



CONSCIOUS COMPANY

REPORT 2022

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President's welcome

We present the third Annual Report of Zamora Company as a Conscious Company, where we express once again our corporate and personal commitment to the transformation towards a fairer society and a better planet.

2022 has been a year of significant economic and geopolitical challenges. Despite this, we have managed to maintain the trajectory of post-pandemic recovery, as well as to **grow in a profitable and sustainable manner**, thus contributing to the economic and social growth of the communities where we are present.

Beyond the immediate context, major trends such as **innovation and sustainability** will continue to transform the economy and our societies.

For these reasons, we have developed a **new strategic business plan** looking towards the future, reinforcing the internationalization and digitalization processes, strengthening the Conscious Company model, empowering our teams, and advancing in our commitment to the environment and society. All this from a solid and ethical governance, putting people at the center of our decisions, to continue developing the business sustainability that we have set for ourselves.

Our brands have been on the podium of the most important international awards and our financial results support our good performance in a very competitive market, with increasingly demanding consumers and changing consumer trends.

We have been up to the task and will continue to move forward with the lessons learned to keep moving in unpredictable and unstable scenarios. We will do so with determination and reinforcing our **commitment to generate shared value** thanks to the great human and professional team that makes up Zamora Company.



José María de Santiago

President of Zamora Company

I welcome you to our **Conscious Company Report 2022**, to show how sustainability permeates our brands and how we demonstrate our ongoing commitment to our Legacy of the Future.

Once again, thank you very much.

Message from the General Director

At Zamora Company we combine all our efforts towards a common goal, achieving a sustainable business model that is our legacy for the future to society and the planet.

In 2022, I assumed the executive management of Zamora Company to drive the company's next strategic plan and consolidate the business.

The owner family trusted me to lead one of the international benchmark companies in the premium wines and spirits sector, with a portfolio of 13 own brands marketed in more than 80 countries, and with the objective of growing in value while maintaining the legacy of more than 75 years of work.

Over the past year, we have carried out a **thorough review of our business model**, reinforcing the areas of marketing, production, supply chain and our commercial structures on the route to market to enable us to achieve organic growth, configuring a new, more resilient organization adapted to the trends that are driving the sector in recent years, such as diversification, the search for experiences, moderation in consumption and in the type of products, the development of e-commerce, as well as a clear **commitment to sustainability** on the part of buyers and consumers.

“



Javier Pijoan

General Director of Zamora Company

As a result of this work, we have a **new strategic plan**, which will drive cultural and organizational change to become **One Agile Global Company**.

We have established a prioritization procedure by investment value, to adapt to the context and continue growing, balancing the search for efficiency (process improvement), with the improvement in customer experience (through the use of data) and the launch of new references that respond to new consumer trends.

We have also consolidated the **transformation and innovation project**, consolidating the foundations of a digital data ecosystem focused on better understanding our consumers and aligning information sources, allowing us to have a single vision at the group level.

In 2022, we achieved **record sales**, with an increase in international sales of over 25%, as a result of our focus on developing international markets and building brands.

In an uncertain environment such as the one we are living in, these results confirm that one of our greatest strengths is precisely the quality of our premium brands and their acceptance by consumers, which once again this year has been recognized with numerous awards, thanks to the work of a very talented **team** aligned with the values of **commitment, quality** and **innovation**.

We are confident and prepared to overcome the challenges that may arise and strengthen **strategic alliances** that will allow us to take the business to the next level set out in our 2023-2025 strategic plan.

In this Conscious Company Report we want to share with all our stakeholders how **sustainability** guides our actions, increasingly becoming a key enabler of our business.

Javier Pijoan

General Director of Zamora Company



Thanks from the Board

Through this third Conscious Company Report, we want to show our achievements and objectives, knowing that we have a challenging path ahead of us, but with the satisfaction of how we are contributing to the socioeconomic development of our communities.

For yet another year we want to highlight the **commitment of the Board of Directors** as a fundamental lever for the integration of business sustainability aspects in the activity of the Zamora Company Group.

We know that this would not be possible without the team of people that make up the company, to whom we want to reiterate our deep gratitude, because only together can we continue to keep intact the **values of our family business**, as well as our purpose of caring for the social and natural legacy of our activity for future generations.

We are aware that a company not only has to have solid values, but also has to act accordingly. This obligation affects both our leaders and our entire human capital, with the aim of guaranteeing ethical and responsible management of the business and contributing decisively to the company's activity generating value for all its stakeholders.

Sustainability continues to be strengthened as a key growth pillar for the group, through specific actions that allow us to have a business model aligned with the Sustainable

“



Esther Aguirre

Advisor and Spokesperson for Zamora Company's Family Commission

Development Goals (**SDG**) of the 2030 Agenda, generating a **positive impact** on the three key lines of action of our **Conscious Company** model: commitment to the planet, employee empowerment and shared value with society.

In 2022 we have renewed our commitment to the **United Nations Global Compact** initiative, for the promotion of human rights, labor standards, the environment and the fight against corruption.

To reinforce our identity and carry out our work as an upright and responsible company, all Zamora Company professionals are guided by the **Code of Ethics and Conduct** and our corporate policies.

We also have a great commitment to complying with regulations and our internal regulations, which has led us in 2022 to further strengthen our risk management and compliance system.

Through this third Conscious Company Report, we want to show our achievements and our objectives, knowing that we have a challenging path ahead of us, but with the satisfaction and pride of seeing how Zamora Company is contributing to the development and socioeconomic growth of the communities in those of us who have presence.

We are aware that the long term is built day by day.

Esther Aguirre

Advisor and Spokesperson for Zamora Company's Family Commission



The Vision of a Conscious Company Manager

For three years now, we have been making steady progress on the roadmap set out in our Conscious Company Master Plan, clear that this is the way forward and increasingly convinced that sustainability is the only way forward.

In order to meet the enormous challenges facing us, such as the unstoppable advance of climate change or social inequality, in 2022 we have seen a significant acceleration in terms of regulatory frameworks in the field of **ESG Sustainability**, as well as in the publication of reports and recommendations.

To mention just a few of the new regulations, in social matters we look forward to the Due Diligence Directive, the new social taxonomy

and the new gender diversity targets in governing bodies set by the recent European directive for Boards and directorships; in governance matters, we look closely at the CSDR (Corporate Sustainability Reporting Directive) and the development of its unified disclosure requirements for standardization and subsequent comparability of results.

At Zamora Company we are prepared to face our obligations, out of **conviction** and **responsibility**, by approaching it as an **opportunity** presented to us to **grow and differentiate ourselves** as a company, acting from commitment and **transparency** towards all our stakeholders.

We continue to set ourselves **challenges**, ranging from addressing climate action and reducing our carbon footprint, to taking care of our people, creating safe and flexible work environments where everyone can perform at their best, accelerating equality and inclusion, and doing business ethically, embodying our values in the way we work and operate every day.

And all this without forgetting **sustainable innovation** as an engine for growth and a driver

“



Marisa Almazán

Conscious Company Manager

for sustainability, and as a lever to meet the new expectations of increasingly demanding consumers, for which all corporate areas work hand in hand to ensure that our products are **conscious brands**.

We maintain the impact of our **commitment to the community**, which is also deeply rooted in our family business values, by continuing to contribute a percentage of the company's annual net profit to social actions, which has already

meant contributing more than one million euros in the last three years to needy groups, mainly in our areas of business influence in Spain.

All this would not be possible without the **great team** that makes up Zamora Company, an aligned team that aspires to achieve the **sustainability of the company**, understanding its objectives and purpose, a team made up of people involved and focused on contributing their strengths to achieve the **goals set as a Conscious Company**.

For me, it is a satisfaction to have the responsibility of promoting and leading sustainability in the group so that it becomes part of our DNA and is integrated transversally in all our activities. All this would not be possible without **the people** who make up Zamora Company, to whom I would like to express my gratitude once again this year from the pages of this **third Conscious Company Report**.

We will continue to create value, demonstrating that our strategy as a conscious company also

goes hand in hand with the generation of good financial results, because sustainability is already implicit in the business and is today a key pillar of growth for the group.

Marisa Almazán
Conscious Company Manager



Creating value 2022

To do this, on the next pages you can find infographics with the milestones of this progress.

We are aware that advancing our objectives as a Conscious Company is key to continuing to build our legacy for the future. For this reason, every year we analyze our impact to understand this progress, in order to determine those areas in which we must continue to make efforts and highlight our most relevant milestones.





Empowered employees: Our achievements 2022

Professional development

Quality employment

531 employees

86% permanent contracts

98% covered by 15 collective bargaining agreements in Spain

Evaluated employees

33% linked to bonus

3,845 training hours

Flexibility at work



Teleworking agreement, with two modalities: nomad (3 days/week face-to-face) and occasional (12 hours/week remotely)



Respect for the right to **disconnect from work**



Launch of **Development Conversations**, including competency assessment



Empowered employees: Our achievements 2022

Occupational health and safety

Prevention

Absenteeism rate*



Frequency rate*



Incidence rate*



Severity rate*



2 Prevention services:
100% of the Group companies in Spain

0 occupational diseases

We promote health

472 medical examinations for health surveillance

*In Spain

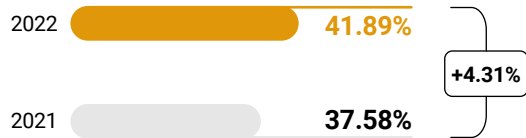


Empowered employees: Our achievements 2022

Work-life balance, diversity and inclusion

Gender diversity

Women in the workforce



Women in management positions



Women in middle management positions



Increased **female representation** in the team

Workers by age



Diversity and inclusion

1.9% employees with special needs

21 nationalities

Diverse and inclusive employee profile




Empowered employees: Our achievements 2022


Conscious team

Ethics and responsibilities


100% employees who sign the Code of Ethics

 **Ethic district:** our training channel in compliance

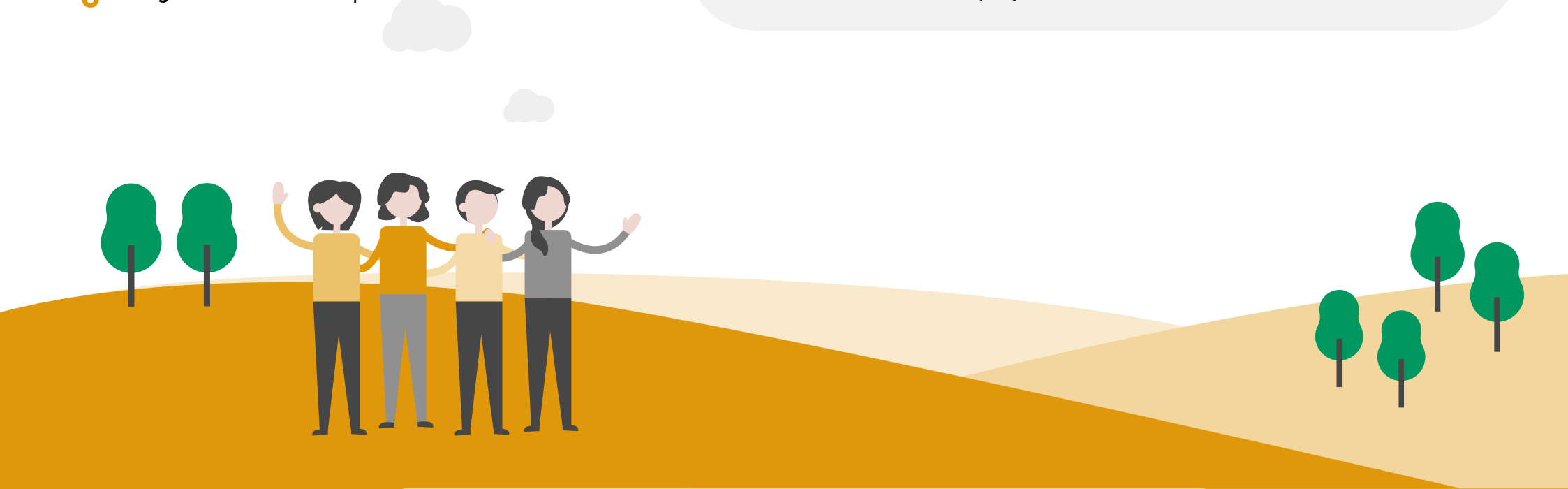
0 registrations in the complaint channel



100% employees sensitized on Conscious Company



Participation in donation and volunteer actions





Commitment to the planet: Our 2022 achievements

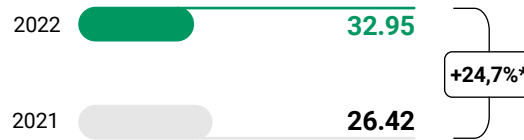
Climate Action

Renewable energy consumed



Goal 2025 **90%** renewable energy

GHG emissions and carbon footprint (gCO₂e/bottled l)



Goal 2025 **-15%** GHG emissions vs. 2018

Energy consumed (kWh/bottled l)

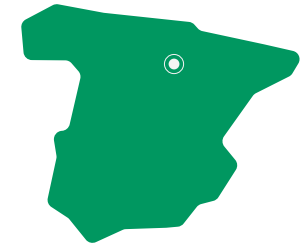


R+D

New crop varieties adapted to climate change:

- Viñedos de Altura of Ramón Bilbao, cultivated at higher altitudes to delay maturation
- Conservation of varietal heritage and study of varieties that adapt to Mar de Frades

Certifications



Ramón Bilbao, the only Spanish winery on the Founding Committee of the Sustainable Wine Roundtable (SWR)

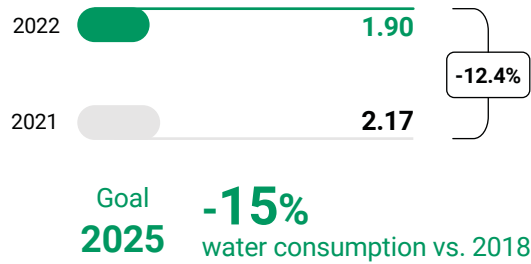
* In 2022, more energy data has been taken into account than in previous years, which has increased energy consumption and, therefore, CO₂ emissions.



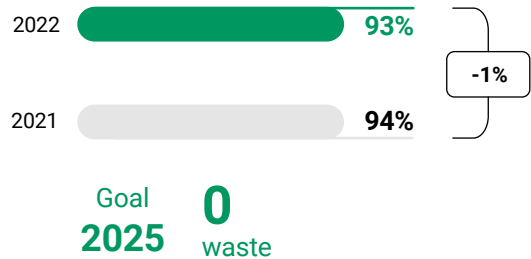
Commitment to the planet: Our 2022 achievements

Circularity

Water consumption (l water/bottled l)



Recovered waste (recovered/recyclable)



Packaging

Glass bottles

- 9% weight bottle Lolea 75 cl → -50 t* glass/year → -20 t CO₂ eq/year
- 8% weight bottle Ramón Bilbao Crianza → -250 t glass/year → -160 t CO₂ eq/year
- 6% weight bottle Licor 43 → -110 t glass/year → -44 t CO₂ eq/year

Sustainable advertising material

- 100% use of FSC certified paper/cardboard/wood
- 100% elimination of polybag plastic bags
- Reduction of common plastic packaging

* t: tons

Corrugated paperboard

- 50t of paper used in the production of liner papers
- Reduction in the number of inks used to minimize paper weight
- Use of raw Kraft-type paper boxes, avoiding bleaching

Plastic material

- At least 30% recycled PET used in sleeves
- 100% Use of tear strip to facilitate label recycling
- 100% FSC and PEFC certified palets wood, efficient and sustainable logistics model



Commitment to the planet: Our 2022 achievements



Biodiversity protection



+28% vegetables linked to geographical areas vs. 2021



Sustainable viticulture program



Biodynamic culture



Replacing chemical fertilisers with **organic fertilisers**



R+D projects to **care for biodiversity**



Conscious suppliers



100% of suppliers signed the Code of Ethics



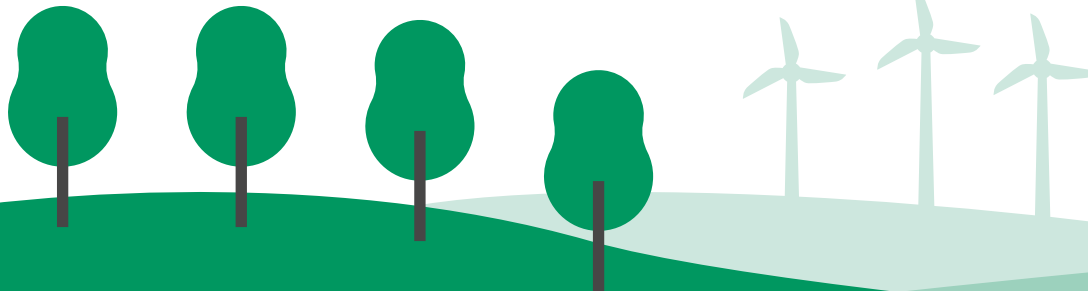
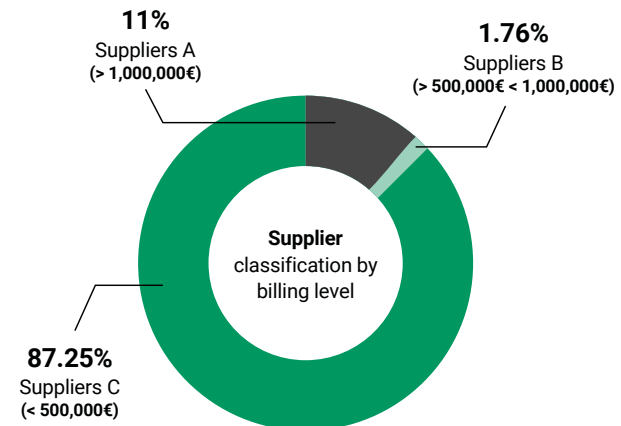
Code of Good Commercial Practices in food procurement (FIAB)



Zamora Company's **new sustainable purchasing model**



+90% suppliers Spanish TIN





Consumers and society: Our achievements 2022



Conscious consumers



Support for responsible consumption campaigns



European program
'Wine in Moderation'



Program **'Nocturnes'**



Program
'Minors not a drop'



Campaign
'You serve, you decide'



Campaign **'Leave accounts with zero alcohol'**



Adhered to self-regulation codes



We are part of the FIVIN board



We expanded our portfolio of products with lower alcohol content (RTD)



Consumers and society: Our achievements 2022

Satisfied clients and consumers

Awards and recognitions



Ramón Bilbao among the 50 most admired wine brands in the world

+40

More than 40 awards and recognitions to our brands



Recognition of Zamora Company in the Just Drinks Excellence Awards

Claims and incidents

0 food safety **claims**

1.26 **claims per million liters** (defective items), **-54.8% vs. 2021**

0 data protection **incidents**

Quality and food safety

Renewed **quality and food safety certifications**



Licor 43, Zoco and Villa Massa plants



Zoco and Ramón Bilbao plants



Ramón Bilbao wineries

Customer experience



Club Venturio e-commerce



Spanish Wine Academy



Experience 43

MAR DE FRADES

The Mar de Frades Garmet Lounge cabin



Consumers and society: Our achievements 2022

Sustainable innovation

Innovative products



A lighter Bordeaux bottle
by Ramón Bilbao



Launch of Mar de Frades
Finca Monteveiga



Packaging evolved
from Finca Valiñas



Organic certificate Finca los Hoyales de
Cruz de Alba - vintage 2017



New superpremium expressions
Vermouth Giardino Tradizionale Rosso
and **Mediterranean Dry** from Villa Massa



Martin Miller's Summerful Gin, with
additional distillation of English rosemary
and Arctic thyme from Iceland

Social innovation



'U-LABEL' label: complete and multilingual
information through QR codes



2nd edition of the 'Juli Soler Awards'



Promoted by **Spanish Wine**
Academy-Ramón Bilbao



Sustainable wine tourism experiences



We make wine culture known through our
wineries, vineyards and wines



We offer the chance to enjoy the brand's
wines and get to know our vineyards



We start the **guided tours** at the
Pacharán **Zoco** distillery



Consumers and society: Our achievements 2022



Conscious consumers



Support for responsible consumption campaigns



European program
'Wine in Moderation'



Program **'Nocturnes'**



Program
'Minors not a drop'



Campaign
'You serve, you decide'



Campaign **'Leave accounts with zero alcohol'**



Adhered to self-regulation codes



We are part of the FIVIN board



We expanded our portfolio of products with lower alcohol content (RTD)



Crosscutting levers: Creating value 2022

Good corporate governance

Risk management

Revised business model to increase resilience:

- Diversification
- Electronic commerce
- Increase in home consumption
- Moderation in consumption
- Commitment to sustainability
- Emerging trend of the search for luxury in new categories other than the traditional ones

Update Risk map

Risk Management and Compliance system



Renewed adherence to the Global Compact

- Shared good practices

Whistleblower channel

New system for reporting complaints

0 complaints regarding corruption and human rights

New Anti-Corruption Policy

Training Plan in Corporate Values



Crosscutting levers: Creating value 2022



Good corporate governance



Ethics and values

- ✓ **Updated Code of Ethics and Conduct** along with the update of the Compliance Committee and regulation of the complaints channel

- ★ **Updating** our values, motto, vision and mission

- Revised **values**: Commitment, Honesty, Independence, Entrepreneurial character, Passion, Innovation and Quality and excellence
- Company **motto** in 2022 including the concept of **Conscious Company**:

"Unique Wine & Spirits Brands, Global passionate Team, Family-Owned Conscious Company"

- Redefined **mission** in 2022: Create, develop and market premium brands of wines and spirits, unique, desired by consumers and differentiated from competitors
- Strengthened **vision**:
 - The **consumer is at the center of all our decisions**, whom we continually surprise and with whom our brands always connect
 - We **create value** through greater volume
 - Although we are anchored in our country and traditions, we have a marked vocation for **international conquest**
 - We work as **One Agile Global Company** (OAGC) in an open and collaborative way



New **Code of Ethics for Suppliers**



Crosscutting levers: Creating value 2022



Transparency and dialogue with stakeholders



Strengthening relationships with our stakeholders



Materiality analysis reviewed with the collaboration of our stakeholders



Transparency

- **3rd Conscious Company Annual Report**
- **Alignment with GRI, Global Compact and SDGs**
- **Conscious Company Web**



Leadership as a Conscious Company



Commitment as a Conscious Company

- **Dissemination plan** and enhancement of our commitments as a Conscious Company



Shared growth

- **Participation in forums and events** to promote sustainability through synergies



01

Our Conscious Brands

Zamora Company is a Spanish company with a clear international vocation. With a strong implementation in Spain and distribution of its brands globally, it has consolidated a rich portfolio of premium wines and spirits.



Our portfolio > Our DNA



Licor 43



Licor 43 RTD



Gressy



Martin Miller' Gin



Mar de Frades



Ramón Bilbao



Zoco



Berezko



El Afilador



Cruz de Alba



Lolea



Yellow Rose



Thunder Bitch



Villa Massa

Conscious Company

Zamora Company Group

Through our brands we reflect our commitment as a Conscious Company to continue building our legacy for the future. Each one, although with its own style, aligns with Zamora Company's global commitments.



