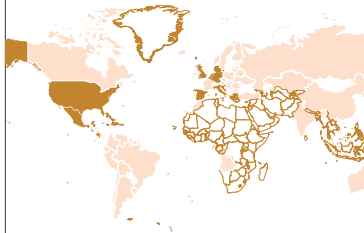


# MAIN INDICATORS OF THE YEAR

## Business


 **8**  
production plants,  
**6** in Spain

 **+80**  
markets



## Environment



**63.53%**   
renewable energy  
consumed

**96%**   
waste assessed

Environmental certifications:



Cartagena  
Dicastillo



Ramón Bilbao  
Mar de Frades



Cartagena

## Social

### Team

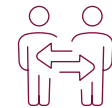
 **550+**  
employees

 **25**  
nationalities

 **98%**  
covered by Colletive  
Bargaining Agreement

 **89.5%**  
permanent  
contracts

### Consumers and clients



Adherence to  
self-regulation  
codes

Quality and food safety  
certifications:



Licor 43, Zoco  
and Villa Massa plants



Licor 43, Zoco and  
Ramón Bilbao plants



Bodegas  
Ramón Bilbao

### Suppliers

**1,200**  
suppliers



### Social actions

**€650,000**  
donated to social organizations

## Governance



### Transparency



**0** human rights  
complaints



**100%**  
teams trained in  
the criminal risk  
prevention model

# ZAMORA COMPANY GROUP



## Company



	2022	2023
<b>Countries where we operate</b>	80+	80+
<b>Domestic market</b>	48%	46%
<b>International market</b>	52%	54%
<b>Production plants</b>	9 in 4 countries	8 in 3 countries
<b>Own brands</b>		
Spirits	9	9
Wines	4	3

## Business



	2022	2023
<b>Sales</b>		
Spirits	57%	60%
Wines	43%	40%
<b>Litres annually</b>		
Liquors (M)	10+	14+
Wines (M)	4+	13+



# CONSCIOUS ENVIRONMENTAL STRATEGY

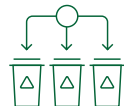


## Climate action



	2022	2023	2025 Target
<b>Renewable energy consumed</b>	62%	63.53%	90%
<b>Scope 1 and 2 emissions (gCO<sub>2</sub>e/l bottled)</b>	32.95	34.70	-15% GHG emissions vs 2018
<b>Energy consumed (kWh/l bottled)</b>	0.24	0.25	

## Circularity



	2022	2023	Objetivo 2025
<b>Water consumption (l water/l bottled)</b>	1.90	2.58	-15% consumption vs 2018
<b>Waste (assessed/recyclable)</b>	93%	96%	0 waste
<b>Advertising material with FSC certification</b>	80%	100%	

## Biodiversity



	2022	2023	vs 2021
<b>Vegetation linked to geographic areas (t)</b>	13,000 +	13,000+	+28%



# CONSCIOUS ENVIRONMENTAL STRATEGY



## Protection of biodiversity



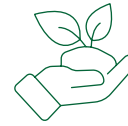
Biodynamic agriculture



Precision viticulture



No herbicides, pesticides or transgenics

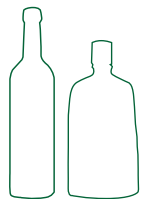


Use of organic fertilizer

## Packaging

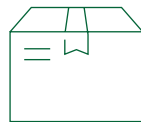
### Glass

**Collaboration with Ecovidrio** to manage our glass packaging, focusing on prevention and eco-design.



### Cardboard

- **Unification of quality and thickness** of paper in cardboard.
- **Reduction of sizes** of boxes to encourage recycling.
- **Reduction** of quantity of **ink** used.
- Use of **raw kraft**, a more sustainable cardboard.



### Plastic

- **Tear-off strip** for the removal of lids of product (reduction in plastic of 1.4t annually).
- **Certification** of new **shrink wrap material** (saving **50%** of plastic used).



### Sustainable advertising material




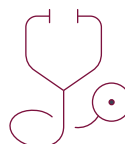
**100%** removal of polybag plastic bags.

**100%** use of FSC certified paper, cardboard and wood. Reduction of common plastic in packaging.



# WE BELIEVE IN PEOPLE



Team	2022	2023	
	<b>Employees</b>	531	552
	Women	42%	39%
	Men	58%	61%
	<b>Women in managerial roles</b>	15%	17%
	<b>Nationalities</b>	21	25
	<b>Employees with disabilities</b>	1.9	1.8
	<b>Evaluación</b>		
	Linked to a bonus	33%	33%
	Training plan	97%	100%
	Hours of training	3,845	10,431
	<b>Health and safety</b>		
	Absence rate*	1.81	1.61
	Frequency rate*	11.83	21.47
	Incident index*	20.71	37.57
	Workplace illnesses	0	0
	Medical recognition	472	454

\* In Spain



# WE BELIEVE IN PEOPLE



## Team and consumers

2022

2023



Claims	35	33
Food safety complaints	0	0
Data protection incidents	0	0



### Conscious consumers

We promote responsible consumption:

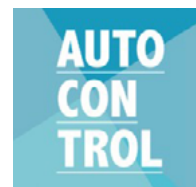
- We participate in the European **Wine in Moderation** campaign.
- We collaborate with **FEBE** (the Spanish Spirit Drinks Federation), promoting its *Disfruta* (Enjoy) initiative for responsible consumption.
- **We worked with the FEV** (the Spanish Wine Federation) on the new European wine labelling regulation, in force since 2023.
- We collaborated on the first edition of **Wine Day**.
- We are a patron of the **FIVIN** (the Foundation for Research on Wine and Nutrition) and together organise the international 'Lifestyle, Diet, Wine & Health' conference.



