

We connect

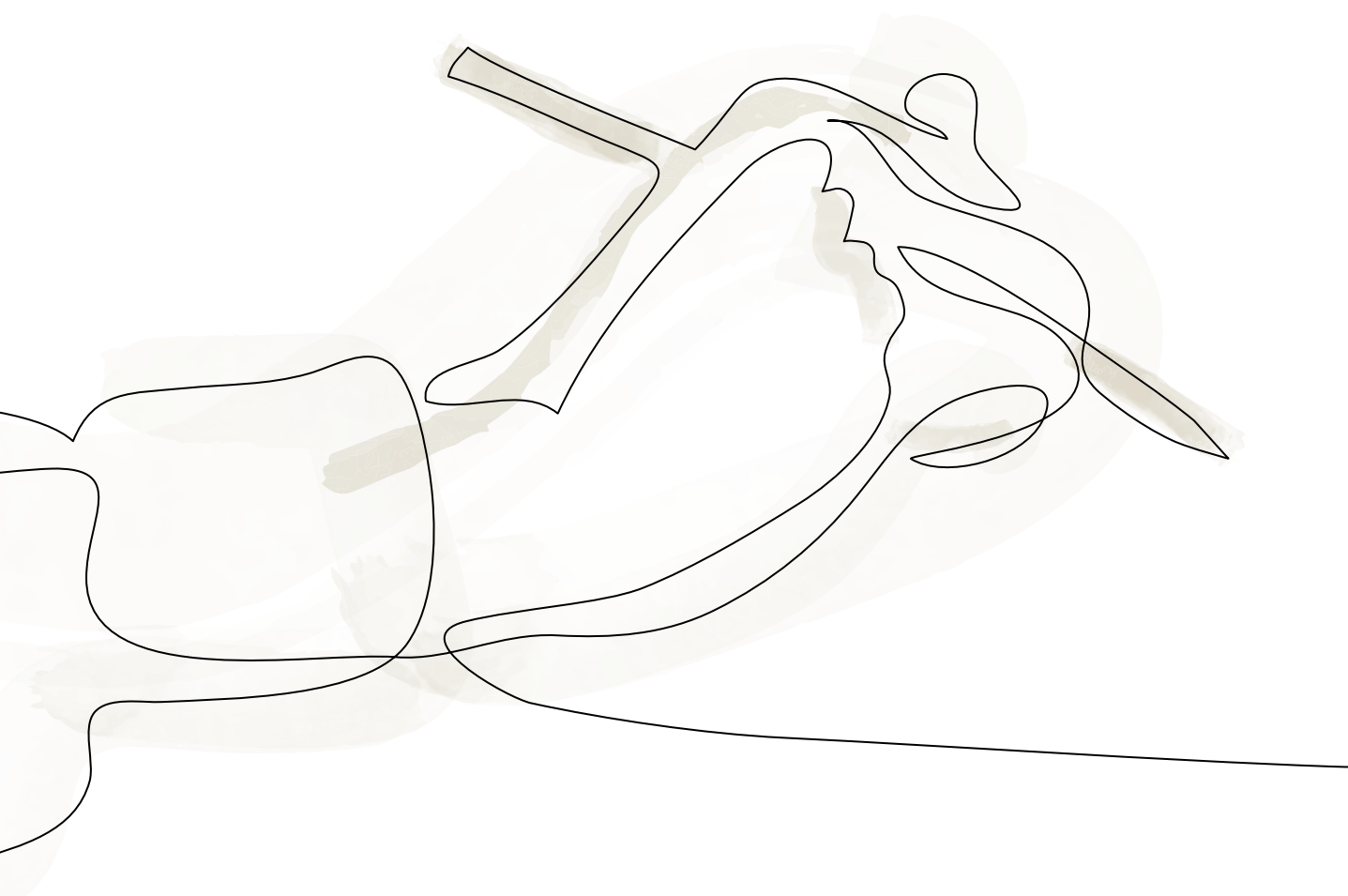
CORPORACIÓN HIJOS DE RIVERA



SUSTAINABILITY REPORT 2018

AND NON-FINANCIAL INFORMATION





letter from the Chairman

We are going through a great transformation brought about by important technological revolutions that are taking place, such as robotics, virtual reality, and artificial intelligence. These revolutions have already been with us for some time. However, there are undoubtedly others that have started and will bring great changes in a future we no longer see in terms of decades but in years.

Society changes at an incredible pace, forcing us, the different agents involved, to engage in a real change in behaviour and commitment, as part of an essential and speedy adaptation.

That is why it is so important that we make this change, which is extremely demanding, as well as a commitment to society as real agents of change in such a way that we can

assume it is as an essential part of a management and business system.

Therefore, we have focused on the development of good corporate governance aimed at achieving **sustainability** in the present, and even more importantly, for the future.

We may face many challenges but we are absolutely committed to the development of a model that is long lasting and respectful to our environment, in order to be a socially and environmentally responsible company.

2018 has been an intense year for us in which we have worked to integrate all our commitments into the day-to-day work that we carry out, into everything we have done, from all angles and seeking to align and focus on everyone, all areas and

businesses within our group.

In the search for objectivity we wanted to make our sustainability report this year an even bigger exercise in transparency. We have, therefore, included not only the milestones for the year in financial, social and environmental matters but we also wanted to complete it with verified information on our non-financial and diversification data, allowing us to show ourselves just as we are, which will encourage us to continue in our contribution to creating a better future in our surroundings and for all our stakeholders.

Thank you to all those people and institutions involved in this necessary change that involves us all, and could not have a more demanding, albeit worthy, purpose: to leave a better world to future generations.



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milestones

1

We reached a turnover of 507.8 million euros, 9% more than 2017

6

We inaugurate "*La Probeta*", our innovation and customer experience space in Madrid

9

Over 400 catering students took part in sessions with Mercado de la Cosecha producers

2

We continue to promote employment, closing 2018 with a total of 1,087 employees

7

Estrella Galicia is included in the Best Spanish Brands 2017 ranking

10

Record numbers at the "5Km Solidarios" (Charity 5km) race organised by our Volunteer Team

3

We feature in the Great Place to Work ranking as one of the best companies to work for

8

Fábrica de Cervezas Estrella Galicia launches four seasonal editions of beer

4

We launch the Collaborative Entrepreneurship Programme "*The Hop*"

5

We start the R-PET programme at our springs to add new packaging that use at least 25% recycled PET

common



lines

We publish our Sustainability Report for the sixth consecutive year, as an exercise of **transparency and commitment to our stakeholders**.

This annual document presented from a sustainable perspective, allows us to transmit to our employees, clients, consumers, partners, administrations, and society as a whole our economic, social, and environmental commitments, as well as

defining what have been the company's most important financial, social and environmental milestones in the last year.

In order to create the report, we have followed the requisites established in the **Law 11/2018, dated 28 December**, as well as the latest edition of the **Global Reporting Initiative** criteria. Hence, we report in an efficient manner that is comparable to previous years,

and we clearly state what our lines of action are, those that link us to our stakeholders, and what steps we have taken to identify the most relevant matters, and our way of creating value.

Once again, we want to highlight that we act under the criteria of the **United Nations Global Compact**, dealing with fundamental aspects such as **human rights, employment and anticorruption law**, among others.

CONTACT US

For further information regarding this report or the company, you can visit our website:

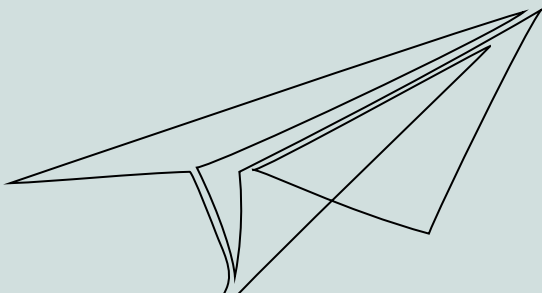
www.corporacionhijosderivera.com

or send an email to:

comunicacion@estrellagalicia.es.

Registered office:

C/ José María Rivera Corral, nº6 15008
A Coruña, Galicia, Spain.



CONTRIBUTING *to growth*

For our company, sustainability underpins our business culture and, therefore, our business model. Throughout our history, we have kept our essence: to be **a family- run brewing group consolidated on national and international markets, specialising in the production, sale and distribution of beverages.**

We are a group that is recognised for excellence of both products and services offered, as well as for the commitment to creating value for society and stakeholders, in a sustainable manner and based

on respect and the promotion of human rights, transparency and continued communication with stakeholders.

This philosophy is transmitted to the different **activities in which we play a part:**

- Brewing and sales of beer and derived products.
- Making, bottling and sales of cider.
- Bottling of natural mineral water.
- Making and sale of wines and *orujos* (Galician liqueurs).
- Sale of fruit juices.
- Running of catering establishments.
- Drinks distribution.
- Execution of building works, under commission and with contract, of facilities and finishing of buildings, mainly aimed at serving as catering establishments.
- Cultivation of raw materials associated to our products (hops, apples etc).

In all the above areas, the secret of our success resides in the **constant search for excellence**, prioritising a project in the mid and long term, placing them above short-term benefits.



A RESPONSIBLE *business model*

We seek to generate **positive impact on the environment where we carry out our activity**. Therefore, our business model is based on three pillars that are common to all our activities: ethical behaviour, risk control, and complaints management.

RISK CONTROL

We have an **Audit Commission**, with advisory, informative and control capacity, which was renewed in 2018 when an independent chairman was named, for the first time. The main functions of the commission are: to audit accounts, supervise the preparation process of the economic-financial information, and supervise internal risks and control.

ETHICAL BEHAVIOUR

What we do is not the only important thing, as how we go about it is also important. Hence, **values like integrity, respect, responsibility, sustainability, and ethical behaviour** are present in all we do.

At the Hijos de Rivera group, we have a **Code of Values** in place, a policy on ethics and behaviour which must be complied with by our employees, as well as any person that offers services to the group. This policy, an express statement of our values, principles and conduct guidelines, guides all those of us who make up the organisation so as to act with rigor, integrity, and responsibility when carrying out any of our activities. The aim is to guarantee the collective application of commitments, as well as the compliance with everyone's human, employment, and integration rights, with all the implied complexity and diversity.

The Code has been shared among all the professionals who are part of the group, as well as having been part of four training workshops in which 44 employees and managers from the three main companies took part. This document is available on the intranet as well as the company webpage, via: **www.corporacionhijosderivera.com**.

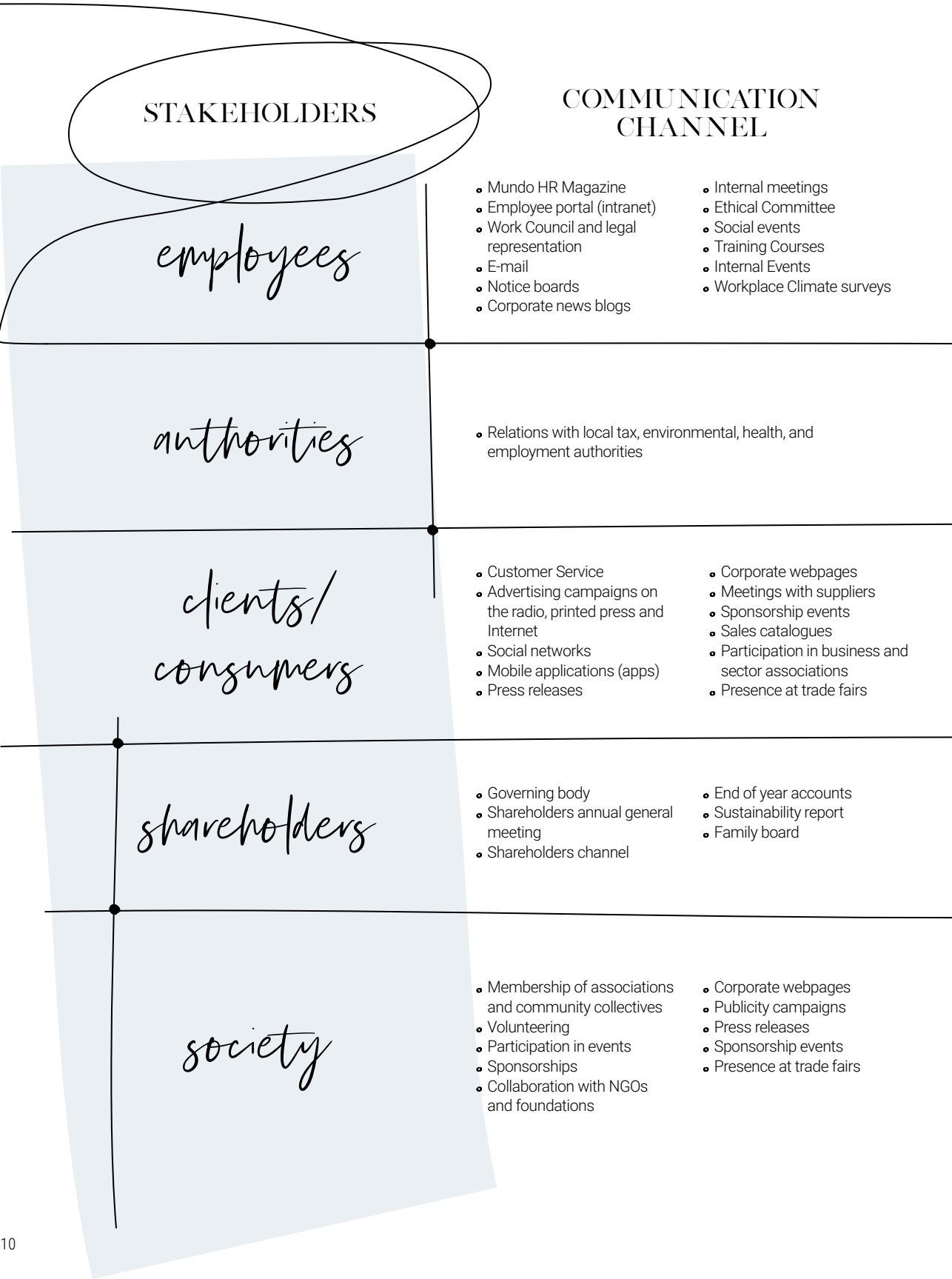
We also have a **Corporate Ethics Committee**, which is responsible for ensuring the Values Code is adhered to, as well as solving matters related to transparency and corporate culture. The committee can be contacted via email on **etica@estrellagalicia.es** or by post to Corporación Hijos de Rivera S.I A/a Secretario del Comité de Ética Corporativa (C/José María Rivera Corral 6, 15008 A Coruña).

COMPLAINTS MANAGEMENT

Complaints procedures are the basic pillars in due diligence processes, as they involve managing situations that may have a negative impact on the group's operational principles. The main tools that the company has available are the Customer Service and Ethical Channel.



WHAT IS OUR RELATIONSHIP



WITH our stakeholders?

ACTIVITIES CARRIED OUT IN 2018

- Three issues of the Mundo HR magazine
- 8 Work Council meetings
- 792 participants in the workplace climate survey
- Group Christmas dinner
- 1,903 participants in training courses
- 25,244 training hours
- 52 participants in corporate volunteering activities

HIGHLIGHTED ASPECTS

- Staff well-being: workplace health, professional career, equality, and work life balance

- Meetings with the Directorate General for Taxation
- Communication with the Regional Galician Environmental, Planning and Housing Department, and the Xunta de Galicia Health Department, and local councils.
- Institutional Agreements

- Compliance with general regulations
- Fight against fraud and bribery

- Three issues of Mundo HR magazine
- Web pages
- 4,222 contacts via Customer Service
- Meetings with distributors in Brazil
- Publicity campaigns
- Beer Pulling Championship
- Co-cooking programme
- National and international fairs
- SAL Festival
- *Salón Gourmets*
- Noroeste Estrella Galicia
- *Parladoiros* at *Son d'Aldea*

- Beer culture programmes
- Complaints management
- Excellence and innovation in products and services
- Healthy products and responsible consumption
- Compliance with food safety regulations
- Proactive with the needs of our clients
- Active listening

- Annual general meeting of the shareholders
- Seven meetings of the Corporación Board of Directors

- Ethical behaviour
- Fight against fraud and bribery
- Responsible, sustainable and committed company
- Excellence of products
- Group reputation
- Developing good corporate governance

- Membership of over 20 organisations/ associations
- Entrepreneurship programme The Hop
- Healthy leisure activities
- Sporting sponsorships
- Cultural programmes
- Collaboration with over 100 associations, via donations and corporate volunteer group activities
- *Mercado de la Cosecha* (co-cooking programme, beer culture, support for the on-trade channel)
- Research projects (Apple, hops, barley) etc.

- Respect for the environment, linked to the consumption of raw materials, energy, water and other natural resources used in our production
- Ethical behaviour of the organisation
- Development of programmes with organisations that help collective is in need
- Respect for human rights
- Promotion of healthy habits
- Collaboration with local communities

meeting



points

Ever since José María Rivera Corral founded La Estrella de Galicia in 1906, there have been many challenges that we have faced with success, and which have allowed us to grow and

become the company that we are nowadays. Hence, throughout our over 112 years of history we have combined tradition and innovation to offer product and services portfolios

that are characterised by excellence, and to reach beyond our borders. This has allowed us to **put a total of 505 million litres of all our products onto the market in 2018.**

We are a
Galician group.
**100% national
and familial.**
specialised in
the production,
sale and
distribution of
beverages



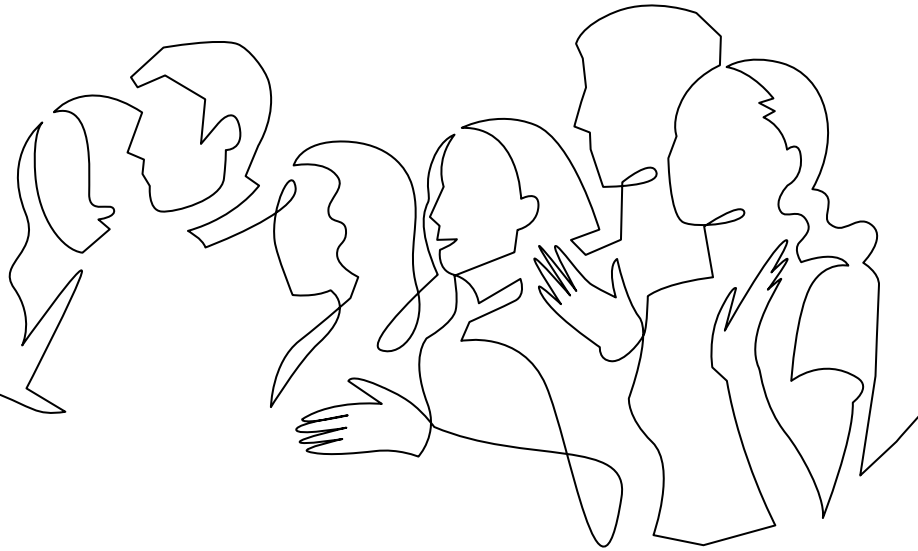
TOGETHER,
to get further

At Corporación Hijos de Rivera, commitment to continuous improvement and innovation is part of our DNA, an attitude that it shares with all the companies in the group:

NAME	LOCATION
Corporación Hijos de Rivera, S.L. (Holding)	A Coruña
Hijos de Rivera, S.A.U. (Subholding)	A Coruña
Hijos de Rivera Inversiones Corporativas, S.L.U. (Subholding)	A Coruña
Grupo Manantiales con Origen Único, S.L.U.	A Coruña
Aguas de Cabreiroá, S.A.U.	Ourense
Aguas de Cuevas, S.A.	Asturias
Aguas el Pilar, S.L.U.	Granada
Estrella de Galicia Importação e Comercialização de Bebidas e Alimentos, Ltda.	Brazil
Cervinter, S.L.	Malaga
Giste Cervecera, S.L.U.	A Coruña
Customdrinks, S.L.U.	Lugo
Adegas Ponte da Boga, S.L.	Ourense
Desymo Gestión y Desarrollo de Inmuebles, S.L.U.	A Coruña
Estrella Galicia, Limitada	Brazil
Bares y Estrellas Food Services, S.L.	Madrid
Rivera Europe Trading Company, S.L.U.	A Coruña
Bares and Estrellas Wine and Food Services Corporation	Philippines
Rivera Business Trade (Shanghai) Co., Ltd.	China
Balearic Beverage Distributors, Inc.	USA
AEFESA: Aguas Envasadas en Formatos Especiales, S.L.U.	A Coruña
Justdrinks, Lda.	Portugal
AMAVE: Area de Mantenimiento de Vehículos La Grela, S.A.U.	A Coruña
Mundo Estrella Galicia, S.L.U.	A Coruña
Craft Stars of the World, S.L.U.	A Coruña
Cosecha de Galicia, S.L.U.	A Coruña
Carlow Craft Brewery Ltd. (32%)	Ireland

JOINED BY *good governance*

At Corporación Hijos de Rivera, we have the best corporate governance practices, as well as a series of bodies that ensure the correct governance of the company, as well as specific control committees that strengthen the integrity and honesty of our business:



BOARD OF DIRECTORS OF CORPORACIÓN HIJOS DE RIVERA, S.L.

