



ABADIA RETUERTA

ESG REPORT



2025



ABADIA RETUERTA

Abadía Retuerta is more than a hotel and winery. It is a project that aspires, with great responsibility and generosity, to conserve and enhance a heritage that dates back over nine centuries.

As part of our pledge to share with current generations, and to leave a legacy for the future, we are determined to add further value to our history by calling upon present-day creativity. Ultimately, we want our work to make a positive impact.

We are the custodians of a whole ecosystem of excellence in both winemaking and hospitality. This is combined with a focus on world-class gastronomy, on wellbeing and well-living, on sustainability, as well as a profound devotion to fine art, culture and the local lands.



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V2 AUGUST 2026



ABADIA RETUERTA

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How we contribute to the Sustainable Development Goals





Interview with the CEO



Enrique Valero
CEO

Ten years since our first sustainability report in 2016, Abadía Retuerta continues to make progress in this regard, with the same determination as ever. What has changed more: the project itself, or the way you understand and manage it?

I think both of those things have changed, but it’s perhaps our way of understanding the project that has evolved more than anything. From the very beginning, there was a clear ambition to make great wines and revive an extraordinary estate, but over time we’ve come to take a far broader perspective on what Abadía Retuerta is all about.

Today, we are fully aware that we are managing not only a winery and a hotel: this is a living territory, with a history, a landscape, a community and natural resources that we must conserve. This more holistic vision has led to us bringing in new ways of thinking and making decisions, whereby excellence is not only measured in terms of economic results or the quality of what we produce, but also the impact we have on our surroundings.

In this sense, the project has grown, but above all our way of interpreting it has matured — and we accept the responsibility that comes with that. This evolution also explains how sustainability went from being a mere intention to becoming the true basis of our decision-making. That happened when we stopped asking ourselves which sustainable initiatives we

should bring in, and instead we began to analyse how each decision we make would affect the environment, people and the company’s future. It was a gradual process, and it arose from a deeper understanding of the project and how best to ensure it can survive over time. Therefore, we came to understand that sustainability was not a matter of balancing profitability and impact: it became a prerequisite if we are to guarantee Abadía Retuerta’s long-term continuity. From then on, sustainability went from being a complementary objective to being a key tenet of our management of the estate, as well as a crucial aspect of what we understand excellence to be.

Vision, purpose and value proposition: to transform the present, with clear objectives, and foster a durable legacy. How do you strike a balance between conserving a legacy and the need to innovate and transform?

People often think that conservation is all about being resistant to change. Our experience, though, demonstrates quite the opposite. The best way to protect a legacy is to keep it alive, by helping it evolve in a respectful way, and with a view to the future. That’s because all traditions were originally innovations; quite simply, a tradition is an innovation that has proven to be valuable, over the years. Here, the legacy we have inherited should not be considered static. If those who came before us had sought to freeze the enclave in time, then Abadía Retuerta would not have made it to the present day as the unique project that it is now. Each generation has interpreted its responsibility

according to the challenges of the particular era, so we must do the same.

That's why we seek to innovate in winemaking, water management, biodiversity, hospitality, sustainability and technology. Not to change our essence, but to protect it. Transformation is not a threat to our legacy: it's the best tool we have to ensure that it lives on.

Any such transformation can only take place if there is also a strong value proposition too. For me, a brand is not defined by what it says, but rather by its day-to-day actions and how they are carried out. Reputation is built upon coherent and long-lasting decisions. At Abadía Retuerta, we analyse each decision by asking ourselves whether it helps preserve our legacy, whether it is environmentally friendly and whether it generates value for people.

Sustainability has taught us how to ask ourselves better questions, and how to include innovation in our vision and our decision-making. The drive for sustainability is no longer a specific initiative, but rather a whole approach to business. Ultimately, it connects perfectly with what Abadía Retuerta has always been: a project built to last, in which true excellence is all about passing down a thriving estate, and leaving it in an even better condition than when we took it on.

Abadía Retuerta became a certified B Corp in 2025, thus reinforcing a way of working based on positive impact and ongoing improvement. For you, what does being part of this movement really mean? How does a company change when it starts working under that logic, in terms of ongoing improvement and positive impact?

Becoming a B Corp means accepting that the company has a responsibility which goes far beyond economic outcomes. For us, it's not just a certification: it's about belonging to a movement of organisations which share the firm belief that business can be a force for good, for the benefit of people, the environment and society.

At Abadía Retuerta, this vision fits naturally with our way of understanding the project. We manage a living ecosystem with over nine centuries of history, and we are the custodians of a natural, cultural and human heritage that we want to pass down to the next generation in an even better state. B Corp is thus a framework that helps us measure, organise and reinforce such a commitment.

When a company adopts this logic, sustainability stops being just a declaration of intent, and instead become a whole form of management. Each decision is thus analysed from a broader perspective: how it impacts not only people, but also natural resources and the community, as well as the future viability of the project.

B Corp also brings in a culture of ongoing improvement, based on measurement, high standards and accountability. Sustainability is no longer associated with one specific department: instead, it is embedded within the overall strategy and the day-to-day running of the whole organisation.

If I had to highlight one particularly transformative aspect, I would single out transparency. It forces us to be coherent, to acknowledge where we could improve and to back up our commitments with actions and results. Social impact is also a key factor: our true legacy is built from the opportunities we generate for the people and the land. In short, being a B Corp reinforces a way of understanding business based on coherence, long-term vision and the creation of shared value.



Ecosystems of allies and forms of working: how can value be built through solid relationships based on trust, collaboration and a shared vision?

One thing we’ve learnt, as we’ve developed as a business, is that you cannot build a truly valuable project on your own. That’s exactly what we mean by “ecosystems” in this sense: it’s about acknowledging that we form part of a network of relationships in which all those involved bring knowledge, experience and a different perspective. That’s why I always talk about “competence”, rather than “competition”: it’s the ability to cooperate, even with those who share our space, because any such collaboration can bring about the possibility of generating shared value.

In the day-to-day running of the business, this way of thinking has made us better listeners, and we collaborate more. Also, we make decisions fully aware that our impact goes beyond the limits of the estate and the company. We work together with our teams, suppliers, clients, institutions, universities, local communities and business organisations because we know that the best results arise from that dialogue and that mutual trust.

For me, leading an ecosystem means building long-lasting relationships based on a shared purpose. It’s not just about creating value for Abadía Retuerta, but also generating collective benefits that can strengthen the local area, preserve our natural heritage and give a boost to all the people who form part of this project. This collaborative vision is present, every single day, in our way of working and understanding the future.

Balancing impacts with strategic decisions. That is, managing sustainability involves weighing up impacts, risks and opportunities in every decision. It’s a mindset that prioritises long-term value, even when that means embracing uncertainty or foregoing immediate gains.

I think that one of the greatest lessons we’ve learnt at Abadía Retuerta is that important decisions cannot be evaluated solely by looking at their immediate economic impact. We now know that every decision affects people, the terrain, the environment and, of course, the very future of the company itself. That’s why, whenever we analyse an investment or set out a business strategy, we try to understand the risks and the opportunities that might affect the business, as well as the impact of our work upon the immediate context.

As a result, we have often made decisions that were by no means the easiest option, nor the most profitable one in the short term. We have opted to conserve biodiversity, to protect natural spaces, follow more environmentally friendly practices in the winery, invest in ecological efficiency and reinforce certain people-related policies — and all of this requires resources, commitment and, often, the acceptance of some uncertainty. However, we are convinced that these decisions strengthen the project and generate a kind of value that is far stronger and longer-lasting.

I don’t think positive impact and profitability are mutually exclusive. Sometimes, you just have to extend the timeframe. Some decisions might appear to be less efficient in the short term, but they might reduce risks, create trust, strengthen

our relationships with stakeholders and help preserve our most valuable assets: our landscape, our reputation and our human team.

Essentially, we are committed to managing the present in a way that does not harm the future. This approach requires a broader vision when it comes to decision-making, in order to strike a balance between results, impacts and opportunities. It’s a form of leadership that requires conviction, but also a long-term view. We believe that’s how long-lasting businesses are built.

Territory, roots and sustainability are all intertwined in our way of understanding business: we create value in the rural context, which is a whole world of opportunities.

When we speak of boosting the local area, we are referring not only to employment or economic activity, even though both of those aspects are fundamental. Making a real impact means helping people develop their personal life projects here. I always speak about Spain as a land of opportunities, rather than a land of depopulated, empty regions. I’ve always believed that the rural parts of the country are defined not by limitation, but rather by opportunity. That’s why we promote a model in which wine tourism, gastronomy and heritage are not only designed to extract value from the region, but they also help regenerate it by strengthening the economic, social and cultural fabric here.

Progress is often associated with the big cities, but regions like ours have increasingly valuable assets: identity, heritage,

landscape, knowledge, community and a direct link with nature. Our challenge is to turn these assets into opportunities for sustainable, future-oriented development.

For that reason, we are proud that over 90% of our team is from the local region. Behind that statistic are talented workers who choose to live nearby, families who build their future here and people who help keep the surrounding area alive, an area that forms such a vital part of our identity. It is so important that Abadía Retuerta's success goes hand-in-hand with the progress of those who work so hard on the project.

I think that businesses like ours have a huge responsibility in this process. We should act like catalysts, seeking to boost



economic activity, attract talent, foster innovation and show that rural areas can also generate projects of excellence, with international recognition. In this context, sustainability is far more than just a management tool: it's a way to create long-lasting opportunities, strengthen the social fabric and create prosperity whilst still respecting the limits of the environment.

Ultimately, returning value to the area is not just a side effect of our work, but rather an inherent part of our reason for being. If, in a few decades, this place is more attractive, resilient and full of opportunities for those who live here, then we will have kept our biggest promise: to take the legacy we have received, and both preserve and enhance it for future generations.

Looking to the future, how do you envisage the evolution of Abadía Retuerta in the coming decades, given the challenges of sustainability? How do you hope this project will be remembered by those who know about and have experienced it?

When we look to the future of the estate, we do not think solely in terms of sustainability, but rather how to keep on reinforcing an ecosystem that is ever more vibrant, diverse and resilient. Initiatives such as the reforestation of our woodland, the regenerative agriculture of the Monks' Allotment or the recovery of natural spaces such as the Monks' Garden are all part of the same vision: to understand the territory not as an asset to be exploited or managed, but rather as part of a living heritage. We are responsible for taking care of it, enriching it and passing it on to up-and-coming generations.

I would like to think that Abadía Retuerta will be an estate with greater biodiversity, with healthier soils and able to adapt even better to the challenges of climate change. A place where vineyard, woodland, river, fauna and people can live together in harmony, proving that economic activity and conservation can advance together.

The biggest challenge is sticking to that ambition, long-term. Sustainability demands perseverance, vision and the ability to make decisions, even if the results are not immediate. It's about continuing to grow and generating value, in such a way that boosts the surrounding area and helps the organisation prepare for the tough conditions of the coming years.

We still have a lot to do: we want to make further progress with regards to water management, soil health, decarbonisation, circularity and protecting biodiversity. Because sustainability is not an end goal: it's a process of ongoing improvement.

If I had to sum up this journey in just one idea, I'd say that true excellence cannot be separated from responsibility. Today, doing things well means caring, innovating and creating value, all at the same time. I hope that this vision comes across to those who visit or know about Abadía Retuerta: behind this project is a mindful form of generating opportunities from rural areas, of transforming a legacy into a future, and of showing that tradition is often an innovation that has proven its worth over time. That's the legacy that we aspire to build and share.



ABADIA RETUERTA

C.1

About Abadía Retuerta



1.1

Our Value Proposition: A Resort of Experiences

We are a leading resort of experiences in high-end and wine tourism. We have garnered widespread praise not only for the excellence of our wines, but also for the quality of our hospitality, which blends art, heritage and outstanding service.

Our project — based in and around a meticulously restored 12th-century abbey — combines winemaking with a unique experience in accommodation, wellness and gastronomy, where the art collection dialogues naturally with Abadía Retuerta's own identity. This is more than just a beautiful place to visit: we aspire to manage our guests' time in such a way that brings them true wellbeing and joy. With an international outlook, and a firm commitment to excellence and sustainability, we have pieced together a unique model that transcends the limits of the sector and places us as a leading resort with something genuinely distinctive.

The hotel and winery do not function as standalone spaces: they work in harmony with each other, to offer visitors something unique. Our wine tourism experiences allow guests to delve into the whole winemaking process: they can tour the vineyards on foot or by bike; they can learn all about the production methods in the winery; take part in custom wine-tasting sessions; or enjoy activities designed to show the links between wine and the local area's history, landscape and culture. This ongoing connection between hospitality and winemaking is a chance to discover the true essence of Abadía Retuerta.

1.2

Our Approach

At Abadía Retuerta, our work is founded upon a mission, a vision and a set of values that structure our business model and shape all of our decisions.



Our **Mission**

We are the custodians of a history, of a place where land and life come together. Through wine, art, wellbeing, gastronomy and relaxation, we protect and share a unique enclave that combines history, nature and know-how. We give back to the land, and all our actions are done with great passion and soul: this is the commitment that drives us. We are a conscientious business, and we proactively seek to make a positive impact on society.

Our **Vision**

We aim to break into the Top 10 of quality Spanish wines, and become further established as a leading national and international brand for luxury experiences. This is not an isolated objective, but rather the expression of a shared goal, something that the whole team aspires to achieve.

Our **Values**

Our principles reflect who we are and how we connect with the surroundings and with people:

Timelessness: the spirit of resilience and our respect for the estate's legacy.

Sensitivity: the ability to feel passion, and to take care of the finer details. This is expressed in a way of working that protects and values our heritage.

Generosity: a way to share who we are and what we do.

Authenticity: an expression of honesty, coherence and truth.

1.3

History and Tradition

Our history goes back to the year 1146, with the founding of the Abbey of Santa María de Retuerta, amid a spectacular enclave in the Duero Valley. Over the centuries, the estate has retained its essence as a space for contemplation, work and respect for nature. With that legacy in mind, a new era began when we planted our first vineyards here in 1993, followed by the construction of the winery in 1996. Since then, the project has steadily grown. In 2012, we opened the doors to our hotel LeDomaine, and, soon thereafter, Santuario Wellness & Spa. In 2012 we inaugurated the restaurant Refectorio and, more recently, Vinoteca. Today, our value proposition brings together wine, art, wellness, gastronomy and nature, as part of a unique experience that is constantly evolving.

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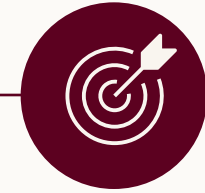
A Historic Map



Timeline



Nine centuries of history



Achievements 2025

February

Renaturalisation of the Monks’ Forest, i.e. five hectares of fruit trees planted in a participatory event with staff and their families.

March

Participation in International Wine Tourism Expo.
Participation in the ARCOmadrid art fair.

April

Exhibition: *Abrir los ojos*. Art and sustainability. The Craft

MAY

Expansion of the Monks’ Allotment, to 6,400 m²

The work *Rumor de Límites V* by Eduardo Chillida loaned to the exhibition *Chillida. Mística y materia*, held at the National Museum of Sculpture in Valladolid. 29 May — 14 September 2025.

June

Prize for the Best Sustainability Report (APLANET Summit, Madrid, 2025)

August

Collaboration with TBA21 Academy (Thyssen-Bornemisza Art Contemporary) and Laure Provost on the multidisciplinary project *bosque-bosque*.

September

Score of 93.6% on Leading Quality Assurance, by The Leading Hotels of the World.
• Ranked first for technical standards
• Ranked first for guest connection

October

Three International Keys in the 2025 Michelin Guide for the hotel Abadía Retuerta LeDomaine

First B Corp certification

Exhibition: *Naturalezas vivas: arte y vino*. The Craft

November

Named as one of the top 50 wine tourism resorts by the World’s Best Vineyards

Planting of 30,000 trees for the Monks’ Forest, across 50 hectares

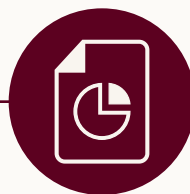
December

Renewal of the Family-Responsible Company certification, B+.

