

GRI index

SUSTAINABILITY REPORT 2025

Sogrape's Impacts, Risks and Opportunities (IROs)

Sogrape's Double Materiality Assessment identified a set of impacts, risks and opportunities (IRO) aligned with ESRS topics, sub-topics and sub-sub-topics, based on internal and external analysis, stakeholder engagement and technical scoring workshops. The resulting IRO list reflects the issues most relevant to the Group's value chain and sustainability strategy, considering both impact and financial materiality, and provides the foundation for the material topics disclosed in this report.

ESRS sub-topic	IRO type	IRO description
E1: Climate change adaptation	R	Supply chain disruption due to extreme weather events and water stress, affecting production and distribution
E1: Climate change adaptation	R	Operational disruption caused by changes in temperature, water cycles and agrometeorological conditions, affecting production
E1: Climate change adaptation	O	Enhanced vineyard resilience using heat tolerant plant material
E1: Climate change mitigation	-I	GHG emissions from winemaking and distribution operations
E1: Climate change mitigation	-I	High GHG emissions associated with glass bottle manufacturing, a critical packaging material for the business
E1: Climate change mitigation	R	Increased costs to comply with decarbonization regulations across the value chain
E1: Energy	O	Reduced costs and grid dependence through investment in renewable energy (e.g. solar panels)
E1: Energy	R	Rising costs of electricity purchased from the grid
E1: Energy	-I	Energy intensive operations and reliance on fossil fuels in winemaking
E3: Water consumption	-I	High water consumption in irrigation and winemaking in water stressed regions
E3: Water consumption	R	Increased costs and operational risks due to water scarcity affecting vineyards and production (e.g. cleaning glass bottles with water - cutting the water supply implies that all operations within the bottling factory come to a halt)
E3: Water consumption	O	Improved circularity and water use efficiency in wineries and vineyards
E3: Water consumption	+I	Water efficiency initiatives in distribution units
E3: Water withdrawals	-I	High groundwater use for irrigation and production
E3: Water withdrawals	O	Rainwater harvesting reducing dependence on natural streams and public water supply
E3: Water discharges	-I	Generation of wastewater from vineyard and winemaking processes
E4: Land-use change, fresh water-use change and sea-use change	-I	Environmental impacts associated with sourcing raw materials from monoculture systems
E4: Land-use change, fresh water-use change and sea-use change	I	Land use change from vineyard expansion leading to habitat fragmentation and ecosystem degradation
E5: Resource inflows, including resource utilization	O	Incorporation of recycled content in packaging and raw materials

Sogrape's Impacts, Risks and Opportunities (IROs)

ESRS sub-topic	IRO type	IRO description
S1: Secure employment	+I	Promotion of stable employment contracts for viticulture and agricultural workers
S1: Secure employment	+I	Provision of complementary retirement and end of service funds ensuring financial security for employees
S1: Secure employment	R	Labor shortages due to visa barriers for seasonal migrant workers
S1: Working time	R	Operational impacts arising from changes to national working time regulations
S1: Adequate wages	-I	Risk of inadequate wages for subcontracted agricultural workers
S1: Social dialogue	+I	Promotion of social dialogue, enhancing employee participation and satisfaction
S1: Social dialogue	-I	Lack of structured social dialogue mechanisms for subcontracted agricultural workers
S1: Work-life balance	+I	Policies ensuring equal or enhanced parental leave for both parents
S1: Work-life balance	+I	Provision of vacation days above legal minimums
S1: Work-life balance	+I	Flexible working arrangements for corporate employees supporting employee wellbeing
S1: Health and safety	+I	Improved safety measures and agricultural facilities to protect workers
S1: Health and safety	+I	Access to health insurance and medical services for all employees
S1: Health and safety	-I	Occupational health and safety risks arising from agricultural, winemaking and logistics activities
S4: Privacy	R	Legal and reputational risks arising from data protection or privacy breaches
S4: Access to (quality) information	+I	Enhanced consumer information through QR codes on wine labels
S4: Access to (quality) information	R	Reputational and commercial risks linked to negative perceptions of alcohol and regulatory changes
G1: Management of relationships with suppliers including payment practices	+I	Guaranteed sourcing from local growers, strengthening supply chain stability
G1: Management of relationships with suppliers including payment practices	+I	Deployment of supplier assessment platforms with ESG criteria

European Sustainability Reporting Standards (ESRS)

The mapping presented in this Annex shows the correspondence between Sogrape’s material topics and European sustainability reporting framework (ESRS standards), helping readers understand how the Group’s GRI-based disclosures connect with the European requirements and supporting a consistent, interoperable approach to sustainability reporting.

Material topics	GRI Standards	ESRS Standards alignment
 Climate change and GHG emissions	102	E1
 Energy	103	E1
 Water	303	E3
 Biodiversity, nature and soil conservation	101	E4
 Waste and Circularity	306	E5
 People, talent and wellbeing	401, 403, 404, 405, 408, 409	S1
 Responsible consumption	416	S4
 Supply chain	204, 205, 206, 308, 414	G1
 Community impact	413	Specific disclosure
 Innovation and R&D	Entity specific	Specific disclosure
 Viticulture development	201	Specific disclosure

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DECLARATION OF USE	Sogrape Group reported the information in accordance with the GRI Standards for the period: 1st of January to 31 st of December 2025.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARDS	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI CODE	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES Referring to the Global Reporting Initiative standard published in 2021		
THE ORGANISATION AND ITS REPORTING PRACTICES		
2-1 Organisational details	Sogrape SGPS, S.A.; Public Limited Company with headquarters at R. 5 de Outubro, nº 4527, 4430-852, Vila Nova de Gaia (Avintes), Portugal	
2-2 Entities included in the organisation's sustainability reporting	Sogrape Vinhos, S.A. Sogrape Distribuição, S.A. Grape Ideas - Turismo, Comércio e Serviços, S.A. Bodegas LAN, S.A.U. Bodegas Aura, S.A.U. Bodegas Santiago Ruiz, S.A.U. Viña Mayor, S.A.U. Finca Flichman, S.A.U. Viña Los Boldos, Lda. Framingham Wines, Ltd. Evaton, Inc. Liberty Wines, Ltd. Vinus, Lda. In preparing the content reported here, the Group gathered information from each business unit from interviews, workshops and questionnaires.	

GRI CODE	DISCLOSURE	LOCATION																																																																																																							
2-3 Reporting period, frequency and contact point	This Sustainability Report is part of Sogrape Group’s non-financial reporting and covers the Group’s operations and its annual economic, environmental, social and governance performance for the period from 1 January to 31 December 2025. Contact point mentioned in About this Report.	Page 70																																																																																																							
2-4 Restatements of information	Where relevant, some historical information has been restated to reflect updated methodologies, improved data completeness and the use of more specific emission factors, particularly in the calculation of greenhouse gas (GHG) emissions. This ensures improved accuracy and comparability across reporting years.																																																																																																								
2-5 External assurance	The 2025 Sustainability Report has not been externally assured. Accordingly, no external assurance statement is available for inclusion in this report.																																																																																																								
2-6 Activities, value chain and other business relationships	Sogrape Group operates primarily in the food and beverage sector, with activities spanning viticulture, wine production, distribution, wine tourism and wine training. The value chain includes upstream procurement of bottles, corks, capsules, labels, cartons, equipment, agricultural machinery, energy and water utilities; own viticulture and winemaking operations; bottling, packaging and storage; outsourced logistics; wine tourism experiences; and downstream distribution to retailers, HORECA clients and direct-to-consumer (D2C) channels. The Group’s other relevant business relationships include partnerships with research, industry and institutional bodies such as ADVID, BRP, INESC TEC, IVES, IVV, OENOVITI, OIV, PORVID, PROENOL, PTV, universities and ViniPortugal. A more detailed overview of the value chain is presented in the dedicated section, including a corresponding infographic.	Page 48																																																																																																							
2-7 Employees	Caption: F – Female; M – Male; O – Other. “Other” refers to gender identities that do not fall within the categories of male or female <table><tr><th rowspan="2"> PT</th><th colspan="4">2023</th><th colspan="4">2024</th><th colspan="4">2025</th></tr><tr><th>F</th><th>M</th><th>O</th><th>Total</th><th>F</th><th>M</th><th>O</th><th>Total</th><th>F</th><th>M</th><th>O</th><th>Total</th></tr><tr><td>Number of employees</td><td>340</td><td>429</td><td>0</td><td>769</td><td>330</td><td>431</td><td>0</td><td>761</td><td>367</td><td>444</td><td>0</td><td>811</td></tr><tr><td>Number of permanent employees</td><td>340</td><td>429</td><td>0</td><td>769</td><td>311</td><td>399</td><td>0</td><td>710</td><td>345</td><td>414</td><td>0</td><td>759</td></tr><tr><td>Number of temporary employees</td><td>2</td><td>2</td><td>0</td><td>4</td><td>19</td><td>32</td><td>0</td><td>51</td><td>22</td><td>30</td><td>0</td><td>52</td></tr><tr><td>Number of non-guaranteed hours employees</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Number of full-time employees</td><td>340</td><td>429</td><td>0</td><td>769</td><td>329</td><td>430</td><td>0</td><td>759</td><td>366</td><td>443</td><td>0</td><td>809</td></tr><tr><td>Number of part-time employees</td><td>2</td><td>2</td><td>0</td><td>4</td><td>1</td><td>1</td><td>0</td><td>2</td><td>1</td><td>1</td><td>0</td><td>2</td></tr></table>	 PT	2023				2024				2025				F	M	O	Total	F	M	O	Total	F	M	O	Total	Number of employees	340	429	0	769	330	431	0	761	367	444	0	811	Number of permanent employees	340	429	0	769	311	399	0	710	345	414	0	759	Number of temporary employees	2	2	0	4	19	32	0	51	22	30	0	52	Number of non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0	Number of full-time employees	340	429	0	769	329	430	0	759	366	443	0	809	Number of part-time employees	2	2	0	4	1	1	0	2	1	1	0	2	
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	<table><tr><th rowspan="2"> US</th><th colspan="4">2023</th><th colspan="4">2024</th><th colspan="4">2025</th></tr><tr><th>F</th><th>M</th><th>O</th><th>Total</th><th>F</th><th>M</th><th>O</th><th>Total</th><th>F</th><th>M</th><th>O</th><th>Total</th></tr><tr><td>Number of employees</td><td>11</td><td>12</td><td>0</td><td>23</td><td>13</td><td>11</td><td>0</td><td>24</td><td>11</td><td>14</td><td>0</td><td>25</td></tr><tr><td>Number of permanent employees</td><td>11</td><td>12</td><td>0</td><td>23</td><td>13</td><td>11</td><td>0</td><td>24</td><td>11</td><td>14</td><td>0</td><td>25</td></tr><tr><td>Number of temporary employees</td><td>1</td><td>1</td><td>0</td><td>2</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Number of non-guaranteed hours employees</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Number of full-time employees</td><td>11</td><td>12</td><td>0</td><td>23</td><td>13</td><td>11</td><td>0</td><td>24</td><td>10</td><td>14</td><td>0</td><td>24</td></tr><tr><td>Number of part-time employees</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>1</td><td>0</td><td>0</td><td>1</td></tr></table>	 US	2023				2024				2025				F	M	O	Total	F	M	O	Total	F	M	O	Total	Number of employees	11	12	0	23	13	11	0	24	11	14	0	25	Number of permanent employees	11	12	0	23	13	11	0	24	11	14	0	25	Number of temporary employees	1	1	0	2	0	0	0	0	0	0	0	0	Number of non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0	Number of full-time employees	11	12	0	23	13	11	0	24	10	14	0	24	Number of part-time employees	0	0	0	0	0	0	0	0	1	0	0	1	
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Number of part-time employees	4	6	0	10	1	0	0	1	1	0	0	1																																																																																													

