



VG
VICENTE GANDIA
VITICULTORES DESDE 1885

Sustainability Report 2024

Promoting sustainability with a Mediterranean attitude

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Message from our CEO

Once again, I have the pleasure of presenting our Sustainability Report, now in its fourth consecutive year.



I am pleased to be able to continue reporting on major milestones in our history, a long journey that now spans 140 years. During this time, we have experienced complex historical moments, but we have also been able to adapt, grow, and evolve.

In this report, corresponding to the financial year 2024, we present our **progress in sustainability**, as well as faced challenges we encountered and how we are addressing them to continue advancing towards achieving our ambitions.

In this regard, embracing sustainability is essential to maintaining our footing and to continue growing organically. Therefore,

through our **IMPULSE Program**, each year we take new steps along this path, following the guidelines set out in this roadmap towards sustainability.

One of the main areas we are working on is **improving the environmental sustainability** of our activities, striving each year to be more rigorous in our

140 years

of history, after which we remain true to our original values at Bodegas Vicente Gandía: quality, innovation, sustainability and commitment.

data collection, as reflected in our carbon footprint calculations, which we have expanded this year to include Hoya de Cadenas. Furthermore, we can appreciate how we are making steady progress towards decarbonization, although we are aware that we still have a long way to go.

We also highlight our optimization of natural resources and our ongoing development of initiatives that allow us to continue improving towards a **business model based on the circular economy**.

Our commitment to sustainable viticulture is paying off: not only does it improve our crops, but it also strengthens our **organic wine** portfolio, which is steadily gaining market share.

In the social field, we have continued working on the “**Som Albufera**” project in order to continue contributing to the preservation of this unique environment and to promote the social and cultural progress of the local community.

For us, wine is not just a drink, it's culture, land, emotion, and with every initiative we carry out, we try to convey this, working continuously to keep moving forward in a sustainable way.

On the other hand, our dedication over decades has enabled us to position ourselves as one of Spain's most innovative and internationally renowned wineries, which we have demonstrated once again in 2024 with the **launch of Bobal**

Dulce, reinforcing our commitment to Valencian wines.

Finally, it's worth highlighting the invaluable work of all the people who are part of Vicente Gandía, as they are the **driving force that allows us to continue moving forward** and make all our ambitions a reality. Therefore, we continually work to improve their working conditions and make them proud to belong to our team.

Thank you to everyone who makes us who we are, as well as to the organizations we collaborate with to keep improving every day.

I hope you enjoy reading the report.

Javier Gandía de Cecilio

CEO of Bodegas Vicente Gandía

Maintaining the essence of Vicente Gandía

Our wines are characterized by high quality, reasonable prices and stability between vintages; they are wines that convey elegance, complexity, smoothness and balance.



140 years of strengthening our roots

At Vicente Gandía, we began our journey in the world of wine in 1885 under the guidance of our founder, Vicente Gandía Pla. Since then, we have produced a wide variety of high-quality wines, becoming the largest winery in the Valencian Community.

Currently, the winery is managed by the fourth generation of the Gandía family, remaining true to our founding values, combining innovation and tradition to achieve the highest quality and continue to highlight the Valencian terroir.

Since our beginnings, we have been known for being an innovative winery, which led us to become the **first Valencian winery to market bottled wine** under our Castillo de Liria brand in 1971. More than fifty years later, it is still one of our iconic brands.

Another of our major milestones was the **acquisition of the Hoya de Cadenas Farm** in 1990, with the perfect characteristics for obtaining the best grapes. This represented a great leap in quality for our wines, making the pursuit of excellence the main hallmark of our winery.

The experience gained over more than a century of history has allowed us to be present in **more than 90 countries on five continents**, to which we bring our passion for quality wine with a Mediterranean spirit.



The story of a century-old winery with Mediterranean character

1985

We began our adventure at Bodegas Vicente Gandía.

1958

We expanded our operations with the new production centre in Liria (Valencia).

1963

We began exporting our wines to Africa.

1971

We are the first Valencian winery to market bottled wine.

1990

We acquired the Hoya de Cadenas Farm.

2020

We achieved ISO 14001 certification for our Environmental Management System.

2018

We received recognition as the Best European Winery (CEUCO Aurum Awards, Athens).

2013

We added organic production certification.

2012

We obtained the IFS Food certification for food safety.

2006

We achieved BRC Food safety certification.

2021

We produced the new Castillo de Liria wine, which is organic and vegan.

2022

We extended the barrel room at Hoya de Cadenas and were recognised as Best European Winery (CEUCO Aurum Awards, Dijon).

2023

We obtained the Sustainable Wineries for Climate Protection certification.

2024

We are the first winery to be certified as a Socially Responsible Entity.



Our most iconic wines



Clos de Gallur

Unique viticulture



Protected Designation of Origin
Valencia. Vall dels Alforins



Premium Red Wine



Shiraz, Tempranillo, Merlot and Cabernet
Sauvignon from Finca Casa Gallur



14% alcohol



Ceramic

Aged in ceramic jars



Designation of Origin
Valencia



Red matured in *Tinaja*



Monastrell



14.5% alcohol



VG Bobal

Native variety of Utiel-Requena



Designation of Origin
Utiel-Requena



Pale pink (rosé), Premium Varietal (red),
Blanc de Noirs (white)



Bobal



12% alcohol in rosé and white
14% in red

Backed by major brands



“Wine is a way of living life and facing challenges through the roots of the vines; **our wines are the result of a lifetime of constant effort**, almost always as a team and, of course, always as a family, the great Vicente Gandía Pla family”.

Diego Morcillo
Technical Director of Bodegas Vicente Gandía

Towards sustainability with IMPULSE

Developing our business in a sustainable way is essential for the growth and prosperity of our wineries. Therefore, we continue to work on our sustainability plan, the IMPULSE program, which is developed around three key areas aligned with the UN Sustainable Development Goals (SDGs).

Since the implementation of IMPULSE, we have worked on defining and achieving intermediate goals and objectives aligned with the ambitions established for each strategic axis. With the action framework planned until 2024 now complete, it is time to take stock and assess the **degree of progress and fulfilment of the objectives** set, having achieved practically all of the goals set.

This year we have defined our new IMPULSE Plan for the 2025-2027 horizon, in order to continue advancing on the path towards sustainability and continuous improvement.



PEOPLE



We aim to understand society and our stakeholders in order to identify and address their expectations in areas such as equal opportunities, employment, security, and social welfare. All this through the building of alliances that promote the fulfilment of our common objectives.



PLANET



We analyse the environmental aspects related to our operations and their impact on the environment in order to establish measures that prevent pollution and promote environmental protection, reaffirming our commitment to reducing our carbon footprint and using non-renewable resources efficiently.



PRODUCTS



We leverage innovation and creativity as key drivers to adapt to a constantly changing environment, enabling us to consolidate our position in current markets, expand into new horizons, and offer quality products that promote prosperity and economic growth.

Achievements attained with IMPULSE up to 2024

HEALTH AND SAFETY People



Plan to promote a culture of prevention

- ✓ **Training, talks and awareness campaigns** on health and safety.
- ✓ Periodic monitoring by the **Health and Safety Committee**.



Integration of a healthy culture

- ✓ **Information and events** to promote healthcare and healthy habits.
- ✓ We have signed the **Luxembourg Declaration**.



Review, update and integration of occupational health and safety processes

- ✓ Optimization and integration of the **Occupational Health and Safety Management System**.
- ✓ **Update risk assessments** of all facilities and processes.



Protection and promotion of mental health in the company

- ✓ New **study of psychosocial risk** and training for conflict management.
- ✓ **Digital disconnection protocol**, best practices for email use and effective meetings.



Promoting health in the community

- ✓ **Promotion of the Wine in Moderation program** and new low-alcohol products: Cero Coma sparkling 0.0 and Sandara Spritz with low alcohol content.
- ✓ **Blood donation** days.



Promotion of equality and non-discrimination

- ✓ **Inclusion and respect for LGBTI+ people** in our Equality Plan.
- ✓ **Raising awareness about discrimination**, publishing our Non-Discrimination Policy and updating the Harassment Protocol.

Achievements attained with IMPULSE up to 2024



SUSTAINABILITY I Planet



Obtain certifications and other commitments to third parties regarding sustainability

- ✓ Obtaining the **Wineries for Climate Protection** and **S-enoturismo** certifications from ICTE.
- ✓ **Registration of the carbon footprint** of Chivas and Hoya de Cadenas in the MITECO registry.
- ✓ Registration in the **Register of Socially Responsible Entities** of the Valencian Community.
- ✓ Development of the **Som Albufera Corporate Social Responsibility Project**.



Maintain and develop good practices in sustainable agriculture and biodiversity

- ✓ Improvements to the wastewater treatment plant to **optimize the quality of the recovered water**.
- ✓ Measures to **preserve the forests and natural environments** of our winery.
- ✓ Increase in products from **organic farming**.



To advance the sustainability of our products and processes

- ✓ **Reduction of unnecessary elements in packaging**, eliminating the handle on bag in box and launching a new Godello without a capsule.
- ✓ Increase in **products sourced from sustainable forests** by up to 30%.
- ✓ **Lighter bottles**, except for sparkling wines.
- ✓ Increase in the number of **organic product lines**.



GHG emissions control plan

- ✓ **Gas leak audits** and repairs.
- ✓ **Installation of photovoltaic panels** in the new warehouse.
- ✓ Raising awareness about **efficient driving**.

Achievements attained with IMPULSE up to 2024

SUSTAINABILITY II Planet



Plan to promote culture and awareness of sustainability

- ✓ **Communications related to sustainability and SDGs** on our internal channel.
- ✓ **Training** on waste management.



Promotion of governance and transparency actions

- ✓ **Corporate training** and corruption prevention.
- ✓ **Dissemination of our Code of Ethics**, available on the corporate website.



Energy efficiency plan

- ✓ Replacement of fluorescent lights with **LED technology**.
- ✓ Replacement of vacuum pumps and air compressors with **more efficient ones**.



Define and implement a waste management plan

- ✓ Updating **information on waste management** and improving its control.
- ✓ **Reduction of losses and breakages** by improving quality control.
- ✓ Use of **returnable containers**.
- ✓ **Cork recovery**.



Define and promote an effective water management plan

- ✓ **Reduction of water consumed** in rinsers and fillers.
- ✓ **Utilization of the cooling water** from one of the oil pumps.

Achievements attained with IMPULSE up to 2024



FOOD QUALITY AND SAFETY Products



Claims and non-conformity management

- ✓ **Streamlining customer response.**
- ✓ **Integration of non-conformity management** and creation of a dashboard for data-driven decision making.



Maintaining an integrated and efficient document system

- ✓ **Simplification and digitization** of procedures, instructions and records.
- ✓ **HACCP update with new products.**
- ✓ Migration to the new versions of the **BRGSC9 and IFS9** standards.



Promote a culture of food quality and safety

- ✓ **Key quality indicator dashboard** with benchmark levels.
- ✓ **Training and role play** on food quality and safety.



Improvements in product and process quality control

- ✓ **New tools and instruments** for more thorough analysis.
- ✓ Increase in the number of **inspectors for quality improvement.**



Training and education to achieve the objectives

- ✓ New system for **scheduling training and management information system with KPIs.**
- ✓ **Self-learning modules** for continuous training.

In defining and developing all these actions, we keep in mind the United Nations **Sustainable Development Goals (SDGs)**, because in this way we can contribute through the local actions implemented to their achievement, aligning ourselves with the main global challenges.



Furthermore, the deployment of our IMPULSE program has allowed us to have the **Sustainable Wineries for Climate Protection (SWfCP) certificate** since 2023, a seal that endorses the implementation of the sustainability plan of Bodegas Vicente Gandía in the four fundamental pillars of sustainability (Environmental, Social, Economic and Governance).

We are the first winery to be certified as a Socially Responsible Entity

In 2024, we registered in the **Register of Socially Responsible Valencian Entities or SIR Register**, being the first winery to obtain this qualification, which is visible throughout the European Union and seeks to promote social responsibility among companies in the Valencian Community.

To be included in this register, it is necessary to achieve a minimum score in the self-assessment

tool in relation to different aspects of sustainability (social, economic, environmental and governance), in addition to publishing our sustainability report and passing an external social audit for the verification of the reported information. This way, we reinforce our **commitment to corporate social responsibility**.

