



ABADIA RETUERTA



SUSTAINABILITY REPORT ESG

2023



ABADIA RETUERTA





Abadía Retuerta is more than a hotel and winery.
It is a project which, with great responsibility and generosity, conserves and enhances
a legacy that dates back over nine centuries.

As part of our commitment to sharing this remarkable site with
current generations, and preserving a heritage for the future, we aim to keep adding further
layers of value to our history by harnessing present-day creativity.

We are more than a hotel and winery: we are also gastronomy,
wellbeing, well-living, sustainability, art and culture



FOR A BETTER VIEWING OF THIS REPORT
IT IS ADVISED THAT YOU USE YOUR SMARTPHONE OR TABLET DEVICE
IN LANDSCAPE FORMAT

ABADÍA RETUERTA. SUSTAINABILITY REPORT 2023



SUSTAINABLE DEVELOPMENT GOALS

SDG. How do we contribute?



No poverty

- Charitable actions
- Vendimia Solidaria ("Charity Harvest" project)
- Cork donation
- Creation of jobs in the local community



Zero hunger

- Sustainable and resilient agricultural practices
- Maintaining the genetic diversity of seeds



Good health and well-being

- Special prices for private medical insurance and specific tests
- Signatory of Wine in Moderation



Quality education

- Annual training plan
- Terroir Academy
- Excellence Internship Programme



Gender equality

- Family-responsible business certification (development of measures for equality and work-life balance)
- Endorsement from Óptima Castilla y León
- Parity of distribution of our staff



Clean water and sanitation

- Regular management and control of water
- Drip irrigation for our vineyards and organic vegetable garden
- Regenerative agriculture in our organic vegetable garden, thus respecting the natural water cycles
- Development of an Energy and Water Plan 2024-2030
- Regeneration of 100% of the hotel's used water, for watering



Affordable and clean energy

- Regular monitoring of energy control
- Use of photovoltaic panels to generate energy in the winery
- Solar panels to preheat the hotel's hot water supply
- Use of freecooling system
- Use of geothermal energy system
- New photovoltaic installation project, to reach 45% self-consumption in the winery and hotel
- Development of an Energy and Water Plan 2024-2030



Decent work and economic growth

- Family-responsible business certification (benefits to improve the staff's working conditions)
- Creating jobs to boost the local area
- Stable work contracts
- Promotion of sustainable tourism
- Green Globe certification, endorsing us as a sustainable resort
- SWfCP certification
- IWCA certification
- Talent management and ongoing training



SUSTAINABLE DEVELOPMENT GOALS



Industry, innovation and infrastructure

- Research as the basis for improvement
- Monitoring of the 100% efficient outdoor lighting
- Monitoring inside the winery to ensure efficient consumption in the equipment
- Modernisation of the infrastructure, clean technology



Reduced inequalities

- Vendimia Solidaria, charity harvest project
- Sponsoring and making donations to social entities



Sustainable cities and communities

- Art project
- Agreement with the Patio Herreriano Museum to boost our commitment to art
- Protection of cultural heritage: the ongoing preservation of our Abbey, a historic building from the 12th century
- Protection of natural heritage: Site of Cultural Interest
- Creation of the new Monks' Garden



Responsible consumption and production

- Certification as an eco-friendly winery
- Efficient use of natural resources
- Plastic Free
- Waste management: prevention, reduction, recycling and reusing of waste
- Identifying our own suppliers' map
- Selecting providers in keeping with our values Value chain study
- Adoption of sustainable practices in the business



Climate action

- Elaboration of Winemakers' Collection
- "Calculate, Offset and Reduce" triple seal of approval from the Spanish Ministry for the Ecological Transition
- Research into the effects of climate change on wine production
- Acquiring certifications such as ISO 14001, SWfCP and IWCA



Life on land

- Game Management Plan
- Extension of our organic vegetable garden
- Woodland management plan for the estate



Peace, justice and strong institutions

- Code of conduct
- Anti-bribery policy
- Production of Sustainability Reports following GRI standards
- Materiality analysis



Partnerships for the goals

- Participation with associations and foundations
- Presence in the local community
- Fostering public-private alliances



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Interview with Enrique Valero

Interview with Enrique Valero



Enrique Valero
General Manager (CEO)

Broadly speaking, how would you define Abadía Retuerta's sustainability strategy?

Abadía Retuerta's sustainability strategy is based on a responsible and conscious management of the enclave's historical, natural and cultural heritage. Our philosophy is inspired by the wisdom of the Premonstratensian monks who founded the abbey almost a thousand years ago, and our mission is to give back to the heritage more than we take from it.

Our commitment includes the protection and fostering of the local biodiversity, as well as the conservation of the hotel's architectural heritage, which dates back over nine centuries. We seek to ensure that our business — from winemaking to gastronomy, wellness and hospitality — keeps thriving, without spoiling our natural and historic surroundings.

Furthermore, our sustainability strategy extends to the wellbeing of people, and not only our team, but also the local community. This is part of our aim to help revitalise and transform the so-called "abandoned" areas of Spain into places of opportunity and sustainable growth. Because, ultimately, our mission is to foster inclusive and sustainable development that respects and enhances our heritage in all its forms.

Abadía Retuerta's sustainability strategy is based on a responsible and conscious management of the enclave's historical, natural and cultural heritage.



Interview with Enrique Valero

Becoming sustainable also entails transforming business models. How is this being implemented at Abadía Retuerta?

Integrating sustainability requires an upheaval in business models. At Abadía Retuerta, we approach this challenge with a long-term perspective, following a structured plan that sets goals without jeopardising the overall viability of the business. Our strategy focuses on the careful management of energy, water and social resources, to prevent adverse impacts in the medium and long term.

In terms of the winemaking side of our business, we have adopted a terroir model in the Duero region, whereby we prioritise quality over quantity. In 2022, we were granted our own Protected Designation of Origin, allowing us to focus on the uniqueness and excellence of our wines rather than simply increasing production volume. This approach requires working with grape varieties that are adapted to climate change, along with the continuous renewal of our vineyards, thus allowing us to offer a quantity of wine that is sustainable and profitable.

On the hotel side, we transformed an old building into a hospitality space in keeping with the place's history and culture. Although it would have been more profitable in the short term to increase the number of rooms, we opted for a more exclusive and smaller-scale model, which provides a more unique customer experience and, in turn, respects the site's historical heritage. This approach, offering luxury and excellence, is unlike more traditional models that go for volume over value.

Our sustainability plan comprehensively takes in environmental, historical and social aspects. While this is an unconventional approach in the region, it has been shown to have (and still has) a positive impact on both the business and the surrounding area.

You also collaborate with like-minded companies in order to make this mission a reality...

Making Abadía Retuerta sustainable also entails collaborating with other companies who share our philosophy. We are fully aware that we are not alone, and that we cannot act in isolation. That's why we value the concept of "ecosystems", and why we believe in collaboration rather than seeing other companies as competition. Our strategy is to create collaborative networks with

the project at the centre, and we surround ourselves with specialists in areas that we do not fully master.

We partake in several key ecosystems. The first is the supplier ecosystem, i.e. providers with whom we collaborate so that their practices are in line with our own values of sustainability and responsibility, and we strive to ensure that they share our standards. This approach includes using local suppliers in the broadest sense: from the handcrafted tableware used in our restaurant, to honey production with local beekeepers and pine-nut harvesting on our own estate.

Another important ecosystem is that of looking beyond our own business for inspiration, by partnering with other companies that exemplify excellence in sustainability. We participate in associations such as Grandes Pagos de España and the Círculo Fortuny, as well as the Seres Foundation, which focuses on social impact. We also seek out advanced certifications that promote cross-collaboration throughout the whole team, to help keep us at the forefront of the wine sector and beyond.

Finally, we are also now engaging in the world of culture and art, in the understanding that Abadía Retuerta's past and present are enriched by taking a more open and advanced view. Art is not just decoration, but rather a way of incorporating innovative perspectives that add value to our brand. This collaboration with artists and other cultural entities helps us piece together a more complete and dynamic vision for the future.

All of these alliances are of great benefit, and they aim to make a positive impact on our community.

Our sustainability plan comprehensively takes in environmental, historical and social aspects. While this is an unconventional approach in the region, it has been shown to have (and still has) a positive impact on both the business and the surrounding area.



Interview with Enrique Valero

Many of the sustainability-based initiatives at Abadía Retuerta have emerged from the team itself. How have you managed to get them so engaged?

Our employees' involvement and hard work has been essential in developing and implementing our sustainability initiatives. We've managed to get the team so deeply engaged by focusing on three key areas. Firstly, we established a structured plan that set out our objectives, actions and investment needs; this increased the team's awareness of the matters at hand, and it made sure that we were all sharing the same vision. Secondly, we integrated sustainability into our day-to-day work: this way, it is not just the responsibility of one department or one person, but rather a fundamental part of our teamwork, thus encouraging transparency and collaboration across the organisation. This has enabled Abadía Retuerta to establish itself as a destination of excellence. Finally, we encourage ongoing participation via meetings, inspiring events and sessions with consultants, who come to share information and experiences from different companies and countries. While we are still in the process of measuring the exact impact of these initiatives, we are collaborating with a leading business school to assess how these collaborations add value to our company in terms of products, services, team motivation and our relationships with suppliers, customers and shareholders.

For our upcoming initiatives, we are working to assess how these efforts generate value for our company. This project will help us measure the impact on our products, services, team, as well as our relationships with suppliers, customers and shareholders.

You've launched a project called the Monks' Garden. What is it all about, and what was the thinking behind it?

The Monks' Garden exemplifies the very DNA of Abadía Retuerta, as it incorporates several fundamental aspects of our philosophy. First of all, it is based on the revival of a garden that has been documented since 1887, where you can see the areas dedicated to the aromatic and medicinal plants cultivated by the monks who used to live in the Abbey. It also reflects our commitment to biodiversity; Abadía Retuerta is not just a vineyard and a hotel, but rather an estate where every element — from the holm oaks and pines, to the birds and water — is interconnected.

Reviving this garden is essential for maintaining the sustainability and coherence of the environment. This project is a collaboration with the international landscape architect Álvaro Sampedro.

The Monks' Garden, as well as the upcoming forest project we are developing, will bring more shade, coolness and better water retention, which in turn will help mitigate the effects of climate change in the area. Climate change needs actions, not just words: these green spaces play a crucial role in that endeavour.

Furthermore, the customer experience is fundamental to us. We cannot see the hotel as an isolated entity, but rather we want our guests to explore and enjoy the heritage and beauty of the enclave. Our aim is to create an environment where art, culture, crafts and nature are all integrated, creating a dynamic and enriching space. This aspect will be further developed next year.

Our mission is to foster inclusive and sustainable development that respects and enhances our heritage in all its forms.

You talk about companies working with greater "soul". What kind of role should senior management play in this regard?

We aspire to become a model of excellence, both nationally and internationally, and to be a positive force for transformation in our sector, to be a real agent of change. Therefore, management must be fully convinced that the company has a social purpose, as well as an economic one. This commitment must come from the leadership, and cannot be simply created: it must emerge from the history and true impact of the place.

Senior management must understand the historical significance and societal role of the business, ensuring that the character of the place is maintained and strengthened in the long term, without compromising values in the present day. It is the responsibility of management to push forward this vision and act as custodians, so that short-term actions do not jeopardise positive impact in the long term.



Interview with Enrique Valero

In addition, management must ensure that these principles are not just words, but that they are translated into concrete actions. This includes training the team, investing in sustainable practices such as regenerating the land with our garden and allotment, renovating vineyards, planting new trees... It's not only about making plans, but also enabling them to be put into action: this requires committed teams, external support, investment and the ability to persuade and motivate all those involved.



Where does the future lie for Abadía Retuerta? What are your main challenges and objectives in terms of sustainability for the next three to five years?

Our sustainability plan is long term, extending to 2030 and even 2040.

In terms of our targets, we are making significant investments to reduce our energy footprint. By the end of 2024, we will complete the installation of a photovoltaic plant that will allow 45% of the energy we consume in the winery and hotel to be self-generated. In addition, we are phasing in systems to ensure the complete reuse of water in the hotel, thus eliminating the need to draw water up from wells or from the Duero River.

We are also committed to reducing our overall energy consumption by 15% to 20%, by adopting new systems and meters and optimising maintenance plans. With regards to biodiversity, we have an ambitious reforestation project, which by 2026 will stretch to around 90 hectares, of which more than 60 hectares will be planted with new trees and vegetation. This project will help create a healthier ecosystem, with better water retention and temperature reduction. In addition, we are promoting pollination through the introduction of insects and butterflies. Our goal is to achieve a Net Zero carbon footprint by 2040, not only in our operations, but also in logistics and our employees' commuting. And, as part of our five-year plan, we are planning to build a pond to hold rain and river water during the winter. Our aim is to manage our business with full responsibility: energy, water, society and the environment, ever looking towards a sustainable future.