GRI CODE	DISCLOSURE				LOCATION
2-8 Workers who are not employees	Number of workers who are not employees, but whose work is directed by the organisation		2023	2024	2025
		PT	57	54	79
		ES	n.a	5	5
		AR	38	36	34
		CL	15	12	10
		NZ	n.a	0	1
		US	n.a	2	1
		UK	n.a	65	78
	AO	n.a	0	0	
	The Group employs a range of worker types across its operations, reflecting the nature of its activities. In viticulture, work is predominantly carried out by rural daily workers, while production and technical roles are mainly filled by permanent employees. In addition, temporary workers are engaged to support operational needs, particularly during peak periods. Workforce data is reported based on the total number of employees at the end of the reporting period, in line with the methodology applied by the Group.				
GOVERNANCE					
2-9 Governance structure and composition	Sogrape’s governance structure includes a Board of Directors, a Global Leadership Team, and business unit leaders across the Group’s operations. This structure supports strategic oversight at Board level, executive coordination at Group level, and operational leadership across the business units. The Board of Directors includes a President, an Executive Vice-President, a Non-Executive Vice-President, one Executive Board Member, and three Non-Executive Board Members. The Group also monitors gender representation, with 29% of members of the Board (Sogrape SGPS) being women.				
2-10 Nomination and selection of the highest governance body	The appointment of corporate bodies is conducted in accordance with the Portuguese Commercial Companies Code and the company’s bylaws. Selection criteria take into account legal requirements as well as the competencies, experience and leadership capabilities considered necessary to oversee the Group’s activities, long-term development and strategic priorities.				
2-11 Chair of the highest governance body	In 2025, Sogrape implemented a leadership transition under which the President/Chairman ceased to perform the role of Chief Executive Officer and no longer forms part of the Global Leadership Team. The President/Chairman continues to exercise management functions at the level of the highest governance body, while executive and day-to-day operational management is carried out by the Global Leadership Team.				

GRI CODE	DISCLOSURE	LOCATION
2-12 Role of the highest governance body in overseeing the management of impacts	The highest governance body oversees the Group's ESG priorities through Seed the Future, reviewing material topics, performance against targets and critical issues requiring governance-level attention. This review takes place at least twice a year through structured governance forums, helping to ensure that sustainability matters are considered in strategic decision-making and in the management of the Group's impacts on the economy, environment, and people.	
2-13 Delegation of responsibility for managing impacts	The Board has delegated responsibility for sustainability and impact management to the Chief People and Transformation Officer (CPTO), supported by the Sustainability Department and under the direct leadership of a senior management member (Head of) responsible for sustainability. Operational delivery is distributed across the relevant functional areas, including Viticulture, Oenology, Operations, Supply Chain, Human Resources, Procurement, Product Development, R&D, and Innovation, as well as across the business units, helping to embed sustainability commitments in day-to-day activities and decision-making.	
2-14 Role of the highest governance body in sustainability reporting	The Sustainability Department prepares the sustainability report and the related material topic content. The report is then reviewed and approved through the Group's governance process, including the CPTO and relevant executive oversight bodies, before submission within the broader governance framework.	
2-15 Conflicts of interest	If a conflict of interest arises, or is reasonably suspected, employees are required to report it promptly through the appropriate internal channels. Reported situations are assessed and managed in a fair, transparent, and confidential manner, in accordance with the Group's internal rules and standards of conduct.	
2-16 Communication of critical concerns	Critical concerns are communicated through the Group's formal reporting and whistleblowing mechanisms, as well as through regular governance and management meetings. The Raise Your Voice channel provides an additional formal route for internal and external stakeholders to report concerns, supporting the timely escalation and assessment of matters requiring attention.	
2-17 Collective knowledge of the highest governance body	The highest governance body is kept informed of sustainability developments through periodic briefings, governance meetings, and direct updates from the Sustainability Department. This approach supports the collective knowledge required to oversee the Group's long-term ESG priorities and related impacts.	
2-18 Evaluation of the performance of the highest governance body	The performance of the highest governance body and senior management is reviewed through the Group's annual objective setting and performance management process. At present, there are no specific ESG performance targets formally linked to senior management performance review.	
2-19 Remuneration policies	Sogrape's remuneration policies for members of the highest governance body and senior executives include a fixed component and a variable component, the latter depending on the Group's key performance results. In addition to base remuneration, the Group provides additional benefits as part of a broader HR benefits package adopted across its business units, including where applicable, pension plans, health insurance, and life insurance. The remuneration framework is designed to support the attraction, retention and motivation of leadership profiles aligned with the Group's long-term strategy. The variable component is linked to performance and strategic priorities. At present, no specific ESG performance indicators are formally identified as remuneration criteria.	

GRI CODE	DISCLOSURE	LOCATION												
2-20 Process to determine remuneration	Sogrape has an independent remuneration committee, composed of experts, which is responsible for proposing the remuneration of Board members and senior executives. This process supports an independent and structured approach to remuneration design and oversight, considering the Group's governance model, performance criteria, and business context. Remuneration proposals are considered within the company's governance framework and aligned with the Group's overall strategic objectives.													
2-21 Annual total compensation ratio	Annual total compensation ratio considers: i) the ratio of the total annual remuneration of the highest-paid individual in the organisation to the average total annual remuneration of all employees, excluding the highest-paid individual; ii) the ratio of the percentage increase in the total annual remuneration of the highest-paid individual to the average percentage increase in the total annual remuneration of all employees, excluding the highest-paid individual. The scope of employees is for business units in Portugal. Total remuneration (fixed and variable) was considered in the calculation. <table><tr><td></td><td>2023</td><td>2024</td><td>2025</td></tr><tr><td>Ratio of the total annual remuneration of the highest-paid individual in the organisation to the average total annual remuneration of all employees (excluding the highest-paid individual)</td><td>6,10</td><td>5,73</td><td>6,30</td></tr><tr><td>Ratio of the percentage increase in the total annual remuneration of the organisation's highest-paid individual to the average percentage increase in the total annual remuneration of all employees (excluding the highest-paid individual)</td><td>0,80</td><td>0,33</td><td>11,00</td></tr></table>		2023	2024	2025	Ratio of the total annual remuneration of the highest-paid individual in the organisation to the average total annual remuneration of all employees (excluding the highest-paid individual)	6,10	5,73	6,30	Ratio of the percentage increase in the total annual remuneration of the organisation's highest-paid individual to the average percentage increase in the total annual remuneration of all employees (excluding the highest-paid individual)	0,80	0,33	11,00	
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2-22 Statement on sustainable development strategy	Disclosure included in the main report content.	Page 5												
2-23 Policy commitments	Sogrape's policy commitments for responsible business conduct are expressed through its Code of Conduct, Quality, Environment and Safety Policy and Privacy Policy. These commitments are communicated internally and externally through the Group's communication channels.													
2-24 Embedding policy commitments	Policy commitments are embedded in the organisation through the Code of Conduct, operational oversight by functional teams and regular follow-up across business units.													