"Our commitment to promoting sustainability in the company has allowed us to be the first winery to become part of the Register of Socially Responsible Valencian Entities, thus reinforcing our commitment to be more sustainable every day. This achievement has been made possible thanks to the progress achieved with our IMPULSE program since its implementation in 2021".

Laia Esteve
Director of Quality and Sustainability at
Vicente Gandía



Keys to 2024 with IMPULSE

We work tirelessly to constantly evolve, focusing on innovation, market trends, and reinventing ourselves every day.



ABOUT US



157

people on the team



2

wineries and 4 bottling lines



45,000

bottles/hour capacity



15,000

barrel capacity



Up to

3 million

bottles in *crianza* and *reserva*



73

brands marketed in 2024



295

projects managed



5

continents where we are present

Keys to 2024



OUR ACTIVITY



€ 49,724,649

in economic value generated (EVG)



Keys to 2024



More than

30 million

bottles sold



76

new items sold in 2024



7

new markets reached



0.01

Government Financial Assistance Rate

OUR RESULTS



124

awards and recognitions received



8

Designations of Origin (DO)



3

Protected Geographical Indications (PGI)



9

certifications: ISO 14001, SWfCP, IFS, BRCGS, European organic production, Japanese organic production – JAS, variety and vintage certification, SICTED Tourist Quality, Register of Socially Responsible Companies of the Valencian Community



Authorized Economic Operator (AEO)



MITECO 'Calculo' stamp



Silver Medal (Ecovadis Assessment)



People: at the heart of everything we do

Making everything we achieve with
our daily work a reality would be
impossible without the people behind
every detail at Vicente Gandía.



Growing thanks to the best team

At Vicente Gandía, we have always surrounded ourselves with great professionals who have contributed their best to make us who we are. The contribution of each of these people has added up over all these decades to continue producing high-quality wines and innovating to continue surprising consumers.

They are an essential part of our business, so we work to **offer the best possible working conditions**, so that they can continue to perform their work optimally and improve their well-being. To coordinate all the company's operational management, we have a management team that covers the Directorates of the different business areas of the company.

OUR ORGANIZATIONAL CHART

- **Managing director**
- Technical Director
- Director of Purchasing and Operations
- Expansion Manager
- Sales Manager
- Customer service and logistics manager
- Strategy and Development manager
- IT and Physical Security director
- Financial and HR Director
- Director of Quality and Sustainability

In 2024, Patricia Climent joined the company, and a few months later, in January 2025, she became part of the Management Committee as Director of HR.



“Being a winegrower is a very beautiful but very demanding job, where if you pamper each vine and know how to give it what it needs at every moment, it will more than reward your effort and work”.

Juan Vicente Montero
Head of Viticulture at Bodegas
Vicente Gandía

THIS IS HOW WE ARE
AT VICENTE GANDÍA

In 2024, we had **157 professionals**, remaining stable compared to the previous year. This is a team with 26.1% female representation, distributed throughout the organization's structure, from management positions to production.


157
professionals

41

women

116

men

100%

of employees have permanent contracts

0

people with
temporary contracts

0.12

Youth employment rate
(under 30) (22 people)

0.35

Employment rate for employees
over 50 (64 people)



FAIR COMPENSATION AND JOB STABILITY

0.58 0.88 100% 100% 0.13

pay equality ratio job stability ratio return-to-work rate retention rate turnover rate



With the aim of improving the working conditions of our team, we have had our **own collective agreement** since 2023. This document outlines a series of measures aimed at promoting work-life balance, well-being, and professional development for the people who are part of the company. These include the possibility of requesting remote work when the nature of the position allows it, access to professional training, respect for trade union rights and commitment to equal treatment, opportunities and pay, among other key aspects.

OUR COMMITMENTS TO DIVERSITY, EQUITY AND INCLUSION



Integrate and value the richness that comes from the diversity of knowledge, skills, and experiences of the people on the team.



Promoting a balance between work and personal life for all people so that they can develop both professionally and personally.



Promote equal opportunities and equity, fostering the personal and professional development of all team members.



Extend diversity and non-discrimination commitments to all stakeholders, especially suppliers and contractors.



Reject any discrimination based on any personal, family, economic or social condition.



Prevent workplace harassment, sexual harassment and harassment based on sex through specific prevention procedures, as well as providing avenues for related complaints or claims.



Promote inclusive language and communication that is not sexist or discriminatory towards people.

A team where everyone contributes

In our commitment to fostering a corporate culture that promotes diversity and inclusion in the workplace, since 2023 we have had a [Diversity, Equity and Inclusion Policy](#) that establishes the foundations to achieve this ambition. This policy applies to each of the activities we carry out, as well as to all commercial relationships and those with stakeholders.

Another key aspect of this policy is our commitment to providing real equality of opportunity for all people. Therefore, **we collaborate with special employment centres** in order to promote the labour integration of people with functional diversity, including 2% of the staff belonging to vulnerable groups within the team.

In line with this commitment, to effectively achieve equality among all people who are part of the company, we have continued to develop the initiatives established in **our Equality Plan**, valid from 2022 to 2026. To monitor this plan and ensure its effective implementation, we have an Equality Committee.

EQUALITY DATA 2024

0.30

equality in new hires

0.29

equality in job stability

0.58

equal pay

OBJECTIVES OF OUR EQUALITY PLAN



Promote equal opportunities in selection, hiring and internal promotion processes, with special attention to the incorporation of women in areas and positions where their representation is low.



Develop a practical guide on work-life balance that supports staff in managing their personal, family and professional lives in a balanced way, and promotes a co-responsible organizational culture.



Promote the use of inclusive language in all organizational communications, ensuring visibility and respect for all gender identities.



Raising awareness among the team about work-life balance and shared responsibility, while actively preventing and addressing all forms of harassment in the workplace.



Define clear and transparent salary criteria, ensuring an equitable compensation policy that guarantees equal opportunities and remuneration without gender distinction.



Strengthen the integration of the gender perspective in occupational risk prevention, analysing and correcting inequalities and risk situations that may affect women and men differently.



Provide an anonymous form to request training, with the aim of promoting equal access to professional development and eliminating possible gender biases.

MEASURES IN OUR HARASSMENT PREVENTION PROTOCOL

● **To promote and maintain a healthy and respectful work environment**, where the dignity of all people is guaranteed, any form of harassment is prevented and the occurrence of conflicts is minimized.

● **Establish a clear procedure for the prevention of and response** to situations of harassment and discriminatory behaviour.

● **Disseminate this procedure among all staff**, ensuring that everyone knows the steps to follow in case of possible harassment or discrimination.

● **Provide specific training** on the prevention of harassment and violence in the workplace.

● **Carry out information, awareness and training campaigns** aimed at preventing different forms of harassment, discrimination and violence at work.

● **Designate a person or specialised team**, with appropriate training and skills, to receive, manage and follow up on complaints or communications related to these situations.

● **Conduct periodic evaluations of the procedure**, analysing its operation, impact and effectiveness to ensure continuous improvement in the prevention and management of harassment and discrimination.

On the other hand, we have a **Comprehensive Harassment Prevention Plan**, which we communicate to the entire team through our Welcome Manual and Code of Ethics. To address any situation related to this topic, we have a joint committee that ensures fair and equitable management, guaranteeing a gender perspective throughout the process.

Furthermore, in order to guarantee compliance with our Diversity Policy and, in particular, to facilitate **consultation regarding issues of harassment and discrimination or workplace violence**, we offer the possibility of contacting us directly via email: comisiondeiguadad@vicentegandia.com. It is available to all team members and any communication made is treated confidentially. In 2024, no complaints of harassment were registered nor were any human rights violations detected.

We also consider it essential **to guarantee communication within the team**, so we have various channels such as our internal app, notice boards by section and specific committees, among others. In this way, we strengthen our relationships through a fluid two-way dialogue, keeping the team informed at all times about news, achievements or new challenges, as well as understanding their needs and demands.



“Internally, we strive to understand everything that the people who are part of Vicente Gandía want to convey, as they are the ones who know firsthand the day-to-day operations of the company. Therefore, your suggestions and demands allow us to continue improving”.

Patricia Climent
HR Director of Bodegas
Vicente Gandía

We are building a work culture based on well-being

We are aware that the well-being, motivation and work-life balance of the team are key to the sustainable success of any organization. Therefore, for years, we have implemented concrete measures that promote a balanced and favourable work environment for all people.

Additionally, in recent years we have developed a set of procedures focused on promoting digital disconnection and ensuring the necessary rest hours for team members. Thus, we apply a **digital disconnection procedure**, through which we establish limits to avoid connection once the workday is over.

In addition, we have defined a **ten-point guide to meetings** with a series of tips to optimize meetings, so that they are efficient and effective while respecting other people's time.

In addition to this ten-point guide, there is the **ten-point guide for using email**, a tool through which we identify various guidelines for sending emails correctly, avoiding disrespectful communications, out-of-hours messages, or confusing messages.

Finally, in the case of team members who have become mothers or fathers, we are committed to reintegrating employees after their parental leave. In 2024, there were 2 employees who enjoyed parental leave and returned to work after this period ended.



BENEFITS FOR A MORE BALANCED WORK PERFORMANCE

- **Free afternoon on Fridays**
Where possible, we free up Friday afternoons, giving the team extra time for rest and personal life.
- **Corporate awards and gifts**
We facilitate access to new products, hold internal raffles, and give away exclusive items as a form of recognition and participation.
- **Hybrid teleworking model**
In positions where it is possible, we combine in-person and remote work, facilitating the reconciliation of work and personal responsibilities.
- **Spaces for well-being**
We have a cafeteria, dining room and outdoor areas that invite you to relax during the workday.
- **Negotiated holiday schedule**
Together with the works council, we establish a holiday schedule adapted to the individual needs of the team.

- **Extended vacation**
Whenever workload allows, we facilitate up to three consecutive weeks of vacation to promote a real and sustained disconnection.
- **Christmas break and long weekends**
We promote rest during the Christmas holidays and try to include at least one long weekend per year to facilitate work-life balance.
- **Extraordinary bonuses**
After one year of seniority, staff may be eligible for financial bonuses for marriage, birth or adoption, without prejudice to other established benefits.
- **Additional benefits**
We offer benefits such as health insurance with preferential terms, childcare vouchers, access to a shop with discount rates, among others.
- **Flexible hours**
We offer flexible start, end and lunch break times, adapted to the needs of staff not subject to production shifts.

- **Internal exchange platform**
We have a tool that allows the team to exchange or sell items internally, promoting mutual support and circular economy.
- **Boosting carpooling**
We develop campaigns to incentivize and reward carpoolers, promoting sustainability and bonds between team members.
- **Promoting the use of bicycles**
We have bicycle parking available, making it easier for those who choose this sustainable means of transport to get to work.





Improving our work environment every day

At Vicente Gandía, we work daily to offer the best possible working conditions to our team members, focusing on contributing to their professional and personal development, as well as taking care of their health and protecting their safety to ensure their well-being at all times within the company.

We work to make Vicente Gandía a great place to work, where all the people who are part of the team feel proud of belonging because they feel valued and cared for in an optimal environment.

We grow together with our professionals

We live in a constantly changing society, where every day there are new technologies, processes and best practices that we must incorporate to adapt to the environment. Furthermore, training is also essential for team members to feel they are progressing and to maintain their motivation to **continue growing professionally**.

To coordinate effective management of the training we carry out in the company, each year we define an **Annual Training Plan** adapted to the needs and expectations of the team, in addition to taking into account the areas for improvement identified in each department. This Plan includes various training activities to be carried out throughout the year in various subjects such as quality improvement processes, safety promotion, and environmental performance improvement, among others.

