

**2025**  
(FINANCIAL YEAR 2024)



  
**CASTEL**  
FAMILIAL & INTERNATIONAL

**SUSTAINABILITY REPORT**  
CASTEL-VINS



This CSR report is issued voluntarily by CASTEL-Vins.  
The data given therefore concern all CASTEL-Vins entities.  
In accordance with its obligations, CASTEL-Vins has also formalized a declaration of extra-financial performance (DPEF) consolidated at Group level with the Group's other divisions, CASTEL Afrique and SOMDIA.

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# MISSION

For 3 generations, our family and our teams have been driven by one obvious principle: **'Today, make wine come to life'**, which has become our raison d'être.

This mission underpins and guides all our activities as winemakers, merchants and retailers, which we carry out with an entrepreneurial spirit and agility worthy of a family business, and with the scope of the international group we have become.

## OUR AMBITION

Today, CASTEL-Vins' know-how is reflected in all its wines, from the everyday to the grands crus classés, as well as in its appellations, grape varieties and recognized brands. Today, the company is the benchmark for French expertise in convivial beverages, both alcoholic and non-alcoholic, which are at the heart of today's consumer expectations, always of the highest quality and accessible to all.

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"TODAY,  
MAKE WINE  
COME TO LIFE"

### AUDACITY

Ability to dare, willingness to give all potential a chance.

### SHARING

Family spirit, extended community, fair value.

### AGILITY

Ability to adapt, closeness to our customers and partners.

# EDITORIAL FROM THE GOVERNANCE



MORE THAN A SPEECH, OUR COMMITMENT TO BRINGING WINE TO LIFE TODAY CARRIES US, LOOKS LIKE US AND BRINGS US TOGETHER.

From the outset, we have been committed to flying the flag for the know-how family winemaking, which gave birth to our company, as well as our expertise as merchants and traders, which has enabled our châteaux, our fine brands and, more broadly, our selection of wines and grands crus, to have the place they have today with you.

with you today. Today, our company is more than ever attentive to the needs of today's and tomorrow's consumers. Each of our estates, our wine houses, our different but complementary establishments, interact, enrich each other, undertake and evolve, to shape together a common, sustainable path. To ensure that this family commitment contributes to raising the profile of the world of winebut also the beverages that accompany every moment of conviviality, we are implementing a policy of responsibility that reflects our image: agile and concrete.

On the economic, environmental, social and societal levels, together,with our teams and partners, we strive every day to steer and fine-tune development and fine-tune development that is sustainable and profitable for all.

With pragmatism, determination and efficiency.

Sophie Palatsi, Philippe & Alain Castel

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# THE CASTEL-VINS ECOSYSTEM

## OUR BUSINESS LINES, OUR ORGANISATION

### WINEMAKERS (Producer)



Since its beginnings, CASTEL-Vins has been cultivating its winemaking expertise and has unique knowledge of French vineyards with a collection of **23 properties in France**, located in **the heart of Bordeaux, in Muscadet, in Provence, in the Loire and in Languedoc**. The expertise in working the vines is perpetuated by offering red, white or rosé wines with the desire to respect and protect this heritage.

**23 PROPRIETES** : CHÂTEAU BARREYRES, CHÂTEAU BEAUMONT (50%), CHÂTEAU BEYCHEVELLE (50%), CHÂTEAU CAVALIER, CHÂTEAU D'ARCINS, CHÂTEAU DE GOËLANE, CHÂTEAU DE HAUT COULON, CHÂTEAU DE L'HYVERNIÈRE, CHÂTEAU DU LORT, CHÂTEAU DU BOUSQUET, CHÂTEAU FERRANDE, CHÂTEAU HOURTOU, CHÂTEAU LATOUR CAMBLANES, CHÂTEAU MALBEC, CHÂTEAU MAGNAN LA GAFFELIÈRE, CHÂTEAU MAGNOL, CHÂTEAU MONTLABERT, CHÂTEAU TOUR PRIGNAC, CLOS DES ORFEUILLES, CRU LA MAQUELINE, DOMAINE DE LA BOTINIÈRE, DOMAINE DE LA CLAPIÈRE, DOMAINE DES HAUTES COTTIÈRES.

### NÉGOCE GRANDS CRUS

### NEGOTIATORS (Assembler & packer)



A profession that contributes to the influence of French wines throughout the world.

At CASTEL-Vins, it is ensured by our **11 blending and packaging centres**, located in France, and our **6 wine houses: Patriarche, Barton & Guestier, Listel S.A.S, Maison Barrière, Castel Frères, and recently Champagne Malard**, and our **independent** and complementary **commercial companies. Oenoalliance, Société des Vins de France, Maison Bedhet Valette, La Confrérie**. They offer all French and international distribution networks a unique and representative assortment of all the terroirs.

**OFFICES ABROAD** : CASTEL CHINE, CASTEL JAPON, CASTEL POLOGNE , CASTEL RÉPUBLIQUE TCHÈQUE, BGPL USA, HERZBERGER, LFE (Pays Bas), LFE (Allemagne).

**WINE HOUSES** : CASTEL FRÈRES, MAISON BARRIÈRE, BARTON & GUESTIER, LISTEL, PATRIARCHE (KRITER Brut de Brut), MAISON MALARD.

**ESTABLISHMENTS** : CASTEL ILE DE FRANCE (Thiais), CASTEL NOUVELLE AQUITAINE (Blanquefort et Jurançon), CASTEL RHÔNE (Saint-Priest), CASTEL LOIRE (la Chapelle-Heulin), CASTEL OCCITANIE (Béziers et Sète), CASTEL PROVENCE (Pierrefeu et Vidauban) CASTEL HAUTS DE FRANCE (Saint-Omer) CASTEL BOURGOGNE (Beaune), CASTEL LA RÉUNION.

### RETAILERS (Distributors)



The wine shop chains **Nicolas** (516 shops including 4 Craft and Beer, 68 franchised shops), **the cellars of our Châteaux or production sites** (shops and wine bars) and **Vinatis** (leader in online wine sales in France) share the same mission: to facilitate the discovery of the wine that best suits the consumer.

These true professionals, who have a thorough knowledge of their products and the dishes with which they go best, aim to help customers discover and appreciate wines and other beverages by guiding them in their choices, but also to develop a range of wine-related services, to offer the opportunity to perfect their product knowledge.

**DISTRIBUTION** : NICOLAS

**E-COMMERCE** : VINATIS

**SERVICES** : CAVE PATRIARCHE, CAVE DE SOPHIE , CAVE D'ARCINS, CAVE MONTLABERT, CAVE DU JURANÇON, CAVE DU LORT

# THE CASTEL-VINS ECOSYSTEM

## THE MAJOR DATES

- **1920**  
The CASTEL family and wine: the ADVENTURE BEGINS.
- **1949**  
THE FAMILY COMPANY  
The CASTEL brothers and sisters create the first export company (SECSO), which later becomes CASTEL Frères.
- **1957**  
NEGOTIATOR & VINE GROWER  
The CASTEL family acquires its first vineyard: Château de Goëlane.
- **1988**  
- VINE GROWER - NEGOTIATOR - SALESMAN  
Acquisition of Nicolas, the leading network of wine and spirits retailers.
- **2009**  
TAKING CARE OF THE LAND, THE VINEYARDS AND THE PEOPLE  
Commitment to Terra Vitis\* certification, which will eventually be extended to all CASTEL vineyards. (19 properties certified in 2015).
- **2010**  
CASTEL Nouvelle-Aquitaine and Château Magnol certified ISO 14 001 through the EMS (Bordeaux Environmental Management System) of the CIVB (Conseil Interprofessionnel du Vin de Bordeaux).
- **2011**  
BUBBLES, BURGUNDY AND WINE TOURISM  
Acquisition of KRITER and PATRIARCHE.
- **2012**  
IFS & BRC certifications for the 6 main production sites in France.
- **2018**  
GROUP CODE OF CONDUCT
- **2019**  
ADHESION TO THE UNITED NATIONS GLOBAL COMPACT  
At the heart of the 2030 Agenda, 17 Sustainable Development Goals (SDGs) have been set, defining the priority areas in which the joint efforts of governments, businesses and civil society are focused.
- **2020**  
BUBBLES, BURGUNDY AND WINE TOURISM  
Acquisition of KRITER and PATRIARCHE.
- **2022**  
Château MONTLABERT  
Château Montlabert awarded Saint-Émilion Grand Cru CLASSÉ.  
Acquisition of Vinatis, France's leading online wine merchant.
- **2023**  
NICOLAS  
Certified Engaged in CSR & Responsibility Europe.
- **2024**  
CHAMPAGNE  
Acquisition of stake in MAISON MALARD.

### WE SUPPORT



## OUR CSR RECOGNITION

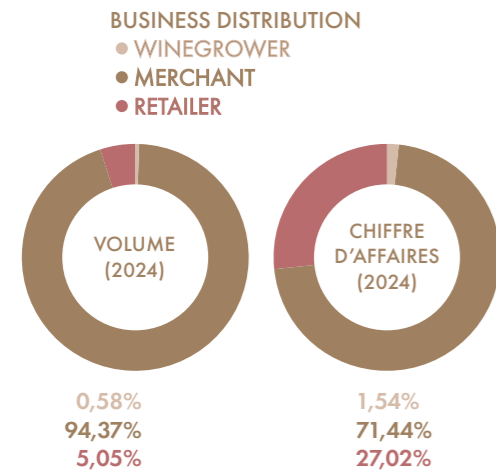
 CASTEL FRÈRES MARQUES • CHÂTEAUX • GRANDS CRUS FONDÉ EN 1725	 ENGAGÉ RSE MODÈLE AFAQ 24000 Exemplaire ★★★ AFNOR CERTIFICATION	 RESPONSIBILITY EUROPE RE CSR LABEL	 SILVER   Top 15% Sustainability Rating DEC 2024	 Barton & Guestier DEPUIS 1725
 NOUVELLE-AQUITAINE (Blanquefort)	 ENGAGÉ RSE ISO 26000 Confirmé ★★★ AFNOR CERTIFICATION	 RESPONSIBILITY EUROPE RE CSR LABEL	 BRONZE   Top 35% Sustainability Rating FEB 2024	 CASTEL FRÈRES MARQUES • CHÂTEAUX • GRANDS CRUS FONDÉ EN 1725

\*Terra Vitis: the only 100% specific certification made by winegrowers for winegrowers.

# THE CASTEL-VINS ECOSYSTEM

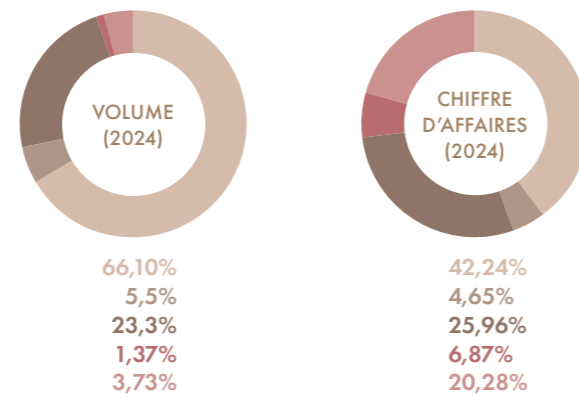
## KEY FIGURES

VOLUME : 2 756 Khls (-7% vs N-1)  
 TURNOVER : 1 150,9 M€



**MAIN DISTRIBUTION CHANNELS\***

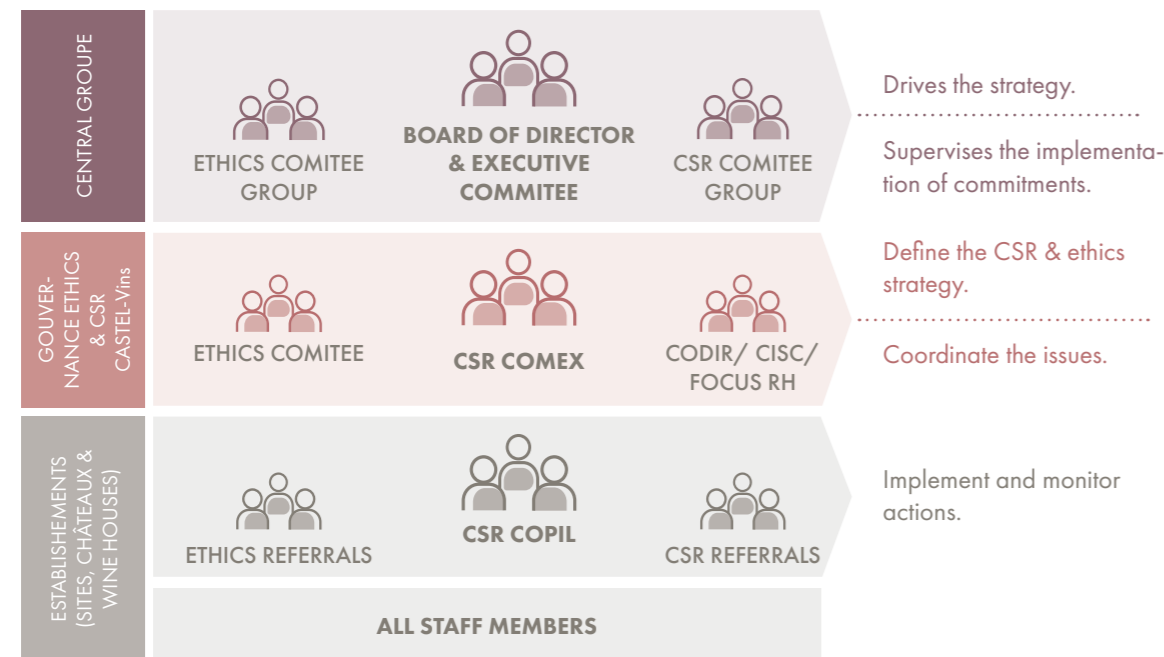
- TRADING OFF TRADE (GMS) FRANCE
- TRADING ON TRADE (RHF) FRANCE
- TRADING EXPORT & DOM TOM
- E-COMMERCE
- WINE CELLARS