Santiago Ojea Rivera: Chairman
Ignacio Rivera Quintana
José María Rivera Trallero
Fernando José Hernández Rivera
Ramón Blanco–Rajoy Rivera
María Josefa Ojea Rivera
Fernando Wirz Rodríguez
Juan Rodríguez Rivera
Lorenzo Otero Martínez
Carlos Blanco–Rajoy Rivera

BOARD OF DIRECTORS OF HIJOS DE RIVERA S.A.U.

Santiago Ojea Rivera: Chairman
Ignacio Rivera Quintana: CEO
Manuel Anca Mesejo
Fernando José Hernández Rivera
Ramón Blanco–Rajoy Rivera
María Josefa Ojea Rivera
Fernando Wirz Rodríguez
María Romero Rivera
Lorenzo Otero Martínez
Carlos Blanco–Rajoy Rivera

SOLE ADMINISTRATOR OF HIJOS DE RIVERA INVERSIONES CORPORATIVAS S.L.

Corporación Hijos de Rivera, S.L.,
represented by José María Rivera
Trallero

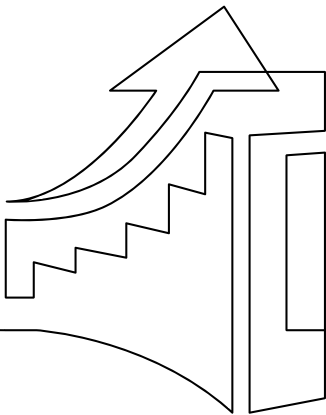
As part of the Corporación Hijos de Rivera Board of Directors, we have three working committees for consultations, information and control, which carry out the essential duties of governance:

- Audit and Management Control Committee.
- Appointments and Remuneration Committee.
- Strategy Committee.

CONTRIBUTING TO *economic development*

The group's aim is to generate value and contribute to the economic growth of the country via the activity that we carry out.

Figures like those obtained in 2018, with a turnover of 507,764,992 euros, 9.09% more than 2017, will help us reach this objective.



CONSOLIDATED DATA

	2018 (in euros)	2017 (in euros)
Turnover	507,764,992	465,451,475
Operating costs	308,377,163	290,524,026
Wages and salaries	49,322,213	46,480,528
Welfare contributions	12,201,066	10,872,129
Payments to suppliers	398,573,011	234,199,562

	2018 (in euros)	2017 (in euros)
Environmental assets	2,567,316	2,566,778
Environmental expenses	3,910,497	4,081,599

	OUTSTANDING BALANCE AT 31-Dec-18 (in euros)	SUBSIDIES RECEIVED 2018 (in euros)	SUBSIDIES RECEIVED 2018 (in euros)
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Investment subsidies	5,540,796	89,961	89,961
Operating subsidies	0	196,947	196,947

	2018 (in euros)	2017 (in euros)
Contributions to pension plans	349,047	339,808

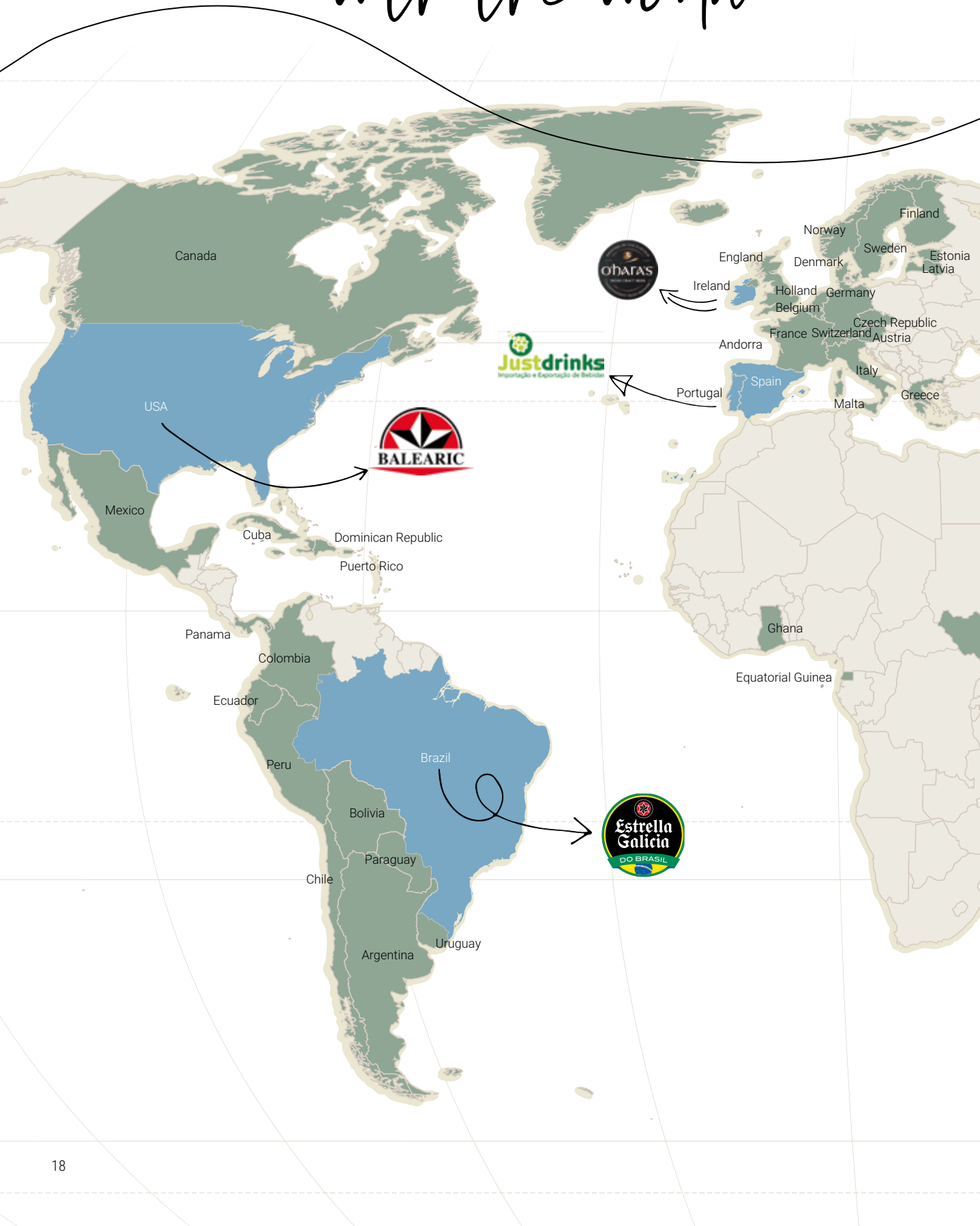
CONNECTIONS THAT *bring us together*

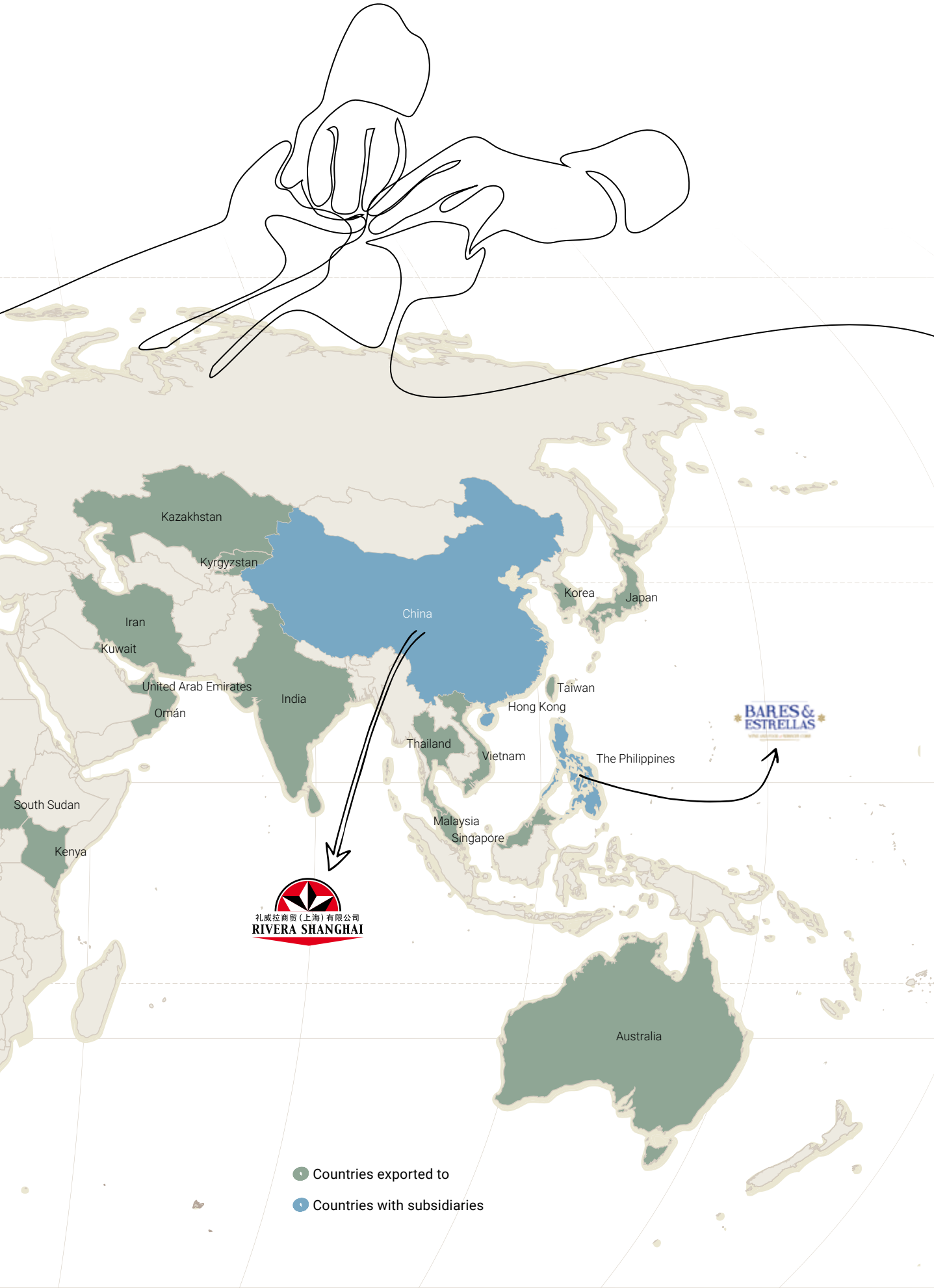
We collaborate closely with the most representative associations in the sector in order to offer them support as well as strengthening our position as a reference within the market. We also collaborate with a number of associations related to the activity we carry out and our local environment:

- AECOC: Asociación de Empresas del Gran Consumo (Association of large-scale consumption companies)
- AESI: Asociación Española de Sidras (Spanish cider association)
- AETCM: Asociación Española de Técnicos de Cerveza y Malta (Spanish Association of beer and malt experts)
- Analytica-EBC
- ANEABE: Asociación Nacional de Empresas de Agua Envasada (Spanish Association of bottled water companies)
- Asociación de Amigos do CGAC
- Asociación de Empresarios de Chantada (Chantada Business Association)
- Asociación Foro Económico de Galicia
- Asociación Gallega de la Empresa Familiar (Association of Galician family businesses)
- Asociación de Empresarios de A Grela
- APD: Asociación para el Progreso de la Dirección (Management development Association)
- Autocontrol
- Calidalia
- Cerveceros de España (Spanish Brewers)
- Círculo de Empresarios de Galicia (Galician Business Circle)
- 'Club de los 20'
- CLUSAGA: Galician Food Cluster
- Ecovidrio
- Leading Brands of Spain Forum
- Instituto de la Empresa Familiar
- LGC Standards
- VLB: Research and Teaching Institute for Brewing in Berlin

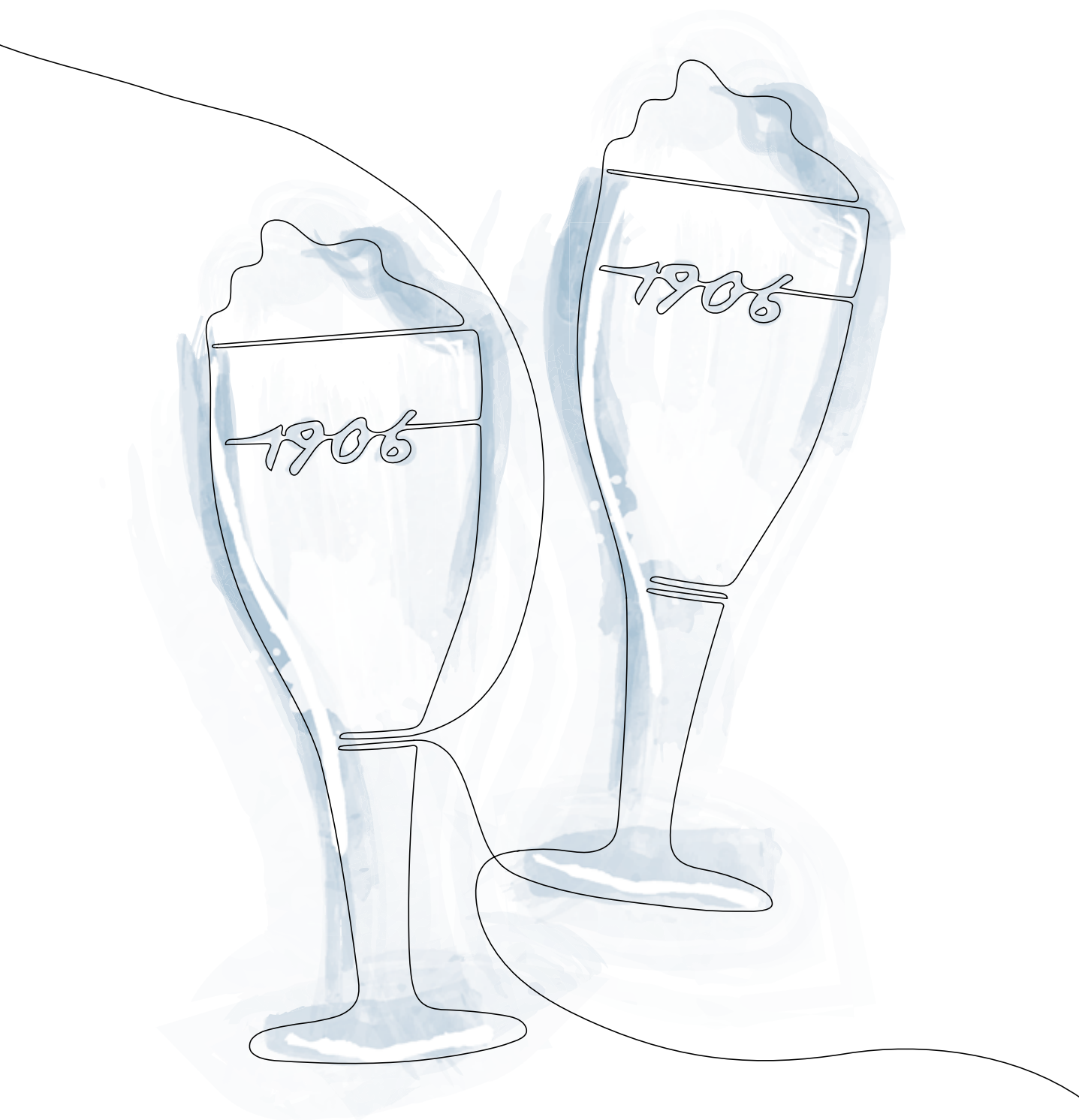


CONNECTING *with the world*





bound to



excellence

At Corporación Hijos de Rivera we search for excellence throughout our value chain. This has led us to create top quality products and services adapted to the different

markets and the different clients and consumers. This commitment, which arises out of our values as a company, is based

on innovation, creativity, and entrepreneurship in all our processes and has allowed us to establish aspects that mark our path towards market leadership.



INFRASTRUCTURE *network*

We have an infrastructure network that has the latest technological advances in order to make our beers, ciders, wines, and liqueurs, as well as for bottling mineral water.

Thanks to this, we are able to guarantee maximum product quality in our six production centres located in different parts of Spain. In 2018, we acquired and started to manage

laboratory information in our brewery with Unilab, allowing us to offer greater robustness to the analytical control in the manufacturing traceability of our products.

Brewery

Location: A Grela Industrial Estate (A Coruña)
Surface: 76,000 m²
Production 2018: 308,825,567 litres.
Production capacity 2018: 350 billion litres
Production capacity 2021: 430 billion litres

Cabreiroá

Location: Verín (Ourense)
Surface: 210,418 m²
Production 2018: 90 million litres
Flow:
Cabreiroá: 3.5 litres/second,
Magma de Cabreiroá: 13.8 litres/second

Ponte da Boga

Location: Lugar de O Couto, San Paio, Castro Caldelas (Ourense)
Surface: 320,000 m²
Production 2018: 300,000 litres
Production capacity: 450,000 litres

Fontavel

Location: Loja (Granada)
Surface: 5 hectares
Production 2018: 51 million litres
Flow: 10 litres / second

Agua de Cuevas

Location: Felechosa (Asturias)
Surface: 6,500 m²
Production 2018: 44 million litres
Flow: 1.5 litres/second

Custom Drinks

Location: Chantada (Lugo)
Surface: 35,000 m²
Total production 2018: 11 million litres of cider and liqueurs
Production capacity: 30 million litres of all drinks





LINKED TO THE BEST QUALITY

We have laboratories in all our facilities, which continuously analyse the quality of the beer, water, ciders etc, that we launch onto the market in order to ensure the excellence of our product portfolio.

At Corporación Hijos de Rivera, we have implemented a food safety model both in our brewery as well as in the water bottling plants in order to ensure the health and safety of our consumers.

The Quality Management and Food Safety System

implemented in the production centres is certified by the standards ISO 9001 and ISO 22000 in the cases of Hijos de Rivera, Cabreiroá, and Customs Drinks; ISO 9001 in Agua de Cuevas and IFS Food Version 6, higher level at Aguas del Pilar. In 2018, at Hijos de Rivera, we also obtained the FSSC 22000, certification scheme for auditing and certification of food safety management systems.

Our products have different seals and certifications that demonstrate commitment to quality:

The crossed grain symbol for Estrella Galicia *Sin Gluten* beer and Kosher and *Galicia Calidade* certifications for all the beers in the Estrella Galicia brewery. The water bottled by Cabreiroá also possesses the *Galicia Calidade* seal. Custom Drinks has the Ecological production seal- issued by the Regulatory Ecological Agriculture Council of Galicia, *Galicia Calidade*, V-Label –certification for vegans for the Maeloc ciders– and is part of the protected geographical protection labelling for Galician *orujos* for Quenza liqueurs.

LOCAL *connections*

Being close to our clients and offer a personalised service that is adapted to their needs is key. That is why we have a wide logistics and sales network that allows us to be present in an efficient and immediate manner at the different distribution points.

In total, we have 13 logistic centres and 22 sales offices throughout the 12 autonomous regions of Spain, as well as in Portugal, allowing us to take our products and services to the whole Painsinsula.

