HARV 81 GROUP

2024 — 2025

HARV 81 GROUP · ENVIRONMENTAL, SOCIAL & GOVERNANCE

Sustainability Report

Reshaping for the future

EXPERTS IN CLOSURES, OAKS & LABELS

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About the report

The Sustainability Report 2024–2025 published by Harv 81 Group S.à.r.l., referred to in this report as the Group or Harv 81 Group, provides a comprehensive overview of the Group's commitment to sustainable development across its activities, geographies and brands.

This is the Group's first consolidated Group-level Sustainability Report, covering 100% of its operations. It addresses Environmental, Social and Governance (ESG) aspects over the period from 1 January 2024 to 31 December 2025.

The Harv 81 Group prepares and discloses this report on a voluntary basis, aligning with the principles established in the Corporate Sustainability Reporting Directive (CSRD) and the preliminary version of the simplified ESRS (European Sustainability Reporting Standards) framework, published by EFRAG as Technical Advice to the European Commission on November 30th, 2025. The report reflects the Group's approach, progress and performance on its most material impacts, risks and opportunities, identified through its materiality assessment process.

The structure of the report is aligned with the Group's three strategic pillars, namely Product and Innovation, People and Communities, and Planet and Operations, and includes a dedicated chapter on Business and Governance, presenting a consolidated view of performance across the reporting period.

Companies and brands included in this report comprise the Group's main operations across the cork value chain, including **Cork Supply**, **Tonnellerie Ô**, **Creative Oak**, **Studio Labels**, **Bouchons Abel**, **Talis**, **Legnokaps**.

This report reflects Harv 81 Group's commitment to transparency towards its stakeholders, while taking an important step in the Group's transition towards a more structured and integrated sustainability reporting framework.

100% of operations covered	24—25 reporting period (Jan 2024 – Dec 2025)
CSRD aligned · simplified ESRS (EFRAG, Nov 2025)	7 companies consolidated in a single report

President message

Every business leaves an impact. The question is what kind of impact we choose to make.

Our industry is being reshaped by changing markets, evolving consumer expectations and the growing responsibility we all share to build a more sustainable future. At Harv 81 Group, we believe these changes present an opportunity—not only to adapt, but to lead.

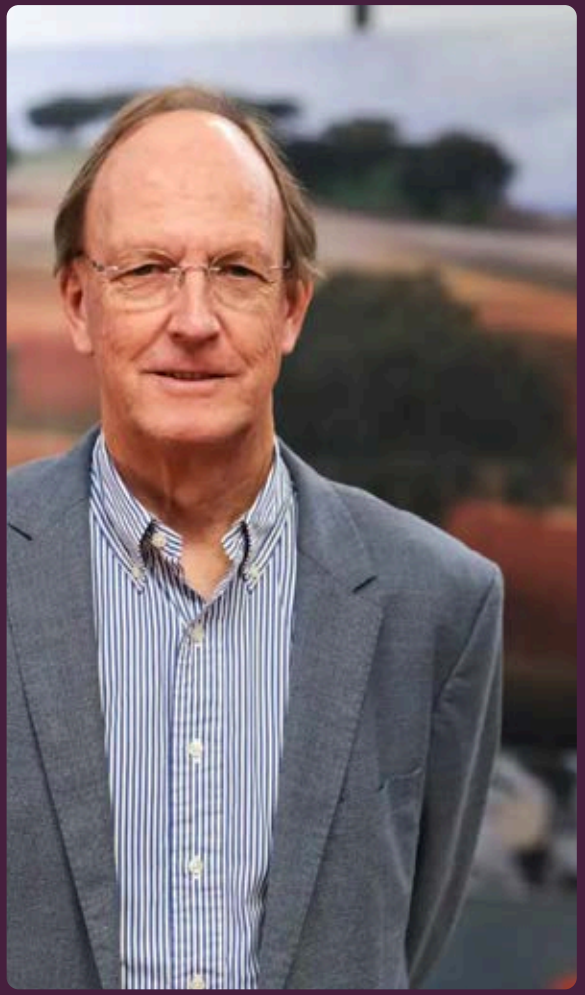
This year marked one of the most significant milestones in our history as Harv 81 Group achieved B Corp™ certification. While we are incredibly proud of this accomplishment, what matters most is what it represents. It reflects a way of doing business that has always guided us: creating long-term value through responsible decisions, continuous improvement and a commitment to making a positive impact on our customers, our people, our communities and the environment.

The world around us continues to evolve. Climate change, changing consumer expectations and new regulations are transforming our industry and challenging us to think differently. We see this not as a threat, but as an opportunity to innovate and help shape the future of wine and spirits packaging.

This mindset continues to inspire our investments in research, technology, and manufacturing. Over the past year, we have continued to push the boundaries of what is possible with natural cork through AI driven innovations such as the X100 and the Legacy Natural Cork, combining the authenticity of one of nature's most remarkable materials with new levels of consistency and performance. At the same time, we have continued to invest in renewable energy, operational excellence, and the development of our people because we believe that a stronger business and a more sustainable business are one and the same.

As you will see throughout this report, sustainability is not a separate initiative at Harv 81 Group. It is embedded in the decisions we make, the products we develop and the partnerships we build. While we are proud of the progress we have made, we also know that our journey is far from complete. The challenges ahead will require collaboration, curiosity, and a willingness to keep improving.

I would like to sincerely thank our employees for their passion and dedication, our customers and suppliers for their trust and partnership, and everyone who continues to believe in our purpose. Every achievement reflected in these pages is the result of people working together to make a difference. That has always been the foundation of Harv 81 Group, and I am confident it will continue to guide us as we reshape the future.



Jochen Michalski
President & Founder, Harv 81 Group

CHAPTER 01

Harv 81 Group

A diversified group serving the global wine and spirits industry — from natural and technical closures to oak barrels, capsules and labels.

1.1 Our Activity

1.2 Our Purpose

1.3 Business Model & Value Chain

1.4 Highlights & Recognitions



Our Activity

Experts in Closures, Oaks and Labels

Founded in 1981, Harv 81 Group has grown from a cork-focused company into a diversified group serving the global wine and spirits industry. Its portfolio spans natural and technical closures, oak barrels, capsules and labeling solutions, reflecting a progressively integrated approach to product offering.

What began with the establishment of Cork Supply's first operation in the United States of America quickly expanded across the world's key wine-producing regions, including Australia, Portugal, South Africa, Spain, France, Argentina, Italy and China, building proximity to customers as a core principle of the Group's operating model.

Over more than four decades, Harv 81 Group has built a strong reputation grounded in technical expertise, reliability and a deep understanding of customers' needs. This positioning is supported by continuous investment in innovation and operational excellence, enabling the Group to respond to the evolving demands of the wine and spirits sector.

Currently, the Group has an installed capacity of more than 1.1 billion cork stoppers and 10,000 oak barrels per year, and produces 105 million labels annually, reaching wine and spirits producers across international markets.

The Group's product portfolio

CLOSURES · OAKS · LABELS



Natural cork stoppers
CORK SUPPLY



Technical & sparkling stoppers
CORK SUPPLY



Bartops & spirits closures
TALIS



Capsules
BLOOM BY TALIS · LEGNOKAPS



Barrels & oak solutions
TONNELLERIE Ô · CREATIVE OAK



Labels & bottling solutions
STUDIO LABELS

1.1B **cork stoppers** installed capacity p/ year	10K **oak barrels** installed capacity p/ year	105M **labels** per year

Harv 81 Group in the world

OPERATIONS & SALES OFFICES · DISTRIBUTORS · FACILITIES



14
manufacturing facilities · 7 operating countries

15
distributor markets

DISTRIBUTORS

Austria
Belgium
Croatia
Czech Republic
England
Georgia
Germany
Greece
Hungary
Israel
Mexico
New Zealand
Romania
Switzerland
Uruguay

United States of America Benicia, CA — Cork Supply · Tonnellerie Ô · Creative Oak	**Portugal** Montijo · S. Paio de Oleiros · S. João de Ver · Rio Meão · Ovar	**France** Le Boulou — Bouchons Abel	**Australia** Regency Park — Cork Supply · Studio Labels	**South Africa** Klapmuts — Cork Supply
Argentina Mendoza — Cork Supply	**China** Tianjin — Cork Supply	**Spain** Cork Supply — distribution	**Italy** Cork Supply — distribution	**Canada** Cork Supply — sales

Leading partner to the global wine and spirits industry

Harv 81 Group supports wine and spirits producers worldwide through seven specialist companies: Cork Supply, Tonnellerie Ô, Creative Oak, Studio Labels, Talis, Bouchons Abel, and Legnokaps, with more than 600 employees across 14 manufacturing facilities in seven countries. The Group serves more than 6,500 customers in 24 countries across Europe, the United States of America, South Africa, Asia and Oceania, combining deep industry expertise with continuous investment in innovation and a portfolio of 39 patents.

600+	24	14	39
Employees	**Countries we sell to**	**Manufacturing facilities**	**Patents**

6,500+	7
Customers worldwide	**Operating countries**

BRANDS · ONE STANDARD OF EXCELLENCE

Cork Supply

Natural and technical cork closures for still and sparkling wines.

TALIS

High performing bartops for premium spirits and wines.

Tonnellerie Ô

The finest French oak and California oak wine barrels.

Abel

Cork stoppers produced locally in France.

STUDIOLABELS

Premium quality labels, for the wine label industry.

LEGNOKAPS

Production of high-quality wooden capsules.

CREATIVE OAK

Oak alternatives for wine and spirits flavoring.

1.2

Our Purpose

The Most Admired Partner

Harv 81 Group's dream is to become the most admired partner in the premium wine and spirits industry. This ambition is grounded in a strong entrepreneurial culture, reflected in the Group's "Work Hard, Play Hard" spirit, and translated into demanding, passionate and committed teams across all geographies.

In everything Harv 81 Group does, the focus is clear: Make a Difference.

The Group's commitment goes beyond the products it creates and is deeply embedded in the organization. It is reflected in the positive impact on the lives of its people and in a culture rooted in growth, care and inspiration. At Harv 81 Group, the focus is not only on manufacturing products, but on building a legacy that creates long-term value for people, partners and the industry.

PURPOSE

DREAM Most admired partner for the premium wine and spirits industry

SPIRIT Work Hard, Play Hard and Win

BELIEFS

1. In leading by example
2. Customer service is dead, we believe in customer love
3. In always challenging the status quo to create great products and services
4. Curiosity and openness to change is vital to our growth
5. In creating an exciting, safe and joyful work environment
6. In inspiring people to do what they love
7. Our existence is dependent on sustaining the trees that are the foundation of our products
8. In doing more with less as a means for transformation

CHARACTER

1. Family
2. Reliable
3. Resilient
4. Caring
5. Demanding
6. Passionate
7. Courageous
8. Innovative
9. Transformational

FOCUS

Make a difference

The fundamental beliefs that guide the Group

01

In leading by example

The Group believes in setting the benchmarks that others aspire to achieve.

02

Customer love

While some may see customer service as a transaction, the Group sees it as a relationship built on love and care.

03

Always challenging the status quo

Mediocrity has no place in the Group's vocabulary. Harv 81 Group constantly pushes the limits to create exceptional products and services.

04

Curiosity and openness to change

Understanding that change is vital for growth, the Group embraces it and fosters an environment where curiosity thrives.

05

An exciting, safe and joyful work environment

Harv 81 Group promotes a stimulating, safe and joyful workplace where creativity flourishes.

06

Inspiring people to do what they love

The Group aims to inspire people to pursue their passions, both within and beyond the organization.

07

Sustaining the trees

The Group's existence is bound to the trees that form the basis of its products, and it is committed to conserving them.

08

Doing more with less

The Group believes in focused growth, managing its business with prudence and sensibility.

1.3 ESRS 2 · SBM-1 | SBM-2

Business Model and Value Chain

Harv 81 Group operates an integrated business model within the premium wine and spirits industry, combining raw material expertise, industrial transformation and global market reach. The Group is structured around three core business lines: closures, barrels and labels, delivered through a portfolio of specialized companies — Cork Supply, Tonnellerie Ô, Creative Oak, Studio Labels, Bouchons Abel, Talis, and Legnokaps.

Its value creation model is based on the transformation of natural raw materials into high-value-added products that combine technical performance, design and reliability. By integrating sourcing capabilities, industrial know-how, quality control, innovation and customer proximity, the Group delivers differentiated solutions while maintaining close relationships with both suppliers and customers across the value chain.

VALUE CHAIN

UPSTREAM 01

Cork from the Montado
Forest producers; wood for barrels, alternatives and capsules and paper for labels

Oak · France & USA
Oak producers supply the wood used in barrel production

Materials & services
Inks, foils, packaging, equipment and specialized services

Inbound logistics
Connecting the supplier base to the Group's facilities

OWN OPERATIONS 02

14 manufacturing facilities
PT · USA · AR · ZA · AU · CN · FR — cork, oak, beech and paper

Energy as enabling input
Renewables and biomass from production by-products

Quality, R&D & eco-design
Integrated quality control, innovation and sustainability practices

By-products reintegrated
Cork and wood residues valorized as energy and new products

DOWNSTREAM 03

Wineries & distilleries
B2B wine and spirits producers as core customers

Bottling & packaging
Group products incorporated into customers' processes

5+ continents
Customers across international markets

Transport & logistics
Reliable delivery to international markets

The Group's business model is closely linked to natural ecosystems and resource management:

01

Cork harvesting does not require cutting down trees, as only the bark is extracted, ensuring minimal ecosystem impact and supporting biodiversity;

02

Forestry sourcing activities are directly connected to ecosystem conservation, reinforcing the importance of responsible sourcing and long-term resource resilience;

03

Continuous modernization of production facilities has improved operational efficiency while contributing to lower emissions and reduced climate-related impacts.

Stakeholder Engagement

Harv 81 Group maintains structured engagement with internal and external stakeholders, including:

Employees, management & Board

Includes the Group's workforce across all functions, as well as senior leadership and the Board of Directors. These stakeholders are central to operational delivery, strategic oversight, and the effective implementation of ESG governance practices.

Investors

Comprises shareholders and financial institutions that provide capital to the Group. These stakeholders are increasingly focused on ESG performance, long-term value creation, and transparency, in line with EU sustainable finance frameworks.

Suppliers

Includes companies and individuals that provide goods, services, and raw materials to the Group. These partners are subject to ESG due diligence processes and are assessed for alignment with the Group's sustainability standards.

Regulators

Includes national and European authorities responsible for legal and regulatory oversight. Engagement with these bodies ensures compliance with applicable legislation and supports the anticipation of emerging regulatory requirements.

Customers

Covers end users and business clients of the Group's products and services. They represent a key source of market feedback, customer satisfaction data, and demand signals, informing the development and refinement of product and service strategies.

Local communities

Refers to populations and civil society organizations in the areas where the Group operates. Their expectations, particularly about local employment, environmental impact, and social value, are material to maintaining the Group's license to operate.

How We Listen and Respond

These stakeholder groups engage with the Group through a combination of formal and ongoing dialogue channels that support the identification of expectations, the collection of feedback and the incorporation of relevant insights into business and sustainability decision-making processes. Engagement mechanisms include:

Supplier audits

ANNUAL / SEMI-ANNUAL

Business meetings

QUARTERLY / SEMI-ANNUAL

Customer visits

QUARTERLY / AD HOC

Industry forums

SEMI-ANNUAL / ANNUAL

FROM FEEDBACK TO DECISION — THE LOOP

1

Concerns submitted

A complaints mechanism is available to all stakeholders, enabling the formal submission of concerns.

→

2

Consolidated quarterly

Stakeholder feedback is consolidated on a quarterly basis.

→

3

Presented to the Board

Together with impact analysis and recommendations, considered in strategic decision-making.

→

4

Communicated back

Relevant outcomes are subsequently communicated back to stakeholders.

A complaints mechanism is available to all stakeholders, enabling the formal submission of concerns. Stakeholder feedback is consolidated on a quarterly basis and presented to the Board, together with impact analysis and recommendations. These inputs are considered in strategic decision-making, and relevant outcomes are subsequently communicated back to stakeholders.

1.4 Highlights and Recognitions

2024 BY THE NUMBERS

PEOPLE & COMMUNITIES

656 employees

39% women in the workforce

22% women in director positions

PRODUCT & INNOVATION

100% new products meeting sustainability criteria

−2% packaging weight vs 2023 baseline

PLANET & OPERATIONS

27,480 MWh cork biomass energy

16.8% waste recycling rate

4,522 tCO_2eq Scope 1+2 emissions (market-based)

−51% GHG vs 2023 baseline (market-based)

68.5% renewable energy share



Launch of Legacy Natural Cork

The launch of Legacy Natural Cork marked a major product and innovation milestone for the Group. Developed with X100 technology, the solution reinforced Harv 81 Group's positioning in high-performance natural cork and demonstrated how product quality, technological differentiation and sustainability can converge in a flagship offering. Beyond the product launch itself, Legacy represented a clear strategic inflection point, translating more than a decade of R&D into a premium market solution aligned with evolving customer expectations around consistency, performance and responsible innovation, while strengthening trust in natural cork as a category.

FOR MORE INFORMATION ABOUT LEGACY, SEE CHAPTER 3.1 PRODUCT AND INNOVATION →



Recognized by EcoVadis

The EcoVadis Bronze Medal added an important supply-chain and market-facing dimension to the Group's sustainability profile. At brand level, Talis was awarded an EcoVadis Silver Medal, reflecting strong individual performance in sustainability management. Because EcoVadis is widely used by customers and partners as an ESG benchmark, these recognitions help translate internal sustainability progress into external credibility and business relevance. In practice, they strengthen Harv 81 Group's ability to demonstrate to the market that its management approach is not only internally structured, but also externally recognized against a widely used international assessment framework.

SEE 2025 HIGHLIGHTS →

2025 BY THE NUMBERS

PEOPLE & COMMUNITIES

601 employees

40% women in the workforce

26% women in director positions

PRODUCT & INNOVATION

–7.5% GHG reduction · Natural corks

€101k R&D investment executed

PLANET & OPERATIONS

29,551 MWh cork biomass energy

16% waste recycling

3,381 tCO_2eq Scope 1+2 emissions (market-based)

–64% GHG vs 2023 baseline (market-based)

73.8% renewable energy share

We have joined the global B Corp™ movement

B Corp™ certification was one of the most visible milestones of 2025, externally validating the Group's progress in governance, transparency, environmental and social performance. Beyond reputation, it provided a clear signal that sustainability is becoming embedded in how Harv 81 Group creates value and positions itself in the market. It also placed the Group within a recognized global community of companies assessed against demanding standards of accountability and impact, reinforcing the credibility of the sustainability journey already underway across its operations.

FOR MORE INFORMATION ABOUT THE B CORP™ CERTIFICATION, SEE CHAPTER 3.4 BUSINESS AND GOVERNANCE →



Renewable energy investment in the USA

The installation of the photovoltaic project at the North Bay facility marked an important step in Harv 81 Group's operational decarbonization journey. Designed to supply most of the building's electricity needs, this investment translated the Group's climate ambition into visible infrastructure, combining emissions reduction, greater energy autonomy and long-term operating resilience. Beyond its direct environmental contribution, the project also provided a strong and tangible example of how sustainability priorities are being embedded into capital expenditure and site-level decision-making across the Group.

SEE CHAPTER 3.4 BUSINESS AND GOVERNANCE →

Recognized by EcoVadis

Building on the Bronze Medal received in 2024, the EcoVadis Silver Medal awarded in 2025 added an important supply-chain and market-facing dimension to the Group's sustainability profile. Because EcoVadis is widely used by customers and partners as an ESG benchmark, this recognition helps translate internal sustainability progress into external credibility and business relevance. In practice, it strengthens Harv 81 Group's ability to demonstrate to the market that its management approach is not only internally structured, but also externally recognized against a widely used international assessment framework.

Recognized Standards Across Our Operations

Certification is how the Group turns internal management practice into externally verified assurance. Every industrial unit is audited against food-safety, best-practice and forest-traceability standards, with scope determined by the activity carried out at each site.

● CERTIFIED ○ NOT APPLICABLE

6	14	5	3
countries	active certifications	ISO / FSSC standards	local recognitions

PT PORTUGAL UNITS · CERTIFICATION COVERAGE

Unit SITE · ACTIVITY	HACCP FOOD SAFETY	FSSC 22000 FOOD SAFETY	Systecode BEST PRACTICES	FSC™ FOREST TRACEABILITY
CSP1 São Paio de Oleiros · Natural Cork Production	● Annual	○ n/a	● Annual	● 21/02/2023
CSP2 Rio Meão · Cork Closures Finishing	○ n/a	● 27/10/2025	● Annual	● 21/02/2023
CSP3 Montijo · Raw Material Preparation	○ n/a	○ n/a	● Annual	● 21/02/2023
CSP4 São João de Ver · Technical Cork Production	● Annual	○ n/a	● Annual	● 21/02/2023
Talis Talis operates alongside the technical Cork Preparation Unit in São João de Ver	○ n/a	● 11/11/2024	● Annual	● 21/02/2023
Legnokaps Wooden capsules	○ n/a	○ n/a	○ n/a	● 01/07/2025

Dates indicate the current certificate issue or validity date; "Annual" denotes standards subject to yearly audit cycles. Talis operates alongside the technical Cork Preparation Unit in São João de Ver.

Verified Beyond Portugal

Outside Portugal, each commercial and finishing operation is certified against the standards most relevant to its market and activity — quality management, food safety and fibre traceability — complemented by external recognitions of workplace and sustainability performance in the United States of America and Argentina.

● IN PLACE
○ NOT APPLICABLE

6	10	3	4
countries outside Portugal	international certifications	external awards	standard families covered

Entity COUNTRY · COMPANY	Quality ISO 9001 · SYSTECODE	Food safety FSSC · BRCGS · ISO 22000 · HACCP	Traceability FSC™ · PEFC	Recognitions AWARDS RECEIVED
USA **United States of America** Cork Supply USA	○ —	● FSSC 22000	● FSC™ · PEFC CoC	● Best Places to Work · 2024 & 2025
AR **Argentina** Cork Supply Argentina	○ —	● BRCGS Packaging	○ —	● Sello Luján Sustentable · Mejores Empresas Argentinas
AU **Australia** Cork Supply Australia + Studio Labels	● ISO 9001:2015	○ —	○ —	○ —
CN **China** Cork Supply China	● ISO 9001:2015	○ —	○ —	○ —
ZA **South Africa** Cork Supply South Africa	○ —	● ISO 22000:2018	○ —	○ —
FR **France** Bouchon Abel	● Systecode	● BRCGS Packaging · HACCP	○ —	○ —

Markers indicate certifications and recognitions in place during the reporting period; standards are subject to yearly audit cycles or periodic recertification. Certificate issue and validity dates are detailed on page 16.

