

Annual Report

21



Damm

Letter from the executive chairman

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Letter from the executive chairman



Ladies and gentlemen,
2021 will be remembered as a year of major uncertainties and contradictions. Damm nonetheless once again successfully demonstrated its capacity to adapt, a *spirit* which we have instilled throughout our nearly 150 years of history, allowing us to overcome adverse situations. In a challenging macroeconomic context, characterised by the volatility of raw materials and the energy crisis, the company remains committed to long-term projects, as we recount in this annual report.

At Damm we firmly believe that growth involves continued investment above all in people, in new markets, in our brands, in our breweries and in our customers. Thanks to the human, business and social efforts of the company and its co-workers, we managed

this year to resume the pace of growth we had seen prior to the onset of the pandemic, despite the ongoing restrictions, in particular in the hospitality channel. Which resulted in a turnover of 1,488 million euros, 7.3% higher than in 2019, the year before the impact of Covid-19.

Over the course of the year our workforce grew from 4,707 people in 2020 to 5,100 in 2021. We also concluded the final cycle of the industrial expansion that we began in 2017, and increased output capacity at the El Prat de Llobregat brewery, one of the most modern and sustainable production sites in Europe. The total investment was more than 63 million euros, one tenth of which we spent on improving our environmental ratios.

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We completed the expansion work at our ZAL Port of Barcelona Logistics Centre. This flagship logistics hub adds a further 35,000 square metres to the existing 100,000, while making it one of the most innovative and efficient logistics platforms in southern Europe. In this regard, 100% of the electrical energy used at all Damm production, bottling and warehousing sites has a certificate of renewable origin.

Damm has a presence in 133 countries, and we continue to consolidate our international expansion, as demonstrated by the launch of Estrella Damm in Colombia. Our portfolio and business likewise continue to expand, year after year. We acquired 100% of the legendary Grupo Cacaolat, which has a presence in 17 countries and uses entirely recyclable packaging. We invested 7.8 million euros in research and development and technological innovation. One of the fruits of this is Duet, the first sour ale by Damm and El Celler de Can Roca, produced using grenache grapes from Terra Alta.

Our main Estrella Damm campaigns have focused on two strategic points of our social and business commitment: support for gastronomy and hospitality, and our commitment to sustainability. The *Chefs* campaign featured 40 of the 'big names' of Mediterranean gastronomy, with a clear commitment to Spanish cuisine.

Meanwhile, the *Let's try together* campaign promotes sustainability as a life choice. Once again, we showcase the Mediterranean, flavour and quality as the three main Damm assets. Day after day we take the utmost care with our ingredients and their provenance: all natural and locally sourced. This allows us to encourage sustainable agriculture, lending greater dynamism to the socio-economic development of the surroundings.

Such support for the hospitality trade is also based on our duty as a major company to promote the digital transformation and modernisation of the sector. This year we consolidated Bar Manager, a tool assisting more than 40,000 'baristes' (bar-owners) and small-scale restaurateurs in the digital transformation of their businesses, lending them the greatest support possible. We also launched the Horeca Challenge, a call for emerging companies with innovative hospitality business ideas in the areas of customer flow management, guaranteeing health conditions and business optimisation.

At Damm, though, we know that innovation and good solutions may come not only from outside, but also from the talent of our own team. Which is why in 2021 we also held the first edition of LAB1876, a programme focused on promoting the creative and disruptive solutions of our own co-workers. The initiative proved a real success, with more than 90 teams contributing development solutions.

The circular economy is of vital importance to Damm. According to a study by the WWF, the largest independent nature conservation organisation, plastic accounts for 95% of the waste floating in the Mediterranean. In continuation of our goal of eliminating plastic from the packaging and wrapping of our products (100% of Damm packaging is recyclable), in 2021 we replaced this material in all Estrella Damm packs of cans, using cardboard derived from sustainably managed woodland with PEFC certification. Thanks to this initiative, we avoided generating 99 tonnes of plastic during the year, in addition to more than 260 tonnes already eliminated each year by replacing the pack rings on our cans with 100% biodegradable alternatives, a project in which we blazed a trail for the sector.

2021 was a year of pride and commitment for Damm: our Foundation marked 20 years of dedication to social efforts, philanthropy and patronage. Two decades which have allowed us to promote and support initiatives focused on the comprehensive development of people and our contribution to social well-being. This year we also went a step further through the creation of the Estrella Levante Foundation, with the aim of becoming a major social player in the region of eastern Spain.

