



Letter from the Chairman

P.4

Milestones

P.6

One

A clear purpose P.9

- 1.1** P.12
Responsible business model.
- 1.2** P.18
We care about our stakeholders.
- 1.3** P.24
Main financial data.

Two

Solid principles P.31

- 2.1** P.33
Shoulder to shoulder with our partners.
- 2.2** P.37
Governance.
- 2.3** P.41
Commitment to integrity.
- 2.4** P.44
Highest quality and safety.
- 2.5** P.48
Alliances that connect us.

Three

Decisive drive P.50

- 3.1** P.53
Our production centres.
- 3.2** P.55
Logistic and commercial networks.
- 3.3** P.59
Crossing borders.
- 3.4** P.62
We drive innovation.
- 3.5** P.67
We diversify the business.
- 3.6** P.70
Proud of our brands.
- 3.7** P.81
Recognition of job well done.
- 3.8** P.86
Committed communication.
- 3.9** P.92
Connected to the world.

Four

Positive impact P.96

- 4A** P.100
Our people.
A.1 We take care of our family.
A.2 Training to grow successfully.
A.3 Committed to human rights.
- 4B** P.134
Suppliers: a relationship of trust.
B.1 Transparent processes.
B.2 Empowering local producers.
- 4C** P.143
Responsible with clients.
C.1 We are there when they need us most.
- 4D** P.154
At the forefront of social commitment.
D.1 Solidarity above everything else.
D.2 Corporate Volunteering.
D.3 Socio-economic development of our environment.
D.4 We respond to social concerns.
D.5 Alongside talent.
- 4E** P.180
Environmentally responsible.
E.1 Measures for good environmental control.
E.2 Measuring emissions.
E.3 Towards a circular economy model.
E.4 Sustainable use of resources.
E.5 Measures to alleviate climate change.
E.6 Protecting biodiversity.

Five

Outline of the Annual Report P.204

Six

Table of contents required by Law 11/2018 P.208

Seven

External Verification P.217

Letter from the chair- man

Never in our recent history have we experienced circumstances as exceptional as those that have accompanied us in this 2020 financial year. The global spread of the COVID-19

virus, which in March 2020 was declared an international health pandemic by the World Health Organization, has had terrible consequences.

This pandemic has had a serious impact on people's health and lives. But also on societies in all countries and on the world economy, creating an environment of great uncertainty and anguish around the threat posed by this coronavirus. At the moment we are hopeful of a gradual rollout of vaccines that will allow us to glimpse, as soon as possible, the light at the end of the tunnel.

Governments around the world have had to take urgent and unusual measures, which have tested us all, and which have generally led to reduced economic activity and social interaction, as well as the restriction of mobility and a standstill in activity in many sectors, with significant loss of income for households, freelancers and companies. Impacts, to which, of course, we have been no strangers.

We said in the 2019 report that we were facing a challenge that lay between sustainability and resilience.

Well, after 2020 and starting as of 2021, we can say that, on the financial side, we have overcome and faced this great challenge very worthily achieving results, albeit significantly lower than expected.

But what I think we should be prouder of is that our family business Group, without hesitation at any time, has responded unanimously to adversity. And we have done so aligned with our culture based on real commitment, ethical behaviour, effort and sacrificial capacity, developed and exercised throughout our journey of over a century, pouring all our resources into the support and protection, first of all, of our workers, collaborators, suppliers and, of course, also to all the communities in which we operate, facing this great threat together.

I dare say, from a humble perspective, that we have tried to identify where our collaboration could bring the most value and, in this case, it has been in the social sphere, as we felt, that more than ever, it was time to express a real commitment- we could not look the other way.

We have also made progress in a greater collective awareness of the real threats we face, such as climate change or uncontrolled globalization of supplies. We take good note of this and assume our duty to strengthen the axis of sustainability in its broadest meaning in our strategy; something that we will only achieve with real commitment and actions taken by everyone together, consciously and responsibly. To this end, in 2020 we joined the United Nations Global Compact Spain in yet another step to formalize our commitment as a responsible company aligned with the Sustainable Development Goals.

They say that every crisis entails some opportunity and, in this sense, I would like to say that, for me, it has been an honour to be able to confirm that we are part of a large family that knows how to get the best out from within in difficult times, make commitments and deal with any extreme situation with great resilience.

In this report we try to reflect the milestones in this difficult 2020. To remember those who have suffered the most and offer encouragement to all, with all our affection, recognition and sincere thanks. Because if there is one thing we are never going to forget after this year, is that being together is WHAT MATTERS.

Santiago Ojea Rivera,
Presidente de Corporación Hijos de Rivera SL

Milestones

20



1★

We structured the Group of companies as business units with the aim of boosting strategic development.

2★

Ignacio Rivera Quintana is the new Corporate CEO of the Group.

3★

We created a number of protocols and measures to ensure the health and safety of our employees during the COVID-19 crisis. We also committed to the continuity of the entire workforce, avoiding the temporary employment regulations approved for this situation.

4★

We allocated 865 thousand euros to combat the social emergency caused by the pandemic. In addition, we worked closely with the Spanish Federation of Food Banks (FESBAL) to alleviate the precariousness in which thousands of families have found themselves.

5★

We joined the United Nations Global Compact Spain and launched the Impact Project by linking the components of our value chain to the United Nations-driven Sustainable Development Goals.

6★

We ranked 40th in The World's Top 40 Brewing Groups (report 19/20).

7★

We rank 13th in the ranking Best Workplaces by Great Place to Work, moving up one position compared to 2019.

8★

We signed a collaboration agreement with El Corte Inglés for the sale of our products in its shopping centers and Hipercor supermarkets.

9★

We supported the recovery of the hospitality sector through initiatives such as "To the bars, Resistance".

10★

We began to offset the emissions of our own factories, warehouses and vehicles with the aim of achieving carbon neutrality.

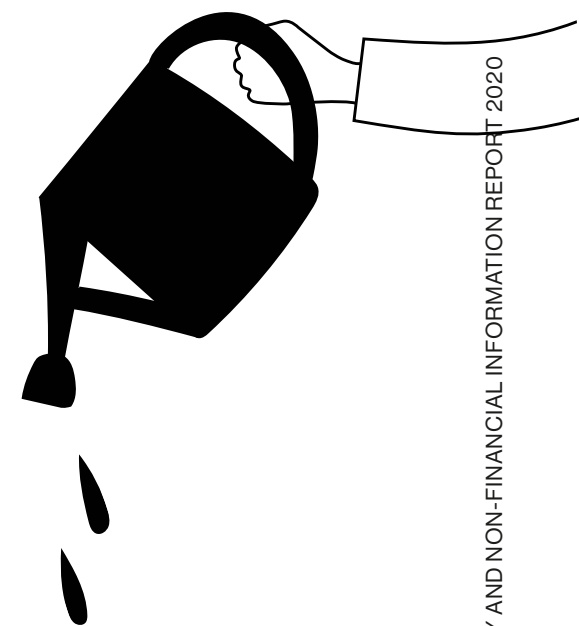


ONE A clear pur- pose

1.1 P.12
Responsible
business model.

1.2 P.18
We care about our
stakeholders.

1.3 P.24
Main financial data.



2020 has undoubtedly been an exceptional year due to the circumstances that we have had to experience. The COVID-19 pandemic has had a strong health and economic impact in the world, but also in people's lives. Our way of relating, of sharing moments, of experimenting... Everything has changed and made us more aware than ever of WHAT MATTERS.

At Corporación Hijos de Rivera we have clearly understood since our inception, in 1906, what is really important: working responsibly, offering excellent products and services, taking care of our employees, suppliers and customers, protecting the environment and contributing to the development of the communities in which we are present.

In 2020, our efforts have focused on joining forces, leaving no one behind, believing, more than ever, that together we can face any circumstance.

“

At Corporación Hijos de Rivera we have clearly understood since our inception, in 1906, what is really important: working responsibly, offering excellent products and services, taking care of our employees, suppliers and customers, protecting the environment and contributing to the development of the communities in which we are present”.

* Responsible business model



“

We are committed to a business model that allows us to generate a positive impact on our environment and that is configured as a fundamental pillar of our strategy”.



We are a family brewing Group with international vocation, so we operate both within and outside our borders. Specializing in the production, sale and distribution of beverages, our commitment is to work sustainably, innovating and creating value for our stakeholders.

We are committed to a business model that allows us to generate a positive impact on our environment and that is configured as a fundamental pillar of our strategy.

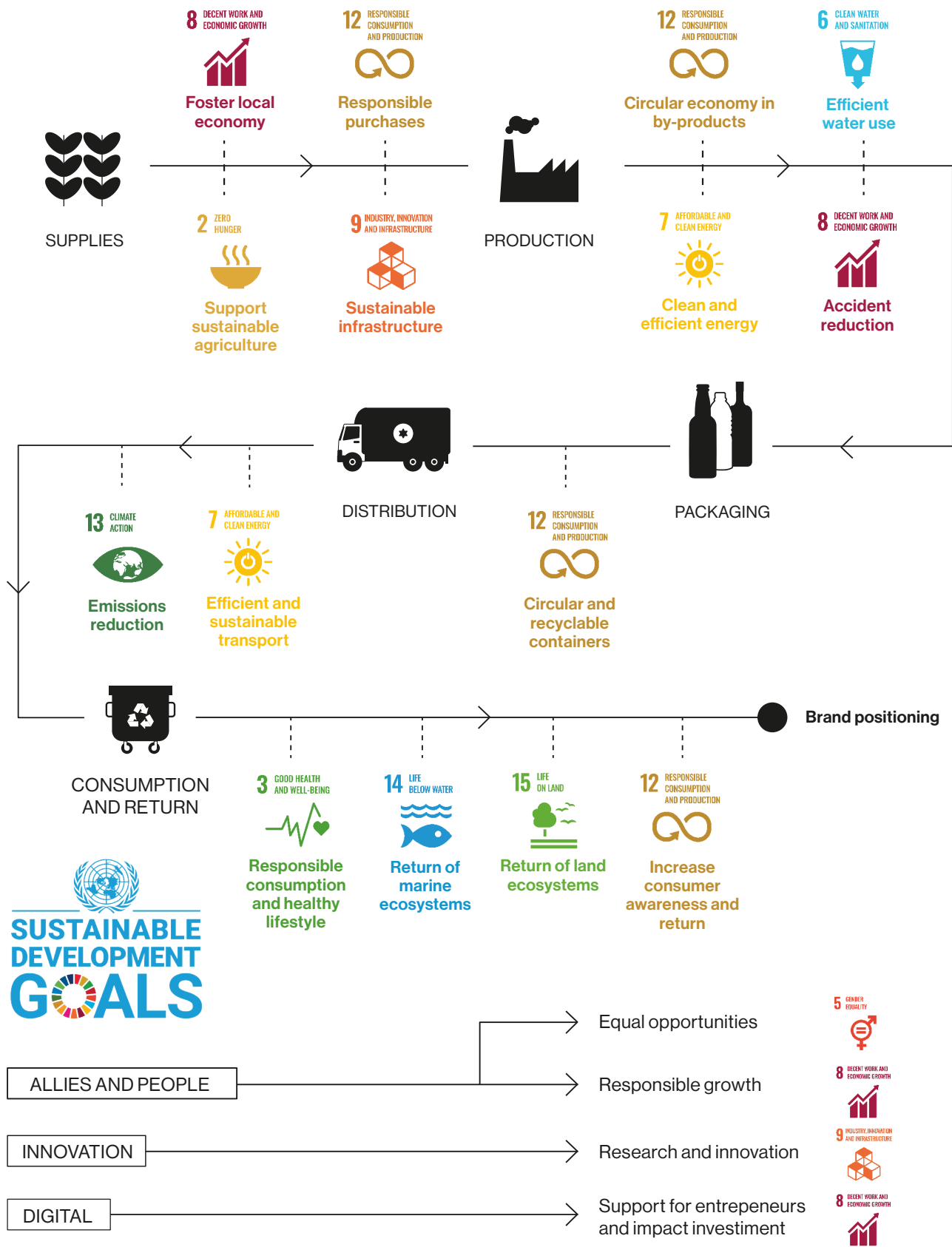
In 2020 we joined the United Nations Global Compact Spain. We join thousands of companies worldwide and are committed to taking responsible business actions to create the world we want.

We align our operations with Ten universally accepted Principles in the areas of human rights, employment standards, the environment and the fight against corruption, taking action in support of the United Nations objectives currently embodied in the Sustainable Development Goals (SDGs).

The “Positive Impact Project”, through which we link the components of our value chain with the SDGs, is a true reflection of that commitment that we have now formalized with the adherence to the Global Compact Spain.

Alignment with the business model

+ positive impact generation



To this end we have held more than 58 meetings,

58 +

involving more than 70 people directly,

70 +

involving more than 18 areas

18+

and identified more than 93 initiatives.

93+

“

16 of the initiatives that make up de Positive Impact Project (Proyecto de Impacto Positivo) were initiated and completed in 2020, while another 38 are in progress.

All this has materialized in four axes of action:

1.- Pride of origin: promoting value generation in the local economy; promoting and stimulating the development of local agriculture in a sustainable manner; supporting, defending and promoting Galician culture and heritage; and finally, fighting rural depopulation by fostering the economy in villages.

2.- Resilient planet: boosting the circular economy; fighting climate emergency and committing to clean energy; investing in more sustainable forms of transport and mobility; improving water efficiency; and finally, by promoting compensation actions linked to biodiversity.

3.- Important people: acting in the area of accidents with the aim of reducing them and in occupational health promoting healthy lifestyle habits; using mechanisms that ensure gender equality and leadership opportunities;

supporting young talent, innovation and entrepreneurship; encouraging the training and skill-building of workers - the agents of change; boosting telework and avoiding unnecessary travel; spreading consumption and recycling habits to consumers; and finally, ensuring responsible consumption of our products.

4.- Responsible allies: establishing responsibility criteria in relationships with our suppliers; being agents of change with our clients; promoting responsible and sustainable growth and internationalization; exploring alternative production and distribution models globally; promoting this strategy throughout our investment ecosystem and establishing key partnerships with key players with both our sector and public administrations to achieve these objectives.

***We care about
our stakeholders**

“

**We maintain a fluid and constant
dialogue with our stakeholders
because their suggestions, opinions,
proposals and ideas make us improve”.**

***1.2**

They are the engine of the company,
especially in 2020, a year in which we
have seen how important they are to us
and in which their loyalty and commitment
have driven us to continue at the forefront
of the sector.

Employees

Communication Channels

Employee portal (intranet); work council and legal representation; e-mail; notice boards; corporate news blogs mundohr.com (spanish and english); internal meetings; ethical committee; training courses; newsletter.

Activities carried out in 2020

Prevention measures for the protection of employees against COVID-19; maintaining the workforce without implementing employment regulation; implementation of telework; disinfection of common and working areas; creation of the employee care channel for COVID-19; ISO 45001 certification in Hijos de Rivera and Aguas de Cabreiroá; weekly meetings with the Company Committee; meetings with the Equality Committee; 5,876 participants in training and teaching courses of 38,118 hours of training; 55 participants in corporate volunteer team activities; work climate survey; newsletter "Keep on learning"; Great Place to Work (13th position); "Your health is the Star" programme; Annual Welfare Program; Wellwo Platform; Dual Training; Sondersland Global Partners; We join the Universum Ranking of the Best Companies to Work for in Spain.

Highlighted aspects

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

Clients/ Consumers

Communication Channels

Customer Service; advertising campaigns on the radio; printed press and Internet; social networks; mobile applications (apps) press releases; corporate web pages; meetings with suppliers; sponsorship events; sales catalogues; participation in business and sector associations; presence at trade fairs; proprietary food service premises.

Activities carried out in 2020

Online shop La Cervecería de la Resistencia; Amazon Seller Central store; microsite for bartenders and owners; Hi-Bio 4.0 Functional food project; 105,721 direct contacts with distributors; 14,623 communications with end consumers and retailers; awards at World Beer Challenge and European Beer Star; "Cervezas para una inmensa minoría", "Salud", "Historias detrás de una cerveza", "La Resistencia nos viene de Familia"; "Mineral Lovers" by Cabreiroá campaigns; #Dara lata; #YoResistoencasa; #SigamoSON projects; Masterclass SON Estrella Galicia; homebrewers "Save the Black Coupage" contest; "Qué se cuece en MEGA"; "A Resistencia non deixa a ninguén atrás"; "Una ventana al rural" by Mercado de la Cosecha; Campeonato Nacional de Mixología Maeloc; Campeonato Gallego de Tiraje de Cerveza (Galician Beer Pulling Contest); Fast and curious, ; Virtual stands in stadiums of our sponsored football teams; New Year's Eve chimes; SON Estrella Galicia; Ciclo 1906; sports sponsorships; sponsorship of the Festival Internacional de Cine Hecho por Mujeres; Mundo Estrella Galicia (MEGA).

Highlighted aspects

Beer culture programmes; complaints management; excellence and innovation in products and services; being proactive with our clients' needs; proximity to users; active listening; healthy products and responsible consumption; compliance with food safety regulations.

Shareholders

Communication Channels

Board of Directors of Corporación Hijos de Rivera S.L; shareholders Annual Meeting; shareholders channel; annual accounts; sustainability Report; Family Board.

Activities carried out in 2020

1 Annual general meeting;1 Extraordinary General Meeting; and 8 meetings of the Board of Director of Corporación hijos de Rivera, S.L.; creation of shareholder's web portal.

Highlighted aspects

Ethical behaviour; fight against fraud and bribery; responsible, sustainable, and committed company; excellence of products; Group reputation; developing good corporate governance.

Sociedad

Communication Channels

Membership of associations and community collectives; corporate volunteering; participation in events, sport and music sponsorships; collaboration with NGOs and foundations; web pages; publicity campaigns; press releases; presence at national and international sector fairs; social media; collaborations with universities and research centres; relationships with tax, environmental, health and employment authorities.

Activities carried out in 2020

Membership of over 25 sector organisations; continuation of The Hop entrepreneurship programme in Spain; sports sponsorships; cultural programmes; Hijos de Rivera Chair for Sustainable Development; collaboration with 44 associations and foundations via donations and 11 corporate volunteer group activities; virtual 5KM Solidarios Charity Race; awareness-raising and inclusion with FEGEREC y AMFIV-Pablo Beiro; grocery shopping; “Una Sonrisa por Navidad” campaign, Reyes Magos (3 Wise Men) for a day and ASPANAES solidarity postcards; DLonas project; two beach cleanings; collaboration agreement with the Spanish Federation of Food Banks (FESBAL); donation of sanitary equipment and water for nursing homess, homes of persons with disabilities and hospitals; 200 medical beds for the SERGAS; Inserta programme by la Fundación ONCE; research projects (apple, hops, barley, grapes, functional feeding and regenerative agriculture); 12 Miradas: Riverside programme; meetings with the Directorate-General for Taxation; communications with the Environment, Territory and Housing departments, the department of Health of the Xunta de Galicia and the councils.

Highlighted aspects

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 collectives in need; respect for human rights; promotion of healthy habits; collaboration with local communities.

*Main financial data

*1.3

“

The global health crisis caused by COVID-19 has adversely affected the performance of the Group's companies in 2020”.

The main sector in which our products are consumed, hospitality, has seen its activity temporarily paralyzed several times during the year. Also, the number of tourists who visited our country was reduced by around 65 million people and numerous traditional national events and festivities were suspended.

All this has led to a decrease in the number of operations, as well as a change in the mix of distribution channels through which we market our products. We have had to modify the manufacturing mix in our production plants, although fortunately they have not had to stop production at any time, neither due to measures taken by government authorities, nor for occupational health reasons.

Thus, the 2020 results have been affected, of course, by all the above, as well as by the group's decision not to make temporary employment regulation (ERTES) in any of the companies.

Despite these conditions, our position in the market, mainly in the beer sector, has allowed us to better resist these circumstances, experiencing only a 9.99% decline in our consolidated turnover, a much lower figure than that obtained in other companies in the sector. As far as beer is concerned, the decline in sales has been 1.38% compared to 12.06% in the sector.

Consolidated turnover

Corporación Hijos de Rivera Group, S.L.

-9.99%

Beer sales

Corporación Hijos de Rivera Group, S.L.

-1.38%

Sales

Hospitality sector

-12.06%

The main financial data of the Corporación Hijos de Rivera Group, S.L. at the end of the 2020 financial year are as follows:

Consolidated data	2019	2020
Turnover	532.3 million euros (*)	479.1 million euros
Capital assets	104.6 million euros	68.1 million euros
Environmental assets	4.82 million euros	10.04 million euros
Environmental expenses	4.06 million euros	5.59 million euros
Sales volume (Hectoliters)	555 million	511 million
Capital subsidies balance	4.83 million euros	4.56 million euros
Operating subsidies	0.236 million euros	0.429 million euros
Number of Employees (FTE)	1,200	1,250
Profit/Losses added before Corporation Tax:		
Spain	136 million euros	131.5 million euros
Rest of countries (**)	(0.741) million euros	(1.5) million euros

(*) It has been homogenized with 2020 for comparability purposes.

(**) Portugal, Brazil, the Philippines, China, the US.

Tax information

In April 2019, the Board of Directors of Corporación Hijos de Rivera S.L approved the group's Fiscal Policy, as well as its tax risk map and adherence to the Code of Good Tax Practices¹.

This policy mainly affects the fulfilment of its tax obligations and its relations with the Tax Administrations.

The main risks identified in this area are:

- Compliance with the formal obligations arising from the different tax jurisdictions in which the Group operates.
- Making incorrect tax decisions taking into account the context of the organization.
- Modification of tax rules or administrative or jurisprudence criteria.
- That the market interprets financial-fiscal information inappropriately, causing a negative assessment of the company by economic operators or the Tax Administration.
- Non-existent or inadequate communication between areas with tax liability and the rest of the business.
- Specific risks of the different taxes to which the Group is subject in the different jurisdictions in which it operates.

¹The Group carries out its tax practices in accordance with responsible conduct whose principles are set out in the OECD Guidelines for Multinational Companies (2011).

The different companies that make up the Group are taxed for the profits generated in the territories where each activity takes place. In Spain, where 98% of global sales and the main activities associated with the product are concentrated, € 103 million of direct tax contribution is generated, around 99% of the Group's total contribution.

Consolidated data	2019	2020
Corporation tax paid:		
Spain	24.16 million euros	15.6 million euros
Rest of countries (**)	0.095 million euros	(0.029) million euros
Corporation Tax in current year:		
Spain	22.78 million euros	16.8 million euros
Rest of countries (**)	0.079 million euros	0.003 million euros

(**) Portugal, Brazil, the Philippines, China, the US.



TWO Solid princi- ples

2.1 P.33

Shoulder to shoulder
with our partners.

2.2 P.37

Governance.

2.3 P.41

Commitment
to integrity.

2.4 P.44

Highest quality
and safety.

2.5 P.48

Alliances that
connect us.

“

If there is one thing we never compromise, it is our principles. In fact, in the face of extreme situations such as those experienced due to COVID-19 (lockdowns, closure of the hospitality sector, reduced mobility...), we reaffirm them even more.

Because integrity, respect, responsibility, sustainability and demanding ethical behavior make us better. These values define us and today, more than ever, it is WHAT MATTERS”.

***Shoulder to
shoulder with
our partners**

***2.1**

“

All the companies belonging to the **Corporación Hijos de Rivera Group** work with the same goal: continuous improvement, respecting tradition and experience, but maintaining the innovative spirit that characterizes us”.

Currently, a total of 31 entities are part of the Group:

31 entities

Name	Location	Area of activity
Adega Ponte da Boga, S.L.	Ourense	Production of wines and pomace liquor and their sale
Aguas de Cabreiroá, S.A.U.	Ourense	Bottling of mineral water
Aguas de Cuevas, S.A.U.	Asturias	Bottling of mineral water
Aguas El Pilar, S.L.U.	Granada	Bottling of mineral water
Aguas envasadas en Formatos Especiales, S.L.U.*	A Coruña	No activity
Balearic Beverage Distributors Inc.	United States	Drinks distribution
Bares y Estrellas Food Services, S.L.	Madrid	Operating food and beverage establishments
Bares & Estrellas - Wine & Food Services Corporation	Philippines	Drinks distribution
Cervezas Estrella Galicia México, S. de L.R., de C.V.*	México	Drinks distribution
Cervinter, S.L.U.	Málaga	Drinks distribution
Cosecha de Galicia, S.L.U.	A Coruña	Planting and cultivation of hops
Carlow Craft Brewery Limited**	Ireland	Production and sale of beer and derivatives
Craft Stars of the World, S.L.U.*	A Coruña	Holding company
Customdrinks, S.L.U.	Lugo	Production, bottling and sale of cider
Desymo Gestión y Desarrollo de Inmuebles, S.L.U.	A Coruña	Execution of building works, under commission and with contract
Education Services Valhalla, S.L.**	Madrid	Business consulting services

Nombre	Domicilio	Actividad
Estrella Galicia Importação e Comercialização de Bebidas e Alimentos, Ltda.	Brazil	Drinks distribution
Estrella Galicia Internacional, S.L.U.*	A Coruña	Drinks distribution
Fabrica de Cervejas Portuense, PRHM TPRT, S.A.**	Porto	Production and sale of beer and derivatives
Giste Cervecera, S.L.U.	A Coruña	Operating food and beverage establishments
Grupo Manantiales Con Origen Único, S.L.U.*	A Coruña	Holding Company
Hijos de Rivera, S.A.U.	A Coruña	Production and sale of beer and derivatives
Hijos de Rivera Inversiones Corporativas, S.L.U.	A Coruña	Holding Company
Justdrinks, Limitada	Portugal	Drinks distribution
Move Estrella Galicia Digital, S.L.U.	A Coruña	Holding Company
Mundo Estrella Galicia, S.L.U.	A Coruña	Sale of brand merchandise
Rivera Business Trade (Shangai) Co., Ltd.	China	Drinks distribution
Rivera Europe Trading Company, S.L.U.	A Coruña	Intermediation in the trade of beverages
Tempo Sacro, S.L.	Orense	Operating food and beverage establishments and tourist accommodation
Urban Brewing, Ltd.**	Ireland	Operating food and beverage establishments
We Sustainability, S.L.**	A Coruña	Operating food and beverage establishments

(*) No employees at year-end
 (**) Integrated partner the consolidated annual accounts as an equivalence

*Governance

*2.2

We follow the best corporate governance practices, which are represented in a series of bodies that ensure the correct governance of the Group, as well as delegated committees that support the Board of Directors.