CHAPTER 02

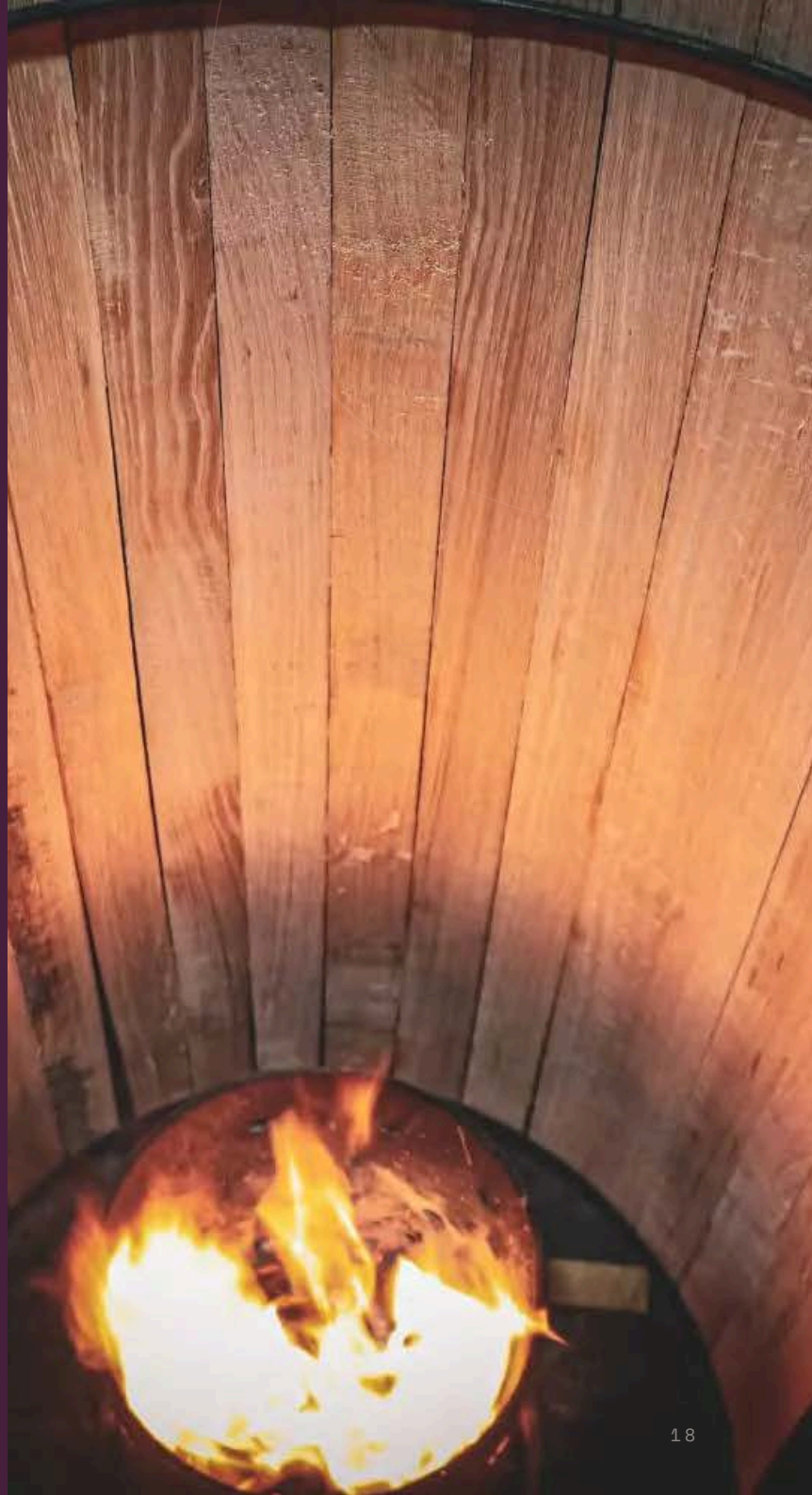
Harvesting for the Future

How sustainability is governed, how priorities were defined through double materiality, and the strategy that turns them into a 2030 action plan.

2.1 Sustainability Governance

2.2 Materiality Process

2.3 Our Strategy



2.1 ESRS 2 · GOV-1 | GOV-2 | GOV-3 | GOV-4

Sustainability Governance

Sustainability governance at Harv 81 Group is structured around clearly defined roles and responsibilities, spanning from the administrative body to operational teams across all geographies. This model ensures that sustainability considerations are embedded in both strategic decision-making and day-to-day operations.

The Administration of Harv 81 Group holds ultimate responsibility for sustainability oversight. It approves the Group's sustainability targets and the Harvesting for the Future 2030 Action Plan, ensuring alignment between sustainability commitments and the Group's overall strategy. At this level, key policies are also validated, including the Code of Ethics and Conduct, the Code of Conduct for Suppliers, the Anti-Corruption Monitoring and Reporting Policy and the Transportation Policy.

The Sustainability Director holds executive responsibility for the implementation and follow-up of the sustainability strategy and targets. Cross-functional execution is supported by the Strategic Development Team Global task force, which integrates senior representatives from the Group's main companies and regions.



The Harv 81 Group has implemented a structured system of risk management and internal controls to ensure the integrity, reliability and consistency of sustainability data and reporting. This system covers environmental (energy, emissions, waste, water), social (safety, employment, training), and governance data.

Roles and responsibilities are clearly defined across the organization: the Board holds ultimate responsibility, approving the final sustainability report; the Financial Director oversees related financial data; the Sustainability Director coordinates data collection and validation with the sustainability representative in each country, and operational departments ensure the initial quality of the data.

This governance structure supports a consistent and controlled reporting process, ensuring that sustainability information is subject to defined validation and accountability mechanisms across all levels of the organization.

During the reporting period, no incentive schemes linking the remuneration of members of the administrative, management and supervisory bodies to sustainability-related targets or metrics were in place.

Due Diligence

The key aspects and steps of the due diligence process on sustainability matters are embedded within the relevant thematic chapters:

01 **Integration into governance, strategy and business model** — Business Model & Value Chain, Sustainability Governance and Our Strategy sections.

02 **Engagement of affected stakeholders** — 40+ internal and external stakeholders consulted as part of the Double Materiality Assessment conducted in 2025.

03 **Identification and assessment of impacts, risks and opportunities** — Materiality Process section, with the full IRO list detailed in the Annex.

04 **Actions to prevent, mitigate and remediate negative impacts** — with policies, metrics, targets and monitoring, disclosed in the thematic chapters E1, E3, E4, E5, S1, S3, S4 and G1.

05 **Tracking progress and monitoring effectiveness** — KPIs under the 2030 Action Plan, overseen by the Sustainability Director with accountability at the Administration.

As this is the first consolidated Group-level Sustainability Report, the due diligence process is at an early stage of formalization. The Group is committed to progressively strengthening its practices across subsequent reporting cycles.

2.2 ESRS 2 · IRO-1 | IRO-2

Materiality Process

2025 represents a decisive milestone in the Harv 81 Group's sustainability journey, with the formal adoption of the Double Materiality Assessment process. This framework strengthens the way we define priorities, guide our strategy and communicate with our stakeholders, placing sustainability at the heart of risk management, innovation and long-term value creation.

This process enabled the identification of the sustainability topics potentially relevant to the Harv 81 Group's activities, considering both the significant impacts of the Group's operations on the environment and society (impact materiality) and the sustainability-related financial risks and opportunities that may arise for the business (financial materiality). This approach is fully aligned with the EU Corporate Sustainability Reporting Directive (CSRD) and leading international reporting standards, ensuring that the Group's decisions are transparent, strategic and future-proof.

A structured, robust and participatory methodology

The Double Materiality Assessment process was developed based on a structured, robust and participatory methodology, ensuring the incorporation of diverse internal and external perspectives. The key steps included:

STEP 1

Preliminary identification of sustainability topics

Drawing on sector context analysis, benchmarking of comparable companies, and alignment with the European Sustainability Reporting Standards (ESRS). Topics were organized across five dimensions: Environment, Employees, Business and Governance, Community and Society, and Product.

STEP 2

Stakeholder consultation

Internal: five interviews with top management representatives of the Group's business units, focused on understanding current performance, identifying material impacts, risks and opportunities (IROs), and reflecting on strategic sustainability priorities.
External: six interviews with stakeholders from the Group's value chain and operating environment, including banking partners, clients, suppliers and sector organizations, selected to capture perspectives on both sector-wide sustainability challenges and the Group's own priorities and context.

STEP 3

Assessment across two fundamental axes

Assessment of each topic across two fundamental axes: its external relevance, associated with actual and potential social and environmental impacts, and its internal relevance, related to the financial and strategic importance for the business.

STEP 4

An individual analysis for each Group unit

An individual analysis for each Group unit, Cork Supply, Tonnellerie Ô and Studio Labels, ensuring that material topics reflect the specific operational and strategic contexts of each business.

Impact Materiality Assessment

Real and potential impacts, both positive and negative, were analyzed considering different time horizons (short, medium and long term) across the entire value chain. This assessment supported the prioritization of material topics from an impact perspective, in accordance with the criteria defined by the ESRS:

Scale	Scope	Irremediability	Severity	Probability
Gravity of impact or benefit	Reach along the value chain	Irrecoverable nature of the negative impact	Weighted mix of scale, scope, irremediability	Frequency or probability of occurrence

ASSESSMENT SCALE

1	2	3	4
Negligible	Moderate	Significant	Critical

FINAL ASSESSMENT CRITERIA

Severity > Probability	=	60% severity + 40% probability
Severity < Probability	=	80% severity + 20% probability

A topic is **material** when the aggregate IRO score ≥ 2, and **strategic** when ≥ 3.

Financial Materiality Assessment

The financial materiality assessment focused on the financial effects associated with the identified risks and opportunities, considering the following assessment criteria:

Magnitude	Probability	Origin of financial effect
Potential gains/savings or losses/costs	Frequency or probability of occurrence	Impact, dependency or external factors

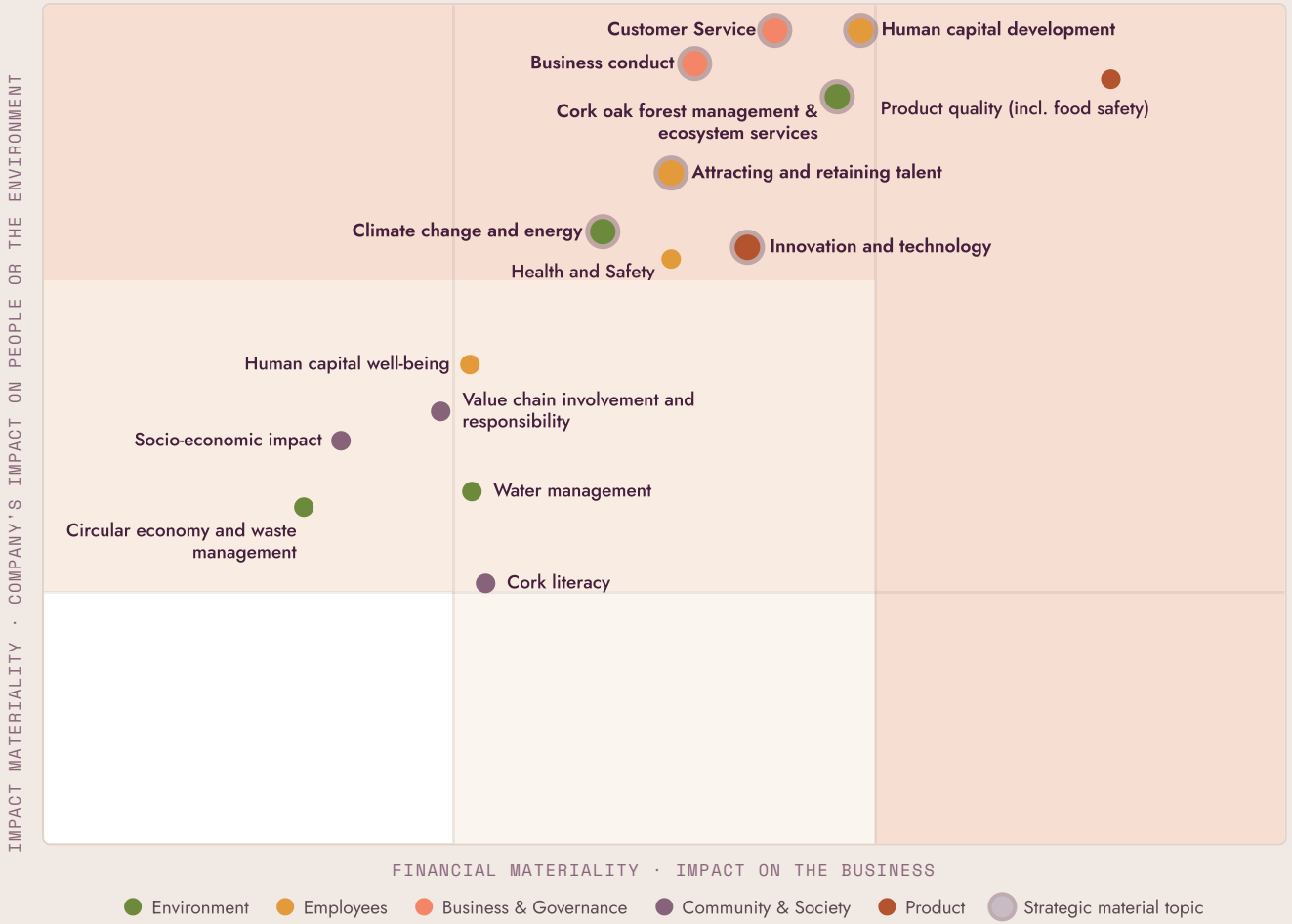
ASSESSMENT SCALE & FINAL CRITERIA

The 1–4 scale and the weighting logic are the same as those applied in the impact materiality assessment, with magnitude replacing severity.

The assessment scale was defined based on a previously established methodology, considering the percentage impact on assets, revenues and EBITDA. Each risk and opportunity was assigned an aggregate score based on the criteria above. A topic is considered **material** when the aggregate score of the respective IRO is equal to or greater than 2, and **strategic** when equal to or greater than 3.

Double Materiality Matrix

The outcome of this process is the Double Materiality Matrix, which identifies the topics of greatest relevance from both an impact and a financial performance perspective. Topics scoring above 3 were considered material and strategic for the Group. Topics scoring above 2 were likewise considered material and included in the Group's reporting. The matrix is a central decision-support tool, directly informing the 2030 Action Plan as well as the Group's governance and reporting practices.



15

sustainability topics identified

7

strategic material topics

The identified impacts, risks and opportunities are presented in the Annex "Impacts, Risks and Opportunities".

Material topics

Building on the outcomes of the Double Materiality Assessment, Harv 81 Group defined a set of operational topics that translate the material themes identified into concrete focus areas, adjusted to the specific activities, geographies and strategic context of each business unit: Cork Supply (CS), Tonnellerie Ô (TO) and Studio Labels (SL). **Highlighted rows (★)** are strategic material topics.

Dimension	Sustainability topic	Specific topics	CS	TO	SL	Topical Standards (ESRS)
ENVIRONMENT	**Climate change and energy ★**	Carbon emissions and energy efficiency	✓	✓	✓	**E1 Climate change**
		Renewable energy integration	✓	✓	–	
	Water management	Water management	✓	✓	–	E3 Water
	Circular economy and waste management	Waste management	✓	–	–	E5 Resource Use and Circular Economy
		End-of-life and recycling initiatives	–	–	✓	
	Cork oak forest management and promotion of ecosystem services	Biodiversity and forest conservation (and sustainable forestry, responsible sourcing and supplier monitoring)	✓			E4 Biodiversity and Ecosystems
EMPLOYEES	**Human capital development ★**	Career development and retention	✓	✓	✓	**S1 Own Workforce**
	Attracting and retaining talent ★					
	Health and Safety	Health and safety	✓	✓	✓	S1 Own Workforce
	Human capital well-being	Workplace well-being	✓	✓	✓	S1 Own Workforce
		Diversity and inclusion	✓	✓	–	
BUSINESS AND GOVERNANCE	**Business conduct ★**	Ethical business conduct and transparency	✓	✓	✓	**G1 Business Conduct**
	Customer service ★	Customer trust and satisfaction/love	✓	✓	✓	**S4 Consumers and end-users**
	Value chain involvement and responsibility	Sustainable forestry, responsible sourcing and supplier monitoring	✓	✓	–	G1 Business Conduct
		Sustainable and responsible sourcing	✓	✓	✓	
COMMUNITY AND SOCIETY	Socio-economic impact	Socioeconomic impact on local communities	✓	✓	✓	S3 Affected communities
	Cork literacy	Educational and collaborative initiatives	✓	–	–	S3 Affected communities
PRODUCT	**Innovation and technology ★**	Eco-design and innovation	✓	–	✓	**GDR (Specific topic)**
		Research, development and innovation	✓	✓	✓	
	Product quality (including food safety)	Product quality and safety	✓	✓	✓	GDR (Specific topic)

2.3 ESRS 2 · SBM-3

Our Strategy

Building on the outcomes of the Double Materiality Assessment and the identification of the most relevant impacts, risks and opportunities, Harv 81 Group developed and consolidated its sustainability strategy under the **"Harvesting for the Future"** agenda, a long-term commitment to fostering a more resilient, responsible and regenerative industry.

This strategy is structured around three interconnected pillars, **People & Communities**, **Product & Innovation**, and **Planet & Operations**, which together define how the Group creates shared value for its stakeholders while addressing the most material sustainability challenges identified through the double materiality analysis and integrating material impacts, risks and opportunities into its strategic priorities, business model and decision-making processes.

A fourth, transversal dimension, Together with the Ecosystem, reflects the Group's commitment to responsible sourcing, supply chain transparency, and the long-term health of the natural systems on which its business depends. The strategy is fully aligned with the United Nations Sustainable Development Goals (UN SDGs) and is operationalized through a concrete 2030 Action Plan, which translates strategic priorities into measurable targets and KPIs across all business units.



PILLAR 01

People & Communities

Within the “Harvesting for the Future” agenda, the People & Communities pillar reflects the Harv 81 Group’s commitment to placing people at the center of its strategy, recognizing that employee well-being, engagement and development are critical to long-term business performance.

In this context, the Group promotes a safe, inclusive and supportive work environment, where health and safety, diversity and equal opportunities are prioritized. Continuous investment in training, skills development and career progression enables employees to grow within the organization, while structured well-being initiatives contribute to a balanced and positive workplace culture.

Beyond its workforce, Harv 81 Group contributes to the socioeconomic development of the communities where it operates through job creation, partnerships with educational institutions and support for local initiatives, including volunteering and engagement with non-profit organizations.



PILLAR 02

Product & Innovation

The Product & Innovation pillar reflects Harv 81 Group’s commitment to embedding sustainability across the entire product lifecycle, from design to end-of-life. The Group prioritizes eco-design principles, circular economy approaches and continuous research and development to deliver high-quality, resource-efficient and low-impact solutions.

Sustainability considerations are integrated into product development processes using responsible materials, optimization of resource use and reduction of waste, while ensuring product performance, safety and compliance with customer expectations. Innovation is further driven by technological advancements and collaboration with stakeholders, supporting transparency, continuous improvement and the integration of sustainability-related risks and opportunities into product development and innovation decisions across the value chain.



PILLAR 03

Planet & Operations

Under the Planet & Operations pillar, Harv 81 Group focuses on minimizing environmental impacts and enhancing the efficiency and resilience of its operations across all geographies. Key priorities include decarbonization, energy efficiency, the transition to renewable energy sources and the optimization of water and waste management practices.

The Group is committed to implementing circular economy practices, promoting resource efficiency and reducing emissions throughout its operations. At the same time, it recognizes the importance of preserving biodiversity and ensuring sustainable forest management, particularly in relation to cork oak ecosystems that are fundamental to its business.



TRANSVERSAL COMMITMENT

Together with the Ecosystem

Complementing the three strategic pillars, the “Together with the Ecosystem” principle reflects the Harv 81 Group’s transversal commitment to responsible sourcing, supply chain transparency and the long-term health of the natural systems on which its business depends.

RESPONSIBLE SOURCING

The Group prioritizes responsible sourcing practices, ensuring that key raw materials such as cork, oak, beech and paper are obtained through sustainable and certified processes that protect biodiversity, promote soil and water health and support ecosystem resilience. This commitment is reinforced through close collaboration with suppliers and partners, fostering transparency, traceability and the progressive integration of environmental and social criteria across the value chain.

CIRCULARITY

Circularity is a central element of this approach, with the Group promoting efficient resource use through material reuse, waste valorization and the development of innovative solutions for by-products. By extending product lifecycles and improving recyclability, Harv 81 Group contributes to reducing environmental impacts while supporting more regenerative production systems.

VALUE CHAIN RESILIENCE

Through this transversal commitment, the Group strengthens the resilience of its value chain and contributes to the preservation and regeneration of the ecosystems that underpin its activities, reinforcing a long-term approach to sustainable value creation.



CHAPTER 03

Our Sustainability Priorities

Policies, actions, metrics and targets for each material topic, organized by the four dimensions of the Harvesting for the Future agenda.

3.1 Product & Innovation

3.2 People & Communities

3.3 Planet & Operations

3.4 Business & Governance

Product and Innovation

At Harv 81 Group, product quality and innovation are embedded within a single strategic commitment, reflecting the belief that cork solutions placed on the market must deliver consistently high technical performance while supporting continuous improvement over time. This integrated approach positions research and development as a key driver of long-term value creation, operational excellence and sustainable leadership within the cork industry.

During 2024 and 2025, this strategic focus resulted in tangible and measurable progress across the innovation pipeline. Key developments included the industrial launch of Legacy Natural Cork, the introduction of Vocus technology enabling individual TCA detection and the continued consolidation of the VINC line. Taken together, these advances demonstrate a science-based and structured approach to innovation, fully aligned with the Harvesting for the Future agenda. They reinforce Harv 81 Group's capacity to respond consistently to evolving technical, sensory and sustainability requirements, while strengthening trust across its value chain.

The Group's research and development strategy is organized around three complementary pillars: **Cork Performance**, **Sensory Neutrality** and **New Products**. Together, these pillars define the framework through which technical excellence and responsible innovation are pursued. They guide investment priorities, structure product development processes and support collaboration with external scientific and technological partners. This approach ensures that innovation activities are grounded in robust scientific knowledge, subject to external validation, and aligned with stringent quality and performance standards.

