



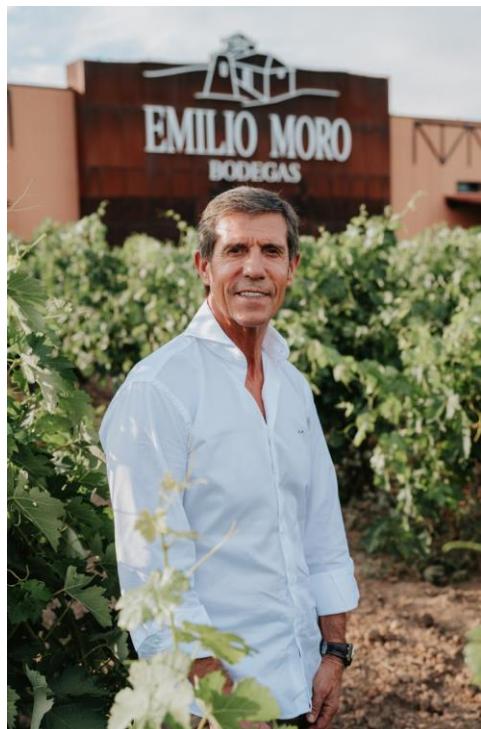
EMILIO MORO
BODEGAS

SUSTAINABILITY REPORT 2024

WHERE TRADITION MEETS THE FUTURE

SUSTAINABILITY AS A CORE COMMITMENT

The year 2024 has been a year of major challenges and, simultaneously, of great satisfaction for Bodegas Emilio Moro. We have continued to strengthen our presence in more than 70 countries, carrying the name of our land — Ribera del Duero and El Bierzo — to every corner of the world. Beyond the figures, which show growth compared to the previous financial year, Bodegas Emilio Moro has remained true to its unique legacy, grounded in vocation, service and commitment, while continuing to operate as a profitable and sustainable company.



For us, sustainability lies at the heart of our strategy, where our values are intrinsically aligned with our commitment to both the environment and people.

A VISION OF SUSTAINABILITY ROOTED IN THE LAND

Throughout the year, we have strengthened our waste-reduction plan by introducing lighter bottles and adopting winegrowing practices that respect biodiversity. These actions not only reduce our environmental impact but also help ensure that future generations will continue to enjoy vineyards full of life.

A deep awareness of our responsibility towards society and the planet shapes our approach to sustainability. We focus our efforts on securing the resources needed to play an active role in addressing today's and tomorrow's challenges.

A LEGACY BETWEEN TRADITION AND THE FUTURE

In 2024, in Ribera del Duero, we celebrated the centenary of our Pago de Valderramiro, a vineyard that symbolises the bond between tradition and the future and reminds us of the importance of protecting our legacy and our purpose — a purpose that defines both our present and our future. This milestone invites us to reflect on sustainability and environmental stewardship from the very root: the land we care for, the grapes we grow, and the heritage we have received from our ancestors, to be passed on intact — or even enhanced — to those who will follow.

GROWING IN EL BIERZO, TRUE TO ITS IDENTITY

Another key milestone during the year was the consolidation of our project in El Bierzo, where we produce white wines of great character and, now, also a red wine.

In 2024, we introduced Bestizo, our first Mencía. A wine shaped by the knowledge gained through our long-standing experience in crafting red wines in Ribera del Duero, combined with our deep respect for El Bierzo. The El Bierzo family, therefore, continues to grow, joining our Godellos: Polvorete, El Zarzal and La Revelía.

COMMITTED TO PEOPLE AND SOCIETY

In parallel, we remain deeply engaged in driving social responsibility initiatives that bring us closer to the people and communities with whom we work. We are proud to be part of the everyday lives of thousands of people who not only believe in our wines and experiences but also trust us to face the social and environmental challenges of the 21st century.

BEING AN ETHICAL AND RESPONSIBLE COMPANY

We are a company in constant evolution, with more than 100 years of history, whose management is founded on a strong ethical commitment that permeates our entire family-business culture and is reflected in our purpose, mission, vision and values. This approach extends across the organisation, enabling us to continue to create value and contribute to the quality of life for all our stakeholders.

In the social sphere, we promote initiatives that support local development and improve the quality of life of the most vulnerable, working alongside educational institutions and non-profit organisations to drive actions focused on generating shared value and fostering social progress.

From an environmental perspective, we strive to reduce the impact of our activity through the sustainable use of natural resources and energy, and by reducing our carbon footprint. We have incorporated energy from renewable sources, minimised waste, and enhanced the sustainability of our packaging and packaging materials.

...TOWARDS THE CONSTRUCTION OF A BETTER FUTURE

With this Sustainability Report, we present our progress, learnings and commitments with full transparency, convinced that sustainability is a shared journey at Bodegas Emilio Moro.

A journey in which every step matters, and one in which we can continue to raise a glass to a fairer, more responsible and more sustainable future.

*Signed,
Javier Moro
Chairman of Bodegas Emilio Moro*

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01. The Report



OBJECTIVE

The Sustainability Report of BODEGAS EMILIO MORO aims primarily to highlight the activities carried out at the winery from a perspective of full transparency, providing a comprehensive overview of the company's environmental, social and governance performance.

SCOPE OF THE REPORT

This Sustainability Report includes the Consolidated Non-Financial Information Statement of Bodegas Emilio Moro for the financial year ended on 31 December 2024. Specifically, it covers the information relating to the winery located in Pesquera de Duero.

The Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, using the Core option, across all its areas (governance, environmental and social).

01. The Report

02. About Us

03. Sustainability Strategy

04. Commitment to the Planet

05. Commitment to Our People

06. Commitment to the Customer and Consumer

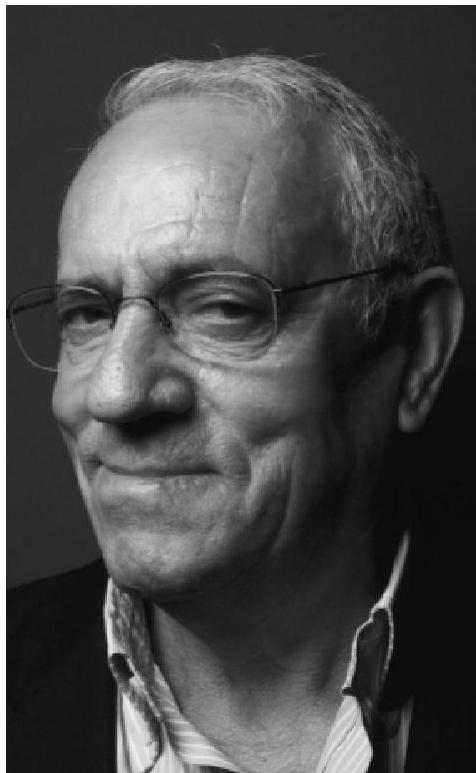
07. Commitment to the Value Chain

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02.1 History



After more than a century devoted to the world of wine at Bodegas Emilio Moro, we have learned that, to fall in love with a wine truly, one must first listen to the land that makes it possible.

Our founder, Emilio Moro, was a visionary and passionate man ahead of his time. From his father, he inherited a love of the vineyard and the conviction that a strong work ethic is the path to excellence. Born in Pesquera de Duero, a small village in the province of Valladolid, he built — through hard work, dedication and perseverance — a way of understanding wine that continues to guide the family to this day.

In 1987, Bodegas Emilio Moro was founded in Pesquera de Duero, in the heart of Ribera del Duero, one of the most prestigious wine regions in Spain and worldwide, known as the Golden Mile of wine. Since then, we have worked to keep alive a legacy that brings together tradition and innovation, with the aim of producing wines that reflect the identity of our origin and convey unique emotions.

“Wine is an art: if you know how to listen to it, it speaks to you — it tells you when it needs racking, when it needs to rest. It is like a living being that must be understood, cared for and cherished.”

- Mr Emilio Moro -

02.2 Our mission, vision and values

Aligned with the strategy are the mission, vision, culture and values of BODEGAS EMILIO MORO, which provide the foundation for guiding and shaping all decision-making, both at the corporate level and in day-to-day operational activities

MISSION

To create wines that embody our essence and offer the opportunity to enjoy unique experiences, remaining faithful to our origins while embracing innovation.

VISION

To carry our family legacy beyond our borders, promote the culture of wine and contribute to the sustainable development of our environment and society.



CULTURE



TRADITION

To respect and preserve our family legacy. Our heritage, history and origins matter. We honour them and strive to ensure they endure and remain present in every step we take towards the future.



INNOVATION

We pursue progress and continuous improvement, advancing our processes to meet our objectives and improve day by day. Fulfilling our objectives by taking advantage of the resources that technology and innovation make available to us, without losing our essence and keeping our legacy alive.



RESPONSIBILITY

We care for the planet, giving back to the land what it has given to us.



PASSION

We convey our deep love for wine.

02.2 Our essence and culture



ESSENCE

To inspire people, making them feel part of the family

To convey our passion and understanding of work, and of the winery as a welcoming place in which each person matters and forms part of our legacy. We seek to leave a lasting mark, so that being part of Bodegas Emilio Moro is a source of pride, and so that every member shares and truly embraces our values as their own.



CULTURE

TEAM SPIRIT

We create strong and enduring bonds so that every member feels supported, confident and assured that the entire family stands by them in any situation and at any time.

HUMILITY

Everyone who forms part of Bodegas Emilio Moro is important and contributes to each of our achievements. We all share goals and therefore support each other without making or feeling hierarchical or departmental distinctions.



COMMITMENT

We share common goals and believe that by remaining united, we will achieve the results we set out to deliver.

EMPATHY

We can put ourselves in other people's shoes and understand their situation at all times, fostering open and clear communication and a positive working environment based on trust and professionalism.

CLOSENESS

Each person who forms part of Bodegas Emilio Moro builds a relationship with others founded on trust and the sense of closeness that characterises us, regardless of role or position. Everyone who forms part of Bodegas Emilio Moro is important and contributes to each of our achievements.