Now is the time to address the challenges that 2022 holds in store for us, a year which has begun with uncertainty as a result of the invasion of Ukraine, the future economic consequences of which remain unclear. We nonetheless wish to show our complete solidarity with the Ukrainian people and refugees, whom we are assisting through the Damm Foundation.

We remain firmly committed this year to the UN Global Compact, aligning this with our strategy and implementing the initiative's ten universal principles of human rights, employment rights, the environment and anti-corruption.

Our responsibility as a company is to continue our efforts in order successfully to overcome the impact of any economic consequences that may continue to arise from present and future events. Our founders showed us the way back in 1876, through commitment to people and societies, we will manage to overcome all obstacles.

Demetrio Carceller Arce

Executive Chairman

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Business



People

19.3 M

Hectolitres of beer, mineral water and soft drinks packaged

€7.8 M

Investment in R&D and technological innovation

€121.4 M

Net profit

€0.46

Earnings per share

€1,078 M

Net worth

€2,213 M

Total assets/liabilities

€1,317 M

Accumulated industrial investments since 2008

Damm continues to promote **corporate volunteering and social action initiatives**: litter collecting, tree planting, beach cleaning, Magic Line charitable race participation and others.

Estrella de Levante obtains efr certification to join SA Damm, certified in 2019.

Font Salem signs up to the European Network for Workplace Health Promotion and its Luxembourg Declaration.

20.8 M

Boxes delivered to customers by Distribución Directa Integral (DDI)

13.5 M

Pallets moved by Alfil Logistics

BEERS

Investment of over 63 million euros in the **El Prat de Llobregat** brewery to increase its output capacity by 45%.

Launch of the campaigns *Chefs* and *Let's try together* by **Estrella Damm**.

Cervezas Victoria becomes official beer of the Spanish national football team.

GENERAL

Increase in the stake in **Grupo Cacaolat** to 100%.

EVENT ORGANISATION

Spectators return to the stadiums of the **World Padel Tour**.

Rumbo Sport celebrates the 25th anniversary of the Estrella Damm Padel Tour.

LOGISTICS AND DISTRIBUTION

Distribución Directa Integral (DDI) changes its name and image to mark its 15th anniversary.

Robust growth by **Alfilxpress**, specialist last mile distribution operator.

Pall-Ex Iberia celebrates its 10th anniversary at the San Fernando de Henares hub.

5,100

Total company workforce (includes SA Damm and subsidiary companies)

4,999

Workforce covered by this report

85%

Workforce on permanent contracts

87%

Workforce on full-time contracts

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Environment

€6.3 M

Investment in environmental improvement actions and activities

100%

Electric energy purchased in all production and packaging centres, as well as in Damm warehouses, with a renewable energy guarantee of origin

AENOR Zero Waste certification for the El Prat de Llobregat, Font Salem (El Puig & Salem), Fuente Liviana and Veri plants.

El Prat de Llobregat and Estrella de Levante breweries, first beverage plants in the world to receive **Aluminium Stewardship Initiative (ASI) certification**.

Damm commits to **biodiversity conservation** through the protection of species such as the *ferreret*, the Majorcan midwife toad, and loggerhead sea turtle.

2,600 t CO₂ eq avoided each year through the use of green energy and energy efficiency measures

WATER CONSUMPTION

4.21 (hl/hl packaged)
Beer

2.13 (hl/hl packaged)
Water and soft drinks

71.17 (hl/hl produced)
Malt

0.0025 (m³/kg produced)
Grupo Rodilla and Hamburguesa Nostra kitchens

8.50 (hl/hl packaged)
Grupo Cacaolat

ENERGY CONSUMPTION

103.15 (MJ/hl packaged)
Beer

31.73 (MJ/hl packaged)
Water and soft drinks

3.40 (MJ/t produced)
Malt

2.15 (kWh/kg produced)
Grupo Rodilla and Hamburguesa Nostra kitchens

189.72 (MJ/hl packaged)
Grupo Cacaolat



Supplier companies

80%

Of our turnover with direct material supplier companies evaluated for sustainability with the EcoVadis methodology

LOCAL PURCHASING

93%

Damm Supplier companies in Spain and Portugal

89%

Grupo Rodilla Supplier companies in Spain

89%

Alfil Logistics Supplier companies in Spain

93%

Grupo Cacaolat Supplier companies in Spain



Society

33,168

People attended events at our breweries

The **Damm Foundation** received the Fuera de Serie magazine's Character of the Year Award in the Philanthropy and Patronage category, in recognition of its efforts in the cultural, social and sporting field, in the year of its 20th anniversary.