Conscious brands

Core brand attributes

Current



Accessible



Honest



Sustainable



Committed



01. Our Conscious Brands

Current brands

Offering new products created for **different consumer tastes**, responding to the growing demand for **healthier products**, all while ensuring the highest standards of **food safety**.



We continue to focus on innovative products that have received **more than 40 awards and recognitions during the year 2022**.



Ramón Bilbao's Organic range, the culmination of a commitment to sustainability.



Mar de Frades Finca Monteveiga, launched in 2022, which, like Fincas Valiñas, is another unique wine in the region, both for the vineyard from which it originates and for the great complexity that the Albariño grape can confer.



Martin Miller's Summerful Gin, a product that adds to the original formula of Martin Miller's Gin, an additional distillation of English rosemary and arctic thyme from Iceland.



Licor 43 Chocolate has been chosen **Product of the Year 2023** for its innovative character and its surprising recipe combining original Licor 43 and 100% sustainably sourced cocoa.



Licor 43 Horchata, a liqueur made with a 100% vegetable base, lactose-free and suitable for vegans, a fusion of Licor 43 Original with Valencian horchata.



Vermouth Giardino Tradizionale Rosso and **Mediterranean Dry de Villa Massa**, an innovative and lighter style for its fresh citrus flavor and light saltiness, with ingredients from the Italian Alps for Vermouth Giardino Tradizionale, and Sorrento for Mediterranean Dry.

 **Accesible brands**

Enabling **formats** for different moments and lifestyles, available through **traditional channels** and **e-commerce**, promoting **experiences** and new spaces to enjoy unique moments.

We want to bring our brands and products to all consumers. We want everyone to be able to enjoy our wide range of premium offers and fall in love with their unique flavors.



Products ready to enjoy anytime, anywhere: canned format of **Lolea No. 1**, **Cocktail 43 Fresco**, with low alcohol content and the first Licor 43 «ready-to-drink» (RTD) product, to which **Licor 43 Milk** and **Licor 43 Nitro & Coffee** are added in the cocktail range.



Experiencia 43. First industrial tourism center in Spain to receive the «S» Sustainable Tourism seal.



Guided tours at the **Zoco** pacharán distillery in Dicastillo (Navarra), service launched in 2022.



A new space for the enjoyment of our wine Mar de Frades: **Mar de Frades Garmet Lounge cabin** in Panticosa.



Our own online sales channel continues to grow: **Venturio Club** for wine lovers.

 **Honest brands**

Promoting **responsible consumption** through **rigorous information** and the development of **conscious advertising**.



We promote responsible consumption and leisure with the sector (FEBE and FEV).

Conveying complete information in a transparent manner is crucial to reinforce consumer confidence in our brands. For this reason, we strive to ensure that this information is provided in a variety of ways.



We ensure responsible labeling on all our products and support an innovative digital labeling initiative in the industry.



The 'U-LABEL' has been made possible thanks to the collaboration between the European wine and spirits sector associations.



We supported the Spanish Wine Federation (FEV) in the creation of the Digitalization and Wine Hub.

 Sustainable brands

Environmentally friendly throughout its **value chain**, optimizing its **environmental footprint** and innovating for increasingly sustainable **packaging**.



Facilities and vineyards certified under internationally recognized environmental standards.

Ramón Bilbao starts a new journey with its campaign ‘The journey begins here’, betting on a more sustainable packaging: lighter bottles and ecological paper in its commitment to sustainability.

Licor 43 reduces the weight of its iconic bottle, saving more than 100 tons of glass annually.



We are moving towards more sustainable packaging by optimizing the environmental footprint of our products:

- Certified environmentally friendly paper labels made from 100% recycled fibers.
- We reduce the weight of our bottles, saving material and avoiding significant amounts of CO₂ emissions.



Our Cartagena plant is designed and built under BREEAM sustainability criteria. Sustainable design and construction.

 **Committed brands**

People are always at the center of decisions, committed to the **local communities** in which they operate and supporting **art** and **culture**.



Mar de Frades sponsors the **Mercedes-Benz Fashion Week Madrid**, as the official wine of the great Spanish fashion platform.

The label of its latest limited edition has been designed by designer Lorenzo Caprile.



Martin Miller's Gin supports emerging art at the **StART Art Fair**.



We collaborate with the largest national hunger relief organization.



Mar de Frades, for the fifth consecutive year, supports cinema as a collaborator in the San Sebastian Film Festival 2022: **The Mar de Frades Blue Guide** is gastronomy, leisure, trends and inspiration.



Ramón Bilbao is committed to the training and knowledge of Spanish wine in the world through its Spanish Wine Academy.

We promote culture and art.

02

Zamora Company Group:

Who we are

Our company is characterized by our extensive national trajectory and our international ambition, through which we produce and distribute our premium brands of spirits and wines.



02. Zamora Company Group

Who we are

*A family business.
Proud of our origins.*

Zamora Company is a 100% family-owned Spanish company that produces and markets high value-added spirits and wines, focused on customer satisfaction and the creation and development of premium brands.

With worldwide recognition, Zamora Company is made up of an experienced international team and an extensive product portfolio, with production plants in Spain, Italy and the USA. 260 million euros in annual revenues by 2022.

At Zamora Company, we are more than 500 people working around the world. Each one very different from the other, but all with something in common: their enormous commitment and responsibility to carry out each project. They



are the ones who, building on the founders' core values, keep them alive and strong, shaping the company's personality and making it different from others.

Throughout 2022, the group has made progress in the definition and approval of the new **strategic plan** for the future, supported by:

Three pillars

- Brand building
- Innovation
- Route to market

Two key enablers

- Talent
- Digital transformation

A strategy facilitator

- Sustainability

Our history

It is important to know where we come from to know where we are going

Three generations dedicated to creation

The second and third generations of the Zamora family are currently infusing the personal and unmistakable seal that the company imprints on its brands.

THE YEAR IT ALL STARTED...

The history of Zamora Company is linked to that of Licor 43. In 1946, siblings Diego, Angel, and Josefina Zamora, along with her husband Emilio Restoy, began to create and commercialise this «liquor mirabilis,» following a formula from the Roman era. Diego Zamora was the company's first president.

1946

GROWTH IN SPAIN

During those early years, under Diego Zamora's presidency, we were daring with creative marketing campaigns that helped build a solid image of Licor 43 quickly, leading to significant growth and establishing it as a leading liquor in Spain.

50's-60's

INTERNATIONAL EXPANSION

Starting in the 70s, we began a diversification process in both brands and distribution, expanding our commercialisation to Europe and America.

70's-90's

COMMITMENT TO WINES

In 1999, under the presidency of Mr. Emilio Restoy, we diversified the product portfolio, incorporating the Ramón Bilbao Winery, which continued with Mar de Frades and Cruz de Alba. Zamora Company's deep commitment to a unique way of understanding the world of wine.

1999

GROWING STRENGTH

Following our ambition and guided by our experience, the company continues to see solid growth in Spain while establishing distribution agreements with major international brands.

2000

2017

A SINGLE VISION

New name and corporate identity with the aim of unifying and integrating all internal organisations into a single company at a global level.

2018

NEW ACQUISITIONS

New brands round out the company's portfolio: El afilador, Yellow Rose, Lolea, Martin Miller's, and Villa Massa.

2019

NEW ROUTES TO MARKET

Zamora Company USA, Zamora Company China, and Zamora Company France were born and consolidated following the commitment to expand our own route to market.

2020

FOCUS ON SUSTAINABILITY AND CONSCIOUS BRANDS

We launched our Conscious Company model, a reflection of our way of doing things that is faithful to the values that characterise our company.

2021

RESPONDING TO THE POST-PANDEMIC CONTEXT AND CHANGING CONSUMER TRENDS

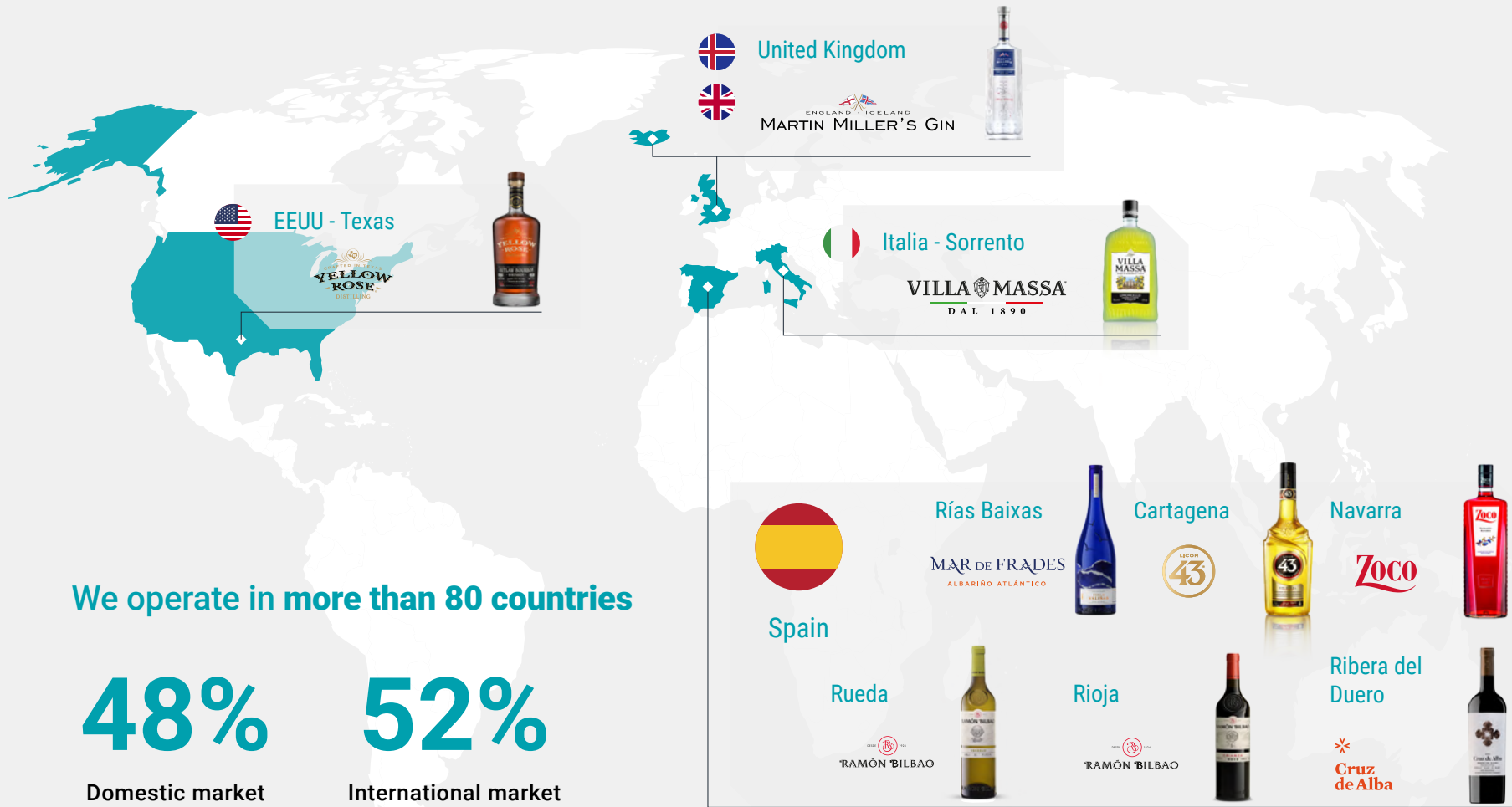
We're adapting to the context to keep growing, balancing the search for efficiency in our processes with improving the customer experience and the launch of new references that respond to changing consumer trends.

The company's 75th anniversary.

2022

NEW STRATEGIC PLAN

We made progress in defining a new strategic plan to transition to the new ways of working as an agile global company. The Conscientious Business Plan has established itself as a key business enabler.



We operate in more than 80 countries

48%
Domestic market

52%
International market

Registered office Grupo Zamora Company

Calle Silicio nº 10, Polígono Industrial de los Camachos, Cartagena (Murcia).

Zamora Company America

3710 Rawlins St Ste 1575
75219, Dallas, TX (U.S.A).
8772516888

Headquarters in Madrid

Calle Pléyades, 23, 28023 Aravaca.

Zamora Company Canada

3000-1 Place Ville-Marie
H3B4N8. Québec. Montréal (Canada).
+1-514-982-4000

Main industrial facilities

Cartagena, Haro (La Rioja), Dicastillo (Navarra), Meis (Pontevedra), Rueda (Valladolid) and Madrid.

Zamora Company Ciudad de México

Ave San Jerónimo 819, Int 109 A y D
Col. San Jerónimo Lidice, Magdalena Contreras.

Distribution facilities and warehouses

Haro, Cartagena, Barcelona, Galicia, Navarra, Italy, United States and United Kingdom mainly.

Zamora Company Deutschland GmbH

Adams-Lehmann Strasse 56
80797 München | Deutschland



Three lines of business

1 Wine production

The wineries or wine producers are grouped under the sub-holding of Ramón Bilbao Vinos y Viñedos, S.L.



2 Spirits production

The manufacturing activity and the participations in liquor/spirits companies are grouped under DZ Licores, S.L.U.



3 Distribution

Structured by markets, some of which are served by the group's own routes to market, and through Zamora Company Global, S.L.U., for markets where it does not have its own presence.



Main magnitudes

Figures 2022

Net sales **266.1 M€**

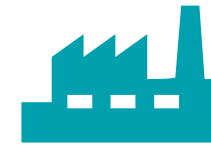
21% > VS 2021

48% Iberia	26% Europe & Emerging	15% Americas	11% USA
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EBIDTA **46.2 M€**

 3 Private label wines	 10 Own brands of spirits
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Sales by business



9 plants
of production
in 4 countries



+80
countries



6
plants of production
in Spain



+170
million cups



+4
million liters of
wine per year



+9
million liters per
year of spirits



536
employees



85%
employees in
domestic companies



15%
and in international
companies

Our identity

Unique Wine & Spirits Brands, Global passionate Team, Family-Owned Conscious Company.

We have been able to build a solid company based on clear principles. These principles have been forged through experience and are a solid foundation of our corporate identity.

Unique Brands

Our goal is to create, develop and market **premium** wine and spirits **brands** that are **unique, desired** by consumers and **differentiated** from competitors. Our **brands** are the **soul** of our company. Our portfolio is **our DNA**. Not just any brand will do. Whether they are proprietary and developed internally or acquired, they must always be differentiating.

Global passionate Team

Committed, proud and very passionate about our work. A large, **international and diverse team**, with **proven multidisciplinary talent** and totally focused on business development, without ever leaving aside its **human values**. Here every person counts, and their **honest commitment** is added to that of the rest of the team, **in an open and collaborative way**, to always go that bit further.

Family-Owned Conscious Company

We are a **family company**, with deep roots and history and **strong ethical and moral values**. We have a **vocation for continuity and permanence**. We want to **leave our mark and a legacy** for the next generations. We are committed to **generating long-term value**, helping to build a **better, more sustainable and resilient society**. We are **recognized and respected** for always acting **responsibly towards** the different **stakeholders** with whom we interact wherever we are.



Mission, vision and values

In 2022, during the exercise of formulating our new strategic plan for the coming years, we have reviewed our mission, vision and values, with the aim of laying a solid foundation that shows the DNA of the Zamora Company Group.



Mission

Create, develop and market **premium brands** and spirits brands, **unique, desired** by consumers **and differentiated** from competitors.



Vision

To be the most passionate creators of **unique brands** in our industry worldwide, fostering our **family spirit** and commitment to **society** and our **environment**.



Values

We keep alive the values of our founders, who have brought us this far and on which we will continue to build our future.

Commitment:

It is in our company's DNA. We act **responsibly** towards our teams, shareholders, customers and consumers. In making every decision and in the ethics of our actions. We work for a better and more sustainable society.

Independence:

We are, and want to remain, a family business. **We are in control of our decisions** and are responsible for the results we achieve and the legacy we leave behind.

Innovation:

We believe that **the future is invented every day**; therefore, innovation is a constant challenge for us, which we approach without neglecting the maximum quality and responsibility that our actions, products and their essence enjoy. We do not understand innovation if it is not sustainable.

03

Conscious Company

As part of our DNA, we have always strived for environmental protection and socioeconomic growth. Now, we are combining all our efforts towards a common goal, to achieve a sustainable business model that will be our future legacy to society and the planet.



03. Conscious Company

Our sustainable business model

We are a family company, with deep roots and history and strong ethical and moral values, with a vocation for continuity and permanence.

We are very aware that our activity is linked to the natural and social environment that welcomes us and makes our business possible.

We want to **leave our mark and a legacy** for future generations, and we are committed to **generating long-term value**, helping to build a **better, more sustainable and resilient society**.





“



“We are aware that advancing our objectives as a Conscious Company is key to continuing to build our legacy for the future. Therefore, every year we analyze our impact to understand this progress, in order to determine those areas in which we must continue to make efforts and highlight our most relevant milestones.”

Marisa Almazán
Conscious Company Manager

Our Conscious Company Strategic Plan

3 pillars of action

- Empowered employees
- Commitment to our consumers and society
- Commitment to the planet

3 transversal axes

- Good governance
- Transparency
- Conscious leadership

For each of these pillars and transversal axes, we have identified **strategic lines of action** that set the priorities and the path to follow.



Contributing to the SDGs

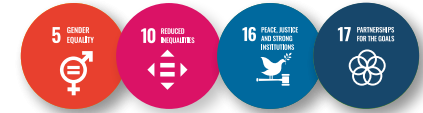
We connect our business strategy with global priorities, maximizing **our contribution to the 2030 Agenda** and identifying the SDGs where we have the greatest capacity to generate a relevant positive impact.



Commitment to the planet



Good corporate governance



Empowered employees



Leadership as a conscious company



Consumers and society



Transparency and dialogue with interest groups



Making our commitment visible

Conscious leadership

We join an entrepreneurial ecosystem with the challenge of accelerating and increasing the collective global impact in favor of sustainable development.

For yet another year, we have renewed our adherence to the **United Nations Global Compact**, making public and visible our commitment to the **10 principles** in the areas of human rights, labor, environment and anti-corruption.

WE SUPPORT





Our stakeholders at the center of our decisions

We strive every day to continue building strong relationships with our stakeholders, based on mutual trust, transparency and dialogue, incorporating their needs and expectations into our strategic decisions.

-
- Who our stakeholders are.
 - How we understand our relationship with them.
 - How we talk to them.
-

Who our stakeholders are



Family / Shareholders

The long-term vision of a family business is the **commitment to the new generations, to employment, to the territory, to society.**



Employees

We want our people to feel proud, motivated to **grow and develop their talent**, happy in and out of the workplace.



Customers and consumers

The **satisfaction and trust** of our customers and consumers drives us to continue offering **quality services, unique products and memorable experiences.**



Suppliers

We want a **responsible supply chain** that shares our values, identifying opportunities for collaboration that facilitate **joint growth.**



Business Partners

The relationship with our partners is based on **transparency and trust**, moving forward hand in hand to go further.



Regulatory agencies

We want to bring **confidence to public administrations**, based on rigor and **respect for regulatory frameworks**.



Business sector

We defend the **collective interests of the sector**, assuming our responsibility and defining together the strategic axes to move forward.



Scientific, academic and cultural institutions

We support **research and knowledge about our sector**, and contribute to maintaining the cultural and social legacy through the **promotion of culture and art**.

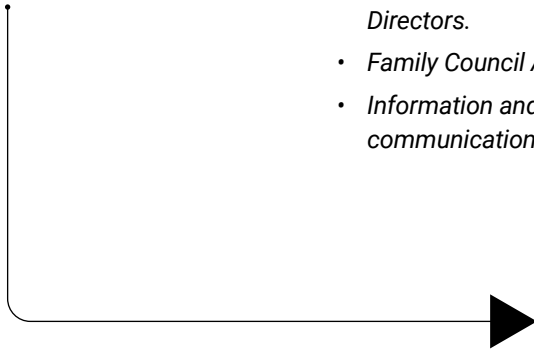


Local Communities and Society

We promote **social development and environmental protection**; we collaborate with social entities to achieve a fairer society, starting with our closest communities.

At Zamora Company we are more than 530 employees working around the world. Each one very different from the other. But all of them have one thing in common: their enormous commitment and responsibility to carry out each project.

How we talk to them



<p>Family / Shareholders</p> <ul style="list-style-type: none"> • Meetings of the Board of Directors. • Family Council Assemblies. • Information and internal communication sessions. 	<p>Employees</p> <ul style="list-style-type: none"> • Communication portal (corporate Intranet). • Direct listening on a daily basis. • Departmental meetings. • Climate Surveys (GPTW). • Ethical District and Whistleblower Channel. • Works Councils. • Participatory workshops. 	<p>Customers and consumers</p> <ul style="list-style-type: none"> • Relationship and direct attention (Commercial Network). • Surveys and interviews. • New product launches. • Industry conferences and events. • Specific attention to incidents. • Visits. • Benchmarking Studies. • Social Networking. 	<p>Suppliers</p> <ul style="list-style-type: none"> • Relationship and direct attention. • Procurement and Approval Protocol. • Master Plan, Quality Module. 	
<p>Business Partners</p> <ul style="list-style-type: none"> • Meetings. • Events. • Direct attention to collaboration requests. 	<p>Regulatory agencies</p> <ul style="list-style-type: none"> • Presence and active participation in associations. • Specific meetings. • Forums and events. • Audit/inspection processes. 	<p>Business sector</p> <ul style="list-style-type: none"> • Active participation in associations. • Meetings, workshops and work sessions. • Industry forums and events. 	<p>Scientific, academic, and cultural institutions</p> <ul style="list-style-type: none"> • Attention and open listening to collaboration requests. • Bilateral meetings. • Participation in cultural and artistic events. • Sponsorships. 	<p>Local Communities and Society</p> <ul style="list-style-type: none"> • Relationship with social entities. • Regular meetings with local entities. • Training actions on responsible consumption Philanthropic actions for specific groups. • Citizen telephone assistance.



Our material affairs

Identifying priorities

In 2022, we have reviewed the methodology and results of our materiality analysis to ensure that relevant issues remain present in our strategy, progressively addressing the priority issues identified.

We have reinforced the **dual materiality** approach, reflecting on how our activities influence the different areas of sustainability (impact approach), and in turn on how these issues can affect the company from a business perspective (financial approach).

