



ABADIA RETUERTA

SUSTAINABILITY REPORT ESG **2024**





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 share our legacy with present generations,
and to preserve it for the future, we are determined to keep adding value
to our history by means of present-day creativity.
This way, we hope that our work continues to make a positive impact.

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 2024



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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



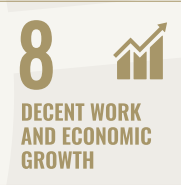
Clean water and sanitation

- 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 busines



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 IWCAA



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

INTERVIEW WITH THE CEO



Enrique Valero
General Manager (CEO)

Abadía Retuerta has been firmly committed to sustainability since day one.
What do you think have been the key milestones in this journey to the company's current strategy?

Since the very beginning, Abadía Retuerta's vocation has been founded upon a deep respect for the surroundings, for the heritage here, and for people. That sensibility, which at first was our natural approach to running the business, has developed over time, and has now become a formal strategy based on sustainability, in line with international standards and EDG criteria.

One vital milestone was the revival of a historic vineyard, but with minimal intervention, in harmony with the landscape and the biodiversity of our enclave. Then came the restoration of the Abbey of Santa María de Retuerta (a protected building), which was carried out under criteria of energy efficiency and architectural conservation. It was a turning point in our approach to combining sustainability and excellence.

In recent years, we have taken decisive steps: the development of a wide-reaching ESG plan, the implementation of circular economy practices and the development of corporate social responsibility policies aligned with the SDGs. Added to this is the further consolidation of a network of local artisans and suppliers, who provide us with sustainable produce, and with whom we share values such as excellence, traceability and a deeply-rooted connection to the land. We have also launched a unique artistic project that brings classical and contemporary art into dialogue within our heritage, creating a cultural experience that transcends the aesthetic and reinforces our commitment to the preservation





and reinterpretation of our legacy. In addition, we have restored emblematic spaces from our long history, such as the estate’s former allotment and the Monks’ Garden. These spaces have been revived in a way that incorporates the nature, culture and history that so shape our environment, and 100% of the water used there is repurposed from the hotel. In 2024, we also began planting the Monks’ Forest, a project that entails renaturalising the agricultural estate as a tribute to the monks who first created it in 1146, and to all the people who have tended to these lands until now. The result will be a lush space, where visitors can come into contact with nature.

Planting Abadía Retuerta’s forest will lead to a 55% reduction in the estate’s annual water usage. The forest will benefit the whole area: it will help purify the water and the air, and it will create better social conditions by generating a natural habitat for various life forms. It will also cool our climate and improve our soils.

These advances not only reflect our evolution as a business, but they also reinforce our conviction that sustainability is not a fad: it is a forward-facing way of managing a company. We are strongly committed to making a positive impact with what we do, and this philosophy guides our work.

Strengthening the business’s ecosystem is one of the strategic lines taken by Abadía Retuerta of late. **What specific actions will this approach entail?**

We believe that sustainability cannot be built in isolation: it requires solid relationships and shared objectives with those who surround us. At Abadía Retuerta, we are fostering close ties with a network of local providers, with whom we are forming links based on trust, excellence and joint responsibility. This value chain not only guarantees high standards of quality and traceability in each process, but it also encourages good practice in matters relating to the environment, social factors and good governance.

We actively prioritise suppliers from the surrounding area. We believe that this choice helps strengthen the local economy, while also reducing our carbon footprint and reinforcing the region’s business network.

Beyond economic factors, we also invest in projects that have a clear social impact on our community. We collaborate with charities on initiatives relating to inclusive employment; we work with companies on getting vulnerable social collectives back into the workplace; and we actively support small businesses from the region, by helping them grow independently, with a forward-looking approach.

All of these actions share the same conviction: it is only possibly to build a truly sustainable ecosystem, that makes a positive impact, if we generate shared value and make a real commitment to the development of the surrounding area.

At Abadía Retuerta, we work closely with a network of local suppliers with whom we have developed strong relationships based on trust, excellence and shared responsibility.



The task of winemaking implies working with natural resources. **What measures are in place to preserve biodiversity and protect the ecosystems where the company works?**

Making wine is, of course, inherently linked to the land. At Abadía Retuerta, we are fully aware that maintaining balance is not only essential for guaranteeing the quality of our wines: it also ensures the long-term sustainability of our development model.

In keeping with this vision, for years we have been taking a sustainable and regenerative approach to vine growing, oriented towards minimising the environmental impact of our activity and actively protecting the biodiversity of our enclave. This commitment can be seen in a series of specific measures, including the biological control of plagues by using auxiliary fauna, and a drastic reduction in our use of phytosanitary products. Our vineyards are now 100% certified organic. Similarly, we have implemented a new composting system, which allows us to close the estate’s organic matter cycle, thus reducing our dependence on external supplies.

We also have a Biodiversity Conservation Plan which includes not only the winery, but also the whole natural ecosystem of our estate. This plan includes actions such as reviving habitats, protecting native species, creating ecological corridors, and actively conserving woodlands (which absorb carbon and provide refuge for animals).

All of these actions are subject to a rigorous system of environmental monitoring. This allows us to evaluate the real impact of our practices, so we can keep moving towards an increasingly responsible, efficient approach to managing the estate, in line with the sustainability principles that define our corporate strategy.

Being “committed to the SDGs” is a vital part of the company’s approach. **How does this commitment actively impact and engage the team who work at Abadía Retuerta?**

At Abadía Retuerta, our commitment to the Sustainable Development Goals (the SDGs) is a fundamental principle of our business strategy. It is not a mere decorative element: it is a real and operative guide that shapes our organisational culture, and which translates into tangible actions. In this sense, the active engagement of all our team is, without a doubt, a key pillar if we are to advance coherently and confidently.

Firstly, this engagement is fostered by ongoing training. We offer our teams specific work sessions in key areas such as sustainability, circular economy, energy efficiency or diversity and inclusion. Beyond raising awareness, we hope to provide each worker with the necessary knowledge and skills so that they are able to include the SDGs in their daily activity, whatever their role in the company might be.

Similarly, we encourage the team to participate in internal initiatives that arise and develop within the business itself (such as recycling campaigns, proposals for sustainable mobility or plans for ongoing improvement that come from the teams themselves). Schemes like this help strengthen the collective engagement and commitment, reinforcing the idea of a shared goal.

Furthermore, from our Culture and Talent department, we propose policies that are aligned with the SDGs, in environments such as equality of opportunity, work-life balance, the fostering of local talent and workplace inclusion. Each area of the organisation must do its bit to contribute, specifically, to these overarching objectives.





The effective integration of ESG criteria not only strengthens our company’s resilience and competitiveness, but also defines the legacy we want to build: a responsible, sustainable business model with a positive impact.

In essence, at Abadía Retuerta we see the SDGs as a true route map. It guides how we manage things, and orients us in each decision. Our staff are the driving force for sustainable change, and we hope to be a leader in this regard.

In your view, **what are the greatest opportunities (and challenges) that Abadía Retuerta is facing, in terms of the SDGs?**

As we see it, Abadía Retuerta’s greatest opportunity, with regards to the sustainability goals, is all about consolidating our position as a leader of integral sustainability within the winemaking and high-end wine tourism industries. Our management model brings together excellence, care for the environment and social commitment in a coherent way, and we believe that showcasing our unique approach, on the national and international stage, could really pave the way for our future expansion.

At the same time, our greatest challenge is to keep up that same coherence and ambition, in a context that demands constant evolution. The regulatory, social and environmental expectations are increasingly demanding, which forces us to innovate, look ahead and constantly elevate our standards. Maintaining such a high level, without ever compromising our identity nor the quality that so defines us, is undoubtedly tough. However, we take it as a stimulus to drive us forward, so that we can continue to improve.

In short, we believe that the real integration of the SDG criteria not only strengthens the resilience and competitiveness of our company, but it also defines the legacy that we hope to build: that is, a responsible, sustainable business

model that makes a positive impact. It is perfectly possible to be a business that makes economic profit while also benefitting the surrounding environment and society. And we are receiving ever more praise: in 2024, we won accolades from the Michelin Guide and the 2024 Gourmet Wine Guide. In just over five months, the hotel won three Michelin Keys (only five Spanish hotels hold this many), and the winery won the prize for Winery of the Year. All of this was thanks to our exceptional team.



ABADIA RETUERTA

C1

ABOUT ABADÍA RETUERTA



1.1
WHAT WE DO



We are a leading resort for experiences, in both high-end and wine tourism. Our model combines quality winemaking with a unique hospitality offering, located on the grounds of a meticulously restored 12th-century abbey. We have a strong presence on the international stage, and through our firm commitment to excellence and sustainability, we are now established as a truly unique project, receiving widespread recognition even beyond our own industry.

Our history begins in the year 1146, with the founding of the Abbey of Santa María de Retuerta, amid a spectacular enclave in the Duero Valley. Since then, the estate has undergone centuries of transformation, while still retaining its essence as a space for contemplation, work and respect for the environment. In 1993, we planted our first vines, and in 1996 we built the winery. In 2012, we opened the doors to our hotel LeDomaine, and, soon thereafter, Santuario Wellness & Spa. We continue to expand, with a proposal that brings together wine, art, wellness, gastronomy and nature, as part of a unique experience.





History and Tradition



Nine centuries of history

Our Winery

Abadía Retuerta has long had a deeply-rooted winemaking culture, ever since the time of the Premonstratensian monks, who grew vines here upon this breathtaking estate. In 1991, we revived that tradition by planting the first vineyards of our new winery, initially led by Juan José Abó alongside renowned winemaker Pascal Delbeck. Today, under the direction of our current oenologist Ángel Anocíbar, we make unique wines that faithfully reflect, with great honesty and character, the authentic identity of these lands.

We have 193.4 hectares of vineyards, within an estate that spans over 700 hectares. There are 54 distinct plots, mainly differentiated by soil composition and grape variety. This diversity allows us to work precisely and carefully, so we can select the best raw materials for each type of wine.

From tending to the vines to the final product, we work rigorously and thoroughly at every stage in the process. We grow our own grapes, we transform them into wine in our winery, then we bottle and distribute the end product. We care about our relationship with those who choose our wines, aiming to ensure a consistent, excellent experience, from start to finish.

100% organic grape production in 2024



Unique Experiences

The winery's Unique Experiences team is in charge of promoting Abadía Retuerta and turning every visit into a spectacular experience: on each tour, they convey the history and traditions that have been preserved over time. They are a unique team of leading professionals in wine, tourism and art, and they personalise every trip here to make it truly unforgettable.



Value chain, winery



We sell our wines in 36 countries —in Europe, the Americas and Asia— where they are recognised for their quality and uniqueness. Although most of our sales still take place in the Spanish market (76% of the total), we continue to make gains internationally. Outside of Spain, Switzerland is still our leading market, alongside other strategic territories such as the United States, Mexico, Germany, the UK and China.



Sales. Number of countries

36



Spain sales

76%





Nuestro Hotel

Our hotel, LeDomaine, is home to one of the most important Romanesque structures of the region, namely the Abbey of Santa María de 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, and the resort is all about relaxation, wine, well-being and well-living, art and gastronomy.

Self-care is everything at Santuario Wellness & Spa, Abadía Retuerta's shrine to wellbeing. It is located underground, in the abbey's former stables, with several light sources that guarantee 80% natural light. This large spa —spanning over 1000 m²— is in keeping with the estate's aesthetic, and offers a wide range of treatments. We take a holistic approach to wellbeing, which includes, among others, therapy with meditation, yoga and custom treatments, as well as sound healing with Tibetan Singing Bowls.



Gastronomy is another of our great pillars. All of our restaurants and eateries pay homage to local produce, the natural environment and our culinary roots, by offering a range of experiences that reflect all the personality of the region:



Vinoteca

Set in the monks' original dining room, this striking restaurant symbolises the link between past and present. Its cuisine is profoundly linked with the local lands and outstanding seasonal produce. Refectorio holds a Michelin Star, a Michelin Green Star -for its sustainable approach and provision of natural produce, grown in our own vegetable garden- as well as two Repsol Suns.