02.3 Activities of Bodegas Emilio Moro



OUR WINES

More than a century devoted to our land, a passion for what we do, attention to detail, the ability to listen to the vineyard, and a proud commitment to Ribera del Duero ensure that every bottle reflects our character and deep love for wine.

We cultivate 375 hectares of our own vineyards in Pesquera de Duero and 80 hectares in El Bierzo. We produce 14 wine references: 10 under the Ribera del Duero D.O. and 4 under the Bierzo D.O.

We are present in more than 70 countries.



WINE TOURISM EXPERIENCES: Ribera and Bierzo, two territories, one shared spirit

At Bodegas Emilio Moro, we offer unique and complementary wine tourism experiences, designed to connect visitors with the land, the people, and our commitment to preserving a legacy for future generations.

Ribera del Duero – Wines with history

From our most emblematic vineyards to the walls of our Winery in Pesquera de Duero, each experience allows visitors to discover the essence of the terroir that defines us. Through experiences such as *Viaje al Origen*, our Gastronomic Experience, and our Tours and Tastings, we combine landscape, history and exclusive moments within the iconic setting of Ribera del Duero.

El Bierzo – Identity and Nature

Our winery in El Bierzo welcomes visitors with experiences rich in authenticity. Vineyard walks through sites such as El Perdigón reveal the singular character of this land, while guided tours and sensory tastings of our most representative wines — accompanied by local products — offer a complete immersion in the culture and flavours of El Bierzo.

02.3 Bodegas Emilio Moro Activities



EL LAGAR DE EMILIO MORO
We work with a clear focus on innovation and connecting with those who value our passion for wine.

Over the years, we have learned that our customers are looking for more than an excellent wine: they want to be part of our universe, connect with our tradition, and enjoy unique experiences beyond the bottle.

It is from this vision that El Lagar de Emilio Moro was born — a members' club that strengthens our identity and fosters a closer relationship with our customers, helping us reinforce this connection and consolidate our position as a benchmark in the world of wine.



BESTIZO, OUR FIRST MENCÍA
Created to become a meeting point for those who wish to enjoy a wine while sharing unique moments, we present Bestizo, our first wine made from the Mencía variety. It represents our desire to broaden our horizons, while offering our customers the opportunity to bring people closer together over a glass of wine.

A wine born of the knowledge gained through our long experience in crafting red wines in Ribera del Duero, combined with the deep respect we feel for El Bierzo. It has allowed us to naturally develop a new wine using one of the region's traditional red grape varieties, while remaining true to our essence.



NEW DIGITAL IMAGE: WEBSITE
Redesigned to align with the new strategy. Our new digital identity comes to life through the website, offering users a more intuitive and visually engaging experience, while reflecting the values of progress and modernity that guide our company.

With a more contemporary and accessible design, users can find significantly more content about the winery, allowing them to delve into its history and projects, gain a better understanding of the team behind it, and, of course, discover further details about the wines and the vineyards.



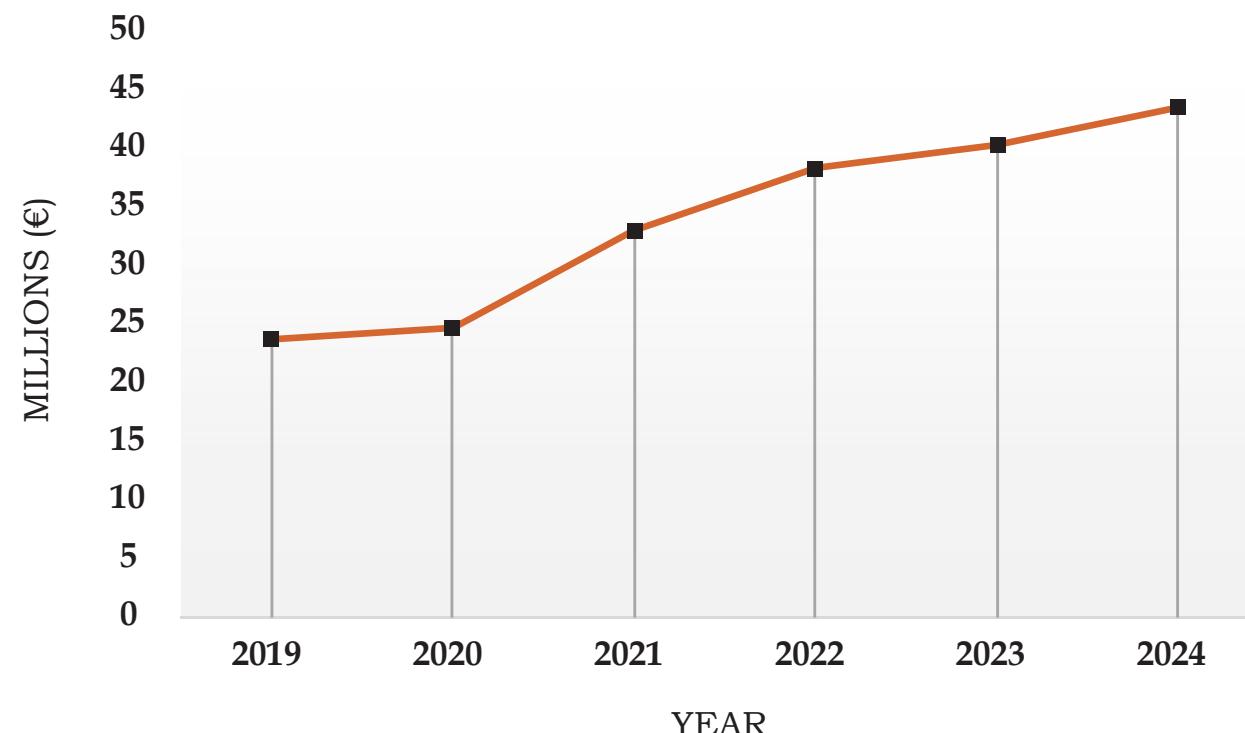
A UN VINO DE DISTANCIA, OUR CONTENT PLATFORM

In addition to the new website, we have launched an innovative content platform under the name 'A un Vino de Distancia'. A digital space that offers users exclusive access to interviews and videos featuring leading figures from various fields, including gastronomy, science, art, music, travel, literature and cinema.

Content created through relaxed, personal conversations in which guests talk about their careers, recommend series or films and share their interests, in a calm setting where wine is present — without being the protagonist.

New Launches

02.4 Market Evolution



TURNOVER (€)

2021	2020	2021	2022	2023	2024
23.464.580	24.301.550	32.515.601	37.835.728	39.907.809	43.044.642

02.5 Technological innovation projects

A



At Bodegas Emilio Moro, innovation is a strategic pillar that allows us to grow without losing our roots. It is not only about incorporating technology, but also about being efficient, sustainable and responsible across all our processes. For this reason, at Bodegas Emilio Moro we focus on R&D&i, with the aim of delivering the highest quality in our wines, from research and analysis in the vineyard to the optimisation of winemaking processes and a creative understanding of market needs. Below, we present the innovation projects in which we are currently engaged:

Technological innovation projects

- Sensors and IoT in our vineyards to optimise crop management.
- New techniques for extracting oenological compounds through high-voltage electrical pulses.
- Artificial Intelligence, DataLake and digitalisation to centralise information and enable more accurate decision-making.
- Participation in strategic projects: CDTI, Industry 4.0 and ICE.

Comprehensive transformation of the winery (2024-2029)

- A new winery adapted to current requirements, featuring state-of-the-art facilities and energy efficiency.
- Immersive spaces and sensory experiences that bring visitors closer to the wine, its history and its origin.
- Integration of innovation and tradition to create a benchmark for high-quality wine tourism.

High technology in viticulture

- Proprietary clones and genetic selection to ensure consistent quality and vineyard resilience.
- Field research to strengthen the sustainability and longevity of our plots.

Environmental responsibility

certifications, certifications that ensure each project is supported by certified management systems and external verification, consolidating our philosophy: tradition, technology and environmental responsibility working hand in hand.

- ISO 14001 – Environmental management
- ISO 14064 – Carbon footprint verification
- SWFCP – Certification specific to wineries
- Zero Waste
- Water Footprint



PYME INNOVADORA

Válido hasta el 20 de febrero de 2027



02.6 Partnerships

At BODEGAS EMILIO MORO, we are aware that no company is an island and that major change cannot be achieved alone; building partnerships is therefore essential to join forces and deliver shared results.

Emilio Moro maintains partnerships with various associations at both the local and national levels:

- Ribera del Duero Regulatory Council
- Bierzo Regulatory Council
- Wine In Moderation
- Ecoembes
- Institute for Quality in Industrial Tourism (ICTE).



Bodegas Emilio Moro's membership of FIVIN is fundamental in promoting clear and objective communication on responsible and moderate wine consumption and its associated health benefits.

FEV (Spanish Wine Federation) is the leading private national organisation representing wineries. Founded in 1978, it represents and defends the interests of Spanish wineries and promotes trade in wine and grape-based products.

Vitartis (Castile and León Food Industry Association) works to promote the sustainability of the food industry in Castile and León, and the economic and social development of the region, fostering innovation across all areas and representing the sector before public and private organisations.

Membership of the Global Compact: A United Nations initiative that leads corporate sustainability worldwide.

02.7 Recognitions and awards



CEPYME500 AWARD 2024 IN THE "BEST FAMILY BUSINESS" CATEGORY

The **CEPYME500 Award** is granted to companies that stand out for their capacity for **innovation, growth and leadership**, as well as their **contribution to economic and social development**. This recognition **reaffirms our family legacy and our ongoing effort to produce quality wines** that represent the excellence of Ribera del Duero.

VEREMA AWARDS - 11TH EDITION OF THE VINOVARIELTAL COMPETITION 2024

- **La Revelía 2021** was awarded the Gold Medal
- **Malleolus de Valderramiro 2020**, was awarded the Grand Gold Medal

ENVERO AWARDS 2024

- **Elalba 2023** received the award for Best Aged Rosé

WINE SPECTATOR

- **Malleolus de Sanchomartín 2021** was among the best wines of Ribera del Duero.