OUR COMMITMENT TO TRAINING IN 2024 IN FIGURES

Training hours by gender

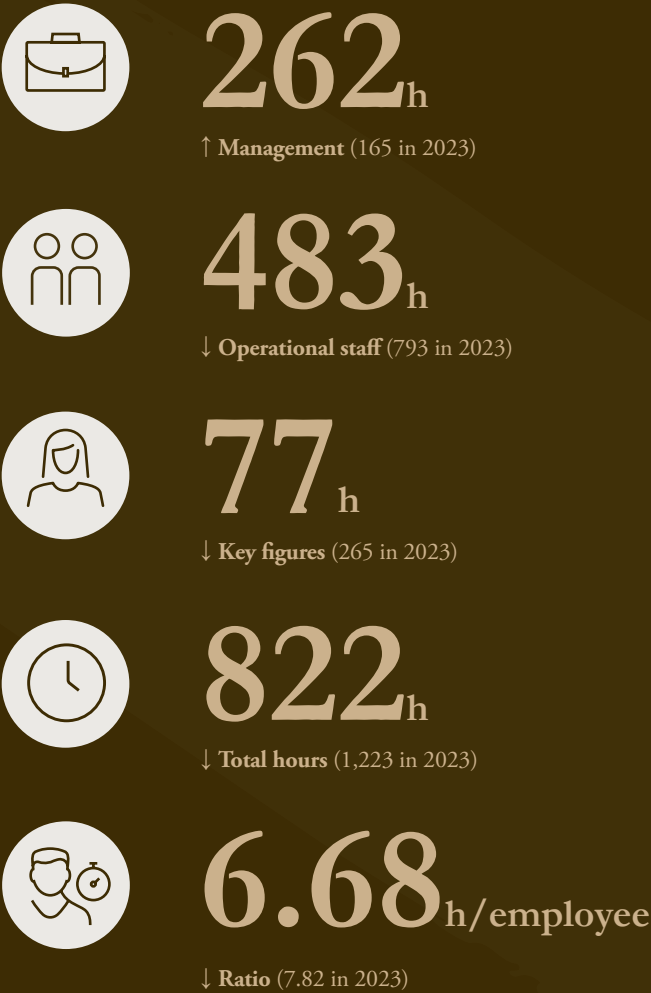


Our commitment to equal opportunities is reflected in the fact that we provide equal training to women and men on our team, with an average of 6.7 hours of training per person in 2024.

Trained people



Training hours by level of responsibility



MAIN TOPICS COVERED IN THE TRAINING ACTIVITIES OF 2024



Food quality and safety

It is one of the main areas that we must continually reinforce among the team members; in order to update knowledge and ensure compliance with the standards we demand throughout the entire process of making our wines. Aspects such as HACCP and developments in IFS and BRCGS regulations, good practices in labelling and marking, the use of new laboratory analysis and control equipment, and good hygiene practices, among others. In addition, whenever a new person joins, they receive initial training on food handling, Food Defense and the specific hygiene regulations for our activity.



Specific training for the job

In 2024, we have strengthened leadership training for middle managers, in addition to offering training in sectoral German, English and Excel management. We have also taken advantage of our excellent relationship with our label suppliers to provide practical training to everyone involved in the on-line labelling process.



Equality

We have conducted training on bullying prevention so that everyone knows what situations to avoid and how to act if they detect any such situation.



Environment

This year we have focused on training in waste management, for which a practical workshop was held for staff from different areas. We have also provided training in organic farming.



Occupational health and safety

Each year we dedicate a large part of our investment to training in this area, as it is essential to maintain our preventative culture to ensure the safety of the team members. In addition, in 2024 we can highlight first aid training, to know how to act appropriately in an emergency. We have also focused on strengthening the health and safety leadership of our managers, in order to boost their management to the highest level.



Furthermore, to introduce the company culture and provide basic knowledge for the performance of our daily activities, new team members receive initial training in governance, occupational health and safety, quality

and food safety, which is defined in our **Welcome Plan**. In addition, we provide relevant information prior to your joining and offer an orientation process during the first few days, guided by the designated mentor,

who is responsible for explaining the responsibilities and tasks assigned for a successful integration.

In addition, we have a **variable compensation model** based on

the results of a prior performance evaluation, which we apply in those areas with predefined individual and joint objectives. In this way, we boost motivation for achieving goals through exceptional performance.



We maintain a continuous updating of knowledge through training modules and publications that can be accessed by team members in our internal app.

We are strengthening health and safety

In order to guarantee a safe working environment for all people who are part of Vicente Gandía and contribute to the care of their health, every year we work on the **integration of a preventive and healthy culture**. To achieve this, we focus on developing events and campaigns to protect safety and promote health.

As a framework to promote this approach, we have a **Health and Safety Plan** with annual goals to improve training and resource provision that will help us strengthen this preventive and healthy culture. To implement this Plan, we are guided by the guidelines established in our **Occupational Health and Safety Management System**, whose records we have optimized and integrated in the last two years to improve its effective application.

To reinforce this culture among staff, in 2024 we carried out **6 training sessions on health and safety**, with the participation of 87 people.

Accident and absenteeism data

Type of incidence rate	2021	2022	2023	2024
Work accident resulting in sick leave*	34.3	59.5	19.1	44.9
Accident without time off*	27.4	19.8	63.7	76.9
Occupational illness with sick leave*	0	0	0	0
Occupational illness without sick leave*	0	0	0	0
Sick leave due to common contingencies*	349.9	231.4	327.0	216.0
Absenteeism rate	2.31	2.93	2.52	5.37
Workplace accidents	0	0	0	0

* Calculated per 1,000 workers.



We maintain accident rates below the industry average, which demonstrates the effectiveness of the safety measures implemented, although we continue working towards our zero-accident ambition.

During this period, there has been an increase in absenteeism compared to previous years, so we are working on implementing various initiatives to reduce it. To this end, we are taking into account the results of the psychosocial assessment we have carried out and other measures to promote a better organizational culture.

In 2024, as every year, we celebrated **World Day for Health and Safety at Work** by reflecting with the team on how each person can contribute in their daily lives to ensure safety and health at work. In addition, we offered

fruit to promote healthier lifestyles and encourage participation.

Furthermore, to continue maintaining a work environment focused on the overall well-being of the team, considering the social, physical and mental aspects, we have carried out a **psychosocial risk**

assessment, in order to define specific objectives and goals to continue improving the mental health of the team. We have also conducted harassment prevention training for the complaints management team. We have also conducted harassment prevention training for the complaints management team.

In order to continue improving occupational health management, since 2023 we have signed the **Luxembourg Declaration**, forming part of the Spanish Network of Healthy Companies (REES). In doing so, we are committed to integrating the basic principles of health promotion at work among the members of our team.





Progressing alongside our community

At Vicente Gandía, we maintain a close relationship with the community that welcomes us, as it inspires us in the creation of each product; it is the essence of who we are and provides us with everything necessary to have reached where we are today. For all these reasons, we want to be part of its progress so that we can continue to grow together and keep improving as a society.

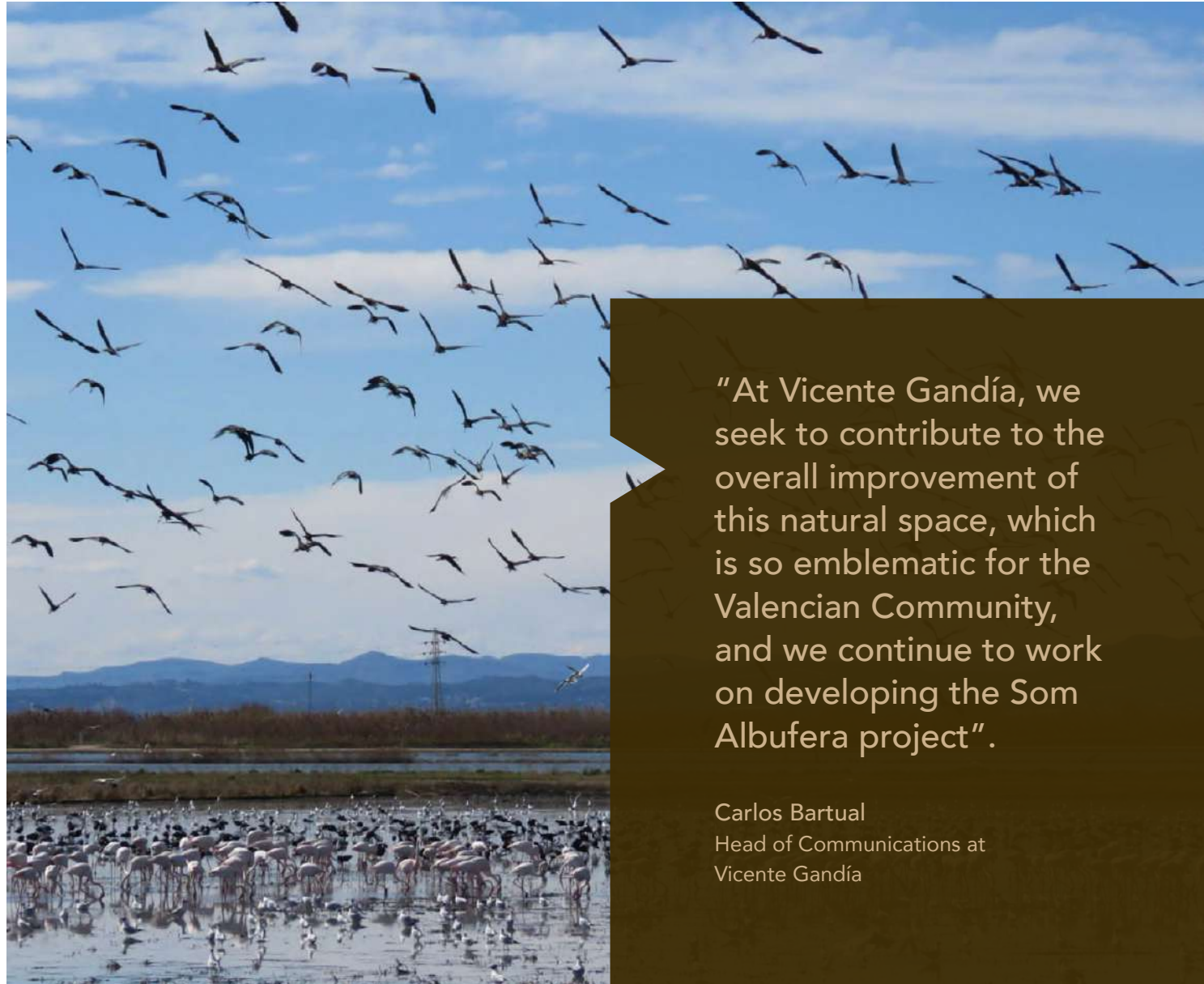
In this sense, we maintain a strong **commitment to social responsibility**, which we put into practice through our participation in various social and cultural initiatives. Through various alliances and collaborations with social entities, we contribute to improving the well-being of our community. Examples from 2024 include sponsorship of the Spanish Cancer Association charity dinner in Benifaió, the 'A FUTURE WITHOUT WASTE' conference organised by the ECB chair, and our annual blood donation campaign in collaboration with the Valencian Community Transfusion Centre.

We promote CSR with Som Albufera

As the ultimate expression of our commitment to social responsibility, in 2023 we launched the **social responsibility project “Som Albufera”**. This project aims to promote, conserve and protect the environmental values of l'Albufera, while also promoting the local gastronomy by pairing it with our wines and contributing to improving the socio-economic and cultural conditions of the area.

The Som Albufera project has been developed in a cross-cutting manner in terms of sustainability, based on the three pillars of our IMPULSE Program.

Within the framework of this project, we are carrying out various initiatives focused on achieving the established goal.



“At Vicente Gandía, we seek to contribute to the overall improvement of this natural space, which is so emblematic for the Valencian Community, and we continue to work on developing the Som Albufera project”.

Carlos Bartual
Head of Communications at
Vicente Gandía

INITIATIVES DEVELOPED IN 2024 WITHIN THE FRAMEWORK OF SOM ALBUFERA



Support for the conservation, research and preservation of l'Albufera by collaborating with the Fundació Assut

- ✓ **Development of one of the planned videos** on the different phases of rice cultivation, in order to raise awareness of its importance and how its management is carried out.



Promotion and dissemination of local gastronomy

- ✓ **Sponsorship of the International Valencian Paella Competition** in Sueca, through our brand El Miracle, which has had 45 participants from 11 countries.
- ✓ **Participation in World Paella Day**, which welcomed various chefs from different countries to cook their own versions of paella.



Promoting sport and healthy living

- ✓ **Sponsorship of the Circuit Solidari Parc Natural de l'Albufera**, organized by Cronorunner and with more than 8,000 participants, in which ten popular races are held in towns located within this natural space.