Refectorio

This cosy, laidback restaurant is situated above the historic Monks' Cave, the estate's ancient granary, where our precious wine collection is now stored. Vinoteca is a contemporary Castilian tavern, profoundly inspired by wine. Its menus are based on fresh market produce, with ingredients from the local terroir and our own vegetable garden. It also offers bespoke tasting menus, paired with an outstanding selection of wines by the glass.





Calicata Terroir Bar

An open-air terrace bar, right next to the winery and surrounded by vineyards. The menu celebrates the riches of the local lands, in dishes that take guests on a journey through the flavours of the region. It's all about freshness, simplicity and superb seasonal ingredients.



Cloister Garden

This space is designed for the summer months, at the heart of the abbey. Its menu draws inspiration from fresh, seasonal produce, most of which is sourced from our own vegetable garden.



Hostelry Garden

Within a lush but minimalist space, this terrace offers cuisine from the region, based on local and seasonal ingredients, including many from the Monks' Vegetable Garden on site.

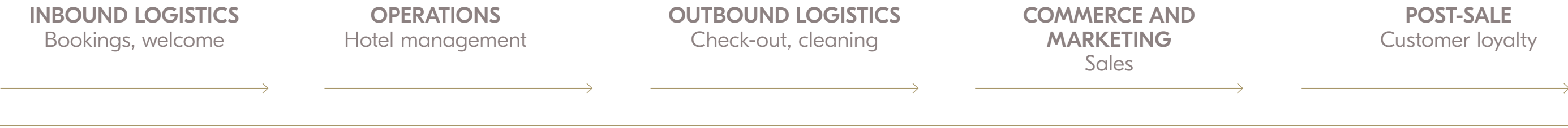


The hotel and the winery do not function as standalone spaces: they work in harmony, to offer guests a unique experience. Our wine tourism offering allow guests to delve into the origin of our wines: they can visit the vineyards on foot or by bike, discover the winemaking process in the winery, take part in customised tasting sessions, or enjoy activities that show the connection between wine and the area's history, landscape and culture. This ongoing relationship between hospitality and winemaking is what strengthens our identity, ensuring that every visit becomes an opportunity to discover the true essence of Abadía Retuerta.

In the hotel, we go to great lengths to make sure that every visit is thorough, smooth and in line with our essence. From the guest's very first contact with us -be it a booking, a recommendation, a picture-until their stay is over, everything has been planned so that each and every stage of the process is of a consistently high standard. This comprehensive vision of our value chain allows us to ensure that superb customer care and excellent service are provided at all points of contact.



Value chain, Hotel





1.2

OUR APPROACH

At Abadía Retuerta, our work is guided by a mission, a vision and a set of values that define our management model and our way of doing things.



Our Mission

We are the custodians of a history, of a place where land and life come together. Through wine, art, wellness, gastronomy and relaxation, we protect and share a unique enclave that combines history, nature and know-how. We give back to the land, and all our actions are done with great passion and soul: this is the commitment that motivates us. We are a conscientious business, and we proactively seek to make a positive impact on society.

Our Vision

We aim to break into the Top 10 of quality Spanish wines, and become further established as a leading national and international brand for luxury experiences. This is not an isolated objective, but rather the expression of a shared goal, something that the whole team aspires to.

Our Values

Our principles reflect who we are and how we connect with the surroundings and with people:

Timelessness, as in the spirit of resilience and our respect for the estate's legacy.

Sensitivity, as in the ability to feel passion, and to take care of the finer details.

Generosity, as a way to share who we are and what we do.

Authenticity, as an expression of honesty, coherence and truth.

A Resort of Experiences

We have garnered multiple accolades for both our wine and the luxury experiences we offer. Over the years, we have received plaudits for our authenticity, our commitment to quality, and our skill at combining tradition and innovation.



One particularly notable milestone on our journey was the prize granted to Abadía Retuerta Selección Especial 2001: it won the award for the World's Best Red Wine (Red Wine Trophy) at the 2005 International Wine Challenge in London. We were also the first Spanish winery to feature in the Top 100 Wines in the World (published by Wine Spectator magazine) for three years running, for our Abadía Retuerta Selección Especial: the 2012 vintage reached number 12 in their ranking.

Our wines are still highly rated by critics and specialist publications, which acknowledge the unique quality of each vintage, the character of the terroir and the careful work we put in, at every stage in the process. The superb reviews and scores we receive are an endorsement of the constant efforts we make to keep up the highest possible standards of quality.



2024 Scores

Date receiveds		January 2024	May 2024	June 2024	July 2024	November 2024
Products	Vintage	Guía ABC	Wine Spectator	Robert Parker	Peñin	Gourmets
Petit Verdot	2020	-	-	-	95	99
Pago Garduña	2019	-	93	-	-	-
	2020	-	-	93	95	96
Pago Valdebellón	2019	-	92	-	-	-
	2020	-	-	94	94	97
Pago Negralada	2018	-	92	-	-	-
	2019	-	-	-	94	97
	2022	-	-	93	-	-
Selección Especial	2019	-	90	-	-	-
	2021	-	-	-	93	91
Cuvée Palomar	1996	96	-	94	-	-
	2019	-	-	-	-	-
	2020	-	88	93	-	-
Cuvée Campanario	1996	-	-	94	-	-
		-	-	-	-	-
LeDomaine	2019	-	-	-	-	-
	2022	94	90	93	92	-

On the hospitality side, we form part of The Leading Hotels of the World, an international consortium of over 400 luxury hotels and resorts in over 80 different countries. This distinction acknowledges our commitment to excellence, authentic experiences, good connections with the surrounding environment and a respect for the values that define contemporary luxury.

In 2024, we further strengthened our commitments by bringing in a new internal quality system for the hotel.



2024 Awards

This commitment to excellence, in both the winery and the hotel, received numerous accolades in 2024, which help consolidate our standing in the industry:



Three Michelin Keys, granted by the Michelin Guide



Named one of the Top 10 wine tourism resorts in the world, according to The World's Best Vineyards (#8))



Michelin Star



Michelin Green Star



Prize for Best Winery 2023 at the 39th Guía Vinos Gourmets



2 Repsol Suns



A commitment to art as a source of learning and inspiration

Art plays a key role at Abadía Retuerta. It is part of the heritage that we safeguard, and the legacy that we seek to preserve and enrich. It is also a form of expression that dialogues with the landscape, the architecture and our visitors' experiences.

The Abbey's restoration was an artistic intervention in its own right. The architect Marco Serra led the project, and he managed to retain the site's Romanic essence and restore it to its former glory, without any loss of character. Serra himself said that "by rehabilitating this ancient building, we are striking up an architectural dialogue a thousand years in the making". Also involved in the restoration was Dr Alfonso Bastera, as well as master stonemason Rodrigo de la Torre. Their work required technical precision, a sensitivity to history and a bold aesthetic vision.

This artistic vocation runs throughout the hotel, where art is not just contemplated: it is lived. Santuario Wellness & Spa, designed to be a haven of tranquillity and natural light, holds pieces by Japanese artist George Nakashima, as well as a sculpture by Hans Josephsohn. Works like this help create a calm, spiritual and deeply harmonious environment.

Abadía Retuerta has amassed a superb private collection with over 170 works, dating from the 12th century to the present day. Palma il Giovane, Guardi, Panini, Joan Miró, Ulrich Rückriem and Eduardo Chillida are just some of the artists whose works can be seen around the estate, alongside French tapestries, antique Spanish furniture, reliefs, sculptures and rugs. Some of these works form part of our open-air museum, such as the set of sculptures by Rückriem, which silently dialogues with the landscape in a monumental way.





Since 2021, we have been further consolidating our commitment to contemporary art via *Territorio*, our artists-in-residence programme. Its aim is to foster artistic creation in connection with the place, the matter and the landscape. Each year, a national or international artist is invited to live and work at Abadía Retuerta, and at the end of their stay they donate their work to our collection. In 2024, the guest artist was Leonor Serrano Rivas with her piece *Te dejo la profundidad* (“I Leave You the Depth”), an intervention that combines ancient forms of knowledge with the present, via a tapestry, an outdoor installation and a performance. These works explore the link between Abadía Retuerta’s territory, its flora, its fauna and its history, by means of traditional techniques and elements from nature.

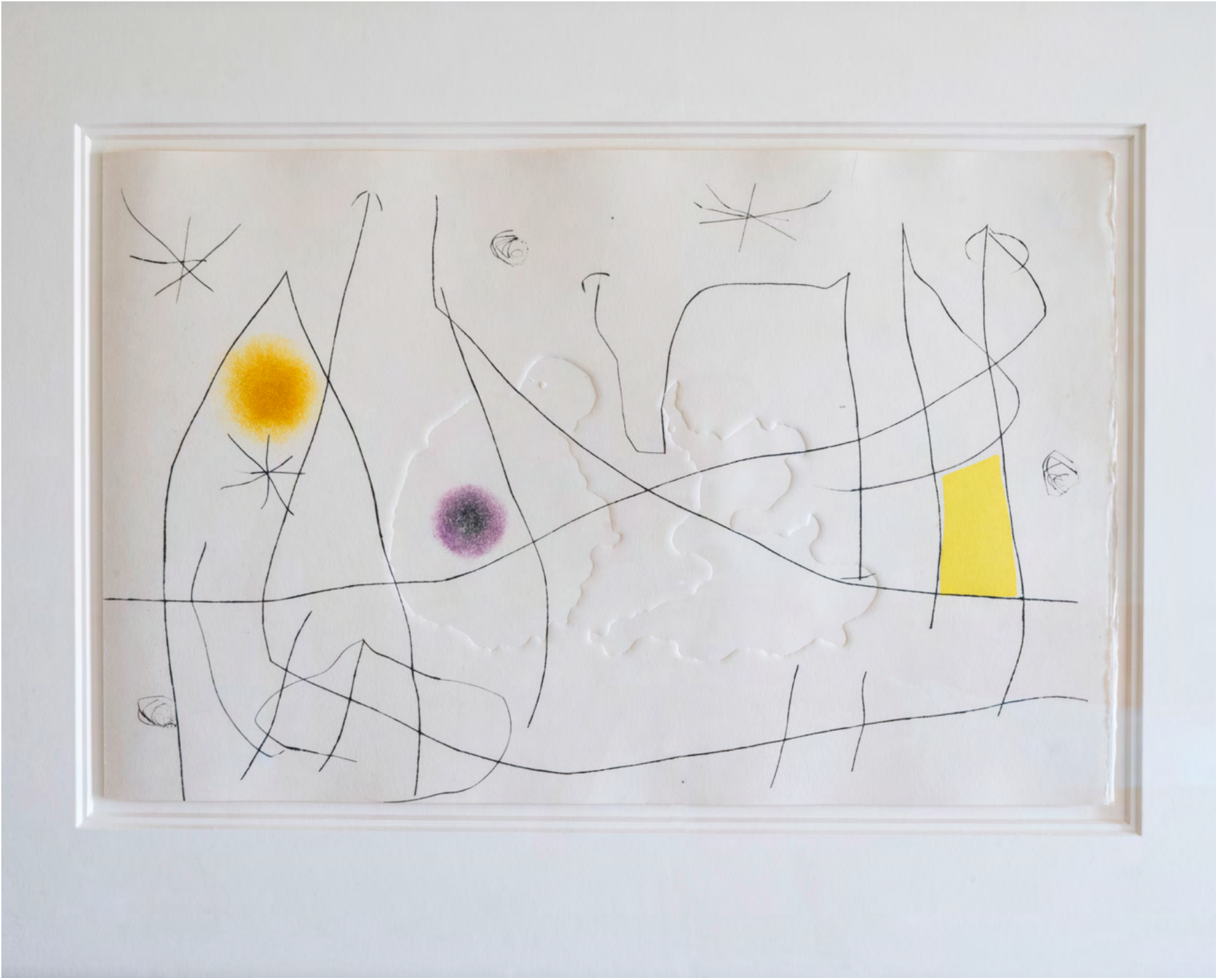
We are expanding our collection via a scheme to acquire works at the ARCOmadrid art fair, and we also collaborate with museums and private collections. Recent acquisitions include works by young artists, such as *Montecarlo* (2018) by Miguel Marina, *Benditeras* (2020–21) by Marina González Guerreiro, *Running Water* (2021) by Emanuela Soria, *Amarillo es el bosque* by Belén Rodríguez and *3mm* by Irene Grau.

