



20 Conscious 24 Company Report

Executive Summary

100
RAMÓN BILBAO
1924 • 2024



Main Indicators of the Year

Business

€
260
SALES

80+
MARKETS

Environment

61.7%
RENEWABLE ENERGY
CONSUMED

94%
WASTE ASSESSED

ENVIRONMENTAL CERTIFICATIONS



Governance

0
HUMAN RIGHTS
COMPLAINTS

100%
TEAMS TRAINED IN
THE CRIMINAL RISK PREVENTION MODEL

Social

TEAM

+580
EMPLOYEES

32
NATIONALITIES

39%
WOMEN IN THE
WORKFORCE

91%
PERMANENT
CONTRACTS

CONSUMERS AND CUSTOMERS

ADHERENCE TO
SELF-REGULATION CODES



QUALITY AND FOOD SAFETY
CERTIFICATIONS



SUPPLIERS

1,500
SUPPLIERS,
100% SIGNED UP
TO THE CODE OF ETHICS

SOCIAL ACTION

€659,000
DONATED TO SOCIAL
ORGANIZATIONS

We are a Conscious Company

At **Zamora Company**, we are proud to be a 100% family-owned Spanish company specializing in the production and marketing of the highest quality wines and spirits.

As a **Conscious Company**, we carry out this work through a responsible business model committed to the sustainability of the business, society, and the planet, and we have a consolidated portfolio of major brands that are recognized and appreciated internationally.



International presence

ACTIVITY IN
+80
COUNTRIES

8 PRODUCTION
PLANTS IN
3 COUNTRIES

44.6%
DOMESTIC
MARKET

55.4%
INTERNATIONAL
MARKET

100
"RAMÓN BILBAO"
1924 • 2024

2024 has been an especially significant year, as it has allowed us to showcase the story of this brand, which, throughout its 100-year history, has been characterised by excellence and care for the land and the ecosystem.



Conscious of the Environmental Future



At Zamora Company, we are committed to combating climate change and protecting the environment. We strive to use resources efficiently and reduce emissions across all our operations, demonstrating our business excellence.



R&D



Climate change adaptation:
Viñedos de Altura by
Ramón Bilbao

Biomass boilers have been installed
at the production sites in Cartagena,
Haro and Rueda, noted for their
efficiency in reducing emissions



Ramón Bilbao obtains
the IWCA seal in the
Silver category



8%
carbon footprint reduction
per product



Our goal is to keep our soil alive, keep our vines
healthy, and obtain vegetables linked to the
geographical area where our plants are located

PACKAGING



Reduction of unit weight of
packaging

Increased percentage of
recycled material

More easily recyclable packaging

Optimization of paper and
cardboard weights



Simplification of decoration
and use of inks

Application of biodegradable
pigments



ADVERTISING MATERIAL



Elimination of polybag
plastic bags

100%
Paper/wood/card material
with FSC certification

BIODIVERSITY



Biodynamic
agriculture

Precision
viticulture



Use of organic fertilizer

People are the Protagonists

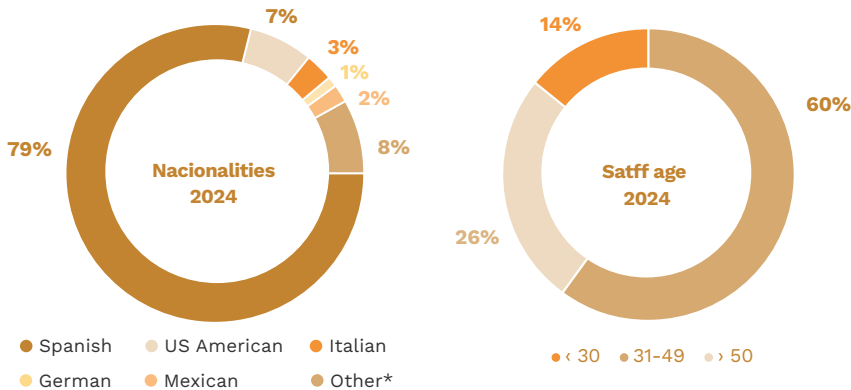


We place people at the centre of our activity, always remaining attentive to their needs and expectations. Our strategic priority continues to be establishing close and constructive dialogue with our stakeholders, promoting solid and sustainable relationships that favour both joint growth and the generation of shared value.



TEAM

We have a diverse, intergenerational team comprising **32** different nationalities



*27 other different nationalities.



We are committed to online training and have exceeded our goal:

we have achieved **104%** of the planned training courses



86.82% of the workforce is covered by collective bargaining agreements (100% in Spain)

CONSUMER AND CUSTOMERS



ADHERENCE TO SELF-REGULATION CODES



QUALITY AND FOOD SAFETY CERTIFICATIONS



COMMITTED TO EXCELLENCE IN TOURISM AT 'EXPERIENCIA 43'





Our commitment to sustainability has enabled us to improve the customer experience.