Óptima Castilla y León: emblem for Gender Equality in the Workplace

Initial restoration work on the murals of the abbey’s vaulted ceiling

Data 2025



Economic

33 countries

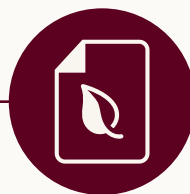
sell our Abadía Retuerta wines

€ **17.795.531**

in direct economic value generated

€ **1.686.732**

of economic value retained



Environmental

61 % of energy

from renewable sources

137 tonnes

of CO₂ avoided, equivalent to

trees **187** planted

13.000 m³

of water purified

187 kg

of plastic packaging recycled

40 kg

of compost made from organic material



Communication

1.782

ESG articles in the media

€ **42** million

in equivalent advertising value

4.660 billion

potential impressions, according to the
Opportunity to See (OTS) metric



Governance

94

B Corp Score

3 committees

Equality and Family-Responsible Company Committee
LGBTI Committee
Sustainability Operations Committee



Social

160 people

on staff, 43.13% women

51,35 %

increase in people who have made use of
work-life balance measures

22,67 %

increase in training hours

41,49 %

reduction in total number of sick leave cases

37,94 %

local suppliers

1.500 bottles

of Vendimia Solidaria (charity wine project)

€ 18.595

raised by Vendimia Solidaria for the SIFU
Foundation

Social Investment:

€ 91.626,61

in donations

€ 15.620

for Funge Valladolid

€ 90.362,34

in contracts with Special Employment Centres (CEE)

1.4

Our Vision of Sustainability

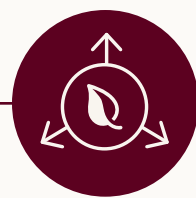
A way of **being**, of **understanding** and of **working**

At Abadía Retuerta, we think of sustainability as something built into our DNA, and as a way to safeguard the legacy that we have received. Our vision and approach to work is based on a simple idea: **to protect and regenerate the surrounding area, honour its history and boost the lives of those who form part of our community.** Everything that we do aims to ensure that the landscape, the abbey itself, the vineyard, the wine, the culture and the links we create with the local community can persist over time.

Sustainability is a way of being and doing. At Abadía Retuerta, it is based on consistency, transparency and responsibility. This means that we acknowledge the impact of our work, and we aim to address it ethically. We do so by including our stakeholders in the setting of targets: we seek to lay the foundations for a strong, long-lasting project, so that our heritage can be passed down to future generations. It is also about the ongoing effort to create value, both in what we do and in the people who make it possible. We are

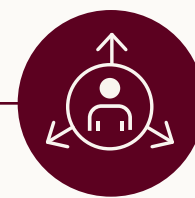
a business with purpose, fully committed to improving our surrounding environment and creating a positive influence through every decision we make, every action we carry out and every experience that we offer.

This focus drives us to manage our project more responsibly, and more comprehensively. Our approach is based on the notion of ongoing improvement, and on four key aspects that guide what we do:



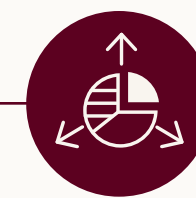
The environmental aspect

encourages us to conserve the environment that we live in, by minimising our impact and taking care of the natural resources that make our work possible: water, energy, soil, biodiversity and the climate.



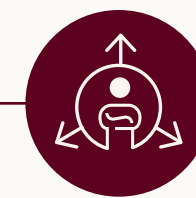
The social aspect

focuses on people. It invites us to cultivate honest and respectful relationships with the people who form part of our project, in order to generate wellbeing, promote the local culture and contribute to the development of the surrounding area.



The economic aspect

reminds us that sustainability also requires solidity, efficiency and a long-term vision. We have a viable business model that reinvests in quality, fosters innovation and guarantees the continuity of our legacy.



The governance aspect

can be seen in a form of management that is rigorous, transparent and consistent. Ever guided by our values, we make responsible decisions, we take carefully-considered action and we cultivate a culture of ongoing improvement.

Certifications



This approach is backed up by other specific certifications that complement and expand on our commitments. They are tools that allow us to consolidate what we have learnt, move forward with greater precision, and respond well to the challenges posed by all aspects of sustainability.



CALCULATE, REDUCE AND OFFSET SEAL

We are registered participants in the programme launched by the Ministry for the Ecological Transition, with the Calculate, Reduce and Offset seal of approval. This distinction acknowledges our efforts to measure our carbon footprint, gradually reduce it, and offset any unavoidable emissions.



EFR: FAMILY-RESPONSIBLE COMPANY

With regards to social matters, we have renewed our commitment as a Family-Responsible Company, a model which recognises our policies regarding work-life balance, flexibility and caregiving.



ISO 14001

We hold **ISO 14001** certification, which endorses our winery's environmental management system and compels us to reduce impacts, optimise resources and work with greater ecological efficiency.



ISO 14064

This international standard authorises and guarantees our calculations for reporting on greenhouse gases, in both the hotel and winery.

Certifications



ISO 9001

Meanwhile, we also apply the quality criteria set out in **ISO 9001**, as the basis for the continued improvement of our processes, services and overall experience, in the winery.



INTERNATIONAL WINERIES FOR CLIMATE ACTION (IWCA)

We are also members of International Wineries for Climate Action (IWCA), a global initiative that brings together sustainably-minded wineries who want to help tackle climate change and enable a genuine transition to a more carbon-neutral industry. In 2025, our winery was awarded Gold status in recognition of its achievements in reducing greenhouse gas (GHG) emissions.



ÓPTIMA EMBLEM

We also hold the Óptima Emblem, as granted by the Council of Castilla y León, which highlights our work in terms of equal opportunities and diversity.



GREEN GLOBE

From the broader perspective of sustainable tourism, our hotel LeDomaine holds Green Globe certification. This is an endorsement of the hotel's environmentally-friendly approach to the surrounding environment, to local culture and the wellbeing of our guests.



SUSTAINABLE WINERIES FOR CLIMATE PROTECTION (SWfCP)

We are affiliated with Sustainable Wineries for Climate Protection, the Spanish Wine Federation's sustainability certification, which acknowledges the sector's commitment to environmental, social, and economic progress.



SPANISH WINE FEDERATION (FEV)

We are members of the Spanish Wine Federation, helping drive initiatives that foster innovation, competitiveness and sustainability across the Spanish wine sector.



PFEC CERTIFICATION

We are PFEC-certified, which guarantees the sustainable and traceable origin of the biomass used as a renewable energy source. It proves our commitment to the energy transition and to lowering emissions.



B CORP

In 2025, we reached a key milestone by obtaining B Corp certification for the first time. This recognition affirms our commitment to sustainability through a comprehensive, responsible business model oriented toward positive impact.

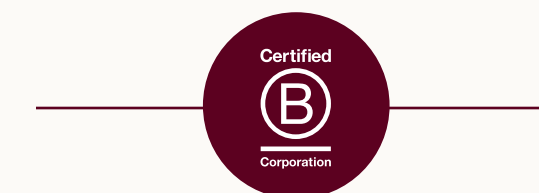
Our B Corp certification: a commitment that defines us



In 2025, Abadía Retuerta was granted B Corp certification, a landmark achievement that recognises our business model as one that can generate economic value while also making a positive social and environmental impact. **This accolade is not an end point, but rather the validation of a project that we have been building for many years, based on the responsible management of the land, excellence in our operations and respect for the local people and community.** The seal of approval confirms that we adhere to the strict standards of performance, transparency and governance established by B Lab, and it means we now form part of a global community of businesses that work hard to transform the economy into a force for regeneration.

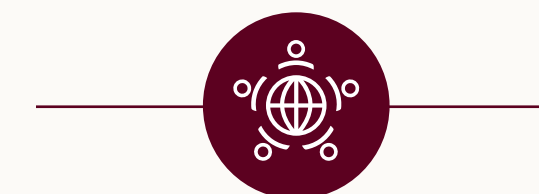
For Abadía Retuerta, becoming a B Corp has meant consolidating and showcasing practices that are integrated into our way of doing things. We have taken further steps to measure, rigorously, the impact of our work, and we have developed frameworks that enable us to make better-informed decisions that are ever coherent with our broader purpose. The evaluation process has allowed us to highlight our strengths — such as the sustainable management of our winery, the conservation of our historic heritage, the quality of the employment we offer and our contribution to local development — as well as identify new opportunities for improvement, which are now included in our route map. This exercise has reinforced our commitment to ongoing improvement, and it encourages us to keep advancing towards an increasingly transparent, inclusive and resilient working model.

In essence, being a B Corp is about reaffirming how we understand our business: **an organisation with purpose, deeply rooted in its own lands, which aspires to create a positive, long-lasting impact and a legacy that can live on for generations.** This achievement is a boost to our ambitions to keep evolving, to innovate sustainably and to collaborate with those who share our vision of a fairer, more balanced and prosperous future for all.



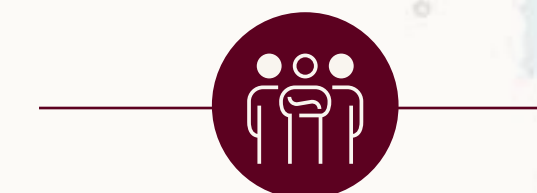
Overall score

94.4



Community

9.2



Governance

13.7



Environment

45.8



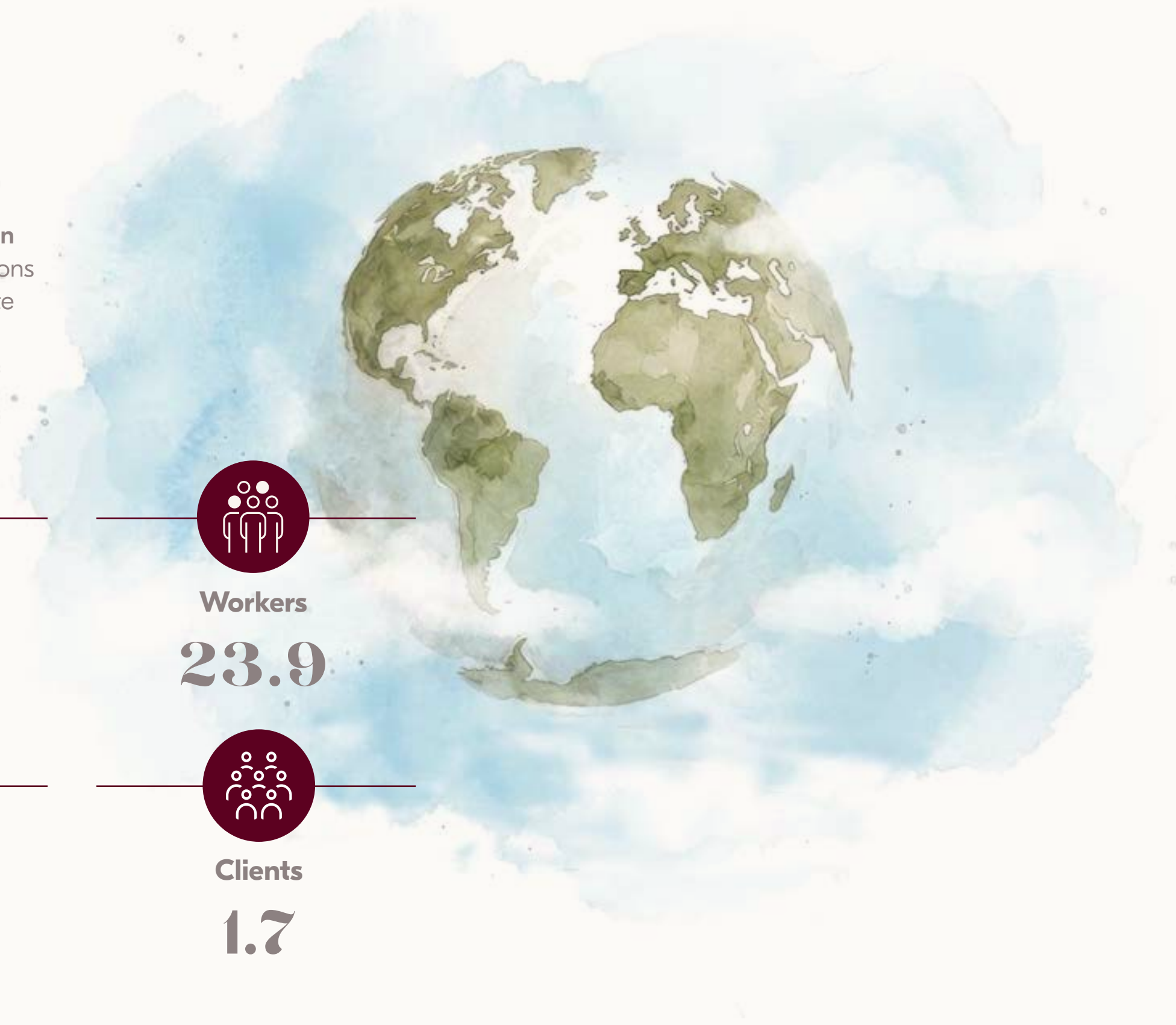
Workers

23.9



Clients

1.7





Barrel Room

1.5

A Resort of Experiences

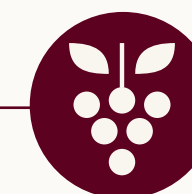
Our Winery

The winemaking tradition has been part of identity ever since the times of the ancient abbey, when the Premonstratensian monks tended to vineyards in this beautiful setting. In 1991, we recovered that legacy by planting the first grapevines in the current iteration of the winery project, as initially proposed by Juan José Abó and renowned winemaker Pascal Delbeck.

Today, under the direction of Ángel Anocíbar, our oenologist and technical director — as well as the first Spanish person to graduate as a Doctor of Oenology from the University of Bordeaux — we make wines with their own Protected Designation of Origin (PDO), so they faithfully reflect the honesty and expression of our terroir. We have 193.4 hectares of vineyards, on an estate that spans over 700 hectares. The vineyards are divided into 54 individual parcels, separated according to soil characteristics and grape variety. This diversity of plots allows us to work with great precision, so we can select the most suitable grape for each wine. This way, we can guarantee authenticity and quality in every single bottle.

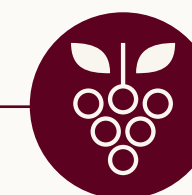
The diverse soil types on the Abadía Retuerta estate enable our team to work with absolute precision, so that each wine is truly unique.

100% organic grape production in 2025



Total grapes

595.000 kg



White grapes

63.000 kg

International exports

The global presence of our wines now reaches 33 countries in Europe, America and Asia, where they have gained a solid reputation thanks to their distinctive character. Our largest market is still Spain, which accounts for 71% of our sales, but we continue to make progress with our expansion abroad. Switzerland is still our biggest destination for exports, along with other key markets such as the United States, Mexico, Germany, the UK or China.