- We are members of **Espirituosos España** (Spirits Spain) and support their initiatives: *Menores: ni una gota* (Not A Drop For Minors) *Sal de cuentas con cero en alcohol* (Keep A Healthy Balance With Zero Alcohol); *Noc-turnos* (Noc-Turnal); *Tú Sirves, Tú Decides* (You Serve, You Decide).



- We adhere to the FEV's **Self Regulation Code for Wine Advertising and Commercial Communication**, supervised by Autocontrol de la Publicidad, Spain's independent advertising self-regulatory body.



# WE BELIEVE IN PEOPLE



## Consumer and client satisfaction

### Recognised products

- Over **40 awards and recognitions**.
- Ramón Bilbao, named among the **50 most admired wine brands** in the world for the 5th consecutive year.
- Mar de Frades Finca Monteveiga Albariño and Lalomba Finca Ladero awarded **97 Decanter points**.
- 9 Moons and Westbourne by Martin Miller's Gin awarded gold medal at **World Gin Awards 2023**.
- Licor 43 and Villa Massa awarded different medals and recognitions at the **SIP Awards**.

### Customer experience

- Spanish Wine Academy.
- La Cabaña Mar de Frades Garmet Lounge.
- Club Venturio.
- Bartenders & Baristas Challenge Licor 43.

### Wine tourism

- Wine tourism as a value element in improving the consumer experience.
- **3 wineries open for visits:** Mar de Frades (Rías Baixas) and Ramón Bilbao (in Rueda and Rioja).
- **2 industrial plants open for visits:** the 'Experiencia 43' in Cartagena and the Dicastillo distillery (Pacharán Zoco).

### Sustainable innovation

- New lighter version of the iconic Mar de Frades blue bottle.
- Launch of **Ramón Bilbao Edición Limitada Garnacha**, after research into this grape variety.
- **Demeter Certification** for Cruz de Alba vineyards, on assuming the principles of biodynamic agriculture.
- New Cruz de Alba Roble, under the **Respectful Viticulture** concept.
- **Licor 43 Horchata** option for vegans.
- Reduction of weight of iconic Licor 43 bottle.
- **3rd edition of 'Juli Soler' Awards.** Promoted by the Spanish Wine Academy-Ramón Bilbao.



# WE BELIEVE IN PEOPLE



## Suppliers

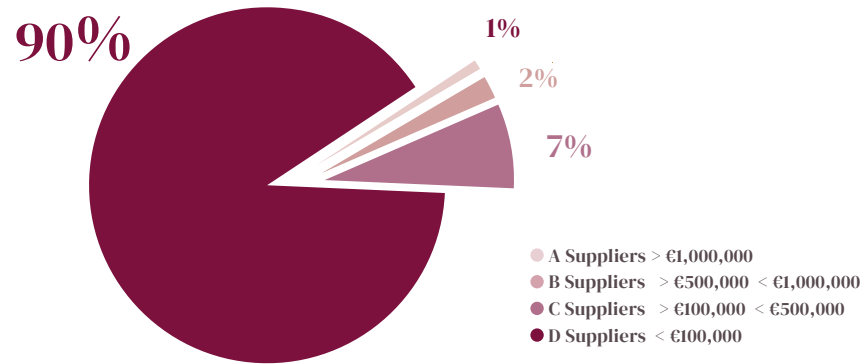
2022

2023



<b>Suppliers</b>	<b>1,000</b>	<b>1,200</b>
<b>Signed up to the Code of Ethics</b>	<b>100%</b>	<b>100%</b>
<b>Local suppliers</b>	<b>+90%</b>	<b>87%</b>

### Suppliers classification by turnover level



### Regulations

- Code of Good Commercial Practices in Food Contracting.



- Quality and Social Responsibility Policy.





# WE BELIEVE IN PEOPLE



## Society

2022

2023



Social project	10+	10+
Philanthropy	650,000	650,000



### Team support for:

- **Red Cross** to help the victims of Ukraine.
- **'El Árbol de los Sueños'** for collecting toys for children in need.



### Promotion of art and culture

- Roberto Diz (Mar de Frades) Limited Edition.



- San Sebastián Film Festival (Mar de Frades).

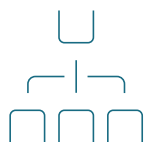


- #PassioneItalia Fair (Villa Massa).
- 'Un mensaje en una botella' (Zoco).

# SOLID GOVERNANCE



## Good corporate governance



### Change in company structure

Liquidation and dissolution of the company Innovations Zamora, S.L.U., maintaining the resulting composition.



### Creation of new structures

Creation of four clusters reporting directly to the CEO:

- Spain Cluster.
- Europe and Emerging Markets Cluster.
- Americas Cluster.
- USA Cluster.



### Risk management

3 specific training sessions on the criminal risk prevention model for the Board of Directors, the Executive Committee and the Forum Leaders.



### New management policies

Update and approval of Security and Good Use of Information Systems Policy.



### New Policies

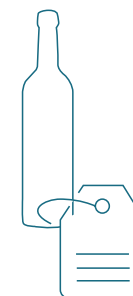
- Procurement Policy.
- Powers of Attorney Policy.
- Payments Policy.

## Leadership as a Conscious Company

### Responsible consumption



Constant commitment to the promotion of responsible consumption of our products, in line with different sectoral organisations.



Our wines are pioneers in the declaration of nutrition and ingredients.

## Transparency

4th Conscious Company Report.

Alignment with:



Pacto Mundial Red Española