GRI CODE	DISCLOSURE	LOCATION
2-25 Processes to remediate negative impacts	Sogrape provides mechanisms for identifying, reporting and addressing grievances through internal and external reporting channels. Where negative impacts are identified, they are escalated to the appropriate functions for review and remediation. Raise Your Voice – Sogrape Reporting Channel (https://whistleblowersoftware.com/secure/sogrape-vinhos) is a secure and confidential means for addressing concerns, issues, or reporting violations of the Sogrape Group Code of Conduct. Communications through this channel may relate to any matter specified by law and the Code, including acts of harassment or discrimination, theft or robbery, damage to assets, or acts of fraud and corruption (both in the public and private spheres), including those provided for in Law 93/2021 of 20 December, limited to: Sogrape SGPS, S.A., Sogrape Vinhos, S.A., Sogrape Distribuição, S.A., Grape Ideas - Turismo, Comércio e Serviços, S.A.	
2-26 Mechanisms for seeking advice and raising concerns	Sogrape maintains formal mechanisms for seeking advice and raising concerns, including the Raise Your Voice reporting channel, which is available to employees and external stakeholders, complemented by management reporting and internal channels.	
2-27 Compliance with laws and regulations	No corruption incidents or related public cases were recorded in the Portuguese companies in 2025. Information for other locations was not available at the time of reporting.	
2-28 Membership associations	Sogrape participates in a range of sector, research and innovation associations that support viticulture, sustainability, innovation and wine-sector development. These memberships strengthen knowledge exchange and collaboration across the value chain. A non-exhaustive list of membership associations is disclosed.	
2-29 Approach to stakeholder engagement	Sogrape engages stakeholders through multiple channels, including internal platforms, email, magazines, website communication, press releases, transformation and acceleration projects (STEP), innovation projects, R&D partnerships, surveys, interviews and workshops. For the 2025 reporting cycle, internal workshops were held to gather contributions from area owners across the Group.	
2-30 Collective bargaining agreements	100% of employees are covered by a collective bargaining agreement in Portugal. Sogrape Portugal employees have access to bargaining agreements to which they are tacitly associated when the labour contract is signed. The collective bargaining agreements of Sogrape Vinhos are Associação das Empresas do Vinho do Porto (AEVP), Federação dos Sindicatos da Agricultura, Alimentação, Bebidas, Hotelaria e Turismo de Portugal (FESAHT), Associação Nacional dos Comerciantes e Exportadores de Vinho e Bebidas Espirituosas (ANCEVE) and Associação de Vinhos e Espirituosas de Portugal (ACIBEV). There is also an "extension ordinance" for the agricultural area associated with "CAP - Confederação dos Agricultores de Portugal". Collective bargaining information for other locations was not available at the time of reporting.	

GRI CODE	DISCLOSURE	LOCATION
GRI 3: MATERIAL TOPICS Referring to the standard published in 2021		
3-1 Process to determine material topics	Disclosure included in the main report content.	Page 18
3-2 List of material topics	• Biodiversity, nature and soil conservation • Climate change and GHG emissions • Community impact • Energy • Innovation and R&D • People, talent and wellbeing • Responsible consumption • Supply chain and procurement • Viticulture development • Waste and circularity • Water	
3-3 Management of material topics	Disclosure addressed throughout the report. Sogrape's material topics are reflected in its Seed the Future Global Sustainability Approach, which sets out the commitments assumed by the Group. Rather than being addressed in a single section, each material topic is covered across the relevant chapters of this report, which present information on its relevance to the Sogrape Group and its stakeholders, together with the management approach adopted, the targets and associated indicators, and the projects, initiatives and programmes developed to manage each topic. All initiatives reflect the Sogrape Group's strategy to enhance its positive impacts and minimise negative impacts, creating long-term value.	

GRI CODE	DISCLOSURE	LOCATION
GRI 200: ECONOMIC PERFORMANCE		
201: ECONOMIC PERFORMANCE Referring to the standard published in 2016		
201-1 Direct economic value generated and distributed		
204: PROCUREMENT PRACTICES Referring to the standard published in 2016		
204-1 Proportion of spending on local suppliers	Percentage of purchasing budget spent on local suppliers:  76%  91%	
205: ANTI-CORRUPTION Referring to the standard published in 2016		
205-3 Confirmed incidents of corruption and actions taken	In 2025, no confirmed incidents of non-compliance were identified, and no public legal cases were recorded in relation to the Group's operations.	
206: ANTI-COMPETITIVE BEHAVIOR Referring to the standard published in 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2025, one legal action related to anti-competitive behaviour remained ongoing. This case concerns a pending legal action brought in 2017 against Sogrape Distribuição, related to alleged concerted practices in consumer pricing. No final outcome had been reached by the end of the reporting period.	

GRI CODE	DISCLOSURE	LOCATION
GRI 100 & 300: ENVIRONMENTAL PERFORMANCE Methodological note: Environmental data is primarily reported for production units, where the nature of operations generates more material impacts and data is more consistently available. Distribution units are not comprehensively included, as the applicability and materiality of certain environmental indicators differ significantly from those of production activities.		
101: BIODIVERSITY Referring to the standard published in 2024		
101-1 Policies to halt and reverse biodiversity loss	Describe policies or commitments to halt and reverse biodiversity loss	We recognize that our future depends on the health and balance of the ecosystems around us. Protecting biodiversity is both a moral imperative and a critical business strategy, ensuring the sustainability and resilience of the land we own and manage for future generations. Conscious that there is no business in a dead planet, through our "Seed the Future" program, we are committed to promoting biodiversity at every stage of our value chain. By collaborating with stakeholders, local communities, and international conservation organisations as well as opening our biodiversity projects to the wider public, we ensure that our vineyards flourish alongside the rich ecosystems that support them, in tune with and promoting healthy local communities. Sogrape's commitment to biodiversity makes sure that, beyond nature preservation, our wines continue to convey the beauty and richness of the natural world to people enjoying them and, in turn, through their choices, making them nature and biodiversity stewards for generations to come.
	Kunming- Montreal Global Biodiversity Framework (GBF) targets alignment	Biodiversity trail project aligned with 2030 Kunming-Montreal Global Biodiversity Framework (GBF) High alignment with targets 4, 8, 11, 21 GBF Target 4: Halt Species Extinction, Protect Genetic Diversity, and Manage Human-Wildlife Conflicts • The Biodiversity Trail actively protects and showcases native plants and animal species present in the vineyard ecosystem. Through reinforcing habitat features for bats, birds, insects and native flora, the project can credibly contribute to conserving local biodiversity and ecological balance. Genetic diversity will be protected both for the wild and cultivated components of the ecosystem. Periodic assessments of local biodiversity will help monitor the project's impact. Through offering the Trail as a sustainable wine-tourism product, human-wildlife conflicts are managed and education is provided for visitors (who learn that agriculture can be nature-positive), working staff (who understand that protecting nature matters for their livelihoods and reputation) and local communities (who will get the benefits from preserved landscapes, sustainable tourism and responsible production). GBF Target 8: Minimize the Impacts of Climate Change on Biodiversity and Build Resilience • The project improves ecosystem resilience through biodiversity-friendly vineyard management, promotion of native plants and habitat diversification. These, in turn, increase the capacity of the ecosystem to sequester carbon (climate mitigation) and absorb shocks from extreme climate events (climate adaptation). This is especially relevant in Douro, where extreme weather events and climate stress increase the value of nature-based resilience measures. Biodiversity becomes thus protected while contributing for more resilient ecosystems, including resilient and nature-positive production systems.

GRI CODE	DISCLOSURE		LOCATION
101-1 Policies to halt and reverse biodiversity loss	Kunming-Montreal Global Biodiversity Framework (GBF) targets alignment	GBF Target 11: Restore, Maintain and Enhance Nature's Contributions to People • The Biodiversity Trail links biodiversity with wine tourism, learning and the visitor experience, showing how nature supports the economic and cultural value of the estate, the surrounding ecosystem and the landscape. This target aligns very well with the educational and experiential nature of the project, which, being set in a core area of a UNESCO heritage site (cultural landscape of Alto Douro Wine Region), contributes to its Outstanding Universal Value. GBF Target 21: Ensure That Knowledge Is Available and Accessible To Guide Biodiversity Action • The Biodiversity Trail is fundamentally an educational tool, designed to help visitors understand biodiversity, conservation and the role of ecosystems in wine production. The trail is dotted with informational totems that explain how nature-positive viticulture conserves biodiversity and the ecosystem services it benefits from, allowing visitors a clear view of farming with nature. Additionally, periodic assessments of the state of the ecosystem and biodiversity inventories allow to generate knowledge that guides conservation actions. This knowledge is to be shared with the scientific and local communities allowing for dissemination and adoption of the same practices elsewhere.	
	Scope of policies (organisation's activities and/or to its business relationships)	Focus on productive areas: Portugal, Spain, Argentina, Chile and New Zealand.	
101-2 Management of biodiversity impacts	Actions to restore and rehabilitate affected ecosystems	Sogrape Portugal manages several estates located in protected and restored areas, reflecting its strong commitment to environmental protection and biodiversity. Using the Restor platform, the company has implemented actions across five estates focused on sustainable agriculture, natural regeneration, and ecosystem conservation. In the Douro Valley, where some of its estates are part of the UNESCO World Heritage Site, Sogrape carries out initiatives aimed at preserving and restoring natural habitats. These efforts contribute to the resilience of ecosystems and reinforce sustainable viticulture practices.	
	Stakeholders' engagement throughout restoration and rehabilitation	Local farmer associations, universities, researchers and other national and international stakeholders were either directly involved in research, conservation and demonstration projects or in developing policymaking that supports nature conservation in viticulture.	
	Actions taken to offset residual negative impacts on biodiversity	Cover crops in all vineyards, clear reduction of insecticide and herbicide use, more efficient spraying methods using calibrated nozzles, drift limiters and variable rate technologies, change in slope vineyards systems to minimize herbicide use, stewardship of waterways and sources in vineyards, wastewater treatment plants, installation of birds' nests, use of bending instead of mowing on cover crops, promoting diverse landscapes and avoiding monoculture, using genetically diverse crops, using minimal water scheduling in drip deficit irrigation and still about 50% of vineyard area is rainfed, using reservoirs to promote wet zones with biodiversity.	