03. Sustainability Strategy



At Bodegas Emilio Moro, sustainability is the guiding axis of our evolution and growth. Since 2022, under the leadership of the fourth generation of the family, we have consolidated a management model in which sustainability and social responsibility are the central driving forces of our strategy. To this end, we have integrated ESG (environmental, social and governance) criteria into our decision-making, directing our actions towards minimising environmental impact, strengthening our community contribution, and ensuring transparency and ethical conduct in management.

ENVIRONMENTAL PILLAR: PROTECTING THE LAND AND OUR SURROUNDINGS
 Our commitment to the environment is reflected in concrete actions, such as efficient water use and renewable energy, waste minimisation and the optimisation of packaging and packing materials, the transformation of pruning residues into natural compost, and external certifications that endorse our performance: ISO 14001, ISO 14064, SWFCP, Zero Waste and Water Footprint.

SOCIAL PILLAR: RESPONSIBILITY TO THE COMMUNITY

Social sustainability focuses on inclusion, education and collaboration with local organisations. We deliver this through experiential workshops, such as tree planting together with Down Valladolid and Asociación Prao de Luyas; partnerships with Fundación SIFU; and work on accessibility for all, including Braille labelling.

SUSTAINABILITY THAT IS LIVED AND SHARED

Over 15,000 visitors participated in our wine tourism experiences last year, where sustainability is embedded in every detail – from the efficient use of resources to the storytelling of our vineyards and the heritage of our iconic estates. This model demonstrates that tradition, responsibility and social commitment can coexist, consolidating a legacy that projects the winery towards a sustainable future, firmly committed to its community.

03.1 Policies and Commitments



At BODEGAS EMILIO MORO, we have defined distinct policies. Management approved these policies in December 2022, and they are specific to covering commitments across the different areas of activity:

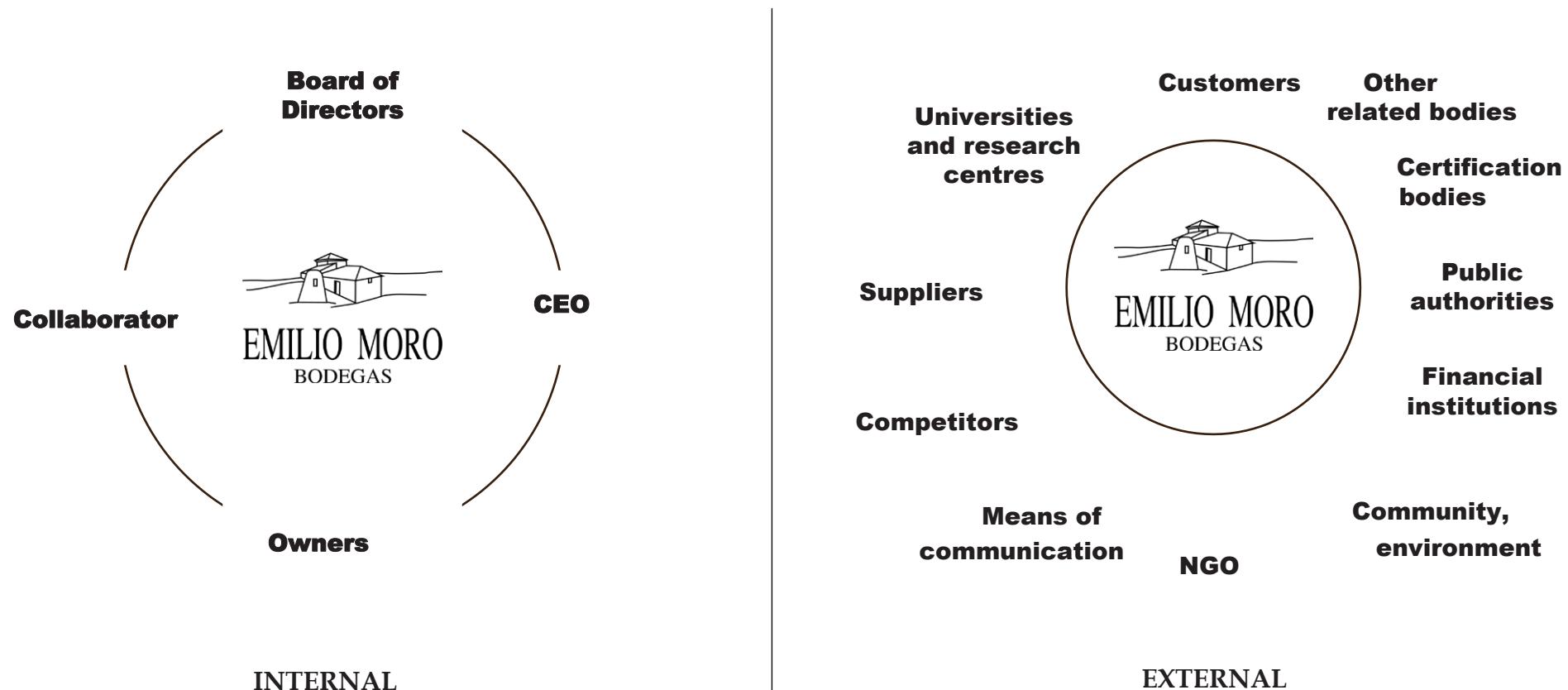
- Quality and Food Safety Policy
- Environmental Policy
- Human Rights Policy
- Information Security Policy
- Health and Safety at Work Policy

We have developed a **Corporate Social Responsibility Policy** with the aim of creating a reference framework that helps define and promote behaviours that generate positive impacts for all stakeholder groups. This policy sets out our commitments to the planet, people, customers, society and good governance.

03.2 Our stakeholders

At Bodegas Emilio Moro, we have defined our Sustainability strategy, taking into account the interests, requirements and expectations of our main stakeholders.

A fluid and constructive dialogue with our stakeholders has remained a strategic priority throughout 2024. We continue to place the highest importance on building healthy, long-term relationships with all of them, based on clear, honest, transparent and principled communication, incorporating their needs and expectations into our strategy and decision-making.



03.2 Our stakeholders

At Bodegas Emilio Moro, communication and dialogue are the foundation of our relationship with our stakeholders. We are interested in understanding the expectations generated regarding our sustainability performance, and, to that end, we maintain an ongoing dialogue that helps deepen mutual understanding.

How we communicate with our main stakeholders.

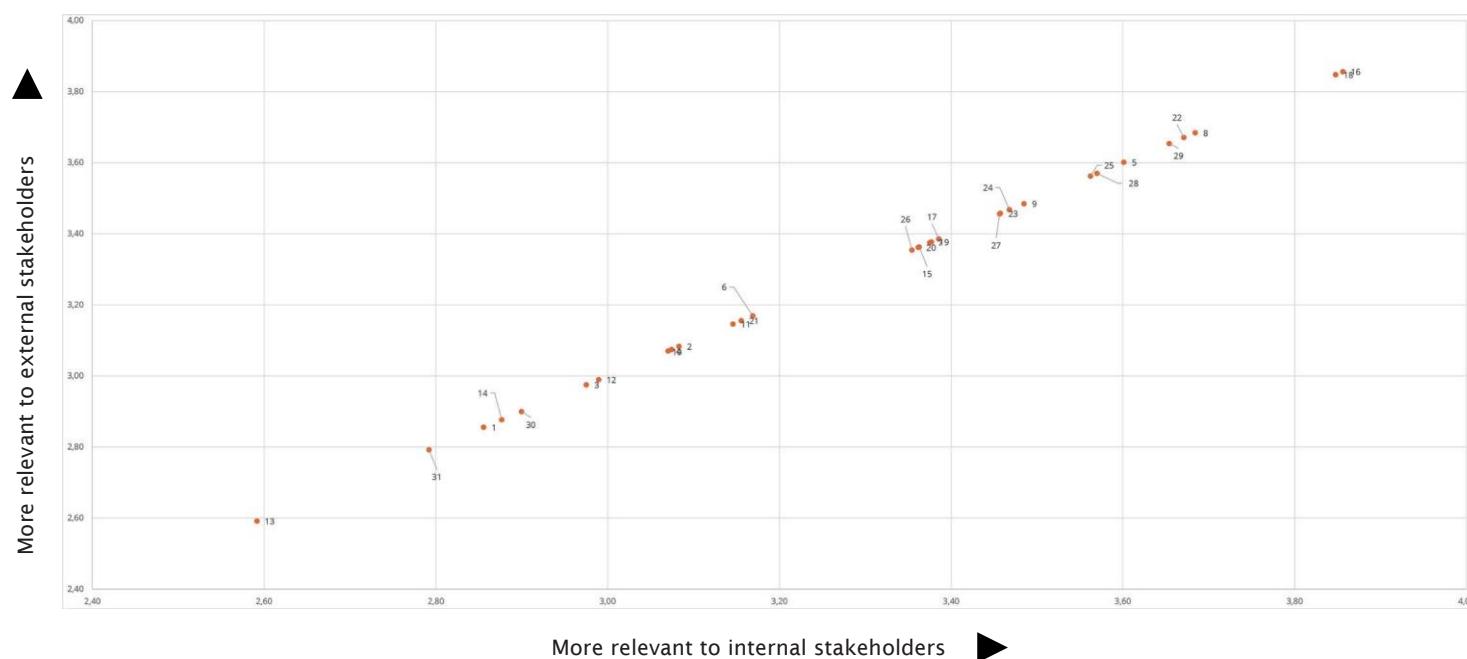
Collaborators	Customers and consumers	Suppliers	Authorities	Associations/other bodies	Society
Induction protocol	Sales visits	Guided	Technical reports	Collaboration with universities and research centres	Global Compact
Employee portal/intranet	Launch of new products	Supplier qualification questionnaires	Meetings/visits	Association meetings	Social media
Performance reviews	Conferences and events	Sustainability report	Social media	Corporate website	Corporate website
Departmental meetings	Liaison with the customer service specialist	Ethics channel	Sustainability report	Sustainability report	Sustainability report
Health and safety committees	Incident management		Ethics channel	Ethics channel	Ethics channel
Working environment survey	Social media				
Newsletter	Sustainability report				
Ethics channel	Ethics channel				

03.3 Materiality survey

To define the main pillars of the 2023-2025 strategic plan, we drew on the insights gathered through a materiality survey covering key areas such as the environment, good governance, innovation, people and the social sphere.