Cork Performance

- Individual oxygen control via X100
- Wine variability & oxygen studies
- Compliance standards

Sensory Neutrality

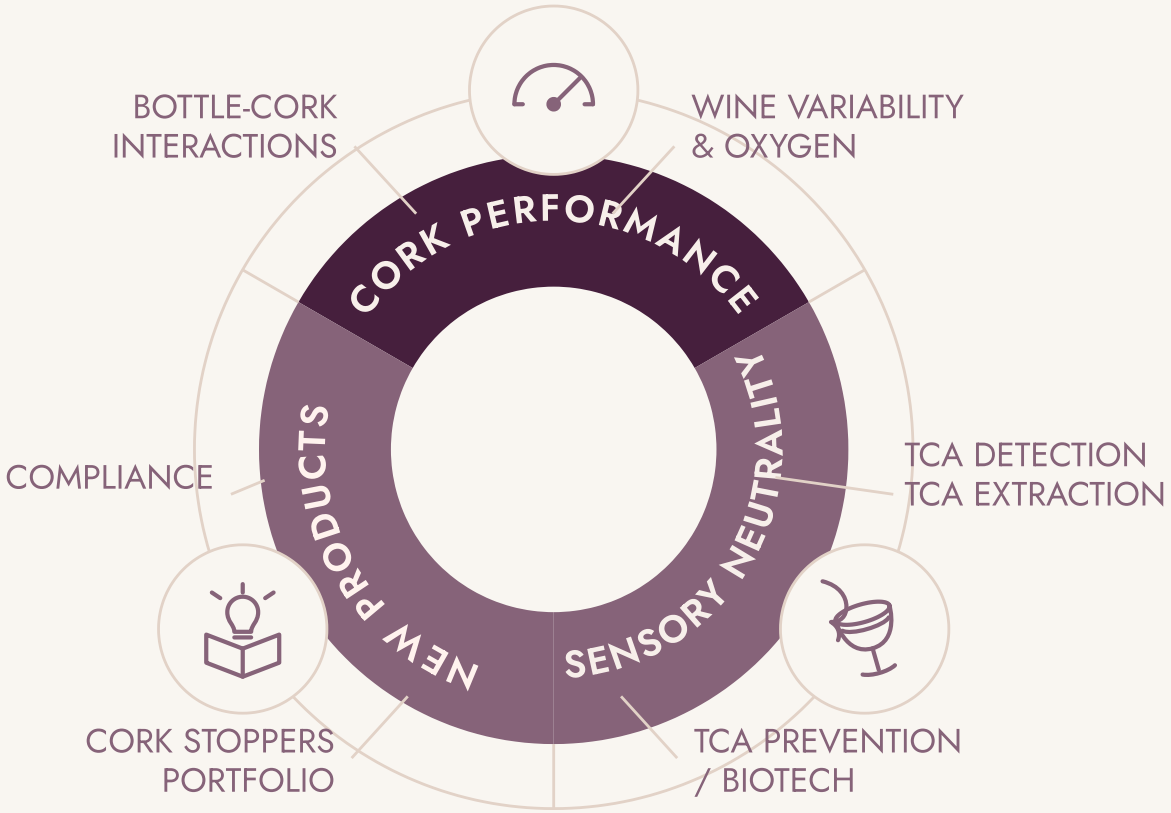
- TCA detection (Vocus)
- TCA extraction processes
- TCA prevention / biotech
- 100% individual inspection

New Products

- Cru Natural
- Legacy Natural Cork
- VINC line consolidation

Three pillars of research and development

Cork Performance, Sensory Neutrality and New Products organize the Group's research agenda and the technical workstreams behind each pillar.



The chapters that follow present the topics identified as material for Product and Innovation through the Group's Double Materiality Assessment (DMA), covering for each the relevant policies, actions, targets and metrics.

3.1.1 Delivering Excellence in Every Product

OUR PRODUCT QUALITY POLICY

Product quality and product safety are managed by Harv 81 Group through a structured framework of policies, codes, and management systems that collectively establish mandatory requirements applicable to product performance and to its key inputs throughout the life cycle.

The main policies and frameworks supporting this approach include:

Responsible Procurement Policy

Integrates quality, reliability, and compliance criteria into supplier selection and evaluation, establishing these elements as core requirements within procurement processes.

Supplier Code of Conduct

Includes a dedicated Quality Assurance section, requiring compliance with technical specifications, quality control procedures, and corrective actions for correction of deviations, thereby setting formal expectations for suppliers regarding product quality requirements.

Environmental Purchasing Policy

Defines technical requirements applicable to critical product components, including:

- Environmental Purchasing Policy for Coatings for Corks, which defines technical requirements for coatings used in cork products;
- Environmental Purchasing Policy for Carton Boxes, which defines technical requirements for carton boxes used as product packaging.

Product Safety and Quality Policy

Established at entity level, formalizing food safety and product quality commitments at:

- Cork Supply Portugal;
- Cork Supply Australia;
- Cork Supply South Africa;
- Cork Supply China;
- Cork Supply Argentina;
- Cork Supply USA;
- Talis.

Product Safety and Quality Policy

Our Product Quality Policy

Cork Supply Portugal

Establishes Cork Supply Portugal's commitment to consistently meeting food safety legal requirements and customer expectations for product quality and reliability, while formalizing the organization's dedication to fostering an effective food safety culture across all operations. This approach ensures that cork stoppers do not compromise the safety of beverages at the point of human consumption and underpins the FSSC 22000 and HACCP certification requirements in place at Cork Supply Portugal.

FSSC 22000 · HACCP

Cork Supply Australia

Reflects Cork Supply Australia's commitment to delivering high-quality products and services, aligning with the highest standards of quality, sustainability, and customer satisfaction across its operations, including Studio Labels and VinOak. It establishes clear principles for operational integrity, environmental responsibility, and continuous improvement, ensuring that products consistently meet or exceed customer and regulatory expectations.

QUALITY · SUSTAINABILITY

Cork Supply South Africa

Establishes CSSA's commitment to consistent product and service quality aligned with customer expectations, on-time delivery, and continuous improvement across all operations. The policy formalizes compliance with the International Code of Cork Manufacturing Practice (CE Liège), ISO 22000:2018, HACCP, and Good Manufacturing Practices, ensuring that cork stoppers are produced safely and in accordance with applicable food safety and legal requirements.

CE LIÈGE · ISO 22000:2018 · HACCP · GMP

Cork Supply China

Cork Supply China, based in Tianjin, operates a Quality Management System certified under ISO 9001:2015, covering the manufacturing and sales of cork stoppers for the wine industry. The quality policy reflects the entity's ambition to be the most trusted partner in the wine sector, delivering world-class products through excellent technology, rigorous quality control and the highest levels of customer satisfaction. Production is carried out exclusively to customer specifications, drawing on Cork Supply Group's global technical and quality expertise.

ISO 9001:2015

These policies apply across Harv 81 Group's main business units, including Cork Supply, Tonnellerie Ô and Studio Labels. The scope covers the Group's own operations through internal quality control requirements, management systems and technical validation processes. It also extends to the upstream value chain through the mandatory application of the Responsible Procurement Policy and the Supplier Code of Conduct to suppliers of raw materials, components and critical services, as well as to specific product components governed by dedicated environmental purchasing policies.

EXTERNAL ALIGNMENT

The Group's policies are aligned with recognized international standards and best practices, including:

Human rights and labor standards: Universal Declaration of Human Rights and ILO Core Conventions (Supplier Code of Conduct).

Responsible sourcing: FSC™ certification requirements for carton packaging.

Environmental management: alignment with ISO 14001 principles through the Supplier Code of Conduct.

Quality management: ISO 9001:2015 certification at Cork Supply China, Cork Supply Australia and Studio Labels.

Product Quality in Action

During the reporting period, Harv 81 Group implemented a structured set of actions to manage impacts, risks and opportunities associated with product quality.

ONGOING
HARV 81 GROUP

Supplier quality criteria in selection and evaluation

Quality, reliability and compliance criteria are systematically applied in supplier selection and evaluation through the Responsible Procurement Policy. In 2025, the Group formalized a dedicated Supply Chain Policy, consolidating the Group-wide framework for supplier requirements and procurement governance. At Cork Supply Australia and Studio Labels, all paper suppliers are required to hold FSC™ certification, and recycled content is used when requested by customers.

ONGOING
HARV 81 GROUP

Supplier quality control, audits and corrective actions

Requirement for suppliers to maintain quality control systems, audits and corrective actions in line with the Supplier Code of Conduct. At Cork Supply Argentina, obtaining BRCGS Packaging Materials certification in 2025, required by export-oriented winery clients as a condition of supply, introduced unannounced audits, strengthened operational discipline and enabled, for the first time, systematic measurement of first-time quality and reprocessing rates.

LAUNCHED 2024/2025
TALIS

Quality control of capsules and technical validation prior to industrialization

Wood capsules are produced with dedicated quality controls covering the bonding of cork and capsule. In 2024, a bartop without adhesive was developed, eliminating components and simplifying the production process. A reduction in carton box thickness used for capsule transport is currently being tested in collaboration with Legnokaps. The micro cork for low and no-alcohol beverages is under technical validation.

LAUNCHED 2024/2025
CORK SUPPLY AUSTRALIA

Transition to preventive maintenance and continuous improvement

A transition from reactive to preventive maintenance, reaching operational maturity in 2025, was supported by lean principles and a continuous improvement culture embedded across the operation. Equipment was upgraded and process discipline strengthened, reducing the risk of quality failures linked to unplanned stoppages.

Planned actions and expected outcomes

Planned actions focus on the continuation and progressive enhancement of the mechanisms implemented during the reporting period, aiming to systematically integrate product quality considerations across development, validation and industrialization processes. These actions are embedded within the responsibilities of R&D, continuous improvement and quality functions and are supported through current operating expenditure (OPEX) allocated to procurement and supplier management, quality control and assurance, R&D and technical validation, as well as management systems, audit, training and certification activities.

EXPECTED OUTCOMES

The expected outcomes of Product Quality-related actions include:

- reduction of the risk of technical non-conformities and product defects;
- improvement in product consistency, reliability and functional performance;
- strengthening customer confidence and satisfaction;
- mitigation of operational, commercial and reputational risks associated with product quality; and
- greater value chain resilience through suppliers that comply with and are aligned with Group requirements.



Product Quality Metrics and Targets

Harv 81 Group uses a set of quantitative and qualitative metrics to monitor Product Quality performance and the effectiveness of the actions implemented, including indicators related to product compliance, technical performance and customer response. These metrics enable systematic management and monitoring of quality-related risks and support continuous improvement and decision-making processes.

MAIN METRICS USED

Product compliance and quality indicators

Percentage of new products compliant with defined quality and sustainability criteria; percentage of quality-related complaints or feedback resolved within defined timeframes.

Technical and laboratory metrics

Technical and laboratory metrics associated with the functional and sensory performance of products.

The methodologies applied rely primarily on internal data, laboratory testing, quality record systems and formal complaint management processes, while recognizing the natural variability of raw materials as an inherent limitation in product quality assessment. Where relevant, supplier-provided data are also used, particularly in relation to compliance with specifications, and are systematically complemented by internal validation procedures. These metrics are predominantly consolidated at Cork Supply, where technical control, laboratory validation and product performance monitoring activities are concentrated, and form the basis for the definition and monitoring of Product Quality-related targets across the Group.



Product Quality Targets

Harv 81 Group has defined Product Quality-related targets aligned with the policies and actions implemented across the Group, particularly those related to quality assurance systems, supplier control, product development and validation, and continuous improvement initiatives under the Product & Innovation pillar. These targets are designed to support consistent product performance, improved resource efficiency and an effective response to customer expectations and are framed within the Group's broader 2030 Agenda.

Goal	KPI	Target	Scope	2024	2025
Deliver sustainable, high-quality products	% of new products meeting sustainability and quality standards	100% of new products	CS · TO · SL	**100%**	n/a
Sustainable consumption and production	% (weight) reduction of package materials per product sold	–25% overall (baseline 2023)	CS · TO · SL	–2%	–2%
Eliminate or change Creative Oak plastic bags	% of plastic material saved	–50% in packaging materials (baseline 2023)	Tonnellerie Ô	0%	0%
Determine the carbon footprint per product sold	% GHG emission reduction per product	–20% natural corks by 2024 (baseline 2020)	CS Portugal	n/a	**–7.5%**
		–40% VINC and sparkling corks by 2024 (baseline 2020)	CS Portugal	n/a	**–8.2%**
		–30% per barrel by 2026 (baseline 2023)	Tonnellerie Ô	n/a	n/a
		–30% for Creative Oak by 2026 (baseline 2023)	Tonnellerie Ô	n/a	n/a

In 2024, Cork Supply achieved full compliance with new products meeting sustainability and quality standards, marked by the launch of Legacy Natural Cork. Over both years, all quality-related customer feedback was addressed within 30 days, in line with the Group's quality certification requirements.

Regarding packaging, the Group recorded a 2% reduction in packaging weight per product sold in 2024, mainly driven by decreased use of stretch film for palletization. At the time, Tonnellerie Ô and Studio Labels had not yet initiated their packaging reduction initiatives.

No carbon footprint data for natural corks and VINC corks was available for 2024, as updated calculations were carried out in 2025. The results show reductions of 7.5% and 8.2% respectively compared to the 2020 baseline, falling short of the 20% and 40% targets set for natural and VINC/sparkling wine corks. This gap does not invalidate the investments made in solar energy and production efficiency but reflects the fact that these actions address only a limited share of the total product carbon footprint. Closing it will require tackling additional emission sources across the production process, particularly natural gas consumption in the processing of natural cork stoppers and the binders used to agglomerate cork granules in technical and sparkling wine cork production. These are identified as priority areas for future carbon footprint reduction.

The calculations for barrels and Creative Oak carbon footprint are scheduled for 2026.

Quality Targets & Objectives

CORK SUPPLY SOUTH AFRICA

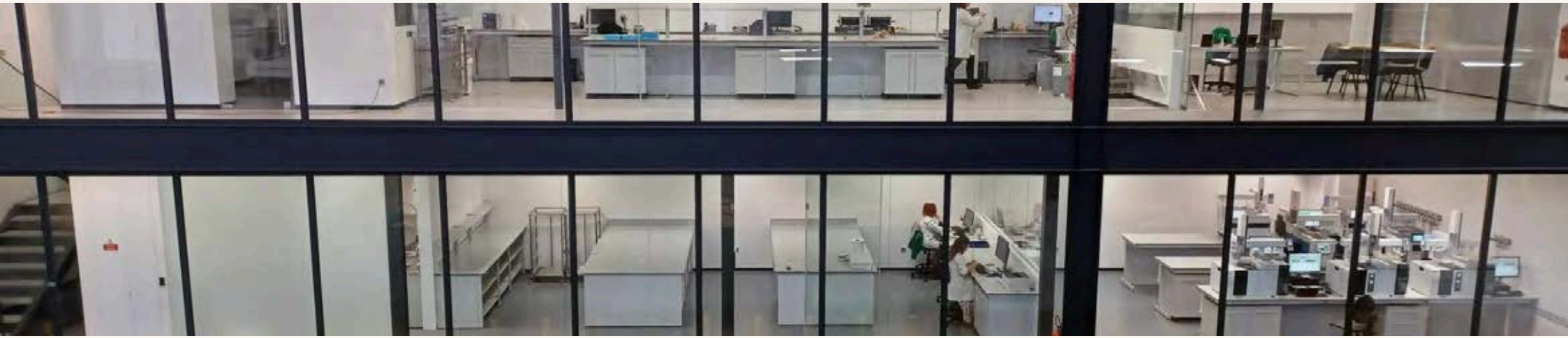
Cork Supply South Africa has defined specific and measurable quality targets applicable to its operations, formalized within its Quality Policy, Targets & Objectives and Continual Improvement Procedure.

These targets include maintaining customer complaints below 50 per 10,000 corks sold, achieving zero product withdrawals from clients, and eliminating cork wastage in monthly processing.

CORK SUPPLY CHINA

Cork Supply China has defined specific and measurable quality objectives applicable to its manufacturing and sales operations, formalized within its Quality Management System certified under ISO 9001:2015.

These objectives include achieving a 100% outgoing inspection pass rate, maintaining a rework rate below 1%, ensuring an on-time delivery rate of 99% or above, and keeping the customer effective complaint rate below 1%. An employee training qualification rate of 98% or above is also established as a standing objective, reflecting the entity's commitment to operational excellence through people development.



3.1.2 Reshaping the Future through Innovation and Technology

OUR INNOVATION AND TECHNOLOGY POLICY

Innovation and technology are a strategic pillar for Harv 81 Group, embedded in its overall strategy and Action Plan, particularly under the Harvesting for the Future agenda, and led operationally by the R&D Department. This approach translates into medium- and long-term commitments focused on applied science, robust data, external validation, and the development of technologies aimed at enhancing product performance, quality, and sustainability.

These principles are applied across all business units, adapting to their specific operational contexts, while maintaining central coordination through the R&D function and strategic management. The Group also aligns its practices with recognized international standards by adopting validated methodologies, ensuring external verification of results, and actively participating in collaborative initiatives, including European projects and scientific forums.

The Group's activities in forest systems are underpinned by a research and development approach grounded in scientific evidence, data analysis, and technical validation, ensuring rigorous and responsible management of raw materials. The R&D Department plays a central role in implementing this approach, as reflected in the Group's strategic and operational documentation.

Stakeholder engagement is integrated in a structured manner, with regular involvement of customers, scientific partners, academic institutions, suppliers, forest owners, and other stakeholders in R&D projects and collaborative initiatives such as the Montado Living Lab.



Innovation and Technology in Action

During the reporting period, Harv 81 Group implemented a structured set of innovation and technology actions aimed at managing material impacts, risks and opportunities related to product performance, quality, sustainability and market positioning.

LAUNCHED 2024
TALIS

Bartop without adhesive: simplified process and reduced environmental impact

Development of a bartop that eliminates adhesive as a component of the manufacturing process, initiated in 2024 following tests with alternative adhesives in 2023. By removing this component, the solution simplifies the production process and reduces the environmental impact of the product.

2024
HARV 81 GROUP

Strategic integration and maturation of R&D initiatives

Innovation and technology actions were primarily strategic and foundational in nature, focusing on the consolidation and maturation of R&D initiatives already underway. During the year, Harv 81 Group further embedded innovation into its corporate strategy through the Harvesting for the Future agenda, strengthening the link between research, technological development, product performance and long-term sustainability objectives. This period also saw the continued technical and scientific development of key initiatives, including the Legacy solution, the scientific approach underpinning the VINC line and the Group's participation in collaborative innovation initiatives such as the Montado Living Lab.

2025
HARV 81 GROUP

Industrial implementation and technological upgrade of Legacy

In 2025, Legacy Natural Cork was adopted by over 100 customers across North America, Europe, and Australia. The period also marked the progressive transition from DS100+ to Vocus technology, based on time-of-flight mass spectrometry, delivering gains in analytical precision, reliability and scalability across Legacy Natural Cork and Cru. The product received four innovation awards and was recognized by COTEC Portugal.

FROM 2025 ONWARDS
HARV 81 GROUP

Continued implementation and development pipeline

Planned actions from 2025 onwards include the continued implementation of Vocus technology, the development of new R&D projects identified in the 2026 activity plan, including cork performance variability, digital infrastructure, surface treatments and TCA detection, and the further reinforcement of the link between innovation, data and strategic decision-making.

Financial resources allocated to actions

These actions are supported by the R&D Department operating budget and investments in intellectual property. In 2025, executed R&D expenditure reached €101 thousand against a total budget of €162 thousand (62% execution rate), with an additional €40 thousand allocated to intellectual property. For 2026, indicative expenditure of approximately €50 thousand is planned for intellectual property activities.



SCIENCE-BASED INSPECTION AND CLASSIFICATION TECHNOLOGIES

100+ customers adopted Legacy Natural Cork in 2025 across three continents

EXPECTED OUTCOMES

The expected outcomes of Innovation and Technology actions include:

01

improved product performance, individual control and functional homogeneity through the application of science-based inspection and classification technologies;

02

reduction of technical, operational and reputational risks associated with the natural variability of cork raw materials; and

03

strengthened market positioning through external validation, intellectual property development and continuous R&D investment.

Tracking Impact and Progress in Innovation

Harv 81 Group uses a set of technical, scientific and operational metrics to assess innovation and technology performance and to monitor the effectiveness of the actions implemented to manage material impacts, risks and opportunities. As the Group has not defined specific quantitative targets for Innovation and Technology, these metrics serve as the primary mechanism for monitoring the effectiveness of its policies and actions in this area.

These metrics support decisions related to product development, industrialization and market positioning, and contribute to more consistent product performance and stronger market resilience.



LABORATORY TESTING AND AUTOMATED INSPECTION SYSTEMS

MAIN METRICS USED – GROUPED ACROSS THREE AREAS

Technical product performance indicators

TCA levels per stopper (ng/L); individual TCA inspection classes; indicators of functional and sensory homogeneity; oxygen transfer rate parameters, where applicable.

R&D execution metrics

Number of projects and deliverables completed; execution rate of the annual R&D plan; number of scientific and technical events; patent submissions and active patents.

Operational metrics associated with technologies

Individual inspection capacity; analytical reliability, including reduction of false positives and false negatives; analysis time per unit.

METHODOLOGICAL BASIS

These technical metrics are based on recognized scientific and analytical methodologies, including laboratory testing, internal validation protocols, chemical analysis and automated inspection systems.

DEVELOPMENTS BETWEEN REPORTING PERIODS

Between reporting periods, relevant developments were observed in metrics and methodologies, reflecting the maturation and implementation of new technological solutions. In particular, the transition to Vocus technology in 2025 enabled significant improvements in analytical precision, reliability and operational capacity. The more structured execution of the R&D plan in 2025 also supported greater formalization, monitoring and reporting of metrics compared with 2024, which had a more strategic and framework-oriented focus.

TESTIMONIAL · PRODUCT AND INNOVATION



Ana Cristina Cardoso
R&D Director (Harv 81 Group)

"More than a product, Legacy is the outcome of a vision sustained over more than a decade. It represents the determination to understand, at a fundamental level, the causes of bottle-to-bottle variation and to address them through science, technology and an unwavering commitment to quality. By combining DS100, Vocus and X100, Legacy has achieved what was once considered impossible: individual sensory and functional control of every natural cork stopper. For wine producers, this means a new level of confidence, consistency and predictability, preserving all the benefits of a natural closure while significantly reducing the variability historically associated with a natural material. The development of X100 was perhaps the clearest expression of that commitment. The journey required patience, investment, thousands of experiments, and the confidence to continue even when immediate results were not visible.

Legacy is therefore more than the most consistent natural cork stopper ever developed. It is proof that the future of natural cork lies in innovation, and that long-term vision can transform the inherent uniqueness of a natural material into a new benchmark for performance, reliability and trust."

Legacy Natural Cork

Natural Performance. Proven Consistency.