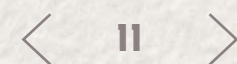
ABADIA RETUERTA

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About Abadía Retuerta



ABADÍA RETUERTA. SUSTAINABILITY REPORT 2023





1.1
WHAT WE DO



We are a leading resort for experiences, in terms of both high-end and wine tourism. We now have a presence on the national and international stage, and our success is founded upon a sustainable business model that has brought us widespread recognition, even beyond our own industry.

Our business activity is split into two areas. We grow crops, cultivating the land and running agricultural facilities, with a particular focus on winemaking. The resulting products (and by-products) are then sold through our winery. The other side of the business, meanwhile, is all about hospitality, based in and around our hotel LeDomaine.



Our Winery

Abadía Retuerta has a deeply-rooted winemaking culture. Wine has played a key role on our estate ever since the time of the Premonstratensian monks — they used to produce it here, over eight centuries ago. In 1996, renowned winemaker Pascal Delbeck set out to revive that legacy, thus founding the new Abadía Retuerta winery. Ángel Anocibar is the winery's current oenologist and director, and he leads the expert team as they endeavour to make wines with all the distinct personality of the local terroir, reflecting its unique character. Within Abadía Retuerta's 180 hectares of vineyards, there are 54 distinct plots, mainly differentiated by soil composition and grape variety.

Organic wine production, 2023



White

49,362 Kg.



Red

758,056 Kg.





C1 About Abadía Retuerta



Our Hotel

Our hotel, LeDomaine, is home to one of the most important Romanesque structures of the region, namely the Abbey of Santa María Retuerta. It was founded in 1146 by the Premonstratensian Order of France, and it was declared a Historic-Artistic Monument of National Interest in 1931, making it a Site of Cultural Interest (BIC). The abbey is now the centrepiece of our hotel, which has 27 rooms and three suites, as well as spaces devoted to wellbeing, gastronomy, wine and art.

The Abbey's restoration is a prime example of sustainability. The aim was to protect and conserve the site's historic heritage, remaining true to its original architecture, while carefully repurposing it as a hotel. The Italian architect Marco Serra managed to restore the site to all its former glory, while still maintaining its character, its essence: "by rehabilitating this ancient building, we are striking up an architectural dialogue 1000 years in the making", he notes. Also involved in the restoration was Dr Alfonso Basterra, architect and professor at the University of Valladolid, and Rodrigo de la Torre, master stonemason and expert in the restoration of stone monuments.

Elsewhere on the estate, self-care and relaxation are everything at Santuario Wellness & Spa, Abadía Retuerta's shrine to wellbeing. It is located underground, in the former stables, with several light sources that guarantee 80% natural light. It has its own bold architectural style, while still respecting the resort's overall aesthetic, and it features pieces by George Nakashima and Swiss sculptor Hans Josephsohn. This large space — spanning over 1000m² — is a place where our guests can feel looked after, where they can switch off from their day-to-day lives and choose from a wide range of exclusive, specially designed treatments. Santuario takes a holistic approach to wellbeing which includes, among others, therapies of meditation, yoga and sound healing with Tibetan Singing Bowls.

History, traditional recipes, wine culture and locally-sourced produce: all of this is of vital importance to our restaurants. Their approach to gastronomy is a tribute to our roots, to the local lands and people. Abadía Retuerta is home to the following superb eateries:





Our restaurants reflect history, traditional recipes, wine culture and local produce. Each gastronomic space pays homage to our roots, the natural environment and the local community.



Vinoteca

This cosy restaurant, with a more laidback atmosphere, puts its own creative twist on traditional Spanish cuisine. It is located above the Monks' Cave, the ancient granary, where the estate's own precious vintage wines (as well as bottles from other wineries) are now stored.



Cloister Garden

Located in a setting rich with history, the Cloister Garden is open throughout the summer months. Its menu draws inspiration from fresh, seasonal products.



Pool Bar

This natural and relaxing bar is a poolside oasis. Its menu offers sophisticated light bites, with stunning views of the vineyards.



Refectorio

This unique space remains faithful to its original purpose: in the 12th century, it served as the dining room for the abbey's Premonstratensian monks. Today, Refectorio's menu is an authentic celebration of the local lands. It has held a Michelin Star since 2014, revalidated in 2023, as well as a Michelin Green Star: this new seal of approval, first received in 2020, endorses the restaurant's sustainability and environmentally-friendly practices. Refectorio also holds two Repsol Suns.



Calicata Terroir Bar

An open-air terrace within our winery. It is surrounded by vineyards, and offers a menu inspired by the local *terroir*.

Hostelry Garden

La Terraza de la Hospedería (the "Hostelry Terrace") offers superb gastronomy made with locally-sourced and seasonal produce, including ingredients from the Monks' Vegetable Garden. The terrace was designed as an extension of the hostelry garden; it is minimalist and sustainable, creating a green space with breathtaking views of the Abbey of Santa María de Retuerta.





History and Tradition

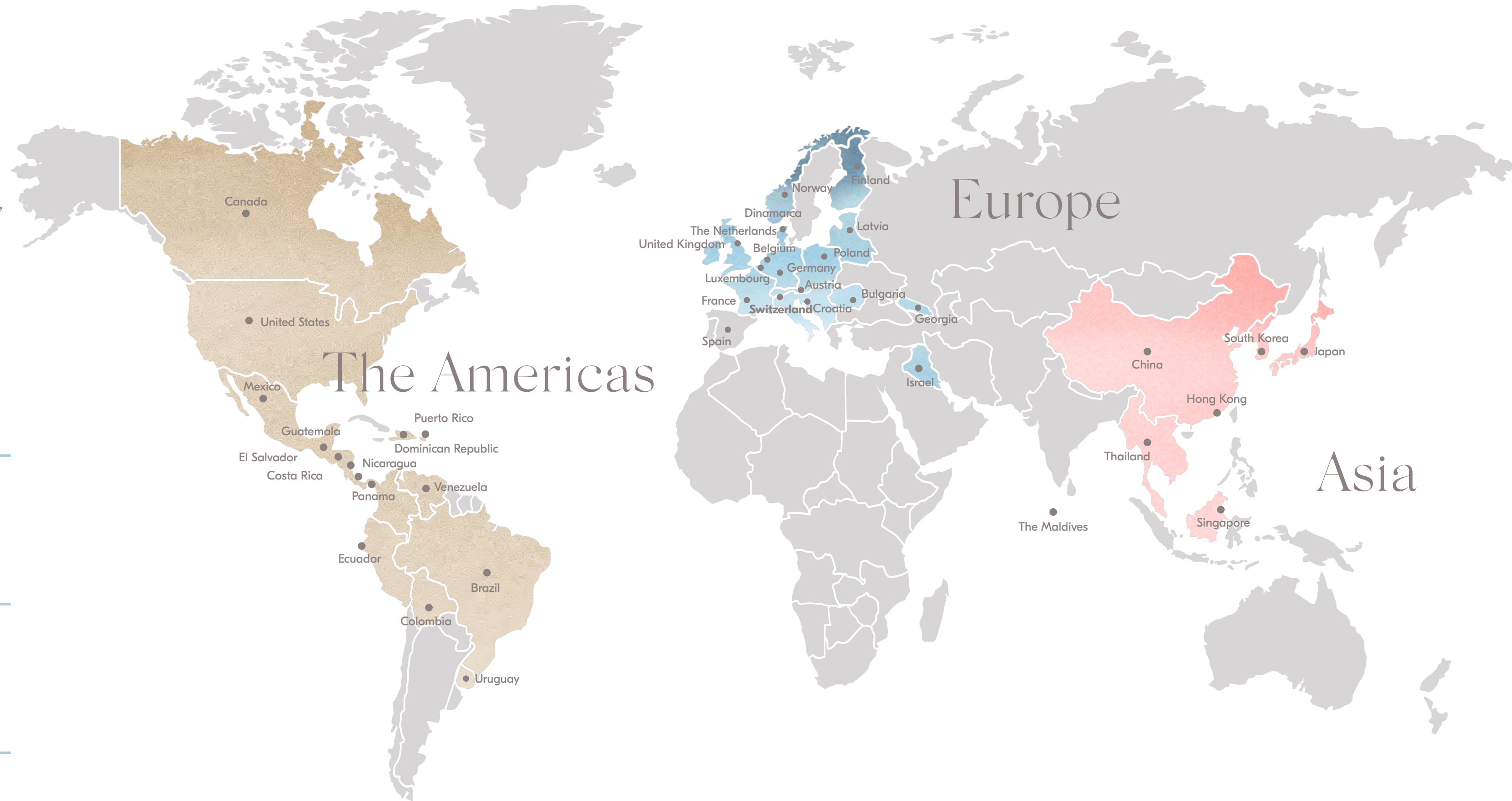


Nine centuries of history



Our wines are known all around the world: we have a presence in over thirty countries, in Europe, the Americas and Asia. Spain is our biggest market, making up 76.3% of our sales.

Switzerland is our biggest international buyer, making up more than half of our exports.



Sales. Number of countries

35



Spain Sales
76.3%



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About Abadía Retuerta

1.2

OUR APPROACH



At Abadía Retuerta we strive to work in sustainable ways, while adhering to our overall mission, vision and values.



Mission

We are the custodians of a history and a place where the land and the vines come together. History, luxury experiences, know-how and natural environment.

Vision

To become one of the Top 10 Spanish wine brands, both nationally and internationally, and to be a leader in terms of luxury experiences. A shared objective.

Values

Timelessness, sensibility, generosity and honesty.



Luxury and excellence go hand-in-hand

We have received multiple accolades for both our wine and the luxury experiences we offer at our resort. Notably, our Abadía Retuerta Selección Especial 2001 won the award for the World's Best Red Wine (Red Wine Trophy) at the 2005 International Wine Challenge in London (Wine Magazine, UK). We were also the first Spanish winery to feature in the Top 100 Wines in the World (published since 1988 by Wine Spectator magazine) for three years running, in recognition of our Abadía Retuerta Selección Especial: the 2012 vintage reached number 12 in their ranking.

Furthermore, we are represented in the luxury sector through The Leading Hotels of the World, an exclusive collection of over 400 luxury hotels and resorts in 80 different countries. This organisation endorses hotels of the utmost quality and excellence, as well as encouraging a strong commitment to the environment, along with social development through sustainably-focused projects.





C1 About Abadía Retuerta



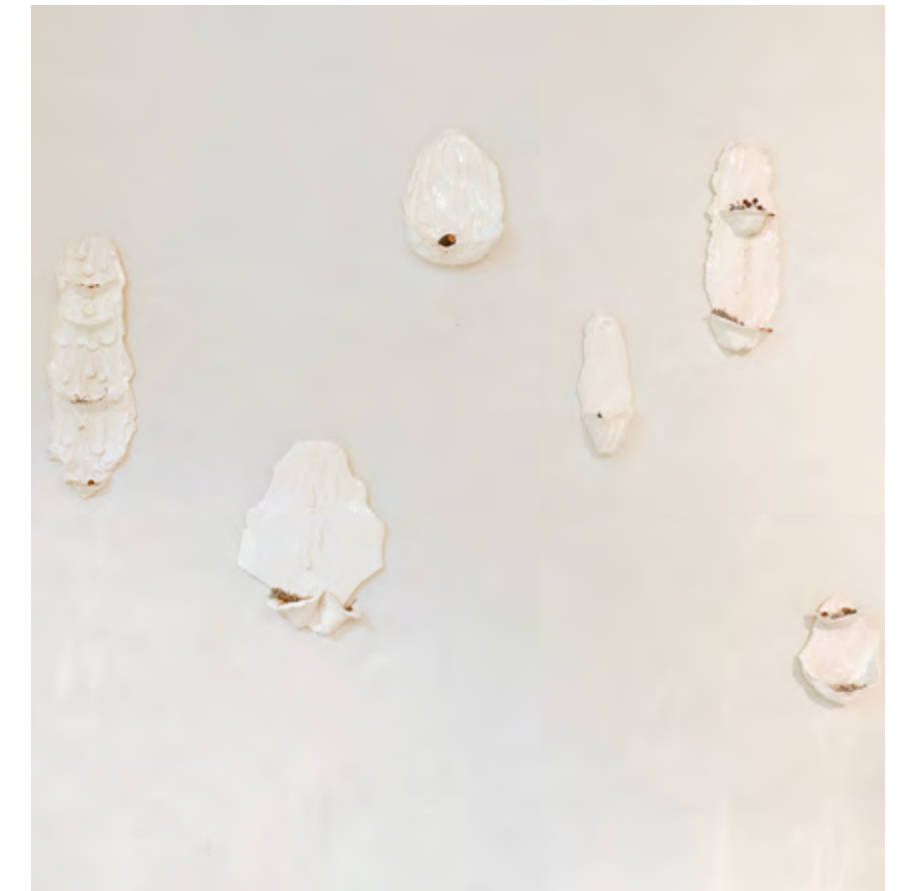
An unwavering commitment to fine art

The ancient Abbey of Santa María de Retuerta has now become much more than a hotel and winery: it is a project that — with great responsibility and generosity — strives to uphold and enhance a legacy that goes back over nine centuries. This commitment to sharing the estate's heritage with today's generations, and ensuring that it lives on into the future, is why we are ever trying to add ever more value to our own history. We do this by fostering creativity right now, in the 21st century, as can be seen in our outstanding gastronomy, winemaking and genuine engagement with art. Just over four years ago, a new art project was launched with the aim of getting more out of the existing collection, and further expanding it.