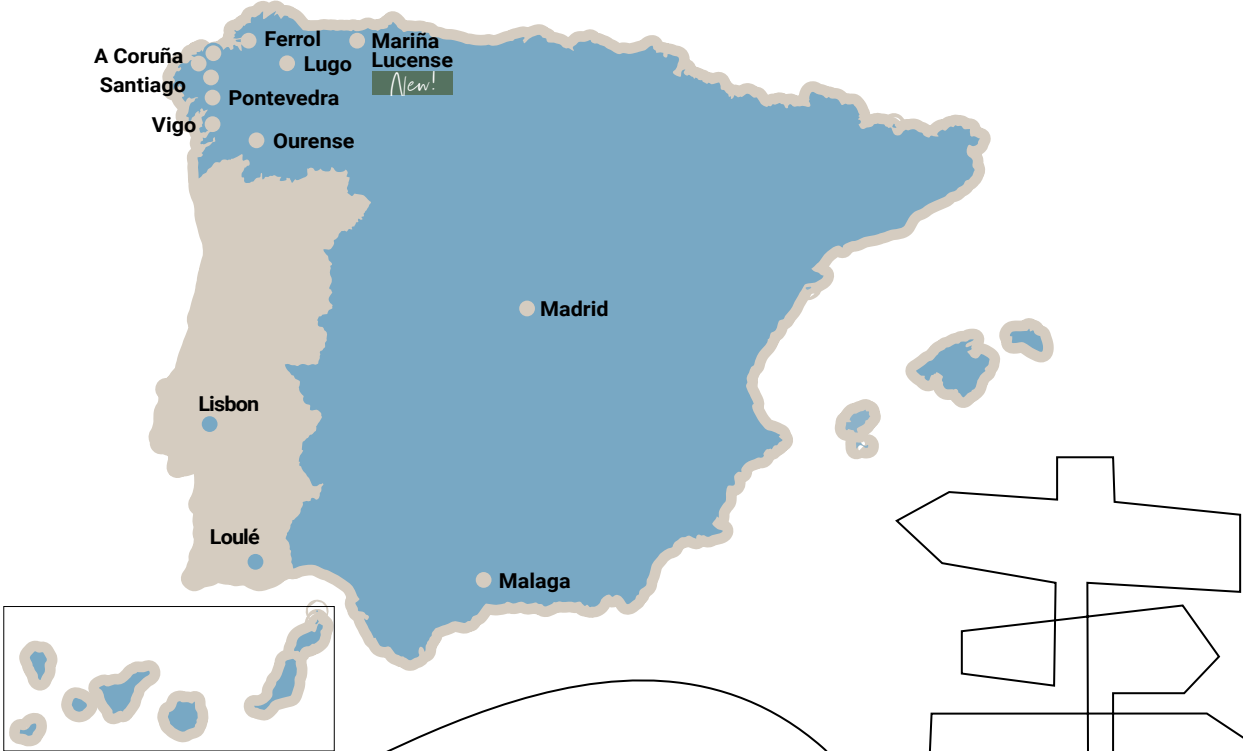
In 2018, we
continue to
reduce our
delivery
times and
improve the
optimisation
of our
storage
spaces
and order
management

We adapt to the environment

In 2018 we designed a new delivery truck for Cervezas de Bodega with smaller dimensions in comparison to the rest of our fleet with the aim of adapting to busier, urban spaces with reduced access at times. These vehicles have a capacity of 4,500 litres and a characteristic image that resembles a beer tank.



Map of Logistics Centres



Map of Sales Offices



COMMITTED *to innovation*

Innovation is part of our DNA. This interest takes us to constantly improve the facilities that allow us to develop products for the consumer efficiently and demonstrating a commitment to our surroundings.

Pilot beer facilities at Custom Drinks

Under the brand “Cervezas de Casa” we continue to back the development of new beer proposals with unique recipes made with 100% natural ingredients, like the mineral water from Os Acivros or Galician hops. We have made a total of 11 beers in different styles such as the new Porter, Weissbier Kristall, Pale Ale, Wet Hops Pale Ale and Raspberry Lager varieties or the re-launch

of others such as Sidreza and Oktoberfest, among others.

In 2018, we also launched a lager-style beer with the new cereal Tritordeum. With all these novelties, we have managed to send a total of 456.27hl into the market from the beer facilities at Custom Drinks - 40% more than last year.

“Fábrica de Cervezas”

Our innovative pilot plant has been, yet another year, the setting where new proposals from the Fábrica de Cervezas Estrella Galicia Label, where we have created recipes with ingredients like chestnuts and gooseneck barnacles. The Padrón Peppers beer was produced in A Grela.

Transmitting our values to craft beer

We have examined our beer towers portfolio with the aim of continuing to offer differentiating solutions to our clients that reflect our positioning where consumption takes place.

In 2018 we launched a tower that shows the raw materials with which we make our beers, highlighting the role that of the Rivera family as the fifth, and essential, raw material.

Technology at the service of vineyards

In 2018 we finalised the Ecovine project, carried out in conjunction with the University of Santiago de Compostela and the CSIC, with very positive results. This research was linked to the use of drones in order to obtain data that allows the optimisation of grape planting and growing processes in the Ribeira Sacra.





All these projects are managed via Cosecha de Galicia SLU, a company focused towards the cultivation and research of raw materials and their integration in the group's drinks.



Apples

Through the Maeloc Project, we continue to study the different varieties of Galician apples with the aim of identifying and cataloguing them. We have four test fields in different areas of Galicia where we have tested eleven varieties from 2015.

WE PROMOTE RESEARCH OF RAW MATERIALS

Grape

In 2018 we started the Blanc Sacro project aimed at studying and analysing a traditional variety of Galician grape and how it adapts to the Ribeira Sacra, which will serve as an alternative for the grape producers in the area.



Barley

We research the cultivation of this cereal in a number of plots located in the Puebla Brollón, in the province of Lugo. The cereal has adapted well to both the process of malting as well as to the making of beer with this malt.



Hops

We have, for the first time, cultivated the Centennial variety, fruit of research that we have carried out at Corporación Hijos de Rivera with the Centro de Investigaciones Agrarias de Mabegondo (CIAM), and the cooperative LUTEGA.

The Laboratorio Agrario y Fitopatológico de Galicia (Lafica) has started a study to eradicate powder mildew, a very harmful fungus for the crop, and we are working in collaboration with the University of Oviedo on the development of plants in vitro. Also, for the sixth consecutive year, we have also harvested the organic Nugget variety, which we grow following the procedures outlined by the Consejo Regulador de la Agricultura Ecológica en Galicia (CRAEAGA).

CONSOLIDATED *brands*

ESTRELLA GALICIA



Estrella Galicia Especial



Estrella Galicia 0,0



Shandy Estrella Galicia



Estrella Galicia Pilsen



Estrella Galicia Gluten-free



La Estrella de Galicia



Cerveza de Bodega de Estrella Galicia



Estrella Galicia Navidad (Christmas edition)

FÁBRICA DE CERVEZAS ESTRELLA GALICIA

CERVEZAS 1906

CABREIROÁ



Fábrica de Cervezas Estrella Galicia



1906 Reserva Especial

1906 Red Vintage

1906 Black Coupaje



Cabreiroá Mineral Natural sin Gas

Magma de Cabreiroá con Gas

Magma de Cabreiroá Original

PONTE DA BOGA

FONTAREL



Albariño 2017

Godello 2017

Mencía 2017

Bancales Olvidados 2016

Capricho de Merenzao 2016

Expresión Histórica 2016

Porto de Lobos 2016

Ponte da Boga Vinos de Autor



Fontarel

ME
TONIC



Tonic

ZUVIT



White must



Red must

LA TITA RIVERA



Tinto de verano



Sangría



Sangría blanca



Tinto de verano with lemon



Rebujito

WAHR



Apple



Aloe



Acai



Coconut

AGUA DE
CUEVAS



Agua de Cuevas

HIJOS DE RIVERA
LIQUEURS



Aguardiente de Urujo



Licor de hierbas



Crema de urujo



Licor de café

QUENZA



Licor de café



Crema de urujo



Licor de hierbas



Blanco

MAELOC



Cider with strawberry



Cider with blackberry



Cider with pear



Cider with Pineapple & Pear



Dry Cider



Sweet Cider



Natural Organic Cider



Champagne-style organic cider



Maeloc non-alcoholic



Maeloc Organic Cider Vinegar

INNOVATIVE PRODUCTS

Maeloc and La Tita Rivera

In 2018 we extended the formats available for our range of ciders by adding 33cl cans for all the brand's flavours. We added labels printed on stone paper, a recyclable and re-usable material that does not use chemical products, nor acids or alkalis in the manufacturing process.



We innovate when developing new packaging which allows us to be more sustainable

Likewise, the sangria, *tinto de verano* (summer red) and *blanco de verano* (summer white) among others, from La Tita Rivera have also adopted the same format (33cl), substituting the sleek can that was being used until then.

Maeloc obtained the V-label from the European Vegetarian Union, strengthening the position and attributes of our ciders.

More sustainable mineral waters

We innovate so as to reduce our ecological footprint by creating more sustainable packaging, also for our mineral waters.

Aguas de Cuevas, Cabreiroá and Fontarel have joined the R-PET project by being packaged in bottles that use at least 25% recycled PET for different non-returnable formats, therefore reducing the use of resources.

Limited editions

Fábrica de Cervezas Estrella Galicia

After the great popularity of our *Fábrica de Cervezas Estrella Galicia* brand in 2017, we wanted to extend the project by offering new seasonal beers made in Galicia to surprise consumers from the land, sea and air. They are limited, artisan productions, and reflect our personality as a great brewing family since 1906.

So, in 2018, in addition to a new edition of **Fábrica de Cervezas Estrella Galicia Padrón Peppers**, of which we launched 57,000 litres, we created three new varieties: **Fábrica de Cervezas Estrella Galicia Costa de Morte Barnacles**, **Fábrica de Cervezas Estrella Galicia Pumpkin & Vanilla**, and **Fábrica de Cervezas Estrella Galicia Chestnut**.

Estrella de Navidad

With an innovative, transparent label, in 2018 we once again launched our special *Estrella Galicia Navidad* (Christmas edition). A 100% malt beer made with hops cultivated in Galicia. Following the tradition of innovating with regards to the recipe, we used the dry hopping technique with the Admiral variety of hops, adding a slightly hoppy character that allowed us to keep the spirit of our lagers.





Special editions: Packaging

Estrella Galicia

We continue to celebrate popular and iconic festivities in Spain with the creation of special editions of our bottles. In 2018, we launched those dedicated to the Fallas, San Juan, the Balearic Islands, the Fiestas del Pilar in Zaragoza, and the Camino de Santiago.

In addition to this, after the success of the “A qué suena tu cerveza” (“What does your beer sound like”) by Son Estrella Galicia, we created a special edition which disguised our 33cl can as a microphone and we turned the fridge pack into an amplifier.

Estrella Galicia honoured mothers on Mother’s Day with an original personalised bottle, with which we celebrated this very special day. 25,000 units were on sale from mid-April while stocks lasted.

Cabreiroá

We redesigned our Cabreiroá bottles to include the animated characters from the successful series from Canal Clan, Super Wings. The bottles also had new tops, and included collectable stickers of the protagonists which could be kept in albums downloaded from our webpage.

In 2018 we also wanted to surprise our younger consumers with a collectable edition of eight 0.5l PET bottles with sport top and the Gorjuss doll design, an illustrated character that transmits moods, experiences, and unique experiences.

We also launched a special edition of collectable Cabreiroá bottles in 1.5l and

0.33l formats to celebrate the World Cup in Russia. The slogan chosen was “La Hidratación de la Selección” (“the Hydration of the national team”), paying homage to the players on the labels through the work of the artist Víctor Jeréz.

Agua de Cuevas

In 2018, we launched a special edition of the 0.5litre and 1.5litre bottles for the Descenso del Sella (Descent of the river Sella). We also renewed our alliance with the children’s TV characters Ben & Holly, who were once again the protagonists on the brand’s 33cl bottles, with new style of labels and 5 collectable designs.

Also in 2018, the brand launched a special on-trade 1litre PET edition.

WE CONNECT WITH OUR PUBLICS

Publicity Campaigns

Estrella Galicia

In 2018, we launched 3 publicity campaigns with the slogan “Una Historia Diferente” (“A Different Story”) which was shown on Spanish TV, as well as on digital means. The first, “El ascensor de los Sueños” (“**The Lift of Dreams**”), launched in the second quarter by our brand Estrella Galicia 0,0 starring Marc Márquez and Carlos Sainz, reflects our philosophy of supporting young talent via sports sponsorships and our way of accompanying them towards success. The second was half way through the year

with our characteristic touch of humour. On this occasion, we focused on our commitment to music through “**SON Estrella Galicia**”, and the campaign used inanimate objects speaking about how they live music with Estrella Galicia.

Finally, in August, the pepper harvest once again surprised with the relaunch of “**Fábrica de Cervezas Pimientos de Padrón**”. An already iconic beer which highlights the most craft spirit of Estrella Galicia, and whose publicity campaign slogan “*Nos habéis picado, vuelve La de Pimientos*”, directly spoke

to the consumer, after having received comments asking for “more beer” after the immediate success of the 2017 edition. The campaign received an award at the *Premios Paraguas* 2018 in the category for best reaction/consumer listening.

Fábrica de Cervezas Estrella Galicia

We launched our beer with barnacles from the Costa de Morte with the slogan “Tenemos lo que hay que tener” (“We have what we need to have”), and we announced the Fábrica de Cervezas with pumpkin, and chestnuts.



Agua de Cuevas

We launched a new publicity campaign and a new claim: "Asturoterapia", which formed part of the activities carried out within the frame of the festivities to celebrate the Descent of the river Sella, and Asturias Day. Via external publicity supports we filled the different cities in Asturias with ads on street furniture, 3D displays and buses, accompanying our citizens during two of the most important events in Asturias.

Cabreiroá

We supported the national football team with the sponsorship of the Mediaset programme "De Suecia a Rusia" ("From Sweden to Russia"). We also made short pieces to be broadcast before the programme, and other high visibility formats such as product placement and projected ads during Spain matches. Besides this, we also activated a campaign on Internet, a competition on the Cabreiroá web, and content on social media. We also launched a campaign to promote the "Bancada Cabreiroá" project.

Fontarel

We launched a new campaign for our mineral water from Granada with the slogan "En Andalucía la vida se bebe a todo color" ("In Andalusia, life is drunk in full colour"), during which we recreated the different ways of living in Andalusia via eight illustrations that represented the provinces of the region.

Product placement

In 2018, we continued to carry out special high visibility actions such as product placement in successful series like "Fariña", the Spanish series produced by Atresmedia that told the story of Galician drug trafficking in the 80s and 90s, and "Vivir Sin Permiso", based on a story by the writer Manuel Rivas that dealt with the past and present of drug trafficking in Galicia.

We were also present in other programmes such as "Mi Casa es la tuya", "Planeta Calleja" and "Destino Santiago".



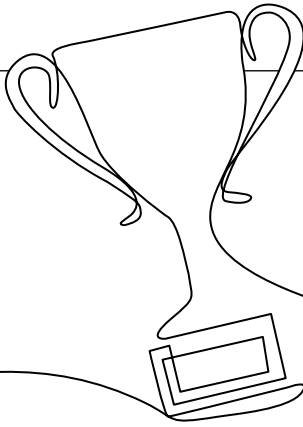
Experiences

Galician Festivities

Yet another year, we accompanied our consumers during the most popular festivities in the main Galician cities, like Maria Pita in A Coruña, the festivities of the Apóstol de Santiago, Dorna (Ribeira), and San Froilán in Lugo, among others.

We also wanted to celebrate the tradition of Samaín, a Celtic festivity which is deeply-rooted in our history, with a special campaign to promote culture in our land. We also participated in the Rapa das Bestas in Sabucedo (Pontevedra), and we made the programme Destin Santiago with TVG (Galician regional TV) with the aim of making our beer the host brand of the Camino de Santiago.





RECOGNITION FOR OUR WORK

COMPANY

Our CEO, Ignacio Rivera, was named winner of the 22nd edition of the EY Entrepreneur of the Year award in Spain 2017, which seeks to acknowledge and back the entrepreneurial work carried out by business people. Rivera was given the award from a total of 22 entrepreneurs in Spain representing 14 companies. In 2018, our CEO also received the award for “Business Leader, Promoter of Marketing” at the X National Marketing Prizes awarded by the Asociación de Marketing de España. In addition to this, our Sustainability Report 2017 won a gold award at the Mercury Awards.

ESTRELLA DE GALICIA

For the first time in our history we feature among the 30 companies that are part of the highly-regarded ranking of Best Spanish Brands 2007 created by Interbrand.

1906

Our 1906 range of beers was the biggest award winner of the year, becoming established outside Spain by winning 13 awards in six international contests. At the International Beer Challenge, 1906 Red Vintage

and 1906 Black Coupage were awarded the bronze and silver medal, respectively. These two varieties, along with 1906 Reserva Especial, were second time winners at the highly-regarded Superior Taste Awards, from the International Taste and Quality Institute in Brussels (ITQi) and the Monde Selection. We also received three new prizes at the World Beer Challenge: two gold medals, for 1906 Reserva Especial and 1906 Red Vintage, and a silver for the black beer in the family. At the World Beer Awards, 1906 Red Vintage was given a prize for being the best strong lager in Spain. 1906 Black Coupage won a silver medal at the Craft Beer Awards.

Our international campaign “1906, the Meninas of Canido” also received recognition by being awarded the “Gran Premio Genio 2018, Innovation in Marketing Communication and Use of Media” and the first prize Genio Innovación in the Branded Content category 2018. The same campaign received the Silver Sol and a Bronze Sol at the 33rd edition of the Festival Iberoamericano de Comunicación Publicitaria El Sol 2018.

CABREIROÁ

Our brands Cabreiroá and Magma joined the list of the biggest award winners in 2018 for their exceptional quality. Cabreiroá Mineral Natural and Magma with gas were awarded three gold stars for their taste at the Superior Taste Awards, from the the International Taste and Quality Institute in Brussels (ITQi) and Magma Original was awarded two gold medals. The Magma family also received the grand gold at the Quality Award from Monde Selection, while Cabreiroá received the Gold Quality Award. Both were the only Spanish mineral water brands that received awards at the Global Bottled Water Awards, a great source of pride for our company. At the awards, Cabreiroá Gorjuss was the winner in the Best Brand Extension, while Magma Original won Best Natural Sparkling Water.

CIDERS

Maeloc was the only Spanish cider to win a prize at the last edition of the awards given by the International Taste and Quality Institute in Brussels where it received three gold stars for its superior taste, two for Maeloc Extra, and one for Maeloc Seca.

DIGITAL PRESENCE

At Corporación Hijos de Rivera, we clearly understand that we want to be close to our consumers and clients, and we constantly adapt to new trends. That is why we launch and develop tools and programmes that accompany our activity in a digital setting.

In 2018, we developed or re-designed over 30 webs

and sites, both internal and external, with the aim of getting close to our different publics with quality information and in an attractive way. This has allowed us to create digital supports that strengthen our campaigns on web platforms like, for example, “Un Camino Diferente”, “Circuiter0,0s”, and “Cervezas del Camino”. We also adapted our digital areas to the

new General Data Protection Regulations. As a novelty, this year we have ventured into the creation of our own e-commerce platform for our varieties of the “Fábrica de Cervezas Estrella Galicia” label with the launch of our barnacle from the Costa de Morte edition, and where we also made our limited Christmas edition (Estrella de Navidad) available to the public.



We created
our first
e-commerce
platform

We also added the La Tita Rivera and Maeloc products to the offer available on Amazon, and we promoted our 1906 beers at the first pop-up store the e-commerce giant opened as part of Black Friday, being the only beer in its category present. During the event, the 2018 Spain beer-pulling champion, Davinia Martínez, led a workshop for visitors.

New management system

We integrated the feedback from consumers via the web into our Customer Service. Allowing us to optimise our responses to consumers.

Estrella Galicia

www.estrellagalicia.es

- 447,660 unique visitors
- 231,187 followers
- 88,243 followers
- 59,868 followers

Estrella Galicia 0,0

www.estrellagalicia00.es

- 51,707 unique visitors
- 49,277 followers
- 17,050 followers
- 80,192 followers

Cerveza 1906

www.cerveza1906.es

- 180,206 unique visitors
- 34,002 followers
- 3,679 followers
- 8,430 followers

SON Estrella Galicia

www.son.estrellagalicia.es

- 152,777 unique visitors
- 21,692 followers
- 12,702 followers
- 13,333 followers

Cabreiroa

www.cabreiroa.es

- 87,338 unique visitors
- 26,978 followers
- 12,141 followers
- 3,388 followers

Maeloc

www.maelocway.com

- 22,000 unique visitors
- 10,337 followers
- 1,467 followers
- 2,695 followers

Ponte da Boga

www.pontedaboga.es

- 13,109 unique visitors
- 2,285 followers
- 2,955 followers

La Tita Rivera

www.latitarivera.com

- 34,662 unique visitors
- 7,729 followers
- 2,408 followers
- 3,405 followers

Agua de Cuevas

aguadecuevas.es

- 9,259 unique visitors

Fontarel

fontarel.es

- 6,727 unique visitors

Estrella Galicia

USA

estrellagaliciausa.com

- 42,354 unique visitors

Estrella Galicia

BRAZIL

www.estrellagalicia.com.br

- 67,509 unique visitors
- 142,544 followers
- 91 followers
- 19,189 followers

Estrella Galicia 0,0

BRAZIL

- 34,023 followers
- 1 follower
- 1,621 followers

Estrella Galicia

UK

estrellagaliciabeer.co.uk

- 12,809 unique visitors
- 2,532 followers
- 1,393 followers
- 1,388 followers

And our subsidiaries!