In 2020, after the reorganization of the Group into Business Units, the governing bodies of these and the Corporación are:



Board of Directors of Corporación Hijos de Rivera S.L.

Chairman:
Santiago Ojea Rivera

CEO:
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 Hijos De Rivera S.A.U.

Chairman:
Santiago Ojea Rivera

CEO:
Ignacio Rivera Quintana

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., representada por José María Rivera Trallero.

Sole Administrator of Estrella Galicia Internacional, S.L.U.
Hijos de Rivera, S.A.U., representada por Ignacio Rivera Quintana.

Sole Administrator of Move Estrella Galicia Digital, S.L.U.
Hijos de Rivera, S.A.U., representada por Ignacio Rivera Quintana.

Sole Administrator of Mundo Estrella Galicia, S.L.U.
Hijos de Rivera, S.A.U., representada por Ignacio Rivera Quintana.

Sole Administrator of Craft Stars of the World, S.L.U.
Hijos de Rivera, S.A.U., representada por Ignacio Rivera Quintana.

In 2020 Ignacio Rivera Quintana was appointed Corporate CEO of the Group. A Corporate Management

Committee has also been established as a coordinating tool in the development of corporate strategy.

Committees

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

- **Audit and Management Control Committee**

- **Appointments and Remuneration Committee** (in process of implementation)

The Audit and Management Control Committee

This committee, of a voluntary, advisory, informative nature with oversight, was created in 2013. It is made up of five members and since 2018 its chairman is an independent professional. Its functions are contained in the Regulations of the Board of Directors of Corporación Hijos de Rivera S.L, as well as in its own regulations and encompasses auditing of accounts and the relationship with account auditors, supervising the financial and non-financial information preparation process, and supervision of risk control and management.

In 2020 it met five times, both the group's external account auditors and members of the financial, control and information systems teams of companies attending.

During the year, it also oversaw the audit process of the group's companies so that the audit reports of the annual accounts

had no reservations, as well as to ensure the independence of the auditors.

Likewise, it reviewed the individual and consolidated annual accounts and the group's Non-Financial Reporting Statement, prior to its formulation by the administrators, to ensure its reliability and that it had been prepared in accordance with the accounting criteria and contained the breakdowns required by the regulatory frameworks for financial and non-financial information applicable in Spain.

It also issued a report on the accounting aspects of corporate restructuring carried out for the configuration of the Group into a model of business units, prior to its approval by the administrators.

Policies

In 2020 we approved the Security Regulations for users with access to protected information and the

use of digital devices, which is part of and complements the Corporate Data Protection and Privacy Policy.

* Commitment to integrity

* 2.3

“

We aspire to promote a better society, capable of being strengthened by adversity and understand that this can only be achieved by working from a stance of sincerity and transparency”.

Therefore, as a company, we believe that we must act ethically and with integrity at all times, always putting people first.

To this end, we work according to our own ethical model made up of three elements: Code of Ethics, the Corporate Ethics Committee, and the Ethical Channel (Canál Ético).

Code of Ethics

The behaviour, principles and values by which we are governed are contained in our Code of Ethics. This statement guides the ethical behaviour of all societies and individuals who are part of our Group.

On one hand, it ensures compliance with human and employment rights, as well as the commitment to the integration of all people, with its complexity and diversity, in the corporate culture. On the other, it establishes the ethical principles

of action in relations with customers, suppliers, competitors, Group personnel, civil society and public administrations.

Following the principle of transparency, this policy is available both on the group’s corporate web page as well as the company’s intranet. In addition, training workshops are held annually in which employees and managers of the organisation’s companies participate.

Corporate Ethics Committee

This is the body responsible for ensuring compliance, implementation, dissemination, promotion, updating and interpretation of the code, as well as for

the proper functioning of procedures and protocols, and the establishment of measures that prevent its violation. The Committe has its own regulations.

The Ethical Channel

This channel, which has its own regulations, is responsible for resolving inquiries, suggestions and complaints related to the Ethics Committee. In case of any doubt, our employees can freely contact the Ethics Committee via email etica@estrellagalicia.es, or by post addressed to CORPORACIÓN HIJOS DE RIVERA, S.L., A/a. Secretario del Comité de Ética Corporativa (c/ José María Rivera Corral 6, 15008 A Coruña).

Finally, addressing our customers’ complaints is also a priority for us. This channel, together with Customer Service, is one of our main tools to manage them and give them a quick response to avoid any negative impact that the company’s behaviour may have.

*** Highest quality and safety**

“

Responding to the concerns of our stakeholders, we have incorporated, through the Management System, adherences and standards that guarantee the quality and food safety of our products, the safety of people and the care of the environment”.

*** 2.4**






In 2020, audits necessary for the continuity of our certifications have been a challenge due to the restrictions imposed by COVID-19. However, we have addressed the adaptation to the requirements set out in the new versions of the food safety ISO 22000:2018 and FSSC.V5 standards in the production units included in the GFSI (Global Food Safety Initiative) scheme.

Both Hijos de Rivera, S.A.U. and Aguas de Cabreiroá, S.A.U. have addressed the transition of the OSHAS 18000 standard to the new international standard ISO 45001:2018 on Occupational Safety and Health Management, achieving certification in this internationally recognised standard.

Other certifications we have are:

The uninterrupted maintenance of these certifications, through audits certified by AENOR and BUREAU VERITAS, undoubtedly generate trust and are a guarantee for our stakeholders.

Certification and verification by facility

					
UNE-EN ISO 9001:2015 Quality Management Systems	●	●	●		●
UNE-EN ISO 22000:2018 Food Safety Management Systems	●	●	●		●
FSSC 22000 V5	●		●		
IFS Food Version 6.1 Food Safety Management Systems				●	
ISO 45000:2018 Occupational Health and Safety	●	●			
ISO 14001:2015 Environmental Management	●	●			
EMAS III Validation of Environmental Statement	●				
Galicia Calidade	●	●			●
Ecological production certificate issued by the Regulatory Ecological Agriculture Council of Galicia					●
European Licensing System (ELS). Crossed Grain symbol: Cerveza Estrella Galicia Especial Gluten Free	●				
Kosher Certification issued by the Court of the Chief Rabbi, London Beth Din	●				
V-Label. Certification for vegans: Sidras Maeloc (Maeloc Ciders)					●
Protected Geographical label "Orujos de Galicia": Quenza liquors					●

Food Safety Model

The Group, in accordance with Regulations (CE) N.º 852/2004 regarding the hygiene of foodstuffs, has implemented a Hazard Analysis

and Critical Points Control System (HACCP) in its facilities that is reviewed annually by the Food Safety Team.

Our Food Safety Model is responsible for governing activity in production centers, its fundamental pillars being:

- Risk management that allows us to identify and assess potential food risks, as well as their prioritisation and the establishment of an action plan to minimise them.

- Food Defence Plan with applicable measures in the company to minimise the possibility of intentional actions on products, brands and facilities.
- Traceability management that allows us to monitor the history, physical location and track a product throughout the value chain.

- Food crisis procedure that establishes the regulations and protocols to follow in case of real or potential food safety problems, and the management of actions in the market that entail the withdrawal of products, ensuring its viability by conducting periodic drills under different scenarios.

*Alliances that connect us

*2.5

“

Our way of working is collaborative. That is why we cooperate with the most representative associations in the beverage sector”.

We also participate in numerous associations related to the activities we carry out and to our local environment:

- Cerveceros de España
- Asociación Empresarios Agrela
- Asociación Gallega de la Empresa Familiar
- Asociación de Marcas Renombradas Españolas
- Instituto Empresa Familiar
- AECOC: Asociación de Fabricantes y Distribuidores
- APD: Asociación para el Progreso de la Dirección
- AETCM: Asociación Española de Técnicos de Cerveza y Malta
- Círculo de Empresarios de Galicia
- ANEABE: Asociación Nacional de Empresas de Agua Envasada
- Asociación de Amigos do CGAC
- VLB (Instituto Cervezero de Investigación y Enseñanza de Berlín).
- Asociación Foro Económico de Galicia
- Analytica-EBC
- Autocontrol
- LGC Standards
- Ecovidrio
- AESI: Asociación Española de Sidras
- Club de los 20
- Asociación de Empresarios de Chantada
- Calidalia
- CLUSAGA: Clúster Alimentario de Galicia
- Asociación Española de Directivos
- Asociación para la defensa de la marca
- International Trademark Association
- AUSAPE. Asociación de usuarios de SAP de España
- Asociación Española de Anunciantes
- Clúster de la Función Logística de Galicia
- Centro Nacional de Tecnología y Seguridad Alimentaria
- ITENE. Instituto Tecnológico del Embalaje, Transporte y Logística
- Ecoembes
- Plataforma Tecnológica de Vino
- AEUTRANSMER: Asociación Española de Usuarios del Transporte de Mercancías
- Consello Regulador de la Ribeira Sacra
- AINIA Instituto tecnológico de la Industria Agroalimentaria
- Fundación Benéfico Docente de la Escuela Superior de Cerveza y Malta

Our economic relationship with the above associations is limited to the corresponding membership fee.

THREE

Deci- sive drive

3.1 P.53
Our production
centers.

3.2 P.55
Logistic and
commercial
networks

3.3 P.59
Crossing borders.

3.4 P.62
We drive
innovation.

3.5 P.67
We diversify
the business.

3.6 P.70
Proud of our
brands.

3.7 P.81
Recognition of
job well done.

3.8 P.86
Committed
communication.

3.9 P.92
Connected to
the world.



“

2020 has challenged us like no event had in our recent history. Our activity suffered fully from the effects of the pandemic crisis and forced us to reformulate all our plans and actions as quickly as possible.”

Our stakeholders needed to feel us closer than ever. Lockdowns and restrictions meant new time frames in which to approach them, and we responded by trying to make all our resources available to them.

Looking after all aspects of our value chain, driving innovation in all its

facets, and thinking in the long term has allowed us to be prepared and to be able to deal with situations as unpredictable as those experienced in 2020. Because taking on challenges when they come along, and doing it with guarantees, is WHAT MATTERS.

***Our
production
centres**

***3.1**

“

In Spain we have six production centres specialized in the production of beer, cider, wine and water bottling”.

*Logistic and commercial networks

Fábrica de Cerveza



Location: Polígono Industrial A Grela (A Coruña)
Surface: 76,000 m2
Production 2020: 345.8 million litres
Production Capacity 2021: 430 million litres

Agua de Cuevas



Location: Felechosa (Asturias)
Surface: 6,500 m2
Production 2020: 40.7 million litres
Flow: 3.5 litres /second

Cabreiroá



Location: Verín (Ourense)
Surface: 210,418 m2
Production 2020: 71.5 million litres
Flow Cabreiroá: 3.5 litres/second
Flow Magma de Cabreiroá: 13.8 litres/second

Ponte da Boga



Location: Lg. de O Couto, San Paio Castro Caldelas (Ourense) y Lg. De San Adrián, Sacardebois, Parada de Sil (Ourense)
Surface: 320,000 m2
Production 2020: 400,000 litres
Production capacity: 600,000 litres

Fontarel



Location: Loja (Granada)
Surface: 5 hectares
Production 2020: 51.8 million litres
Flow: 10 litres/second

Customdrinks



Location: Chantada (Lugo)
Surface: 35,000 m2
Production 2020: 11.5 million litres
Production capacity: 30 million litres of all drinks

*3.2

“

Staying close to our customers and serving them in an agile and personalized way is a maxim for us and our most recognizable trait”.

To fulfill this task, the 29 commercial areas and the 18 logistics centers in Spain and Portugal are fundamental, allowing us to take our products and services throughout the peninsula.

Commercial areas

29

Logistics centers

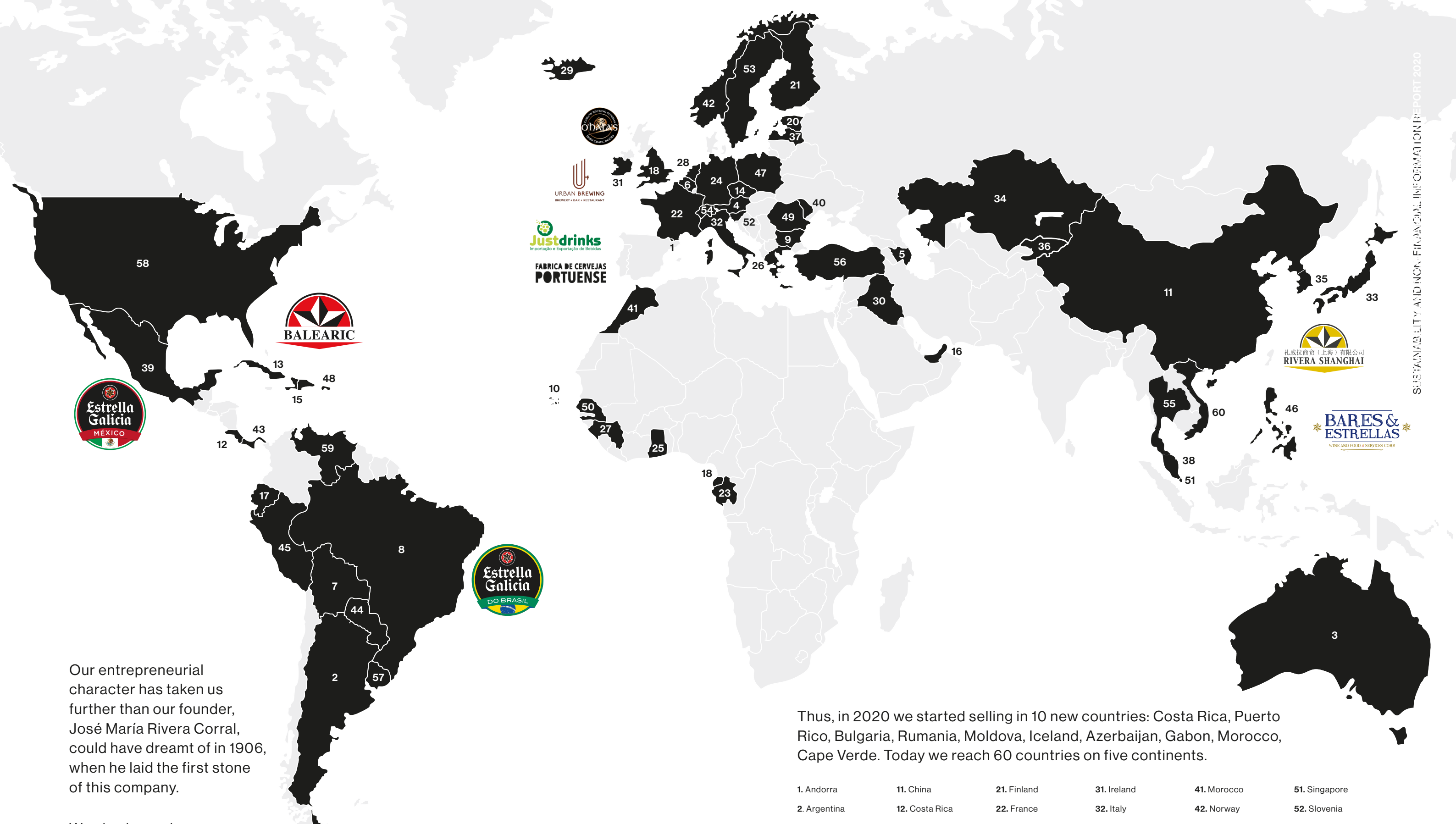
18

	Sales office	Sales areas	Warehouses and logistics centres
C. Galicia	D. A Coruña	★	●
	D. Bergantiños	★	●
	D. Ferrol	★	●
	D. Lugo	★	●
	D. Mariña Lucense	★	●
	D. Ourense	★	●
	D. Pontevedra	★	●
	D. Santiago	★	●
	D. Vigo	★	●
	Total	9	9
C. National I	D. Aragón	★	
	D. Barcelona	★	
	D. Catalonia	★	
	D. North	★	
	Total	4	0
C. National II	D. Asturias-León	★	
	D. Castille	★	
	D. Centre	★	

	Sales office	Sales areas	Warehouses and logistics centres
C. National II	D. Madrid	★	●
	Total	4	1
C. National III	D. Cádiz	★	●
	D. Canary Islands	★	
	D. Córdoba	★	●
	D. Extremadura	★	
	D. Málaga	★	● ● ●
	D. Seville- Huelva	★	
	D. Granada- Almería- Jaén	★	
	Total	7	5
C. National IV	D. Baleares	★	
	D. Castellón	★	
	D. Asturias-León	★	
	D. Albacete- Murcia-Alicante	★	
	D. Valencia	★	
	Total	4	0
Portugal	D. Portugal	★	● ● ●
	Total	1	3
Total 31/12/2020		29	18

* **Crossing borders**

* **3.3**



Our entrepreneurial character has taken us further than our founder, José María Rivera Corral, could have dreamt of in 1906, when he laid the first stone of this company.

We also have nine subsidiaries outside Spain:

- Estrella de Galicia Importação e Comercialização de Bebidas e Alimentos, Ltda. (São Paulo, Brasil)
- Balearic Beverage Distributors Inc. (Washington, USA)
- Carlow Craft Brewery Limited (Carlow, Irlanda)
- Urban Brewing Ltd. (Dublín, Irlanda)
- Justdrinks Limitada (Loulé, Portugal)

EXPORT

- Fabrica de Cervejas Portuense, PRHM TPRT, S.A. (Oporto, Portugal)
- Rivera Business Trade Shanghai Co. Ltd. (Shangai, China)
- Bares & Estrellas - Wine & Food Services Corporation (Mandaluyong City, Filipinas)
- Cervezas Estrella Galicia México, S. de R.L., de C.V. (México DF, México)

Thus, in 2020 we started selling in 10 new countries: Costa Rica, Puerto Rico, Bulgaria, Rumania, Moldova, Iceland, Azerbaijan, Gabon, Morocco, Cape Verde. Today we reach 60 countries on five continents.

1. Andorra	11. China	21. Finland	31. Ireland	41. Morocco	51. Singapore
2. Argentina	12. Costa Rica	22. France	32. Italy	42. Norway	52. Slovenia
3. Australia	13. Cuba	23. Gabon	33. Japan	43. Panama	53. Sweden
4. Austria	14. Czech Republic	24. Germany	34. Kazakhstan	44. Paraguay	54. Switzerland
5. Azerbaijan	15. Dominican Republic	25. Ghana	35. Korea	45. Peru	55. Thailand
6. Belgium	16. Dubai	26. Greece	36. Kyrgyzstan	46. Philippines	56. Turkey
7. Bolivia	17. Ecuador	27. Guinea	37. Latvia	47. Poland	57. Uruguay
8. Brazil	18. England	28. Holland	38. Malaysia	48. Puerto Rico	58. USA
9. Bulgaria	19. Equatorial Guinea	29. Iceland	39. Mexico	49. Romania	59. Venezuela
10. Cape Verde	20. Estonia	30. Iraq	40. Moldova	50. Senegal	60. Vietnam

***We drive
innovation**

“

Corporación Hijos de Rivera stands for innovation. We are strong advocates for creativity and transformation of knowledge as the starting point for finding paths that make us more efficient and differentiate us within the sector.

And of course, in 2020 we applied this maxim, present in all areas of our activity, to adapt to the circumstances arising from the pandemic as we went along”.

***3.4**



... We innovate in our services

To address the restrictions imposed by COVID-19, we have launched a number of projects aimed at facilitating the distribution of our products and reaching our consumers safely.

La Tita Rivera, following its spirit of commitment to origin and proximity took the decision to open new premises in O Portiño (A Coruña). Sustainability, the use of recycled materials, the commitment to ecological suppliers of proximity, the drinks offer, the gastronomic exchange with guest collaborators, or live music are some of the hallmarks of this new venue.

Estrella Galicia has launched its own online store, “La Cervecería de La Resistencia”, a project that was accelerated to respond to demand generated by the lockdown situation, thus supporting all the people who joined the movement #YoMeQuedoEnCasa (I’m staying at home).

We also we opened our own store at Amazon Seller Central, a sales model through which we reach our customers

directly, in this first stage choosing the FBA logistics model, in which Amazon is responsible for storing our products and distributing them to our consumers.

Finally, we created a new service designed for our Cerveza de Bodega customers: the installation of a growler containers filling system that the consumer can take and enjoy at home. It is suitable for different formats and sustainable, because it is returnable so it can be used as many times as the consumer wants. For these cases, we have also devised an ad hoc cleaning procedure that ensures their safety. The emblematic Estrella Galicia Cervecería in Cuatro Caminos (A Coruña) and the La Tita Rivera premises (Vigo and Portiño), have set up this system with a 75 cl. bottle which can be used to take home drinks such as Estrella Galicia Cerveza de Bodega, 1906, Maeloc cider, apple drinks or the house LTR beer, keeping their freshness as if they were drunk on the premises.



... We innovate in our culture

Taking advantage of the first anniversary of the opening of MEGA Mundo Estrella Galicia, in June 2020 we once again opened its doors to the public after

intense team work to adapt its route to the strict safety measures set out after the COVID-19 pandemic.



... We innovate for the future

We continue to develop the research project Hi-Bio 4.0 in functional and personalized food, financed by the Axencia Galega de Innovación (Galician Innovation Agency) and FEDER. Through it, we advance in knowledge about the inflammatory behavior of the organism, to be able to make formulations that help us maintain good of health into an advanced age. In 2020 we

published three articles and a doctoral thesis with the results obtained.

As for the company’s digital transformation process, 2020 was a boost in every way, pushing forward with projects such as the start of Horeca Tech to support the digitization of the on-trade channel, among others.



... We innovate in our raw materials

Through Cosecha de Galicia, S.L.U., we develop innovative raw material production and research projects so as to integrate them into the beverages of our Group.

Hops: We work in collaboration with entities such as CIAM, the cooperative LUTEGA and the USC, as well as with the Laboratorio Fitopatológico de Galicia (Lafiga) on a study aimed at eradicating powdery mildew, an extremely harmful fungus for the crop. There has also been, for the eighth consecutive year, a harvest of the organic Nugget variety of hop, cultivated following the procedures outlined by the Regulatory Council of Organic Agriculture in Galicia (CRAEGA).

Apple: Through the Maeloc Project we study the different varieties of Galician apple in order to identify and catalogue

In addition to promoting these projects, we also work very closely with our Galician producers, applying the latest technological advances in the harvesting of these raw materials and respecting the environment. We acquired 943,400 kg of apple, of which 69.71% was from organic sources, consolidating the main tendency for organic apple rather than

them. In 2020 we could verify the great influence of alternate bearing and that of poor weather conditions during flowering, which meant low productivity.

Grape: We concluded the CDTI “BlancSacro” project, where we compare the agronomic and oenological potential of the Blanco Lexítimo variety in Ribeira Sacra, compared to other already consolidated varieties such as Godello and Albariño.

Barley: We continue researching the cultivation of this cereal in various farms located in Monforte de Lemos, in the province of Lugo. The results show the adaptation of the cereal, both to the malting process and to the subsequent manufacture of beer with that malt.

the conventional. Regarding barley, we reached a yield of around 2,400 kg/ha, 22% less than the previous year while, during the grape harvest season we obtained 368,000 kg, 43% less than in 2019. The hop harvest was somewhat lower compared to other years, with a collection of 2,000 kg of dried flower.

*We diversify the business

*3.5

“

From our origins we have had a clear willingness to support customers in the different needs they may have, taking a step further in the services we offer. In this way, we have distribution, hospitality, design, customisation, merchandising and ‘Beer Culture’ services”.

Design

Through company Desymo Group we offer a complete interior decoration service that draws on our experience in the sector, allowing us to advise

customers at all stages on the path to creating differential spaces.

Distribution

We distribute both our own products and other brands including O ´ Hara ´ s, Erdinger, Grolsch, Peroni, Brewdog, Abadía Retuerta, Finca Allende, Cillar de Silos, Belondrade, Sanclodio, Dominio de Pingus, Finca Nueva, Marqués de

Murrieta, Vallobera and Moët&Chandon, Budvar and the prestigious brands from Bruges by the brewing group Halve Maan, Brugse Zot and Straffe Hendrik.