Organismo | Art in Applied Critical Ecologies

During 2024, we have developed together with TBA21—Academy and Museo Nacional Thyssen-Bornemisza the project *Organismo | Art in Applied Critical Ecologies*, an experimental independent study program connecting research, theory, and speculation through a series of focused case studies—regenerative interventions that explore different forms of alliance.

The project has explored new methodologies and configurations of actors when working in the service of ecological transformation, based on the hypothesis is that the work of artists reinvigorating interdisciplinary projects has great potential to contribute to cultural paradigm shifts that can instigate new ways of inhabiting the planet and embrace both complexity and inclusivity.

Organismo functions as a system of connections between art practices, interdisciplinary research, government bodies, and local communities, aiming to facilitate the development of projects that promote plural and interdependent entanglements, Addressing forest epistemologies for regenerative practices at Abadía Retuerta, with artistic accompaniment by -pulso- by Laure Prouvost.





The Craft: wine, art and culture in Madrid

In 2024 we opened The Craft, a unique space that takes the Duero Valley right to the heart of Madrid. This is a place where art, wine, gastronomy, creativity and ideas converge, creating unique experiences.

The Craft, located on Calle Fernando el Santo 20, in central Madrid, is an ideal venue for conferences, talks, exhibitions, award ceremonies and different kinds of exclusive events. It is a multi-purpose space of 160 square metres, inside a contemporary building in the capital.

The space has two rooms fitted out with large tables, perfect for corporate or private experiences; it has an office with state-of-the-art facilities and services, as well as an impressive avant-garde kit.chen island, perfect for holding culinary workshops, wine tasting/pairing sessions or gastronomic demonstrations. It is, without a doubt, a highly versatile space where innovation and style come together: here, every event is a memorable occasion

Sustainability: a way of being, of understanding, of working



At Abadía Retuerta, we see sustainability as our natural responsibility for the heritage that has been passed down to us. Here, our way of doing things is rooted in a respect for the surroundings, for history, and for the people around us. We look after our essence, so that it might live on: that is, the landscape, the abbey itself, the winery, the wine, the culture and the relationships we form every day.

This commitment is not just one specific action: it runs through everything we do. It is present in the way we manage resources, in how we interact with the environment, how we foster innovation and support those who are part of the project.

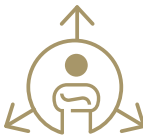
Since 2019, this commitment has been articulated in a more structured way: we now adhere to the **Sustainable Wineries for Climate Protection (SWfCP)** certification, promoted by the Spanish Wine Federation.

This model allows us to manage things in a more conscious way, based on ongoing improvement and on four key aspects that guide our work:



The environmental aspect

encourages us to conserve the environment that we live in, by minimising our impact and taking care of the natural resources that make our work possible: water, energy, soil, biodiversity and the climate.



The economic aspect

reminds us that sustainability also requires firmness, efficiency and a long-term vision. We have a viable business model that reinvests in quality, fosters innovation and guarantees the continuity of our legacy.



The social aspect

Pfocuses on people. It invites us to cultivate honest and respectful relationships with the people who form part of our project, in order to generate wellbeing, promote the local culture and contribute to the development of the surrounding area.



The governance aspect

can be seen in a form of management that is rigorous, transparent and consistent. Guided by our values, we make responsible decisions, we take carefully-considered action and we cultivate a culture of ongoing improvement.

This approach is backed up by other specific certifications that complement and expand on our commitments. They are tools that allow us to consolidate what we have learnt, move forward with greater precision, and respond well to the challenges posed by all aspects of sustainability.



ISO 14064

This international standard authorises and guarantees our calculations for reporting on Greenhouse Gases



INTERNATIONAL WINERIES FOR CLIMATE ACTION (IWCA)

We are also members of International Wineries for Climate Action (IWCA), a global initiative that brings together sustainably-minded wineries who want to help tackle climate change and enable a real transition to a more carbon-neutral industry. This year, we have passed the first audit, and we have been granted a silver medal.



ISO 14001

We hold **ISO 14001** certification, which endorses our environmental management system and compels us to reduce impacts, optimise resources and work with greater ecological efficiency.



GREEN GLOBE

From the broader perspective of sustainable tourism, our hotel LeDomaine now holds Green Globe certification. This is an endorsement of the hotel's environmentally-friendly approach to the surrounding environment, to local culture and to the wellbeing of our guests.



ISO 9001

Meanwhile, we also apply the quality criteria set out in **ISO 9001**, as the basis for the continued improvement of our processes, services and overall experience.



FAMILY-RESPONSIBLE COMPANY

With regards to social matters, we have renewed our commitment as a Family-Responsible Company, a model which recognises our policies regarding work-life balance, flexibility and caregiving.



SELLO CALCULO, COMPENSO Y REDUZCO

We are registered participants in the programme launched by the Ministry for the Ecological Transition, with the **Calculate, Reduce and Offset** seal of approval. This distinction acknowledges our efforts to measure our carbon footprint, gradually reduce it, and offset any unavoidable emissions.



DISTINTIVO OPTIMA

Furthermore, we hold the Óptima Emblem, as granted by the Council of Castilla y León, which highlights our work in terms of equal opportunities and diversity.



Winemakers’ Collection: winemaking innovation, with sustainable aims

The quest for a more environmentally-friendly model also entails rethinking what we are growing, how we grow it and the purpose of each stage in the process. This outlook led to the **Winemakers’ Collection**, a line of limited-edition wines that allows us to explore new possibilities from the vineyard to the winery, with rigour, sensitivity and a forward-facing vision.

This project is based on various lines of research that we have been carrying out for years, based on adaptations to climate change, the analysis of the estate’s various soil types, and the experimentation with winemaking techniques that are not so common in our region. In this context, wines have been made from varieties such as Touriga Nacional, Godello, Pinot Noir, Albillo and Garnacha Blanca Roya, selected for their potential, their suitability for the conditions of our estate, and their contribution to the diversity of our vineyards:



Touriga Nacional
Godello
Pinot Noir
Godello
Albillo
Garnacha Blanca Roya

These wines are produced on very limited runs — between 300 and 500 bottles, which are numbered for reference — and they respond to a way of understanding wine as an intimate and meticulous creation, in keeping with the land. Each wine is the result of a curious but also responsible gaze, which seeks ways of moving forward whilst retaining the balance with the surroundings. This collection asks like a living laboratory of sustainability, where we try out more resilient agricultural practices, we observe how the vineyards react to new conditions, and we explore new pathways that could allow us to keep producing outstanding wines, given the challenges that we are facing today.



Research as a basis for improvement

In this last year, we have begun a new research project in our laboratory, the aim of which is to assess the effect of dissolved oxygen on wines, barrels and bottles.

To that end, in the year 2022 we acquired the NomaSense O2 P300 analyser, which collects samples for monthly analyses on the barrel being monitored. In May of this year, we collected our first samples, and since then we have been repeating the process in order to track its evolution over time.

This project will take at least three years to complete. This way, we can obtain reliable information that might allow us to implement changes regarding the position of the barrels, and which, in turn, might help us further improve the quality of our wines.



ABADIA RETUERTA

C2

A COMMITMENT TO THE LAND



Protecting the environment is one of our main focuses. That is why we analyse our performance and implement the necessary measures in order to promote continuous improvement, with the aim of becoming an international leader in sustainability (following ESG criteria) both in our hotel and winery.

To achieve this, throughout 2024 we have begun to implement our Sustainability Plan for Energy and Water. This plan contains eight working areas, including climate change, resource management, emissions and waste generation, with short-, medium- and long-term objectives.



2.1
WE PROTECT BIODIVERSITY



Our estate is located in a natural enclave of extraordinary ecological value, covering an area of 700 hectares that is home to a remarkable diversity of ecosystems. Almost 350 hectares are covered by vegetation and reforested woodland with native species, and two areas —El Carrascal and the Ribero del Duero— have been recognised as Sites of Community Importance, forming part of the Natura 2000 network. This EU designation reinforces our active commitment to conserve the environment, and it drives us to keep working towards an exemplary environmental management model.

In 2024, we took a decisive step in our ecological restoration strategy with the launch of the Monks’ Woodland project, an ambitious reforestation initiative that will transform 70 hectares of agricultural land into a diverse and resilient forest. In this first phase, 1,044 fruit trees —almond, cherry, apple and pear trees— were planted on a six-hectare area, during a joint day that brought together the hotel and winery teams.



This planting, carried out in collaboration with the ReForest Project Foundation, combines criteria of biodiversity, climate adaptation and social value, and seeks to ensure prolonged white flowering during the springtime.



Meanwhile, we have finished creating the Monks' Garden, a space of 14,000 m2 that revives the abbey's original garden, according to a site plan from 1887. Designed by landscape architect Álvaro Sampedro, this garden combines geometry and naturalism as a way to connect earthly beauty with the spirituality of the place. It features over 21,000 plants, now well-adapted to the climate and soil of the Duero Valley, in a sustainable design that minimises requirements for watering and maintenance. The water used comes entirely from the hotel's regeneration system, thus completely closing our water cycle.

This garden not only enhances the beauty of the surroundings, but it also acts as an authentic refuge for biodiversity: it boosts the presence of pollinators, facilitates the natural reproduction of plant species and contributes to the estate's ecological balance. It is also a living space that changes with the seasons; it invites visitors to stop and contemplate, or stroll around it, and feel connected to nature.

The active management of the scrubland and woodland is still a priority for us. In 2024, we continued to clean and maintain these areas, in line with the plan approved by the board. A selective thinning-out of the pine grove, planted two decades ago, has also taken place, in order to reduce the density of trees and help the space's structural development. Furthermore, we are still maintaining the water dispenser system for the wild fauna, so that the animals do not have to go all the way to the Duero River, and we continue to look after the 350 hectares of forest land, following sustainability criteria.





Game Management Plan

At Abadía Retuerta, we understand that managing wildlife is a key part of conserving biodiversity. That is why we have a **Game Management Plan** approved by the Regional Government of Castile and León, which establishes guidelines for sustainable hunting, in balance with the protection of ecosystems.

This plan, in force throughout 2024, identifies seven main species that live in our environment: partridges, wood pigeons, hares, rabbits, foxes, wild boars and roe deer. They all form part of the ecological balance of the estate, and the responsible management of them allows us to look after their habitats, prevent population imbalances and reduce associated risks, such as overpopulation or the transmission of diseases.

The implementation of this plan is based on a preventive and adaptive approach, which combines the technical monitoring of populations with the implementation of habitat-improvement measures. Among the main actions carried out are:

Cover crops and specific plantings: non-agricultural crops have been planted to act as a natural food source for wildlife, especially at times of scarcity. This reduces pressure on our productive crops and encourages species to remain within controlled areas.

Installation of artificial feeders and water dispensers: these devices are strategically distributed throughout the farm, and they provide access to basic resources without the animals having to travel to more sensitive areas such as the banks of the River Duero.

Installation of salt blocks: essential for providing minerals, especially in the summer months, when the physiological needs of wildlife increase.

Infrastructure for shelter and reproduction: we have built wallows for wild boars and burrows for rabbits. Also, native shrubs have been planted to provide cover, food and nesting sites for birds and small mammals.