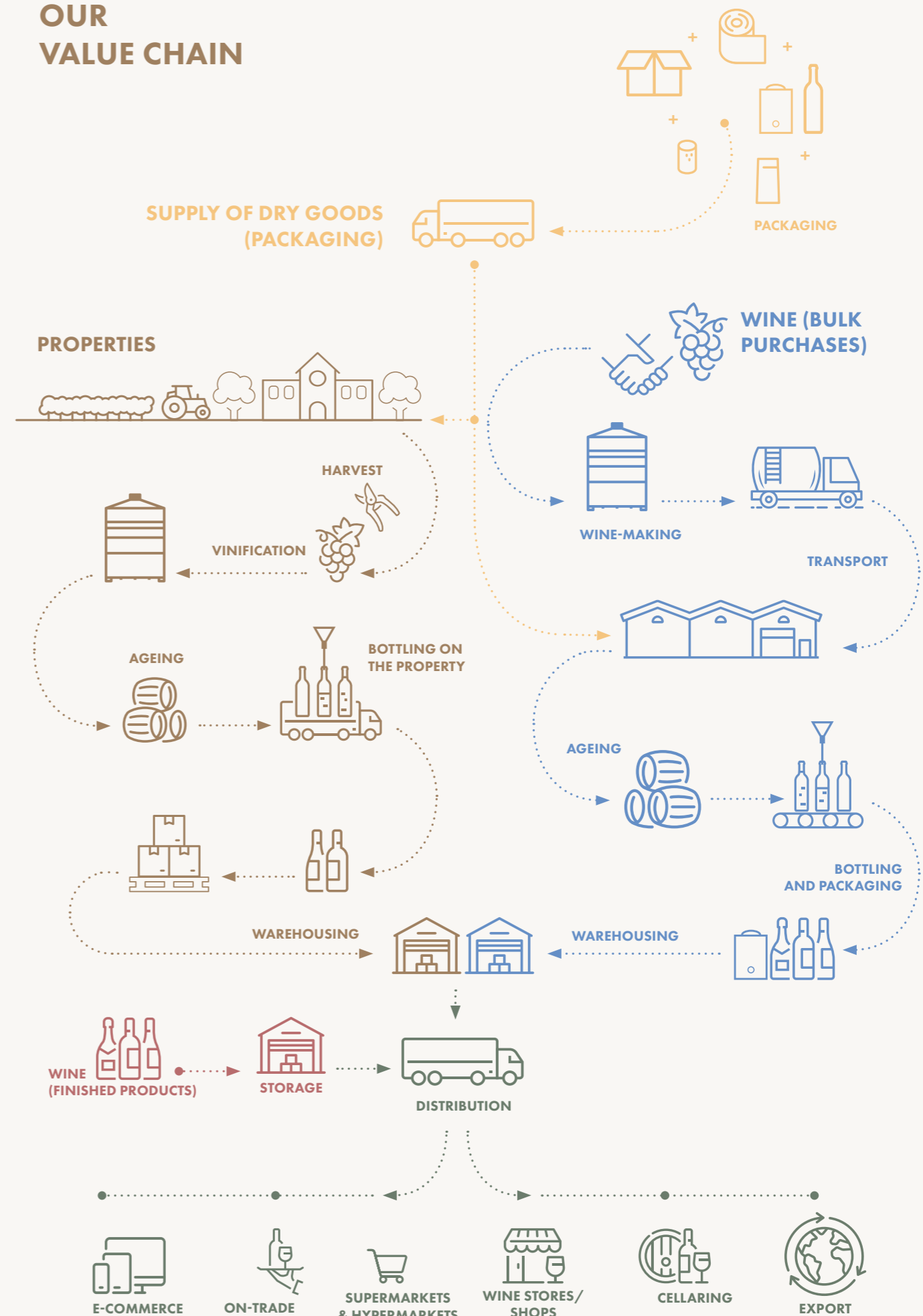
\*The activities of MAISON BARRIERE, Chateaux Beychevelle and Château Beaumont are not included, as they are only 50% owned via GMDF.

## OUR GOVERNANCE

ESG (Environmental, Social, Governance) issues are integrated into our governance structure at various levels.



## OUR VALUE CHAIN



Our portfolio includes wines from Castles and estates, grands vins and grands crus from all regions and numerous brands such as: Roche Mazet, Ormes de Cambras, Listel, Vieux Papes, Villageoise, Baron de Lestac, Cambras, Very, Maison Castel, Plessis Duval, Kriker, Villa Veroni, Barton & Guestier, Veuve du Vernay, Beauvillon, Montmirel, Lichette, Les Calandières, Patriarche, Saint-Sagnol.

**ROCHE MAZET**  
LE GOÛT DE LA SIMPLICITÉ

L'ABUS D'ALCOOL EST DANGEREUX POUR LA SANTÉ, À CONSOMMER AVEC MODÉRATION.

ROCHE MAZET,  
KEEP IT EASY,  
MAKE IT TASTY

ROCHE MAZET  
CHARDONNAY  
Blanc & Bleu

ROCHE MAZET,  
KEEP IT EASY, MAKE IT TASTY

CLAIREMENT  
L'ANC

ROCHE MAZET

CHATEAU  
**MONTLABERT**  
GRAND CRU CLASSÉ  
SAINT-ÉMILION

Orfèvre  
du *temps*  
et de la *terre*

CHATEAU  
MONTLABERT  
GRAND CRU CLASSÉ  
SAINT-ÉMILION GRAND CRU  
MIS EN BOUTEILLE AU CHATEAU

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L' ABUS D' ALCOOL EST DANGEREUX POUR LA SANTÉ, À CONSOMMER AVEC MODÉRATION.

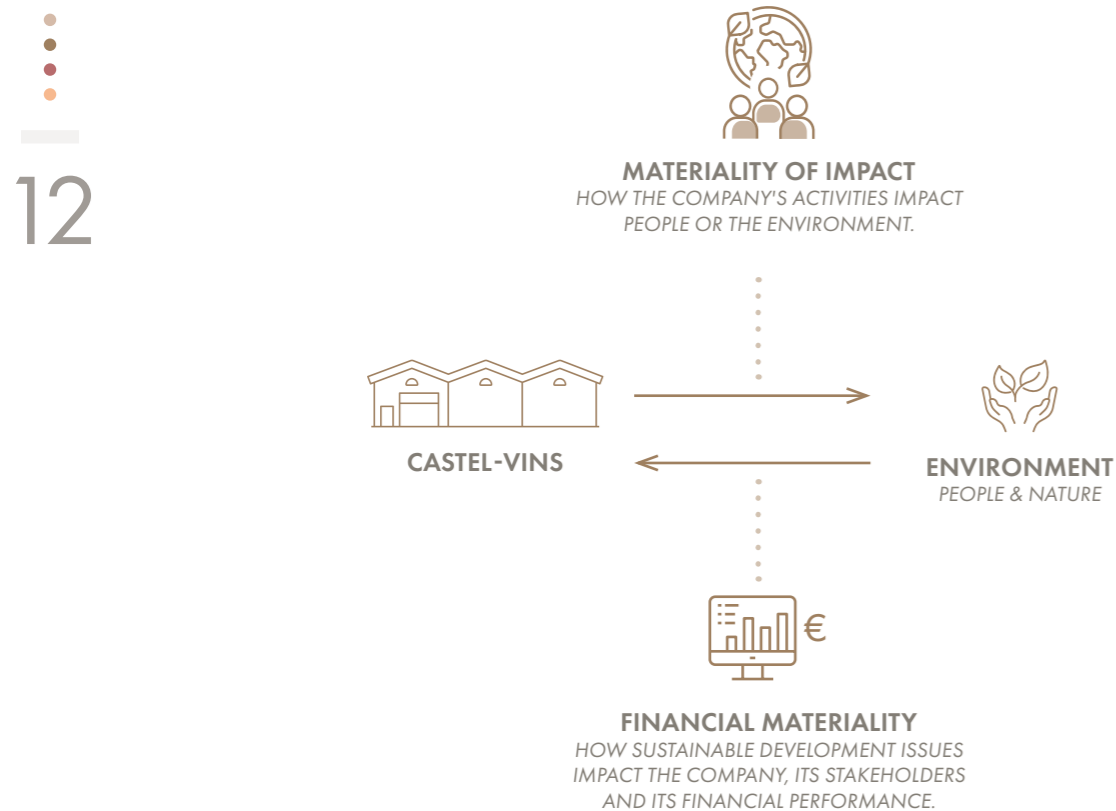
# THE CASTEL-VINS ECOSYSTEM

## OUR ASSOCIATED RISKS AND CHALLENGES

### OUR METHODOLOGY

CASTEL-Vins has carried out work to identify and assess ESG (Environmental, Social and Governance) risks and issues in correlation with the preparation for the CSRD\* through a double materiality analysis according to the following steps:

- Creation of a multidisciplinary and representative **committee of internal stakeholders of CASTEL-Vins**.
- **Evaluation** of risks and issues according to a multi-criteria analysis method with measurement of the **materiality of the impact and the financial materiality**: Taking into account the internal perspective of the company (how sustainability issues affect the company itself) and the external perspective (how the company's activities affect the world around it).
- **Phase of dialogue** with our main external stakeholders (customers, suppliers, service providers): Questionnaire to understand their main expectations regarding our CSR issues.
- **Consolidation** of results: **prioritisation of ESG topics**.



## OUR MAIN NON-FINANCIAL RISKS

	ODD	RISKS & CHALLENGES	CSR COMMITMENTS	PAGE
ENVIRONMENTAL	13 CLIMATE ACTION	LIMITING OUR CARBON FOOTPRINT	Reducing the impact of our activities on climate change	P14/15
	7 AFFORDABLE AND CLEAN ENERGY	IMPROVING OUR ENERGY EFFICIENCY	Optimising the energy resources used in our activities	P16/17
	6 CLEAN WATER AND SANITATION / 14 LIFE BELOW WATER	PRESERVATION OF WATER RESOURCES	Implement optimal water management and manage our effluents	P18/19
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 15 LIFE ON LAND	INTELLIGENT FARMING AND SOIL CONSERVATION PRACTICES	Promoting environmentally friendly agriculture and developing the agroecological approach on our properties	P20/21
	14 LIFE BELOW WATER / 15 LIFE ON LAND	PRESERVATION DE LA BIODIVERSITE ET DES ECOSYSTEMES	Contribuer à préserver la précieuse biodiversité de nos milieux	P22/23
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	USE OF RAW MATERIALS, REDUCTION OF PACKAGING	Limiting the impact of our products on the environment through eco-design and by promoting circularity	P24/25
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	LIMITING OUR WASTE AND IMPROVING ITS RECYCLING	Reduce our waste and increase the proportion of waste recovered using the best level of treatment	P26/27
SOCIAL	3 GOOD HEALTH AND WELL-BEING / 5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH	STAFF: WORKING CONDITIONS AND RELATIONS	Ensure fair and sustainable working conditions and relationships and provide a satisfactory working environment	P28/29
	3 GOOD HEALTH AND WELL-BEING	HEALTH AND SAFETY AT WORK	Preventing and reducing health and safety risks in the workplace	P30/31
	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH	DEVELOPMENT OF HUMAN CAPITAL AND ATTRACTIVENESS OF OCCUPATIONS	Improve the knowledge, skills and abilities of employees, and give meaning	P32
GOVERNANCE	11 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 17 PARTNERSHIPS FOR THE GOALS	FOSTERING RELATIONSHIPS WITH OUR LOCAL STAKEHOLDERS	Increase our territorial foothold and promote the socio-economic development of local communities	P33/34/35
	3 GOOD HEALTH AND WELL-BEING / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	SUPPORT OUR CONSUMERS IN THEIR PRODUCT EXPERIENCE	Guarantee the quality and transparency of our products and promote responsible consumption	P36/37
	8 DECENT WORK AND ECONOMIC GROWTH / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 17 PARTNERSHIPS FOR THE GOALS	OUR VALUE CHAIN PARTNERS	Promoting respect for human rights and responsible purchasing practices	P38/39
	8 DECENT WORK AND ECONOMIC GROWTH / 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	BUSINESS CONDUCT, DUE DILIGENCE & BEST DIGITAL PRACTICES	Respect human rights, promote business ethics and protect data	P40/41

SDG: SUSTAINABLE DEVELOPMENT GOAL, FIND OUT MORE

\* CSRD : Corporate Sustainability Reporting Directive

2.1 LIMITING OUR FOOTPRINT



REDUCING THE IMPACT OF OUR ACTIVITIES ON CLIMATE CHANGE

RISKS AND CHALLENGES

Our activity, like many human activities, is the source of greenhouse gas (GHG) emissions into the atmosphere, such as the combustion of fossil fuels, industrial processes, agricultural fertilisers, waste processing, refrigeration/air conditioning, etc. The increase in the atmospheric concentration of greenhouse gases due to these emissions reinforces the greenhouse effect responsible for global warming, resulting in the disruption (hydrological fluctuations, droughts, hailstorms, floods) of our precious natural ecosystem, which is essential to our wine-growing activity.