This process enables the winery to operate under a business model focused on carrying out its activities in a way that minimises associated negative impacts.

Social Scope	Environmental Scope	Economic Scope
Product quality and food safety.	GHG emissions	New sales channels and markets
Customer commitment and satisfaction	Energy consumption	Profitability
Talent development	Circular economy	Innovation, and digital transformation
Effectiveness and efficiency of internal processes	Water and effluents	Data security and protection Information Systems
Work-life balance systems	Biodiversity protection	
Working environment		
Product image, information and labelling		



03.4 Commitment to the Sustainable Development Goals (SDGs)

In 2015, the United Nations adopted the 2030 Agenda, a strategy designed to guide the actions of the business community and governments towards the achievement of 17 objectives, known as the Sustainable Development Goals (SDGs), and 169 targets aimed at building a world that leaves no one behind. These objectives have a target horizon of 2030.

To achieve these ambitious goals, all global actors are called to action: governments, companies and civil society.

We are aware that companies play a key role in achieving the SDGs, and, for this reason, we have integrated the SDGs into our business model and recognise many of these targets as our own.

Accordingly, we commit to contributing to them through our strategy and actions.



EMILIO MORO



03.5 Risks and opportunities

BODEGAS EMILIO MORO carries out, at least once a year, an analysis of the internal and external context, trends, competition across the different areas of the organisation, and an identification of risks and opportunities, in accordance with the internal risk management procedure. For both material risks and significant opportunities, actions have been defined and incorporated into the 2023–2025 strategic plan.

BODEGAS EMILIO MORO is aware of the growing importance of cybersecurity following the impact of COVID-19 and the digitalisation of many operational processes, as well as the introduction of remote working. In this regard, the winery currently has internal rules and protocols governing the use of ICT resources and action plans to respond to any potential cybersecurity incident.

BODEGAS EMILIO MORO holds ISO 27001 certification, issued by AENOR.



03.6 Strategic Plan

INNOVATION
To be a winery that coherently invests in **R&D&I**



OPERATIONAL - QUALITY
To be a winery that sets an **example** in **management and operations**, and in the **quality** of our products and services.



EMILIO MORO
BODEGAS

SOCIAL
To be a winery that listens and aligns with the needs of **all its stakeholder groups**.



ENVIRONMENTAL
To be a winery that acts **responsibly towards the environment**.



ECONOMIC CUSTOMER
To be a **profitable and financially** sound winery that seeks new business opportunities.

03.6 Strategic Plan

Sustainability-related objectives included in the 2023–2025 strategic plan.



ENVIRONMENTAL

- Reduce Scope 1 and Scope 2 emissions by at least 50%.
- Purchase at least 30% of energy with a renewable origin guarantee.
- Reduce bottle weight in at least 4 product ranges.
- Reduce cardboard waste by 5%.
- Obtain Zero Waste certification.
- Plant 2,000 trees.



RESPONSIBILITY

- Collaborate with at least three associations linked to improving the quality of life of vulnerable people.
- Promote and support diversity and social inclusion by collaborating with at least one project related to social inclusion.
- Draft, approve and communicate a specific diversity, inclusion and equity policy.
- Further strengthen the preventive culture.



GOOD GOVERNANCE

- Integrate ESG criteria within the winery and provide to management and key managers.
- Define, approve and communicate a specific human rights policy.
- Develop a regulatory compliance programme.



04. Commitment to the Planet



At BODEGAS EMILIO MORO, we assume our responsibility and reaffirm our objective of significantly reducing the environmental impact of our activity and products by lowering the consumption of natural resources required for our processes and ensuring the proper management of generated waste.

Its fundamental purpose is to establish, harmonise and implement criteria and operating practices within our management system, ensuring the highest level of respect for the environment.

Certified environmental management systems:

- **ISO 14001** (Environmental Management)*
- **SWFCP** (Sustainable Wineries for Climate Protection)*
- **ISO 14064-1** (Greenhouse gas inventory verification)*

**At the production facility in Pesquera de Duero*

CONTRIBUTION TO THE SDGs



04.1 Environmental aspects



BODEGAS EMILIO MORO identifies and maintains documented information on the significant environmental aspects of the activities, products and services that it can control, as well as those over which it can exert influence, together with the associated environmental impacts, from a life-cycle perspective.



Following the identification of environmental aspects, an evaluation is carried out, consisting of assessing each environmental impact generated, in accordance with the provisions set out in the internal technical instruction Environmental Aspects Analysis. Environmental aspects that have, or may have, a significant environmental impact, as determined through this procedure, are taken into account when proposing the strategic plan and defining environmental objectives.

As a result of this identification and evaluation process, the following aspects were identified as significant in 2024:

- Water consumption at the winery.

No fines or non-monetary sanctions were imposed for non-compliance with environmental regulations during 2024.

In addition, BODEGAS EMILIO MORO holds civil liability insurance that includes coverage for potential environmental damage. This policy provides €500,000 as a guarantee for response actions and the assumption of liabilities.



04.2 Greenhouse gas emissions



At BODEGAS EMILIO MORO we work continuously to minimise the emissions generated by our production processes, opting for cleaner and more efficient technologies. From the energy we use to the control of atmospheric emissions, we take care of our surroundings with a responsible and proactive approach.

The greenhouse gas emissions analysis focuses on calculating carbon dioxide emissions from raw material production through to the distribution and marketing of our wines in all the markets where we operate. The analysis has been carried out in accordance with the requirements set out in UNE-EN ISO 14064-1:2019 Greenhouse gases. Part 1: Specification with guidance, at the organisational level, for the quantification and reporting of greenhouse gas emissions and removals.

Huella de carbono (toneladas de CO2 eq)	2022	2023	2024
Alcance 1: Emisiones directas	692,19	714,95	283,68
Alcance 2: Emisiones por uso de energía	147,23	137,56	0,00
Alcance 3: Emisiones indirectas	2.190,43	4.270,15	4.064,82
Total de emisiones (toneladas de CO2 eq)	2.990,90	5.122,65	4.348,50

**35% deduction
in Scope 1 + 2 emissions compared to 2023**

04.3 Energy Management



At BODEGAS EMILIO MORO, we place particular emphasis on increasing the energy efficiency of our industrial activity through the continuous improvement of facilities and processes, and the growing use of renewable energy sources.

In 2024, we achieved 100% of our energy consumption from renewable sources.

We operate three combustion boilers that use liquefied propane gas as fuel. To ensure proper operation, the equipment is regularly inspected and subject to preventive maintenance plans.

We promote sustainable mobility.

We have two charging points for electric vehicles.

Consumo (nave agrícola)

	2022	2023	2024
Energía eléctrica suministrada sin GdO (Kw/h)	18.408	12.938	0
Energía eléctrica suministrada con GdO (Kw/h)	0	0	12.029
Total Energía (Kw/h)	18.408	12.938	12.029
Índice de consumo (*)	63	44	36

Consumo (bodega)

	2022	2023	2024
Energía eléctrica suministrada sin GdO (Kw/h)	1.094.915	516.190	0
Energía eléctrica suministrada con GdO (Kw/h)	0	359.000	878.943
Energía solar (Kw/h)	0	207.147	231.649
Total Energía (Kw/h)	1.094.915	1.082.337	1.110.592
Índice de consumo (*)	0,27	0,28	0,25

Consumo (bodega)

	2022	2023	2024
Gas GLP (l)	40.158	39.288	49.065
Índice de consumo	0,01	0,01	0,01

04.4 Water consumption and effluent management



The availability of drinking water may be at serious risk due to climate change. For this reason, at BODEGAS EMILIO MORO, we monitor water consumption and implement measures to reduce it.

The water used in the field for the production of our own grapes comes from the irrigation community canal and is used as a supplementary input for the vines. Of the 292 hectares we own, 44 hectares are currently drip irrigated.

Consumo (campo)

	2022	2023	2024
Agua de riego (m3)	12.875	22.276	4.793
Índice de consumo	276	514	110

Efficient irrigation: We have installed field sensors to determine the plant's actual water requirements.

Bodegas Emilio Moro holds authorisation from the Duero River Basin Authority to discharge treated water into the Duero riverbed, following prior physicochemical, biological and sludge treatment at our own wastewater treatment plant. An analysis is carried out during the harvest period (the most unfavourable period) to verify that the discharge complies with legal limits.

The sludge generated at the treatment plant is managed appropriately according to its nature and composition, ensuring that it does not affect surface or groundwater.

We have **calculated our water footprint** in accordance with the **UNE-EN ISO 14046:2016** methodology, verified by the Environmental Footprint Institute.

Consumo (bodega)

	2022	2023	2024
Agua (m3)	9.854	8.796	10.503
Índice de consumo	0,003	0,002	0,002

Efficient consumption: The water used in the field for the production of our own grapes comes from the irrigation community canal and is used as a supplementary input for the vines.

VOLUMEN DE AGUA DEPURADA

	2022	2023	2024
Agua depurada (m3)	5.285	8.800	10.346

04.5 Circular economy



At BODEGAS EMILIO MORO, we are convinced that the circular economy, renewable fuels and sustainable mobility are the levers of change that will enable us to build a more equitable and resilient future.

We are prepared to lead this change and remain committed to continuing to deliver innovative and sustainable solutions that make it possible for renewable fuels to coexist with other technologies in order to decarbonise transport.

OPTIMISATION OF MATERIALS

- Reduction of bottle weight: We have reduced the weight of some of our bottles. Bottles weighing 1,200 g have been replaced with bottles weighing 794 g.
- We use FSC (Forest Stewardship Council) certified paper and cardboard for packaging and packing materials.
- Cardboard is made from 100% recycled material, along with varying percentages of recycled content in glass and aluminium packaging.