Improvements in signposting and surveillance of the terrain: these changes seek to minimise human interference, reinforce security and ensure compliance with the rules established in the plan.

All of these actions are part of a broader strategy for conserving the environment, which seeks not only to maintain these species at sustainable numbers, but also **boost ecological connectivity**, the natural regeneration of habitats and the harmonious coexistence between human activity and the wildlife.



Thanks to this comprehensive management of our natural environment -which combines reforestation, landscape design, forest maintenance, and responsible wildlife management- we have renewed our **PEFC Sustainable Forest Management** certification for another year, recognising our commitment to the conservation of natural resources and the enhancement of woodland products. Since 1996, we have planted more than 65,000 pine trees, and we continue to work hard to ensure the ongoing persistence, stability and diversity of our forests.

This approach allows us to move towards a land management model that combines tradition, technical knowledge and environmental commitment. It is a way of protecting the landscape that surrounds us, reinforcing our vision of Abadía Retuerta as a space of equilibrium between nature, culture and sustainability.

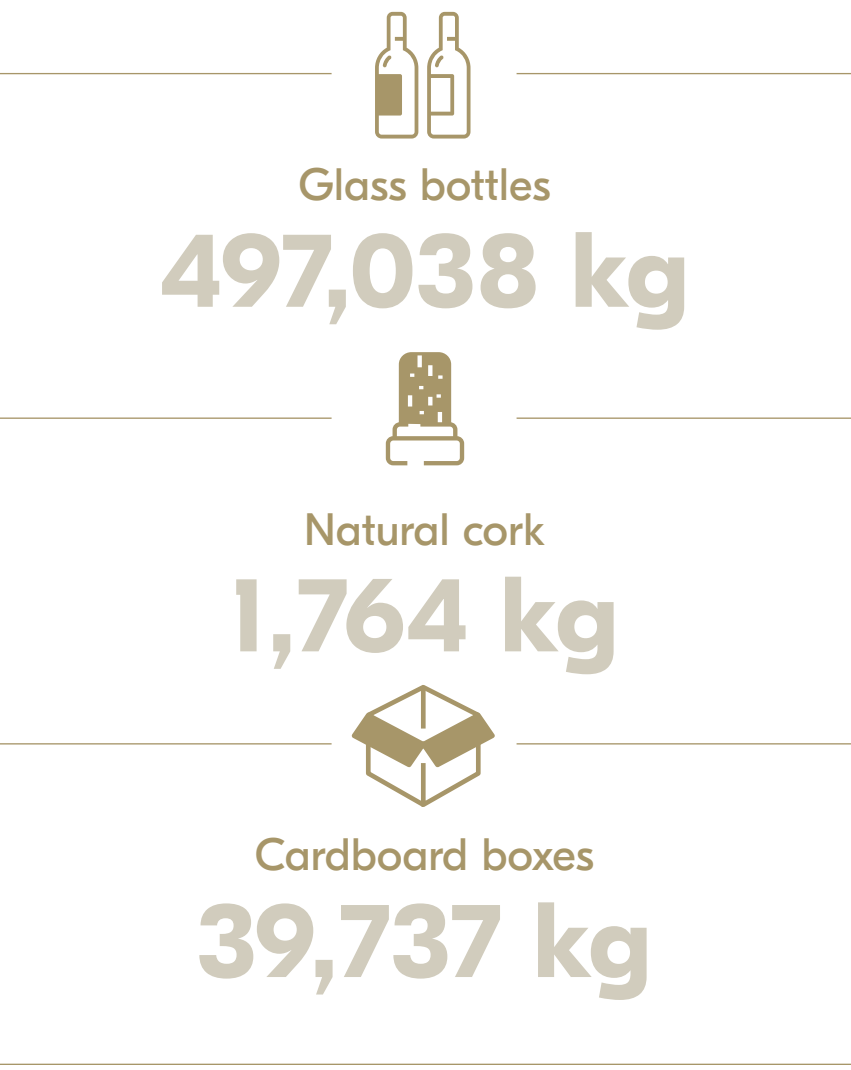


2.2
WE USE RAW MATERIALS RESPONSIBLY

At Abadía Retuerta, we know that the quality of our products begins at the source: we make a careful selection of raw materials, we respect natural cycles and we are committed to sustainable production. Every decision we make—from the design of our packaging, to the cultivation of our ingredients—reflects a way of working that seeks to combine excellence, responsibility and caring for the environment.



In 2024, we maintained our commitment to using sustainable materials, prioritising those that are traceable, recyclable and of responsible sourcing. The main consumption figures recorded in the last financial year are detailed below:



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

INTRODUCTION

This responsible focus also applies to our agricultural output. Since 2019, we have been reviving the historic **Monks’ Allotment**, located exactly where the Premonstratensian monks used to tend to their crops centuries ago. The allotment began as an area measuring 600 m2, but has since grown to reach 2,400 m2 in 2024, becoming a true laboratory for regenerative agriculture.

In this garden, we use techniques that respect the soil structure, promote biodiversity, and optimise water use. These include:

Minimising tillage,
to preserve the soil’s microbiota.

Organic amendments and green manure,
para nutrirlo de forma natural.


Mulching with materials from the estate,
which protects and enriches the soil.

Exudation irrigation,
which reduces water consumption.

Crop rotation and scheduled fallow,
to keep the soil heathy.

C1

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 2024, we harvested:

		
Tomato		1,159 kg
Kale		211 bunches
Chard		164 kg
Pepper		487 kg
Strawberries		32 kg
Aubergine		201 units
Nasturtium		390 units
Courgette		799 units
Giant courgette		356 units
Beetroot		276 bunches
Onion and spring onion		563 bunches

C2

In addition, this year we have launched a project to **recover historic legume varieties**, in collaboration with the germplasm bank of the Technological Institute of Castile and León (Itacyl). The aim is to reintroduce crops at risk of extinction, and supply our kitchens with unique ingredients linked to the territory and the agricultural memory of the region.

Our goal for the coming years is to **double the size of the allotment**, continue planting fruit trees, and consolidate a production model that combines self-sufficiency, biodiversity and gastronomic excellence.

C3



C4. ANNEX



Plastic-Free project

A commitment to origins and sustainability can also be seen in our policy for reducing plastic use. Since 2019, we have implemented the **Plastic-Free** project, a cross-departmental initiative that has transformed our day-to-day operations. Achievements include:

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.

In the hotel rooms, plastic toiletries have been replaced by others of sustainable materials.

These measures, which began as a pilot project, are now permanent practices. They reinforce our commitment to the circular economy, and the reduction of environmental impactl.

At Abadía Retuerta, using raw materials responsibly is not just a technical decision: it is an expression of how we understand business, sustainability and respecting the land. Every container, every ingredient, every step in our production process is designed to look after who we are and what we make.

All of our packaging, all of our ingredients and all parts of our production processes are managed in such a way that protects who we are as a brand, and what we do.

2.3
WE MINIMISE AND
CAREFULLY MANAGE OUR WASTE

We aim to keep fostering the circular economy through our operations, so in 2024 we installed a composter: this device will help us transform 100% of the organic waste produced by the hotel. It results in a very high-quality compost that we can use as fertiliser for our allotment.

Our Sustainability Plan includes numerous waste-related objectives, such as:

Reducing the volume of recyclables (glass, paper and cardboard, plastic).

Reducing the volume of residual waste, by increasing reuse through composting.

To ensure that we can bring in effective measures to reach these goals, we keep a count of all the waste generated, in both the hotel and winery. This waste is sorted at the various recycling points and collected by authorised waste management companies. We also raise awareness about waste management among our employees, and provide training on it.



Hotel waste 2024

Description	Code	Destination	Quantity (kg)
Hazardous waste			
Contaminated plastic containers	150110	R13	751
Contaminated metal containers	150110	R13	13
Waste paint and varnish	080111	R13	2
WEEE (waste electronic and electrical equipment, with hazardous components and batteries)	200125	R13	435
Fluorescent tubes and mercury-containing waste	200121	R13	57
Used button batteries	160603	R13	8.1
Used batteries	160604	R13	0.1
Non-hazardous waste			
Absorbents and filter materials	150203	R13	92
Scrap metal	170405	R13	123
Wood	200138	R13	376
Plastic packaging	150102	R13	813
Non-hazardous WEEE	200136	R13	8
Mixed construction and demolition waste	170904	R13	60



Winery waste 2024

Description	Code	Destination	Quantity (kg)
Hazardous waste			
Contaminated absorbents	150202	D15	1
Contaminated absorbents	150202	R13	236
Used anti-freeze	160114	R13	2
Lead batteries	160504	R13	57
Contaminated plastic containers	150110	R13	652
Contaminated metal containers	150110	R13	12
Used oil filters	160107	R13	25
Waste paint and varnish	080111	R13	2
WEEE (small appliances with hazardous components and built-in batteries)	200135	R13	291
Sprays and aerosols	160504	R13	4
Used toners	080318	R13	2
Fluorescent tubes and mercury lamps	200121	R13	52
Ni-Cd batteries	160602	R13	0.001
Used button batteries	160603	R13	8.1
Used batteries	160604	R13	0.1



Winery waste 2024

Description	Code	Destination	Quantity (kg)
Non-hazardous waste			
Non-hazardous absorbents and filtration materials	150203	R13	92
Cardboard	200101	R12	70
Scrap metal	170405	R13	2,182
Paper and cardboard packaging	150101	R12	21,028
Plastic packaging	150102	R12	5,194
LED lamps	200136	R13	8
Wood	200138	R13	218
Paper, sandpaper and similar materials	150101	R12	57
Non-recyclable plastics	150102	R12	2,442
Mixed construction and demolition waste	170904	R13	60
Wine lees	-	Destilación	7,280
Grape pomace	-	Destilación	40,040

2.4

WE ARE WORKING TO IMPROVE AIR QUALITY

One of our key focuses, in terms of protecting the environment, is to bring down our greenhouse gas emissions. Therefore, we calculate our carbon footprint in order to identify not only those areas of the business have the largest environmental impact, but also to ascertain what measures we can apply to reduce it. We have been measuring this data since 2017.



The calculation is divided into three levels: the whole organisation, the winery and the hotel.

The following data show our emissions over the last three years:

In addition to calculating our Scope 1 and 2 emissions, we also calculate our **Scope 3** footprint, which provides a more comprehensive view of the organisation's overall climate impact. At the time of publication of this report, the definitive data for this scope are still being collated for the hotel, and will be incorporated as soon as they are available. In the winery, the total emissions (certified by Aenor) in 2024 were 822.97 tCO₂e.