Our energy consumption (electricity, natural gas, LPG, CNG, petrol, diesel, refrigerants, etc.), which determines our carbon footprint (scopes 1 & 2), is one of the impact variables we monitor. Energy efficiency practices and the move towards renewable energy supplies are thus encouraged

ACTIONS AND PROGRESS : UNDERSTANDING AND REDUCING OUR CARBON FOOTPRINT

Since 2023, CASTEL-Vins has carried out full carbon accounting (Scope 1, 2 and 3)\*. The aim is to understand and prioritise our impacts on our value chain, in order to identify the levers that will enable us to reduce greenhouse gas (GHG) emissions in our various activities.

**SCOPE 1** - Our direct emissions from fossil fuels, refermentation and our vehicles.

**SCOPE 2** - Our indirect emissions linked to our electricity consumption.

**SCOPE 3** - Our indirect emissions from our value chain.

On the strength of these two years of accurate accounting, CASTEL-Vins will be working in 2025 on structuring its decarbonisation roadmap in line with the 1.5°C carbon trajectory (SBTi benchmark).

ACT NOW TO REDUCE OUR IMPACT

SCOPE 1 +2

- Green electricity contract\*\* (for 95% of our consumption). CASTEL-Vins thus supports the development of electricity production using renewable energy sources in France.
- Development of photovoltaic production (Maison Barrière, Herzberger, Castel La Réunion, etc.).
- Energy efficiency, see point 2.2 Improving our energy efficiency.

SCOPE 3

- Ecodesign, see point 2.6 Use and reduction of packaging.
- Continuous optimisation of inbound and outbound logistics flows.
- Mobility to and from work: 75% of the cost of public transport (NAVIGO Pass) covered.

\* Greenhouse gas emissions are calculated using emission factors from ADEME's empreinte database. In scope 3, the following insignificant items have been excluded: leased assets, franchises. Similarly, the impacts of the processing and use of products sold have been set at 0, as they are not relevant to our business. We have assessed the impact of our business, the vast majority of which is in mainland France, and have excluded the impact of the activities of our wine houses and subsidiaries.

\*\* Green electricity contract for all CASTEL-Vins entities in France except NICOLAS and subsidiaries/sites outside France. Commitment from our supplier: injection of 100% of the volume of our consumption into the French electricity grid with a guarantee of renewable origin (GO)

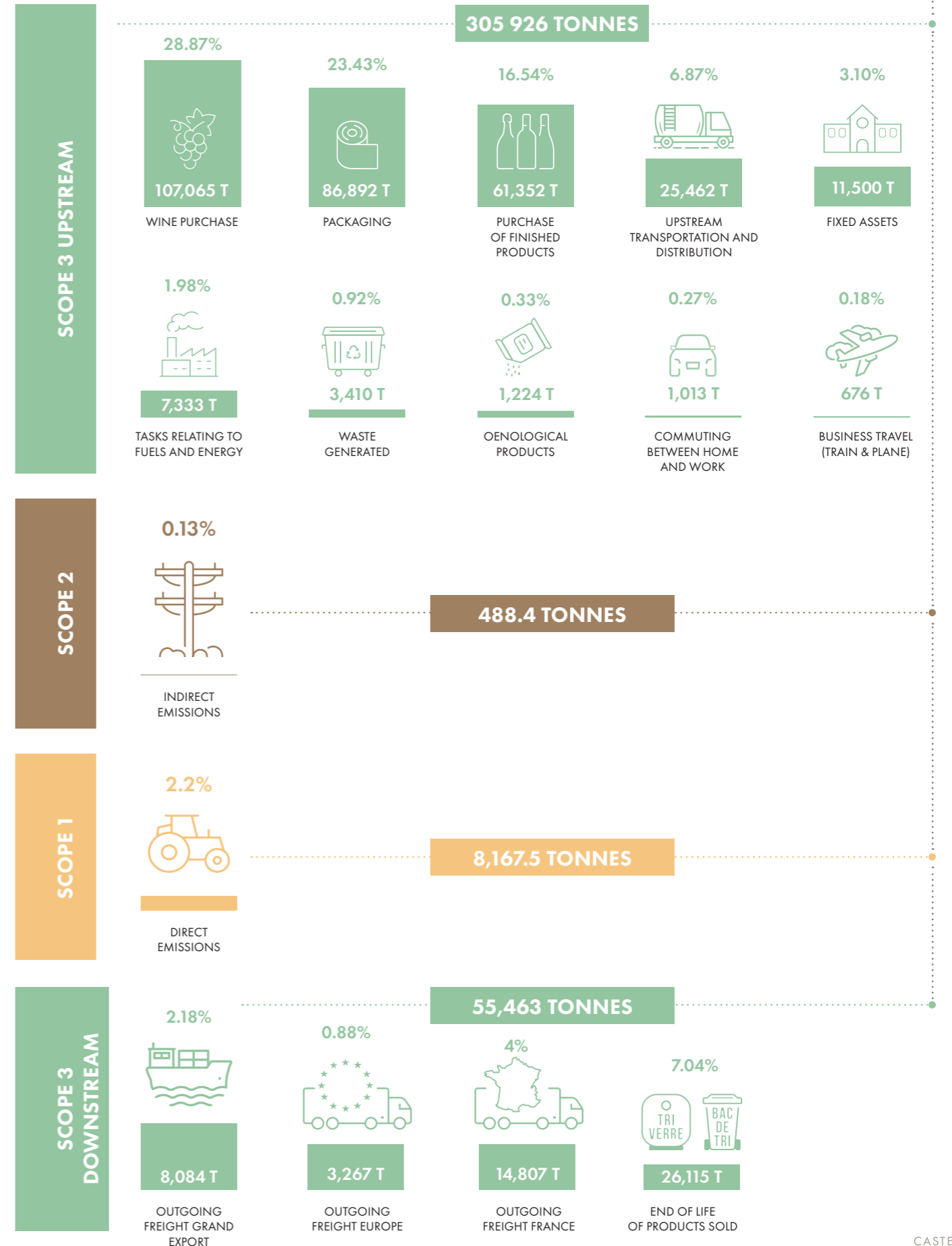
<sup>(1)</sup> Complete carbon balance, on scopes 1,2 and 3, i.e. direct and indirect emissions from CASTEL-Vins with the exclusion (not accounted for to date) in scope 3 for:

- (3-1) Purchases of finished products other than CASTEL (NICOLAS & foreign subsidiaries)
- (3-2) Fixed assets (NICOLAS, VINATIS & foreign subsidiaries)
- (3-2) Products & services purchased other than wine/oen, packaging, finished products
- (3-6) Business travel (NICOLAS, VINATIS & foreign subsidiaries)

CARBON FOOTPRINT CASTEL-VINS

CARBON FOOTPRINT

<sup>(1)</sup>TOTAL  
370,045 TONNES



2.2 . IMPROVING OUR ENERGY EFFICIENCY



**OPTIMISING ENERGY RESOURCES FOR OUR ACTIVITIES**

**RISKS AND CHALLENGES**

The challenges of energy management combine the risk of a shortage of finite and exhaustible resources with an economic risk in a sometimes fragile and uncertain geopolitical context. Energy management has become a strategic issue for our companies, and we need to encourage energy efficiency practices across all our processes.

Within CASTEL-Vins, the bottling and packaging sites are the company's activity requiring most of these resources in order to supply the installations and carry out their missions.

The move towards clean, renewable energy supplies is also a choice, given the global warming potential of related greenhouse gases. Agricultural productivity is declining under the effects of climate change: hydrological fluctuations, droughts and floods.

**ACTIONS AND PROGRESS**

CASTEL-Vins is working to reduce the environmental and economic impact of its energy consumption, where the main useful resources are electricity and natural gas.

At our packaging and storage sites and our wineries, we are working towards energy efficiency by studying the data from our compulsory energy audits (7 sites) and our "tertiary sector decree" declarations (16 sites\*) and by implementing best practice to manage consumption. The principles of ISO 50 001 (regular computer monitoring of energy consumption and appointment of an energy efficiency manager) are applied at our CASTEL Nouvelle Aquitaine site.

Our maintenance programmes and annual investment plans for equipment (modernisation or replacement of obsolete equipment) coupled with energy-saving practices (heating/air-conditioning instructions, etc.) are all ways of taking action.

This reduction in consumption guides our choices:

- Energy-efficient equipment (boiler, LED lighting, etc.),
- Optimisation of existing systems (insulation of cooling circuit, heat recovery system, etc.)
- Renovations (glazing, insulation, etc.)



CELLAR PATRIARCHE (Beaune)

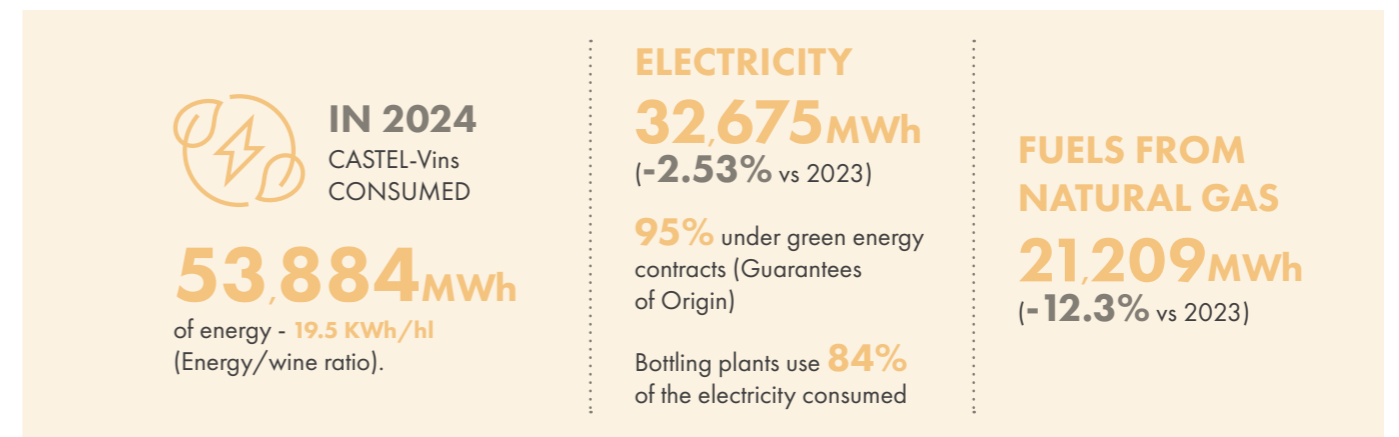


**FOCUS ON THE GOOD PRACTICES** of sobriety applied by our cellar Castel Jurançon - Cellar de Monein:

- Switching off the water heaters (winery and laboratory) when the cellar is not in use.
- Reduction in aeration times for the wine effluent treatment tank (controlled according to analytical values or absence of flow).
- Regulation of the temperature of the vats in the cellar in summer (less energy-consuming generator small model).
- Lighting system: Programmable outdoor lighting in winter and discipline of use (unoccupied area switched off).



CELLAR DE MONEIN



\*Excluding NICOLAS shops

## 2.3 PRESERVATION OF WATER RESOURCES



### IMPLEMENTING OPTIMUM WATER MANAGEMENT AND MANAGING OUR EFFLUENTS

#### RISKS AND CHALLENGES

Water is a precious resource. For our wine industry, water is an irreplaceable raw material, from the vine to the bottle. So it's vital that we monitor our water consumption throughout our value chain and use the right amount for our crops and processes.

Upstream, the water required by the vineyards is mainly supplied by rainfall, supported where necessary by irrigation (hill reservoirs, drawing rights in basins or canals, etc.) in accordance with the decrees of use depending on the region and appellation. In both cases, the châteaux and wine estates are careful to control water consumption.

At our production and bottling sites, the main use of water is cleaning/disinfection to ensure the best possible product safety conditions for our consumers.

Downstream, failures in the treatment systems for wastewater from industrial processes, or a lack of treatment, lead to a risk of pollution of the receiving environment (water, soil, subsoil, towns).

#### ACTIONS AND PROGRESS ON OUR CASTLES & ESTATES

Our actions and projects aim to gain a better understanding of our water consumption, ensure minimum useful availability while working hard to reduce its use:

- **MEASURE** => Installation of sub-meters (periodic readings) and hydrogeological studies to define the use of groundwater (wells or boreholes).
- **OPTIMISE** => Equipment: weather sensors, irrigation control, high-pressure reels, pressure reducer on water outlets such as taps to limit overall water consumption.
- **COLLECT** => recovery of rainwater or surface water from the wine effluent basin.
- **MANAGING** => Our winegrowing, viticulture and phytosanitary effluents are managed in accordance with current regulations.
  - **Phytosanitary effluents:** treatment by Phytobac® or approved service providers.
  - **Wine-making effluents:** off-site treatment by approved service providers, treatment by a treatment plant or treatment by ponds, then land application in accordance with established agreements.