Bares y Estrellas (The Phillippines)

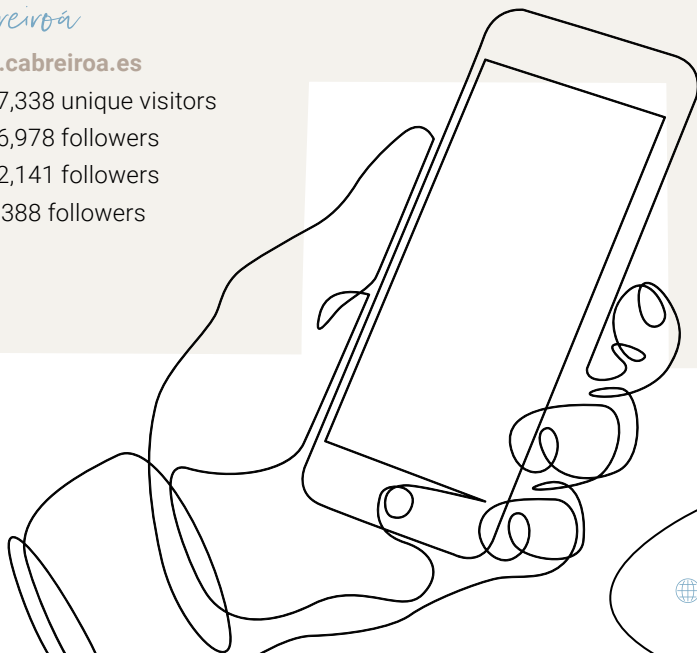
www.bares.com.ph

Rivera Shanghai (China)

www.riverashanghai.com

Balearic Beverage (USA)

estrellagaliciausa.com



DIVERSIFICATION *of services*

Right from the very start, we were clear in our aims to support clients with all their different needs, going that extra mile in the services we offer. Hence, our company offers distribution, catering, design, personalisation and merchandising services.

Design

Through Desymo we offer a complete interior decorating service that is informed by our experience in the sector, which allows us advise clients at all stages of the process involved in creating differentiating space.

Distribution

We distribute our own products as well as those of other brands, such as Duvel, Erdinger, Peroni, Grolsch, O'Hara's,

Abadía Retuerta, Cillar de Silos, Granbazán, Marqués de Murrieta, Moët Hennessy and Vallobera among others.

In 2018 we added Finca Nueva in Galicia, Madrid and the Costa del Sol to our client portfolio. We also signed a distribution agreement with the iconic craft brewers Brewdog for Spain and Portugal, which involves around 25 references.

Bar and Restaurants

We have our own premises that allow us to be present during those moments our customers are relaxing. By the end of 2018, Giste Cervecera had two bars in A Coruña and Vigo, where clients could enjoy a wide range of gourmet food accompanied

by our beers and mineral waters. We also have two other premises in Madrid: "La Tita Rivera" and the new "La Probeta".

Merchandising

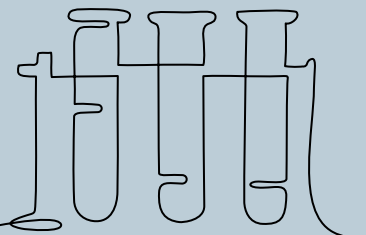
Our shop, which sells a wide range of merchandising of our most iconic brands to visitors, has been running for two years. In it you can find from official items of clothing from our sports sponsorships (motorcycling racing, Formula 1 and football) to accessories and utensils linked to beer culture.

Personalisation

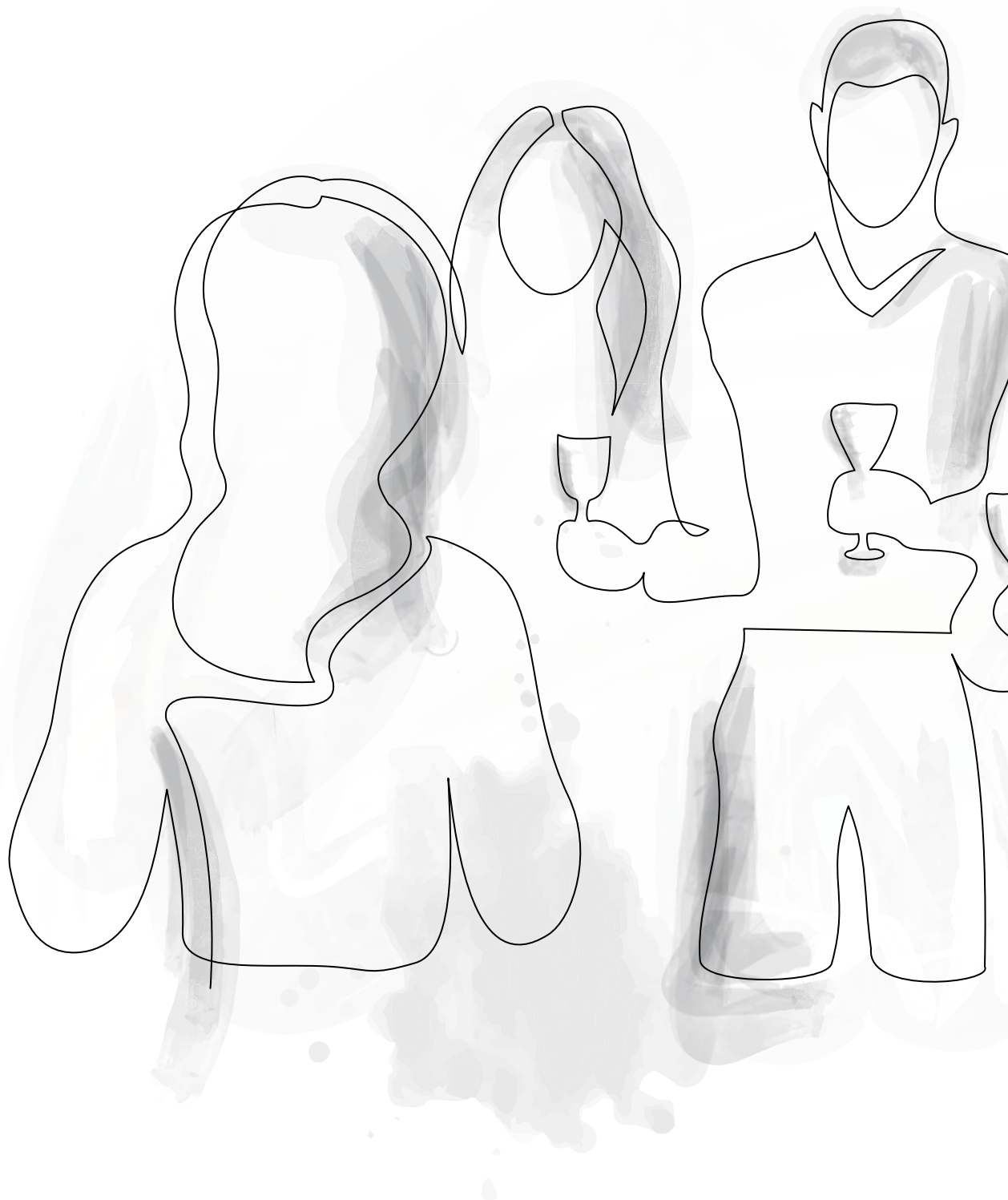
Custom Drinks makes and bottles innovative products adapted to the tastes and needs of our clients via the made-to-order concept.

New space: "La Probeta"

Madrid was the city chosen for the opening of this innovation and customer experience space. *La Probeta* was conceived as a laboratory in which to motivate the client with a new consumer experience centred around twelve created by us and constantly changing, that can even be finished off at the table and at the very moment of drinking, making the clients' experience completely personalised. The drinks are served in only three drinking formats, independently of what the drink may be: *Matraz* (flask), *Vaso de precipitado* (glass beakers), and *probetas de degustación* (taster test tubes).



partners



that unite

Employees

Suppliers

Clients

Society

Employees



OUR PEOPLE: *the most valuable secret*

Corporación Hijos de Rivera maintains its tradition always having people at the heart of the business. We know that, without them, we would never be able to reach the objectives that we set. Talent, commitment, perseverance and hard work that each and every one of them show on a daily basis are the secret ingredients of a recipe that is impossible to copy and the differentiating feature of our way of being.

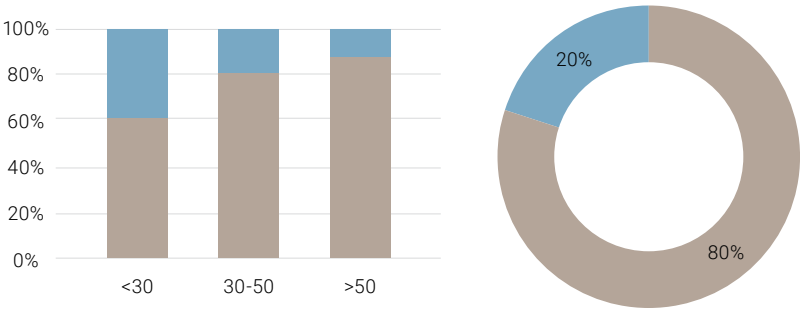
The focus towards people is part of all our projects, and helps us to achieve the difficult balance between employee satisfaction and the demands of a leading company. The work carried out in 2018 was rewarded by entering the **Best Workplaces -Best Places to Work ranking at number 14** in March 2019. This acknowledgement was obtained after the result of the annual workplace climate survey that all our collaborators completed

in 2018. We also foster employment, closing last year with a total of **1,087 employees**.

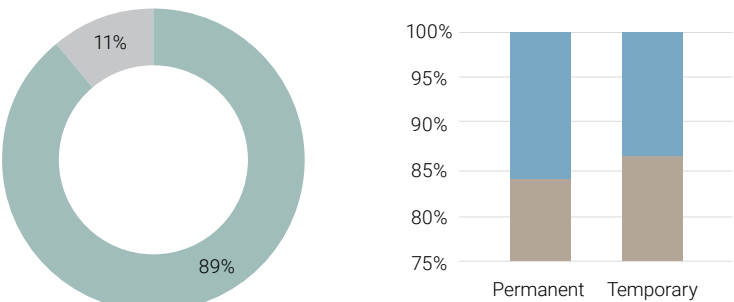
In 2018, 50% of people in our teams had been at the company for less than 5 years. Growth in recent years has given us the opportunity to bring in new talent that will help face future challenges.

OUR TEAMS IN NUMBERS

Distribution by age and gender



Types of contract



Men Women Permanent Temporary



	2018	2017
Top management, middle management, qualified specialists	276.62	238.82
Admin. and sales	272.22	257.52
Plant employees and ancillary services	538.53	529.13
TOTAL	1,087.37	1,025.47

PROJECT *for and by people*



Creating an environment where people can give their best, an environment where they can grow as professionals while maintaining a high level of commitment and satisfaction is a long-term challenge that we tackle based on two pillars.

On one hand, we want to maintain a balance between the strategic vision of our

future and the day-to-day demands. This is key so as to align our teams with the challenges that we face.

On the other hand, the evolution of the organisational structure and work process must take into account the human dimension to facilitate adaptation, change and two-way communication with all our teams.

TRANSMITTING MANAGEMENT CULTURE, VALUES AND STYLE

Constant growth makes it essential to transmit and help understand the culture and values that are the DNA of our company.

We developed the dissemination plan of the **Code of Values** highlighting the importance of business ethics and spreading these values throughout the organisation. This Code constitutes an express statement of the principles, values and guidelines that must guide and promote the ethical behaviour all the people that make up the organisation.

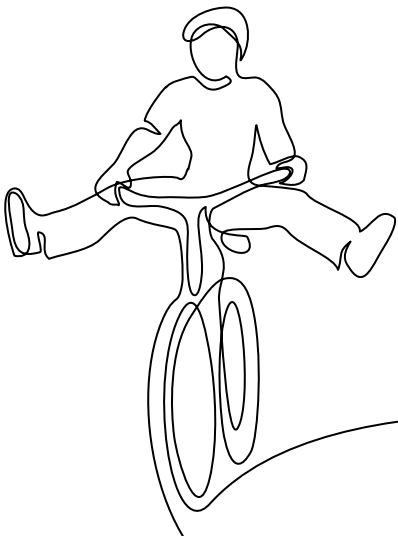
We also have an **Equality Plan within the Collective Agreement** at Hijos de Rivera SAU through

which we ensure that equal treatment and opportunities is a guiding principle of our behaviour within the company and with the aim of reaching effective equality and integrating it in our business culture with a bottom-up approach.

The group fosters a work-life balance through different measures with the aim of helping all our professionals to combine their work and family life and feel, independently of their gender or family situation, that they have the possibility to experience professional growth.

We have a healthy company policy with the slogan "Tu salud

es la Estrella" (**Your health is the star**) that carries out an integral health plan based on promotion of physical activity and sport, the awareness-raising of healthy habits, and prevention of toxic habits as well as improving psychosocial factors in the workplace.



Activities 2019

LONG-TERM	
JAN-DEC: Physical activity programme, Nosportslimit Sports Club MAR-JUN: I stage of the III Padel Ranking, Hijos de Rivera SEP-NOV: 3 rd stage III Padel Ranking, Hijos de Rivera MAR-DEC: Ictivawork platform, dosis of vitality and health programme OCT'18-MAY'19/OCT'19-MAY'20: Inter-company Padel league, football league, Ciudad de A Coruña Inter company trophy	
MARCH	APRIL
Pilates Master class / Postural Hygiene workshop / 7 th hiking activity / 2 nd stage of light-houses trail	Cooking workshop / Tupper for the office / Sleep hygiene workshop
MAY	JUNE
Campaign "One Step for your Health" / The Big Match (Partidazo)	Second orientation activity / Sleep hygiene workshop
JULY	AUGUST
Enjoy summer. Swimming, Sunbathing (protected), Cycling, Going to the mountain, Reading	
SEPTEMBER	OCTOBER
Healthy breakfasts / Medical check-ups	Second Cabreiroá hiking activity / 8 th hiking activity / 3 rd stage of the Lighthouse Trail / Sleep hygiene workshop

RECRUITING AND
DEVELOPING TALENT

The integration of new talent
in the company and the
development of our collaborators

are two of the main lynchpins
to be able to reach all our
objectives.



Training Areas

Area	Participants	Hours
Beer Culture	194	2,024
Digital	350	4,590
Technical training	347	5,442
Dual professional training	30	3,300
Skills	384	3,039
Languages	366	5,936
Health and safety	232	915
TOTAL	1,903	25,244

Unleash 2018 talent festival

Through the biggest young talent festival in the world we transmit, within and outside the organisation, the values and the characteristics that define us so as to promote our employing brand and obtain competitive advantage when it comes to recruiting and attracting the best professionals, by connecting with over 1,000 participants at this festival.

Digital transformation plan

A new training programme within the digital transformation strategy of the company, which we started in 2018, with the aim of increasing participants' knowledge about digital economy and promote the search of applications in their daily tasks.

The program had a total of **200 participants and over 3,500 training hours** on over 50 subjects adapted to each business area.

Personal leadership actions

We continue to work developing personal and interpersonal skills with all our teams promoting efficient relationships at work and improving communication: a total of **1,255 hours of training, and over 250 participants** throughout 2018.

Beer culture

Since it started in 2016, the beer culture training programme is one of the most important permanent axes in the internal training at Hijos de Rivera, with over **1,000 participants and 11,000 hours of training** whose aim is to increase and consolidate knowledge about beer culture, the brewing process is and our products.

Dual Professional Training

We inaugurated two *Formación Profesional Dual* (professional training) programmes for the specialties of Industrial

Chemistry and Mechatronics in collaboration with the IES A Sardiñeira school and the Universidad Laboral secondary school in A Coruña. We approached this agreement as an investment in our future, bringing together **30 students** from both programmes at our brewery. During each of the two years that the Dual FP lasts, the students will be in the workplace for five months, where we adapt academic content according to our needs as a business and so they can see in the real workplace the knowledge acquired and broaden their skills through professional practice opportunities.

We also have continuous training for our teams in languages, flexibility plans, and introduce the constant improvement of our waters, and implementing team leadership plans with the aim of continuing to improve on a daily basis.

SHARING, COMMUNICATING, AND PARTICIPATING

We share, communicate and participate with the aim of achieving the highest level of commitment from our teams. Fostering an open and transparent organisation so

each of our collaborators feels that it is theirs.

We sent the results of the workplace climate survey to all the areas of the company and

we carried out environment improvement groups with the aim of carrying out improvement actions that focus on the most relevant aspects for our collaborators.

We held a football match between the company employees at the Riazor Stadium, the stadium of the Deportivo de La Coruña. With this initiative we tried to promote sport and relations between the different areas of the company. We offer the children of employees the chance to attend, and organise a match for them with some of

the Club's ex-players.

The **Christmas Dinner** is the celebration par excellence of the organisation where we have the chance to share a pleasant evening reviewing all the company's activities and results throughout the year. We also pay tribute to all the company employees who have retired during this event.

We organised activities such as **presentations** of our *Fábrica de Cervezas* Project like goose barnacle, pumpkin and vanilla, and chestnut beers.

We developed new **internal communication channels** like digital posters, located in all the rest areas in the factory and central services.

WORKING FOR A PROPOSAL OF DIFFERENTIATING VALUE FOR OUR EMPLOYEES

We want to offer a proposal of differentiating value for our employees via the progressive introduction of policies and benefits that place Hijos de Rivera at the head of modern companies. We have a care plan for employees in place. Committed to everyone's well-being at work and psychological health, we have designed this proposal which we offer to those people who may need it to improve their resilience and fitness to face daily demands.

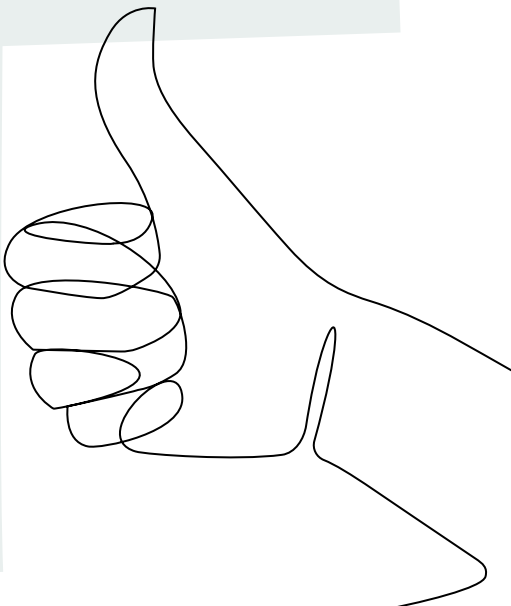
We have HDR our benefits plan:

- Life and disability group insurance for permanent disability or severe disability, death in the workplace through natural causes,

accidental death, and road accident deaths.

- Annual financial aid for schooling. We announced rules and deadlines for application.
- We offer special prices for company products.
- We offer parking spaces to those employees who apply for them, with the company paying part of the cost.
- We have a discount club for employees via agreements with other companies
- We improved paid leave transforming, in some cases, calendar leave days into work days and, in others, increasing authorised days off under those circumstances in which employees have to face unforeseen events.

- We hold raffles for tickets to events.
- Via agreements with a number of private health insurance providers, we offer employees the option to contract them with very attractive advantages.



Suppliers



HAND IN HAND *with our suppliers*

Our activity could not be carried out without close collaboration with our suppliers, with whom we establish a relationship based on trust. We work with them within an honest and open professional framework that promotes a policy of stable relations based on the search for continuous improvement and mutual benefit.