We also analysed emissions in relation to various ratios, obtaining the following results:



Carbon footprint: whole organisation

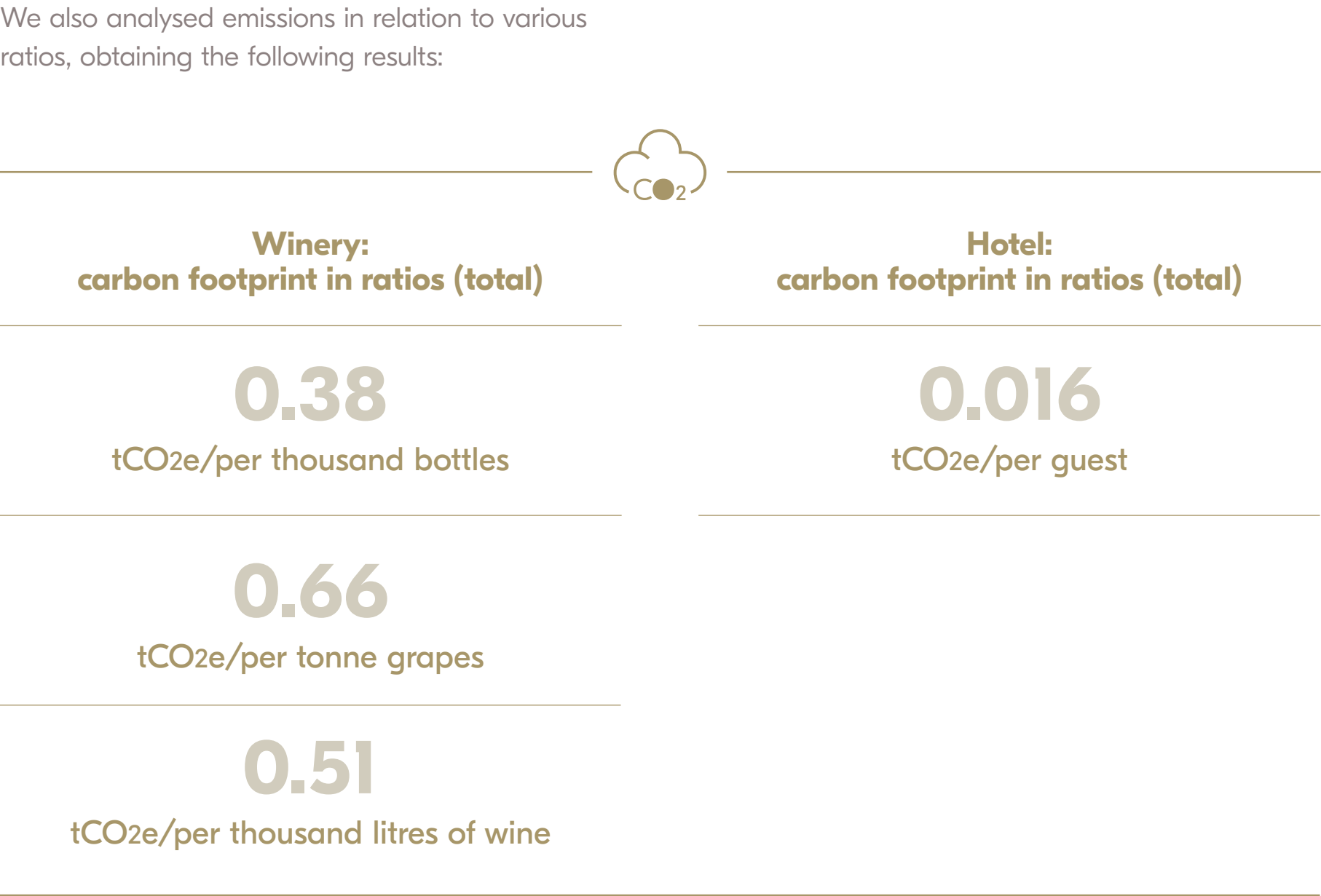
	tCO ₂ e		
Description	2022	2023	2024
Scope 1	484.92	482.32	438.27
Fixed combustion	254.20	221.78	263.45
Mobile combustion	126.96	129.05	131.82
Fugitive emissions	3.85	2.89	0.00
Process emissions	99.92	128.61	42.99
Scope 2	0	0	0
Total	484.92	482.32	438.27

Carbon footprint: winery

	tCO ₂ e		
Description	2022	2023	2024
Scope 1	309.77	337.28	276.86
Fixed combustion	93.49	80.40	103.87
Mobile combustion	126.96	129.05	131.82
Fugitive emissions	3.85	2.89	0.00
Process emissions	85.47	124.95	41.17
Scope 2	0	0	0
Total	309.77	337.28	276.86

Carbon footprint: hotel

	tCO ₂ e		
Description	2022	2023	2024
Scope 1	145.04	145.04	161.40
Fixed combustion	160.71	141.38	159,58
Mobile combustion	0	0	0
Fugitive emissions	0	0	0
Process emissions	14.45	3.66	1.82
Scope 2	0	0	0
Total	175.15	145.04	161.40



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.**

As part of its wider Sustainability Plan, Abadía Retuerta has an Emissions Reduction Plan that sets ambitious climate targets:

Move towards Net Zero by 2040.

Reduce the carbon footprint (scope 1+2) by 85%, compared to 2019.

Achieve carbon neutrality in scopes 1 and 2 by 2025.

Achieve carbon neutrality in scope 3 by 2030.

The plan includes a set of actions designed to achieve the established climate objectives, some of which have already been implemented. These include replacing all wine tourism vehicles with electric alternatives (which are more environmentally friendly), and the exclusive use of renewable electricity.

These actions reflect our firm commitment to decarbonisation, and they place us at the forefront of the industry. Although the new Royal Decree 214/2025 on carbon footprints has not yet come into force, and does not apply to us, at Abadía Retuerta we already comply with its main requirements: we calculate, verify and publish data on our carbon footprint, and we have an emissions reduction plan in place. We are pre-empting the regulations, which reinforces our position as a proactive, responsible organisation aligned with good sustainability practices, comparable with the large companies in the sector.



Once again, this year we have managed to ensure that all of our electricity consumption comes from renewable sources, which helps reduce our Scope 2 emissions. In 2024, this consumption represented 63% of the total amount, reflecting our commitment to clean and sustainable energy.



The Sustainability Plan also includes objectives related to energy consumption and renewable energy. Goals include:

Cutting primary energy consumption from non-renewable sources to 12%, by 2030.

Increasing total energy consumption from renewable sources to 43%, by 2030.

Increasing self-consumption of electrical energy to 45% of the total amount, by 2030.

In 2024, our total energy consumption totalled 4,313,032 kWh. This consumption is divided between the main areas of the business, as follows:

2.5
WE ARE MAKING PROGRESS TOWARDS
AN EFFICIENT ENERGY MODEL



Winery: energy consumption over time ¹

Source	kWh		
	2022	2023	2024
Electricity	785,097	835,050	925,035
Propane	349,294	449,107	350,740
Diesel	666,759	677,588	538,100
Total	1,409,889	1,470,869	1,813,875

Hotel: energy consumption over time

Electricity	1,807,432	1,766,322	1,773,528
Propane	780,346	713,153	720,033
Diesel	3,583	4,120	5,595
Total	2,591,361	2,483,595	2,499,156

¹ The data for electricity, propane and diesel fuel for 2022 and 2023 are not the same as those published .

² This photovoltaic plant began operating in early 2025.

To reduce our consumption, and achieve the energy targets mentioned above, each year we implement various measures to reduce our energy usage and increase the proportion of renewable energy. Among the measures implemented in 2024, highlights include:

Construction of a photovoltaic (solar panel) plant, through which we hope to obtain 40% of our electrical energy.²

Testing of new injectors, to optimise the humidification system in the barrel warehouse.

Installation of frequency converters in pumps and pressure units.

2.6

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 Sustainability Plan includes targets related to water consumption, such as:

Reducing the use of water in the hotel and spa.

Reusing 40% of the water used in the winery's processes.

Our water consumption in 2024 was as follows:



Water consumption over time (m³) ³

2022			2023			2024		
Hotel	Winery	Total	Hotel	Winery	Total	Hotel	Winery	Total
16.875	352.682	369.557	12.741	215.447	228.188	13.055	100.673	113.728

³ The data for our water consumption in 2022 and 2023 are not the same as those published in previous years due to an improvement in the calculation methodology.





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 wells) is used in the winery and hotel. The water consumed in both the winery and 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 2024, we complied at all times with the wastewater disposal parameters required by current legislation.

Winery: Wastewater treatment is carried out via several purification lagoons. The end use of this water is for the irrigation of our 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 gardens.

The total data for treated water are as follows:

Treated water (m³)					
2022		2023		2024	
Hotel	Winery	Hotel	Winery	Hotel	Winery
11,251	7,062	9,052	5,698	9,794	9,202



ABADIA RETUERTA

C3

SOCIAL COMMITMENT



3.1

WE LOOK AFTER OUR TEAM



2024 has been a year of internal transformation at Abadía Retuerta. With responsibility and a forward-looking vision, we have reorganised our human resources so that the structure better suits the real needs of the business. This decision —the result of a rigorous efficiency analysis, as part of a transparent dialogue process— has led to the rebalancing of our company, allowing us to optimise the use of our resources. In turn, this has laid the ground for a more agile and professionalised culture, oriented towards operational excellence.

In parallel, a new Culture and Talent team has been set up, and they have led the way in the definition and rollout of our organisational identity. Following a process of reflection and deep analysis about the initiatives carried out in recent years, we have launched our own human resources management model: the **5Cs model**. This new route map organises and connects our people-focused policies, based on five core concepts: **Communication, Collaboration, Compensation, Change and Commitment**.

With its systematic, simple and measurable approach, this model allows us to set priorities, focus our efforts and align our actions with the aims of Abadía Retuerta. It is also a live tool, connected with our business strategy, that guides our decisions and helps us take the necessary actions to consolidate an engaged, competitive team who align with our legacy.

Active listening has been another fundamental pillar of this phase. In June 2024, we carried out a new **workplace climate survey**. The results showed a significant improvement in the working environment after the first few months of the year, proving that people were willing for change. Following these results, an action plan was set out and included within the 5Cs model; it includes key areas such as internal communications, decision-making, interdepartmental work and middle management.

With this new impetus, we are restating our commitment to the people who form part of Abadía Retuerta. We seek to foster a stronger and more coherent culture across the organisation, connected to our future-facing vision.

Our team structure

At Abadía Retuerta, we structure our workforce in accordance with the specific needs of our company, whereby the work is divided into specialised areas. We have teams who run the estate, the hotel and the winery, as well as another team based in Madrid.

The average number of active workers in 2024 was 155.02, compared with 167.72 in 2023 (a reduction of 7.4%). This change reflects the structural reorganisation carried out during the year, the objective of which was to adapt the resources to suit our real activity levels, and guarantee a more efficient and agile management. The details of this process can be seen in the next chapter, which focuses on responsible leadership and the company’s decision-making process.

The following table shows our **staff numbers at the end of the year**. There were 151 workers in total, with a reasonable balance in terms of gender and age, reflecting our commitment to diversity and the integration of complementary worker profiles.



Average no. of workers

Year	Madrid office	Hotel	Winery	Estate	Total
2023	14.84	97.09	36.38	19.41	167.72
2024	12.08	83.31	40.43	19.2	155.02



Nº total de colaboradores

Abadía Retuerta (Winery)		LeDomaine (Hotel)		Corporate services		Total	
Men	Women	Men	Women	Men	Women	Men	Women
39	11	29	43	18	11	86	65
50		72		29		151	



Plantilla género y edad


Entre 19 to 29		Entre 30 to 45 años		46 and over		Total	
Men	Women	Men	Women	Men	Women	Men	Women
12	7	35	32	39	26	86	65
19		67		65		151	

In 2024, **92% of contracts were permanent**, which reflects the company’s positive approach to offering job security and continuity to its staff.

All new recruits take part in an onboarding programme, designed to help them integrate into the company, ensuring a warm and structured welcome from day one. Wherever possible, we prefer to hire people ourselves, but at specific times of the year (such as during the green pruning and harvest periods) we makes use of temporary worker agencies to cover these short-term production requirements.

In this same time period, there were 56 outgoings –split equally between women (27) and men (29)– for a range of reasons:

<div></div> <div>New hirings</div>			
	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

<div></div> <div>Outgoings</div>			
Reason	Women	Men	Total
Retirement	0	2	2
End of contract	1	4	5
Resignation	8	8	16
Unsuccessful trial period	4	2	6
Leave	3	4	7
Others	11	9	20
	27	29	56

We offer secure, quality employment

We believe that looking after workers should begin by offering them a stable and fair workplace, with conditions that enable their long-term professional development. Stability, job quality and legal security are the key pillars in our talent management culture.

We guarantee that all of our workers have full legal protection, and all the necessary resources for managing any aspect of their working relationship with the business. **100% of our employees are covered by collective bargaining agreements**, a commitment which strengthens our resolve to ensure fair and transparent working relationships. We currently apply the following collective agreements:

Collective agreement for the Hotel and Catering Staff, Valladolid.

