

Statement of Non-Financial Information

Sustainability
Report 2024

Grupo Félix Solís Avantis



Translation of the Statement of Non-Financial Information originally issued in Spanish on March 26, 2025. In the event of a discrepancy, the Spanish-language version prevails.



Message from the CEO

I am proud to present the new Félix Solís Sustainability Report, a milestone that reflects our ongoing commitment to evolving in environmental, social, and governance matters over the years.

We are a company that honours wine culture, conducting our activities responsibly contributes to the preservation of our winemaking legacy. Every action we take in favour of sustainability is a reflection of our commitment to tradition and to protecting the environment for future generations.

In 2024, our presence has been consolidated in over 115 countries, allowing us to share our passion for wine with consumers around the world. We continue to expand, as demonstrated by the first wine productions of the 2024 harvest at Viña Casa Solís, our new project in Chile.

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.

Moreover, we seek to extend our environmental, social and governance principles throughout our value chain. To this end, all our products are certified for food safety, and a significant proportion of our suppliers also hold sustainability certifications.

In conclusion, although we have achieved significant results in 2024, I am fully aware that the path towards sustainability in our business is ongoing and must cut across all our activities. I am convinced that we can only ensure a prosperous future through open dialogue with all our stakeholders, working together towards a shared goal of responsible, long-term economic growth.

Lastly, I would like to thank all the employees who have contributed to ensuring that this document accurately reflects the environmental, social and governance achievements we have reached during 2024, and which we will continue to strengthen under our 2024–27 Strategy.



Our achievements



Presence
in more than
115 countries



Awarded “Best Spanish
Wine Producer” –
International Wine
Challenge 2024



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



Advancing our
Sustainability Strategy
2024–27

AWC
VIENNA

INTERNATIONAL
WINE
CHALLENGE

THE LARGEST
OFFICIALLY RECOGNIZED
WINE COMPETITION
IN THE WORLD



AWARD'24
INTERNATIONAL WINE TROPHY

**BEST NATIONAL
PRODUCER OF
THE YEAR 2024**

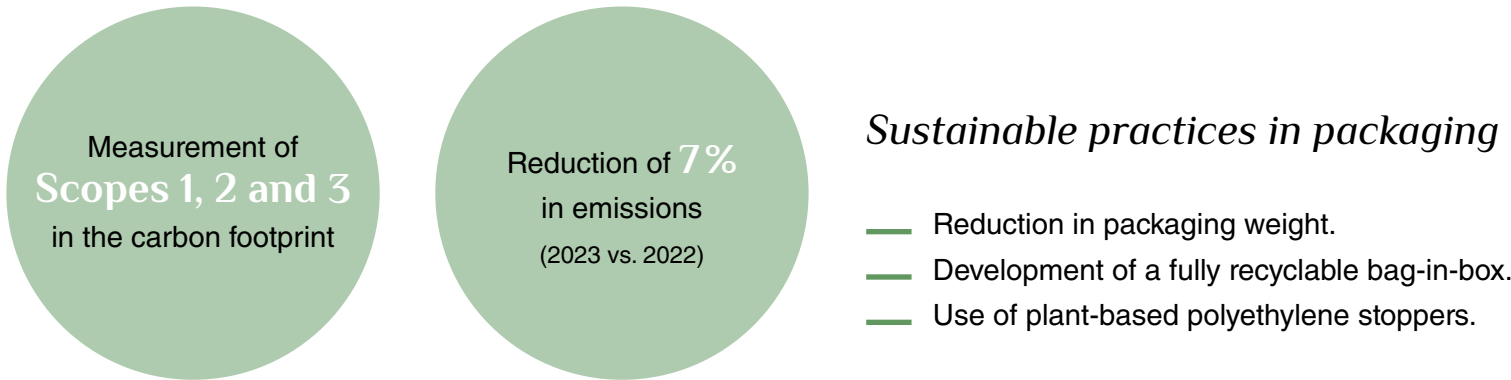
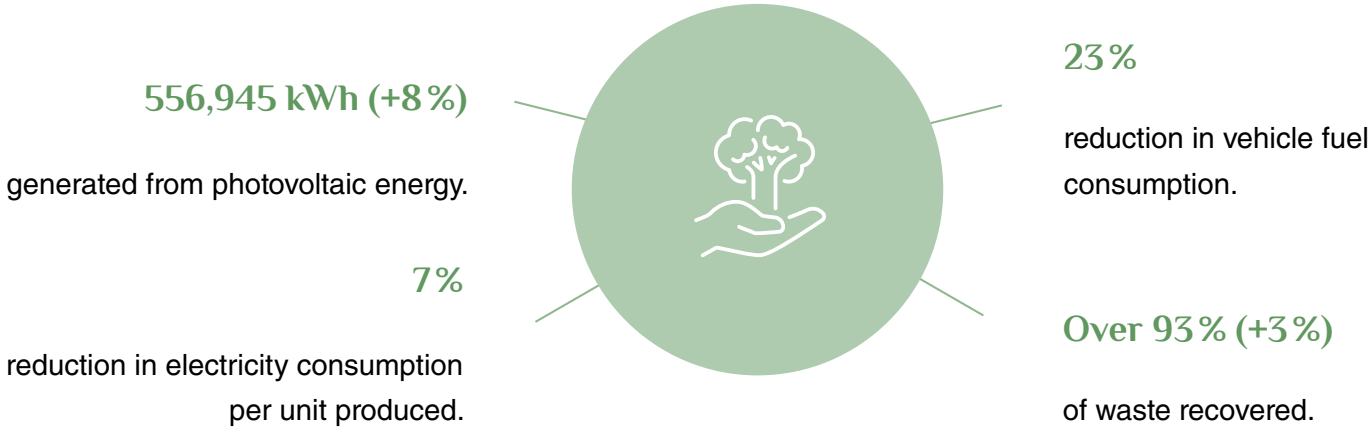
FELIX SOLIS AVANTIS

Spain

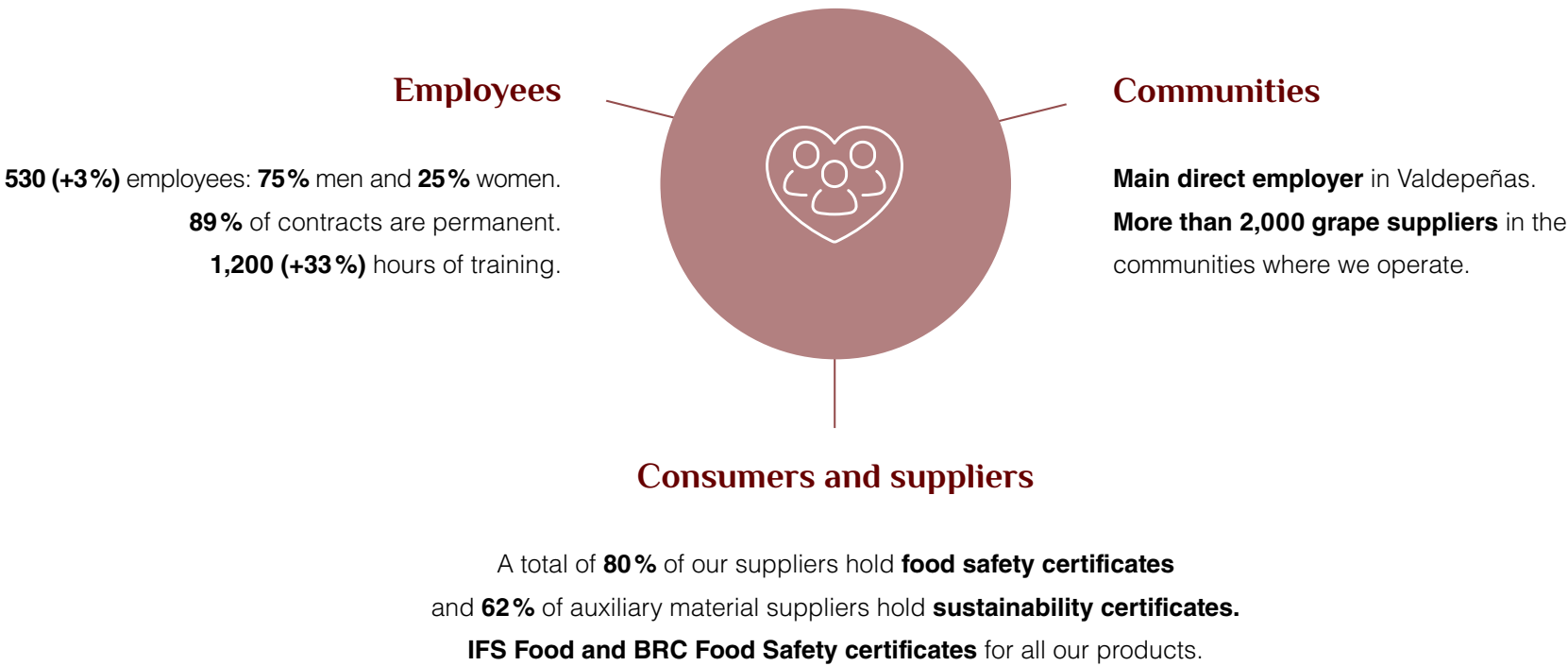
Vienna, August 2024

MICHAEL EDLMOSER
DIRECTOR OF AWC VIENNA 2024

Protecting environmental resources



Our commitment to people



Sustainability governance



Introduction: Inside Félix Solís

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01.1

An in-depth tour
of our business
model

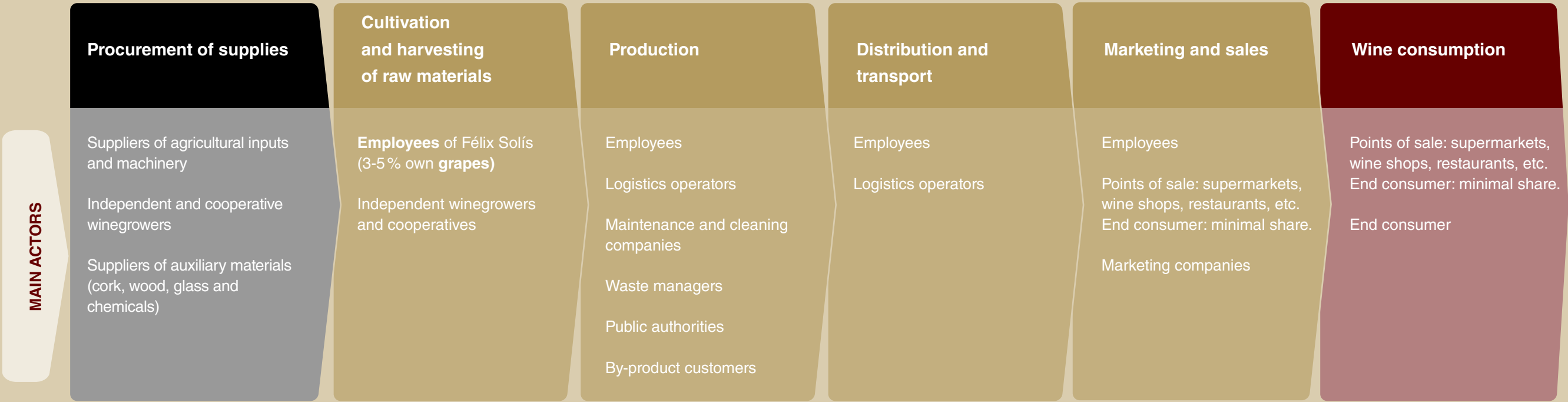
Since 1952, the Solís family has been devoted to its greatest passion: the production and marketing of wine. Now in our third generation, we continue to blend tradition with modernity. This, along with our unwavering dedication and effort, results in wines of internationally recognised quality.

Grupo Félix Solís Avantis was established in 1977. Its core business focuses on the production, ageing, bottling and sale of wines and grape musts, marketed under various brands and designations of origin. We are also involved in related activities such as the purchase and sale of wine products, wine tourism, and, to a lesser extent, real estate transactions.

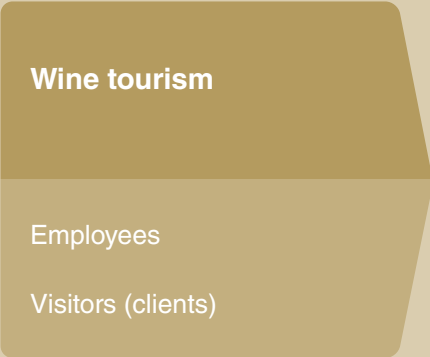
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Value chain

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 fair price and deliver excellent service to our clients around the world.

Our presence in six of the main wine-producing Designations of Origin in Spain allows us to offer the broadest range of products in the national sector. We own 400 hectares of vineyards and work with more than 2,150 farmers.

We have our own wineries in the Valdepeñas and La Mancha Designations of Origin under the Félix Solís brand, and in Rueda, Ribera del Duero, Rioja and Toro under the Pagos del Rey brand. We also operate a bottling plant in China (Shanghai Félix Solís Winery), established in 1998, and since 2024 we have had our first winery in Chile (Viña Casa Solís).

Globally, we operate in Spain and across a broad network of international subsidiaries in France, China, the Czech Republic, Germany, Chile, the United States, the Dominican Republic, the United Kingdom and Mexico. We have established ourselves as one of the 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 making wine. Today, this winery serves as 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 across the capital. Viña Albali is launched.

The Regulatory Council of the Valdepeñas Designation of Origin requires producers to bottle their wines at source. The winery moves 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. The Pagos del Rey Wine Museum is inaugurated. The company expands into 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 winery is inaugurated at the headquarters in Valdepeñas.

2024

The company opens its first winery in Chile, Viña Casa Solís.

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In our cellars, traditional winemaking techniques are combined with the most advanced modern technology. Our oenologists oversee every stage of the process, with quality upheld 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 currently serves as the headquarters for the activities of Félix Solís Avantis. The Group's administrative and logistics operations are based at the current winery in Valdepeñas.