BY-PRODUCTS

- During the winemaking process, by-products such as grape pomace and lees are generated; 100% of these are sent to distilleries. In this way, they are given a new use, and we contribute to the circular economy, preventing them from becoming waste.



We are part of Ecoembes' Business Prevention Plan, and an annual packaging declaration is submitted every year.

04.5 Circular Economy

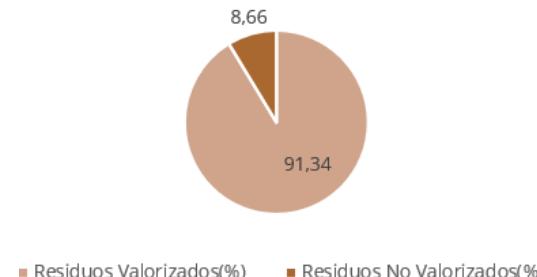
Both hazardous and non-hazardous waste is delivered to authorised specialist waste management operators. In selecting these operators, priority is given to recovery operations and proximity to collection points.

In 2024, the certification body AENOR awarded us the '**Zero Waste**' certificate, recognising our commitment to sustainability as a strategic framework for the development of our activity. We have a 91% waste recovery rate, preventing the waste we generate from being sent to landfill.



RESIDUO CERO

% RESIDUOS VALORIZADOS



RESIDUOS PELIGROSOS

	2022	2023	2024
Envases plástico fitosanitarios(Kg)	145	90	100
Aceites usados (Kg)	280	440	580
Filtros de aceites (Kg)	0	34	87
Aerosoles (kg)	102	19	7
Tubos fluorescentes (Kg)	19	26	13
Envases plástico-contaminados (Kg)	419	473	1.183
Absorbentes (Kg)	7	11	207

RESIDUOS NO PELIGROSOS

	2022	2023	2024
Plástico (Kg)	4.152	6.805	5.645
Vidrio (Kg)	786	614	2.686
Papel/Cartón (Kg)	50.900	52.780	51.397
Madera (Kg)	5.500	1.535	6.341
Palets de Madera (Kg)	29.700	26.130	10.605
Desperdicios industriales (Kg)	7.823	7.186	18.866
Lodos (Kg)	182.920	103.960	83.980

04.6 Biodiversity



Neither the facilities nor the vineyard plots of Bodegas Emilio Moro are located in protected areas, Natura Network sites, Sites of Community Importance (SCI) or Special Protection Areas for Birds (SPA). Nevertheless, we attach great importance to caring for our surroundings, both the environment and biodiversity.

- We are committed to organic farming, with 16 hectares managed in accordance with recognised organic best practices. From these grapes, we produce our organic and vegan wine "La Felisa".
- We minimise the use of chemicals and plant protection products.
- We prevent soil erosion through the use of plant cover.

05. Commitment to Our People



Supported by the family essence that defines Bodegas Emilio Moro, our people are our greatest asset and the soul of our winery.

A team passionate about a common project, striving to improve it through a relationship of trust based on shared values.

BODEGAS EMILIO MORO, aware of the fundamental role played by the professionals who make up our workforce, works every day to strengthen its commitment to human capital, focusing on the care, development and performance of people.

CONTRIBUTION TO THE SDGs



05.1 Workforce stability



Ensuring workforce stability is a key element for BODEGAS EMILIO MORO. In this regard, we are committed to sound human capital management and promote employee stability, as reflected in the percentage of the workforce with permanent contracts (95%).

The collective agreement covers 100% of employees in the vine industry and trade.

Likewise, throughout 2024, gender balance has been maintained among professionals, with women representing 40% and men 60% of the workforce as of 31 December 2024.

PLANTILLA POR SEXO Y CLASIFICACIÓN PROFESIONAL

	2024			2023			2022		
	Hombres	Mujeres	Total	Hombres	Mujeres	Total	Hombres	Mujeres	Total
Dirección	3	4	7	4	4	8	4	3	7
Responsables	16	8	24	13	6	19	13	7	20
Técnicos	18	26	44	23	27	50	14	24	38
Staff	38	22	60	36	13	49	41	11	52
Total	75	60	135	76	50	126	72	45	117

*Data as at the end of the financial year

PLANTILLA POR SEXO Y TIPO DE CONTRATO

	2024			2023			2022		
	Hombres	Mujeres	Total	Hombres	Mujeres	Total	Hombres	Mujeres	Total
Contratos indefinidos	75	58	133	72	48	120	69	45	114
Contratos temporales	0	2	2	4	2	6	3	0	3
Total	75	60	135	76	50	126	72	45	117

*Data as at the end of the financial year

DESPIDOS POR SEXO Y EDAD

	2024			2023			2022		
	Hombres	Mujeres	Total	Hombres	Mujeres	Total	Hombres	Mujeres	Total
< 30 años	3	0	3	1	0	1	1	0	1
Entre 30 y 50 años	0	1	1	3	4	7	3	2	5
> 50 años	0	0	0	0	0	0	1	1	2
Total	3	1	4	4	4	8	5	3	8

DESPIDOS POR SEXO Y CATEGORÍA

	2024			2023			2022		
	Hombres	Mujeres	Total	Hombres	Mujeres	Total	Hombres	Mujeres	Total
Dirección	0	0	0	0	0	0	2	1	3
Responsables	0	0	0	2	0	2	0	1	1
Técnicos	1	1	2	0	1	1	0	0	0
Staff	2	0	2	2	3	5	3	1	4
Total	3	1	4	4	4	8	5	3	8

05.2 Equality Plan. Diversity and Equity



BODEGAS EMILIO MORO undertakes a firm commitment to establishing and developing policies that integrate equal treatment and opportunities for women and men, without direct or indirect discrimination on grounds of sex, and to promoting measures aimed at achieving genuine equality within our organisation, establishing equal opportunities as a strategic principle.

Across all areas in which Bodegas Emilio Moro operates — from recruitment and promotion, pay policy, training, working conditions, occupational health, co-responsibility and work-life balance, among others — the principle of equal opportunities for women and men is upheld.

The equality plan was developed and entered into force on 1 July 2022, and has a duration of 4 years. To ensure proper implementation of this plan, the Equality Plan Monitoring and Evaluation Committee (CSEI) was established, which was comprised of representatives of the company and employees on an equal basis, with a total of 4 members (2 from each side), all with training or experience in equality matters in the workplace.

Furthermore, in compliance with Law 3/2007 on the effective equality of women and men, and Royal Decree 901/2020 on equality plans, BODEGAS EMILIO MORO has approved a protocol for the prevention of and response to sexual harassment and harassment on grounds of sex, as agreed within the Equality Plan. Through this document, we have defined and illustrated concepts related to harassment and established the reporting and resolution protocol, all based on a fundamental principle of zero tolerance towards any form of harassment or discrimination within Emilio Moro.



100% of the people at BODEGAS EMILIO MORO have been trained in the protocol for the prevention of workplace and sexual harassment.

DIVERSITY AND EQUITY

In 2024, we presented our new Diversity, Equity and Inclusion Policy, which sets out the commitments we undertake and the main lines of action to promote a culture of respect for diversity and inclusive employment as key elements of the winery's overall strategy.

05.3 Development and talent of our people



Convinced that talent development is a fundamental pillar of our growth and progress as a team, at BODEGAS EMILIO MORO, we promote the professional and personal development of our employees and support them in their ambitions and personal challenges.

RECRUITMENT AND ONBOARDING

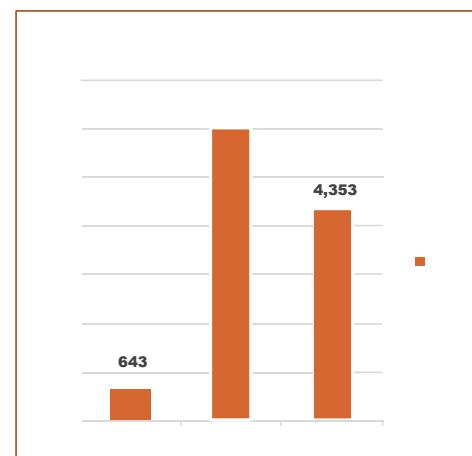
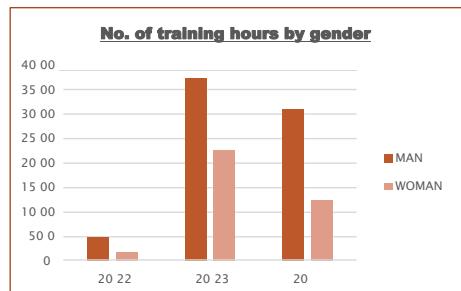
The recruitment process is key and is based on transparent methodologies and principles of equity.

We carefully manage the onboarding of new employees to ensure their integration is swift and successful.

Youth employment: We encourage the recruitment of young people through internship programmes and agreements with universities.

TRAINING

We promote continuous training through specific plans that enable the acquisition, updating and improvement of technical and personal skills for enhanced performance.



PERFORMANCE ASSESSMENT

We apply competency-based management and performance assessment. In this way, managers and their teams meet several times a year to identify strengths and areas for improvement. Feedback is provided, encouraging everyone to continue working in the same direction.

	2022	2023	2024
% of evaluations	100%	100%	100%

INTERNAL PROMOTION

Internal promotion is the main mechanism through which our people progress in their professional development. We have an internal promotion process in place that establishes professional competence as the preferred criterion for promotion.

	2022	2023	2024
Men	1	2	
Women	1	2	

INTERNAL COMMUNICATION

To ensure smooth communication between all departments, both at the intra-departmental level and in terms of effective external communication, many recommended communication channels have been established. It is the organisation's responsibility to provide useful, accurate and appropriate information. In turn, it is the responsibility of employees to stay informed through the corporate communication channels created for this purpose: Newsletter, shared folders, intranet.