CASTEL BLANQUEFORT (NOUVELLE AQUITAINE)

#### ACTIONS AND PROGRESS AT OUR BOTTLING AND PACKAGING SITES

CASTEL-Vins establishments limit their water consumption on a daily basis and some reuse it as much as possible in all stages of production, while preserving the quality of the final product. A multi-disciplinary working group set up to address the priority issues surrounding water. The first collective result is a guide to good practice in optimising the use of water.

Our water policy implemented at our bottling and packaging facilities has enabled us to reduce our water consumption by 5% compared to 2023 (with a target of 10% by 2025) thanks to a five-part action plan:

1. Precise mapping of water networks
2. Installation and operation of sub-meters
3. Detecting and repairing leaks
4. Analysing consumption and setting targets
5. Process optimisation and water-saving measures

Wastewater from the bottling centres is managed via external treatment plants (discharge agreements) or specifically by the company's own treatment plants. The CASTEL LOIRE plant has been equipped with a methanisation effluent treatment plant since 2009, while our other plants have been sending their effluent to local municipal treatment plants for many years.



CASTEL BLANQUEFORT (NOUVELLE-AQUITAINE)

**IN 2024**  
 CASTEL-Vins  
 CONSUMED  
**373,050 m<sup>3</sup>**  
 of water - **1.35 Hl** of water required per Hl  
 of wine. (Water volume/wine ratio)

**OUR PACKAGING CENTRES**  
**+80%** of total volume  
**-5%** reduction in water consumption vs 2023  
**1.22 Hl** of water required per Hl of wine

2.4 SUSTAINABLE AGRICULTURE AND SOIL CONSERVATION



**PROMOTING ENVIRONMENTALLY-FRIENDLY AGRICULTURE AND DEVELOP THE AGRO-ECOLOGICAL APPROACH ON OUR PROPERTIES**

**RISKS AND CHALLENGES**

Agricultural practices can lead to soil degradation. Integrated farming limits the use of chemicals, which reduces soil and water pollution. It also promotes biodiversity and improves the health of agricultural ecosystems. Agroecology is a possible approach to winegrowing landscapes.

**ACTIONS AND PROGRESS**

CASTEL-Vins commitment is to impose resilient practices on all its properties, based on an agro-ecological approach and environmental certifications, in order to develop sustainable production methods and ensure the long-term future of the vineyards while meeting consumer expectations. This commitment is consolidated by the choice of TERRA VITIS certification for our main brands, alongside our winegrower partners. Our packaging sites are also designed to blend in with the landscape, so that the buildings fit in with the local landscape.

For many years, CASTEL-Vins has promoted a rich and diversified agroecological approach to its winegrowing activities, with the aim of preserving the vitality of the soil:

- Applying the principle of "the right treatment, at the right time, with the right dose"
- Stopping the use of herbicides (on the majority of our properties) by deploying environmentally-friendly alternatives (tillage, inter-row grassing, multi-annual sowing and green manures)
- Stopping the use of CMR 1 molecules (carcinogenic, mutagenic, toxic to reproduction)
- Rationalising the use of fertilisers and plant protection products
- Stimulation of plants' natural defences (UV flash)
- Use of the biotechnical method = mating disruption
- The use of plant-based fertilisers to maintain good soil quality, enrich the soil with nitrogen and also limit, on our organic farms
- Maintaining and preserving biodiversity by planting flowering fallow land,
- Planting hedges to extend our protected areas and agro-ecological infrastructure
- Eco-pasturing (cows at Château BEYCHEVELLE and sheep at Château CAVALIER)

**MODERNISING VINEYARD OPERATIONS**

The recent acquisition of autonomous electric vineyard straddling robots is part of a global agro-ecological approach: an alternative to the use of herbicides, reduced soil compaction, an end to the consumption of RNG (Non-Road Diesel used in traditional tractors), time savings and improved working conditions.



3 straddle robots (Bakus de Vitibot) at Château BEYCHEVELLE and at Château MONTLABERT



**OUR CELLARS, CASTLES AND ESTATES ARE COMMITTED TO**

ON OUR CASTLES & ESTATES, 24.15% of the land are reserved for green spaces AEI (agro-ecological infrastructure).

	Percentage of green spaces (% surface area)	TERRA VITIS RESPONSABLES	AB AGRICULTURE BIOLOGIQUE	CHATEAU VIGNERONS ENGAGES	afaq ISO 14001
CASTEL JURANCON (Cave de Monein)		•		•	
CHÂTEAU D'ARCINS	36,2	•		•	
CHÂTEAU BARREYRES	19,54	•		•	
CHÂTEAU BEAUMONT	37,85	•		•	•
CHÂTEAU BEYCHEVELLE (GMDF)	16,6			•	•
CHÂTEAU LA BOTINIÈRE (VDC)	24,16	•		•	
CHÂTEAU CAVALIER	8,46	•		•	
CLOS DES ORFEUILLES	18,05		•		
CRU LA MAQUELINE	35,2	•	•	•	
DOMAINE DES HAUTES COTTIÈRES	12,25				
CHÂTEAU DU LORT	13,25	•		•	
CHÂTEAU FERRANDE (VDC)	18,68	•		•	
CHÂTEAU GOËLANE	33,78	•		•	
CHÂTEAU HAUT-COULON	26,67		•		
CHÂTEAU DU BOUSQUET & HOURTOU	13,7	•		•	
DOMAINE DE LA CLAPIÈRE	18,32	•		•	
CHÂTEAUS LATOUR CAMBLANES (VDC)	55,09	•		•	
CHÂTEAU L'HYVERNIÈRE (VDC)	42,58	•		•	
CHÂTEAU MAGNAN LA GAFFELIÈRE (VDC)	31,99	•		•	
CHÂTEAU MAGNOL (Barton & Guestier)	28,19			•	•
CHÂTEAU MALBEC	18,36	•		•	
CHÂTEAU MONTLABERT (VDC)	23,61	•		•	
CHÂTEAU TOUR PRIGNAC (VDC)	16,67	•		•	

**IN 2024 CASTEL-Vins SUPPORTS LABELLED WINES**

**32.2%** of wines sold have environmental certification



**18%** (+24% vs N-1)



**9.7%**



**2.4%**



**0.2%**

2.5 PRESERVING BIODIVERSITY AND ECOSYSTEMS



HELPING TO PRESERVE THE PRECIOUS BIODIVERSITY OF OUR ENVIRONMENTS

**RISKS AND CHALLENGES**

Winegrowing landscapes are a major reservoir of biodiversity, but it is now facing a number of pressures: soil artificialisation, chemical pollution, climate change and the fragmentation of natural environments. Preserving biodiversity is essential to the health of our vineyards, and offers us direct benefits:

- **A regulatory role:** a diversity of species ensures the presence of numerous predators against certain vine pests, such as phytophagous insects, facilitating the populations of useful auxiliaries.
- **Soil enrichment:** increases soil organic matter, improves bearing capacity and combats erosion

**ACTIONS AND PROGRESS**

CASTEL-Vins is committed to preserving biodiversity by limiting the use of inputs (chemical fertilisers, phytosanitary products) and developing preserved areas (agro-ecological infrastructures) to prevent the ecosystem from deteriorating.

At our Châteaux and Domaines, the living wine-growing ecosystem is valued as a key factor in maintaining vineyard management with:

- Maintained vegetated areas and spaces left to nature, fallow land, woods and forests, a wooded park with a pond, orchards, etc. are all Agroecological Infrastructures (AEI) that are useful for biodiversity.
- Protected areas such as the Natura 2000 zone at Château BEYCHEVELLE and others in our vineyards.
- Preservation and planting of protective hedges or trees, including fruit trees.
- Setting up melliferous or nectar-bearing fallow land (alfalfa, rape, lavender, etc.).
- The installation of beehives on certain properties, as bees, through their pollination activity, are an essential link in the chain for the survival, quality and yield of plants.
- And all alternative winegrowing practices (fertilisers) soil preservation measures already in place or under consideration at many châteaux: natural grass cover between rows, green manure or cereals sown between rows, fertigation (trials underway).
- Eco-pasturing of cows with the provision of meadows (Beychevelle).

The landscape is also integrated as far as possible within the production establishments, so that the buildings are adapted to the local landscape. The protection and preservation of biodiversity is also beginning to be taken into account at our establishments and wineries, through local initiatives and sensible management of green spaces.

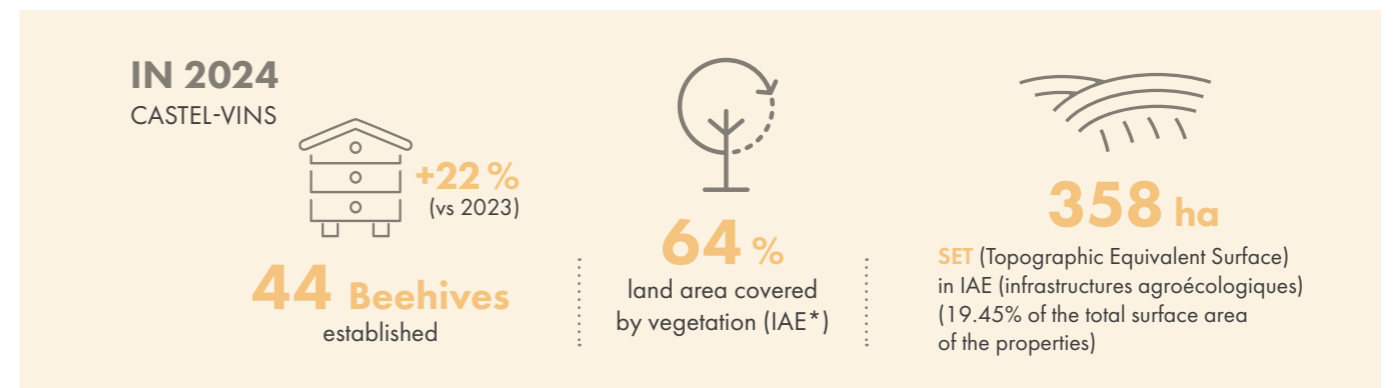


**NICOLAS (CAVISTE) ALSO WORKS TO PRESERVE BIODIVERSITY**

The corks returned to wine merchants **are sorted and recycled**, and the funds raised are donated to the Mediterranean Cork Institute. **These funds** are used to finance the planting of cork oak trees in the Pyrénées-Orientales region, thereby promoting the development of the ecosystem.



AERIAL VIEW OF CHÂTEAU D'ARCINS



\*AEI (agro-ecological infrastructure) are defined as semi-natural vegetated areas that receive no treatment (herbicides, pesticides, fungicides) and no tillage, including hedges, trees, forests, green spaces, etc.

2.6 USE OF RAW MATERIALS, REDUCTION OF PACKAGING



**LIMITING THE IMPACT OF OUR PRODUCTS ON THE ENVIRONMENT THROUGH ECO-DESIGN AND BY PROMOTING CIRCULARITY**

**RISKS AND CHALLENGES**

Guaranteeing the quality and protection of our products throughout their life appropriate packaging (particularly during the transport stages), where packaging is also an information carrier. We therefore need to preserve these essential functions while integrating the challenges of reducing environmental impact into the packaging design process.

**ACTIONS AND PROGRESS**

Through a multi-disciplinary "CAGC CSR, Packaging & Responsible Purchasing" working group (purchasing, marketing, industrial and CSR functions), CASTEL-Vins has been working every day for several years to improve its packaging (eco-design, recyclability, reduction, etc.) in order to reduce its environmental impact, as packaging and its transport are responsible for one third of our carbon footprint

CASTEL-Vins is working to promote the industry's Wine & Spirits sector plan.

<https://www.adelphe.fr/plans-prevention-decoconception-pour-les-vins-spiritueux>

The **5R** applied by CASTEL-Vins

- REMOVE** > Eliminate unnecessary (over)packaging
- REDUCE** > Lighten packaging (reduce weight, grammage, dimensions)
- RECYCLED** > Increase the proportion of recycled material in packaging
- RECYCLE** > Améliorer la recyclabilité des emballages
- RE-USE** > Promoting the deployment of the historic reuse offer



**DID YOU KNOW?**

**GLASS BOTTLE IN CARTONS**

**REDUCE** > The average weight of a glass bottle (75cl) of wine in France is currently 550g. Some countries and consortia agree on a maximum weight of 420g.

At CASTEL-VINS, strategic brands already in optimised glass packaging

- ROCHE MAZET 75cl (395 to 410 g)
- BARON DE LESTAC 75cl (470 g)
- LISTEL (Natura 418 g).



**RECYCLED** > The use of cullet (recycled glass) is limited by the colour of the glass.

The darker the shade, the more cullet can be added to the manufacturing process up to 85% (The average rate in France is 66% - Ademe). Conversely, white or even extra-white shades contain little cullet ...

CASTEL-VINS markets 95,910 tonnes of glass packaging of which 68% dark glass (+1.89 vs 2023).