Conservation of architectural heritage

- ✓ **Collaboration with the Alcatí de Economia 3 Business Club**, sponsoring eight of its initiatives, which allocates part of its income to restoring the architectural heritage of l'Albufera, having already restored three spaces: The house and engine of the Tancat de l'Alcatí, the Fang i Pallús barracks and the Tío Aranda barracks, both in El Palmar.



Preservation of the natural environment

- ✓ **The Vicente Gandía team carried out volunteer work**, in which 25 people participated, including employees and their families, collecting plastic waste from the banks of irrigation ditches that are in danger due to erosion.



Sharing wine culture through wine tourism

In our sector, sharing everything related to wine culture is exciting, so **we are committed to wine tourism** as a key activity to showcase our world and allow visitors to enjoy it as much as we do at Vicente Gandía.

Part of the Utiel-Requena Designation of Origin, the Hoya de Cadenas Farm is a major wine tourism attraction, covering 300 hectares of cultivated land.

Furthermore, it is an activity that allows us to convey our **commitment to sustainability and the preservation of the environment**, thus helping to raise awareness on the subject, while also highlighting the importance of protecting and valuing the historical, gastronomic and natural heritage associated with wine production.

Our Hoya de Cadenas Farm is the chosen space for the development of the wine tourism experiences we offer, as it is an oenological paradise with a particular microclimate, which allows us to house the most noble local and international grape varieties, representing the essence of our wines. Located just 90 km from the city of Valencia, it offers a unique setting for those who want to enjoy a different experience.

OUR WINE TOURISM EXPERIENCE



Wine Train tour through our vineyards

- ✓ We have a tourist train that allows visitors to explore one of Spain's largest wine tourism estates, with a tour through the vineyards to discover all its splendour, from the winery to the house-museum.



Visit to the Barrel Room and underground bottle cellar

- ✓ We offer a tour of this cellar located at the foot of the vineyard, which houses more than 10,000 selected barrels that give our wines their essence. With a surface area of 4,000 m², it's one of the most important wine cellars in the country. In addition, we have a room for ageing wine in ceramic jars, used thousands of years ago by the Greeks and Romans for making, transporting and storing wine, which brings freshness and expressivity to our wines.



Visit to the manor house

- ✓ Consisting of a building with a surface area of 400 m², its origins date back to the 17th century and it has three distinct areas—the museum gallery, the crypt, and the tasting room—making us the first wine tourism complex in Spain with an exhibition hall in the cellar, giving the experience we offer a distinctive touch.



Support Mediterranean Art at the Barrel art museum

- ✓ Expanding on our vision that viticulture is an art form, we have brought this to life through a permanent exhibition of 21 barrels decorated by a selection of the best Valencian artists in our picturesque museum. These barrels had previously only been exhibited in highly prestigious venues such as the ARCO Fair in Madrid and the Valencian Institute of Modern Art (IVAM).



Exclusive Tasting

- ✓ As the grand finale of the guided tour of our estate, we arrive at the tasting room, where we offer a tasting of three wines from Vicente Gandía accompanied by Iberian ham and cheese.

We have the SICTED certification for wine tourism, a guarantee of a model that attracts quality tourism with a positive economic impact on the area.

We grow alongside our society

Additionally, we participate in the development of various **initiatives focused on promoting the socio-economic progress** of our community.



We have received an award for the solidarity shown by our team members during blood donation campaigns.

INITIATIVES FOR THE PROGRESS OF OUR COMMUNITY



We contribute to the economic progress of rural communities, with which we maintain close ties through the creation of **lasting and sustainable employment**.



We offer the collaboration of our sales team to provide **training in the hospitality industry** and to transmit our values of excellence and professionalism in the sector.



We prioritize **local suppliers** for grape and must sourcing, thereby supporting farmers and rural producers in the area.



We collaborate in solidarity campaigns such as the one carried out for those affected by the DANA of October 2024 or our internal blood donation campaign.



We support **small producers** by providing them with the platform and resources they need to thrive sustainably.



We supported the Valencian team 'Terroir a Ciegas by Vicente Gandía' in the World Wine Tasting Competition in Bordeaux, further promoting Valencian wines.



We collaborate with educational institutions by offering paid internships, in order to help students gain work experience and facilitate their access to the job market.

We support the victims of the DANA with *El Miracle de la solidaridad*

The year 2024 will always be remembered by the Valencian Community and all of Spain because of the devastating DANA that took place in October. Chiva, the municipality where our main facilities are located, was one of the most affected by the flood, leaving many people homeless.

To join the outpouring of solidarity from around the world to help those affected, at Vicente Gandía we have contributed **10% of the sales from the Christmas campaign of our El Miracle wines.**



Likewise, in 2024 we participated in the event **‘Tardeo con la DO’** organised by the DO Utiel-Requena in the Patio de Armas of Requena Castle, combining fine wine that we offered alongside 15 other wineries, local

cuisine and live pop rock music. The event had a significant social impact, raising more than €1,400 for the Requena breast cancer association, AMACDA D8, thanks to the solidarity of the attendees.

Promoting healthy lifestyle habits

Our society is becoming more aware of the importance of taking care of themselves, acquiring habits that help them to be healthier. This new trend of care also implies responsible consumption of high-quality wines and a greater demand for non-alcoholic or low-alcohol products.

In line with this growing trend in the choice of alternatives to reduce or avoid alcohol consumption among consumers, the consolidation in recent years of our **Cero Coma non-alcoholic wine line** stands out, which includes both dealcoholized reds and whites. We are seeing how it is gradually becoming a rapidly growing brand, thanks to the fact that it offers the experience of enjoying an excellent wine without alcohol content.

Also, in 2024 we launched a new proposal to respond to those looking for options with lower alcohol content. This is **Sandara Spritz**, a premium ready-to-drink sparkling wine inspired by the cocktail that is setting trends and gaining more presence in the hospitality industry internationally.





The new Sandara Spritz stands out for its low alcohol content of 7.5% and a fresh taste linked to its acidity and slight bitter notes that perfectly complement any appetizer.

To raise awareness about responsible and moderate consumption, for several years **we have maintained our adherence to “Wine in Moderation”**, a social responsibility program launched in 2008 by the European wine sector and managed by the WiM Association.



On the other hand, at Vicente Gandía we strongly **identify with the values of sport** and, in particular, with the "culture of effort" that they promote. We want to promote and share these values, which is why we have been sponsoring various sports organizations for years.

We are part of our community and contributing to the improvement of its well-being is an additional motivation to continue growing together.

SPORTS ACTIVITIES THAT WE SPONSOR AND PROMOTE



We officially sponsor **Valencia CF, Levante Unión Deportiva, and Valencia Basket**, both men's and women's teams, which are leaders in teaching sporting values and inclusion, as well as Les Abelles Rugby Club, the only Valencian representative in the rugby premier league.



We are the official wine suppliers in the hospitality area of the **Aspar Team Moto GP**, captained by former rider Jorge Martínez Aspar.



Planet: we build the future we want today

Making everything we achieve
with our daily work a reality
would be impossible without
the people behind every detail at
Vicente Gandía.



Working towards better environmental performance

Our activity is directly related to the environment and nature, as it helps us to obtain the best grapes and thus produce wines of the highest quality. Therefore, our commitment to the environment goes beyond regulatory compliance in this area.

To achieve this, we implement **good environmental practices and mechanisms that allow us to properly control** the use of natural resources, auxiliary raw materials, and the energy required in the various processes of development, production, and bottling of our wines. All these initiatives are channelled through the PLANET axis of the IMPULSE Program, through which we establish annual objectives to advance environmental sustainability.

In order to implement these initiatives, we have an **environmental management**

system certified in accordance with the international standard ISO 14001 and another specific to our sector, SWfCP (Sustainable Wineries for Climate Protection), which establishes a series of requirements for the continuous improvement of our environmental performance and the protection of the environment. It also allows us to track that performance.

In addition, our Quality, Sustainability, Health and Safety Policy includes a set of environmental guidelines that reinforce these initiatives.



COMMITMENTS TO THE PLANET IN OUR QUALITY, SUSTAINABILITY, HEALTH AND SAFETY POLICY

In order to strengthen the team's **environmental awareness**, we publish an internal document on sustainability every month, totalling 17 communications in 2024 on topics such as waste, ecological production, efficient driving or water management, among others. Furthermore, we have managed to train all staff on the SDGs between 2023 and 2024.



Environmental protection and preservation of natural resources.



Pollution prevention.



Control of the environmental aspects associated with our activity.



Reduction and mitigation of our negative environmental impacts.



Guarantee of sustainable use of resources.



Continuous improvement.



Reducing our carbon footprint.



Identification of risks and opportunities with regard to environmental aspects.



Compliance with legal requirements and other requirements related to the context and our stakeholders.

Moving towards decarbonization

The first step in reducing the company's carbon footprint is to calculate it, in order to understand our progress and the effectiveness of the measures implemented to achieve the set objectives. For this reason, every year we submit our greenhouse gas (GHG) emissions calculations for the activities carried out at our Chiva centre, where our headquarters and bottling plant are located, to the Ministry for Ecological Transition and Demographic Challenge (MITECO).

In 2024, as a new development, we have verified our emissions under the GHG Protocol standard at both our headquarters in Chiva and at Finca Hoya de Cadenas, including vineyards, winery and wine tourism, prior to their registration with MITECO and in order to guarantee their reliability.

In addition, we are working to gather information from the company's remaining centres in order to broaden the scope of the carbon footprint calculation and encompass all centres to more effectively address their reduction.

In this calculation, we take into account **scopes 1 and 2**, considering direct GHG emissions from the combustion of boilers, vehicles, etc., as well as fugitive emissions of fluorinated gases, which are scope 1 emissions, and indirect GHG emissions associated with the generation of electricity purchased and consumed by the organisation, which correspond to scope 2 emissions.

To implement our commitment to reducing our carbon footprint, we have developed a **2020-2024 Emissions Reduction Plan**, which is registered in the Ministry for Ecological Transition and Demographic Challenge's Carbon Footprint, Offsetting and Carbon Dioxide Absorption Projects Registry.



In this plan, we had set ourselves the goal of reducing GHG emissions by 20% in the Chiva centre compared to 2021, our

base year. To this end, the main focus has been on installing photovoltaic panels for self-consumption of renewable energy.

Below, we present the **results of our carbon footprint** in 2024 and its evolution compared to previous years.

Evolution of our carbon footprint in Chiva

		Scope 1	Scope 2	Total
2021 (year base)	Absolut (tCO ₂ e)	448.75	473.02	921.77
	Intensity (kgCO ₂ e/Hl)	2.30	2.42	4.72
2022	Absolut (tCO ₂ e)	448.79	520.56	969.35
	Intensity (kgCO ₂ e/Hl)	2.12	2.46	4.57
2023	Absolut (tCO ₂ e)	464.13*	467.90	932.03*
	Intensity (kgCO ₂ e/Hl)	2.17	2.19	4.37
2024	Absolut (tCO ₂ e)	498.67	604.49	1,103.16
	Intensity (kgCO ₂ e/Hl)	2.01	2.43	4.44
2024 vs. 2021	Absolut (tCO ₂ e)	11.12%	27.79%	19.68%
	Intensity (kgCO ₂ e/Hl)	-12.61%	0.41%	-5.93%

* The 2023 data differ slightly from that published in the 2023 Sustainability Report due to a recalculation adjustment.

In 2024, we have observed an increase in the carbon footprint in absolute terms at the Chiva centre, due to an increase in production, as well as a higher emission factor from the electricity supplier. However, in relative terms, there is a **reduction of 6%**.

In 2024, we have managed to reduce emissions intensity by 6% compared to the base year, 2021, at our Chiva plant.

This result falls short of the 20% reduction target set out in our Emissions Reduction Plan, due to the timeframes and capacity of the photovoltaic panels and the installation of the new warehouse, as well as the increase in the emissions factor mix of electricity suppliers. Furthermore, some measures have had to be replanned due to circumstances, so we expect to achieve a greater impact in the coming years.

Our carbon footprint at Hoya de Cadenas

		Scope 1	Scope 2	Total
2024 (year base)	Absolut (tCO ₂ e)	247.22	246.24	493.46
	Intensity (kgCO ₂ e/ha)	1.98	1.98	3.96



On the other hand, during the last three years we have managed to reduce our GHG emissions by 2% in relative terms, which is why we have achieved the **Calculate and Reduce seal** awarded by MITECO.