We now have an open-air museum, featuring work by the German sculptor Ulrich Rückriem. We also have a superb private collection with over 170 works, dating from the 12th century to the present day. Palma il Giovane, Guardi, Panini, Joan Miró and Rückriem are just some of the artists whose work can be seen on the estate, alongside French tapestries, antique Spanish furniture, paintings, sculptures, reliefs and rugs.

Since 2021, we have been actively seeking to expand our art collection with contemporary pieces that engage with our estate and reflect our values. This is being done via Territorio, our new artists' residency project that aims to improve access to culture and foster the creation of quality artwork. Each year, national and international artists are invited to live and work at the resort, and at the end of their stay they donate their work to us. The first guest artists were Abderrahim Yamou (Casablanca, 1959) and then the artistic duo Los Bravú, made up of Dea Gómez (Salamanca, 1989) and Diego Omil (Pontevedra, 1988). In 2023 the artist in residence was Leonor Serrano Rivas (Málaga, 1986).

We are also expanding our collection via a scheme to acquire works at the fair ARCOmadrid, and we also collaborate with museums and other collections, in order to loan works. Recent acquisitions include Basque sculptor Eduardo Chillida's Rumor de Límites V (1959). We also have some more recent pieces, such as Montecarlo (2018) by Miguel Marina, Banderitas (2020-21) by Marina González Guerreiro and Running Water (2021) by Emanuela Soria.



Certifications and endorsements

In 2023, our wines were once again evaluated by a range of wine experts. Each year, they assess the quality of the wines produced by Abadía Retuerta and other wineries.

These scores also reflect the high standards for quality, as well as the techniques that have been preserved and honed over the years.



2023 Scores

Date received		Jan 2023	Jun 2023	Jul 2023	Jul 2023
References	Vintage	Robert Parker TWA	Decanter World Wine Awards	James Suckling	Peñin
Petit Verdot	2018	93+	-	-	-
	2019	93	-	-	94
Pago Garduña	2018	94	-	-	-
	2019	92	-	-	93
Pago Valdebellón	2018	94+	-	-	-
	2019	93	-	-	94
Pago Negralada	2017	-	88	92	-
	2018	94+	-	94	94
	2019	93	-	-	-
Selección Especial	2019	93	-	93	-
	2020	93	-	92	94
Cuvée Palomar	2019	92	-	92	95
	2020	-	-	-	95
LeDomaine	2019	93	-	-	-
	2020	93	-	93	-



Awards 2023

Our carefully-crafted resort experience has also been assessed this year, and we have received prizes and accolades from the following organisations and events:



Best Vineyards of the World



Renewal of Michelin Star and Michelin Green Star for Refectorio



Best Sustainability Project, Verema Awards



Best Strategy in Environmental Sustainability, Castilla y León Económica awards



Best winery and wine list in the Hotel&Mantel awards of Condé Nast Traveler



Best Social Responsibility in an industry. 6th Industry Awards of Valladolid



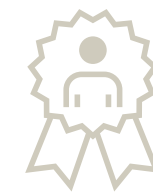
SERVIR Prize, Rotary Club



C1 About Abadía Retuerta



At Abadía Retuerta we are ever striving to consolidate our sustainable business model. The praise from these organisations, in recognition of all our hard work throughout 2023, encourages and inspires us to keep working along these same lines.



Social certifications



FAMILY RESPONSIBLE COMPANY

Certification that assesses improvements in working conditions, and measures for boosting work-life balance.



ÓPTIMA ENDORSEMENT

This seal of approval, granted by the Council of Castilla y León, recognises companies' efforts to improve gender equality.



ISO 9001

International standard for all aspects of quality management.



Environmental certifications



GREEN GLOBE

Environmental certification, specifically geared towards the tourism industry.



CALCULATE, OFFSET, REDUCE ACCREDITATION

This certification is granted by the Spanish Ministry for the Ecological Transition. It encourages businesses to calculate, offset and reduce their carbon footprint.



ISO 14001

International framework for environmental management systems.



Social and environmental certifications



INTERNATIONAL WINERIES FOR CLIMATE ACTION (IWCA)

Collaborative work group that brings together wineries committed to the environment and those determined to take a scientific approach to reducing carbon emissions with the wine industry.



SUSTAINABLE WINERIES FOR CLIMATE PROTECTION (SWFCP)

International certification, specific to the wine industry, that assesses social and environmental management with regards to sustainability.



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About Abadía Retuerta

Our guests become ambassadors

Showcasing our world-class resort to our guests, and keeping up a good relationship with them, is essential to us: it's part of our philosophy.

We therefore have various different social media channels to facilitate communication with our guests. This way, they can get in touch with us directly, and we can provide them with concise and more immediate information. We do this via social media (LinkedIn, Instagram, Facebook, Twitter and YouTube) and our website. We have a presence on various other digital platforms too, and guests can also come and speak to us on site at our hotel and winery.

Furthermore, at the end of our guests' stay with us, we provide them with a questionnaire about our service so we can get some feedback and identify areas for improvement. We also have a manual for the standard operating procedure in terms of communications: it lists the relevant spokesperson for each area, i.e. the person who must respond to guests whenever they request more specific information. This way, we can guarantee a personalised, individual response to each and every one of our guests.

It is worth highlighting that, in 2023, we received no formal complaints relating to breaches of health and safety, nor relating to the communication and labelling of our products.

Research as the basis for improvement

In 2023 we began a new research project in our laboratory, in order to assess the impact of dissolved oxygen on wines, barrels and bottles.

For this project we acquired the NomaSense O2 P300 gauge, a tool which allows us to gather samples and carry out monthly analyses of the barrel being monitored. In May we collected the first samples, and since then we have repeated the process every month in order to keep track of its development.

This project will run for at least three years, to obtain reliable information that will allow us to modify the positioning of the barrels. Ultimately, this research should have a positive effect in terms of the quality of our wines.





ABADIA RETUERTA

C2

Our commitment to the land





C2
Our commitment to the land

2.1

WE RESPECT OUR NATURAL SURROUNDINGS



Our business model is based on sustainable development and respectfully taking care of our natural environment. As proof of this commitment, we hold the following environmental certifications, which have once again been renewed over the last year:

ISO 14001, for environmental management systems

Green Globe certification, endorsing us as a sustainable resort of experiences

Calculate, Offset, Reduce Accreditation, from the Ministry for the Ecological Transition and Demographic Challenge

Certification from International Wineries for Climate Action (IWCA), for the decarbonisation of the wine industry

Sustainable Wineries for Climate Protection (SWfCP) certification, which, since 2023, also takes into account economic, social and governance aspects. It thus reflects our commitment to sustainability in the broadest sense of the word.

We understand the importance of adapting to climate change, so one of our key priorities is to come up with actions and projects that can help reduce the effects of climate change, through research and development.



C2 Our commitment to the land



Merlot

Garnacha

Touriga Nacional

Godello

Syrah

Pinot Noir

Albillo

Gewürztraminer

Our Winemakers' Collection

At Abadía Retuerta we have various ongoing lines of research, so that we can continue to adapt to climate change and reach an even better understanding of our terroir. We focus on three main areas: 1) how the different grape varieties adapt to our terroir; 2) the production of wines that come from vines grown in different soil types; and 3) the implementation of new winemaking styles, ones which are more up-to-date and not so common in the region.

Based on this research, our vineyard and winery team have adopted sustainable and innovative techniques that have allowed us to develop a limited collection of experimental wines made from the following varieties:





C2
Our commitment to the land

2.2
WE PROTECT BIODIVERSITY



Our estate is located among exceptional natural surroundings. We have around 700 hectares of land in total, almost 300 of which is woodland and forests replanted with native varieties. Within this estate, two areas have been designated as Sites of Community Importance (namely El Carrascal and the Ribera del Duero), forming part of the European project Natura 2000.

Our privileged location inspires us to maintain, look after and harness the extraordinary natural and environmental riches on site. The estate's pine trees, oak groves, riverbank, wetlands and vineyards are all home to a diverse range of flora and fauna, which emphasises just how important environmental conservation is for us.

For this reason, we have made a strong commitment to protect and conserve our ecosystem. We work closely with the EU's Natura 2000 programme, as a framework that guides us to foster the preservation and resilience of our natural surroundings. Through continuous actions, we are dedicated to protecting the biodiversity and wildlife that surrounds us.

Game Management Plan

At Abadía Retuerta we have a Game Management Plan in place in order to protect the estate's biodiversity and ecosystems. This plan identifies seven key species in our habitat: the partridge, the wood pigeon, the hare, the rabbit, the fox, the boar and the roe deer. Our aim is to balance out the sustainable exploitation of the estate's fauna with the preservation of its biodiversity.

We have now extended the parameters of our plan by bringing in further initiatives:

- Non-agricultural crop planting as quality feed.
- Installation of artificial feeding and drinking troughs.
- Installation of salt stones for the fauna.
- Construction of wild boar baths and rabbit burrows.
- Planting of certain shrub species to provide shelter and nesting sites.
- Improved signposting and surveillance of the terrain.

Due to our excellent management of the terrain, including of its produce (wood, pine nuts, aromatic plants...), in line with the principles of Sustainable Woodland Management, we were granted PEFC certification. This seal of approval acknowledges our responsible management of the estate's woodland, and our commitment to conserving natural resources.

Furthermore, since 1996, we have carried out plantings, pine tree cleaning and the creation of firebreaks. Since then, we have planted around 65,000 pine trees. The aims of this plan, which began in 2007, include the ongoing persistence, stability and the improvement of the woodland; the sustained yield of the products made in the estate's woodlands; and the consolidation of its biodiversity.



C2 Our commitment to the land



At Abadía Retuerta, we are committed to using high quality and sustainable raw materials in our production processes. Below is a table showing the consumption of the main raw materials over the last year:



2.3 WE USE RAW MATERIALS RESPONSIBLY

Our glass bottles are made from over 60% recycled material, and the cork is 100% natural: this guarantees not only the quality and preservation of the wine, but it is also environmentally friendly. Furthermore, the cardboard boxes we use are PEFC (Programme for the Endorsement of Forest Certification) certified. This certification ensures that the cardboard comes from sustainably managed forests, promoting the protection of forest ecosystems and the wellbeing of local communities.

In 2019, we revived the Monks' Vegetable Garden. This is an organic allotment, located exactly where the ancient Abbey's monks used to grow their vegetables many centuries ago. Back then, it measured roughly 600 m², but today it spans over 2,400 m².





C2 Our commitment to the land



We embrace regenerative agriculture, a methodology that reflects our commitment to environmental protection by means of carefully selected practices. These practices seek not only to honour and revitalise the land, but also preserve biodiversity and encourage more sustainable water management. In essence, this approach involves minimising tillage to preserve soil integrity; enriching the soil with organic amendments; using organic fertilisers to nourish the soil naturally; and mulching with organic materials from our own estate. This approach also includes techniques that optimise water use through exudation irrigation systems, crop rotation to keep the soil healthy, and implementing fallow periods to allow the soil to recover.