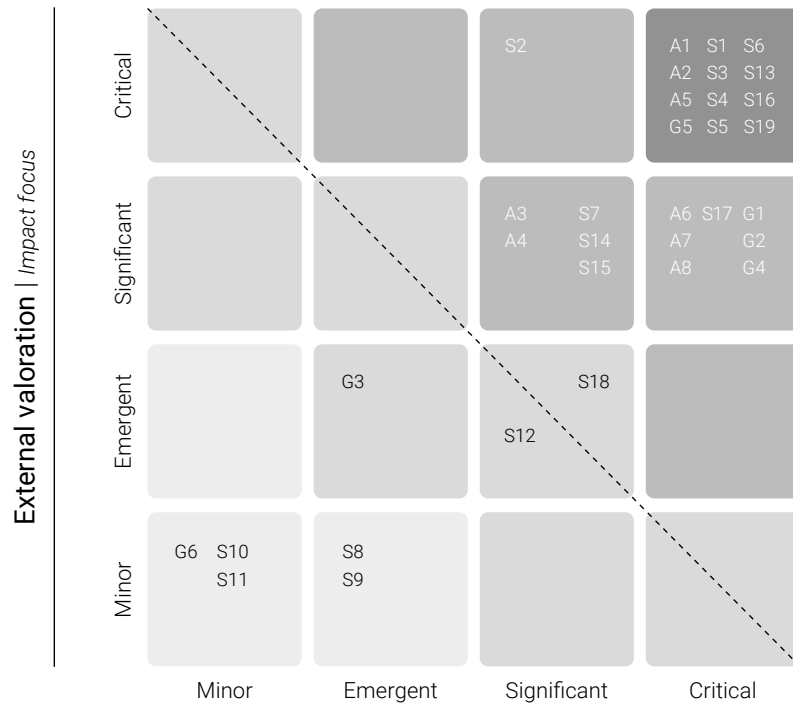
The inventory of topics has been updated in accordance with the aspects contemplated by Law 11/2018, with the contents of the GRI Standards as a reporting framework, and also taking into account the current context.

We have assessed a total of 33 issues in ESG categories (8 environmental, 19 social and 6 governance), combining internal and external factors, so that for each issue assessed we obtain two values:

- One, according to strategic criteria for Zamora Company, in which the *financial approach of dual materiality* is implicit. This analysis is carried out internally and coordinated by the Conscious Company area.
- Other, according to criteria based on the opinions and expectations of stakeholders regarding how the company affects each issue (*sustainability or impact approach*). This external information is obtained through direct communication with them (listening and dialogue procedures implemented on an ongoing basis or periodic consultations with samples of certain groups), as well as through other sources of information such as trend analysis, reports published by reference entities in the field, analysis of communications in social networks, and any other source that is useful and provides relevant data.

From this double analysis, the issues are classified as strategic, significant, emerging, or minor; this breakdown allows us to prioritize in a clear way, without losing sight of issues that could have greater relevance in the short-medium term.

Materiality Results 2022



Internal valuation | *Financial focus*

- Less impact issue
- Significant issue
- Emerging issue
- Strategic issue



Strategic issues

Environment (A)

- Circular economy (A1)
- Energy efficiency (A2)
- Emissions/Carbon footprint (A5)

Social (S)

- Employment (S1)
- Occupational health and safety (S3)
- Training and professional development (S4)
- Diversity Management (S5)
- Non-discrimination(S6)
- Support to local communities (S13)
- Consumer health and safety (S16)
- Socioeconomic compliance (S19)

Governance (G)

- Fight against corruption and bribery (G5)

In addition, there is another series of issues whose relevance has been assessed to a lesser degree than the previous topics, as they are not of maximum relevance from an internal and external perspective, but which have resulted in the **significant** category for the company:

Significant topics

Environment (A)

- Water consumption (A3)
- Biodiversity (A4)
- Effluents and wastes (A6)
- Environmental compliance (A7)
- Environmental assessment of suppliers (A8)

Social (S)

- Relations between employees and management (S2)
- Freedom of Association and Collective Bargaining (S7)
- Assessment of human rights in the value chain (S12)
- Social evaluation of suppliers (S14)
- Social action (S15)
- Marketing and labeling (S17)
- Customer privacy (S18)

Governance (G)

- ESG risks and opportunities (G1)
- Fiscal transparency (G2)
- Procurement practices (G4)

Finally, there are other issues that, due to the activity and context in which the company operates, together with its current situation in terms of business strategy and/or the low relevance assigned to them by stakeholders, are classified as **emerging** or **minor** issues:

Emerging or minor issues

- Child labor (S8)
- Forced or compulsory labor (S9)
- Security Practices (S10)
- Rights of indigenous peoples (S11)
- Market presence (G3)
- Unfair competition (G6)



Throughout this Conscious Company Report we show relevant information about the topics that have been material, reflecting, for each of them, the **achievements**, planned **objectives** and **ongoing actions**, as well as the results obtained for the main indicators.

04

Corporate Governance

**We demonstrate how we
generate shared value
by guaranteeing ethical
management within the law
and respect for human rights.**



04. Corporate Governance

Ethical and transparent management

Governing Bodies

The main governing body of the Zamora Company group is the **Board of Directors**.

The companies wholly owned by the group have Diego Zamora, S.A. as sole director. In the case of investee companies with external partners, these have their respective Boards of Directors.

In 2022, in regard to the situation of the previous year, there have been some changes in the corporate structure of the group, merging some companies and incorporating a new Canadian company, Zamora Company Canada (a company with no activity during 2022).





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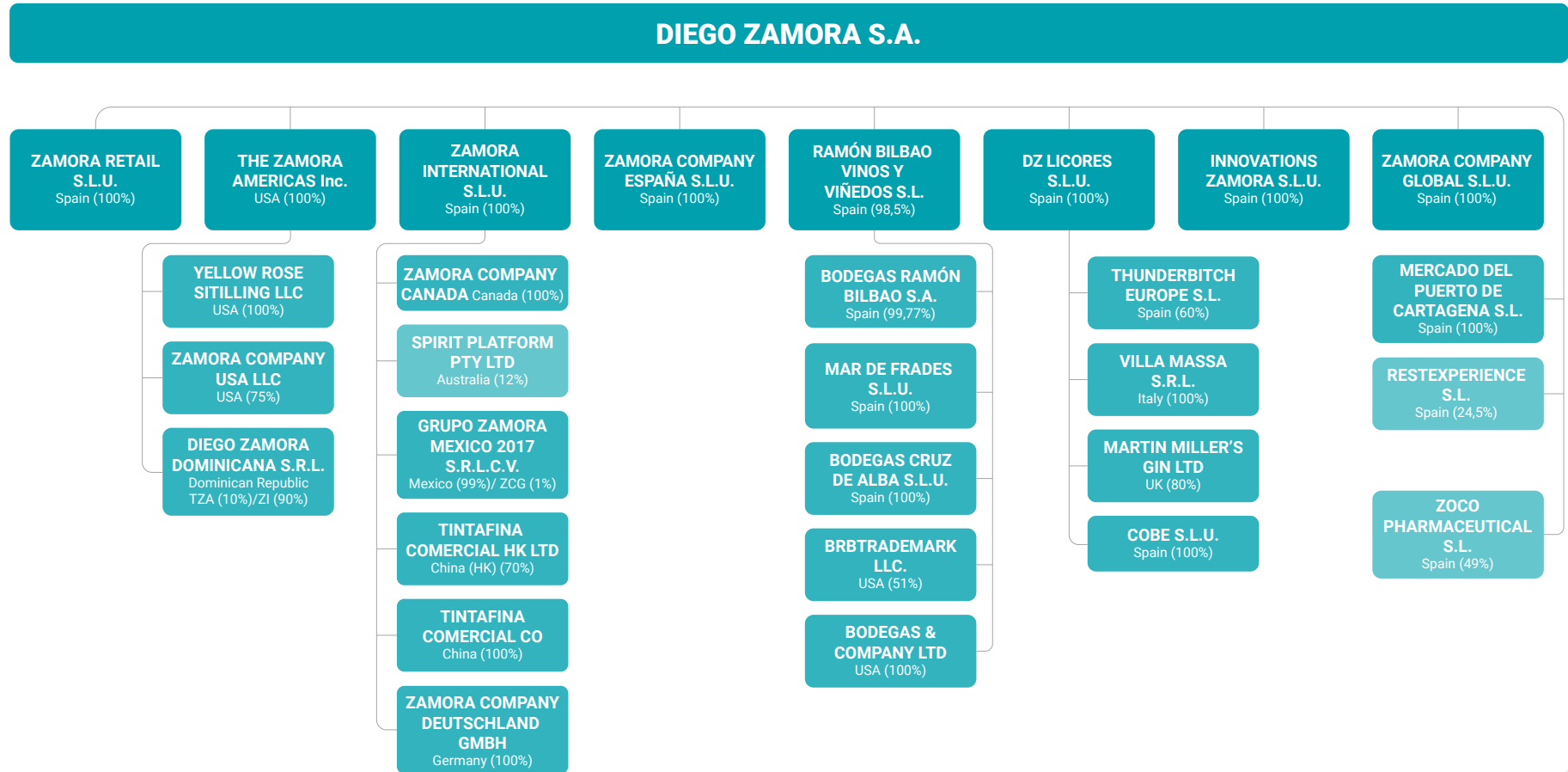


*“In recent years we have managed to consolidate a solid corporate governance model, based on the **transparency** and **responsibility** of each of the people who make up Zamora Company, guaranteeing maximum **integrity** in decision-making and in each of our actions.”*

José María de Santiago Restoy
President of Zamora Company



Governance structure and shareholding (%) of the parent company in subsidiaries (Dec | 2022)



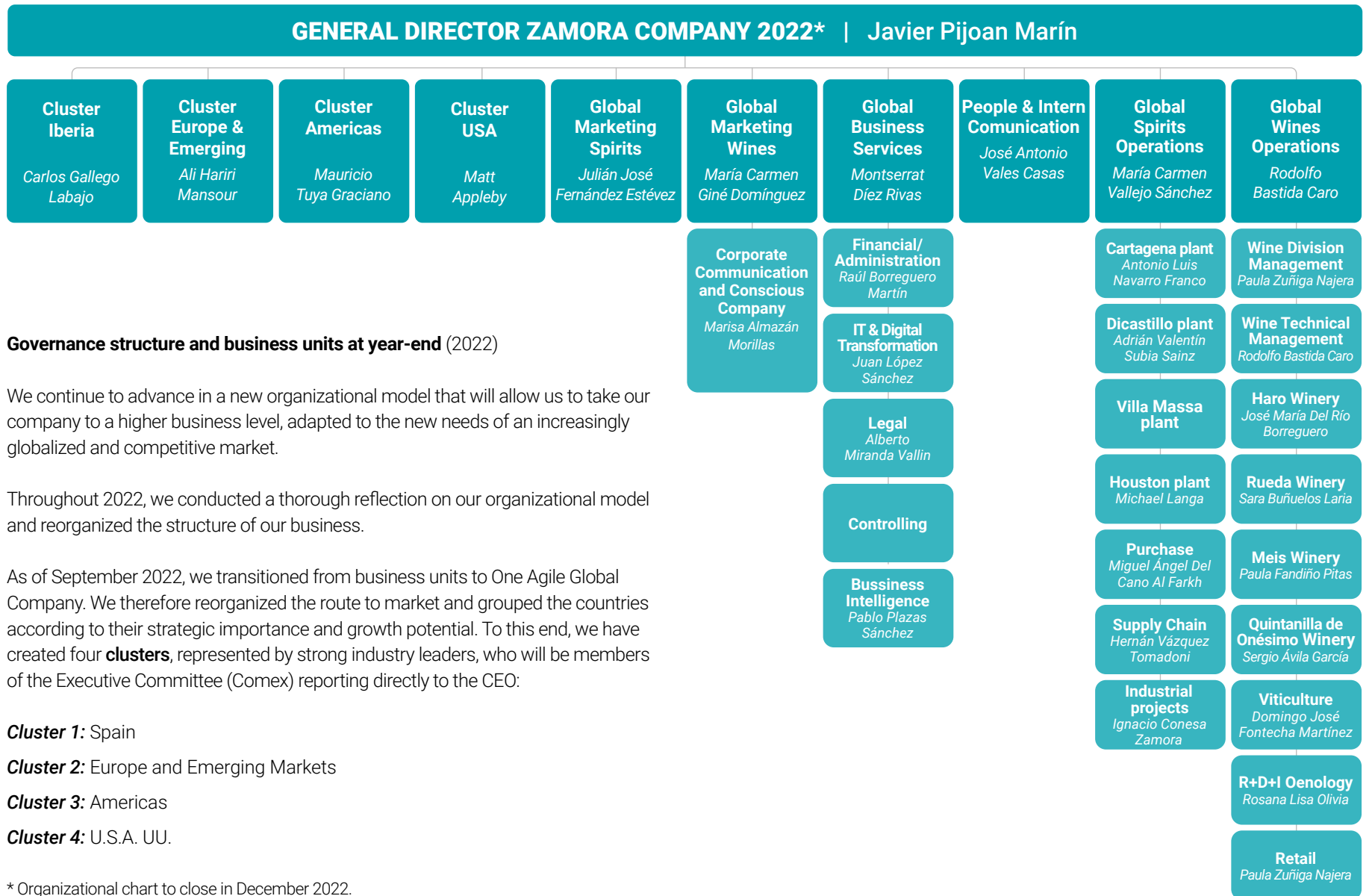
Board of Directors of Zamora Company

It is made up of 2nd and 3rd generation family members, two external Board Members and the General Secretary (non-Board Member).

The delegation of the Board's functions is carried out through the figure of the **Chief Executive Officer** and has been strengthened by the **Compliance Committee** and two standing committees: the **Compensation and Nominating Committee** and the Audit and Risk Committee, which advise the Board.

Reporting to the Chief Executive Officer, operational and functional divisions are defined, which in turn make up the Executive Committee.

José M^a de Santiago Restoy Administration board President, *Juan Ángel Zamora Pedreño* Administration board Vice-President, *Esther Aguirre Zamora* Counsellor and Administrative board Vicesecretary, *Emilio Restoy Cabrera* Counsellor, *Juan Ángel Zamora de Jódar* Counsellor, *Ignacio Conesa Zamora* Counsellor, *Arnaud Lodeizen* Independent Counsellor, *Francisco José Bauza Moré* External Secretary (Lexpal abogados).



Governance structure and business units at year-end (2022)

We continue to advance in a new organizational model that will allow us to take our company to a higher business level, adapted to the new needs of an increasingly globalized and competitive market.

Throughout 2022, we conducted a thorough reflection on our organizational model and reorganized the structure of our business.

As of September 2022, we transitioned from business units to One Agile Global Company. We therefore reorganized the route to market and grouped the countries according to their strategic importance and growth potential. To this end, we have created four **clusters**, represented by strong industry leaders, who will be members of the Executive Committee (Comex) reporting directly to the CEO:

Cluster 1: Spain

Cluster 2: Europe and Emerging Markets

Cluster 3: Americas

Cluster 4: U.S.A. UU.

* Organizational chart to close in December 2022.

Executive Committee, COMEX September 2023



Javier Pijoan
CEO of Zamora Company



Rodolfo Bastida
Global Wine Director



Ali Hariri
Director Cluster Europa & Emerging Markets



Carlos Gallego
Director Cluster Iberia



Matt Appleby
Director Cluster USA



Mauricio de Tuya
Director Cluster America



Carmen Giné
Global Wine Marketing Director



Javier de la Viuda
Global Director of Operations



José Antonio Valés
Global Director of Human Resources



Montserrat Diez Rivas
Global Director of Corporate Services



Mari Carmen Vallejo
Global Director of Spirits



Code of Ethics and Conduct

The principles that govern our personal and professional performance.

Being a Conscious Company requires ethical and honest behavior from everyone.



Zamora Company's **Code of Ethics and Conduct**, approved by the Board of Directors and last updated as of April 2022, regulates the principles that should govern the conduct of all persons to whom it applies:

- **Shareholders y partners.**
- Boards of **Directors.**
- Group **management.**
- Group **employees.**
- **Trainees** and interns.
- **Clients, suppliers** and **other** stakeholders whenever Zamora Company has the capacity to do so.

The Code of Ethics and Conduct basically sets out the guidelines for relations with these stakeholders, reflecting the following general principles and guidelines for behavior:

- Respect for the rights of individuals.
- Respect for equality.
- Respect for the environment.
- Commitment to food health.
- Use and protection of assets.
- Loyalty to the company and conflict of interest.
- Integrity.
- Responsible alcohol consumption.
- Relationships with employees, customers, suppliers collaborating companies and shareholders.



Likewise, the group's employees are committed to conducting business in a fair, impartial, ethical and appropriate manner, in full compliance with all applicable laws and regulations, and in line with the group's values. Integrity is the basis of all the company's relationships, including the social relationship with customers, suppliers and communities, and among employees.

The individual signature of each employee is recorded, by which they declare to have read and understood the Code of Ethics and Conduct, accepting its contents and assuming the obligations derived from it.

This code is publicly available on the group's website and is always accessible for consultation by personnel through the corporate Intranet, in the ad hoc space called «**Ethical District**», to which all group employees have access.



Risk Management and Compliance System

We manage our risks in a systematic and transversal manner, with the participation of all areas of the company, ensuring compliance with the applicable regulatory framework, as well as internal policies, voluntary commitments, and ethical codes.

The Zamora Company group has a **Risk Management and Compliance System** that provides criteria and policies to identify, evaluate and manage the most significant risks that could impact the achievement of the group's objectives.

This model ensures that the main risks that could affect the company's strategy and objectives are identified, analyzed and evaluated on the basis of homogeneous criteria, managed and controlled in a systematic and transversal manner with the participation of all areas of the group.

In the last two years we have carried out a thorough and exhaustive work to have a complete business **risk map**, adapting our Risk Management System to consolidate its implementation and optimize the policies and protocols associated with it.

There is a formally appointed **Compliance Committee**, which exercises in a collegiate manner the function of **Compliance Officer**, integrated by the Corporate Services, Human Resources and Legal Departments, with the support of specialized consultants as external advisors. The structure and operation of the Compliance Committee has been formalized through the approval of its own Bylaws.

The Compliance Committee is in charge of supervising the operation and compliance of the compliance program and is chaired by the Global

Business Services Division, which reports to the Board of Directors on this matter.

Likewise, the Compliance Committee oversees the application of the **Code of Ethics** and Conduct of Zamora Company within the organization, as well as the promotion of actions aimed at minimizing and avoiding the commission of actions contrary to the Law and the principles and values of the group, in addition to being the supervisory body for Compliance actions within Zamora Company.

The functions of the Compliance Committee can be summarized as follows:

- Identification of possible new risks.
- Identification of controls, sample of evidence and follow up.
- Dissemination/Awareness.

All of this with the following objectives:

- Risk prevention in the company.
- Detection of criminal behavior in the organization.
- The performance of prevention, detection, and reaction functions.

Throughout previous years, critical aspects were reviewed, such as international compliance, the structure of contracts, the development of policies for the different areas of the company, supervision and approval of data protection policies, study and resolution of complaints received and the creation of an internal training portal.

As a relevant novelty, **in September 2022, a new system for reporting complaints was launched.** This tool is available to all employees and companies that collaborate with the group and allows the Compliance Committee to be informed, confidentially or even anonymously if the whistleblower so decides, of actual or suspected misconduct that may affect the group. This platform complies with the requirements derived from the European Directive 2019/1937 and the Spanish development regulations.

The Board of Directors also has two standing committees:

Remuneration and Nominations Committee

Audit and Risk Committee



Main **Corporate Protocols and Policies** for Good Governance and risk management:

- Family Protocol.
- Code of Ethics and Conduct.
- Criminal Risk Prevention Manual.
- Anti-Corruption Policy.
- Complaints Channel.
- Disciplinary System.
- Protocol for the Management of Commercial Contracts.
- Code of Ethics for Suppliers.
- Conflict of Interest Policy.
- Digital certificate management protocol.
- General Gift Policy.
- Grants Management Protocol.
- Donation Policy.



Prevention of corruption and bribery

We have adopted a **Crime Prevention and Anti-Fraud Program**, defining the organization, management and control model in this area. Effective measures are in place to prevent and mitigate any actions contrary to the law or the internal code of conduct.

Within the framework of the tools used for crime prevention, the group has all the resources for good governance already mentioned in previous points and, specifically, a new **Anti-Corruption Policy**, approved by the Board of Directors on September 30, 2022. It aims to establish the principles that should guide the conduct of all employees and managers of the Zamora Company group companies in regard to the prevention, detection, investigation and fixing of any corrupt practices within the organization.



The **Anti-Corruption Policy** is governed by the following principles:

- 1 Absolute **rejection** of any action or omission that is directly or indirectly related to acts of corruption. Includes situations in which the regulated entities place themselves in a context of conscious or deliberate ignorance with regard to acts of which they are obliged to be aware.
- 2 **Prohibition** of illegal actions and/or actions that are not aligned with current regulations, including the provisions of the policy and regardless of the possible economic benefit generated.



3 **Obligation** to report any known fact that contravenes the provisions of the policy. This communication must be made through the Zamora Company's **Whistleblower Channel**.

4 **Observance** of standards of fair market behavior, in accordance with the principles that guarantee free competition.

In addition to all of the above, focused on crime prevention and the fight against fraud, the family business governing body is of particular relevance within good corporate governance practices for unlisted family-owned companies.

Zamora Company has a **Family Protocol** that ensures the preservation of family culture and values and regulates family/company relations, as a guarantee of proper governance.

On the other hand, training actions in the area of compliance in 2022 have been focused on raising awareness of the basic rules of antitrust regulations among the company's Sales and Marketing teams, and on reinforcing knowledge of the Code of Ethics and Conduct and the Whistleblower Channel among the group's employees.

Through all these prevention mechanisms, **zero tolerance** is established **for bribery, corruption and money laundering**, and employees, suppliers and other third parties involved in the development of the group's business are expected to comply in an ethical manner.

Complaints Channel

In 2022, we launched a new whistleblower channel as an additional safeguard to prevent unethical or illegal behavior.

The company has not received any complaints regarding corruption through the channels provided for this purpose.

Zamora Company has a **Whistleblower Channel**, managed by an external company to avoid possible conflicts of interest, so that non-compliance with the compliance program and others, including human rights violations by employees or third parties, are brought to the attention of the appropriate persons.

This system has been established to channel possible criminal acts, without risk for the whistleblower and with guarantees for the accused, within the scope of the company's regulatory compliance.

Employees and collaborators of Zamora Company companies who have indications or suspicions of the commission of a crime or the violation of any of the principles and values recognized in the Code of Ethical Conduct or in the Criminal Risk Prevention Manual, should report it through this Whistleblower Channel.

Zamora Company guarantees an exhaustive, complete and objective analysis of the facts and circumstances that have been communicated through this channel, avoiding any type of arbitrariness in the proceedings. The resolution of each and every communication received is always duly justified.

The **Complaints Channel** has been modified in 2022, launching a new communication system through a platform that complies with the requirements derived from the European Directive 2019/1937 and the Spanish development regulations.





The company has not received any complaints regarding Human Rights through the channels provided for this purpose.

Commitment to Human Rights

The respect and defense of Human Rights is part of our corporate responsibility and is present in all activities and in all places where the group develops its operations.

We respect and strongly support Human Rights as defined in international standards, such as the United Nations Universal Declaration of Human Rights and the fundamental principles published by the International Labor Organization (ILO).

In order to fulfill our responsibility in this area, we have a set of tools and action protocols that address the following areas of risk in the area of human rights:

Discrimination

Against discrimination and promoting equal opportunity, the group supports the abolition of discriminatory practices in employment and occupation, eradicating any signs of inequality based on race, gender, religion, political opinions, age, physical constitution, sexual orientation, appearance or other personal characteristics.