GRI CODE	DISCLOSURE		LOCATION
101-2 Management of biodiversity impacts	Transformative and/or additional conservation actions taken	Setting land aside for conservation, focusing on wetlands, river riparian galleries and wildbrush patches connected with ecological corridors.	
	How are synergies enhanced and trade-offs reduced	Using third-party certified IOBC Integrated Production (IP) mode, assuming an ecosystem management stance and integrating cropland with the surrounding natural ecosystem.	
101-3 Access and benefit-sharing	Voluntary actions taken additional to legal obligations or when there are no regulations and measures	Sogrape operates in environments characterised by a high diversity of plant species, which requires the control of fungi and pests through a combination of organic and synthetic products, within an integrated production framework. As such, the careful and balanced use of herbicides is essential, complemented by mechanical methods that help reduce potential negative impacts on native flora and fauna to very low levels. This approach supports the natural expression of the oenological potential of grapes, resulting in distinct wine identities shaped by grape variety, vineyard characteristics, vine age, exposure, soil, altitude and agricultural management practices. Sogrape is a founding member and actively participates in the management of PORVID, a pioneering organisation dedicated to the conservation and study of intra-varietal diversity of grapevines. PORVID is responsible for preserving the genetic heritage of Portuguese native grape varieties (approximately 250 out of 343 authorised varieties). The conserved germplasm is studied to enable public access to polyclonal selections, a breeding approach that avoids genetic erosion, unlike clonal selection methods that have been widely used in Europe for over a century.	Page 22 - 24
102: CLIMATE CHANGE Referring to the standard published in 2025			
102-1 Transition plan for climate change mitigation	Sogrape's mitigation focus areas are energy efficiency and waste reduction in own operations, progressive fleet electrification, and value chain decarbonisation through packaging lightweighting and logistics optimisation. These actions, together with any further initiatives identified as relevant to GHG emissions mitigation, are implemented in line with the targets set under Seed the Future. Key targets include a 50% reduction in total GHG emissions (Scopes 1, 2 and 3), neutralisation of Scope 1 emissions through increased carbon sequestration, and 100% of Sogrape's brands achieving improved environmental and social profiles. These targets and actions are described in further detail in the respective chapter.		

GRI CODE	DISCLOSURE	LOCATION																																																																																																													
102-2 Climate change adaptation plan	Sogrape has implemented a range of adaptation measures, although not yet through a formally structured adaptation plan, in response to identified climate-related risks, particularly in viticulture. These include water management practices (drip irrigation, soil humidity monitoring, precision spraying), soil conservation, and vineyard resilience measures (drought-resistant rootstocks, genetic diversity, higher-altitude planting), supported by continuous environmental monitoring across its six wine regions. These actions are described in further detail in the respective chapter.																																																																																																														
102-4 GHG emissions reduction targets and progress	<table><tr><th>Business Unit</th><th>Scope</th><th>Unit</th><th>Baseline value</th><th>Baseline year</th><th>Target value</th><th>Target year</th><th>Performance 2025 (% vs. baseline)</th></tr><tr><td rowspan="5"></td><td>1</td><td>t CO₂eq</td><td>2 486,21</td><td>2021</td><td>1 243,11 (-50%)</td><td>2027</td><td>2 580,05 (+3,8%)</td></tr><tr><td>2</td><td>t CO₂eq</td><td>2 027,29</td><td>2021</td><td>1 013,65 (-50%)</td><td>2027</td><td>1 082,01 (-46,7%)</td></tr><tr><td>3</td><td>t CO₂eq</td><td>80 874,87</td><td>2021</td><td>40 437,43 (-50%)</td><td>2027</td><td>60 178,15 (-25,6%)</td></tr><tr><td>All (1,2,3)</td><td>t CO₂eq</td><td>85 388,37</td><td>2021</td><td>42 694,18 (-50%)</td><td>2027</td><td>63 840,21 (-25,2%)</td></tr><tr><td>Retention</td><td>t CO₂eq</td><td>2 594,84</td><td>2021</td><td>2 486,21 (Offset Scope 1)</td><td>2027</td><td>3 613,60 (+39,3%)</td></tr><tr><td rowspan="5"></td><td>1</td><td>t CO₂eq</td><td>499,89</td><td>2024</td><td>249,95 (-50%)</td><td>2027</td><td>606,80 (+21,4%)</td></tr><tr><td>2</td><td>t CO₂eq</td><td>0</td><td>2024</td><td>(-50%)</td><td>2027</td><td>43,31</td></tr><tr><td>3</td><td>t CO₂eq</td><td>4 488,34</td><td>2024</td><td>2 244,17 (-50%)</td><td>2027</td><td>3 759,59 (-16,3%)</td></tr><tr><td>All (1,2,3)</td><td>t CO₂eq</td><td>4 988,23</td><td>2024</td><td>2 494,12 (-50%)</td><td>2027</td><td>4 409,70 (-11,6%)</td></tr><tr><td>Retention</td><td>t CO₂eq</td><td>82,20</td><td>2024</td><td>499,89 (Offset Scope 1)</td><td>2027</td><td>170,50 (+107,4%)</td></tr><tr><td rowspan="4"></td><td>1</td><td>t CO₂eq</td><td>2,99</td><td>2022</td><td>1,49 (-50%)</td><td>2027</td><td>0</td></tr><tr><td>2</td><td>t CO₂eq</td><td>19,46</td><td>2022</td><td>9,73 (-50%)</td><td>2027</td><td>23,6 (+21,3%)</td></tr><tr><td>3</td><td>t CO₂eq</td><td>684,37</td><td>2022</td><td>342,19 (-50%)</td><td>2027</td><td>931,39 (+36,1%)</td></tr><tr><td>All (1,2,3)</td><td>t CO₂eq</td><td>706,82</td><td>2022</td><td>353,41 (-50%)</td><td>2027</td><td>959,99 (+35,1%)</td></tr></table>	Business Unit	Scope	Unit	Baseline value	Baseline year	Target value	Target year	Performance 2025 (% vs. baseline)		1	t CO ₂ eq	2 486,21	2021	1 243,11 (-50%)	2027	2 580,05 (+3,8%)	2	t CO ₂ eq	2 027,29	2021	1 013,65 (-50%)	2027	1 082,01 (-46,7%)	3	t CO ₂ eq	80 874,87	2021	40 437,43 (-50%)	2027	60 178,15 (-25,6%)	All (1,2,3)	t CO ₂ eq	85 388,37	2021	42 694,18 (-50%)	2027	63 840,21 (-25,2%)	Retention	t CO ₂ eq	2 594,84	2021	2 486,21 (Offset Scope 1)	2027	3 613,60 (+39,3%)		1	t CO ₂ eq	499,89	2024	249,95 (-50%)	2027	606,80 (+21,4%)	2	t CO ₂ eq	0	2024	(-50%)	2027	43,31	3	t CO ₂ eq	4 488,34	2024	2 244,17 (-50%)	2027	3 759,59 (-16,3%)	All (1,2,3)	t CO ₂ eq	4 988,23	2024	2 494,12 (-50%)	2027	4 409,70 (-11,6%)	Retention	t CO ₂ eq	82,20	2024	499,89 (Offset Scope 1)	2027	170,50 (+107,4%)		1	t CO ₂ eq	2,99	2022	1,49 (-50%)	2027	0	2	t CO ₂ eq	19,46	2022	9,73 (-50%)	2027	23,6 (+21,3%)	3	t CO ₂ eq	684,37	2022	342,19 (-50%)	2027	931,39 (+36,1%)	All (1,2,3)	t CO ₂ eq	706,82	2022	353,41 (-50%)	2027	959,99 (+35,1%)	
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102-5 Scope 1 GHG emissions	Disclosure included in the main report content.	Page 27-28																																																																																																													
102-6 Scope 2 GHG emissions	Disclosure included in the main report content.	Page 27-28																																																																																																													

GRI CODE	DISCLOSURE				LOCATION
102-7 Scope 3 GHG emissions	Disclosure included in the main report content.				Page 27-28
102-8 GHG emissions intensity	Disclosure included in the main report content.				Page 26-28
103: ENERGY Referring to the standard published in 2025					
103-1 Energy policies and commitments	Disclosure included in the main report content.				Page 33
103-2 Energy consumption and self-generation within the organisation	Disclosure included in the main report content.				Page 33 and 35
103-4 Energy intensity	Unit: GJ/hL wine produced	2023	2024	2025	
	PT	0,22	0,21	0,07	
	ES	-	0,11	0,11	
	AR	-	0,09	0,12	
	CL	0,17	0,14	0,40	
	NZ	0,18	0,27	0,89	
303: WATER AND EFFLUENTS Referring to the standard published in 2018					
303-1 Interactions with water as a shared resource	Disclosure included in the main report content.				Page 37
303-2 Management of water discharge-related impacts	Minimum discharge standards are defined in accordance with the legal requirements applicable in each country of operation, namely Portugal, Spain, Argentina, Chile, and New Zealand. Compliance with these standards supports the effective management and mitigation of impacts associated with effluent discharge across the Group's operations.				