Collective agreement for the Winemaking Sector, Valladolid.

Collective agreement for the Madrid Offices .

Collective agreement for the Field Workers, Valladolid.

This framework of protection is further bolstered by our commitment to job security. In 2024, **92% of signed contracts were permanent**, which reflects the company’s determination to offer job security and continuity. Just 8% were temporary contracts, most of which were to help with specific seasonal requirements, such as backup during the peak season or short-term cover.

Furthermore, **97% of contracts were full-time contracts**, which highlights our commitment to offering quality employment, with working conditions that favour professional development and work-life balance.

The following table shows the distribution of contracts signed over the year, broken down by role, gender, contract type and full/part-time hours:



Workforce by contract type

		Permanent		Temporary		
		Full-time	Part-time	Full-time	Part-time	
Winery	Men	36	1	2	0	
	Women	11	0	0	0	
	Total	47	1	2	0	2
Hotel	Men	28	0	1	0	
	Women	38	5	0	0	
	Total	66	5	1	0	1
Corporate services	Men	17	0	1	0	
	Women	11	0	0	0	
	Total	28	0	1	0	1
Total	Hombres	81	1	4	0	
	Women	60	5	0	0	4



We facilitate work–life balance and wellbeing

At Abadía Retuerta, work-life balance is a fundamental pillar of our culture, and a true expression of our commitment to people. We see work-life balance as the search for an equilibrium between the time a member of staff spends on work, and the time they spend on their private life. Both the organisation and the individual worker are equally committed to this endeavour; in fact, it underlines the hard work of the staff and all that they bring to the company.

By helping our workers attain a good work-life balance, we hope to improve the workplace climate, attract and retain talent, strengthen our reputation as a responsible employer, make progress in our aims for effective equality between women and men, and contribute to the wellbeing and health of all those who form part of Abadía Retuerta.

Since 2020 we have held the **Family-Responsible Company (FRC)** certification, and in 2022 we reached **B+ level**, as a proactive business within the model. This certification acknowledges that our practices comply with the highest standards of work-life balance, equal opportunities and support for the family, reflecting our ongoing efforts to create a more personable, sustainable and integrated work culture.

In 2024 we carried out a **comprehensive review of the catalogue of the FRC measures**, with the aim of simplifying, reorganising and adapting the initiatives to match the current reality of the business and the needs expressed by the workforce. This review was led by the **Equality and FRC Committee**, which has been highlighted as one of the strong points of FRC management at Abadía Retuerta, and is part of a process of ongoing improvement that includes periodic reviews (every two years) by the management team.

The current **FRC model** includes a wide range of measures, organised into different blocks:



Quality of employment and wellbeing

Sports and healthy activities, preventive health campaigns, free access to the Wellwo platform, medical insurance with special conditions, healthy canteen service, corporate events and benefits, among others.



Flexibility and personal time

Flexible working hours, remote work for jobs that allow it, possibility of flexible holiday entitlement, half-day off for children's birthdays and day off on one's own birthday.



Family support and co-responsibility

Financial aid and leave for maternity, paternity and care of family members; childcare vouchers, paid leave for accompanying family members to medical appointments and measures adapted to specific family situations.



Social commitment and personal development

Charity campaigns, thematic collections, charity calendar and performance/seniority recognition programmes.




Equality and prevention

maintenance of the Equality Plan, protocols against harassment and gender-based violence, inclusive language guide and awareness-raising campaigns.

We aim to keep consolidating a realistic, efficient and flexible culture of work-life balance, which can strengthen **mutual commitment, the sense of pride in belonging to the team, and the human sustainability of the project.**

In 2024, a total of **37 people** took advantage of these measures. Below is a breakdown, by gender, of the employees who made use of them:

<div></div> <div>Conciliation measures</div>			
	Women	Men	Total
Parental leave and childcare	6	1	7
Newborn leave	2	0	2
Childcare leave	0	0	0
Reduced working hours for childcares	2	0	2
Half-day for child's birthday	13	13	26
	23	14	37

All of these people had a permanent, full-time contract, and were between 30 and 50 years old. This shows the true value of these measures, at a time of life when people tend to have more family commitments and responsibilities.



We back inclusion in the workplace

At Abadía Retuerta, we are committed to workplace inclusion as a key aspect of our broader social responsibility. We are actively committed to offering professional opportunities to people at risk of social exclusion, by fostering inclusive, diverse and socially sustainable workplaces.

In 2024, we had **two workers with disabilities**, both of whom were 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. This legal figure allows us to comply with the legislation in those cases where direct contracting is not viable due to the characteristics of the available jobs.

In this regard, our focus lies mostly on our collaboration with specialised entities, such as the Special Employment Centres (SEC), which allow us to generate real and sustainable work opportunities for disabled people, in work environments that are adapted to their needs. In July 2024 **we signed an agreement with an SEC** to outsource auxiliary kitchen tasks (i.e. plate-washing and cleaning). This has led to the creation of four posts for people who are disabled or at risk of social exclusion. These people work on site, supervised and accompanied by the SEC.

In addition, we have other initiatives oriented towards inclusion, such as Vendimia Solidaria, our charity wine project. With these schemes, we hope to make an even bigger positive impact on the local area, and improve the work opportunities of those collectives who struggle to enter the labour market.

We will continue to explore ways to bring about an ever more inclusive working culture, which matches the reality of our operations and aligns with our values of commitment and respect.

We believe in ongoing training

At Abadía Retuerta, we firmly believe that people are the key to excellence. This is why we support our employees in their ongoing development, offering them learning opportunities that strengthen their skills, boost their motivation and contribute to both their professional growth and the collective success of the project.

Throughout 2024, we have worked on a more robust and digitalised training plan, based on a systematic methodology of detection, planning and monitoring. Based on the needs flagged by the managers, the Culture and Talent team designs an annual programme which includes quantitative and qualitative indicators. It is monitored monthly through key performance indicators as defined by the management team.

As part of this plan, we have put on multiple training sessions for workers at all levels of the organisation, with a clear focus on improving customer experience, consolidating a culture of excellence and preparing our teams for future challenges.

In total, **4,860.25 hours of training** were delivered, with an average of **32.19 hours per worker**. In comparison with 2023, a significant volume of training has been maintained, with a rise in intensity per person.

Training		
Year	Hours	Average per employee
2023	5,629.5	27.46
2024	4,860.25	32.19

This year, the training priorities have been aligned with the company’s operative and cultural transformation, with a particular focus on the following areas:

Excellence model and standardisation of processes

Specific training was given to the hotel’s operational teams on quality standards, common procedures and continuous improvement, framed within the rolling-out of the **Lean culture model in a luxury environment**. With a total of 1,420 hours, this initiative has had a transversal scope, across all operational departments.

Operational training

Aimed at reinforcing day-to-day technical and professional skills, with more than 1,280 hours dedicated to this area.

Soft skills and transversal skills

Actions focused on communication, teamwork, situational leadership and time management, with the aim of strengthening the personal skills that underpin both a culture of excellent service and a collaborative environment.

Master's Degree in Winery Management

As part of our commitment to knowledge, over the last two years we have taken on the academic management of the Master's Degree in Winery Management at the Valladolid Chamber of Commerce Business School with the aim of contributing our experience and knowledge so that students can delve deeper into all areas of the wine business and acquire a global vision, learning about both current and future trends, and the impact that each strategic decision can have on a constantly changing sector..

Patrons of the National Sculpture Museum and the International Cooking School

Our commitment to wider society has also led to us becoming patrons and active participants at both the National Sculpture Museum and the International Cooking School in Valladolid.

In addition, specific training has been provided on ethics, sustainability and anti-corruption, both in dedicated sessions and as part of the onboarding process for new hires. This has helped reinforce Abadía Retuerta's ethical framework and responsible commitment.

Furthermore, we are keeping up our pledge to employ young people via our **Excellence Internship Programme**, which allows students from national and international schools to complete their training in a rigorous professional environment. In 2024 we welcomed 33 students, up from 13 in the previous year. They joined departments including accounting, digital marketing, the kitchen team, the butler team and HR.



Excellence Internship Programme

Year	No. of students
2023	13
2024	33

This year, the programme has been significantly improved: the participants receive a monthly stipend of 600€, a transport subsidy, improved accommodation and the planning of individual training goals, customised for each student. The training periods have also been extended, and they have been further integrated into the company's culture: they participate in feedback routines and corporate benefits.

As a result, 9% of the participants were subsequently hired by the business. Schools rate this collaboration very highly, which acts like a stable bridge between the academic and professional worlds. For Abadía Retuerta, the programme brings diversity, energy, fresh perspectives and a constant impetus for change and continued excellence. For the students, it is a transformative experience in which their professional development goes hand-in-hand with personal growth.





We care about health and and safety at work

The health, safety and wellbeing of our staff is one of our key priorities. We strive to maintain a safe and fair workplace, where all workers feel protected and supported, so they can meet their full potential.

Throught 2024 we continued to develop initiatives oriented towards **occupational risk prevention** and the active promotion of **physical and emotional health**.

Some of the specific actions we have taken include:

Access to specialised medical services in favourable conditions, with discounts also available for family members.

Promotion of healthy lifestyle habits, such as sporting events, yoga sessions or encouraging balanced diets via our canteen service.

Annual flu vaccination, offered free of charge to all workers and their immediate families.

Specific support during pregnancy, including the possibility of time off in the case of risk.

Free access to the digital platform Welwo, which offers content and resources to improve physical and mental wellbeing.

Basic training in preventing occupational risks for all new hires, along with annual campaigns based on workplace accidents.

Occupational risk assessments, in all posts, which are revised whenever there is a change in function or condition.



Absenteeism and work health

Year	No. of periods of leave	Total days not worked
2023	83	3,062
2024	94	2,635

In addition, we apply protocols and monitoring systems that allow us to act swiftly in the event of any risk or medical leave. The main data on absenteeism and occupational health for the last two years are shown below:

Although the total number of periods of leave has increased slightly year-on-year, there has been a significant reduction in the total number of days off, suggesting an improvement in the average duration of absences and in how each case is managed. **Even so, we are still working to reduce these indicators, by reinforcing preventive measures and offering personalised support to our employees.**

The main occupational health and safety indicators for 2024 are set out below:



Workplace contingencies

	Due to occupational factors	Due to other (common) factors
Absenteeism rate	0.32	3.52
Average duration	30.67	26.83
Prevalence rate	0	1.31
Incident rate	3.85	56.41
No. of leave requests	6	88
No. of days not worked	184	2451
No. of days not worked (without direct temporary incapacitation)	184	2022
Daily average of workers on leave	0.5	5.52
No. of accidents travelling to/from work	-	-
No. of traffic accidents	-	-
No. of accidents with no leave	5	-

We will continue to strengthen our approach to continuous improvement in this area, with a focus on risk anticipation, preventive awareness and the fostering of a culture of mutual shared care among all employees.





We listen, we inform and we build trust

Clear, accessible and two-way internal communication is essential for Abadía Retuerta to function effectively. We believe that keeping our employees informed, while also offering active listening channels, strengthens their commitment, creates a positive working environment and aligns the entire team with the shared objectives.

We have a variety of tools at our disposal, both digital and face-to-face, that allow us to send out relevant messages, enable the exchange of ideas and anticipate any organisational change. Some of the main ones include:

Microsoft Teams is our primary platform for day-to-day internal communication. It allows fluid and rapid interaction among different departments and areas, and facilitates coordination and cross-team collaboration.

Corporate email accounts, including efr@abadia-retuerta.es, which was activated in 2020 for queries and comments related to work-life balance and FRC measures. These channels can be used for expressing suggestions, concerns or ideas.

Physical information boards are located in the common areas of the hotel and winery. They are regularly updated with relevant information for any employees who do not have frequent access to digital channels.

Furthermore, when there are any important organisational changes, we are committed to letting our workers know one month in advance. This forms part of our internal culture of transparency.