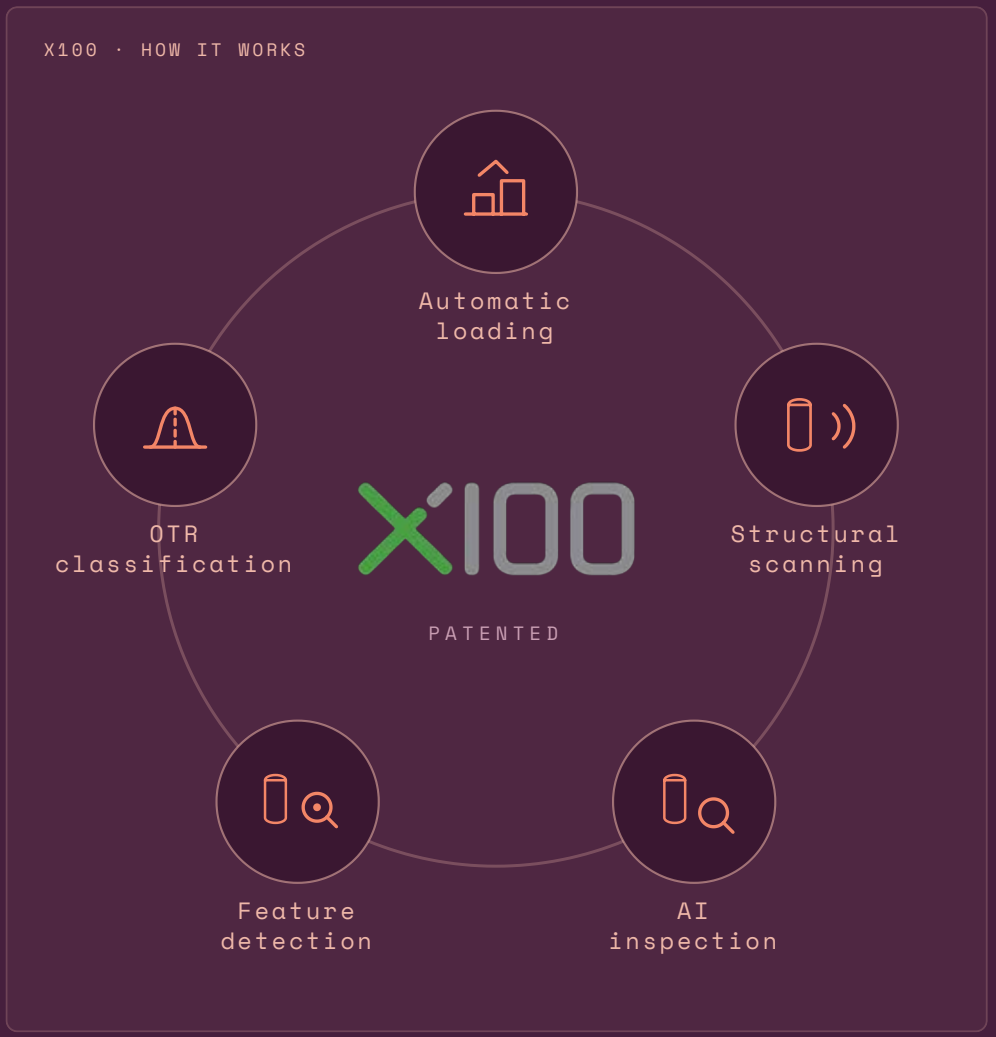


Natural cork is a product of nature and, as such, every cork is unique. Its cellular structure enables controlled micro-oxygenation, a critical factor in the balanced evolution and ageing of wine. This natural uniqueness is also its inherent challenge: structural variability means that oxygen transfer rates can differ significantly from cork to cork, with direct implications for wine quality and preservation.

Legacy Natural Cork is Cork Supply's answer to that challenge, combining three proprietary innovations: **Vocus** and **DS100**, for sensory consistency and the elimination of TCA deviations, and the new patented **X100**, for functional consistency in oxygen transfer. With Legacy, Cork Supply preserves the natural advantages of cork while eliminating structural variability through individual analysis and technological innovation. Each cork is individually classified and backed by a bottle-return guarantee.

X100 — NEW PATENTED TECHNOLOGY

X100 is a patented electromagnetic imaging technology developed by Cork Supply. Applied after Vocus and DS100 processing, it traces 100% of natural corks in a batch for the removal of oxygen ingress anomalies that cannot be detected or removed by any other existing physical method. X100 scans the internal structure of each cork, detecting characteristics invisible on the exterior that can allow oxygen ingress up to 10 times higher than other corks. An AI algorithm correlates internal structure with the cork's oxygen transfer rate, ensuring every Legacy cork performs within its individually guaranteed specification.



Measuring the Carbon Footprint of Our Products

In 2024 the Group completed the first product-level carbon footprint assessment of its cork closures and wooden capsules. The study quantifies, for each product family, the emissions generated along the production chain and the carbon retained in the product and in the ecosystem that supplies the raw material.

The assessment follows a life cycle approach calculated in accordance with the GHG Protocol Product Standard, with methodological support from the Portuguese Certification Association (APCER). System boundaries are cradle-to-gate, covering raw material sourcing, transport and manufacturing up to the factory gate, for the period January to December 2024.

Results are expressed in kilograms of CO_2 equivalent per thousand units, allowing direct comparison between product families and providing a baseline for eco-design decisions.

FRAMEWORK AND BOUNDARIES

FRAMEWORK	Life Cycle Assessment calculated in accordance with the GHG Protocol Product Standard, with methodological support from APCER.
BOUNDARIES	Cradle-to-gate assessment.
SCOPE	2024 (January to December).

HOW THE FOOTPRINT IS CALCULATED

01 · EMISSIONS

Production and value chain

Greenhouse gases emitted along the cradle-to-gate chain: raw material preparation, energy use in manufacturing, packaging and transport.

+

02 · CARBON STORED

Carbon held in the product

Biogenic carbon fixed in the cork and oak that remains locked in the closure or capsule throughout its service life.

+

03 · SOIL CARBON SINK

Montado ecosystem

Carbon sequestered in cork oak stands and soils, assessed under a scenario of an average sink of 10 tonnes of CO_2 per hectare per year.

115.39

KG CO_2 PER KG OF CORK WOOD

Average sequestration factor applied in the scenario analysis for the cork oak Montado.

READING THE RESULTS

Where the carbon retained in the product and sequestered in the ecosystem exceeds the emissions of production, the balance is negative: the product removes more carbon than it releases.

The soil carbon sink is reported as a scenario analysis and is distinguished from the carbon balance that can be recognized within the product footprint itself, in line with the methodological limits of the standards applied.

Products with a Negative Carbon Footprint

Across all product families assessed, the carbon retained in the product and sequestered in the cork oak Montado outweighs the emissions of production, resulting in a negative carbon footprint. Values are expressed in kilograms of CO_2 equivalent per thousand units.

kg CO_2e / 1,000 units · 2024	CS Natural	VINC	VINC Natura	Vinc Cuvée	CS Cuvée 0+2	Talis Natural	Talis Micro	Wood capsule
Emissions	7.6	16.4	4.8	22.9	16.1	3.5	11.2	16.7
Carbon stored in the product	−6.8	−7.8	−7.9	−13.3	−14.3	−3.4	−3.8	−18.65
Carbon soil sink (scenario)	−30.1	−34.2	−34.8	−58.6	−63.1	−15.1	−16.6	−17.0
Total carbon footprint	**−29.4**	**−25.6**	**−38.0**	**−49.0**	**−61.3**	**−14.9**	**−9.2**	**−19.0**

Total carbon footprint by product

KG CO_2E / 1,000 UNITS · 2024



−61.3 kg CO_2e per 1,000 CS Cuvée 0+2 closures, the largest net removal in the portfolio

8 product families assessed, all with a negative carbon balance under the scenario applied

People and Communities

Harv 81 Group's ability to operate, innovate and grow over the long term depends on the people who make up its teams, the communities connected to its activities and the customers who trust its products. In this context, the People & Communities pillar of the Harvesting for the Future sustainability agenda reflects this recognition, structuring the Group's approach to managing its social impacts, risks and opportunities across three interconnected dimensions: its own workforce, affected communities and consumers and end-users.

Within this pillar, the Group's priorities for its own workforce are centered on health and safety, diversity and equal opportunities, workplace well-being, career development and fair remuneration. These priorities are implemented through structured programs and policies across all business units, supported by engagement mechanisms that ensure the perspectives of employees are systematically captured and incorporated into decision-making. In 2024 and 2025, the Group employed 656 and 601 people, respectively, continuing to invest in the conditions that enable individuals to contribute, develop and grow within the organization.

With respect to affected communities, the Group's focus is on the socioeconomic impacts of its operations on local communities, particularly in the Montado region of Alentejo, Portugal, where the cork oak ecosystem sustains rural livelihoods and natural heritage with direct relevance to the Group's value chain. For consumers and end-users, the Group's commitment is built around customer trust and satisfaction, supported by internationally recognized quality and food safety certifications, as well as a structured customer feedback system.

The chapters that follow present the topics identified as material for People and Communities through the Group's Double Materiality Assessment (DMA), covering for each the relevant policies, actions, targets and metrics.

656 employees in 2024
601 in 2025

3.2.1 **Our People**

3.2.2 **Rooted in Community**

3.2.3 **Built on Customer Trust**



PEOPLE & COMMUNITIES · HARV 81 GROUP TEAMS



COMMUNITY ENGAGEMENT · TAASA 2025

Workforce Policy Framework

Harv 81 Group manages its material impacts, risks and opportunities related to its own workforce through a set of policies applied across all operations. This framework combines Group-wide instruments with entity-specific policies, where local regulatory requirements or operational complexity so demand.

The framework applies to all Harv 81 Group business units and to all employees across geographies. The Code of Ethics, Conduct and Social Responsibility additionally extends compliance expectations to suppliers, subcontractors, agents and distributors of Cork Supply Portugal, reinforcing the Group's approach across its sphere of influence.

THE MAIN INSTRUMENTS CURRENTLY IN PLACE INCLUDE

Code of Ethics, Conduct and Social Responsibility

Defines the Group's principles on human rights and dignity, health and safety, equal opportunities and the prevention of discrimination and harassment, as well as working relations based on respect, conflict of interests, confidentiality and information security, and the rejection of any form of labor exploitation. Employees are required to acknowledge the Code upon receipt.

Business-unit specific Codes

In addition, individual business units operate specific Codes adapted to their organizational and regulatory context.

At Cork Supply Australia and Studio Labels, the applicable Code of Conduct incorporates an Equal Opportunity Policy and an Anti-harassment Policy as integral components, supported by a formal Complaints Policy and Procedure aligned with local regulatory requirements.

GUIDING PRINCIPLES

The Group's policy framework is guided by internationally recognized principles, with the United Nations Sustainable Development Goals serving as a reference for shaping its sustainability commitments. This alignment supports a structured and forward-looking approach to integrating environmental and social considerations into business practices, while reinforcing consistency across its operations.

Stakeholder interests, particularly those of the Group's own workforce, are incorporated into decision-making processes through ongoing engagement and monitoring mechanisms. Employee perspectives are captured through tools such as the Positive Culture Index and Satisfaction Index, complemented by participation in Best Place to Work initiatives and the implementation of well-being programs such as We Care and Grapes & Gains, which support engagement and organizational development.

HUMAN RIGHTS COMMITMENTS

The Group's human rights commitments are established in the Code of Ethics, Conduct and Social Responsibility, which sets the framework for the protection of human rights across the workforce, covering principles such as dignity, equality, non-discrimination and fair working conditions.

0 incidents of discrimination, harassment or human rights violations were recorded across the Group and all operating entities in 2024 or 2025.

Our People's Voice

Harv 81 Group engages directly and regularly with its own workforce through structured dialogue mechanisms designed to understand satisfaction levels, identify workforce needs and expectations, and inform decision-making on well-being, training, safety and career development. These mechanisms ensure that the perspectives of all employees are systematically captured, including, where relevant, those of workers who may be more vulnerable to specific workplace impacts or situations.

ENGAGEMENT MECHANISMS

The main engagement mechanisms in place during the reporting period include:

Satisfaction Index Survey

conducted at Cork Supply every two years, providing a broad assessment of employee satisfaction and workplace conditions across the entity.

Positive Culture Index

carried out twice a year at Tonnellerie Ô and every two years at Studio Labels, measuring engagement, culture and organizational well-being.

Best Place to Work

Tonnellerie Ô participates in this external recognition program, providing an additional independent benchmark of employee satisfaction.

Trade union and workers' representative dialogue

Harv 81 Group maintains an ongoing relationship with the cork industry trade union, ensuring open dialogue with workers' representatives on matters affecting the workforce.

CHANNELS TO RAISE CONCERNS OR NEEDS

The following channels are available to employees to raise concerns or needs directly:

Whistleblowing channel

anonymous internal reporting mechanism available across Cork Supply Europe, operating under the EU Whistleblowing Directive (Directive 2019/1937) as transposed into national law. Every report is acknowledged, investigated, followed up and formally closed within defined deadlines, with confidentiality of the complainant and a non-retaliation principle guaranteed.

Suggestion channel

internal channel available for employees to raise ideas or concerns.

Direct dialogue with supervisors

available to all employees across the Group as an informal and accessible channel for raising concerns or needs on a day-to-day basis.

These channels are supported by confidentiality safeguards and a non-retaliation principle. Their effectiveness is assessed through the documented follow-up, investigation and resolution of reports submitted via the whistleblowing channel, in line with applicable procedures, as well as through recurring employee satisfaction surveys, which help identify concerns, assess satisfaction levels and inform targeted remediation and improvement measures.

Together, these mechanisms ensure that the perspectives of the Group's own workforce and workers' representatives are systematically captured and incorporated into the management of actual and potential impacts on employees.

Our People in Action

Harv 81 Group implements a structured set of actions to address the material topics identified for its own workforce, particularly health and safety, diversity and inclusion, workplace well-being, career development and retention, and grievance management. These actions are implemented across the Group's business units according to the scope of each initiative and are supported by People & Communication and Human Resources functions, as well as by Sustainability, Operations and the Strategic Development Team Global Task Force.

WINE in MODERATION
CHOOSE | SHARE | CARE

Wine in Moderation

2025 · HARV 81 GROUP

Implemented at Group level in 2025, this initiative promotes responsible consumption and consumer awareness across the wine value chain, reinforcing the Group's commitment to balanced and sustainable lifestyles.



Enhanced Workplace Safety Program

ONGOING · CORK SUPPLY, TONNELLERIE Ô AND STUDIO LABELS

This program combines preventive measures, safety training, awareness initiatives and production automation to strengthen the health and safety culture and support the continuous reduction of workplace accidents and absenteeism.

18 → 15	3 → 2	0
ACCIDENTS · CORK SUPPLY	ACCIDENTS · TONNELLERIE Ô	ACCIDENTS · STUDIO LABELS

WORKPLACE WELL-BEING PROGRAMS



We Care

CORK SUPPLY, TALIS, LEGNOKAPS

Health and well-being program delivering 100% employee access to a minimum of ten initiatives per year, covering nutrition, sleep, mental health, physical well-being, finance and personal development. In 2025, initiatives included emotional and psychological support through a partnership with Team 24, digital health screening with MDS, yoga sessions, exercise and ergonomics, and a mental health awareness session for leaders.

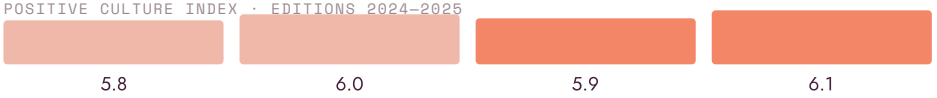
100%	10+
EMPLOYEE ACCESS	INITIATIVES PER YEAR

Grapes & Gains

TONNELLERIE Ô

Health and well-being program delivering 100% employee access in both reporting years, covering the same thematic areas. Tonnellerie Ô participated in the Best Place to Work award in 2024 and 2025, with Positive Culture Index scores of 5.8 and 6.0 in the two 2024 editions, and 5.9 and 6.1 in the two 2025 editions.

POSITIVE CULTURE INDEX · EDITIONS 2024–2025



WORKPLACE WELL-BEING PROGRAMS · CONTINUED

Satisfaction Index

CORK SUPPLY

The Satisfaction Index registered 74 points in 2024, above the minimum target of 60 points. In 2025, the score was 56 points, below the threshold, which has been identified as an area requiring targeted action in the coming period.





Beyond Us

CORK SUPPLY

Corporate volunteering, social inclusion and donations programs contribute both to workplace well-being and to positive socioeconomic impacts on local communities. For further details see chapter 3.2.2 Rooted in Community.

Career development and retention initiatives



Mattering

HARV 81 GROUP

Leadership development program active across the Group in both reporting years, covering 50 employees with 25 hours of leadership skills training per cohort. In 2025, implementation at Cork Supply included a leadership diagnosis with Mercer, a certified internal training program on purpose, interpersonal relations and communication, and a session on non-verbal communication and stakeholder relations.

50	25h
EMPLOYEES COVERED	TRAINING PER COHORT

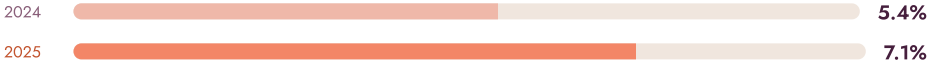


Rising Star

TONNELLERIE Ô

The Rising Stars Program is designed to identify, nurture, and develop high-potential employees within our organization. Through mentorship, skill development, and challenging assignments, it accelerates professional growth and prepares future leaders within the company. Career development program implemented during 2024 and 2025, covering 5.4% of employees in 2024 and 7.1% in 2025.

EMPLOYEES COVERED



Expected outcomes and resources

The actions implemented by the Group are expected to contribute to a safer and healthier working environment, while strengthening diversity and inclusion practices and fostering a more engaged and motivated workforce. By promoting physical and psychological well-being, these initiatives also support the development of clearer career pathways and reinforce a culture grounded in integrity, accountability and respect across all operations.

The effectiveness of these actions is monitored through a combination of quantitative and qualitative indicators. This includes tracking performance against defined KPIs and 2030 targets, analyzing results from engagement and culture surveys, and reviewing inputs from grievance and complaints mechanisms. Where applicable, external validation through certifications and recognition programs further supports the assessment of progress and the continuous improvement of the Group's people-related practices.

FINANCIAL RESOURCES ALLOCATED TO ACTIONS

To support their implementation, dedicated financial resources are allocated annually to key initiatives, including We Care, Grapes & Gains, Mattering, Rising Star and safety training programs, with an approximate annual budget of €63,000. Additional actions are embedded within the operating budgets of the relevant functions, enabling a consistent and integrated approach to workforce-related priorities.



Our People Targets

Within the Harvesting for the Future 2030 Action Plan, Harv 81 Group has defined quantitative and qualitative targets for its own workforce, aligned with the material topics identified through the Double Materiality Assessment. These targets cover health and safety, diversity and inclusion, workplace well-being, and career development and training, and are monitored through the Sustainability Management framework.

Goal	Action	KPI	Target	Scope	2024	2025
Ensure employee health and safety in the workplace	**Enhanced Workplace Safety Program**	Workplace incidents per year	0 accidents every year	CS · TO · SL	CS 18 · TO 3 · SL 0	**CS 15 · TO 2 · SL 0**
	Reduce accident-related absenteeism	Absenteeism from work accidents	–50% by end 2025 (baseline 2024*)	CS · TO · SL	n/d	34%
Promote diversity and inclusivity in leadership	**Diversity and Inclusion Policy**	% racially diverse employees in leadership	Increase to 50%	TO · SL	TO 31.3% · SL 0%	TO 29.4% · SL 0%
Improve employee well-being and work-life balance	Grapes & Gains well-being	% employees with access	100% annually	TO	**100%**	**100%**
	We Care well-being	% employees with access	100% annually	CS	**100%**	**100%**
	Positive Culture Index	Survey twice a year	Perform twice a year	TO · CO · CS	Yes	Yes
	Satisfaction Index survey	Score (–100 to 100)	Maintain ≥ 60 points/year	CS	74	**56**
Enhance employee skills and career growth	**Rising Star Program**	% employees in career development training	Run 2024–2025	TO	5.4%	**7.1%**
	Sustainability training	% employees ≥ 2h/year	100%	CS · TO · SL	CS 15% · TO 80% · SL 15%	CS 7% · TO 40% · SL 7%
	Scholarships	Scholarships supported	3 until 2030	CS	1	1
	Internships in skilled manual expertise	Internships/year	2 per year	CS	5	2

** Restated: baseline moved from 2021 to 2024, as this indicator was not accounted for in 2021, and scope broadened from Cork Supply to the Group, consistent with the Group-level allocation of the previous KPI.*

Performance against targets

Overall, the Group's performance showed positive developments, particularly in health and safety, with reductions in both the number of work-related accidents, from 18 to 15 at Cork Supply (-16.7%) and from 3 to 2 at Tonnellerie Ô (-33.3%). While this progress is evident, achieving zero accidents remains a key priority. Following this, the absenteeism target related to work accidents was revised, with the baseline updated to 2024 and the scope extended across the Group.

Employee well-being initiatives maintained full coverage and continued to support engagement, although results from culture and satisfaction indicators were presented simultaneously. Career development showed progress with the Rising Star program at Tonnellerie Ô increasing coverage from 5.4% to 7.1%, and education and internship targets met. Sustainability training coverage fell from 15% to 7% at Cork Supply and from 80% to 40% at Tonnellerie Ô.

In terms of diversity, racial representation in leadership at Tonnellerie Ô declined from 31.3% to 29.4% against a 2030 target of 50%, while Studio Labels recorded no representation in either year.



Our People Characteristics

Harv 81 Group's workforce profile provides an overview of the Group's own workforce, including total headcount, distribution by gender and geography, and the composition of employment contracts.

IN 2025

60% men

40% women

In 2024 and 2025, the Group employed 656 and 601 people, respectively, across its different operating geographies. The information presented covers the main characteristics of the workforce, including employee distribution by gender and geography.

EMPLOYEES BY GENDER (HEADCOUNT)

Gender	2024	2025	Δ
Men	400	362	−9.5%
Women	256	239	−6.6%
Other	0	0	—
Total	**656**	**601**	**−8.4%**

EMPLOYEES BY COUNTRY (HEADCOUNT)

Country	2024	2025	Δ
Portugal	417	386	−7.4%
United States of America	125	102	−18.4%
Australia	50	50	—
France	21	20	−4.8%
South Africa	11	10	−9.1%
Argentina	10	11	+10.0%
Italy	8	9	+12.5%
Spain	7	7	—
China	7	6	−14.3%
Total	**656**	**601**	**−8.4%**

The Group's headcount decreased by 8.4% from 2024 to 2025, reflecting workforce adjustments across geographies, with Portugal and the United States of America accounting for the largest reductions. Europe – Cork Supply Portugal (includes Talis and Legnokaps); Cork Supply France (Tonnellerie Ô, Bouchons Abel, Creative Oak).

Employment Contracts and Turnover

Additional data on employment contracts and employee turnover further complements this overview of the Group's workforce during the reporting period.

EMPLOYMENT CONTRACTS (HEADCOUNT)

Contract type	2024	2025	Δ 2024/2025
TEMPORARY CONTRACT			
Men	30	21	–30.0%
Women	14	7	–50.0%
PERMANENT CONTRACT			
Men	287	279	–2.8%
Women	201	193	–4.0%
NON-GUARANTEED HOURS			
Men	1	1	–
Women	0	0	–
FULL TIME			
Men	388	353	–9.0%
Women	242	226	–6.6%
PART-TIME			
Men	10	9	–10.0%
Women	15	13	–13.3%

In 2025, there was an increase in employee turnover, with 113 employees leaving compared to 77 in 2024 (+46.8%). At the same time, the number of hires decreased from 67 to 53 (–20.9%), resulting in a turnover rate of 19%, up from 12% in 2024. This increase reflects a combination of organizational adjustments and challenging market conditions across the wine and spirits industry.

The Group continuously monitors this indicator and remains focused on implementing measures to attract, retain, and develop talent, with the aim of strengthening the stability and sustainability of its human capital.

EMPLOYEE TURNOVER

Indicator	2024	2025	Δ 2024/2025
Number of employees who left	77	113	+46.8%
Number of employees hired	67	53	–20.9%
Employee turnover rate	12%	19%	+7 p.p.

Collective bargaining coverage and social dialogue

During the reporting period, 61% of employees in 2024 and 62% in 2025 were covered by collective bargaining agreements. Coverage is concentrated in Cork Supply Portugal, Cork Supply Argentina and Cork Supply China, reflecting the distinct labor relations frameworks in each operating geography. The remaining entities, Cork Supply United States of America, Cork Supply South Africa and Cork Supply Australia, are not covered by collective bargaining agreements.

Diversity

The Group monitors gender diversity across leadership levels and age distribution as part of its broader commitment to an inclusive and representative workforce.