Following the implementation of this approach, our allotment has truly prospered. It is now the main supplier of fresh, nutritional ecologically responsible ingredients for our restaurants. In 2023, we have harvested:



Tomato	1,140 kg
Kale	416 kg
Chard	308 kg
Pepper	437 kg
Strawberries	42 kg
Aubergine	125 units
Nasturtium	742 units
Courgette	1,172 units
Giant courgette	662 units
Beetroot	271 bunches
Onion and spring onion	492 bunches

Our objective in 2024 is to double the surface area of the vegetable garden and work on a project to bring back certain varieties of legumes from extinction. We also seek to continue the practice of resting all those plots that have been in operation for more than four years, and to continue planting fruit trees that will provide us with a greater variety of raw materials.



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Our commitment to the land

2.4
OUR WASTE MANAGEMENT



Plastic bottles replaced
by glass bottles

Use of corporate tote bags

Elimination of 2,500 1.5 l water bottles,
which have been replaced
by twenty large water dispensers

Plastic toiletries, in the hotel rooms,
have been replaced by others of sustainable
materials

These actions reflect our commitment to sustainability and reducing our environmental impact, in order to guarantee a cleaner and more responsible future for all.

“Plastic-Free” Project

At Abadía Retuerta, we have embraced the “Plastic-Free” initiative as a comprehensive working philosophy, with the aim of eliminating the use of disposable plastic products in all areas of our organisation. The project “Plastic-Free 2019-2022” was implemented in those years, and its success means that those measures have become permanent practices in our day-to-day operations.

To date, we have made the following advances:

We have implemented a waste management system that allows us to convert the waste generated by our activity into resources that can be reused or recycled, thus helping us advance towards a circular economy model.

In this regard, we keep a record of our waste, we segregate it at various designated clean collection points and we correctly dispose of it through authorised waste managers. We also try to reduce our waste by raising awareness among our employees, and providing training.

It should also be noted that we collaborate with Ecodrio by recycling all our bottles, so they can be correctly sterilised and reused. This way, we avoid generating new waste in the following production round.



Waste from winery

Type of waste		2022	2023
Non-returnable glass containers	Units collected	398,084	457,797
	kg collected	241,019.14	277,172
Caps and closures for non-returnable containers	Units collected	794,652	913,850
	kg collected	3,297.80	3,792
Non-returnable packaging	Units collected	65,140	74,911
	kg collected	29,276.16	33,667
Labels and other elements for non-returnable containers	Units collected	794,652	913,849
	kg collected	794.65	794

One of the measures implemented in 2023 to reduce our carbon footprint has been the installation of a glass crusher which reduces the device that reduces the bottles to the minimum recyclable size. This measure has reduced the volume of our glass by 90%.

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C2
Our commitment to the land



Waste from hotel

Description	Code	Destination	2022	2023
Hazardous waste				
Used toner	080317	R13	2	1
Used mercury batteries	16603	R13	3,5	4
Used cooking ¹	200125	R13	1,720 (litres)	1,978
Aerosols	160504	R13	4	1
Contaminated plastic packaging	150110	R13	503	341
Lead batteries	160601	R13	0	0
Non-hazardous waste				
Plastics	200139	Landfill	445	444
Glass	200102	Recycling	5,220	6,003
Paper and cardboard	200101	Recycling	3,88	3,800
Mud/sludge	190805	Used for agricultural purposes	63,000	72,450

¹ Oil density = 920 kg/m³; 3,000 L in 2017.



Residuos Bodega 2023

Descripción	Código	Destino	2022	2023	Código	Destino	2022	2023	
Residuos peligrosos					Residuos no peligrosos				
Sprays y aerosoles	160504	R132	6	16	Papel y cartón	200101	Reciclaje	9.920	2.440
Baterías de plomo	160601	R13	99	75	Plásticos	200139	Vertedero	2.934	792
Envases plástico contaminados	150110	R13	658	26	Otros	-	Reciclaje	-	-
Tubos fluorescentes	200121	R13	10	75	Chatarra	200140	Reutilización / Reciclaje	335	139
Material contaminado	150202	R13	0	160	Vidrio	200102	Reciclaje	237	272
Envases metálicos contaminado	150110	R13	10	38	Madera	200138	Reutilización	657	112
Anticongelante usado	160114	R13	1	1	Lodos	020305	Aplicación agrícola	-	-
Filtros de aceite usados	160107	R13	16	15	Lías	-	Destilación	5.100	5.500
Absorbentes contaminados	150202	R13	208	150	Orujos	-	Destilación	76.920	88.458
Pilas Ni-Cd	160602	R13	0	5					
Aceite usado no clorado	130205	R13	500	800					
Residuos de lavado, limpieza y reducción mecánica de 112 materias primas	20701	R3	6.000	6.500					
RAEEs (pequeños aparatos con componentes peligrosos y pilas incorporadas)	200135-51	R12	1.190	189					
Neumáticos fuera de uso	160103	R12	19	20					
Filtros de aire	200101	R12	122	-					
Papel, lijas y similares	150101	N/A	1	1					

R13: Operaciones intermedias con destino final a valorización.



C2
Our commitment to the land

2.5
WE ARE WORKING
TO IMPROVE AIR QUALITY

En cuanto al consumo de papel, en 2023 hemos producido 105.073 impresiones, lo que supone un 17% menos que el año anterior. Y actualmente estamos trabajando en la implementación de una política de paper free en todas nuestras reuniones corporativas para nuestro impacto ambiental.



2021

104.148

2022

123.843

2023

105.073

At Abadía Retuerta, we are working together to reduce our greenhouse gas (GHG) emissions and thus mitigate the consequences of global warming and climate change. We recognise the importance of calculating our carbon footprint as a fundamental basis for identifying opportunities for improvement and developing effective strategies. Since 2017 we have been carrying out this calculation, which provides us with detailed data on the impact of our business activity.

In 2023 we have calculated our carbon footprint on three levels: the whole organisation, the winery and the hotel. The following data shows the emissions generated over the last three years:



Carbon footprint: whole organisation

Description	tCO ₂ e		
	2021	2022	2023
Scope 1	287.95	484.92	482.32
Fixed combustion	77.97	254.20	221.78
Mobile combustion	116.73	126.96	129.05
Fugitive emissions	0	3.85	2.89
Process emissions	93.25	99.92	128.61
Scope 2	492.88	0	0
Total	780.83	484.92	482.32

Carbon footprint: winery

Description	tCO ₂ e		
	2021	2022	2023
Scope 1	243.61	309.77	337.28
Fixed combustion	40.40	93.49	80.40
Mobile combustion	116.73	126.96	129.05
Fugitive emissions	0	3.85	2.89
Process emissions	86.48	85.47	124.95
Scope 2	142.02	0	0
Total	385.63	309.77	337.28

Carbon footprint: hotel

Description	tCO ₂ e		
	2021	2022	2023
Scope 1	44.34	145.04	145.04
Fixed combustion	37.57	160.71	141.38
Mobile combustion	0	0	0
Fugitive emissions	0	0	0
Process emissions	6.77	14.45	3.66
Scope 2	350.86	0	0
Total	395.20	175.15	145.04



C2 Our commitment to the land

We have also analysed the greenhouse gas emissions of our winery by ratios, with the following results:



Winery: carbon footprint in ratios

0.44 tCO_{2e}/housand bottles

0.38 tCO_{2e}/tonne grapes

0.62 tCO_{2e}/housand litres of wine

We have also calculated our hotel's emissions per guest

0.016 tCO_{2e}/per guest

For greater transparency, and to improve our environmental performance and achieve the Calculate, Offset and Reduce accreditation (as granted by the Spanish Ministry for the Ecological Transition), our carbon footprint calculations have been verified by an external, independent body. This verification concluded that our calculations were indeed a true reflection of the emissions produced by our activity.

One of the measures implemented in 2023 to bring down our carbon footprint is the installation of a glass-crushing device that reduces bottles to their minimum recyclable size. This innovation has reduced the volume of glass by 90%, significantly reducing the need for daily trips to the green containers, and also lowering the number of visits from the rubbish lorry. These operational improvements not only optimise our processes, but they also reduce the carbon footprint of the recycling cycle.

We also have our Abadía Retuerta Truffle Plantation project, which seeks to absorb CO₂. This project involves the transformation of land use through the planting of 1.3 hectares of native tree species such as Quercus ilex and Quercus faginea. It is estimated that this action will allow absorb approximately 9 tCO_{2e}, thereby strengthening our commitment to sustainability and environmental conservation.





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Our commitment to the land

2.6
ENERGY MANAGEMENT

In 2023, 100% of the electricity consumed on site came from renewable sources. This makes up 60.82% of our total energy consumption, which shows just how important this drive for clean and sustainable energy is.

With regards to our energy consumption from fossil fuels, we continue to work actively to find more environmentally friendly solutions; we are constantly seeking alternatives that minimise our ecological impact.

Over this last year, our total energy consumption was 3,933,323 kWh, which is divided between the winery and hotel as follows:



At Abadía Retuerta, we have introduced a range of energy-saving measures over the last few years, with the aim to reduce our consumption and minimise our environmental impact. Some of the standout measures include:

- **Geothermics:** Using water from the hotel's well, three circuits are able to dissipate the energy that cannot be absorbed by the heat installation when the machine is operating in cooling mode (or by the cold installation when the machine is in heating mode); this reduces the electricity consumption from air conditioning.
- **Thermal solar panels:** They are used to pre-heat the hot water intended for domestic use (both in the hotel and in the Spa), which helps reduce our fuel consumption.
- **Freecooling:** This has been integrated and automated within all the air conditioning equipment to which this system is applicable. It makes use of cold air from outside — a natural resource available on the estate almost all year round, due to the major swings in temperature between day and night in our continental climate — in order to save on electricity.



Winery: energy consumption over time

Source	kWh		
	2021	2022	2023
Electricity	-	690,774	626,121
Propane	-	421,761	449,107
Diesel	-	358,333	374,500
Total	1,409,889	1,470,869	1,449,728

Hotel: energy consumption over time

Electricity	-	1,807,432	1,766,322
Propane	-	780,346	713,153
Diesel	-	3,583	4,120
Total	2,423,990	2,591,361	2,483,595



C2
Our commitment to the land

2.7
WE LOOK AFTER OUR WATER RESOURCES

At Abadía Retuerta, we understand the vital importance of water as a key natural resource for both our work and the environment. We are therefore committed to sustainable water management, adopting measures for control and monitoring in each of our processes. This approach not only allows us to conserve water, but it also means that we contribute to the reduction of greenhouse gas emissions.

Our water consumption in 2023 was as follows:

The water we consume comes from two sources: surface water from the Duero River and the Duero canal is used for watering the vineyards and crops, while groundwater from the general water network of Sardón de Duero is used in the winery and hotel. The water consumed both in the winery and in the hotel is treated by osmosis systems which reject approximately 40% of the water brought in. The water quality is analysed every year, and is guaranteed thanks to the regular maintenance of our drinking water treatment systems.

As for the irrigation of our crops, we use a drip system: this is more efficient, and helps us reduce our impact on this natural resource.

Proper wastewater treatment is essential if we are to minimise our environmental impact. In 2023, we complied at all times with the wastewater disposal parameters required by current legislation.

- **Winery:** Wastewater treatment is carried out via a succession of purification lagoons. The end use of this water is for the irrigation of pine groves.
- **Hotel:** In the hotel, we use a treatment plant to which a water regeneration system has been added. This means that 100% of the water can be recovered for watering the garden.

The total data for treated water are as follows:



Water consumption over time (m³)

2021			2022			2023		
Hotel	Winery	Total	Hotel	Winery	Total	Hotel	Winery	Total
15,684	36,977	52,661	24,271	352,682	376,953	6,600	215,145	221,745



Treated water (m³)

2022		2023	
Hotel	Winery	Hotel	Winery
11,251	7,062	9,052	5,698



ABADIA RETUERTA

CS3

Social commitment



3.1
 WE LOOK AFTER OUR TEAM



At Abadía Retuerta, we structure our workforce depending on the specific needs of our company, splitting the work into specialised areas. We have teams who run the estate, the hotel and the winery, as well as a team based in Madrid.

We advocate for a culture of inclusion, equality, respect and job stability: we seek to foster equitable workplaces of understanding and acceptance, in which each person is able to develop their talent and reach their goals.

The following table show the average number of workers on board throughout 2023:



Average worker no. 2023

Madrid office	Hotel	Winery	Estate	Total
14.84	97.09	36.38	19.41	170.77

The following table shows our commitment to equality: 55% of our collaborators are men, and 45% are women.



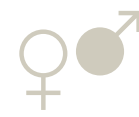
Total no. of workers

Abadía Retuerta (Winery)		LeDomaine (Hotel)		Corporate services		Total	
Men	Women	Men	Women	Men	Women	Men	Women
44	14	51	62	44	14	44	14
58		113		34		205	

With regards to executive and senior management posts, 7 men (78%) and 2 women (22%) hold these roles. At present, we have 4 executives between 30 and 50 years old (44%), and 5 over the age of 50 (56%).