Creation of the **Estrella de Levante Foundation**, with the aim of becoming a key social agent in Eastern Spain, and in particular Murcia, Alicante, Albacete and Almeria.

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About Damm

THE YOUTHFUL SPIRIT OF A COMPANY WITH HISTORY

Although we have been in business for almost a century and a half, since the first Damm brewery opened its doors in Barcelona in 1876, we reinvent ourselves every day, drawing on our experience in order constantly to continue our product and brand propositions, and to diversify our businesses.

Extending far beyond beer, we are today a leading multinational company in the food and drink, logistics and capillary distribution sector, operating in more than 130 countries, with 5,100 co-workers.

Our operations

SA Damm is the main company heading our business. Around it are grouped a series of enterprises operating in different business sectors:

Production and bottling of beers, waters, other drinks and dairy produce.

Logistics services and capillary distribution.

Restaurants and coffees.

Organisation and management of sports events.

OUR COMPANIES



WATER AND OTHER DRINKS



DAIRY PRODUCE



RESTAURANTS AND COFFEES



LOGISTICS AND CAPILLARY DISTRIBUTION



EVENT ORGANISATION AND MANAGEMENT



FOUNDATIONS



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We increased our stake in Grupo Cacaolat to 100%

In 2021 we reached an agreement with Cobega to purchase its stake in Grupo Cacaolat. Our company, which already owned 50% of Grupo Cacaolat, thus became the outright owner of the emblematic dairy company.

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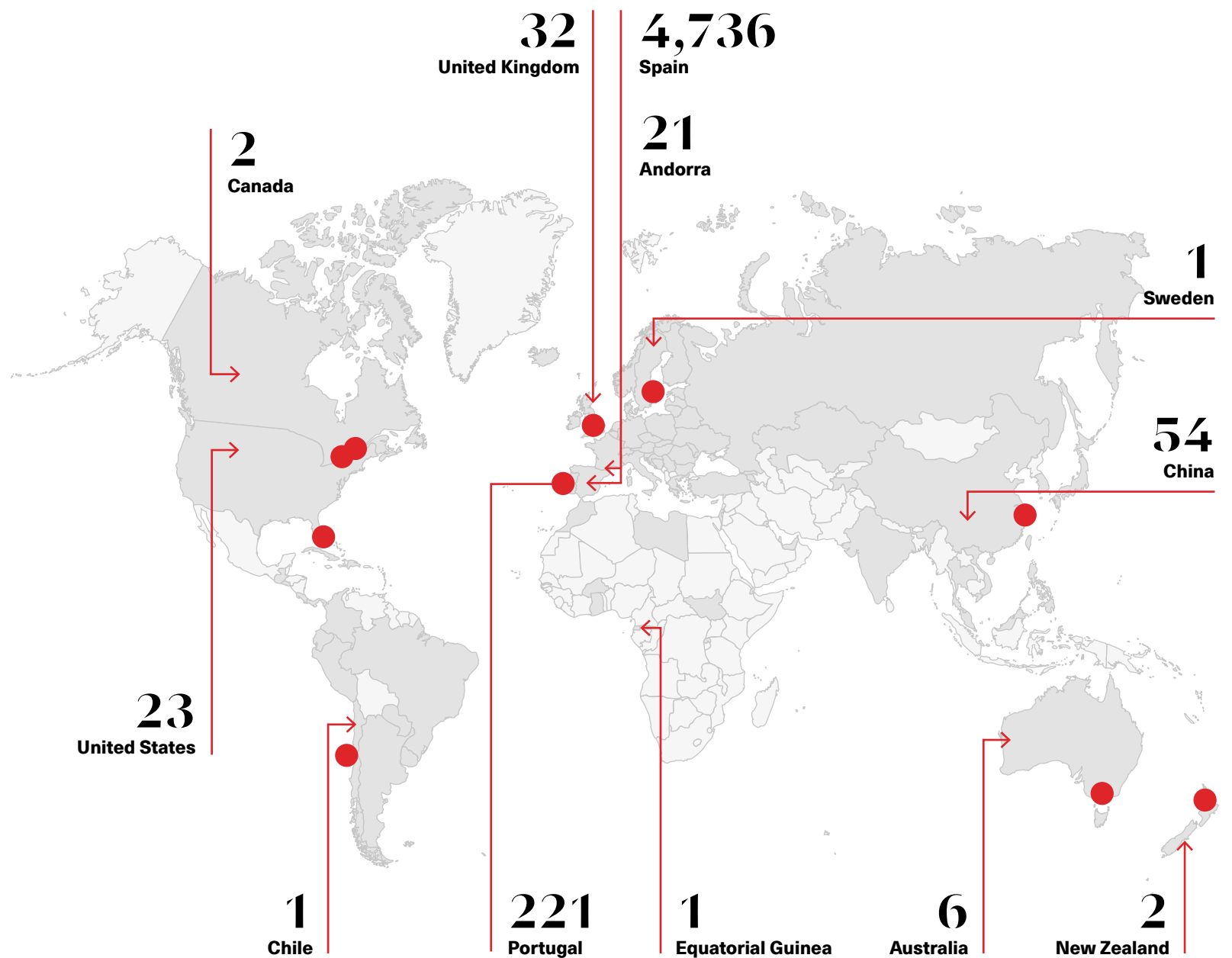
From the Mediterranean to the whole world