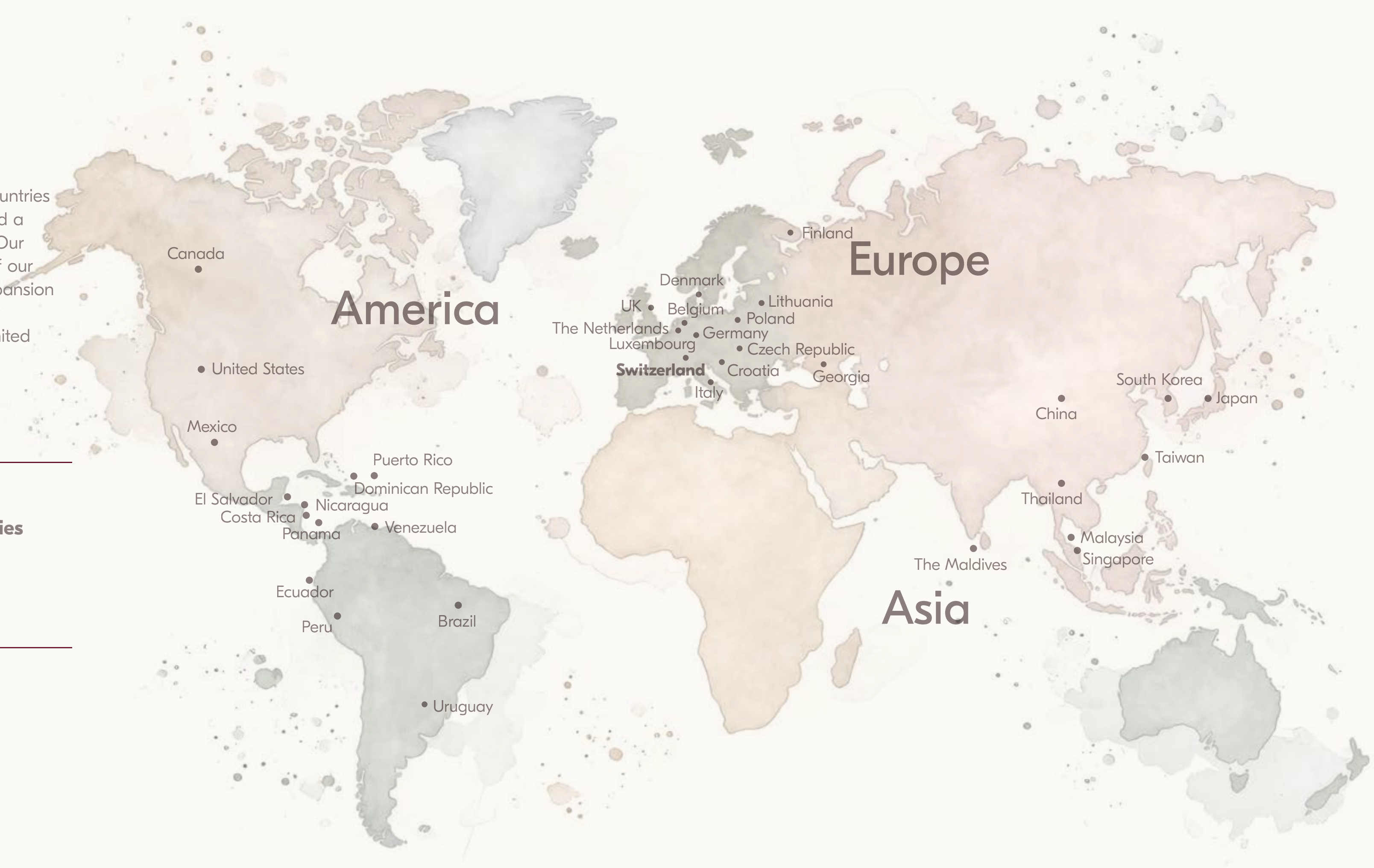
International market. Number of countries

33



Percentage of sales in Spain

71 %



Value chain

Our winery’s value chain is a strategic axis, starting from our own direct operations. The chain goes both upstream — agricultural suppliers, materials for winemaking and specialised services — and downstream — distribution, commercialisation and the end customer experience. Rigorous management, at every stage, enables us to identify and mitigate risks, seize opportunities and ensure that economic, social and environmental impacts are dealt with responsibly. This holistic approach strengthens the quality of our wines, deepens our relationships with partners and ensures that the value we generate is aligned with our principles of excellence and sustainability.

From tending to the vineyard to the moment the wine reaches the hands of those who consume it, we manage most of the value our chain ourselves, with vertical integration. We monitor each stage with precision and attention to detail.

We grow our own grapes, vinify them in our winery, bottle the wine and accompany our clients throughout the entire process. This guarantees a coherent and exceptional experience, every step of the way.



Unique Experiences

At Abadía Retuerta, our Unique Experiences team is there to take guests to the very essence of who we are. Each tour of the estate becomes a memorable event in which centuries of history and tradition are showcased and explored. Thanks to their deep knowledge of wine, heritage and art, the team designs custom visits to emphasise the cultural value of the surroundings and offer authentic experiences.

Numerous other activities offer a different perspective of the estate, allowing visitors to connect with the landscape in unique ways. Hotel Starlight, for example, is a stargazing experience set in this beautiful natural setting: there is very little light pollution, so the night skies are clear, leading to truly unforgettable sessions. In the Hostelry Garden, guests can use a modern telescope to see the stars and constellations whilst enjoying one of our exclusive wines. Other experiences available include horse riding, to amble around the landscape in a gentle way, to connect with nature, or hot-air balloon rides at dawn, for a unique view of all the vineyards, the Duero River and the pine groves.

Furthermore, our beekeeping experience — “The Secret of the Bees” — is an opportunity to discover the world of apiculture. Guests can see how the hives are looked after and how honey is made, before a special tasting session that pairs wines with various products from this particular ecosystem.

Accolades

Ever since the winery was revived, our products and wine tourism experiences have garnered widespread praise, consolidating our reputation for combining tradition, innovation and excellence. Notable awards include the international prize for Abadía Retuerta Selección Especial 2001, which was named the World’s Best Red Wine at the International Wine Challenge in London; subsequently, the 2012 vintage featured in *Wine Spectator*’s Top 100 Wines, reaching twelfth in their ranking. We continue to receive superb reviews from critics and specialist publications, which confirms the unique character of our wines and endorses the rigorous work we put in to every single step of the process, as part of our ongoing quest for true quality.





Scores
2025

Date received		June 2025	June 2025	June 2025	June 2025	August 2025	October 2025	November 2025
References	Vintage	Robert Parker	Peñín	Vinous	Decanter	Jeb Dunnuck	James Suckling	Gourmets
Petit Verdot	2015	-	-	-	-	95★	-	-
	2020	-	-	93	-	-	-	-
	2021	94	95★	93	-	-	93	98★
Pago Valdebellón	2015	92+	-	-	-	-	-	-
	2016	93	94	-	-	-	-	-
	2020	-	-	94	-	98★	-	-
	2021	94	-	-	-	-	94	97★
Pago Garduña	2020	-	-	94	-	97★	-	-
	2021	94	94	-	-	-	94	96★
Cuvée Palomar	2021	93+	94	94	91	95★	93	96★
Selección Especial	2020	-	-	93	-	94	-	-
	2021	93	94	-	90	-	90	-
Blanco de Guardia LeDomaine	2017	92	-	-	-	-	-	-
	2018	92	94	-	-	-	-	-
	2023	93	92	92	89	94	-	95★
Pago Negralada	2015	93	96★	-	-	-	-	-
	2016	94	-	-	-	-	-	-
	2019	-	94	94	95★	95★	93	-

Winemakers' Collection

The transition to a more environmentally-friendly model also entails a rethink of what we are growing, how we grow it and the purpose of each stage in the process. This outlook led to the **Winemakers' Collection**, a range of limited-edition wines that allow us to explore new possibilities from the vineyard to the winery, with rigour, sensitivity and a forward-facing vision.

This project comes from various lines of research that we have been carrying out for years, based on how best to adapt to climate change, analysis of the estate's various soil types, and experimentation with certain winemaking techniques that are not so common in our region. In this context, in 2025, wines have been made from varieties such as:



Touriga Nacional

Godello

Pinot Noir

Garnacha Blanca Roya

Merlot

Hondarribi Beltza

We selected these varieties for their potential, their natural ability to adapt to the conditions on our estate, and their contribution to the diversity of our vineyards.

The Winemakers' Collection is produced on very limited runs — between 300 and 1,500 bottles, numbered for reference — and it allows us to work with each wine like an artisanal piece, profoundly connected to the land. They are born of an exploratory attitude, whilst also being responsible and respectful: the aim is to innovate, but in harmony with the surroundings. This collection acts like a living laboratory of sustainability, where we test more resilient agricultural methods, we observe how the vineyards react to changing conditions, and we explore new approaches that might help us keep producing quality wines in the ever more challenging climate conditions of the present day.

Research

We continue to work on our research project, launched in 2024, which assesses the effect of dissolved oxygen on wines, barrels and bottles. To that end, in the year 2022 we acquired the NomaSense O₂ P300 analyser, which collects samples for monthly analyses on the barrels being monitored. This is a mid/long-term project, and will take at least three years to complete. It will provide us with reliable data that might allow us to implement changes regarding the positioning of the barrels or the ageing conditions. The ultimate aim is to further elevate the quality of our wines.



1.5

A Resort of Experiences

Our Hotel

Abadía Retuerta LeDomaine is home to one of the most important Romanesque structures of the region, namely the Abbey of Santa María de Retuerta.



12th-century abbey

The abbey was founded in 1146 by the Premonstratensian Order, and it was declared a Historic-Artistic Monument of National Interest in 1931, making it a Site of Cultural Importance (BIC). It is now the centrepiece of our hotel, which has 27 rooms and three suites, in a resort devoted to wellbeing, gastronomy, wine and art.

The abbey's restoration is also a clear example of sustainability applied to heritage. The project's objective was to preserve and showcase this historic complex whilst carefully transforming it into a space for hospitality, ever maintaining the greatest respect for the original architecture. Marco Serra led the project, and he managed to restore it to its former glory in an "architectural dialogue a thousand years in the making". Also involved in the restoration was Dr Alfonso Basterra, architect and professor of the University of Valladolid, as well as master stonemason Rodrigo de la Torre, specialist in the restoration of monumental stone work, whose experience was vital when it came to conserving the authenticity of the site.

This commitment to conservation, architectural restoration and the responsible reuse of heritage buildings was awarded, in 2015, the Europa Nostra European Union Prize for Cultural Heritage, in the category of Conservation and Restoration. Abadía Retuerta LeDomaine was praised as a leading example of how to combine historic heritage, sustainability and excellence in hospitality.



Value chain

As with the winery, our hotel’s value chain is also a strategic axis, largely managed with vertical integration. It encompasses our direct operations — management, maintenance, wellbeing, gastronomy and guest experience — as well as our relationships with colleagues in the tourist industry. The chain goes both upstream, to suppliers of produce and carefully selected specialised services, and downstream, through sales and dealing with the end client. We seek to guarantee consistency, quality and excellence throughout the whole experience.

We manage each phase of the hotel guests’ experience as part of a comprehensive vision that ensures we can offer a genuine, personalised and excellent service at all points of contact, from initial booking to departure. This focus enables us to pinpoint impact, pre-empt any risks and make the most of opportunities that might improve our operational standards, the project’s sustainability and the creation of shared value. By connecting, responsibly, specific teams, providers, spaces and guests, we guarantee that each interaction contributes to a coherent experience that is environmentally friendly and aligned with the values that define our particular hospitality model.



Quality and Excellence

In 2025, we continued to progress with the development of Abadía Retuerta Excellence Heritage, our internal quality assurance system that brings together the highest compliance standards in the hotel's seven operational departments. This model is supported by more than 120 area-specific procedures, reviewed every six months, and it incorporates active-listening mechanisms that allow us to integrate, systematically, feedback from guests. Added to this are ongoing training programmes for our teams and a demanding internal audit schedule that drives continuous improvement.

Since 2020, Abadía Retuerta LeDomaine has been part of The Leading Hotels of the World, a prestigious collection of more than 400 luxury hotels in 80 countries. It recognises those establishments that manage to reflect the true essence of the place where they are located. Within this context, in 2025 we achieved a score of 93.6% in the rigorous Leading Quality Assurance programme, which evaluates not only technical standards and guest engagement, but also sustainability criteria and responsible management. This result positioned us as the top hotel in Spain, in terms of overall compliance with these standards. That same year, and for the second year in a row, the Michelin Guide awarded us Three Michelin Keys, the highest possible ranking in the hotel category. These accolades reinforce our commitment to ensuring excellence, the authenticity of the experience, harmony with the surroundings and the values that define contemporary luxury.



2025 Awards



Three Michelin Keys from the Michelin Guide



Ranked in the Top 50 of The World's Best Vineyards 2025



Michelin Star



Michelin Green Star



2 Repsol Suns



Prize for Best Management of Human Resources at the 19th Castilla y León Económica Awards



Best ESG Story Award at the APLANET Summit Madrid 2025, for the best sustainability report

Gastronomy is a vital component of our project.

All of our restaurants and eateries pay homage to local produce, the natural environment and our culinary roots, by offering a range of experiences that reflect all the personality of the region. Marc Segarra is the Executive Chef of our flagship restaurant Refectorio, and Agustía Peris is its wine director. Ramón García is the Executive Chef of the hotel, in charge of the gastronomy at Vinoteca, Calicata Terroir Bar and the Hostelry Garden. In the summer months, he also oversees the Pool Bar and Cloister Garden. We have our own craft bakery too, where we hand-make our confectionary; it reflects the identity of the region, as well as the estate's outstanding gastronomy.

Refectorio

Set in the monks' original dining room, this striking restaurant symbolises the dialogue between tradition and innovation. Its cuisine is profoundly linked with the local lands and outstanding seasonal produce. Refectorio holds a Michelin Star, a Michelin Green Star — in recognition of its sustainable approach and provision of natural ingredients, many of which are grown in our own vegetable garden — as well as two Repsol Suns.



Refectorio
The monks' original dining room



Vinoteca



Vinoteca

This cosy, laidback restaurant is situated above the historic Monks' Cave, the estate's ancient granary, where our precious wine collection is now stored. Vinoteca is a contemporary Castilian tavern, profoundly inspired by wine. Its menus are based on fresh market produce, with ingredients from the local terroir and our own vegetable garden. It also offers bespoke tasting menus, paired with an outstanding selection of wines by the glass.



Cloister Garden

This space is designed for the summer months, at the heart of the abbey. Its menu draws inspiration from fresh, seasonal produce, a large part of which is sourced from our own vegetable garden.



Hostelry Garden

Within a lush but minimalist space, this terrace offers cuisine from the region, based on local and seasonal ingredients, including many from the Monks' Allotment on site.



Calicata Terroir Bar

An open-air terrace bar, right next to the winery and surrounded by vineyards. The menu celebrates the riches of the local lands, in dishes that take guests on a journey through the flavours of the region. It's all about freshness, simplicity and superb seasonal ingredients.

The art of self-care: well-living, balance and a connection with the land



At Abadía Retuerta, we understand wellbeing as something deeper than just the opportunity to relax. We talk about “well-living”: an invitation to reconnect with oneself, with nature and with that which brings balance and meaning. This vision is perfectly expressed by **Santuario Wellness & Spa**, a space measuring 1,000 m², and located underneath the abbey’s former stables; it is designed to bring together history, silence, natural light and personal care, as part of a unique experience. Inspired by the Premonstratensian motto *Ad omne opus bonum parati* (“Prepared for all good work”), Santuario offers a holistic vision of wellbeing, via personalised treatments, meditation, yoga and sound experiences, for a physical and emotional boost.

We believe that real luxury, today, is all about having the time to pause, observe and reconnect. That’s why wellbeing is a cornerstone of the Abadía Retuerta project, alongside wine, gastronomy, art and sustainability. We aim to ensure that our guests not only have an exceptional time with us, but that they have a transformative experience that can bring about a long-lasting sense of tranquillity, inspiration and harmony. Just as we take care of the surrounding lands, we understand that taking care of people is another way of building a future and making a positive impact that our guests can take home.



Santuario Wellness & Spa

1.5

A Resort of Experiences

Art. A firm belief in art as a source of knowledge and inspiration

Art plays a key role at Abadía Retuerta. It is part of the heritage that we safeguard, and the legacy that we aim to preserve and enrich. It is also a form of expression that dialogues with the landscape, the architecture and our visitors' experiences.

The restoration of the abbey, initiated in 2009, was an artistic intervention in its own right. The architect Marco Serra led the project, and he managed to retain the site's Romanesque essence and restore it to its former glory, without any loss of character. Serra himself said that "by rehabilitating this ancient building, we are striking up an architectural dialogue a thousand years in the making". Also involved in the restoration was Dr Alfonso Bastera Otero, professor of the University of Valladolid. Together, they led a project with technical precision, a sensitivity to history and a bold aesthetic vision.



Eduardo Chillida
Rumor de Límites V

Art at Abadía Retuerta



God the Father
Wooden wall-mounted
sculpture, southern Germany.
Circa 1700. Anonymous..

Today, Abadía Retuerta holds a private collection with over 170 pieces, dating from the 12th century to the present day. Palma il Giovane, Guardi, Panini, Joan Miró, Ulrich Rückriem and Eduardo Chillida are just some of the artists whose works are displayed around the estate, alongside French tapestries, antique Spanish furniture, reliefs, sculptures and rugs.

This firm belief in fine art can be seen in various different spaces around Abadía Retuerta, a place where art is not only contemplated, but also lived. Some works loaned from the Aldebarán Collection — a vital part of this cultural offering — are on view in the winery, including pieces by Brad Kahlhamer, Lawrence Weiner and Antonio Ballester Moreno. There is also a sculptural work by Ulrich Rückriem, integrated into the vineyard and sparking a dialogue with the landscape. In Santuario Wellness & Spa, there are pieces by Mira Nakashima and a sculpture by Hans Josephsohn, adding to the serene, spiritual and deeply harmonious atmosphere.

Our own collection continues to expand, following our participation in fairs such as **ARCOmadrid, Estampa Contemporary Art Fair** and other collaborations with museums and private collections that enrich our dialogue with contemporary creation. In turn, we have also acquired pieces by a number of up-and-coming artists, including *Montecarlo* (2018) by Miguel Marina, *Benditeras* (2020-21) by Marina González Guerreiro, *Running Water* (2021) by Emanuela Soria, *Amarillo es el bosque* by Belén Rodríguez and *3mm* by Irene Grau.