Valdepeñas Winery

The current Félix Solís winery was built in 1975. In Spain, it is the largest family-owned winery in terms of grape intake, with the capacity to process 7.5 million kilos of grapes per day and a total winemaking capacity of 175 million kilos. It produces wines under the Valdepeñas Designation of Origin (DO), as well as Vino de la Tierra de Castilla, generic wines, sparkling wines, dealcoholised wines, grape must, and sangria. The three most prominent brands produced at this winery are Viña Albalí, Los Molinos and Mucho Más, which together account for a significant market share of nearly 55% in the retail channel.



La Mancha Winery

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

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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 Designation of Origin. It covers an area of 70,000 m² and has an annual production capacity of 10 million litres of wine, thanks to collaboration with more than 400 local growers

.It produces young, oak-aged, crianza, reserva and gran reserva red wines. The brands that have earned the greatest recognition from consumers are Altos de Tamarón and Condado de Oriza, which have received more than 100 awards and medals at prestigious international competitions.

Pagos del Rey Winery in Rueda

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

Pagos del Rey Winery in La Rioja

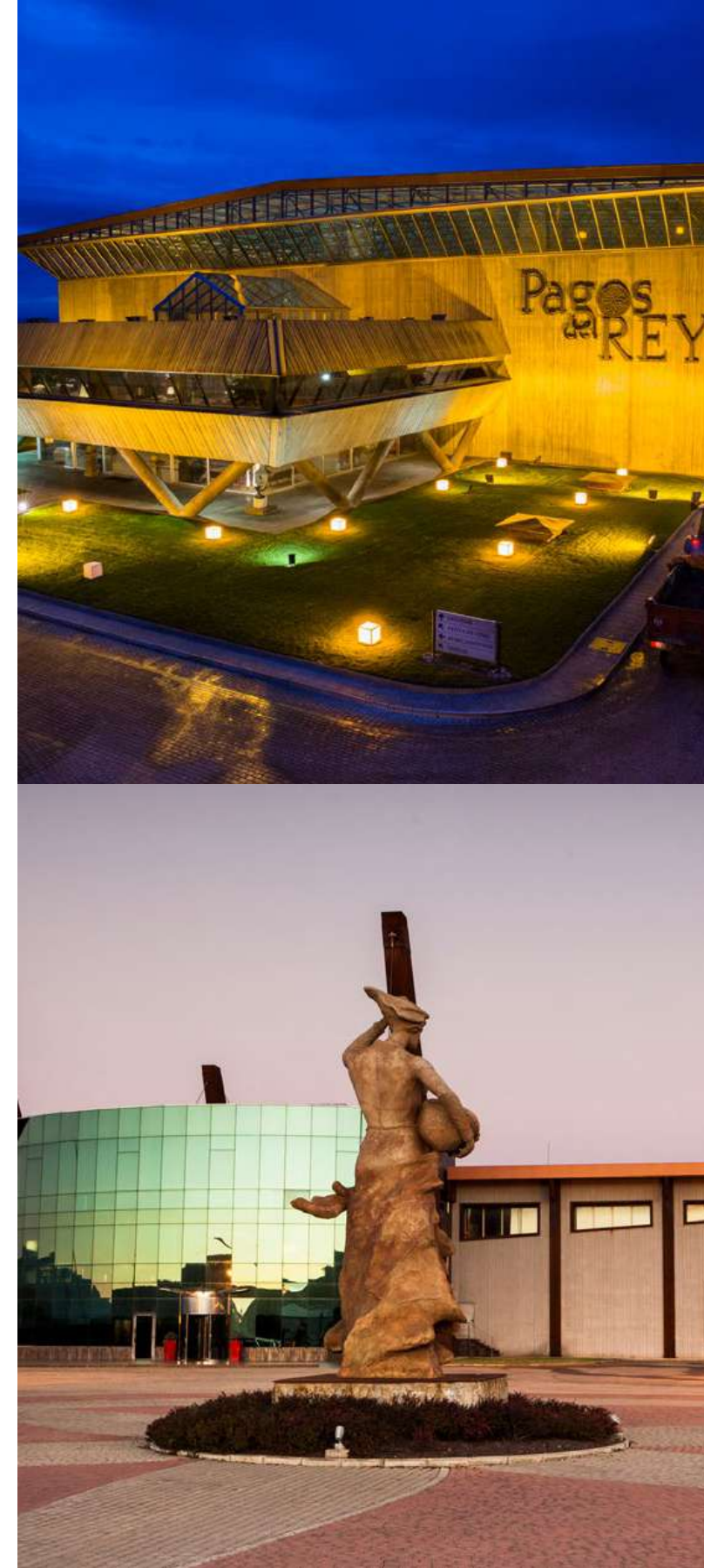
The winery in La Rioja started operating in 2006 and has since become one of the largest wineries in the region, with an annual production capacity of 15.5 million litres of wine.

t 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 carry out 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). It currently accounts for approximately 30% of the total wine production of the Toro DO, working with local winegrowers who cultivate around 1,000 hectares of vines, most of which are old and goblet-trained.

Next to the winery, the Pagos del Rey Wine Museum, opened in 2014, showcases cultural exhibits on 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 the cooperative and restored the old buildings to create a space dedicated to sharing the cultural expressions of viticulture and winemaking. The Pagos del Rey Wine Museum became the first of its kind in the Toro DO and the second wine-themed museum in Castile and León.

In addition to the museum, visitors can tour the winery and vineyards, observe the traditional goblet-trained vine formations, and learn about the local grape variety, “Tinta de Toro” — all while enjoying a wine tourism experience aligned with the company’s mission. These facilities also serve as an educational resource, 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 arrival in Chile

We remain focused on continuing our growth in the international market. In 2024, our first winery in Chile, Viña Casa Solís, has begun production. The facility covers a total area of 136,000 m² and has a production capacity of 30 million litres. It is located in the Cachapoal Valley, 100 kilometres from Santiago de Chile — a region known for its diverse soils and abundance of white varieties such as Chardonnay and Sauvignon Blanc, as well as red varieties including Merlot, Cabernet Sauvignon and Carmenere. This project is also equipped with state-of-the-art technology, supported by an investment of over 50 million euros.

01.4

Our brands




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

Overall, our portfolio encompasses the main Spanish DOs, where we have secured a key position — particularly in the food retail segment.

Our commitment to accessible quality, combined with innovation and thoughtful packaging, has positioned us as a market leader in terms of volume.

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

- Vegan wines
- De-alcoholised wines
- Blend-style wines combining different grape varieties
- Limited editions
- Innovative formats adapted to evolving consumer preferences (bag-in-box, PET bottles and small formats)

	CALIZA	PEÑASOL
	CASA ALBALI	VIÑA ALBALI
	LOS MOLINOS	VIÑA SAN JUAN
	MUCHO MÁS	
	409	EL PILLO
	ALTOS DE TAMARON	CANTAMAÑANAS
	ARNEGUI	CASTILLO DE ALBAI
	ANALIVIA	CONDADO DE ORIZA
	BLUME	LA ÚNICA
	BAJOZ	PULPO
	CASA SOLIS	CERRO NEVADO
	LA PIQUETA	PICO ANDINO

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Awards

We have been honoured with the prestigious award for Best Spanish Wine Producer at the International Wine Challenge 2024 (AWC 2024).

This recognition, often referred to as the “European Oscars of wine,” endorses our track record and commitment to excellence in winemaking, combining tradition with innovation.

In addition, in 2024 we have received a total of 304 medals at national and international competitions — 156 of them gold.

As part of the *Wine Paris/Vinexpo* 2024 trade fair, the renowned publication *The Drinks Business* has awarded Jairo Fernández, oenologist at the Pagos del Rey in La Rioja, the “Masters Winemakers Top 100 2024” prize in the best value for money wines category. The award is based on blind tastings conducted by an expert panel from *The Drinks Business*, led by the publication’s editor-in-chief.



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Sector overview: factors and trends

During the 2023 financial year, global wine production fell by 9.6% compared to the previous year. According to the International Organisation of Vine and Wine (OIV)*, this decline is largely attributed to adverse weather events such as early frosts, heavy rainfall, droughts and vine diseases, which significantly reduced harvests. However, the reduction in production did not affect all regions equally, with contrasting results in China and Europe compared to the United States, where more favourable conditions led to increased output.

In addition to the fall in global production, wine consumption also declined by 2.6% in 2023. This drop is likely linked to rising production and distribution costs — driven by inflation — combined with limited consumer purchasing power.

Meanwhile, innovation and digitalisation continue the trends of recent years, gaining increasing importance in the sector. Notable initiatives include efforts to optimise efficient wine production under sustainable parameters, along with new business opportunities such as digital tastings, wine tourism, and e-commerce.

At the same time, various digital tools are advancing and gaining ground in the market, enhancing consumers' interaction with wine products — for example, apps that allow users to identify wines based on reviews.

At Félix Solís, we are aware of the impact of these factors and trends on our business operations. This report outlines the measures and actions we are implementing to adapt the organisation to these new scenarios, highlighting the central role of our Sustainability Strategy 2024-27.



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* State of the World Vine and Wine Sector, International Organisation of Vine and Wine.

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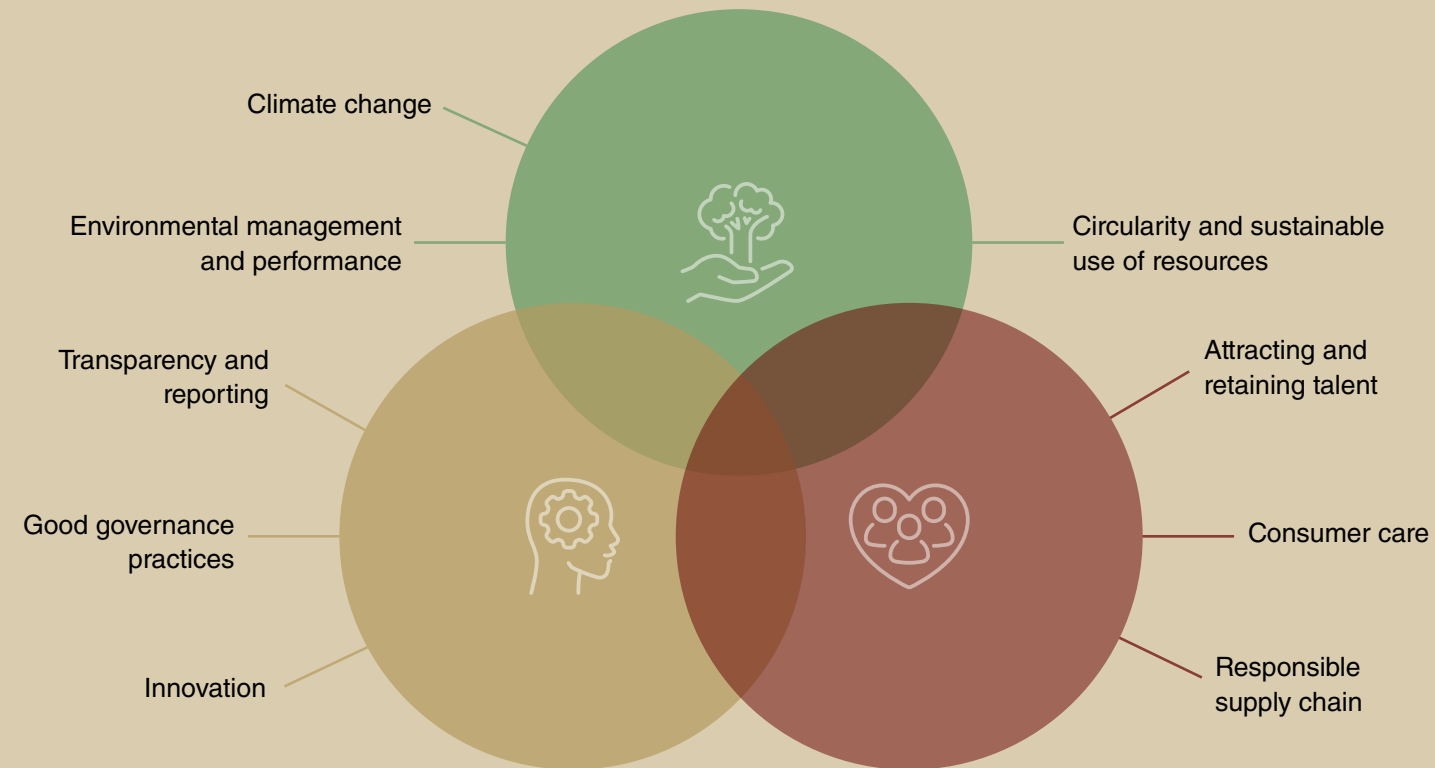


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02.1

Sustainability Strategy 2024–27

We aim to continue integrating sustainability into our business model and corporate culture. That is the foundation for all the commitments we have made in environmental, social and governance (ESG) matters, which are brought together in our 2024–27 Sustainability Strategy. The structure of the Strategy is based on the results of the double materiality analysis.



Protecting environmental resources

Our organisational commitment to mitigating negative environmental impacts.



Our commitment to people

Taking people into account in our business decisions: protecting employees, adapting products and services to consumers, and establishing control measures across our supply chain.



Sustainability governance

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

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Main ESG goals



CLIMATE CHANGE

Use 100% renewable energy.

Reduce natural gas consumption by 10%.

CIRCULARITY AND SUSTAINABLE RESOURCE USE

Reduce water consumption by 20%.

Decrease the amount of waste sent to landfill by 20% at two of our wineries.



ATTRACTING AND RETAINING TALENT

Promote employee wellbeing.

CONSUMER CARE

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

RESPONSIBLE SUPPLY CHAIN

Extend our ESG commitments across the supply chain.

Increase the proportion of suppliers holding food safety and sustainability certifications.



GOOD GOVERNANCE PRACTICES

Integrate sustainability across all levels of the organisation.