Regarding gender composition in leadership, women accounted for 22% of Directors members in 2024, rising to 26% in 2025. At management level, female representation increased from 37% to 39% over the same period. Among Supervisors, women held 42% of roles in 2024 and 41% in 2025. These figures reflect a consistent upward trend in female representation at the most senior levels, where progress tends to be more gradual.

TOP MANAGEMENT DIVERSITY (HEADCOUNT)

Level	2024	2025	Δ 2024/2025
DIRECTOR			
Men	35	29	–17.1%
share	78%	74%	–4 p.p.
Women	10	10	–
share	22%	26%	+4 p.p.
MANAGER			
Men	27	27	–
share	63%	61%	–2 p.p.
Women	16	17	+6.3 p.p.
share	37%	39%	+2 p.p.
SUPERVISOR			
Men	22	19	–13.6%
share	58%	59%	+1 p.p.
Women	16	13	–18.8%
share	42%	41%	–1 p.p.

The age profile of the workforce also shifted between the two reporting years. The proportion of employees aged under 30 decreased from 14% in 2024 to 11% in 2025, while the share of employees aged over 50 grew from 25% to 30%. The 30–50 age group remains the largest segment, representing 61% of the workforce in 2024 and 59% in 2025. This shift towards an older workforce profile underscores the importance of knowledge transfer, succession planning and continued investment in skills development across all age groups.

EMPLOYEES BY AGE GROUP (HEADCOUNT)

Age group	2024	2025	Δ 2024/2025
< 30 years	91	68	–25.3%
30–50 years	404	355	–12.1%
> 50 years	161	178	+10.6%

In 2025, 1.9% of employees at Cork Supply Portugal had a recognized disability, compared to 1.8% in 2024. For all other Group entities, no employees with a recognized disability were recorded in either reporting year.

Remuneration Metrics

Adequate wages are assessed with reference to the statutory minimum wage applicable in each country where the Group operates. During the reporting period, all employees across all geographies received remuneration above the minimum wage threshold in force in their respective country. Accordingly, the benchmark used for this assessment corresponds to the national minimum wage in each geography.

The data presented below also includes the gender pay gap and the annual total remuneration ratio across the Group's different geographies in 2024 and 2025.

Gender pay gap

DIFFERENCE IN AVERAGE PAY · BY MANAGEMENT LEVEL

Level	2024	2025
Director	+8.9%	+5.3%
Manager	–4.0%	+6.0%
Supervisor	+5.3%	–11.4%
Overall	+7.9%	+11.8%

A positive value means average pay for men is higher than for women at that level; a negative value means average pay for women is higher than for men.

The annual total remuneration ratio, comparing the highest individual remuneration to the median, narrowed across most geographies between 2024 and 2025, most notably at Cork Supply China (7.6 to 5.8) and Cork Supply Europe (8.9 to 7.9). Cork Supply Argentina and Cork Supply South Africa maintain the most compressed ratios, reflecting a more uniform remuneration structure in those geographies.

Annual total remuneration ratio

HIGHEST INDIVIDUAL REMUNERATION VS. MEDIAN · BY GEOGRAPHY

Geography	2024	2025
Europe	8.9	**7.9**
United States of America	7.1	**6.4**
China	7.6	**5.8**
Australia	4.4	**4.3**
Argentina	2.1	**2.0**
South Africa	2.0	**1.7**

Europe – Cork Supply Portugal (includes Talis and Legnokaps); Cork Supply Italy, Spain and France; and Bouchons Abel; United States of America– Cork Supply United States of America; Tonnellerie Ô and Creative Oak; Argentina – Cork Supply Argentina; South Africa– Cork Supply South Africa; Australia– Cork Supply Australia and Studio Labels.

Human Capital Development

Training and career development are supported through the monitoring of formalized performance and career reviews, together with training hours across the Group's different geographies. The data presented below provides an overview of employee development indicators in 2024 and 2025, by gender and location.

Individual Development Plan (IDP)

At Cork Supply Portugal, the IDP structured each employee's development goals around organizational priorities, directly informing training plans and career progression pathways.

The coverage of formalized performance and career reviews improved considerably across the reporting period, reaching near-universal levels in 2025. This improvement was consistent across genders and reflects the consolidation of the Individual Development Plan (PDI) at Cork Supply Portugal as a structured tool for aligning individual goals with organizational priorities, identifying training needs and supporting career progression across all entities.

FORMALIZED PERFORMANCE & CAREER REVIEWS (HEADCOUNT)

Indicator	2024	2025	Δ 2024/2025
EMPLOYEES IN FORMALIZED PERFORMANCE & CAREER REVIEWS			
Men	352	345	—
coverage	88.0%	95.3%	+7.3 p.p.
Women	231	227	—
coverage	90.2%	95.0%	+4.8 p.p.
Total	**88.9%**	**95.2%**	+6.3 p.p.

Average training hours per employee varied considerably across geographies and genders, reflecting differences in training formats, operational contexts and investment levels in each entity. The more pronounced gender gap observed in 2025 reflects internal training programs targeted at specific operational sectors.

TRAINING HOURS (AVERAGE PER EMPLOYEE)

2024 · HARV 81 GROUP

49.8 hours · men

45.6 hours · women

2025 · HARV 81 GROUP

53.9 hours · men

45.3 hours · women

Artificial Intelligence Training

In 2025, Cork Supply organized an Artificial Intelligence training session dedicated to exploring concepts and practical applications of this technology in day-to-day professional work. The session opened the way for greater integration of AI into the team's working routines.

95.2% of employees covered by formalized performance and career reviews in 2025, up from 88.9% in 2024.

Health, Safety and Well-being

Health and safety performance are monitored through a defined set of indicators, including workforce coverage by occupational health and safety management systems, work-related incidents, and days lost due to work-related accidents and ill health.

In 2024 and 2025, a total of 605 and 551 employees, respectively, were covered by an occupational health and safety management system. Employees across all operating geographies are also covered by social protection systems, whether public or through company benefits, providing coverage for sickness, unemployment, work-related accidents and maternity leave.

During the reporting period, employees across all Group entities were entitled to family-related leave in accordance with applicable local legislation.

The data presented below also includes information on fatalities, recordable work-related accidents, recordable work-related ill health, and days lost due to work-related accidents and ill health. Disaggregated data by geography are presented in the Annex "Social Information".

HEALTH & SAFETY

Indicator	2024	2025	Δ 2024/2025
HEALTH AND SAFETY INCIDENTS			
Fatalities from recordable work-related accidents	0	0	—
Recordable work-related accidents	21	17	–19.1%
Recordable work-related ill health	13	21	+61.5%
DAYS LOST (WORK-RELATED)			
Days lost to work-related accidents	616	409	–33.6%
Days lost to work-related ill health	362	624	+72.4%

Talis: 1 year without workplace accidents

In 2025, Talis achieved one full year without workplace accidents, supported by a facility designed for safety, continuous training, close expert oversight, and a regularly updated safety action plan. With a young team of around 24 employees, it also benefits from a culture of proximity, unity, and strong commitment to safety.

Occupational safety culture

The Group continued to invest in occupational safety culture throughout the reporting period. A dedicated safety campaign, conducted by the Occupational Health and Safety department, reinforced prevention practices and safe working behaviors across operations. In parallel, a new Safety Manual was distributed to employees in 2025, providing a unified reference framework for occupational safety procedures across all sites. These efforts were reflected in strong results achieved in FSSC (Food Safety System Certification) and Systecode audits during this period.



In recognition of this sustained commitment to employee well-being, Cork Supply was distinguished at the Wellbeing Awards 2025, receiving the bronze seal and reaching finalist status.

Well-being and Mental Health

Well-being was also maintained as a strategic priority. In partnership with MDS, an insurance and risk management company, Cork Supply introduced a Digital Health Scanning program, offering personalized health assessments to identify individual risks and support proactive intervention. In response to high employee engagement, yoga classes were expanded from one session to weekly. Additionally, ergonomics and movement practices were also integrated into the working day, aiming to reduce occupational strain and reinforce healthy habits.

Mental health was identified as the top priority for the organization, informed by the results of a psychosocial survey conducted during the reporting period. As a direct response, a dedicated training program for leaders was developed, building capacity to recognize and respond to signs of burnout, anxiety and depression within their teams. Psychological support, provided through Team24, continued to receive strong positive feedback from employees.

WE CARE · IN PRACTICE

- **Digital Health Scanning** — personalized health assessments with MDS
- **Weekly yoga** — expanded from one session per period
- **Ergonomics and movement** — integrated into the working day
- **Team24** — professional psychological support





In Their Words



Fátima Gonçalves
People and Communication Director · Europe

"The We Care Program, implemented across Harv 81's European companies, is a meaningful step in embedding wellbeing into the DNA of our culture: moving it from intention to lived reality. Its most significant contribution has been creating space for open, honest conversations around mental health.

This commitment translates into concrete, everyday actions. Employees have access to on-site massages, yoga classes and a dedicated yoga space. Each October, our We Care Month brings this to life through workshops covering physical, mental and financial health. Our partnership with Team 24 ensures professional emotional and psychological support and offers confidential consultations and specialist guidance whenever needed. We have also invested in training for employees and managers, equipping them with the tools to recognize and support mental health challenges in their daily work.

The results are visible in how people relate to one another and with the organization, a more open, supportive environment where individuals feel comfortable speaking up and connected to their teams."



Dinah Palaima
Chief Human Resources Officer · Harv 81 US

"When I joined Harv 81 USA over 10 years ago, I expected a job. What I found was a place that puts their people first. They want to know the good, the bad, the ugly, and do something about it with mental health resources we're encouraged to use without stigma, and the genuine flexibility to show up for our families as well as our work.

That care is why people stay. In an industry where talent is hard to find and harder to keep, our retention isn't an accident, it's the product of a culture where wellbeing is treated as seriously as performance. New hires tell me they chose us because they could feel the difference in their first interview and through our robust onboarding process and career development program.

Behind every metric is a simple truth I see every day: when a company invests in its people's whole lives, people invest right back."

Our Approach to Communities

Harv 81 Group's commitments regarding affected communities are embedded within the Code of Ethics, Conduct and Social Responsibility, for further details, see chapter 3.2.1 Our People: Workforce Policy Framework, which sets out the Group's commitments to responsible business conduct, non-discrimination and respect for the communities in which it operates and are operationalized through the Beyond Us community program and the Group's 2030 Action Plan.

The framework is built around five core commitments:

Commitment	Activities and mechanisms	Scope and beneficiaries
Community Integration	• Generation of direct and indirect employment • Valorization of the local economy • Active participation in social development projects	• Local communities near operational units where the Group operates
Beyond Us Program	• Corporate volunteering • Social inclusion initiatives • Donations and philanthropy • Support to non-profit organizations	• Cork Supply Europe • Civil society organizations
Ecosystem-Based Engagement	• Living-Lab initiative (Alentejo) • ECOPESIA Program: Payment for Ecosystem Services • Socioeconomic value delivery to Montado-related rural communities	• Rural communities in Alentejo (Montado region) • Cork oak agroforestry producers and forest landowners
Wine in Moderation	• Promotion of responsible wine consumption • Consumer awareness • Sustainable lifestyles across the wine value chain	• Wine value chain stakeholders across all Group geographies
Educational & Collaborative Initiatives	• Scholarships • Curricular and professional internships • Partnerships with educational institutions	• Employees attending higher education • Educational institutions and local communities in operational geographies

Engagement with Affected Communities

Harv 81 Group maintains open communication with affected communities through the corporate websites of its business units, which provide direct access to email and telephone channels. These channels enable communities to raise concerns, submit enquiries, and seek dialogue with the Group on matters related to its operations.

Engagement currently occurs primarily through ongoing, operational interactions with local stakeholders, fostering a continuous understanding of community expectations and concerns. While these practices are effective in maintaining open dialogue, they are not yet supported by a standardized methodology or a formal engagement framework at Group level.

Regarding grievance mechanisms, affected communities can use the existing communication channels to express concerns and provide feedback. However, no dedicated grievance mechanism specifically tailored to affected communities is currently in place, nor has a formal remediation process been established during the reporting period. Looking ahead, the Group plans to make its whistleblowing channel available on the corporate website, enabling all stakeholders, including affected communities, to access a structured and consistent channel for raising concerns.

What We Do Together ESRS S3-3

Within the People & Communities pillar, Harv 81 Group implements a series of actions to support and engage the communities where it operates. These include structured corporate volunteering and donations under the Beyond Us program, community events and donation campaigns in the United States of America, educational partnerships and social initiatives in Argentina, and local socioeconomic engagement in Australia.

Through local programs and corporate initiatives, the Group seeks to contribute positively to community well-being, fostering socioeconomic development opportunities and strengthening relationships of proximity and trust.


HABITAT FOR HUMANITY · USA


RELAY FOR LIFE · USA


LOCAL ENGAGEMENT · AUSTRALIA

ACTIONS · 2024

2024 **Community Donations and Volunteering Events**

CORK SUPPLY UNITED STATES OF AMERICA

Cork Supply USA participated in a series of community events and donation campaigns in Benicia, California, supporting local causes related to housing, health, education and food security, namely, Habitat for Humanity, Backpack Drive, Relay for Life, Warm Coat Drive, Food Drive and Toys 4 Tots. The total value of monetary donations in 2024 amounted to USD 2,400, with additional in-kind contributions through clothing and food collection drives.

2024 **EMPUJAR — Youth Labor Market Training**

CORK SUPPLY ARGENTINA

Participation in the EMPUJAR program, a job training initiative for young people entering the labor market, providing tools to facilitate their professional integration. In 2024, four employees participated in the program across two semesters, one from ICAS, one from Cork Supply and two from Arpex.

2024 **Escuela Las Heras — School Materials Donation**

ARGENTINA · CORK SUPPLY ARGENTINA

Donation of play and educational materials to Escuela Las Heras (Direccion General de Escuelas), supporting children's education in the Lujan de Cuyo community.

2024 **Escuela San Jorge — Educational Factory Visit**

ARGENTINA · CORK SUPPLY ARGENTINA

School visit by 7th grade English class students to the production facility, enabling students to learn about the cork production process. The visit involved an investment of ARS 28,685 and was recognized by the school with a letter of appreciation.

Actions in the Community



ONGOING

Beyond Us Program

CORK SUPPLY EUROPE

The Beyond Us program structures the Group's community and social responsibility activities across Europe, encompassing corporate volunteering, social inclusion initiatives, donations and support to non-profit organizations.

ACTIONS · 2025 AND ONGOING COMMITMENTS

2024–2025

Corporate Volunteering

CORK SUPPLY PORTUGAL

In 2024, Cork Supply Portugal recorded 89 hours of corporate volunteering, including activities such as participation in Just a Change, donations to the Instituto Português de Oncologia, and solidarity campaigns. In 2025, 36 hours were recorded, reflecting a more limited activity calendar.

2025

Community Donations and Volunteering Events

CORK SUPPLY UNITED STATES OF AMERICA

Cork Supply USA continued its program of community donations and volunteering events in Benicia, California, supporting the same local causes through the Backpack Drive, Relay for Life, Warm Coat Drive and Food Drive. The total value of monetary donations in 2025 amounted to USD 733, with additional in-kind contributions through clothing and food collection drives.

2025

Educational Internship Program — Escuela Ing. Ricardo Videla

CORK SUPPLY ARGENTINA

Cork Supply Argentina welcomed students from Escuela Ing. Ricardo Videla (Luján de Cuyo) for an educational internship, providing them with practical work experience in a real operational environment. The program was successfully completed and recognized by the school with a certificate of appreciation, with continuity expected in the following year.

2025

La Ranatela — Social Procurement

CORK SUPPLY ARGENTINA

Corporate gift purchase from La Ranatela, a local association in Mendoza supporting young people with disabilities through social enterprise, generating positive community impact through purpose-driven procurement.

ONGOING

Local Socioeconomic Initiatives

STUDIO LABELS AUSTRALIA

Studio Labels is committed to engaging in a minimum of two local socioeconomic community initiatives per year, supporting the communities surrounding its operations in Adelaide, Australia.

The financial resources allocated to community-related actions amounted to €39,386 in 2024 and €25,932 in 2025, with future annual investment expected to range between €25,000 and €30,000 to support the continuity and development of these initiatives.

These actions are coordinated internally by the People & Communication, Human Resources and Sustainability teams across the Group's business units.

Our Commitments to Communities

Harv 81 Group has defined quantitative targets related to affected communities under the goal of supporting community development. These commitments focus on two measurable targets to be achieved by 2030: active participation in local socioeconomic initiatives by Studio Labels, and the number of corporate volunteering hours delivered by Cork Supply Portugal.

Goal	Action	KPI	Target	Scope	2024	2025
Support community development	Engage in local socioeconomic initiatives	Number of communities projects supported annually	Active participation in at least 2 community initiatives/year	Studio Labels	1	1
	Corporate volunteering	Hours of volunteer work per year	Conduct a minimum of 200 hours of volunteer work per year to support social and environmental projects	Cork Supply Portugal	89h	36h

In 2024, Cork Supply Portugal recorded 89 hours of corporate volunteering, including activities such as participation in Just a Change, donations to the Instituto Português de Oncologia, and solidarity campaigns. In 2025, 36 hours were recorded, reflecting a more limited activity calendar.

Studio Labels engaged in one community initiative each year, through a partnership with the local fire brigade.

These results indicate an established but still developing approach to community engagement. The Group recognizes the importance of strengthening the planning, coordination and mobilization of these activities in order to scale impact and ensure more consistent progress towards its 2030 commitments.


BEYOND US · COMMUNITY ENGAGEMENT

How We Define Our Responsibility

Harv 81 Group's commitments regarding consumers and end-users are formalized through two main instruments: the Ethical Code of Conduct, which sets out the Group's Customer Service principles, and the Harvesting for the Future agenda, which establishes the Customer Quality Feedback System and Customer Sustainability Insights commitments.

Ethical Code of Conduct — Customer Service Principles

The Ethical Code of Conduct sets out the Customer Service principles that guide the Group's relationships with its customers. These principles are based on empathy and trust, and include commitments to honesty, transparency in communication and advertising, professionalism, respect and loyalty.

They also encompass the delivery of high-quality products and services, the provision of clear and relevant information to support informed decision-making, and full compliance with agreed terms and conditions. In addition, the Code reinforces respect for customer privacy, adherence to applicable legislation, and the refusal to comply with unlawful or unethical requests.

THIRD-PARTY CERTIFICATIONS

FSSC 22000 · HACCP · ISO 22000:2018 · ISO 9001:2015 · BRCGS PACKAGING · SYSTECODE · FSC™ · PEFC COC · B CORP™



The framework applies across all Harv 81 Group business units and covers the Group's customers, primarily wine and spirits producers, in a B2B context. In some business units, specific Codes of Ethics are in place, tailored to the local context and the nature of operations. Implementation and oversight are embedded within the Group's Sustainability Management framework, with customer-related actions coordinated by the relevant Quality Assurance, Customer Service, R&D and Sustainability teams.

This policy framework is guided by internationally recognized principles, with the United Nations Sustainable Development Goals serving as a reference for shaping its sustainability commitments related to consumers and end-users. Product quality and food safety commitments are also supported by internationally recognized third-party certifications,[3] including FSSC 22000, ISO 22000:2018, ISO 9001:2015 and BRCGS Packaging Materials. These certifications are subject to annual audits or periodic recertification and support the operational implementation of the Group's quality and customer safety commitments.

Customer perspectives are systematically captured through the Customer Quality Feedback System and Customer Sustainability Insights. These mechanisms inform product development, eco-design decisions and the continuous improvement of the Harvesting for the Future 2030 Action Plan.

3 Depending on the business unit, Cork Supply operations in Portugal and the United States of America hold FSSC 22000; Cork Supply South Africa holds ISO 22000:2018; Cork Supply China, Australia and Studio Labels hold ISO 9001:2015; and Cork Supply Argentina holds BRCGS Packaging Materials certification. These certifications are subject to annual audits or periodic recertification.

Staying Close to Our Customers

Harv 81 Group engages with its customers, primarily wine and spirits producers, through a combination of structured feedback systems, direct interaction channels and formalized assessment processes. These mechanisms enable the continuous monitoring of customer expectations, satisfaction levels and potential impacts associated with product quality and performance.

Engagement mechanisms

Customer engagement is supported by the following mechanisms:

01 **Customer Quality Feedback System**

a formal channel through which customers raise quality-related concerns, operating in alignment with FSSC 22000 certification requirements and subject to regular monitoring and audit.

02 **Corporate communication channels**

the websites of the Group's business units, complemented by direct contact via email and telephone, enabling ongoing dialogue with customers.

03 **Operational interfaces**

Sales, Technical and Customer Service teams act as the primary day-to-day liaison, ensuring proximity to customers and the timely identification of needs and concerns.

30 days — target response period for quality-related customer feedback, reinforced by FSSC 22000 certification requirements.



CUSTOMER TASTING AND SENSORY SESSION · CORK SUPPLY

Customer feedback and complaints are managed through a structured quality assurance framework. All negative impacts reported by customers are subject to analysis and are addressed within defined timelines, with a target response period of up to 30 days. This process is reinforced by certification requirements under FSSC 22000, which ensure systematic tracking, follow-up and resolution of customer communications.

Customer satisfaction is further monitored through periodic satisfaction surveys, providing quantitative insights into customer perception and supporting continuous improvement actions across the Group's operations.

Customer Trust in Practice

Harv 81 Group implements a structured set of actions to manage material impacts, risks and opportunities related to consumers and end-users, particularly in relation to product quality, customer trust and satisfaction. These actions are integrated within the Product & Innovation pillar of the Harvesting for the Future 2030 Action Plan and supported by the customer-service principles defined in the Code of Ethics.

ONGOING

Customer Quality Feedback System

Operation of a structured system for the collection, monitoring and resolution of customer feedback, with a target of addressing 95% of quality-related feedback within 30 days, in line with certification requirements.

ONGOING

Customer visits to production facilities

Organization of customer visits to production sites, enabling direct observation of operations, quality control processes and sustainability practices, fostering partnership, dialogue and shared understanding with customers. This action delivers the policy commitment to developing a relationship of empathy and trust with customers and translates into trust built on transparency and proximity. In 2024, 467 customer visits were carried out, increasing to 685 in 2025, reflecting the Group's continued efforts to strengthen proximity with its customers.

ONGOING

R&D and quality investment

Ongoing investment in research and development and quality control activities. Approximately 15% of the workforce is allocated to Quality Control and R&D functions, supporting continuous improvement, product excellence and the resolution of customer feedback.

ONGOING

Product innovation and performance

The Group develops and consolidates high-performance product solutions, including Legacy, the most consistent natural closure on the market, individually classified and supported by bottle buy-back guarantees, reinforcing product reliability and customer confidence.



X100 INDIVIDUAL INSPECTION · QUALITY CONTROL

685
customer visits to production sites in 2025 (467 in 2024)

~15%
of the workforce allocated to Quality Control and R&D functions

95%
of quality-related feedback addressed within 30 days — the 2030 target

0
human rights incidents involving consumers or end-users

Our Customer Commitments

Harv 81 Group's customer-related actions are designed to deliver tangible outcomes that build and reinforce customer trust. This trust is the foundation of the long-lasting, partnership-based relationships that the Group aims to develop.

The effectiveness of these actions is monitored through customer satisfaction surveys and quantitative KPIs aligned with the Group's 2030 targets, enabling regular assessment of performance and progress. During the reporting period, no human rights incidents involving consumers or end-users were identified.