Joan Miró (1893-1983)
Lithograph.



Mario Nuzzi (1603-1673)
Floral still life.

Organismo | Art in Applied Critical Ecologies

In 2025 we continued with our scheme to link contemporary art and the local lands, via the ***bosque_bosque*** project as part of the programme **Organismo | Art in Applied Critical Ecologies**, developed alongside TBA21—Academy and the Thyssen-Bornemisza Museum. With the creative input of artist **Laure Prouvost**, and the collaboration of environmental experts and entities such as the Earth Law Center, as well as other artists and local communities, this investigation explored the relationship between landscape, ecological memory and regenerative practices. Their starting point was the whole imaginary of a hidden forest on the estate. The initiative reinforces our efforts to bring together contemporary art and the processes to transform and care for the land.

Our commitment to art and preserving heritage is also reflected in the works being carried out to protect the historic building on the estate. In December 2025, we began the restoration of the abbey's vaulted ceiling, which features a 17th-century painting of the *Feast of the Immaculate Conception*. This intervention, which will be completed in 2026, is part of a broader effort to protect our heritage, especially the works that took place after the fire of 1662. We hope to further showcase pieces which — as with the *Last Supper* mural, in Refectorio — show how the complex has continually adapted, over time, to the new aesthetic and iconographic languages of each era. Today, we aspire to offer a valuable testimony of Abadía Retuerta's artistic and spiritual evolution.



***bosque_bosque* project.**
Organismo | Art in Applied Critical Ecologies

Artists-in-residence

Since 2021, we have been further consolidating our commitment to contemporary art via ***Territorio***, our artists-in-residence programme, in collaboration with **Frenesí Fine Arts**. Its aim is to foster artistic creation in dialogue with the place, its materials and its landscape. Each year, a national or international artist is invited to live and work at Abadía Retuerta, taking inspiration from the estate, and at the end of their stay they donate their work to our collection.

In 2025, the guest artist was **Paula Anta**. Her intervention, created especially for Abadía Retuerta, offered a poetic and reflective perspective of the landscape. Anta made use of natural elements from the surroundings, such as grapevines, and she created an installation that dialogues with the historic architecture of the abbey and the whole ecosystem around it. Anta's artistic language combines photography, sculpture and site-specific work, and she explores the relationships between nature and human action, highlighting the land's ability to regenerate. Her work is a call to contemplate the landscape as a living, cultural space, where memory, transformation and sustainability converge via a contemporary sensibility.



Paula Anta
Artist-in-residence, 2025

The Craft



Aurora Hernando

Terra I and *Terra II*. Ceramics and wood, 2024.

In 2024 we opened **The Craft**, located at Calle Fernando el Santo 20, in central Madrid. This unique space takes the Duero Valley right to the heart of the capital, in a multi-purpose space of 160 m² inside a contemporary building. It is an ideal venue for conferences, talks, exhibitions, award ceremonies and different kinds of exclusive events.

The Craft is designed to be a cultural and professional meeting place, dedicated to the project's five main pillars: sustainability, wine, gastronomy, landscape and wellbeing. Here, they come into contact with a sixth element, which ties it all together: that is, fine art, understood as a language that can connect the past, the present and the future.

In 2025, these ambitions were embodied by two temporary exhibitions. ***Abrir los ojos. Arte y sostenibilidad*** brought together works by **Lucía Loren, Irene Grau, Aurelia Muñoz, Leonor Serrano Rivas, Máximo González** and the duo **Alegría y Piñero**, offering a reflection on the relationship between sustainability, landscape, wine and wellbeing via the perspective of contemporary art. In turn, ***Naturalezas vivas: arte y vino*** explored the historical and symbolic link between wine, nature and culture, through works by **Arturo Garrido, Carlos Monteleón, Guillermo Pérez Villalta, Rasmus Nilausen, Álvaro Negro, Paula Anta and Miguel Marina**. The show was inspired by a celebration of the abundance offered by nature.

The space has two rooms fitted out with large tables, perfect for corporate or private experiences. It has an office with state-of-the-art facilities and services, as well as a designer kitchen island, perfect for holding culinary workshops, wine tasting/pairing sessions or gastronomic demonstrations.

The Craft is a living cultural project, intended to build bridges between rural lands and the artistic community, between the legacy of our abbey and contemporary sensibilities.



ABADIA RETUERTA

C.2

A Commitment to the Land



2.1

We protect the environment



Our estate is located in a natural enclave of extraordinary ecological value, spanning an area of 700 hectares that is home to a remarkable diversity of ecosystems. Almost 350 hectares are covered by vegetation and reforested woodland with native species, and two areas — El Carrascal and the banks of the River Duero — have been recognised as Sites of Community Importance, forming part of the Natura 2000 network. This EU designation reinforces our active commitment to conserving the environment, and it drives us to keep working towards an exemplary environmental business model.

In keeping with this framework, protecting the environment is a central axis of our strategy. It is implemented through specific plans — such as the **Energy and Water Sustainability Plan**, the **Emissions Reduction Plan**, the **Game Management Plan** and the **Woodland Management Plan** — which set concrete targets for waste reduction, energy efficiency and the optimisation of water use on site. These instruments guide our continuous improvement and allow us to get closer to our objectives: that is, to establish ourselves as an international benchmark in sustainability, in the management of the hotel and winery, and also in the stewardship of our natural heritage.

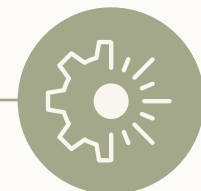
The unique ecological richness of our estate demands an approach to environmental management that honours its value — that is, one capable of protecting this territory and ensuring its future. Our environmental action is organised into three areas that shape all of our decisions and operational plans. These pillars — **the sustainable management of resources and environmental efficiency, the conservation and protection of biodiversity, and environmental innovation and ongoing improvement** — enable us to move towards a model that stands as a leader in sustainability.



Sustainable management of resources and environmental efficiency



Conservation and protection of biodiversity



Environmental innovation and ongoing improvement

Energy and Water Sustainability Plan

In 2024, we took the first steps to implement our Energy and Water Sustainability Plan. This ambitious plan involves eight strategic working areas, including climate change, efficient resource management, reducing emissions and minimising waste.

The plan includes short-, medium- and long-term objectives, as we continue to transition towards becoming a more environmentally friendly business. It reflects our firm belief that protecting our surroundings should be a cornerstone of our project. Therefore, we continually evaluate fifteen key actions, seeking to make the necessary improvements to ensure constant progress. Our aim is to become an international leader in sustainability, in line with the ESG framework, and act like a genuine agent for change as we approach the year 2030. We are actively working to meet the Sustainable Development Goals, both in the winery and the hotel.

Enacting the Energy and Water Sustainability Plan entails the necessary investment to support all of the planned actions, by means of new facilities and infrastructures, as well as a pre-emptive planning of all the operational and maintenance costs.

In 2025 we continued to develop the following actions:

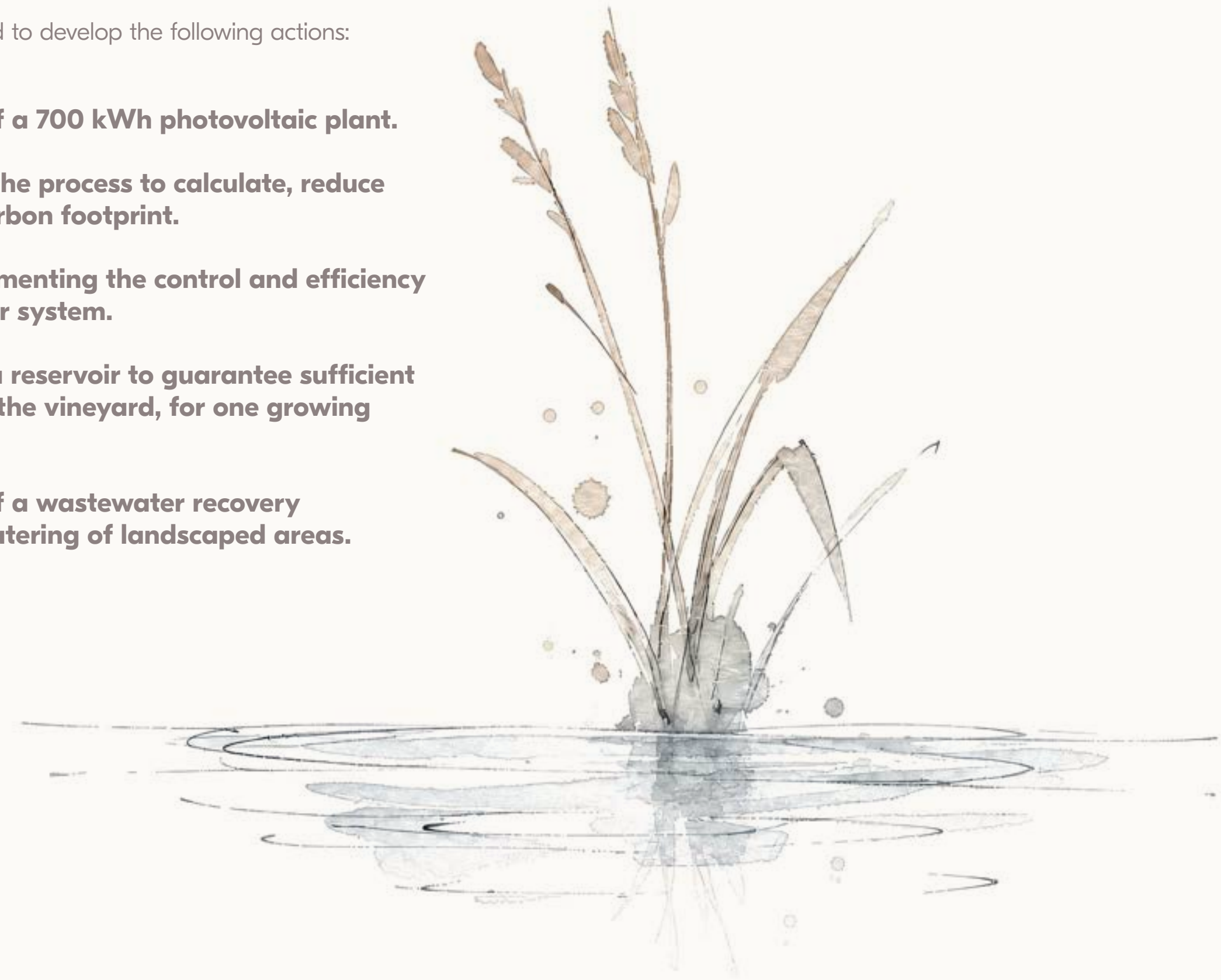
Commissioning of a 700 kWh photovoltaic plant.

Management of the process to calculate, reduce and offset our carbon footprint.

Progress in implementing the control and efficiency plan for our water system.

Development of a reservoir to guarantee sufficient water supply for the vineyard, for one growing season.

Commissioning of a wastewater recovery station for the watering of landscaped areas.



Woodland and Game Management Plans

At Abadía Retuerta, we manage the terrain by means of an efficient planning of the estate's natural resources. That's why we have a **Woodland Management Plan**, which sets out, annually and in sections, the actions needed in order to preserve ecosystems and boost biodiversity. In 2025 we continued to follow this plan, with a view to 2035, in forest maintenance tasks and the sustainable handling of over 350 hectares of woodland. Furthermore, we maintained our water dispensers, so that the wildlife can access water without having to go all the way to the River Duero.

Our **Game Management Plan** was updated in 2025, and approved by the Regional Government of Castilla y León. It establishes guidelines for sustainable hunting, compatible with the protection and equilibrium of ecosystems. This renovated plan identifies seven main species that live in our environment: partridges, wood pigeons, hares, rabbits, foxes, wild boars and roe deer. Responsible management allows us to look after their habitats, prevent population imbalances and reduce associated risks, such as overpopulation or the transmission of diseases.

The rollout of this plan is based on a preventive and adaptive approach, which combines the technical monitoring of populations with the implementation of habitat-improvement measures. Among the main actions carried out are:

Shelter and reproduction

We live alongside over 144 bird species that use the estate as a habitat. Some only come seasonally, while others are present throughout the year. We have also installed “ant hotels” to boost ecological balance and enrich the biodiversity of the terrain.

Monitoring of artificial feeders and water dispensers

These devices are strategically distributed throughout the estate, and they provide access to basic resources without the animals having to travel to more exposed areas such as the banks of the River Duero.

Infrastructure for shelter and reproduction

We have built wallows for wild boars, and burrows for rabbits. Also, native shrubs have been planted to provide cover, food and nesting sites for birds and small mammals.

Cover crops and specific plantings

Non-agricultural crops have been planted to act as a natural food source for wildlife, especially at times of scarcity. This reduces pressure on our productive crops and encourages species to remain within controlled areas.

All of these actions are part of a broader strategy for conserving the environment, which seeks not only to maintain these species at sustainable numbers, but also boost ecological connectivity, encourage the natural regeneration of habitats and promote the harmonious coexistence between human activity and wildlife.

Installation of salt blocks

Essential for providing minerals, especially in the summer months, when the physiological needs of the wildlife increase.

Improvements in signposting and surveillance of the terrain

These changes seek to minimise human interference, reinforce security and ensure compliance with the rules established in the plan.

PEFC



In 2025 we renewed our PEFC Sustainable Forest Management certification for another year, recognising our pledge to conserve the natural resources, regenerate forest areas and highlight the value of woodland produce. This certification is the result of an environmental strategy that includes reforestation, landscaping, maintenance of vegetation and the responsible management of wildlife.

This focus follows nearly three decades of constant forestry work. Since 1996, our wide-ranging scheme to regenerate our woodlands has led to the planting of more than 65,000 pine trees, helping us create more diverse, stable and resilient forest areas. This perseverance means that our current woodland management model combines tradition, technical knowledge and a strong commitment to the environment. It is a way of safeguarding the landscape that surrounds us, reinforcing our vision of Abadía Retuerta as a place where nature, culture and sustainability can live in harmony.



The Monks’ Forest and Garden

In 2025, we continued to make progress on our reforestation initiative that will transform 70 hectares of what used to be farmland into a diverse and resilient forest. Among the actions carried out, the most notable include a reduction of tillage on the estate, whereby new natural grasslands will promote biodiversity, as well as the optimisation of water consumption thanks to more efficient irrigation systems.

In addition, herbaceous crops were replaced by holm oak and pine, in an area of 50 hectares — a total of 30,000 trees, at a density of 600 plants per hectare. As part of these plans, an area was also reserved for the future construction of an amphitheatre and a croquet field, following a design by landscape architect Álvaro Sampedro. In parallel, we developed a collaboration with TBA21 Academy (Thyssen-Bornemisza Art Contemporary) and Laure Prouvost on the multidisciplinary project *bosque_bosque*, which complements this vision of environmental regeneration.

Our collaboration with the Reforest Project Foundation also continued to grow, through various initiatives. These included participation in the *Custodios del Duero* programme, which focuses on removing plastics from the banks of the River Duero, and the planting and staking of fruit trees (cherry, almond, apple and pear) across four hectares of land.



The Monks' Garden

Meanwhile, we have continued to develop the **Monks' Garden**, a space of 14,000 m² that revives the ancient abbey's original garden, according to a site plan from 1887.

Designed by landscape architect Álvaro Sampedro, this garden combines geometry and naturalism as a way to connect earthly beauty with the spirituality of the surroundings. It features over 21,000 plants, now well-adapted to both the climate and soil of the Duero Valley, in a sustainable design that minimises the need for watering and maintenance. Most of the water needed comes from the hotel's purification and regeneration system, thus completely closing our water cycle. This garden not only enhances the beauty of the surroundings, but it also acts as an authentic refuge for biodiversity: it boosts the presence of pollinators, facilitates the natural reproduction of plant species and contributes to the estate's ecological balance. It is also a living space that changes with the seasons; it invites visitors to pause and contemplate, or stroll around it and feel connected to nature.

In February 2025 we held a particularly special event, in which workers at Abadía Retuerta and their families helped plant 1,200 fruit trees — almond, cherry, apple and pear, as well as 14 sub-species — in the surroundings of the Hostelry. Throughout the year, former farmlands were turned into forest areas with holm oaks and pine trees. This collective action symbolises our commitment to a plan that will transform the territory: farming fields, which consumed a lot of water and had little ecological value, are being replaced by planted areas that help foster biodiversity and bolster the estate's natural resilience.