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During 2024, we have made significant progress towards our environmental objectives per unit produced. A total of 99.6% of the energy consumed has come from renewable sources, bringing us closer to our goal of using 100% renewable energy. Natural gas consumption per unit produced has also been reduced (–4%). In addition, water consumption per unit produced has fallen by 5%. From the 2025 financial year onwards, Félix Solís will no longer send direct waste to landfill, with all waste instead being diverted to treatment and recovery processes.

In the social sphere, we have continued to promote the wellbeing of our teams through various policies and initiatives. Regarding customer complaints, we have exceeded our initial target for implementing corrective actions (+75%), reaching 90%, and we have now set an ambitious goal of 95% for 2025. We have also developed documentation to support the extension of ESG commitments across the value chain, and have seen a slight increase in the number of suppliers holding food safety certifications.



Finally, in terms of good governance objectives, Félix Solís has advanced in integrating sustainability at various levels. Highlights include the analysis of risks, impacts and opportunities carried out as part of ISO 14001 implementation, as well as the creation of a Sustainability Manager position and a dedicated department — reinforcing the Company’s commitment to sustainable management and responsible governance.

While there is still a way to go and motivating challenges ahead, we at Félix Solís remain optimistic about achieving our strategic targets for 2027.

Period: 2024/01 - 2024/12

CHEP
A Brambles Company

Sustainability Certificate

By using the pooling services offered by CHP Europe, we hereby certify the contribution of

Bodegas Felix Solis

to protecting the environment and to promoting a sustainable model.
Together, in the last 12 months, we have succeeded in:

+ Savings Wood Resources by
261,753 dm³
+ 253 trees

+ Diminishing emissions by
552,995 kg
+ 14 Truck trips around the world

+ Reducing waste by
30,098 kg
+ 7 Trucks of waste

Alejandro Tostado Loizaga

Senior Director, Sustainability
CHEP Europe

Helen Lane

Chief Executive Officer
CHEP Europe

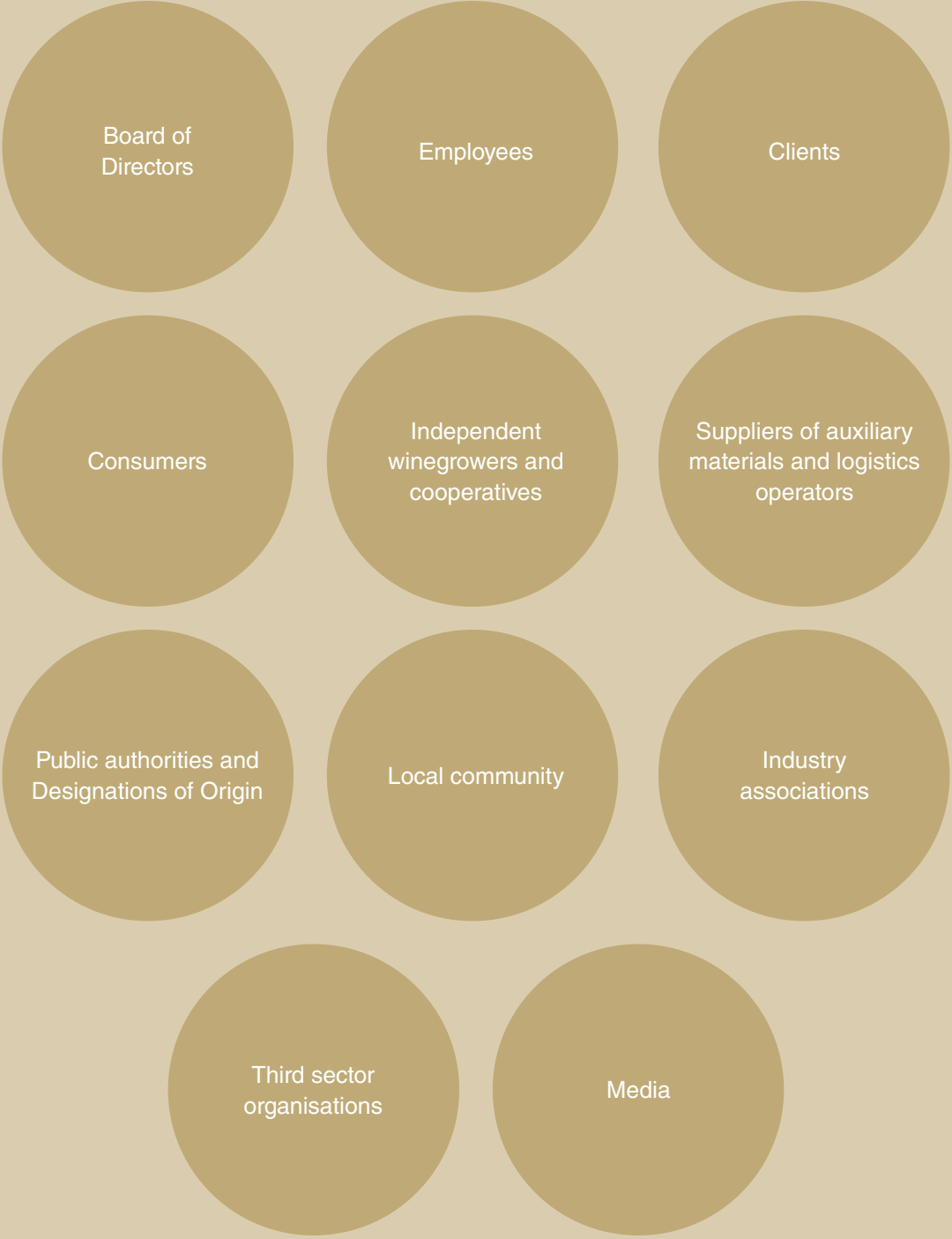
Calculations based on independent Life Cycle Assessment (LCA) studies of CHP Pallet versus white-wood equivalent. CHP LCAs are ISO 14044 compliant and independently peer-reviewed. CHP timber sources are 100% certified for Forest Management by the Forest Stewardship Council® (FSC® -C104794) or the Programme for the Endorsement of Forest Certification (PEFC/07-32-233).

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02.2

Stakeholders

We continuously seek to strengthen our relationship with stakeholders, recognising 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 2024–27 Sustainability Strategy, we carried out our first double materiality analysis — a process that enables us to prepare for the entry into force of the new European Corporate Sustainability Reporting Directive (CSRD).

This process, which began in the second half of 2023, was based on the publicly available information from the European Financial Reporting Advisory Group (EFRAG) at the time the analysis was conducted.

The objective of this analysis was to identify the company’s relevant issues and, therefore, determine the focus areas for our Sustainability Strategy. Double materiality combines the following dimensions:

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

The process carried out 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 at each stage. Their inclusion in the materiality analysis was prioritised based on the significance of each stakeholder group and their relationship with the company.



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

A study of global and sector-specific ESG trends was conducted, addressing the main thematic areas highlighted by leading organisations in the field. A benchmarking analysis of three leading companies in the sector was also carried out, along with a review of key sustainability reference bodies such as the Sustainability Accounting Standards Board (SASB), S&P Global Ratings, the Global Reporting Initiative (GRI), and the MSCI Index. The identification of impacts, risks and opportunities also formed part of this stage. All of this contributed to the development of an initial set of potentially relevant sustainability topics for Félix Solís, which were then submitted for consultation.

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Climate change (ESRS E1)

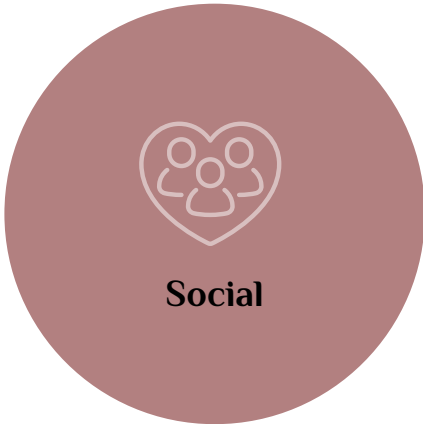
Energy management (ESRS E1)

Water management (ESRS E2)

Biodiversity (ESRS E4)

Circular economy (ESRS E4)

Sustainable agriculture and production (non-ESRS)



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)



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 methods were used to prioritise the topics:

- **A participatory session with Félix Solís managers from key departments** (finance, human resources, environment, quality, procurement, clients and marketing), in which both the financial and impact perspectives were assessed.
- **Interviews with various managers from areas related to sustainability** within the company, where both perspectives were also assessed.
- **Surveys** sent to different people from **six stakeholder groups** (department heads, employees, clients, suppliers, winegrowers and public authorities) across **three regions** (Europe, Asia and the Americas), resulting in 243 responses. In this case, only the impact perspective was assessed.

4. Review and validation of results

The results gathered during the consultation stage were statistically analysed. Final validation was conducted through a meeting with the company's sustainability team.

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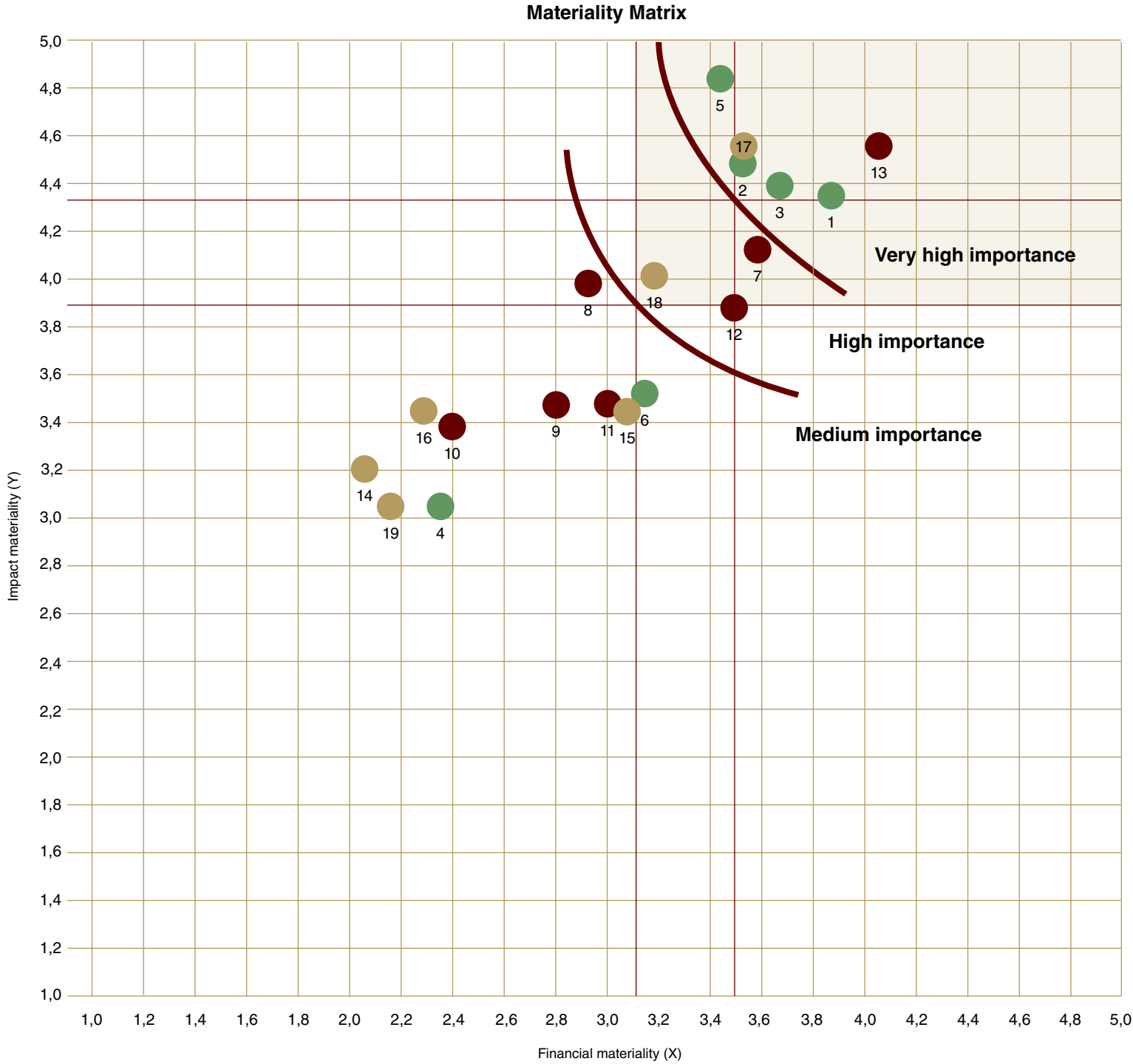
No.	ESRS	Material Topics
1	ESRS E1	Climate change
2	ESRS E1	Energy management
3	ESRS E2	Water management
4	ESRS E4	Biodiversity
5	ESRS E5	Circular economy
6	Non-ESRS	Sustainable agriculture and production
7	ESRS S1	Quality of employment
8	ESRS S1	Occupational safety and health
9	ESRS S1	Training and 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	NO ESRS	Human rights
17	ESRS S2	Supply chain management
18	Non-ESRS	Innovation
19	Non-ESRS	Data privacy

● Environmental

● Social

● Governance

● Material topics



The results highlight the importance of climate change and natural resource management in Félix Solís's business, followed by social issues — particularly those related to employment quality and consumer care. Governance aspects, such as supply chain management and innovation, have also been identified as material.

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02.4

Contribution to the SDGs

We are committed to implementing the 17 Sustainable Development Goals (SDGs) as an integral part of our Strategy. In 2023, we carried out our first double materiality analysis, through which we decided to focus our contribution on six SDGs that are particularly relevant to our business.