On-trade

We have our own premises that allow us to be present during our consumers’ leisure time. At the close of the 2020 financial year, we have three La Tita Rivera premises (Madrid, Vigo and the

recent opening of premises in Portiño in A Coruña) and the emblematic Cervecería in Cuatro Caminos.

Visitor experience

MEGA, Mundo Estrella Galicia, has reinvented itself to remain a “place of pilgrimage” for beer lovers, despite the pandemic. Thus, during the periods when restrictions have allowed it, our

museum has offered safe visits and online content to bring all its knowledge closer to the followers of its social networks.

Merchandising

At MEGA, we have a shop where we offer visitors a wide variety of merchandising products linked to our most iconic brands. In it everything from official attire of our sports sponsorships in

motorcycling, Formula 1 or football, to accessories and utensils linked to brewing culture can be found.

Customization

The group’s company Customdrinks produces and packages innovative products adapted to the needs and

tastes of our customers through the made-to-order concept.

*Proud of our brands

Beers
Estrella Galicia



Estrella Galicia Especial

Estrella Galicia 0,0

Estrella Galicia 0,0 Tostada

Estrella Galicia 0,0 Negra

Estrella Galicia Gluten-free

La Estrella de Galicia

Estrella de Navidad 2020 (Christmas edition)

Cerveza de Bodega Estrella Galicia

1906 Beers



1906 Reserva Especial

1906 Red Vintage

1906 Black Coupage

1906 Galician Irish Red "La Pelirroja"

Cerveza de Bodega 1906

*3.6

Fábrica de Cervezas Estrella Galicia



Galician Irish Red "La Pelirroja"



Con Miel de Galicia (with Galician honey)



Bidueira



Naranja Valencia Late (Valencian Orange)



Galician India Pale Lager



Grape Ale 12 Uvas



Percebes (Gooseneck barnacles)



Pimientos de Padrón



Jabuticaba




Madroños




Pulpo á Feira

Mineral Waters


Cabreiroá




Cabreiroá Mineral Natural Sin Gas (Still)




Magma de Cabreiroá con Gas (Sparkling)



Magma de Cabreiroá Original



Agua de Cuevas



Fontarel

Wines

Ponte da Boga



Ponte da Boga Albariño



Ponte da Boga Godello "O"



Ponte da Boga Godello "G"



Ponte da Boga Blanco Lexítimo "B"



Ponte da Boga Mencía



Ponte da Boga Bancales Olvidados



Ponte da Boga Capricho de Merenzao



Ponte da Boga Expresión Histórica



Ponte da Boga Porto de Lobos



Ponte da Boga Fulgor



Ponte da Boga Academia



Ponte da Boga Capricho de Sousón

Refreshing mixed drinks from wine

La Tita Rivera



Tinto de verano



Tinto de verano al limón



Sangría



Sangría Blanca



Rebutito

Vermouths



Vermut Rivera Red



Vermut Rivera White

Tonic

Mosto

Functional beverages



Liqueurs

Licores Hijos de Rivera

Quenza



Cider

Maeloc



***We expand our portfolio**

***3.6.1**

Launches



Fábrica de Cervezas: continuing with the commitment of adding a typical ingredient of different regions during its creation process, in May 2020 the brand launched Estrella Galicia Fábrica de Cervezas “Madroños”, a fruit beer with a nod to Madrid and its most recognizable fruit. In October, we presented Fábrica



de Cervezas Estrella Galicia “Pulpo á Feira”, which pays homage to the typical Galician dish incorporating as ingredients such as the potato starch, which is added when making the must, Galician octopus in the boiler, and the paprika in the maturation stage.



Estrella Galicia 0,0: We incorporate two new members into this brewing family: Estrella Galicia 0,0 Tostada and Estrella Galicia 0,0 Negra.



With these additions, we respond to the growing demand for more variety from consumers of non-alcoholic beer.



Ponte da Boga: We presented “B”, Blanco Lexítimo, the first wine of this grape variety in Ribeira Sacra, almost extinct for half a century and which the oenologists of the winery decided to study in an experimental plot launched almost 10 years ago. We also added a new proposal:



Capricho de Sousón, ua wine that highlights our commitment to research into ancestral grape varieties. In 2020 we also launched the third edition of Vinos de Autor, linking the rosé “Academia” to the band Eladio y los Seres Queridos.



Cervezas 1906: We add the recipe Galician Irish Red (“La Pelirroja”) to our portfolio in response to the great reception in its limited and temporary edition within the Fábrica de Cervezas Estrella Galicia project.



Vermut Rivera Blanco: Developed by Custom Drinks’ innovation team, it is characterized by maintaining the hallmark of the house vermouths: hops. On this occasion, the Nugget variety grown in Galicia has been integrated, which gives the product a marked character of its own.

Special editions



Estrella de Navidad 2020: As every year, we bring to market our limited edition Estrella de Navidad (Christmas Star) which in 2020 has evolved into a winter Lager or Christmas Lager.



Estrella Galicia: We launched a special edition of Estrella Galicia nationally framed within the movement “A las barras Resistencia” (To the bars, Resistance), through which we



encouraged the members of the Resistance to return to bars and which was available in summer, in return of 20 and 33 cl. formats.

In this same vein, and as a thank you to all the people who were on the front line, and who we all see as heroes, the bottles of Estrella Galicia allied with FESBAL (Spanish Federation

of Food Banks) to encourage and support their social care work.

In 2020 there have also been special editions dedicated to different regions of Spain, this time the Cíes Islands and Valencia, or national series with international projection such as La Casa de Papel (Money Heist)



Agua de Cuevas: In order to continue innovating and offering attractive proposals for the younger members of the family, we launched a new special

edition of labels with the characters from the animated film Kung Fu Panda.



Cabreiroá: Like Estrella Galicia, the brand incorporated the image of FESBAL to their bottles with the aim of asking consumers to support the work carried out by the Food Banks during the pandemic.

Also, a collection of eight labels was presented with the image of iconic Hollywood films such as Jaws, Back to the Future, E.T. o Jurassic Park.

This proposal is part of a global Hijos de Rivera agreement with Universal Consumer Products where a variety of successful licenses are incorporated into the company's mineral water brands. In addition, and paying special attention to the little ones in the family, the Trolls joined the 33 cl bottles. Finally, the brand has once again featured on its bottles the images of some of the players of the Spanish national football team such as Carvajal, Thiago, Fabián, Navas and Morata.

New formats



La Tita Rivera: In our quest to continue offering surprising proposals, we launched a new packaging for Tinto de Verano La Tita Rivera in a 33 cl. bottle, on-trade.

1906 Beers: We created a new canned format for 1906 Red Vintage. We chose this increasingly popular format to add dynamism to the range, favour test consumption, and offer the possibility of individual sales, as well as enhancing our Big Craft characteristics.



Agua de Cuevas: We have a new 1 litre bottle adapted for off-trade. In addition, the Asturian spring also launches a new 1.5 litre star format in 100% recycled packaging, as a start to progressive evolution of all its bottles towards rPET.



Cabreiroá: Responding to the needs of the consumer, the brand has opted to incorporate a new bottle "Recárgate & GO" (Re-charge and Go) for the 75cl Sport format.

Change of image



Our 1906 Beers brand has changed its design to make it more attractive and sustainable. Measures such as the use of 10% less surface paper or 70% of it from sustainable forests have



been incorporated. The same beers as always, now with a more sustainable design that looks to the future.



* Recognition of a job well done

* 3.7

“

2020 has not been an easy year. For this reason, the awards received over these twelve months give us enormous satisfaction, give us strength to work harder and achieve excellence in all its dimensions. Without a doubt, the fruits of our labour matter”.

Quality products

The 1906 beer family remains at the top of the ranking of the best beers in the world by obtaining the highest score, with their corresponding gold medals, in the World Beer Challenge. In addition, 1906 Red Vintage and 1906 Black Coupage have been given awards at the European Beer Star, the European benchmark competition that marks the pace of the brewing world in each edition.


Our wines have been recognized by Robert Parker’s influential The Wine Advocate magazine, who awarded 90 points to our Albariño 2018 and 91 to Godello. The Decanter guide awards Capricho de Merenzao 2016 93 points and Blanco Lexítimo 2019 95 points. And the Guía Peñín gives Porto de Lobos 2017 and Bancales Olvidados 2017 92 points, Mencía 2019 89 points and Blanco Lexítimo 95 points. In addition, our Licor de Hierbas Quenza obtained the Pote de Oro award.

Innovative campaigns

Other awards won by 1906 beers have been recognition of their campaign “**Historias para una inmensa minoría**” (“Stories for the immense minority”) as Best Regional/Local Campaign at the Premios Eficacia 2020 awards; a Telly Award in the category of Social Video

for the video featuring **1906 Black Coupage on social media**; and a Premio Genio 2020 and bronze medal given by the Club de Creativos 2020 for the campaign “**Historias detrás de una cerveza**” (“Stories behind a beer”), with Joaquín Sabin and Benjamín Prado.

The project **#Daralata**, promoted by Estrella Galicia at the most important Galician music festivals held in 2019, was awarded the Mejor Activación de Marca (Best Brand Activation) at the Iberian Festival Awards.



Safe services



The strict safety and hygiene standards followed by MEGA since its reopening have earned it the Global Safe Site and Clean Site Excellence certifications

granted by Bureau Veritas after verifying the prevention measures implemented in the museum.

Positioning

Estrella Galicia reaffirms its presence in the prestigious Mejores Marcas Españolas 2019 ranking (Best Spanish Brands), which brings together the 30 most valuable brands in the country. It increases its value by 6% and sits 26th in Interbrand's report in Spain, the world's

leading strategic consultancy in brand value reporting. This is the second time we have been part of this select club, after the inclusion in the 2017 ranking.

Estrella Galicia

Value increase

6%

Estrella Galicia

Top 30 Best Spanish Brands 2019

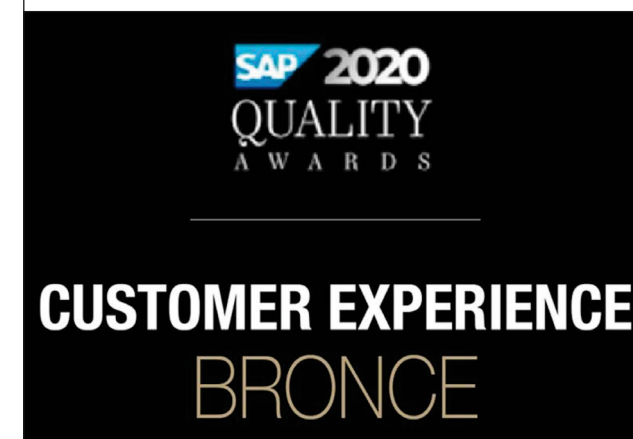
26

Reference employers

For the first time we became part of the Universum ranking of the Best Companies to work in Spain. A list that includes the most valued companies in our country by university students when it comes to planning their professional future.

Technology and entrepreneurship

SAP Quality Awards recognizes our work in Customer Experience for excellence and quality at work in ensuring successful implementations quickly and continuously.



Sustainability Report

Our Sustainability Report 2018 was internationally recognized by the Internal Communication awarding body MerComm, which awarded it a Gold Medal as the best global Specialized Annual Report in Sustainability.



*Committed communication

“

2020 has forced us to double our efforts in one of our priorities: to be close to our stakeholders”.

*3.8

True to our commitment to them, we have put all our communication at their service, offering a range of useful, interesting and quality content. But also at the service of our society, collaborating to help those who need it most. Thus, throughout the COVID-19 period, our brands have focused on digital communication through social networks. Under the hashtag **#YoResistoEnCasa**,

Estrella Galicia broadcast through its social networks a multitude of content, including the first live tastings of our beers, led by our Beer Culture team. In international markets such as the UK, communication actions were also carried out to support consumers during the lockdown, under the hashtag **#StayAtHome**.

Our social commitment project Mercado de la Cosecha opened a “Ventana al rural” (Window to the countryside) on their social media to bring followers closer to different natural landscapes during the lockdown period.

To support hospitality, one of the sectors hardest hit by the health crisis, after the first lockdown our brand Estrella Galicia turned the iconic song “La cuenta atrás”, by the group Los Enemigos, in a hymn to return to the bars. With this same goal, we added the motto “A las barras

Resistencia” (To the bars, Resistance) to the shirts of the sports teams we sponsor –RC Celta, RC Deportivo, CD Lugo and Real Valladolid CF– on their return to the pitch, and we set up a virtual stand.

MEGA reopened its doors after lockdown with a digital event in which, for the first time, its followers were able to take a virtual tour of the museum and enjoy the first intercontinental live streamed festival by SON Estrella Galicia.

We also launched “**A Resistencia non deixa a ninguén atrás**” (The Resistance leaves no-one behind), a proximity campaign which supported all those affected by this situation, or the “¡Salud!” (Cheers!/Good health!) campaign, which sought to unite all our consumers around the desire to enjoy

good health. This action culminated during the New Year’s Eve chimes with the Atresmedia, Mediaset and TVG presenters toasting with an Estrella Galicia in their hand. It was also adapted to the British market on its social media, with specific creations.



Other campaigns

The advertising campaigns we develop help us transmit the message of our brands to consumers, but also to be a familiar company, familiar

with the present and needs of our consumers. That is why we aim for impact actions that make their mark.

Estrella Galicia

1906

To launch Estrella Galicia 0,0 Negra and Tostada, we developed a campaign that with the motto “**La Resistencia Nos Viene de Familia**” (Resistance runs in the family) represents our way of doing things, with freedom, independence and authenticity, remaining true to our origins.



We launched the national campaign “**Cervezas para una inmensa minoría**” (Beers for an immense minority), with which bring to the forefront the unique personality and attitude of 1906, and the campaign, “El éxito no es lo que logras, sino cómo lo logras” (Success is not what you achieve, but how you achieve it), starring successful chefs with whom we share values and a non-conformist personality.



Cabreiroá

Through the “**Mineral Lovers**” concept, we highlighted the unique mineral composition of its mineral waters and their characteristics for correct and full hydration. The campaign has been supported by the players of the Spanish national football team.



Maeloc

Our cider brand launched a special Christmas campaign called, “**Antes de brindar, ¡apunta bien!**” (Before toasting, aim well!). A campaign promoting an optimistic vision to start a 2021 full of hope and regeneration.



Special actions

Our multi-award winning 1906 beer family and 3-star chef Michelin Angel León have sealed an alliance that will materialize in various initiatives that will reflect their non-conformist vocation.



1906 beers broadcast, among other entertainment content, the “Save the Black Coupage” contest for homebrewers, with which it asked the home brewers to make their version of the 1906 Black Coupage style.

MEGA launched “Qué se cuece en MEGA” (What’s cooking at MEGA), a campaign that allowed its followers on social networks to discover all the secrets of our Mundo Estrella Galicia, as well as experiences and anecdotes.

Our museum hosted a special programme of La Ventana, on the Cadena SER radio station, the first held outside the studio after lockdown. Ignacio Rivera was the special guest on this programme, leader of the radio afternoons and presented by journalist Carles Francino.



We also started the blog “Amantes Cerveceros” (Beer lovers), a space aimed at unconditional beer lovers who want to expand their knowledge

alongside Estrella Galicia. This blog is filled weekly with content prepared by our Beer Culture team.

* Connected to the world

* 3.9

The website *corporacionhijosderivera.com* collects the group's general information, while our brands, the group's companies and subsidiaries abroad have their own websites and open communication channels on social media.

2020 has made clear the need to optimize communication channels to create new synergies with our stakeholders. For this reason, we have reinforced this aspect and created an online store for

Estrella Galicia products, a website with news about the Resistancia campaign and a microsite for bar tenders and owners for training and information on grants and help. We have also redesigned the website and Ponte da Boga store and SON Estrella Galicia.

Corporación Hijos de Rivera	www.corporacionhijosderivera.com
Mundo HR	www.mundohr.com
Mercado de la Cosecha	www.mercadodelacosecha.com
MEGA Mundo Estrella Galicia	www.mundoestrellagalicia.es
Estrella Galicia	www.estrellagalicia.es estrellagalicia.es/tienda resistenciadesde1906.es estrellagalicia.es/amantes-cerveceros estrellagalicia.es/beermaster/ estrellagalicia.es/fabricadecervezas/ estrellagalicia.es/jugador-del-mes estrellagalicia.es/a-las-barras-resistencia
Estrella Galicia 0,0	www.estrellagalicia00.es 00emisiones.estrellagalicia00.es/
Cervezas 1906	www.cervezas1906.es cervezas1906.es/historias cervezas1906.es/save-the-black-coupage
SON Estrella Galicia	www.estrellagalicia.es/son
Cabreiroá	www.cabreiroa.es
Customdrinks	www.customdrinks.es
Maeloc	www.maelocway.com
Ponte da Boga	www.pontedaboga.com

La Tita Rivera	www.latitarivera.com
Agua de Cuevas	www.aguadecuevas.es
Fontarel	www.fontarel.es
HR	subes.hdrivera.com/

And our subsidiaries

Estrella Galicia USA	www.estrellagaliciausa.com
Estrella Galicia Brazil	www.estrellagalicia.com.br
Estrella Galicia UK	www.estrellagaliciabeer.co.uk
Estrella Galicia Italy	birraestrellagalicia.it/
Estrella Galicia Portugal	estrellagalicia.pt/
Estrella Galicia Germany	estrellagalicia.de
Bares & Estrellas (Philippines)	www.bares.com.ph
Rivera Business Trade Shanghai (China)	www.riverashanghai.com

User and follower data

Brand	Users Web	FB Facebook	IG Instagram	TW Twitter	LK Linkedin
Corporación Hijos de Rivera	151,493	4,805	10,400	10,050	4,648
Mercado de la Cosecha	42,071	8,798	20,200	2,792	-
Estrella Galicia	976,053	243,049	111,955	91,523	-
Estrella Galicia Shop	703,885	-	-	-	-

Brand	Users Web	FB Facebook	IG Instagram	TW Twitter	LK Linkedin
Estrella Galicia 00	50,031	51,640	93,082	20,416	-
Cervezas 1906	200,888	36,246	19,590	4,425	-
Son Estrella Galicia	57,146	23,755	19,760	13,913	-
Cabreiroá	43,143	31,875	6,311	12,357	-
Agua de Cuevas	9,489	937	489	-	-
Fontarel	7,468	-	-	138	-
MEGA	47,020	5,393	5,486	-	-
Estrella Galicia USA	17,158	295	1,124	-	-
Estrella Galicia Brazil	41,706	158,752	35,029	110	-
Estrella Galicia Portugal	4,184	-	-	-	-
Estrella Galicia Italy	3,767	-	-	-	-
Estrella Galicia UK	12,810	2,968	2,785	1,904	-
Estrella Galicia Germany	781	-	-	-	-
Maeloc	8,201	10,430	3,772	1,478	-
Ponte da Boga	28,804	2,631	1,555	2,290	-
La Tita Rivera	9,989	8,781	7,226	2,346	-
Hijos de Rivera S.A.U	-	-	-	-	105,000

FOUR

Positive Impact



4A P.100
Our people

4B P.134
Suppliers:
a relationship of trust

4C P.143
Responsible
with clients

4D P.154
At the forefront of
social commitment

4E P.180
Environmentally
responsible

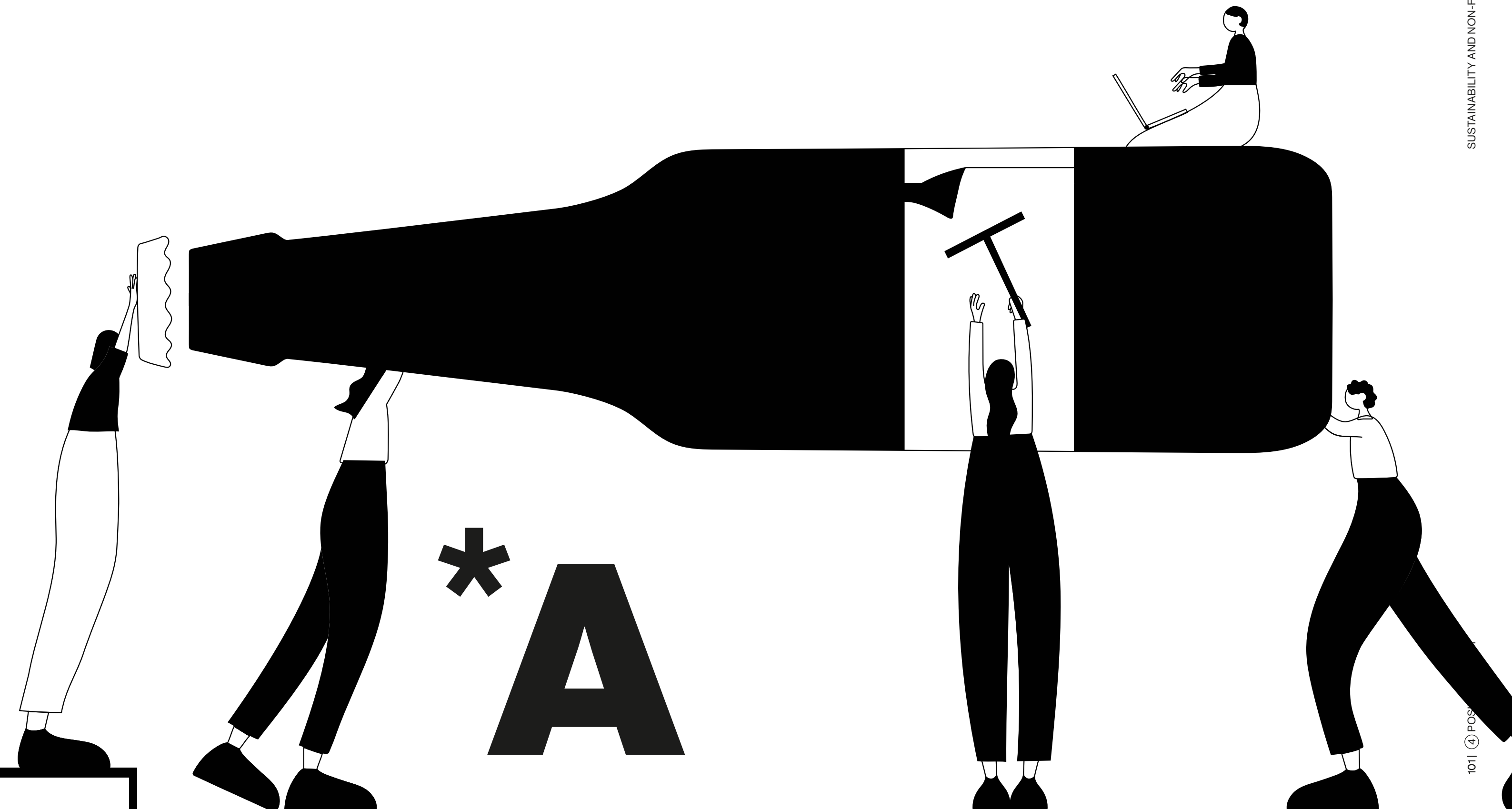
At Corporación Hijos de Rivera we are not just looking to make financial profit. Our actions are also based on positively impacting society, the environment and the well-being of customers and employees. Our ultimate goal is to build trust and be seen as an ally to count on.

Far from shirking responsibilities, this effort has been consolidated throughout the COVID-19 pandemic, when we showed that staying close to our customers, at a particularly delicate time for them; to consumers, who saw how social leisure had to be forgone during confinement; to employees, who experienced the consequences of the crisis first-hand, or suppliers was our priority. Being around, that is WHAT MATTERS.

“

At Corporación Hijos de Rivera we are not just looking to make financial profit. Our actions are also based on positively impacting society, the environment and the well-being of customers and employees. Our ultimate goal is to build trust and be seen as an ally to count on”.

*Our people



“

The talent, commitment, tenacity or effort that each of our collaborators demonstrates day after day are the secret ingredients of an impossible-to-copy recipe and are the differentiating features of our way of being”.

At the Corporación we are true to a tradition: to support people and make them occupy a prominent place in the heart of the business, because they are the ones that make it possible for us to achieve the goals that we set. The talent, commitment, tenacity or effort that each of our collaborators demonstrates day after day are the secret ingredients of an impossible-to-copy recipe and are the differentiating features of our way of being.

That is why, although 2020 has not been an easy year, we have not hesitated to protect the jobs of all our professionals because, it is at times like this we have to look after the family the most. So, despite being a sector particularly hit by

the COVID-19 crisis, we resist by keeping the same working conditions of our entire workforce and without taking advantage of any mechanism of employment regulation. In fact, we did the opposite and encouraged employment, closing the last financial year with 1,250 employees (FTE at the end of the financial year).

This effort revitalizes us as a family and century-old company that tries to be consistent with its history. In addition, it is part of our business model and is present in all our projects, helping us to achieve the difficult balance between employee satisfaction and the self-imposed level of demand of a leading company.

In figures

During 2020, the number of employees has grown by 13 people ending the year with 1,250 professionals in the Group (we report 97% of the Group's employees, 98% in 2019).

1,250
Professionals in the Group

Staff

Breakdown by gender:

	2020			2019		
	Women	Men	Total	Women	Men	Total
Total employees	231	982	1,213	230	948	1,178

2020

Employees

1,213

2019

Employees

1,178

The industrial component predominates within our activities, which is reflected in the fact that 81% of employees are men and 19% women, the percentage of women in 2020 slightly increasing.