Mediterranean culture is internationally famed, to which we contribute to at Damm, exporting our perspective on Mediterranean cuisine, health, culture and lifestyle to all five continents.

Damm has a presence in 133 countries, and exports its own brands to 87.



5,100
total company staff
(including SA Damm and subsidiaries)



● International bases
 Australia: Damm Brewery Pty. Ltd. (Melbourne)
 Canada: Brasserie Estrella Damm Quebec Inc. (Montreal)
 Estrella Damm Services Canada (Toronto)
 Chile: Damm Chile (Santiago de Chile)
 China: Estrella Damm Trading Co., Ltd. Shanghai

United States:
 Estrella Damm US Corp. (Miami)
 Rodilla US LLC (Miami)
 New Zealand: Branch in NZ (Auckland)
 Portugal: Font Salem Portugal, SA (Santarém)
 United Kingdom: Damm Brewery UK, Ltd. (London)
 Sweden: Damm Brewery Sweden AB (Stockholm)

● Countries where Damm exports beer under its own brand

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We invested over 63 million euros in our El Prat de Llobregat brewery to increase its output capacity by 45%

We have completed the project to expand the El Prat de Llobregat brewery which began in 2017, allowing us to add a further 37 beer fermentation and storage vats to the 83 already in place, while also installing a new boiling line and new ingredients silos, among other initiatives, thereby contributing to Damm's national and international consolidation and growth.

Estrella Damm strengthens its presence in the United Kingdom and Chile and is launched in Colombia through the Éxito and Carulla supermarket chains.

Daura is available in more 500 Albert Heijn stores in the Netherlands.

Victoria has a presence in the United Kingdom through the Booths chain, coinciding with its official designation as a sponsor of the Spanish national football team.



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17 plants producing beer, water, soft drinks and dairy produce



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Brands and products

Damm beers



ESTRELLA DAMM

Superior Taste Awards

Three stars

Monde Selection- Belgium

Gold medal

World Beer Championships

Silver medal

US Open Beer Championship

Bronze medal

International Beer Challenge

Bronze medal

International Brewing Awards

Gold medal

CHEFS

The campaign, starring 42 renowned chefs representing our culinary traditions, aims to convey the dedication of the sector to continue doing things the way it always has, to remain the most recognised cuisine in the world.

The commitment of culinary professionals to maintain their belief in the utmost quality, by using the finest ingredients, working with local produce, taking care of the smallest details, loving their profession and innovating, is also the commitment shown by Estrella Damm.



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LET'S TRY TOGETHER

The new ad in the “Mediterráneamente” campaign, once again invites us to enjoy the Mediterranean lifestyle, without overlooking the goal of raising social awareness as to the need to protect the Mediterranean sea. The story, presented in verse form, stars Mario Casas, Mireia Oriol and Joan Amargós, and emphasises that culture is also fundamental to our way of life. A key message of one of the sectors that has been most impacted by the restrictions during this pandemic period.