Ethical advertising

Zamora Company recognizes its special social responsibility in advertising due to the alcohol present in the products it markets. In this regard, it pays special attention to complying with the most demanding ethical criteria in the development of advertising, promotions or product launches.

Commercial practices

Zamora Company ensures that all commercial practices within the group comply with the basic premises of being ethical, lawful, non-abusive and free of market manipulation through practices of dubious legality or through association with other competitors to create oligopolistic situations.

Environment

Our activity is linked to the natural environment and makes our business possible; therefore, the group maintains a preventive approach to environmental protection and the minimization of the potential environmental impact caused in its production centers and derived from all its activities. It also carries out initiatives that promote greater environmental responsibility, as well as promoting the development and dissemination of environmentally friendly technologies.

This aspect is specifically addressed in the chapter of this report dedicated to environmental issues and the company's commitment to the environment.

Our supply chain

Assuming responsibility in our supply chain, we ensure that our suppliers and business partners are committed to ethical standards of conduct in their daily business, towards employees, society and the environment, including all the areas described above.

The Group's suppliers shall respect compliance with internationally recognized human rights and ensure that they do not defraud or abuse these rights in their business operations.

More information on this issue is provided in a later chapter of this Report.

Corruption and bribery

As discussed above, the group has established effective measures to prevent and mitigate any actions contrary to the law or the internal code of conduct, having protocols for the prevention of corruption offenses, including extortion and blackmail or bribery.

Respect for the privacy of individuals

By protecting personal data we respect the privacy of each individual. We are responsible for the personal data of our employees, customers and partners.

Access to information has been restricted, with additional access restrictions depending on the type of device and the location from which it is accessed.

A **digital certificate management protocol** was approved in 2020 to supervise the correct access and use of these digital certificates.

On the other hand, since the highest risk regarding the protection of personal data was in the Marketing area, the *Salesforce* tool was adapted by adding a new GDPR console; from this point on, all commercial communications from leads and customers are recorded to resolve any issues related to the exercise of data protection rights of the data subjects.

There have been no complaints to the AEPD or security incidents, initial training has been provided to all employees and regular cybersecurity communications have been issued, in line with those published by the Spanish National Cybersecurity Institute.

Safe working conditions

The health and safety of employees and visitors to our work centers is a priority as a Conscious Company, guaranteeing the necessary measures to create safe and healthy working conditions.

Child exploitation and forced labor

We strictly comply with the laws in force in all the countries where we operate, rejecting any type of child, forced or compulsory labor. The use or threat of violence or any other form of coercion is not tolerated.

Freedom of association and collective bargaining

The group supports freedom of association and the effective recognition of the right to collective bargaining in accordance with local laws in the places where it operates.



All the above aspects are included in our Code of Ethics and Conduct, as well as in the Code of Ethics for suppliers, which ensure **the absolute respect, defense and promotion of Human Rights** in all our activities and throughout our value chain.

Adhesion to external initiatives

Exercising conscious leadership is one of the transversal axes in the Zamora Company - Conscious Company model; therefore, we participate in initiatives that contribute to accelerate and increase the global collective impact in favor of sustainability.

We want to lead the change, count on allies and join all those initiatives that share our vision and with which we can grow together, sharing knowledge and experience.

Zamora Company is also a member of the most important national associations in the sector, through which it subscribes many sector agreements and commitments in various fields, such as the **promotion of responsible consumption, environmental sustainability** or good business practices in **food procurement**, among others.

We highlight our participation in some of these initiatives:



WE SUPPORT



Spanish Global Compact Network - Global Compact of the United Nations

Committing ourselves to the Ten Principles in the areas of human rights, labor, environment and anti-corruption.



Autocontrol, Asociación para la Autorregulación de la Comunicación Comercial

The independent self-regulatory body of the advertising industry in Spain, whose objective is to work for **responsible advertising**: truthful, legal, honest and loyal.



National industry associations

Local industry associations



FEV. Spanish Wine Federation



FEBE. Spanish Federation of Spirits and Spirits Drinks



ASCOM. Spanish Compliance Association



AMEFMUR – Murcian Association of Family Businesses



COEC – Regional Confederation of Business Organizations of Cartagena



ANDEMA. Association for the Defense of the Brand



FIAB. Spanish Federation of Food and Beverage Industry



P.I. EMPLOYERS ASSOCIATION LOS CAMACHOS



CEEIC – European Business and Innovation Center Cartagena



CARTAGENA SUSTAINABLE PORT. Commitment to sustainable development



RMRE. Renowned Spanish Trademarks Forum



FIVIN. Foundation for Research on Wine and Nutrition



CHAMBER OF COMMERCE OF CARTAGENA

05

Empowered employees

Our employees are the ones who know best how we are and what our mission is, so we make them the protagonists of the initiatives and projects we launch to shape our Conscious Company model.

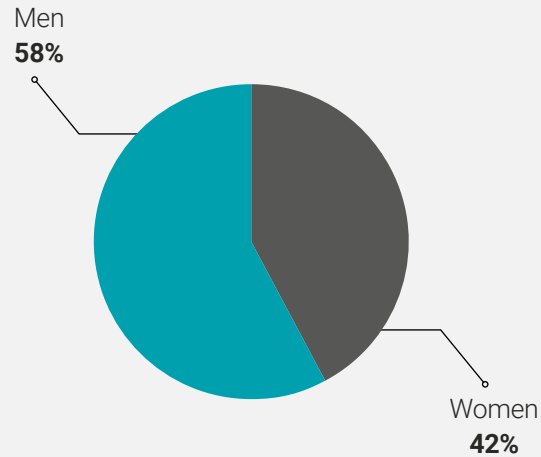
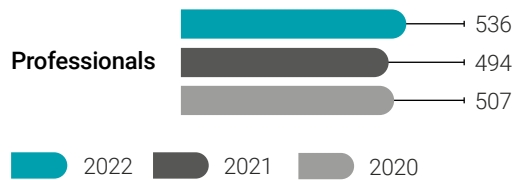


05. Empowered employees

We want to be a great company to work for

Our team

We have continued to generate quality employment, and, at the end of 2022, we have a team of **536 people** worldwide, which represents a **growth of 8.5%** over the previous year.



85%

of employees in the domestic companies, with the highest percentage distributed among the companies Diego Zamora, S.A., DZ Licores, S.L.U. and Bodegas Ramón Bilbao, S.A.

15%

of employees in the international companies, with the highest percentage in the three North American companies.





“



“We want to have the best professionals today and, in the future, to attract and develop their talent, and to earn their loyalty.

That they feel proud to work in Zamora Company, and that the commitment of the entire team is our engine to become a benchmark of differential practices in the sector.”

José Antonio Valés

Global Director of Human Resources





“I would like to highlight the valuable legacy that my predecessor left me; I believe that the positive evolution of the company is the result of the passion that we always put into our work, as well as the entrepreneurial and diverse spirit that is characteristic of Zamora Company.

Personally, I enjoy the relationship with the people I collaborate with, listening to them, helping them, is key to managing the team. Everyone can grow if they feel fulfilled and motivated in the area or project they manage, thus contributing to the objectives set as a team.”

Carlos Gallego Labajo
Director of the Iberia Cluster

We continue to focus on the 4 strategic lines included in our Conscious Company Plan:

4 strategic lines to be one great company to work for

1

Professional development

Attract and maintain the best talent to go further. We provide our teams with opportunities for development and constant learning.

2

Health, safety and work well-being

Taking care of people is one of our priorities: having happy, motivated and productive people, in a safe and healthy environment.

3

Conciliation, diversity and inclusion

Value all people, creating an inclusive work environment that allows you to reconcile work and personal life.

4

Conscious team

Empower our employees to lead advances as a Conscious Company.

Professional development

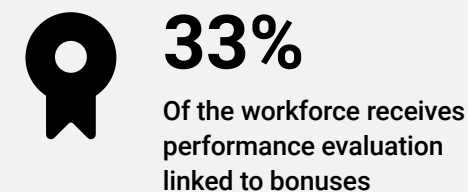
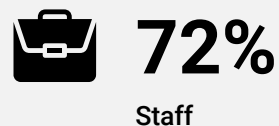
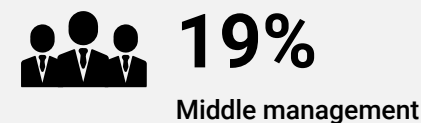
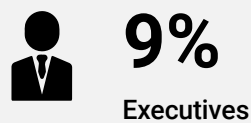
Zamora Company has a **continuous evaluation process** for all its employees. For higher levels, a performance evaluation is applied, which is generally linked to variable compensation; for base levels, a professional development approach is applied, linked to internal promotions.

In 2022, we carried out a complete review of the «**Performance Management System**».

We seek to promote the professional and personal growth of our employees, empowering their talent.



Professional categories and percentages in our workforce:





“We believe that training is strategic for the group, and that it is also a tool that enables the development of our employees, both professionally and personally, and is key to achieving the objectives of Cluster America.”

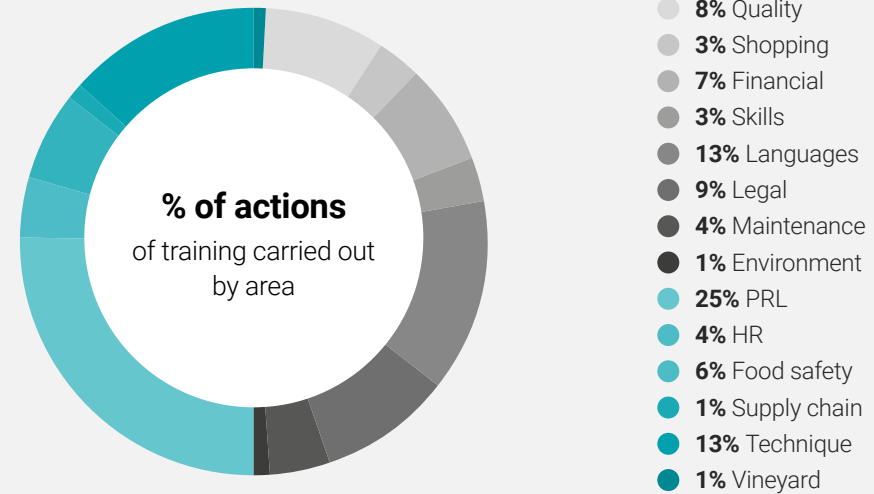
Mauricio de Tuya
Director Cluster America

Training

Our annual **Training Plan** is always associated with the company’s strategic objectives, considering it a key element for the improvement of business competitiveness, but also an indispensable

tool for the development of our professionals.

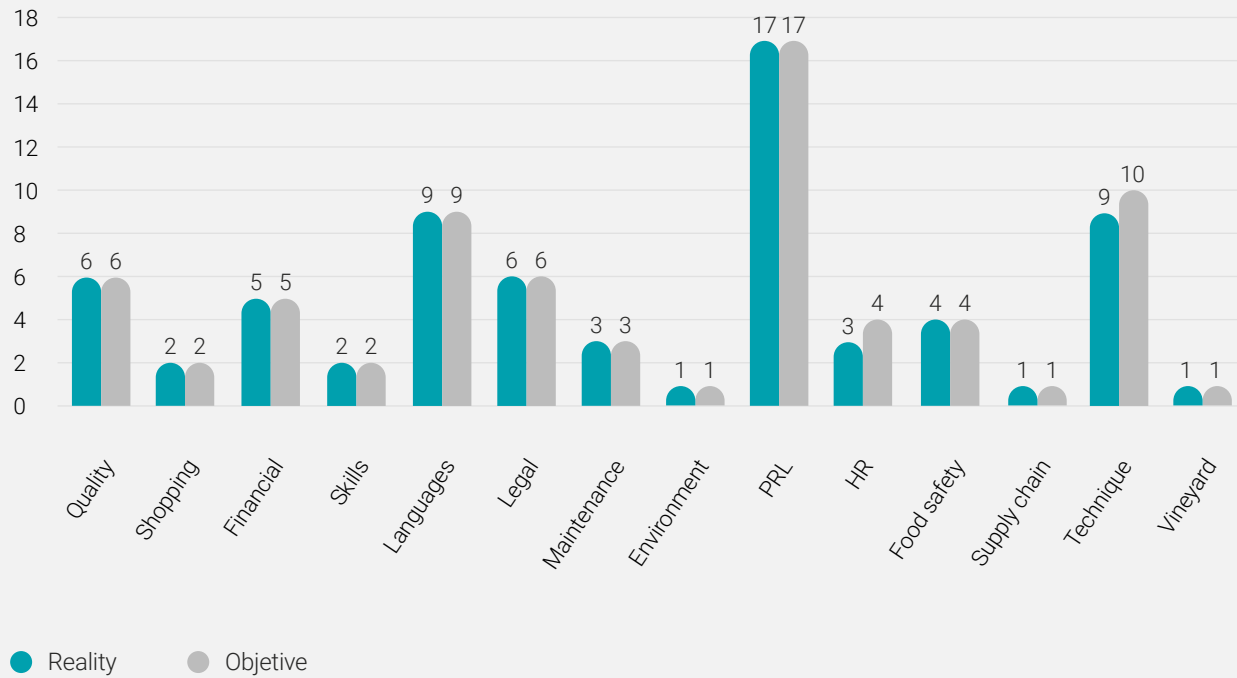
2022 has been a year of many changes in the company, so training has been reduced, being more specialized and technical than in previous years.



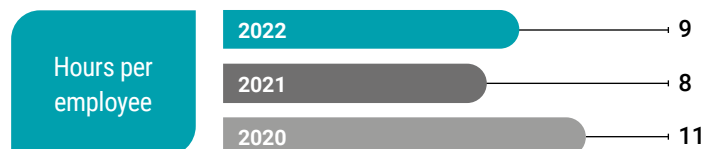
Percentage of compliance with the Training Plan 2022

By 2022, 71 training actions were envisaged within 14 areas, and we **have managed to deliver 97% of the planned training.**

Objectives vs Reality 2022



Evolution of our training indicators



* In 2021, training was increased since we were still in a pandemic situation and training was promoted through online formats.

In the externally verified EINF 2022 - Statement of Non-Financial Information - of the Zamora Company Group, available on the corporate website <https://zamoracompany.com/es/> detailed and disaggregated data on employment, hiring methods, average remuneration and its evolution, and other indicators related to training and professional development can be found in the EINF 2022 - Statement of Non-Financial Information - of the Zamora Company Group, externally verified and available on the corporate website.

Occupational health, safety and welfare



Lines of work

- Identify, evaluate and control risks.
- Reduce the rate of occupational accidents.
- Improve operations.








Preventive organization and actions

- Contracts with two Prevention Services in the four specialties.
- Two Health and Safety Committees.
- Initial and periodic risk assessments.
- Preventive planning.
- Management and resolution of corrective actions.
- Annual report of activities carried out.
- Investigation of occupational accidents and related actions.





Evolution of our occupational health and safety indicators

	2020	2021	2022
 Absenteeism rate	1.47	1.35	1.81
 Frequency index	7.47	15.52	11.83
 Incidence rate	13.46	27.16	20.71
 Severity index	0.21	0.30	0.24
 Accidents	8	12	10
 Occupational diseases	0	0	0
 Medical examinations	+700	460	472

Work-life balance, diversity and inclusion



Policies and protocols that favor non-discrimination, equality and conciliation



Equality policy.



Action protocol for the prevention of harassment in the workplace, by any means, whether psychological or sexual, physical or verbal.



Remuneration policies, in accordance with skills and knowledge, avoiding any type of discrimination.



Flexible working hours policy, applicable to all employees who do not perform production or facility maintenance tasks.



Nomadic teleworking policy (applied to 61 employees in 2022).



General People» document, which recognizes the right to **digital disconnection** of individuals.

“



*“The **Zamora Company's Code of Ethics** prohibits any cause of discrimination and harassment, promoting equal opportunities and contributing to create teams that add talent and in which different cultures, generations, profiles and skills coexist.*








We foster values that support a diversity of cultures, points of view and life experiences, and we strive to promote work environments in which everyone shares the same mission, feels listened to and values their opinions.”

Montserrat Díez Rivas

Global Director of Corporate Services



Evolution of our gender diversity indicators

	2020	2021	2022
 Women in the workforce	34.7%	37.6%	41.89%
 Women on the Management Committee	1	3	3
 Women on the Board of Directors	1	1	1
 Women in managerial positions (band A and B)	16%	17%	15%
 Reincorporación tras permisos maternos	100%	100%	100%
 Reinstatement after parental leave	100%	100%	100%
 Wage gap	30%	6%	7.81%



Generational diversity

Our staff includes different generations that enrich our teams with their different visions and skills, and we attend to them according to their different demands and specific needs.



Workforce distribution by age

<30: 13%
30-50: 64%
>50: 23%

Distribution of the workforce by age and professional category

Age	Management	Intermediate control	Staff
<30:	0	2	66
30-50:	23	81	238
>50:	25	16	80

Functional diversity

We consider it necessary to include all working people, regardless of their condition, without starting from the premise that all people are equal, but rather that they are all different.

In order to take into account **people with special needs**, we make an inclusive occupational risk prevention, which supports and facilitates the integration of these people in the workplace.

We follow our policies for **universal accessibility**, which in the case of Zamora Company affects both from the perspective of employees, as well as our customers and visitors.

Universal accessibility is present in all new projects, as well as in our facilities, where the company complies with all regulatory requirements for the reception of visitors and to offer accessible experiences that guarantee inclusion.

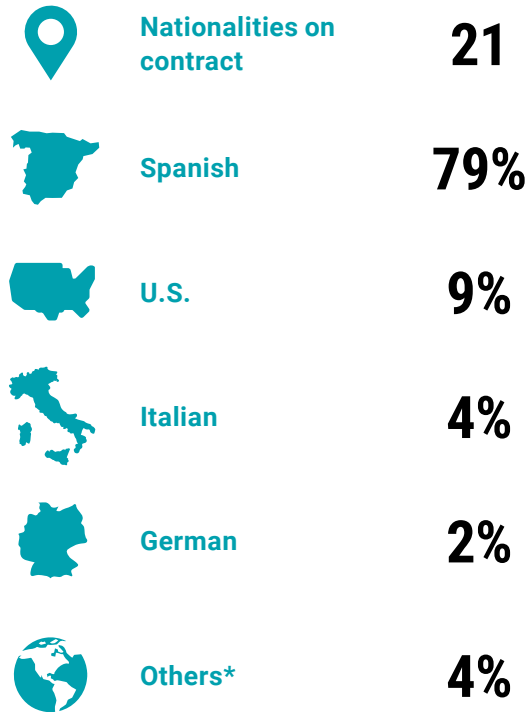
Employees with disabilities at Zamora Company

As a consolidated group figure, in 2022 we had 10 employees with some type of disability, one more than in the previous year, representing 1.88% of the workforce.

All group companies comply with the applicable regulations.

Cultural diversity

We are a group with a strong international presence, present in more than 80 countries.



*Corresponds to very atomized data (agricultural activity with personnel from different origins).



Conscientious team

The figure of the **Conscious Company Manager**, leader of the development of the corporate ESG sustainability strategy, has been incorporated into the People Department, an area reporting to the company's top executive.

This Department has continued to promote the communication to internal and external stakeholders of the most relevant milestones achieved and progress made in sustainability, raising awareness of the contribution to the **Sustainable Development Goals**, both as a company and personally.

In order to achieve our objectives, it is key to have professionals aligned with the company's values and who share the same **mission**; therefore, we consider it a priority to create a **culture** of sustainability through effective **leadership** and adequate **internal communication and awareness**, with special attention to new hires.

Internal communication

The **Communication Portal** is the usual channel for sharing information with employees, but for us it is not just another tool, it represents our constant desire to keep people involved, proud and committed to what we do.

The most relevant sections are:

- **About Us**
- **ZC Informs:** "Press releases".
- **Ethical district:** space dedicated to compliance and risks, for access to approved corporate documents in force at any given time.
- **Vacancies:** automatically synchronized with the «**Work with us**» section of our website.

Through our Communication Portal, we send an average of 200 communications per year to employees about information relevant to them and to the company.



“



*“In the last three years we have been able to consolidate a **conscious team**, each and every one of the group’s employees, who, with their commitment and **individual responsibility** are the true protagonists of the initiatives and results within the framework of our Conscious Company model.”*

Matt Appleby
Director Cluster USA



New incorporations

Our **selection and recruitment processes** ensure that the candidate fits the culture of commitment, to maintain the original values of the company and ensure the essence of a close-knit family business, where we defend the characteristics that have always been part of us and remain in

force today: **commitment, independence and innovation.**

Zamora Company's «**OnBoarding**» initiative is our **welcome program**, through which we allow new recruits to enter our company's culture, sharing the Group's purpose and values, and providing them with a global vision of the organization's strategy.



“My decision to join Zamora Company was driven by its focus on innovation and commitment to growth. From the beginning I valued the commitment to excellence, personal growth and teamwork that I found in the company.”

Mencía Osorio
Conscious Company Trainee



06

Consumers and customers

The needs of our consumers are a great source of inspiration. We take your preferences into account when making decisions because, to a large extent, they are the compass that guides our path as a company.



06. Consumers and customers



*“Consumer and customer orientation is an **understood and shared objective** throughout the organization, so it is found in all decision-making and operational processes.”*

Ali Hariri

Director of Europe & Emerging Markets



The pillars of our commitment to consumers and customers



Conscious consumers: we promote responsible consumption



Satisfaction: integral quality culture and food safety



Information security and personal data protection



Customer experience



Sustainable innovation to respond and surprise

Conscious consumers



ELEGIR | COMPARTIR | CUIDAR

We assume our social responsibility by promoting **responsible consumption**:



Products with **lower alcohol content** in our portfolio.



Responsible marketing and **information** about our products.



We act to **keep alcohol consumption away from risk groups and situations**, while promoting **healthy lifestyle habits**.



Zamora Company actively participates in all sectorial programs promoted by **FEV (Spanish Wine Federation)** and **FEBE (Spanish Federation of Spirits or Spirits Spain)**, joining efforts with the sector in the fight against alcohol abuse and its harmful effects on society. Once again, in 2022, we have maintained our participation in the European Wine in Moderation program. **Wine in Moderation**.



We are also working hand in hand with the FEV on the **new European wine labeling regulations**, which will come into force in December 2023, and which will make it mandatory to include risk pictograms and messages about moderate consumption on electronic labeling.

Since 2021, the Zamora Company group has been a member of the board of trustees of the **Foundation for Wine and Nutrition Research (FIVIN)**, reinforcing its work in the defense of **responsible and moderate wine consumption**.

Since 1999, **Espirituosos España** has had a strict **Code of Self-Regulation** that lays the foundations for sectoral advertising communications, steering them away from encouraging abusive consumption.



Support actions through our participation in Espirituosos España, focused on promoting responsible consumption:

- Program «Minors: not a drop».
- 'Reach your due date with zero alcohol' campaign.
- Participation in *Noc-turnos*.
- Campaign for the prevention of abusive consumption in the University Community.
- 'You Serve, You Decide' Campaign.
- Collaboration campaigns with distributors to promote the responsible sale of alcoholic beverages.
- Support to the Alcohol and Society Foundation in different initiatives to promote zero consumption among minors, pregnant women and nursing mothers.