Transparent processes

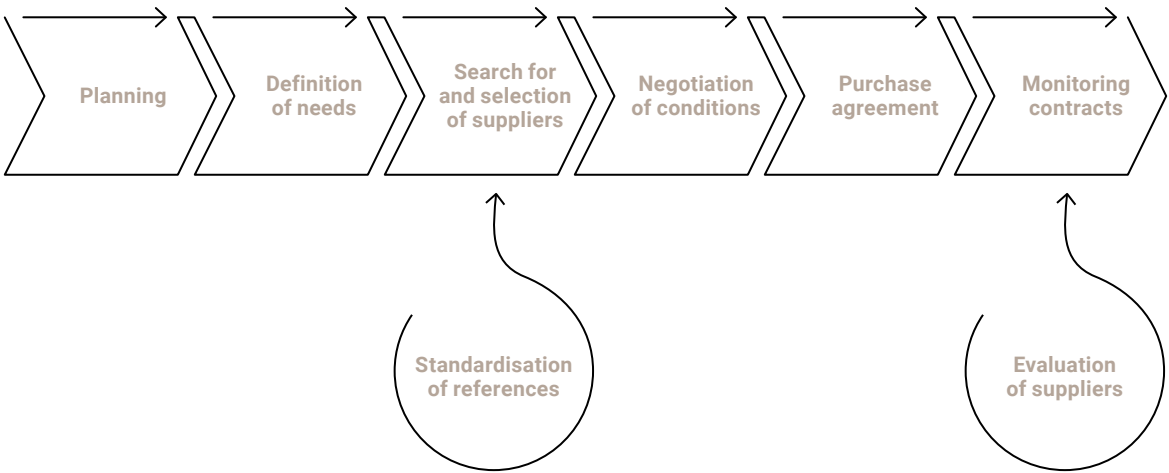
We have a **Procurement policy** with which we conduct our relation with suppliers based on criteria of transparency, impartiality and objectivity via the Purchasing Committee.

This policy includes a **procurement manual**, which outlines the general principles

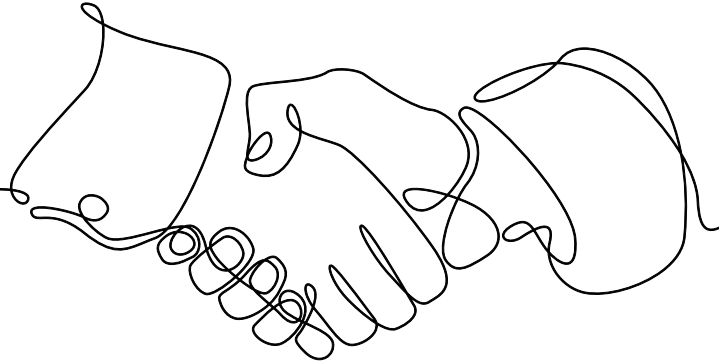
of collaboration, and ethical environments in which they must be carried out, paying special attention to **respect towards people and the environment**.

This document also includes the conditions for compliance with the regulations in matters such as work-related risks and action plans to minimise risks during stock breakages.

Stages in the procurement process
Description of the supply chain



We are part of Calidalia, which allows us to optimise the supplier management



Criteria for the selection of suppliers

We have strict criteria in place for the selection of new suppliers, as well as maintaining our relations with those we already work with. To add a new supplier, the following criteria must be met:

- Respect for human values, the environment, and legal aspects;
- The quality of the product and/or service;
- Quality of service: delivery deadlines, long-term commitment, and the scope of the agreement;
- Financial stability;
- Social and environmental sustainability.

Standardisation of suppliers is defined in a process through which the requirements to add new references to those supplied is determined.

It includes documentation, tests to be carried out and expected results. The process is especially aimed at main materials.

Audits to verify the processes

In 2018 we started a programme of regular audits that have allowed us to gather information about the processes and documentation associated to our suppliers and detect good practice. Throughout the year we carried out a **total of eight analyses**, via which we have been able to get to know our partners better and undertake improvement actions.

DIGITALISATION OF PURCHASES

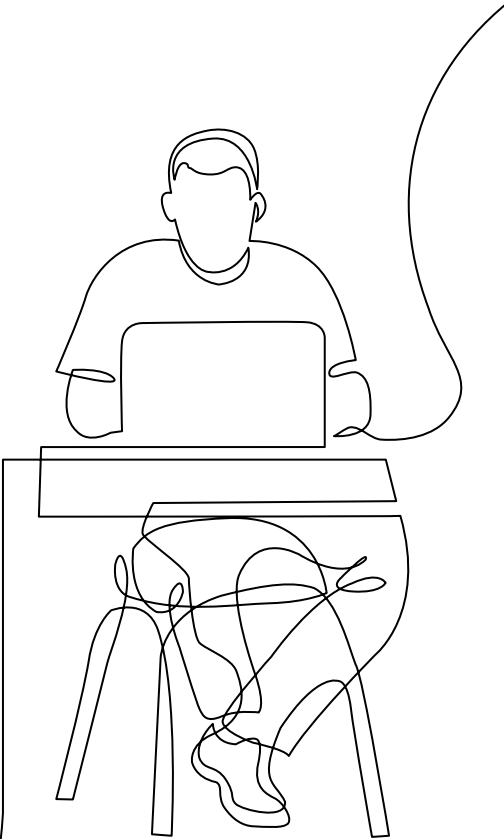
We optimise our app

We improved the processes to check purchases via our app of **Flujos HR** that, since 2018, includes the process of checking orders. This allows anyone responsible to check the state of the orders from anywhere or on any device. It also guarantees that the purchase cannot be carried out until it has been authorised by all those responsible. Once the checking has been finalised and confirmed, it is sent to the suppliers by our

purchasing department to be managed by them.

Vendor's Day

As a novelty, this year we set up Vendor's Day, a new process to **manage relations with our technical-digital suppliers** with the aim of finding solutions for our main projects. This initiative materialised in two meetings in which we could get to know them better and establish common work areas in our digital transformation process.



SHARED RESPONSIBILITY

We ensure that the commitment to people and sustainability is extended to the way of working of our collaborators, ensuring maximum levels of integrity and responsibility. That is why our **Code of Ethics** includes a series of guidelines related to the purchasing process:

- To declare any type of personal interest that may affect impartiality.
- Protect margins of competitiveness when dealing with long-term relations with the supplier.
- Confidentiality and precision in the information given by both sides, that in no case must be used for personal benefit with intent to deceive.
- "Moderate hospitality" is allowed, with idea of maintaining a fluid relation between client and supplier, as long as it does not influence in decision-taking.
- Avoid the practice of "business gifts".



WE RELY ON LOCAL SUPPLIERS

At Corporación Hijos de Rivera, as well as looking for the best raw materials, with the aim of offering top quality products, we contribute to the local economy by contracting local producers. This allows us to promote sustainability throughout the value chain.

In 2018, Hijos de Rivera had a total of **2,499 suppliers, of which 91% are domiciled in Spain, 5% in Portugal, and the rest in other countries of the European Union.**

91% of our suppliers
of raw materials
are Spanish

Our commitment is wider in Galicia, where we undertake collaboration **initiatives to support local producers**, which have materialised in research projects for the production of hops, barley, apples, and grapes cultivated on lands in the region.



Clients



WE ACCOMPANY *our clients*

At Corporación Hijos de Rivera we are constantly evolving, working to improve our products and services, with the aim of reaching the maximum standards of quality that we demand of ourselves. This allows us to have a wide

range of leading brands that respond to market demands thanks to innovation.

We also have a wide sales network and **22 sales offices** throughout Spain, as well as Portugal, which allows us

to be close to our clients, adjusting to their needs.

Our clients are mainly the **national and international distribution network, and the on-trade and off-trade channels.**

Constantly Communicating

In 2018, we set up a **new model of customer service (SAC)**, a point of contact with clients, consumers, and point of sale, and responsible for resolving and closing incidences. The previous customer service has been

integrated as **Contact Center del Consumidor** (Consumer Contact Centre-CCC).

This new service dealt with, just in December, almost **5,000 incidences**, of which **79% were customer support**.

In 2018, the CCC dealt with **4,102 calls**, of which **3,300** were requests for information

Who do we talk to at the CCC?

53.84%

Bars and restaurants

17.65%

Consumers

17.65%

Potential clients

0.38%

Distributors

7.65%

Others

Digital Tools

We have different platforms and management and information exchange tools allowing us to speed up processes and offer a better service thanks to digital transformation.

In 2018, as a novelty, we added an information collection system to our on-trade channel in order to find out the opinion of consumers via digital surveys. To do so we included a survey

module in our sales teams SPV (After Sales Service) that they can check in real time. Other the tools we have and have added in this digitalisation process are:

- Client portals through which they can follow their activity with the company.
- Automation for distributors sales.
- Electronic invoicing.
- Electronic messaging for processes.
- Information for *Cervecerias de Bodega* about the quality of the product.

Digitised distribution processes

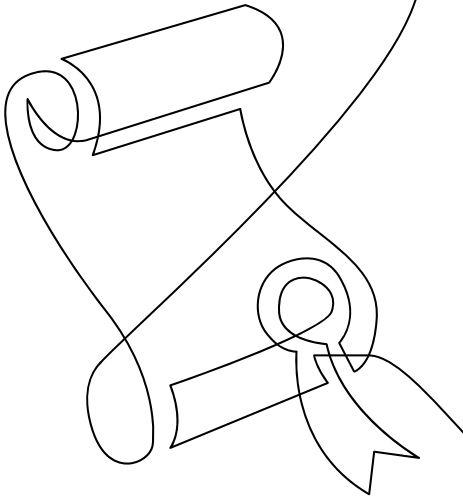
We are constantly looking for improvements for our clients. In the case of product distribution, in 2018, we created a specific management model within the Horeca-SAP platform. This has allowed us to optimise each stage with all our clients, especially relevant for those with a great number of references as in the case of Coca-Cola.

Responsibility and quality throughout the chain

Including responsibility throughout the value chain is one of our priorities. That is why through the area of **Beer Culture area**, we accompany our clients establishing synergies, and offering them support via training activities such as the **Beer Master Sessions** which we held for the sixth season in 2018.

We also established a periodic control of our equipment at points of sale via our **After-Sales service** allowing us to ensure they are working

correctly, so consumers can enjoy the maximum quality of our products.



We foster development of catering

Workshops with “Mercado de La Cosecha” producers

Corporación Hijos de Rivera has promoted a range of training days led by producers that participate in the Mercado de la Cosecha, our social commitment program that aims to offer not only training, but raise awareness about the importance of the origin of the products and their sustainable production. These activities are mainly practical and are based on such diverse topics as meat piecing or how a traditional cheese-making factory works, with the aim of bringing catering students closer to the work of artisan producers.

Campeonato Nacional de Tiraje de Cerveza Estrella Galicia

In 2008 we organised a new edition of our traditional beer serving competition. This is part of our Beer Master Sessions programme. The championship has already held **37 competitions in which 860 bartenders from 21 cities throughout Spain** have participated. The winner of the title of best beer puller in Spain in the previous edition was Davinia Martínez, from the restaurant El Divino de Davinia Martínez in Orihuela (Alicante).



Maeloc Mixology Contest

In 2018 we launched a new competition alongside Maeloc ciders, with the aim of spreading awareness within the on-trade sector of the **potential and versatility of this drink when making cocktails**. The winner of the first edition was Diego Abal Sanmartín, from O Ratiño Pequeño in Bueu (Pontevedra), with his imaginative and creative cocktail **"Pasión Maeloc"**, that combines strawberry Maeloc, vodka and Galician orujo.

Incitus Awards: 'Negocios condenados al éxito'

For three years, we have supported Premio Incitus 'Negocios condenados al éxito' awards, a non-profit making initiative whose aim is to **boost the Galician bar and restaurant sector and support entrepreneurship** via the mentoring of innovative and creative ideas. Hijos de Rivera collaborates with training and technical advice with regards to beer.

Día de la Hostelería

Along with 300 bartenders from Seville, we celebrated the **"Día de la Hostelería"**, helping to beat the record for the longest tapas bar in the world. Over 45,000 tapas made up the bar where we were present with our beer Estrella Galicia.

We cross borders

Europe

In 2018 we strengthened our presence in the **British market** via an agreement that we signed with the prestigious brewery **Greene King** for the distribution of our brands Estrella Galicia, Estrella Galicia 0,0, Estrella Galicia Sin Gluten, 1906 Reserva Especial and 1906 Black Coupage in its different formats: barrel bottle and can. We also entered in the **markets in Latvia and Estonia** with Estrella Galicia. In addition to this, our brands Estrella Galicia Especial and Estrella Galicia Gluten-free are already present in a number of supermarket chains in **Switzerland**, where the new tins of La Tita Rivera have already arrived, as they have done in **Holland and Malta**.

Latam

For the first time in our history we held **business convention in Latin America**. A meeting that allowed us to get closer to our key distributors in the region. In addition, since 2018 our Estrella Galicia Especial, Shandy, Estrella Galicia 0,0, Estrella Galicia Gluten-free and the 1906 beer family are available in the **Bolivian city of Cochabamba**. Cabreiroá has entered the **Peruvian market** with force in the main supermarket chains in the country.

Ecuador and Chile already have a selection of our ciders, and in the **Uruguayan and Paraguayan markets** we completed our portfolio by introducing the Estrella Galicia World Lager Mini format.

Asia

In the second quarter of 2018 we organised an event in the Chinese city of **Shanghai** for our main distributor in the country, with the aim of strengthening our beer and our ciders. The Maeloc Natural, Dulce and Seca varieties have taken the leap into the Australian market in the cities of Melbourne and Sydney. **Kyrgistan and Kazakhstan** join the Asian countries where Estrella Galicia can be found, while Estrella Galicia 0,0 lands in **Iran**.

PROFESSIONAL EVENTS

Spain

Every year we attend the most important fairs and professional food and beverage events in Spain to present our product portfolio both to sector experts as well as the general public. In order to so, we carry out a great variety of presentations, show-cookings and tastings.

Salón Gastronómico Xantar

An iconic event in the bar and restaurant sector in Orense, where we were present with our beers and ciders, as well as a selection of our own and distribution wines.

Alimentaria

In April the Salón Internacional de Bebidas & Food Service Alimentaria was held which is one of the most important events, not only in Spain but also internationally. Within this frame, in addition to presenting all our products and our history, we celebrated the Catalonia stage of the Beer Pulling Contest.

Salon Gourmets

Another iconic sector event, at which Estrella Galicia and Cabreiroá were the official beer and water. We offered over a

dozen activities at our stand of over 270m² during the three days that the event lasted.



International

At Corporación Hijos de Rivera, we have increasing international presence and therefore, we attend a number of sector events in order to continue to promote our products beyond our borders.

Asia

- Interwine Guangzhou (China)
- Hong-Kong wine & spirits (Hong – Kong)
- Día de la Hispanidad (China)

America

- Expoantad (Mexico)
- Alimentaria (Mexico)

- Feria de Alimentación Fecobol (Bolivia)
- APAS Show (Brazil)
- Tampa Bay Beer Week (USA)
- Busch Gardens Food and Wine Festival (USA)
- New York Summit 2018 (USA)
- Tampa Craft Beer festival (USA)
- Cochon 555 (USA)
- Grovetoberfest (USA)
- Key West Beer Festival (USA)
- Termas de Río Hondo (Argentina)
- Porsche Anniversary Event (Paraguay)
- Destinos al Sabor (Peru)

- Copa Semana Santa (Uruguay)
- Torneo de Fútbol de la Costa (Uruguay)
- Oktoberfest Punta del Este (Uruguay)

Europe

- Prowein (Germany)
- SIAL (France)
- Feria Adupez (Germany)
- Little Galicia
- London Restaurant Festival (UK)
- Estrelas Da Galicia (Portugal)

Society

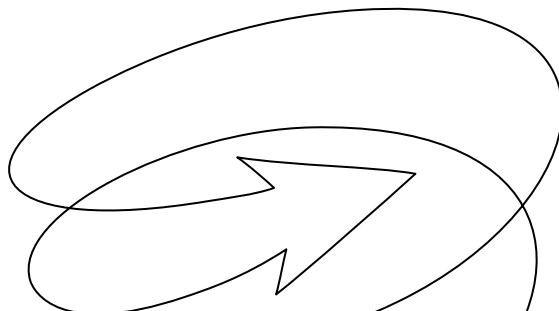


SOCIO-ECONOMIC *development*

As a company, not only is our objective to develop the best quality products, but

we also want to contribute to the **generation of wealth and value initiatives** in those

communities in which we operate to help people prosper.



Mercado de la Cosecha

This programme, which we have been carrying out since 2013, has as objective to transform the rural areas with a new model of sustainable socio-economic and responsible development. The project aims to become competitive leverage and promote change by carrying out research and training activities, as well as raising awareness of and promoting inspiring initiatives that contribute to generation of wealth and development in rural areas.

Salon Gourmets

The Mercado de la Cosecha was present yet another year at this professional event, with a stand that served as a window for a total of 14 exemplary projects from rural Galicia. During the four days that the event lasted, which welcomed over 95,000 visitors from over 70 countries around the world, these projects were able to share their story

and their quality products with guarantee of origin via presentations and tastings.

Festival SAL

We took part in first edition of this gastronomy festival, held in A Coruña. in which the Mercado de la Cosecha space was one of the biggest attractions for the thousands of people that visited. At the stand they discovered and interacted with six producers, and their proposals for the rural area with a promising future, among the many activities that were offered at the event.

Noroeste Estrella Galicia

For the third consecutive year, the Mercado de la Cosecha was the grand finale to the Noroeste Estrella Galicia festival. Over 11,000 people were able to enjoy this proposal which brought them closer to the countryside, in the middle of the city. During the two days,

visitors to the Paseo de los Puentes in A Coruña were able to participate in the different activities that were on offer such as cocktail-making workshops with Maeloc, cheese and bread making, cooking classes, gymkhanas, and tastings of local products, accompanied by popular games and live music.

Parladoiros Son d'Aldea

The popularity of the Parladoiros in 2017 within the frame of Son d'Aldea, led us to repeat the experience in which Galician initiatives, that have set up sustainable initiatives in rural areas, share their experiences in their natural environment. These stories were also shared on the Mercado de la Cosecha website (www.mercadodelacosecha.com) and on the projects social media sites:

Facebook @mercadodelacosecha

Twitter @mercadocosecha

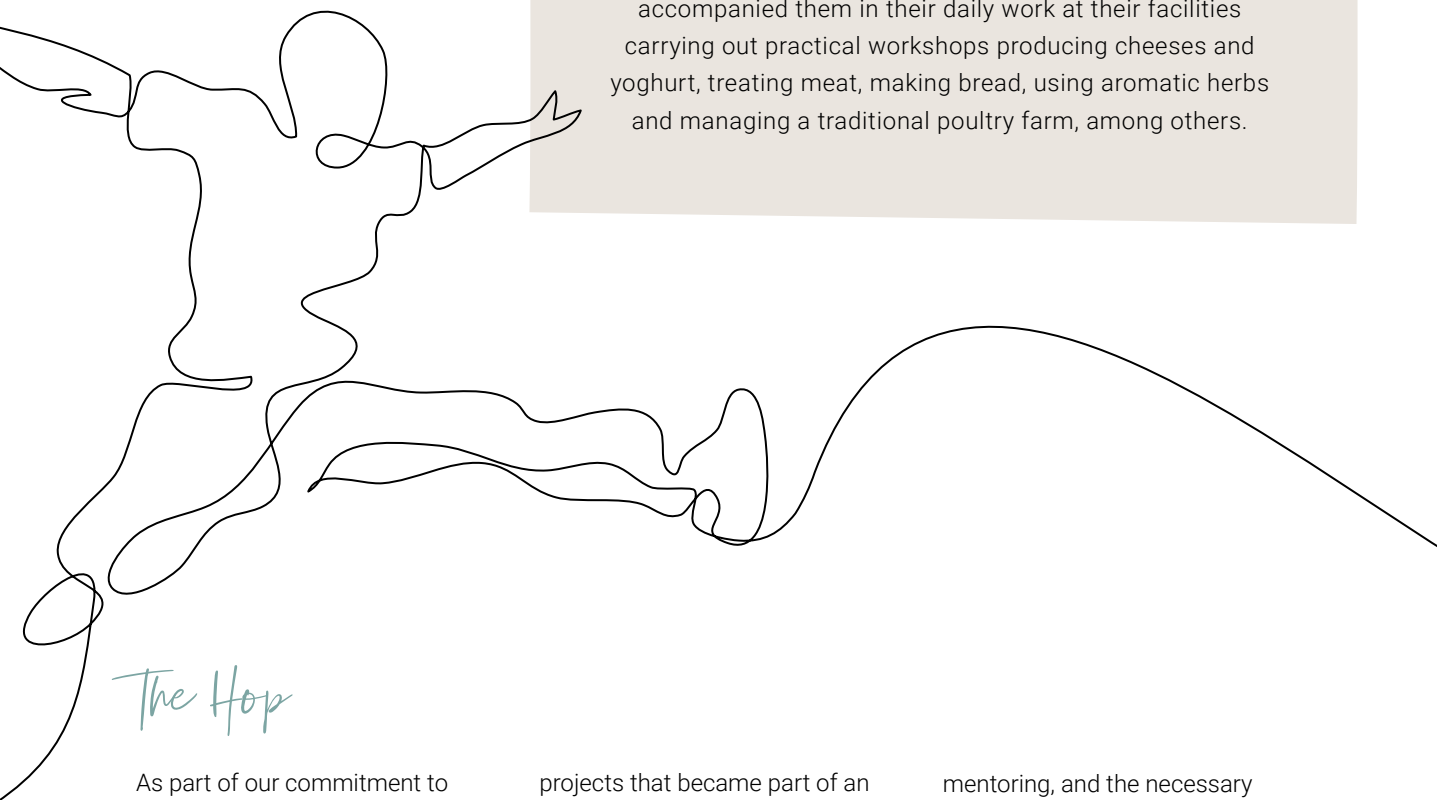
Instagram @mercadocosecha



Workshops with producers

We held the Mercado de la Cosecha “Workshops with producers” programme as part of 2017 Co-cooking Programme. A **collaborative initiative that gives catering students and professionals access to highly valuable training activities.**

In 2018, **over 400 catering students participated in 21 training days** with seven producers from the Mercado de la Cosecha during which a total of 12 catering colleges from Galicia and Asturias took part. In this addition the initiatives were focused on bringing students close to the work of artisans and proximity products. The students accompanied them in their daily work at their facilities carrying out practical workshops producing cheeses and yoghurt, treating meat, making bread, using aromatic herbs and managing a traditional poultry farm, among others.