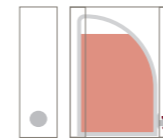
**RECYCLED** > More than 6,000 tonnes of cardboard packaging put on the market. 100% of our American boxes are made from at least 50% recycled cardboard.

**RECYCLE** > The recycling rate for glass packaging is 86% in France (Source ADELPHÉ).

**RÉ-UTILISER** > At CASTEL FRERES, a historic range of returnable wines: 0.72 million bottles

At VINATIS: Damaged labels "**Misez sur la beauté intérieure**" offers products for sale with a visual defect but quality.

**BAG IN BOX®**



**REMOVE** > Elimination of plastic handles from our Bag In Box® products: 40% handle-free to reach 100% by 2026: over 40 tonnes less plastic.

**REDUCE** > Switch to short taps (over 90% of volumes): more than 40 tonnes less plastic.

**RECYCLE** > Replacement of black taps with a translucent version (removal of carbon black, which interferes with sorting) for 100% of our Bag In Box®.



Bag In Box® sold without plastic handles.  
®Registered trademark, property of SMURFIT BAG IN BOX.

2.7 LIMITING OUR WASTE AND IMPROVING ITS RECOVERY



**REDUCE OUR WASTE AND INCREASE THE PROPORTION OF WASTE RECYCLED USING THE BEST TREATMENT METHODS**

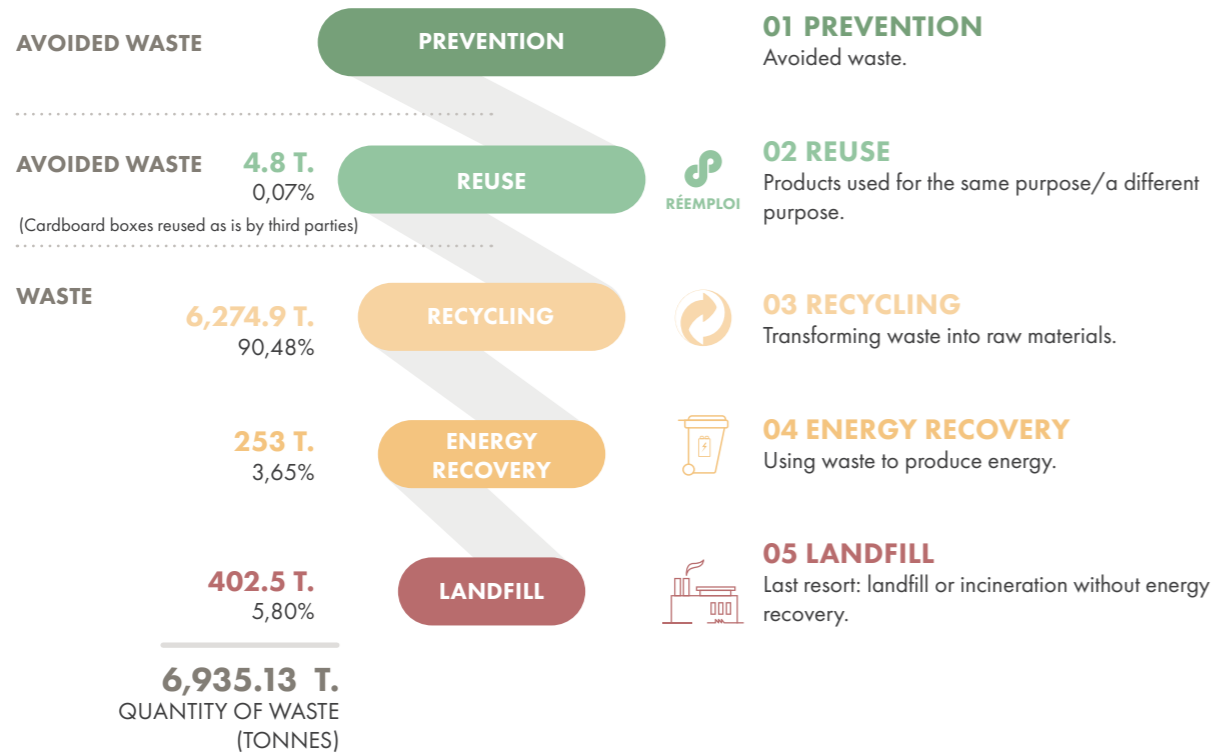
**RISKS AND CHALLENGES**

As a major economic player in the wine and soft drinks industry, CASTEL-Vins activities resources and therefore generate different types of waste, causing a risk of pollution for the environment if the end-of-life of this waste is not controlled.

The waste generated by wine-making activities is numerous and diverse, and most of it constitutes potential "secondary" raw materials that can be recycled in agriculture (organic waste, green waste and pruning wood) or in industry (glass, cardboard, wood, corks, PET, etc.). The search for the best treatment for each waste product from the different production sites and/or châteaux and estates is therefore carried out according to the local recovery channels (recovery, recycling, energy recovery, etc.).

**ACTIONS AND PROGRESS**

Every day, CASTEL-Vins strives to improve the management of production and packaging waste in order to reduce its environmental impact in accordance with the following principles.



LEAF PICKING

AT OUR CASTLES & ESTATES, the principle of the circular economy is applied every day through our responsible viticulture practices, which limit inputs (fewer products to be thrown away and less packaging, for example), our optimised oenotechnical itineraries and our management of each of our waste products according to the recovery channels available:

- The usual green waste (pruning wood or vine shoots, dead vines, leaves, grass) is mainly recycled in situ (soil improver after shredding, mulch for flower beds, gifts to local residents for energy recovery, etc.).
- The by-products of wine-making (wine-making waste) are recycled by local wine distilleries.
- Packaging for oenological and phytosanitary products or out-of-date products (non-usable phytosanitary products (PPNU)) are collected in accordance with the A.D.I.VALOR programme (ministerial approval, more information at <https://www.adivalor.fr>).

Chaque site de conditionnement ou maison de vin utilise les compétences de prestataires régionaux pour réaliser une collecte sélective de qualité et garantir une gestion optimale de ses déchets au quotidien, déchets principalement d'emballages de nos matières premières ou de nos produits.



This quest for **OPTIMISED RECOVERY** has given rise to increasingly virtuous processes such as :

- Recovering corks for cancer charities. **NEARLY 19 TONNES OF CORKS IN 2024.**
- Recovering the backing of adhesive labels as a raw material (wadding) for insulating materials.



CASTEL BLANQUEFORT (NOUVELLE-AQUITAINE)

### 3.1 WORKFORCE AND WORKING CONDITIONS AND RELATIONS



## ENSURING FAIR AND SUSTAINABLE WORKING CONDITIONS AND RELATIONS AND PROVIDE A SATISFACTORY WORKING ENVIRONMENT FOR OUR EMPLOYEES

#### RISKS AND CHALLENGES

Employees are a company's main asset. Economic and ecological instability, changes in business activities, and the growing importance of intangible assets (know-how, quality, brand image, etc.) in a company's longevity are all factors that reinforce this state of affairs.

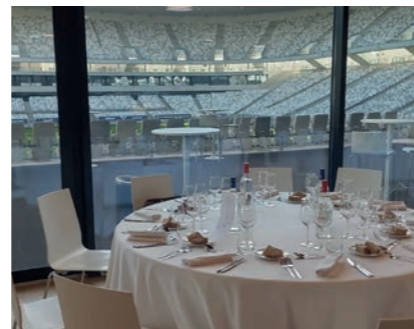
#### ACTIONS AND PROGRESS

The management of the workforce is governed by the seasonal nature of the activities of each of the entities, which is result of a combination of factors contracting out to temporary employees.

	Headcount at year-end 31.12	2024	Headcount at year-end 31.12	2024
TOTAL WORKFORCE 2 945	PERMANENT WORKFORCE (CDI)	1 991	NON-EMPLOYEES (TEMPORARY WORKERS)	131
	TEMPORARY EMPLOYEES (CDD)	149	NON-SALARIED EMPLOYEES NICOLAS (GMNS = EXECUTIVE DIRECTORS)	674
	<b>EMPLOYEE NUMBER</b>	<b>2 140</b>	<b>NON-SALARIED WORKFORCE</b>	<b>805</b>



COMPANY DISCOVERY DAY - SEPTEMBER 2024



Within each legal structure, the human resources management policy details the principles of labour relations and working conditions, based on local legislation and collective or company agreements.

CASTEL-Vins pays particular attention to:



	Headcount at year-end 31.12	2024
NUMBER COMPANY AGREEMENTS SIGNED DURING YEAR		12
NUMBER OF MEETINGS HELD WITH SOCIAL PARTNERS		125

IRP\* : Instances représentatives du personnel (Staff representative bodies)

NAO\*\* : Négociations Annuelles Obligatoires (Mandatory annual negotiations)

OUR EMPLOYEES ARE PROUD TO PRESENT THEIR PROFESSIONS TO YOU

DISCOVER THEIR PROFILES SOON on LinkedIn : Castel Wine International



**JOSSELIN BROUSSE**  
Software Project Manager.



**ÉRIC CAZENAIVE**  
Forklift operator.



**GHISLAINE CHAMINADE**  
Executive Assistant, Wine Purchasing.



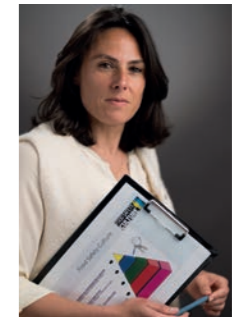
**LUCIE CLOART**  
Graphic designer.



**GRÉGOIRE DURANSON**  
Product manager.



**PIERRE ALAIN FERCHAUD**  
Cellar worker.



**EVELYNE FRANTZ**  
Quality coordinator.



**THOMAS GARRIGUES**  
Laboratory manager.



**PEDRO GUSMAO**  
Maintenance and methods technician.



**MATHIEU MAGNAN**  
Area manager.



**NICOLAS MARTINEZ**  
Production group Leader.



**ALEXIS NOIZET**  
Assistant to the administrative and accounting manager.



**SOPHIE PELISSIER**  
Marketing product manager.



**LAURÈNE RIBLET**  
Buyer.



**APOLLINE STOQUART**  
Head of upstream partnership monitoring.



**BRIGATE VEAUX**  
Export sales assistant.

### 3.2 HEALTH AND SAFETY AT OUR



## PREVENTING AND REDUCING HEALTH AND SAFETY RISKS IN THE WORKPLACE

#### RISKS AND CHALLENGES

The health of our employees is a priority. Our production and distribution activities involve risk factors for work-related accidents that are intrinsic to agricultural, industrial and distribution environments.

#### ACTIONS AND PROGRESS

**Taking care of all employees !** Occupational risk prevention aims to ensure the safety of workers and protect their physical and mental health. Our Occupational Health and Safety policy incorporates these fundamental principles:

- Provide a safe and healthy working environment for all employees, contractors and visitors.
- A commitment to preventing accidents, minimising occupational risks and promoting the health and well-being of our employees.

CASTEL-Vins takes 3-pronged approach to health at work : **prevention, training and communication**, with the aim of achieving zero accidents every day. **A multi-disciplinary CASTEL-Vins National Health & Safety Council (CNSS) has been set up to mobilise all those involved.**



CASTEL OCCITANIE (BÉZIER)



CASTEL HAUTS DE FRANCE (SAINT-OMER)

#### 1<sup>ST</sup> STEP = PREVENTION

The CSE ( Social and economic committee), CSSCT (Health, safety and working conditions committee of the CSE), all the departments, HR departments and safety representatives are all active bodies involved in health, safety and prevention.

3 areas of prevention

- A comprehensive and dynamic DUERP (Single Document for Assessing Occupational Risks).
- Systematic analysis of every accident.
- The supply of appropriate protective equipment.

#### 2<sup>ND</sup> STEP = TRAINING

**Train new employees and guarantee ongoing training for existing employees.**

In accordance with prevention plans, regular Health & Safety training is provided.

- These so-called standard training courses : forklift driver's licence/CACES, electrical accreditation, first aid, fire, use of dangerous products, specific machines, awareness of first aid, gestures and postures, etc., will now be recorded in a prevention passport. Recently, every elected member of the works council has been taking a 5-day training course on health, safety and working conditions.
- These provisions are supplemented by other more specific initiatives depending on the entity: Training on gestures and postures, awareness-raising around responsible alcohol consumption.

#### 3<sup>RD</sup> STEP = COMMUNICATION

Our employees are encouraged to point out any potential risks at meetings with the social partners, whether at the Works Council or CSSCT (Health, Safety and Working Conditions Committee) meetings, where appropriate. In addition to the provisions set out in the DUERP, new measures introduced under the Occupational Health and Safety Act ensure that this exchange is more dynamic :

- Possible liaison appointment (if you are off work for more than 30 days).
- Mid-career check-up from the age of 45.

The prevention passport recording all the health and safety training followed by the worker.

**Committing to more prevention and personalised care**, in particular through the work of our nurse, the establishment, where necessary, of a support unit with the involvement of a social worker or the establishment of a « Cancer and Employment » unit at NICOLAS, and the payment of part of the cost of licences and subscriptions by our CSEs to encourage our employees to take up sport.