2.2

We use raw materials responsibly



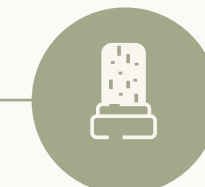
At Abadía Retuerta, we know that the quality of our products begins at the source: we make a careful selection of raw materials, we respect the natural cycles and we are committed to sustainable production. Every decision we make — from how we grow our ingredients, to the design of our packaging — reflects a way of working that seeks to combine excellence, responsibility and caring for the environment.

In 2025, we strengthened our commitment to using sustainable materials, prioritising those that are traceable, recyclable and from environmentally friendly sources. The main consumption figures recorded in the last financial year show some significant advances. Our glass bottles are made from over 60% recycled material: this is more ecological, and does not compromise on the quality or preservation of the wine. The 100% natural cork comes from renewable sources that respect the timeframes of extraction and regeneration of the cork oak tree. As for our boxes, the cardboard is PEFC-certified. It originates in sustainably managed forests, thus promoting the protection of forest ecosystems and the wellbeing of local communities that depend on them.



Glass bottles

211,414 kg



Cork

1,493 kg



Cardboard boxes

53,903 kg

The Monks' Allotment

This pledge to follow environmentally friendly practices also applies to our agricultural work. Since 2019, we have been reviving the historic Monks' Allotment, located exactly where the Premonstratensian monks used to tend to their fruit and vegetables, centuries ago. The allotment began as a small plot, measuring 600 m², but now spans 6,400 m², becoming a true laboratory for regenerative agriculture.



The integrated handling of our organic waste, which gets turned into compost and then reapplied to the allotment, allows us to reduce the overall waste we produce and minimise indirect costs. Furthermore, the farm-to-table approach means that 60% of the vegetables and fresh herbs used in the hotel are grown on site. This generates an operational saving, and adds value to the different aspects of sustainability.

In the allotment, we use various sustainable techniques, at each phase of the process. They include:

Minimising tillage, to preserve the soil's microbiota.

Organic amendments and green manure, to nourish the allotment naturally.

Mulching with materials from the estate, which protects and enriches the soil.

Exudation irrigation, which reduces water consumption.

Crop rotation and scheduled fallow, to keep the soil healthy and cut back on those crops that need more water

Dry farming



The Monks' Allotment

Abadía Retuerta’s natural pantry



Following the implementation of these practices, our allotment has truly prospered. It is now the main supplier of fresh, nutritional, ecologically responsible ingredients for our restaurants. Furthermore, as part of a technological innovation, in 2025 we extended the functions of one of our internally-developed I.T. programs: we can now precisely record what seeds are planted, the type of each crop and the complete traceability of the produce. This tool is a big step forward in terms of managing the allotment, since it improves the monitoring, planning and transparency of the whole farming process. In 2025, our harvesting included:



Tomato	804 kg
Kale	84 kg
Pumpkin	127 kg
Chard	4 kg
Pepper	107 kg
Aubergine	112 kg
Nasturtium	9 kg
Courgette	616 kg
Squash blossom	225 units
Beetroot	27 kg
Pak-Choi	14 kg

In 2025, Abadía Retuerta and the Technological Institute of Castilla y León (Itacyl) continued to develop a collaboration aimed at re-emphasising the value of the traditional crops of the region. Within this framework, we made progress on the project to recover historical legumes thanks to joint work with Itacyl’s germplasm bank. Eight varieties were planted, including the one known as Arca de Noé (“Noah’s Ark”); all of them showed excellent development, and will be included in future culinary aptitude tests. The goal of this initiative is twofold: on the one hand, to reintroduce crops at risk of disappearing, and on the other, to supply our kitchens with distinctive ingredients linked to the territory and the agricultural memory of Castilla y León.

In the coming years, we hope to further develop a model for managing raw materials that integrates looking after and regenerating biodiversity, self-sufficiency, and gastronomic excellence. To move in this direction, we plan to keep expanding the allotment and bring in new types of crops, thereby fostering an agricultural system that is increasingly diverse and balanced.

In 2025 we signed an agreement with Itacyl to start re-cultivating of the historical legume varieties preserved in its germplasm bank.

Plastic-Free project

Our commitment to the environment can also be seen in our policy for reducing plastic use. In 2019, we implemented the Plastic-Free project, a comprehensive and cross-departmental initiative that brought about a huge rethink in terms of our practices, processes and routines, in all areas. Since then, we have significantly cut down our use of plastics, as part of a focus which is more in line with our pledge to protect our natural heritage and the values that so define us.



We have made a series of significant changes, which include:

Plastic bottles replaced by glass bottles

Use of reusable corporate tote bags

Elimination of 2,500 1.5-litre water bottles, which have been replaced by twenty large water dispensers

In the hotel rooms, plastic toiletries have been replaced by others made from sustainable materials

These measures, which began as a pilot project, are now permanent. They reinforce our commitment to the circular economy, and the reduction of environmental impact. At Abadía Retuerta, using raw materials responsibly is not an empty gesture: it is a philosophy which guides every technical decision we make. Every container, every ingredient, every step in our production process reflects a firm belief in looking after the land and everything we share with it.

Social impact: Natura Bissé amenities

The line of amenities Natura Bissé, managed by La Bottega at Abadía Retuerta LeDomaine, has made a strong commitment to sustainability, looking after the environment and other similar initiatives. Their approach links customer experience with the creation of social impact. Via this model, 100% of Natura Bissé's royalties from the sale of amenities go to the Ricardo Fisas Natura Bissé Foundation, which contributes to the development of social projects.

2.3

We minimise and carefully manage our waste

In 2025, we made some significant steps in our circular-economy initiatives. Thanks to the composter we installed in 2024, we managed to process around 120 kg of organic waste every month, resulting in 40 kg of high-quality compost that meets current regulations. This material — the result of our reassessment of all the organic waste produced by the hotel — was used to help cultivate the Monks' Allotment.

Our Sustainability Plan includes numerous other waste-related objectives, such as:

Reducing the volume of recyclables (glass, paper and cardboard, plastic).

Reducing the volume of residual waste, by increasing reuse through composting.

This waste is sorted at the various recycling points and collected by authorised waste management companies. We also raise awareness about waste disposal among our employees, and provide training on it. This way, we are fostering a whole culture focused on sustainability.





Hotel waste
2025

Hazardous waste

Description	Code	Destination	Quantity (kg)
Contaminated plastic containers	150110	R13	187
Contaminated metal containers	150110	R13	18
WEEE (waste electronic and electrical equipment, with hazardous components and batteries)	200135	R13	128
Fluorescent tubes and mercury-containing waste	200121	R13	9
Used batteries	160604	R13	22
Sprays and aerosols	160504	R13	8

NON-Hazardous waste

Description	Code	Destination	Quantity (kg)
Absorbents and filter materials	150203	R13	90
Scrap metal	170405	R13	266
Wood	200138	R13	548
Paper and cardboard packaging	150101	R12	9
Plastic packaging	150102	R13	1,061
Glass	200102	R13	246



Winery waste
2025

Hazardous waste

Description	Code	Destination	Quantity (kg)
Contaminated absorbents	150202	D15	450
Contaminated plastic containers	150110	R13	120
Contaminated metal containers	150110	R13	43
Sprays and aerosols	160504	R13	8

NON-Hazardous waste

Description	Code	Destination	Quantity (kg)
Cardboard	200101	R12	70
Scrap metal	170405	R13	2,148
Paper and cardboard packaging	150101	R12	91
Plastic packaging	150102	R12	1,894
Wine lees	-	Destilación	4,000 L
Grape pomace	-	Destilación	106,650

One of the key focuses of our environmental strategy is to bring down our greenhouse gas emissions.

2.4

We are working to improve air quality

Since 2017, we have been systematically calculating our carbon footprint. This tool allows us to identify those areas of the business that have the largest environmental impact, so we can set out specific measures to help improve our performance in this regard.

At Abadía Retuerta, we calculate the carbon footprints of the winery and the hotel separately. Together, these figures make up the carbon footprint of the whole organisation, encompassing all aspects of the business. This allows us to monitor any changes and get a more complete view of our environmental impact.

As well as calculating the emissions in Scope 1 and 2, in 2023 we began to calculate Scope 3 emissions in the winery, and then the hotel in 2024; these measurements give us more precise data about our activity. To reinforce our transparency and ongoing improvement, the calculation of our carbon footprint for 2025 has undergone an external, independent verification by Bureau Veritas.

In 2024, we received official “Calculate, Offset and Reduce” accreditation, as granted by the Spanish Ministry for the Ecological Transition and Demographic Challenge (MITECO). We are currently in the process of validating our 2025 carbon footprint, by MITECO.

In the winery, the total emissions for 2025 are 863.13 tCO₂e.



Carbon footprint



Carbon footprint: Whole Organisation (tCO₂e)

Description	2022	2023	2024	2025
Scope 1	484,92	482,32	438,27	434,58
Fixed combustion	254,20	221,78	263,45	259,62
Mobile combustion	126,96	129,05	131,82	118,43
Fugitive emissions	3,85	2,89	0,00	32,78
Process emissions	99,92	128,61	42,99	23,75
Scope 2	0,00	0,00	0,00	0,00
Total	484,92	482,32	438,27	434,58

Carbon footprint: Winery (tCO₂e)

Description	2022	2023	2024	2025
Scope 1	309,77	337,28	276,86	247,88
Fixed combustion	93,49	80,40	103,87	90,61
Mobile combustion	126,96	129,05	131,82	113,08
Fugitive emissions	3,85	2,89	0,00	22,56
Process emissions	85,47	124,95	41,17	21,63
Scope 2	0,00	0,00	0,00	0,00
Total	309,77	337,28	276,86	247,88

Carbon footprint: Hotel (tCO₂e)

Description	2022	2023	2024	2025
Scope 1	145,04	145,04	161,40	186,00
Fixed combustion	160,71	141,38	159,58	169,01
Mobile combustion	0,00	0,00	0,00	5,35
Fugitive emissions	0,00	0,00	0,00	10,22
Process emissions	14,45	3,66	1,82	2,12
Scope 2	0,00	0,00	0,00	0,00
Total	175,15	145,04	161,40	186,7

As part of our wider Sustainability Plan, Abadía Retuerta has set out a climate route map that sets highly ambitious targets, including:

Reach **Net Zero by 2040**.

Reduce our carbon footprint (Scopes 1 and 2) by **85%, compared to 2019**.

Become **carbon-neutral in Scope 3 by 2030**.

The plan includes a set of actions designed to reach our climate goals, some of which have already been implemented. These measures include replacing our fleet of wine tourism vehicles with electric alternatives, which are quieter and more environmentally friendly. This change, in turn, has led to a boost in the number of birds present on the estate. Furthermore, we now only use electricity from renewable sources, which has a significant impact on our carbon emissions.



These actions reflect our firm commitment to decarbonisation, and they place us at the forefront of the industry. Although the Royal Decree 214/2025 on carbon footprints has now come into force, it does not apply to us. Nevertheless, at Abadía Retuerta we already comply with its main requirements: we calculate our carbon footprint, we get it externally verified, and we have an emissions reduction plan in place. We pre-empted the regulations, which reinforces our position as a proactive, responsible organisation that follows good sustainability practices, in line with the leading companies in the industry.



**Winery:
carbon footprint in
ratios (total)**

**Hotel:
carbon footprint in
ratios (total)**

0.38

tCO₂e per thousand bottles

0.018

tCO₂e per guest

0.42

tCO₂e per tonne of grapes

0.52

tCO₂e per thousand litres
of wine

2.5

We are making progress towards an efficient energy model

In 2025 we reduced our overall energy consumption: electricity from renewable sources now makes up 61% of our total energy consumption reflecting our commitment to clean and sustainable solutions. This progress in terms of renewable energy meant that we avoided the emission of 137 tonnes of CO2 into the atmosphere, equivalent to planting 187 trees.

Our Sustainability Plan also includes objectives related to energy consumption and the transition to more efficient models. Goals include:

Cutting primary energy consumption from non-renewable sources to 12%, by 2030.

Increasing the proportion of self-generated renewable energy to 40-45% of the total amount, by 2030.

In 2025, our total energy consumption was 4,067,484 kWh. This consumption is divided between the main operational areas of the business, as follows:



Energy consumption

Winery: energy consumption (kwh) over time

Source	2023	2024	2025
Electricity	835,050	925,035	1,126,673
Propane	449,107	350,740	394,898
Diesel	677,588	538,100	424,265
Photovoltaic plant	-	195,180	199,950
Total	1,961,745	2,009,055	2,145,786

Hotel: energy consumption (kwh) over time

Source	2023	2024	2025
Electricity	1,766,322	1,773,528	606,670
Propane	713,153	720,033	757,457
Diesel	4,120	5,595	2,571
Photovoltaic plant	-	-	555,000
Total	2,483,595	2,499,156	1,921,698

To reduce our consumption, and achieve the energy targets mentioned above, each year we implement various measures to improve our energy efficiency and increase our use of renewables.

Among the measures implemented in 2025, highlights include:

The launch of our photovoltaic plant, with 1,500 solar panels and an installed capacity of 700 kW. It will supply around 45% of the energy required by the hotel and winery.

Progress in installing variable-frequency drives on the pumping equipment and pressure units, in order to optimise their operation and reduce energy consumption.

2.6

We look after our water resources

At Abadía Retuerta, responsible water management has become a vital aspect of our work and our commitment to the environment. Water is a precious resource, so we have continued to adopt a range of measures to help us better control, monitor and optimise its usage in each of our processes. This approach will also help us reduce our greenhouse gas emissions.

Our Sustainability Plan includes targets related to water consumption, such as:

- Increasing the system's regulation capacity in order to improve reliability of supply.
- Reducing the use of water in the hotel and spa
- Reusing 40% of the water used in the winery's processes

Our water consumption in 2025 was as follows:



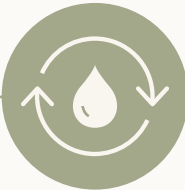
Water consumption (m³)

Water consumption over time (m³)

Source	2023	2024	2025
Hotel	12,741	13,055	40,275
Winery	215,447	100,673	147,532
Total	228,188	113,728	187,807

Our water supply comes from two sources. Surface water from the Duero River and its canal is used for watering the vineyards and crops, while groundwater (from the wells) is used in the winery and hotel. The water for the winery and hotel is treated by osmosis systems which reject approximately 40% of the water brought in. The water quality is analysed every year, and is guaranteed thanks to the regular maintenance of our drinking water treatment systems.

As for the irrigation of our crops, we use a drip system: this is a more efficient use of water, and helps reduce pressure on this resource. Proper wastewater treatment is essential if we are to minimise our environmental impact. Throughout 2025, we complied at all times with the wastewater disposal parameters required by current legislation, thus reaffirming our commitment to use water responsibly.



Purified water

Purified water over time (m³)

Source	2023	2024	2025
Hotel	9,052	9,794	6,524
Winery	5,698	9,202	6,472

Winery

Wastewater treatment is carried out via several purification lagoons. This water is then used for the irrigation of our pine groves.

Hotel

In the hotel, we use a treatment plant to which a water regeneration system has been added. This means that 60% of the water can be recovered for watering the gardens.



ABADIA RETUERTA



Social Commitment



3

4

5

8

10

3.1

We look after our team

At Abadía Retuerta, our human team is the driving force behind our transformation, and the value that sustains our project.

That's why we foster an organisational culture that is agile, professional and oriented towards excellence, where each individual finds real opportunities for development and training that nurture both their professional and personal growth. We create this culture in a workplace based on inclusion, equality, respect and stability, where everybody can show their talent and reach their goals.

The management of our human resources is led by the Culture and Talent team, which, in 2025, made some important steps forward in the definition of our identity as an organisation. This follows a rigorous process of reflection and analysis of the initiatives carried out in recent years. This process has also been vital for the continued structuring and strengthening of our own HR management model: the **5Cs model**. This new route map is firm, systematic and measurable, and organises our people-focused policies based on five core concepts: **Communication, Collaboration, Compensation, Change** and **Commitment**. It also helps ensure that all of our actions

are aligned with the broader aims of Abadía Retuerta. It is a dynamic model, fully integrated into our business strategy, which guides our decisions and helps us take the necessary steps to consolidate an engaged, competitive team, coherent with our legacy.