The Hop

As part of our commitment to the search for talent, in 2018 we launched the **collaborative entrepreneurship programme The Hop**, with the aim of identifying innovative start-ups that are carrying out projects in the areas of artificial intelligence, big data, Internet of things.

The first edition of this program was launched in Spain and Brazil, as part of our **digital transformation plan**, and selected six entrepreneurial

projects that became part of an acceleration process in which they were able to develop their projects within the ecosystem of our company, becoming part of the different units that form the value chain of Estrella Galicia (design, procurement, industry, logistics, management, marketing and consumption).

Hence, the **six winners** chosen from among 130 applications, not only took away a cash price but they also received training,

mentoring, and the necessary boost to carry out and accelerate their projects in this open creation environment and with the support of expert professionals.

The jury of the first edition of The Hop awards, who selected the six finalists, was made up of managers from the company, as well as external professional experts. The President of the Xunta of Galicia, Alberto Núñez Feijóo, was also present at the final presentation act.

INVOLVED *with society*

We are a responsible company that encourages initiatives that **promote culture, sport, and healthy leisure activities.**

CONNECTED BY MUSIC

We continue to grow with SON Estrella Galicia



The independent music season SON Estrella Galicia continues to grow, year upon year. In 2018, its ninth edition, **173 concerts were held in 16 cities**, two more than the previous year. In 25 SON Estrella Galicia venues, over **42,000 attendees**

enjoyed great performances by artists like José González & The Sting Theory, Anni Calvi, Nada Surf o M. Ward, as well as other greats from the Spanish music scene like Morgan, Tulsa, Josele Santiago, Carolina Durante, Belako and Mourn, to name but a few.

We also strengthen our international presence in the UK and Brazil. In the **UK**, music is one of our main pillars: in 2018 we collaborated with the magazine NME, becoming the official beer at the 2018 **NME awards**, and **Notion**, with who we participated in the launch parties of each issue, as well as being at the **Summer Party**. We also held two SON Estrella Galicia sessions at two new venues featuring Grace Carter, Tertia May, Puma Blue y Mina Rose.

In Brazil, we continued to take the best music on the independent scene to **Brazilian venues** where among others there are performances by Quartabê, Bnegão, Natália Matos o Francisco, El Hombre in the cities of Rio and Sao Paulo.



Ciclo 1906

A total of 60 concerts made up the Ciclo 1906 dates in 2018, 15 more than the previous year. During these events, we saw the best artists from the world of jazz and related styles like flamenco, blues and soul. In its 11th edition, the number of concerts was extended as well as the dates of the Ciclo 1906, held throughout spring and autumn, and we added new venues to attract the best music to over **20 clubs** and theatres in Spain. The start was at 19:06 with then intense energy of Clarence Bekker. With his performance, two real music marathons kicked

off held simultaneously in Madrid and Sao Paulo. To close, temperatures in Spanish cities rose, thanks to Melissa Aldana and the San Francisco Jazz Collective, among many others.

+QUEJAZZ & Lugo Jazz Festival

1906 joined the +QUEJAZZ Festival, an event that filled the July nights in Coruña. It also took part in the Lugo Jazz Festival where the lovers of good music enjoyed performances by top class jazz bands.

A FESTIVAL SOUL

In 2018 we were at **15 festivals**, throughout the festival season, with different formats but with one protagonist: the backing of the best beer brand. Some of these events were: Son Estrella Galicia Posidonia, Atlantic Fest, Monkeyweek Son Estrella Galicia, Sinsal Son Estrella Galicia, WOS Festival Son Estrella Galicia, PortAmérica, Resurrection Fest, Carballeira de Zas and the Festival de Ortigueira.

The **Festival Noroeste Estrella Galicia** is also worth highlighting- an event that offered over free 100 concerts in the city of A Coruña, and which around 60,000 people attended.

CLUB-E ESTRELLA GALICIA

We maintain our support of Galician musical talent with the third edition of this music circuit that we collaborate with, alongside Clubcultura. The 2018 programme included up to **60 live performances** in 30 concerts held in different parts of Galicia.

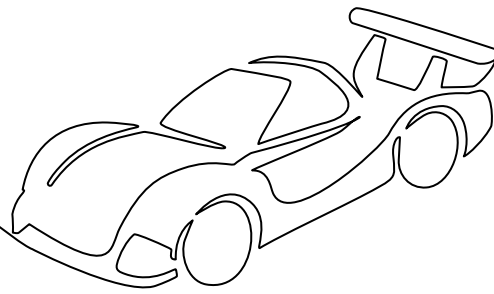
MAKETON MAELOC

The studio served as platform for new work by emerging local artists and groups such as Nítido, Molsom Kings of the beach and The Roggos, among others. We were also visited by the Spanish artists, Carlos Donoso and Kitai, who brought their music to the Rías Baixas.



WE LIVE SPORT

To the podium on wheels



Motorcycling

Our support of young talents in the motorcycling world continued with the aim of telling “Historias Diferentes” (**Different Stories**). That is why, in 2018, we were present at the three categories of the **MotoGP World Championship**, extending into the **Junior Moto3 Championship**, the **European Talent Cup** and the

Spanish Speed Championship (CEV) RF ME. Our riders finished the season with success, with **Marc Márquez** once again standing out after having won his seventh motorcycling world champion title, fifth in the top category of MotoGP. **Franco Morbidelli** (Moto GP) and **Joan Mir** (Moto2) joined him, by winning the Rookie of the Year

title in their respective categories.

Formula 1

Last year we strengthened our support of the driver from Madrid, **Carlos Sainz** and the **Renault team** with whom we signed a new collaboration contract to become their official partner, hence making Estrella Galicia 0,0 more visible in Formula 1.



We are football fans

We strengthen the support for our teams

In 2018 will continue to support Galician football teams. We renewed an agreement to be the main sponsor of **CD Lugo** for the next seasons, as well as for **Depor** and **Celta**.

We also supported women’s football, sponsoring the **women’s teams of the Real Club Deportivo de La Coruña**, and the **Club Deportivo de Lugo**. We continued our support of

HC Liceo, Pontevedra, Parrulo FS, Cerceda, Racing de Ferrol, Somozas, Ponferradina, CD Boiro and Obreroiro, to which we can add the **Betis and Malaga** who we sponsor through Fontarel. We were also present with the national football team with our brand Cabreiroá, which was the team’s official mineral water at the **Russia World Cup 2018**.

Estrella Galicia Player

In 2018, fans of **RC Deportivo, RC Celta, Obreroiro, CD**

Lugo and Pontevedra CF had the chance to choose the best football player from the Galician football teams every month through a competition on social media.

Corinthians, champions again

The Brazilian football team, **Corinthians**, which we sponsor, once again won the Brazilian football league title, which we celebrated with different activities such as a commemorative video.

Addicted to Sports

Padel

Over **800 players** competed against each other in the 14th edition of the **Estrella Galicia Padel Open**, the amateur championship with the most participants in the north of Spain.

Basketball

We strengthened our support for professional basketball by being the sponsor of the **CB Breogán** who, after 12 years, returned to the ACB League. Our brands Estrella Galicia and Cabreiroá were the official beer and water

at the **Basketball Supercup 2018**, organised by the ACB in Santiago de Compostela.

We also sponsored the **Ourense Basketball club**.

Surf and Rugby

Our brands Estrella Galicia and Cabreiroá were present at the **Pantín Classic Galicia Pro**, a key international event for all surf lovers.

We also support rugby, sponsoring **CRAT, Vigo Rugby, Ourense rugby, and VRAC**.

We got into eSports

En 2018 we got into eSports with Cabreiroá, making us the official water at the Professional Videogames League (LVP, form Grupo MEDIAPRO) and the ESL ESpaña. We have also been present at the most important eSport events such as Gamergy, Madrid Games Week and Barcelona Games World.

THE MARK OF CULTURE

Riverside

Riverside is our social commitment project to foster creativity and art as an engine of well-being and development through a more inspired, cultured and prosperous society, seeking to generate a positive impact in our surroundings.

One of the most well-known aspects of this project is **12 Miradas: Riverside** that the group promotes alongside the Laboratorio Creativo Vilaseco. This third edition has meant that prestigious avant-garde –like Rodrigo García and Joan Fontcuberta– bring their vision of the world to attendees of the activities carried out in two complementary settings: the urban (in A Coruña) and the rural (in Ribeira Sacra).

La Reina Pez

Oenology and music have combined in a surprising signature rosé inspired by the singer-songwriter Paz Vega. This edition inaugurated the Vinos de Autor (Signature wines) collection.

Estrella Galicia and Estação Río Verde

A cultural venue in the Brazilian city of São Paulo where we carry out different cultural activities like concerts, art exhibits or events to foster beer culture in the country. In 2018, it was also the venue that hosted our Convención de Negocios Estrella Galicia (Estrella Galicia Business Convention) LATAM.

Local Festivities

We accompany locals during their local festivities in the

main cities of Galicia such as María Pita and the Apóstol in Santiago, among others.

1906 with the Meninas de Canido

For the second year running, we took part in the annual event in the Canido neighbourhood to boost urban art in Ferrol, which has brought its streets back to life thanks to the creativity of different artists. Through our brand 1906 we put a soundtrack to this iconic event.

San Sebastián Festival

We kept our commitment to the film world through our brand Cabreiroá, which was once again an official collaborator at the most international Spanish film festival, hydrating over 174,000 attendees.

CLOSE TO *people*

Moncho Rivera Memorial

Yet another year, we held the charity tournament **Memorial Moncho Rivera**, which saw Racing de Ferrol and Pontevedra CF play each other, at the twentieth

edition of the tournament. €32,000 were raised and donated to the Real Institución Benéfico Social Padre Rubinos in A Coruña and the Asociación Arraigo in Ferrol.



Collaborating with the Third Sector

We try to respond to the requests for help that reach us every day from non-profit organisations and foundations whose aim is to improve the situation or quality of life of

collectives and disadvantaged people. We tried to react quickly in cases of extreme need. Likewise, we try to help with corporate volunteering events and by collaborating with

65 entities. In 2018 we often collaborated with NGOs like Hoy Por Ti, Equus Zebra, the RETO a la Esperanza Association, Bulimia and Anorexia Association of A Coruña.

Corporate Volunteering

"5 kilometros solidarios" ("5 Charity Kilometres")
In 2018 we once again broke participation records 1,200 participants in this race



supported by the Hijos de Rivera volunteering team, organised by the NGO A.I.R.E. and the Rías Altas Food Bank in A Coruña. In total, we **raised 8,175 euros.**

Charity cookies

We helped **the Cocina Económica** (soup kitchen) **of A Coruña** once again with the work carried out to improve the situation of families that need it most with an event in which our volunteers made home-made

sweets that they exchanged with colleagues for donations.

Food Collection campaign

Via the initiative Operación KiloLitro" (Operation KiloLitre) and thanks to the collaboration of all our colleagues, we collected over **400 kg of food** for the Rías Altas food bank of A Coruña.

A smile for Christmas

For the second consecutive year, we joined this campaign with the aim of sharing some

joy among the children who are at risk of social exclusion in the local communities of our work centres and who without the solidarity of their local areas would not have a present under the Christmas tree. The action was once again extremely well received by company employees who placed presents under the tree or gave a donation. We gave a total of **201 presents** that were handed to children in A Coruña, Asturias, Granada, Lugo and Ourense, or through their families, who ensured the presents were placed under the tree, or even through the Wise Men.

Company Charity Day

Our volunteers participated in the Día Solidario de las Empresas (Company Charity Day) organised by the NGO **Cooperación Internacional and Atresmedia**. On this occasion, the action was to accompany elderly residents at the **'La Obra de la Señora'** home in A Coruña.

Bottle top collection

We collaborated again with the **Fundación SEUR** campaign "Tapones para una nueva vida" (Bottle tops for a new life), collecting plastic bottle tops at our work places.

Visit to the ONCE

In 2018, a group of volunteers had the opportunity to visit the **facilities of the ONCE** in A Coruña to find out how people with some kind of visual disability face every day

situations. They discovered how volunteers of the ONCE work and the extremely important role that they play in this collective, and also see first hand what challenges a person who is losing their sight faces, learn how to use a stick, and discover what technological advances and other tools help these members of society.

"Bautismos de Mar"

For the third consecutive year, the volunteering team carried out the "first dives" activity accompanying **young people from three centres** in A Coruña.

All in all, around **60 youngsters** enjoyed this activity in July and August accompanied by our volunteers. We collaborate with the **Centro Fogar María Inmaculada de Bañobre** (in Miño), with the **Centro de Menores San José de Calasanz** and, for the first time, the NGO **IGAXES**, which fights against the risk of social exclusion of young people in Galicia.

"Estos Voluntarios son la Caña"

We set up this initiative for the very first time in our organisation, in which we accompanied **20 youngsters from the Down Association in A Coruña**. It was an activity of self-management and adult life, and for our volunteers one of the accompanying and awareness-raising activities.

"Painting for Others"

In April we carried out the activity **"Painting for Others"**

in which **10 volunteers** participated, accompanied by family members or friends. The objective of the activity was to carry out painting jobs in the houses of two families of A Coruña, who have had very difficult years and are currently in a Cáritas programme that helps them come out of social exclusion.

The volunteering activity focused on painting these two homes to improve the decorative and health aspects as well as spending the day together.

Clothes Collection

Last year we collected a total of **800 kg of clothes** via a collaboration campaign with **Cáritas and Equus Zebra** who distributed the clothes among the most disadvantaged collectives.

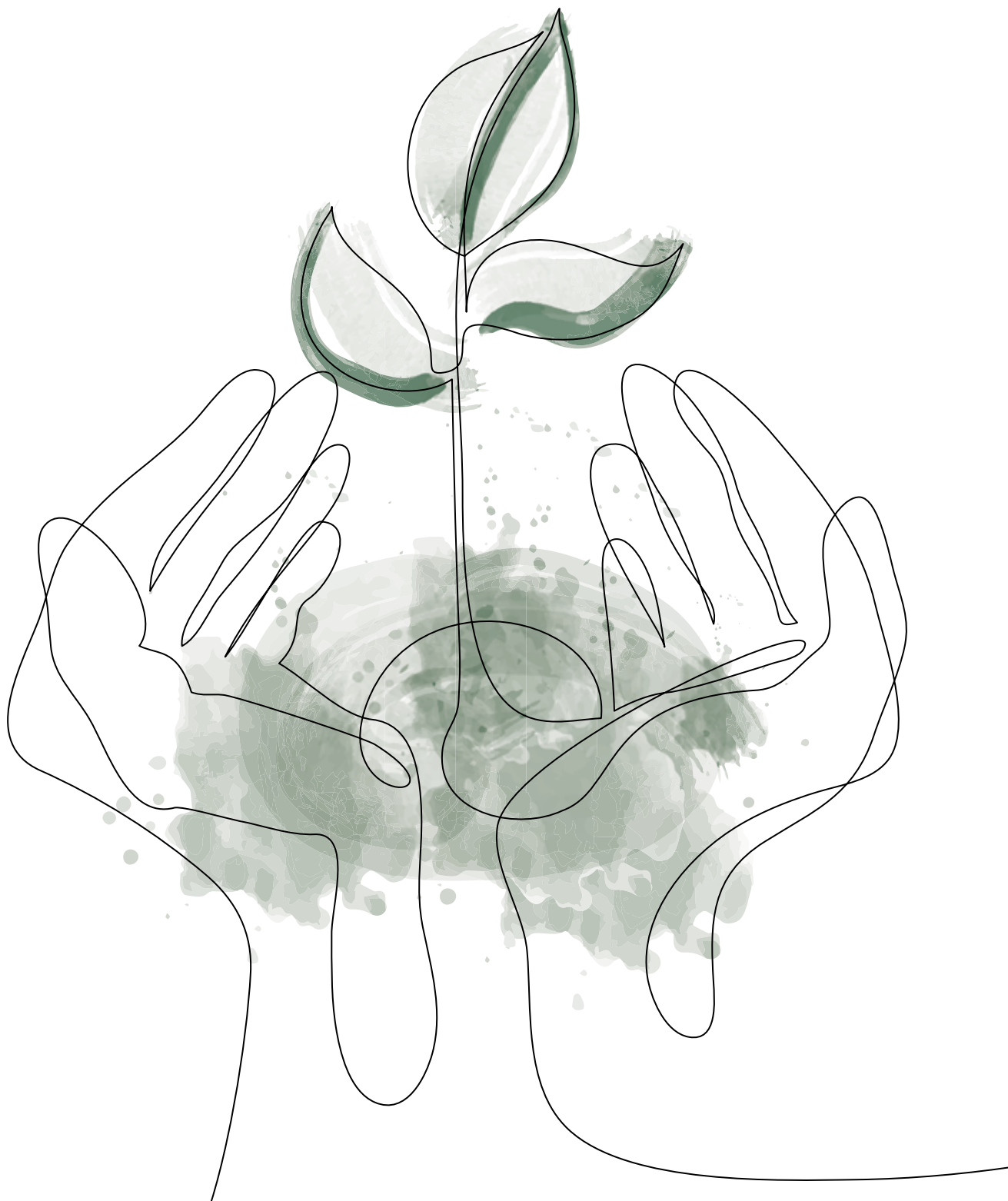
FEGEREC Candy Canes

We once again collaborated through the volunteering team with the initiative **"It can be magic thanks to you"**, promoted by the members of the Galician Federation of Rare and Chronic diseases (Fegerec), with their charity candy canes.

IGAXES

This NGO fights against the risk of social exclusion of youngsters in Galicia. Our volunteers organised an event in which our colleague Jesús Suárez shared his personal experience with the aim to integrate, motivate and share personal growth.

linked to the



environment

Sustainability has been intrinsically linked to our values right from the very start, as for us it is

not only important what we do, but how we do it and the impact that our activity has on society.



ENVIRONMENTAL *control and improvement*

In the company we have an **environmental governance system** that allows us:

- To study and evaluate the direct and indirect environmental aspects that arise from our activities.
- Identify the level of compliance with legal and other requisites.
- Define environmental improvement programmes, that guarantee the control over significant environmental aspects.
- To design and develop environmental training plans for staff, as well as other interested parties.
- Specify the operational control system associated with the environmental aspects generated, taking into account the BAPs for the sector.
- Inform the interested parties its structure, trend, and environmental behaviour, based on the Annex IV of the Regulation (EC) No 1221/2009-EMAS (for the brewery).

We are transparent

We publish the Hijos de Rivera SAU Environmental Statement on our webpage with all the information about our environmental management system and our environmental impact and commitment.

Brewery

The environmental management system in the brewery is certified by the **ISO 14001:2015**

standard and the regulation EMAS for the activities of beer design and production.

Cabreiroá

We work so the activity carried out in the aquifers we work from is done in a sustainable manner. Therefore, the management system in place at the Cabreiroá

spring is **certified by ISO 14001:2015**, for the bottling of natural water, natural carbonated water, and natural mineral water with added carbonic gas.

Environmental investments and contributions in 2018

- Provision for integrated management systems: 3,737,261.8 €
- Environmental improvements at the brewery in A Coruña: €2,567,316.41
- Environmental protection*: €173,234.79

*Purchase of replacement parts and additives for the treatment of effluents, waste and emissions, as well as equipment for the protection of the environment.