GRI CODE	DISCLOSURE		LOCATION
303-3 Water withdrawal		2025	
		All areas	Areas with water stress
		Freshwater	738,60 69,62
		Other types of water	0 0
		Total (ML)	738,60 69,62
		2025	
		All areas	Areas with water stress
		Freshwater	13,90 0
		Other types of water	0 0
		Total (ML)	13,90 0
		2025	
		All areas	Areas with water stress
		Freshwater	2,40 0
		Other types of water	0 0
		Total (ML)	2,40 0
		2025	
		All areas	Areas with water stress
		Freshwater	10,30 0
		Other types of water	0 0
		Total (ML)	10,30 0
		2025	
		All areas	Areas with water stress
		Freshwater	40,10 0
		Other types of water	0 0
		Total (ML)	40,10 0

GRI CODE	DISCLOSURE		LOCATION
303-4 Water discharge		2025	
		All areas	Areas with water stress
		Freshwater	0
		Other types of water	141,98
		Total (ML)	141,98
		2025	
		All areas	Areas with water stress
		Freshwater	11,75
		Other types of water	0
		Total (ML)	11,75
		2025	
		All areas	Areas with water stress
		Freshwater	0
		Other types of water	0
		Total (ML)	0
		2025	
		All areas	Areas with water stress
		Freshwater	2,77
		Other types of water	0
		Total (ML)	2,77
		2025	
		All areas	Areas with water stress
		Freshwater	1,70
		Other types of water	0
		Total (ML)	1,70

GRI CODE	DISCLOSURE								LOCATION		
303-5 Water consumption	Unit: ML	2025			* Water consumption data for 2023 and 2024 were calculated based on water volumes invoiced by suppliers. From 2025 onwards, water consumption is calculated in accordance with GRI 303-5 (water withdrawal minus water discharge). As a result, 2025 figures are not directly comparable to prior years.						
		All areas		Areas with water stress							
		PT	596,63	24,48							
		ES	2,15	0							
		AR	2,40	0							
		CL	7,52	0							
		NZ	38,40	0							
306: WASTE Referring to the standard published in 2020											
306-1 Waste generation and significant waste-related impacts		Waste generation within the Group arises primarily from its core operational activities, particularly winery and bottling processes, which result in different waste streams, including municipal, industrial and agricultural waste. These impacts are directly associated with the Group's own operations, where waste is generated, managed and monitored.									
306-2 Management of significant waste-related impacts		The Group implements measures to prevent waste generation through material recovery practices such as recycling and composting, alongside responsible waste management. These actions are supported by a circular approach applied across operations, aimed at reducing waste sent to landfill while improving overall resource efficiency.									
306-3, 306-4 & 306-5 Waste generated; Waste diverted from disposal & Waste directed to disposal	Unit: ton	2023			2024			2025			
		Waste Generated	Waste diverted from disposal	Waste directed to disposal	Waste Generated	Waste diverted from disposal	Waste directed to disposal	Waste Generated	Waste diverted from disposal	Waste directed to disposal	
		PT	2 045,95	1 998,51	47,44	2 140,90	2 095,10	45,80	2 034,60	1 985,80	48,80
		ES	n.a	n.a	n.a	74,98	37,62	37,36	87,84	56,48	31,36
		AR	40,89	0	40,89	27,08	0	27,08	28,70	0	28,70
		CL ¹	301,30	291,90	9,40	454,18	452,00	2,18	20,59	19,15	1,44
		NZ ²	-	-	-	-	-	-	-	-	-
1: Waste data for Chile does not include organic waste generated during the grape harvest. 2: Waste data for New Zealand was not available at the time of reporting.											

GRI CODE	DISCLOSURE	LOCATION
308: SUPPLIER ENVIRONMENTAL ASSESSMENT Referring to the standard published in 2016		
308-1 New suppliers that were screened using environmental criteria	Disclosure included in the main report content.	Page 49

GRI CODE

DISCLOSURE

LOCATION

GRI 400: SOCIAL PERFORMANCE

401: EMPLOYMENT

Referring to the standard published in 2016

401-1 New employee hires and employee turnover



Age group	Female		Male		Other		Total
New hires 2025							
<30	29	45%	20	37%	0	0%	49
30-50	33	51%	26	48%	0	0%	59
>50	3	5%	8	15%	0	0%	11
Total	65	100%	54	100%	0	0%	119
Hiring rate	17,7%		12,2%		0%		14,7%
Turnover rate 2025							
<30	13	46%	9	20%	0	0%	22
30-50	10	36%	20	45%	0	0%	30
>50	5	18%	15	34%	0	0%	20
Total	28	100%	44	100%	0	0%	72
Turnover rate	7,6%		9,9%		0%		8,9%



Age group	Female		Male		Other		Total
New hires 2025							
<30	7	37%	6	30%	0	0%	13
30-50	9	47%	12	60%	0	0%	21
>50	3	16%	2	10%	0	0%	5
Total	19	100%	20	100%	0	0%	39
Hiring rate	45,2%		27,0%		0%		33,6%
Turnover rate 2025							
<30	2	33%	0	0%	0	0%	2
30-50	3	50%	3	27%	0	0%	6
>50	1	17%	8	73%	0	0%	9
Total	6	100%	11	100%	0	0%	17
Turnover rate	14,3%		14,9%		0%		14,7%

GRI CODE	DISCLOSURE										LOCATION
401-1 New employee hires and employee turnover		Age group		Female		Male		Other		Total	
		New hires 2025									
		<30	3	100%	1	50%	0	0%	4		
		30-50	0	0%	1	50%	0	0%	1		
		>50	0	0%	0	0%	0	0%	0		
		Total	3	100%	2	100%	0	0%	5		
		Hiring rate	15,8%		4,1%		0%		7,4%		
		Turnover rate 2025									
		<30	2	50%	1	33%	0	0%	3		
		30-50	2	50%	2	67%	0	0%	4		
		>50	0	0%	0	0%	0	0%	0		
		Total	4	100%	3	100%	0	0%	7		
		Turnover rate	21,1%		6,1%		0%		10,3%		
		Age group		Female		Male		Other		Total	
		New hires 2025									
		<30	2	22%	7	33%	0	0%	9		
		30-50	3	33%	11	52%	0	0%	14		
		>50	4	44%	3	14%	0	0%	7		
		Total	9	100%	21	100%	0	0%	30		
		Hiring rate	64,3%		67,7%		0%		66,7%		
		Turnover rate 2025									
		<30	1	14%	2	18%	0	0%	3		
		30-50	2	29%	7	64%	0	0%	9		
		>50	4	57%	2	18%	0	0%	6		
		Total	7	100%	11	100%	0	0%	18		
		Turnover rate	63,6%		52,4%		0%		56,3%		

GRI CODE	DISCLOSURE	LOCATION																																																																																																								
401-1 New employee hires and employee turnover	 <table><tr><th>Age group</th><th colspan="2">Female</th><th colspan="2">Male</th><th colspan="2">Other</th><th>Total</th></tr><tr><td colspan="8">New hires 2025</td></tr><tr><td><30</td><td>6</td><td>75%</td><td>5</td><td>83%</td><td>0</td><td>0%</td><td>11</td></tr><tr><td>30-50</td><td>1</td><td>13%</td><td>1</td><td>17%</td><td>0</td><td>0%</td><td>2</td></tr><tr><td>>50</td><td>1</td><td>13%</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>1</td></tr><tr><td>Total</td><td>8</td><td>100%</td><td>6</td><td>100%</td><td>0</td><td>0%</td><td>14</td></tr><tr><td>Hiring rate</td><td colspan="2">61,5%</td><td colspan="2">120%</td><td colspan="2">0%</td><td>77,8%</td></tr><tr><td colspan="8">Turnover rate 2025</td></tr><tr><td><30</td><td>5</td><td>63%</td><td>5</td><td>63%</td><td>0</td><td>0%</td><td>10</td></tr><tr><td>30-50</td><td>2</td><td>25%</td><td>1</td><td>13%</td><td>0</td><td>0%</td><td>3</td></tr><tr><td>>50</td><td>1</td><td>13%</td><td>2</td><td>25%</td><td>0</td><td>0%</td><td>3</td></tr><tr><td>Total</td><td>8</td><td>100%</td><td>8</td><td>100%</td><td>0</td><td>0%</td><td>16</td></tr><tr><td>Turnover rate</td><td colspan="2">61,5%</td><td colspan="2">160%</td><td colspan="2">0%</td><td>88,9%</td></tr></table>	Age group	Female		Male		Other		Total	New hires 2025								<30	6	75%	5	83%	0	0%	11	30-50	1	13%	1	17%	0	0%	2	>50	1	13%	0	0%	0	0%	1	Total	8	100%	6	100%	0	0%	14	Hiring rate	61,5%		120%		0%		77,8%	Turnover rate 2025								<30	5	63%	5	63%	0	0%	10	30-50	2	25%	1	13%	0	0%	3	>50	1	13%	2	25%	0	0%	3	Total	8	100%	8	100%	0	0%	16	Turnover rate	61,5%		160%		0%		88,9%	
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Total	8	100%	8	100%	0	0%	16																																																																																																			
Turnover rate	61,5%		160%		0%		88,9%																																																																																																			
 <table><tr><th>Age group</th><th colspan="2">Female</th><th colspan="2">Male</th><th colspan="2">Other</th><th>Total</th></tr><tr><td colspan="8">New hires 2025</td></tr><tr><td><30</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>30-50</td><td>2</td><td>100%</td><td>2</td><td>33%</td><td>0</td><td>0%</td><td>4</td></tr><tr><td>>50</td><td>0</td><td>0%</td><td>4</td><td>67%</td><td>0</td><td>0%</td><td>4</td></tr><tr><td>Total</td><td>2</td><td>100%</td><td>6</td><td>100%</td><td>0</td><td>0%</td><td>8</td></tr><tr><td>Hiring rate</td><td colspan="2">18,2%</td><td colspan="2">42,9%</td><td colspan="2">0%</td><td>32,0%</td></tr><tr><td colspan="8">Turnover rate 2025</td></tr><tr><td><30</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>30-50</td><td>1</td><td>25%</td><td>2</td><td>67%</td><td>0</td><td>0%</td><td>3</td></tr><tr><td>>50</td><td>3</td><td>75%</td><td>1</td><td>33%</td><td>0</td><td>0%</td><td>4</td></tr><tr><td>Total</td><td>4</td><td>100%</td><td>3</td><td>100%</td><td>0</td><td>0%</td><td>7</td></tr><tr><td>Turnover rate</td><td colspan="2">36,4%</td><td colspan="2">21,4%</td><td colspan="2">0%</td><td>28,0%</td></tr></table>	Age group	Female		Male		Other		Total	New hires 2025								<30	0	0%	0	0%	0	0%	0	30-50	2	100%	2	33%	0	0%	4	>50	0	0%	4	67%	0	0%	4	Total	2	100%	6	100%	0	0%	8	Hiring rate	18,2%		42,9%		0%		32,0%	Turnover rate 2025								<30	0	0%	0	0%	0	0%	0	30-50	1	25%	2	67%	0	0%	3	>50	3	75%	1	33%	0	0%	4	Total	4	100%	3	100%	0	0%	7	Turnover rate	36,4%		21,4%		0%		28,0%		
Age group	Female		Male		Other		Total																																																																																																			
New hires 2025																																																																																																										
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Hiring rate	18,2%		42,9%		0%		32,0%																																																																																																			
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>50	3	75%	1	33%	0	0%	4																																																																																																			
Total	4	100%	3	100%	0	0%	7																																																																																																			
Turnover rate	36,4%		21,4%		0%		28,0%																																																																																																			