Distribution of workforce by sex and age

Our workforce is made up of people from a wide range of age groups, at different points in their career. Most of our collaborators are between the ages of 30 and 45, making 48% of the total.



Workforce by sex and age

Age 19 to 29		Age 30 to 45		Age 46 and over		Total	
Men	Women	Men	Women	Men	Women	Men	Women
13	16	48	50	31	47	92	113

Distribution of workforce by gender and contract type

Job stability is one of our fundamental pillars. We place great value on job security and continuity for our employees, and this is reflected in the fact that 92% of our employees have permanent contracts. Temporary contracts make up only a small percentage: 4% are temporary contracts (associated with the opening-up of new spaces during the summer season), and another 4% are due to interim contracts to cover other employees' temporary leaves of absence.

In addition, our commitment to quality employment is evidenced by the fact that more than 97% of our staff have full-time contracts.



Workforce by contract type

		Permanent		Temporary		
		Full-time	Part-time	Full-time	Part-time	
Winery	Men	41	1	2	0	
	Women	12	0	2	0	
	Total	53	1	54	4	0
Hotel	Men	44	0	7	0	
	Women	55	3	2	2	
	Total	99	3	102	9	11
Corporate services	Men	17	1	0	0	
	Women	16	0	0	0	
	Total	33	1	34	0	0
Total	Men	102	2	9	0	
	Women	83	3	190	4	15

New hirings in 2023

At Abadía Retuerta, we value the person, i.e. their qualities, skills and values; we do not distinguish on the basis of gender or other factors when it comes to hiring people. In 2023, we took on 41 new workers, 54% of whom were men and 46% women.

All new recruits take part in an onboarding programme, designed to guide them through their first steps in the company. This programme offers them a warm and comprehensive welcome, providing them with all the necessary information about their future responsibilities. During this process, new employees meet members of the management team and their colleagues, which facilitates their integration into our corporate culture. This way, they feel part of the team from day one.

Wherever possible, we prefer to hire people ourselves (rather than subcontracting them through another company) so they can form part of our team from the outset. However, given the nature of our business, at specific times of year (such as during the green pruning and harvest periods) we makes use of temporary worker agencies to cover these short-term production requirements.

Outgoings in 2023

Our aim is to keep our employees on the team for as long as possible; however, we recognise that there can be a variety of reasons why staff might leave the company. In 2023, there were 28 outgoings, split equally between men and women. Most of these (57% of the total) were due to their contracts coming to an end.



New hirings

	Women	Men	Total
Madrid offices	1	0	1
Winery (industry/commerce)	3	7	10
Valladolid: field work	0	1	1
Valladolid: hospitality	15	14	29
	19	22	41



Reason

	Women	Men	Total
Retirement	0	0	0
End of contract	7	9	16
Resignation	3	4	7
Unsuccessful trial period	1	0	1
Leave	2	1	3
Others	1	0	1
	14	14	28



Work-life balance

At Abadía Retuerta, we prioritise our employees' work-life balance. We believe in the importance of establishing a healthy balance that allows our staff to develop both professionally and in their private lives. We have therefore implemented an active work-life balance policy that includes various measures in terms of co-responsibility and wellbeing.

Since 2020, we have held the Family-Responsible Company certification, awarded by the Fundación Masfamilia. This distinction highlights our commitment to equality and co-responsibility, and it certifies that our working practices comply with the highest standards of work-life balance, equal opportunities and support for the family. The certification not only endorses our actions in favour of work-life balance, but it also reflects our ongoing efforts to create an inclusive and equitable working environment.

This certificate was renewed in 2023, following our improvement of the existing measures and the introduction of new initiatives, such as:

- Collaboration agreement to offer petrol discounts at the Sardón de Duero service station.
- Scholarship for studies at Abadía Retuerta of €600/month, plus board and lodging, and Solred card for petrol expenses for those on work experience.

These new measures are part of the Quality in Employment block of the Family-Responsible Company catalogue, which includes the following initiatives:

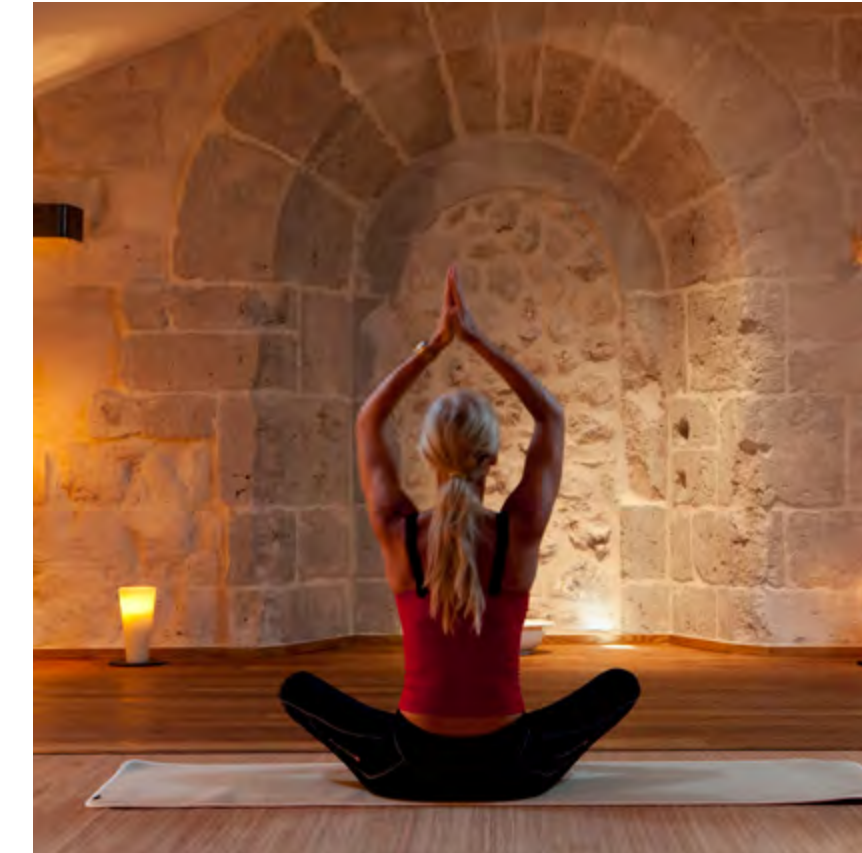
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C3
Social commitment



Quality at Work

- Annual team sports days.
- Yoga activity for all staff.
- Free canteen service with a healthy option.
- Provision of free drinks in all areas, such as coffee, tea and water fountains.
- Private medical insurance at a special rate for employees, as well as for their partners and children.
- Special discounts on medical services through Aspy, who provide us with health and preventive services.
- 100% supplement in the event of temporary incapacity, from day one.
- Special employee rate for hotel and winery services and products.
- Special “Friends & Family” rate for immediate family members of employees.
- Free access to Wellwo, the wellness and health platform.

- Special rates on physiotherapy treatments at clinics with which we have agreements.
- Discount on car hire.
- Christmas gift for all staff.
- Christmas party for all staff.
- Free flu vaccination campaign.
- Opportunity to buy company laptops at a reduced price.



Flexibility

- Flexible working hours for office staff.
- Remote working.
- Holidays: chance to use up holidays until 30th April of the following year.

Family support

- New baby bonus.
- Bonus for newlyweds.
- Half-day off on child’s birthday.
- Full day off on worker’s own birthday.
- Childcare allowance available.
- Legal childcare leave available, up to the age of 6 years.
- Paid leave is available for accompanying immediate relatives to a doctor’s appointment, with no limits.



Personal and professional development

- Blood donation day.
- Clothing donation campaign.
- Toy donation campaigns.
- Campaign to collect bottle tops.
- Charity calendar, made with the participation of the entire workforce. The funds raised are donated to a different organisation each year.
- Collection of coffee capsules for recycling.
- Annual Training Plan, following a training needs assessment.
- Performance evaluation system for the entire workforce.
- “Star Award” accolade.
- Long service award.

Equal opportunities

- Equal Opportunity Plan for women and men, since 2016.
- Plan for Work-life Balance.
- Specific campaigns for the prevention of harassment or gender-based violence.
- Guide to non-sexist language.
- Protocol for action against sexual/gender-based harassment.
- Protocol for action against gender-based violence in the workplace.



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C3
 Social commitment



The objective of this certification is to ensure that we are heading in the same direction, together, all our members of staff. It includes a growing number of measures and mechanisms that will allow us to keep improving how we manage our company, in sustainable ways. The Family Responsible culture will thus become more and more embedded, and we hope that our staff will feel increasingly proud to work for Abadía Retuerta.

In 2023, a total of 33 employees took advantage of one of these measures. Below is a breakdown, by gender, of the employees who made use of these initiatives in 2023:



Measure

	Women	Men	Total
Parental leave and childcare	5	4	9
Newborn leave	3	3	5
Childcare leave	0	2	2
Reduced working hours for childcare	0	2	2
Half-day for child's birthday	5	11	16
	13	21	34

It is worth noting that all of these staff members were in the 30-50 age range, with a full-time, permanent contract.



Inclusion in the workplace

At Abadía Retuerta, we are committed to hiring of people at risk of social exclusion, as part of our responsibility to the community. In 2023, we hired two employees with disabilities, both on permanent contracts. Thanks to this, and to the Declaration of Exceptionality granted by the Regional Government of Castilla y León, we comply with Royal Legislative Decree 1/2013, of 29 November, regarding the social inclusion of people with disabilities.

Collective agreements

We want all our employees to have full legal protection and the resources to resolve any aspect of their employment relationship with the company. Therefore, 100% of our employees are covered by collective bargaining agreements. At Abadía Retuerta, we apply four collective bargaining agreements:

- Collective agreement for the Hotel and Catering Staff, Valladolid.
- Collective agreement for the Winemaking Sector.
- Collective agreement for the Madrid Offices.
- Collective agreement for the Field Workers.



Nurturing talent and continuous training

At Abadía Retuerta, our workers are our most valuable asset and the driving force behind our constant evolution. We strive, every day, to make the most of our workers' talent and place it at the disposal of our guests.

Therefore, we actively promote the development and training of our employees, in order to foster both their professional and personal growth. We offer our team continuous learning opportunities via training programmes and effective internal communications.

In 2023, we launched a number of courses focused on developing skills such as empathy, leadership and communication. These initiatives not only benefit our employees by providing essential tools to help them progress, but they also improve our quality of service, ensuring our guests enjoy an unrivalled experience.

We delivered a total of 5,629.50 hours of training to our staff in 2023. Of these, 2,471 hours were for women, representing 44%, and 3,158.50 hours were for men, equivalent to 56%. All our employees, regardless of their role, had the opportunity to take part in these training sessions: we seek to guarantee comprehensive, equitable development throughout the organisation.

The most notable training opportunities in 2022 were as follows:



Expert course in front-of-house and customer service

- Level 3 WSET WINES course.
- Time management.
- LQA Food and Beverage.
- Training Butlers & Hospitality.

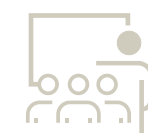
Training geared towards professionals in the world of hospitality. Participants acquire advanced knowledge about how the front-of-house works, as well as specific techniques for service and customer experience. They also work psychological skills for dealing with customers, along with other communication techniques and team management skills.



Comprehensive fermentation training

- Course on fermented foods.
- Food handling course.
- In-house fermentation training.
- In-house vegetable garden training.
- Allergen training.

Technical training course for kitchen professionals, to increase their knowledge of fermentation. The aim is to teach them all about new products and techniques within gastronomy.



Executive MBA in Business Management and Administration

- Master's in winery management.
- ESG programme, financial and social management, company relationships.

Training focused on improving professional abilities and skills. The aim is to develop analytical faculties and share knowledge about how to build and lead teams.



Spokesperson training

- Executive coaching.
- International leadership programme.

Training focused on improving and strengthening professional skills with regards to delivering clear and concise communications. It entails how to deal with uncomfortable situations and how to address the media without straying from the overarching message.



Excellence Internship Programme

Every year we foster employment among young people via our work experience scheme, the Excellence Internship Programme, which seeks to train students in professional skills. These students come from a range of national and international schools with which we have agreements.

In 2023 we were joined by 13 students who received training in the departments of accounting, digital marketing, kitchen, butlership and human resources.



Linguistic immersion

- Private English lessons.