05.4 The wellbeing of our people



At BODEGAS EMILIO MORO, we are committed to promoting a healthy balance between personal life and the professional development of our people. For this reason, work-life balance is included as one of the Group's strategic objectives and is specifically addressed in the Equality Plan. The following practices are particularly noteworthy:



PROMOTION OF HEALTHY HABITS

At BODEGAS EMILIO MORO, we contribute to healthy lifestyle practices through:

- Medical check-ups
- Promotion of healthy consumption through the provision of free fruit
- Healthy menu campaigns designed by nutrition specialists
- Organisation of sports tournaments, including paddle tennis and five-a-side football, among others.

WORK-LIFE BALANCE MEASURES

Aware that the enjoyment of work-life balance is the foundation for ensuring the wellbeing of our people, we have implemented various measures, such as flexible working arrangements adapted to the needs of each role and department, a summer intensive working schedule, and remote working.

We have implemented a Remote Working Policy, with the aim of facilitating distance working wherever possible.

SOCIAL BENEFITS

We offer a range of social benefits to our employees, with the aim of supporting day-to-day life and improving the quality of their professional and personal lives. Examples include pension plans, discounts on products and wine tourism experiences, Christmas hampers, and the harvest and family meal, among others.

DIGITAL DISCONNECTION

We have a digital disconnection protocol in place, with measures aligned with Royal Decree-Law 8/2019 on social protection and the fight against job insecurity in working time.

In addition to the work-life balance measures approved under the policy, other necessary measures may be requested. During 2023, BODEGAS EMILIO MORO received 10 exceptional requests, all of which were approved and taken up.

05.5 Health and Safety at Work



At BODEGAS EMILIO MORO, we are committed to providing a **safe and healthy working environment** for our people.

Ensuring the safety and health of our people is our priority. For this reason, we are working to strengthen a preventive culture and implement an occupational health and safety management system.

1. ORGANISATION

- We have a new External Prevention Service, with which we began collaborating in May 2022.
- There is a Health and Safety Committee that meets quarterly to address the most relevant prevention-related matters.
- Occupational risk prevention manager.

2. SOME ACTIONS

- Risk assessments, including specific psychosocial risk assessments
- Planning of preventive activities.
- Health surveillance.
- Coordination of business activities.
- Noise exposure studies.
- Meetings with the occupational health and safety committee.
- Delivery of specific training sessions.



"We have paid particular attention to our Emergency Plan" through:

- Training and information actions on firefighting and first aid.
- Conducting a fire and evacuation drill.

05.6 Unique moments with our people



WINE HARVEST FESTIVAL
As is tradition at our winery, we celebrated the annual Harvest Festival. We marked this special day with the aim of recognising the work of everyone involved and sharing the tradition, process and culture of wine.



CHRISTMAS DINNER
For Bodegas Emilio Moro, celebrating Christmas is not merely an excuse to gather as a family, but a unique opportunity to remember the values that unite us and of which we are deeply proud.



CHRISTMAS ART COMPETITION

We held our first children's drawing competition with the youngest members of the Emilio Moro family, under the theme 'Paint Christmas'. We want to thank the 19 children who took part, whose beautiful drawings decorated our facilities throughout the Christmas period.



SPORTS TOURNAMENTS
Once again, we chose physical activity to improve our health and wellbeing ahead of Christmas, with the organisation of Christmas sports tournaments in five-a-side football and paddle tennis.

06. Commitment to the Customer and Consumer



Our commitment to customers and end consumers is the most important factor reflecting the care we place in their relationship with the brand.

We seek the highest levels of customer and consumer satisfaction, guaranteeing the highest quality in our wines through continuous improvement.

Certified quality and food safety management systems:

- **ISO 9001** (Quality Management)*
- **BRC** (Food Safety)*
- **IFS** (Food Safety)*
- **ISO 13810** (Industrial Tourism Quality)*

**At the production facility in Pesquera de Duero*

CONTRIBUTION TO THE SDGs



06.1 Quality and Food Safety



Our commitment to food safety is reflected in the principles of identifying risks associated with manufacturing processes and applying measures that enable their minimisation and control. We are committed to making legal, safe and authentic products available to consumers. We are committed to ensuring enhanced control over the quality of the products and services supplied, and to increasing our capacity to produce safe products that meet the established specifications and requirements.

The core focus of quality and food safety management at BODEGAS EMILIO MORO is to pay particular attention to protecting the health and safety of our consumers, through strict compliance with the winery's internal requirements and with the applicable legislation established by regulatory bodies.

BODEGAS EMILIO MORO holds quality (ISO 9001) and food safety (IFS and BRC) certifications issued by the certification body AENOR.

In addition, we carry out at least one annual mock exercise to ensure the effectiveness of our food alert plan.



During 2024, no product withdrawal or recall processes were carried out

The service provided through wine tourism activities is also important to us, covering the entire customer journey: information, marketing, contracting and payment, reservation management, customer service, visitor reception, guided tours, complementary offerings (events, product sales, etc.) through to the visitor's departure. The implementation of quality standards helps us improve the service and identify customer needs.

BODEGAS EMILIO MORO holds the "Q" Industrial Tourism certificate under UNE-ISO 13810, issued by the ADOK certification body.



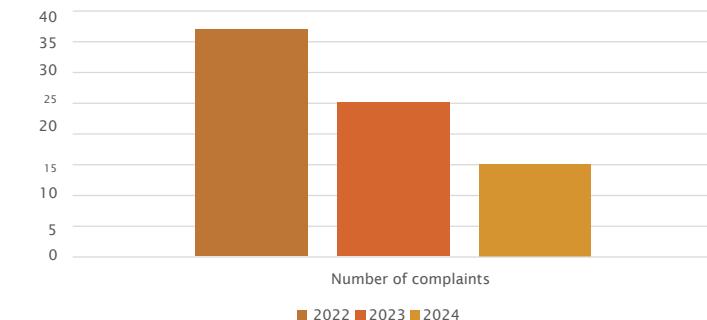
06.2 Listening to our customers and consumers

Through different tools, we seek to understand the views of our customers and consumers, encouraging their participation in product improvement and development. Understanding their level of satisfaction helps us to verify quality and sales standards and to improve the products and services we offer.

All complaints and claims received are managed and processed in accordance with our **internal incident and complaints management procedure**, and all are resolved. None of them had any impact on food safety; the main cause of most incidents was product breakage during transport.

Canales corporativos	Canal presencial	Plataformas online
Teléfono de atención al cliente/consumidor	Red de agentes comerciales	Tripadvisor
Web corporativa y correo electrónico	Encuestas de satisfacción	Google
Redes sociales		

NUMBER OF CUSTOMER COMPLAINTS



06.3 Promoting responsible consumption

As a producer of alcoholic beverages, BODEGAS EMILIO MORO guarantees ethical and responsible marketing, strictly complying with the laws and standards of conduct established for the promotion, marketing and sale of its products. BODEGAS EMILIO MORO has defined principles of responsible advertising.

WINE IN MODERATION

In line with the objective of promoting projects that support Corporate Social Responsibility, Bodegas Emilio Moro strengthens its commitment through this initiative to promote clear and objective communication on responsible and moderate wine consumption and its benefits for health.

Wine in Moderation Day

In November, we celebrated Wine in Moderation Day, an event that highlights responsible and conscious wine consumption, aligned with our philosophy of respect for people and our environment.

Participating in this global initiative allows us to reaffirm our commitment to education around responsible consumption, promoting practices that enrich wine culture and make it more sustainable for future generations.



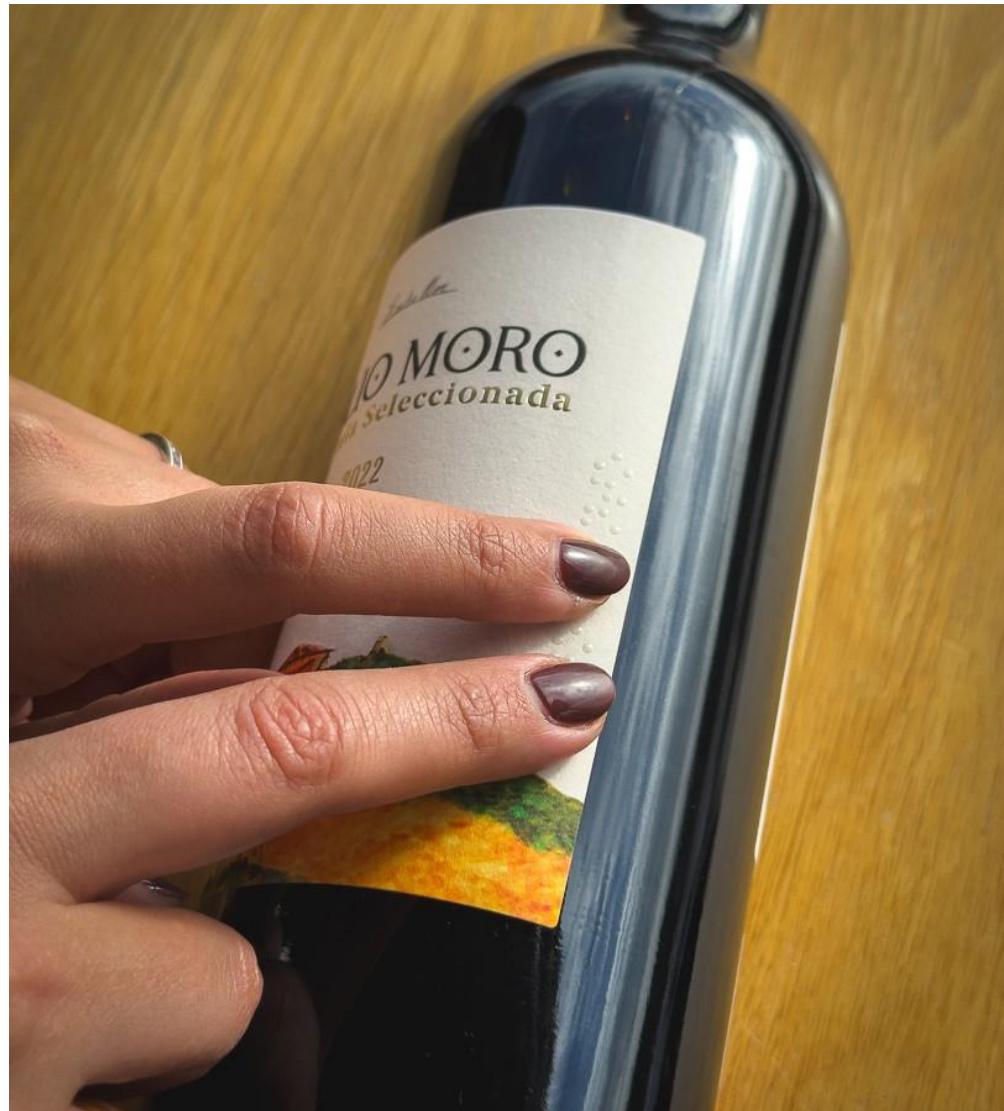
Wine is only enjoyed in moderation



RESPONSIBLE ADVERTISING

In every commercial communication, we include the "Wine in Moderation" logo and also comply with the restrictions on content and media specified in the Communication Code, which the wine sector, through the Spanish Wine Interprofessional Organisation (OIVE), reinforces and expands through this Code of Commercial Communication for Wine, representing a further step in the responsibility of the Spanish wine sector as a whole. In addition to ensuring that wine communication continues to convey messages of moderation, this code clarifies certain application aspects that had raised questions and increases the level of protection for groups or situations in which wine is incompatible, such as minors, consumption during pregnancy and driving.