Breakdown by country:

Country	2020	2019
Spain	1,119	1,089
Rest of Countries (*)	94	89
Total	1,213	1,178

(*) Brazil, China, USA and Portugal (2020), Brazil and Portugal (2019)

Most employees belong to companies located in Spain.

Breakdown by age group:

Country	2020	2019
<30	133	133
30-50	862	841
>50	218	204
Total	1,213	1,178

Range between
30-50 years old

71%

71% of the workforce is between 30 and 50 years old, both women and men, although there has been a decrease of 5 points from the previous year, the other two age groups increasing.

Breakdown by professional category:

Professional category	2020	2019
Top management, middle management, qualified specialists	332	320
Admin. and sales	285	264
Plant employees and ancillary services	596	594
Total	1,213	1,178

Plant employees and
ancillary services

49%

The professional groups used correspond to those established in the company agreement of Hijos de Rivera S.A.U. By category, 49% belong to plant employees and ancillary services, as we have extensive industrial activity.

Types of contract

Total number and types of contract by gender:

Gender	2020			2019		
	Women	Men	Total	Women	Men	Total
Permanent	200	876	1,076	195	825	1,020
Full-time	193	869	1,062	187	819	1,006
Part-time	7	7	14	8	6	14
Temporary	31	106	137	35	123	158
Full-time	19	82	101	23	100	123
Part-time	12	24	36	12	23	35
Total	231	982	1,213	230	948	1,178

Permanent
Types of contract

89%

We are characterized by offering stability in employment, with 89% of contracts permanent and 11% temporary. Women have a percentage of temporary contracts 2 points higher than men.

Temporary
Types of contract

11%

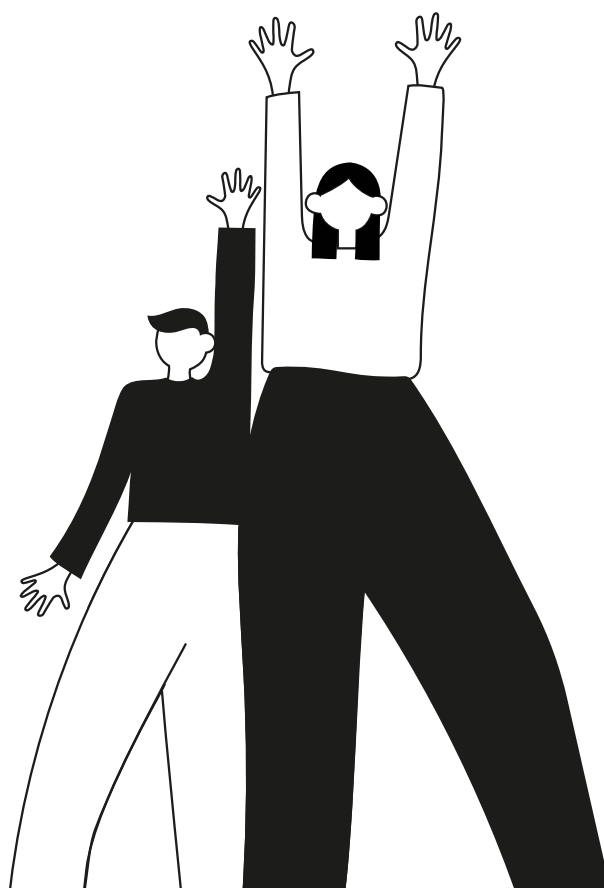
96% of employees have full-time employment and only 4% part-time. Among women, the part-time percentage doubles with regards to the average, being 8%.

Full-time
Types of contract

96%

Part-time
Types of contract

4%



Total number and types of contract by age group:

Age	2020				2019			
	<30	30-50	<50	Total	<30	30-50	<50	Total
Permanent	88	791	197	1,076	81	756	183	1,020
Full-time	82	783	197	1,062	75	748	183	1,006
Part-time	6	8	0	14	6	8	0	14
Temporary	45	71	21	137	52	85	21	158
Full-time	34	61	6	101	40	76	7	123
Part-time	11	10	15	36	12	9	14	35
Total	133	862	218	1,213	133	841	204	1,178

In groups over the age of 30, over 91% of contracts are permanent. For employees under the age of 30, the percentage of permanent contracts stands at 66%, and temporary contracts at 34%. In

under 30 years of age and over 50 years of age groups there is a higher percentage of part-time contracts, standing at 11% and 7%, respectively.

Total number and types of contract
by professional category:

Professional category	2020				2019			
	Top management, middle management, qualified specialists	Admin. and sales	Plant employees and ancillary services	Total	Top management, middle management, qualified specialists	Admin. and sales	Plant employees and ancillary services	Total
Permanent	318	268	490	1,076	306	246	468	1,020
Full-time	315	266	481	1,062	304	244	458	1,006
Part-time	3	2	9	14	2	2	10	14
Temporary	14	16	107	137	14	18	126	158
Full-time	11	14	76	101	12	18	93	123
Part-time	3	2	31	36	2	0	33	35
Total	332	284	597	1,213	320	264	594	1,178

The annual average of permanent, temporary and part-time contracts does not differ from those existing

at the end of the financial year detailed in the tables above.

Number of dismissals by gender, age group and professional category:

Gender	2020	2019
Women	5	10
Men	22	22
Total	27	32

Age	2020	2019
<30	1	3
30-50	23	23
>50	3	6
Total	27	32

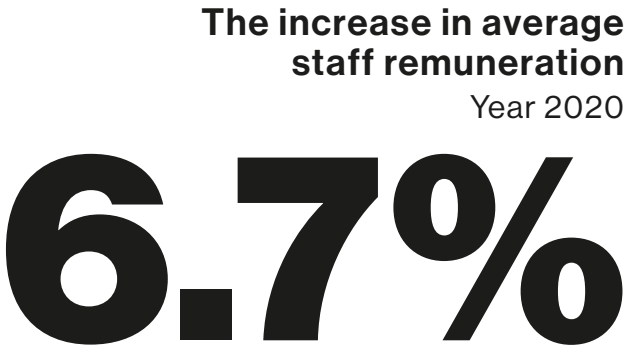
Professional category	2020	2019
Top management, middle management, qualified specialists	7	11
Admin. and sales	10	12
Plant employees and ancillary services	10	9
Total	27	32

Average remuneration

By gender:

Gender	2020	2019	Variation
Women	35,832	33,428	7.2%
Men	45,391	42,659	6.4%

The increase in average staff remuneration in 2020 was 6.7%, being slightly higher for women than men.



By age group:

Age	2020	2019	Variation
<30	25,547	25,320	1%
30-50	41,080	39,267	5%
>50	66,927	57,523	16%

The largest increase in average remuneration in the age range of over 50s is explained by the transition to that age range of Managers who in the previous year were in the 30 to 50-year-old group.

By professional category:

Professional category	2020	2019	Variation
Top management, middle management, qualified specialists	77,565	66,455	17%
Admin. and sales	34,146	31,435	9%
Plant employees and ancillary services	30,470	27,769	10%

Average remuneration includes all items paid to workers in 2020 with the exception of those that are multiannual in nature.

In the group there are no employees in the senior management category. The Board of Directors consists of ten members. All executive directors are men. Non-executive directors are four men

and one woman. There is no difference between the remuneration of male and female non-executive directors. The remuneration of the members of the Board of Directors of Corporación Hijos de Rivera S.L is detailed in Note 27 of the Report of the Consolidated Annual Accounts, for the year ended December 31, 2020.

Wage gap
Group's median remuneration gap

-13.8%

Wage gap

The group's wage gap is -13.8% (-11.9% in the previous year) obtained by the difference between the median remuneration of women and that of men expressed as a percentage of the median remuneration of men. The calculation cannot be considered to reflect the reality of our group's remuneration policy in which gender pay differentiation is not contemplated or accommodated.

We have conducted a multivariate analysis on 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:

- Separate 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.
- The measures of conciliation and flexible work used by employees.
- The type of business activity (production, hospitality, distribution, etc.)

The wage gap obtained from the average annualised total remuneration is -21.1% (-21.6% in the previous year).





Integrating disability

We abide by the principle of non-discrimination, on the basis of which we do not admit any case of discrimination on the grounds of disability. Most of our professionals work in the production centers.

These have specific characteristics that make the incorporation of persons with disabilities to them, for reasons of occupational safety, limited.

Employees with disability by professional category and gender:

Age	Top management, middle management, qualified specialists		Admin. and sales		Plant employees and ancillary services		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
2020								
<30	--	--	--	--	--	--	--	--
30-50	--	1	--	4	--	1	--	6
>50	--	1	--	--	--	5	--	6
Total	--	2	--	4	--	6	--	12
2019								
<30	--	--	--	--	--	1	--	1
30-50	--	1	--	4	--	3	--	8
>50	--	1	--	1	--	4	--	6
Total	--	2	--	5	--	8	--	15

Percentage of employees with disability

At Hijos de Rivera S.A.U. employees with disability have reached 2.28% of the company’s average workforce (unchanged in respect to 2019). Of this percentage 33% corresponds to direct employment (53.91% in the 2019 financial year) and the rest to LGD (General Law on the Rights of Persons with Disabilities)

agreements, through which we have purchased goods and services offered by special centres, which represent an amount equivalent to the recruitment of 18.27 people with disabilities (7.69 people in the 2019 financial year).

2020

18.27

2019

7.69

Social inclusion

In 2020, we continued the ONCE Foundation’s INSERTA Programme, a collaboration agreement whose objective is for our business Group to recruit people with disabilities, with a five-year goal. This initiative will allow us to advance in the inclusion of people with different skills. In addition, our commitment also includes

indirect insertion through the acquisition of goods and the procurement of services from special employment centres.

Our Group is committed to adapting those facilities that are necessary for the inclusion of our employees with disabilities.

*We take care of our family

*A.1

Creating an environment in which people can deliver the best of themselves and develop as professionals while maintaining a high level of commitment and satisfaction is a long-term challenge that we address through two pillars:

- Maintaining the balance between a strategic vision of the future of our business and the demand of day to day. This is key to align our teams with the challenges we face.
- Noting that the evolution of organizational structure and work processes must take into account the human dimension to facilitate adaptation, change and two-way communication with all our teams.

“

The well-being of the workforce, understood in its broadest sense (...), is the main challenge that the group's human resources management focuses on, being a determining factor in our success”.

A priority: well-being

The well-being of the workforce, understood in its broadest sense (occupational health, training, remuneration, conciliation, equity, diversity, etc.), is the main challenge that the group's human resources management focuses on, being a determining factor in our success.

Therefore, we work to prevent, or where appropriate address, the risks that may affect the workforce, such as the

increase in workplace accidents among our employees; that the remuneration system does not manage to retain and motivate employees; or that the training is insufficient for the performance of their functions. The occupational climate survey, the indicators for tracking accidents, absenteeism, people trained in the year, etc., are gauges of the management carried out for the well-being of the group's human team.

Extraordinary measures for uncertain times

Managing people's safety, health and well-being is a priority for the company. With the emergence of the pandemic, our efforts have multiplied in this area, with

the rapid and effective incorporation, by all teams, of the preventive measures necessary to address COVID-19.

“

Our main obsession has been, and continues to be, to avoid transmission, to protect our professionals and to make everyone feel safe in their posts”.

In this sense, our main obsession has been, and continues to be, to avoid transmission, to protect our professionals and to make everyone feel safe in their posts. To this end, we have been able to adapt to the constant changes caused by the evolution of this health crisis.

It should be noted that we have worked, from all areas, in an agile and intense way, always counting on the support of management, company committees and staff representatives for the implementation of measures of an organizational, hygienic-sanitary, communication and information nature. Among them are:

- Implementation of telework and other organizational measures related to the staggering of entry and exit times, the increase in the number of changing rooms, the duplication of control rooms, the suspension of face-to-face meetings and the limitation or prohibition of entry to non-company personnel.
- Provision of personal protective equipment and disinfectant gels, complying with regulations in time and with sufficient quantity.
- Intensified cleaning and disinfection of common areas and elements, both by external staff and our own.
- Creation of the Service Channel for personalized and direct listening with each employee. Thus, we answered both general consultations related to COVID-19, as well as information on preventive and organizational measures, preventive protocols, administrative-labour procedures, requests for individual protection equipment, proposals and suggestions for improvement, etc.
- Continuous information and communication through the different channels: mail, signage, employee portal or audio visual media.

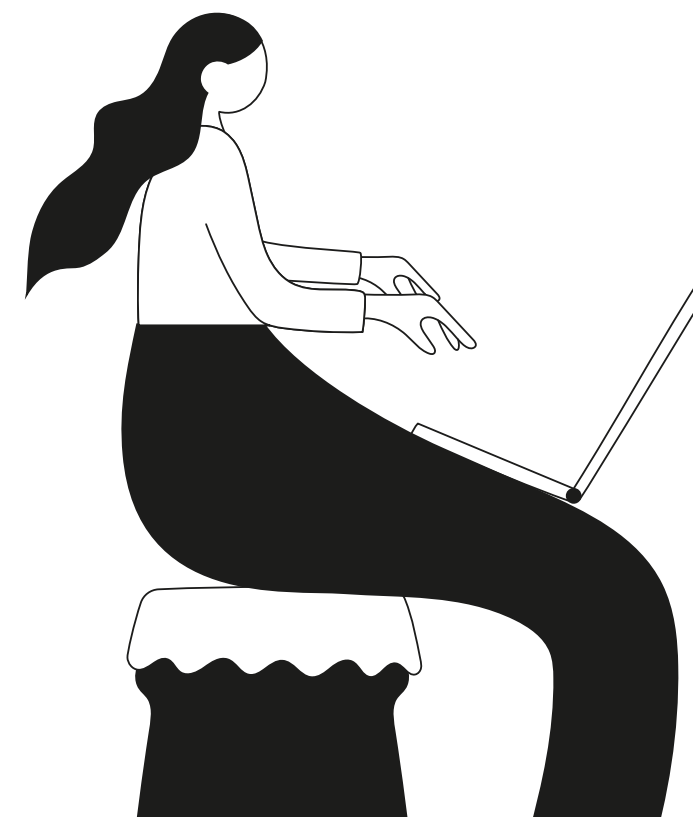
- Specific training on COVID-19 to virtually the entire workforce.

Conducting risk assessments and developing numerous specific protocols. Regular verification inspections of compliance with preventive measures and advice.

- Thorough monitoring of all cases (suspected, contacts, close contacts, confirmed contacts) of COVID-19.
- Development of numerous personal, daily and weekly diagnostic tests, and surface tests, monthly.

Thanks to all these measures we have managed to prevent transmission in all facilities and make our staff feel safe while working.

On the other hand, and being aware that this crisis has not only hit us, we turned our traditional Christmas dinner into an initiative to support hospitality, delivering a bonus of 60 euros to all employees and retirees of all companies in Spain to spend only in these establishments. In this way, we help promote consumption in premises throughout the country.





Management based on our culture and values

Our constant growth makes it essential to spread, and help others understand, the culture and values that are the DNA of our Group. Our policy in this area focuses on the Code of Ethics, highlighting the importance of business ethics and ensuring these values permeate throughout the organization.

This Code, which applies to the whole Group, is an express statement of the principles, values and guidelines that should guide and promote the ethical behaviour of all the people who make up the organisation.

The main principles related to the workforce are:

- Non-discrimination and equal treatment and opportunity.
- Stability and quality of employment.
- Respect and promotion of work-life balance and personal and family life.
- Promotion of a communicative and deliberative work environment.
- Safety and health in the workplace.

“

We address the implementation of conciliation actions as a means of achieving equal opportunities”.

To manage these principles and ensure they can be integrated into our scope of action, we have the Hijos de Rivera S.A.U. collective agreement, a tool that contemplates the following aspects:

Organisation of work

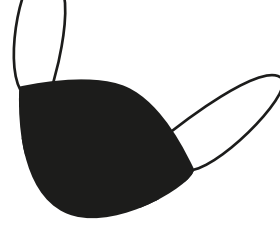
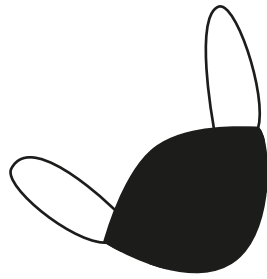
We address the implementation of conciliation actions as a means of achieving equal opportunities, avoiding situations of discrimination and making all our staff feel, whatever their sex or family situation, they have the possibility of advancing their career path, without having to give up their development.

These measures are in addition to others such as teleworking, flexible working and continuous working hours in the summer months. The Agreement also regulates overtime in accordance with the legal provisions.

At the moment, the Group does not have a policy of disconnection from work, beyond the aforementioned measures to promote the employment and work-life balance of our employees.

Likewise, our benefit plan at Hijos de Rivera S.A.U. is a differential value for our employees, since we put at their disposal measures that help them meet the day-to-day demands, such as a collective life and disability insurance, an annual school aid fund, special rates on products marketed by the Group, parking, a discount club or private health insurance, among others.

²All Group employees of which we report (97%) are covered by collective agreements.



Health and safety

The prevention and safety measures taken in an extraordinary manner against COVID-19 are part of our Corporate Health policy through which, in addition to committing to continuously improve working conditions and the protection of our professionals, we promote the health of people both inside and outside work

The “Tu Salud es la Estrella” (Your Health is the Star) programme, aims to encourage physical activity, healthy habits, prevention of toxic habits, and improve psychosocial factors. We are also adhering to the Luxembourg Declaration and belong to the Spanish network of healthy businesses. It is worth noting that the companies Hijos de Rivera S.A.U. and Aguas de Cabreiroá S.A.U. were certified in 2020 with ISO 45001, new international standard on Occupational Safety and Health Management that replaces the OHSAS 18001, standard in which they were certified annually.

In the brewery we have our own prevention service that assumes two of the compulsory specialties: Safety and Industrial Hygiene, while the rest of the group's companies have an external prevention service.

On the other hand, the Agreement also aims to prevent, or minimise, harm during work activity, by integrating preventive action in all areas of the organisation and promoting a preventive culture.

Finally, the company's management undertakes to comply with and enforce the current regulations on this matter, in accordance with the provisions of the Law on the Prevention of Occupational Risks and other complementary rules. Hijos de Rivera S.A.U., and Aguas de Cabreiroá S.A.U., have an Occupational Safety and Health Committee which is the joint and collegiate participation body for regular and periodic consultation on actions in the area of risk prevention.

Work-related accidents broken down by frequency, gravity and gender:

Accident rate (1)	Nº Accidents with medical leave	Days with medical leave	Accident index (2)	Frequency index (3)	Index of gravity
2020 (5)					
Women	3	33	14.35	8.02	0.09
Men	33	1,093	30.19	19.74	0.65
2019					
Women	6	124	28.85	16.11	0.33
Men	60	1,222	66.44	37.12	0.75

(1) Does not Includes in itinere

(2))Accident Index (nº of accidents during the work day with medical leave/nº of employees) *1,000

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

(4)Index of gravity (Nº of days lost due to work accident with medical leave/ (nº of theoretical hours worked in the period) x1,000

(5)In 2020, Estrella Galicia Inportação e Comercialização de Bebidas e Alimentos, Ltda , Balearic Beverage Distributors, and Temo Sacro have not been included.

In 2020 there have been no professional illnesses in the Group.

In 2020 the total hours of absenteeism were 83,023 (68,896 hours in 2019).

In addition to “Tu Salud es la Estrella” there is also “Bienestar Anual” (Annual Welfare programme), whose activities could only be held in person during the first months of 2020 due to COVID-19. However, we continue to promote health through the WellWo wellness platform, incorporated a few years ago and periodically improved, and sending daily emails with health-related doses of vitality.

“

Ten years of our Equality Plan”.

Renewal of the Equality Plan

In the Group we understand that we must create the necessary conditions for anyone to access decent employment, stimulating diverse and equitable environments. After ten years of our Equality Plan, in 2020 we decided to renew it from the commitment to develop actions that promote, in addition to the principle of equal treatment and opportunity, diversity, inclusion, equity and well-being.

It is a more far-reaching plan that is based on the principles and values that position people and social progress as pillars within the strategy, aligning their objectives with the SDGs on the 2030 United Nations agenda.

Communication channels

The various companies that make up the Group include various channels of communication with workers' representatives. They are articulated through committees and commissions, such as the Work Committee, the Health and Safety Committee, the Joint Commission, the Training Commission and the Work Committee for Equality, with regular meetings, with special emphasis on the bi-monthly meetings with the Work

The Equality Plan is regulated by the Organic Law 3/2007 and its modification by the Royal Decree-Law 6/2019 establishing an expanded implementation framework, in addition to the recent Royal Decrees, 901/2020, on equality plans and their registration and the 902/2020, on equal pay between men and women.

In 2021 we will advance with the compliance of this regulation by understanding it as an opportunity to continue improving the well-being of the workforce, the main challenge which the company's people management focuses on.

Committee and the quarterly meetings of the Committee on Safety and Health.

In addition, the needs of telework have accelerated the adoption of major collaborative productivity tools such as Office 365, Teams, and Sharepoint. All of them have allowed the optimization and development of new technological and digital skills by all employees of the organization.

Employer brand

Our commitment to contribute to the well-being and development of all our employees has resulted, yet another year, in the recognition given to us by the consultancy Great Place to Work – which produces the Best Workplaces Ranking – as one of the Best Places to Work in Spain 2020, reaching the 13th position of the Ranking among companies from 501 to 5,000 employees, therefore improving by one position compared to 2019.

To obtain this seal, the consultancy conducted a work climate survey of 382,239 employees from 315 companies, with the manufacturing and production and professional services sectors being the most represented.

For talent

We strengthened our employer brand as Sondersland Global Partners for the third consecutive year, the largest international talent festival in terms of the most relevant career trends. This digital festival hosts presentations and performances by some of the most influential young

In this same line, for the first time we become part of the Universum ranking of the Best Companies to Work in Spain, a list that brings together the most valued companies in our country by university students when it comes to planning their professional future.

In addition, with the aim of advancing as an attractive, differentiated, efficient and talent-capturing employer brand, we launched subes.hdrivera.com, a new talented website with which to open ourselves to audiences that we did not previously reach and offer them opportunities for talent development and personalized training.



Lean Culture

We are developing a new organization based on the incorporation of the culture of change and improvement as a permanent source of adaptation and competitiveness. In 2021 we will start a new phase in this project with the extension of the Lean Culture model to our entire organization with the following objectives:

- Train the entire organization in identifying and improving processes and activities that allow us to be more efficient and agile.
- Assist teams in improving day-to-day management, providing tools for measuring indicators, organizing their workspaces (physical and virtual), reorganizing tasks and troubleshooting.

- Empowering all people to participate in the value creation process, sharing and aligning strategic objectives and translating them into concrete actions to be deployed at each area and level of the organization.

The success of a process of cultural transformation of this nature lies in the involvement of all people. Their participation in the change is critical.

With integrity

Our Global Ethical Commitment is published within our Code of Ethics, which states: "All staff, all customers, suppliers and stakeholders must carry out their activity and functions based on strict

compliance with the legislation in force in all areas and territories in which they operate, while also respecting the good uses and customs of these".

This document is our main policy and due diligence to avoid the main risks related to corruption and bribery that occur should these practices affect employees, managers, partners or companies of our Group in any way.

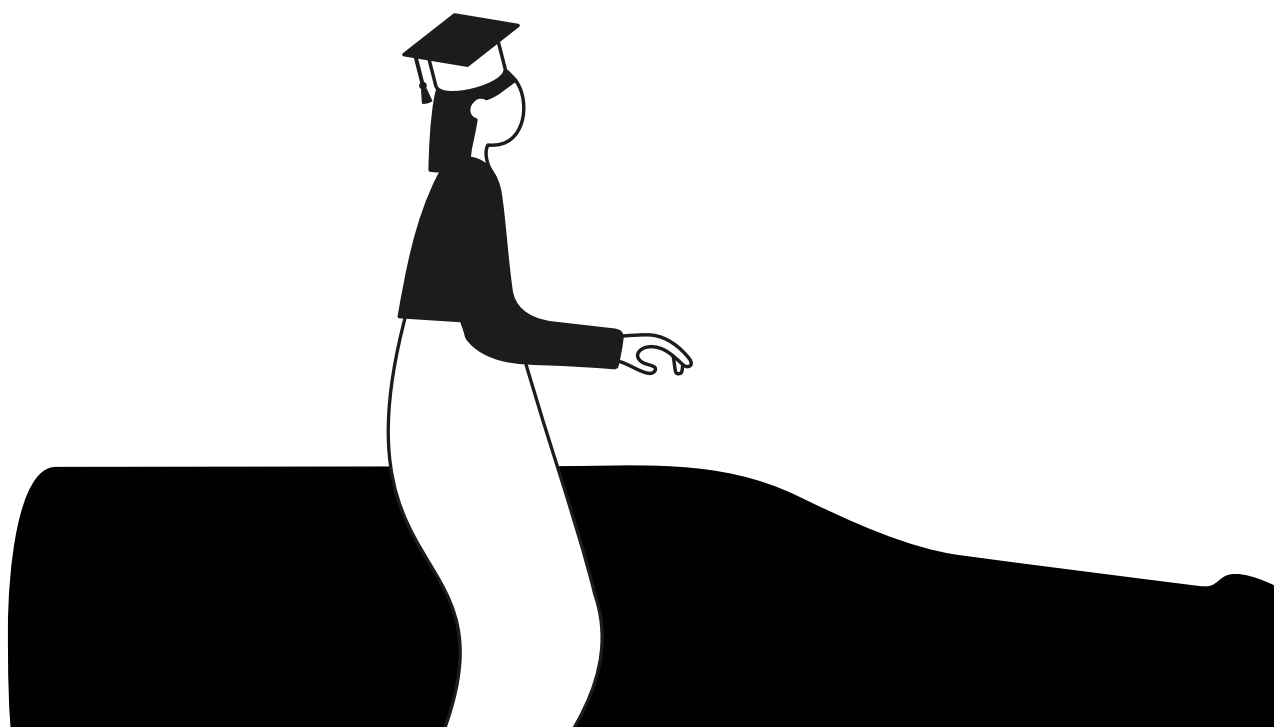
In addition, we have policies that regulate the following areas:

- Objectivity in supplier and contractor selection processes.
- Gifts, special treatment and favours.
- Diligent action and due business practices.
- Prevention of money laundering.
- Duty of confidentiality and professional secrecy.
- Conflicts of interest.