Training to improve language skills, in an English-speaking environment. Participants are forced to practice their language skills, thus leading to improvement.

Health and safety at work

At Abadía Retuerta, the health, safety and wellbeing of our staff is one of our key priorities. We firmly believe that a healthy, positive environment is crucial for the personal and professional development of each member of our team.

This is why we have developed various different initiatives within this area, as included in our Family Responsible Company catalogue. These measures not only promote physical and mental health, but they also strengthen our team culture and improve interpersonal relationships between colleagues.

Some of the specific actions we have taken include:

- **Access to Specialised Medical Services:** We offer advantageous conditions so that our employees can access specialised medical services; this way they can receive the necessary care to stay fit and healthy.
- **Promotion of Healthy Lifestyle Habits:** We encourage our employees to play sport and do physical activity. We organise and support sporting activities that not only improve physical health, but also contribute to a more dynamic and collaborative work environment.

- **Annual Flu Vaccination:** Every year, we provide free flu vaccination to all our employees. In addition, we extend this protection to their families and their immediate circle, thus making a positive impact on the wider community.

We strive to create a safe and healthy working environment by implementing preventive and supportive measures in order to minimise occupational risks and ensure the wellbeing of our entire team.

In 2023, our employees had a total of 83 absences from work, accumulating a total of 3,062 days off. This data reflects our commitment to transparency and proper occupational health management, as we ever seek to improve working conditions and reduce incidents.

Below is a detailed table with all indicators related to occupational health and safety for 2023:



Labor contingencies

	Due to occupational factors	Due to other (common) factors
Absenteeism rate	0.26	3.33
Average duration	25.13	30.35
Prevalence rate	0	1.83
Incident rate	4.07	41.28
No. of leave requests	8	75
No. of days not worked	166	2,896
No. of days not worked (without direct temporary incapacitation)	164	2,091
Daily average of workers on leave	0.45	5.73
No. of accidents travelling to/from work	1	-
No. of traffic accidents	1	-
No. of accidents with no leave	8	-

We are also very mindful of the right for the protection of pregnancy in the workplace. We therefore guarantee the right to request leave from work for temporary incapacity due to possible risks in pregnancy. In 2023, one female employee made use of this measure, showing our commitment to health and safety, and the wellbeing of our whole team.

All of these actions are part of our ongoing efforts to maintain a safe, healthy and fair working environment, where every single worker feels protected and supported at all times.

Employee satisfaction

At Abadía Retuerta, the satisfaction of our employees is fundamental, because it is directly related to their commitment company and their sense of belonging within it.

To determine the level of satisfaction among our employees, we conduct two surveys; one is related to our Family Responsible Company certification, and the other is a work climate assessment.

We conduct biannual satisfaction surveys to assess the acceptance and use of the Family-Responsible Company measures, as well as to analyse the overall work climate. We carried out these surveys in 2022, and during 2023 we focused on analysing the results. This analysis included the organisation of 18 focus groups, aimed at pinpointing areas for improvement, to be included in our internal communication plan for 2023-24.

Some of the specific conclusions we have drawn from the 2022 survey include the need to improve internal communication, increase career development opportunities, and further foster flexible working. We have implemented several initiatives to address these areas, such as improving our internal communication platforms, expanding our training and development schemes, and introducing additional flexible work policies.

With the feedback from the 2022 survey, we have been able to set out specific action plans for each area of the business, with the aim of implementing the suggested improvements and guiding the management and decision-making in terms of people management. Next year, we will conduct satisfaction surveys once again, following up our commitment to listen and respond to the needs of all our employees.



Internal communications

Internal communications are fundamental for Abadía Retuerta to function effectively. We believe that clear, two-way communication strengthens collaborators' commitment, fosters a positive workplace and ensures that all workers are aligned with the company's overall aims.

At Abadía Retuerta, we aim to have close, accessible communication with all of our staff. We use various different digital and analogue channels to send them messages that might be of interest, and these tools also allow the workers to submit their own comments or queries of any kind.

One of our main internal communication channels is Microsoft Teams, which allows instant and efficient communication amongst our distinct working groups, and thus facilitates coordination and the continual flow of information. There are also several corporate email addresses that staff can write to with their queries, comments or complaints. In this last year we created the email account efr@abadia-retuerta.es, which we use for communicating everything to do with the evaluation process and measures adopted in the Family Responsible Company catalogue.

To complement these digital tools, we also maintain notice boards in the common areas of the hotel and the winery. On these boards, information relevant to employees is regularly posted, ensuring that everyone is aware of any news or changes within the company.

We make sure that communications about important organisational changes are published at least one month in advance. This way, we guarantee that all our employees are well informed and prepared for any upcoming transitions.

Regarding the management of complaints and whistleblowing, we have updated our channel (SpeakUP) to improve the detection and prevention of inappropriate conduct that may affect the reputation and success of the company and our employees. This system allows us to report breaches of EU law, criminal offences or serious administrative misconduct. In 2023, no complaints of discrimination were received through these channels, reflecting Abadía Retuerta's commitment to a safe and respectful working environment.

3.2
 WE MANAGE
 OUR VALUE CHAIN SUSTAINABLY

At Abadía Retuerta, we understand that the sustainability and success of our company depend to a large extent on the relationships within our value chain. We take great care at every stage of this chain in order to build strong relationships, foster ongoing dialogue and share our ethics and values with all parties involved.



Value Chain

Our business model is integrated and flexible, with a clear customer focus and a strong commitment to sustainability at all stages of our value chain. This approach is essential when it comes to handling the challenges of our two main business units, i.e. the winery and the hotel.

Our strategy directly impacts several key areas that drive the overall development of our business:

- **Business infrastructure:** this refers to the resources required for each activity, defined in our planning process. This includes the relationship with the Board of Directors, maintenance management and economic matters.

- **Talent management:** This covers recruitment, selection, pay, benefits, promotion, training and career development. It also impacts areas such as customer service, marketing, communication and purchasing.
- **Technological innovation:** Our growth is based on innovation and technology, improving production, distribution and development processes.
- **Procurement policy:** Decisions in this area directly affect the sustainability of our products and supply chain. This includes supplier approval and inventory management.

From thereon in, each process within our value chain is assessed individually.

In the winery, we analyse each stage in detail, understanding in depth the activities performed at each stage, the products and materials needed, our supplier network, the personnel required and the essential machinery or tools. This precise and integrated approach enables us to offer our customers a superior buying experience before, during and after the business transaction.

Value chain: Winery



≡
C3
Social commitment



In the hotel, as well as applying a detailed analysis similar to that of the winery, we make an additional effort to understand the preferences and needs of our guests. We maintain a fluid, close and trust-based relationship, ensuring that the accommodation experience is not limited to the moment of sale, but rather encompasses all interactions with our guests, thus guaranteeing their satisfaction and long-term loyalty.

We seek to extend our commitment to sustainability throughout this value chain. To achieve this, we have implemented a rigorous approach when it comes to choosing our suppliers, in order to ensure that they share our ethical principles and values.

Our Procurement procedure prioritises those suppliers that meet the standards of corporate citizenship and ethics as set out in our Corporate Citizenship Guideline. This approach enables us to extend our social, environmental and governance commitments to our entire supplier network, in line with SDG 12 on Responsible Consumption and Production. In 2023, we completed the implementation of a supplier portal, designed to digitise all the information related to supplier contracting and approval, thus streamlining and simplifying purchasing decisions and incorporating sustainability criteria.

We also work to foster the economic and social development of our whole value chain, acting as a driver of the local economy. One of our key initiatives is the suppliers' map, which connects local suppliers who share our vision of sustainability, supplying fresh and seasonal products to our restaurants. This map includes 35 producers in Castilla y León, home to Abadía Retuerta, from all provinces of the region.

Value chain: Hotel





C3
Social commitment

3.3
WE HELP BUILD
A BETTER SOCIETY

At Abadía Retuerta, our social responsibility goes beyond the borders of our company and extends to the community and wider society. We promote the employment of people who are at risk of (or in a situation of) social exclusion, and we support organisations that promote equality and the integration of vulnerable groups into the labour market.

Every year we collaborate with different non-profit organisations and their projects for the common good. In 2023 we established agreements with:



Orden Constantiniana

We donated an Experience Box, which includes one night's accommodation in our hotel LeDomaine, a dinner for two people in our restaurant Refectorio (which holds a Michelin Star and Green star, and two Repsol Suns) and a visit to our winery. All proceeds from this charity dinner, held at the Palacio de Liria, went to support the Aladina Foundation in its project to build the new Oncohematology and Transplant Hospital for Children at the Hospital de la Paz in Madrid, increasing its capacity to provide care for children and young people.

DalecanELA

During 2023, we collaborated in the XVI MichiCup by sending a personalised three-litre bottle of Abadía Retuerta Selección Especial to raise funds for DalecanELA. This non-profit association seeks to raise awareness of ALS, raise funds for research in the fight against the disease and support those who suffer from it.

Charity raffle at the San Agustín Parish

In 2023, we once again collaborated with the San Agustín Parish by donating three magnums (1.5 l.) of Abadía Retuerta Selección Especial. With this action, we support different initiatives to help families at risk of social exclusion. All the money raised goes to cover food needs through institutions such as Cáritas parish, Cottolengo, Hermanas Concepcionistas, Hermanas de la Madre Teresa de Calcuta, Siervas de Jesús de Vallecas and Una casa para los pobres.

AVA Foundation Charity Dinner

We collaborated with the donation of an Experience Box that includes one night's accommodation in our hotel LeDomaine, a dinner for two in our restaurant Refectorio and a visit to our winery. All proceeds from this charity dinner were donated to projects that seek to improve the quality of life of children with neurological disorders, via adapted sports activities and summer camps. We also support the families of these children, allowing them to enjoy activities that provide them with some respite.

XVIII Padel Konecta Foundation Charity Padel Tournament

Through this initiative, funds were raised to collaborate with the Bertin Osborne Foundation's + Family Project, which supports and advises families with special needs. In 2023, we made a donation of six magnums of Abadía Retuerta Selección Especial, as part of our contribution.



Valladolid Rotary Club

This year we collaborated in the 32nd edition of the Valladolid Rotary Club's Service Awards Charity Gala, donating 10 Special Selection magnums for their charity raffle. The Gala recognises the efforts to boost Valladolid, by its inhabitants, or to raise the international profile of the city, as undertaken by individuals, companies and institutions. In this edition, the 2023 Service Award went to Abadía Retuerta for our outstanding contribution to the international promotion of Valladolid, and for our determined work in terms of cultural preservation and the sustainable development of the local community.

Aladina Xmas Weekend

In 2023, we collaborated with the Aladina Foundation in its 14th charity market to raise funds for children and adolescents suffering from cancer. Abadía Retuerta participated in the bazaar by donating 24 0.75-litre bottles of Selección Especial 2019, as well as a 6-litre bottle of Selección Especial 2018 for the raffle.

Charity Golf Tournament, Ricardo Fisas Natura Bissé Foundation

Held at the Real Club de Golf del Prat, we collaborated in this event by contributing two magnum bottles of Selección Especial. This foundation promotes the welfare of people in vulnerable situations, supporting those undergoing cancer treatment and children with learning difficulties.

Götze Foundation

Through this association, we help families at risk of social exclusion by donating second-hand toys donated by our staff.

Apsuria Foundation

At an event at the Club Financiero Génova to raise awareness of the Apsuria Foundation, we collaborated by offering a welcome drink and gifts for the charity raffle. This non-profit organisation, founded in 1971, is committed to caring for people with severe disabilities, offering professional services and support to their families.

American School of Madrid Gala

Held on 18th March in the main hall of the Thyssen, this gala event raised money for scholarships offered to its students. We collaborated with the donation of an Experience Box that includes one night's accommodation in our LeDomaine hotel with an à-la-carte breakfast, complimentary access to Santuario Wellness & Spa and a premium visit to our winery for two people.



Charity Harvest Project

Our Charity Harvest (“Vendimia Solidaria”) project has now been running for ten years. Its main purpose is to highlight the hard work of those associations and foundations that safeguard and promote the community development of groups at risk of social exclusion. In the 2023 edition, we worked with Accem, an organisation that improves the living conditions of vulnerable people, by hiring eight people from Accem to help with the grape harvesting. Subsequently, seven of them joined the harvest teams and completed the campaign on the estate.

As a result of this work, the new vintage of our most socially committed wine will be released in 2024: Vendimia Solidaria 2023. The funds raised through this joint action will go entirely to Accem. In addition, in 2023 we gave the Eusebio Sacristán Foundation (with which we had collaborated the previous year) all the funds raised from the sale of Vendimia Solidaria 2022, totalling €12,446. This amount has been allocated entirely to support the foundation’ activities.