Contribution during 2024		
 <p>Protecting environmental resources</p>		We measure our carbon footprint. 7% reduction in emissions generated (2023 vs 2022)
		Promotion of energy efficiency measures, such as replacing air-conditioning equipment and upgrading lighting systems to LED technology
		7% reduction in electricity consumption per unit produced
		Commitment to photovoltaic energy generation, with an 8% increase
		Recovery of over 93% of generated waste
 <p>Our commitment to people</p>		89% of employment contracts offered are permanent
		Internal measures to promote flexibility and work-life balance
		Procedures in place to promote equality among employees
		Main direct employer in Valdepeñas
		Extensive range of organic, vegan wines and products with less than 0.5% alcohol content
 <p>Sustainability governance</p>		Participation in the Wine in Moderation initiative
		80% of our suppliers hold food safety certificates and 62% hold sustainability certificates
		Automated ageing cellar in Valdepeñas, capable of handling over 90 barrels per hour
		Several innovation-focused projects underway

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Protecting environmental resources

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Related material topics:
Climate change
Water management
Energy management
Circular economy



|

At Félix Solís, we are fully aware that our activity depends on the planet's natural resources. That is why we are committed to minimising any impact that may result from our operations.

In 2024, the **Sustainability and Environment Department** was established. It is composed of six people and is responsible for implementing the necessary measures to meet the commitments we have set. Responsibility for ensuring strong environmental performance lies with the **Sustainability and Environment Committee**, which is made up of managers from the relevant departments. The Committee's conclusions are reviewed and approved by the Group's **Management**, which has ultimate responsibility for environmental matters.

To prevent environmental risks arising from our activities in Spain, €3,774,642 has been invested in environmental management activities (compared with €2,685,738 in 2023).

Our Quality, Food Safety, Environment and Occupational Health and Safety Policy sets out our commitments to the environment, quality, and safety — notably the integration of environmental considerations into all strategic decisions, and ensuring that all staff are aware of and committed to implementing and improving our environmental performance.

Under this Policy and our Integrated Management System, we identify key environmental aspects (mainly raw materials, fuels, water and waste), as well as the associated impacts, risks and opportunities¹.

¹ 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 actively working to comply with these new requirements — as reflected in the list of impacts, risks and opportunities (IROs) presented throughout this report.



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Impacts

Positive and negative effects — whether actual or potential — of the company's activities on the environment:

- Generation of renewable energy.
- Promotion of energy efficiency measures.
- Adoption of new forms of waste recovery aligned with the principles of the circular economy.
- High water consumption due to the nature of the production process.
- Increased CO₂ emissions.
- Depletion of natural resources due to the consumption of raw materials (cardboard, glass, etc.).
- Use of the natural environment, which may affect biodiversity protection.

Risks

Negative effects of the environment on the company:

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

Opportunities

Positive effects of the environment on the company:

- Collaboration with public authorities to establish environmental agreements.
- Investment in sustainable practices.
- Digitalisation of processes, enabling greater control and improved efficiency.
- Identification of opportunities in innovation and technology.
- Introduction of new environmental labelling regulations for consumers.

Since 2019, we have set performance improvement targets aligned with the ISO 14001 standard, with the aim of correcting environmental impacts, preventing, controlling and mitigating potential risks, and fostering the development of new opportunities. In 2023, specific environmental targets were defined for the operational stage.

In 2024, we have continued to monitor progress against the targets established under our environmental management system. The majority of these targets have been met, and we reaffirm our commitment to further reducing energy consumption and minimising the volume of waste sent to landfill.

Under our Sustainability Strategy 2024–27, we have set ambitious goals, which are currently under review. Despite this, progress is ongoing in several areas, including the use of 100% renewable energy, a 10% reduction in natural gas consumption, a 20% reduction in water usage, and a 20% reduction in waste sent to landfill.

In addition to these quantitative goals, we have also defined further objectives to enhance circularity, reduce resource consumption and strengthen our overall environmental performance and governance.

The following table sets out the objectives of the Management System, which are complementary to those of the Sustainability Strategy. The former are aimed at operational improvement and regulatory compliance, while the Strategy’s objectives adopt a more ambitious, long-term approach, integrating environmental, social and governance (ESG) criteria.

Our challenge and commitment lie in moving towards greater integration between both frameworks, ensuring that operational improvements contribute to our sustainability goals — and that these, in turn, support operational excellence.

Scope	Target	Relevant measure	Monitoring
Climate change	Reduce electricity consumption by 2%	Replacement of lighting with LED bulbs Improved machine efficiency	The electricity consumption reduction target has been achieved thanks to the measures implemented.
	Generate 25% of the electricity consumed at the Valdepeñas winery	Expansion of the photovoltaic system	In 2024, over 550 MWh have been generated using photovoltaic panels. In 2025, our generation capacity will be quadrupled thanks to the new solar farm, through which we expect to reach the 25% target.
	Reduce gas consumption by 2% at the Félix Solís winery and diesel consumption by 2% at the Pagos del Rey winery	Water recirculation and sanitisation measures Process optimisation	Gas consumption has been reduced at the Félix Solís winery, although the target was not fully met. Diesel consumption was successfully reduced at two of the Pagos del Rey wineries.
Circularity and sustainable use of resources	Reduce water consumption by 2%	Water recirculation and sanitisation measures	The target has been met, with a 5% reduction in water consumption per unit produced.
	Increase the use of recycled paper to 94%	Replacement of paper invoices	The share of recycled paper has reached 92%, just three points below the target.
	Reduce landfill waste by 5% at two wineries	Improved waste segregation Ensure label recycling	The reduction target has been achieved at both wineries.

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03.1

Environmental management

We inform consumers about our environmental performance through our product labels.



We hold various environmental management and food safety certificates, which ensure compliance with international standards and help protect end consumers:

- **ISO 14001** for the management system applied to the design and marketing of wines, grape juice and sangria, as well as to the production, ageing and bottling of wine.
- Certificate of compliance with the **organic production**² method.
- **Certificate IFS Food**, ensuring compliance with international quality and safety standards in food³ production, processing and packaging.
- **BRC Global Standard for Food Safety certificate**, which guarantees compliance with safety and quality requirements designed to protect consumers in the food industry.
- **V-Label certificate**, confirming that a product is suitable for vegans and vegetarians.



We also undergo audits in ethics and supply chain safety, with satisfactory results. These audits – such as those based on the SMETA (Sedex Members Ethical Trade Audit) methodology – are designed to assess and ensure that our stakeholder relationships comply with appropriate social, labour and safety standards.

They evaluate our procedures for identifying risks, promoting fair working conditions, protecting human rights and ensuring responsible business practices across the supply chain. These audits provide transparency, help reduce reputational risk, improve supplier management and strengthen consumer trust in the company's ethical and sustainable commitment.

² As laid down in Council Regulation (EC) No 834/2007 of 28 June 2007 on organic production and labelling of organic products. This certificate applies to the companies Félix Solís Avantis, S.A., Félix Solís, S.L. and Pagos del Rey, S.L. It has been issued in accordance with the UNE-EN ISO/IEC 17065:2012 standard, based on inspection of the production process/product and tests on samples taken during production.

³ The IFS Food, BRC for Food Safety and V-Label certificates apply to the companies Félix Solís, S.L. and Pagos del Rey, S.L.

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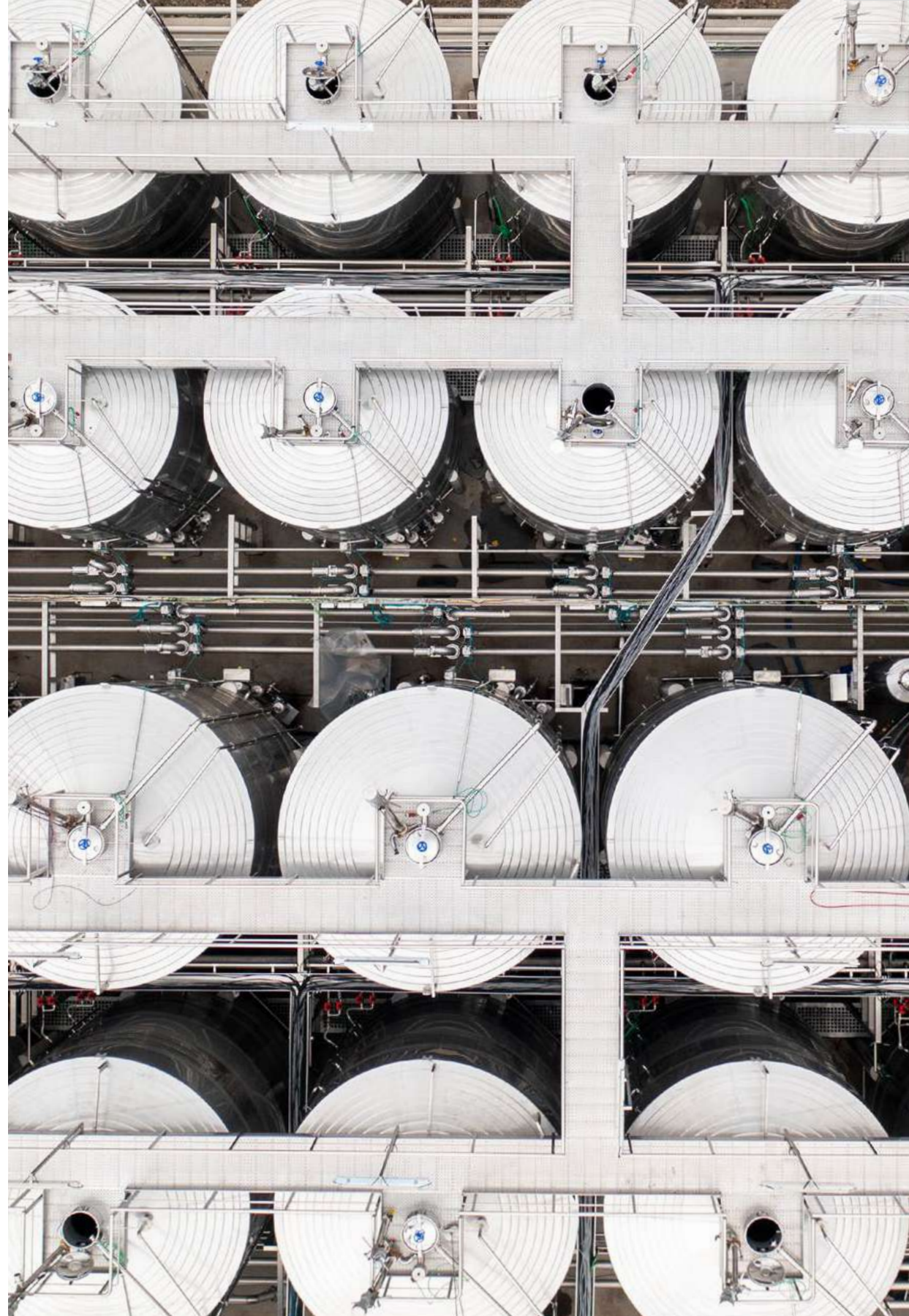
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03.2

Climate change

One of the areas to which we pay particular attention is the fight against climate change. Its effects are already being felt in the vine-growing stage, with an increase in the incidence of pests, more frequent droughts and changes in temperature, which in recent years have led to an earlier harvest season.

Moreover, our processes require high levels of energy and water consumption, making the reduction of our carbon footprint a key factor for the resilience of our business.

Air emissions

Monitoring and controlling emissions generated by our activity is a key priority within the actions planned to reduce and mitigate the effects of our business model on the environment.

Annex II provides details on the types of gases released, such as nitrogen oxides (NOx), sulphur oxides (SOx) and carbon monoxide (CO), from the boilers used in the production process.

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Energy consumption and energy efficiency

With regard to energy consumption, the wide range of fuels used is due to the fact that each winery employs different types of fuel to power its processes.

Energy consumption

Fuels	2023	2024	Variation
Diesel (A, B or C) (L) ⁴	189,376	209,954	11%
Natural gas (kWh) ⁵	18,395,635	18,555,252	1%
Propane (L) ⁶	45,942	50,954	11%
Vehicle fuel (L)	33,368	25,712	-23%

Fuel consumption has increased across most types, largely due to the rise in production.

⁴ Diesel fuel (types A, B and C) is used by the company Pagos del Rey, SL.

⁵ Natural gas is used by the company Félix Solís, SL.

⁶ Propane consumption corresponds to the company Félix Solís, SL.



In the case of diesel, this is linked to an 11% and 16% increase in consumption at the Olmedillo de Roa and Rueda plants, respectively.

For natural gas, the rise is due to a 30% increase in production at the La Puebla de Almoradiel plant compared to 2023.

Propane consumption has also grown, reflecting the higher production volume at the Valdepeñas plant. A greater number of units produced means more forklift trips to supply materials to the bottling facility.

As for electricity, over 99% of our consumption is sourced from renewables, thanks to the purchase of renewable energy guarantees. All wineries operated by Félix Solís, S.L. and Pagos del Rey, S.L. are now fully powered by renewable electricity.

Electricity consumption

	2023	2024	Variation
Electricity (kWh)	25,422,361	24,110,768	-5%
Electricity from renewable sources (kWh)	24,347,365	23,458,356	-4%
Electricity from non-renewable sources (kWh)	561,225	95,467	-83%
Photovoltaic generation (kWh)	513,771	556,945	8%

Electricity consumption per unit produced has fallen by 7% in 2024.

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In addition, in 2024 we have generated a total of 556 MWh of electricity using photovoltaic panels to supply our wineries (513 MWh in 2023). This production has avoided the emission of approximately 140 tonnes of CO₂eq⁷ (134 tonnes of CO₂eq in 2023).

The reductions in energy consumption have resulted from various measures implemented by Félix Solís over the past year:

- Replacement of lighting with LED systems.
- Project to ensure the recirculation of water used in sanitisation processes.
- Installation of photovoltaic panels.
- Improvement in machinery energy efficiency.

In 2023, we began the gradual replacement of natural gas-powered forklifts with electric models, reaching 89% electric forklifts to date. We have continued along this path, aiming for full replacement, which will reduce our dependence on gas and allow us to use renewable energy to charge the new equipment.

We are committed to generating renewable energy through the installation of solar panels.

⁷ Calculation based on the 2023 electricity mix emission factors published by MITECO (Spain's Ministry for the Ecological Transition and the Demographic Challenge).