	2024
LOST-TIME ACCIDENT FREQUENCY RATE AMONG EMPLOYEES (FIXED-TERM + INDEFINITE-TERM)	23.77
LOST TIME INJURY FREQUENCY RATE AMONG SELF-EMPLOYED* (TEMPORARY WORKERS AND AUTHORISED NICOLAS MANAGERS)	20.15
SEVERITY RATE AMONG EMPLOYEES	1
SEVERITY RATE AMONG SELF-EMPLOYED* (TEMPORARY WORKERS AND AUTHORISED NICOLAS MANAGERS)	1.89

\*Data from self-employed workers may not be exhaustive vs. data from temporary employment agencies missing for 2024

• Frequency rate of accidents at work = number of accidents at work with lost time X 1 000 000 / hours worked over the year.  
 • Severity rate : Number of days off work (days lost) as a result of an accident at work multiplied by a thousand, based on the number of hours actually worked (exposure to risk).  
 • The actual hours worked (statutory hours and overtime) are those used to calculate the lost-time accident frequency rate.

### 3.3 DEVELOPING HUMAN CAPITAL AND MAKING JOBS ATTRACTIVE



## SUPPORTING THE DEVELOPMENT OF OUR EMPLOYEES AND GIVING THEM MEANING

#### RISKS AND CHALLENGES

All aspects of the wine industry are represented at CASTEL. Operating in the wine-growing, industrial and distribution sectors, CASTEL-Vins needs to train and retain people with a wide range of skills (wine-growing, technical, sales, etc...) while constantly adapting to technical, technological and IT developments..

#### ACTIONS ET PROGRESS

The Human capital is the sum total of the skills, knowledge and experience of employees that contribute to a company's wealth creation and innovation.

By encouraging the development of human capital, CASTEL-Vins can improve its productivity and competitiveness, while offering employees opportunities for advancement and personal development. Developing human capital involves making our professions attractive, identifying talent and providing professional training.

#### ATTRACTIVENESS OF CASTEL-VINS AND ITS TALENTS

To attract new talent and promote our businesses, we need to stand out from the crowd and professionalise our recruitment methods. The employees experience must therefore convey the values, identity and culture of the CASTEL-Vins entities throughout the employees's life.

- **Capitalising on our strenghts:** CASTEL-Vins entities offer a variety of wine-related professions, thanks to the diversity of their activities, their close ties and their locations in France and abroad.
- **Offer an attractive salary package:** In addition to remuneration, our employees enjoy various benefits depending on their legal entities and/or scope of duties.
- **Highlighting our employees and our businesses.**

#### PROFESSIONAL TRAINING

Our training plans must take into account the challenges of the sector, technological change and business development, as well as the needs expressed by managers and employees during professional interviews. At the same time, they must incorporate new proposals via e-learning to offer ever greater flexibility in the employee's career path.

The development of expected skills (initial training) as well as the development of new skills in line with changes in the business (ongoing training) are guaranteed at CASTEL-Vins by:

- **Offer appropriate training** by a training programme drawn up annually in line with the issues identified.
- **Committing to greater ease and performance for our employees through our schools :** CASTEL FRÈRES sales school and NICOLAS wine merchant training school.
- **Train potential new talent** by recruiting potential employees, interns and students.



PROFESSIONAL TRAINING FOR EMPLOYEES - OCTOBER 2024

	2024
TOTAL HOURS OF TRAINING FOR EMPLOYEES	23,350
NUMBER OF EMPLOYEES TRAINED DURING THE YEAR	1,347
NUMBER OF EMPLOYEES TRAINED DURING THE YEAR	10.93
TRAINING BUDGET AS A PERCENTAGE OF TOTAL WAGE BILL	1.44
NUMBER OF APPRENTICES AND TRAINEES (> 3 MONTHS) RECEIVED	74

### 3.4. FOSTERING RELATIONSHIPS WITH OUR LOCAL STAKEHOLDERS



## STRENGTHENING OUR LOCAL ROOTS AND PROMOTING THE SOCIO-ECONOMIC DEVELOPMENT OF LOCAL COMMUNITIES

#### RISKS AND CHALLENGES

Operating in many regions of France, the CASTEL-Vins entities have succeeded in establishing a strong territorial base and a sense of responsibility towards the populations living on the outskirts of their sites. Contributing to the conservation of local heritage and terroir, wine tourism and environmental protection have all been identified as important issues.

#### ACTIONS ET PROGRESS

Since its creation, CASTEL-Vins has been actively involved in promoting the industry and maintaining the local economic fabric in many French wine-growing regions, including the most rural, but also wherever our wine houses are located.

THE INITIATIVES UNDERTAKEN IN 2024 ARE RICH AND VARIED.

#### SUPPORT THE LOCAL COMMUNITIES AND ASSOCIATIONS – SPONSORSHIP



DONATION CEREMONY AT THE BERGONIÉ INSTITUTE (BORDEAUX) THANKS TO THE WORK OF THE AGIR CANCER GIRONDE ASSOCIATION - FEBRUARY 2025

Oduction sites & AGIR CANCER GIRONDE  
**18 tonnes of corks collected** for the charity.

(04/02/2025) Donation of € 40,000 for cancer research to the Bergonié Institute in Bordeaux.



#### RECOGNISING AND SHARING BUSINESS SKILLS:

Omar Barbosa, our Reception and Training Manager at Barton & Guestier, was awarded the title of **Best Sommelier in Bordeaux in this competition**, co-organised by the CIVB and the Union de la Sommellerie Française Nouvelle-Aquitaine



AWARD CEREMONY FOR THE BEST SOMMELIER OF BORDEAUX 2024 - NOVEMBER 2023

*There's no other region like it in France, or even in the world, capable of producing such a wide range of wine styles – and quality wines as that. When you live here, you see the work of the winemakers, and it commands respect. »*

Omar Barbosa is currently in charge of reception and training for the Bordeaux Wine merchant.

And Many other initiatives.

Three employees of Barton & Guestier share their knowledge with the students : Masters in Wine & Spirits from the University of Bordeaux or business schools in Bordeaux (Kedge et Inseec).

PROMOTING OUR WINE HERITAGE



VISIT BY WINE STUDENTS FROM THE ISVV IN BORDEAUX TO THE CHÂTEAU DU LORT

Château du Lort reopened its doors to visitors during the Open House for prescribers and institutions, the Estivales du Lort, and the visit of the ISVV Oenology Student's Circle.



CUSTOMER VISIT TO A PARTNER ESTATE IN THE RHÔNE VALLEY

Visit from a foreign customer to a partner estate in the Rhône Valley « Maison Castel – Série Limitées »



CHÂTEAU MONTLABERT SAINT-ÉMILION AFTERWORK GARDEN PARTY - JUNE 2024

Château MONTLABERT, Saint-Émilion, grand cru classé, welcomed 4,700 visitors in 2024. (Saint-Émilion Open Days, Garden Afterwork on the 1<sup>st</sup> Thursday of the month, Heritage Days)

And many other initiatives

- Château BEYCHEVELLE has opened its doors for a number of occasions : Winetourism, the Médoc Marathon, Médocaine race, and hosting the Saint-Julien de Beycheville fireworks display.
- BARTON & GUESTIER, with le Château MAGNOL, open its doors for open days in the Médoc, or makes them available to their local partners for meetings or events.

TERRITORIAL ANCHORAGE & PARTNERSHIPS	2024
COMMUNITY SUPPORT BUDGET (PARTNERSHIPS AND SPONSORSHIP)	105 107
NUMBER OF EMPLOYEES PARTICIPATING IN INDUSTRY ORGANISATIONS	35
NUMBER OF SOCIAL EVENTS (CUSTOMERS, EMPLOYEES AND EXTERNAL PUBLIC)	123

OUR COLLABORATION WITH STAKEHOLDERS

Operating in both urban and rural contexts, our teams interact with a wide range of stakeholders, and the sustainability of our activities is directly linked to the quality of the relationships we maintain with both internal and external parties.

In 2024, CASTEL-VINS created an Institutional Relations Department, thereby reaffirming the importance of dialogue in the interests of sustainable viticulture that benefits everyone.

STAKEHOLDERS	COLLABORATION METHODS	MAIN TOPICS AND EXPECTATIONS
EMPLOYEES	<ul style="list-style-type: none"> <li>• Newsletter and regular information by email/C'Box</li> <li>• Staff events and thematic meetings</li> <li>• Employee satisfaction survey</li> <li>• Training &amp; performance reviews</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development</li> <li>• Workplace safety</li> <li>• Well-being at work</li> <li>• Equal opportunities</li> <li>• Compensation and benefits</li> </ul>
TRADE UNION	<ul style="list-style-type: none"> <li>• Employee representative bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Safety &amp; well-being at work</li> <li>• Compensation and benefits</li> </ul>
TEMPORARY AND SEASONAL STAFF	<ul style="list-style-type: none"> <li>• Occasional meetings via employment related initiatives (forum,...)</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment calendar, campaigns and opportunities</li> <li>• Working conditions</li> <li>• Job insecurity</li> </ul>
SUPPLIERS & PARTNERS	<ul style="list-style-type: none"> <li>• Supplier meetings</li> <li>• Communication of standards (e.g Code of Conduct)</li> <li>• Evaluation of suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Continuity of activities and responsible purchasing practices</li> <li>• Social, environmental and governance compliance</li> <li>• Workplace safety</li> <li>• Skills development</li> </ul>
CUSTOMERS, WHOLESALERS, DISTRIBUTORS AND VENDORS	<ul style="list-style-type: none"> <li>• Satisfaction questionnaire</li> <li>• Customer service</li> <li>• Social networks, website, digital applications</li> <li>• Open days</li> </ul>	<ul style="list-style-type: none"> <li>• Product availability and price</li> <li>• Reliability of transport equipment</li> </ul>
CONSUMERS	<ul style="list-style-type: none"> <li>• Satisfaction Questionnaire</li> <li>• Customer Service</li> <li>• Media, social networks, website, advertising and awareness campaigns</li> <li>• Product labeling</li> <li>• Events, open days</li> </ul>	<ul style="list-style-type: none"> <li>• Product Quality</li> <li>• Product pricing</li> <li>• Brand ethics</li> <li>• Responsible Marketing</li> </ul>
PROFESSIONAL ASSOCIATIONS	<ul style="list-style-type: none"> <li>• Seats on selected associations</li> <li>• Participation in working groups</li> <li>• Funding members</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory developments</li> <li>• Business sustainability</li> <li>• Professional and economic development</li> </ul>
PROFESSIONAL ASSOCIATIONS	<ul style="list-style-type: none"> <li>• Seats on selected associations</li> <li>• Participation in working groups</li> <li>• Funding members</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory developments</li> <li>• Business sustainability</li> <li>• Professional and economic development</li> </ul>
ASSOCIATIONS AND NGO	<ul style="list-style-type: none"> <li>• Donation et sponsoring programs</li> <li>• Participation in external thematic forums and programs</li> <li>• Open days</li> </ul>	<ul style="list-style-type: none"> <li>• Support for social and environmental projects</li> <li>• Development of the local ecosystem, notably through direct and indirect job creation and skills enhancement</li> </ul>
MEDIA AND SOCIAL NETWORKS	<ul style="list-style-type: none"> <li>• One-off meetings</li> <li>• Open days</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and acces to group DF Holding environmental, social and governance information</li> </ul>
ADMINISTRATION, PUBLIC AUTHORITIES AND COMMUNITIES	<ul style="list-style-type: none"> <li>• Unilatéral meetings</li> <li>• Bilateral meetings</li> <li>• Round tables and working groups</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory developments</li> <li>• Economic contribution</li> <li>• Corporate environmental responsibility</li> <li>• Road safety and prevention of excessive alcohol-related behavior</li> </ul>

All internal and external stakeholders have access to the online whistleblowing platform (<https://groupe-castel.gan-compliance.com/login>), together with a whistleblowing management procedure.

### 3.5. FOOD SAFETY DAY : "BY" ALL YOUR SITE TEAMS



## GUARANTEEING THE QUALITY OF OUR PRODUCTS AND PROTECTING CONSUMER DATA, PROMOTING RESPONSIBLE CONSUMPTION

### RISKS AND CHALLENGES

The quality and safety of our wines and beverages are top priorities for CASTEL-Vins. Our daily commitments are to satisfy our customers, meet consumer expectations and ensure, through total control of operations, that there are no defects that could arise during the processing or packaging of our products.

Our wines and drinks are vehicles for sharing and socialising, but it's also vital to remember that they're not just a way of life the need for responsible consumption to preserve our health capital.

### ACTIONS AND PROGRESS

Committed for many years, our CASTEL-Vins teams have opted for certifications or labels to prove, third-party audits, compliance with product quality and safety standards, our commitment to the environment and our CSR initiatives. Now, more than ever, they are continuing their efforts to achieve these certifications and labels continuous improvement through compliance with these standards.