In the case of Hoya de Cadenas, we have established the data obtained for 2024 as the base year for this centre, as this was the first time we included these results in the MITECO Register, covering both the winery and the House Museum.

In total, the carbon footprint of both centres has amounted to **1.596,61 tCO₂e** in 2024, a figure that is not comparable with the result of the previous year due to the inclusion of emissions from Hoya de Cadenas.

“We continue to work with determination to disengage our activity from the generation of GHG emissions. We know that this is a complex and long-term process that requires time, resources, and constant commitment. That's why we're moving forward step by step, progressively expanding our reach to achieve effective decarbonization throughout the winery”.

Laia Esteve
Quality and Sustainability Director at Bodegas Vicente Gandía

To further advance our ambition to decarbonize our activity, we have defined a new **Emissions Reduction Plan for the 2025-2027 horizon**, in which we take into account both centres. In this regard, we have set the goal of reducing relative emissions by 32% in both centres, expecting an effective reduction of 30% in the Chiva centre and 6% in the Hoya de Cadenas centre.

In addition, we have established a **2025-2027 improvement plan** to reduce the total carbon footprint (adding that of both centres) by 32% from 2024 to 2027.

MEASURES TO REDUCE CO₂ EMISSIONS IMPLEMENTED IN 2024



Installation of **photovoltaic panels** in the new warehouse in the centre of Chiva.



Replacement of all remaining light fixtures in Chiva, as well as throughout the wine cellar and the Hoya de Cadenas winery, with **LED lighting**.



Raising awareness among people who make journeys with their own fleet by informing them about the carbon footprint and publicizing efficient driving techniques to reduce fuel consumption.



ACTIONS PLANNED IN OUR 2025-2027 EMISSIONS REDUCTION PLAN

In Hoya de Cadenas

- Expansion of the photovoltaic installation with an additional 60 kW, intended for self-consumption.
- Replacing the oil boiler with an aerothermal heat pump.



In Chiva

- Replacing the compressor with a more energy-efficient one.
- Installation of electrical network analysers at the bottling plant.
- Installation of frequency converters on the motors in the winery.
- Replacement of air conditioning equipment.
- New centralized heating system.
- Replacement of the domestic hot water and wine collection pumping unit.
- Replacing one of the trucks with a more efficient one.

We participate in the VID-EXPERT project, whose objective is to facilitate interoperability and intelligent diagnosis of the carbon footprint between farmers and wineries, as well as contribute to mitigating climate change in the wine sector, aligning with SDGs 5, 8, 9, 12, 13, 15 and 17.





Optimizing the use of resources

Moving towards the environmental sustainability of our activity requires the application of measures that allow us to make responsible use of all the natural resources we need. Only in this way is it possible to maintain the ecological and landscape diversity of our environment.

We work continuously to protect our community's unique environment and promote sustainable development in the region.

Therefore, we implement practices and measures focused on reducing our environmental impact, in order to **decrease the consumption of energy, water and raw materials** by improving the efficiency of their use.

We improved energy efficiency

The main source of energy used in our activity is electricity, in addition to natural gas for the boiler at the Chiva centre and fuel for vehicles, agricultural machinery and the tourist train used in wine tourism activities.

In the case of Chiva, in 2024 there has been an increase in the consumption of electricity and natural gas in absolute terms due to an increase in production,

although in both cases there is a **reduction in relative terms, of 3.3% and 1.4%, respectively**. This demonstrates the effectiveness of the measures implemented.

Regarding fuel consumption, there is a significant reduction of 14% in absolute terms, representing 26% less in relative terms. This reduction has been made possible thanks to the new warehouse built in 2024 at our bottling plant, which

has reduced travel to the Pahlia warehouse. Furthermore, we can see that 30% of the consumption is due to the use of trucks, while the remainder is used by passenger cars in the commercial sector.

In 2024, we installed photovoltaic panels at our Chiva centre, resulting in the generation of 28,305.5 kWh of renewable energy, which means avoiding the emission of 8 t CO₂e.



⚡ Energy consumption in Chiva

Consumption	2021	2022	2023	2024
Electricity (absolute) (kWh)	2,038,897	1,926,741	1,941,489	2,186,558
Self-consumption electricity (absolute) (kWh)	-	-	-	28,305.5
Electricity (relative) (kWh/HL)	10.45	9.09	9.10	8.80
Natural gas (absolute) (kWh)	1,822,734	1,775,093	1,857,181	2,131,577
Natural gas (relative) (kWh/HL)	9.34	8.37	8.70	8.58
Fuel for vehicles (absolute) (l)	37,993	48,104	49,042	42,226
Vehicle fuel (relative) (l/HL)	0.19	0.23	0.23	0.17
Diesel (absolute) (l)	33,629	33,097	39,407	29,458
Diesel fuel (relative) (l/HL)	0.17	0.16	0.18	0.19
Gasoline (absolute) (l)	4,365	4,402	9,634.5	12,769
Gasoline (relative) (l/HL)	0.02	0.02	0.05	0.05



⚡ Energy consumption at Hoya de Cadenas

Consumption	2021	2022	2023	2024
Electricity acquired (absolute) (kWh)	585,703	456,017	578,645	891,803*
Electricity self-consumption (absolute) (kWh)	–	105,543	135,035	146,941
Total electricity (absolute) (kWh)	585,703	561,560	713,680	1,038,744*
Electricity (relative) (kWh/HL bottled)	3.00	2.65	3.34	4.18*

*In 2024, we have also included the consumption of the House Museum, so the total electricity consumed is higher. However, the electricity consumption acquired this year, not taking into account the House Museum, has also increased to 719,478 kWh, resulting in a relative consumption slightly higher than in 2023, at 3.59 kWh/HL.



⚡ Consumption at Pahilla Warehouse

Consumption	2021	2022	2023	2024
Electricity (absolute) (kWh)	107,635	86,512	156,800	157,297
Electricity (relative) (kWh/HL)	0.55	0.41	0.73	0.63

Looking at the electricity consumption of our Hoya de Cadenas centre, we can see an increase, while in the climate-controlled warehouse of Pahilla consumption has been reduced by 13.7% due to the variation in air conditioning needs depending on the outside temperature.

Water consumption management and control

Water resources are essential to maintain our activity, as well as being indispensable for life, being a precious but limited commodity. Therefore, we implement measures to ensure

responsible water use, using only what is essential.

In addition, we implement practices that contribute to the **protection of the water**

sources that nourish us, as well as the preservation of their quality.

Water has different uses at each of our centres. In Chiva, it is used to clean

and disinfect the bottling plant and the winery. In Hoya de Cadenas, it is mainly used to irrigate the vineyards and clean and disinfect the winery, while at the Pahlilla warehouse it is required for cleaning, sanitary use and to replenish the water in the fire protection tank.

As for its origin, it also varies according to the different centres. Thus, in Chiva and Hoya de Cadenas, we have a water abstraction licence from the Júcar Hydrographic Confederation (CHJ) for the extraction of water from wells, while at the Pahlilla warehouse we use water from the municipal supply network.

In 2024, we have seen a **reduction in water consumption in relative terms** across all our centres, despite the increase in water consumed in absolute terms in Chiva due to higher production.



Our water consumption at the Chiva bottling plant

Consumption	2021	2022	2023	2024
In absolute terms (m ³)	63,982	62,943	63,781	68,014
In relative terms (m ³ /HL)	0.33	0.30	0.30	0.27

Our water consumption at the Hoya de Cadenas Farm

Consumption	2021	2022	2023	2024
In absolute terms (m ³)	41,369	31,977	32,412	31,528
In relative terms (m ³ /HL)	0.08	0.05	0.04	0.04

Our water consumption in Pahlia

Consumption	2021	2022	2023	2024
In absolute terms (m ³)	54	61	106	46
In relative terms (m ³ /HL)	0.0003	0.0003	0.0005	0.0002

In 2024, we achieved a slight reduction in relative water consumption compared to the previous year, despite having seen an increase in production.

In 2024, due to extraordinary circumstances such as the consequences of the DANA, we have had to delay the implementation of some of the measures planned for this year, so we are continuing to work to optimise water consumption by applying these measures and others.



MEASURES IMPLEMENTED IN 2024 TO REDUCE WATER CONSUMPTION



Acquisition of an **80 m³ rainwater collection tank.**



Reduction in water consumption in rinsing machines through process optimisation and water recovery, estimated at 1,200 m³ since implementation.



Programming the washing of one of the fillers using an **automatic system to replace manual washing,** estimating a reduction of 5%.

Furthermore, our centres at Chiva and Hoya de Cadenas are equipped with their own WWTP (wastewater treatment plant), adapted to the needs of each case, in order to guarantee the required levels of water quality.

This treated water is discharged to the Chiva WWTP in the case of this centre, while in the case of Hoya de Cadenas, we have authorisation from the CHJ to use **reclaimed water to irrigate** our vineyards, olive groves and almond trees. In addition, we also use the generated sludge for agricultural purposes as fertilizer.

In 2024, our Chiva WWTP suffered damage caused by the DANA and, during the recovery work, we took the opportunity to improve its resilience to episodes like the one that happened.

Furthermore, during this financial year, we have also carried out **improvements at the Hoya de Cadenas WWTP** in order to improve the quality of discharges during periods of peak load, such as during the grape harvest.



Our consumption of raw materials and materials

In order to carry out our business, we must purchase various **raw materials, as well as materials** necessary for product distribution, such as glass, aluminium and bag-in-box packaging for wines, cardboard for bundling boxes, and plastic film and wood for shipping these products.

In relation to these materials, we also work to reduce their use as much as possible, adapting to the limitations of existing alternatives on the market, as in the case of glass.

Among the measures implemented in 2024, the development of new **capsule-free products** stands out, with the aim of finding alternatives to reduce the use of materials in packaging, such as Galizeus or Bobal Brut, launched on the market in 2025.

MEASURES FOR MORE EFFICIENT USE OF MATERIALS



Implementation of a **warehouse management system and obsolete inventory control**.



Collaboration with our material suppliers.



Online **supervision and quality control** to prevent the generation of non-compliant products.



Redesign and removal of components in some of our products.



Product certification and sample approval prior to ordering.



Availability of a multidisciplinary technical team that works to **optimize processes and reduce product losses**.



Protection and safeguarding of packaging materials.



Glass consumption

Consumption	2021	2022	2023	2024
Total consumption (bottles) (Kg)	9,299,833	10,028,219	11,345,503	12,153,231
Relative consumption (Kg/HL)	47.6	51.5	53.2	48.9

We are constantly working to reduce the use of glass, applying measures such as making bottles lighter or using recycled material. As a result, in 2024 we managed **to reduce its relative use by 8.1%** compared to 2023.

Aluminium consumption

Consumption	2022	2023	2024
Total consumption (bottles) (Kg)	13,580	28,583	20,041
Relative consumption (Kg/HL)	0.06	0.13	0.08

As for **aluminium consumption**, there has also been a reduction, both in absolute and relative terms, in 2024, which was 38.5% lower in relative terms compared to 2023.





Paper consumption

Consumption	2021	2022	2023	2024
Absolute paper (number of sheets)	239,631	233,036	221,137*	201,207
Relative paper (number of sheets/HL)	1.23	1.10	1.04*	0.81

*Data modified with regards to the data reported in the Sustainability Report for 2023 due to a calculation error that has been corrected.

In 2024, **paper consumption was also reduced, by 22% in relative terms** compared to the previous year, thanks to the measures applied in the digitization of processes to minimize its use. Thus, we also improve by streamlining the search for information.



Cardboard consumption

Consumption	2021	2022	2023	2024
Bottle packaging boxes (Kg)	594,853	624,972	791,838*	758,536
Bottle packaging boxes (Kg/HL)	3.05	2.95	3.71*	3.05

*Data modified with regard to the data reported in the Sustainability Report for 2023 due to an adjustment in the average weight of cardboard.

Regarding cardboard, we have also seen a **relative reduction of 18%** compared to 2023.

Promoting circularity

In our society, it is essential that we move forward in developing a model in which the circular economy becomes increasingly effective and we make the most of the value of resources, both to reduce the extraction of new natural resources and to reduce waste generation.

At Vicente Gandía, we have been working for years to **optimise the closure of the resource cycle** by implementing measures in various areas throughout our production chain.