In 2024 and 2025, 100% of quality-related customer feedback was addressed within 30 days across Cork Supply, Tonnellerie Ô and Studio Labels, meeting the 2030 target ahead of schedule.

Financial resources allocated to actions

The financial resources allocated to support the implementation of these actions include investments in research and development, quality management and certifications, as well as funding for customer visits to production facilities. During the reporting period, the total annual allocation amounted to approximately €240,000 per year, reflecting consistent annual operational expenditure. A similar level of financial allocation is expected to be maintained in future reporting periods.

Regarding customer sustainability engagement, Cork Supply recorded a baseline of 52% and Tonnellerie Ô of 4% in 2024, with a combined result of 52% in 2025, reflecting early-stage progress towards the 80% target by 2030. In terms of responsible procurement, the share of ESG-assessed suppliers at Cork Supply decreased from 6.9% in 2024 to 5.9% in 2025, remaining well below the 100% supplier coverage target set for 2030. Next steps include reviewing the approach to assessing suppliers' ESG performance and reinforcing efforts towards this target. The Group also advanced its sustainability agenda through two partnerships: one to reformulate coating materials to be biobased in 2024, and another with a plastic bag supplier to reduce packaging thickness in 2025. Going forward, the Group remains committed to deepening stakeholder engagement through new collaborations.



CUSTOMER TASTING AND SENSORY SESSION · CORK SUPPLY

Customer Targets 2030

Within the Harvesting for the Future 2030 Action Plan, Harv 81 Group has defined the following quantitative targets related to consumers and end-users. These targets operationalize the customer service principles of the Code of Ethics, namely the duty of empathy, trust, transparency, professionalism, respect, loyalty and informed decision-making.

Goal	Action	KPI	Target	Scope	2024 status	2025 status
Engage customers in continuous feedback cycles to improve performance and trust	Customer Quality Feedback System	% of quality-related customer feedback addressed within 30 days	95% of feedback addressed within 30 days	Cork Supply · Tonnellerie Ô · Studio Labels	100%	100%
Engage Supply Chain stakeholders in sustainability efforts	Customer Sustainability Insights	% of stakeholders base engaged in sustainability feedback	80% engagement in sustainability feedback (baseline 2024)	Cork Supply · Tonnellerie Ô · Studio Labels	Cork Supply: 52% · Tonnellerie Ô: 4% · Studio Labels: n/d	Cork Supply: 52% · Tonnellerie Ô: 4% · Studio Labels: n/d
	Responsible Procurement	% ESG-assessed suppliers	100% coverage by 2030	Cork Supply	6.9%	5.9%
	Promote sustainability agenda to stakeholders	Number of stakeholder initiatives related to sustainability HFF	Minimum 2 initiatives per year	Cork Supply · Tonnellerie Ô · Studio Labels	1 partnership with a supplier to reformulate coating materials to be biobased	1 partnership with a plastic bag supplier to reduce bags thickness

Planet and Operations

Harv 81 Group's business is deeply connected to the natural systems that sustain its activities. Cork, oak, beech and paper, the primary raw materials across the Group's portfolio, rely on healthy forests, stable water cycles and well-functioning ecosystems. This dependency makes environmental stewardship not only a strategic priority, but also a fundamental condition for long-term resilience and value creation.

Under the Planet and Operations pillar of the Harvesting for the Future agenda, the Group is committed to reducing its environmental impact while strengthening the resilience of its operations across all geographies. This commitment is structured around four core priorities: decarbonizing operations through energy efficiency and the transition to renewable energy, managing water resources responsibly, protecting and regenerating the ecosystems on which the Group's value chain depends, and advancing circular economy practices through material reuse, waste valorization and the reduction of resource intensity across production processes.

Life cycle-based assessments of cork closures and wooden capsules produced by Cork Supply Portugal, calculated in accordance with the GHG Protocol Product Standard, with methodological support from Portuguese Certification Association (APCER), indicate a net negative carbon footprint across all product categories studied. This result is driven by the carbon stored in the cork material and the soil carbon sink associated with cork oak forests, which systematically outweigh production and packaging emissions.

The chapters that follow present the topics identified as material for Planet and Operations through the Group's Double Materiality Assessment (DMA), covering for each the relevant policies, actions, targets and metrics.









FOUR CORE PRIORITIES · PLANET & OPERATIONS

01 **Decarbonize operations**
Energy efficiency and the transition to renewable energy

02 **Manage water responsibly**
Monitoring and reduction across all operations

03 **Protect ecosystems**
Protection and regeneration of the ecosystems the value chain depends on

04 **Advance circularity**
Material reuse, waste valorization and lower resource intensity

How We Hold Ourselves Accountable

Harv 81 Group has an established transition plan for climate change mitigation, materialized through the "Harvesting for the Future" strategy, a 2030 plan approved by the administrative body and fully integrated into the Group's overall business strategy and business model. The transition plan is designed to support the progressive decarbonization of operations and to strengthen the long-term resilience of the Group in the context of the transition to a low-carbon economy.

OUR DECARBONIZATION LEVERS AND ACTIONS

01 Investment in renewable energy sources to decarbonize operations.

02 Improvement of energy and production efficiency across facilities.

03 Deployment of biomass boilers that generate thermal energy from production by-products.

04 Installation of photovoltaic systems for self-consumption in Portugal, the United States of America, Australia and South Africa, with additional investments carried out between 2024 and 2025 and further expansion planned.

05 Implementation of energy and water consumption monitoring systems, enabling data-driven efficiency improvements.

06 Investment in plug-in hybrid vehicles in Portugal and the installation of electric charging stations.

07 Design of new buildings under sustainability principles, ensuring lower environmental impact throughout their lifecycle.

These levers are operationalized through two transversal management instruments, the Environmental Management System (EMS) and the Transportation Policy, which structure how climate action is governed, monitored and implemented across all operations.

Environmental Management System (EMS)

Applied transversally across all regions and facilities of the Group, the EMS structures the Group's response to climate change around three priority lines of action:

- **GHG emissions** — Monitoring and reduction of GHG emissions, sustained by energy efficiency initiatives and by progressive investment in renewable energy sources;
- **Energy efficiency** — Energy efficiency, which tracks consumption patterns and reduces energy intensity through the adoption of more efficient technologies;
- **Carbon footprint** — Regular monitoring of the Group's carbon footprint, ensuring that performance is measured consistently and that progress against climate objectives can be transparently assessed.



Transportation Policy

The Transportation Policy makes a meaningful contribution to climate mitigation along the value chain by setting a clear hierarchy for the selection of transport modes, aimed at reducing emissions associated with inbound and outbound logistics:

TRANSPORT MODE HIERARCHY

1

Land transport

Default and preferred option, prioritized over higher-emission alternatives.

→

2

Maritime transport

Second option when land routes are not feasible due to geographical or volume constraints.

→

3

Air transport

Reserved exclusively for exceptional situations.

A decision-making flowchart formalizes this hierarchy and guides its consistent application across all logistics operations. The policy applies to all inbound and outbound logistics operations, regardless of geography, and extends its influence into the supply chain through the integration of sustainability criteria in the selection of transport service providers, in articulation with the Group's Responsible Purchasing Policy.

GEOGRAPHICAL OR VOLUME CONSTRAINTS

Higher-emission modes are only selected when the preceding option is not feasible, and the choice is documented through the decision-making flowchart.

What We're Doing About It

Across 2024 and 2025, the Group advanced its decarbonization levers through four primary lines of action: expanding renewable energy generation, increasing the use of cork by-products as thermal energy, improving operational efficiency through monitoring and lean processes, and transitioning the vehicle fleet to lower-emission alternatives. These actions were implemented across all geographies where the Group operates and are directly aligned with the Harvesting for the Future 2030 targets.

2024 **Renewable Energy**

EUROPE

Cork Supply Portugal commissioned a 1,600 kW photovoltaic system, supplying approximately 35% of the facility's electricity needs with renewable energy.

2025 **Renewable Energy**

UNITED STATES OF AMERICA

Harv 81 USA commissioned a 1,000 kW photovoltaic system in 2025, supplying approximately 90% of its electricity needs with renewable energy.

2025 **Renewable Energy**

ARGENTINA

Evaluation and preparation for photovoltaic installation were initiated, driven by regulatory changes and rising energy costs. A partnership with a local university produced an energy audit and feasibility study comparing green energy procurement against solar panel installation. By the end of 2025, solar emerged as the more viable long-term option. The unit is currently seeking a green loan to finance the installation in 2026.

2025 **Renewable Energy**

FRANCE

At Tonnellerie Ô, solar panel installation was completed, reaching 64.8% renewable energy generation.

2025 **Operational control**

CHINA

Conventional lighting in production areas was replaced with LED technology, and part of a warehouse was closed, resulting in lower energy consumption and reduced logistics-related movements.

2025 **Operational control**

AUSTRALIA

At Studio Labels Australia, air leaks were eliminated and equipment operating cycles were optimized, contributing to measurable reductions in energy consumption.

2025 **Operational control**

ARGENTINA

Entity-level energy consumption was measured and normalized per 1,000 units produced for the first time, creating a more robust basis for future efficiency targets.

What We're Doing About It

OPERATIONAL CONTROL · 2025

ONGOING **Renewable thermal energy**

EUROPE

The Technical Cork Unit has progressively increased the use of cork by-products as a renewable thermal energy source. The share of energy consumption powered by these by-products increased from 59.5% in 2024 to 61.3% in 2025, enabling the unit to generate 74% of its energy demand locally from renewable sources in 2024 and 78% in 2025. This fuel-switching strategy also contributed to a 16% reduction in fossil fuel energy consumption and an 11% reduction in natural gas consumption between 2024 and 2025.

ONGOING **Operational control**

HARV 81 GROUP

A comprehensive monitoring system to track electricity and gas consumption across operations reached full operational capacity in 2024 and was expanded in 2025 to include water consumption. This system continues to strengthen the Group's ability to monitor resource use consistently, support evidence-based decision-making and identify targeted efficiency improvement opportunities across sites.

FROM 2025 ONWARDS **Operational control**

ARGENTINA

A collaboration with a local university foundation was initiated to assess the feasibility of renewable energy solutions and support the definition of future efficiency and decarbonization measures, which are expected to enter implementation in 2026.

MOBILITY, MONITORING AND NEXT STEPS

ONGOING **Low-carbon mobility**

CHINA

The sales force significantly reduced air travel and prioritized remote engagement with customers where feasible, contributing to lower business travel emissions while maintaining commercial effectiveness.

ONGOING **Low-carbon mobility**

HARV 81 GROUP

The Group initiated the gradual transition of its vehicle fleet towards plug-in hybrid vehicles, supported by targeted investment in charging infrastructure in Portugal. This transition continued throughout the reporting period and was reflected in the evolution of fuel consumption, with diesel consumption decreasing by 9.5% and gasoline consumption increasing by 6.3% between 2024 and 2025, as plug-in hybrid vehicles progressively replaced diesel-only units. The transition included the acquisition of two electric and/or hybrid vehicles in 2024, with no additional acquisitions recorded in 2025.

FROM 2025 ONWARDS **Renewable electricity**

EUROPE

An additional 1,000 kW photovoltaic capacity has been secured and is expected to become operational by June 2026, increasing renewable electricity coverage to approximately 55% of Cork Supply Portugal's electricity needs.

Our Commitments to the Climate

The Group has defined measurable, time-bound climate mitigation targets under the Harvesting for the Future 2030 agenda:

Goal	Action	KPI	Target	Scope	2024 status	2025 status
Reduce environmental impact through emissions reduction	Carbon emission reduction	% Scope 1 & 2 reduction	50% reduction in scope 1 & 2 emissions vs. 2023 (location-based)	Cork Supply · Tonnellerie Ô · Studio Labels	**–55.2%**	**–59.8%**
Energy efficiency	Energy efficiency	% of renewable energy production for the units	40% of energy use from renewable sources	Cork Supply Portugal	72.9%	**73.1%**
			90% of Energy use from renewable sources	Tonnellerie Ô	34.7%	**64.8%**

The Group made strong progress in its climate mitigation efforts over 2024 and 2025. In 2024, the Group reduced Scope 1 & 2 emissions (location-based) by 55.2% versus 2023, while renewable energy at Cork Supply Portugal reached 72.9% of total consumption, exceeding the 2030 target of 40% ahead of schedule. This trajectory was reinforced in 2025, with the Group achieving a 59.8% reduction in Scope 1 & 2 emissions versus 2023 and further increasing renewable energy use, including 73.1% at Cork Supply Portugal and 64.8% at Tonnellerie Ô.

These achievements reflect the effective implementation of decarbonization actions across operations during 2024 and 2025, including the commissioning of photovoltaic systems, increased utilization of cork by-products for thermal energy generation and enhanced energy monitoring systems.



Tom Maurer
Director of Operations · Harv 81 USA

"At Cork Supply USA, sustainability isn't a separate initiative. It's an extension of how we think about running a responsible operation. Installing solar at our Benicia facility was a meaningful step. It reduced our dependence on grid energy, lowered our carbon footprint, and sent a clear signal to our team and our customers that we are serious about the commitments we make. But what I'm most proud of is that it wasn't just an infrastructure project, it was a cultural one. Our people understand what it means, and it reinforces the kind of company we are working to build. As the wine and spirits industry continues to evolve, the standards our customers hold us to are rising. Projects like this one ensure we are ahead of that curve, not catching up to it."

Where We Stand

HARV 81 GROUP ENERGY CONSUMPTION

Managing energy consumption and progressively transitioning towards renewable sources are central to the Group's decarbonization strategy and a direct enabler of the climate mitigation targets set under the 2030 Agenda. Disaggregated data by geography are presented in the Annex "Environmental Information".

Energy consumption	Unit	2024	2025	Δ 2024/2025
Electricity consumption from public grid	MWh	12,962	13,010	+0.4%
Electricity consumption from fossil fuel (grid)	MWh	4,659	3,485	–25.2%
Electricity consumption from nuclear sources (grid)	MWh	1,801	1,798	–0.2%
Electricity consumption from renewable sources (grid, invoice-based)	MWh	5,352	6,593	+23.2%
Electricity consumption from onsite renewable generation (solar/other renewable)	MWh	2,053	2,992	+45.8%
Gasoline consumption (owned fleet)	MWh	1,062	1,129	+6.3%
Diesel consumption (owned fleet)	MWh	1,030	932	–9.5%
Biomass consumption (cork by-products)	MWh	27,480	29,551	+7.5%
Natural gas consumption	MWh	5,208	4,358	–16.3%
Propane consumption	MWh	1,101	1,074	–2.5%
Total energy consumption	MWh	**50,896**	**53,048**	**+4.2%**

** The breakdown by energy source does not cover all units, as data was not available for some facilities, which explains the difference versus total energy consumption.*

Between 2024 and 2025, total energy consumption increased by 4.2%. Renewable electricity increased substantially, both from the grid (+23.2%) and from onsite generation (+45.8%), while natural gas and diesel consumption decreased, reflecting the progressive substitution of fossil sources in line with Harv 81 Group's environmental objectives.

Carbon Footprint

Monitoring and disclosing the Group's greenhouse gas emissions (GHG) is a core component of the Harvesting for the Future agenda and a prerequisite for measuring progress against the 50% Scope 1 and Scope 2 reduction target by 2030. The Group's GHG inventory covers its own operations across all geographies and is calculated in accordance with recognized GHG accounting methodologies, using established emission factors for each source category. As of the reporting date, Scope 3 emissions accounting remains under development and has not yet been incorporated into the Group's greenhouse gas inventory. Disaggregated data by geography are presented in the Annex "Environmental Information".

Emissions	Unit	2024	2025	Δ
Scope 1	tCO2e	1,712	1,545	–9.8%
Scope 2 (location-based)	tCO2e	1,559	1,396	–10.5%
Scope 2 (market-based)	tCO2e	2,810	1,836	–34.6%
Scope 1+2 (location-based)	tCO2e	3,272	2,941	–10.1%
Scope 1+2 (market-based)	tCO2e	4,522	3,381	–25.2%

Between 2024 and 2025, the Group recorded a consistent reduction in greenhouse gas emissions across all reported scopes. Scope 1 emissions decreased by 9.8%, reflecting reductions in natural gas, diesel and propane consumption across the Group's operations, consistent with improvements in fuel efficiency and operational performance. Scope 2 emissions also declined under both calculation methodologies. Scope 2 emissions decreased by 10.5% on a location-based basis and 34.6% on a market-based basis, despite a marginal increase in total electricity consumption from the grid. This reflects the difference in consumption geography: electricity use grew in Portugal, where the grid emission factor is significantly lower due to the high share of renewables in the energy mix, while it decreased in the United States of America and Australia, where emission factors are higher.

The market-based figure is calculated using emission factors sourced from energy invoices where available. For geographies where supplier-specific annual emission factors are not disclosed by the energy provider, location-based factors are applied.

–59.8%
Scope 1 & 2 (location-based) vs. 2023

2,941
tCO_2e Scope 1+2 (location-based) in 2025



CORK OAK MONTADO · ALENTEJO

Our Approach to Water

Water is a material resource for the Harv 81 Group, both as a direct operational input and as a natural asset intrinsically linked to the sustainability of the raw materials the Group depends on. Cork wood, oak wood and paper, the three primary inputs across the Group's business units, all rely on functioning water cycles for their regeneration and quality. Water supply is secured through a combination of direct extraction from owned boreholes and contracted private suppliers. Wastewater disposal and treatment is managed through a combination of local on-site treatment and external wastewater treatment services.

The Group's approach to water management is embedded in the Environmental Management System, for further details, see chapter 3.3.1 What Climate Change Means for Us, and operationalized through the Harvesting for the Future agenda, which defines the Group's commitments, actions and monitoring mechanisms for responsible water use. The primary objective is to monitor and reduce water consumption across all operations, with priority given to facilities where consumption is most significant.



CORKWOOD BOILING · THERMAL PROCESSING OF RAW CORK

Water in our production processes

CORK SUPPLY

- Corkwood boiling: thermal processing of raw cork
- Cork washing: cleaning and preparation
- Steam generation: disinfection purposes
- Cork moisturization: product conditioning

TONNELLERIE Ô

- Toasting process: integral to barrel production
- Pressure testing: quality control
- Barrel humidification: product finishing

WATER STRESS CONTEXT

Water-using operations are located in areas classified as medium-high to high water stress risk. This is particularly relevant in South Africa, where the operation faces local water restrictions and scarcity conditions linked to recurring drought periods, which place water among the top environmental priorities for that geography.

Using Less, Wasting Nothing

Water management actions in 2024 and 2025 focused on establishing the monitoring infrastructure needed to understand, baseline, and systematically reduce water consumption across Cork Supply's production facilities.

ACTIONS IMPLEMENTED

2024 **Monitoring rollout**

PORTUGAL

Installation of water consumption monitoring systems at Montijo, SPO and São João de Ver, enabling real-time tracking of water withdrawal at process level.

2024 **Boiler and washing efficiency**

PORTUGAL

Implementation of efficiency measures in corkwood boiling systems and washing cycles, targeting reduction in water use per unit of production.

2025 **Water footprint of cork closures**

HARV 81 GROUP

In 2025, the scope was extended to estimate the water footprint of the main cork products, establishing product-level water intensity profiles and informing future eco-design decisions across the value chain.

2025 **Carbon footprint assessment of cork closures and wooden capsules**

HARV 81 GROUP

Product carbon footprint completed in 2025 for cork closures and wooden capsules, confirming cork's role as a nature-based solution with a negative carbon footprint driven by the carbon sequestration capacity of cork oak forests.

The expected outcome of these actions is to develop a rigorous understanding of how water is consumed across production processes, as the necessary foundation for meaningful optimization. In parallel, the product water footprint assessment will clarify how product-level decisions contribute to water consumption across the value chain.

PRIORITY SITES

Montijo (Portugal) is under active review for targeted water stress measures. In South Africa, recurring drought conditions and local water restrictions have driven efficiency and water-saving initiatives as a direct operational response.

Financial resources allocated to water-related actions are focused on capital investment in monitoring services and infrastructure. Annual resources allocated to water management initiatives are estimated at €20,000 to €30,000, covering the installation of water monitoring systems and awareness campaigns on efficient water use among employees. The Montijo facility, located in a high-water stress zone, is under active review as a priority site for targeted water stress management measures.

Our Water Commitments

The Group has established outcome-oriented, time-bound targets for the reduction of water consumption across its own operations, aligned with the Harvesting for the Future 2030 agenda. The target is a 25% reduction in water footprint against a 2024 baseline (baseline move forward by one year), with measurement to be initiated in 2026. No progress data is therefore available for the current reporting period.

Goal	Action	KPI	Target	Scope	2024 status	2025 status
Ensure sustainable consumption and production patterns	Water consumption and water discharge	% reduction in water footprint focused on Portugal production facilities	25% reduction in water footprint versus 2024	Cork Supply Portugal	n/d	n/d

The baseline year was revised from 2023 to 2024, since complete data for 2023 was unavailable across all operating units. The 2024 water footprint has already been calculated and will be used to measure progress. Further measurements will be taken in 2026.

The Numbers on Water

ESRS E3-4

These indicators cover all Group units across Portugal, the United States of America, South Africa, China and Australia, where data is available. Disaggregated data by geography are presented in the Annex "Environmental Information".

Between 2024 and 2025, total water withdrawal increased by 13.05%, reflecting changes in operational activity levels across the Group. Over the same period, total water discharge remained broadly stable, with a marginal increase of 0.71%, indicating a consistent relationship between water intake and discharge. Total water consumption increased by 52.25%, reinforcing the importance of maintaining a strong focus on efficiency measures and the implementation of reduction initiatives, particularly in water-intensive operations.

Metric	Unit	2024	2025	Δ 2024/2025
Total water withdrawal	m^3	49,943	56,459	+13.05%
Total water discharge	m^3	29,343	29,552	+0.71%
Total water consumption	m^3	14,664	22,326	+52.25%
Total water recycled and reused	m^3	0	0	–
Total water stored	m^3	0	0	–

Our Commitment to the Montado

The cork oak forests of the Montado, the oak woodlands of Central Europe, and the white oak forests of North America are not simply the origin of the Group's raw materials; they are the ecological foundation on which its core activities in closures, barrels and labeling rest, as reflected in the Double Materiality Assessment, which confirmed biodiversity and forest conservation, Montado management, and sustainable oak sourcing as material topics in both the impact and financial dimensions.

STRATEGIC FOUNDATION

The Montado and oak woodlands provide essential ecosystem services, including carbon sequestration, biodiversity preservation, soil protection and water regulation. The integrity of these ecosystems is a precondition for the Group's long-term resilience and value creation.

This understanding directly informs the Group's decisions on sourcing, product development and partnerships, reinforcing a long-term approach to ecosystem stewardship.

The Group's biodiversity and ecosystem policies are integrated into the Harvesting for the Future sustainability agenda and operationalized through the Environmental Management System. Together, these frameworks formalize the Group's commitment to protect, manage and regenerate the natural ecosystems on which its activities depend. The policy applies to all Group companies, Cork Supply, Tonnellerie Ô, Studio Labels, Bouchons Abel, Talis, Legnokaps and Creative Oak, and covers the full value chain from raw material sourcing to product end-of-life, with regional specificity applied depending on each initiative.