For Vendimia Solidaria 2023, the artist Belén Rodríguez designed the wine label, featuring a work that represents our commitment to forest conservation. The work, entitled “Sketch for Amarillo es el bosque 2023”, is a collage of fabrics coloured with dyes from the forest, highlighting our commitment to the conservation and recovery of woodland. This project is possible thanks to the collaboration of Belén Rodríguez, the design and photography studio Iglesias Comunicación, the company Mata Digital, Biolid, Verallia, Masilva and Ramondín.

At Abadía Retuerta, we continue to strengthen our commitment to society and to the environment, working together to create a better and more inclusive future.



ABADIA RETUERTA

C4

Responsible Leadership





C4
Responsible Leadership

4.1
CODE OF CONDUCT



Abadía Retuerta's Code of Conduct was approved by the Board of Directors on 13th April 2016. Its purpose is to serve as a reference and support document, to be used on a daily basis, and which is applicable to all the company's operations and collaborators. Its five basic principles are:

1

Customer satisfaction is the lifeblood of our company

Dedication, vocation, know-how and excellence are intrinsic values to us. Our aim is to provide guests with complete and unique experiences, so that they become ambassadors of our brand. Our aim is to become a reliable brand, with integrity. We therefore strive to create products that meet the highest quality standards and, of course, all safety and responsibility requirements.



2

We treat our employees fairly and respectfully

People are, without a doubt, the most important factor in our company. We promote values based on fairness, respect, diversity, inclusion, freedom of opinion and expression, humility and ethics. And we are committed to fostering personal and professional development through performance management processes: they are designed to encourage efficiency, consistency, talent retention and the internalisation of our corporate philosophy. These processes thus make it easier for us to gauge the achievements of each employee.



3

We are committed to achieving outstanding and sustainable levels of performance, with integrity

We provide our shareholders and investors with accurate and complete information about our financial integrity. At the same time, we work to protect Abadía Retuerta's assets and anticipate possible threats. This involves safeguarding and respecting confidentiality and all kinds of privacy policies, as well as protecting and preserving sensitive, confidential information.

Furthermore, we do not allow personal interests to influence decision-making.

That is why we have a **conflict-of-interest policy** in place, to ensure that the business judgement and decision-making of all our employees is not influenced by illicit personal interests. This policy contains all the principles and rules for preventing and managing conflicts of interest.

With regards to the implementation of this policy, the document emphasises four specific aspects:

- Providing information to and raising awareness among our employees, through regular training sessions.
- The reporting of possible misconduct by our employees and their protection against possible reprisals.
- Disciplinary measures in case of non-compliance.
- The importance of understanding that all staff members are responsible for the compliance and implementation of this policy.



C4
Responsible Leadership

4

We strive to be a trusted partner

We show our firm commitment to ethical business culture by adhering to a system of compliance (i.e. a set of procedures and good practices). The aim is to ensure our commitment to working professionally, ethically and responsibly, censuring any illegal activity. At Abadía Retuerta we abide by the prevailing laws and regulations, and we adopt internal policies in line with them. We also help create socially productive environments, and our particular business practices, i.e. in terms of acting responsibly and ethically, are also embedded within our relationships with third parties.

That is why we also have an **Anti-Bribery Policy** that sets out the principles and rules to prevent bribery, as required by our Code of Conduct. The document applies to all employees, and covers a number of situations in which bribery might possibly arise.

The anti-bribery policy is applied in the same way as the conflict-of-interest policy described above.

5

We aspire to be a good corporate citizen

We strive to help solve society's current problems by participating in social, ecological and cultural programmes, and other kinds of projects. We maintain an open and transparent attitude, and we work to ensure that the activities carried out within our sphere of influence all respect human rights.

We maintain and reinforce our commitment to the Guiding Principles on Business and Human Rights by advocating and engaging in social, ecological and cultural investment projects. We aspire to be leaders in terms of risk prevention and safety at work, as well as in everything related to environmental aspects and policies. We also strive to protect the personal data and privacy of our employees, guests and stakeholders.

Similarly, we advocate transparent and constructive communication, and that any potential non-compliance with regulations or practices, which could damage the reputation of the company, is dealt with by the Business Practices department.





C4
Responsible Leadership

4.2
DATA PROTECTION POLICY

At Abadía Retuerta we comply with all the relevant current legislation. In relation to the protection, processing and privacy of personal data, we follow the principles and obligations as set out in EU Regulation 679/2016 of the European Parliament, of 27th April, as well as its corresponding adaptation to Spanish law through the General Data Protection Regulation and Organic Law 3/2018, of 5th December, with regards to personal data and the guarantee of digital rights.

This policy is mandatory for all our employees and managers, as well as for our suppliers. To ensure proper compliance therewith, a series of clear mechanisms have been put in place:

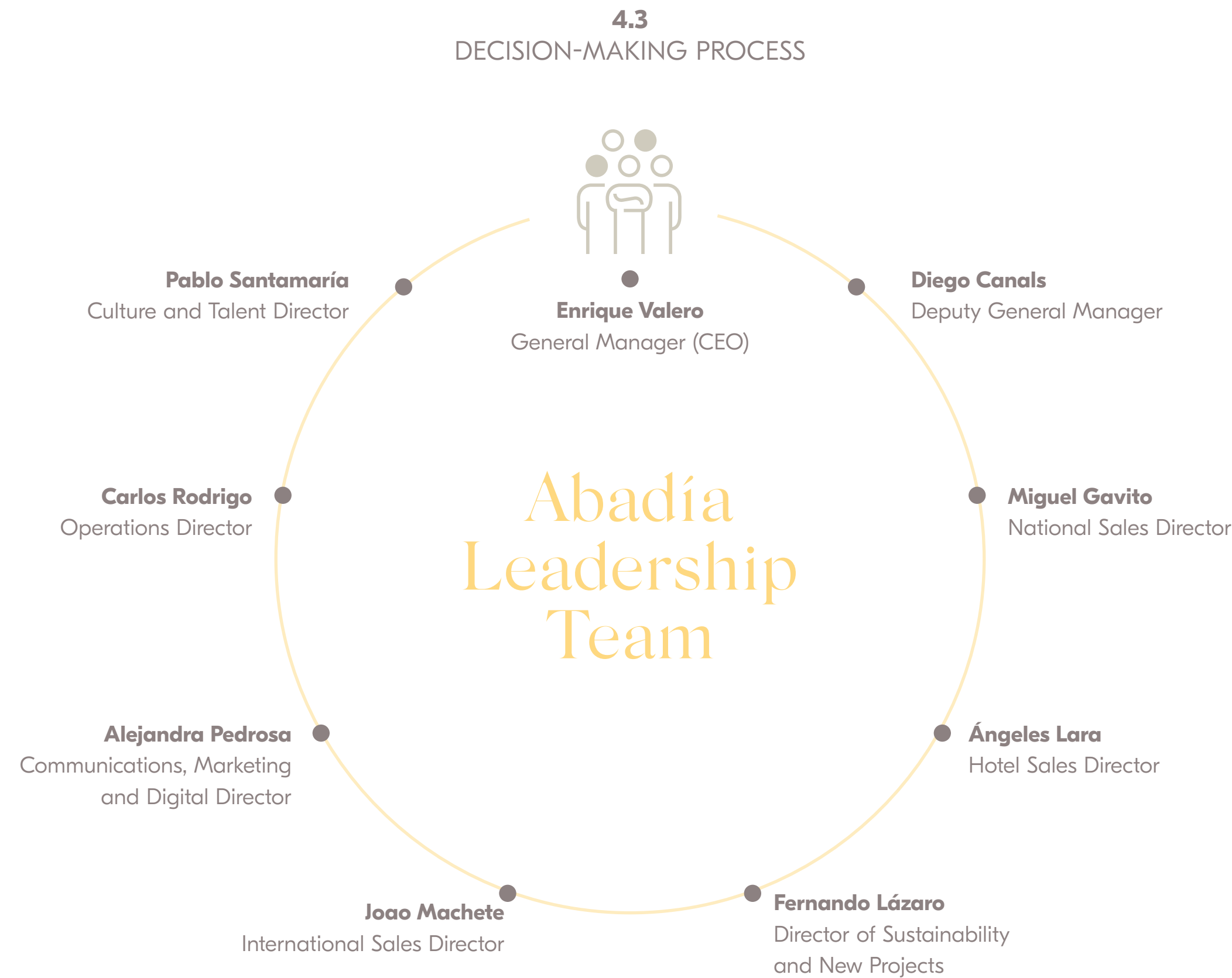


- All actions related to data processing are recorded.
- Risks related to personal data protection are included in our risk assessment and risk management model.
- Implementation of a governance model to ensure the protection of our stakeholders' personal data.
- Training and awareness-raising sessions on personal data protection.
- Development of data collection systems that guarantee the protection of personal data.
- Our contracts with suppliers include clauses related to the protection of personal data.
- Appointment of a Data Protection Officer to ensure compliance with this policy.

In 2023, we did not record any cases of non-compliance or complaints related to the protection of personal data.

Abadía Retuerta's commitment to sustainability is reflected right at the top of the company, starting at the highest governance levels. Sustainability is built into the decision-making process.

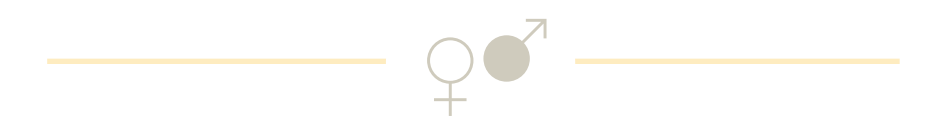
The managing committee at Abadía Retuerta — the ALT, or the Abadía Leadership Team — is made up of the heads of the company's different departments:



In this committee, all actions are pooled. Strategic, comprehensive decisions are taken, which set the course for our company.

The executive management and leadership role are held by seven men (78%) and two women (22%). Currently, there are four managers between 30 and 50 years of age (44%) and five over the age of 50 (56%).

At Abadía Retuerta we promote and guarantee equal opportunities in the processes of internal promotion and professional development.



Percentage of leadership roles by sex

	2020	2021	2022	2023
Women	37%	44%	44%	22%
Men	64%	56%	56%	78%



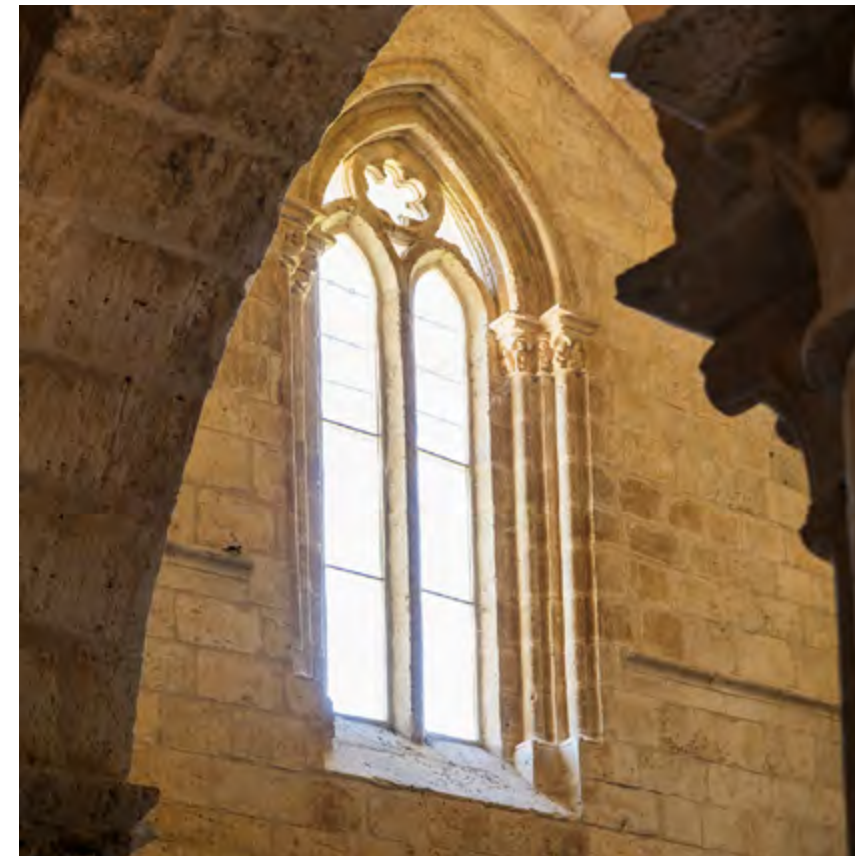
C4
Responsible Leadership

4.4
SUSTAINABILITY OPERATING COMMITTEE

Our Sustainability Operating Committee was set up in 2014. It has since evolved and expanded along with the project, and now includes associates from the departments of Maintenance, Finance, Marketing & E-business, Laboratory, Field and Winery, Retail, Culture & Talent, Santuario Wellness & Spa and Communication.

