II. Tables of quantitative information
	Average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and job category	2-7	4.1.1. Employment Annex II. Tables of quantitative information
	Number of dismissals by sex, age and job category	3-3 401-1.b	Annex II. Tables of quantitative information
	Average earnings and their evolution broken down by sex, age and job category or equal value	3-3 202-1	Annex II. Tables of quantitative information
	Wage gap	3-3 405-2	4.1.1. Employment
	Average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments into long-term savings schemes and any other payments, broken down by sex	2-9	4.1.1. Employment
	Implementation of policies to promote disconnection from the workplace	3-3	4.1.3. Employee wellbeing
	Employees with disabilities	405-1	4.1.5. Equality and opportunities for all
Work organization	Organization of working time	3-3	4.1.3. Employee wellbeing
	Number of absences in hours	-	4.1.3. Employee wellbeing
	Measures aimed at facilitating a work-life balance and encouraging co-responsibility in that work-life balance from both parents.	3-3 401-2 401-3	4.1.3. Employee wellbeing
Safety and health	Occupational safety and health	403-1 403-3 403-6 403-9 403-10	4.1.4. Safety and health
	Number of accidents at work by sex		
	Frequency rate by sex		
	Severity rate by sex		
	Occupational diseases		

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Sphere	Requirement	GRI indicator	Section
<b>Staff</b>			
Social relations	Organization of social dialogue, including procedures for informing and consulting with staff and negotiating with them	2-30 403-4	4.1.3. Employee wellbeing
	Percentage of employees covered by collective bargaining agreements by country		
	Taking stock of collective agreements, particularly in the field of occupational safety and health		
Training	Policies implemented in the field of training	3-3 404-2	4.1.2. Professional development
	Total number of training hours per job category		
Accessibility	Universal accessibility for people with disabilities	3-3	4.1.5. Equality and opportunities for all
Equality	Measures taken to promote equal treatment and opportunities for women and men	3-3	4.1.5. Equality and opportunities for all
	Equality plans (Chapter III of Organic Law 3/2007 of 22 March for the effective equality of women and men)	3-3	
	Measures taken to promote employment	3-3	
	Protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities	2-26	
	Anti-discrimination and, where appropriate, diversity management policy	3-3	

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Sphere	Requirement	GRI indicator	Section
<b>Respect for human rights</b>			
Due diligence	Implementation of human rights due diligence procedures; and, where appropriate, measures to mitigate, manage and redress possible abuses;	2-23 3-3 2-27	5.3.1 Protecting human rights Ethics Policy and Modern Slavery Statement
	Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses		5.3.1 Protecting human rights Ethics Policy and Modern Slavery Statement
Fundamental Conventions	Promotion and enforcement of the provisions of the International Labour Organization's core Conventions relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour.		5.3.1 Protecting human rights Ethics Policy and Modern Slavery Statement
Complaints of human rights violations	Complaints of human rights violations	2-26 406-1	5.3.1 Protecting human rights Complaints channel
<b>Corruption and bribery</b>			
Corruption and bribery	Measures taken to prevent corruption and bribery	2-23 3-3 205-2	5.3.2 Fighting corruption, bribery and money laundering
Money laundering	Measures to combat money laundering		5.3.2 Fighting corruption, bribery and money laundering
Contributions	Contributions to foundations and non-profit organizations		5.3.2 Fighting corruption, bribery and money laundering
<b>Society</b>			
Sustainable development	Impact of the company's activity on employment and local development, on local populations and on the territory	2-28 413-1	4.4 Generating value in the community
	Relations with local community actors and channels for social dialogue with them		4.4 Generating value in the community
	Association or sponsorship activities		4.4 Generating value in the community
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in procurement policy	2-6	4.3 Responsible supply chain
	Considerations of social and environmental responsibility in relations with suppliers and subcontractors	3-3 308-1	4.3 Responsible supply chain
	Monitoring and auditing systems, and audit results	414-1	4.3 Responsible supply chain
Consumers	Consumer health and safety measures	3-3	4.2.1 Sustainable, affordable, quality wines
	Complaints systems, complaints received and their resolution	418-1	4.2.2 Complaints systems
Taxes	Profits by country	207-1	Annual Accounts
	Taxes paid on profits		
	Public subsidies received	201-4	