The main musical theme of the ad, “A ver qué pasa”, is by the singer, composer, writer and actor Rigoberta Bandini, and was unquestionably one of the hits of the year.

The island of Menorca is once again the setting for the new Estrella Damm campaign, directed this time by Ian Pons, himself from the island, with Oriol Villar as creative director.

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VOLL-DAMM

Superior Taste Awards

Three stars

Monde Selection- Belgium

Silver medal

Australian International Beer Awards

Gold medal

The International Beer Challenge

Bronze medal

Voll-Damm launches the *“¿De dónde viene la palabra Jazz?”* campaign to coincide with the 2021 Barcelona Jazz Festival.

Voll-Damm launches a new episode in its 'Doble o Nada' saga with the campaign *“El arrepentido”*.



MALQUERIDA

The campaign *“La Roja Fresca”*, focused on its creators, the Adrià brothers, continues via our channels.



INEDIT

Superior Taste Awards

Two stars

World Beer Championships

Gold medal

The International Beer Challenge

Bronze medal

Monde Selection

One star

Great Taste Awards

Two stars

Inedit launches the *“Hazlo inolvidable”* campaign in the summer, using elegant images and unique landscapes to invite us to recall the best moments of our lives.

The brand welcomes in the Chinese New Year with its first limited edition, in a special design representing the Year of the Ox.

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DAMM LEMON

Damm Lemon presents “*Rutina*”, the campaign starring actor Isak Ferriz: **“Whoever said you need to escape from routine didn't get his wording wrong, but his routines”.**



COMPLIT IPA

World Beer Championships
Gold medal

Superior Taste Awards
Three stars and Cristal Award

The International Beer Challenge
Silver medal

Monde Selection
Gold medal

Brussels Beer Challenge
Bronze medal

Great Taste Awards
One star

We launch the first digital campaign for Complot IPA in Italy, in the Lombardy and Veneto regions.

To mark the new hop harvest in Prades, a campaign is created using a time-lapse video to show the development of the fields from September 2020 to August 2021.



FREE DAMM

Superior Taste Awards
Two stars

Monde Selection
Gold medal

World Beer Championships
Silver medal

US Open Beer Championship
Silver medal

International Beer Challenge
Silver medal

International Brewing Awards
Silver medal

Great Taste Awards
One star



FREE DAMM LEMON

0.0% non-alcoholic beer with ripe lemons and sour limes. It is characterized by a pale golden colour with yellow notes and white froth.

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FREE DAMM AMBER LAGER

Monde Selection

Silver medal

World Beer Championships

Silver medal

International Beer Challenge

Bronze medal

Great Taste Awards

Two stars

We launch **“Encasillados”**, the first Free Damm Amber Lager television campaign, directed by filmmaker David Vergés and starring the actors Julio Manrique and Pere Arquillué.



BOCK DAMM

New image based on labels from 1888, and a social media campaign.



DAURA MÄRZEN

Great Taste Awards

One star

Word Beer Championships

Gold medal

Great Taste Awards

One star



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DAURA

Superior Taste Awards

Two stars

World Beer Championships

Gold medal

The International Beer Challenge

Silver medal

International Brewing Awards

Bronze medal

Monde Selection

Silver medal

U.S. Open Beer Championship – Near Gluten Free

Gold medal

Daura presents its first digital campaign in Sweden, with 3.4 million impacts.



CERVEZA DE NAVIDAD (CHRISTMAS BEER) 2021 Limited Edition

Originally they were limited editions only distributed to co-workers, family and friends. Over the years, Christmas beer has become a long-awaited tradition, and for this reason, since 2013, we have expanded its distribution to make it available to everyone.



EQUILATER

World Beer Championships

Silver medal

International Beer Challenge

Silver medal

Great Taste Awards

Three stars

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NEW DUET

New sour ale, born out of close collaboration between Damm and El Celler de Can Roca.



A. K. DAMM

It was launched in 2001 to celebrate the 125th anniversary of Damm and to honour our founder August Kuentzmann Damm. The recipe: water, malt, hops and yeast. A perfect combination of German personality with French smoothness and refinement.