In 2024, the generation of renewable energy through the installation of solar panels at the Valdepeñas winery has enabled the self-production of 553,587 kWh of energy (513,771 kWh in 2023). This increase in solar energy generation is due to the installation of new panels at the Valdepeñas facility. At the Toro winery, 3,358 kWh were produced through solar panels (4,871 kWh in 2023), bringing the total to 556,945 kWh.

Looking ahead, further photovoltaic installations are planned to be incorporated at our various wineries, including a new solar farm that will be installed to power the Valdepeñas facilities in 2025. This project will expand our current facilities from 1,500 to 6,900 panels, covering a total surface area of approximately 50,000 m².

Carbon footprint

We continue to measure and verify our carbon footprint.

In 2024, we have once again calculated and verified the carbon footprint of the entire Group in accordance with the GHG Protocol. The carbon footprint includes greenhouse gas (GHG) emissions from Scope 1 (covering emissions from stationary and mobile combustion, as well as from managed soils due to the application of fertilisers); Scope 2 (covering electricity consumption); and Scope 3, which refers to indirect emissions resulting from our activities but occurring from sources not owned or controlled by Félix Solís.



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Carbon footprint⁸

	2022	2023	2024
Scope 1: Direct GHG emissions (tonnes)	4,823	4,588	4,332
Scope 2: Indirect emissions from electricity (tonnes)	233	153	25
Scope 3: Other indirect emissions (tonnes)	166,297	155,024	144,516
Total CO ₂ emissions (tonnes)	171,353	159,765	148,873

⁸ The carbon footprint has been calculated in accordance with the principles outlined in the Greenhouse Gas (GHG) Protocol: Corporate Accounting and Reporting Standard. The calculation includes all 15 categories defined for Scope 3.

The 2024 carbon footprint is reported using the 2023 emission factors on a provisional basis, pending the official publication of the 2024 emission factors. The 2023 data have been updated using the 2023 emission factors.

The carbon footprint has been certified and published in the Register of the Spanish Ministry for the Ecological Transition and the Demographic Challenge.



The evolution of 2022 and 2023 is analysed below, as public data and emission factors for 2024 were not yet available at the time of writing this report:

- A 4.9% reduction in Scope 1 emissions was observed, due to lower fuel consumption (propane, natural gas, diesel), and a 34% reduction in Scope 2 emissions, resulting from the use of energy from renewable sources.
- As for Scope 3, a reduction of 6.8% was recorded. The most significant contributors to Scope 3 emissions are the purchase of goods and services (accounting for 69% of the total carbon footprint), followed by downstream transportation (16%). The main measure to reduce our Scope 3 emissions is collaboration with key logistics operators.

For Scopes 1 and 2, the following measures are highlighted:

- Increase the contracted power at the Rueda winery to reduce the use of the generator.
- Sign contracts to ensure the use of energy from renewable sources during the grape harvest.
- Continue replacing propane forklifts with electric ones.

We estimate that our carbon footprint in 2024 will have decreased by 7% compared to 2023.

CO₂ emissions per unit sold

Emissions calculations resulted in a total of 672.9 kg CO₂ per thousand units in 2024 (683.4 kg CO₂ per thousand units in 2023).

Other sources of emissions

Finally, noise-emitting sources are present at each of the wineries; however, specific noise limits only apply to the Valdepeñas winery, where measurements are taken every three years. To date, no additional measures have been required to address noise pollution. On the other hand, 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, particularly in farm irrigation, the production process and the cleaning of facilities.

One of the consequences of climate change is the increasing frequency of droughts, which have been recurrent in Castile-La Mancha, where our main wineries are located. For this reason, in recent years we have allocated significant resources to minimising water use:

- Water recirculation studies to improve sanitation efficiency.
- Elimination of end-of-day sanitation procedures.
- Recovery of water from rinsers and the sanitisation process.
- Awareness-raising among employees.

Regarding wastewater, the facilities are equipped with a separate drainage system for rainwater and industrial water. Rainwater is channelled through drainage points into the public sewer network, while wastewater is sent to a treatment plant prior to discharge.

In Valdepeñas, total wastewater discharges amounted to 190,425 m³ in 2024 (compared to 163,080 m³ in 2023), and 367,585 m³ of biogas was generated (315,093 m³ in 2023).

Water consumption per source⁹

Sources	2023	2024	Variation
Mains water (m³)	271,962	265,199	-3%
Groundwater (m³)	119,088	193,131	62%
Total water consumption (m³)	391,050	456,330	17%

⁹ At the time of closing the Non-Financial Information Statement (NFIS) of the Félix Solís Avantis Group, S.A. for 2023, the organisation had not yet received all final water consumption statements (issued by suppliers) for the last quarter of the year.

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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, such as glass, cardboard and plastic.

Consumption of raw materials and other materials

Organic raw materials	2023	2024
Fresh grapes (kg)	150,599,131	161,723,056
Concentrated must (L)	140,000	176,553
Still wines (L)	85,133,000	74,020,448
Organic fertilisers (kg)	995,750	969,650

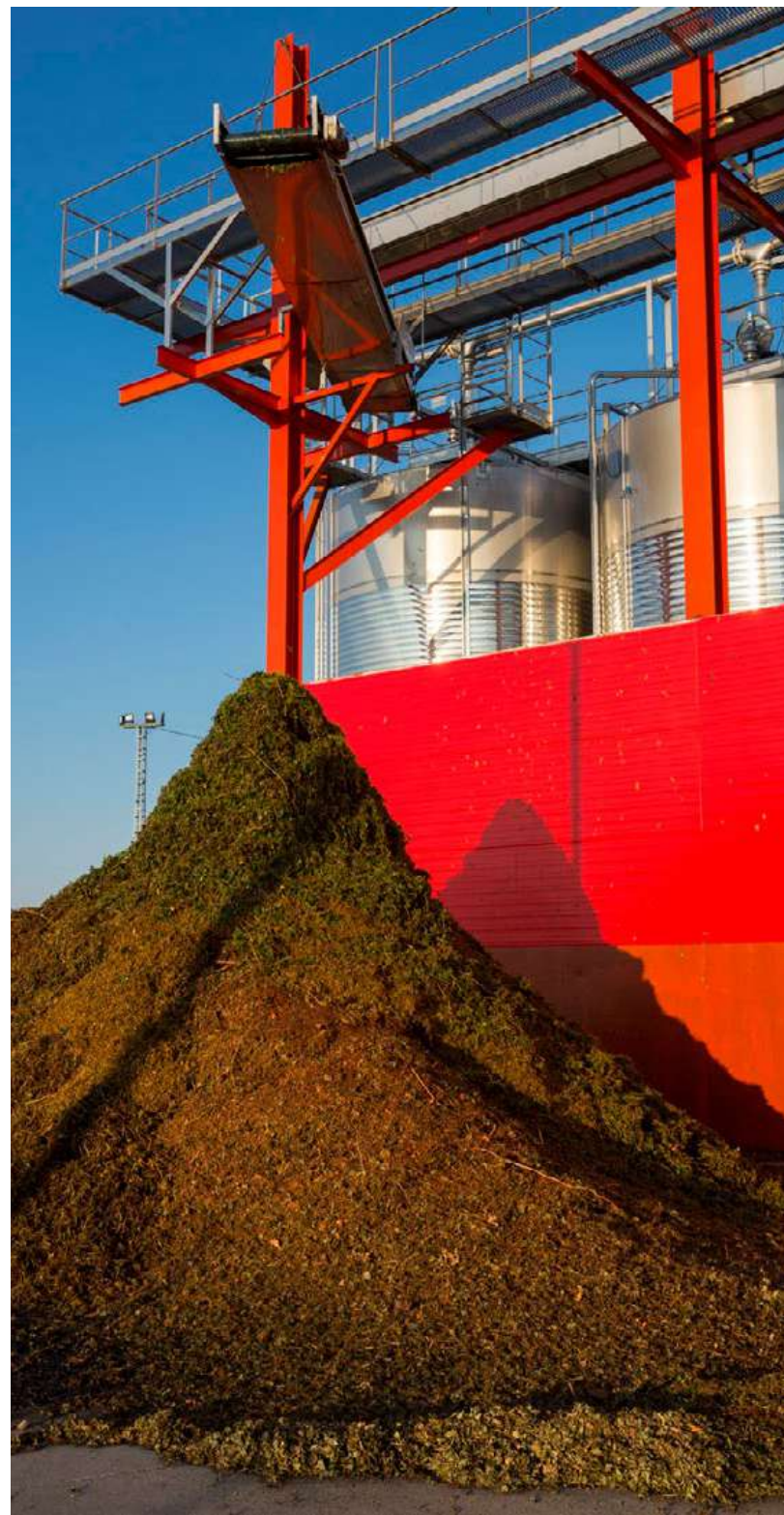
Non-organic raw materials (packaging materials)		
Glass (units purchased)	161,134,048	186,854,241
Cardboard (units purchased)	54,155,789	51,290,635

Since 2023, significant progress has been made in the use of sustainable materials in our processes:

- Adoption of bag-in-box packaging, which maximises the amount of product in relation to the weight of the container.
- Use of polyethylene stoppers made from plant-based materials.
- Use of glass bottles containing up to 80% recycled content.



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Waste management

In 2024, we have recovered more than 93% of the waste generated (compared to 90% in 2023).

We carry out proper monitoring of our waste, from separation, categorisation and storage to subsequent management by authorised waste handlers. The Valdepeñas winery has a specific procedure in place for managing both hazardous and non-hazardous waste.

Waste by type	2023	2024
Non-hazardous waste (kg) ¹⁰	2,871,496	3,393,647
Hazardous waste (kg) ¹¹	16,979	23,383
Total waste (kg)	2,888,475	3,417,030

Waste by treatment route ¹²		
Recoverable waste (kg)	2,673,795	3,211,350
Non-recoverable waste (kg)	214,680	205,680
Total waste (kg)	2,888,475	3,417,030

¹⁰ The most relevant non-hazardous waste includes paper, cardboard and glass, followed by wood, municipal waste, plastic, sludge from the treatment plant, iron and steel.

¹¹ The most relevant hazardous waste includes contaminated plastic containers, followed by batteries, used engine oil and discarded electrical and electronic equipment containing hazardous components.

It is worth noting that sludge from water treatment has increased in 2024 (non-hazardous and recoverable waste), due to optimised performance of the treatment plants and the commissioning of the new plant in Rueda. Waste separation has also improved due to the implementation of a specific procedure to separate label paper for subsequent recycling.

As for recoverable waste, more than 93% (+3% vs. 2023) of the waste generated has been recovered, in line with our objective of reducing landfill waste by 20%.

By-products from our production process – such as grape marc, lees and bitartrate – are reused in the distillation sector. Specifically, they are used as raw materials to produce alcohols for food or industrial purposes (e.g. biodiesel). In addition, water treatment sludge is used in agriculture. Agricultural pruning residues from vines and olive trees are recovered for the generation of renewable electricity.

It should be noted that food waste not related to grapes and wine is not considered material for Félix Solís, and therefore no specific measures have been implemented in this regard.

¹² The data on recovered and non-recovered waste for the 2023 financial year have been revised from the information published in the 2023 NFIS, limiting non-recoverable waste to D5 operations only. This ensures consistency in the calculation across both years.

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Related material topics:

Product quality and information

Supply chain management

Quality of employment

**Consumer safety and responsible
consumption**



We understand that our company's success would not be possible without the commitment of the people who make up our ecosystem – our employees, the consumers who place their trust in our products, and the suppliers we work alongside. Since the beginning of our operations, we have been committed to building strong, mutually beneficial relationships with each of them.

Impacts

Positive and negative effects – actual or potential – of the company on the business environment:

- Contribution to employment and local development.
- Measures to promote work-life balance and flexibility, fostering a positive and supportive working environment.
- Development of high-quality products at affordable prices.
- Catalogue of organic, vegan and low-alcohol wines.
- Wines certified for quality and food safety.
- Awareness-raising initiatives on responsible consumption.
- Potential adverse effects linked to irresponsible consumption of our products.

Risks

Negative effects of the business environment on the company:

- Disruptions in global supply chains that may increase production and distribution costs, resulting in higher end-product prices.
- High levels of inflation, which may reduce consumers' purchasing power.
- Increasing stakeholder demands regarding sustainability, quality and product safety.
- Loss of market share to private labels in large retail stores and supermarkets.
- Proliferation of legislation requiring compliance within a short timeframe (e.g. due diligence, labelling, climate claims, packaging).
- Shortage of skilled professionals in the wine sector.
- Competitive market conditions leading to staff turnover.
- Shifting consumer preferences.

Opportunities

Positive effects of the business environment on the company:

- Key employer of both in-house staff and suppliers in the regions where we operate.
- New legislation that supports greater transparency regarding our ESG performance.



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Attracting and retaining talent

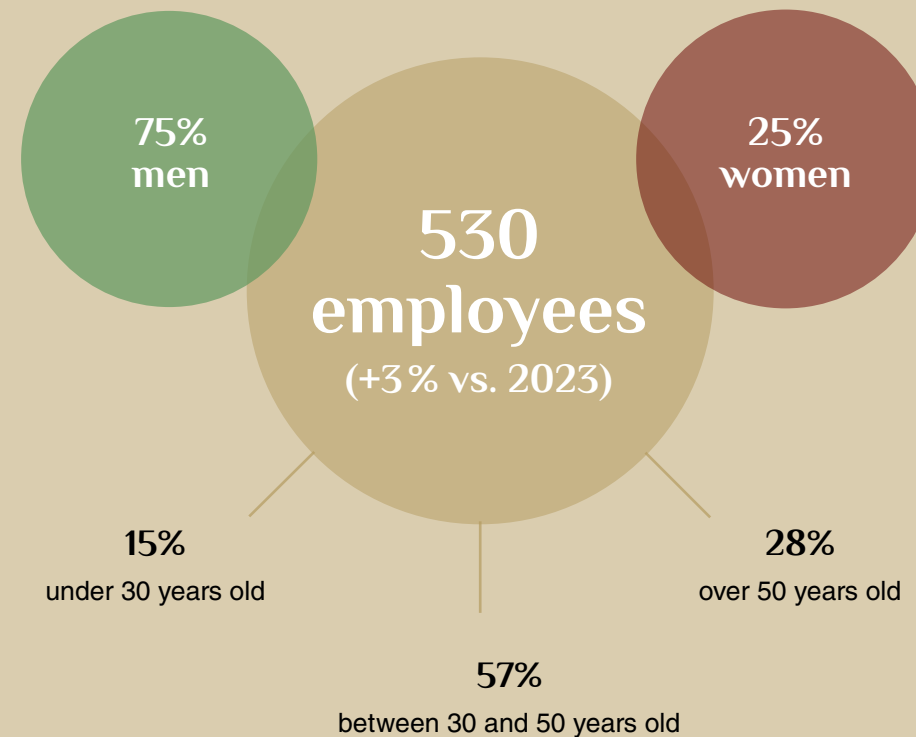
The people who make up Félix Solís represent our most valuable asset.