Likewise, the Board of Directors of Corporación Hijos de Rivera approved the "Policy for the Communication of Potential Situations of Conflict of Interest and / or Related Operations of the members of the Board of Directors with the Company and/or any of its subsidiaries in order to comply with the different regulatory obligations in the tax, business and accounting fields", and "Group Proxy Policy" establishing limitations, both

internal and enforceable to third parties, aimed at controlling the most significant financial transactions and/or transfers of funds.

The Ethical Channel is the instrument through which any action in this matter can be reported. In 2020 and 2019, no complaints were filed regarding corruption, bribery or money laundering.



***Training
to grow
successfully**

***A.2**

Our main objective in training and development is always to make it as easy as possible for the people of the organization to access the quality training they need at all times to meet their objectives and develop their professional skills.

In 2020, marked by the presence of COVID-19, we have pivoted from a training system based mainly on face-to-face sessions to another developed in a completely digital environment with online sessions. Throughout the year, the first priority has been to transmit to

all the people of the organization the safety and health messages necessary for the prevention of transmission, as well as to help them adapt to telework in the positions where it was possible to do so, and to facilitate them training in new tasks according to production needs. We have also made an effort to reach as many people as possible by opening up a new learning promotion channel, our “KeepOnLearning” Newsletter). And all this with the maximum possible constraint in the investment.

“

Throughout the year, the first priority has been to transmit to all the people of the organization the safety and health messages necessary for the prevention of transmission”.

This translates, as shown in the first table of main indicators, into a 77% increase in participation in training actions. In the new digital environment, these actions have been shorter than face-to-face actions, which leads to the 4% reduction in total received hours.

The constraint on the budget, with a 37% reduction in the use of external resources and a 5% increase in internal ones, leaves total investment at -17% for the whole year.

Main indicators:

	2020	2019	Variation
Total investiment	1,393,552 €	1,687,229 €	-17%
Participants (FTE)	5,876	3,311	77%
Hours received (*)	38,118	39,660	-4%
Investment/employee	1,127 €	510 €	121%

*The hours corresponding to the Cicerone online programme have been estimated on the basis of 30hrs per course.

Breakdown by professional category:

Professional category	Participants (FTE)	Hours received
Top management, middle management, qualified specialists	2,154	12,020
Admin. and sales	2,459	9,626
Plant employees and ancillary services	1,262	16,473
Total	5,876	38,118

Breakdown by training areas:

Area	Participants (FTE)	Hours received
Cultura de Cerveza	1,140	13,422
Cultura Lean	56	888
Development	5	474
Digital	882	882
Continuous training	2,184	8,733
Dual FP	23	7,252
Skills	942	1,697
Languages	135	2,646
OnBoarding	65	781
Occupational Safety and Health	443	1,344
Total	5,876	38,118

“

We have had 2,184 participations in 56 different training programs of Continuous Training”.

Main areas of training

Cultura de Cerveza

This set of training actions has once again been a protagonist, as they are directly related to our vision as an organization and to our goal of being market leaders in brewing culture. This

year we have dedicated 13,422 hours to over 31 initiatives involving a total of 1,140 people. In this edition, it is worth noting 25 fortnightly webinars on different topics of interest in this area of knowledge.

“Soy Cicerone, ¡eh!”

Started in 2019, this program seeks to strengthen the brewing knowledge of our entire workforce to the point that they are certifiable by the world reference entity in the sector: Cicerone. In 2020, we certified

365 more people at the first of the four levels of this certification, reaching a total of 789, which places us as a reference in Continental Europe in this area.

Continuous training

As part of the effort in which all employees can have training they need at all times to meet their objectives

and develop their professional skills, we have had 2,184 participations in 56 different training programs.

Within this effort we highlight two initiatives that aim to incentivize the culture of lifelong learning in all people in the organization: the content platform LinkedIn Learning and the training newsletter “KeepOnLearning!”:

- LinkedIn Learning: LinkedIn Learning is the continuous learning solution of the global professional social network of reference. It allows employees to access online content in Spanish and 6 other languages at any time. In Spanish, about 2,000 courses on business, creativity, and technology are available, and the platform also allows us to upload content exclusive to our organization. In 2020, 812 people made use of this tool making a total of 3,834 training hours, 411% more than the previous year.

- “KeepOnLearning!”: This Newsletter is a new open training proposal that arose from the pandemic, but which is here to stay. Its main purpose is to make it easier for people to access quality training that may need, preventing them from wasting time searching the large number of resources available. In addition, it values internal knowledge with the use of own expert trainers in a variety of subjects.

In 2020 we published 25 issues, with a weekly frequency from April to June and fortnightly from July, conducting a total of 64 webinars from three major content areas (45% beer culture, 35% development, and 20% digital/office) which have obtained an excellent score of 4.6 out of 5, with 12 different internal trainers.

Dual Vocational Training (FP Dual)

In 2020 we welcomed our second group of students of this training modality, where they train with us during the second half of their academic year. The training is structured into a first month of theoretical knowledge and another four of practical training in different departments of our central services and our brewery in A Coruña.

This second successful experience means that we remain committed to this educational modality that allows us to exercise social responsibility while functioning as a source of skilled candidates.

* Committed to human rights

* A.3

We continue to act on and respect the criteria of the United Nations Global Compact Spain, taking into account fundamental aspects such as human rights, labour and anti-corruption standards.

A core part of this commitment focuses on our Code of Ethics, as it guarantees the implementation of commitments

with the fulfilment of human rights and the integration of the entire collective of people, with its complexity and diversity.

Risks in this area include failing to respect the criteria of the United Nations Global Compact contemplated in the Code of Ethics, which would seriously affect our reputation and relations with our stakeholders.

“

In 2020 and 2019, no complaints of human rights violations were registered through the channels available for this purpose”.

Policies and procedures

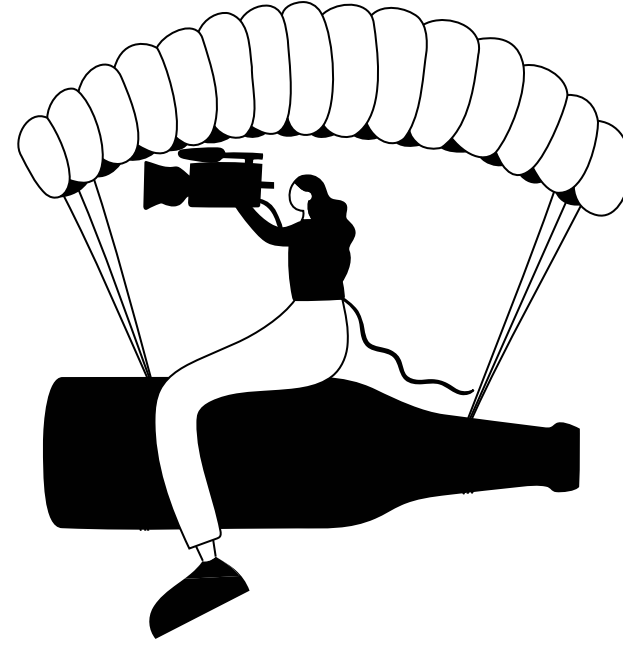
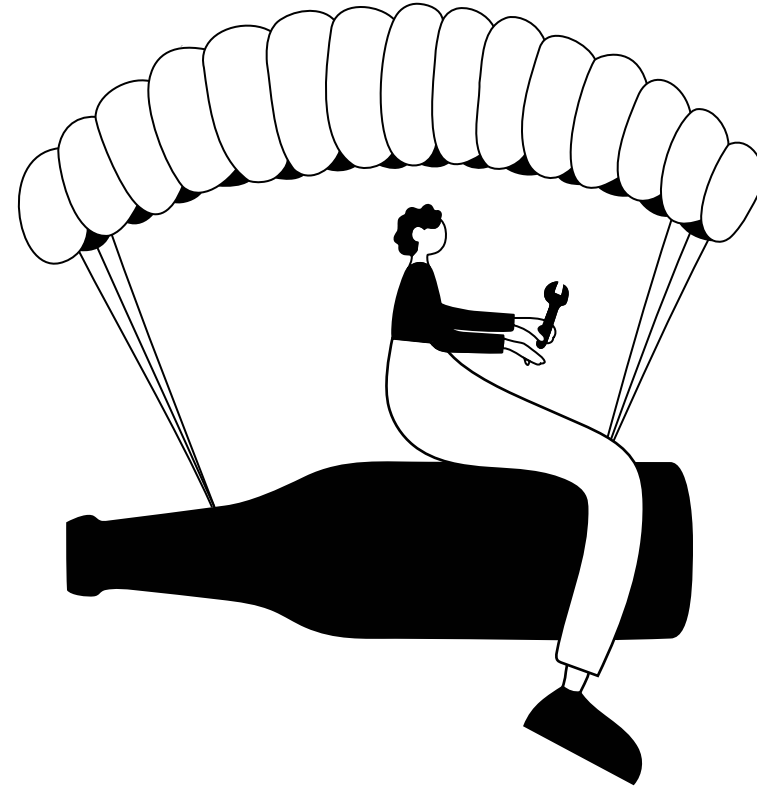
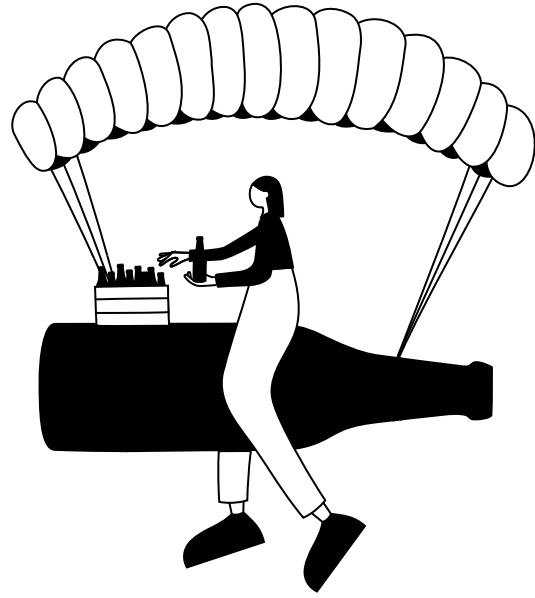
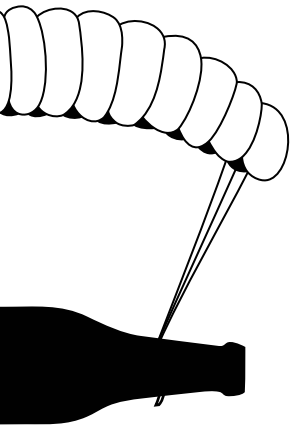
The main aspects of due diligence included in the Code of Ethics are based on the promotion and compliance with the provisions laid out in the fundamental Conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour.

The Corporate Ethics Committee is the highest body responsible for ensuring compliance with human rights in the Group and assumes the advisory, resolution, prevention and surveillance, and information functions. Any type of violation of our Code of Ethics, including human rights violations, can be reported through the Ethical Channel.

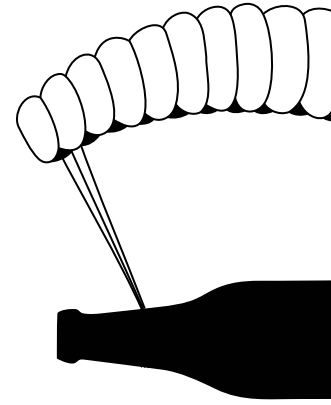
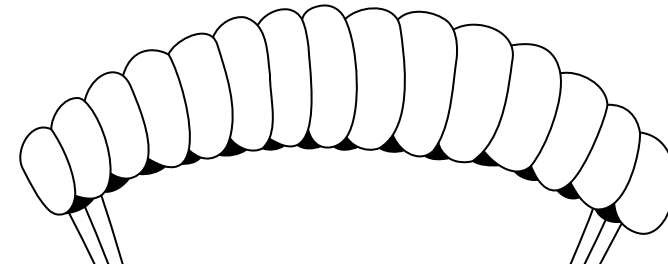
In 2020 and 2019, no complaints of human rights violations were registered through the channels available for this purpose.



*Suppliers: a relationship of trust



*B



“

We promote lasting and stable relationships in which both parties seek excellence and constant improvement”.

When carrying out our activity, suppliers play a fundamental role. Aware of this, we establish a relationship that goes beyond a strictly work relation and whose pillars are based on trust and honesty.

As in the rest of the areas, in 2020 the collaboration with suppliers has also been marked by the global pandemic. To deal with it with guarantees, we carried out an urgent review in supplier management in order to guarantee processes.

Hence, we promote lasting and stable relationships in which both parties seek excellence and constant improvement in the processes that are carried out.

The measures taken have focused on:

- Ensuring the continuity of the supply chain.
- Adapting the agreements to the new needs.
- Reviewing the pool of suppliers as a consequence of the two previous measures.

*Transparent processes

*B.1

We ensure that our suppliers comply with the regulations and laws in force in each country and at all times, paying special attention to respect for people and the environment. In addition, and to ensure an ethical and responsible relationship, our guidelines prevent us from using our position to achieve personal gain by rejecting and denouncing any business practices unbecoming of these precepts.

We are aware of the possible risks that may arise from this collaboration, such as collaborators not meeting criteria of respect towards people, the environment and the ethical values of the Group, as it would affect the quality of our products, the environment, human rights and the ethical behavior of our organisation - in short, the reputation of the Group, affecting the sustainable development model that we have developed in the short and medium term.

Supply chain

The Purchasing department is responsible for leading this process, which is based on the following stages:

- Identification of needs: This phase takes place between the areas that detect a deficit and the Purchasing department. Together they define the technical, service, quality, occupational safety and environmental specifications, as well as the dates, budget and possible suppliers.

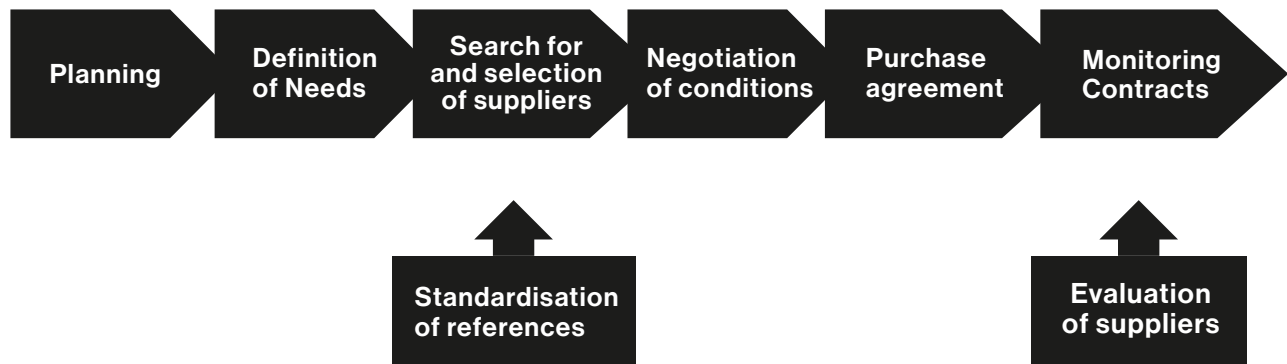
- Negotiation: The Purchasing department, with input from other areas, evaluates the offers, selects and negotiates the best conditions, both economic and service level, with suppliers.

- Award: To one or more suppliers, which will take place at the Procurement Committee in a consensual manner among those involved.

- Closing of agreements: The Purchasing department will communicate the result of the award, place the order and ensure the signing of the contract and the communication of the conditions.

- Follow-up: the Purchasing department will ensure compliance with the conditions agreed to in the agreement, taking corrective actions

Stages of the procurement process:



Purchasing Policy

We have a Policy of Purchase of Goods and Services applicable to Hijos de Rivera S.A.U. and to the companies through which water springs are managed.

It includes the requirements that new suppliers must meet:

- 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.

These requirements are set out in the general conditions of contract of Hijos de Rivera S.A.U., both for providers of goods and services. In addition, we carry out annual internal and external process verification audits, in particular within the scope of UNE-EN ISO 9001:2015 certification.

Certification	Hijos de Rivera S.A.U.	Aguas de Cabreir�a S.A.U	Aguas de Cuevas S.A.	Customdrinks S.L.U.
UNE-EN ISO 9001:2015 Quality Management Systems	★	★	★	★

Likewise, since 2013, we have been part of Calidalia which is made up of the most important companies in the food and beverage sector in Spain which allows us to optimise the management of suppliers.

Procurement Manual

The Procurement manual arises from our policy and outlines the general principles of collaboration, and ethical environments in which they must be carried out, as well as the creation of a Procurement Committee, management of contracts, and the establishment of an evaluation and standardisation model.

It should be noted that in all procurement categories associated with beer production and water bottling there are action plans to minimise the risks of breakage in the supply chain.

Shared responsibility

We ensure that commitment to people and sustainability also extends in the way our collaborators work, thus ensuring the highest levels of integrity and responsibility. Therefore, our Code of Ethics includes a number of guidelines related to purchasing processes:

- Declare any kind of self-interest that may affect impartiality.
- Protect margins of competitiveness in management in those long-term relationships with the supplier.

- Confidentiality and accuracy in the information provided by the parties, which should in no case be used for its own benefit with intent to deceive.

- 'Moderate hospitality' is allowed with the aim of maintaining fluidity in the relationships between the customer and the supplier, provided that it does not harm in decision-making.

- Avoid the practice of 'business gifts'.

We are also currently at a time of updating our processes with the aim of increasing the weight of sustainability criteria in decision-making.

*Empowering local producers

*B.2

We seek raw materials of unbeatable quality that will guarantee the excellence of our products. The way we achieve this is by contributing to empowering local producers and a proximity economy, promoting sustainability throughout the value chain.

Hence, 92.24% of the acquisitions of goods and services associated to the production of beer and sales of our products come from suppliers domiciled in the Iberian Peninsula, reaching 99.63% in the EU. Likewise, 91.84% of purchases made in our mineral water area comes from suppliers established on the Peninsula.

We also like to emphasize that the commitment to Galicia is indisputable. In fact, goods and services supplied by Galician companies exceed 32%. We also collaborate with the region by supporting local farmers in research projects regarding the production of hops, barley, apple and grapes grown on there.

In order to detect good practices in the processes developed with our suppliers, as well as possible areas for improvement, we we started a programme of regular audits in 2018 which continued throughout 2019. In 2020, and due to the COVID-19 restrictions, we have had to temporarily suspend these audits that we hope to restart throughout 2021.

* Responsible with clients

Suppliers UE

Acquisitions of goods and services
associated to the production of
beer and sales of our products

99.63%

Suppliers Iberian Peninsula

Acquisitions of goods and services
associated to the production of
beer and sales of our products

92.24%

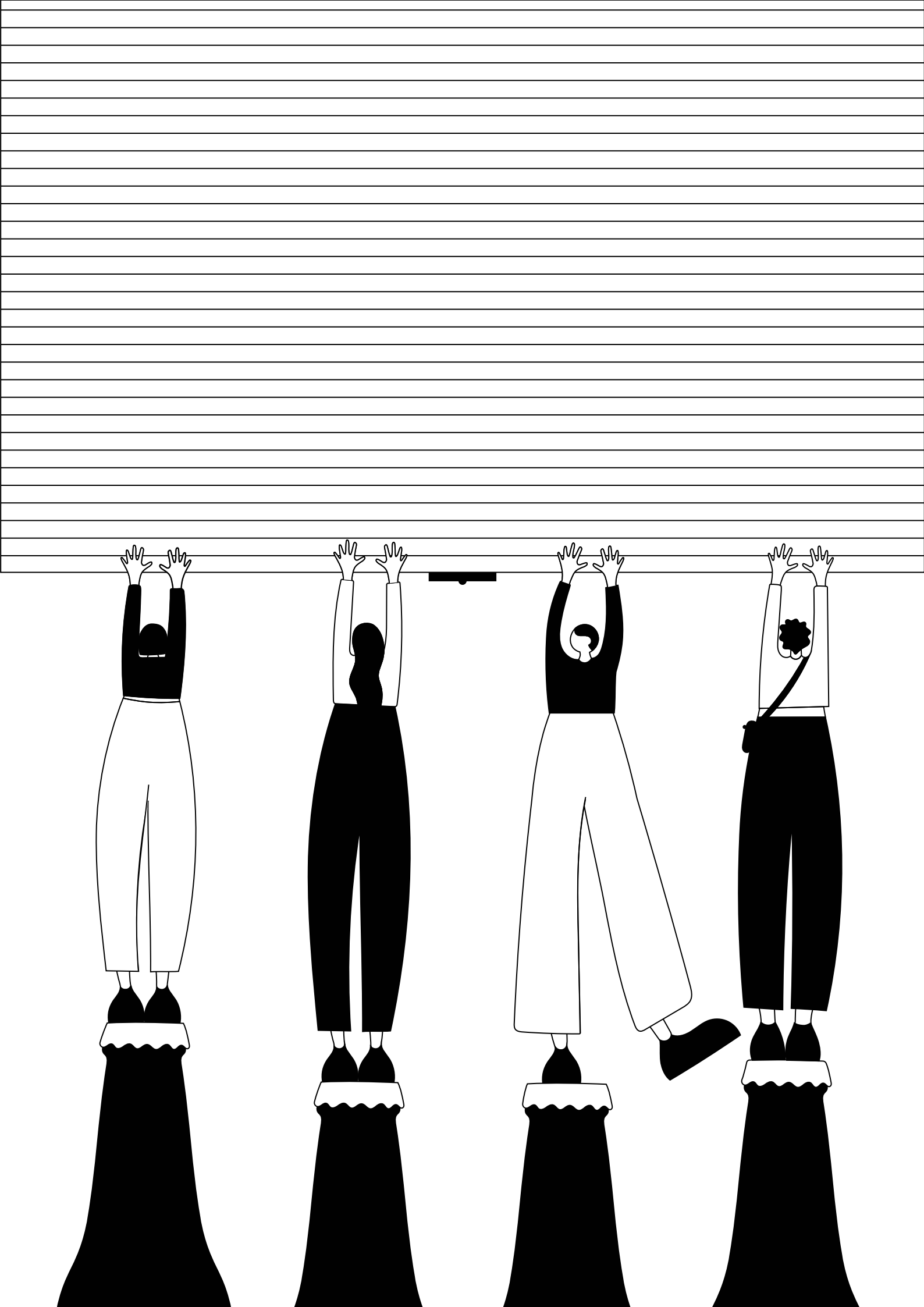
Galician companies

Goods and services supplied

+32%

* C





“

And at a time as difficult as the one we have all experienced in 2020, our priority has been to look after that trust, help, and minimize the impact of the pandemic on their businesses”.

The pandemic hit the hospitality industry hard. Besieged by closures and restrictions, the industry probably will not remember as harsh a period as that which started in 2020. Being close to clients is for us, more than ever, WHAT MATTERS.

The trust our customers place in us is based on the ability we have demonstrated throughout our history to listen to them and respond to their needs.

And at a time as difficult as the one we have all experienced in 2020, our priority has been to look after that trust, help, and minimize the impact of the pandemic on their businesses. We developed different support actions and remained close to them, for which the work of our commercial network was essential, thanks to its 29 commercial areas distributed throughout Spain and in Portugal.

We reinforce our contact channels

To serve our customers – the network of national and international distributors, on and off-trade channels – we have Customer Service (SAC), a point of contact that also listens to consumers and point of sale, being responsible for the resolution and closure of incidents. In addition, to meet the needs of customers of the new online store ,a digital consumer service was implemented in 2020, incorporating it into the SAP Service corporate tool. In 2020, 82% of open cases were closed in less than 36 hours, while 64% were resolved on the same day they were received.

Complaints

In case of receiving a product complaint we follow a protocol of action through which we contact the user to expand and / or confirm the requested information. After, we arrange the collection of samples, if applicable, and communicate the complaint according to the list of categories defined in the instruction

Other means of communication made available to our customers and consumers are email, web contact forms, social networks, by phone, etc. The SAC is responsible for managing all communications received, categorizing each case and forwarding it to the corresponding departments for it to be handled.

Together with the SAC, strengthening our digital presence has been critical in addressing the consequences of COVID-19 and keeping us close to our customers.

“Interactions Quality- SAC Department in Product complaints. Once the communication investigation is complete, the Quality Department provides the report for the SAC who contacts the consumer to facilitate the response.