MOVING TOWARDS A MORE CIRCULAR ECONOMY



We continue to work on **reducing the weight of our bottles** to minimize the amount of glass used, although the increase in the production of sparkling wines has led to an increase in the average weight of our bottles, going from 422 g in 2023 to 426 g in 2024. Currently, **57% of the bottles weigh less than 400g**.



We use bottles made from recycled glass in order to limit the extraction of new materials and make the most of the value of existing resources, with 41% of the weight of our bottles coming from **recycled glass** in 2024.



We **digitized quality reports, previously completed on paper**, reducing paper consumption, improving traceability, shortening production times, and minimizing human error.



We prioritise the **use of cardboard sourced from responsibly managed forests**, which we are expanding each year, reaching 37% in 2024.



We improved **inspection processes to optimize quality control** and reduce waste and breakage, while making better use of materials.



We have **reduced the handles used in our bag-in-box** formats by 93.8%, saving 2,268 kg of plastic.



We have replaced bag-in-box bags with versions featuring **non-detachable valve seals**, making them easier to recycle together.



Evolution of the weight of our glass bottles (units)

Consumption	2021	2022	2023	2024
Light_<400g	16,938,459	19,781,671	18,345,828	11,747,742
Medium>400g_<600g	7,310,519	5,190,756	7,404,891	6,679,857
Heavy_>600g	1,700,600	1,478,338	905,471	31,431
Total units	25,949,578	26,450,765	26,656,190	18,459,030



We participated in the training event 'Packaging regulations and developments in the food industry', organised by FEDACOVA, to raise awareness of our position on the subject.

Better waste management

In our industry, most of the waste generated is non-hazardous, with only 1% classified as hazardous, which is generated during cleaning, maintenance, and disinfection processes.

In 2024, there was a significant increase in the volume of non-hazardous waste generated due to the DANA, both from the destruction of materials and from product damage. However, taking into account the normal waste associated with our activity, we can see a **reduction of 19% in relative terms** with regard to the total waste generated in 2024 compared to 2023.

Among the notable measures taken to further reduce waste generation, since May 2024 we have been **recovering wine corks** through a partnership with one of our suppliers.

Furthermore, we have internal equipment for **separating materials** (cardboard, glass, liquid) in the event that non-compliant



Waste generated at the Chiva and Hoya de Cadenas centres

Type of waste	2021	2022	2023**	2024*
Non-hazardous (absolute) (t)	535.3	481.7	530.9	500.7
Non-hazardous (relative) (kg/HL)	2.74	2.27	2.48	2.02
Dangerous (absolute) (t)	8.1	5.4	7.8	6.2
Dangerous (relative) (kg/HL)	0.04	0.03	0.04	0.03
Total waste (absolute) (t)	543.4	487.2	538.7	506.9
Total waste (relative) (kg/HL)	2.78	2.30	2.52	2.04

*Data reported without taking into account the waste generated due to the DANA emergency.

**Data modified with regard to the data reported in the Sustainability Report for 2023 due to a calculation error that has been corrected.

products need to be destroyed, thereby optimising their recovery.

In addition, we have held **meetings with the main waste management companies** in order to convey our concerns and

objectives to improve our relationship in this regard.

In addition, we have carried out **information and awareness-raising activities** among our team members to

promote waste management from the source. It has also been complemented with training to equip people from different areas such as maintenance, production and cleaning, in which 19 people have participated with a total of 38 training hours.

Prioritizing sustainable viticulture

At Vicente Gandía, we are reinforcing our commitment each year to the implementation of practices and techniques that allow us to develop increasingly sustainable viticulture. This way, we can improve the resilience of crops to the effects of climate change, since we favour crops integrated into the environment, which protects the vines from adverse conditions.

Through sustainable viticulture, we can guarantee the highest quality of the grapes produced while **reducing the environmental impact**. Furthermore, it promotes the conservation of soil and vine quality, while optimizing the natural resources used and reducing the waste generated.

Among the techniques we implement within this model are integrated pest management, the use of compost and natural fertilizers,

and the conservation of biodiversity in our vineyards. This way, we contribute to the development of a **more resilient and stable ecosystem**, where fertile soil is maintained and there is less erosion.

We are working on a landscape conservation project that focuses on highlighting the centuries-old holm oaks on our properties by registering them in the catalogue of unique trees, in addition to carrying out maintenance and care activities for the scrubland and pine forests in our surroundings.



HOW WE INTEGRATE SUSTAINABLE VITICULTURE



We **reduce the use of pesticides and artificial fertilizers**, respecting and preserving the biodiversity of our *terroir*.



We **prioritize the use of biological products** over chemicals to maintain soil health.



We **implement new agricultural practices and more efficient and effective technologies**, supported by ongoing training and the updating of our equipment.



We use treated water for irrigation and transform sludge into high-quality compost thanks to the circular economy.



We are committed to **cultivating native varieties** such as Bobal, Monastrell, Moscatel and Verdosilla, integrating this into our sustainable viticulture strategy.



We apply **more efficient agricultural practices**, such as drip irrigation, biological pest control and reuse of pruning waste to improve soil health.



We **produce natural fertilizer** from local farm waste and pruning debris, supporting circularity in our environment.



We implement **environmentally friendly practices in the pre-pruning, pruning and harvesting processes** to prevent erosion and minimize soil wear.



We keep **our vineyards integrated into an ecosystem of pine trees and scrubland**, managed by field staff, providing additional off-season employment and promoting local biodiversity.

"Transferring the essence of the Mediterranean to our wines, with deep respect for the environment, represents the ultimate expression of the passion we feel at Vicente Gandía for our roots. "It is a tribute to the land that provides us with the raw materials with which we produce, in an organic way, top quality wines designed to delight those who enjoy them".

Diego Morcillo
Technical Director at Bodegas
Vicente Gandía

As a result of all this effort, **our organic wines** are becoming increasingly important, which has led us to the development of our Irreales, a trilogy of organic wines that was launched in 2025.

To obtain organic product certification from the European Union, these wines must contain at least **95% organic ingredients**, and the remaining 5% is subject to strict conditions.

Furthermore, since 2023 we have had JAS certification to be able to export organic products to **Japan**.



For organic production, in addition to following strict regulations to ensure the correct identification and traceability of both raw materials and the finished product, we implement cleaning procedures that guarantee that no cross-contamination occurs.

Products: characterized by quality and innovation

We continually strive to offer the best of Vicente Gandía to delight our consumers and meet their expectations.



Ensuring the highest quality and food safety

In our sector, ensuring food safety is a key aspect so that consumers can enjoy our wines and, thus, maintain their trust. To achieve this, we implement the requirements established by the strictest international standards, through which we seek to ensure the quality and safety of our products.

In this regard, we undergo audits every year to verify that these standards are being met. In 2024, we again obtained the **highest rating from the BRCGS and IFS food quality and safety standards**, the most recognized worldwide in the food sector.

To implement these standards, we rely on our **Quality and Food Safety Policy**, which includes a series of commitments to guarantee food quality and safety in everything we do and enhance with our culture promotion plan.





OUR COMMITMENTS TO QUALITY AND FOOD SAFETY



Integrate the **culture of quality and food safety** into all processes.



Ensuring quality, legality, food safety and authenticity in all our products.



Implement a food defence plan to ensure the safety of our facilities and the protection of our products.



Focusing on the customer, identifying their requirements and expectations, assuming responsibilities and ensuring our ability to achieve their satisfaction.



Establishing **alliances to achieve objectives**, working together with all business partners to improve and strengthen the security of our supply chain and due diligence.

On the other hand, to also guarantee quality distribution, we maintain the **AEO certification as an Authorized Economic Operator**. This certification guarantees compliance with strict safety standards, legal regulations and economic reliability.

We also have a state-of-the-art **winemaking laboratory**, which allows us to carry out exhaustive control at each stage of our winemaking process, from harvesting to bottling. To achieve this, it is equipped with advanced technology and highly skilled professionals.

This control is complemented by **inspections and checks carried out during the bottling phase**, both on the process and the final product, by trained staff at the plant, supervisors and the quality control team.

Diego Morcillo, our technical director, has been recognized as the best European winemaker of the year with the Aurum Europa Excellence 2024 award given by CEUCO, highlighting his dedication and achievements contributing to the development and excellence of the wine sector.



Among the investments made in 2024 for quality assurance, the installation of pressure sensors in isobaric tanks, new inspectors for one of our bottling lines, a dynamic scale for checking the weight of finished product boxes, and an inspector for flaps and marking on the bag-in-box line stand out.

All these measures allow us to **minimize the number of complaints received** from our customers. However, in 2024 we have observed a slight increase due to a rise in sales by one of our distributors and incidents in the market, which we are already resolving thanks to the new technologies implemented this year. In any case, there has been no serious incident that has required the product to be recalled or withdrawn.

The rate of complaints in 2024 stood at 2.14 incidents per million bottles placed on the market, compared to a rate of 1.17 in 2023.



Guaranteeing the quality of our wines is essential to our business, and we strive continuously to achieve the highest standards.

Award-winning quality

Each year, we feel proud to see **our wines recognized for their exceptional quality and character.** These awards inspire us to continue innovating and perfecting our work so that we can offer the very best

of Vicente Gandía in every glass. In 2024, our Ceramic, Bobal and Hoya de Cadenas products have particularly stood out, reflecting our defining commitment to excellence.

AWARDS AND MEDALS AWARDED TO OUR WINES



AWARDS AND MEDALS AWARDED TO OUR WINES



AWARDS AND MEDALS AWARDED TO OUR WINES

HOYA DE CADENAS

PUERTO ALICANTE



Seeking innovation in every detail

Innovation is an essential part of Vicente Gandía. It allows us to continue evolving, improving our wines and developing new products that adapt to what the market demands. This way, we maintain the quality that characterizes us while responding quickly to new trends.

At Vicente Gandía, we produce authentic wines with a Mediterranean soul, rich in flavours and presented with the utmost care. Each creation reflects our commitment to quality and passion for our work.

KEY R&D&I INDICATORS 2024



0.02

R&D&I Investment Ratio



8.5

Profitability I



0.36

Debt



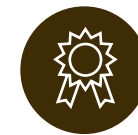
6.7

Profitability II



26,086.89

Productivity



8

F-Score

R&D&I PROJECTS WE ARE INVOLVED IN



New solution for sparkling wines

- ✓ Developed during 2024 and 2025, the project focuses on the research and development of a **new carbonation and CO₂ stabilisation system for sparkling wines**, with the aim of obtaining fine microbubbles and an organoleptic sensation that is unprecedented in the industry, ensuring consistency across all bottles. To this end, a comprehensive solution is being developed that combines a new CO₂ injection system, continuous monitoring of microdiffusion membranes and a deoxygenation process.



Development of a novel Bobal wine through raisining

- ✓ Launched in 2024 and running until 2025, this project consists of developing this new wine by means of raisining, one of the oldest and most appreciated oenological techniques, a process based on the partial dehydration of the grapes, naturally concentrating the sugars, organic acids and phenolic compounds, resulting in a wine of great complexity, structure and persistence on the palate. To address the limitations of this process, the project focuses on researching and developing a new raisining solution for the native Bobal variety using a **mechanised dehydration system** that is currently being designed.



Production of a new vermouth with high aromatic intensity

- ✓ Developed from a new three-step maceration solution to achieve high extraction of the desired aromatic compounds from the more than 30 natural botanicals used in its production. This project was started in 2023 and completed in 2024.



We are launching our new Bobal Dulce, a high-expression wine from the Utiel-Requena designation of origin, betting on the most representative variety of the Valencian interior.

In 2024, we continued to expand our portfolio with the **creation of Bobal Dulce**, which stands out for its pale pink colour with slightly salmon-toned, clean and bright appearance. In its preparation, we have been inspired by the famous ICE WINE from areas where they develop winter wines from frozen grapes.

Based on this idea, as a tribute to this type of wine, we harvest grapes manually. Subsequently, we place them in specially designed cold storage chambers for this complex production process at the ideal temperature, which is also controlled during the fermentation process to **preserve all the natural and primary aromas of the grape itself**.

“We seek new inspiration every day, in every detail, in order to continue innovating to improve our wines while developing new recipes to surprise an increasingly demanding consumer”.