In the Sustainability Strategy 2024–27, a key priority has been identified: attracting and retaining talent, with the most important objective being to promote the wellbeing of all employees.

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

- To be a socially responsible and sustainable group.
- To guarantee equal opportunities for all employees.
- To safeguard wellbeing, safety and health.
- To promote internal promotion and professional development.
- To support employee training in their respective areas.
- To recognise and reward good performance.

Employment



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By the end of 2024, the workforce has reached 530 employees (513 in 2023), with 396 men (380 in 2023) and 134 women (133 in 2023), located across 12 countries.

Distribution of employees by country

	2023	2024
Spain	465	476
Dominican Republic	2	1
Czech Republic	2	2
France	2	2
Germany	8	8
Mexico	2	2
Netherlands	1	1
Finland	0	1
Russia	1	1
China	14	11
United Kingdom	8	8
United States	4	4
Chile	4	13
Total	513	530

The increase in the volume of grapes processed — from approximately 151 million kg in 2023 to 160 million in 2024 — has led to an increase in recruitment, particularly during the harvest season. Our recruitment model prioritises job stability, with over 89% of contracts being permanent¹³.

Distribution of employment contract types by job category

	2023		2024	
	Permanent	Temporary	Permanent	Temporary
Directors	19	0	19	0
Technicians and graduates	163	3	159	5
Sales	53	0	51	0
Administrative	63	5	67	7
Operators	176	31	177	45

¹³ Annex II: Tables of quantitative Information provides detailed data on employment and remuneration.

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We consider it essential that employee remuneration not only complies with the legal standards for the relevant industry, but is also sufficient to cover basic needs and allow for some discretionary income, thus ensuring employee wellbeing and job satisfaction.

The minimum wage is set in accordance with the 2024 Collective Agreements for the Wine Industry. The lowest gross salary corresponds to a worker in Spain, amounting to €17,336 (€15,963 in 2023), representing a 9.2% increase over the 2024 national minimum wage. A breakdown of remuneration by gender, age and job category can be found in Annex II.



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Pay gap

	2023	2024
Directors	-	-
Technicians and graduates	19%	30%
Sales	12%	33%
Administrative	11%	8%
Operators	13%	9%

In terms of the organisation’s pay gap, the most notable reduction has been seen in the category with the largest number of employees (operators). The increase observed in other professional groups is mainly due to the sector’s historical male dominance, which, through seniority, has gradually influenced higher salary levels.

The average remuneration of board members, including variable pay, allowances and other items, stands at €157,280 (€141,951 in 2023), with all members being male.

Professional development

We promote training for all employees, with particular emphasis on key areas related to their roles. To this end, we have developed a specific **Training Procedure**¹⁴, the purpose of which is to identify and meet the competence, awareness and training needs of our staff in order to support the effective implementation of the Management System.

We have implemented an **Annual Training Plan** that includes all training activities scheduled throughout the year. When necessary, training actions are evaluated by the site manager or the Human Resources Department. This evaluation is recorded in the Training Plan, and the results are reviewed during the Annual Management Review conducted by Félix Solís's senior leadership.

In addition to periodic training linked to job profiles and identified needs, we also provide training to employees who have changed roles internally, and offer additional training to those who have not yet reached the required level of competence for their position. New employees receive an initial induction, along with a **Welcome Handbook** outlining the company's rules and policies.

Training topics are diverse, with a particular focus on food safety and environmental issues. Notably, in 2024 we have delivered training on Environmental Management Systems.

The total number of training hours in 2024 has reached 1,200 hours, representing a 33% increase compared to the previous year. This growth has been largely driven by a rise in training initiatives aimed at improving product quality and environmental management systems.

Number of training hours per job category

	2023	2024
Directors	18.00	11.00
Technicians and graduates	535.25	475.65
Sales	1.00	1.00
Administrative	16.75	129.83
Operators	330.85	582.48
Total	902	1,200

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¹⁴ Applies to the companies Félix Solís Avantis S.A., Félix Solís, S.L. and Pagos del Rey, S.L.

Employee wellbeing

We are committed to promoting a healthy balance between our teams' personal lives and professional growth. For this reason, work-life balance is one of the Group's strategic objectives and is explicitly included in our Equality Plan. Key practices include:

- Flexible arrangements for breastfeeding.
- Leave of absence for adoption processes or assisted reproduction treatments.
- Temporary replacement contracts for employees who are absent for a specific period due to reduced working hours, leave of absence or maternity/paternity leave.
- Up to one year of leave of absence, with job retention, for mothers or fathers who require it due to family circumstances (provided they have been with the Group for more than one year).
- Flexible start and finish times for parents with pre-school or school-age children, allowing them to start or finish their working day half an hour earlier or later, as needed. This measure is also available for employees with dependent family members.
- Special leave for employees with dependent ascendant or descendant relatives.

Although we do not yet have a formal right to disconnect policy in place, we actively promote a working culture in which tasks are carried out during regular working hours and employees are not contacted outside their agreed working schedule.

Work organisation

Working hours are strictly aligned with national legislation or applicable collective bargaining agreements, always giving priority to whichever provisions offer greater protection to our employees. Contracted working hours, excluding overtime, shall not exceed 48 hours per week. Overtime is voluntary and carried out responsibly, taking into account the following factors: scope, frequency, hours worked by each individual employee, and the workforce as a whole.



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Social relations

One of our ethical commitments is to upholding freedom of association and the right to collective bargaining. Employees have the right to join or form trade unions of their choice, as well as the right to negotiate collectively.

All of our employees in Spain are covered by collective bargaining agreements. The following agreements apply:

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

Contracts for the new winery in Chile are governed by the general regulations of Chilean Labour Law.

Absenteeism

	2023	2024
Absenteeism hours	52,458	53,256

Our objective regarding absenteeism has been to reduce the total number of recorded days. Despite our efforts, we have not achieved this goal in 2024, due to an increase in long-term sick leave, particularly related to common illnesses. As a result, the following actions have been established:

- Quarterly review of planning measures based on the latest evaluations carried out in 2024.
- Review of employee compliance with preventive measures.
- Increased involvement of middle management and employees.

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Health and safety

We are committed to implementing, developing and communicating to our employees an **occupational risk prevention system** that is fully integrated into all our activities – both technical processes and the organisation of work and working conditions – across all levels of the company.

Our aim is to provide a **healthy and safe working environment**, taking into account current industry knowledge and any specific hazards. Appropriate measures are taken to prevent work-related accidents and health issues by reducing, as far as reasonably practicable, the causes of hazards inherent in the working environment.

Our commitments to health and safety are outlined below:

- Maintain an Ethics Policy that includes provisions related to worker health and safety.
- Involve all company staff in the responsibility of managing occupational risk prevention, including ensuring that contractors and collaborators are actively committed to improving their employees' working conditions.
- Provide regular training and awareness-raising in health and safety for our staff. This also applies when onboarding new employees or reassigning staff to different roles.
- Promote employee participation, information, training and consultation, including for temporary and external workers operating on our premises, in order to maintain a high standard of prevention across the company.

We also maintain a contract with an external provider of Prevention Services, covering the areas of Occupational Safety, Industrial Hygiene, Ergonomics, Applied Psychosociology and Occupational Medicine¹⁵.

Accident rate

Number of accidents by sex

	2023	2024
Women	4	2
Men	16	23
Total	20	25

¹⁵ A Prevention Service has been contracted for Félix Solís Avantis, S.A. in the provinces of Las Palmas de Gran Canaria, Santa Cruz de Tenerife, Ciudad Real and Madrid; for Félix Solís, S.L. in Ciudad Real and Toledo; and for Pagos del Rey in Burgos, La Rioja, Valladolid and Zamora.

Frequency and severity rates by sex

Frequency rates	2023	2024
Women	4.54	2.29
Men	18.18	26.35
Total	22.72	28.64

Severity rates	2023	2024
Women	0.18	0.03
Men	0.81	1.74
Total	0.99	1.77

There has been a decrease in the number of incidents involving women. As previously observed in recent years, the rise in the total number of employees had contributed to the increase in female accident rates, which now appear to have stabilised during the last reporting period. In contrast, accident rates among men have increased compared to 2023.

As in 2023, no occupational diseases have been identified in 2024.

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Equality and opportunities for all

We strive to create an environment where equal opportunities are a core principle, and where every individual can reach their full potential free from barriers or discrimination.

We work continuously to prevent discrimination in recruitment, pay, training, promotion or dismissal based on race, ethnicity, gender, age, disability, religion, sexual orientation or political affiliation. Our Human Resources team promotes these values through participation in employment and industry forums.

As part of our efforts to foster diversity, we collaborate with universities such as the University of Castilla-La Mancha, as well as with vocational training centres, to support first job opportunities. We currently employ nine people with disabilities (seven in 2023).

Our commitments to equality are underpinned by our Ethics Policy and Internal Regulations. We also have an **Equality Plan in place in the companies Félix Solís, S.L., Félix Solís Avantis, S.A. and Pagos del Rey S.L.** (the plan in Félix Solís, S.L. is currently under review).

It is also worth noting that we have implemented a **Protocol for Prevention and Action**. This protocol ensures that any employee who feels at risk due to sexual or workplace harassment can contact the Human Resources Department or use the suggestion boxes — either directly or anonymously — with full confidentiality guaranteed. The Protocol is based on the following principles:

- All employees have the right to be treated with dignity and respect. Discrimination on grounds such as sex, race or ideology will not be tolerated.
- The Group is committed to ensuring a healthy and safe working environment.
- Sexual and workplace harassment are recognised as psychosocial risks.

We have taken accessibility criteria into account in all newly constructed buildings. We have installed accessible toilets at various facilities and are currently working on adapting other premises that are not fully accessible due to having been built before the entry into force of Spanish Act 10/2014 of 3 December.

In addition, our Risk Assessment includes a specific statement indicating that if an employee is identified as particularly vulnerable or as having a physical, mental or sensory disability, this must be reported immediately to the Prevention Service for evaluation.

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04.2

Consumer care

Our business model is based on the production and sale of wine products to the food and hospitality sectors (including supermarkets, restaurants and wine shops), which are responsible for their distribution. A small proportion of our output is sold directly to end consumers via our website. Our main markets are the European Union (especially Spain), the United States, Japan, China and the United Kingdom.

We share with our clients the belief that sustainability is a core value, and we work closely with them to communicate this message to end consumers. For this reason, we have taken our clients' ESG objectives into account in our Sustainability Strategy 2024-27.

We have a Quality, Food Safety, Environmental and Occupational Safety Policy in place to meet our commitments in these areas. The Food Safety and Quality Committee is responsible for ensuring that our products are developed in accordance with relevant safety and quality standards. Ultimate responsibility lies with the Management Committee.



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Sustainable, affordable, quality wines

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

- All our products are certified for quality and food safety under the IFS Food and BRC Global Standard for Food Safety schemes.
- We produce a wide range of products, including still and sparkling wines, wine-based drinks such as sangria, and grape must. This extensive portfolio includes organic, vegan and low-alcohol wines.
- Our labelling provides key consumer information: nutritional and allergen content, wine region of origin, at-risk population groups, and sustainability certifications, among other aspects. In line with new European guidelines, all information is included on the back label or via the Scantrust platform (formerly U-Label), which consumers can access through a QR code. This certified platform provides information in multiple EU languages.

- We engage directly with end consumers through a dedicated contact mailbox and via social media channels.
- We collaborate with organisations that promote the responsible consumption of alcoholic beverages, such as the Spanish Wine Federation (Federación Española del Vino – FEV), the Spanish Interprofessional Wine Organisation (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 organisations that advocate for a responsible and sustainable wine culture. More than 15 countries are involved, through 2,500 organisations – including our company – promoting awareness-raising activities and responsible consumption.



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Complaint systems

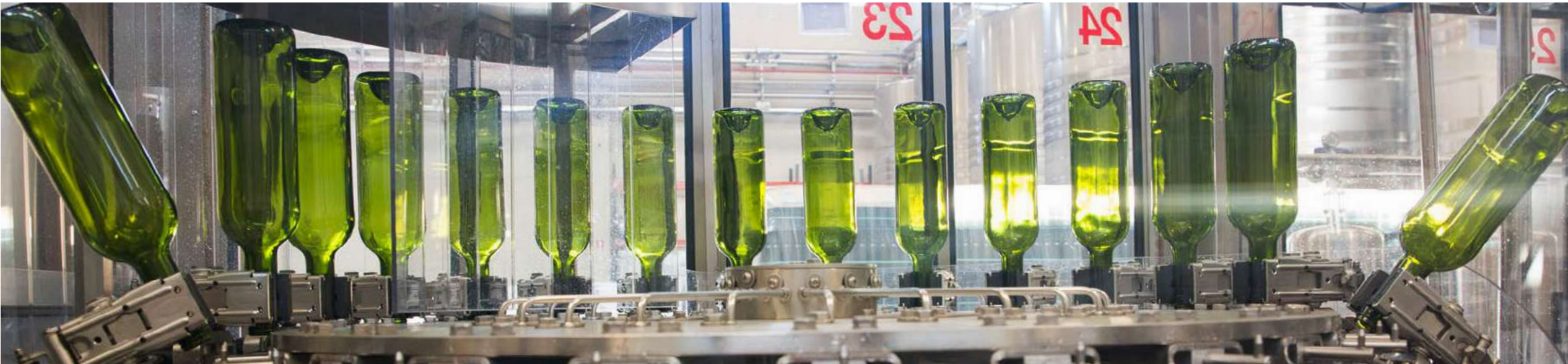
We have a specific procedure in place for managing complaints received via the dedicated email addresses. This process consists of three phases: complaint reception, analysis and response. During the analysis phase, the Quality Department forwards the complaint to the relevant winery, where the causes are examined, appropriate actions are defined, and a proposed solution is developed for the consumer. Once handled by the Quality Department, the most relevant complaints are presented to the Quality Committee and reviewed by Senior Management.