Channel	Number of communications in 2020
B2B (distributors, direct customer)	105,721
B2C (end consumers and retailers)	14,623 (10,722 requests for information + 3,901 complaints)

Regarding the source of communications managed by the SAC -B2C, these correspond to:

B2C Channel (end consumers and retailers)	Communications received in 2020	Communications received in 2019
Hospitality premises and customers	68%	47%
Potential customers	18%	30%
Other profiles (collaborations and sponsorships)	14%	23%

With regards to the complaints received, 3,901 were from consumers, of which 75 were pending resolution on 22/3/21. 87% of those that reached us are

due to incidents associated with deliveries of orders from the new online store set up in 2020 (delays, incomplete orders, breakages, etc.).

Agile and digital processes

In order to offer a better service and streamline the processes of management and exchange of information, we continue to be committed to digitization.

Thus, we have a system of collecting information in our on-trade channel, to learn consumers' opinions through digital surveys. To do this, we included a survey module in the after-sales service mobile terminals of our sales team that can be consulted in real time.

In 2020, other projects aimed at improving the care of our customers and their experience were also accelerated. Other tools developed in this line are:

- The implementation in the SAC of the Customer's Unique Vision Platform with SAP CX Service Cloud: Available for the personalized attention of any type of customer: distributor, on-trade, consumer, etc.
- New Client Portal: through it, they can place B2B orders and track their activity.
- Automation for distributor sales.
- Electronic invoicing.
- Electronic messaging for processes.
- New corporate switchboard in the Movistar Cloud that allows the automatic identification of the phone call, providing the Customer Service department with a powerful tool to serve each of the users in a personalized and agile manner.

Distribution channel

In the case of product distribution, a specific management model was created within the on-trade-SAP platform. This has allowed us to fully optimise each stage of work with all our customers,

with special relevance in those with a large number of references as in the case of Coca-Cola European Partners.



We have policies that ensure that responsibility is present throughout the value chain”.

Responsibility in the value chain

We are aware of the risks that can arise from the relationship with our customers: not meeting the quality expectations of our products, that these are not healthy or that the attention we provide through the sales network, technical support and customer service is not of quality. Avoiding them is our priority and to do so we have policies that ensure that responsibility is present throughout the value chain.

We also establish regular servicing of our equipment at the point of sale through our Post-Sales Service (SPV) that allows us to ensure its proper functioning, so consumers enjoy the highest quality of our products.

*We are there when they need us the most

*C.1



Lockdowns and closures arising from the restrictions applied by the different national and regional governments during the COVID-19 crisis affected many of our customers from the very beginning. To help alleviate losses, from our sales area we replace the tapped barrels with new ones and carry out a special campaign to check the facilities after each period of hospitality lockdown.

We also created the Resistimoscontigo.es portal, where we have offered a practical and up-to-date vision to SMEs and the self-employed on the most relevant legal issues in this period: employment measures, financial and tax support, etc. Through this website we also provide free product and the supply of material at the point of sale according to the new safety and protection measures approved by the authorities.

Another consequence of the pandemic has been the impossibility of face-to-face meetings. Despite this, we decided

to continue to hold them virtually, as we believe it is important to stay close when customers need us most.



We have made a Beer Culture virtual classroom and online workshops available to our customers. Training has been offered in two modalities: open learning through the web, and with prior registration for the live workshops offered by the company team. Through these courses we have focused on theoretical aspects of interest – relating to history, raw materials, brewing or beer styles – and practical ones – good practices, service, pairing.....



To make progress on the path that takes us to being leaders in knowledge within the brewing sector, we established a training program aimed at our national and international distribution. Its

implementation has allowed people in the sales forces of our distributors to become Certified Beer Servers (Cicerone certification program®).

On the other hand, and with the double challenge of helping the hospitality channel and rewarding those who were on the front line of the health crisis, in July we launched a gastronomic and brewing action in 30 of the best restaurants in Galicia. We rewarded those who worked most intensely during the state of alert, in sectors considered

essential activities according to the extraordinary BOE published on Sunday, March 29. Among them we put 500 tables for two people into a draw, a total of 1,000 experiences in a selection of 30 restaurants in Galicia, with menus paired with the 1906 beer family.

We drive development

The circumstances that have surrounded 2020 have made it impossible for us to carry out the many activities we carry out around our customers. Still, during the

first months of the year we held some of our most iconic encounters:

Galician Beer Pulling Championship

Due to the COVID-19 crisis, we were only able to hold one contest as part of our Campeonato Gallego de Tiraje (Galician Beer Pulling Championship) that rewards the professionalism of bartenders and skill when serving beer, in addition to the quality of the service. In this edition, held in Xantar, Paula Isabel Balleste Muñiz, from the restaurant Miramar in Sada, won the title of Best Beer Puller in Galicia, with Carlos Antonio Villar, from Casa do Patín in Padrón, as the runner-up.



Maeloc Mixology Competition

In early March 2020, the second edition of the Maeloc Mixology Competition, which recognizes the imagination and skill of bar tenders when making different cocktails with cider, took place at La Tita Rivera in Vigo. David Vallo, from Boavoa Cóctail Bar, in the Boanerges Market in Santiago, conquered the jury in the final test with his "Maeloc & Raspberry Senses".



Agreements to go further

Throughout 2020 we signed several agreements that allow us to become stronger in the sector and grow. Thus, we gain momentum in hospitality nationwide thanks to the collaboration

with El Corte Inglés for the sale of our products in over a hundred catering establishments in its shopping centers and Hipercor supermarkets.

* At the forefront of social commitment



“

We have joined forces with third-sector entities to help the most unprotected and, on the other hand, with the public sector to implement urgent measures in the fight against coronavirus”.

As could not be otherwise, in 2020 our contribution to society has been marked by the social emergency situation caused by COVID-19. On the one hand, we have joined forces with third-sector entities to help the most unprotected and, on the other hand, with the public sector to

implement urgent measures in the fight against coronavirus. This in addition to our usual collaborations with different associations and foundations that we support on a recurring basis every year.

*Solidarity above everything else

*D.1

Throughout the year we have allocated more than 865 thousand euros to aid and social commitment projects, reaching a hundred care centres for vulnerable groups throughout Spain. Thus, in a year marked by the COVID-19 pandemic, we donated 86 thousand litres of our products and 2,500 units of sanitary material to third sector entities, nursing homes and hospitals, collaborating with over 48 entities at regional, national and international levels.

Some of the associations we have been involved with during 2020 are the Fundación Española de Ayuda a la Investigación en Parkinson, (Spanish Foundation to Help Research in Parkinson's), ADCOR Foundation, La Cocina Económica de La Coruña, Rías Altas and Lugo Food Banks, Fundación Hogar San José in Vigo, Cáritas Milladoiro, ASPACE (Association of Cerebral Palsy Coruña), ASPRONAGA, (Association For People with Intellectual Disabilities of Galicia), ASPANAES (in Ferrol and As Pontes), Asociación Acolle (in all its centres in Galicia), ASPERGA

Social commitment projects

865K €

Product donation

86K litres

Sanitary material donation

2500 units

In addition, we donated the furniture from our offices in the factory in A Grela, A Coruña, for reuse in charities such as ASPACE (Association of Cerebral Palsy Coruña), ASPRONAGA, (Association For People with Intellectual Disabilities of Galicia) and ADCOR (ADCOR Disabled Adults Foundation), who currently use the material in nursing homes, residences and day centres for the disabled, and workplaces.

Beyond our borders, and in our commitment to all the communities in which we are present, we cooperate with the Meninos do Morumbi organization of Brazil and with Caritas Manila.

This implication was accentuated to help those who needed it most after the pandemic erupted into our lives. So, in addition to donations of health care material, Cabreiroá participated in the manufacturing of protective screens made from reused water bottles, and we donated water to hospitals in Galicia and Castilla y León, as well as collaborating the Red Cross and ANEABE in the “Banco de Agua Solidario” (Solidarity Water Bank) which aims to guarantee, in situations of natural disasters, the sufficient and quality bottled water to all those affected in an agile and coordinated manner.

Donation

400K €

Equivalent to (food)

377 T

“
In our fight against social emergency, we partnered with the Spanish Federation of Food Banks (FESBAL)”.

Food Banks

In our fight against social emergency, we partnered with the Spanish Federation of Food Banks (FESBAL) and signed an annual collaboration agreement that includes a wide range of actions ranging from contributions of funds and products to the promotion and dissemination of awareness-raising and fundraising campaigns and events.

In addition, to support the most urgent projects we donated 400 thousand euros – the equivalent of 377 tons of food – to alleviate the precariousness in which thousands of families have been thrust because of the pandemic. During 2021 we will continue to contribute to the supply of beverages, giving continuity and thus expanding deliveries that we already made on a regular basis in recent years.



Donation

176K €

Equivalent to (hospital beds)

200

Field hospital in A Coruña



During the worst moments of the health crisis, when regional governments needed help to acquire sanitary material due to a wild market context, we got to work and invested 176,000 euros in the provision of 200 beds for the field hospital that SERGAS envisaged

using in Expocoruña to accommodate patients who required hospitalization in the event of a hospital collapse during the first wave and which, fortunately, due to the favorable development of the pandemic was not necessary to set up.

Type of collaboration	Amount	%
Social commitment projects	182,478.21 €	21.07%
Financial collaboration	473,329.41 €	54.67%
Sanitary material	180,528.40 €	20.85%
Product donation	29,518.22 €	3.41%

*Corporate Volunteering

*D.2



Our volunteer team has remained more active than ever. Among the actions they have taken this year, the following can be noted:

Collaboration with the San José de Calasanz Children's Centre



Our volunteer team inaugurated the 2020 calendar of activities taking advantage of the celebration of the three Wise Men in January. Dressed as the Three

Wise Men the volunteers visited the San José de Calasanz Children's Centre in A Coruña, spreading hope and friendship.

Awareness and inclusion with AMFIV and the Fundación Pablo Beiro

In February, a group of volunteers from the company joined a special sports day with members of the Fundación Pablo Beiro and the Association of Physical Disabilities in Vigo (AMFIV). Accompanied by family members, they played an inclusive wheelchair basketball game that was marked by fun, excitement and connection. The day ended with a visit to MEGA.



Proyecto DLonas

In 2020 we continued with the DLonas Project, through which members of ADCOR, adults with varying degrees of disability and in dependency, turn the canvas removed from our advertising campaigns into reusable bags. It is a project that we support through MEGA, Mundo Estrella Galicia, to promote recycling, reuse and collaboration with the third sector



Virtual 5km Charity Race

The sixth edition of the “5KM Solidarios” (5km Charity Race), on this occasion a virtual one, which brought together 649 participants and raised over 40,000 euros, equivalent to 37,870 kilos/litres of food a record in the history of this event.

The money raised, obtained through race registrations, donations to “Dorsal 0” and the Moncho Rivera Memorial, has been earmarked for the Spanish Federation of Food Banks (FESBAL) at a time when supporting disadvantaged groups is more important than ever.



Quantity raised

Food in “5KM Solidarios”

37,870 Kg/L

Food purchases

To respond to the urgent request for help from banco de Alimentos Rías Altas de A Coruña (A Coruña Food Bank),

our volunteer team bought 2,830 kg of essential products that went to the assistance network of this entity.

Participation in the FESBAL Great Collection



Members of the volunteer team responded to the call of the Spanish Federation of Food Banks participating as volunteers in its Great Food Collection,

which took place simultaneously in different supermarkets throughout Spain with the aim of collecting food for the most vulnerable groups.

A Smile for Christmas



Para clausurar el año, nos sumamos por cuarto año consecutivo a la campaña “Una Sonrisa por Navidad”, para que ningún niño/a se quedase sin regalo. En esta ocasión, y con la intención de adaptarnos a la

situación generada por la pandemia, se abrió la posibilidad de participar online. Gracias a la colaboración de los compañeros logramos recoger más de 100 artículos.



For a special Christmas



Likewise, with the aim of raising awareness of rare diseases we collaborated with the Federación Gallega de Enfermedades Raras (Galician federation of rare diseases) in its campaign “Puede ser mágico gracias a ti” (It could be magic thanks to you), by buying their Christmas candy canes. We distributed these items in the Rías Altas de A Coruña food bank, in the San José de Calasanz Children's Center, the

Sanitas Residential Center, in La Cocina Económica, and in Cáritas A Coruña.

Finally, with the intention of giving visibility to this collective, we collaborated with ASPANAES, the association that supports people with ASD (autism) and their families, with the purchase of Christmas cards designed by them, with which the volunteers wished colleagues a Merry Christmas.

Beach cleaning

Care for the environment has also been present in the activities carried out this year. This was how two days of beach cleaning were launched, on the beaches of Bens and Orzán, with the aim of raising awareness and giving visibility to the problem of waste generation.



*Socioeconomic development of our environment

*D.3

Mercado de la Cosecha



Our Mercado de la Cosecha project continued throughout 2020 with its work of raising awareness and adding value to the inspiring projects in rural Galicia that contribute to the sustainability and prosperity of rural areas. We started the year participating in forums such as FITUR, the largest tourism fair in Europe, where it was able to exhibit the potential of innovative rural initiatives linked to their capacity for attracting tourism, and Galicia Market Place, a space in which business models for the transformation of rural areas were presented.

Our awareness-raising work has continued throughout the year reinforcing our actions, due to the restrictions caused by the pandemic, on a digital level and which has led to an incipient network of transformer agents in rural areas, with which different virtual meetings and contacts have been organized. In this sense, we have focused on promoting proximity consumption and bringing the consumer closer to the experiences and concerns of these agents, as well as to the particular cases of initiatives that in this situation demonstrated the strategic role of the agri-food sector in ensuring the supply of quality, healthy and safe food in the situation caused by COVID-19.

Research projects

With the aim of exploring and researching new management and business models as a lever for rural change, we have partnered with different social agents to

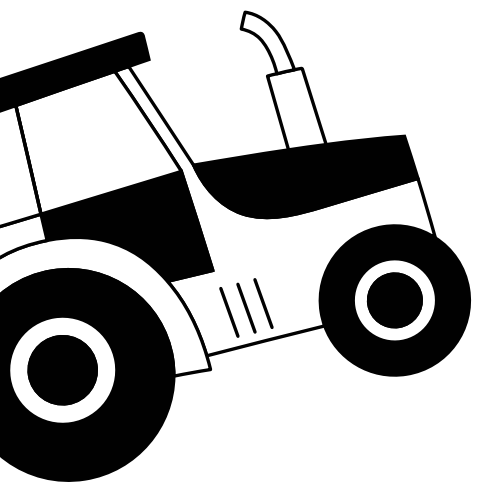
launch projects focused on transforming rural areas into a more prosperous and sustainable environment.

Regenerative Agriculture Projects

With the Sustainable Galicia Foundation, the University of A Coruña, the University of Santiago de Compostela, the Hijos de Rivera-UDS Chair for Sustainable Development and various rural initiatives, in 2020 we launched the project of “Agricultura sintrópica aplicada a modelos de economía circular” (Syntropic Agriculture applied to circular economy models), which consists of using the principles of syntropic agriculture to enrich the soil as a fundamental asset of the agricultural potential of the territory.

Within the framework of the project, two lines of study are being developed, one focused on the recovery of the productivity of eucalyptus-intensive soils and, the other, for the recovery of inefficient residues for energy use or transformation into nutrients. In this sense, we are developing research in the Ponte da Boga winery, in which stalks are valued through their use and syntropic treatment to transform them into a new by-product such as vegetable mulching and integrate it back into the natural cycle of the vine. The first results indicate that this practice improves soil composition.





SMART Agro: Digitization of the primary sector



Within the SMART Agro project, we work with the Sustainable Galicia Foundation and the Galician Communications Technology Centre (GRADIANT) in the design and development of data collection prototypes through energy-

autonomous sensor platforms and equipped with connectivity that can be useful on farms individually and/or relevant in a potential leap to big-data and artificial intelligence. At the end of 2020 we were able to install our first pilot.

Residentes



We collaborate in the Residentes program of the Sustainable Galicia Foundation that channels local talent through people with vision, ideas or technical solutions to transform rural areas into a more prosperous and sustainable environment. In 2020 several exploration residences

were started, documenting and showing the values and qualities that make rural areas a prosperous environment, as well as an applied research residence related to the adaptation of regenerative farming methods to Galicia.

Hijos de Rivera-UDC Chair for Sustainable Development



CÁTEDRA
HIJOS DE RIVERA-UDC
DE DESARROLLO SOSTENIBLE

The main objective of the Chair is to promote the transfer of knowledge and the realization of activities that contribute to sustainable development, stimulating innovative and disruptive models that guarantee the balance between economic competitiveness, the environment and social welfare. In this sense, during 2020 the Chair has carried out and participated in the following actions:

With regard to training-dissemination and knowledge transfer projects, we have collaborated on the courses: “Sostenibilidad en la era del Big Data” (Sustainability in the era of big-data) and “III Curso de Economía Circular” (III Circular economy); and have promoted the first edition of the Premio Cátedra Hijos de Rivera-UDC (Hijos de Rivera-UDC Chair award) to the best Doctoral Thesis in sustainable development defended at the UDC in 2019-2020.

With regard to the fields of research and knowledge transfer, three projects have been developed throughout the year:

1. Regenerative agriculture project “Agricultura Sintrópica Aplicada a Modelos de Economía Circular a través de la regeneración de suelos y cultivos valorizando residuos leñosos procedentes de silvicultura y viticultura” (Syntropic Agriculture Applied to Circular Economy Models through soil and crop regeneration by evaluating woody residues from forestry and viticulture).

2. “Soluciones Sostenibles para Caminos de Trabajo en Fincas y Montes” (Sustainable Solutions for Work paths in Farms and Mountains), in collaboration with the Land Studies Laboratory (ETS Road, Canals and Port Engineers of A Coruña), which seeks to define solutions for working paths based on sustainable and traditional techniques and procedures that allow to provide functionality and resistance to the platform of the road, the continuity of natural runoff and a better landscape integration.

3. “Integración Paisajística de Construcciones Sostenibles” (Landscape Integration of Sustainable Constructions), which aims to define the characteristics of an architectural model that serves farms in tasks related to crops of various kinds.

*We respond to social concerns

*D.4

To build the future, it is important to give an answer to the expectations and concerns of today - these are the answers that really matter. That

is why we actively contribute to development of cultural, social, sporting, and healthy leisure projects that connected us to our surroundings.

We foster culture

Riverside



Every year, the 12 Miradas::Riverside season of talks brings us close to the source of inspiration of prestigious avant-garde artists. Before the 2020 programme for the season was truncated by the pandemic, we were able to enjoy the talk “Arquitectura y diseño como herramienta de la transformación de la ciudad” (Architecture and design as a tool for transformation of the city) given by the architect, designer and researcher Javier Peña-Ibáñez.



In addition, throughout the whole year we have maintained the tour of different exhibitions by participating artists

throughout our work centres, and we have continued to bring art to society via the project's social networks.



1906 with the Meninas de Canido

Yet another year, from 1906 we support this date with urban art held in Canido in Ferrol. Its streets come to life once again thanks to the interpretation by different artists of Velázquez's famous

work “Las Meninas”. On this occasion, we sponsored two murals to pay homage to the artist Jorge Cabezas and to bars, as part of our campaign to support the hospitality sector.

Maeloc with the International Film made by Women Festival



In a year when culture in general, and the film industry in particular, has suffered greatly, our Maeloc ciders have backed the “International Film made by Women Festival “ for the

second year. To adapt to the current situation, the event strengthened its online presence, adding to the physical projections the possibility of watching through on-demand platforms.

We feel the music

SON Estrella Galicia



During this complex period, SON Estrella Galicia has reinvented itself to continue #SiempreONline, maintaining its firm commitment to music and looking for new

ways to offer memorable experiences and exclusive content for lovers of the best music and the best beer:

#sigamoSON live streamed concerts: Through #sigamoSON we bring artists' music to the digital environment with live concerts that made people's stay

in their homes more bearable during lockdown: over 25 concerts recorded around the world and broadcast on SON Estrella Galicia's digital channels.

Among others, we celebrate the debut of the online album of the group Triángulo de Amor Bizarro; Jorge Drexler's live streaming and exclusive concert, which had more than 700,000 views in 24 hours; and the 19.06 Soundbrewing Festival, the first intercontinental concert in the world (Galicia – Córdoba – Sao Paulo – London).



Sound Crafters: We launched a music creation contest focused on the creation of songs with the sounds of the raw materials of beer, taking another step to respond to the motto of the project "¿A qué suena tu cerveza?" (What does your

beer sound like?). Via Sound Crafters, the public was able to download a series of sound clips inspired by what the different brewing raw materials might sound like. The goal was to combine them to create their own song, their own beer.

#elresuEGresiste: With the aim of improving and enriching the experience of the followers of the online edition of resurrection Fest Estrella Galicia, as well as capitalizing on the consumption of this festival that was held in a virtually, we launched the #elresuEGresiste campaign, which

consisted of a digital and disruptive series of actions developed in direct collaboration with the festival. In addition, relying on our ecommerce we developed a virtual bar where the commemorative pack of the Resurrection Fest 2020 could be purchased, along with our most representative beers.

Masterclass: We promote this novel format in which we bring together references to the cultural scene of our country such as Diego El Cigala, Soleá Morente or

Paco León, in music venues to chat in intimate interviews. The events were broadcast through the digital channels of SON Estrella Galicia.

SON Estrella Galicia Posidonia Immersive Edition: SON Estrella Galicia 2020 became the world's first immersive and interactive festival, allowing 150 users to travel to Formentera without leaving home. SON Estrella Galicia Posidonia Immersive Edition consisted of an interactive audiovisual experience

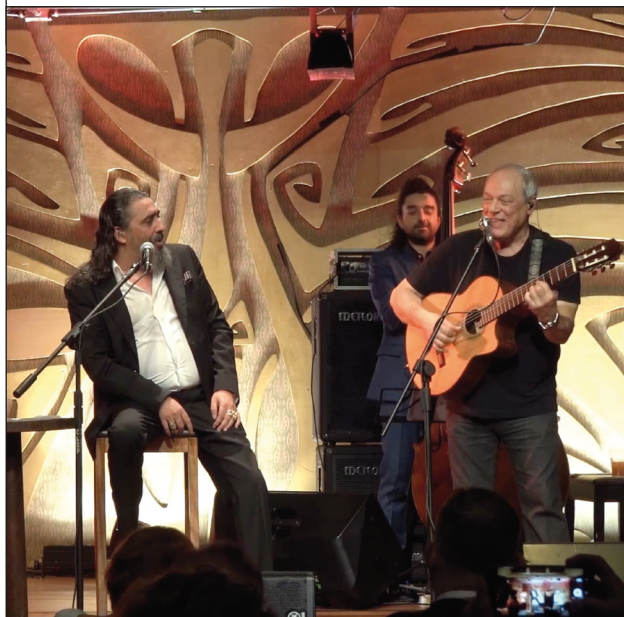
and a special pack that allowed to rediscover the island of Formentera with the five senses. The event starred in the delicacy of Rocío Márquez, the truth of Lorena Alvarez and the harmony of Marina Herlop and their concerts were recorded in imposing places of the island that become unique stages.

No Surrender Series: Music venues have become the great fighters during the pandemic. To pay tribute to them, a series of audiovisual pieces were recorded, in which musicians and venues were brought

together to unravel their fundamental role in the cultural fabric of our country and to make the music finally play there again with an exclusive concert.

Circula a Túa Lata

Within the season “Brazil embraces Spain”, which promotes the meeting and cultural exchange between Brazilian and Spanish artists, we attended a magical meeting on stage in Sao Paulo of the Spanish singer Diego El Cigala and the Brazilian composer Toquinho. A unique concert in which styles such as flamenco, bossa nova and Brazilian popular music were masterfully merged.



Faced with the cancellation of summer music events, the #daralata awareness-raising and recycling project – an activation we developed last year at major Galician festivals – moved to Galician beaches to continue raising awareness of the importance of recycling and promoting a circular economy and sustainable tourism. In this way, the project toured the sands of the provinces of A Coruña and Pontevedra.



Maketon Maeloc

The pandemic did not prevent us from celebrating the Maketon Maeloc, in collaboration with Los40 Vigo. One more year Maeloc gives visibility to local music, bringing live music from groups

such as Moon Cresta, Pablo Lesuit or The Soul Jacket closer to the public, and we held the Maketon Maeloc awards at a streaming gala from ATIKA in Vigo.

We are moved by sport

By sea

Surf: We support the Pantín Classic, an international surfing competition that takes place on Pantín beach in Ferrol, during August. This year we made a special effort to create a safe space together with the Championship organization. In addition, we sponsored the first WSL QS surf test in Europe, which took place on the beach of Las Americas, in Tenerife. Cabreiroá and Estrella Galicia were the official brands.



Mar de Maeloc Regatta: This event brought together the three oldest races in the north-western Iberian peninsula : Rías Baixas, Rías Altas and Trofeo Finisterre. In its second edition, it opted for marine sustainability through the use of materials recovered from the sea, recycled and recyclable in trophies, equipment and everything concerning the organization. It was supported by Ecoembes who installed clean spots in all host ports.



By road

Fórmula 1: Estrella Galicia 0,0 has continued to be an official sponsor of the F1 accompanying drivers Carlos Sainz and Lando Norris in the McLaren team throughout the season. We accompany the team with differential content such as the Oktoberfest Quiz or McLaren Team Drinks sessions, which are broadcast live from the team's Instagram account.



Motociclismo: The Marquez brothers, world motorcycling champions, tested how much they know about each other in a question-answer game visible on Estrella Galicia's 0,0 Facebook profile.