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# FELIX SOLIS AVANTIS

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*Felix Solis*  
AVANTIS  
EXTENDING WINE CULTURE

*Felix Solis*

**Félix Solís Avantis, S.A.  
and subsidiaries**

Independent Limited Assurance Report  
on the Consolidated Non-Financial  
Information Statement for the year  
ended 31 December 2023

*Translation of a report originally issued in Spanish. In the event of a discrepancy, the Spanish-language version prevails.*

## **INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT OF FÉLIX SOLÍS AVANTIS, S.A. AND SUBSIDIARIES FOR 2023**

To the shareholders of Félix Solís Avantis, S.A.,

In accordance with Article 49 of the Spanish Commercial Code, we have performed the verification, with a scope of limited assurance, of the accompanying consolidated non-financial information statement (CNFIS) for the year ended 31 December 2023 of Félix Solís Avantis, S.A. (the Parent) and its subsidiaries (the Group), which forms part of the Group's consolidated directors' report for 2023.

The content of the CNFIS includes information, additional to that required by current Spanish corporate legislation relating to non-financial reporting, that was not the subject matter of our verification. In this regard, our work was limited solely to verification of the information identified in the "Non-Financial Information Statement Table of Contents" included in "Section 6.3" of the accompanying CNFIS.

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### **Responsibilities of the Directors**

The preparation and content of the CNFIS included in the Group's consolidated directors' report are the responsibility of the Parent's directors. The CNFIS was prepared in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), as well as other criteria described as indicated for each matter in the "Contents required by Spanish Non-Financial Information and Diversity Law 11/2018" included in "Section 6.3" of the CNFIS.

These responsibilities of the directors also include the design, implementation and maintenance of such internal control as is determined to be necessary to enable the CNFIS to be free from material misstatement, whether due to fraud or error.

The Parent's directors are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the CNFIS is obtained.

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### **Our Independence and Quality Management**

We have complied with the independence and other ethical requirements of the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 (ISQM 1) which requires the firm to design, implement and operate a quality control system that includes policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of non-financial information and, specifically, in reporting on economic, social and environmental performance.

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## **Our Responsibilities**

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our work in accordance with the requirements established in International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information, currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines published by the Spanish Institute of Certified Public Accountants on attestation engagements regarding non-financial information statements.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is also substantially lower.

Our work consisted of making inquiries of management and the various units of the Group that participated in the preparation of the CNFIS, reviewing the processes used to compile and validate the information presented in the CNFIS, and carrying out the following analytical procedures and sample-based review tests:

- Meetings held with Group personnel to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external review.
- Analysis of the scope, relevance and completeness of the contents included in the 2023 CNFIS based on the materiality analysis performed by the Group and described in the CNFIS, taking into account the contents required under current Spanish corporate legislation.
- Analysis of the processes used to compile and validate the data presented in the 2023 CNFIS.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters described in the 2023 CNFIS.

- Verification, by means of sample-based review tests, of the information relating to the contents included in the 2023 CNFIS, and the appropriate compilation thereof based on the data furnished by the information sources.
- Obtainment of a representation letter from the Directors and Management.

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## Conclusion

Based on the procedures performed in our verification and the evidence obtained, nothing has come to our attention that causes us to believe that the CNFIS of Félix Solís Avantis, S.A. and subsidiaries for the year ended 31 December 2023 was not prepared, in all material respects, in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected GRI standards, as well as other criteria described as indicated for each matter in the “Non-Financial Information Statement Table of Contents” included in “Section 6.3” of the CNFIS.

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## Use and Distribution

This report has been prepared in response to the requirement established in corporate legislation in force in Spain and, therefore, it might not be appropriate for other purposes or jurisdictions.

DELOITTE AUDITORES, S.L. (formerly DELOITTE, S.L.)



Ignacio García Gómez

19 June 2024