In regard to **marketing and responsible communication**, Zamora Company follows the **Wine Self-Regulation Code on Advertising and Commercial Communications**, promoted by the FEV and whose external monitoring is carried out by Autocontrol de la Publicidad.

Consumer and customer satisfaction

Our priorities:

- 1 Food quality and safety
- 2 Information security and personal data protection
- 2 Customer experience

1 Food quality and safety

Our **certifications and external accreditations** as tools for trust, improvement, and external recognition:

- **Cartagena:** ISO 9001 (Quality) and IFS (Food Quality and Safety).
- **Dicastillo:** IFS (Food Quality and Safety).
- **Haro:** BRC and IFS (Food Quality and Safety).
- **Villa Massa:** ISO 9001 (Quality).



During 2022, as every year, all certified centers were audited both internally and externally. The results of these audits have been positively assessed and have been duly addressed to ensure continuous improvement.

The Group has also implemented a firm policy of **training and awareness** of quality and food safety, and we have the necessary tools to know the **degree of satisfaction** of our customers and consumers, because their opinions and preferences are the best source of inspiration for us:

- Specific questionnaires and surveys.
- Communications received.
- Yield data collection and analysis.
- Discussion groups and participation in specialized forums.
- Reports from consumer organizations.
- Industry, market and competitive position studies.



Communications and complaints

	2022	2021
N.º of justified claims	35	66
N.º of substantiated claims per million liters produced	1.26	2.79

We have significantly improved our communications and claims indicators, due to an improvement in our internal processes and the fact that we have not had abnormal circumstances that have led to an increase in claims, as was the case in previous years.

The largest number of complaints are related to defective or missing elements in the presentations (defects in the caps, corks or capsules) and, above all, missing units in boxes due to error or theft.

In 2022, we noted an increase in consumer inquiries regarding product ingredients, allergies and other technical questions.

All communications and complaints are investigated and followed up ad hoc by the technical department of the affected brand and, in all cases, a response is given as soon as possible.

None of the complaints were related to food safety, and only a small number of the incidents were related to the product itself.

2 Information security and personal data protection

Zamora Company's information security plan is based on the ISO/IEC 27002 standard.

Integrates the activities of prevention and minimization of the risk of security incidents, based on the risk management criteria established by the group.

At Zamora Company Group we are fully aware of the importance of information security and protecting personal data, not only for our customers and leads, but also for employees, partners and suppliers. In all cases we comply with the basic principles established in the General Data Protection Regulation (GDPR) and the Organic Law 3/2018 of December 5, 2018, on the Protection of Personal Data and Guarantee of Digital Rights.

Through the Legal Department and the Digital Transformation Department, all the controls available in the company are regulated to

implement the value of Information Security in the organization.

Measures are in place to ensure that only necessary data are processed in terms of quantity, extent of processing, retention periods and accessibility of data.

We have an **Information Security Incident Management Policy**, which establishes how incidents affecting security, hardware malfunctions, software, communications, threats, vulnerabilities and risks should be handled, recorded and resolved.

As a sign of our progress in the field of digital transformation and how we are applying the latest trends for information management, Zamora Company participated in the **Gartner Data Analytics Summit 2022**, which brings together data and analytics leaders from around the world, being unusual for a non-technology company to have visibility in this type of event.



In 2022, as in previous years, there were no incidents related to information security and privacy.



“We receive an average of 20,000 visitors a year, because our wine tourism proposal, Experience 43 and Distillery Zoco have made an essential place among the tourist attractions of the towns where we are located.”

Paula Zuñiga
Deputy Director Wine Division



3 Customer experience

Enotourism and industrial tourism as a consumer experience

‘**Experiencia 43**’, the experiential space of the Licor 43 brand, has obtained the ‘**S for Sustainability**’ certification granted by the Spanish Tourism Quality Institute (ICTE), becoming the first tourism center within the industrial tourism branch in Spain to obtain this certification.

This seal recognizes the work of companies in the tourism sector in favor of the implementation of the Sustainable Development Goals, reaffirming the company’s commitment to sustainable, quality and environmentally friendly tourism.

The ‘Experiencia 43’ facilities are working in parallel to obtain the ‘Q for Quality’ seal of the ICTE in the near future.

Over the last decade, the company has been committed to tourism as a valuable element in improving the consumer experience. We currently have three wineries that can be visited: in Rías Baixas (Mar de Frades), Rueda (Ramón Bilbao) and Rioja (Ramón Bilbao), as well as two industrial plants that are also open to tourism: the

‘Experience 43’ in Cartagena and the guided tour service at the Dicastillo distillery (Pacharán Zoco), which began in 2022.

Catering projects, tastings and samplings, bicycle routes, fruit picking and visits to production processes are some of the innovative activities with which we have consolidated our tourism model.

Our objectives

- Enrich the proposal to new and regular consumers.
- Encourage awareness of local products.
- Contribute to the development of the local economy.
- Create unforgettable moments with proposals that respect the environment and enhance social bonding.



“



“Licor 43 is the origin and hallmark of the Zamora Company group. Created 77 years ago in Cartagena and it is there where ‘Experiencia 43’ is concentrated, a space where you can learn about the history of the group, visit the factory where this emblematic liquor is produced and enjoy different activities such as cocktail tasting.”

Paola Schmalfluss
Guide Experiencia 43



Spanish Wine Academy

An initiative of Bodegas Ramón Bilbao, as a space for open training on the culture surrounding Spanish wine.

Its objective is to bring the world of wine closer to experts and consumers, offering specific training as part of the experience, providing material to deepen knowledge about wine in Spain and organizing meetings with winemakers, allowing users to choose between two levels: *Wine*lovers and *Wine*experts.

In July 2022, Spanish Wine Academy held the first session of the training program of Bodegas Ramón Bilbao in Switzerland, with the participation of thirty sommeliers, important figures in the world of sommelier and winemaking, and where several of the best Spanish wines that can be found today in the Swiss market were tasted.

«Juli Soler» Awards promoted by Spanish Wine Academy

Young Spanish wine talent was recognized at Madrid Fusión during the second edition of the «Juli Soler» awards sponsored by Ramón Bilbao's Spanish Wine Academy. A jury of

experts selected five young talents from among 50 candidates. Created by Madrid Fusión the Wine Edition and presented by Ramón Bilbao's

Spanish Wine Academy, this award is on a par with Madrid Fusión's «Young Revelation Chef» award.



La Cabaña Mar de Frades Garmet Lounge

A space that perfectly combines skiing with a high-level gastronomic experience.

Mar de Frades brought the spirit of the Atlantic to the Pyrenean resort of Formigal, installing its Garmet Lounge Cabin and at the same time giving privileged views of the mountain through its large windows.

La Cabaña was designed to accommodate ski lovers and foodies alike, allowing you to experience at Formigal a select gastronomic experience accompanied by the iconic saline flavor and character of our Albariño.

Mar de Frades Garmet Lounge offers an opportunity to enjoy the snow, skiing, music and also gastronomy along with our Albariño, which always surprises with new experiences.





CLUB VENTURIO

Club Venturio

From the origin to your glass: an exclusive place for wine lovers and explorers.

In addition to the usual channels of distribution, food and hospitality, we offer consumers our **Venturio Club**: an initiative focused on improving the customer experience, enabling **telephone sales service**

and online store, enjoying exclusive benefits for members and with a commitment to delivery within 48-72 working hours.

Just to make the first wine purchase, the customer becomes a member of the Venturio Club, receives a discount for the next purchase and two invitations to visit one of our wineries.

Customized gift boxes, advantage packs, personalized back label option or shipments with dedications are some of the special services offered by Club Venturio to enhance the customer's experience.



“Essence 43 justly represents the ‘essence’ of Liquor 43: the set of permanent and unchanging characteristics that determine a being or a thing and without which it would not be what it is.”

Virginia Ramón

Barista and co-owner of Kyoudai 33 in Barcelona, a specialty coffee and signature cocktail place

Sixth Edition of Bartenders & Baristas Challenge Licor 43

In 2022, Licor 43 presented the sixth edition of the Bartenders & Baristas Challenge to challenge the best professionals in the sector worldwide to prove their worth by preparing the most creative combinations of Licor 43 with coffee.

It was a special edition, as the contest recovered the usual on-site format, starting with a regional final in Cartagena. The local winner then joined professionals from around the world

at the Grand Final in Gran Canaria to compete for first place and demonstrate their expertise and imagination in the art of pairing Licor 43 and coffee.

Virginia Ramón was chosen as the Spanish winner of the competition with her Essence43 cocktail, a refreshing long drink with coffee and Licor 43, an after-dinner cocktail that combines a hint of rum and peach soda notes.



“



“There is a natural pairing of aromas and flavors between Licor 43 and coffee, and over the years that we have been running this competition, we can see that it has been a great inspiration for both bartender participants and baristas around the world. We are helping the coffee culture in the cocktail industry to develop even more, positioning Licor 43 as the ideal liquor brand to elaborate these combinations.”

Oliver Svatek

Global Brand Director L43





Sustainable innovation

The Zamora Company group has a large portfolio of references that meet different consumer expectations, focusing on innovative

products that offer consumption experiences for all moments and continue to reap awards. Some examples:

Licor 43 Chocolate, launched in 2021 and an **example of social innovation**, has been chosen **Product of the Year** for its innovative character and its surprising recipe that **combines original Licor 43 and 100% sustainably sourced cocoa**, through a supplier belonging to the «Cocoa Horizons» program, which boosts the prosperity of cocoa farmers and helps build self-sufficient farming communities that protect nature.

The Product of the Year Award is the only competition in which consumers vote directly for the most innovative products of the year, and in which more than 10,000 people participate each year. There is no jury or expert committee, but the users themselves recommend their favorite new products.

Another example of innovation is the new apple flavor of **Cocktail 43 Fresco**, with low alcohol content and Licor 43's first «ready-to-drink» (RTD) product.

Two other new innovative products were added to the canned cocktail range in 2021: **Licor 43 Milk** and **Licor 43 Nitro & Coffee**.



“Zamora Company has always been committed to offering consumers cutting-edge creations, through products that combine authentic sensory experiences and that also represent the materialization of our brands’ commitment to sustainability.”

Carmen Giné
Global Wine Marketing Director

All our wines are certified vegan

We apply regenerative agriculture with our biodynamic field practices; a respectful viticulture that allows us to be more sustainable with our land and also with our consumers, by creating **wines free of harmful substances**.

Our goal is to achieve the **Demeter Certification** in 2023; a mark of recognition for agricultural or livestock products produced according to the principles of biodynamic agriculture, being a prerequisite to be certified according to the European organic farming regulation.



Has highlighted **Martin Miller's Summerful Gin** and **Yellow Rose Harris County** as other innovations to add to the Zamora Company's portfolio.



Vegan certified wines: in 2022, Mar de Frades Finca Monteveiga has been launched, with the aim of completing our terroir proposal in Rías Baixas. **Finca Valiñas**, the winery's iconic wine, has evolved its packaging and launched a personalized burgundy, blue bottle with engraved seagulls, including a label that speaks of the landscape in which the estate is set, an idyllic place with 45-year-old vines, a viewpoint of the Atlantic coast.



Has launched its **organic variety, Lolea Garnacha** and its **Nº1 variety in can format**, which makes it the perfect appetizer that is easy to carry, refreshing, full of flavor and ready to drink.



Has a line of **organic wines**, the Organic range, the culmination of a commitment to sustainability and a further step in our path as a conscious company.



Certifies **Finca los Hoyales**, the winery's icon organic wine with the 2017 vintage. Our vineyard certified organic since 2015 also benefits from regenerative agriculture.



In the spirits category, **Villa Massa's** new vermouths should be highlighted: the super premium expressions **Vermouth Giardino Tradizionale Rosso** and **Mediterranean Dry**.

Innovation for transparency and responsible labeling

An **innovative digital labeling initiative** has been launched by the wine and spirits sectors to provide European consumers with comprehensive, multilingual information at the click of a button via QR codes: relevant, standardized and detailed information, such as ingredient listing, nutritional information, responsible drinking guidelines and also sustainability information.

The development of this '**U-LABEL**' has been possible thanks to the collaboration between the European associations of both sectors: CEEV and Spirits Europe, and their respective national associations in the different countries, among which are the Spanish Wine Federation (FEV) and Espirituosos España, to which Grupo Zamora Company belongs.

Furthermore, in line with our policy as a Conscious and Responsible Company with the environment and stakeholders, through Ramón Bilbao we support the creation of the **Digitalization and Wine Hub**, an initiative promoted by the Spanish Wine Federation (FEV) that promotes **a common workspace between the main digital agents and companies in the wine sector**.



Awards and recognitions

Eight awards at the San Francisco World Spirits Competition (SFWSC)

One of the most brilliant results has been obtained at the **San Francisco World Spirits Competition (SFWSC)**, the longest running competition in the sector - with 22 editions behind it - and one of the most prestigious at international level. Its panel of judges is made up of respected and experienced industry experts such as well-known mixologists, journalists and restaurant owners. The SFWSCs are promoted by The Tasting Alliance Group and each year the calls register more and more participants from all over the world, from international distilleries to small productions.

In this edition, **Zamora Company has received eight awards**. Thus, Licor 43 has obtained a Double Gold medal for Cocktail 43 Fresco Apple and three Gold medals for Cocktail 43 Milk, Cocktail 43 Nitro & Coffee and Licor 43 Horchata. Meanwhile, Vermouth Giardino Tradizionale Rosso received a Double Gold medal, Martin Miller's Gin won two Double Gold medals for 9 Moons Solera Reserve and Summerful, and Lolea won another Double Gold medal for Lolea No. 1 in a can.



“



“Our brands stand on the podium of the most important national and international awards in the sector. In 2022 we have once again reaped awards in several of the world’s most important competitions, increasing our recognition and reaffirming our position as one of the most awarded wine and spirits companies in the world.”

Rudy Stol

Brand Director Villa Massa & Yellow Rose

15 products honored at SIP Awards

Zamora Company also triumphed in the latest edition of the SIP Awards Competition, with **15 award-winning products for the Villa Massa, Licor 43, Lolea and Yellow Rose brands**. Villa Massa Amaretto has won a Platinum medal and the Consumers' Choice Award, Villa Massa Vermouth Tradizionale the Tasting Double Gold medal, Vermouth Giardino Mediterraneo Dry the Tasting Gold, Vermouth Giardino Tradizionale Rosso the Design Gold and Villa Massa Limoncello the Tasting Double Gold and the Consumers' Choice.

Carajillo 43 has also been awarded the Double Gold Tasting, Licor 43 Horchata with Gold Tasting, Consumers' Choice and Innovartion Star. Cocktail 43 Milk has received the Double Gold Tasting and Cocktail 43 Fresco Lemon the Gold Tasting and the Consumers' Choice.

Meanwhile, Lolea has been awarded the Tasting Gold medal and Yellow Rose has been crowned with several of the most important distinctions. Thus, Yellow Rose Rye has obtained the Tasting-Best of Class Platinum and Consumers' Choice, Yellow Rose Outlaw Bourbon the Double Gold Tasting and Consumer's Choice, and Yellow Rose Harris County the Gold Tasting.



Mar de Frades, the Best White Wine in the World



Mar de Frades Finca Valiñas 2017 has recently been crowned as the **Best White Wine in the World at the Concours Mondial Bruxelles**, one of the most prestigious competitions in the wine industry, which has tasting panels made up of experts from 45 nationalities, and in which our Albariño wine has been the highest scoring among the more than 7,300 wines from around the world presented in the 2022 call. It is one of the most reputable competitions, because the evaluation follows a rigorous process based on a model designed by the International Wine Organization and the International Union of Oenologists.

It also won the **Grand Gold Medal** and was named **Revelation Wine of the Competition**.

More wins for Martin Miller's Gin, the world's most awarded gin

Zamora Company's gin - Martin Miller's Gin - has won **Gold at the Bartenders Spirits Awards**, a recognition of the U.S. bartending community: awards held annually to discover and promote gin brands with great potential, with the support of bartenders, beverage directors and buyers from the U.S. hospitality industry as members of the tasting and judging panels. In this way, Martin Miller's Gin consolidates its position as the gin brand that has won the most awards for excellence on a regular basis since 2004.



Ramón Bilbao, one of the '50 most admired wine brands in the world'

For the fourth consecutive year, Ramón Bilbao has been included in Drinks International's list of the **'World's 50 Most Admired Wine Brands'**, a milestone that only two other Spanish wineries can boast to date.



"It is an honor for the entire Ramón Bilbao family to once again be part of the list of the 50 most admired brands in the world. The mere fact of belonging to this select club, where the most renowned wineries in the world are located, is an honor, something we almost don't believe. At the same time, it is an enormous responsibility that encourages us to continue working to remain part of this list of admired brands."

Rodolfo Bastida
Global Wine Director

Cruz de Alba Finca Los Hoyales 2016 triumphs at the latest edition of the Decanters World Wine Awards



The boutique winery Cruz de Alba, from Ribera del Duero, has also reaped an important recognition: its most exclusive wine, Finca Los Hoyales 2016, obtained **97 points in the latest edition of the Decanters World Wine Awards**, reaching the highest score in its history.

The 96 points obtained by Finca Los Hoyales place this wine in the oenological elite with the second best rating among all Spanish wines, and as the highest of all the references of the Ribera del Duero appellation, an important achievement for this wine that landed on the market in the first months of 2016.

Proensa Guide praises the excellence of Zamora Company wines



A total of 9 of the company's wines reach or exceed 95 points in the Proensa Guide 2022 publication.

On its 20th anniversary, one of the publications with the longest trajectory and solera has extolled the oenological excellence of the different wineries of Zamora Company, with special attention to 3 wines, Mirto 2016, Lalomba Finca Valhonta 2018 and Lalomba Finca Valhonta 2017, which have scored high in the guide with 99 points.

Other wines from the company also stand out, such as Mar de Frades Finca Monteveiga 2017, which in its first vintage surprises with 97 points, or Finca los Hoyales 2016, which is once again among the oenological elite of Ribera del Duero with 96 points, the same score achieved by Ramón Bilbao Original, Ramón Bilbao Viñedos de Altura or Mar de Frades Finca Valiñas.

Summary of awards obtained in 2022

LALOMBA	CATEGORY	PRIZE	RESULT
Finca Lalinde 2021	Concurso Mundial de Bruselas	Still wine	Medalla de Oro
	Tim Atkin		93 pts
Finca Ladero	Tim Atkin	Still wine	93 pts
Finca Valhonta 2017	Tim Atkin	Still wine	94 pts
LOLEA	CATEGORY	PRIZE	RESULT
Lolea RTD	Pre-mixed drink	San Francisco Wine Competition	Double Gold
		SIP Awards	Gold
YELLOW ROSE	CATEGORY	PRIZE	RESULT
RYE	Whiskey Rye	SIP Awards	Platinum / Consumer's Choice
		American Whiskey Masters	Gold
Outlaw bourbon	Whiskey Bourbon	SIP Awards	Double Gold / Consumer's Choice
		IWSC	95 pts
CRUZ DE ALBA	CATEGORY	PRIZE	RESULT
Crianza	Still	Decanter y IWSC	89 Bronze
Reserva	Still	Decanter	89 Bronze
Finca los Hoyales	Still	Decanter	97 Platinum

LICOR 43	CATEGORY	PRIZE	RESULT
Original		No ha participado	
Horchata	Non-dairy cream liqueur	San Francisco World Spirits Competition	Gold
		SIP Awards	Gold, Consumers' Choice, Innovation Award
Baristo		No ha participado	
Chocolate		Menor que oro	
Fresco (Apple, Berry & Lemon)	Pre-mixed Drinks/ Cocktails	San Francisco World Spirits Competition	Double Gold (Apple)
		Global Masters	Master (Apple)
		SIP Awards	Gold, Consumers' Choice (Lemon)
Carajillo RTD	Pre-mixed Cocktails/RTD Drink	Global Masters	Gold
		SIP Awards	Double Gold
Milk & Nitro RTD	Pre-mixed Cocktails/RTD Drink	San Francisco World Spirits Competition	Gold (Nitro); Milk (Gold)
		International Spirits Challenge	Gold (Nitro)
		SIP Awards	Double Gold (Milk)

MAR DE FRADES	CATEGORY	PRIZE	RESULT
Finca Valiñas 2016	White wine	Concurso Mundial de Bruselas	Big gold medal
Godello Atlántico 2019	White wine	Decanter	89 Bronze
Albariño 2021	White wine	Decanter	90 Silver
Brut Nature	Espumoso	Decanter	93 Silver

RAMÓN BILBAO

	CATEGORY	PRIZE	RESULT
Rosado 2021	Rosados	Concurso Mundial de Bruselas	Gold medal
Crianza 2019	Still Reds	Concurso Mundial de Bruselas	Silver Medal
		IWSC	Silver Medal
Reserva 2016	Still Reds	Concurso Mundial de Bruselas	Gold Medal
Gran reserva 2014	Still Reds	Concurso Mundial de Bruselas	Silver Medal
		Decanter	93 Silver
Mirto	Still Reds	Decanter	95 Gold

VILLAMASSA

	CATEGORY	PRIZE	RESULT
Limoncello	Citrus Fruit Liqueur	SIP Awards	Double Gold, Consumers' Choice
	Fruit Liqueur	Global Masters (Spirits Business)	Gold
	Signature Serves - VM & Toncia	Global Masters (Spirits Business)	Gold
Amaretto	Nut Liqueur	SIP Awards	Platinum, Consumers' Choice
	Nut Liqueur	Global Masters (Spirits Business)	Gold
Vermouth Giardino Tradizionale Rosso	Vermouth	SIP Awards	Double Gold
	Design Awards	SIP Awards	Gold
	Vermouth	International Wine & Spirits Competition	Gold
	Vermouth	San Francisco World Spirits Competition	Double Gold
	Speciality Spirits - Vermouth	Global Masters (Spirits Business)	MASTER & TASTE MASTER
Vermouth Giardino Mediterranean Dry	Vermouth	SIP Awards	Gold
	Speciality Spirits - Vermouth	Global Masters (Spirits Business)	Gold

MARTIN MILLER'S GIN	CATEGORY	PRIZE	RESULT
Original	Premium Gin	<i>Beverage Testing Institute</i>	<i>Gold</i>
		<i>The Gin Masters</i>	<i>Silver</i>
		<i>IWSC</i>	<i>Silver</i>
		<i>San Francisco World Spirits Competition</i>	<i>Silver</i>
		<i>Bartender Spirits Awards</i>	<i>Gold</i>
		<i>Bartenders' Brand Award - TASTE</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - DESIGN</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - VALUE</i>	<i>Silver</i>
		<i>The Fifty Best</i>	<i>Gold</i>
Westbourne	Super Premium Gin	<i>Beverage Testing Institute</i>	<i>Platinum</i>
		<i>The Gin Masters</i>	<i>Silver</i>
		<i>IWSC</i>	<i>Silver</i>
		<i>World Gin Awards</i>	<i>Gold</i>
		<i>International Spirits Challenge</i>	<i>Silver</i>
		<i>San Francisco World Spirits Competition</i>	<i>Silver</i>
		<i>Bartender Spirits Awards</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - TASTE</i>	<i>Bronze</i>
		<i>Bartenders' Brand Award - DESIGN</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - VALUE</i>	<i>Gold</i>
		<i>The Fifty Best</i>	<i>Silver</i>

MARTIN MILLER'S GIN

	CATEGORY	PRIZE	RESULT
9 moons	Aged Gin	<i>Beverage Testing Institute</i>	<i>Gold</i>
		<i>The Gin Masters</i>	<i>Gold</i>
		<i>IWSC</i>	<i>Bronze</i>
		<i>World Gin Awards</i>	<i>Best matured english gin</i>
		<i>International Spirits Challenge</i>	<i>Bronze</i>
		<i>San Francisco World Spirits Competition</i>	<i>Double gold</i>
		<i>Bartender Spirits Awards</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - TASTE</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - DESIGN</i>	<i>Silver</i>
Summerful	Premium Gin	<i>Beverage Testing Institute</i>	<i>Gold</i>
		<i>The Gin Masters</i>	<i>Silver</i>
		<i>IWSC</i>	<i>Bronze</i>
		<i>World Gin Awards</i>	<i>Bronze</i>
		<i>International Spirits Challenge</i>	<i>Silver</i>
		<i>San Francisco World Spirits Competition</i>	<i>Double gold</i>
		<i>Bartender Spirits Awards</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - TASTE</i>	<i>Bronze</i>
		<i>Bartenders' Brand Award - DESIGN</i>	<i>Silver</i>

MARTIN MILLER'S GIN	CATEGORY	PRIZE	RESULT
Winterful	Premium Gin	<i>Beverage Testing Institute</i>	<i>Gold</i>
		<i>The Gin Masters</i>	<i>Gold</i>
		<i>World Gin Awards</i>	<i>Best contemporary english gin</i>
		<i>International Spirits Challenge</i>	<i>Silver</i>
		<i>San Francisco World Spirits Competition</i>	<i>Silver</i>
		<i>Bartender Spirits Awards</i>	<i>Silver</i>
		<i>Bartenders' Brand Award - DESIGN</i>	<i>Silver</i>



07

Commitment to the planet

The conservation of ecosystems is our responsibility, which is why, together with our suppliers and customers, we work for a production and distribution company that respects our planet and people. At Zamora Company we want to preserve what we have today so that we can continue to enjoy it tomorrow.