The participation of our team has been a key factor in this phase. In 2025, we carried out a new **workplace climate survey**. The results showed a notable improvement in their perception of the company, as well as a very positive response to the changes made. Following these results, an action plan was set out and included within the 5Cs model; it prioritises key areas such as internal communications, agile decision-making, interdepartmental work and improved middle management. This progress allows us to keep building a more cohesive and future-forward culture, thus reaffirming our pledge to the people who form part of Abadía Retuerta.



Our team structure

At Abadía Retuerta, we structure our workforce in accordance with the specific needs of our company, whereby the work is divided into specialised areas. We have teams who run the estate, the hotel and the winery, as well as another team based in Valladolid and Madrid. This structure allows us to respond in an efficient and coordinated way to the particular requirements of each working area. We can thus guarantee an integral functioning, in line with our strategy.

The average number of active workers in 2025 was 157.74, compared to 155,02 in 2023. This slight rise, of 1.75%, shows a natural fluctuation in worker numbers. It also reflects the hiring of people for the hotel’s kitchen, in line with demand, and the need to cover non-renewed contracts.

At the end of the year, there were 160 workers in total, with a reasonable balance in terms of gender and age, reflecting our commitment to diversity and the integration of complementary worker profiles who strengthen the project.

Average number of workers



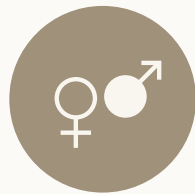
Year	Madrid office	Hotel	Winery	Estate	Total
2024	12.08	83.31	40.43	19.2	155.02
2025	13.7	81.15	43.32	19.57	157.74

Total number of workers (year end)



2025	Abadía Retuerta (Winery)		Le Domaine (Hotel)		Corporate services		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
	40	13	32	45	19	11	91	69
	Total: 53		Total: 77		Total: 30		Total: 160	

Workers by gender and age



2025	19 to 29 years old		30 to 45 years old		46 and over		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
	12	2	34	39	45	28	91	69
	Total: 14		Total: 73		Total: 73		Total: 160	

New hires and departures

In 2025, 35 new workers joined the team. Most of them come from the Valladolid area, reflecting our pledge to boost local employment. They were balanced in terms of gender, with 18 women and 17 men. All of the new recruits took part in an onboarding programme, designed to help them integrate into the company by ensuring a warm and structured welcome from day one. Wherever possible, we prefer to hire people ourselves, but at specific times of the year (such as during the green pruning and harvest periods) we make use of temporary worker agencies to cover these short-term production requirements. Over the year there were 29 outgoings, split near-equally between women (16) and men (13), for a range of reasons.



New hires



	Women	Men	Total
Madrid offices	4	0	4
Winery (industry/commerce)	2	1	3
Valladolid: field work	0	3	3
Valladolid: hospitality	12	13	25
Total	18	17	35

Reasons for departures



	Women	Men	Total
Retirement	0	2	2
End of contract	2	2	4
Resignation	5	6	11
Unsuccessful trial period	5	0	5
Leave	1	1	2
Others	3	2	5
Total	16	13	29

We offer secure, quality employment

In 2025, 97% of the signed contracts were permanent, which reflects the company's determination to offer workers job security and continuity.



We firmly believe that looking after workers should begin by offering them a stable and fair workplace, with conditions that enable their long-term professional development. Stability, job quality and legal security are the key pillars in our talent management culture.

We make sure that all of our workers have full legal protection, and access to all the necessary resources for dealing with any aspect of their working relationship with the business. 100% of our employees are covered by collective bargaining agreements, a commitment which strengthens our resolve to guarantee fair and transparent working relationships. We currently apply the following collective agreements:

Collective agreement for Hotel and Catering Staff, Valladolid

Collective agreement for the Winemaking Sector, Valladolid

Collective agreement for the Madrid Offices

Collective agreement for Field Workers, Valladolid

Our commitment to stable employment is clearly reflected in the data from 2025. The vast majority of contracts signed over the course of the year — 97% of them — were full-time, which highlights our pledge to provide our workers with continuity and security. Just 3% were temporary contracts, most of which were to help with specific seasonal requirements, such as backup during the peak season or short-term cover. Similarly, over 94% of the hirings were for full-time positions, further demonstrating our commitment to quality work and conditions that can enable good professional development and a fair work-life balance.

The following table shows the distribution of contracts signed over the year, broken down by role, gender, contract type and full/part-time hours:

Workforce by contract type

		Permanent			Temporary		
		Full-time	Part-time	Total	Full-time	Part-time	Total
Winery	Men	3	0		1	0	
	Women	2	0		0	0	
	Total	5	0	5	1	0	1
Hotel	Men	11	0		0	0	
	Women	12	1		0	0	
	Total	23	1	24	0	0	0
Corporate services	Men	2	0		0	0	
	Women	2	1		0	0	
	Total	4	1	5	0	0	0
Total	Men	16	0		1	0	
	Women	16	2	34	0	0	1



We facilitate work-life balance and wellbeing

At Abadía Retuerta, work-life balance is crucial to our understanding of work relations. It's more than just a policy: it's a whole culture and set of principles that expresses our respect for the people who make up the organisation.

It's based on a simple idea: striking a balance between our professional and personal lives is only possible if there is a commitment shared by the company and the worker. We value teamwork and we acknowledge how effective it can be, but we also understand that workers' wellbeing, outside of the workspace, is essential if we are to bring out the best in everybody. This approach allows us to build a healthier workplace climate, to attract and retain talent, and consolidate our reputation as a company that cares about people. Furthermore, it helps us in our quest to reach effective equality between women and men. Our end goal is clear: we want all of these measures to have a positive impact on the health, wellbeing and working experience of everybody who works at Abadía Retuerta.

In 2025 we renewed our **Family-Responsible Company (EFR)** certification, ranked at B+. We have been EFR-accredited since 2020, and we first reached B+ level in 2022, which endorses Abadía Retuerta's proactive approach within the model. This

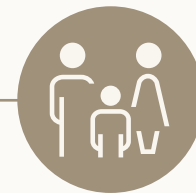
certification acknowledges that our practices comply with high standards of work-life balance, equal opportunities and support for families, reflecting our ongoing efforts to create a more personable, sustainable and inclusive work culture.

As part of our processes to ensure ongoing improvement, in 2025 staff took part in a survey to gauge their satisfaction with the revision of the range of EFR measures, which took place in 2024. The results were highly positive, and many of the team were in favour of the changes. With the findings in mind, some measures were reinforced — particularly in terms of flexibility — while others were eliminated, i.e. those measures that were barely being used. This way, we are progressing towards a model that is more in tune with the workers' real needs.



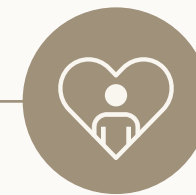
EFR model

The current **EFR** model includes a wide range of measures, organised into different blocks:



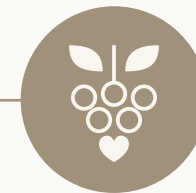
Family support and co-responsibility

We are offering financial aid and leave for maternity, paternity and the care of family members; childcare vouchers, paid leave for accompanying family members to medical appointments and measures adapted to specific family situations.



Quality of employment and wellbeing

We are helping create a healthy workplace via sports initiatives, preventive health campaigns, free access to the Wellwo platform, medical insurance with special conditions, healthy canteen service, and a range of corporate events and benefits, among others.



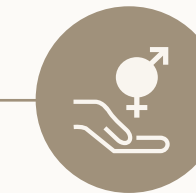
Social commitment and personal development

We continue to work on charity campaigns, themed collections, a charity calendar and performance/career recognition programmes for those who work for the organisation.



Flexibility and personal time

We are bringing in further autonomy for workers, in terms of managing their own time. This includes flexible working hours, remote work (for jobs that allow it), possibility of flexible holiday entitlement, half-day off for children's birthdays and a day off on one's own birthday.



Equality and prevention

We maintain our Equality Plan; we apply protocols against harassment and gender-based violence; we encourage the use of inclusive language; and we are developing awareness-raising campaigns in order to create a safe, respectful workplace.

The culture of work-life balance

We aim to keep consolidating a realistic, efficient and flexible culture of work-life balance, which is well-suited to workers’ real needs. This approach can strengthen shared commitment, the sense of pride in belonging to the team, and a form of management based on human wellbeing.

The following table (right) contains the data for 2025, showing who has made use of these measures, broken down by gender.

All of these people had a permanent, full-time contract, and were between 30 and 50 years old. This shows the true value of these measures, at a time of life when people tend to have more family commitments and responsibilities. In turn, it reveals the positive impact of these actions, and reinforces our intention to keep aiming for a well-adapted and effective set of work-life balance policies, with the aim of fostering mutual commitment, a sense of belonging and the human sustainability of the project.

Measures for work-life balance



	Mujeres	Hombres	Total
Parental leave and childcare	5	6	11
Newborn leave	4	3	7
Childcare leave	0	0	0
Reduced working hours for childcare	2	0	2
Half-day for child’s birthday	20	16	36
Total	31	25	56



We back inclusion in the workplace



At Abadía Retuerta, we are committed to workplace inclusion as a key aspect of our broader social responsibility. We are therefore actively committed to offering real professional opportunities to people at risk of social exclusion, and work to create teams that are diverse, inclusive and socially sustainable. This approach comes through in specific actions: by generating direct and indirect employment, by showcasing the talent of people with disabilities and by forging links with specialised organisations that help us make an even greater impact and keep moving towards effective inclusivity.

In 2025, we had two staff members with disabilities (both of whom were on permanent contracts) in the areas of management and administration. Thanks to this, and to the Declaration of Exceptionality granted by the Regional Government of Castilla y León, we comply with Royal Legislative Decree 1/2013, whereby people with disabilities must make up at least 2% of all staff members. This legal figure allows us to comply with the legislation in those cases where direct contracting is not viable due to the characteristics of the available jobs.

A key part of our strategy depends on our alliances with organisations geared towards inclusivity, such as Special Employment Centres (CEE). These collaborations enable us to generate real and sustainable work opportunities for disabled people. In 2025 we maintained the four job posts created the previous year, via an agreement with a CEE, for workers

who carry out some auxiliary kitchen tasks (i.e. plate-washing and cleaning). These new hires work on site, supervised and accompanied by the CEE itself. This model guarantees a suitable workplace for them, and continued support.

In addition to direct hirings and our alliances with the CEEs, we have other initiatives that seek to enhance our social impact. One key scheme this year was the 2025 edition of Vendimia Solidaria, our charity wine project, which is designed to improve the employability of those people who most struggle to access the labour market. We also set up new collaborations with initiatives such as Office Cocina, Arte Inclusivo (in support of the Randstad Foundation), to acquire artworks made by disabled people. Our objective is to keep moving towards an ever more inclusive culture, in line with our values and adapted to the reality of our operations.

We believe in ongoing training

At Abadía Retuerta, we firmly believe that the key to excellence is all about giving people real opportunities to develop their talent and career. This is why we support our employees in their ongoing growth, by offering them space for learning, and providing them with tools that sharpen their skills, boost their motivation and contribute to their professional development, as well as the overall success of the project.

Throughout 2025, we have implemented our annual training plan with a system that follows a robust and digital methodology. It follows a structured process of analysis, planning and monitoring. Following feedback from the managers, in which they flag their needs in terms of skills, the Culture and Talent team designs an annual programme that combines quantitative and qualitative indicators. It is monitored monthly through key performance indicators, as defined by the management team. As part of this plan, we have put on multiple training sessions for workers at all levels of the organisation, with a clear focus on improving customer experience, consolidating a culture of excellence and preparing our teams for future challenges.

Training



Year	Hours	Average per employee
2024	4,860.25	32.19
2025	5,962.00	37.07

This year, training priorities have been aligned with the company's broader strategy of operational and cultural transformation, with a particular focus on the following areas:

Excellence model and standardisation of processes

Specific training was given to the hotel's operational teams on quality standards, common procedures and continuous improvement, framed within the rolling-out of the "lean culture" model in a luxury environment. This initiative has had been fully cross-departmental, across all operational areas.

Operational training

These training actions are designed to reinforce day-to-day technical and professional skills; there has been a big effort to improve in this aspect.

Soft skills and transversal skills

There have been training sessions focused on key skills such as communication, teamwork, situational leadership and time management.

Master's Degree in Winery Management

As part of our commitment to pass on knowledge, over the last two years we have taken on the academic management of the Master's Degree in Winery Management at the Valladolid Chamber of Commerce Business School. Our aim is to share our experience and knowledge, accumulated at Abadía Retuerta, so that students can delve deeper into all areas of the wine industry and acquire a broad perspective of the sector. We aim to teach about both current and future market trends, as well as the impact that each strategic decision can have on a constantly changing context.



Patrons of the National Sculpture Museum and the International Cooking School

Our commitment to wider society has also led to us becoming patrons and active participants of both the National Sculpture Museum and the International Cooking School in Valladolid. We collaborate with them on cultural and training initiatives that help enrich the local community.

We have also provided training in areas including ethics, sustainability, compliance, anti-corruption and awareness about issues around LGBTI equality and diversity. This has been included in dedicated sessions, and also as part of the onboarding process for new hires. This has helped reinforce our ethical framework and the values that guide Abadía Retuerta.

Furthermore, we are keeping up our pledge to employ young people via our **Excellence Internship Programme**, which allows students from national and international schools to complete their training in a rigorous professional environment. In 2025 we welcomed 20 students, both from Spain and other countries such as Mexico and Colombia. They joined a range of departments, including accounting, digital marketing, the kitchen team, the butler team and the Culture and Talent team. They enriched the work dynamic of these various sections.

In 2025, we renewed our scheme of collaborations with academic institutions: we updated our map of allies, and brought in new organisations like Trigo, Ramón Freixá, Sagardoy School, Instituto de Empresa and E Spain. We also continued to strengthen our work-experience programme, in which participants receive a monthly stipend of 600€, a transport subsidy, improved accommodation and the planning of individual training goals, customised for each student. These training periods have been extended, and further integrated into the company’s internal culture: the students participate in feedback routines and receive certain corporate perks.

The **Excellence Internship Programme** once again made a significant impact: 10% of the participants were subsequently hired by the business, following their work experience period. This continuity is the reason why schools rate this collaboration so highly, since it acts like an effective bridge between the academic and professional worlds. For Abadía Retuerta, the programme brings diversity, energy and fresh perspectives, thus encouraging innovation and continued excellence. For the students, it is a transformative experience in which their professional development and technical learning goes hand-in-hand with personal growth.

Excellence Internship Programme



Year	Nº of students
2024	33
2025	20

We care about health and safety at work

The health, safety and wellbeing of our staff is one of our key priorities. We strive to maintain a safe and fair workplace, where all workers feel protected and supported, so they can reach their full potential.

Throughout 2025 we continued to develop a range of initiatives oriented towards occupational risk prevention and the active promotion of physical and emotional health. Some of the specific actions we have taken include:



Access to specialised medical services

in favourable conditions, with discounts also available for family members.

Promotion of healthy lifestyle habits

such as sporting events, yoga sessions or encouraging balanced diets via our canteen service.

Annual flu vaccination

offered free of charge to all workers and their immediate families.

Specific support during pregnancy

including the possibility of time off in the case of risk.

Free access to the digital platform Welwo

which offers content and resources to improve physical and mental wellbeing.

Basic training in preventing occupational risks

for all new hires, along with annual campaigns focused on workplace accidents.

Occupational risk assessments

in all posts, which are revised whenever there is a change in function or condition.

In 2025, we brought in two new initiatives:

Monitoring and reporting of Occupational Health and Safety indicators related to accident rates

with periodic tracking of OHS indicators linked to workplace incidents, including trend analysis and the early detection of risks.

Caring for mental health

through a new emotional-support service made possible by our recent partnership with Vitaly.

Absenteeism and occupational health: workplace contingencies

We apply protocols and monitoring systems that allow us to act swiftly in the event of any risk or medical leave. The table (right) shows our data on absenteeism and occupational health for the last two years.

In 2025 there was a decrease in number of periods of leave and total days not worked. This improvement suggests that they are being managed in a more effective way, along with the reduction in the average duration of leave. Even so, we are still working to improve these indicators, by reinforcing preventive measures and offering personalised support to each of our employees. The second table (right) sets out the main occupational health and safety indicators, with regards to 2025.