Raúl Custodio
Director of Innovation and Marketing at
Bodegas Vicente Gandía

Another new development in 2024 was the **updating of the image of our Hoya de Cadenas wines** to make it fresher and more modern, conveying tradition, history, human effort and the care put into the vineyard. To this end, the main element of identity is the vineyard, represented by an illustration showing the unique terrain of the Sierra de la Bicuera landscape with its gentle undulations.



Ethical, honest and transparent governance

At Vicente Gandía, we maintain a strong commitment to corporate responsibility, so we pay attention to every detail to ensure exemplary behaviour in everything we do.



Striving for the highest excellence

Excellence is present in our daily lives, whether in the entire winemaking process or in the management of every aspect of the winery. Therefore, it is also key in our corporate governance model.

To coordinate the **management of the company's governance**, we have a single administrator who reports to our sole shareholder, Vicente Gandía Group. It has a Board of Directors, made up of four people, two women and two men, who meet quarterly to carry out proper monitoring of the winery.

Also, to coordinate the different areas of the company, we have a **management team** made up of nine people, including one woman. All these people are residents of the Valencian Community, as a commitment to local talent.

As a guide to developing good governance, we apply **our Code of Ethics**, whose guidelines are mandatory both at the company level and for all people who are part of the team. Thus, in this Code we find the guidelines to follow to guarantee exemplary behaviour in line with the values of the winery.



PILLARS OF OUR CODE OF ETHICS



Diligence in legal compliance.



Respect and protection of human and labour rights.



Work-life balance and the right to rest.



Fair hiring and employment.



Health and Safety.



Quality, innovation and food safety.



Impact on the community.



Commitment to environmental protection.



Policy against corruption, fraud, bribery and money laundering.



Equality, diversity and non-discrimination.



Right to privacy, confidentiality and information security.



It is the responsibility of anyone associated with the company to report any potential breaches of our Code of Ethics. For this purpose, we have enabled a **Reporting Channel**, available through our [corporate website](#) or in the internal App.

All communications related to violations of the Code of Ethics that we receive through the various available channels can be sent anonymously and, in any case, will be treated confidentially and without retaliation.

Additionally, we periodically **undergo social audits** in order to assess our level of compliance with the ETI (*Ethical Trading Initiative*) Code of Ethics, which includes a core set of best practices in the workplace, and the additional ethical requirements of the SMETA (Sedex Members Ethical Trade Audit) guidelines.

On the other hand, to ensure exemplary behaviour among team members, we have staff **trained in anti-corruption in all high-risk positions**.

We plan to develop a new plan and specific policies to combat corruption and bribery and prevent crime during 2024. However, no corruption-related cases were recorded in 2024.

Another action we take to ensure transparency in the company is to conduct an **annual audit of accounts**, the results of which are available to the relevant stakeholders. Furthermore, we file the accounts with the Commercial Registry every year after their approval, making

them available to any person or entity that wishes to request a copy in digital format.

Finally, we have **identified the main sustainability risks**, whether environmental, social or governance issues, so that we can anticipate them and take steps to prevent them from materializing. These risks have been determined based on the material issues identified for the company, as well as the results of a SWOT analysis carried out to assess the threats and weaknesses associated with the company.

We have identified the main risks as those arising from climate change and new regulations related to sustainability and due diligence in the chain of custody. To address these issues, we have established a **crisis management plan** with contingency measures to implement in the event of extreme weather conditions or supply difficulties.



Continuously engaging in dialogue with our stakeholders

For the development of our business strategy, we consider it essential to identify the company's main stakeholder groups in order to understand and address their requirements and expectations. To this end, we maintain fluid and bidirectional communication through various channels to keep ourselves informed and aligned in our progress.

Furthermore, we establish **alliances and links** in order to achieve common goals on the path to continuous improvement and sustainability.

OUR KEY STAKEHOLDERS



Shareholders



Management



Contributors



Suppliers



Customers



Final consumer



Community



Regulatory authorities
and certification bodies

One of the actions that becomes most relevant to understanding the expectations and needs of our stakeholders is the performance of a **materiality analysis**. Through this analysis we can identify the most relevant issues for both the company and our stakeholders, in order to focus on addressing these issues at the management level.

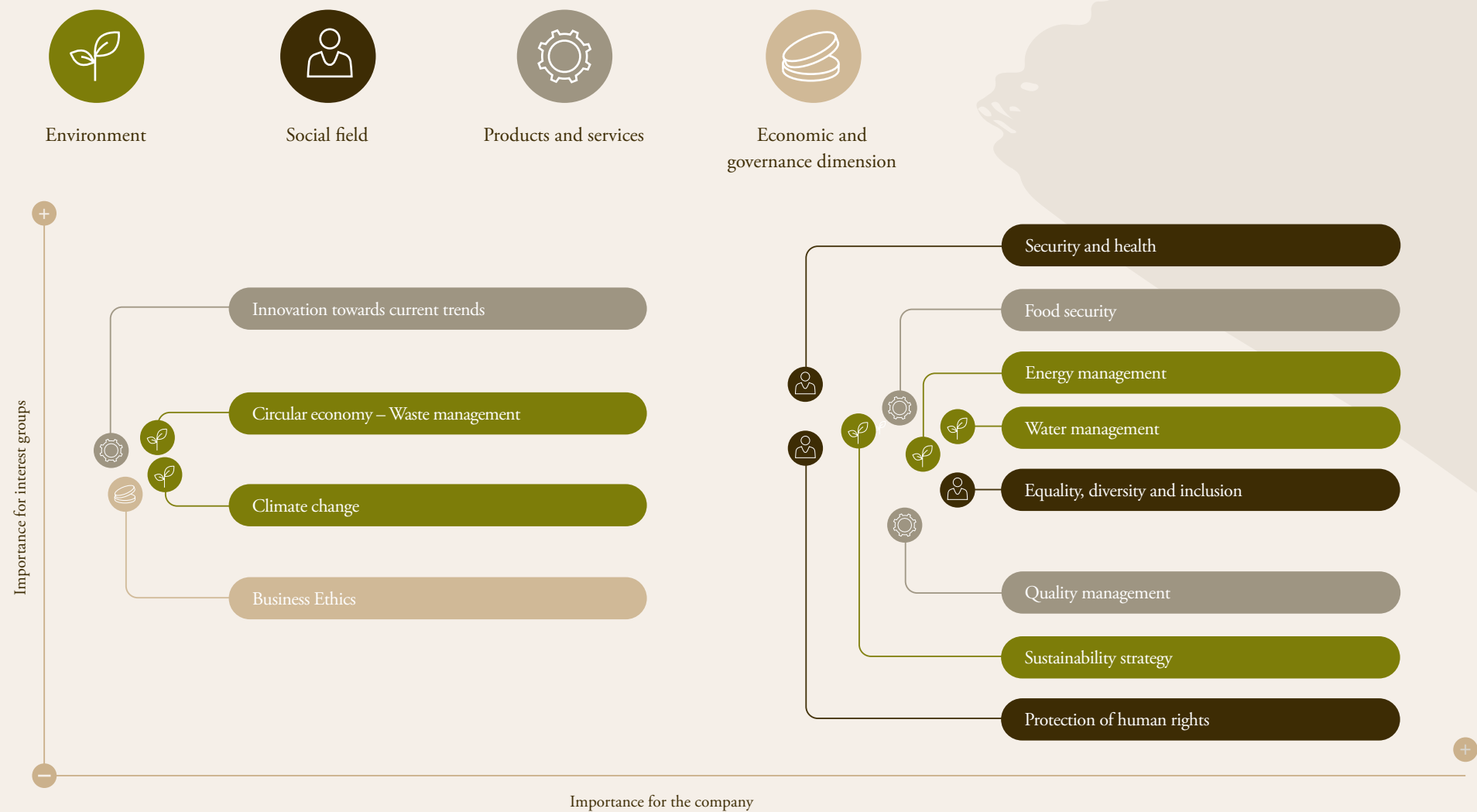
Furthermore, these are the topics we report on in our sustainability report, in order to **show how we are progressing** in each of these areas of greatest interest.

Currently, the results of the last materiality analysis we carried out in 2021 remain valid, since in the reviews carried out in subsequent years, we have found that no significant changes have occurred. Therefore, the **12 material aspects** identified in that analysis remain in place and are the ones we report on in this report.

OUR MATERIALITY MATRIX

A2	Energy Management		Environment
A1	Water Management		Environment
C1	Food safety		Products and services
S3	Health and safety		Social field
S7	Protection of human rights		Social field
C5	Quality Management		Products and services
A4	Circular Economy - Waste Management		Environment
C4	Innovation towards new trends		Products and services
A6	Climate change		Environment
E4	Business Ethics		Economic and governance dimension
E2	Sustainability Strategy		Environment
S6	Equality, diversity and inclusion		Social field

OUR MATERIALITY MATRIX





Choosing proximity

Local raw materials are fundamental in the production of our wines, so we look for nearby grape suppliers, mostly from the Planas de Utiel region, located less than 30 kilometres from our winery. Similarly, when it comes to wine suppliers, we prioritize those from the Valencian Community, in order to maintain the character of the local wines.

As for our other suppliers, we also try to choose **local and nearby** ones, in order to contribute to the progress of our community, while always maintaining the highest quality and environmental standards.

For the selection of our suppliers, we apply a **supplier selection and**

evaluation procedure, so that we can ensure that they meet the requirements we demand to be in line with the values and principles of Vicente Gandía. Various areas participate in the application of this procedure in order to guarantee the application of the requirements necessary for its homologation.

One of the requirements of this procedure is the signing of a declaration of responsibility, including compliance with our Code of Ethics. In 2024, we maintained 100% compliance from packaging suppliers, raw materials, and contractors who have been **informed about our sustainability commitments** and have pledged to comply with the company's Code of Ethics.

We are also working to **improve our relationships with our suppliers**, offering favourable conditions such as reducing the average number of days for making payments, which is now at 37 days.



386

local suppliers
(43% of total)

We maintain the Mediterranean essence of our wines by opting for local raw materials, rooted in our land.

Towards a more dynamic 2025

In 2025, we celebrate our 140th anniversary, marking a new stage in our evolution with a clear commitment to excellence and oenological innovation.



OUR GOALS FOR 2025-2026

 People



Continue with the **plan to promote a culture of prevention** with the following initiatives

- ✔ Maintenance of the **outreach and awareness campaign** and development of events.
- ✔ Promoting **consultation and employee participation**.



Integrate a **healthy culture** into our workforce through

- ✔ **Training and delivery of talks** to improve the health conditions of the staff.
- ✔ Organization of **events related to healthy habits**.



Review, update and integrate **occupational health and safety processes**



To **continue advancing in the execution of our corporate social responsibility project “Som Albufera”**, in order to continue disseminating, conserving and protecting the environmental values of l'Albufera in our community



Continue investing in **health and safety improvements**

- ✔ Improvement of pedestrian crossing signage and physical barriers.
- ✔ Installation of PPE dispensing machine.
- ✔ Improvement of chemical storage facilities .



Protecting and promoting mental health in the workplace through actions such as

- ✔ **Monitoring of improvement actions derived from the psychosocial risk assessment**.
- ✔ Development of **programs for emotional health** such as time management training, conflict management coaching, etc.



Promoting **equality and non-discrimination** through

- ✔ Development of **awareness campaigns**.
- ✔ **Updating our Equality Plan** with the new requirements of the LGBTI+ Law and preparing for its renewal.



Ensure **consultation and participation of staff through the Health and Safety Committee**

OUR GOALS FOR 2025-2026

 Planet



Maintain our **plan to promote a culture and raise awareness of sustainability**



Advance the **sustainability of our products and processes** through various steps such as eliminating or reducing unnecessary packaging elements, increasing the percentage of recycled glass in our bottles, and creating new eco-friendly product ranges



Define and promote an **effective water management plan**, for which we will work on improving the monitoring of water consumption at the water treatment plant or the recovery of water from bottle rinsers and rainwater



Maintain and advance **good practices in sustainable agriculture and the protection and promotion of biodiversity** with measures related to better vineyard management, greater landscape conservation, and the implementation of a fertilisation plan and soil analysis



Promote new **governance and transparency initiatives**



Improve waste management by reducing the volume of cardboard through rotary compaction and glass through destruction, as well as reducing and working to prevent the generation of non-compliant products



Advance our **carbon footprint reduction plan with a 2025-2027 horizon**



Continue working on our **Energy Efficiency Plan**, advancing in measures to monitor consumption and replace inefficient equipment and lighting

OUR GOALS FOR 2025-2026

 Products



Continue to promote a **culture of quality and food safety** through communication and awareness-raising among staff and by expanding their training



Define a **system for evaluating the performance** of key jobs and develop a career plan



Maintaining our **document system in an integrated and efficient manner**, simplifying documentation and digitizing processes



Improve product and process quality control by implementing new systems and equipment that facilitate inspection and control

“We are advancing in the premiumisation of our wines in order to raise the prestige of the winery by producing high-end products that reflect the character, quality and authenticity of the Mediterranean terroir. We continue to write our story with a renewed vision that combines tradition and innovation”.