WE REDUCE

our ecological footprint

We are aware of our responsibility regarding the environment. That is why, as part of our commitment to

our surroundings, in our business strategy we have included the reduction of impact of our activity,

putting in place circular economy and energy efficiency strategies to help mitigate climate change.

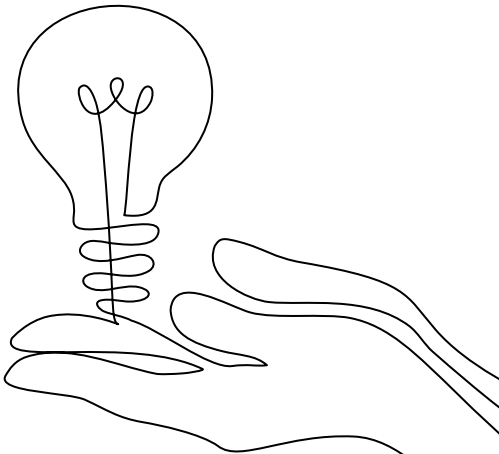
ENERGY

Brewery

Every year, there are technical improvements of the facilities which, along with rigorous operational control, allow the reduction of energy

consumption, both thermal and electric. The biogas generated in the anaerobic residual water purifying process is used as a renewable energy source.

TOTAL CONSUMPTION	2018	2017
Electricity (Kwh)	23,527,147	22,321,538
Natural Gas (m³)	5,062,155	4,676,972
Biogas (m³)	144,046	151,584
ENERGY INTENSITY	2018	2017
Electricity (Kwh/hl)	7.62	8.01
Natural Gas (m³/hl)	1.64	1.68
Biogas (m³/hl)	0.05	0.05



Springs

In 2018 the consumption of energy at Cabreiroá, Agua de Cuevas and Fontarel was:

Cabreiroá

Electricity (Kwh): 3,496,882
Propane gas (kg): 153,848

Agua de Cuevas

Electricity (Kwh): 1,113,426

Fontarel

Electricity (Kwh): 2,063,957

WATER CONSUMPTION

Brewery

The increase in production meant that, in 2018, water consumption increased by 7%. However, the measures brought in to improve

its efficient use allowed us to reduce the water consumption to bottled hectolitre ratio.

WATER CONSUMPTION	2018	2017
Water withdrawal (HL)	12,261,190	11,456,640
HL consumed /HL bottled	3.97	4.11

Springs

Consumption of water per cubic metre for our water brands was:

Cabreiroá
Underground water: 158,462
Municipal supply: 1,153

Agua de Cuevas
Underground water: 44,326

Fontarel
Underground water: 101,079

CONSUMPTION OF MATERIALS

Brewery

The increase in production in 2018 also saw an increase the consumption of materials. As in the case of water, consumption

per hectolitre was reduced in raw materials, as well as ancillary packaging materials.

CONSUMPTION OF MATERIALS (KG)	2018	2017
Raw materials	58,594,000	52,968,760
Single use packaging	50,809,317	46,372,288
Reusable packaging	1,057,496	1,225,449
CONSUMPTION OF MATERIALS (KG/HL)	2018	2017
Raw materials	18.97	19.00
Single use packaging	43.62	44.93
Reusable packaging	0.55	0.70

Springs

In 2018, the consumption of packaging materials has been:

MATERIALS (KG)	CABREIROÁ	CUEVAS	FONTAREL
Crown tops	205	0	0
Aluminium bottle and top	5,383	0	0
Card and labels	6,164	24,689	47,408
Bottle tops	111,004	33,807	60,178
Film	138,375	34,134	100,930
Preforms	1,416,589	410,100	928,916
Glass bottles	16,984	0	0
	1,694,703	502,730	1,137,433

EMISSIONS

Brewery

The brewery has two combustion furnaces that use natural gas and biogas (generated at the facilities) as fuel. The biogas generation plant has a wash system that allows to minimise environmental impact and improve the quality of emissions into the atmosphere.

With the aim of carrying out an exhaustive control of emissions into the atmosphere, periodic measurements are carried out from both sources (furnace 1 and furnace 2).

	2018	2017
Emissions GEI (t)	10,912	10,049
Intensity of emissions (t CO ₂ /Hl)	0.0035	0.0036

Acoustic Emissions

All the equipment and facilities undergo preventive maintenance plans with the aim of avoiding failures or damage that can alter the sound pressure level. Technical measures are taken to mitigate the sound in areas where noisier activity is carried out.

In addition to this, environmental noise levels are measured periodically to ensure the sound pressure levels do not exceed the established limits.

WASTE MANAGEMENT

Non-hazardous waste

Brewery

Non-hazardous waste (kg)	2018	2017
Urban	100,150	85,075
Paper and Cardboard	398,810	387,574
Glass	2,756,480	2,063,940
RCD	28,560	10,920
Wood	280,480	247,924
Labels	554,940	466,600
Diatomaceous earth	242,640	264,760
Plastic	239,890	219,435
Scrap	26,800	46,536
Stainless steel Scrap	34,660	43,792
Bio-filter material (mussel shells)	29,100	8,620
WEEEs	47	0
Residue from sewage well	61,380	0
TOTAL	4,753,937	3,845,176
RATIO (Kg/Hl)	1.54	1.38

Capbreiroá

Non-hazardous waste (kg)	2018	2017
Urban	60,120	57,080
Paper, cardboard and plastic	160,320	135,960
Glass	307,000	273,620
Printer and toner cartridges	115	120
TOTAL	527,555	466,780

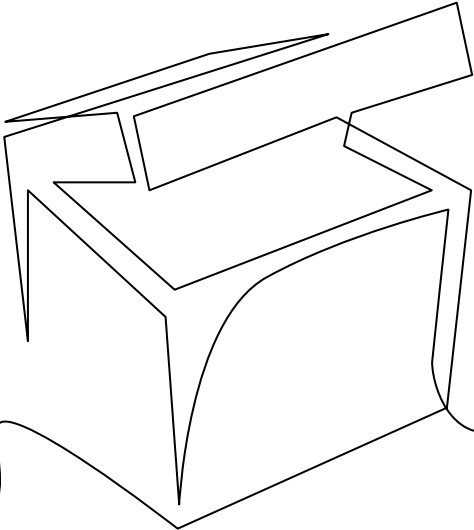
The industrial waste generated at the Brewery and the springs are disposed of by authorised waste managers. When choosing the managers, priority is given to the evaluation operations employed and their proximity to collection points.

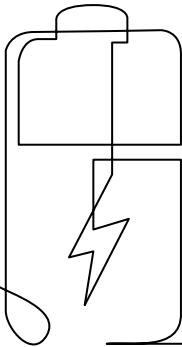
Agua de Cerveas

Non-hazardous waste (kg)	2018	2017
Cardboard	21,000	-
Plastic	6,540	3,670
PET	6,220	4,940
TOTAL	33,760	8,610

Fontarel

Non-hazardous waste (kg)	2018	2017
Plastic	72,040	73,400
Carboard	48,140	56,200
TOTAL	120,180	129,600





Hazardous Waste

Brewery

Hazardous Waste (kg)	2018	2017
Used mineral oil	1,564	810
Contaminated packaging	883	530
Aerosols	53	87
Absorbents	204	177
Fluorescent tubes	0	0
Laboratory Waste	79	100
Filters	28	95
Aqueous cleaning solutions	600	600
Batteries	0	0
Inks and glues	760	908
WEEEs	93	0
TOTAL	4,264	3,307
RATIO (Kg/Hl)	0.001	0.001

Capbreiroa

Hazardous Waste (kg)	2018	2017
Used mineral oil	214	67
Contaminated packaging	311	198
Aerosols	18	77
Absorbents	2,160	2,019
Non-halogen solvents	7	2
Laboratory Waste	18	36
TOTAL	2,728	2,399

Agua de Cnevas

Hazardous Waste (kg)	2018	2017
Used mineral oil	25	70
Contaminated packaging	147	90
Aerosols	22	30
Laboratory	7	40
Organic solvents	14	50
Absorbents	54	-
Fluorescents	10	50
TOTAL	279	330

Fontarel

Hazardous Waste (kg)	2018	2017
Contaminated packaging	314	300
TOTAL	314	300

Custom Drinks

Continuing with the work started in 2007, at Custom Drinks we have carried out a number of studies to evaluate the waste generated at the facilities in Chantada. In order to do so, we have worked closely both local collaborators as well as with Spanish research groups.

Effluents

Waste waters generated in our production centres, both springs and for beer, are treated or managed to meet the established legal parameters, and carry out the disposal in agreement with the corresponding waste authorisations.

Volume of waste (m³)	Absolute	Absolute/Production (HI bottled water)
Brewery	873,048	0.28
Cabreiroá	64,427	0.07
Fontarel	11,762	0.02

Byproducts

The brewing process generates bagasse and yeast byproducts that are destined to the feeding of local livestock farms, preventing them from becoming waste and promoting their use.

Brewery

GENERATION OF BAGASSE	2018	2017
TOTAL (Kg)	53,064,435	47,985,740
TOTAL RATIO (Kg/HI)	17.18	17.21
GENERATION OF YEAST	2018	2017
TOTAL (Kg)	6,995,292	5,017,660
TOTAL RATIO (Kg/HI)	2.27	1.80



Good practices

In 2018, we launched the R-PET project in our springs to incorporate new packaging that uses at least 25% recycled PET in all formats.

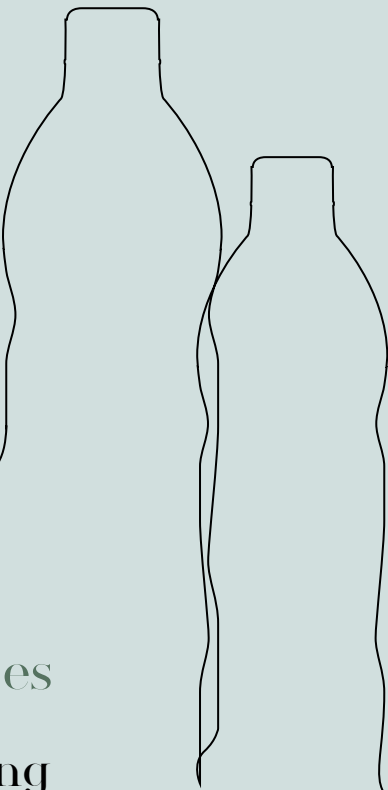
This initiative has resulted in the launch of the first containers with 25% recycled PET in 2019.

In addition, each year different improvements are implemented in the design of our packaging to reduce the amount of waste that originates after consumption and facilitate recycling. It is worth noting that the brewing sector is characterized by the use of large volumes of returnable containers, in the specific case of Hijos de Rivera, that is more than 60% of the production.

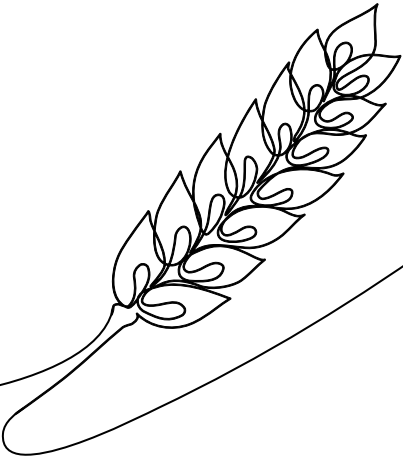
The Cerveza de Bodega model transports the product by refrigerated truck, directly from our factory to the premises of our bar and restaurant. Hence, we place significant amounts of beer without the associated packaging waste onto the market.

We also promote and raise awareness about responsible tourism, and we distribute reusable and recyclable glasses at all our festivals to promote sustainable events.

We are members of Ecovidrio and Ecoembes so as to meet the legal requirements for packaging waste management



COMMITTEMENT *to agriculture*



We work very closely with producers that we collaborate with via our company Cosecha de Galicia SLU, applying the

latest technological advances and always respecting the surroundings. In 2018 we beat records in the grape, apple and

hops harvest exceeding expectations.



Apple

Through the Maeloc project, which shares its name with our 100% Galician cider, we collaborate with more than 1,000 small producers throughout Galicia who, every year, give us the apples with which we make our product. In addition, 35% of the apple harvest has the certificate of the Regulatory Board of Organic Agriculture in Galicia.

In 2018 the harvest mainly included the native varieties Gravillán, Repinaldo, Negras, José Antonio, Rabiosa, Pero, Jamardo, Marafonsa, Ollo Mouro and Ollo Landoi. We received close to 2.5 million kilos, with which we made 2.2 million litres of our ciders.



Grape

The harvest season at our Ponte da Boga winery, the oldest in the Ribeira Sacra, ended in 2018 with excellent results: we received 480,000 kilos of grapes from 60 small winegrowers, representing an increase of 30% with respect to the previous harvest. Mencía, Godello, Albariño, Sousón, Brancellao and Merenzao, with strong roots in the area, were some of the grape varieties harvested this season.

Hops

The hops harvest grew last year by 5%. The 5,400 kilos of dried flower of the Nugget, Magnum, Perle, Sladek, Merkur, Cascade and Admiral varieties, from the farms located in the facilities of the Agricultural Research Center of Mabegondo (CIAM), were exceeded as well as from the lands managed by Cosecha de Galicia, SL. As a novelty, in 2018, cuttings of the variety Centennial were planted, the result of research in recent years into this plant by the Agricultural Research Centre of Mabegondo (CIAM), in collaboration with Cosecha de Galicia SLU and the Lutega cooperative. This harvest has allowed us to produce flowers for the production of 7.5 million litres of beer.



Barley

The climatic conditions of the year and the late sowing meant that, in 2018, the yield of the barley harvests was average. However, we were able to take advantage of the pruning shoots from the vineyards of Ponte da Boga to smoke part of the malt, with very good results during its transformation process.



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INDICATOR	DESCRIPTION	STATUS	PAGES	NOTES
<i>General Contents</i>				
102-1	Name of the organisations.	●	14	
102-2	Primary brands, products, and services.	●	8, 28, 29, 37	
102-3	Location of the organisation's headquarters.	●	7	
102-4	Countries where the organisation operates.	●	18, 19	
102-5	Nature of ownership and legal structure.	●	14, 15	
102-6	Markets served.	●	18, 19	
102-7	Scale of the organisation, indicating number of employees; number of operations; net sales or net revenues; capitalization, and quantity of products or services provided.	●	13, 16, 22, 28, 29, 37, 41, 81	
102-8	Number of employees by type of employment, contract and region, divided by gender.	●	41, 81, 82	
102-9	Description of the organisation's supply chain.	●	46, 47	
102-10	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain.	●		There have been none.
102-11	How the precautionary principle has been addressed by the organisation.	●	9, 15, 23, 46-48, 66	
102-12	Externally developed economic, environmental and social charters to which the organisation subscribes or endorses.	●	7, 62, 63, 66, 73	
102-13	Memberships in associations and organisations to which it belongs.	●	17, 47	
STRATEGY				
102-14	Statement from the most senior decision maker.	●	3	
102-15	Description of key impacts, risks and opportunities.	●	81, 85, 86	
ETHICS AND INTEGRITY				
102-16	Description of the organisation's values, principles, standards and norms, such as codes of conduct and codes of ethics.	●	9, 21, 42	
102-17	Internal and external mechanisms for seeking advice about ethical and lawful behaviour, and reporting unethical or unlawful behaviour.	●	9, 46-48	
GOVERNANCE				
102-18	Governance structure of the organisation, including the committees of the highest governance body.	●	15	
102-19	Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	●	15	
102-20	Executive-level responsibility for economic, environmental, and social topics, and whether post holders report directly to the highest governance body.	●	15	
102-21	Processes for consultation between stakeholders and the highest governance on the economic, environmental, and social topics.	●	10, 15	
102-22	Composition of the highest governance body and its committees.	●	15	
102-23	Report whether the chair of the highest governance body is also an executive officer of the organisation.	●	15	
102-24	Nomination and selection processes for the highest governance body and its committees, as well as the criteria used for nomination and selection of the highest governance body.	●	15	
102-25	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Indicate if conflicts of interest are disclosed to stakeholders.	●	15	
102-26	Highest governance body's and senior executive's roles in development, approval and updating of the organisation's purpose, value, or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	●	9, 15	
102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	●	15, 84	

tables

INDICATOR	DESCRIPTION	STATUS	PAGES	NOTES
102-28	a. Processes for evaluating the highest governance body's with respect to governance of economic, environmental, and social topics. b. Actions taken in response to evaluation of the highest governance performance with respect to the governance of economic, environmental, and social topics.	×		
102-29	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities. Role of the highest governance body in the implementation of due diligence processes. b. Indicate whether stakeholders are consulted.	×		
102-30	Highest governance body's role in the effectiveness of the organisations' risk management process for economic, environmental, and social topics.	×		
102-31	Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	×		
102-32	Highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material topics are covered.	×		
102-33	Process for communicating critical concerns to the highest governance body.	×		
102-34	Nature and number of critical concerns that were communicated to the highest governance body; description of mechanisms used to address and resolve them.	×		
102-35	a. Remuneration policies for the highest governance body and senior executives (fixed and variable pay, including performance based pay, equity-based pay, bonuses, deferred or vested shares, signing-on bonuses or recruitment incentive payments, termination payments, clawbacks, and retirement benefits), including the difference between benefit schemes and contribution rates for the highest governance body's, senior executives and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executive's objectives for economic, environmental and social topics.	×		
102-36	Processes for determining remuneration.	●	83	
102-37	How stakeholders' views are sought and taken into account regarding remuneration.	×		
102-38	Ratio of the annual total compensation for the organisation's highest-paid individual in each country for significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	●	83	
102-39	Ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	×		
STAKEHOLDERS ENGAGEMENT				
102-40	A list of stakeholder groups engaged by the organisation.	●	10-11	
102-41	Percentage of total employees covered by collective bargaining agreements.	×		
102-42	Report on the basis for identifying and selecting stakeholders with whom to engage.	×		
102-43	The organisation's approach to stakeholder engagement (frequency and type).	×		
102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded.	×		
REPORTING PRACTICE				
102-45	a. A list of all entities included in the organisation's consolidated financial statements or equivalent document. b. Inform whether any entity is not covered by the report.	●	14	
102-46	a. Process for defining the report content and the topic boundaries. b. How the organisation has implemented the Reporting Principles for defining report content.	●	7	
102-47	List of the material topics identified in the process for defining report content.	×		
102-48	The effect of any restatements of information given in previous reports, and the reasons for such restatements.	●		There have been none.
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	●		There have been none.
102-50	Reporting period for the information provided.	●	7	
102-51	Date of the most recent previous report (if applicable).	●	7	
102-52	Reporting cycle (annual, biennial, etc.).	●	7	

Indicator	Description	Status	Pages	Notes
102-53	Contact point for questions regarding the content of the report.	●	7	
102-54	a. Option «in accordance » with the GRI Standards. b. Index of GRI for the chosen option. c. Facilitate reference to the external Verification Report, should it exist.	●	7	
102-55	GRI Content index.	●	76-80	
102-56	Description of the organisation's policy and current practice with regard to seeking external assurance for the report.	✕		
Management Approach				
103-1	Explanation of why the topic is material, impacts, and any specific limitation regarding topic Boundary.	✕		
103-2	Explanation of how the organisation manages the topic, and description of the management approach for each material topic.	●	9	
103-3	Explanation of how the organisation evaluates the management approach for each material topic.	●	9, 21, 40, 46, 50, 66	
Economic performance				
201-1	Direct economic value generated and distributed.	●	16	
201-2	Financial implications and other risks and opportunities due to climate change.	✕		
201-3	Defined benefit plan obligations and other retirement plans.	✕		
201-4	Financial assistance received from government.	●	81	
Market Presence				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	✕		
202-2	Proportion of senior management hired from the local community at significant locations of operation.	✕		
Indirect Economic Impacts				
203-1	Development and impact of investment in infrastructure and services supported.	●	66	
203-2	Significant indirect economic impacts and their reach.	●	27, 43, 49, 52, 56-63	
Procurement Practices				
204-1	Percentage of spending in places with significant operations that corresponds to local suppliers.	✕		
Anti-Corruption				
205-1	Total number and percentage of operations assessed for risks related to corruption and significant risks related to corruption identified through the risk assessment.	✕		
205-2	Communication and training about anti-corruption policies and procedures.	●	9	
205-3	Confirmed incidents of corruption and actions taken.	●		There have been none.
Anti-Competitive Behaviour				
206-1	Number of legal actions regarding anti-competitive behaviour, anti-trust and monopoly practices and outcomes.	✕		
Environmental performance				
Materials				
301-1	Materials by weight or volume.	●	68, 69	
301-2	Percentage of recycled input materials used.	✕		
301-3	Percentage of reclaimed products and their packaging materials for each product category.	✕		
Energy				
302-1	Energy consumption within the organisation.	●	67	
302-2	Energy consumption outside of the organisation.	●	67	
302-3	Energy intensity.	●	67	
302-4	Reduction of energy consumption. Reductions in indirect energy consumption.	●	67	
302-5	Reductions in energy requirements of products and services.	●	67	
Water				
303-1	Water withdrawal by source.	●	68	
303-2	Water sources significantly affected by withdrawal of water.	●	68	
303-3	Percentage and total volume of water recycled and reused.	✕		