#M1R: We celebrated the MotoGP world championship of our ambassador Joan Mir. In a year marked by the pandemic, where riders have competed without spectators, we called on our followers to share their cheers of support and joy at the achievement of the title.



Fast and curious: We held an online championship to choose the best anecdotes of our Formula1 drivers and MotoGP riders, with the help of the votes from our community, and with the drivers and riders themselves as defenders of their cause. An action

with which we seek to generate entertainment and interesting content for the user on the social networks of our brand, as well as to strengthen the link between the sportsmen and users.

On pitches



Football: The Real Club Celta de Vigo, Real Club Deportivo de La Coruña, Club Deportivo Lugo and Real Valladolid Club de Fútbol (of which we are new sponsors until the 2023-2024 season) have helped us to transfer a message paying homage to hospitality on their return to the pitches, through a special edition of T-shirts with the motto "To the bars, Resistance " and the names of the most emblematic hospitality venues of their respective cities.

Star Conversations: To make lockdown more bearable, we promoted this format of chats between different sports personalities such as coaches and players from the teams we sponsor. These could be followed on the social networks of our brand Estrella Galicia. Through them, we have the vision and reflection of the coaches of Deportivo, Fernando Vázquez; Obradoiro, Moncho Fernández; as well as Jabo Irureta, Lionel Scaloni, Salva Arco, Ander Cantero, Iago Aspas and Eusebio Sacristán.

At home

#CABREIROAFIT: Gony Zubizarreta, Cabreiroá's ambassador, made videos with tips for training at home during confinement, as well as recycling and sustainability tips. In addition, he made a video about his "return to the water" and the importance of contact with the sea and nature offered by surfing.



*Alongside talent

*D.5



We are committed to creating shared value that is why we promote open innovation programmes aimed at identifying entrepreneurs and start-ups that can have an impact in our sector”.

**T H E
H O P** PROGRAMA DE
EMPENDIMIENTO
COLABORATIVO
BY Estrella Galicia

The Hop

The Hop, our collaborative entrepreneurship program closed its second edition, which began in 2019, with the development of the pilot projects of the six winning start-ups – iCommunity Labs, Liight, Passion Motorbike Factory, 6DLAB, Sstrategy and Watson. They were all able to test their proposals alongside a team from Estrella Galicia.

This initiative, which in 2019 launched its second edition, was forced, during its acceleration phase in 2020, to redirect the pilots offered because of the difficulties arising from COVID-19. Thus, some of the projects they have

carried out are an online game to promote sustainability among users, an app that digitizes restaurants, a traceability project in logistics via blockchain, electric vehicles for agile and sustainable distribution, augmented reality for the sale and installation of beer taps and the implementation of new subscription models.

These pilot programs have focused on supporting the HORECA sector, one of the most affected and a priority of Estrella Galicia during the pandemic.

MIT Massachusetts
Institute of
Technology

We collaborate with MIT

In addition, thanks to our business model, growth potential and the achievements to date, we have been the only company in Europe selected

to host a Global Entrepreneurship Laboratory (G-Lab) project, through collaboration with the MIT Sloan School of Management Business.

*Environmentally responsible

Creating value and positively impacting the environments in which we are present is paramount. In this sense, we are committed to incorporating processes that strengthen sustainability in all facets of our business including, of course, environmental in our day-to-day.

*E



* Measures for good environmental control

* E.1

Our activity is carried out through our six production centres located in Spain. Of all, the brewery is the most significant facility from the perspective of consumption indices (energy, water, raw materials and other materials), emissions, discharges, as well as in waste management and recycling.

Both the brewery and the Cabreiroá bottling plant have a certified Environmental Management System. Agua de Cuevas, Fontarel and Customdrinks implement prevention and control systems.

Expenditure, Investments and contributions in 2020 and 2019

Expenditure on environmental protection (treatment of spills, waste and emissions, consumption of raw materials):

234,191.21 €

(224,670.09 euros in 2019)

Contribution to integrated packaging waste management systems:

5,358,573.48 €

(3,836,226.98 euros in 2019)

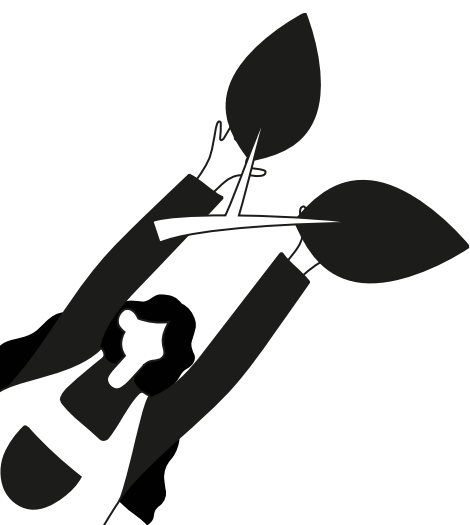
Material assets related to environmental protection in the brewery:

10,036,713.37 €

(4,822,661.08 euros in 2019)

“

We are firmly committed towards the respect and protection for the environment, which is we work under the premise of minimising negative environmental impacts and preventing pollution”.



Commitments, policies and procedures

As established by our Code of Ethics, We are firmly committed towards the respect and protection for the environment, which is work under the premise of minimising negative environmental impacts and preventing pollution, promoting R&D&I that improves processes, seeking the adequate training of our professionals and collaborators in environmental management, natural heritage and associated risks.

We prioritise the sustainability of our business project over the desire for immediate enrichment. In the current social context, marked by climate change, pressure on natural resources, environmental degradation and pollution, respect for the environment is essential to ensure long-term success, ensuring the legitimate right of present and future generations to enjoy an adequate environment.

“

This commitment comes to life in the approval of the Corporate Environment Policy, which establishes the reference framework and the principles to be respected in order to protect the environment in the activities carried out by our companies”.

An Environmental Management System of our own

The Environmental Management System of Hijos of Rivera S.A.U. is certified in ISO 14001:2015 and EC Regulation No. 1221/2009 (EMAS III), as amended by Regulation (EU) 2017/1505, with registration number ES-GA-000121 for beer design and production activities. The Cabreiroá centre is also 14001:2015 certified for the packaging of natural mineral water, carbonic natural mineral water and natural mineral water with added carbonic gas.

We also analyse the risks related to our environmental aspects (waste, emissions, discharges, consumption and environment), taking into account legal requirements and other application requirements, within the context of the organisation and the needs and expectations of stakeholders.

Thus, and in the spirit of transparency and collaboration that characterises our relationship with the community and environmental social agents, we publish the Environmental Declaration of Hijos of Rivera, S.A.U. on our website.

*Measuring emissions

*E.2

Effective compliance

We set cross-sectional objectives and working guidelines to ensure that compliance is effective in protecting the environment. The environmental aspects generated during the design and processing of the products are identified and evaluated according to the precautionary principle, and controlled to avoid, or where appropriate limit, the associated negative impacts on the environment.

We also have a specific procedure for identifying and updating the applicable legal requirements. It should be noted that, in our case, we do not need to record

accounting provisions for environmental guarantees and risks as we have not incurred any liabilities arising from non-compliance with current regulations.

We are aware of our responsibility for the environment. Therefore, as part of our commitment to the environment, our business strategy includes a commitment to reducing the impact of our activity, circular economy policies and energy efficiency that help mitigate climate change.

Combustion emissions

The brewery – the only centre to which regulations governing the emission trading scheme apply – has two combustion boilers that use natural gas and biogas generated by the facility itself (infrastructure that has a biogas washing system that minimises the environmental impact and improves the quality of emissions to the atmosphere), as fuels. In both boilers periodic measurements

are made by an external entity accredited of different parameters (Opacity, SO₂, CO, NO_x) to carry out a thorough control of the emissions generated.

Every year, the factory informs the Competent Environmental Authority of the number of tons of CO₂, CO and NO_x emitted.

Acoustic emissions

All equipment and facilities are subject to preventive maintenance plans in order to avoid breakdowns or deterioration that cause changes in the sound pressure level. In addition, we have technical measures to attenuate the sound in

areas where activities are carried out that generate more pronounced sound levels. In addition, environmental noise measurements are periodically carried out to check that sound pressure levels do not in any way exceed the established limits.

*Towards a circular economy model

*E.3

Waste

In this area, we prioritise the prevention of waste generation, its reuse, recycling and recovery, avoiding its elimination whenever possible. Industrial waste generated at the brewery, cider and soft drinks facilities and springs is delivered to authorised waste managers. For its selection, the recovery operations used and their proximity to the withdrawal points are taken into account. Hence, we are pursuing “zero” residue target in facilities and springs by the end of the 2022 financial year.

Also, in search of the circularity of materials, the glass and cardboard waste generated in the brewery facilities are used in the manufacture of new packaging materials (bottles and packs).

In addition, during 2020 we have taken a step further in the Cabreiroá facilities and added cardboard to the glass circular model that existed in previous years.

In the cider and soft drink factory we have launched the “Circulating Programme” that incorporates circularity in all operations in order to preserve and improve natural capital, optimize resource performance and promote the efficiency of the system. Through this programme a comprehensive process is carried out that begins with the raw materials and travels through all the moments of the production process until reaching our customers, through different initiatives in which our entire team has worked and works currently.

Packaging

We are aware of the need to reduce resource consumption and minimize the generation of any type of waste, so we act on all the materials we use in the packaging of our products, from their conception to the end of their use, in the following ways:

- We adopt improvements in the design of our packaging to reduce its weight, and therefore the amount of waste that originates after consumption, and to facilitate its valuation and recycling.
- We incorporate recycled materials in the manufacture of the packaging of our products. It should be noted that since 2019 all our PET bottles used for mineral water packaging contain between 25% and 50% recycled PET. In 2020 we reinforced our commitment to plastic circularity by making the format with significant

sales volume of Agua de Cuevas more sustainable: 100% recycled PET bottle and 50% recycled film packaging.

- We do not use plastic rings in any of our formats.
- We have returnable formats for beer, mineral water and cider, promoting reuse of packaging, and avoiding post-consumption waste.
- Our Cerveza de Bodega model allows us to offer our consumers the experience of enjoying our beer without generating any packaging-associated waste.
- Through symbols included in the labelling of our products (% recyclability, metal recycles forever, etc.) we contribute to our consumers’ awareness about good recycling habits.

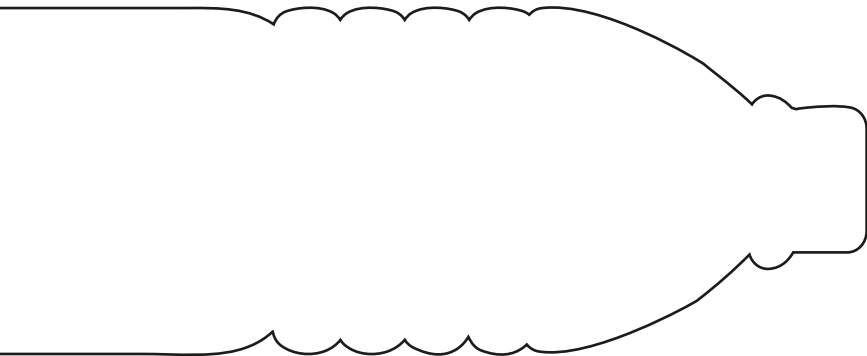
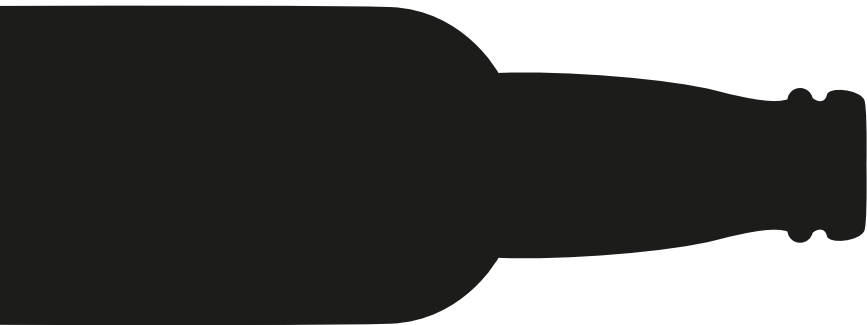
Recycled PET bottle
1.5L Agua de Cuevas

100%

Recycled film packaging
Agua de Cuevas

50%

We also adhere to various Integrated Management Systems: Ecovidrio, in the case of beer and cider, and Ecoembes in the case of water.



By-products

During the brewing process bagasse and yeast are produced as by-products, which are destined for animal feed, thus avoiding becoming waste. Bagasse is also

generated in the cider making process, which is also destined for animal feed.

Discharges generated

The wastewater generated in the brewery, in the cider and soft drink factories and in the springs, is the result of the effluent from beer brewing, water packaging and cider and soft drinks production, of the plant’s cleaning and disinfection systems, and sanitary waters from the different factory facilities Wastewater is treated or managed to adapt its parameters to those

legally established and carry out the discharge in accordance with the corresponding authorisations. In addition, to assess the effectiveness of the treatment system and compliance with legal implementation requirements, periodic internal checks and/or by accredited bodies are carried out.

Indicators

Brewery	Unit	Absolute		Absolute/Production (HI Beer)	
		2019	2020	2019	2020
Single use packaging	Kg	61,185,201	80,941,680	47.11	43.61
Reusable Packaging	Kg	1,153,745	847,040	0.59	0.61
Non-Hazardous waste	Kg	4,886,369	4,395,369	1.41	1.27
Hazardous Waste	Kg	4,509	6,597	0.001	0.002
By-products : Bagasse	Kg	59,027,770	59,754,941	17.03	17.28
By-products: Yeast	Kg	9,857,960	8,545,420	2.84	2.47
Effluents	m3	945,476	937,502	0.27	0.27

* Sustainable use of resources

*E.4

			Absolute		Absolute/Production (HI bottled water)		
Springs			Unit	2019	2020	2019	2020
Single Use Packaging	Cabreiroá	Kg	3,908,110	2,822,106	5.51	4.94	
	Agua de Cuevas	Kg	1,231,182	1,232,027	2.55	3.02	
	Fontarel	Kg	1,277,939	1,227,852	2.42	2.37	
Non-Hazardous waste	Cabreiroá	Kg	556,298	425,664	0.56	0.59	
	Agua de Cuevas	Kg	26,500	28,157	0.05	0.07	
	Fontarel	Kg	73,026	49,080	0.14	0.10	
Hazardous Waste	Cabreiroá	Kg	796	2,658	0.001	0.004	
	Agua de Cuevas	Kg	145	213	0.0003	0.0005	
	Fontarel	Kg	313	295	0.0006	0.0006	
Effluents	Cabreiroá	m3	30,656	20,227	0.03	0.03	
	Agua de Cuevas	m3	13,811	7,100	0.03	0.01	
			Absolute		Absoluto/Producción (HI Cider, Soft drinks)		
Cider and Soft Drinks facilities			Unit	2019	2020	2019	2020
Single use packaging			Kg	1,915,020	1,608,747	15.32	14.11
Reusable Packaging			Kg	323,917	172,964	2.59	1.52
Non-Hazardous waste			Kg	173,884	157,883	1.39	1.38
Hazardous Waste			Kg	0	0	0.00	0.00
By-products : Bagasse			Kg	596,480	540,996	4.77	4.74
Effluents			m3	35,869	30,973	0.29	0.27

Controlling water consumption, electricity, natural gas/LPG and other resources allows us to have information about our environmental behaviour and facilitates the identification of areas for improvement. In order to reduce both consumption and demand for resources, for which annual targets are set in the brewery and springs, the feasibility of implementing the best available techniques identified in both the production process and the auxiliary processes is assessed.

In 2020 we launched a carbonic gas recovery plant at the brewery. This allows us to recover this gas generated during the fermentation of the beer and reuse it at the different stages of the production process. Thus, we managed to increase circularity in our own process and reduced our Scope 3 Carbon Footprint.

“

In 2020 we launched a carbonic gas recovery plant at the brewery. This allows us to recover this gas generated during the fermentation of the beer and reuse it at the different stages of the production process”.

With the different improvements implemented in recent years we have managed to reduce consumption in the ratio of the brewery in³:

Electricity

Consumption reduction in ratio

27%

Water

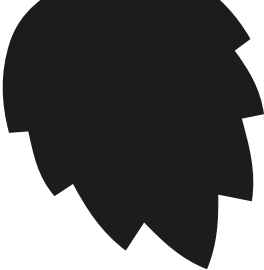
Consumption reduction in ratio

36%

Natural Gas

Consumption reduction in ratio

50%



The brewery incorporates the biogas generated in the anaerobic wastewater treatment process as a renewable energy source.

We have invested 47,771.79 euros in the cider and soft drink factory on improving the purification capacity

of our EDAR (Wastewater Treatment Station). To do this, we have built a homogenization tank to regulate the entry of spills into the purification station and incorporated automatic control and regulation devices of the EDAR.

Indicators

Brewery	Unit	Absolute		Absolute/Production (HI Beer)	
		2019	2020	2019	2020
Electricity (*)	KWh	25,658,597	26,273,311	7.40	7.60
Natural Gas	MJ	212,694,899	219,116,330	61.35	63.37
Biogas (*)	MJ	63,366,710	78,331,579	18.28	22.65
Water: municipal supply	m3	1,351,182	1,342,541	0.39	0.39
Raw materials	Kg	65,138,956	65,411,552	18.79	18.92

*Renewable energy

³ Consumption evolution in ratio 2009-2019

Springs		Unit	Absolute		Absolute/Production (HI bottled water)	
			2019	2020	2019	2020
Electricity (*)	Cabreiroá	kWh	3,685,413*	3,098,088*	3.73	4.27
	Agua de Cuevas	kWh	1,164,338*	1,028,936*	2.41	2.53
	Fontarel	kWh	2,182,790*	1,927,076*	4.14	3.81
Propane gas	Cabreiroá	Kg	168,239	122,729	0.17	0.17
Municipal water supply	Cabreiroá	m3	634	1,285	0.001	0.002
Groundwater	Cabreiroá	m3	136,643	97,707	0.14	0.13
	Fontarel	m3	76,470	76,016	0.15	0.15
*Renewable energy			Absolute		Absolute/Production (HI Cider, Soft drinks)	
Cider and Soft Drinks facilities		Unidad	2019	2020	2019	2020
Electricity		KWh	1,220,000	1,180,000	9.76	10.35
Municipal water supply		m3	36,000	24,802	0.29	0.22
Raw materials: apples		Kg	2,269,321	2,058,584	18.15	18.05

In 2020, the irregular market situation caused by COVID-19 has led to discontinuities in the production of the different factories, which is

reflected in a slight increase in the ratio of some consumption compared to those recorded in previous years.

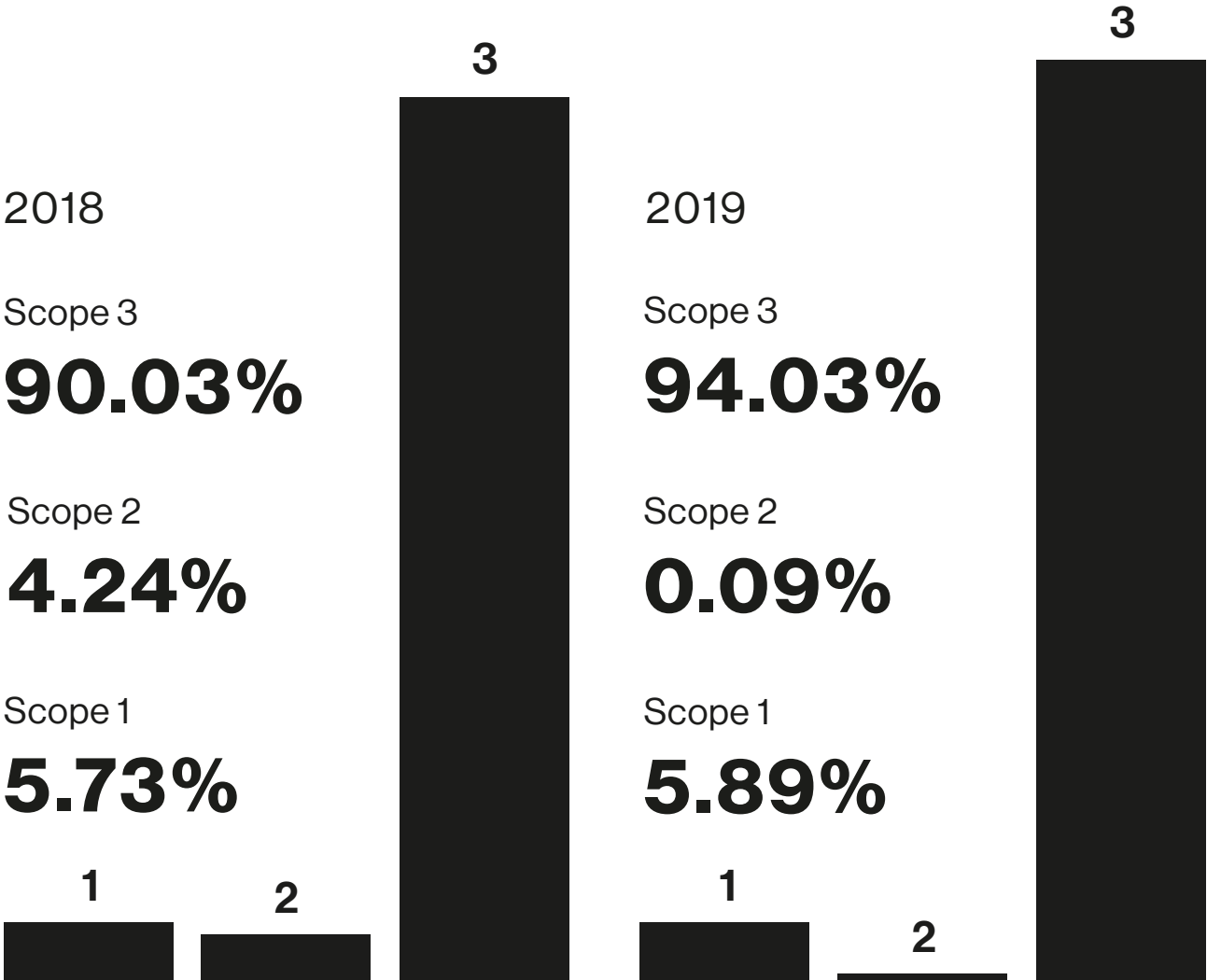
*Measures to alleviate climate change

*E.5

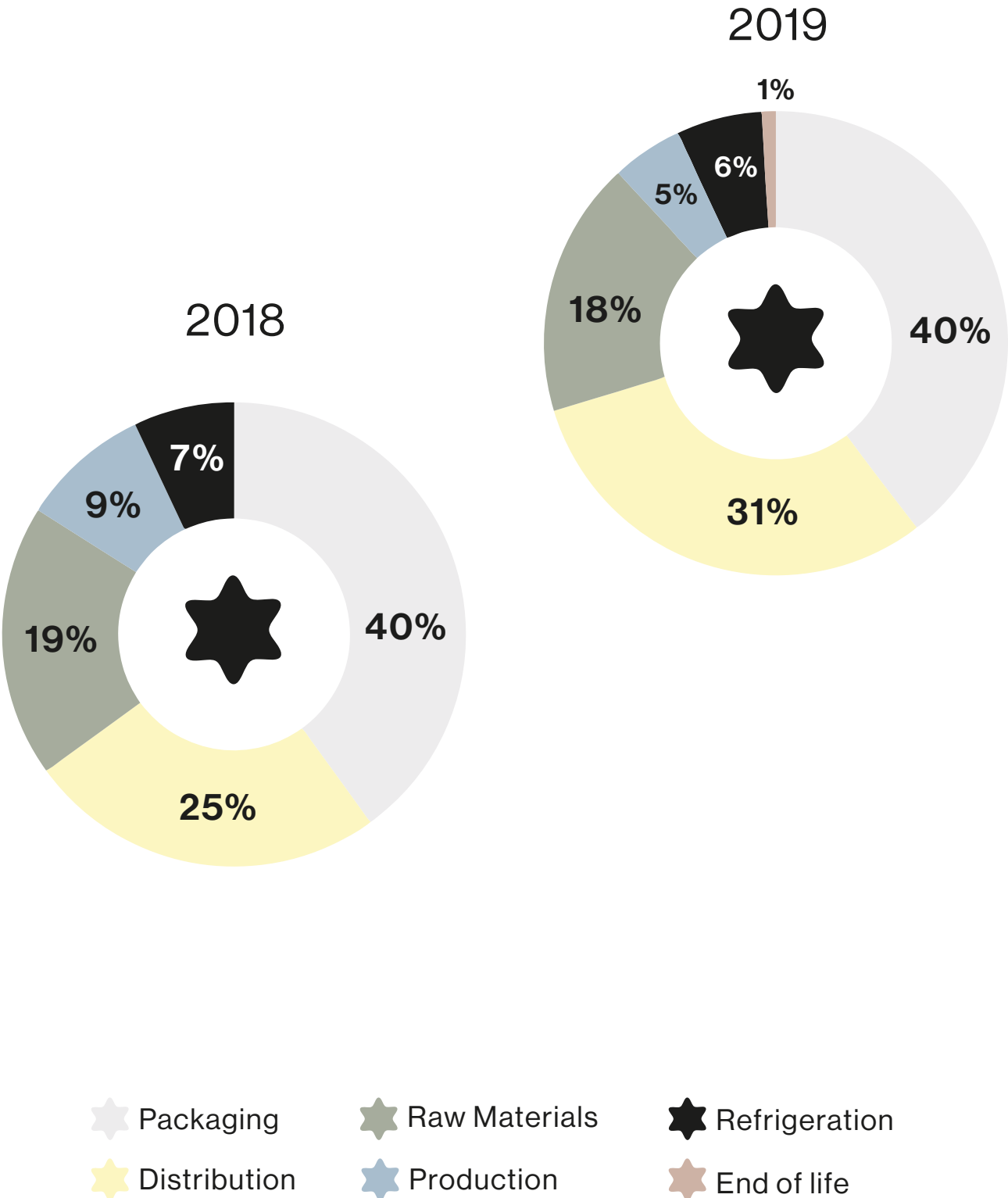
The fight against climate change is one of the most important environmental challenges facing humanity. In order to respond to this global challenge we calculated the group's carbon footprint with scope 1, 2 and 3, in order to identify opportunities for improvement and set emission reduction targets across our value chain.