Javier Gandía
CEO at Bodegas Vicente Gandía



Annexes

Carrying out this transparency exercise helps us to have a global view of our progress during each year, motivating us to continue working to advance on the path towards sustainability.



Strategic alliances

At Vicente Gandía, we are aware that it is essential to establish strong alliances with the company's various stakeholders, especially those with whom we can collaborate to achieve more ambitious goals by creating synergies to move towards sustainability.



STRATEGIC ALLIANCES



FEV (Spanish Wine Federation)

We are part of this entity that promotes the competitiveness and sustainability of the wine sector, as well as moderate wine consumption.



Club Marketing del Mediterráneo (CMM)

Our support for this entity allows us to have a meeting point with professionals, brands and marketing suppliers from the Valencian Community.



Chamber of Commerce

We belong to the Business Club of this organization, and we have their support to strengthen our development as a company, thanks to their advice to boost the competitiveness of our winery.



Utiel-Requena Wine Route

We collaborate with this entity to promote sustainable tourism in this region, recognized for its ancient winemaking tradition.



Ecovidrio

We collaborate with this organization that supports us to promote glass recycling and the implementation of measures to improve the eco-design of our glass bottles.



Sedex

We collaborate with this leading provider of ethical trade services to improve working conditions in our supply chain, contributing to social sustainability.



Wine in Moderation

We are strengthening this alliance to promote the moderate and responsible consumption of our wines, as well as the sustainability of wine culture.



Tierra Bobal

We support this association, which works to promote wine culture based on the native Bobal grape variety, with the aim of enhancing its relevance through wine tourism.



AECOC

We collaborate with this association to improve the competitiveness of the entire value chain, sharing solutions, standards and knowledge to make it more efficient and sustainable.

About this memory

Once again, this year, we have **demonstrated our commitment to transparency by publishing this Sustainability Report for the 2024 financial year of Vicente Gandía Pla S.A.** Our aim in producing this report is to **inform our stakeholders of the progress we have made in achieving our sustainability goals, as well as the challenges we have addressed in order to continue improving.**

To present this information, we have structured the document according to the three pillars that constitute our **IMPULSE Program and in response to the material issues identified.**

In addition, we have taken into account both the **indicators of the latest version of the GRI** international standard and the **requirements established in Decree 4/2025**, of the 14th of January, of the

Regional Government, amending Decree 200/2022, of the 25th of November, which regulates social responsibility in Valencian entities, developed on the basis of Law 18/2018, of the 13th of July, of the Valencian Regional Government, for the promotion of social responsibility, and the changes introduced by Order 5/2025, of the 14th of July, of the Regional Ministry of Finance and Economy, amending Annex II of Decree 200/2022.

Furthermore, the indicators reported in this report have been audited for the renewal of our registration in the Valencian Register of Socially Responsible Companies (Decree 200/2022). This way, we seek to produce a robust and rigorous report.

Additionally, if anyone wishes to make any inquiries regarding this report and the information provided, they can contact us via email:

lesteve@vicentegandia.es



Table of indicators

CODE	INDICATOR	LOCATION OR RESULT	GRI	SDGs
SOCIAL AND LABOUR ASPECTS				
SL1	Respect for human rights	3.1. Growing thanks to the best team	GRI 412-2	
SL2	Human Rights Training	3.2. Improving our work environment every day	GRI 412-2	
SL3	Equal pay	3.1. Growing thanks to the best team	GRI 405-2	
SL4	Equality in job creation	3.1. Growing thanks to the best team	GRI 412-2	
SL5	Equal management	3.1. Growing thanks to the best team	GRI 405-1	
SL6	Equality plan	3.1. Growing thanks to the best team	-	
SL7	Equality on the board of directors	3.1. Growing thanks to the best team	GRI 405-1	

SL8	Plan against sexual harassment	3.1. Growing thanks to the best team	-	
SL9	Equality in new recruitment	3.1. Growing thanks to the best team	GRI 401-1	
SL10	Equality in employment stability	3.1. Growing thanks to the best team	GRI 401-1	
SL11	Equality in training	3.2. Improving our work environment every day	GRI 404-1	
SL12	Diversity policy	3.1. Growing thanks to the best team	-	
SL13	Declaration of non-discrimination	6.1. Striving for the highest excellence	GRI 406	
SL14	Youth employment	3.1. Growing thanks to the best team	GRI 405-1	
SL15	Older employment	3.1. Growing thanks to the best team	GRI 405-1	
SL16	Accessibility	3.3. Progressing alongside our community	-	

SL17	Employment stability	3.1. Growing thanks to the best team	-	
SL18	Wage dignity	3.1. Growing thanks to the best team	GRI 202-1	
SL19	Wage gap ratio	Not reported	-	
SL20	Return to work rate	3.1. Growing thanks to the best team	GRI 401-3	
SL21	Retention rate	3.1. Growing thanks to the best team	GRI 401-3	
SL22	Turnover rate	3.1. Growing thanks to the best team	GRI 401-1	
SL23	Training hours	3.2. Improving our work environment every day	GRI 404-1	
SL24	Employees covered in occupational hazard prevention training	3.2. Improving our work environment every day	GRI 403-1	
SL25	Absenteeism from work	3.2. Improving our work environment every day	-	

SL26	Accident at work (incidence rate with discharge)	3.2. Improving our work environment every day	GRI 403-9	
SL27	Occupational accidents	3.2. Improving our work environment every day	GRI 403-9	
SL28	Presence of upstream communication channels	3.2. Improving our work environment every day	GRI 412-2	
SL29	Percentage of employees receiving regular evaluation	3.2. Improving our work environment every day	GRI 404-3	
SL30	Existence of a 360° evaluation methodology	3.2. Improving our work environment every day	-	
SL31	Existence of collective bargaining agreements	3.1. Growing thanks to the best team	GRI 402-1	
SL32	Existence of a reception plan	3.2. Improving our work environment every day	-	
SL33	Existence of combined variable remuneration models of individual and organizational performance	3.2. Improving our work environment every day	-	
SL34	Mentor system	3.2. Improving our work environment every day	-	

SL35	Rights for maternal leave	3.1. Growing thanks to the best team	GRI 401-3	
SL36	Rights for parental leave	3.1. Growing thanks to the best team	GRI 401-3	
SL37	Implementation of voluntary telework	3.1. Growing thanks to the best team	-	
SL38	Generated Economic Value (GEV)	2. Keys to 2024 with IMPULSE	GRI 201-2	-
SL39	Distributed Economic Value (DEV)	2. Keys to 2024 with IMPULSE	GRI 201-2	-
SL40	Retained Economic Value (REV) = GEV - DEV	2. Keys to 2024 with IMPULSE	GRI 201-2	-
SL41	Financial assistance from the Government	2. Keys to 2024 with IMPULSE	GRI 201-4	-
SL42	Number of managers from local communities	6.3. Choosing proximity	GRI 413	
SL43	Number of local suppliers	6.3. Choosing proximity	GRI 413	

SL44	Number of total employees	3.1. Growing thanks to the best team	GRI 401-1	
SL45	Employment creation	3.1. Growing thanks to the best team	GRI 401-1	
SL46	Percentage of taxes paid	2. Keys to 2024 with IMPULSE	GRI 201-2	-
SL47	Language standardization (I)	Not reported	-	-
SL48	Language standardization (II)	Not reported	-	-

ETHICAL ASPECTS

ET1	Existence of a board of directors	6.1. Striving for the highest excellence	GRI 102-18	-
ET2	Frequency of board of directors meeting	6.1. Striving for the highest excellence	GRI 102-18	-
ET3	Total number of directors	6.1. Striving for the highest excellence	GRI 102-18	-
ET4	Percentage of independent directors	6.1. Striving for the highest excellence	GRI 102	-

ET5	Existence and use of a code of conduct	6.1. Striving for the highest excellence	GRI 102-16	-
ET6	Identification of material risks	6.1. Striving for the highest excellence	GRI 103-1	-
ET7	Material risk assessment	6.1. Striving for the highest excellence	GRI 103-1	-
ET8	Mitigating material risks	6.1. Striving for the highest excellence	GRI 103-1	-
ET9	Contingency plan	6.1. Striving for the highest excellence	GRI 103-1	-
ET10	The entity is transparent and subject to scrutiny by stakeholders	6.1. Striving for the highest excellence	-	
ET11	The entity undergoes internal audit of its annual accounts	6.1. Striving for the highest excellence	GRI 102-18	-
ET12	Anti-corruption training for employees	6.1. Striving for the highest excellence	GRI 205-1	
ET13	Anti-corruption training for managers	6.1. Striving for the highest excellence	GRI 205-1	

ET14	Existence of an anti-corruption plan	6.1. Striving for the highest excellence	GRI 205-1	
ET15	Number of corruption cases identified	6.1. Striving for the highest excellence	-	
ET16	Number of suppliers selected based on social criteria	6.3. Choosing proximity	GRI 205-1	
ET17	Number of complaints with satisfactory resolution	6.1. Striving for the highest excellence	GRI 414-1	
ET18	Average payment period to suppliers	6.3. Choosing proximity	-	-
ET19	The entity has a corporate website	3.3. Progressing alongside our community	-	
ET20	The annual accounts of the entity are public	6.1. Striving for the highest excellence	-	-
ET21	The entity prepares an annual report of activities	8.2. About this memory	-	-
ET22	La entidad elabora una memoria anual de actividades	8.2. Acerca de esta memoria	-	-

ENVIRONMENTAL ASPECTS

AM1	Total emissions	4.2. Moving towards decarbonization	GRI 305-1 GRI 305-2 GRI 305-3	
AM2	Emission intensity ratio	Not reported	GRI 305-4	
AM3	Existence of a defined plan for the reduction of pollutant emissions	4.2. Moving towards decarbonization	-	
AM4	Waste generated	4.4. Promoting circularity	GRI 306-2	
AM5	Recycled and reused waste	4.4. Promoting circularity	GRI 306-2	
AM6	The entity develops an environmental report	8.2. About this memory	GRI 412-2	-
AM7	Total water consumption	4.3. Optimizing the use of resources	GRI 303-5	
AM8	Ratio of intensity in water consumption	4.3. Optimizing the use of resources	-	

AM9	Total energy consumption	4.3. Optimizing the use of resources	GRI 302-1	
AM10	Energy intensity ratio	4.3. Optimizing the use of resources	GRI 302-3	
AM11	Use of renewable energy	4.3. Optimizing the use of resources	GRI 302-1	
AMN1	Reduction and offsetting of emissions	4.2. Moving towards decarbonization	GRI 305-5	
AMN2	Air, water and soil pollution	4.1. Working towards better environmental performance	-	
AMN3	Intensity of land use	4.5. Prioritizing sustainable viticulture	-	
AMN4	Location in sensitive areas	4.5. Prioritizing sustainable viticulture	304-1	
AMN5	Efficient use of materials	4.4. Promoting circularity	301-2	
AMN6	Recyclability and ecodesign	4.4. Promoting circularity	306-2	

AMN7	Water resource management measures	4.3. Optimizing the use of resources	303-2	
AMN8	Location in areas of water stress	4.3. Optimizing the use of resources	303-2	

ECONOMIC SUSTAINABILITY ASPECTS

ID1	Innovative capacity	5.2. Seeking innovation in every detail	-	
ID2	Investment in R&D&I	5.2. Seeking innovation in every detail	-	
ID3	Profitability I	5.2. Seeking innovation in every detail	-	-
ID4	Profitability II	5.2. Seeking innovation in every detail	-	-
ID5	Borrowing	5.2. Seeking innovation in every detail	-	-
ID6	Productivity	5.2. Seeking innovation in every detail	-	-
ID7	F-score	5.2. Seeking innovation in every detail	-	-



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