XIBECA

Through the campaign **“He estat a tot arreu”**, the brand remembers all the moments experienced and shared with generations of followers throughout its history, revealing its new image inspired by historical labels, recalling its origins in 1931, and reviving its essence “to be shared”.



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Estrella de Levante



ESTRELLA DE LEVANTE

To mark Murcia's designation as Spanish Capital of Gastronomy, we launched the campaign "Hermanos", directed by Santiago Zannou, which speaks of the return to homely flavours.



ESTRELLA DE LEVANTE 0.0

Characterized by its freshness and balanced bitterness, it preserves all the originality of Estrella de Levante thanks to a unique dealcoholization and aroma recovery process that allows to enjoy a 0.0 beer with all the flavour.



NEW ESTRELLA DE LEVANTE 0.0 AMBER LAGER

New higher quality 0.0 amber lager, brewed with a combination of Pilsen malt and with all the subtleties of caramel and roasted malts.

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PUNTA ESTE

It is the toasted beer of Estrella de Levante. An elegant lager made with carefully selected varieties of barley malted in our malthouse.



VERNA

It is a shandy made with raw materials of natural origin. The ingredients are carefully selected, from the barley, from the Albacete countryside, to the lemons from the Huerta de Murcia.



CERVEZA DE NAVIDAD (CHRISTMAS BEER) Limited edition

Beer matured with French oak chips that gives it warm and sweet notes with nuances of vanilla and spices. 100% natural ingredients.



GOSE Estrella de Levante Limited edition

In 30 l barrel format for the hospitality trade, this is a beer made from 100% natural ingredients and salt from the San Pedro del Pinata salt flats.

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Victoria



VICTORIA

We begin our new sponsorship of the Spanish national football team with the launch of the campaign *“El valor de la primera Victoria”*, looking back over their major successes.

Restyling of the brand image.



VICTORIA PASOS LARGOS

It is a shandy with 100% natural ingredients made with Victoria beer and lemons from the Spanish southeast.



VICTORIA MARENGO

Black beer, made in Malaga and inspired by traditional German recipes. It is a 100% malt beer based on a combination of five different types carefully selected.



VICTORIA SIN

Beer designed for all those who want to enjoy Victoria beer but free of alcohol and with a caloric content reduced to a minimum. Transparent amber with golden rims and light foam, it is characterized by a delicate flavor but with character.



NEW VICTORIA MALACATÍ

Launch of the Victoria Malacatí beer, the new image and brand for Victoria's wheat beer.



NEW VICTORIA IPA

Exclusive edition for our Malaga brewery.

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Other beers



KELER

World Beer Championships

Gold medal

Monde Selection

Gold medal

International Beer Challenge

Gold medal

Great Taste Awards

One star

Keller launched a communication campaign in Guipúzcoa to coincide with Real Sociedad competing in the final of the King's Cup.

Restyling of the brand and campaign to communicate this in the Basque Country, Navarre and Galicia.



TURIA

National campaign.

It is a toasted amber-toned beer with reddish reflections, persistent foam and very aromatic. On the palate it stands out for its structure and balance, for its toasted character with citrus notes and good freshness.



ORO

Communication campaign in Bilbao.



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CALATRAVA PILSEN

Celebration of 60 years of the beer of Ciudad Real.

Restyling of the brand, and campaign to communicate this in its home city of Calatrava, Ciudad Real.



ESTRELLA DEL SUR

Restyling of the brand.



ESTRELLA DEL SUR 0.0

A very refreshing beer, especially for the high temperatures of the south. Its careful selection of ingredients gives it a fine and smooth flavour.



CALATRAVA PURA MALTA

It is distinguished by a balanced triangle between aroma, flavour and body. On the nose it is clean and on the palate it is wide and refreshing. Its full and enveloping body makes it a very pleasant beer.



ESTRELLA DEL SUR ESPECIAL

Premium beer aimed at the Andalusian market.



ROSA BLANCA

4th edition of *“Tast de Rosa Blanca”* and *“Vora Mar amb Rosa Blanca”*, gastronomic experiences to discover all the subtleties of Mallorca's Hoppy Lager paired with dishes especially created for the occasion by Lluís Pérez, one of the island's most famous pastry chefs, and Michelin-starred chef Santi Taura, together with traditional fisherman Gori Mayol.