Absenteeism and occupational health



Year	No. of periods of leave	Total days not worked
2024	94	2,635
2025	55	1,030

Workplace contingencies (2025)



2025	Due to occupational factors	Due to other (common) factors
Absenteeism rate	0.01	2.30
Average duration	2.33	26.50
Prevalence rate	0.00	1.23
No. of leave requests	3	52
No. of days not worked	57	1,873
No. of days not worked (without direct temporary incapacitation)	7	1,344
Daily average of workers on leave	0.02	3.68
No. of accidents travelling to/from work	0	0
No. of traffic accidents	0	0
No. of accidents with no leave	3	0

We listen and we build trust

The quality of our work at Abadía Retuerta is also a result of how we communicate with each other, and our ability to stay well connected and informed. That's why we emphasise the importance of creating a workplace in which staff have easy access to key messages, whilst also feeling that their voices are being heard. When communication is clear, and ideas circulate freely, then teams become more engaged and everybody pulls in the same direction.

To sustain this dynamic, we have phased in the use of a number of resources to facilitate day-to-day exchanges. They include digital tools to help spread news, real-life spaces to encourage conversation and channels that notify of upcoming changes and allow people to share their views. Thanks to this ecosystem of resources, internal communication has become a vibrant part of our work, accompanying the company's evolution. Notable elements include:

Microsoft Teams is our main platform for day-to-day internal communication. It enables fluid, rapid interaction among the various teams and areas, facilitating coordination and cross-departmental collaboration.

Corporate email accounts including efr@abadiaretuerta.es, which was activated in 2020 for queries and comments related to work-life balance and EFR measures. These channels can be used for expressing suggestions, concerns or ideas.

Physical information boards are located in the common areas of the hotel and winery. They are regularly updated with relevant information for any employees who do not have frequent access to digital channels.

When there are any important changes within the business, we do all we can to ensure that the team has enough time to prepare and adapt as necessary. For that reason, we have set out a clear principle: to tell the workers beforehand — at least one month in advance — about any modifications that might affect their day-to-day. This approach reinforces our commitment to transparency and trust-based internal management.

Regarding safe and confidential communications, **SpeakUp** is our channel for complaints and whistleblowing. This channel allows workers to tell us, confidentially, about any situations that might breach the law, the values of the organisation or their rights. This channel remained fully operational throughout 2025, with no cases recorded that were classified as breaches of compliance. All communications received were analysed in accordance with the internal protocol and were closed as unsubstantiated, reinforcing transparency and trust in the system. Taking care of internal communication is, ultimately, a way of taking care of the people who form part of the project: it encourages participation, strengthens trust, and fosters the sense of belonging that defines us.



3.2

We build responsible relationships in our value chain



Abadía Retuerta's value chain is not only the route taken by our products and services on their way to the end customer. It is a whole network of decisions, connections and responsibilities that reflects our approach to sustainability and the kind of relationships we want to build.

In particular, we want to have good connections with our suppliers and guests, based on trust, transparency and mutual respect. But it goes even further than that: we try to transmit our ethical, social and environmental values throughout the whole chain, thereby multiplying our positive impact through our collaborators.

From our purchasing policy to our active listening channels, we are building a value chain that is consistent with our culture, that generates trust, boosts local development and reinforces our commitment to a responsible and long-lasting way of doing business.

We carefully select our suppliers

We acknowledge that our responsibility goes beyond the boundaries of our estate: the broader impact of our work also includes our whole value chain. Therefore, we select and evaluate our suppliers based not only on the quality of their products or services, but also on their handling of ethical, environmental and social matters.

Our procurement policy, aligned with our Corporate Citizenship Guidelines, sets criteria for civic responsibility and sustainability within business. In turn, this policy guides our entire supplier approval process and our commercial relationships. This framework defines our approach to ethical and operational matters, so that our own social, environmental and good-governance commitments are shared across our whole network of external collaborators.

In addition, we give priority to **local suppliers**, in keeping with our pledge to look after the environment and help develop the surrounding region in ecological ways. This choice reduces our carbon footprint and allows us to support the local economy, encourage more sustainable production practices and guarantee the freshness and traceability of our products, especially those used in our restaurants.

In order to measure the real impact of this policy, we systematically monitor the percentage of purchases made from suppliers in Castilla y León, our local region. The following table shows this indicator over the last three years:

Purchases and suppliers *



Year	Local purchases (from Castilla y León) %
2023	36.29 %
2024	33.84 %
2025	37.96 %

*The data regarding our purchasing from local suppliers has been modified, including figures from previous years. This is due to an improvement in the methodology of the calculation.

We are still working to strengthen this line of action, analysing each requirement in order to prioritise, wherever possible, local products that meet our standards in terms of quality and sustainability. In recent years, we have further reinforced this model with digital tools that improve traceability and optimise the efficiency of how we manage procurement. To that end, we now have an integrated management platform that lets suppliers register their information, get approved and process their invoices in a digital setting, linked with our ERP system. This ongoing digitalisation has helped us combine processes, reduce administrative procedures and make our relationships with suppliers more streamlined and transparent.



We care about our guests' experiences

At Abadía Retuerta, we believe that excellence is built by taking care of every single interaction we have with those who engage with our brand, be it as hotel guests or as consumers of our wines. We seek to foster a close, transparent and long-lasting relationship with them, based on active listening, respect and continuous improvement. We have multiple channels of communication, both digital and in-person, that allow us to maintain an open dialogue with those who want to learn more about our history, our products or our experiences. Our presence on social media, our website and other specialised platforms enables this constant dialogue, while face-to-face interactions in our hotel and winery allow us to gauge impressions and receive feedback in a more direct and personalised way.

Following every visit, our guests are invited to fill out a satisfaction questionnaire, which helps us pinpoint areas where we could improve, and also how to keep strengthening the highest-rated aspects of their experience. We have an internal manual of procedures that clearly defines how all requests and comments should be processed and dealt with. This guarantees a quick, personalised response that adheres to our broader values.

This culture of customer service and care also extends to those who enjoy our wines: we have open channels for customers to contact us, and a strong commitment to the quality, traceability and clear information of our products. In 2025, no formal complaints were registered through our customer service channels. This is proof of the trust placed in Abadía Retuerta, and the effectiveness of our protocols regarding clients and consumers.



Flower-arranging workshop

3.3

We collaborate to help improve society

Vendimia Solidaria, our charity wine project, has become one of our most emblematic social initiatives: it is a vivid expression of our commitment to people and to the surrounding lands.

At Abadía Retuerta, our social responsibility goes beyond the business itself: it also extends to our community, and to wider society. That's why we seek to improve the employability of those at risk of (or currently suffering from) social exclusion, and we work with entities that promote the equality and hiring of vulnerable groups. Therefore, each year we collaborate with different non-profit organisations who work on projects aligned with our values: together, we want to make a positive impact on the community.

We have been running Vendimia Solidaria for over a decade now, with the aim of helping more vulnerable members of society get into work, by collaborating with charities throughout our harvest campaign. Each year, our vineyards become a space for learning and coming together, whereby grape-harvesting becomes a force for inclusion. And the project goes beyond this work: some of the collected grapes are used to make a special-edition wine, which is then put on sale. All of the profits are subsequently donated to the charity partner of that edition, so the scheme supports their programmes and community endeavours. Vendimia Solidaria reaffirms our links with the community, and our determination to bring about a more human and inclusive kind of development. Harvest after harvest, we cultivate not only excellence in terms of winemaking, but also a fairer transition for those who form part of these lands.

In 2025, Vendimia Solidaria featured the participation of three organisations that play an essential role in social inclusion: the Randstad Foundation, Autismo Valladolid and Valkirias Pisuerga. Their collaboration enriched an especially meaningful edition, which was marked by a shared commitment to workplace integration and support for people in vulnerable situations. This time round, 1,500 bottles were sold, which raised a total of €18,595. All of the proceeds were given to the SIFU Foundation, following their participation in the harvest of the 2024 vintage, which was launched in 2025. A new cycle of collaboration and support was thus completed, thanks to the support of allied organisations that promote inclusion and equal opportunities.

During the Harvest Festival, we wanted to publicly acknowledge the effort and dedication of various people, with a range of disabilities and conditions, who took part in the campaign. We handed out prizes, including one for the best grape-picker. These awards symbolise not only excellence in working, but also the transformative force of a harvest that celebrates diversity and the value of each and every person.

A bottle of Vendimia Solidaria 2025





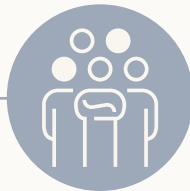
ABADIA RETUERTA

C.4

Responsible Leadership



5	16
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Abadía Leadership Team

Enrique Valero
Director General (CEO)

CORPORATE

Carlos Rodrigo
Director of Operations

Fernando Lázaro
Director of Sustainability
and New Projects

Alejandra Pedrosa
Director of Communications,
Marketing and Digital

Pablo Santamaría
Director of Culture and
Talent

OPERATIONAL

María Albújar
Hotel Director

Christian Bailac
Director of Hotel Sales

Fernando García Rubio
National Commercial Director,
Winery

João Machete
Director of Exports

Rubén Poza
Director of Revenue, Management
and Reservations

4.1

Decision-making process

At Abadía Retuerta, we understand sustainability as a company-wide principle that guides all of our strategic decisions in terms of priorities and projects. More than just an isolated initiative, it is a management model fully integrated into the work of the board, who make decisions based on excellence, long-term vision and a balance between human values and profitability.

The **managing committee at Abadía Retuerta — the ALT**, or the Abadía Leadership Team — is made up of the heads of the company’s different departments. In 2025, new members joined this team, helping to reinforce our strategy with a comprehensive focus and strong leadership.

Percentage of women on managing board, over time



Year	Women	Men
2021	44 %	56 %
2022	44 %	56 %
2023	22 %	78 %
2024	20 %	80 %
2025	20 %	80 %

In 2025, the executive leadership and management roles are occupied by 8 men (80%) and 2 women (20%). With regards to age distribution, there is a good balance: five of the board are aged between 30 and 50, while the other five are over 50.

4.2

Committees that push forward our values

At Abadía Retuerta, we believe in a form of leadership that is built from within, both collaborative and cross-departmental. We are aiming to instil a more open, inclusive and participatory form of management, in line with our vision of sustainability.

Over the years we have set up various internal committees that act as drivers for change. They reinforce our values and ensure that our corporate culture evolves in a way that is coherent with our commitments and our approach to sustainable business.

Our **Sustainability Operating Committee** was set up in 2014, and includes associates from different departments — Maintenance, Finance, Marketing & E-business, Laboratory, Field and Winery, Retail, Culture & Talent, Santuario Wellness & Spa and Communication — so that it has a broad vision, in close contact with the company’s day-to-day operations. The Committee convenes every quarter to monitor the progress of the plan and analyse any risks and/or opportunities relating to sustainability within the company’s business model. The same committee also coordinates the creation of this report.

In 2016, we created the **Equality Committee**, five years before companies of our size were legally obliged to do so. Following our **Family-Responsible Company certification** in 2020, this group evolved into the current **Equality and Family-Responsible Committee**, and its scope of action was extended towards improving the work-life balance and wellbeing of our

staff. This committee is made up of people from different areas and units — both hotel and winery — and also has business and trade-union representation. This diversity means that we can approach issues from multiple angles, fostering a sense of belonging, as well as good internal coherence and communication.

Since 2024, Abadía Retuerta has had its own formal **LGTBI Committee**, which bolsters our commitment to diversity and inclusion. This committee, with its business and social representation, aims to create a safe and respectful working environment, free of discrimination based on sexual orientation, gender identity or gender expression. It was created in response to our belief that only an open and respectful culture allows people to reach their full potential and give the very best of themselves.

Together, these committees are a bridge between the Leadership Team’s strategic vision and the day-to-day reality of all those who form part of Abadía Retuerta. They are crucial spaces which take our corporate values and turn them into concrete actions: the committees activate our culture from within, and enable every single worker to help create, through their role, a more sustainable, fair and coherent organisation.

4.3 Stakeholders

Abadía Retuerta’s stakeholders play a fundamental role in shaping our approach to responsible management, and in ensuring that we include sustainability within our decision-making. We maintain a continuous and transparent dialogue with clients, employees, suppliers, the local community, public institutions and trade associations, in order to understand their expectations and respond to them coherently and consistently. This process of active listening makes it possible to identify priorities, anticipate risks and opportunities, and generate shared value. In turn, this guarantees that our strategic decisions are made from an inclusive, long-term standpoint.

We systematically incorporate the information gathered through this dialogue into the planning and ongoing improvement of Abadía Retuerta’s environmental, social and governance practices. We also periodically assess the relevance of each stakeholder group and the materiality of the issues that affect them, ensuring that their activity helps conserve the environment, protect the natural and cultural heritage and ensure excellence in the visitor experience. This approach allows us to align our commitments with the expectations of our key stakeholders and to strengthen our culture of transparency and accountability.

				
Clients	Employees	Shareholders	Suppliers, contractors and partner companies	Society (Local community, public institutions, industry bodies)
Communication channel • Hotel, Sales and Quality Department • Winery and Vineyard Department • National and International Commercial Department • Communications, Marketing and Digital Department Material Topics • Customer health and safety • Marketing and labelling • Customer privacy	Communication channel • Culture and Talent Department • Hotel and Quality Department • Winery and Vineyard Department Material Topics • Employment • Worker—company relations • Occupational health and safety • Training and education • Diversity and equal opportunities • No discrimination	Communication channel • Board of Directors Material Topics • Economic performance	Communication channel • Finance and Purchasing Department • Commercial Department • Winery and Vineyard Department • Hotel and Purchasing Department • Sustainability and New Projects Department • Communications, Marketing and Digital Department • Culture and Talent Department • The Craft Department Material Topics • Economic performance • Environmental assessment of suppliers • Social assessment of suppliers	Communication channel • Communications, Marketing and Digital Department • Sustainability and New Projects Department Material Topics • Materials • Energy • Water • Biodiversity • Emissions • Effluents and waste • Assessment of human rights • Local communities

4.4

Ongoing analysis of impacts, risks and opportunities



In 2025, we made significant progress in terms of the maturity of our sustainability management. We evolved from a traditional material-topic analysis to the implementation, for the first time, of a structured, double-materiality process. This new approach will allow us to gain a deeper insight into how we affect our surroundings, and how social, environmental and regulatory changes might influence our business model. This exercise enabled us to make an initial identification of Abadía Retuerta's impacts, risks and opportunities in areas such as climate change, pollution, water and marine resources, biodiversity, circular economy, business conduct, our own workforce, workers across the value chain, affected groups, and consumers. The analysis complies with the European Sustainability Reporting Standards of the Corporate Sustainability Reporting Directive.

This process, due to conclude in 2026, will provide us with a more comprehensive view of the priority issues for our stakeholders. Also, we will learn more about the impacts, risks and opportunities that shape our activity, thereby consolidating a more rigorous working framework, connected with European and international standards.

Following this initial analysis, we are working to strengthen an even more robust system for continuous identification, management and monitoring. This shift will enable us to anticipate trends, prioritise actions and further integrate sustainability into our strategic decision-making.

Thanks to this development, we will obtain a more dynamic and precise understanding of the challenges and value drivers that will guide our performance in the coming years.

4.5

We are guided by principles of good governance

At Abadía Retuerta we understand good governance as a way of acting with transparency, responsibility and coherence, in every decision we make and every relationship we establish. Our corporate culture is guided by ethical principles that shape not only the day-to-day management of the business, but also our interactions with our stakeholders. These principles take form as policies and practices that are applied consistently, across the organisation.

To ensure that these principles are actually put into practice, we have an internal normative framework in place that sets parameters for our behaviour and establishes clear criteria for action. Notable guidelines include **the Code of Conduct, the Compliance Policy, the Anti-Bribery Policy, the Conflict of Interest Policy and the Data Protection Policy**; they all reinforce our commitment to integrity, help prevent inappropriate behaviour and encourage the responsible management of information. Together, this set of policies forms the foundation of our governance system and ensures that all our operations are carried out under robust ethical standards and in full alignment with current legislation.

Code of Conduct

One of the fundamental pillars of this commitment is our Code of Conduct, which was approved in 2016 and remains in force. It is a reference document of ethics that applies to all people in the organisation, as well as to our collaborators and suppliers. It is integrated into our onboarding process for new recruits, and is permanently available for consultation via the employee portal. The Code has continued to serve as a guide for handling sensitive situations, which highlights its value as a practical tool beyond its regulatory aspect.



The **Code** is structured into five essential principles that reflect Abadía Retuerta's identity:

1

Customer satisfaction is at the heart of everything we do

Our ultimate aim is to create memorable experiences that showcase our dedication, our knowledge and our firm commitment to excellence. This aspiration can be seen in every single detail, because we want to make authentic connections with our guests, who then, in turn, can become ambassadors for our brand. We therefore strive to create products that meet the highest possible standards in terms of quality, safety and responsibility. We hope that our brand can be approachable, purposeful and geared towards the creation of long-lasting value.