The Committee convenes every quarter to review its action plan and analyse any risks and/or opportunities relating to sustainability.

They work on challenges and actions that affect the whole company, seeking to integrate a sustainable philosophy within the overarching business model, and involving the entire workforce in this endeavour.



The Sustainability Committee works on cross-cutting challenges and actions in the company, promoting the integration of the sustainable philosophy into the business model and involving the entire workforce.

4.5
EQUALITY COMMITTEE AND
FAMILY RESPONSIBLE COMPANY

At Abadía Retuerta we have been working on equality since 2016, five years before businesses like ours were legally required to do so, because we believed it was the right thing to do. Through our first plan for equality, we drew up a series of policies and procedures, as supervised by the **Equality Committee** that was created that same year. The aim is for these policies to be fully integrated into our work model, and thus also foster a sense of pride, of belonging, among the team.

Following our Family Responsible Company (efr) certification in 2020, our Equality Committee was incorporated in this efr culture: the group is now known as the **Equality and Family Responsible Company Committee**.

This committee is made up of people from the different work areas of our two business models (hotel and winery). This gives us a broader vision, allowing us to work towards a common goal, boost the development of our corporate culture and engage in more effective communication.

The committee holds a series of regular meetings in which new proposals and initiatives are set out. This set of measures is transferred twice a year to the efr manager, who is closely linked to the sustainability project, specifically the most social part of the company, and who is also a member of the Culture & Talent department itself. These measures are also analysed by the director of this same division, in order to study them and suggest improvements to the stipulated benefits programme, or even create new ones. Once they have been assessed and agreed upon, the benefits programme is collated into a single document and shared internally with all the company's employees, thus communicating all the advantages acquired, i.e. the benefits to which they are entitled. This is a reference document for the whole team.



C4
Responsible Leadership

4.6
ASSOCIATIONS OF
WHICH WE ARE MEMBERS

At Abadía Retuerta, we believe that collaboration between the different players in the wine and tourism industry is key to the industry's development. It's about working together to create unique experiences, and so we can rise up to the new challenges for our industry.

In 2023, we formed part of the following associations:



Spanish Wine Foundation (FEV)

Wine in Moderation

Great Vineyards of Spain

Valladolid Forestry Association

Foundation for Research into Wine and Nutrition (FIVIN)

Fortuny Circle

Valladolid Chamber of Commerce

Spanish Business Confederation, Valladolid

Community of Duero Canal Irrigators

Dircom

Starlight Foundation

DIRSE

Serandipians

American Express FHR (Fine Hotels + Resorts)

Turium

Responsible Vision

Mas Familia

Internova Travel Group

Signature Travel Network

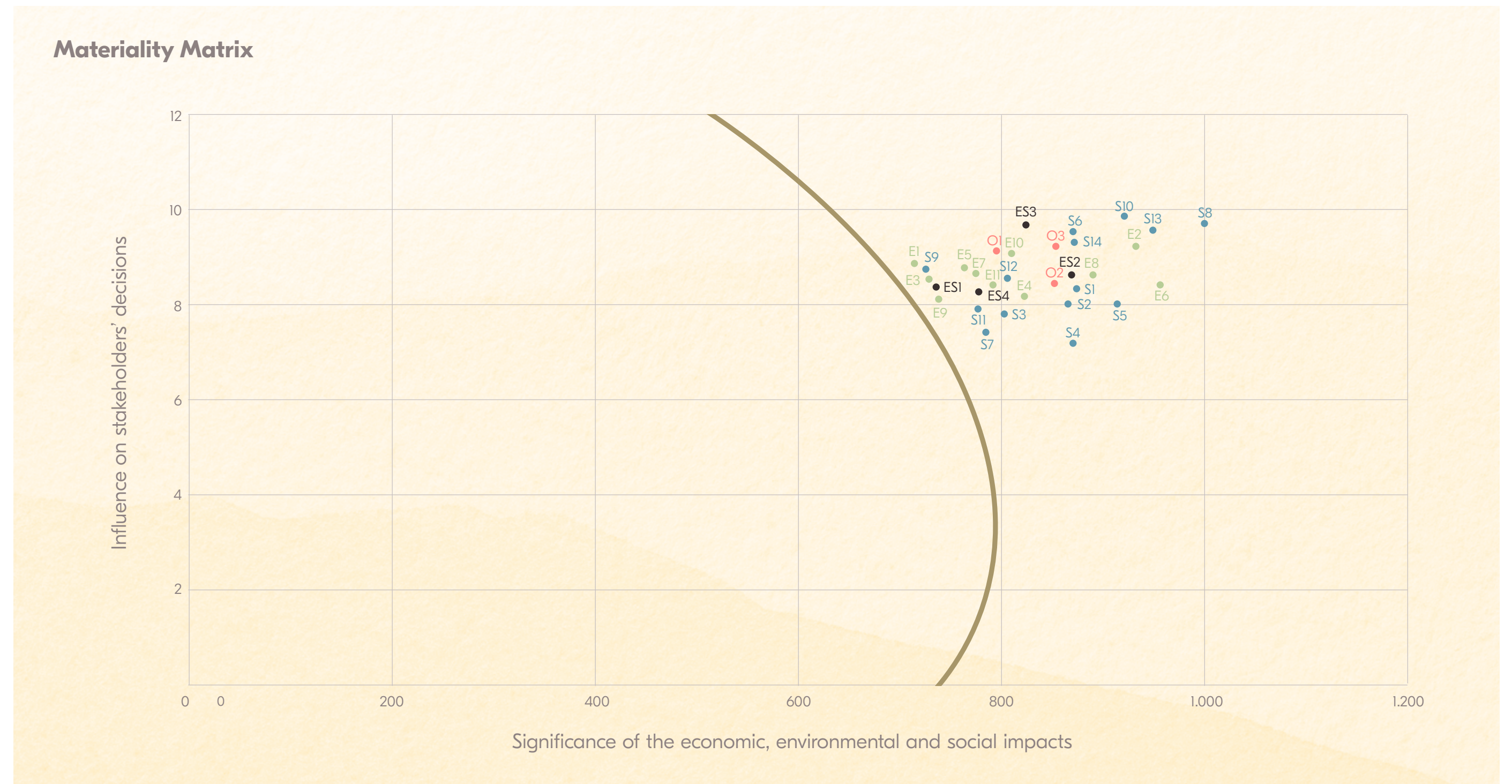
4.7
MATERIALITY ANALYSIS

As reflected throughout this report, at Abadía Retuerta we are firmly committed to sustainability and to meeting the expectations of our stakeholders. This is why we have carried out a materiality analysis, via which we have been able to pinpoint all those issues we want to improve. We aim to offer specific solutions, in line with both our sustainability strategy and our philosophy of excellence and maximum quality.

In our latest materiality analysis, we first identified all possible material issues based on a review of external sources such as international standards and regulations (GRI, Law 11/2018, Global Compact, etc.) and internal sources such as the sustainability reports and plans already implemented at Abadía Retuerta.

After this first phase of identifying the material issues, we consulted all our stakeholders via online questionnaires, in order to rank all the issues in order of importance (i.e. “materiality”) to them. This consultation was cross-checked with the internal assessment of our management team. Then, based on our business strategy, the team highlighted the issues which we have the most power to act upon in the short and medium term.

Following this process, we obtained our materiality matrix. It separates the issues most relevant to our organisation from those that were deemed less so.





C4 Responsible Leadership

We thus obtained the following list (below) of subjects that were deemed most important by our stakeholders. They were the most influential factors when it came to developing our plans for sustainability.

- **Matters relating to institutional and economic sustainability:**

- ES1 Economic performance
- ES2 Digitalisation and innovation
- ES3 Positioning and visibility
- ES4 Sustainable investment

- **Social matters:**

- S1 Respect for human rights
- S2 Diversity, equality and inclusion
- S3 Employment
- S4 Work-life balance
- S5 Occupational health and safety
- S6 Customer and consumer health and safety
- S7 Training and development
- S8 Customer privacy
- S9 Responsible marketing
- S10 Customer satisfaction
- S11 Responsible sourcing and supply chain
- S12 Local communities and social action
- S13 Natural, cultural, artistic and historical heritage
- S14 Ethics and compliance

- **Environmental matters:**

- E1 Environmental certification
- E2 Environmental legal compliance
- E3 Emissions
- E4 Climate change
- E5 Circular economy and waste management
- E6 Water management
- E7 Responsible consumption of raw materials
- E8 Energy
- E9 Biodiversity
- E10 Ecological production
- E11 Leadership in environmental management

- **Other matters:**

- O1 Quality management
- O2 CSR management and communication
- O3 Transparency and traceability





ABADIA RETUERTA

A

Annex

A.1
ECONOMIC PERFORMANCE

At Abadía Retuerta we keep growing every year, not only in terms of human resources and levels of production, but also economically. In turn, this reflects our sustainable and responsible management strategy, with regards to our stakeholders.

Specifically, in 2023, our business grew 2% year-on-year.

The key figures for 2021, 2022 and 2023 can be seen in the following table:



Economic data 2023

	2021	2022	2023
Direct economic value generated (€)	12,738,065	16,047,323	16,387,155
Income (€)	12,738,065	16,047,323	16,387,155
Economic value distributed (€)	12,540,408	15,073,550	15,444,408
Operating expenses (€)	6,022,359	7,578,328	6,541,839
Employee wages and benefits (€)	6,380,099	6,984,220	7,627,606
Payments to capital providers (€)	74,876	153,702	954,715
Taxes (€)	51,211	342,140	290,553
Payments to the community (€)	11,863	15,160	29,695
Economic value retained (€)	197,657	973,773	942,747





A
Annex

A.2
ABOUT THIS REPORT

We at Abadía Retuerta have put together this report in the interests of transparency, for our stakeholders. It reflects all the key information in terms of our environmental, social and economic performance. The stakeholders in question were selected based on our Code of Conduct, and they are the same as those included in the process of our materiality analysis, in which our Sustainability Operating Committee participated.

Abadía Retuerta S.A. is a single-shareholder corporation dedicated to viticulture and winemaking (the Abadía Retuerta winery itself), as well as hospitality (via the hotel LeDomaine). The company is based in the municipality of Sardón de Duero, in the province of Valladolid (Castilla y León, Spain). We operate in a total of 30 countries (in addition to Spain) throughout Europe, the Americas and Asia. This full list of countries can be found in this report, in the section “What we do” (part of the first block “About Abadía Retuerta”).

This Sustainability Report includes information relating to the same companies as reported on in the annual accounts report and filed with the company registry, as required by current legislation.

The present report includes all the relevant information relating to our tax year, which is the same as the calendar year: in this case, 1st January 2023 to 31st December 2023. This time period corresponds to that of the annual accounts report. Previous published reports correspond to the tax years 2016, 2017, 2018, 2019, 2020, 2021 and 2022.

Regarding the restatement of information, it is worth mentioning that outdated information (due to now-defunct collaborations with suppliers or other entities, or information that is no longer relevant, such as that related to COVID-19, etc.) has not been included in this document. There is one specific case of a change to the calculation, namely how our water consumption is calculated: the water consumed for the irrigation of our gardens and vineyards has now been included in the figures (this detail has been included in a footnote, relating to the water consumption table).

With regards to the process of putting together the sustainability and CSR report, the company’s highest governance body participates in the process of reviewing and approving the final information, prior to publication.

The present document was elaborated using the Global Reporting Initiative (GRI) standards as a reference. The following section shows all the GRI indicators reported on here. Similarly, we have written this report adhering to principles of precision, balance, clarity, comparability, rigour, sustainability context, punctuality and verifiability, as established by the GRI for the creation of reports. This document has not been externally verified, as decided internally by the organisation.



A.3
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ABADIA RETUERTA

ABADÍA RETUERTA, S.A.

Carretera Nacional 122, km 332,5
47340 Sardón de Duero. Valladolid (España)

abadia-retuerta.com

info@abadia-retuerta.es

DEPARTAMENTO DE SOSTENIBILIDAD

Fernando Lázaro
Chief Sustainability Officer
esg@abadia-retuerta.es



abadia-retuerta.com