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BROOKLYN

Light golden beer with fine bubbles and a floral aroma of hops. Intense malt flavor, to which a refreshing bitterness is added.



SKOL

Mediterranean malt, rice and hops beer brewed according to the original recipe from 1876. 100% natural ingredients, without additives or preservatives.



RADEBERGER

German pilsner-style beer that is characterized by its refreshing taste. Golden and shiny with high retention foam. Malt aromas with hints of hops, the bitterness stands out over the other flavour notes.



INNIS & GUNN

Scottish beer with fruity aromas of rum, chocolate and vanilla. Unique flavour with hints of malt and a balance of spicy touches. A ruby colored beer aged for three months in rum barrels.



TAGUS

Premium, elegant and traditional Portuguese beer, created to last in the minds of consumer, identifying all the values of Portugal.



SCHOFFERHOFER GRAPEFRUIT

With a fruity and unique flavour, somewhat bitter but a perfect blend for the palate. Brewed with 50% wheat beer and 50% natural grapefruit juice.

CARLSBERG AND GRIMBERGEN

We have since 2021 produced and bottled Carlsberg beer at the El Prat del Llobregat brewery. We have also been distributing Carlsberg and Grimbergen in the Canary Islands, Andorra and Gibraltar since 2020.



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Bottled natural mineral waters and other drinks



VERI

Children from the Barça Escola are the stars of the new campaign for Veri, as official water of FC Barcelona. In the audiovisual feature, players from the beginner, training and pre-competition categories train at the Joan Gamper Sports City in Sant Joan Despí under the tutelage of their coach, and just like their “stars”, regain strength by drinking Veri water.



FUENTE LIVIANA

Water of ancient fame for its low sodium content, weak mineralization and great taste. Its composition makes it ideal for the preparation of baby food and low-sodium diets.



PIRINEA

It is a balanced water with weak mineralization. The Pirinea spring is located in the heart of the Pyrenees, protected and preserved naturally, maintaining the original purity of the water unaltered.



FONT MAJOR

Superior Taste Awards
Three gold stars

It is enriched over the years with the minerals and trace elements of the subsoil of the Sierra de Tramuntana (Mallorca), and becomes a water of unique and very balanced composition.



ARIZONA

It combines the health benefits of tea, with a variety of exotic flavours, fruit juices, ginseng and honey to make it an exceptional tasting drink.



SUREO

It is the first contemporary *sangria*. The necessary evolution of the classic sangria: a drink with all the flavor but much lighter and more refreshing.

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FEVER-TREE

Product varieties:

Indian Tonic Water
Mediterranean TW
Elderflower TW
Aromatic TW
Refreshingly light TW
Ginger Ale
Ginger Beer
Sicilian Lemonade
Madagascan Cola

#FEVERBOXES promotes home consumption and simple cocktail making using its mixers in its latest campaign.

Fever-Tree celebrates 15 years of the brand in Spain.



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Dairy produce



AGAMA

Product varieties:

- Agama UHT whole milk 1 l
- Agama UHT semi-skimmed milk 1 l
- Agama UHT skimmed milk 1 l
- Agama fresh whole milk 1 l
- Agama fresh semi-skimmed milk 1 l
- Agama UHT special milk for hospitality 1 l
- Agama fresh whole milk 10 l carafe
- Agama UHT whipping cream 35% fat 1 l
- Agama pasteurised whipping cream 35% fat 5 l
- Agama butter 25 kg



The new campaign **“Leche de vacas de Mallorca”** uses cows from farms on the island as its central image, to underpin the concepts of local, quality, neighbourhood produce.



LETONA

Product varieties:

- Letona UHT milk Grand Crème
- Letona UHT special milk for hospitality
- Letona UHT milk 0% fat
- Letona UHT lactose-free milk
- Letona fresh whole milk
- Letona fresh semi-skimmed milk
- New** Letona UHT fresh milk carton 1 l
- New** Letona UHT semi-skimmed milk carton 1 l
- New** Letona UHT skimmed milk carton 1 l



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LACCAO

Product varieties:

- Lacciao glass bottle 200 ml
- Lacciao carton 1 l
- Lacciao plastic bottle 1 l
- Lacciao mini-carton 200 ml
- Lacciao 0% lactose-free glass bottle 200 ml
- Lacciao 0% lactose-free carton 1 l

RDC Mallorca and Lacciao stage a joint advertising campaign starring footballer Martin Valjent, celebrating his new contract with the club up until 2025.