07. Commitment to the planet

Environmental certifications



Cartagena
Dicastillo



Ramón Bilbao
Mar de Frades



Cartagena

We improve our environmental performance to minimize the impact of our activities on our surroundings.



“We are aware that the new climate scenarios pose a threat and a challenge of enormous relevance for the sector; therefore, our commitment to climate action is at its highest level, and we are taking the necessary measures to adapt to the effects on our own activity.”

Mª Carmen Vallejo Sánchez
Global Director of Spirits



Climate action



Circularity



Biodiversity protection



Conscious suppliers*

We maintain our environmental roadmap and commitments throughout our value chain, focusing on our environmental aspects identified as significant and on the strategic lines defined in our Conscious Company model:

* The information related to this line of action is specifically included in a later chapter.



“



“We face environmental challenges of unprecedented magnitude and urgency; therefore, our basic principles of environmental performance, applicable to all of our business areas and in all of our activity centers, acquire the highest priority at this time.”

Carmelo San Martín Gil
Corporate Quality Manager
and Environment

Climate action

Climatic variations are affecting the traditional areas of vine growing; we are facing a present conditioned by increasingly noticeable and unstable changes in the climate, which directly affect the development of our activity and our wine. For this reason, we continue to innovate unique products adapted to the environment.

Already in 2017, **Ramón Bilbao** consolidated its position as a **pioneering sustainable winery in Spain**, entering the **Wineries for Climate Protection** program, the first and only specific certification for the wine sector in terms of environmental sustainability covered within the FEV (Spanish Wine Federation), being also the first winery to also certify activities in vineyards.

Subsequently, it has also been the only Spanish winery member of the founding committee of the **Sustainable Wine Roundtable (SWR)**, the global initiative for sustainability and the consequences of climate change in the wine sector, in which wineries and wine organizations from all over the world participate.

We include as one of our objectives to adapt cultivation systems to delay ripening. Also at Ramón Bilbao we have been growing and sourcing



grapes from high altitude vineyards for several years now, especially for our Viñedos de Altura wine, launched in 2012 and sourced from two vineyards (Rioja Alta and Rioja Oriental) at an altitude of 700 meters.

For its part, at **Mar de Frades** we clearly see that, if we don't do something about it now, soon Galicia will not be the Albariño specialist it is today. For this reason, our objective is to conserve the varietal heritage and study varieties that adapt to climate change, being pioneers in experimenting with three varieties that are not grown anywhere else in the world and for

which there are no previous agronomic studies, with which we seek to produce new quality, differentiated and original white wines.

Mar de Frades is also WfCP certified and continues to work on its environmental sustainability plan, **Mar de Frades Conscious Program**, in line with the company's corporate guidelines.

To address climate change, our objectives are aimed at optimizing energy consumption and reducing GHG (Greenhouse Gas) emissions into the atmosphere.



“Mar de Frades’ commitment to everything we do and the world in which we live is based on the foundations of a change for a more sustainable future with the aim of generating the least impact and protecting the environment as an essential requirement of the winery activity.”

Paula Fandiño Pita
Winemaker/Winery Manager,
Mar de Frades Plant

Energy efficiency

90% of our energy consumption by 2025 will be from renewable sources.

Some of our plants are already very close to reaching this target and, in 2022, the average energy consumption from renewable sources was 62%.

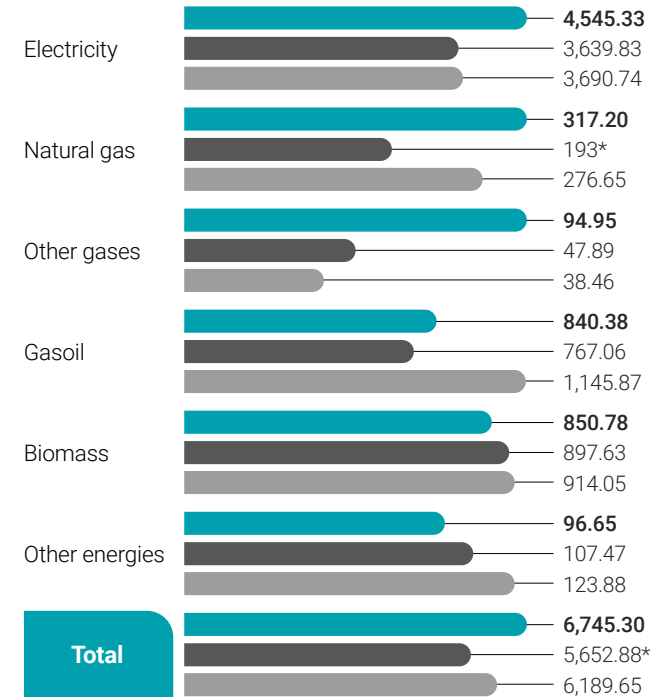
In 2022, we increased total energy consumption by 16.96% compared to 2021, due to the collection and updating of more data not taken into account in previous years, such as those related to field consumption and increased production at the plants.

Even so, despite the increase in absolute numbers, due to the implementation of savings measures, we have managed to maintain energy consumption per product compared to 2021 at 0.24 kwh/l bottled.

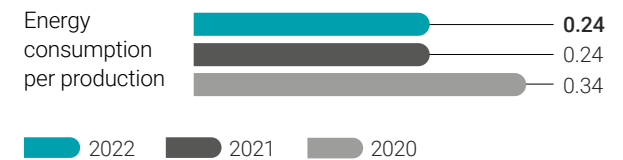
We also account for field activity in energy consumption, where the percentage of renewable energy decreases due to the use of a higher proportion of fossil fuels; our wineries are already contemplating the replacement of field machinery with more efficient and sustainable machinery, tending towards the use of electrical equipment.



Energy indicators | Consumption (MWh)



Energy intensity (KWh/l bottled)



* A correction has been made to the Gas data corresponding to 2021.

Emissions and carbon footprint

Commitment to reduce our CO₂ emissions by 15% by 2025, considering 2018 as the base year.

Since the reporting year, we have been reducing total emissions in all 3 scopes on an annual basis.

In 2023, we will have a comprehensive review of our carbon footprint across all 3 scopes and covering all of the group's sites, which will enable us to launch an ambitious decarbonization plan.

All our centers are fully aware of the importance of controlling the sources of atmospheric emissions: boilers, air conditioning equipment and vehicles.

In our warehouses, as part of the commitment acquired with the certifications under the WfCP scheme, we work to minimize our greenhouse gas (GHG) emissions.

We have preventive maintenance programs to maintain optimal operating conditions and ensure adequate control of the facilities, periodically reviewing all operations that may generate emissions, in accordance with the applicable regulations in force.

The boilers at three centers, Cartagena, Haro and Rueda, are already biomass-fired, so they do not emit polluting gases. In Dicastillo, during 2022, the diesel boiler was replaced by a more efficient one.

On the other hand, Zamora Company's commitment is to use state-of-the-art machinery that has a minimum impact on GHG emissions, considering electric mobility in the future.

For the study of emissions and calculation of the corporate carbon footprint, the consumption of recharged fluorinated refrigerant gases in all centers was taken into account, and no leakage was recorded in any of them.



Emission indicators

The **Carbon Footprint** of the Group's activity is being calculated on an annual basis, currently including total **Scope 1 and 2** emissions, and some Scope 3 emissions for some plants.

Scope 1

Includes GHG emissions from emission sources that belong to or are controlled by the organization, derived in this case from the consumption of natural gas and diesel, direct GHG emissions from own vehicles and emissions considered from leaks of refrigerant gases used in refrigeration systems.

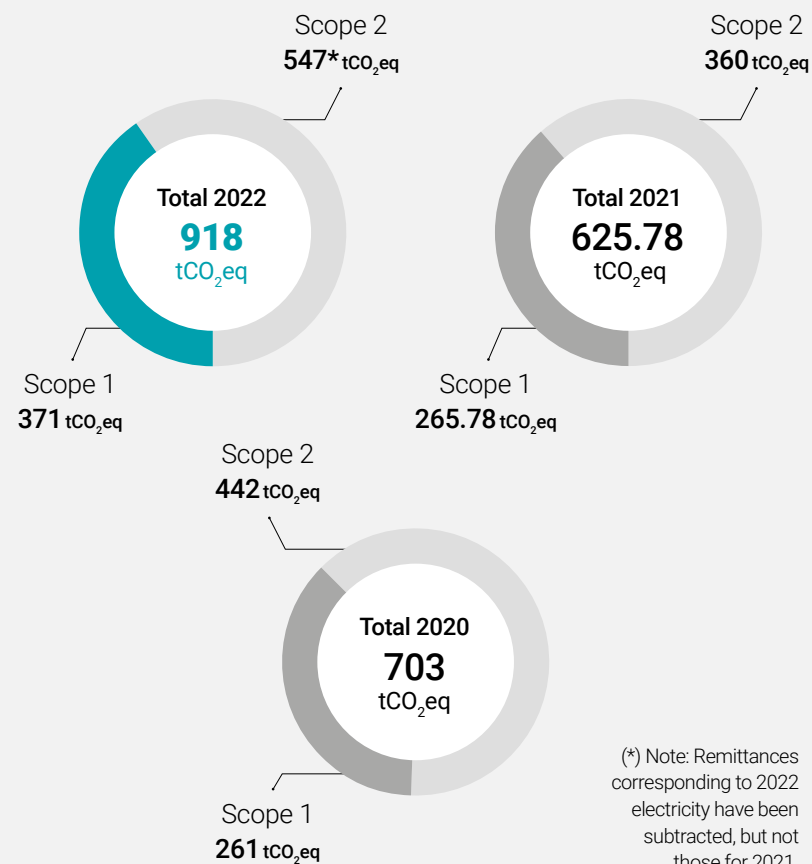
Scope 2

Includes indirect GHG emissions produced by the generation of electricity, heat or steam of external origin and consumed by the organization. In our case, we refer only to electricity consumption.

Scope 3

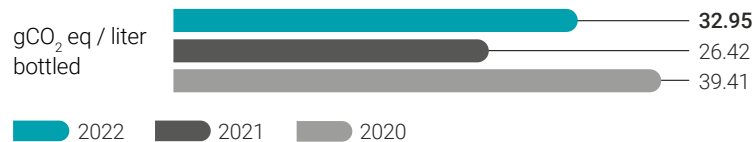
Includes other indirect emissions that, being a consequence of the organization's activities, originate from GHG sources that belong to or are controlled by other organizations. In our case, we identified those from raw materials, packaging (bottles, caps and lids, labels, boxes and cases), business trips and company vehicles, waste generated, IT and office equipment (paper) and distribution to primary customers (national logistics warehouse and international «non-ex works» customers). For the time being, this scope has been worked only considering some of the plants.

Total Scope 1 and 2 emissions



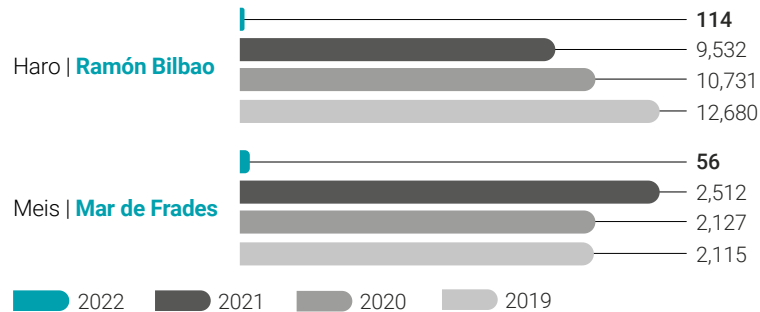
Scope 1 and 2 emissions per product

The indicator of total GHG Emissions (Scopes 1 and 2) by product has increased compared to 2021 by 24.7% due to the adjustments in the energy calculation.



Scope 1, 2 and 3 total emissions | tCO₂eq

In addition to the above, for the period 2019-2021, total emissions have been calculated including Scope 3 for the Haro and Meis wineries. No data is provided for 2022, as the company is immersed in a corporate Carbon Footprint project, the results of which will be seen in 2023.



(*) Scope 1 and 2 | Note: An adjustment has been made to the data published in 2020 and 2021, as the footprint has been calculated considering the emissions derived from field fertilizers.



As an example of our commitment, **Mar de Frades** has been selected by ECODES, the organization that promotes the initiative **Comunidad #PorElClima**, as a **model sustainable company**.

#POR EL CLIMA



We are also transforming our relationships with our suppliers, jointly searching for more environmentally friendly material alternatives.

Circularity

We understand the circular economy as the main response to the challenges of efficiency and sustainability of natural resources, proposing another way of producing and consuming that directly affects resource and waste flows.

Packaging

- Lighter packaging reduces unit weight.
- Packaging with a higher percentage of recycled material.
- More easily recyclable packaging, facilitating the separation of closures, labels, lids and other packaging components.
- Use of respectful materials (biodegradable, recycled and reusable) and minimizing the use of plastic in packaging.
- Reduction in waste and quantity of material.
- Reducing the number of decorations, inserts and inks, and using biodegradable pigments and natural materials such as cork as much as possible.
- Paper and cardboard weight reduction and optimization of packaging systems.



“We are immersed in several initiatives focused on minimizing the environmental impact of our packaging, analyzing the entire product life cycle: design, production, distribution and consumption.

*In addition, we are already incorporating **sustainability criteria** in all our **innovation projects** and in 2022 we have seen very positive results.”*

Raquel Zaldivar

Global Brand Manager, Ramón Bilbao

Inés Varas

Global Innovation Director Spirits & Lolea

Some examples of successful projects

Bottle eco-design

Bottle Lolea 75 cl.

- Reduction of 40 grams of weight in the bottle.
- Lightening of 9% by weight.
- Reduction of 50 tons of glass.
- CO₂ reduction of more than 20 tons.

Ramón Bilbao Bordeaux bottles

- 40 g weight reduction.
- Reduction of more than 8%.
- Glass savings of more than 250 tons (more than 400 tons in 2023).

Liqueur 43 bottle

- 30 grams lighter than the classic design.
- Reduction greater than 6%.
- Glass savings of more than 110 tons (estimated at more than 300 tons by 2023).

Corrugated cardboard

Paper grades and thicknesses

Paper grades and thicknesses are standardized, achieving cumulative savings of more than 35 tons of cardboard by 2022.

Modifications in boxes to the market

Modifications in boxes to the market with less inks and pigments, favoring their recyclability and the reduction of hazardous waste.

Use of Kraft

Use of raw Kraft, more sustainable paperboard.

Sustainable advertising material

By 2022, 100% paper/cardboard/wood material under FSC (Forest Stewardship Council) Certification.


100% elimination of polybag plastic bags in all POS materials.


Replacement of plastic with paper/cardboard/wood/PLA (biodegradable thermoplastic) based materials. Otherwise, priority is given to the use of recycled plastic materials, RPET or others. The material purchased in 2022 with non-recycled plastic material in its composition has been reduced by 25% compared to the previous year.


Plastic tax: based on the new special tax on non-reusable plastic packaging, Zamora Company has implemented a requirement to all our current suppliers, but also applicable to future suppliers to be approved, requesting detailed and concise information about the use of plastic materials. With this information, a project has been activated to review and monitor the purchase of materials, both components or raw materials, as well as finished or semi-finished products, in order to keep an exhaustive control of these purchases and detailed information on the use of plastic.

Palets. Efficient and sustainable logistics model

In collaboration with our pallet logistics partner (*):

 **We avoid** 45 tons of CO₂ per efficient transport, which is equivalent to more than 40,000 km by truck.

 **We avoid** 3.2 tons of waste thanks to the use of this circular system based on reuse and regeneration.

 **We avoid** 35.1 m³ of wood, the equivalent of 34 trees.



(*). These calculations are based on an independent Life Cycle Assessment (LCA) study of the pallet used compared to the blank equivalent. This LCA is based on ISO 14044 and is peer reviewed. 100% of the wood is certified by the Forest Stewardship Council (FSC) and the PROGRAM Programme for the Endorsement of Forest Certification (PEFC).



Plastic material

Sleeves

About 50% used in 2022 has been material made with at least 30% recycled PET. The goal is to reach 100% by 2023.

Tear-off strip

For easy removal after consumption of the product, with an estimated total annual reduction of 1.4 tons of plastic, as a result of the reduction in the weight of these caps.

Shrink Film

In 2022, a new type of film material has been approved which, thanks to its stretching, can be optimized on our application machines, resulting in an average film usage saving of close to 50% by weight. This adjustment has resulted in savings of more than 5 tons of plastic. This is expected to result in annual savings of more than 15 tons of plastic by 2023.



Waste

Our objective: Zero Waste by 2025.

93% of our waste is recovered, while only 7% goes to landfill or requires treatment for disposal.

As a result of our activities, we generate the following types of waste:

- Non-hazardous waste, mostly recoverable and recyclable, such as paper, cardboard, plastic, glass, metal, or wood.
- Wine by-products (marc and lees) or other organic waste or by-products (vegetable waste) that are also 100% recyclable, recoverable or usable as organic fertilizer.
- Urban assimilable waste (MSW, such as filter soils) destined for landfill.
- Hazardous waste in small quantities (packaging, batteries, used oils, among others).

Waste generation indicators

Type of waste	2021 (t)	2022 (t)
Organic by-products	2,134.36	2,656
Recyclable solid waste	369.96	500.10
Non-recyclable solid waste	146.23	234.94
Hazardous waste	3.53	2.71
Total	2,654.08	3,393.75
Waste generation ratio (Kg of waste / liter bottled)	0.11	0.12

Waste is collected separately at the centers, according to its type, facilitating its subsequent treatment and recovery by different authorized waste managers.

Specific objectives have been defined in some plants related to improving waste segregation, promoting training and monitoring the amount of waste generated by type of waste.

In the fiscal year 2022, due to an increase of close to 20% in production and bottling, the total amount of non-hazardous waste and the generation of by-products has increased,

decreasing hazardous waste. In relative terms, the indicator has remained very similar to the previous year.

As for waste of a hazardous nature, in 2022 this represented only 0.08 % of the total waste generated and its generation is closely linked to the necessary maintenance activities.

Specifically, waste derived from phytosanitary products considered hazardous packaging is managed by the nationally authorized collection system, accounting for only 0.03% of total waste.



Liquid waste

Our goal is to reach zero discharge into public waterways.

In the current situation we have three types of discharge:

- Zero discharge to public watercourse, the most common and desired case, where all the wastewater is treated internally and is either returned to the farm surrounding the plant or is removed by a wastewater manager.
- Discharge to public watercourse after a purification process at the plant itself.
- Direct discharge to public watercourse.

In all cases, the discharge is continuously monitored and the legally established parameters for direct discharge are met.

As mentioned above and given the current situation regarding the pollutant load of our liquid discharges, no significant environmental aspect has been identified and no associated risks have been detected.

Water consumption

In 2022, we optimized our water consumption by 12.4% when considering the activity ratio (liters of water per liter of bottled product).

Our intelligent irrigation systems help us consume the exact amount of water required by the crops.

We have weather stations that help us to predict field work more accurately.

Water **saving measures** are available at our facilities:

- Dispensers in the mouths of the hoses.
- Sectorized control of water consumption zones in each plant.
- Acquisition of automatic scrubbers for floors.
- Staff awareness and training.

Source of supply	2021 (t)	2022 (t)
Municipal network	91.6%	93.6%
Well	8.4%	6.4%

Water consumption indicator

Source of supply	2021 (t)	2022 (t)
Total consumption (m ³)	50,965.78	52,842.44
Consumption per activity (*) (l water/l bottled)	2.17	1.90

* In order to relativize water consumption, neither water consumption for vineyard irrigation (153,550 m³ in 2022) nor water used to produce spirits is considered in the calculation (the latter is included below in the section on raw materials).





Raw materials

Due to the nature of our activities, we do not have a high consumption of raw materials that due to their hazardous nature may have a significant environmental impact.

In terms of raw materials of natural origin, in 2022, Zamora Company purchased a total of **31,368.18 tons of raw** materials (31% more than in the previous year and 42% if we count water as an ingredient used in the liqueurs made at the Cartagena, Dicastillo and Sorrento plants, which was not taken into account in the 2021 report). Of this total, some 13,000 tons were vegetable materials (grapes, must, sloes, herbs or botanicals and coffee), 7,500 tons of water, more than 4,600 tons of sugar, around 3,600 tons of alcohol, and the rest was distributed among aromas and other compounds.

Regarding materials and other chemical products as resources with the greatest environmental impact, our efforts are focused on optimizing their consumption, using more environmentally friendly products as much as possible, minimizing the use of plastic and trying to increase the useful life of materials.

We eliminate the use of phytosanitary products by applying preventive treatments in the vineyards and replacing them with organic alternatives.

Biodiversity protection

We are committed to **biodynamic agriculture** and to the regeneration and maintenance of **endemic ecosystems in vineyards**.