Biodiversity stewardship across operations and value chain is structured around four commitments:

Responsible sourcing

Commitment to source cork, oak and paper in ways that maintain biodiversity, contribute to carbon sequestration and protect soil and water health. Certified suppliers and transparent practices as the basis for ecosystem integrity.

Sustainable forestry

Certified raw materials as a guiding principle, with FSC™ and PEFC certification targets defined for each business unit by 2030.

Active restoration

Ecosystem restoration and regeneration through partnerships with scientific institutions and local organizations, including habitat reforestation and Montado management programs.

Circularity

Circularity principles applied to extend product lifecycles and reduce pressure on natural resources across the value chain.

From ecosystem to product

ECOSYSTEM SERVICES · DEPENDENCY CHAIN

Montado
ORIGIN

›

Carbon sequestration
Cork oak stands absorb and store carbon.

Biodiversity
Habitat for protected species and flora.

Soil protection
Erosion control and soil fertility.

Water regulation
Infiltration and watershed balance.

›

Closures

Protecting What We Depend On

Within the Harvesting for the Future agenda, under the Planet & Operations and Together with the Ecosystem pillars, Harv 81 Group has been implementing concrete actions to protect cork oak forests, preserve biodiversity and integrate ecosystem stewardship into the value chain.

ONGOING **Living-Lab initiative: Montado regeneration program**

PORTUGAL

Cork Supply is a founding member of the Consortium for the Regeneration of the Montado Pastoral Agro-Silvo System, dedicated to restoring and sustainably managing this unique ecosystem. Restoration projects were implemented and monitored by 2025.

ONGOING **ECOPESIA Program: Payment for Ecosystem Services (PES)**

PORTUGAL

A Payment for Ecosystem Services scheme for Montado agroforestry, designed to quantify and monetize the ecosystem services delivered by the cork oak forest, including carbon sequestration, biodiversity and soil health, and create economic incentives for their preservation.

ONGOING **Responsible Procurement Policy**

VALUE CHAIN

Implementation of a Responsible Procurement Policy embedding environmental and social criteria in supplier selection, extending biodiversity safeguards to the upstream value chain through the Sustainable Forestry Responsible Sourcing program.

The investment in these actions combines strategic integration within the Harvesting for the Future 2030 Action Plan, participation in collaborative funding mechanisms such as the Living-Lab consortium and the ECOPESIA project, and the mobilization of internal technical expertise across product development, R&D, sustainability and procurement teams.



CORK OAK MONTADO AFTER HARVEST · PORTUGAL

38
partners in the Montado Living Lab consortium

5
countries with active research partnerships

2025 **Research and scientific partnerships**

HARV 81 GROUP

The Group's R&D teams maintain active partnerships with universities and research centers, including in Portugal, Spain, France, South Africa and the United States of America, that contribute to the scientific understanding of cork oak ecosystems and support evidence-based forest management.

Goals for the Living World

The Harv 81 Group has defined measurable targets to advance biodiversity protection, sustainable forestry and ecosystem regeneration, integrated into the Harvesting for the Future 2030 agenda and monitored under the sustainability management framework.

Goal	Action	KPI	Target	Scope	2024 status	2025 status
Conserve ecosystems and promote sustainable forestry	Percentage of wood sourced from certified sustainable suppliers	% certified wood	10% FSC™ certified · baseline 2024 (4.2%)	Cork Supply Portugal	4.2%	**5%**
			60% certified sustainable wood usage	Tonnellerie Ô	50%	**19%**
			100% FSC™ or PEFC-certified wood for capsules	Legnokaps	**100% FSC™**	**100% FSC™**
	Percentage of paper sourced from certified sustainable suppliers	% certified paper	80% FSC™ paper	Studio Labels	**100% PEFC and FSC™**	**100% PEFC and FSC™**

The 2030 targets reflect the Group's ongoing commitment to promoting sustainable forest management and enhancing the traceability of raw materials used across its operations. Monitoring these indicators enables the progressive integration of certified materials, contributing to ecosystem conservation, biodiversity protection, and the adoption of responsible practices throughout the supply chain.

In 2025, progress varied across business units. At Cork Supply Portugal, the share of FSC™-certified wood increased from 4.2% in 2024 to 5% in 2025, demonstrating gradual progress towards the long-term target. Legnokaps and Studio Labels maintained full compliance with their sourcing commitments, achieving 100% certified sourcing of wood and paper, respectively, in both years.

At Tonnellerie Ô, the share of certified wood decreased from 50% in 2024 to 19% in 2025. This reduction was primarily driven by a lower volume of certified French oak purchases during the year and does not reflect a change in the company's long-term commitment to sustainable sourcing. The Group remains focused on increasing the use of certified materials and strengthening responsible procurement practices in line with its 2030 objectives.

Beyond certified sourcing, the Group has defined two ecosystem restoration targets:

Montado regeneration

Implementation and monitoring of restoration projects under the Consortium for the Regeneration of the Montado Agrosilvopastoral System in Europe, with restoration projects implemented and monitored by 2025, tracked by hectares of Montado system restored and sustainably managed.

Habitat restoration projects

At least three key regions covered by habitat restoration projects through partnerships with local environmental organizations for reforestation and biodiversity enhancement in the cork forest, across all regions by 2030, tracked by number of projects initiated.

THE MONTADO

The Cork Oak Forest

The Montado is a distinctive agrosilvopastoral ecosystem native to the Iberian Peninsula. It combines cork oak woodland, pasture and shrubland in a varied landscape that supports a rich diversity of native fauna and flora.

According to the Portuguese Cork Association (APCOR), cork oak forests are home to more than 160 species of birds, 37 species of mammals corresponding to 60% of all Portuguese mammal species, and 24 species of reptiles and amphibians, as well as around 135 plant species per square kilometer. These forests fix approximately 6 tons of CO_2 per hectare per year, corresponding to more than 4 million tons annually across Portugal's cork oak forests. They also regulate the water cycle, protect soils against erosion, reduce wind speed and create microclimates that sustain native vegetation. Economically, the Montado supports rural livelihoods and contributes significantly to the Portuguese economy through cork exports.

Despite its ecological and economic significance, the Montado has been gradually deteriorating due to the loss of tree cover density and soil degradation, making active stewardship and restoration an urgent priority.

160+	37	24	~6t
BIRD SPECIES	MAMMAL SPECIES	REPTILES & AMPHIBIANS	CO_2 PER HA/YEAR



Montado Living Lab

Cork Supply is a member of the Montado Living Lab, a consortium of 38 partners dedicated to the regeneration of the Montado ecosystem in Alentejo through sustainable soil management. The consortium brings together producers involved in forestry and livestock management, local development associations, public administration entities, research institutions and industry representatives. Its core objectives are to improve soil health, restore tree cover and develop more resilient business models for farmers and industries. Cork Supply's participation reinforces the Group's commitment to the long-term conservation of the ecosystems on which its activities depend, supporting carbon sequestration through forest restoration and the development of innovative land management practices.

Our Approach to Circular Economy

The Harv 81 Group's policies on resource use and circular economy are formalized in the Environmental Management System (EMS), for further details, see chapter 3.3.1 What Climate Change Means for Us, which addresses the main material flows of the Group, cork, oak, paper and packaging materials, around three core priorities.

The EMS is operationalized through the Harvesting for the Future 2030 sustainability agenda and complemented upstream by the Responsible Procurement Policy, which embeds environmental and social criteria in supplier selection across the full supply chain.

Together, these frameworks address the main material flows of the Group, cork, oak, paper and packaging materials, through three commitments:

Resource efficiency and circularity

promoting recycling, reuse, valorization of by-products and substitution of virgin materials across operations and product portfolio.

Eco-design and packaging innovation

reducing material intensity at the product and packaging level.

Safe and compliant waste management

management of waste in accordance with regional regulations, including recycling and hazardous waste.

The policy applies to all Group companies, Cork Supply, Tonnellerie Ô, Studio Labels, Bouchons Abel, Talis, Legnokaps and Creative Oak, covering the full value chain from raw material sourcing to product end-of-life. Circular economy principles are integrated across the Group's product portfolio with renewable and nature-based materials, the valorization of production residues and by-products, and the eco-design of products to extend lifecycles and reduce material intensity.



CORK GRANULATE · VALORIZATION OF PRODUCTION BY-PRODUCTS

96%

waste recovery or valorization at Cork Supply and Studio Labels (2025)

100%

production waste reutilized for energy at Tonnellerie Ô

Closing the Loop

The Group operationalizes its circular economy commitments through a structured set of actions across product design, by-product valorization, packaging reduction, process innovation and value chain engagement, integrated into the Harvesting for the Future 2030 Action Plan and the EMS.



RAW MATERIAL STORAGE YARD · CORKWOOD PREPARATION UNIT

THE CORK MATERIAL LOOP

Cork is harvested without felling the tree, and every stage of transformation returns material to the cycle rather than to disposal.

1. **Cork harvest**
   Bark harvested on a nine-year cycle without felling the tree.
2. **Production**
   Natural closures, barrels and labels manufactured across the Group.
3. **By-products**
   Granulate, cork dust and wood shavings recovered from production.
4. **Second life**
   Technical closures, biomass energy, insulation and composite products.
5. **Recovery**
   Used stoppers collected from clients and the trade re-enter as raw material.

Together, these actions aim to reduce dependence on virgin and petrochemical materials through bio-based product innovation, close material loops by valorizing production residues, reduce the material intensity of packaging and substitute plastic, and extend circularity upstream through certified sourcing and supplier ESG assessment.

Waste management actions are supported by an annual allocation between €30,000 and €50,000, covering recycling programs, equipment acquisition and employee training. Product innovation actions are funded through the Group's R&D programs, integrated into the Harvesting for the Future 2030 Action Plan.

96%
waste recovery or valorization at Cork Supply and Studio Labels (2025)

16,492
kg of eco-boxes reused in 2025 (15,355 kg in 2024)

Actions Across the Value Chain

Circularity actions span product innovation, by-product valorization, packaging and end-of-life recovery, implemented by each business unit within its own operating context.

LAUNCHED 2024/2025 **Vinc Natura: bio-based cork stopper**

CORK SUPPLY

Development and launch of a cork stopper incorporating plant-derived polyols, replacing petrochemical components and reinforcing Cork Supply's commitment to bio-based product innovation.

ONGOING **Waste valorization programs**

CORK SUPPLY, TONNELLERIE Ô, STUDIO LABELS

Structured waste valorization programs across Cork Supply, Tonnellerie Ô and Studio Labels, including biomass utilization from cork by-products for energy (Technical Cork Unit, Cork Supply), production of technical cork stoppers from cork by-products (Technical Cork Unit, Cork Supply), and combustion energy from wood oak waste (Tonnellerie Ô).

ONGOING **Hazardous Waste Protocols**

HARV 81 GROUP

Implementation and monitoring of hazardous waste segregation, storage and disposal protocols under the Environmental Management System, applied across all Group companies.

ONGOING **Cork Stoppers Recycling**

BOUCHONS ABEL

Bouchons Abel participates in the Planète Liège program for the collection and recycling of used natural cork stoppers in France. Recovered stoppers are transformed into granulated cork for insulation, flooring and composite products, closing the material loop within the Group's core raw material.

ONGOING **Eco-boxes Return**

TONNELLERIE Ô

Tonnellerie Ô operates an eco-box return scheme with participating clients, replacing single-use packaging in the distribution of oak products. Boxes are collected, inspected and reused across multiple cycles, reducing cardboard and single-use materials per order. In 2024, 15,355 kg of eco-boxes were reused through this system, increasing to 16,492 kg in 2025, reflecting the continued expansion of the eco-box return scheme.

ONGOING **Cork Recycle and Reuse**

CORK SUPPLY UNITED STATES OF AMERICA

Cork Supply United States of America channels used wine corks collected from clients and the trade to local partners for grinding into cork grain, used in flooring, boards and composite products. A portion is donated to educational non-profits that repurpose recovered materials into hands-on learning kits for schools. Wood dust from cooperage operations is provided externally as biomass, achieving near-zero residue disposal from production.



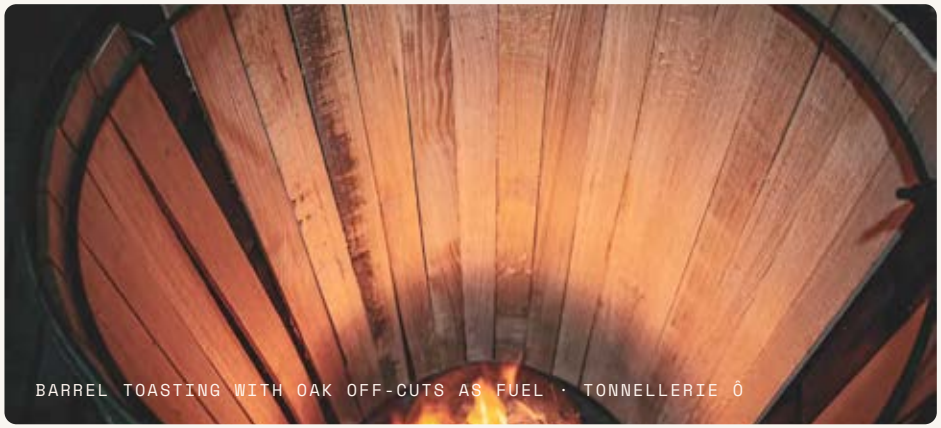
HARVESTED CORK PLANKS SEASONING IN THE FIELD · PORTUGAL

Our Circularity Commitments

The Group has established measurable objectives to enhance resource efficiency through circular economy practices under the Planet & Operations pillar. These commitments, embedded in the Group's action plan, focus on maximizing the reuse and valorization of production waste across its operations and advancing innovative recovery solutions through strategic partnerships, with a medium- to long-term horizon aligned with Agenda 2030. As of the reporting date, these targets have not been validated against a recognized science-based framework.

Goal	Action	KPI	Target	Scope	2024 status	2025 status
Promote resource efficiency through circular economy practices	Circular Economy Practices	Percentage of production waste reutilized	100% waste reutilization for energy production	Tonnellerie Ô	100%	100%
			90% waste recovery or valorization	Cork Supply · Studio Labels	96%	96%

The Group's circular economy targets aim to increase resource efficiency through waste recovery, valorization and reuse across its operations. In 2025, Tonnellerie Ô maintained 100% production waste reutilization for energy generation, with all wood shavings being used as biomass fuel. Cork Supply and Studio Labels also sustained a high waste recovery and valorization rate of 96%, exceeding its 2030 target of 90%. The ECOFIO partnership project at Cork Supply Portugal remained at the development stage during the reporting period, with no measurable progress recorded in 2025.



BARREL TOASTING WITH OAK OFF-CUTS AS FUEL · TONNELLERIE Ô

What Goes In, What Goes Out

The Group's activities in closures, oak, wooden capsules and labels are raw material intensive and largely dependent on renewable, nature-based inputs. Cork, the Group's core raw material, is naturally renewable and harvested from the cork oak without felling the tree. Oak and beech wood are used by Tonnellerie Ô for barrels and by Creative Oak and Legnokaps for capsules. Paper is used by Studio Labels for labeling solutions. Secondary resources also play a role: cork by-products are purchased to produce technical cork stoppers.

Between 2024 and 2025, total material consumption remained broadly stable, decreasing by 0.4% to approximately 11,036 tons. Cork remained the dominant input, though consumption decreased by 19.4%, reflecting changes in production volumes and product mix at Cork Supply. Wood consumption increased notably by 266.6%, reflecting Tonnellerie Ô's practice of purchasing oak wood ahead of production needs, which can cause significant year-on-year variation independent of actual output levels. The use of cork by-products as secondary resources grew by 53.8%, reinforcing the Group's circular approach to raw material valorization and reducing dependence on virgin inputs.

Disaggregated data by geography are presented in the Annex "Environmental Information".

TOTAL WEIGHT OF PRIMARY MATERIALS (TONS)

Material	2024	2025	Δ 2024/2025
Cork	8,872	7,152	–19.4%
Wood	518	1,899	+266.6%
Paper	256	238	–7.0%
Other (chemicals, etc.)	1,176	1,460	+24.1%
Packaging	262	287	+9.5%
of which Cardboard	216	243	+12.5%
of which Plastic	46	44	–4.3%
Total weight of all key materials used	**11,083**	**11,036**	–0.4%
Cork by-products (secondary resources)	2,786	4,285	+53.8%
Total weight of materials (primary and secondary)	**13,869**	**15,321**	**+10.5%**

28.0% of all materials used in 2025 were cork by-products taken up as secondary resources (4,285 tons of 15,321 tons total)

+53.8% growth in the use of cork by-products between 2024 and 2025, reducing dependence on virgin inputs

Waste Generated and Managed

WASTE (KG)

Metric	2024	2025	Δ 2024/2025
Total waste generated	514,997	557,072	+8.2%
BY TYPE			
Hazardous waste	33,807	50,040	+48.0%
Non-hazardous waste	481,190	507,032	+5.4%
BY DESTINATION			
Recycled	86,671	88,887	+2.6%
Reused	0	0	–
Other recovery operations	3,728	237	–93.6%
Disposal	33,157	48,980	+47.7%
Incineration	650	1,060	+6.9%
Landfill	390,791	417,907	+7.0%

Total waste generated increased by 8.2% between 2024 and 2025, broadly in line with operational activity levels. The increase in hazardous waste (+48%) was mainly driven by maintenance activities, including the replacement of engine, gear and lubricating oils, which can vary significantly from year to year. The reduction in recovered waste (–93%) reflects fewer major maintenance and equipment replacement interventions compared to the previous year, as such activities occur irregularly across reporting periods.

+8.2%
total waste generated, 2024 → 2025

16,492
kg of eco-boxes reused at Tonnellerie Ô in 2025 (15,355 kg in 2024)

Business and Governance

Harv 81 Group operates across multiple geographies, sectors and regulatory environments, placing governance and ethical business conduct at the core of its business model. The Group recognizes that the creation of sustainable value depends on an approach grounded in integrity, transparency and responsibility, embedded in management practices that promote legal compliance, risk mitigation and informed decision-making.

In this context, Harv 81 Group's governance framework is built on a set of policies, procedures and control mechanisms that ensure high standards of ethical conduct and reinforce trust among customers, suppliers, employees, investors and the communities in which the Group operates. The **B Corp™ certification obtained in 2025** represents a significant milestone in this journey, providing independent validation of the Group's governance principles and practices, as well as its commitment to high levels of accountability, social and environmental performance, and positive impact across the value chain.



Rui Pedro Silva
Sustainability Director · Harv 81 Group

"When we started the B Corp™ assessment, I expected it to confirm what we already did well. Instead, it exposed the gaps, and that was its real value. Reaching the certification was not the finish line; it was proof that sustainability had to be measured with the same discipline we apply to operations.

What changed internally was the conversation. B Corp™ gave teams across operations, HR, and quality, a shared language and a common standard to be accountable to. Decisions that used to be framed only in cost or output now carry a third question: what is the impact on our people, our community, and the land we depend on?

For industry, our ambition is straightforward. Cork is already one of the most sustainable closures in the world. The certification holds us to prove it, openly and with data. We don't want to be the exception. We want to raise the bar for what a cork producer is expected to be."

HIGHLIGHT · B CORP™ CERTIFICATION

We have joined the global B Corp™ movement

Recognising our commitment to sustainability, responsibility and transparency — from forest to bottle. Certified B Corporations™ balance business performance with social and environmental responsibility, reviewed every three years by B Lab. Performance is assessed across five key areas; the 80-point threshold is only the beginning of an ongoing commitment.

OVERALL B IMPACT SCORE

89.3

HARV 81 GROUP

CERTIFIED BY B LAB · OCTOBER 2025 · STANDARDS V1.6



Ethical & Responsible Management	Employees	Community	Environment	Customers

WHY WE CHOSE B CORP™

01 Reinforce our commitment to sustainability across all areas of the business.

02 Ensure every employee contributes to a culture of continuous improvement.

03 Position ourselves as leaders in the transition toward more responsible business practices.

Our Principles

The Group manages its material impacts, risks and opportunities related to business conduct through a set of policies covering all operations. The framework combines Group-wide instruments with entity-specific policies where local regulatory requirements or operational complexity so require.

The framework applies to all Harv 81 Group business units and to all employees, across all geographies. The Code of Ethics, Conduct and Social Responsibility also extends compliance expectations to suppliers, subcontractors, agents and distributors. The Responsible Procurement Policy and the Supplier Code of Conduct cover all Group companies and their respective supply chains. Entity-specific instruments apply at the level of the individual business unit, as detailed in the table below.

In addition to the Code of Ethics, Conduct and Social Responsibility (see chapter 3.2.1 Our People: Workforce Policy Framework), the main instruments in place include the following, several of which are also referenced in the Product Quality section in the context of supplier quality management:

INTERNATIONAL ALIGNMENT

The framework is aligned with internationally recognized anti-corruption standards, including the UN Convention against Corruption (UNCAC) and the OECD Anti-Bribery Convention, both explicitly referenced in the Supplier Code of Conduct. The policy content reflects the expectations and priorities identified through stakeholder engagement, with ethical governance and transparency consistently raised as key concerns across multiple stakeholder groups.

MAIN POLICY INSTRUMENTS

01

Responsible Procurement Policy

Defines supplier selection criteria across four pillars: environmental responsibility, social responsibility, governance and ethics, and economic competitiveness. The policy is subject to annual review and is jointly monitored by the sustainability and procurement functions.

02

Supplier Code of Conduct

Sets standards for working conditions, anti-bribery and anti-corruption, environmental sustainability, quality assurance and accountability. Grants the Group the right to audit supplier facilities and establishes corrective actions, including contract termination in cases of non-conformity.

03

Anti-Corruption Monitoring and Reporting Policy

Applicable to Cork Supply USA and Tonnellerie Ô, this policy ensures anti-corruption compliance through internal oversight, audits, whistleblowing mechanisms and annual reporting.

Anti-Corruption, Whistleblowing and Human Rights

Anti-corruption and anti-bribery principles are embedded across several instruments in the Group's governance framework. The Code of Ethics explicitly prohibits gifts, cash payments or benefits to people in public office, bans political donations, and requires all interactions with public authorities to meet the highest ethical standards.

The Supplier Code of Conduct reinforces this with a zero-tolerance stance on corruption, bribery and fraud, with explicit reference to UNCAC and the OECD Anti-Bribery Convention. Cork Supply USA and Tonnellerie Ô operate under a dedicated Anti-Corruption Monitoring and Reporting Policy which provides more detailed prevention, detection and reporting controls.

No convictions or sanctions for violations of anti-corruption or anti-bribery laws were recorded across any Harv 81 Group entity in 2024 or 2025, and no fines were incurred during the reporting period.

0

convictions or sanctions for anti-corruption or anti-bribery violations

€0

fines incurred during the reporting period

Controls in place

The Group has established a set of controls to support compliance and mitigate risks, including training on the Code of Conduct and anti-corruption, self-assessment tools for higher-risk functions, anonymous reporting channels, compliance reporting, management review and corrective actions, and periodic independent audits.

A dedicated whistleblowing channel is available to all employees and stakeholders, supported by confidentiality safeguards and a non-retaliation principle for people who report concerns in good faith or cooperate in investigations. The mechanism is implemented in accordance with Directive (EU) 2019/1937, as transposed into national law, and its effectiveness is monitored through documented follow-up procedures and recurring employee satisfaction surveys.