⁴ Organizational Limit: Hijos de Rivera S.A.U., Aguas de Cabreiroá S.A.U., Aguas de Cuevas S.A.U., Aguas El Pilar S.L.U., Cervinter S.L.U., Justdrinks LDA. and Estrella Galicia Importacao e Marketing of drinks and food LTDA.

Carbon footprint
in 2018 and 2019
by scopes



Carbon footprint
in 2018 and 2019
by processes



The calculation of the carbon footprint is carried out with a lag of one year and is verified by an external entity accredited according to the UNE-EN-ISO 14064 standard and registered in the Register of the Spanish Office for Climate Change.

Hijos of Rivera S.A.U. has set as a target for 2021 to reduce their emissions with respect to those of base year 2018:



“
In 2020 we achieved the carbon neutrality of our organization”.

We develop different actions to achieve these objectives, among which we highlight:

- Biogas auto-generation at the brewery.
- From January 2019, 100% electricity acquired for the brewery is renewable origin.
- Regarding vehicle fleet: incorporation of hybrids destined for commercial activity and gas-powered Cerveza de Bodega tanker trucks.
- We are renewing the refrigeration equipment, which entails switching from using R134 gas to R290 ecological gas, a hydrocarbon that does not damage the ozone layer and provides greater efficiency and cooling power.

In 2020 we strengthened our commitment to reducing the carbon footprint through the start-up of a photovoltaic plant consisting of 977 solar panels occupying an area of 8,000 m2 on the deck of our brewery and with a power of 415 kWp, allowing us to self-generate electricity of renewable origin in our own factory. Similarly, we have installed a photovoltaic panel park in the cider and soft drink factory that will start operating in early 2021.

In addition, we have compensated for scope 1 and 2 emissions that we have not been able to avoid by participating in a project for forest conservation in Brazil. This project aims to protect the rainforest and generate reductions in GHG emissions by renouncing the conversion of forests into grasslands, in favour of the conservation of the tropical forest while maintaining existing carbon reserves.

Hence, in 2020 we achieved the carbon neutrality of our organization⁵.

⁵ Hijos de Rivera S.A.U., Aguas de Cabreiroá S.A.U., Aguas de Cuevas S.A.U., Aguas El Pilar S.L.U., Cervinter S.L.U., Justdrinks LDA and Estrella Galicia Importação e Comercialização de bebidas e alimentos LTDA.

Solar pannels

977

Área

8,000m²

Power

Renewable origin electricity

415 kWp

To limit our vulnerability to climate change, we are identifying and

evaluating different measures that allow us to better adapt to this risk.

*Protecting biodiversity

*E.6

Emissions indicators

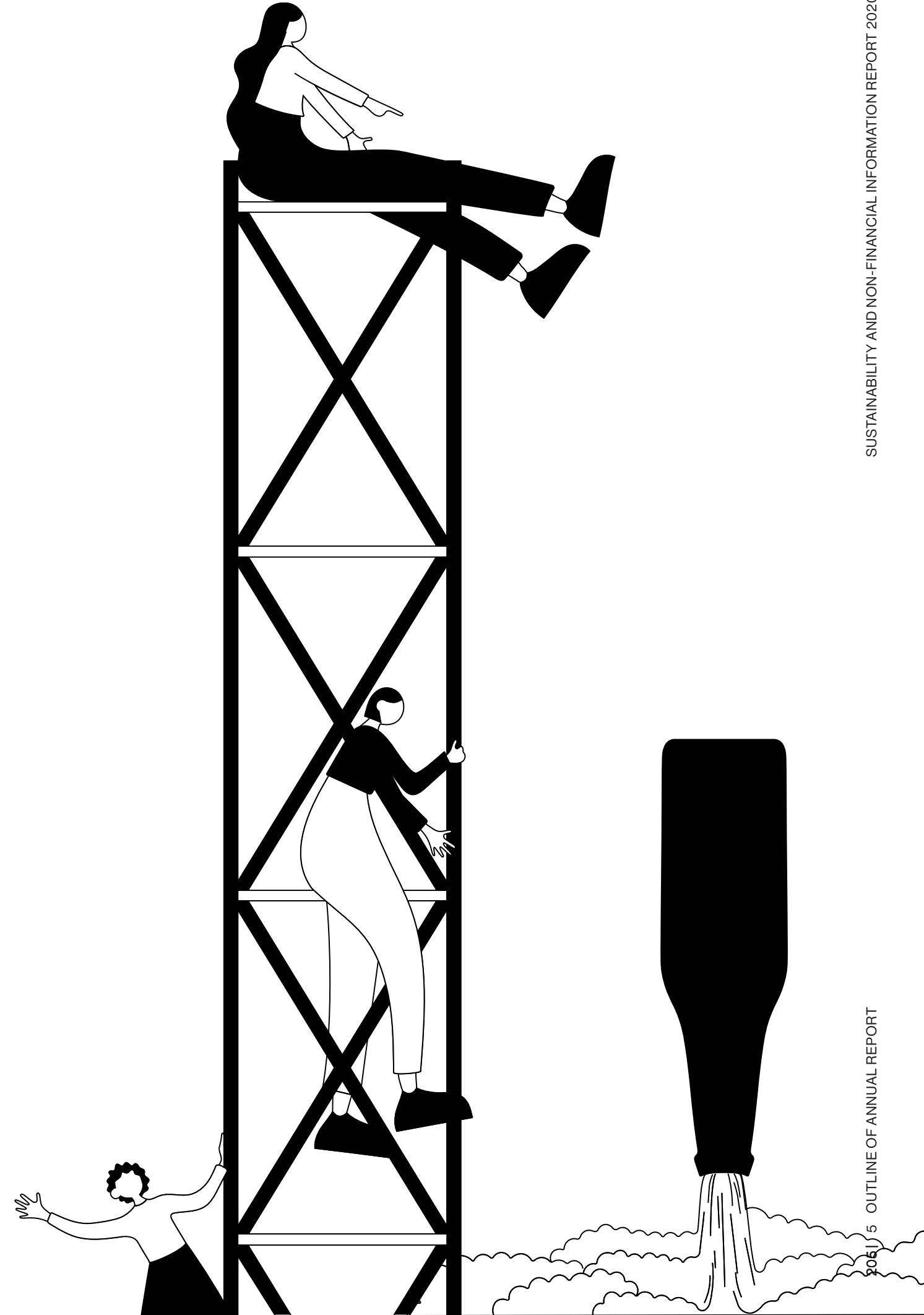
		Absolute		Absolute/Production (HI Beer)	
Brewery		Unit	2019	2020	
Scope 1		t CO2e	11,971	12,291	0.0035
Scope 2		t CO2e	0	0	0
		Absolute		Absolute/Production (HI bottled water)	
Springs		Unit	2019	2020	
Scope 1	Cabreiroá	t CO2e	526.33	374.35	0.00053
	Agua de Cuevas	t CO2e	0	0	0
	Fontarel	t CO2e	8.30	6.18	0.00002
Scope 2	Cabreiroá	t CO2e	0	0	0
	Agua de Cuevas	t CO2e	0	0	0
	Fontarel	t CO2e	0	0	0

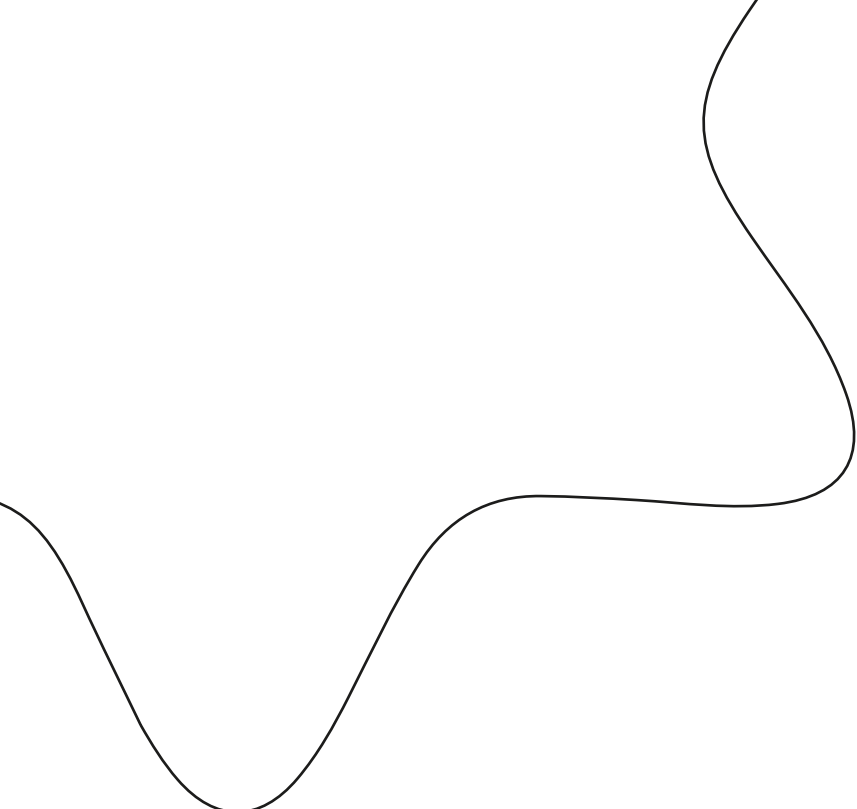
As the brewery and cider and soft drinks are located in an industrial area, there is no significant effect on biodiversity. For their part, the springs have established

a perimeter of protection carrying out regular monitoring to verify that the environment is not altered.

FIVE

Outline of Annual Report





For the eighth consecutive year, and in an exercise in transparency and commitment with our stakeholders, we publish our Sustainability Report where we report on our performance on environmental and social issues, respect for human rights and the fight against corruption and bribery, as well as personnel, during the 2020 financial year.

The Report includes the consolidated non-financial statement of Corporación Hijos de Rivera S.L and Subsidiaries, which has been prepared in line with the requirements set out in Law 11/2018, December 28, amending the Code of Commerce, the consolidated text of the Capital Companies Law by Royal Legislative Decree 1/2010 of July 2, and Law 22/2015, of July 20, Auditing of Accounts, regarding non-financial information and diversity.

To prepare it, the Corporación has based itself on the standards of the Global Reporting Initiative (GRI), an international reporting framework referred to in the aforementioned Law, following the reporting principles contained therein, and using a selection of GRI Standards that adequately reflect its performance in the different issues contained in the Act, and which are indicated in the table included in paragraph 7. Contents Index of Law 11/2018 of this Report.

All issues contained in Law 11/2018 on non-financial information and diversity have been identified by the Group as material.

The information included in the non-financial statement, which is part of the Consolidated Management Report and accompanies the Consolidated Annual Accounts for the 2020 financial year, is verified by KPMG Asesores S.L.

Information Boundaries

The financial information included in this non-financial statement comes from the Consolidated Annual Accounts of Corporación Hijos de Rivera S.L. and subsidiaries for the year ended December 31, 2020.

Information regarding People in 2020 does not include personnel of the group's company, Bars & Stars Wine & Food Services Corporation (Philippines) which accounts for 3% of the total workforce.

The information regarding the environment refers to the main production centres: the brewery, springs, and the cider and soft drink factory, which account for 99.6% of the group's total production.

In cases where the reported information has a scope other than the established boundary, it shall be specified in the corresponding section or table with a footnote.

SIX

Table of contents required

by Spanish Law 11/2018

Index of the contents required by the Law 11/2018

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
GENERAL INFORMATION			
A brief description of the group's business model, including its business environment, organisation and structure	Material	13,35-36,68-74	GRI 102-2 GRI 102-7
The markets in which it operates	Material	35-36, 53-61	GRI 102-3 GRI 102-4 GRI 102-6
The organisation's objectives and strategies	Material	4-5, 32	GRI 102-14
Important factors and trends that may affect its future evolution	Material	4-5, 25	GRI 102-14 GRI 102-15
Reporting framework used	Material	206-207	GRI 102-54
Principles of materiality	Material	206-207	GRI 102-46 GRI 102-47
ENVIRONMENTAL ISSUES			
Management approach: description and results of policies on these issues as well as the main risks related to these issues related to the group's activities	Material	180-186	GRI 102-15 GRI 103-2
Detailed overview			
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety	Material	180-186	GRI 102-15
Environmental assessment or certification procedure	Material	180-186	GRI 103-2

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
Resources dedicated to the preventing of environmental risks	Material	183	GRI 103-2
The application of the precautionary principle	Material	180	GRI 102-11
The amount of provisions and guarantees for environmental risks.	Material	186	GRI 103-2
Pollution			
Measures to prevent, reduce or repair carbon emissions that severely affect the environment; taking into account any form of air pollution specific to an activity, including noise and light pollution.	Material	187	GRI 103-2
Circular economy and waste prevention and management			
Prevention, recycling, reuse measures, and other forms of waste recovery and disposal	Material	188-189	GRI 103-2 GRI 306-2 in terms of weight by type of waste GRI 306-4 and 306-5 (2020) in terms of weight of hazardous and non-hazardous waste
Actions to combat food waste	Material	190	GRI 103-2
Sustainable use of resources			
Water consumption and water supply in accordance with local constraints	Material	193-196	GRI 303-5 (2018) GRI 303-3 (2018) as regards the origin of the water consumed

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
Consumption of raw materials and measures taken to improve the efficiency of their use	Material	66, 193-196	GRI 103-2 GRI 301-1 in terms of total weight per material
Direct and indirect energy consumption	Material	193-196	GRI 302-1
Measures taken to improve energy efficiency	Material	197-202	GRI 103-2
Use of renewable energy	Material	197-202	GRI 302-1
Climate Change			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	Material	197-199	GRI 305-1 GRI 305-2
Measures taken to adapt to the consequences of climate change	Material	7, 201-202	GRI 103-2
The reduction targets voluntarily set in the mid and long term to reduce greenhouse gas emissions and the means implemented for this purpose	Material	197-200	GRI 103-2
Protecting biodiversity			
Measures taken to preserve or restore biodiversity	Material	203	GRI 103-2
Impacts caused by activities or operations in protected areas	Material	203	GRI 103-2
SOCIAL AND PERSONNEL ISSUES			
Management approach: description and results of policies on these issues as well as the main risks related to these issues related to the group's activities	Material	7, 98-102, 118	GRI 102-15 GRI 103-2

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
Employment			
Total number and distribution of employees by gender, age, country and professional classification	Material	103-105	GRI 405-1 in terms of employees
Total number and distribution of employment contract type, annual average of permanent contracts, temporary contracts and part-time contracts by sex, age and professional classification	Material	105-108	GRI 102-8 employees by contract type and day and by sex
Number of dismissals by sex, age and professional classification	Material	108-109	GRI 103-2
Average remuneration and evolution disaggregated by sex, age and professional classification or equal value	Material	109-110	GRI 103-2
Pay gap, the remuneration of equal or average jobs in the company	Material	111	GRI 103-2 GRI 405-2
The average remuneration of directors and managers, including variable remuneration, allowances, compensation, payment to long-term savings forecasting systems and any other disaggregated perceptions by sex	Material	110	GRI 103-2
Implementation of work disconnection policies	Material	119	GRI 103-2
Employees with disabilities	Material	112-113	GRI 405-1 in terms of employees
Organisation of work			
Organising working time	Material	114, 119	GRI 103-2
Number of hours of absenteeism	Material	121	GRI 103-2

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
Measures to facilitate parental leave and to encourage the co-responsible exercise by both parents	Material	20, 85, 115, 119	GRI 103-2
Health and safety			
Occupational health and safety conditions	Material	7, 20, 45, 120-121, 126	GRI 103-2 GRI 403-1 GRI 403-7
Occupational accidents, in particular their frequency and severity, as well as professional illness, by sex	Material	121	GRI 403-9 en lo que respecta a número y tasa de accidentes GRI 403-10 en lo que respecta a empleados
Social relations			
Organisation of social dialogue, including procedures for informing and consulting staff and negotiating with them	Material	20, 119, 122	GRI 103-2
Percentage of employees covered by collective agreement by country	Material	119	GRI 102-41
The balance of collective agreements, particularly in the field of occupational health and safety	Material	119	GRI 103-2
Training			
Policies implemented in the area of training	Material	126-130	GRI 103-2 GRI 404-2
The total number of training hours by professional category	Material	20, 128	GRI 404-1 in terms of total training hours per professional category
Universal accessibility			
Universal accessibility of people with disabilities	Material	112-113	GRI 103-2

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
Equality			
Measures taken to promote equal treatment and opportunities between women and men	Material	122	GRI 103-2
Equality plans, measures taken to promote employment, protocols against sexual and sex-related harassment	Material	122	GRI 103-2
Policy against all kinds of discrimination and, where appropriate, diversity management	Material	112-119	GRI 103-2
RESPECT FOR HUMAN RIGHTS			
Management approach: description and results of policies on these issues as well as the main risks related to these issues related to the group's activities	Material	42, 131-132	GRI 102-15 GRI 103-2
Implementation of due diligence procedures			
Implementation of human rights due diligence procedures and prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses	Material	42, 131-132	GRI 102-16 GRI 102-17
Complaints of human rights violations	Material	132	GRI 103-2 GRI 406-1
Measures implemented to promote and comply with the provisions of the fundamental conventions of the ILO relating to respect for freedom of association and the right to collective bargaining; elimination of discrimination in employment and occupation; elimination of forced or compulsory labour; effective abolition of child labour.	Material	131-132	GRI 103-2

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
FIGHTING CORRUPTION AND BRIBERY			
Management approach: description and results of policies on these issues as well as the main risks related to these issues with regards to the group's activities	Material	42	GRI 102-15 GRI 103-2
Measures taken to prevent corruption and bribery	Material	125	GRI 103-2 GRI 102-16 GRI 102-17
Measures to combat money laundering	Material	125	GRI 103-2 GRI 102-16 GRI 102-17
Measures to combat money laundering	Material	23, 49, 157-165	GRI 103-2
INFORMATION ABOUT THE COMPANY			
Management approach: description and results of policies related to these issues as well as the main risks related to these issues related to the group's activities	Material	7, 29	GRI 103-2
The company's commitments to sustainable development			
The impact of the company's activity on employment and local development	Material	7, 23, 150-153, 166-169, 178-179	GRI 103-2
The impact of the company's activity on local populations and the territory	Material	20, 23, 156-165, 170-177	GRI 103-2

Information requested by Law 11/2018	Materiality	Report page where response is given	Reporting Criteria: Selected GRI (Latest version if not indicated otherwise)
The relationships with local community actors and the modalities of dialogue with local communities	Material	19-23, 93-95	GRI 102-43
Partnership or sponsorship actions	Material	157-185, 175-177	GRI 103-2
Outsourcing and suppliers			
Inclusion in the purchasing policy of social, gender equality and environmental issues	Material	139-140	GRI 103-2
Consideration in relationships with suppliers and subcontractors of their social and environmental responsibility	Material	140	GRI 102-9 GRI 103-2
Monitoring and audit systems and results of these	Material	141	GRI 102-9
Consumers			
Measures for consumer health and safety	Material	21, 40, 45-47, 64, 84	GRI 103-2
Complaint systems, complaints received and their resolution	Material	146-147	GRI 103-2
Tax information			
Profits obtained by country	Material	27	GRI 103-2
Tax paid on profits	Material	28	GRI 103-2
Public subsidies received	Material	27	GRI 201-4 in terms of pre-tax profits and tax on the profit of companies paid

SEVEN

Exter-

nal ve-

rifica-

tion

Formulation of the Sustainability Report and Non Financial Information for the 2020 financial year

This Sustainability and Non-Financial Information Report 2020 contains the Consolidated Non- Financial Statement and is an already formatted copy of the original, which was formulated and approved by the Board of Directors of

Corporación Hijos de Rivera S.L on March 31, 2021. The Consolidated Non-Financial Statement contained in the Report has been verified by KPMG ASESORES dated April 23, 2021, as reflected in the following INDEPENDENT VERIFICATION REPORT.

Sgd.: Santiago Ojea Rivera
D.N.I.: 32419971E

Sgd.: María Josefa Ojea Rivera
D.N.I.: 32410238H

Sgd.: D. Ramón Blanco - Rajoy Rivera
D.N.I.: 32432290J

Sgd.: Carlos Blanco - Rajoy Rivera
D.N.I.: 32773410C

Sgd.: Fernando José Hernández Rivera
D.N.I.: 05356146K

Sgd.: Lorenzo Otero Martínez
D.N.I.: 32434168M

Sgd.: José María Rivera Trallero
D.N.I.: 32746646M

Sgd.: Juan Rodríguez Rivera
D.N.I.: 46904645D

Sgd.: Ignacio Rivera Quintana
D.N.I.: 32763723Q

Sgd.: Fernando Wirz Rodríguez
D.N.I.: 34250864T



KPMG Asesores, S.L.
Paseo de la Castellana, 259 C
28046 Madrid

Informe de Verificación Independiente del Estado de Información no Financiera Consolidado de Corporación Hijos de Rivera S.L. y sociedades dependientes del ejercicio 2020

A los Socios de Corporación Hijos de Rivera S.L.:

De acuerdo con el artículo 49 del Código de Comercio, hemos realizado la verificación, con un alcance de seguridad limitada, del Estado de Información No Financiera Consolidado (en adelante EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2020, de Corporación Hijos de Rivera S.L. (en adelante, la Sociedad dominante) y sus sociedades dependientes (en adelante el Grupo) que forma parte de la Memoria de Sostenibilidad e Información No Financiera 2020 adjunta del Grupo (en adelante la Memoria).

El contenido de la Memoria incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en la tabla “Índice de contenidos de la ley 11/2018” incluida en la Memoria adjunta.

Responsabilidad de los Administradores

La formulación del EINF incluido en la Memoria, así como el contenido del mismo, es responsabilidad de los administradores de la Sociedad dominante. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los *Sustainability Reporting Standards* de Global Reporting Initiative (estándares GRI) seleccionados de acuerdo con lo mencionado para cada materia en la tabla “Índice de contenidos de la ley 11/2018” que figura en el citada Memoria.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de la Sociedad dominante son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

KPMG Asesores S.L., sociedad española de responsabilidad limitada y firma miembro de la organización global de KPMG de firmas miembro independientes afiliadas a KPMG International Limited, sociedad inglesa limitada por garantía. Paseo de la Castellana, 259C – Torre de Cristal – 28046 Madrid

Reg. Mer Madrid, T. 14.972, F. 53, Sec. 8, H. M-249.480, Inscrp. 1.ª N.I.F. B-82498650

Nuestra independencia y control de calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código Internacional de Ética para Profesionales de la Contabilidad (incluyendo las normas internacionales de independencia) emitido por el Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (IESBA, por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia profesional, diligencia, confidencialidad y profesionalidad.

Nuestra firma aplica la Norma Internacional de Control de Calidad 1 (NICCC 1) y mantiene, en consecuencia, un sistema global de control de calidad que incluye políticas y procedimientos documentados relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de Información No Financiera y, específicamente, en información de desempeño económico, social y medioambiental.

Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado.

Hemos llevado a cabo nuestro trabajo de revisión de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría y de la Revisión de Información Financiera Histórica" (ISAE 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

En un trabajo de aseguramiento limitado los procedimientos llevados a cabo varían en naturaleza y momento, y tienen una menor extensión, que los realizados en un trabajo de aseguramiento razonable y, por lo tanto, la seguridad proporcionada es también menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a las diversas unidades y áreas responsables de la Sociedad dominante que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- Reuniones con el personal de la Sociedad dominante para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2020 en función del análisis de materialidad realizado por la Sociedad dominante y descrito en el apartado Perfil de la memoria, considerando contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2020.
- Revisión de la información relativa con los riesgos, las políticas y los enfoques de gestión aplicados en relación con los aspectos materiales presentados en el EINF del ejercicio 2020.

- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2020 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los Administradores y la Dirección.

Conclusión

Basándonos en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido no se ha puesto de manifiesto aspecto alguno que nos haga creer que el EINF Corporación Hijos de Rivera S.L. y sociedades dependientes correspondiente al ejercicio anual finalizado el 31 de diciembre de 2020, no haya sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI seleccionados y de acuerdo con lo mencionado para cada materia en la tabla "Índice de contenidos de la ley 11/2018" de la citada Memoria.

Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

KPMG Asesores, S.L.



Patricia Reverter Guillot

23 de abril de 2021