Many of our plants are in areas where the main raw material comes from a specific **Geographical Indication or Denomination of Origin**: lemons from Sorrento (Villa Massa), as well as grapes from La Rioja and Rueda (Ramón Bilbao), from the Rías Baixas (Mar de Frades) and from Ribera del Duero (Cruz de Alba).

In 2022, **28% more vegetables linked to the geographical area** were purchased than in the previous period, which meant more than 13,000 t of vegetables where the different production plants are located: grapes, sloes and lemons, which represents a real commitment and support to the local communities and the rural environment of the surroundings where our production plants are located.

Mar de Frades' commitment to biodiversity is remarkable. With the aim of promoting the conservation of species and their habitats,

- 1 We do not use herbicides, pesticides or transgenics.
- 2 We use **organic fertilizer**, which improves water retention properties while regulating soil pH and temperature.
- 3 We apply **natural treatments** such as chamomile, horsetail or propolis.
- 4 We use **sexual confusion** practices in vineyards to control pests that affect grapevines.
- 5 We plant **ground covers** to favor the **biological control** of pests and prevent the proliferation of invasive exotic species.
- 6 We develop **precision viticulture** using drone flights.
- 7 We apply measures focused on **respecting the fauna**, helping to create a framework of biodiversity through the installation of nests and posts for birds.



we have implemented shelters for polarizing insects, aquatic microhabitats and nest boxes for the reproduction of birds, such as owlets, which in Galicia are in regression, among other actions that promote the construction of a natural health network for our vineyards.

Mar de Frades also develops actions for the protection of camellias, increasing the cultivation of its varieties in order to preserve the species, which arrived in Galicia at the end of the 18th century from China and Japan.

08

Conscious suppliers

We are aware that together we can go further. We therefore pass on our commitment to sustainability to our suppliers in order to support them and move forward together in the same direction.



08. Conscious suppliers



“An efficient and responsible management of our supply chain is, without a doubt, one of the key pieces of the Zamora Company Group’s success; therefore, the policies and initiatives concerning our suppliers of goods and services are targeted for continuous improvement year after year.”

Miguel Ángel del Cano
Purchase Director



We maintain the **strategic lines** defined in our **Conscious Company Model** to continue advancing in the responsible and sustainable management of our supply chain.

Strategic lines



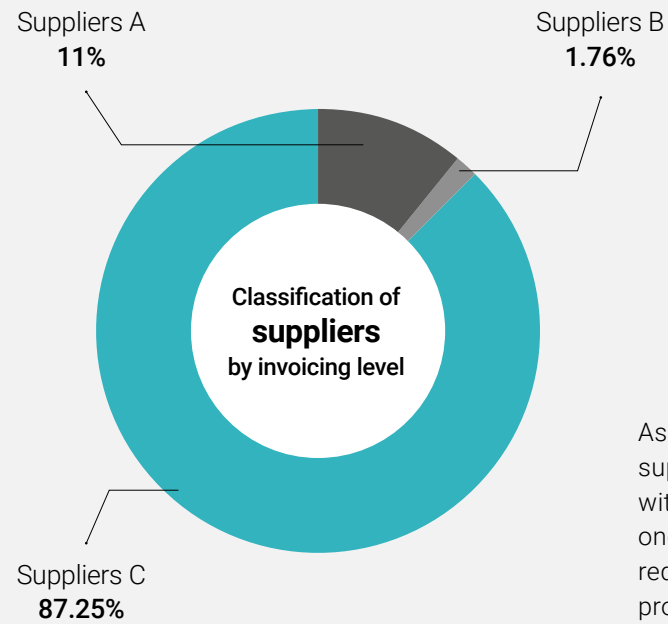
Sustainability procurement and contracting



Suppliers as partners of our business

Responsible purchasing and contracting

In 2022, we had more than 1,000 suppliers of all types (raw materials, packaging, services, etc.), with purchases totaling more than 100 million euros.



As can be seen in the graph, our supplier panel is highly complex, with the largest group being the one with the lowest turnover, which requires a lot of resources for its proper management.

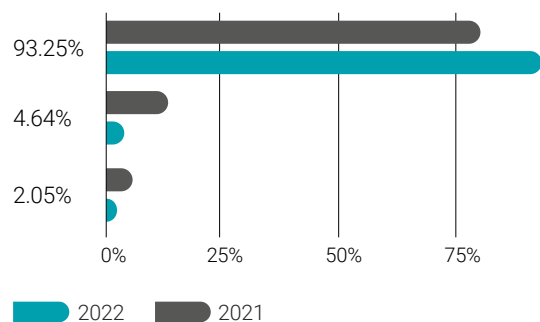
Classification ABC

Suppliers A > 1,000,000€	11%
Suppliers B > 500,000€ < 1,000,000€	1.76%
Suppliers C < 500,000€	87.25%

Our sourcing and contracting strategy focuses on local suppliers

In 2022, compared to the previous year, **10% more of our suppliers have Spanish CIF, reaching 90%.**

Suppliers 2021 vs 2022: country of origin



Country of origin	2021	2022
Spain	80.21%	93.25%
Europe	14.13%	4.64%
Third countries	6.29%	2.05%

In 2022, we achieved the effective implementation of our **Risk Management Policy**, an absolutely essential application for the correct management of our supply chain, even more so in these complex environments and times that we are living in, VUCA environments (volatility, uncertainty, complexity and ambiguity of the market), that are highly complex and very changeable.

For the preparation of the purchasing strategy, we have evaluated both the possible supply risks associated with delivery times, distance for logistical transit, safety, competitiveness, innovation, agreed quality, etc., as well as **social and environmental risks**, such as supplier compliance with the Code of Ethics, respect for Human Rights, GHG emissions, carbon footprint measurement, etc., being prepared to face the upcoming European regulations on sustainability due diligence.

Zamora Company has a classification of suppliers by types of products and services, separated into 43 different categories and whose impacts are very diverse. For the selection, approval, contracting and management of these, the company has its **Code of Ethics** and a **Procedure for Purchasing and Approval of Suppliers**, applicable to all

Group companies that work with the central purchasing system and which establishes the bases for their management in the Purchasing area, without prejudice or detracting in any way from the autonomous decision-making capacity of each of these companies.

The scope of this procedure covers the purchase of raw materials, auxiliary and promotional materials, and subcontracted services.



100% of our suppliers must comply with the Code of Ethics and abide by the Zamora Company's Procurement and Supplier Approval Procedure

1

Eliminate all forms of child labor.

2

Eradicate any type of forced or coerced labor.

3

Avoid discrimination in any type of job.

4

Respect the maximum work schedules and established minimum salaries.

5

Guarantee that your employees carry out their work with safety and hygiene standards.

6

Respect the rights of employees to associate, organize or bargain collectively without suffering any kind of sanction.

7

Obtain and maintain environmental permits for the operation of your company if required, controlling its environmental impacts and complying with the corresponding legislation.

8

Maintain a preventive approach to environmental protection, adopt greater environmental responsibility and favor environmentally friendly technologies.

9

Avoid being a participant in any type of corruption, extortion or bribery.

Throughout 2022, we have strengthened **Zamora Company's Sustainable Procurement Model**, based on the identification, control and monitoring of environmental and social risks in the supply chain, with a special focus on suppliers considered as **key suppliers**.

We identified **three key groups based on two factors**:

- 1 To be within the main purchasing groups, defined as strategic for the department based on the Strategic Purchasing Plan.
- 2 To be considered of greater relevance from the point of view of risks related to sustainability.



The three Key Groups identified are:

1 Packaging material suppliers

All suppliers provide packaging materials from our product BOMs, whether primary, secondary, or tertiary packaging, as part of the production process required to manufacture these products.

2 Raw material suppliers

All of the Group's raw material suppliers make up the list of ingredients in our products, whether as main ingredients, secondary ingredients or even those of very limited use.

3 Suppliers of advertising material, VAPS, POS

Suppliers that provide any type of advertising material or merchandising consideration, which may or may not be part of promotional packs with Zamora Company products, or materials intended for the promotion, visibility or any type of marketing action of the company.

It should be noted that the sum of purchases from these three Key Groups is close to 2/3 of the company's purchases in monetary value, so that, in addition to being strategic for reasons of sustainability, they are very representative of all Zamora Company's purchases as a whole.

In 2022, the perimeter has been increased, auditing more key suppliers, which are included in our **Supplier Certifications and Sustainability Tracking Files**. In 2022, we have evaluated 10 suppliers.

In addition to all the above, Zamora Company is adhered to the **Code of Good Commercial Practices in food contracting**, as a company associated to FIAB, Spanish Federation of Food and Beverage Industries. This code is a voluntary self-regulation system that establishes the basic principles that should govern relations between operators in the food chain.



Evaluating our suppliers enables us to ensure the application of sustainability criteria throughout the value chain.

Suppliers as partners of our business



*“In 2022 we continue to enhance our relationship and vision of continuous improvement with all our suppliers, **challenging them** both to improve their processes and operations, developments and internal solutions, as well as to guide and advise ourselves, to improve our competitiveness every day.”*

Guillermo Valderrama
Contract Manufacturing Manager



Our vision 4 pillars

- 1 Long-term relationships, **partner**, to achieve common goals with an eye on the future, not on the immediacy of results.
- 2 **Innovation** as a guide to improve competitiveness.
- 3 **Sustainability** as a mutual commitment and a common goal.
- 4 A strong **social commitment** in our activities.

We have continued to make progress in two critical areas of work for the group: **packaging and sustainable distribution**.

In both areas we have developed concrete actions with a quantified impact, as in the case of our pallet logistics supplier, a strategic partner for many years and thanks to whom we have been able to minimize our environmental impact.

CHEP
A Brambles Company

Marzo, 2023

Certificado de Sostenibilidad

Por el uso de los servicios de Pooling de CHEP España, certificamos la contribución de **ZAMORA COMPANY** a la protección del medio ambiente y a la promoción de un modelo logístico sostenible. Juntos hemos conseguido en 2022:

<p>+ Ahorro en madera en 36 461 dm³ + 35 árboles</p>	<p>+ Disminución de emisiones en 43 856 kg + 40052 kilómetros en camión</p>	<p>+ Reducción de residuos en 3 407 kg + 2618 personas (residuos diarios)</p>
--	--	--

Alejandro Tostado Loizaga
Senior Director, Sustainability
CHEP Europe

Vicente Molla Barbera
Country General Manager
CHEP Spain

Cálculos basados en estudio independiente del Análisis del Ciclo de Vida (ACV) del pallet CHEP comparado con el equivalente en blanco. El ACV de CHEP se basa en la ISO 14044 y revisado por pares. El 100% de la madera de CHEP proviene de fuentes certificadas en Gestión Forestal por el Forest Stewardship Council® (FSC®-C104794) o el Programme for the Endorsement of Forest Certification (PEFC/C07-22-233).



In the previous chapter of this Report, on our environmental commitment, we have already shown some initiatives focused on **minimizing the environmental impact of packaging**, such as some of the agreements and actions with suppliers highlighted in 2022, due to their positive impact with their use of materials. Specifically, these projects are focused on glass bottles, corrugated cardboard, plastic materials and sustainable advertising material, all of which are the result of the new purchasing model and collaborative work with our suppliers, which we will continue to strengthen in the future.

09

Our relationship with society

At Zamora Company we understood years ago that our activity is linked to the natural and social environment that welcomes us. As part of our DNA, we have always sought to contribute to the progress and socioeconomic growth of our society.



09. Our relationship with society



“Social commitment is deeply rooted in all the people who make up Zamora Company; we work every day with the firm conviction that we can and must improve the lives of the communities where we operate.”

Marisa Almazán
Conscious Company Manager



Our Conscious Company model includes the following strategic lines, transversal to the entire company, of commitment to society as a whole and to the local communities where we carry out our activities.

Strategic lines



Corporate philanthropy to support vulnerable groups



Commitment to local development, culture and the arts

Corporate philanthropy

“



“We want to make a tangible impact in the places where we live and work, collaborating with social organizations, with the business sector and with our employees as protagonists, to achieve large-scale changes in issues of global importance.”

Esther Aguirre

Counselor and Spokesperson of the Family Commission of Zamora Company

We have made a commitment to donate **2.5% of the company's net profit** annually to **social actions** focused on the neediest groups in our areas of business influence in Spain.

The Group's social action has focused on continuing to support initiatives to help the most disadvantaged population, allocating a total of 650,000 euros to different projects for Caritas, the Food Bank and the Red Cross, among others, aimed at:

- Helping families in vulnerable situations.
- Providing homes for homeless people.
- Providing food and necessities.
- Facilitating labor market insertion.
- Contribute to occupational training.
- Support the integration of children at risk of exclusion.
- Improving the lives of the elderly without resources.

650.000 €
which have been
distributed among
various groups and
social entities in 2022.



We have also participated in several initiatives promoted by Zamora Company and carried out at a particular level by the company's human team:

- Individual contributions to the Red Cross to help those affected by the conflict in Ukraine, through the corporate online platform set up for this purpose.
- Participation in «El Árbol de Los Sueños», an initiative promoted by CaixaBank to collect toys for underprivileged children.

In 2022, we received several awards for our social commitment.

Recognition of social commitment

Zamora Company has been considered by **Just Drinks Excellence Awards** among the best reactions to COVID-19, for our involvement and commitment to the community of bartenders affected during the pandemic, by adapting the global competition to digital format **Bartenders & Baristas Challenge** organized by Licor 43. Thanks to this adaptation, it has been possible to give visibility and award bartenders who participated from different parts of the world.

The **Just Drinks Excellence Awards** celebrate the greatest achievements and innovations in the global beverage industry, providing a platform to recognize the people and brand owners who are driving change.

Recognition by the **Fundación Banco de Alimentos de Madrid** for our important collaboration and solidarity during the years of maximum need, 2020 and 2021.

At the international level, it is also worth mentioning the collaboration with «Feeding America», the largest national organization in the fight against hunger, in line with the company's Conscious Company model.



Commitment to local development, culture, and the arts

Local raw materials

+ 13,000 t of vegetables linked to our geographical areas of production.

Zamora Company, I.G. quality mark. Pacharán Navarro.

All our production is made with **100% Navarrese sloes**, as a clear demonstration of support to local communities, with this minority but novel alternative crop to traditional cereal agriculture.

In the case of **Sorrento lemons**, the product has a **double geographical indication**; on the one hand, they are covered by a PGI and, on the other hand, the Limoncello product itself has its own Geographical Indication.

In the case of wines, wine culture is closely linked to social and economic development, reflecting the vitivinicultural use of the environment and, therefore, its effect on the social and economic

development of the regions. The **grapes** must be of either **Rioja, Rueda, Ribera** or **Albariño** origin.

Sustainable wine tourism

Through wine tourism experiences, we take advantage of the wine culture to revalue territories, promoting their social and economic development.

Wine culture is not only the thematic axis of the wine tourism activity, but also its basis and essential pillar. Therefore, it is directly related to the environmental, economic and social sustainability that underlies this activity.

Much of the importance of wine culture is centered on the signs of identity associated with each territory, which provide distinctive and unique characteristics, contributing to cultural sustainability.

Zamora Company offers the possibility of making visits and discovering the value of wine tourism and industrial tourism experiences, learning about the origins and unique identity of Licor 43, Mar de Frades and Ramón Bilbao. In 2022, we started the guided tour service at the Zoco pacharán distillery in Dicastillo (Navarra).





The Ramón Bilbao wineries offer guided tours, tastings, samplings and pairings. Among the different activities offered, there are novelties such as visits with tastings harmonized with an assortment of local cheeses or chocolates from different origins. There is a catering service for the consumer that Ramón Bilbao has opened for the first time every Saturday, expanding the gastronomic offer of the winery and offering several menu options focusing on local products.

For visitors who want to delve a little deeper into winemaking and experience first-hand the traditional nighttime harvest of the Rueda appellation of origin, Ramón Bilbao also opens the doors of his Rueda winery during the harvest.

Harvest experiences are also available at Ramón Bilbao Haro and Mar de Frades.

On the other hand, the previous chapter of this report has already highlighted **'Experiencia 43'**, the experiential space of the Licor 43 brand that has obtained the **'S for Sustainability' certification**, in recognition of the company's commitment to sustainable, quality and environmentally friendly tourism.

Support for culture and art

In 2022, the Zamora Company group has maintained its sponsorship policy in support of culture and art.

The Group, through its brands, participates in and supports numerous local initiatives such as the sponsorship of popular and gastronomic festivals or the sponsorship of sports teams or events, through agreements with entities, associations and educational centers in the regions where its plants are located.

Some examples of the numerous actions of our brands in 2022:

Contributing to the development of our culture and art is one of the ways in which Zamora Company promotes our social commitment.

Mar de Frades with Spanish fashion



Mar de Frades, faithful to its commitment to Spanish fashion and design, was present at **MBFWMadrid - Mercedes-Benz Fashion Week Madrid**, as the official wine of the great Spanish fashion platform.

Likewise, with the **limited edition designed by Lorenzo Caprile** in 2022, Mar de Frades closes a

decade of marriage with the world of design and fashion. Since 2012 names such as Laura Ponte, Miguel Palacio, Alvarno, Jorge Vázquez, Duyos, Ana Locking, Agatha Ruiz de la Prada, The 2nd Skin Co. or Moisés Nieto have been responsible for dressing the iconic Mar de Frades bottle with a «second skin» for its limited edition.

#MardeFradesdeCine



Mar de Frades is also collaborating once again this year in the **San Sebastian Festival**.

For the fifth consecutive year, the Galician winery launched the Atlantic Tapas Route in different restaurants and bars in the capital of Gipuzkoa to coincide with its famous film festival.

ZOCO celebrates Father's Day with 'What really unites us'



The Navarre brand of pacherán has joined forces with Bilbao calligrapher Begoña Viñuela to celebrate Father's Day with 'a message in a bottle'. The lettering expert was in charge of engraving a personalized letter on the front of the bottle to celebrate Father's Day.

Both are not only united by their land, but also by the passion with which they treasure the good times. On the one hand, with her exquisite calligraphy, she is the great protagonist of the main events of many people's lives, while Zoco is a classic, representing good times now and in the future, as well as connecting generations.

Our limoncello joins the world's haute cuisine



Villa Massa, the authentic Sorrento limoncello, has become a benchmark in the world of haute cuisine and catering. In 2022, it has taken another step forward in its quest for excellence by joining **The World's 50 Best Restaurants**, the prestigious ranking of culinary excellence.

It also participated in the **Passione Italia** event, organized by the Italian Chamber of Commerce and Industry, to enjoy the best of Italian culture, gastronomy and handicrafts, coinciding with its national holiday.



“



*“At Villa Massa we are **committed to working with the best natural ingredients from Italy**, using traditional methods that stimulate to the maximum the premium flavors and aromas that stand out in our iconic limoncello. This dedication and passion for quality are values with which we fully identify, and which are fundamental elements that year after year we find in the Highest Climber of the World’s 50 Best Restaurants.”*

Raffaele Di Stasio
Villa Massa Quality Manager



'The journey begins here', Ramón Bilbao



Bodegas **Ramón Bilbao** launched a new, more sustainable image in 2022, coinciding with the launch of a new campaign entitled *'The journey begins here'*. For this purpose, it counted on four exceptional protagonists closely linked to the world of culture and art, and who share the same values as the brand itself: the writer María Dueñas, the chef Ignacio Echapresto, the singer Pol 3.14 and the actor Juanlu González, who starred in the main video of the campaign, showing what it can mean for them to start a journey.

Martin Miller's Gin supports emerging art at StART Art Fair



Also on a more international level, our gin **Martin Miller's Gin** has maintained its continued support for emerging art, through a new collaboration with **StART Art Fair**, a contemporary art fair in which Martin Miller's Gin has been an official sponsor, in addition to awarding the **StART Martin Miller's Gin Emerging Art Prize 2022** to young emerging artists.



10

Annexes

We are aware that we still have a long way to go, but our achievements encourage us to continue our efforts, as they show that we are moving in the right direction.



Annex I

About this Report

Principles for its elaboration

To establish the content of this Report, the principles of the GRI 2021 Standards have been followed:



- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Punctuality
- Verifiability

Scope of information

This report integrates the activities and main results of the Zamora Company Group for fiscal year 2022, explaining its ESG (environmental, social and governance) performance.

Global results are presented, covering the different national and international companies and business units.

Corporate policies and management approaches on the various aspects are common to the entire Group.



Balance and comparability of information

The purpose of this Report is to publish a balanced, accurate and coherent report on our performance, linked to the issues relevant to the Group, to our strategic projects and to our stakeholders. In this sense, the comparability of the data and information provided is key, as a tool for their traceability and evolution.

This Report has been prepared with the involvement and participation of the heads of the different business areas, as well as with the considerations derived from the interaction with the main stakeholders, which will allow us to better align the information reported with the relevant aspects for these groups.

We have continued working on the process of consolidating our internal reporting system for sustainability indicators, providing comparative data with the previous year, which transparently shows the evolution of our performance.

In each area, the scope of the data is detailed, seeking maximum accuracy and comparability of the information, as well as the pertinent explanation in each case.

Our goal for future reports is to continue to improve the level of accuracy and comparability of the information provided to illustrate progress in our objectives as a conscientious company.

External verification

This Report has not been subject to external verification in its entirety, but a large part of the information and indicators provided are also part of the Statement of Non-Financial Information 2022, a public document that has been verified by KPMG, in its capacity as an independent provider of verification services, in response to the requirement of Law 11/2018 on non-financial information and diversity.

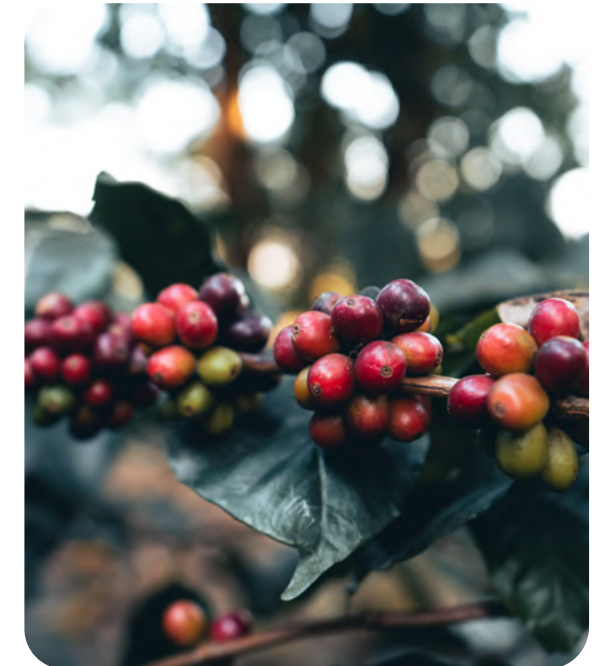
Definition of content and materiality

The Zamora Company group has its own methodology that allows us to keep our **materiality matrix** updated, as an integrating tool of the relevant topics for the business and for the stakeholders, on which we will continue to report on an **annual** basis through our Conscious Company Report.