GRI CODE	DISCLOSURE								LOCATION	
401-1 New employee hires and employee turnover		Age group		Female		Male		Other		Total
		New hires 2025								
		<30	7	37%	5	26%	0	0%	12	
		30-50	11	58%	9	47%	0	0%	20	
		>50	1	5%	5	26%	0	0%	6	
		Total	19	100%	19	100%	0	0%	38	
		Hiring rate	20,9%		12,8%		0%		15,8%	
		Turnover rate 2025								
		<30	3	18%	8	30%	0	0%	11	
		30-50	11	65%	13	48%	1	100%	25	
	>50	3	18%	6	22%	0	0%	9		
	Total	17	100%	27	100%	1	100%	45		
	Turnover rate	18,7%		18,2%		100%		18,8%		
		Age group		Female		Male		Other		Total
		New hires 2025								
		<30	2	100%	0	0%	0	0%	2	
		30-50	0	0%	1	100%	0	0%	1	
		>50	0	0%	0	0%	0	0%	0	
		Total	2	100%	1	100%	0	0%	3	
		Hiring rate	40,0%		6,7%		0%		15,0%	
		Turnover rate 2025								
		<30	0	0%	0	0%	0	0%	0	
		30-50	1	100%	0	0%	0	0%	1	
		>50	0	0%	0	0%	0	0%	0	
		Total	1	100%	0	0%	0	0%	1	
		Turnover rate	20,0%		0%		0%		5,0%	

GRI CODE	DISCLOSURE									LOCATION	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits for full-time employees						Disclosure included in the main report content			Page 62	
401-3 Parental leave		2023			2024			2025			
		F	M	O	F	M	O	F	M	O	
		Right to leave	15	14	0	12	22	0	18	26	0
		Leaves taken	15	14	0	12	22	0	18	26	0
		Returned to work	12	12	0	6	18	0	18	26	0
		12 months after	12	12	0	6	18	0	17	24	0
		Return to work rate	80%	86%	-	50%	82%	-	100%	100%	-
		Retention rate	200%	80%	-	50%	150%	-	283%	133%	-
		2023			2024			2025			
		F	M	O	F	M	O	F	M	O	
		Right to leave	2	3	0	2	2	0	1	0	0
		Leaves taken	2	3	0	2	2	0	1	0	0
		Returned to work	2	3	0	2	2	0	1	0	0
		12 months after	2	2	0	2	1	0	1	0	0
		Return to work rate	100%	100%	-	100%	100%	-	100%	-	-
		Retention rate	-	-	-	100%	33%	-	50%	-	-
		2023			2024			2025			
		F	M	O	F	M	O	F	M	O	
		Right to leave	20	52	0	24	64	0	0	1	0
		Leaves taken	1	0	0	0	1	0	0	1	0
		Returned to work	1	0	0	0	1	0	0	1	0
		12 months after	1	0	0	0	1	0	0	1	0
		Return to work rate	100%	-	-	-	100%	-	-	100%	-
		Retention rate	-	-	-	-	-	-	-	100%	-

GRI CODE	DISCLOSURE									LOCATION	
401-3 Parental leave		2023			2024			2025			
		F	M	O	F	M	O	F	M	O	
		Right to leave	1	3	0	2	3	0	0	0	0
		Leaves taken	1	0	0	1	0	0	0	0	0
		Returned to work	0	0	0	0	0	0	0	0	0
		12 months after	0	0	0	0	0	0	0	0	0
		Return to work rate	-	-	-	-	-	-	-	-	-
		Retention rate	-	-	-	-	-	-	-	-	-
		2023			2024			2025			
		F	M	O	F	M	O	F	M	O	
		Right to leave	7	7	0	0	0	0	7	4	0
		Leaves taken	0	0	0	0	0	0	0	0	0
		Returned to work	0	0	0	0	0	0	0	0	0
		12 months after	0	0	0	0	0	0	0	0	0
		Return to work rate	-	-	-	-	-	-	-	-	-
		Retention rate	-	-	-	-	-	-	-	-	-
		2023			2024			2025			
		F	M	O	F	M	O	F	M	O	
		Right to leave	11	12	0	-	-	-	0	1	0
		Leaves taken	1	0	0	-	-	-	0	1	0
		Returned to work	1	0	0	-	-	-	0	1	0
		12 months after	0	0	0	-	-	-	0	1	0
		Return to work rate	100%	-	-	-	-	-	-	100%	-
		Retention rate	-	-	-	-	-	-	-	-	-

GRI CODE	DISCLOSURE	LOCATION																																																																															
401-3 Parental leave	 <table><tr><th></th><th colspan="3">2023</th><th colspan="3">2024</th><th colspan="3">2025</th></tr><tr><th>F</th><th>M</th><th>O</th><th>F</th><th>M</th><th>O</th><th>F</th><th>M</th><th>O</th></tr><tr><td>Right to leave</td><td>84</td><td>151</td><td>0</td><td>90</td><td>159</td><td>0</td><td>91</td><td>148</td><td>1</td></tr><tr><td>Leaves taken</td><td>7</td><td>7</td><td>0</td><td>3</td><td>2</td><td>0</td><td>6</td><td>6</td><td>0</td></tr><tr><td>Returned to work</td><td>3</td><td>7</td><td>0</td><td>2</td><td>2</td><td>0</td><td>3</td><td>6</td><td>0</td></tr><tr><td>12 months after</td><td>3</td><td>7</td><td>0</td><td>2</td><td>2</td><td>0</td><td>2</td><td>5</td><td>0</td></tr><tr><td>Return to work rate</td><td>43%</td><td>100%</td><td>-</td><td>67%</td><td>100%</td><td>-</td><td>50%</td><td>100%</td><td>-</td></tr><tr><td>Retention rate</td><td>-</td><td>-</td><td>-</td><td>67%</td><td>29%</td><td>-</td><td>100%</td><td>250%</td><td>-</td></tr></table>		2023			2024			2025			F	M	O	F	M	O	F	M	O	Right to leave	84	151	0	90	159	0	91	148	1	Leaves taken	7	7	0	3	2	0	6	6	0	Returned to work	3	7	0	2	2	0	3	6	0	12 months after	3	7	0	2	2	0	2	5	0	Return to work rate	43%	100%	-	67%	100%	-	50%	100%	-	Retention rate	-	-	-	67%	29%	-	100%	250%	-	
		2023			2024			2025																																																																									
	F	M	O	F	M	O	F	M	O																																																																								
	Right to leave	84	151	0	90	159	0	91	148	1																																																																							
	Leaves taken	7	7	0	3	2	0	6	6	0																																																																							
	Returned to work	3	7	0	2	2	0	3	6	0																																																																							
	12 months after	3	7	0	2	2	0	2	5	0																																																																							
	Return to work rate	43%	100%	-	67%	100%	-	50%	100%	-																																																																							
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		2023			2024			2025																																																																									
	F	M	O	F	M	O	F	M	O																																																																								
	Right to leave	4	12	0	-	-	-	1	1	0																																																																							
	Leaves taken	1	1	0	-	-	-	1	1	0																																																																							
Returned to work	1	1	0	-	-	-	1	1	0																																																																								
12 months after	1	1	0	-	-	-	1	1	0																																																																								
Return to work rate	100%	100%	-	-	-	-	100%	100%	-																																																																								
Retention rate	-	-	-	-	-	-	-	-	-																																																																								
403: OCCUPATIONAL HEALTH AND SAFETY Referring to the standard published in 2016																																																																																	
403-1 Occupational health and safety management system	Disclosure included in the main report content	Page 63																																																																															
403-2 Hazard identification, risk assessment, and incident investigation	The Group maintains processes to identify, assess and manage occupational health and safety risks, supported by periodic annual reviews and additional assessments triggered by incidents or near miss events. Risk evaluations are conducted by qualified health and safety professionals, ensuring an informed and consistent approach. Standardised procedures for the reporting and investigation of accidents, incidents and hazardous situations are in place and apply to both employees and subcontracted workers. These processes support the identification of corrective and preventive measures, which inform the planning of health and safety improvements, investment needs and training programmes. Actions are consolidated within a global health, safety and environment plan, which integrates inputs from risk assessments, incidents, audits, operational reviews and employee feedback.																																																																																

GRI CODE	DISCLOSURE	LOCATION
403-3 Occupational health service	The Group provides access to occupational health services supported by dedicated medical and nursing professionals, including specialised occupational health physicians. Services are available on site and are accessible to both employees and external workers, including scheduled pre employment and periodic medical examinations, as well as ad hoc consultations. Occupational health activities include: • Risk assessment: carried out in coordination with health and safety teams, supporting the identification and evaluation of workplace hazards; • Health surveillance: regular medical consultations and diagnostic examinations to monitor employees' health and identify potential work related conditions; • Preventive programmes: development and implementation of measures to prevent occupational accidents and diseases based on identified risks; • Health education and awareness: initiatives aimed at promoting a safety culture and improving health literacy among employees.	
403-4 Worker participation, consultation, and communication on occupational health and safety	The Group promotes worker participation and consultation in occupational health and safety matters through formal channels for feedback and communication. This includes a suggestions and whistleblowing channel, enabling employees to raise concerns and report issues. In addition, an annual survey is conducted in the first half of each year to gather employee input on health, safety and environmental topics, supporting the review of performance and identification of improvement opportunities based on results from the previous year.	
403-5 Worker training on occupational health and safety	The Group provides health and safety training through structured onboarding and continuous development programmes for all employees. Training plans are defined on an annual basis, in coordination with the health and safety team, to ensure that relevant topics are addressed according to identified risks. This approach supports effective risk management and contributes to the continuous improvement of health and safety performance.	
403-6 Promotion of worker health	The Group provides access to a range of occupational health and wellbeing services aimed at supporting employees' physical and mental health. These services include general medical consultations, preventive care and health promotion initiatives, available on site and accessible to employees. Key activities include: • General healthcare services: access to general medical consultations within the workplace, ensuring follow up of health conditions and referral to diagnostic examinations where needed; • Preventive and support programmes: provision of health insurance, access to pharmacy discounts, medical testing and seasonal vaccination campaigns; • Oral health programme: on-site screening and basic treatment provided through a mobile dental unit, with partnerships in place for more complex treatments; • Nutrition support: availability of nutritional consultations and involvement of specialists in the development of canteen menus, with appointments scheduled upon request or medical referral; • Health promotion initiatives: implementation and communication of programmes addressing topics such as hypertension, smoking cessation, oral health and mental health; • Wellbeing activities: organisation of initiatives such as Pilates classes, company-wide walking events and awareness campaigns promoting responsible consumption and overall wellbeing.	