07. Commitment to the Value Chain



At BODEGAS EMILIO MORO, we are aware that, as an organisation, we have a strong capacity to contribute to improving the quality of life of people in the communities in which we operate. For this reason, we promote the development of initiatives aimed at generating shared value and fostering social progress.

07.1 Promoting local development



LOCAL HIRING

We promote the recruitment of local talent, supporting employment in rural areas, generating wealth and encouraging indirect employment, as well as the development of new infrastructure.

RELATIONSHIP WITH OUR WINEGROWERS

We establish strong relationships with our local winegrowers. Twice a year, they receive training in vineyard practices.

Our growers are part of the family; for this reason, every year we invite them to the harvest and family meal.

07.2 Selection Process

INITIAL ASSESSMENT

All suppliers that affect quality and service are selected based on quality, environmental and social criteria.

ANNUAL MONITORING

As part of the supplier monitoring process for those affecting the quality of our products and services, suppliers are assessed against the most relevant requirements within their scope of application, taking into account quality, availability, environmental and, in certain cases, social criteria.



08. Commitment to Society



At BODEGAS EMILIO MORO, we are aware that, as an organisation, we have a strong capacity to contribute to improving the quality of life of people in the communities in which we operate. For this reason, we promote the development of initiatives aimed at generating shared value and fostering social progress.

CONTRIBUTION TO THE SDGs



08.1 Collaborations



At BODEGAS EMILIO MORO, we are firmly committed to returning part of the benefits we generate as a company to the local communities in which we operate, contributing to the protection of the most disadvantaged groups.

These are some of the actions carried out during 2024.



COLLABORATION WITH CHECK&KIDS
Sixth edition of the charity event
Chefs for Children, an initiative that brings together the best of gastronomy for a compelling purpose: supporting the Spanish Autism Confederation. Together with 35 renowned Michelin-starred chefs, we joined forces to make a difference in the lives of many people.

COLLABORATION WITH FUNDACIÓN SIFU - SUPERARTE SCHOLARSHIP PROGRAMME
These scholarships aim to support the training of people with disabilities, fostering their employability by promoting personal and artistic development through culture, and acting as a springboard to new career opportunities in the artistic field.

PARTICIPATION IN THE FIRST CHARITY WALK IN SUPPORT OF THE MUÑ FOUNDATION To collaborate on the project "KANWALLY needs a school", organised by the Pesquera de Duero City Council. All funds raised were allocated to the construction of a school with two classrooms.

08.1 Collaborations

COLLABORATION WITH THE VALLADOLID FOOD BANK AND THE SIL PONFERRADA FOOD BANK



COLLABORATION WITH THE "LA SONRISA DE MARÍA" ASSOCIATION

With the aim of raising funds for research into Ewing sarcoma and other types of cancer, and supporting the families of many children affected by these conditions.

COLLABORATION WITH FEVADIS

A non-profit organisation whose objective is to improve the quality of life of people with intellectual disabilities/functional diversity and their families, who were left without facilities or resources following the DANA weather event in Valencia.



COLLABORATION WITH FUNDACIÓN CAÍCO

An organisation whose objective is to support people whose lives are disrupted by childhood cancer.



08.2 Support for other sectors



ENGAGEMENT WITH AND SUPPORT FOR THE HOSPITALITY SECTOR

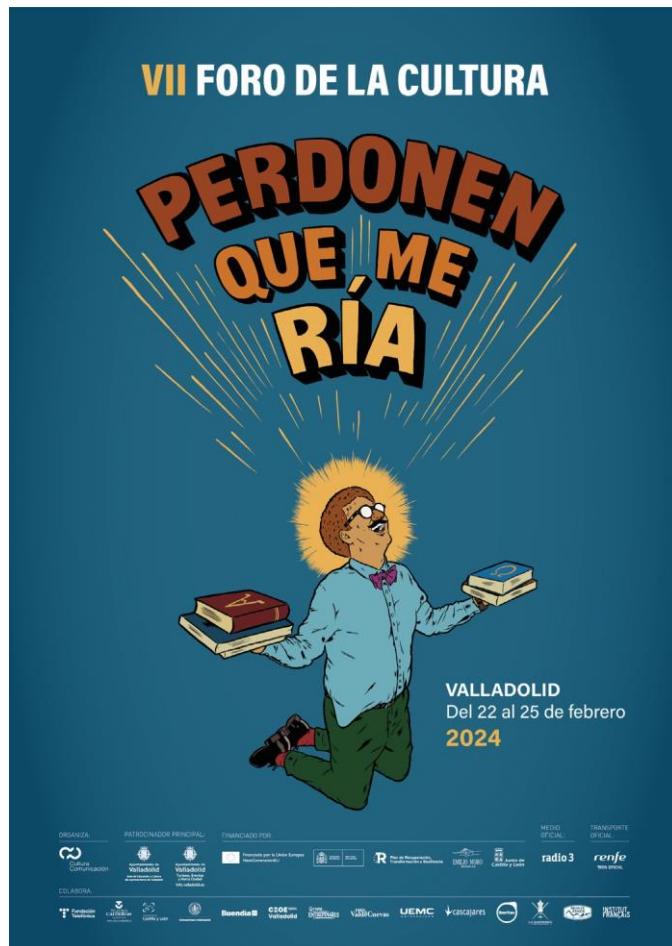
At Bodegas Emilio Moro, we have always understood that **wine is much more than a drink; it is a bridge that connects people, traditions and moments**. We also know that, to bring our passion to every corner, we need to stay close to those who best understand wine lovers: **the hospitality sector**. With this vision, we are developing meetings with hospitality professionals, where we share our philosophy, our history and, of course, our wines. These meetings not only allow us to **convey the value of our work but also gain first-hand insight into the needs and trends of the sector, creating a mutually enriching dialogue**.

These forums represent a unique opportunity to **position Emilio Moro as a strategic partner in the restaurant sector**, strengthening our **presence in a key industry** and consolidating relationships that will drive our growth.

The meetings took place at the **Madrid School of Hospitality and Tourism, the Salamanca School of Hospitality, the Málaga School of Hospitality, and the Barcelona Higher School of Hospitality**.

At these schools, our Technical Director, Álvaro Maestro, delivered a masterclass in which he shared knowledge with those who will undoubtedly be part of the future of the sector.

08.2 Support for other sectors



ADVANCED VOCATIONAL TRAINING PROGRAMME – VALLADOLID SCHOOL OF ART

At Bodegas Emilio Moro, we are committed to **supporting education and bringing the professional world closer to young people** through collaboration agreements. This year, this involved the **Advanced Vocational Training Programme at the Valladolid School of Art**, whose students developed their final degree projects based on real spaces at our winery, creating interior design proposals for our office and wine tourism areas.

RIBERA RUN EXPERIENCE

This year, we once again joined the Ribera Run Experience, where lovers of sport, nature and wine come together to celebrate a unique event.

SUPPORT FOR CULTURE

Culture is the soul of our society. In our case, as a winery, it inspires us and allows us to become **storytellers who bring people together**. For this reason,

- We once again took part in the **Culture Forum**. An essential meeting point for our region where professionals from different sectors come together to share, reflect and, on this occasion, laugh, showing how humour is present in our lives from very diverse perspectives.

08.2 Support for other sectors



ICE BUCKET AND DRIP STOP WITH PHILIPPA 1970

As part of our aim to collaborate with the Spanish fashion world, we presented two accessories in partnership with the Spanish brand Philippa 1970. As a result, a total of 5,000 bottles from the Elalba de Emilio Moro vintage were presented with these accessories. The design, inspired by the glamour and free spirit of the 1970s, adds a touch of fantasy and exoticism to this unique collaboration.

SUPPORT FOR MUSIC: VIVA SUECIA

Music has always been part of our history and our culture. In partnership with the indie rock and pop band Viva Suecia, we collaborated to bring music and wine together as perfect companions, bringing the winery's quality and tradition closer to the band's followers and making it clear that culture forms part of our DNA.

This collaboration is born from passion, love of music and the need to find those stimuli that lead us to feel and be moved.



CERARTMIC MADRID

With the aim of developing, sustaining and expanding ceramic practice, we participated in CerARTmic Madrid, Spain's first contemporary art and ceramics fair, through the creation of the Bodegas Emilio Moro Award, which offered the winning artist the opportunity to create a ceramic set for the winery.

09. Good Governance



Our strong values promote an ethical and responsible business model.

The management of the winery is based on best practices in corporate governance. This approach, which extends throughout the organisation, enables us to continue delivering value and quality of life to all our stakeholders.