Site	BRC	IFS	Terra Vitis	AB	RSE
CASTEL BOURGOGNE - KRITER (Beaune)	•	•	•	•	
CASTEL OCCITANIE (Béziers)	•	•	•	•	
CASTEL NOUVELLE AQUITAINE (Blanquefort)	•	•	•	•	•
CASTEL HAUT DE FRANCE (Saint-Omer)	•	•	•	•	
CASTEL RHÔNE (Saint-Priest)	•	•	•	•	
CASTEL LOIRE (La Chapelle Heulin)	•	•	•	•	
CASTEL PROVENCE (Pierrefeu)	•	•	•	•	
CASTEL ÎLE DE FRANCE (Thiais)					•
CASTEL OCCITANIE (Sète)			•	•	
BARTON & GUESTIER (Blanquefort)				•	•
NICOLAS (Thiais)				•	•
LFE BV (Pays-Bas)		• (Broker)			
MAISON BARRIÈRE (GMDF)				•	

We advocate sensible consumption of our products, with an emphasis on Quality. Employees, wine merchants, customers and consumers are all involved.



- A wide range of measures have been implemented:
- Information, prevention, training...
  - On our sites, at our points of sale, on our products or digitally,
  - We do everything we can to put prevention first!



**NEW FOR 2024**  
Increasing transparency.  
Indication of ingredients and nutritional values on products.

OUR WINE HOUSES are working to offer more and more wines and beverages that are lower in alcohol or more adapted to the way people drink, so that each consumer can find the ideal product to suit his or her tastes.



At NICOLAS, Prior and Soreli vintages from Petites Récoltes Résistantes



145,000 bottles  
Wines "WITHOUT ADDED SULFITES"



4.3M bottles  
"VEGAN" wines



0% vol.  
1.8M bottles  
Alcohol-free wines

↓ 0% vol.  
6.5M bottles  
Wines & BABV "LOW alcohol"

### 7 JUNE: INTERNATIONAL FOOD SAFETY DAY



CASTEL LOIRE (La Chapelle-Heulin)

Cebrated at CASTEL-Vins by all our site teams, châteaux and wine houses.

Awareness-raising, training, quizzes and social events to honour the men and women who make up the Group. Women who work every day to develop safe, quality products!



CASTEL OCCITANIE (Béziers)



CASTLES

### 3.6. OUR VALUE CHAIN PARTNERS



## PROMOTING RESPECT FOR HUMAN RIGHTS AND RESPONSIBLE PURCHASING PRACTICES

### RISKS AND CHALLENGES

In the countries where the Company operates, we are committed to respecting rights. Internationally recognised principles, notably in the fundamental conventions of the ILO. We aim not only to respect the human rights of our employees, but also to promote these principles throughout our value chain, both upstream and downstream.

### ACTIONS AND PROGRESS



Our Code of Conduct sets out the rules to be followed by our employees, and requires our first-tier suppliers and service providers, as well as our customers, to apply standards of conduct equivalent to our own, particularly in terms of human rights.

All players in our value chain are informed of these requirements via our Code of Conduct and a digital questionnaire (due diligence campaign). They can also let us know about their concerns or needs directly via an online platform (<https://groupe-castel.gan-compliance.com>), together with a procedure for managing reports.

TO CONSULT

#### OUR WINE SUPPLIERS

Confirming our commitment to responsible purchasing practices, our TERRA VITIS environmental strategy for our main brands is fruit of constructive partnerships with our suppliers.



CLUB BARON DE LESTAC

- Celebrating our TERRA VITIS-certified partner winegrowers 100 partners received by 2024.
- PLESSIS DUVAL" partner event at our Loire site.
- Club BARON DE LESTAC" event on our Bordeaux site.

#### OUR PACKAGING SUPPLIERS

Every day, the team at our central purchasing office (CAGC/CACC) works to promote these principles through regular exchanges, annual listing meetings and compliance with our contracts and,



PACKAGING SUPPLIERS TRADE SHOW

Let's celebrate the sharing ideas and eco-design between our packaging and our purchasing and marketing teams. (1 collaborative day with stands and conferences).

2024, "Dry materials suppliers" exhibition 9 suppliers, more than 50 employees.



#### IN 2024 CASTEL-VINS

#### BUYING OUR WINES

TERRA VITIS :  
**786,000** HI  
labelled

MORE THAN  
**2,000** specifications  
signed (digital version)

**26** audits carried out  
(every 3 years)

**20%**  
of our volumes Under  
multi-year contracts

**69%**  
French origin

**51%**  
regional origin

#### DUE-DILIGENCE

**636**  
COMMERCIAL PARTNERS  
41% (cumulative 2 years)

**88** packaging  
suppliers

**367** wine  
suppliers  
20 brokers  
95 suppliers of finished products

**66** service providers  
& general purchasing

#### PACKAGING PURCHASES

**372** APPOINTMENT  
suppliers

**15** audits  
carried out

**88%**  
of our purchases  
are made in France  
and 11% in Europe

4.1 BUSINESS CONDUCT, VIGILANCE PLAN & DIGITAL BEST PRACTICES



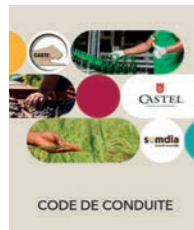
**RESPECT HUMAN RIGHTS, PROMOTE BUSINESS ETHICS AND PROTECT DATA**

**RISKS AND CHALLENGES**

CASTEL-Vins interacts with a wide range of stakeholders and the sustainability of its activity is directly linked to the compliance and quality of the relationships maintained with its internal and external parties as well as to data protection.

**ACTIONS AND PROGRESS:**

**ACTING AGAINST CORRUPTION AND ESTABLISHING MORE TRANSPARENCY (SAPIN II LOW)**



As part of the **Group's compliance system**, the Ethics Committee monitors the application of the **Code of Conduct** and the deployment of measures to implement the system aimed at preventing and managing the risks that the Company and its Subsidiaries may face.

LEARN more about our Code of Conduct on our website: [www.vins-castel.wine](http://www.vins-castel.wine)



**IMPLEMENTATION OF THE COMPLIANCE PROGRAMME**

ELEMENTS OF THIS COMPLIANCE PROGRAMME	LOCATION IN THE REPORT
Risk mapping for identification, analysis and prioritization.	Our main extra-financial risks <b>P 13</b>
Procedures for regularly assessing the situation of subsidiaries, subcontractors or suppliers with regard to the mapping.	Value Chain Workers <b>P 38</b>
Appropriate actions to mitigate risks or prevent serious human rights or environmental abuses.	Environmental Social and Governance Information <b>P 14 to P 27</b> <b>P 28 to P32</b> <b>P 33 to P 41</b>
Alert and reporting mechanism.	Governance Information <b>P 35</b>
Mechanism for monitoring the measures implemented and evaluating their effectiveness.	Environmental Social and Governance Information <b>P 14 to P 27</b> <b>P 28 to P32</b> <b>P 33 to P 41</b>

**ALERT SYSTEM**

We have set up an alert system to confidentially report any behaviour that violates the Code of Conduct, internal procedures or the law. It also allows any person to report any serious violation of human rights and fundamental freedoms, the environment, health and safety.

**HOW TO REPORT?**

**To report an incident**, any Group employee or external party may use the following channels at all levels of the company:

**DEDICATED PLATFORM**

**ETHICS COMMITTEES OR ETHICS ADVISORS**

**CSR ADVISORS**

**WHAT TO REPORT?**

**ANY VIOLATION OF THE CODE OF CONDUCT**

**ANY VIOLATION OF AN INTERNAL PROCEDURE**

**ANY VIOLATION OF THE LAW**

**EXAMPLES:**

- > Corruption, influence peddling.
- > Fraud.
- > Serious violations of human rights and fundamental freedoms, the health and safety of individuals, and the environment.

**DATA PROTECTION**

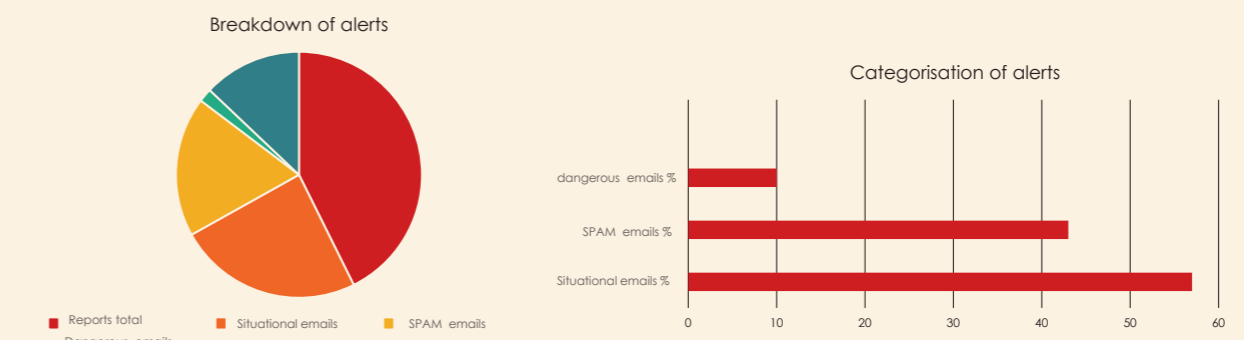
In the face of attacks and cyber-threats, CASTEL-Vins employees are trained to be our first line of defence!  
CYBER SECURITY AWARENESS: Results of our phishing risk awareness campaign.

ETHICS AND COMPLIANCE PROGRAM	2024	REPORTS (VIA OUR PLATFORM)	2024
NUMBER OF PEOPLE TRAINED IN THE CODE OF CONDUCT	273	TOTAL NUMBER OF REPORTS RECEIVED	14
NUMBER OF PERSONNEL EXPOSED TO COMPLIANCE RISKS	692	TOTAL NUMBER OF REPORTS DEEMED ADMISSIBLE	13
NUMBER OF ETHICS COMMITTEE MEETINGS	13	NUMBER OF CONFIRMED "CORRUPTION INCIDENT" REPORTS	0
NUMBER OF COMMUNICATIONS ISSUED BY THE ETHICS COMMITTEES	17	NUMBER OF CONFIRMED "INFORMATION SECURITY INCIDENT" REPORTS	1

40

41

**A look back at employee awareness and the email reporting program**



Since November 2024, has received 1,657 reports from 502 employees.

10% of reports made by employees turned out to be real threats that could have led to a major incident for the company

## METHODOLOGICAL NOTE

In order to guide its corporate social responsibility (CSR) policies CASTEL-Vins has formalized this report on a voluntary basis basing itself on Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014 amending Directive 2013/34/EU as regards the publication of non-financial information.

### SCOPE

This statement covers the ESG (Environment, Social, Governance) activities of all CASTEL-Vins entities for the period from January 1, 2024 to December 31, 2024, corresponding to the Group's fiscal year. The reporting cycle is annual.

The information available is based on data collected for all sites included in the financial consolidation scope.

### MAIN NON-FINANCIAL RISKS IDENTIFIED

The Company has identified its main non-financial risks according to the methodology described in the corresponding section ("1.6. Our main non-financial risks").

### INDICATORS

The indicators selected were deemed to be the most relevant in terms of risks and opportunities, and taking into account stakeholder expectations.



## KEY INDICATORS

	ENERGY	2023	2024	VARIATION
ELECTRICITY CONSUMPTION		33,721 MWh	32,675 MWh <small>Bottling sites use 84% of the electricity consumed</small>	-3 %
SHARE OF ELECTRICITY IN GREEN (RENEWABLE) ENERGY		/	95% in green energy contract (Guarantees of Origin)	/
FUEL CONSUMPTION FROM NATURAL GAS		25,802 MWh	21,209 MWh	-18%
TOTAL ENERGY CONSUMPTION		59,522 MWh	53,884 MWh	-9%
ENERGY / WINE RATIO		20 KWh / hl	19.5 KWh / hl	-2.5%

	WATER	2023	2024	VARIATION
TOTAL WATER CONSUMPTION		547,075 m3 of water consumed <small>Activity of our packaging centers: + 69% of the total volume</small>	373,050 m3 of water consumed <small>Activity of our packaging centers: + 80% of the total volume</small>	-32%
RATIO VOLUME EAU / VIN		1.83 Hl water needed per Hl of wine <small>Activity of our packaging centres: 1.29 Hl water required per Hl of wine</small>	1.35 Hl water needed per Hl of wine <small>Activity of our packaging centres: 1.2 Hl water required per Hl of wine</small>	-26%

	VOLUME OF WINE SOLD UNDER ENVIRONMENTAL CERTIFICATION	2023	2024	VARIATION
TERRA VITIS		59 M of cols (eq 75cL)	73 M of cols (eq 75cL)	+24%
HVE		26 M of cols (eq 75cL)	35 M of cols (eq 75cL)	+35%
BIOLOGICAL		12 M of cols (eq 75cL)	9 M of cols (eq 75cL)	-25%
COMMITTED WINEGROWERS		0.74 M of cols (eq 75cL)	0.72 M of cols (eq 75cL)	-3%
HIVES		36 beehives established	44 beehives implanted	+22 %
ABOUT OUR ESTABLISHMENTS AND WINE HOUSES GREEN AREA (GREEN SPACES, PARKS, GARDENS, ETC.)		84 hectares	124 hectares	+48%
ON OUR CHÂTEAUX AND PRODUCTION ESTATES ECOLOGICAL FOCUS AREA (EAI)		340 hectares SET (Topographic Equivalent Area)	358 hectares SET (Topographic Equivalent Area) (19.45 % of the total surface area of the properties)	+5%