CONSCIOUS CONSUMERS



We promote responsible consumption, with:



We adhere to the self-regulatory code of the advertising and communications industry associations, under the supervision of 'Autocontrol de Publicidad'

RECOGNISED BRANDS



Ramón Bilbao, named among the 50 most admired wine brands in the world for the 6th consecutive year

Cruz de Alba winery and vineyards have obtained international Decanter certification

Villa Massa Vermouth Tradizionale, Villa Massa Amaretto, Villa Massa Vermouth Mediterranean, Licor 43 Crème Brulee, and Martin Miller's 9 Moons have been recognised in the International Spirits Challenge 2024

Gold medal for Martin Miller's Gin 9 Moons and double gold for Licor 43 Crème Brulee at the SIP Awards

EXPERIENCIA DE CLIENTE

MAR DE FRADES

La Cabaña de Mar de Frades Garmet Lounge



Club Venturio e-commerce

Spanish wine Academy

Bartender & Barista Challenge Licor 43

DOORS OPEN



3

Wineries open to visitors: Mar de Frades (Rías Baixas) y Ramón Bilbao (Rueda y Rioja)

2

Spirits plants: the 'Experiencia 43' in Cartagena and the Dicastillo distillery (Pacharán Zoco)

CORPORATE BRAND RECOGNITION

Forbes-USB Sustainability Award in the Food category, recognising Zamora Company's Conscious Business model

Forbes

'Murcia Diario Business of the Year' Award, presented to Zamora Company for its role as a driving force in the Murcian economy and its status as a benchmark and leader within its sector



Integral and Committed Governance



Transparency, accountability, and integrity are the pillars that underpin Zamora Company's corporate governance, values that are reflected in every decision we make, every activity we carry out, and every person who is part of our company.

GOOD CORPORATE GOVERNANCE



Update on corporate structure



Update of the Internal Information System Policy and Whistleblower Protection in response to the entry into force of Law 2/2023



Internal Information System Management Protocol: we have approved a protocol that regulates the investigation, analysis and resolution of the information received



Launch of mandatory online Compliance training for all employees



Launch of a specific cybersecurity course

LEADERSHIP AS A CONSCIOUS COMPANY

Drinking responsibly



Constant commitment to the promotion of responsible consumption of our products



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

TRANSPARENCY

5th

Conscious Company Report



Alignment with:



Pacto Mundial Red Española



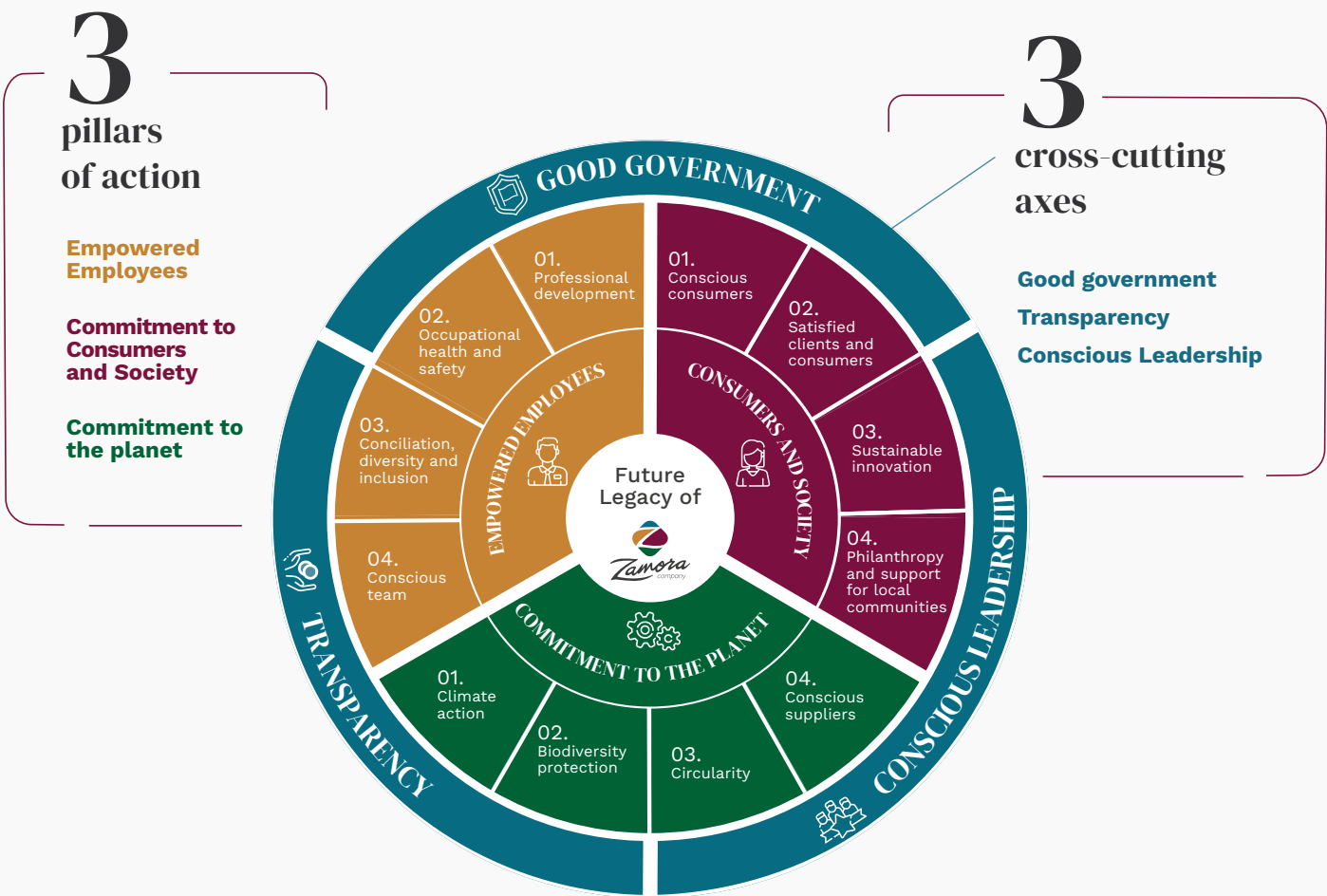
SUSTAINABLE DEVELOPMENT GOALS

LASTING PARTNERSHIPS



Zamora Company's Conscious Company Model

Our business activity is reflected in the Conscious Business Model, which is based on:



Based on this model, we have developed a broad approach to address three pillars and cross-cutting axes, identifying and outlining strategic lines of action.



The complete document is available at: www.zamoracompany.com