Regarding safe and confidential communications, we have updated **SpeakUP**, our channel for complaints and whistleblowing. This channel allows workers to tell us, anonymously, about any situations that might breach the law, the values of the organisation or their rights. In 2024, one case was dealt with via this channel, related to a situation of harassment, which was handled with the utmost rigour, confidentiality and specialised external support. The resolution of the case, as well as the strengthening of the relevant preventive and communicational measures, is detailed in chapter four of this report.

We believe that internal communication is important, because it is also a way of strengthening links with each worker, of building trust, encouraging participation and fostering a sense of belonging.

3.2

WE BUILD RESPONSIBLE RELATIONSHIPS
IN OUR VALUE CHAIN

Abadía Retuerta’s value chain is not only a set of processes that enable our products and services to reach the end customer: it is also a network of relationships and decisions that reflect who we are and how we handle our commitment to sustainability.



In particular, we strive to look after our relationships with our providers and guests, based on trust, transparency and mutual respect. But it goes even further than that: we try to **transmit our ethical, social and environmental values throughout the whole chain**, thereby multiplying our positive impact through our collaborators.

From our purchasing policy to our active listening channels, we are building a value chain that is consistent with our culture, that generates trust, boosts local development and reinforces our commitment to a responsible and long-lasting way of doing business.

We select our suppliers by following ethical and sustainable criteria

We acknowledge that we have a responsibility that goes beyond the boundaries of our estate, and extends to the whole supply chain. Therefore, we select and evaluate our suppliers based not only on the quality of their products or services, but also on their approach to ethical, environmental and social matters.

Our procurement policy, **aligned with our Corporate Citizenship Guidelines**, sets criteria for civic responsibility and sustainability within business. In turn, this policy guides our entire supplier approval and relationship process: it acts as an ethical and governance framework, so that our own social, environmental and good-governance commitments can thus extend throughout our whole network of external collaborators.

In addition, we give priority to local suppliers, in keeping with our pledge to look after the environment and help develop the surrounding region. This choice reduces our carbon footprint and allows us to support the local economy, encourage more sustainable production practices and guarantee the freshness and traceability of our products, especially those used in our restaurants.

In order to measure the impact of this policy, we systematically monitor the percentage of purchases made from suppliers in Castilla y León, our local region. The following table shows this indicator over the last three years:

Purchases and providers	
Year	Local purchases (from Castilla y León) (%)
2022	40.48%
2023	46.77%
2024	40.32%

We are still working to strengthen this line of action, analysing each requirement in order to prioritise, wherever possible, local alternatives that meet our standards in terms of quality and sustainability.

In recent years, we have reinforced this model with digital tools that improve the traceability and efficiency of managing purchases. We now have an **integrated management platform** that lets suppliers register their information, get approved and process their invoices in a digital setting, linked with our ERP system. This digitalisation has helped reduce administrative procedures, improve transparency and streamline our relationships with suppliers.



We care about our guests' experiences

At Abadía Retuerta, we believe that excellence is built by taking care of every single interaction that we have with those who engage with our brand, be it as hotel guests or as consumers of our wines. We seek to foster a close, transparent and long-lasting relationship with them, based on active listening, respect and continuous improvement.

We have **multiple channels of communication**, both digital and in-person, that allow us to maintain an open dialogue with those who want to learn more about our history, our products or our experiences. Our presence on social media, our website and other specialised platforms enable this constant dialogue, while face-to-face interactions in our hotel and winery allow us to get impressions and feedback in a more direct and personalised way.

Following every visit, our guests are invited to fill out a satisfaction questionnaire, which helps us identify where we could improve, while still strengthening the highest-rated aspects of their experience. We also have an internal manual of procedures that clearly defines how all requests and comments should be processed and dealt with. This guarantees a quick, personalised response that adheres to our broader values.

This culture of customer service and care also extends to those who enjoy our wines: we have open channels for customers to contact us, and a strong commitment to the quality, traceability and clear information of our products.

In 2024, no formal complaints were registered through our customer service channels. This is proof of the trust placed in Abadía Retuerta, and the effectiveness of our protocols regarding clients and consumers.



3.3

WE COLLABORATE TO HELP IMPROVE SOCIETY

At Abadía Retuerta, our social responsibility goes beyond the boundaries of our company and extends to the wider community and society. We encourage the employment of people at risk of or in situations of social exclusion, and we support organisations that work towards equality and the integration of vulnerable groups into the labour market. Therefore, every year we collaborate with various non-profit organisations working on projects of common interest.



Vendimia Solidaria project

Vendimia Solidaria is our charity wine project, and one of our most meaningful social initiatives. We have been running it for over a decade, with the aim of **helping more vulnerable members of society get into work**, by collaborating with charities throughout our harvest campaign.

Each year, we hire people from collectives at risk of exclusion, and they join the grape-harvesting teams on our estates. As well as the positive impact this has with regards to employment and training, some of the collected grapes are used to make a special-edition wine which is then put on sale. All of the profits are subsequently donated to the charity from that edition, and so the scheme supports their programmes and community projects.

In 2024, we handed over the money raised (18,600 €) from the sales of the 2023 wine to **Accem**, thus closing another cycle of collaboration and engagement.

For the latest edition, our project collaborated with **Fundación SIFU** and **Autismo Valladolid**, two organisations that work to improve the independence and inclusion of people with disabilities and functional diversity.

To mark the tenth anniversary of Vendimia Solidaria, in 2024 we held a moving event at The Craft, where we brought together most of the charities with which we have worked over the last decade. It was an opportunity to see the evolution of the projects that have been developed since our collaboration with them.

With Vendimia Solidaria, we reaffirm our commitment to society and to the region. We join forces as a way to build, by means of our vineyards, a more inclusive, fair and humane future.



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RESPONSIBLE LEADERSHIP



4.1
DECISION-MAKING PROCESS

At Abadía Retuerta, we understand sustainability as a company-wide principle that guides all of our strategic decisions. It forms part of our approach, and is fully integrated into the work of the board, who foster a management model based on excellence, long-term vision and a balance between human values and profitability.

The managing committee at Abadía Retuerta –the ALT, or the Abadía Leadership Team– is made up of the directors of the company’s different departments. In 2024, new members have joined the team, strengthening its interdepartmental vision and overall solidity.



In 2024, the executive leadership and management roles were occupied by 8 men (80%) and 2 women (20%).

With regards to age distribution, 5 of them are aged between 30 and 50, while the other 5 are over 50.



Percentage of women on managing board, over time

Year	Women	Men
2020	37%	63%
2021	44%	56%
2022	44%	56%
2023	22%	78%
2024	20%	80%

We make decisions on a shared basis, and we assess each situation with rigour and an overarching vision. We aim to maintain the coherence of the company's project, pre-empt challenges and continue to build a solid organisation that is ready for the future.

2024 has included some complex decisions which have challenged us to act responsibly in a demanding context. At the beginning of the year, we identified inefficiencies in the organisational structure and overstaffing in some departments. We therefore undertook a full restructuring of the company, with the implementation of a Redundancy Plan.

To set out the process, we analysed all areas in terms of their contribution to the business and the resources required, and we assessed the value and competence of the teams, based on multiple, crossover factors. It was a tough process, but we managed it responsibly, always seeking to minimise the impact on people.

During the process we offered economic conditions above the legally established rates, and we implemented an external support programme (i.e. outplacement) which facilitated the professional

transition of those affected. From the outset, we maintained fluid, transparent and close communication, explaining each step of the process and creating spaces for dialogue and listening.

After the restructuring, we worked actively to support the teams and strengthen internal bonds. We held Town Hall-style meetings, put on team-building activities and reinforced the presence of the management team to encourage a natural recovery of the good working environment.

This experience has taught us some valuable lessons. Among them, the importance of maintaining a balanced tension between the planned resources —the required ones, and the actual ones— and of continuing to act with a shared vision, efficiency and increasingly conscious leadership.





4.2
COMMITTEES THAT PUSH FORWARD
OUR VALUES

At Abadía Retuerta, we believe in a form of leadership that is built from within, in a collaborative and transversal way. Over the years we have set up various internal committees that reinforce our values, put our commitments into practice and allow us to become a more conscious, inclusive culture that is in line with our vision of sustainability.

Our **Sustainability Operating Committee** was set up in 2014, and has since evolved and expanded along with the project. It now includes associates from different departments —Maintenance, Finance, Marketing & E-business, Laboratory, Field and Winery, Retail, Culture & Talent, Santuario Wellness & Spa and Communication— so it has a broad vision, in close contact with the company’s day-to-day operations. The Committee convenes every quarter to monitor the action plan and analyse any risks and/or opportunities relating to sustainability within the company’s business model. This committee also coordinates the process behind the creation of this report.

Since 2016, we have been working to improve equality through a specific committee, created five years before it was required by law for companies of our type. Following our Family-Responsible Company certification in 2020, this group evolved into the current **Equality and Family-Responsible Committee**, and its scope of action was extended towards improving work-life balance and quality of working life. This committee made up of people from different areas and business models —both hotel and winery— and has business and trade union representation. This diversity means that we can approach issues from multiple perspectives, fostering pride of belonging, internal communication and a solid and shared organisational cultur.

2024 also saw the consolidation of the **LGTBI Committee**, a formal initiative that bolsters our commitment to diversity and inclusion. This committee, with business and social representation, aims to create a working environment free of discrimination based on sexual orientation, gender identity or gender expression. It was created in response to our belief that only an open and respectful culture allows people to reach their full potential and give the very best of themselves.

These committees are a bridge between the ALT’s commitments and the everyday reality of all those who form part of Abadía Retuerta. They are vital in terms of applying our strategic values and objectives to the company’s daily working practices, by activating the organisational culture from within and enabling every single worker to help create, through their role, a more sustainable, fair and consistent business.

4.3

WE ARE GUIDED BY PRINCIPLE
OF GOOD GOVERNANCE

At Abadía Retuerta we understand good governance as a way of acting with integrity, responsibility and respect in all that we do. Our approach to decision-making, our relationships with stakeholders and the day-to-day management of our business are all guided by ethical principles that form part of our culture. These values take the form of active policies that we apply effectively and constantly across the organisation.

One of the fundamental pillars of this commitment is our **Code of Conduct**, which was approved in 2016 and is remains in force. This is a reference document that applies to all those who form part of Abadía Retuerta, as well as to our collaborators and suppliers. It is integrated into the induction process for new recruits, and is permanently available via the employee portal. Throughout the year, the Code has continued to serve as a guide in sensitive situations, which highlights its value as a practical tool beyond its regulatory aspect.

The Code is structured into **five essential principles** that reflect Abadía Retuerta’s identity:

1

Customer satisfaction is the lifeblood of our company

Our aim is to provide guests with complete and unique experiences, so we look after all details with excellence, vocation and commitment. We therefore strive to create products that meet the highest possible standards in terms of quality, safety and responsibility.

2

We treat our employees fairly and respectfully

We recognise the value of every person in the organisation. We promote fairness, diversity, inclusion, freedom of expression and professional development, in an environment based on ethics, respect and continuous learning.

3

We are committed to reaching outstanding and sustainable levels of performance, while maintaining integrity

We manage resources responsibly, transparently and with a long-term vision. We protect company assets, prevent conflicts of interest and ensure confidentiality, privacy and data security.

4

We strive to be a trusted partner

We act with integrity in our relationships with suppliers, partners and other stakeholders. We have specific policies —such as the anti-bribery policy and the policy to prevent conflicts of interest— which set out clear criteria to prevent inappropriate conduct and reinforce the corporate ethical culture.

5

We aspire to be a good corporate citizen

We actively contribute to social, cultural and environmental development through our responsible practices. We promote Human Rights and compliance with current legislation, including all matters relating to the protection and processing of personal data, via internal training, monitoring and continuous improvement policies and measures. In 2024 we had no cases of non-compliance with the current legislation.