2

We treat our employees fairly and respectfully

We recognise the value of every person in the organisation, and we seek to build a workplace based on equality, diversity, inclusion, ethics and respect. We are fostering freedom of opinion and expression, as well as humility and continual learning: we want to create the necessary conditions to ensure that every professional at Abadía Retuerta can truly thrive. We have performance management processes that strengthen efficiency, consistency and talent retention, allowing us to evaluate individual achievements and make sure that our work philosophy is integrated throughout the business.

3

We are committed to reaching outstanding and sustainable levels of performance, while maintaining integrity

We act with integrity, rigour and honesty in our relationships with suppliers, allies and other stakeholders: we make sure that each interaction takes place under clear, responsible criteria. We have specific internal rules, including those relating to bribery prevention, and how to manage possible conflicts of interest. These rules establish specific guidelines, in order to avoid inappropriate conduct and to strengthen a corporate culture based on integrity.

4

We strive to be a trusted partner

We manage our resources carefully and responsibly, ensuring transparency and a future-oriented vision. We work hard to protect the organisation's assets, we seek to prevent conflicts of interest and we strictly monitor the confidentiality of information, people's privacy and data security in all our processes.

5

We aspire to be a good corporate citizen

We actively contribute to social, cultural and environmental development through responsible practices aimed at making a positive impact on our surrounding environment. We defend human rights, and we comply with all the applicable legislation. In 2025 we had no cases of non-compliance with the current legislation, proving our commitment to an integral form of management, aligned with the principles that guide our work.

Internal Reporting Channel

At Abadía Retuerta, we act in accordance with the principles set out in our Code of Conduct, which establishes the ethical framework that guides our behaviour. To reinforce this commitment, we provide access to **SpeakUp**, a channel for reporting — safely, and confidentially — about any situation that may represent a breach of these principles. In 2025, no cases related to compliance were registered, and the communications received through the channel were closed as unsubstantiated.

To deal with any concerns related to ethical conduct or regulatory compliance, we make various reporting channels available to the entire organisation. Communications may be submitted in writing or verbally, through different means: the online form, which is also available in the corporate mobile app; the telephone line 900 75 10 38; the email address spain@novartis.com; an in-person meeting with the Internal Information System (SpeakUp) officer; or through line managers, the Culture & Talent and Compliance teams, the General Management or members of Global Security. The Internal Information System is governed by essential principles that include the obligation to report any suspicion or incident of misconduct; the guarantee of confidentiality for all individuals involved; the effective processing of all communications, including those made anonymously; the respectful and impartial treatment of those who raise concerns; rigorous investigation of the facts, with full presumption of innocence; the application of fair and consistent corrective measures; and the provision of feedback to those who submitted the communication.



4.6

We promote shared value with Abadía Retuerta’s ecosystems

At Abadía Retuerta, we understand that sustainability can only advance if and when solid alliances are formed, to strengthen the collaborative ecosystems all around us. That’s why we foster relationships with organisations, institutions and industry networks that share our vision, and with whom we can generate shared value, to build a more sustainable future. We believe in the power of collective projects, and in the transformative force that emerges when different entities come together to work towards the same aims. In 2025, we actively participated with a range of platforms and associations in the fields of winemaking, tourism, ecology and responsible management, thus reinforcing our commitment to more sustainable, innovative and competitive development. Some of our most significant partnerships include:

We are now part of the **B Corp** movement, whereby we collaborate on initiatives that reinforce a responsible approach to management: we seek to make a positive social and environmental impact on our surrounding area.

We collaborate with **Fundación SERES**, with which we collaborate to analyse and understand our social footprint.

We participate in the **Spanish Wine Federation (FEV)**, within which we promote the cultural and sustainable value of wine, through various initiatives.

We are part of **Círculo Fortuny**, **Turium** and **The Leading Hotels of the World**, platforms for high-end tourism that foster excellence in hospitality, ever oriented towards making a positive impact and international engagement.

With **DIRSE**, we help push forward a form of business communication that aligns with corporate sustainability and responsibility.

We are members of **International Wineries for Climate Action (IWCA)**, a collaborative international alliance that groups together environmentally responsible wineries that have a common goal to reach net zero in their carbon emissions.

We form part of **Spain Through its Wineries**, a project created by the Leading Brands of Spain Forum. It seeks to promote wine tourism based on sustainability and excellence.

We are part of **Grandes Pagos de España** (“Great Vineyards of Spain”), an association of wineries with a common philosophy: to make exceptional wines in harmony with the soil, the climate and the natural surroundings.



These networks of collaboration between companies and organisations help us strengthen our impact, boost innovation and deal with complex challenges — such as the climate transition, or social transformation — from a joint perspective. In this context, all of Abadía Retuerta’s collaborations are vital when it comes to contributing to the development of the industry from a shared, responsible viewpoint. They are part of a route map to help us reach our targets, i.e. to generate a positive impact through what we do. That’s why we aim to further bolster these alliances in 2026, especially those relating to social issues.

In 2025, we continued to participate in initiatives linked to the development of the surrounding area through culture and training. In terms of academia, we run the Master’s Degree in Winery Management, and we launched a new collaboration with the Master’s in Sustainability at the Complutense University’s School of Government. We also struck up a partnership with the University of Burgos, via their International Research Center in Rural Development; they are working on research projects relating to vineyard management and winemaking.

We have maintained our commitment as patrons of both the International Cooking School Foundation and the National Sculpture Museum. Regarding the latter, we loaned *Rumor de Límites V*, a sculpture by Eduardo Chillida, for their temporary exhibition *Chillida: Mysticism and Matter*. We have in fact loaned works of art to a range of exhibitions, such as the *Caprile Lorenzo* show held in Madrid. Other cultural highlights include our co-organising of the 18th *Arte y Vino* event, alongside the Belondrade Foundation: we sponsored a cello concert by Iris Azquinez in our abbey’s cloisters, and a Gregorian chant performance in the chapel, under the direction of Juan Carlos Asensio.

These collaborations reflect our desire to make an impact beyond our own sphere of work, as we seek to help create a more conscious and resilient industry. Our partnerships are based on dialogue and shared effort: they allow us to move ever closer to a model that incorporates the values that inspire us, fostering a collective evolution towards sustainability.



ABADIA RETUERTA

ANNEXES

ANNEX.1

Economic Performance

At Abadía Retuerta we continue to grow every year, not only in terms of human resources and production capacity, but also economically. In turn, this reflects our management strategy, which is oriented towards sustainability, efficiency and creating shared value for our stakeholders.

In 2025, our business grew 6.5% year-on-year. The key figures for 2023, 2024 and 2025 can be seen in the following table:

Economic Data



Components	2023	2024	2025
Direct economic value generated (€)	16,387,155	16,708,231	17,795,531
Income (€)	16,387,155	16,708,231	17,795,531
Economic value distributed (€)	15,073,550	15,444,408	16,108,799
Operating expenses (€)	6,541,839	5,661,867	6,533,987
Employee wages and benefits (€)	7,627,606	7,967,055	8,184,173
Payments to capital providers (€)	954,715	1,142,238	709,917
Taxes (€)	290,553	484,277	573,475
Payments to the community (€)	29,695	59,635	107,247
Economic value retained (€)	942,747	1,393,159	1,686,732

ANNEX.2

About this Report

The purpose of this report is to provide a precise, comprehensive and accessible overview of Abadía Retuerta’s economic, social and environmental performance during 2025. We have compiled it as an exercise in accountability to our stakeholders, in accordance with our key commitments to good governance and sustainability that define our work.

The selection of stakeholders included in this document has been made based on our Code of Conduct, complemented by the results of our double-materiality analysis. This combination has allowed us to define, more clearly, the key issues for our management and those connected to us.

Abadía Retuerta S.A. is a single-shareholder corporation dedicated to viticulture and winemaking (the Abadía Retuerta winery itself), and hospitality (via the hotel LeDomaine). The company is based in Sardón de Duero (Valladolid, Castilla y León, Spain). We currently have a presence in 33 countries throughout Europe, the Americas and Asia. The full list of countries can be found in the section “About Abadía Retuerta”, above.

The information contained in this report pertains to the same entities and scope as those included in our annual accounts, filed with the Commercial Registry, in compliance with current legal requirements. The reporting period corresponds to the calendar year, from 1 January to 31 December 2025, in line with the organisation’s fiscal and accounting year. As is standard, the report is published annually, during the first half of the following year.

With regards to previous data, now-outdated information has not been included here. Furthermore, where errors or inaccuracies have been detected in previous reports, they have been corrected in this edition to improve the consistency, reliability and comparability of the contents.

The final version of this report has been reviewed and approved by the Abadía Leadership Team (ALT), as the organisation’s highest governing body, prior to publication. This document has been prepared using the Global Reporting Initiative (GRI) standards as a reference, by applying its principles of accuracy, balance, clarity, comparability, completeness, sustainability context, punctuality and verifiability. On this occasion, and as an internal decision, the report has not been externally verified.

For further information or queries about this sustainability report, the point of contact is Fernando Lázaro, Director of Sustainability and New Projects (fernando.lazaro@abadia-retuerta.es).

The final annex shows the complete table with the GRI indicators, as reported in this financial year.

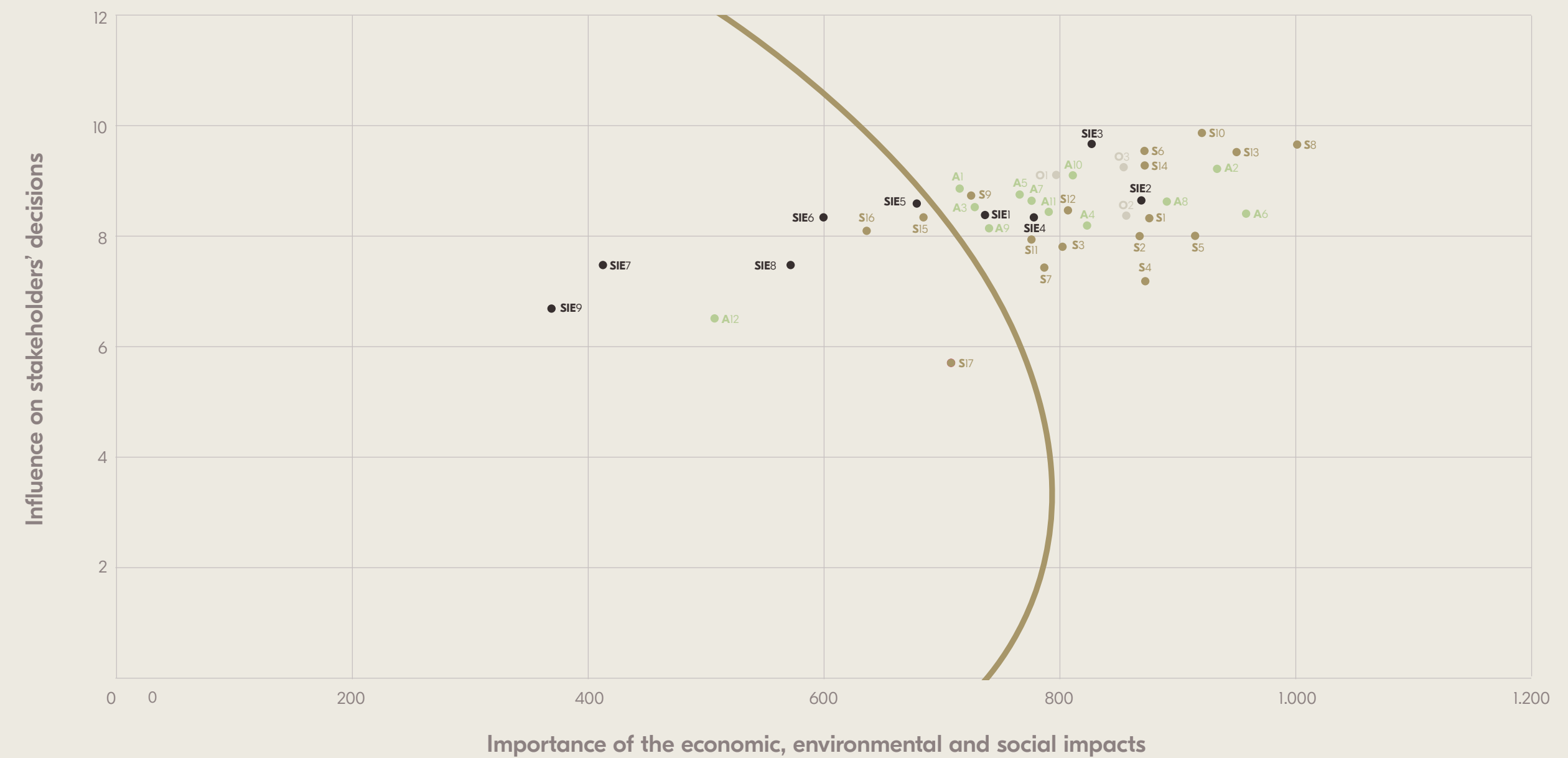
Materiality analysis

As reflected throughout this report, at Abadía Retuerta we are firmly committed to sustainability and to meeting the expectations of our stakeholders. To maintain our standards of rigour and consistency, we continue to carry out a materiality analysis, through which we have been able to pinpoint key issues in which we aim to improve, and those which reflect our sustainability strategy and commitment to quality and excellence. To begin, we explored and identified all possible material issues, based on a review of international frameworks — such as the GRI standards, Law 11/2018, or the principles of the Global Compact — and internal sources such as our own reports and findings from previous years. After this first phase, we consulted our stakeholders via online questionnaires, as a basis to rank all the themes and issues in order of importance.

At the same time, we carried out an internal assessment with the management team, incorporating the organisation’s strategic vision and prioritising those aspects where we have the greatest potential to make an impact in the short and medium term. The combination of both perspectives — an external one, taking into account the views of our stakeholders, and an internal one, aligned with our strategy and operating context — allowed us to piece together a materiality matrix that clearly defines the most relevant issues for Abadía Retuerta. This tool guides our decision-making process, and ensures further coherence between our work and our aims, helping us focus our efforts on those areas where we can add value.

The result of this process is an updated list of priority matters that will guide the development of our sustainability plans, and help set our course for the following year.

Materiality matrix



Although the regulations do not require us to take this step, in 2026 we will move towards a **double-materiality analysis**. This new approach will allow us to position ourselves among Europe's leading sustainability-driven companies, since double materiality broadens out the perspective. That is, it not only examines our impact on the surroundings, it but also shows how environmental, social and governance factors may influence the evolution of our business model. Through this exercise, we aim to better understand and anticipate emerging risks, identify opportunities for improvement and strengthen a more robust and coherent management approach, aligned with our long-term vision.

As a result, a list of critical issues was established, in order to define priorities and guide the strategic development of our sustainability plan.

• **Matters relating to institutional and economic sustainability:**

- SIE1** Economic performance
- SIE2** Innovation and digitalisation
- SIE3** Positioning and visibility
- SIE4** Sustainable investment
- SIE5** Business model and markets served
- SIE6** Impacts, risks and opportunities
- SIE7** Partnerships
- SIE8** Governance structure
- SIE9** Anti corruption and anti bribery

• **Social matters:**

- S1** Respect for Human Rights
- S2** Diversity, equality and inclusion
- S3** Employment
- S4** Work—life balance
- S5** Occupational health and safety
- S6** Customer and consumer health and safety
- S7** Training and development
- S8** Customer privacy
- S9** Responsible marketing
- S10** Customer satisfaction
- S11** Supply chain and responsible sourcing
- S12** Local communities and social action
- S13** Natural, cultural, artistic and historical heritage
- S14** Ethics and compliance
- S15** Collaboration with associations, companies and institutions
- S16** Engagement with stakeholders
- S17** Internal communication

• **Environmental matters:**

- A1** Environmental certification
- A2** Environmental legal compliance
- A3** Emissions
- A4** Climate change
- A5** Circular economy and waste management
- A6** Water management
- A7** Responsible consumption of raw materials
- A8** Energy
- A9** Biodiversity
- A10** Organic production
- A11** Leadership in environmental management
- A12** Precautionary principle or approach

• **Other matters:**

- O1** Quality management
- O2** Sustainability and communication management
- O3** Transparency and traceability

ANNEX.3

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