It is important to note that we only manage complaints for which product data is available, allowing us to investigate possible causes. In some cases, the source of the complaint lies with other actors in the value chain beyond our control. In such instances, this is clearly communicated to the customer.

One of our objectives in 2024, also included in our Sustainability Strategy 2024–27, has been to implement at least 75% of the corrective actions arising from complaints. In 2024, we have received 17 complaints, of which 16 – 94% – have been resolved (in 2023, we received 19 complaints, of which 14 – 73.6% – were resolved).

Another goal has been to reduce the number of complaints related to labelling errors. To that end, several actions have been implemented, such as the installation of artificial vision cameras on the labelling lines and modifications to packaging components. Thanks to these measures, the total number of labelling-related complaints has decreased by 29% in 2024.

As in 2023, no complaints relating to data privacy have been received in 2024.



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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. Our Sustainability Strategy includes the following objectives:

- To extend our ESG commitments throughout the supply chain.
- To increase the percentage of suppliers holding food safety and sustainability certifications.

We have developed a monitoring system that enables us to gather relevant ESG insights in order to achieve these objectives:

- A risk identification process is initiated before any contracts are signed. We use a Supplier Matrix to categorise the level of risk for each supplier, assessing factors such as the type of raw material supplied, its country of origin (e.g. countries with active food alerts), and the potential risk of fraud.
- Once contracts come into effect, each supplier is required to complete a questionnaire covering areas such as sustainable certifications, food defence (e.g. packaging, allergens), vegan and vegetarian products, quality, environmental aspects and social responsibility. We also regularly share our Code of Ethics with suppliers to ensure they are aware of our commitments and undertake to comply with them.



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In order to reduce risks in our value chain, suppliers identified as critical are required to hold food safety certifications.

The Purchasing Department has also put in place specific procedures that set out the guidelines to be followed depending on the type of purchase (raw materials, finished product, travel expenses, etc.).

With regard to proximity, 92% of our raw material suppliers have been local in 2024 (compared with 85% in 2023). For bulk wine, the figure stands at 58%.



We have achieved certification coverage for 80% of our suppliers in food safety. In addition, 62% of our packaging suppliers hold sustainability certifications.

We have also set targets for our supply chain:

- Food safety: Increase the percentage of suppliers certified under the Global Food Safety Initiative (GFSI). In 2024, we have maintained the same figure as in 2023, with 80% of our suppliers certified under GFSI.
- Sustainability: Increase the percentage of suppliers with certifications such as ISO 14001; Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC), both for forest-based products; or Systecode, which is specific to cork. The development of the business model has slightly reduced the overall percentage of suppliers holding sustainability certifications, which now stands at 39%.

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Generating value in the community



We are present in six of Spain's main wine-producing regions, which allows us to offer a wide and diverse range of products, while making a positive impact in the communities where we operate through employment and local development.

We create jobs in areas far from major cities and with low population density, such as the regions of Castile-La Mancha and Castile and León. In particular, we are the main direct employer in Valdepeñas, a town with a population of 30,000. Additionally, we are one of the area's main indirect employers, due in part to our collaborations with providers of transport, operations and maintenance services – and especially with more than 2,000 grape suppliers.

We work with over 2,000 grape suppliers in the regions where we operate.

Our international expansion allows us to make an impact across different countries and cultures. In 2024, our new winery Viña Casa Solís completed its first productions, offering a broad selection of wines – enabling us to deliver added value beyond our borders.

We are members of several industry organisations, including the Spanish Wine Federation (FEV), the Spanish Interprofessional Wine Organisation (OIVE), the Association of Wine Museums of Spain, the Wine Tourism Network, and Wine in Moderation. We also collaborate with local wine routes in Toro, Rueda and Ribera to promote wine culture in our communities.

As for partnerships and sponsorships, a highlight is our continued support since 2018 for the Viña Albali Valdepeñas futsal team. Additionally, we have donated €120,500 to organisations such as ROSAE (Association of Women Affected by Breast Cancer), the Spanish Association Against Cancer, and the Association of Families and Friends of People with Disabilities (AFAD), among others.

In response to the emergency caused by the DANA (cold drop) storm in Valencia and Albacete, we also made a donation to Caritas Diocesana to support those affected.

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The third pillar of the Sustainability Strategy 2024–27 is sustainability governance. Our objective is to promote strong and transparent governance in areas such as risk management, ethics and organisational culture. We also understand innovation as a driver of change – a critical aspect that has also been reinforced by the double materiality assessment carried out in 2023.

Impacts

Positive or negative effects – actual or potential – of the company on the business environment:

- Promotion of initiatives that position us as a serious and responsible company, adding value to society and generating trust among customers, suppliers and employees.
- Robust procedures in place to uphold human rights and to combat corruption, bribery and money laundering.
- Identification of potential cases of corruption, money laundering, unfair competition, etc.
- Potential breaches of data privacy.

Risks

Negative effects of the business environment on the company:

- Inability of the sector to adapt to new demands relating to governance and ethics.
- Poor practices within global supply chains that may lead to human rights violations (e.g. excessive working hours, forced labour, child labour).
- Entry into force of wide-ranging legislation requiring adaptation within a very short timeframe (e.g. due diligence, Whistleblowing Directive, etc.).
- Cybersecurity issues that may impact the production process.
- Competition from other well-established brands with strong media presence.

Opportunities

Positive effects of the business environment on the company:

- Identification of new opportunities in innovation and technology.
- New legislation supporting greater transparency in governance and ethics.



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Our model of governance

One of the objectives established in our Sustainability Strategy 2024–27 is to integrate sustainability across all levels of the organisation. To achieve this, it is essential for the governing bodies to apply Félix Solís’ mission, vision and values in every decision-making process.

The main governing body of the Group is the Board of Directors, composed of four individual members and one representative of a legal entity, all of whom are men.

At the executive level, the organisation is led by the Chairman and CEO. Among his duties is the responsibility to review and approve strategic initiatives related to environmental, social and governance (ESG) matters.

As part of the Sustainability Strategy 2024–27, an Executive Sustainability Committee has been created. This committee meets regularly to strengthen our sustainability governance system.



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Risk management model

The necessary mechanisms have been established to manage the Group's financial risks. The main risks in this area are as follows:

Credit risk

- As a general rule, the Group holds its cash and cash equivalents in highly creditworthy financial institutions. There is no significant concentration of credit risk with unrelated third parties. In addition, over 90% of customer receivables as at 31 December 2024 have been covered by credit insurance.

Liquidity risk

- In addition to the cash position shown in its consolidated balance sheet, the Group has access to credit and financing facilities, as detailed in the Annual Accounts.

Market risk

(including interest rate and exchange rate risk)

- Fluctuations in interest rates would have a limited effect on financial performance and cash flows, given the Group's low level of debt.
- Likewise, the Group's low exposure to currencies other than the euro means that exchange rate fluctuations on existing positions would also have a limited impact on financial results and cash flow.



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

The Group also has an internal crisis management procedure in place, which outlines the steps to be taken in the event of an incident related to food safety, the environment, physical security or business continuity. Depending on the nature of the incident, the responsible department will assess the risk and prepare a report on the actions taken. The body with ultimate responsibility in such situations is the Crisis Committee, composed of the CEO, the Plant Manager, and the Heads of Quality, Production and Safety, Sales and Purchasing. Annual drills are conducted to ensure the proper implementation of the procedure.

05.3

Ethics and compliance

We regard business integrity as the foundation upon which the trust of our clients, employees and the wider community is built.

Protecting human rights Ethics Policy and Modern Slavery Statement

We follow the ethical guidelines set out in the provisions of the International Labour Organization's core conventions. To this end, we have established 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 relevant industry.
- Working hours shall not be excessive.
- Regular employment shall be provided.
- Inhumane or harsh treatment shall not be permitted.

We are also committed to taking action to help eradicate slavery and human trafficking, as outlined in our Modern Slavery Statement.

Whistleblowing channel

In 2023, a new whistleblowing procedure was introduced through our corporate website, known as the Whistleblowing Channel. As part of our commitment to corporate transparency,

this channel is available to employees, board members, suppliers, customers, public authorities and bodies who may need to report, in a confidential manner, any regulatory breaches or conduct that may be considered unlawful or irregular, in compliance with Spanish Act 2/2023 of 20 February.

It is worth noting that no reports of human rights violations were received in either 2023 or 2024.

Fighting corruption, bribery and money laundering

We promote practices to combat corruption, bribery and money laundering in all their forms, ensuring fair, transparent and ethical business conduct at every level of our organisation. Accordingly, our Ethics Policy includes a firm commitment to zero tolerance of any act of corruption, extortion, embezzlement or bribery.

With regard to anti-money laundering measures, we have implemented a specific payment procedure for each type of purchase, thereby ensuring full traceability and transparency in our financial transactions.

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Innovation as a cornerstone

We believe that innovation is a key factor in improving our processes and developing new products.

Innovation projects may arise from needs identified as part of our continuous improvement efforts in terms of efficiency, sustainability or product quality. They may also be driven by customer and consumer requirements, or by observed trends in the market.

In recent years, we have made a strong commitment to innovation and new technologies. Examples of this include:

- A new winemaking strategy to improve the structure of wines produced from young vineyards.
- Development of an automated system for wine ageing.
- Greater precision in sparkling wine processes to balance acidity and minimise oxidation.
- A study of a new technique for generating a high-performance, stable yeast starter — known in Spanish winemaking as “pie de cuba”.

Automated ageing cellar in Valdepeñas

A major milestone in 2023 was the full commissioning of our fully automated ageing cellar in Valdepeñas, a global benchmark for its capacity to store 130,000 barrels and for optimising all processes related to wine ageing. This new cellar incorporates:

- A state-of-the-art climate control system that ensures optimal ageing conditions (17 °C and 70% humidity), preserving barrel quality while reducing energy and water consumption.
- An automated barrel handling system with a throughput of over 90 barrels per hour.
- Full automation of the emptying, cleaning and refilling processes.



The facility and its integrated technology allow for complete traceability of each barrel thanks to a digital management system, providing real-time access to:

- The exact location of each barrel in the cellar.
- The number of days of ageing.
- Grape variety.
- Type of cooperage.
- Usage history of each barrel.

In addition, the facility includes 678 rooftop photovoltaic panels, contributing to its A-rated energy efficiency certification.

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About this report

This Sustainability Report aims to inform all stakeholders of our environmental, social and governance performance during the 2024 financial year, covering the period from 1 January to 31 December 2024.

This report includes the content of the Non-Financial Information Statement required under Act 11/2018 on non-financial and diversity information, and has been verified by an independent third party. We have also drawn on the international reporting standard Global Reporting Initiative (GRI) to provide further detail on certain topics.

The information presented is balanced, comparable and refers to the entire group, except in those cases where otherwise specified in the relevant sections of the report.

The scope of this report includes Félix Solís Avantis, S.A. and its subsidiaries, also referred to as the Group throughout this report:

Subsidiary companies	Country
Comercializadora Isleña de Distribución, S.A.	Spain
Cruzares, S.A.	
Félix Solís Avantis, S.A.	
Félix Solís, S.L.	
Fesoya, S.L.	
Pagos del Rey, S.L.	
Soldepeñas, S.L.	
Solís 2000, S.L.	
Solís Bodegas, S.L.	
Viña Albali Reservas, S.L.	
Bodegas Félix Solís France, S.A.R.L.	France
Shanghai Félix Solís Winery, Ltd.	China
Pagos del Rey Shanghai, CO., Ltd.	
Félix Solís CZ, A.S.	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, S.R.L.	Dominican Republic
Félix Solís Avantis México de R.L. de CV, S.R.L.	Mexico

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Tables of
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information

The following data refer to employee headcount and remuneration, in accordance with the provisions of the Non-Financial Reporting and Diversity Act 11/2018.



Employment

Distribution of employees by
sex, age and job category¹⁶

		2023		2024	
		Men	Women	Men	Women
Directors	<30 years	-	-	-	-
	30-50 years	7	-	5	-
	>50 years	12	-	14	-
Total - directors		19	0	19	0
Technicians and graduates	<30 years	10	11	12	8
	30-50 years	61	39	60	37
	>50 years	40	5	42	5
Total - technicians and graduates		111	55	114	50
Sales	<30 years	1	-	-	-
	30-50 years	24	1	22	2
	>50 years	25	2	25	2
Total - sales		50	3	47	4
Administrative	<30 years	5	10	4	11
	30-50 years	16	25	18	30
	>50 years	4	8	4	7
Total - administrative		25	43	26	48
Operators	<30 years	28	10	33	9
	30-50 years	109	14	117	12
	>50 years	38	8	40	11
Total - operators		175	32	190	32
Total		380	133	398	132

¹⁶ Data as of 31 December 2024.