The whole Abadía Retuerta team has a shared responsibility to comply with this Code. To facilitate this, we have a specific channel for reporting—securely and confidentially—any behaviour that might contradict these principles.

In 2024, we dealt with one case via our **internal reporting system**. The investigation was carried out with utmost rigour and confidentiality, and was taken very seriously. At all times, the whistleblowers were guaranteed protection, and all those implicated were treated with respect. Once the process was finalised, and the results obtained, the relevant persons were removed from the company, in line with our principles and internal policies.

This experience has underlined the importance of having effective mechanisms for taking action when faced with situations that compromise our values. When the case was wrapped up, we launched a staff campaign to raise awareness about the internal reporting system, the contents of the onboarding process were updated, and the training on ethics and compliance was tightened up. There were no further complaints over the course of the year.

4.4

WE CONTRIBUTE TO THE DEVELOPMENT OF THE INDUSTRY



At Abadía Retuerta, we firmly believe in collaboration as a driver for change and growth; this is why we actively participate in networks and associations that foster transformation in the industries dedicated to winemaking, tourism, the environment and responsible management. We are convinced that sharing knowledge and experience is vital when it comes to tackling the challenges of the present day, so we can build, together, a more sustainable, innovative and competitive future.

Throughout 2024, we have actively participated in various strategic alliances which reinforce our vocation to make a positive impact. Some of the most important ones include:

- **Fundación SERES**, with which we collaborate on analysing our social footprint.
- **The Spanish Wine Federation (FEV)** and **Grandes Pagos de España** (“Great Vineyards of Spain”), within which we promote the cultural and sustainable value of wine via joint actions.
- **Círculo Fortuny, Turium** and **The Leading Hotels of the World**, are spaces in which we foster positive-impact tourism and the international positioning of excellence in the hospitality industry.
- **DIRSE**, network in which we help push forward business communication that aligns with sustainability and responsibility.
- **International Wineries for Climate Action (IWCA)**, is a collaborative international alliance that groups together responsible wineries that have a common goal to leave a net-zero carbon footprint.
- **Grandes Pagos de España**, wineries located across Spain and with a common philosophy: make excellent wines in harmony with the soil, climate and natural surroundings.

For us, all of these collaborations play a vital role in our contribution to the development of the industry, based on a shared and responsible vision. We believe that they are part of our roadmap, with the ultimate aim of having a positive impact with our work. In 2025, our goal is to further strengthen these partnerships, especially in the social sphere.

Beyond associations like this, in 2024 we have also participated in initiatives linked to the development of the surrounding area through culture and training. In terms of academia, we run the Master’s Degree in Winery Management; we are patrons of both the International Cooking School Foundation and the National Sculpture Museum; and we have contributed by lending works of art for exhibitions, such as the *Caprile Lorenzo* show held in Madrid.

These collaborations reflect our desire to add value beyond our own sphere of work. We hope to contribute —through dialogue and joint action— to a more conscious and resilient industry model, one which is connected with the values that define us.



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ANNEX I
ECONOMIC PERFORMANCE



At Abadía Retuerta we continue to grow every year, not only in terms of human resources and production capacity, but also economically. In turn, this reflects our management strategy, which is oriented towards sustainability, efficiency and creating value, to be shared with our stakeholders.

In 2024, our business grew 1.9% year-on-year. The key figures for 2022, 2023 and 2024 can be seen in the following table:



Economic data

	2022	2023	2024
Direct economic value generated (€)	16,047.323	16,387,155	16,708,231
Income (€)	16,047,323	16,387,155	16,708,231
Economic value distributed (€)	15,073,550	15,444,408	15,315,072
Operating expenses (€)	7,578,328	6,541,839	5,661,867
Employee wages and benefits (€)	6,984,220	7,627,606	7,967,055
Payments to capital providers (€)	153,702	954,715	1,142,238
Taxes (€)	342,140	290,553	484,277
Payments to the community (€)	15,160	29,695	59,635
Economic value retained (€)	973,773	942,747	1,393,159

The purpose of this report is to provide a clear, comprehensive and transparent overview of Abadía Retuerta’s economic, social and environmental performance during 2024. We have compiled it as an exercise in accountability to our stakeholders, in accordance with our key commitments to good governance and sustainability that define our work.

The selection of stakeholders included in this document has been made based on our Code of Conduct. In addition, the results of the materiality analysis have been taken into account in order to identify the most relevant issues for our management.

Abadía Retuerta S.A. is a single-shareholder corporation dedicated to viticulture and winemaking (the Abadía Retuerta winery itself), and hospitality (via the hotel LeDomaine). The company is based in Sardón de Duero (Valladolid, Castilla y León, Spain). We currently operate in 30 countries throughout Europe, the Americas and Asia. The full list of countries can be found in Chapter 1 of this report.

The information contained in this report refers to the same entities and scope as those included in our annual accounts, filed with the Commercial Registry, in compliance with current legal requirements. The reporting period corresponds to the calendar year, from 1 January to 31 December 2024, in line with the organisation’s fiscal and accounting year.

With regard to previous data, now-outdated information has not been included here. Furthermore, where errors or inaccuracies have been detected in previous reports, they have been corrected in this edition to improve the reliability and comparability of the data. Specifically, in Chapter 3, some values have been updated based on improvements in the information collection process.

This report has been reviewed and approved by the Abadía Leadership Team (ALT), as the highest governing body, in its final version prior to publication. This document has been prepared using the Global Reporting Initiative (GRI) standards as a reference, by applying its principles of accuracy, balance, clarity, comparability, completeness, sustainability context, punctuality and verifiability. On this occasion, and by internal decision, the report has not been externally verified.

The following annex shows the complete table with the GRI indicators as reported in this financial year.

ANNEX II
ABOUT THIS REPORT



Materiality análisis

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 key issues we wish to improve. We aim to offer specific solutions, in line with both our sustainability strategy and our philosophy of excellence and maximum quality.

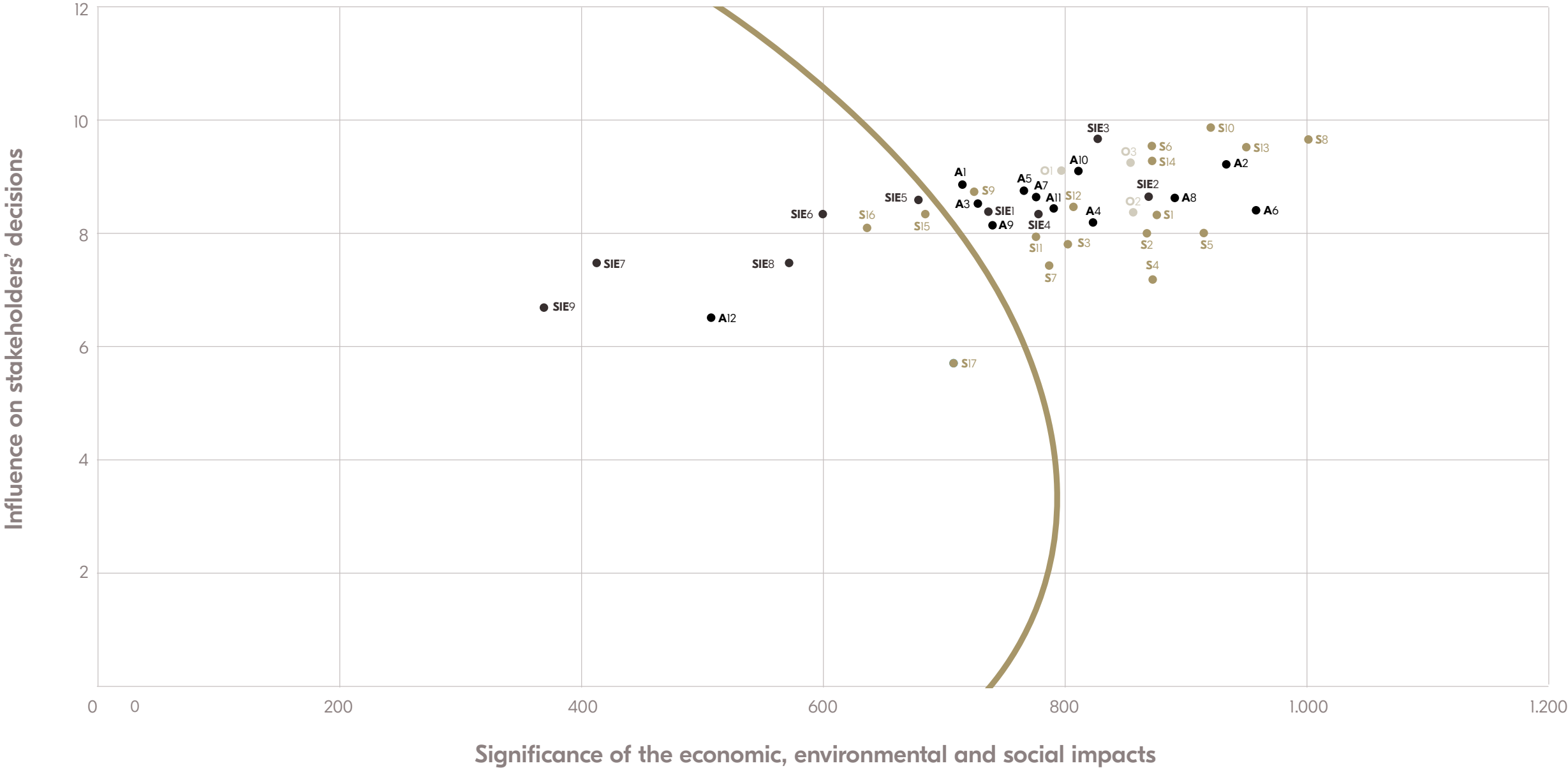
We first identified all possible material issues based on a review of external sources —such as the GRI standards, Law 11/2018, or the principles of the Global Compact— and internal sources such as our own reports and previous sustainability plans.

After this first phase, we consulted all our stakeholders via online questionnaires, in order to

rank all the issues in order of importance. At the same time, we carried out an internal assessment with the management team, incorporating the organisation’s strategic vision and prioritising those aspects where we have the greatest capacity for action in the short and medium term.

The combination of both perspectives —an external one, focused on the vision of our stakeholders, and an internal one, focused on our strategy and operating context— allowed us to piece together a materiality matrix that clearly defines the most relevant issues for Abadía Retuerta. This tool guides our priorities and reinforces the consistency between who we are, what we do and what we hope to contribute.

Materiality matrix





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:**
 - SIE1** Economic performance
 - SIE2** Digitalisation and innovation
 - SIE3** Positioning and visibility
 - SIE4** Sustainable investment
 - SIE5** Business model and markets served
 - SIE6** Impacts, risks and opportunities
 - SIE7** Partnerships
 - SIE8** Governance structure
 - SIE9** Combatting corruption and bribery

- **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
 - S15** Collaboration with associations, businesses and institutions
 - S16** Stakeholder relations
 - S17** Internal communications

- **Environmental matters:**
 - A1** Environmental certification
 - A2** Environmental legal compliance
 - A3** Emissions
 - A4** Climate change
 - A5** Circular economy and waste management
 - A6** Water management
 - A7** Responsible consumption of raw materials
 - A8** Energy
 - A9** Biodiversity
 - A10** Ecological production
 - A11** Leadership in environmental management
 - A12** Precautionary principle or approach
- **Other matters:**
 - O1** Quality management
 - O2** CSR management and communication
 - O3** Transparency and traceability

Although we are not legally obliged to do so, in 2025 we plan to go one step further and work on a **double materiality** analysis. This new approach will enable us to align ourselves with the trends of leading European companies in sustainability, improve the identification and assessment of the impacts we have on our environment, and at the same time analyse how environmental, social and governance factors can influence our business model. We are confident that this exercise will help us pre-empt risks, identify opportunities and continue to move towards a more robust and consistent performance in terms of sustainability.



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