GRI CODE	DISCLOSURE	LOCATION
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The Group implements measures to prevent and mitigate occupational health impacts through job rotation practices and the adaptation of workstations to employees' health conditions. Occupational risk assessments are supported by complementary diagnostic examinations, ensuring that preventive and corrective actions are aligned with identified workplace risks.	
403-8 Workers covered by an occupational health and safety management system	All employees and workers are covered by an occupational health and safety management system, supported by insurance and subject to internal audits or external certification, ensuring consistent monitoring and compliance with established standards.	
403-9 Work-related injuries	Occupational health and safety risks differ across the Group's activities. In production units, the main risks are associated with slips, trips and falls, minor cuts, musculoskeletal injuries, and incidents related to manual handling, equipment and machinery. In 2025, a total of seven work-related accidents were recorded in these operations, including six in Spain and one in Chile. In distribution units, risks are generally less severe and relate primarily to minor cuts and exposure to dust. No work-related accidents were reported in these operations during 2025.	
403-10 Work-related ill health	No fatalities were recorded across any of the Group's operations in 2025. However, a small number of occupational diseases were identified, including one case in Portugal and two cases in Argentina. Occupational health risks within the Group are predominantly associated with musculoskeletal disorders (MSDs), including lower back pain, tendinitis, strains and sprains resulting from manual handling and repetitive tasks. Additional risks include hearing loss linked to occupational noise exposure, fatigue related to physically demanding activities (particularly during peak periods such as harvest), and exposure-related conditions such as skin or respiratory irritation from chemical substances. Environmental exposure risks, including heat and cold stress in outdoor working conditions, have also been identified. To mitigate these risks, the Group implements a range of preventive and corrective measures, including job rotation to reduce exposure time, removal of employees from high-risk tasks where necessary, and ongoing occupational health monitoring. These actions are supported by periodic health and safety training delivered by qualified personnel, on-site inspections, and the application of safe work procedures. Further measures include ergonomic improvements at workstations, monitoring of noise exposure, use of personal protective equipment (PPE), and regular workplace assessments to identify improvement opportunities. Risks are also mitigated through task planning, equipment maintenance, ventilation systems, and safe storage and handling of chemicals. Identified hazards are addressed through corrective actions and continuous review to ensure the effectiveness of control measures.	

GRI CODE	DISCLOSURE					LOCATION	
404: TRAINING AND EDUCATION Referring to the standard published in 2016							
404-1 Average hours of training per year per employee			Female	Male	Other	Total	
		Organisational Group A (Operational)	Number of employees	127	179	0	306
			Training hours	164	537	0	701
			Average	1,30	3,00	-	2,29
		Organisational Group B (Technical)	Number of employees	120	130	0	250
			Training hours	1 575	1 095	0	2 670
			Average	13,12	8,42	-	10,68
		Organisational Group C (Specialist/Coordinator)	Number of employees	77	51	0	128
			Training hours	1 487	667	0	2 154
			Average	19,31	13,08	-	16,83
		Organisational Group D (Manager/Expert)	Number of employees	32	44	0	76
			Training hours	581	862	0	1 443
			Average	18,16	19,58	-	18,98
		Organisational Group E (Associate Head of)	Number of employees	2	9	0	11
			Training hours	17	149	0	166
			Average	8,50	16,56	-	15,09
		Organisational Group F (Head of)	Number of employees	8	19	0	27
			Training hours	109	268	0	377
			Average	13,63	14,12	-	13,95
		Organisational Group G (Board Member)	Number of employees	1	11	0	12
			Training hours	0	93	-	93
			Average	0,00	8,45	-	7,75

GRI CODE	DISCLOSURE					LOCATION
404-1 Average hours of training per year per employee			Female	Male	Other	Total
	All employees	Number of employees	42	74	0	116
		Training hours	590	590	0	1 180
		Average	14,05	7,97	-	10,17
			Female	Male	Other	Total
	Outside the Collective Agreement	Number of employees	11	16	0	27
		Training hours	99	144	0	243
		Average	9,00	9,00	-	9,00
	Winery Agreement	Number of employees	5	20	0	25
		Training hours	80	300	0	380
		Average	16,00	15,00	-	15,20
	Finca Agreement	Number of employees	0	15	0	15
		Training hours	0	240	0	240
		Average	-	16,00	-	16,00
			Female	Male	Other	Total
	All employees	Number of employees	1	2	0	3
		Training hours	16	32	0	48
		Average	16,00	16,00	-	16,00
	* Training data for the US was not available at the time of publication of this report.					

GRI CODE	DISCLOSURE					LOCATION	
404-1 Average hours of training per year per employee			Female	Male	Other	Total	
		All employees	Number of employees	91	148	1	240
			Training hours	1 813	2 505	40	4 358
			Average	19,92	16,93	40,00	18,16
			Female	Male	Other	Total	
		Commercial	Number of employees	0	7	0	7
			Training hours	0	8	0	8
			Average	-	1,14	-	1,14
		Management	No training registered for Management category in Angola in 2025.				
		Marketing	No training registered for Marketing category in Angola in 2025.				
		Operations	No training registered for Operations category in Angola in 2025.				
404-2 Programs for upgrading employee skills and transition assistance programs	The Group promotes the continuous development of employees’ skills through a range of training and development programmes implemented across its operations. These include both internal and external initiatives aimed at enhancing technical, operational and professional competencies. Key actions include support for formal education programmes, such as higher education degrees and postgraduate studies, as well as specialised training in areas such as food safety, quality, health and safety and internal systems. Training is also delivered through internal academies and structured learning programmes covering technical skills, IT capabilities and diversity topics. In several operations, training is closely aligned with regulatory requirements and industry standards, ensuring that employees maintain up to date knowledge and competencies relevant to their roles. Practical, on the job training, induction programmes and task specific training are provided to support operational activities, including vineyard, winery and customer facing functions. Additional initiatives include participation in external industry courses, professional certifications and continuing professional development programmes, with dedicated resources allocated to employee training. These actions support both the upgrading of skills and the continuous professional development of employees across the Group.						
404-3 Percentage of employees receiving regular performance and career development reviews	Performance evaluation processes are implemented across the Group, supporting regular feedback on employee performance in relation to defined objectives. The scope and coverage of these evaluations may vary between geographies and operational contexts, depending on local practices and organisational frameworks. As a result, not all employees are covered by formal performance reviews, and eligibility may be limited to specific categories of employees or to those with a full employment period during the reporting year, excluding employees who joined or left the organisation during the period.						

GRI CODE	DISCLOSURE	LOCATION						
405: DIVERSITY AND EQUAL OPPORTUNITY Referring to the standard published in 2016								
405-1 Diversity of governance bodies and employees		Age group	Female		Male		Total	
		Organisational Group A (Operational)	<30	9	3%	28	9%	37
			30-50	57	19%	79	26%	136
			>50	61	20%	72	24%	133
			Total	127	42%	179	58%	306
		Organisational Group B (Technical)	<30	18	7%	16	6%	34
			30-50	59	24%	57	23%	116
			>50	43	17%	57	23%	100
			Total	120	48%	130	52%	250
		Organisational Group C (Specialist/Coordinator)	<30	23	18%	15	12%	38
			30-50	49	38%	22	17%	71
			>50	5	4%	14	11%	19
			Total	77	60%	51	40%	128
		Organisational Group D (Manager/Expert)	<30	0	0%	1	1%	1
			30-50	25	33%	26	34%	51
			>50	7	9%	17	22%	24
			Total	32	42%	44	58%	76
		Organisational Group E (Associate Head-of)	<30	0	0%	0	0%	0
			30-50	1	9%	8	73%	9
			>50	1	9%	1	9%	2
			Total	2	18%	9	82%	11
		Organisational Group F (Head-Of)	<30	0	0%	0	0%	0
			30-50	7	26%	8	30%	15
			>50	1	4%	11	41%	12
			Total	8	30%	19	70%	27
		Organisational Group G (Board Member*)	<30	0	0%	0	0%	0
			30-50	3	13%	3	13%	6
>50	1		4%	16	70%	17		
Total	4		17%	19	83%	23		

GRI CODE	DISCLOSURE						LOCATION
405-1 Diversity of governance bodies and employees		Age group	Female		Male		Total
		<30	0	0%	1	7%	1
		30-50	1	7%	4	29%	5
		>50	2	14%	6	43%	8
		Total	3	21%	11	79%	14
		<30	0	0%	3	8%	3
		30-50	1	3%	23	58%	24
		>50	2	5%	11	28%	13
		Total	3	8%	37	93%	40
		<30	3	8%	6	15%	9
		30-50	10	25%	8	20%	18
		>50	7	18%	6	15%	13
		Total	20	50%	20	50%	40
		<30	1	7%	0	0%	1
		30-50	5	33%	1	7%	6
		>50	5	33%	3	20%	8
		Total	11	73%	4	27%	15
		<30	0	0%	0	0%	0
		30-50	1	14%	2	29%	3
		>50	2	29%	2	29%	4
		Total	3	43%	4	57%	7
		Age group	Female		Male		Total
		<30	5	17%	1	3%	6
		30-50	8	28%	11	38%	19
		>50	1	3%	3	10%	4
		Total	14	48%	15	52%	29
		<30	3	13%	4	17%	7
		30-50	2	8%	10	42%	12
		>50	0	0%	5	21%	5
		Total	5	21%	19	79%	24
		<30	0	0%	1	7%	1
		30-50	0	0%	7	47%	7
		>50	0	0%	7	47%	7
		Total	0	0%	15	100%	15