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Distribution of types of employment contracts by sex and age¹⁷

		2023		2024	
		Men	Women	Men	Women
Permanent	<30 years	36	27	32	24
	30-50 years	204	74	204	72
	>50 years	112	21	119	22
Total - permanent		352	122	355	118
Temporary	<30 years	8	4	17	4
	30-50 years	13	5	18	9
	>50 years	7	2	6	3
Total - temporary		28	11	41	16
Total		380	133	396	134

Average annual number of permanent and temporary contracts by job category

	2023		2024	
	Permanent	Temporary	Permanent	Temporary
Directors	19	-	19	-
Technicians and graduates	162	8	167	6
Sales	53	-	55	-
Administrative	60	8	68	7
Operators	174	33	187	50

¹⁷ Data as of 31 December 2024.

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

		2023		2024	
		Men	Women	Men	Women
Permanent	<30 years	36	25	33	25
	30-50 years	205	70	211	80
	>50 years	110	22	125	23
Total - permanent		351	117	369	128
Temporary	<30 years	10	6	19	7
	30-50 years	19	6	21	7
	>50 years	7	1	6	2
Total - temporary		36	13	46	16
Total		387	130	415	144

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

		2023		2024	
		Men	Women	Men	Women
Full-time	<30 years	44	29	53	29
	30-50 years	244	70	229	81
	>50 years	116	22	130	23
Total - full-time		384	121	412	133
Part-time	<30 years	1	2	1	1
	30-50 years	0	6	3	6
	>50 years	1	2	1	2
Total - part-time		2	10	5	9
Total		386	131	417	142

Average annual number
of contracts broken down
by type of working day
and job category

		2023		2024	
		Full-time	Part-time	Full-time	Part-time
Directors		19	-	19	-
Technicians and graduates		166	4	170	3
Sales		53	-	54	-
Administrative		64	4	72	4
Operators		203	4	230	7

Number of dismissals
by sex, age and job
category

		2023		2024	
		Men	Women	Men	Women
Directors	<30 years	-	-	-	-
	30-50 years	-	-	-	-
	>50 years	1	-	2	-
Total - directors		1	0	2	0
Technicians and graduates	<30 years	1	-	2	-
	30-50 years	1	-	-	-
	>50 years	-	-	-	-
Total - technicians and graduates		2	0	2	0
Sales	<30 years	-	-	1	-
	30-50 years	1	1	2	-
	>50 years	-	-	2	-
Total - sales		1	1	5	0
Administrative	<30 years	-	2	1	3
	30-50 years	-	-	2	2
	>50 years	-	-	-	1
Total - administrative		0	2	3	6
Operators	<30 years	1	1	1	1
	30-50 years	3	-	3	-
	>50 years	-	-	1	-
Total - operators		4	1	5	1
Total		8	4	17	7

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Remuneration

Average remuneration by sex, age and job category

		2023		2024	
		Men	Women	Men	Women
Directors	<30 years	-	-	-	-
	30-50 years	€130,968	-	€97,301	-
	>50 years	€161,821	-	€179,609	-
Average remuneration – directors		€146,395	€0	€138,455	€0
Technicians and graduates	<30 years	€28,495	€22,000	€30,937	€22,874
	30-50 years	€40,045	€31,477	€42,535	€32,480
	>50 years	€45,397	€38,247	€51,692	€44,133
Average remuneration – technicians and graduates		€37,979	€30,575	€41,811	€33,163
Sales	<30 years	€28,589	-	-	-
	30-50 years	€85,772	€62,206	€89,071	€59,618
	>50 years	€91,688	€59,124	€92,844	€62,754
Average remuneration – sales		€68,683	€60,665	€90,958	€61,186
Administrative	<30 years	€16,935	€21,836	€24,453	€23,990
	30-50 years	€27,824	€23,507	€28,154	€26,340
	>50 years	€43,411	€33,315	€44,155	€38,282
Average remuneration – administrative		€29,390	€26,219	€32,254	€29,537
Operators	<30 years	€24,897	€20,207	€24,291	€22,883
	30-50 years	€26,211	€23,966	€26,750	€23,806
	>50 years	€28,481	€25,352	€28,850	€26,370
Average remuneration – operators		€26,530	€23,175	€26,630	€24,353

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Lastly, boiler-related air emissions and their percentage variation with respect to 2023 are detailed below:

Air emissions

	2023	2024	Variation
Boiler 1			
Nitrogen oxides (NOx)	57.72	43.90	-24%
Sulphur oxides (SOx)	8.55	8.57	0%
Carbon monoxide (CO)	16.48	3.75	-77%
Boiler 2			
Nitrogen oxides (NOx)	45.04	63.40	41%
Sulphur oxides (SOx)	8.55	8.60	1%
Carbon monoxide (CO)	22.26	3.70	-83%
Boiler 3			
Nitrogen oxides (NOx)	49.98	49.98	0%
Sulphur oxides (SOx)	8.57	8.57	0%
Carbon monoxide (CO)	3.75	3.75	0%
Boiler 5			
Nitrogen oxides (NOx)	75.80	75.80	0%
Sulphur oxides (SOx)	14.60	14.60	0%
Carbon monoxide (CO)	72.60	72.60	0%
Boiler - La Puebla			
Nitrogen oxides (NOx)	77.89	77.89	0%
Sulphur oxides (SOx)	8.57	8.57	0%
Carbon monoxide (CO)	3.75	3.75	0%

	2023	2024	Variation
Boiler - Olmedillo de Roa			
Nitrogen oxides (NOx)	56.10	56.10	0%
Sulphur oxides (SOx)	8.60	8.60	0%
Carbon monoxide (CO)	14.70	14.70	0%
Boiler - Fuenmayor			
Nitrogen oxides (NOx)	190.80	190.80	0%
Sulphur oxides (SOx)	18.50	18.50	0%
Carbon monoxide (CO)	66.90	66.90	0%
Boiler - Rueda			
Nitrogen oxides (NOx)	56.10	56.10	0%
Sulphur oxides (SOx)	8.60	8.60	0%
Carbon monoxide (CO)	14.70	14.70	0%
Boiler - Morales de Toro			
Nitrogen oxides (NOx)	51.20	51.20	0%
Sulphur oxides (SOx)	38.40	38.40	0%
Carbon monoxide (CO)	23.20	23.20	0%

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

Area	Disclosure requirement	GRI Indicator	Section
General contents			
Business Model	Brief description of the Group's business model (business environment and organisation)	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	-	1. Inside Félix Solís
Materiality	Materiality analysis	2-27 3-1 3-2	2.3 Double materiality analysis
Policies	Description of the Group's policies regarding these matters, including the due diligence procedures applied to identify, assess, prevent and mitigate significant risks and impacts, as well as for verification and monitoring, including the measures taken.	2-23 3-3	In each section
Results	The results of these policies, including relevant non-financial key performance indicators that enable progress to be monitored and evaluated, and facilitate comparison across companies and sectors in accordance with the national, European or international frameworks of reference used for each topic.	2-24 3-3	In each section
Risks	The main risks associated with these matters arising from 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 such risks. This should include an explanation of the procedures used to identify and assess them in line with national, European or international frameworks of reference applicable to each topic. Information on the identified impacts should be provided, including a breakdown of such impacts, particularly the main risks over the short, medium and long term.	2-24 3-3	3. Protecting environmental resources 4. Our commitment to people 5. Sustainability governance

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Area	Disclosure requirement	GRI Indicator	Section
Environmental issues			
Environmental management	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	3-3	3. Protecting environmental resources
	Environmental assessment or certification procedures		3.1 Environmental management
	Resources dedicated to environmental risk prevention		3. Protecting environmental resources
	Application of the precautionary principle		3. Protecting environmental resources
	Amount of provisions and guarantees for environmental risks		3. Protecting environmental resources
Pollution	Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment, including activity-specific air pollution (e.g. noise and light pollution)	305-7	3.2.1 Air pollution
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, and other forms of waste recovery and disposal	306-3 306-4 306-5	3.3.3 Waste management
	Actions to combat food waste	2-23	3.3.2 Use of raw materials
Sustainable use of resources	Water consumption and water supply according to local constraints	303-5	3.3.1 Water management
	Consumption of raw materials	301-1	3.3.2 Use of raw materials
	Measures taken to improve efficiency in the use of raw materials	301-1	3.3.2 Use of raw materials
	Direct and indirect energy consumption	302-1 302-4	3.2.2 Energy consumption and energy efficiency
	Measures taken to improve energy efficiency		
	Use of renewable energies		
Climate change	Significant greenhouse gas emissions resulting from the company's activities, including those associated with the use of its products and services	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 targets to reduce greenhouse gas emissions and the means implemented to achieve them		3. Protecting environmental resources
Protecting biodiversity	Measures taken to preserve or restore biodiversity	-	"Biodiversity" has not been deemed a material topic. As Félix Solís does not carry out its activities in protected areas, no specific measures have been considered necessary for the preservation or restoration of biodiversity.
	Impacts caused by activities or operations in protected areas	-	

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Area	Disclosure requirement	GRI Indicator	Section
People-related issues			
Employment	Total number and distribution of employees by sex, age, country, and job category	2-7	4.1.1 Employment Annex II. Quantitative data tables
	Total number and distribution of employment contract types	2-7	4.1.1 Employment Annex II. Quantitative data tables
	Annual average of permanent, temporary and part-time contracts by sex, age, and job category	2-7	4.1.1 Employment Annex II. Quantitative data tables
	Number of dismissals by sex, age, and job category	401-1	Annex II. Quantitative data tables
	Average remuneration and its progression, broken down by sex, age, and job category or of equal value	2-19 202-1	Annex II. Quantitative data tables
	Pay gap	2-21	4.1.1 Employment
	Average remuneration of directors and executives, including variable remuneration, allowances, severance payments, long-term savings schemes, and any other compensation, disaggregated by sex	2-21	4.1.1 Employment
	Implementation of disconnection policies (right to disconnect)	3-3	4.1.3 Employee wellbeing
	Employees with disabilities	405-1	4.1.5 Equality and opportunities for all
Work organisation	Organisation of working time	3-3	4.1.3 Employee wellbeing
	Number of absenteeism hours	403-9	4.1.3 Employee wellbeing
	Measures to promote work–life balance and encourage shared parental responsibility	401-3 401-2	4.1.3 Employee wellbeing
Health and safety	Occupational health and safety conditions	403-1 403-3 403-6	4.1.4 Health and safety
	Number of occupational accidents by sex	403-9	
	Frequency rate by sex Severity rate by sex Occupational diseases	403-9 403-10	

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Area	Disclosure requirement	GRI Indicator	Section
People-related issues			
Social relations	Organisation of social dialogue, including procedures for informing, consulting, and negotiating with employees	403-4 2-30	4.1.3 Employee wellbeing
	Percentage of employees covered by collective bargaining agreements, by country		
	Overview of collective agreements, particularly regarding occupational health and safety		
Training	Policies implemented in the area of training	401-2 404-2	4.1.2 Professional development
	Total number of training hours by job category		
Accessibility	Universal accessibility for persons with disabilities	405-1	4.1.5 Equality and opportunities for all
Equality	Measures adopted to promote equal treatment and opportunities between women and men	406-1 3-3 2-26	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)		
	Measures adopted to promote employment		
	Protocols against sexual and gender-based harassment, and measures to ensure integration and universal accessibility for persons with disabilities		
	Policy against all forms of discrimination and, where applicable, diversity management		

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Area	Disclosure requirement	GRI Indicator	Section
Respect for human rights			
Due diligence	Implementation of due diligence procedures in the area of human rights, and where applicable, measures to mitigate, manage, and remedy potential abuses	2-23	5.3.1 Protecting human rights Ethics Policy and Modern Slavery Statement
	Prevention of human rights violations and related corrective or remedial measures	2-30	5.3.1 Protecting human rights Ethics Policy and Modern Slavery Statement
Fundamental conventions	Promotion and compliance with the core ILO conventions concerning freedom of association, the right to collective bargaining, elimination of discrimination in employment and occupation, elimination of forced or compulsory labour, and effective abolition of child labour		
Reports of human rights violations	Reports or complaints related to human rights violations	2-26 406-1	5.3.1 Protecting human rights Whistleblowing Channel
Corruption and bribery			
Corruption and bribery	Measures taken to prevent corruption and bribery	2-23 2-28 205-2	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 organisations		5.3.2 Fighting corruption, bribery and money laundering
Society			
Sustainable development	Impact of the company's activities on employment, local development, local populations and territory	2-28 413-2	4.4 Generating value in the community
	Engagement with local stakeholders and forms of dialogue		4.4 Generating value in the community
	Partnership and sponsorship initiatives		4.4 Generating value in the community
Subcontracting and suppliers	Integration of social, gender equality, and environmental criteria into the procurement policy	308-1 308-2	4.3 Responsible supply chain
	Consideration of suppliers' and subcontractors' social and environmental responsibility		4.3 Responsible supply chain
	Monitoring and audit systems and their outcomes		4.3 Responsible supply chain
Consumers	Measures to protect consumer health and safety	416-1	4.2.1 Sustainable, affordable, quality wines
	Complaint handling systems, complaints received, and resolution measures	418-1	4.2.2 Complaints systems
Taxes	Country-by-country breakdown of profits	207-4	See the breakdowns and related information on these GRI indicators in the Consolidated Annual Accounts, of which this Non-Financial Information Statement forms a part.
	Corporate income taxes paid	207-1	
	Public subsidies received	201-4	

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AVANTIS
EXTENDING WINE CULTURE

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Félix Solís Avantís, S.A. and Subsidiaries

Independent Limited Assurance
Report on the Consolidated Non-
Financial Information Statement for
the year ended 31 December 2024

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 2024

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 2024 of Félix Solís Avantis, S.A. (the Parent) and its subsidiaries (the Group), which forms part of the Group's consolidated directors' report for 2024.

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 "Appendix III" to the accompanying CNFIS.

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 "Appendix III" to 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.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for 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 system of quality management including policies or 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.

Our Responsibility

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 provided is 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 2024 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 2024 CNFIS.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters described in the 2024 CNFIS.
- Verification, by means of sample-based tests, of the information relating to the contents included in the 2024 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.

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 its subsidiaries for the year ended 31 December 2024 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 “Appendix III” to the CNFIS.

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.



Ignacio García Gómez

23 June 2025