After this double analysis, internal and external, the issues analyzed are classified by means of

a quantitative weighting system into «Critical, Significant, Emerging or Minor», and are visually represented in the materiality matrix, which allows us to prioritize and define areas of risk/opportunity.

The results for the year 2022 are shown in Chapter 3 of this Report, corresponding to «*Our Conscious Company Model*».



Contact

The responsibility for the preparation of this Report lies with the Conscious Company area, which is part of the People and Internal Communication Department. Its contents are agreed upon and validated by the corresponding business areas.

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Acknowledgments

We thank our entire team of professionals and collaborators for their involvement, their constant effort and their passion for what they do, contributing to make us better as a company and to continue fighting for a fairer and more sustainable world.

Instead of dreaming it, let's go on together to make it happen.

Once again, thank you very much, team!

Annex II

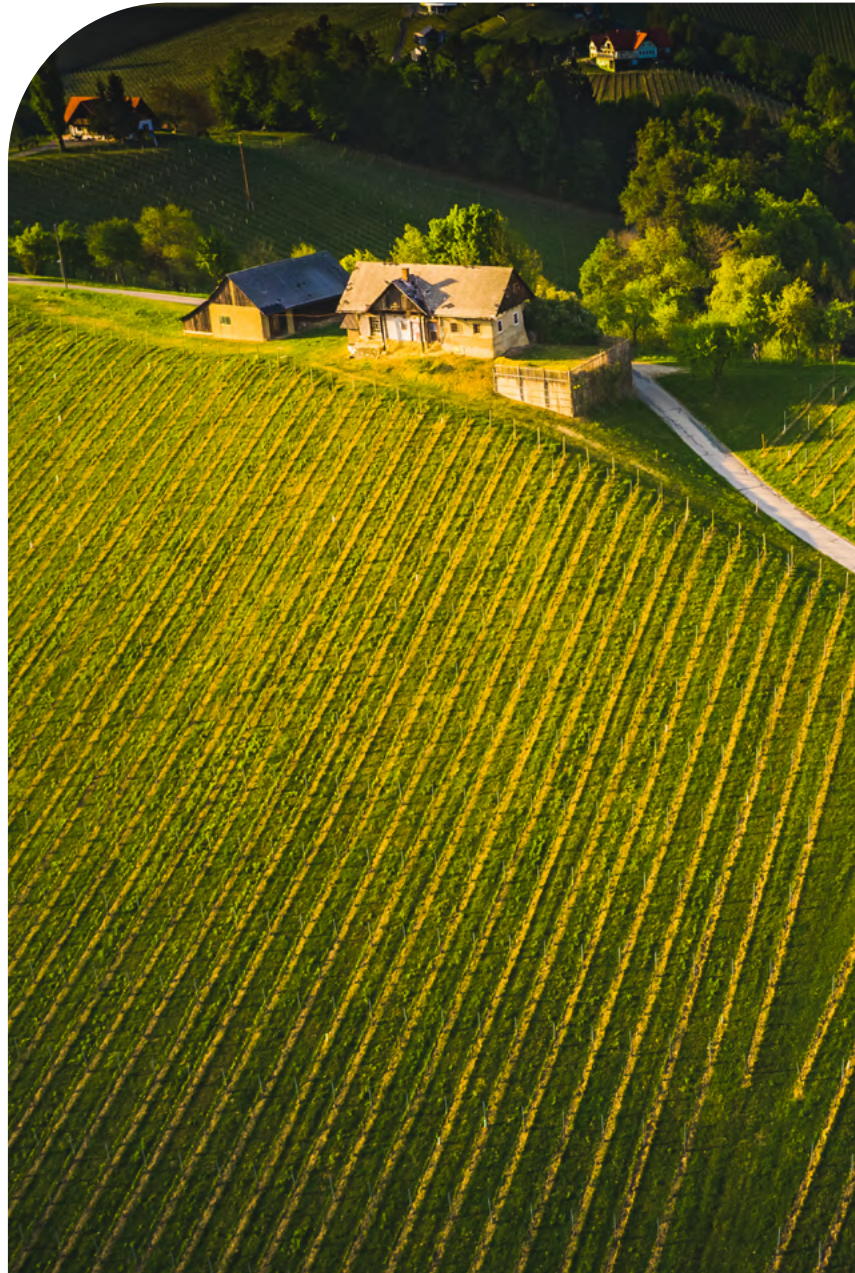
GRI Index

Zamora Company has presented the information cited in this table of contents for the period from January 1 to December 31, 2022, using the GRI Standards as a reference.

Below is a list of the contents of this Report in relation to the **GRI Standards** used.

Those for which the company does not provide information, either because they are not considered material issues (see chapter 3), or because sufficient and traceable data are not yet available to respond to the content.

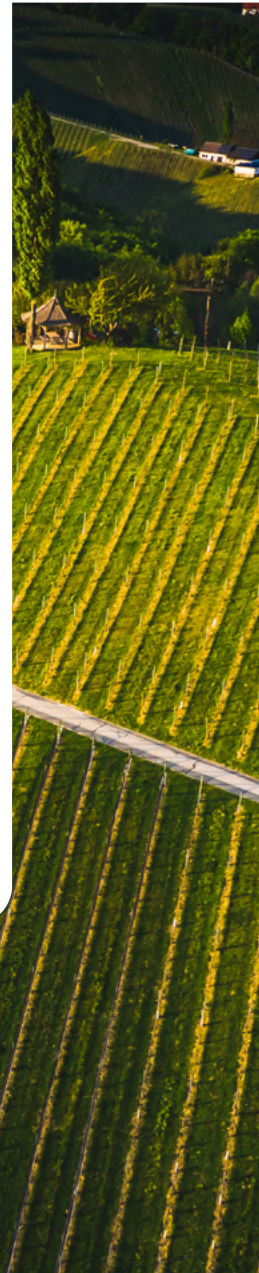
The correlation of each of the GRI topics with the **SDGs** and the related **Global Compact Principles** is also shown.




AGENDA 2030

GRI

WE SUPPORT UN GLOBAL COMPACT



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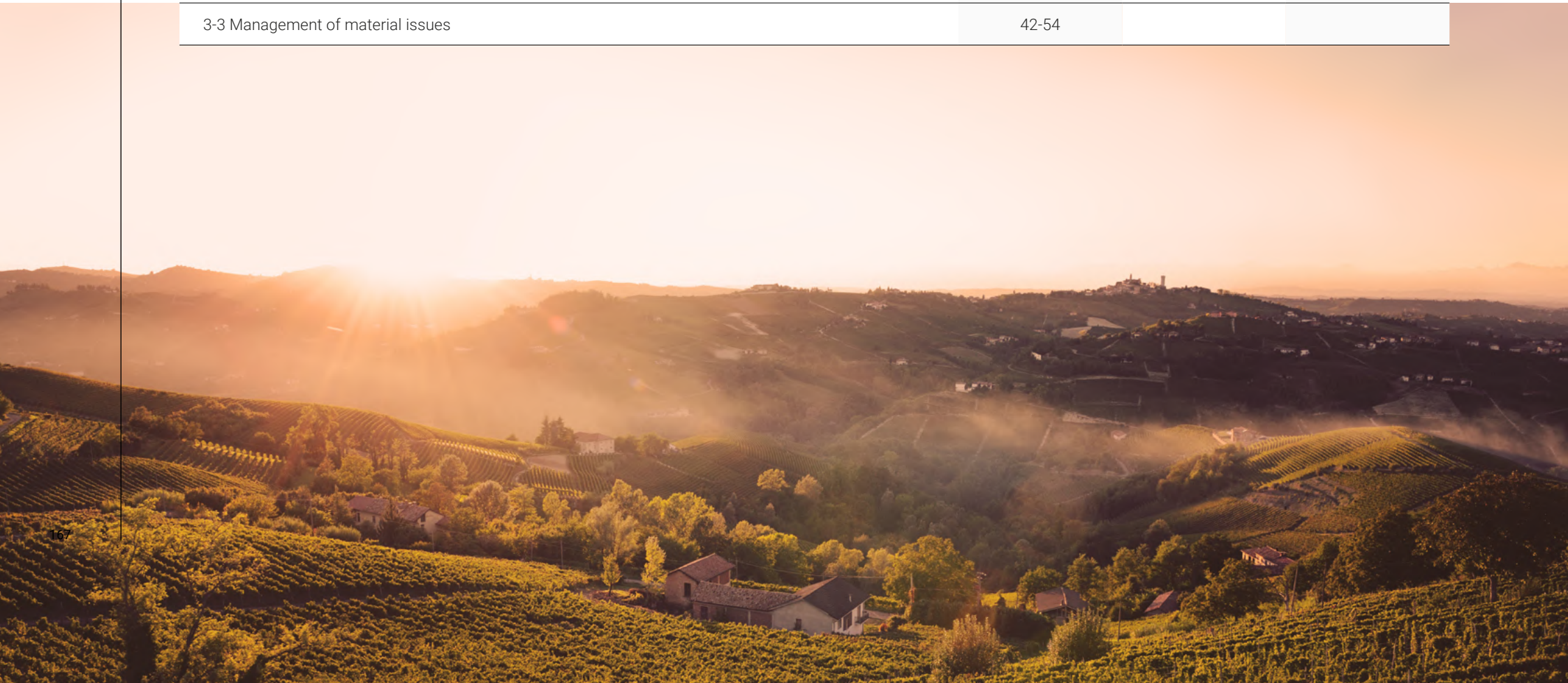
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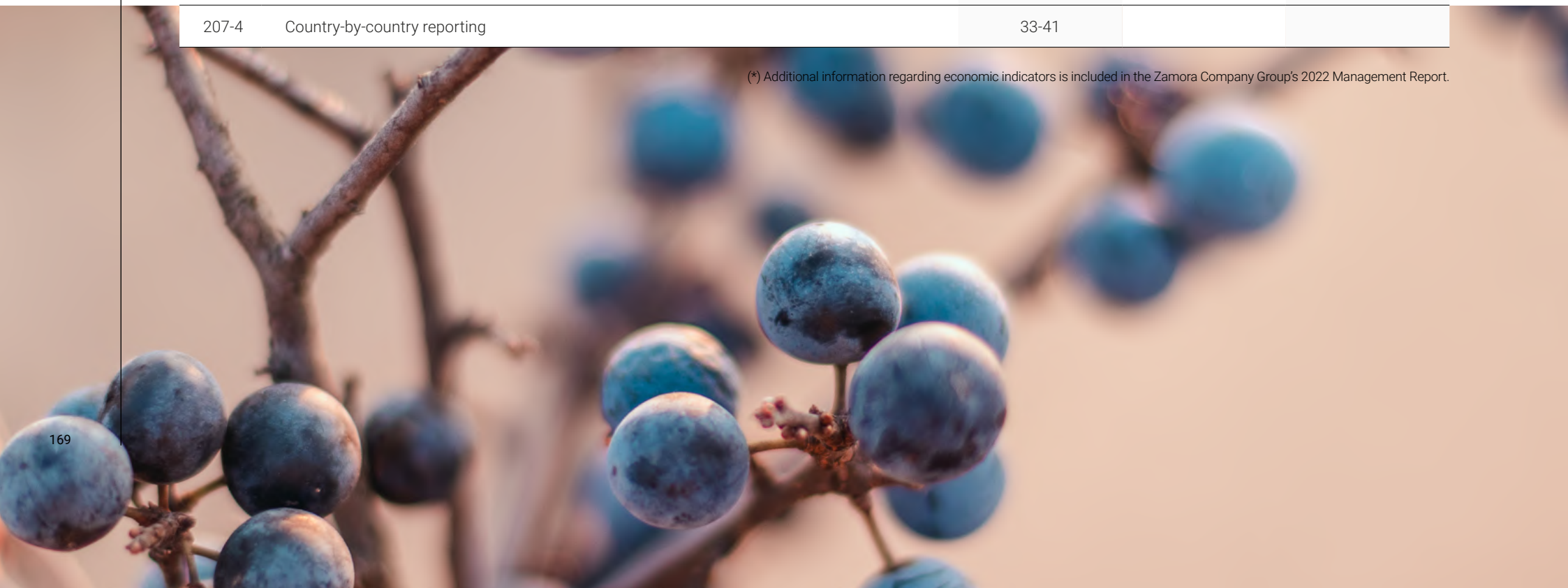
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205 Anti-corruption				
205-1	Operations assessed for corruption-related risks	55-74		
205-2	Communication and training on anti-corruption policies and procedures	55-74	1, 8, 10, 16	1-6, 10
205-3	Confirmed cases of corruption and actions taken	Zero	1, 8, 10, 16	1-6, 10

GRI 200 ECONOMIC THEMATIC STANDARDS		Pages in memory	Agenda 2030 SDG	Principles Global Pact
206 Unfair competition				
206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	55-74		
207 Taxation				
207-1	Fiscal approach	33-41		
207-2	Fiscal governance, control, and risk management	33-41		
207-3	Stakeholder engagement and management of tax-related concerns	33-41		
207-4	Country-by-country reporting	33-41		

(*) Additional information regarding economic indicators is included in the Zamora Company Group's 2022 Management Report.



GRI 300 ENVIRONMENTAL THEMATIC STANDARDS		Pages in memory	Agenda 2030 SDG	Principles Global Pact
301 Materials				
301-1	Materials used by weight or volume	120-138	12, 13, 17	1, 2, 7-9
301-2	Recycled inputs	120-138	12, 13, 17	1, 2, 7-9
301-3	Reused products and packaging materials	120-138	12, 13, 17	1, 2, 7-9
302 Energy				
302-1	Energy consumption within the organization	120-138	7, 11, 12, 13	1, 2, 7-9
302-2	Energy consumption outside the organization	120-138	7, 11, 12, 13	1, 2, 7-9
302-3	Energy intensity	120-138	7, 11, 12, 13	1, 2, 7-9
302-4	Reduction of energy consumption	120-138	7, 11, 12, 13	1, 2, 7-9
302-5	Reduction in energy requirements of products and services	120-138	7, 11, 12, 13	1, 2, 7-9
303 Water and effluents				
303-1	Interaction with water as a shared resource	120-138	6, 11, 12, 15	1, 2, 7-9
303-2	Management of impacts related to water discharges	120-138	6, 11, 12, 15	1, 2, 7-9
303-3	Water extraction	120-138	6, 11, 12, 15	1, 2, 7-9
303-4	Water discharge	120-138	6, 11, 12, 15	1, 2, 7-9
303-5	Water consumption	120-138		

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ENVIRONMENTAL THEMATIC STANDARDS**
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**Principles
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304 Biodiversity

304-1	Operations centers owned, leased or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	120-138		
304-2	Significant impacts of activities, products and services on biodiversity	120-138	6, 11, 12, 15	1, 2, 7-9
304-3	Protected or restored habitats	120-138		
304-4	Species included in the IUCN (International Union for Conservation of Nature) Red List and in national conservation lists whose habitats are found in areas affected by the operations	120-138		

305 Emissions

305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	120-138	3, 11,12,13,15	1, 2, 7-9
305-2	Indirect GHG emissions from energy generation (Scope 2)	120-138	3, 11,12,13,15	1, 2, 7-9
305-3	Other indirect GHG emissions (scope 3)	120-138	3, 11,12,13,15	1, 2, 7-9
305-4	Intensity of GHG emissions	120-138	3, 11,12,13,15	1, 2, 7-9
305-5	Reduction of GHG emissions	120-138	3, 11,12,13,15	1, 2, 7-9
305-6	Emissions of ozone-depleting substances (ODS)	120-138		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant atmospheric emissions	120-138		

306 Waste

306-1	Generation of waste and significant waste-related impacts	120-138	3, 11-15	1, 2, 7-9
306-2	Management of significant waste-related impacts	120-138	3, 11-15	1, 2, 7-9

GRI 300 ENVIRONMENTAL THEMATIC STANDARDS		Pages in memory	Agenda 2030 SDG	Principles Global Pact
306-3	Waste generated	120-138	3, 11-15	1, 2, 7-9
306-4	Waste not destined for disposal	120-138		
306-5	Waste for disposal	120-138		
307 Environmental compliance				
307-1	Non-compliance with environmental laws and regulations	120-138	3, 16	1 a 10
308 Environmental assessment of suppliers				
308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	120-138	3, 7, 9, 10-15	1 a 10
308-2	Negative environmental impacts on the supply chain and actions taken	120-138	3, 7, 9, 10-15	1 a 10



GRI 400 SOCIAL THEMATIC STANDARDS		Pages in memory	Agenda 2030 SDG	Principles Global Pact
401 Employment				
401-1	New hires and staff turnover	75-92	5, 8	1-6
401-2	Benefits for full-time employees that are not provided to temporary or part-time employees	75-92	5, 8	1-6
401-3	Parental leave	75-92	5, 8	1-6
402 Employee-company relations				
402-1	Minimum notice periods for operational changes	75-92	5, 8	1-6
403 Occupational health and safety				
403-1	Occupational health and safety management system	75-92	3, 8	1-6, 10
403-2	Hazard identification, risk assessment and incident investigation	75-92	3, 8	1-6, 10
403-3	Occupational health services	75-92	3, 8	1-6, 10
403-4	Worker participation, consultation and communication on occupational health and safety	75-92	3, 8	1-6, 10
403-5	Occupational health and safety training for workers	75-92	3, 8	1-6, 10
403-6	Promotion of workers' health	75-92	3, 8	1-6, 10
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to commercial relations	75-92	3, 8	1-6, 10
403-8	Coverage of the occupational health and safety management system	75-92		
403-9	Work-related injuries	75-92	3, 8	1-6, 10
403-10	Occupational diseases and illnesses	75-92	3, 8	1-6, 10

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SOCIAL THEMATIC STANDARDS

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404-1	Average hours of training per year per employee	75-92	4, 8	1-6
404-2	Programs to improve employee skills and transition assistance programs	75-92	4, 8, 17	1-6
404-3	Percentage of employees receiving regular performance and career development reviews	75-92	4, 8	1-6

405 Diversity and equal opportunities

405-1	Diversity in governing bodies and employees	75-92	5, 10, 16, 17	1-6, 10
405-2	Ratio of basic salary and remuneration of women versus men	75-92	5, 10, 16, 17	1-6, 10

406 Non-discrimination

406-1	Discrimination cases and corrective actions taken	75-92	5, 10, 16	1-6, 10
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407 Freedom of association and collective bargaining

407-1	Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	75-92	5, 10, 16	1-6, 10
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408 Child labor

408-1	Operations and suppliers with significant risk of child labor cases	75-92		
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409 Forced or compulsory labor

409-1	Operations and suppliers with significant risk of cases of forced or compulsory labor	75-92		
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410 Security practices

410-1	Security personnel trained in human rights policies or procedures	75-92		
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GRI 400 SOCIAL THEMATIC STANDARDS		Pages in memory	Agenda 2030 SDG	Principles Global Pact
411 Rights of indigenous peoples				
411-1	Cases of violations of the rights of indigenous peoples	55-74		
412 Human rights assessment				
412-1	Operations subject to human rights impact assessments or reviews	55-74		
412-2	Training of employees on human rights policies or procedures	55-74	8, 10, 16	1-6, 10
412-3	Significant investment agreements and contracts with human rights clauses or subject to human rights screening	55-74		
413 Local communities				
413-1	Operations with local community participation, impact assessments and development programs	148-158	1, 3-5, 10, 16, 17	1 a 10
413-2	Significant operations with significant negative impacts - actual and potential - on local communities	148-158		
414 Social evaluation of suppliers				
414-1	New suppliers that have passed selection filters according to social criteria	139-147	1, 3-5, 10, 16, 17	1 a 10
414-2	Negative social impacts on the supply chain and actions taken	139-147		
415 Public policy				
415-1	Contributions to political parties and/or representatives	55-74		
416 Customer health and safety				
416-1	Health and safety impact assessment of product or service categories	93-119	3, 16	1, 2
416-2	Non-compliance cases related to health and safety impacts of product and service categories	Not identified	3, 16	1, 2

GRI 400

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417 Marketing and labeling

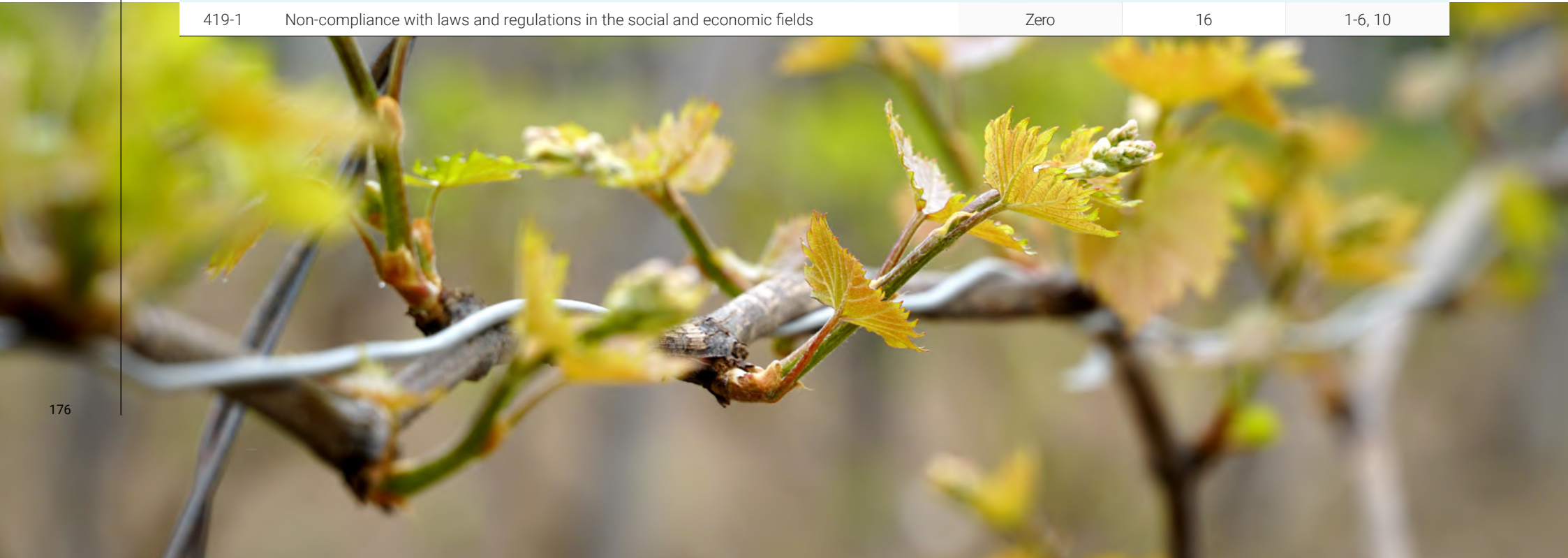
417-1	Requirements for information and labeling of products and services	93-119	16	1-6, 10
417-2	Non-compliance cases related to product and service information and labeling	Not identified	16	1-6, 10
417-3	Non-compliance cases related to marketing communications	Not identified	16	1-6, 10

418 Customer privacy

413-1	Substantiated complaints regarding violations of customer privacy and loss of customer data	Zero	16	1 a 10
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419 Socio-economic performance

419-1	Non-compliance with laws and regulations in the social and economic fields	Zero	16	1-6, 10
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