INDICATOR	DESCRIPTION	STATUS	PAGES	NOTES
BIODIVERSITY				
304-1	Operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●		There are none.
304-2	Significant impact of activities, products, and services on the biodiversity of protected areas or of high biodiversity value outside protected areas.	●		There is none.
304-3	Habitats protected or restored.	●	66	
304-4	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk.	×		
EMISSIONS				
305-1	Direct (Scope 1) GHG emissions.	●	69	
305-2	Energy indirect (Scope 2) GHG emissions.	●	69	
305-3	Other indirect (Scope 3) GHG emissions.	●	69	
305-4	GHG emissions intensity.	●	69	
305-5	Reduction of GHG emissions.	●	69	
305-6	Emissions of ozone-depleting substances (ODS).	●	69	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.	×		
EFFLUENTS AND WASTE				
306-1	Water discharge by quality and destination.	×		
306-2	Total weight of waste, by type and method.	●	70, 71	
306-3	Total number and volume of significant spills. There have been none.	●		
306-4	Weight of transported, imported, exported or treated waste considered hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of waste shipped internationally.	●	71	
306-5	Identification, size, level of protection, and biodiversity value of water bodies and related habitats that are significantly affected by water discharge and runoff from the organisation.	●		
ENVIRONMENTAL COMPLIANCE				
307-1	Total monetary value of significant fines and number of non-monetary fines for non-compliance with environmental laws and regulations.	●		There have been none.
SUPPLIER ENVIRONMENTAL ASSESSMENT				
308-1	Percentage of new suppliers that were screened using environmental criteria.	×		
308-2	Significant actual and potential negative environmental impacts identified in the supply chain and actions taken.	×		
EMPLOYMENT				
401-1	Total number and rate of new employee hires and turnover, by age group, gender and region.	●	81-83	
401-2	Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation.	●	45	
401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	×		
LABOUR/MANAGEMENT RELATIONS				
402-1	Minimum notice periods regarding operational changes, and possible inclusion of these in the collective bargaining agreement.	●		As established by the general legislation.
OCCUPATIONAL HEALTH AND SAFETY				
403-1	Percentage of workers who are represented in formal joint management-worker health and safety committees, established to help control and advise on workplace health and safety programmes.	×		
403-2	Types of injury, injury rate, occupational disease rate, lost day rate, absentee rate, and work-related fatalities, for all employees, by region and gender.	●	83	
403-3	Workers with high incidence or high risk of diseases related to their occupation.	●	83	
403-4	Health and safety topics covered in formal agreements with trade unions.	●	42, 43, 45	
TRAINING AND EDUCATION				
404-1	Average hours of training per year per employee.	●	43, 84	
404-2	Programmes for upgrading employee skills that facilitate continued employability and the management of career endings.	●	43, 44	
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and employee category.	×		

Social

INDICATOR	DESCRIPTION	STATUS	PAGES	NOTES
DIVERSITY AND EQUAL OPPORTUNITIES				
405-1	Make up of the governance bodies and employees by employee category, and gender, age group, and other indicators of diversity such as belonging to a minority.	●	81-83	
405-2	Ratio of the basic salary of women to men, by significant locations of operation.	●	83	
NON-DISCRIMINATION				
406-1	Incidents of discrimination and corrective measures taken.	●		
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk, and measure taken to defend these rights.	●		
CHILD LABOUR				
408-1	Operations and suppliers considered to have significant risk for incidents of child labour, and measures taken to contribute to the abolition of child labour.	●	85	
FORCED LABOUR				
409-1	Operations as suppliers considered to have significant risk for incidents of forced labour, and measures taken to contribute to the elimination of all forms of forced labour.	●	85	
SECURITY PRACTICES				
410-1	Percentage of security personnel who have received formal training in the organisation's human rights policies or specific procedures and their application to security.	×		
RIGHTS OF INDIGENOUS PEOPLES				
411-1	Incidents of violations involving rights of indigenous peoples and measures take.	●		Non-applicable.
HUMAN RIGHTS ASSESSMENT				
412-1	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments.	×		
412-2	Total number of hours devoted to training human rights policies or procedures concerning aspects of human rights relevant to operations, including percentage of employees trained.	×		
412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	×		
LOCAL COMMUNITIES				
413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes.	●	56, 57, 74, 75	
413-2	Operations with significant actual or potential negative impacts on local communities.	●		There have been none.
SUPPLIER SOCIAL ASSESSMENT				
414-1	Percentage of new suppliers that were screened using social criteria.	×		
414-2	Negative social impacts, actual and potential, in the supply chain, and action taken.	×		
PUBLIC POLICY				
415-1	Value of political contributions, by country and beneficiary.	●		There have been none.
CUSTOMER HEALTH AND SAFETY				
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	×		
416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by type of result of said incident.	×		
MARKETING AND LABELLING				
417-1	Type of information required by the organisation's procedures for product and service information and labelling, and the percentage of significant product and service categories subject to such requirements.	×		
417-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling, by type of result of said incidents.	●		No incidents of this type have been registered.
417-3	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of result of said incident.	×		
CUSTOMER PRIVACY				
418-1	Number of substantiated complaints received concerning breaches of customer privacy, and customer data leaks.	×		
SOCIOECONOMIC COMPLIANCE				
419-1	Monetary value of significant fines for non-compliance with regulations in the relation to the supply and use of products and services.	×		

Annex

This annex includes complementary information that responds to the GRI indicators and that has been

filed in the State of Non-Financial Information by Corporation Hijos de Rivera in accordance with the

requirements established in Law 11/2018, of December 28.

MAIN FIGURES OF THE GROUP

Sales of beer in 2018

(million euros)

Spain 42,030

Rest of countries 5,920

TOTAL: 47,950

Total consolidated assets to 31/12/2018

(million euros)

Spain 441,648

Rest of countries 11,409

TOTAL: 453,057

Tax jurisdiction	Profit/loss before corporate tax	Corporate tax paid in 2018	Corporate tax accrued. Current year
Spain	128,516,234.38	20,879,181.04	21,846,291.04
Rest of Countries*	(5,106,835.96)	75,846.37	(970,213.97)

(*)Portugal, Brazil, Philippines, China, USA.

Subsidies

In fiscal year 2018, no capital subsidy was received. The public subsidies received in the year 2018 are shown in note 19 of the consolidated report of the consolidated annual accounts of Corporación Hijos de Rivera, S.L. and Dependent companies as of December 31, 2018.

The deductions for R + D + i applied in the year 2018 by the Group amounted to 1,098,496.14 euros.

Operating subsidies were received in the 2018 financial year for the sum of 196,947.52 euros.

Association or sponsorship

The contributions made to

foundations and / or non-profit entities in the 2018 financial year amount to 96,155 euros.

Volunteering

The Volunteer Group, formed by employees of different companies of the Group, has carried out activities with an approximate cost of 20,000 euros.

PERSONNEL

Main risks related to personnel

Increase in work-related accidents

among employees, remuneration system does not retain and motivate employees, and that the

employee training is insufficient for the performance of their responsibilities.

Total number and distribution of employees by gender, age and professional role:

Age	Management and graduate technicians		Administration and sales		Plant staff, and ancillary services		TOTAL	
	Women	Men	Women	Men	Women	Men	Women	Men
<30	6	8	33	17	4	42	43	67
30-50	66	159	66	167	18	320	150	646
>50	6	40	11	29	3	92	20	161
TOTAL	78	207	110	213	25	454	213	874

*Of the total number of employees shown in the chart that represent 97% of the groups, 92% are from Spain.

Total number and types of contracts:

Permanent		Temporary		TOTAL contracts	
Women	Men	Women	Men	Women	Men
182	770	43	184	225	954

Employees with disabilities by professional role and gender:

	Management and graduate technicians		Administration and sales		Plant staff, and ancillary services		TOTAL	
Age	Women	Men	Women	Men	Women	Men	Women	Men
<30	-	-	-	-	-	-	-	-
30-50	-	2	-	3	-	3	-	8
>50	-	-	-	-	-	1	-	1
TOTAL	-	2	-	3	-	4	-	9

At Hijos de Rivera, S.A.U. employees with disabilities make up 2.78% of the average workforce of the company. Of this percentage, 48.40% corresponds

to direct employment and the rest to LGD (General Law on the Rights of Persons with Disabilities) agreements, through which we have acquired

goods and services offered by Special Centres, which represent an amount equivalent to the hiring of 9.6 people with disabilities.

Annual average of permanent, temporary and part-time contracts by gender and professional role:

	Management and graduate technicians		Administration and sales		Plant staff, and ancillary services	
Type of contract	Women	Men	Women	Men	Women	Men
Permanent	75	190	63	156	17	358
Temporary	3	8	6	8	6	102
Part time	-	2	2	2	1	18
TOTAL	78	200	71	166	24	478

Annual average of permanent, temporary and part-time contracts by age:

	Average temporary contract		Average permanent contract		Average part-time contract	
Age	Women	Men	Women	Men	Women	Men
<30	5	24	27	36	-	1
30-50	8	69	121	531	1	-
>50	2	25	7	136	2	20
TOTAL	15	118	155	703	3	21

Number of dismissals by gender, age and professional role:

	Management and graduate technicians		Administration and sales		Plant staff, and ancillary services	
Age	Women	Men	Women	Men	Women	Men
<30	-	-	1	2	-	2
30-50	4	1	1	11	-	-
>50	1	2	1	1	-	-
TOTAL	5	3	3	14	-	2

Total Average remuneration by professional class in the Group:

Category	Euros
Management and graduate technicians	70,472
Administration and sales	36,634
Plant staff, and ancillary services	29,986

Total Average remuneration by age and gender in the Group:

Age	Women	Men	TOTAL
<30	26,050	22,416	23,281
30-50	38,876	43,364	42,573
>50	29,871	59,214	57,345

Group wage gap

The salary gap of the Group is -10.1% obtained by difference of the median remuneration between women and men expressed as a percentage of the median remuneration of men. However, this calculation cannot be considered to reflect the reality of our Group's remuneration policy, which does not contemplate or allow for salary differentiation due to gender. We have carried out a multivariate analysis on the variable remuneration that shows that other factors influence the wage gap so, to obtain the value that is representative, it would be

necessary to calculate it taking into account the following aspects:

- a separation of current professional categories that are not homogeneous
- the different groups included in each professional category,
- the functional area, performance, knowledge or professional experience of the workers,
- employees who take advantage of conciliation measures and flexible work
- the type of activity of the companies (production, hospitality, distribution, etc.).

For the year 2018 we could not perform the calculation considering

the factors explained above, which we intend to perform in the year 2019. The wage gap obtained -21.5% of the average annual total remuneration.

All of the Group's executive Directors are men. Non-executive Directors of the Group are 2 women and 5 men. Their average remuneration in 2018, including the variable remuneration, allowances, indemnities, the payment to the of long-term pension schemes and any other payment has been 156,088 euros.

There is no difference between the remuneration of non-executive women and men Directors.

Work place accidents according to frequency, gravity and gender:

Accidents	Women (1)	Men	Days with medical leave	Accident Index (2), (3)	Frequency Index (4)	Index of gravity (5)
Nº Accidents with medical leave	1	33	1,246	3,510.34	20.04	0.76

(1) Includes in itinere

(2) Does not include in itinere

(3) Accident Index (nº accidents during work day with medical leave/nº of employees) *100,00

(4) Frequency Index (nº accidents during work day with medical leave /(nºde employees x hours worked in that period))*1,000,000

(5) Index of gravity (accidents during work day with, started in the period /(nº of employees x hours worked in the period)) x1,000

In 2018 total hours of absenteeism were 59,732.

Main training indicators in 2018

Indicator	2018	Variation on 2017
Total investment	1,324,000€	83%
Total Hours (not including on-the-job training)	25,244	110%
Total N° of participants	1,903	16%
Investment/participant	696€	58%
Hours of on-the-job training	7,800	20%
Participants on-the-job training	345	15%

Training by Category

Category	Participants	Hours
Management, and graduate technicians	1,087	14,849
Admin. and sales	236	3,129
Plant staff and ancillary services	580	7,266
TOTAL	1,903	25,244

INTEGRATED MANAGEMENT SYSTEM

The Integrated Management System includes the areas of quality, food

safety, the environment and employee health and safety, and is certified by:

CERTIFICATION	Hijos de Rivera, S.A.U.	Aguas de Cabreiroá, S.A.U.
UNE-EN ISO 9001: 2015 "Quality Management Systems. Requirements	✓	✓
UNE-EN ISO 14001: 2015 "Environmental Management Systems. Requirements with guidance for use.	✓	✓
REGULATION 1221/2009, of November 25, 2009, by which the Organizations are allowed to adhere voluntarily to a community system of environmental management and audits (EMAS)	✓	-
UNE-EN ISO 22000: 2005 "Food Safety Management Systems. Requirements for any organization in the food chain	✓	✓
FSSC 22000 V4.1 + Technical specification ISO / TS 22002-1	✓	-
OSHAS 18001: 2007 "Occupational Health and Safety Management Systems	✓	✓

ENVIRONMENT

Main environmental risks

The main environmental risks are related to the possible negative impacts on the environment derived from our consumption of raw materials (malt and maize) and packaging materials

(glass, aluminium, steel, plastic, cardboard), CO₂ emissions, waste (industrial) and waste (waste water), consumption of natural resources (water, electricity, gas, biogas) as well as effects on biodiversity (springs).

Reports on emissions

Every year the appropriate Environmental Authority is informed of the number of tons of CO₂ emitted, previously verified by an accredited external body.

Consumption of raw materials

BREWERY	Absolute	Absolute/Production (HI beer)
Consumption of raw materials: Malt and Maize (Kg)	58,594,000	18.98

Biodiversity

There is no significant condition due to the location of the beer plant (industrial area). The springs have established a perimeter of protection with periodic monitoring being carried out to verify the non-alteration of the environment.

Custom Drinks

Reuse of packaging: The products are packaged in reusable and non-reusable formats, the latter representing 93% of the litres produced and, therefore, the equivalent of 7% of the total litres are packed in reusable formats.

Wastewater treatment management

EDARI treats the water that is poured into the public sanitation network under the parameters required by regulations. The Chantada Coucil carries out periodic controls.

HUMAN RIGHTS

Main risks

Those related to not respecting the criteria of the United Nations Global Compact contemplated in the Code Of Values.

Due diligence

The main aspects of due diligence included in the Group's Code of Values regarding the respect of human rights are the Principle of No Discrimination,

the participation of workers (social dialogue), and the observation of forced or compulsory labour and child labour (more information in the EINF of Corporación Hijos de Rivera).

FIGHT AGAINST CORRUPTION AND BRIBERY

Main risks

That there may be cases of corruption or bribery that affect employees, managers, partners

or companies of the group, which would seriously affect our reputation, would cause sanctions by the corresponding authorities

and would affect our sustainable development (more information in the EINF of Corporación Hijos de Rivera).

SUPPLIERS

Origin of the standardisation:

- Inclusion of a new supplier to increase the number of supply alternatives, to reduce risk, and achieve better economic conditions.
- Inclusion of a new reference that, until then, had not been purchased due to the appearance of a new requirement (for example, the need to purchase a specific enzyme for the brewing of gluten-free beer).
- Inclusion of a new reference to replace an existing one in order to achieve greater performance or solve a problem (for example, standardisation of a new glue to solve problems of labels becoming unstuck).

CONSUMERS

Health and Safety Measures

1) Food Safety Risk Management.

Application of FMEA methodology.

2) Food Defence:

Production of the Food Defence Plan with application of the measures of in the company to minimize the possibility of intentional actions on the products,the brand and / or the company, that consists of the following stages:

- Vulnerability analysis.
- Establishing improvement strategies to reduce the risk of intentional actions.
- Verification of the Plan through the Annual review by the Food

Safety Team and periodic realization of simulations.

3) Toxicological Evaluation:

Preventive methodology
The potential risks are identified from the chemical products used in the facilities, biological risks inherent to the product, or through information received through platforms of alert like the RASFF.

4) Traceability:

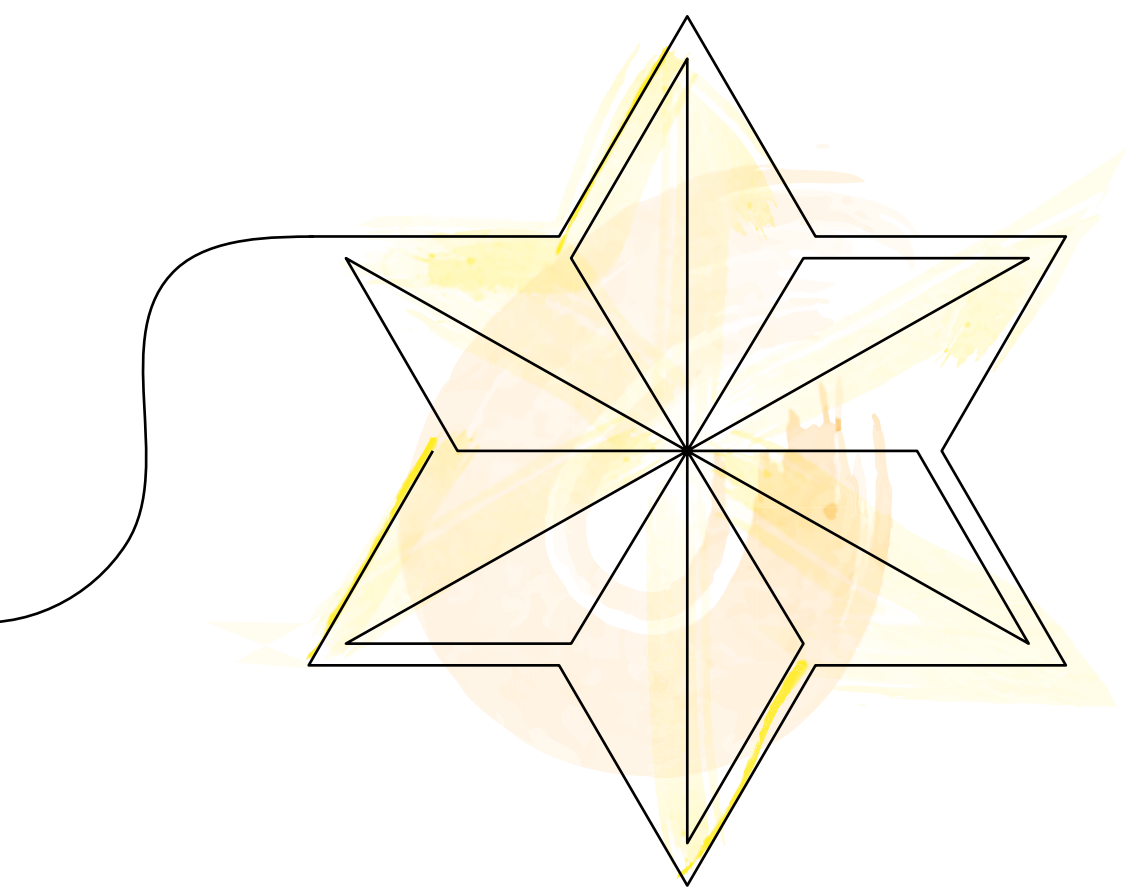
The industrial beer production facility in A Coruña has a system of Traceability based on the SAP tool that permits the control the history, the physical situation and the trajectory of

a product throughout the value chain, from the reception of the raw material to the dispatch of the product.

5) Operating Procedure for Food Crisis:

The Group has a procedure that describes the action to be taken in the following cases:

- The management of real or potential food safety problems in which products of the Group are involved and which pose a serious risk as a threat to health and / or with an impact on public opinion and society.
- The management of shares in the market that involve the withdrawal of products from the Group.





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This publication has been printed on Oikos paper, a biodegradable product that complies with the directive FSC-DIR-40-004 EN1. It is made with 50% recycled paper and 50% pure fibre that respects the environment.