	WASTE AND END-OF-LIFE	2023	2024	VARIATION
AMOUNT OF WASTE (TONNES)		9,396 tonnes	6,935.13 tonnes	-26%
REUSE		/	4.8 tonnes <small>(Cardboard reused as is by third parties)</small>	- 0.07 %
RECYCLING		/	6,274.9 tonnes	- 90.48 %
ENERGY RECOVERY		/	253 tonnes	3.65%
LANDFILL		/	402.5 tonnes	5.80%

## KEY INDICATORS

HEADCOUNT AT 31.12			
	2023	2024	VARIATION
PERMANENT SALARIED WORKFORCE (CDI)	1,953	1,991	+ 2%
TEMPORARY SALARIED WORKFORCE (CDD)	124	149	+ 20%
NUMBER OF SELF-EMPLOYED WORKERS (TEMPORARY WORKERS)	183	131	- 28%
NON-SALARIED WORKFORCE (NON-SALARIED PROXY MANAGER)	681	674	-1%
TOTAL NUMBER OF EMPLOYEES (PERMANENT CONTRACT+FIXED-TERM+TEMPORARY WORKERS)	2,260	2,271	+ 0,5%
TOTAL NUMBER OF EMPLOYEES (PERMANENT CONTRACT+FIXED-TERM CONTRACT+TEMPORARY WORKERS+GMNS)	2,941	2,945	+ 0.1%

DIALOGUE SOCIAL			
	2023	2024	VARIATION
NUMBER OF COMPANY AGREEMENT(S) SIGNED DURING THE YEAR	12	12	/
NUMBER OF MEETINGS HELD WITH SOCIAL PARTNERS	135	/	/

OCCUPATIONAL HEALTH & SAFETY			
	2023	2024	VARIATION
FREQUENCY RATE OF LOST-TIME ACCIDENTS AMONG EMPLOYEES (FIXED-TERM CONTRACT + PERMANENT CONTRACT)	23.04	23.77	+3%
FREQUENCY RATE OF LOST-TIME ACCIDENTS AMONG THE SELF-EMPLOYED (TEMPORARY WORKERS AND NICOLAS MANAGERS) *	ND	20.15	/
SEVERITY RATE AMONG EMPLOYEES	0.80	1.00	+25%
SEVERITY RATE AMONG THE SELF-EMPLOYED (TEMPORARY WORKERS AND AGENT MANAGERS NICOLAS) *	ND	1.89	/

HUMAN CAPITAL DEVELOPMENT			
	2023	2024	VARIATION
TOTAL NUMBER OF HOURS OF TRAINING FOR EMPLOYEES	23,306	23,389.5	0.36%
NUMBER OF EMPLOYEES TRAINED IN THE YEAR	1 458	1 347	-7.6%
AVERAGE NUMBER OF HOURS OF TRAINING PER EMPLOYEE	11.22	10.93	-2.60%
TRAINING BUDGET IN RELATION TO THE PAYROLL	1.23	1.44	+ 17%
NUMBER OF APPRENTICES AND INTERNS (INTERNSHIP > 3 MONTHS) WELCOMED	110	74	-33%

## KEY INDICATORS

PARTNERS IN OUR VALUE CHAIN - PURCHASING OUR WINES			
	2023	2024	VARIATION
VOLUME UNDER MULTI-YEAR CONTRACT	20 %	20 %	/
VOLUME OF CONTRACTED WINE WITH THE TERRA VITIS LABEL	400,000 HI	786,000 HI	+97 %
NUMBER OF SPECIFICATIONS SIGNED (DIGITIZED VERSION)	More than 1,046	More than 2,000	+91%
NUMBER OF AUDITS CARRIED OUT (PERIODICITY 3 YEARS)	10 audits carried out	26 audits carried out	+160%
SHARE OF WINES FROM FRANCE (CONDITIONED VOLUME)	64 % of France origin	69 % of France origin	+8%
SHARE OF WINES OF REGIONAL ORIGIN (CONDITIONED VOLUME)	46 % of regional origin	51 % of regional origin	+11%

PARTNERS IN OUR VALUE CHAIN - DUE-DILIGENCE			
	2023	2024	VARIATION
NUMBER OF RESPONDENTS THIRD PARTY ASSESSMENT QUESTIONNAIRE	422 business partners • 213 wine suppliers/ brokers • 28 packaging suppliers • 181 service providers and general purchasing	636 business partners 41% (2-year total) • 367 wine suppliers, 20 brokers, 95 finished product suppliers • 88 packaging suppliers • 66 service providers and general purchasing	+51%
PACKAGING PURCHASES	• 287 suppliers • 21 audits carried out • 85% of our purchases in France • And 14% in Europe	• 372 suppliers • 15 audits carried out • 88% of our purchases in France • And 11% in Europe	+29% -29% +4% -21%

TERRITORIAL ANCHORING & PARTNERSHIPS			
	2023	2024	VARIATION
BUDGET FOR COMMUNITY SUPPORT (PARTNERSHIPS AND SPONSORSHIP ACTIONS)	292,224	105,107	- 64%
NUMBER OF EMPLOYEES PARTICIPATING IN INDUSTRY ORGANISATIONS	35	35	0%
NUMBER OF USABILITY (CUSTOMERS, EMPLOYEES AND EXTERNAL AUDIENCE)	105	123	+17%

ETHICS AND COMPLIANCE PROGRAM			
	2023	2024	VARIATION
NUMBER OF PEOPLE TRAINED IN THE CODE OF CONDUCT	309	273	-12%
NUMBER OF PERSONNEL EXPOSED TO COMPLIANCE RISKS	500	692	38%
NUMBER OF ETHICS COMMITTEE MEETINGS	2	13	550%
NUMBER OF COMMUNICATIONS ISSUED BY THE ETHICS COMMITTEES	3	17	467%

OUR REPORTING PLATFORM			
HTTPS://GROUPE-CASTEL.GAN-COMPLIANCE.COM	2023	2024	VARIATION
TOTAL NUMBER OF REPORTS RECEIVED	4	14	250%
TOTAL NUMBER OF REPORTS DEEMED ADMISSIBLE	4	13	225%
NUMBER OF CONFIRMED "CORRUPTION INCIDENT" REPORTS	0	0	/
NUMBER OF CONFIRMED "INFORMATION SECURITY INCIDENT" REPORTS	0	1	/

## GLOSSARY

### ENVIRONMENTAL

#### WATER CONSUMPTION

The total volume of water consumed can come from the following sources:

- Purchased water (water supply from the municipal network or other public or private water services),
- Water withdrawn (borehole water supply or surface water (rivers, lakes))

#### ENERGY CONSUMPTION

- The total energy consumption of the entities owned or controlled by the company is the sum of the fuel consumed (gas, oil, coal, biofuel, biomass), electricity, heating, cooling and steam purchased or generated by the company.

#### ISO 14 001

- It defines the criteria for an environmental management system that lends itself to certification. This standard outlines a framework that a company or organization can apply to build an effective system.

#### GREENHOUSE GAS EMISSIONS ASSESSMENT

- A GHG assessment is an assessment of the quantity of greenhouse gases emitted (or captured) into the atmosphere over a year by the activities of an organization or territory. It is generally part of a dynamic of projects and reduction actions. When carried out on a large scope of emissions, the GHG assessment makes it possible to assess an organisation's carbon dependence and vulnerability and can allow a reflection on the company's development strategy. Defined in scopes:
  - Scope 1 represents the direct GHG emissions produced by the company,
  - Scope 2 corresponds to indirect emissions related to energy, but which do not occur directly by the company
  - Scope 3 is related to indirect emissions that are not under the control of the company

\*AEI: (Agroecological Infrastructure) are defined as semi-natural vegetated areas that do not receive any treatment (herbicides, pesticides, fungicides) or soil cultivation. Examples include hedges, trees, forests and green spaces.

- CO<sub>2</sub> eq. : also called CO<sub>2</sub>e or CO<sub>2</sub> eq. or CO<sub>2</sub>eq is a unit of measurement created by the IPCC, which expresses all greenhouse gas emissions under the same unit by applying a conversion factor, the global warming factor (GWP) which depends on the gas and the period considered. The GWP of CO<sub>2</sub> is 1 in 20 years.
- Emissions factor: Ratio between the amount of CO<sub>2</sub>eq. emitted by a product or service and the unit quantity produced.

#### RECYCLING

- Recycling and recovery of materials in the broad sense play an essential role as a means of combating the environmental impacts of waste production and disposal, and for the sustainable management of natural resources. Both also limit greenhouse gas emissions and water consumption related to industrial production.

### SOCIAL

#### STAFF

- Permanent employees (CDI), temporary employees (CDD) and self-employed workers (temporary workers, seasonal workers, non-salaried managers) are the workforce present within the company on 31 December.

Employees whose contract is suspended (parental leave, sabbatical leave, business creation leave, etc.), or on long-term absence are counted, while employees replacing absent employees are them excluded from the workforce.

#### HOURS WORKED

- The number of hours worked corresponds to the hours actually worked by employees (statutory annual duration + overtime). The hours of training or delegation are counted.

#### HEALTH AND SAFETY

- An accident at work, whatever the cause, is considered to be an accident occurring as a result of or in the course of work resulting in bodily or psychological injury to any person employed or working, in any capacity or in any place whatsoever, for the employer directly or indirectly. This includes commuting accidents.
- A commuting accident is considered to be any accident that occurs between the main residence and the place of work or between the place of work and the place where the employee usually eats his meals. Commuting accidents are counted as occupational accidents here, although the legislation differs for these two types of accidents.
- An occupational disease is caused by the type of activity or the professional situation. The criterion of suddenness distinguishes an accident at work from an occupational disease, which is characterized, on the contrary, by its slow and progressive nature.
- A day off is a day of work not performed due to an incapacity of the worker, due to an accident at work or an occupational disease.
- The frequency rate and severity rate indicators apply to work/lost-time commuting accidents, according to the following formula:

FREQUENCY RATE:  $(\text{number of lost-time accidents} / \text{number of hours worked}) * 1,000,000$

SEVERITY RATE:  $(\text{number of days off work} \times 1000) / \text{number of hours worked}$

### TRAINING

- Vocational training is a system that allows you to train throughout your professional career, to develop your skills and access employment, to stay in employment or to change jobs. It is necessary for the exercise of a professional activity and its financing is provided by the company.

TRAINING HOURS PER EMPLOYEE =  $\text{total duration of training hours} / \text{total number of employees}$

### RELATIONS AND WORKING CONDITIONS

- A company agreement is a collective text negotiated and signed between the employer and the employees' representatives and applying exclusively to the company. Their objectives may include the following subjects: remuneration, working time, sharing of added value, professional equality and quality of life at work; forward-looking management of jobs and skills
- Environmental

### GOVERNANCE (SOCIETAL)

#### ENERGY CONSUMPTION

- The total energy consumption of the entities owned or controlled by the company is the sum of the fuel consumed (gas, oil, coal, biofuel, biomass), electricity, heating, cooling and steam purchased or generated by the company.

#### ISO 14 001

- It defines the criteria for an environmental management system that lends itself to certification. This standard outlines a framework that a company or organization can apply to build an effective system.

#### ISO 9001

- Management standard. It demonstrates the ability to consistently deliver a product or service that complies with customer requirements and applicable legal and regulatory requirements and a commitment to increasing customer satisfaction

#### IFS - INTERNATIONAL FEATURED STANDARD

- Audit framework based on the ISO 9001 standard and the HACCP system certifying agri-food suppliers of private labels, a prerequisite for access to French, German and Italian supermarkets. It allows you to prove your mastery of the safety and hygiene of your processed food products under private label.

#### BRCGS FOOD (BRAND REPUTATION THROUGH COMPLIANCE OF GLOBAL STANDARDS)

- UK standard for suppliers of food products sold under own brands or private labels. It takes a comprehensive approach to the integrity of food products, taking into account food safety, food fraud and food defence.

#### ISO 26,000

- Standard consisting of guidelines around 7 central questions for the application of a Corporate Social Responsibility (CSR) approach that makes it possible to evaluate the commitment and overall performance in favor of sustainable development

#### ISO 50 001:

- A voluntary standard that aims to develop and implement an orderly energy management system to prioritize energy performance.

#### CORPORATE SPONSORSHIP

- Services provided for the public purpose, through the direct payment of operational costs or the staffing of the establishment or service with the company's own employees.

#### NFRD (NON-FINANCIAL REPORTING DIRECTIVE) & DPEF (NON-FINANCIAL PERFORMANCE DECLARATION)

- NFRD: European Directive on the disclosure of sustainability-related information at the same level as financial reporting in corporate reporting
- DPEF: Consists of communicating information relating to environmental, social and personnel issues, respect for human rights and the fight against corruption.

#### ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG):

- Refers to the dimensions considered as the three pillars of corporate social responsibility.

#### CSRD (CORPORATE SUSTAINABILITY REPORTING DIRECTIVE)

- European directive on corporate sustainability reporting, which will soon replace the European Non-financial reporting directive (NFRD). This reporting exercise will have to be carried out on the basis of the European sustainability reporting standards currently being developed by the European Financial Reporting Advisory Group (EFRAG)
- Sustainability reporting: Involves disclosing non-financial policies, methodologies, and performance indicators to stakeholders, including investors, employees, customers, and the public. This practice encompasses environmental, social and governance (ESG) indicators.