CONTRIBUTION TO THE SDGs



09.1 Governing Bodies

At BODEGAS EMILIO MORO, we have a number of governing bodies that drive the ethical and responsible management of the winery. We work to achieve a sustainable business model that is respectful of the environment and promotes economic and social growth, particularly in the community in which we operate.

Our policies reflect the company's efforts to deliver ethical, responsible and excellent management that responds both to the needs of our business model and to those of our environment.



BOARD OF DIRECTORS

The highest governing body, responsible for the management, direction, administration and representation of the interests of BODEGAS EMILIO MORO.

Breakdown by sex



40%



60%

EXECUTIVE COMMITTEE

Responsible for ensuring that initiatives are delivered, leading with a unique and shared vision, and working as a team to ensure attention to the different business areas and adequate service from cross-cutting executive functions.

The Executive Committee is composed of:

Corporate People Directorate, Business Development Directorate, Marketing Directorate, Finance Directorate, Operations Directorate, CSR Directorate, and IT Systems and Innovation Directorate.

Breakdown by sex



57%

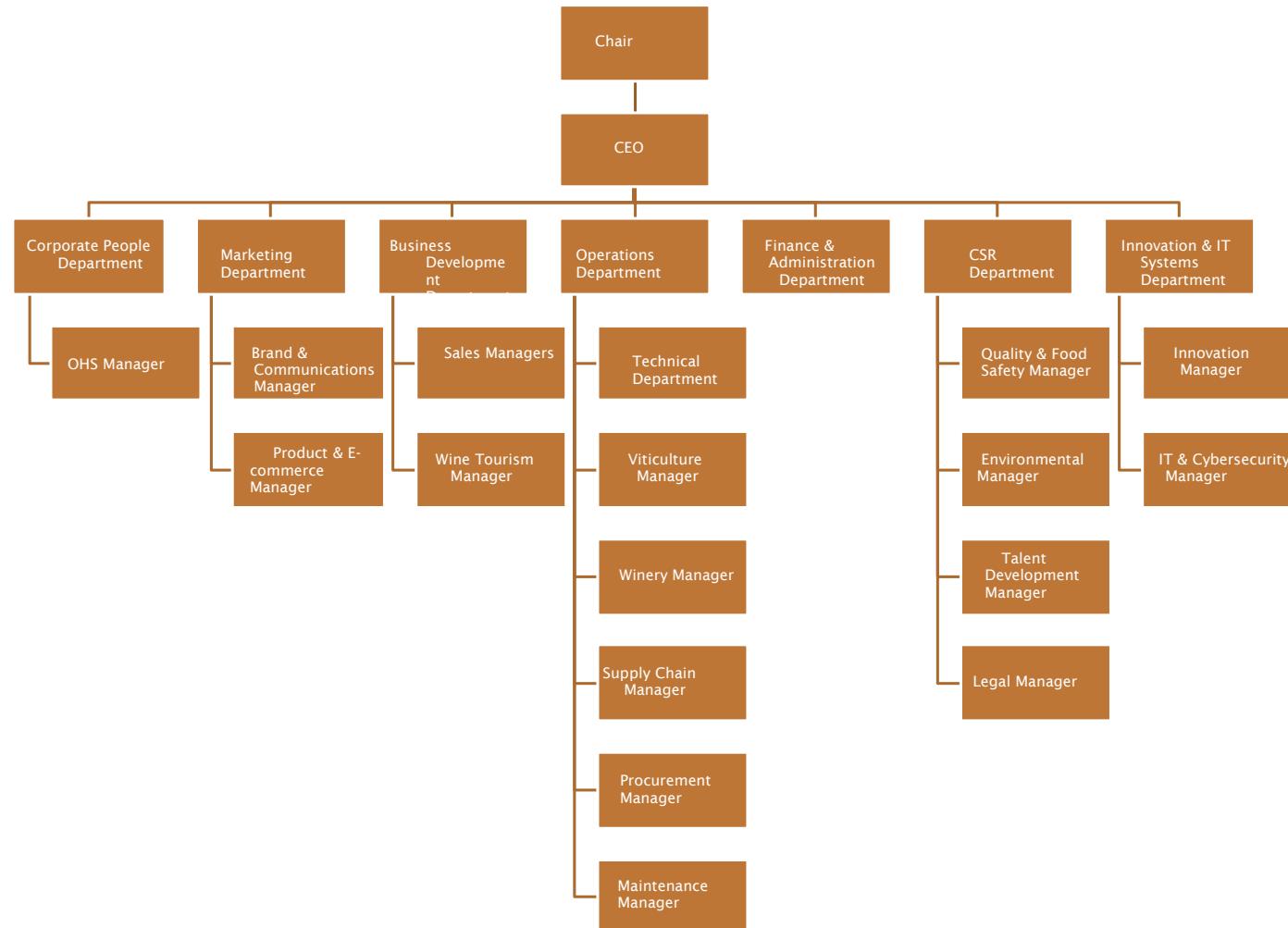


43%

09.2 Organisational Structure

Below is the organisational chart of BODEGAS EMILIO MORO, by management areas and responsible roles.

All the people who make up the winery are key elements in the performance of our activity; through them, we convey our culture and values.



09.3 Ethics and integrity in the business model

One of the priority objectives of BODEGAS EMILIO MORO is to guarantee transparency, independence and good governance in order to safeguard the interests of all stakeholder groups and earn their trust.

BODEGAS EMILIO MORO provides open channels to its stakeholders for submitting enquiries and communications regarding any alleged behaviour that may contravene the principles and rules of the Code of Ethics or other organisational policies.

The Ethics Channel is accessible to all internal and external stakeholders through the corporate website, where queries can be submitted via the available form.

100% of the people at BODEGAS EMILIO MORO are aware of the Code of Ethics from the moment they join the winery



For employees, a specific Enquiries Channel has been enabled on the internal platform.

09.4 Human Rights

BODEGAS EMILIO MORO commits to actively supporting the Universal Declaration of Human Rights and requires its staff to comply with these principles in their daily activities, as set out in the Code of Ethics.

On the other hand, the commitment undertaken by BODEGAS EMILIO MORO extends throughout its value chain, ensuring that human rights are respected in its relationships with suppliers.

Specifically, the mandatory supplier requirements establish the following principles:

- Elimination of forced labour.
- Elimination of child labour.
- Respect for the right to freedom of association and collective bargaining.
- Equal opportunities and non-discrimination.
- Promotion of a fair working environment free from violence of any kind.
- Respect for current legislation on working hours and remuneration.

Compliance with human rights requirements forms part of BODEGAS EMILIO MORO's supplier evaluation criteria.



During 2024, BODEGAS EMILIO MORO received no complaints relating to potential human rights violations

01. The Report	02. About Us?	03. Sustainability Strategy	04. Commitment to the Planet	05. Commitment to Our People	06. Commitment to the Customer and Consumer	07. Commitment to the Value Chain	08. Commitment to Society	09. Good Governance	10. Table of Contents
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2-2	Report information	01. The Report
2-3	Report information	01. The Report
2-6	Organisational activities: brands, markets, etc.	02. About Us
2-9/2-10/2-11/2-11/2-12/2-13	Governance structure	09. Good Governance
2-15	Conflicts of interest	09. Good Governance
2-27	Compliance with legislation and regulations	09. Good Governance
2-28	Affiliations and associations	02. About Us
2-29	Identification and selection of stakeholders	03. Sustainability Strategy
3-1/3-2/3-3	Determination and management of material topics	03. Sustainability Strategy

01. The Report	02. About Us?	03. Sustainability Strategy	04. Commitment to the Planet	05. Commitment to Our People	06. Commitment to the Customer and Consumer	07. Commitment to the Value Chain	08. Commitment to Society	09. Good Governance	10. Table of Contents
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10. Table of Contents

CODE	TOPIC	CHAPTER
GRI 3: MATERIAL TOPICS		
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3-2	List of material topics	03. Sustainability Strategy
3-3	Management of material topics	03. Sustainability Strategy
GRI 201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated	02. About Us
GRI 301: ENVIRONMENTAL PERFORMANCE		
301-1	Materials used	04. Commitment to the Planet
301-2	Recycled inputs	04. Commitment to the Planet
301-3	Reused products and packaging materials	04. Commitment to the Planet
302-1	Energy consumption	04. Commitment to the Planet
303-1	Interaction with water as a resource	04. Commitment to the Planet
303-2	Management of impacts related to water discharges	04. Commitment to the Planet
303-3	Water abstraction	04. Commitment to the Planet
303-4	Water discharge	04. Commitment to the Planet
303-5	Water consumption	04. Commitment to the Planet

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CODE	TOPIC	CHAPTER
304-1	Operational centres owned, leased or managed, located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	04. Commitment to the Planet
305-1	Direct GHG emissions (Scope 1)	04. Commitment to the Planet
305-2	Indirect GHG emissions from energy consumption (Scope 2)	04. Commitment to the Planet
305-3	Other indirect GHG emissions (Scope 3)	04. Commitment to the Planet
305-5	Reduction of GHG emissions	04. Commitment to the Planet
306-1	Water discharges by quality and destination	04. Commitment to the Planet
306-2	Waste by type and disposal method	04. Commitment to the Planet
307-1	Non-compliance with environmental legislation and regulations	04. Commitment to the Planet
308-1	Supplier assessment	07. Commitment to the Value Chain
GRI 401: SOCIAL PERFORMANCE		
401-1	New hires – staff turnover	05. Commitment to Our People
401-2	Employee benefits	05. Commitment to Our People
401-3	Parental leave	05. Commitment to Our People

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CODE	TOPIC	CHAPTER
403-9	Occupational injuries	05. Commitment to Our People
403-10	Work-related illnesses	05. Commitment to Our People
404-1	Training hours	05. Commitment to Our People
405-1	Diversity in governance bodies and employees	05. Commitment to Our People
413-2	Actions in local communities	08. Commitment to Society
416	Customer health and safety	06. Customer/consumer commitment
417	Marketing and labelling	06. Customer/consumer commitment
418	Socio-economic legal compliance	09. Good Governance



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