GRI CODE	DISCLOSURE	LOCATION																																																																																																										
405-1 Diversity of governance bodies and employees	 <table><tr><th>Age group</th><th colspan="2">Female</th><th colspan="2">Male</th><th>Total</th></tr><tr><td rowspan="4">Category 1</td><td><30</td><td>0</td><td>0%</td><td>1</td><td>10%</td><td>1</td></tr><tr><td>30-50</td><td>1</td><td>10%</td><td>4</td><td>40%</td><td>5</td></tr><tr><td>>50</td><td>4</td><td>40%</td><td>0</td><td>0%</td><td>4</td></tr><tr><td>Total</td><td>5</td><td>50%</td><td>5</td><td>50%</td><td>10</td></tr><tr><td rowspan="4">Category 2</td><td><30</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>30-50</td><td>2</td><td>40%</td><td>2</td><td>40%</td><td>4</td></tr><tr><td>>50</td><td>1</td><td>20%</td><td>0</td><td>0%</td><td>1</td></tr><tr><td>Total</td><td>3</td><td>60%</td><td>2</td><td>40%</td><td>5</td></tr><tr><td rowspan="4">Category 3</td><td><30</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>30-50</td><td>2</td><td>13%</td><td>5</td><td>33%</td><td>7</td></tr><tr><td>>50</td><td>1</td><td>7%</td><td>7</td><td>47%</td><td>8</td></tr><tr><td>Total</td><td>3</td><td>20%</td><td>12</td><td>80%</td><td>15</td></tr><tr><td rowspan="4">Governance bodies*</td><td><30</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>30-50</td><td>0</td><td>0%</td><td>2</td><td>100%</td><td>2</td></tr><tr><td>>50</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>Total</td><td>0</td><td>0%</td><td>2</td><td>100%</td><td>2</td></tr></table>	Age group	Female		Male		Total	Category 1	<30	0	0%	1	10%	1	30-50	1	10%	4	40%	5	>50	4	40%	0	0%	4	Total	5	50%	5	50%	10	Category 2	<30	0	0%	0	0%	0	30-50	2	40%	2	40%	4	>50	1	20%	0	0%	1	Total	3	60%	2	40%	5	Category 3	<30	0	0%	0	0%	0	30-50	2	13%	5	33%	7	>50	1	7%	7	47%	8	Total	3	20%	12	80%	15	Governance bodies*	<30	0	0%	0	0%	0	30-50	0	0%	2	100%	2	>50	0	0%	0	0%	0	Total	0	0%	2	100%	2	
	Age group	Female		Male		Total																																																																																																						
Category 1	<30	0	0%	1	10%	1																																																																																																						
	30-50	1	10%	4	40%	5																																																																																																						
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Category 2	<30	0	0%	0	0%	0																																																																																																						
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Category 3	<30	0	0%	0	0%	0																																																																																																						
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	Total	0	0%	2	100%	2																																																																																																						
 <table><tr><th>Age group</th><th colspan="2">Female</th><th colspan="2">Male</th><th>Total</th></tr><tr><td rowspan="4">All employees</td><td><30</td><td>3</td><td>18%</td><td>0</td><td>0%</td><td>3</td></tr><tr><td>30-50</td><td>2</td><td>12%</td><td>3</td><td>18%</td><td>5</td></tr><tr><td>>50</td><td>7</td><td>41%</td><td>2</td><td>12%</td><td>9</td></tr><tr><td>Total</td><td>12</td><td>71%</td><td>5</td><td>29%</td><td>17</td></tr><tr><td rowspan="4">Governance bodies*</td><td><30</td><td>0</td><td>0%</td><td>0</td><td>0%</td><td>0</td></tr><tr><td>30-50</td><td>1</td><td>25%</td><td>0</td><td>0%</td><td>1</td></tr><tr><td>>50</td><td>0</td><td>0%</td><td>3</td><td>75%</td><td>3</td></tr><tr><td>Total</td><td>1</td><td>25%</td><td>3</td><td>75%</td><td>4</td></tr></table>	Age group	Female		Male		Total	All employees	<30	3	18%	0	0%	3	30-50	2	12%	3	18%	5	>50	7	41%	2	12%	9	Total	12	71%	5	29%	17	Governance bodies*	<30	0	0%	0	0%	0	30-50	1	25%	0	0%	1	>50	0	0%	3	75%	3	Total	1	25%	3	75%	4																																																				
Age group	Female		Male		Total																																																																																																							
All employees	<30	3	18%	0	0%	3																																																																																																						
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	30-50	1	25%	0	0%	1																																																																																																						
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	Total	1	25%	3	75%	4																																																																																																						

GRI CODE	DISCLOSURE						LOCATION
405-1 Diversity of governance bodies and employees * The governance body category reported under GRI 405-1 (referred to as "Board Member", "Board of Directors" or "Governance Bodies" depending on the geography) reflects governance composition rather than direct employment relationships. It may therefore include individuals who are not employees within that specific geography, reflecting their governance role rather than a direct employment link to that specific geography.		Age group	Female		Male		Total
		<30	0	0%	0	0%	0
Sales		30-50	1	8%	3	25%	4
		>50	1	8%	7	58%	8
		Total	2	17%	10	83%	12
Admin		<30	1	17%	0	0%	1
		30-50	0	0%	1	17%	1
		>50	3	50%	1	17%	4
		Total	4	67%	2	33%	6
Marketing		<30	1	33%	0	0%	1
		30-50	2	67%	0	0%	2
		>50	0	0%	0	0%	0
		Total	3	100%	0	0%	3
Governance bodies*		<30	0	0%	0	0%	0
		30-50	1	25%	0	0%	1
		>50	1	25%	2	50%	3
		Total	2	50%	2	50%	4
		Age group	Female		Male		Total
		<30	0	0%	0	0%	0
Operating Board (excluding 2 board members)		30-50	5	63%	3	38%	8
		>50	0	0%	0	0%	0
		Total	5	63%	3	38%	8
Management		<30	5	8%	4	7%	9
		30-50	13	22%	30	51%	43
		>50	2	3%	5	8%	7
		Total	20	34%	39	66%	59
Non management		<30	16	9%	23	13%	39
		30-50	46	27%	58	34%	104
		>50	5	3%	23	13%	28
		Total	67	39%	104	61%	171
Governance bodies*		<30	0	0%	0	0%	0
		30-50	0	0%	1	25%	1
		>50	1	25%	2	50%	3
		Total	1	25%	3	75%	4

GRI CODE	DISCLOSURE	LOCATION
408: CHILD LABOUR Referring to the standard published in 2016		
408-1 Operations and suppliers at significant risk for incidents of child labour	Report measures taken in the reporting period intended to contribute to the effective abolition of child labour. At Group level, Sogrape applies a risk matrix approach to the assessment of direct suppliers, supporting the identification of potential child labour risks across its operations. The Group considers the highest risk to be associated with viticulture activities and subcontracted labour in production geographies where seasonal agricultural work is used, namely Portugal, Spain, Argentina, Chile and New Zealand. The risk matrix review of direct suppliers has not identified evidence of significant child labour risk in the critical and strategic supplier categories. Nevertheless, the nature of vineyard operations requires continued due diligence in labour-intensive agricultural activities. Type of operation/supplier at risk: viticulture, vineyard subcontracting, seasonal/agricultural labour, and labour agencies supporting harvest and field operations. Countries/geographies at risk: Portugal, Spain, Argentina, Chile, New Zealand. Reason for risk designation: labour-intensive seasonal vineyard work and subcontracted labour arrangements, which increase exposure risk if recruitment and identity controls are not maintained. Measures taken during the reporting period: The Group continued to implement supplier qualification processes, contractual safeguards and identification document (ID) verification for workers placed on its sites, with particular attention to subcontracted vineyard labour and seasonal workforce arrangements.	
409: FORCED OR COMPULSORY LABOUR Referring to the standard published in 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Report measures taken in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour. At Group level, Sogrape applies a risk matrix approach to the assessment of direct suppliers, supporting the identification of potential forced or compulsory labour risks across its operations. The Group identifies viticulture subcontracting and temporary agricultural labour as the primary areas of potential exposure, particularly in Portugal, Spain, Argentina, Chile and New Zealand, where labour intensive vineyard activities are carried out. Following its direct supplier risk matrix assessment, the Group has not identified evidence of significant forced labour risk among its critical and strategic suppliers. Nevertheless, preventive controls continue to be applied in higher risk operational contexts, particularly those involving subcontracted labour and a higher proportion of foreign workforce.	
413: LOCAL COMMUNITIES Referring to the standard published in 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	The Group engages with local communities through a range of initiatives aimed at supporting cultural, social and sustainability-related development. These actions are implemented across different geographies and are aligned with local contexts and needs. While approaches and levels of formalisation may vary, community engagement is promoted through ongoing activities and collaborations that contribute to local development and stakeholder engagement.	

GRI CODE	DISCLOSURE	LOCATION
414: SUPPLIER SOCIAL ASSESSMENT Referring to the standard published in 2016		
414-1 New suppliers that were screened using social criteria	Disclosure included in the main report content.	Page 49
416: CUSTOMER HEALTH AND SAFETY Referring to the standard published in 2016		
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		



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