Finance, Human Resources, Commercial, Sales and Senior Management have been identified as the functions with the highest exposure to corruption and bribery risks, supported by targeted training and self-assessment through the Group's internal platform, Talent Box.

Human rights

The Group's commitments to human rights are embedded in the Code of Ethics, Conduct and Social Responsibility, covering key principles such as equal opportunities, non-discrimination and labor rights, with reference to applicable national and international legislation.

How We Act

The Group has implemented a range of initiatives to embed ethical business conduct across its operations, supporting a consistent approach to integrity, accountability and responsible decision-making. These efforts reflect a structured and evolving governance framework that continues to be strengthened across the organization.

ONGOING

Employee Training and Code of Conduct Onboarding

HARV 81 GROUP

All new employees receive a copy of the applicable Code of Conduct as part of the onboarding process and are required to acknowledge its receipt, ensuring early awareness of the Group's principles, responsibilities and expected standards of conduct across all entities.

In Europe, the Group's internal learning platform (Talent Box), provides online training in the Code of Conduct and broader business conduct principles. These are complemented by internal surveys used to assess the adequacy of training and identify additional needs, supporting continuous improvement.

ONGOING

ESG Criteria in Supplier Screening

HARV 81 GROUP

The Harv 81 Group integrates ESG criteria into supplier screening through its Responsible Procurement Policy and Supplier Code of Conduct, which suppliers must sign prior to onboarding. The Group retains the right to audit supplier facilities, with non-conformity leading to corrective action or contract termination.

2025

B Corp™ Certification

HARV 81 GROUP

The Group's B Corp™ certification, achieved in 2025, required the formalization and strengthening of the Code of Conduct, the introduction of annual training requirements, explicit non-discrimination standards in recruitment, and the structured evidencing of governance and diversity practices. The certification constitutes an independent third-party assessment of the Group's governance, social and environmental standards against demanding accountability and impact criteria.

ONGOING

Procedures for Prevention, Detection and Response to Corruption

HARV 81 GROUP

The Group has formalized procedures for preventing, detecting, investigating and responding to corruption or bribery allegations, applicable across all main entities:

- **Cork Supply Europe:** covered by the Code of Ethics, with confidentiality and non-retaliation safeguards; reports are investigated by the People & Communication department and escalated to Administration when required.
- **Cork Supply USA and Tonnellerie Ô:** covered by the Anti-Corruption Monitoring and Reporting Policy, with oversight by the Compliance Department and/or VP Finance/CFO, independent assessments by the Internal Audit Team, an anonymous whistleblower hotline and locked box, automated controls, mandatory employee self-evaluations, and an annual anti-corruption report communicated externally to regulators, partners and investors.
- **Cork Supply Australia and Studio Labels:** covered by Australia Code of Conduct, supported by a formal Complaints Policy and Procedure.

Business conduct actions are supported internally by the People & Communication and Human Resources departments. The whistleblowing channel represents the primary dedicated expenditure, with associated costs accounted for under the chapter 3.2.1 Our People. The Talent Box Learning platform supports the delivery of training across the Group without generating additional external costs.

The Group is progressively strengthening its approach to target-setting in business conduct. Progress is currently monitored through qualitative indicators, including the follow-up and closure of whistleblowing reports, training completion rates and feedback from internal surveys conducted with higher-exposure functions. The B Corp™ certification process has already driven structural improvements in this area, supporting the continued development of a more robust and measurable framework.

Business Conduct Metrics

Political Influence and Lobbying Activities

2024 & 2025

Harv 81 Group made no direct or indirect financial or in-kind political contributions in 2024 or 2025 and carried out no direct lobbying activities during the reporting period.

The prohibition of political donations is explicitly established in the Code of Ethics, which declares the Group's political neutrality and prohibits any form of economic or material support to political parties or candidates. Any engagement with public authorities is conducted based on legitimate business interests and in strict compliance with the Code of Ethics. No member of the highest governance body held a comparable position in public administration in the two years preceding the reporting period.

The Group participates in sector associations and multi-stakeholder forums, including:

Cork Association of Portugal (APCOR)

The Porto Protocol

The Sustainable Wine Roundtable (SWR)

Payment Practices

End of reporting period

No legal proceedings related to late payments to suppliers were outstanding at the end of the reporting period.

Payment terms vary according to geographic region and the prevailing regulatory framework in each operating country. Standard terms are generally 60 days from invoice date or from receipt of goods or services, depending on the supplier category and applicable local requirements. Phased payment structures apply in certain procurement categories, particularly for cork raw materials.

Sustainability Measured and Certified: From Purpose to Action

When we began structuring "Harvesting for the Future" (HFF), the main challenge was not simply to define ambitious goals, it was to transform them into measurable and executable action within our operations, and to prove that impact to independent third parties.

HFF is much more than a sustainability agenda. It is the operational structure that integrates sustainability into the core business strategy of Harv 81 Group, from Cork Supply to Tonnellerie Ô, Studio Labels, and global operations in Argentina, China, South Africa, the USA and Europe. The agenda is structured around three operational pillars: 3P (People, Product, Planet) guided by a transversal commitment: Together with the Ecosystem.

Each business unit has its own materiality within this framework, operational safety and waste valorization in one unit, access to renewable energy in another, paper certifications in others. But all operate under the same 3P operational model with double materiality (material impact vs. financial materiality). This ensures strategic coherence at group level without operational rigidity.

In 2024/2025, the change was fundamental: total integration of HFF across all group companies. This was not a gradual evolution. It was the decision to operationalize HFF in each unit, aligning governance, KPIs, investments and operational decisions under a single framework.

The Double Materiality Assessment was the critical inflection point. We engaged 40+ internal and external stakeholders, mapped 18 specific impact topics per business unit within the 3P, and distinguished what is material to the business from what is relevant for communication. This exercise reshaped our priorities in a structured, data-driven way and required each company to respond with its own metrics.

B Corp™ certification was the external validation of that transformation. It is not merely a certificate: it is proof that our impact on Governance, Workers, Community, Environment and Customers is measurable and above market standard across all dimensions.

In the People dimension, Cork Supply achieved 100% access to well-being programs and is close to achieving zero accidents. Investment in health, safety, development and talent retention is a priority across all units. In the Product dimension, our products have negative carbon footprints (verified externally using GHG Protocol methodology), meaning they sequester more carbon than they emit. We calculated, for the first time, the water footprint of our products, enabling us to provide stakeholders with relevant information about resource use. Simultaneously, 100% of quality feedback is processed within 30 days and we are on track to reduce packaging by 25% by 2030.

In the Planet dimension, operational decarbonization is transversal. The group is targeting a 50% reduction in Scope 1 and 2 by 2030 (baseline 2023) across all units. Our USA operations are advancing toward 90% renewable energy, while Cork Supply valorizes 90% of waste through reprocessing and energy production. Corporate water footprint is targeting a 25% reduction by 2030 (baseline 2023). On biodiversity, we are committed to achieving 10% FSC™ cork stoppers, 60% certified oak wood for barrels, 80% FSC™ paper and 100% FSC™ or PEFC wood for capsules.

Together with the Ecosystem, B Corp™ certification reinforces accountability across all dimensions, not for compliance, but because it is the right way to do business.

What changed this year was the pace: we stopped waiting for annual reports to act. We are reporting in real time, adjusting in real time, and demanding accountability at every operations center. The first consolidated Group-level Sustainability Report (2024-2025) will be an operational document that articulates 3P with investment, cost and risk decisions across every group company structured in accordance with CSRD and ESRS standards. This means sustainability shifts from marketing communication to formal governance integrated into financial and operational reporting.

Sustainability is only real when it is integrated into the business, measurable by operation unit, and verifiable by independent third parties. We achieved this at group level, and it was the total integration of HFF in 2024-2025 that made it possible.



Rui Pedro Silva

SUSTAINABILITY & LEAN DIRECTOR · HARV 81 GROUP

Workforce by Gender and Contract Type

EMPLOYEES BY GENDER

Employees by gender (headcount)	2024						2025					
	CS EU	CS USA	CS AR	CS SA	CS C	CS AU	CS EU	CS USA	CS AR	CS SA	CS C	CS AU
Men	265	83	8	7	4	33	246	63	9	6	4	34
Women	188	42	2	4	3	17	176	39	2	4	2	16
Other	0	0	0	0	0	0	0	0	0	0	0	0
Not reported	0	0	0	0	0	0	0	0	0	0	0	0
Total employees	**453**	**125**	**10**	**11**	**7**	**50**	**422**	**102**	**11**	**10**	**6**	**50**

EMPLOYEES BY CONTRACT TYPE

Employees by contract type (headcount)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
TEMPORARY CONTRACT												
Men	26	0	0	1	0	3	20	0	1	0	0	0
Women	13	1	0	0	0	0	7	0	0	0	0	0
PERMANENT CONTRACT												
Men	239	0	8	6	4	30	226	0	9	6	4	34
Women	175	0	2	4	3	17	169	0	2	4	2	16
NON-GUARANTEED HOURS												
Men	1	0	0	0	0	0	1	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0	0	0	0
FULL TIME												
Men	256	83	8	6	4	31	238	63	9	6	4	33
Women	175	42	2	4	3	16	166	39	2	4	2	13
PART-TIME												
Men	9	0	0	0	0	1	8	0	0	0	0	1
Women	13	0	0	0	0	2	10	0	0	0	0	3

Turnover, Management Diversity and Age

EMPLOYEE TURNOVER RATE

Employee turnover rate	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Number of employees who left	42	26	1	1	1	6	69	29	1	0	0	14
Number of employees hired	48	9	0	1	0	9	36	7	2	0	0	8
Employee turnover rate	**9%**	**21%**	**10%**	**9%**	**14%**	**12%**	**16%**	**28%**	**9%**	**0%**	**0%**	**28%**

TOP MANAGEMENT DIVERSITY

Top management diversity (headcount)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
DIRECTOR												
Men	24	8	1	0	0	2	22	5	1	0	0	1
Women	8	2	0	0	0	0	9	1	0	0	0	0
MANAGER												
Men	9	9	3	0	1	5	8	8	3	0	1	7
Women	8	2	1	3	1	1	9	2	1	3	1	1
SUPERVISOR												
Men	17	4	0	0	0	1	15	4	0	0	0	0
Women	14	1	0	0	0	1	12	1	0	0	0	1

EMPLOYEES BY AGE GROUP

Employees by age group (headcount)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
< 30 years	62	15	2	2	0	10	50	7	3	3	0	6
30-50 years	288	77	6	6	7	19	253	65	6	7	6	19
> 50 years	103	33	2	2	0	21	119	30	2	2	0	25

Performance Reviews, Health and Safety

FORMALIZED PERFORMANCE AND CAREER REVIEWS

Formalized performance and career reviews (headcount)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Men	257	83	8	0	4	0	238	63	9	0	4	31
Women	184	42	2	0	3	0	172	39	2	0	2	12

AVERAGE TRAINING HOURS PER EMPLOYEE

Training hours (average per employee)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Men	22.8	693	22.3	219	10	5.1	33.1	693	8.7	197.9	8	105.9
Women	33.4	693	37.5	12.4	20	8.9	31.2	693	20	247.0	10	104.7

HEALTH & SAFETY INCIDENTS

Health & safety incidents (number)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Fatalities from recordable work-related accidents	0	0	0	0	0	0	0	0	0	0	0	0
Recordable work-related accidents	18	3	0	0	0	0	15	2	0	0	0	0
Recordable work-related ill health	13	0	0	0	0	0	21	0	0	0	0	0

WORK RELATED DAYS LOST

Work related days lost (number)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Days lost to work-related accidents	565	51	0	0	0	0	403	6	0	0	0	0
Days lost to work-related ill health	34	0	0	0	0	328	308	0	0	0	0	316

Energy Consumption

ENERGY CONSUMPTION

Energy consumption (MWh)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Electricity consumption from public grid*	10,937	1,275	73	7	20	650	11,553	740	77	4	10	626
Electricity consumption from fossil fuel (grid) *1	4,633	26	n.d.	n.d.	n.d.	n.d.	3,470	15	n.d.	n.d.	n.d.	n.d.
Electricity consumption from nuclear sources (grid) *1	998	803	n.d.	n.d.	n.d.	n.d.	1,332	466	n.d.	n.d.	n.d.	n.d.
Electricity consumption from renewable sources (grid, invoice-based) *1	4,906	446	n.d.	n.d.	n.d.	n.d.	6,334	259	n.d.	n.d.	n.d.	n.d.
Electricity consumption from onsite renewable generation (solar/other renewable)	1,898	0	0	n.d.	0	155	1,846	993	0	n.d.	0	153
Gasoline consumption (owned fleet)	383	647	0	32	0	n.d.	496	596	0	37	0	n.d.
Diesel consumption (owned fleet)	989	0	7	34	0	n.d.	896	0	8	28	0	n.d.
Biomass consumption (cork by-products)	27,480	0	0	0	0	0	29,551	0	0	0	0	0
Natural gas consumption	4,737	471	0	0	0	0	4,208	150	0	0	0	0
Propane consumption	1,101	0	0	0	0	0	1,074	0	0	0	0	0

*Data for Bouchons Abel and Legnokaps, included in CSP, were estimated based on annual cost

*1 Energy sources could only be differentiated for CSP and CSUS, based on the percentages in the invoices. For CSP, Legnokaps and Bouchons Abel are excluded due to lack of access to invoices.

Water and Material Inputs

WATER METRICS

Water metrics (m3)	2024						2025					
	CSP	CSUS	CSAR*	CSSA	CSC	CSAU*1	CSP	CSUS	CSAR*	CSSA	CSC	CSAU*1
Total water withdrawal	44,897	4,901	n.d.	71	73	n.d.	52,294	4,014	n.d.	79	72	n.d.
Total water discharge	24,370	4,901	n.d.	71	0	0	25,459	4,014	n.d.	79	0	0
Total water consumption	14,664	0	n.d.	0	0	0	22,326	0	n.d.	0	0	0
Total water recycled and reused	0	0	n.d.	0	0	0	0	0	n.d.	0	0	0
Total water stored	0	0	0	0	0	0	0	0	0	0	0	0

*Water consumption data for Cork Supply Argentina is unavailable, as no flow meters are currently installed. Water is supplied by the local municipality and used primarily for the humidification chamber. The local government is developing a metering project, which will enable quantified reporting in future periods.

*1 Water consumption data for Cork Supply Australia is unavailable, as the facility operates from a leased premises and water is managed by the building owner. Consumption is limited to domestic use, with no direct metering in place.

TOTAL WEIGHT OF PRIMARY MATERIALS

Total weight of primary materials (ton)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Cork	8,872	0	0	0	0	0	7,152	0	0	0	0	0
Wood	409	109	0	0	0	0	1,450	448	0	0	0	0
Paper	0	0	0	0	0	256	0	0	0	0	0	238
Other (chemicals, etc.)	1,162	0	0	0	0	13	1,446	0	0	0	0	14
Packaging	181	55	17	0.20	6	3	209	48	20	0.19	6	2
of which cardboard	146	51	12	0.11	5	3	174	46	16	0.09	5	2
of which plastic	35	4	5	0.09	1	0.41	35	3	5	0.10	1	0.3
Total weight of all key materials used	**10,623**	**164**	**17**	**0.20**	**6**	**273**	**10,258**	**496**	**20**	**0.19**	**6**	**255**

Waste Generated and Managed

WASTE METRICS

Waste metrics (ton)	2024						2025					
	CSP	CSUS	CSAR	CSSA	CSC	CSAU	CSP	CSUS	CSAR	CSSA	CSC	CSAU
Total waste generated	**427**	**86**	**0.65**	**0.20**	**0.06**	**0.90**	**475**	**76.5**	**4**	**0.19**	**0.06**	**0.77**
BY TYPE												
Hazardous waste	33	0	0.65	0	0	0	49	0	1	0	0	0
Non-hazardous waste	394	86	0	0.20	0.06	0.90	426	76.5	3	0.19	0.06	0.77
BY DESTINATION												
Recycled	49	38	0	0	0	0.06	54	32.5	3	0	0	0.06
Reused	0	0	0	0	0	0	0	0	0	0	0	0
Other recovery operations	4	0	0	0	0	0	0.24	0	0	0	0	0
Disposal	33	0	0	0	0	0	49	0	0	0	0	0
Incineration	0	0	0.65	0	0	0	0	0	1	0	0	0
Landfill	341	49	0	0.20	0.06	0.84	372	44	0.6	0.19	0.06	0.7

Impact Materiality

POSITIVE NEGATIVE R = REAL · P = POTENTIAL · S = SHORT-TERM · M = MEDIUM-TERM · L = LONG-TERM

Climate change & energy

- Increase in GHG emissions from direct operations · R · S
- More renewable energy consumption · R · S
- Energy reduction via efficiency projects · R · S
- CO_2 sequestration via forest management · P · L

Water management

- Increase in water consumption · R · S
- Water savings via process optimization · P · S
- Water contamination · R · S

Circular economy & waste

- Packaging placed on the market · R · S
- Consumption of virgin packaging materials · R · S
- Waste reduction via circular practices · R · S
- Plastic packaging reduction projects · P · S

Cork oak forest & ecosystem services

- Resilient agroforestry management methods · R · S
- Carbon sequestration, biodiversity & soil protection · P · S

Talent attraction & retention

- Employee stability & job security · R · S
- Promotion of employability · R · S
- Enhanced employee value proposition · R · S

Health & Safety

- Work-related accidents, injuries and illnesses · R · S
- Health & safety culture · R · S
- Safety improvement via automation · R · S

Human capital development & well-being

- Career opportunities & reskilling/upskilling · R · S/M
- Physical & psychological well-being via benefits · R · S
- Pressure inherent to industrial work · R · S

Business conduct & customer service

- Ecosystem of trust, transparency & good governance · R · S
- Cooperative stakeholder network · R · M
- Customer satisfaction via partnership relationships · R · M

Innovation, technology & product quality

- Reduced lifecycle environmental impacts · R · M
- Scientific R&D partnerships & AI integration · R · M
- Product quality, food safety & added value · R · S

Community & value chain

- Economic & social impact on the community · R · M
- ESG requirements across the supply chain · R · L
- Cork literacy & good payment practices · R · S/M

Financial Materiality

Sustainability Topic	Potential financial effects	Risk or Opportunity	Time horizon
Climate change and energy	Investment in carbon footprint reduction	OPPORTUNITY	Medium-term
	Cost reduction through the use of renewable energy	OPPORTUNITY	Medium-term
	Use of carbon credits as an incentive	OPPORTUNITY	Long-term
	Reduction in operating costs through lower energy consumption driven by energy efficiency projects and processes	OPPORTUNITY	Short-term
	Higher raw material costs due to Montado degradation and shortages in raw material quantity and quality	RISK	Medium-term
	Access to funding, reducing the need for own-resource investment in sustainability projects such as reforestation, biodiversity restoration and renewable energy	OPPORTUNITY	Medium-term
	Financial effects arising from reduced wine production due to climate change	RISK	Medium-term
	Preference for more sustainable products	OPPORTUNITY	Medium-term
Water management	Cost reduction through the installation of water-efficient equipment and machinery	OPPORTUNITY	Short-term
	Regulatory restrictions on water supply, with fines for non-compliance	RISK	Short-term
	Water scarcity during heatwaves, affecting quality and productivity and consequently increasing costs	RISK	Short-term
Circular economy and waste management	Significant investments in recovery technologies or waste management and circularity systems	OPPORTUNITY	Medium-term
	Reduction in costs associated with raw material procurement and waste management through improved production monitoring	OPPORTUNITY	Medium-term
	New revenue streams through the conversion of waste/by-products into raw materials	OPPORTUNITY	Short-term
	Production of a bioproduct increases customer interest	OPPORTUNITY	Medium-term
Cork oak forest management and promotion of ecosystem services	Costs related to the limited availability of raw material in terms of quantity and quality (cork)	RISK	Medium-term
	Revenue from more efficient cork oak forest management and the promotion of ecosystem services	OPPORTUNITY	Medium-term
Cork literacy	Reputation and goodwill in the sector positioning	OPPORTUNITY	Medium-term
	Creation of synergies and collaboration with other stakeholders, namely customers, partners and institutional entities	OPPORTUNITY	Medium-term
Talent attraction and retention	Costs associated with knowledge loss and reduced productivity due to team turnover	RISK	Short-term
	Increased employee productivity and motivation	OPPORTUNITY	Medium-term
	Investment in improved salary conditions and employee benefits with the aim of positioning the company as a competitive employer in the labor market	OPPORTUNITY	Medium-term
	Higher operating costs due to the shortage of qualified professionals	RISK	Medium-term

Financial Materiality (continued)

Sustainability Topic	Potential financial effects	Risk or Opportunity	Time horizon
Health and Safety	Costs related to absenteeism and lost working days due to illness	RISK	Short-term
	Costs related to compensation and legal penalties	RISK	Short-term
	Improvement of facilities and the workplace	OPPORTUNITY	Medium-term
	Higher productivity through production automation and the reduction of workplace accidents	OPPORTUNITY	Short-term
Human capital development	Revenue increase through higher team productivity	OPPORTUNITY	Short-term
	Investment in continuous upskilling to improve internal capabilities	RISK	Medium-term
	Investment in training	OPPORTUNITY	Medium-term
	Operational inefficiency costs due to a lack of qualified personnel	RISK	Medium-term
	Shortage of qualified professionals impacts operations and financial performance	RISK	Medium-term
Human capital well-being	Higher revenue through increased team productivity and retention	OPPORTUNITY	Short-term
	Investment in initiatives to improve organizational culture	OPPORTUNITY	Short-term
	Costs arising from the impact of industrial pressure on human capital well-being	RISK	Short-term
Socio-economic impact	Increased revenue or goodwill through commitment to positive social impact	OPPORTUNITY	Medium-term
	Reputational gains related to positioning as a good employer	OPPORTUNITY	Medium-term
Business conduct	Access to financing, such as green financing and other funding mechanisms	OPPORTUNITY	Medium-term
	Sanctions or fines due to non-compliance with ethical regulations and compliance practices	RISK	Medium-term
	Reduced reputational risks and improved internal processes through the implementation of codes of conduct and good practices	OPPORTUNITY	Short-term
Customer service	Revenue increase through new business opportunities and customer loyalty	OPPORTUNITY	Medium-term
	Exposure to tariffs and exchange rate fluctuations in certain markets and regions	RISK	Medium-term
Value chain involvement and responsibility	Higher costs due to the unavailability of suppliers that meet ESG criteria	RISK	Medium-term
Innovation and technology	New revenue streams through access to new markets driven by product differentiation	OPPORTUNITY	Medium-term
	Cost reduction through increased process efficiency	RISK	Medium-term
	Return on investment in R&D	OPPORTUNITY	Long-term
Product quality (including food safety)	Higher revenue through sustained and increasing customer trust and satisfaction	OPPORTUNITY	Medium-term

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HARV 81 GROUP

2024 – 2025

Harvesting for the future

The Group's first consolidated Group-level Sustainability Report — measured by operation and integrated into how Harv 81 Group creates value from forest to bottle.

Cork Supply · Tonnellerie Ô · Creative Oak · Studio Labels · Talis · Bouchons Abel · Legnokaps

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