CACAOLAT

Product varieties:

- Cacaolat Original
- Cacaolat 0%
- Cacaolat lactose-free
- New** Cacaolat Cookies & Vanilla
- Cacaolat Mocca
- Cacaolat Noir

Cacaolat revives its iconic image, with a commitment to packaging transparency and ingredients: local milk and sustainable cocoa.

“El maravilloso cacao de cada día” is the campaign focusing on the positivity of day-to-day family life, with all its chaos, as well as the laughter and closeness.

With the aim of encouraging people to return to bars and cafés, Cacaolat launches the campaign **“El de siempre”** to recall and bring back moments spent unwinding with the family away from home.



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Restaurants and coffees

GRUPO RODILLA



JAMAICA COFFEE EXPERIENCE



CAFÉ DE INDIAS



HAMBURGUESA NOSTRA



VACA NOSTRA



CAFÈS GARRIGA

Product varieties:

- Pure Arabica Selection
- Pure Arabica Intense Selection
- Decaffeinated Selection
- Natural Crème Selection
- Natural Express Selection
- Natural Superior Selection
- Colombia Selection
- Water-Decaffeinated Selection
- New** Pure Arabica Organic
- Cafès Garriga infusions
- Cafès Garriga capsules

All capsules made from 100% compostable material.

Expansion of the coffee bean range through the new variety with organic certification, guaranteeing natural farming methods and the utmost respect for the environment and biodiversity.



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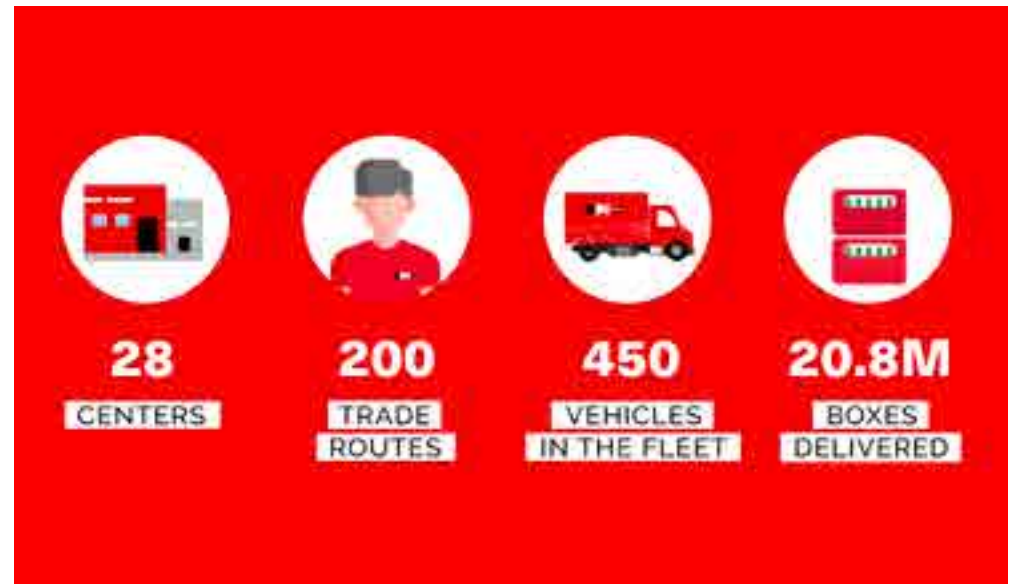
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Logistics and capillary distribution

DISTRIBUCIÓN DIRECTA INTEGRAL (DDI)

To mark its 15th anniversary, the distribution company launched the campaign *"15 años moviéndonos por ti"*.



As at December 2021, DDI has 29 logistics centers in Spain, as shown on the map on page 9.

PALL-EX IBERIA

Pall-Ex Iberia celebrates its tenth anniversary at the San Fernando de Henares hub with all its co-workers, members, partners and many of the people who have belonged to its team over the past decade, helping to make it possible nowadays to be a referent in the express distribution of palletised freight, a service that allows the land transport of pallets with urgent deliveries.



ALFIL LOGISTICS

Robust growth by Alfilxpress, specialist last mile distribution operator.



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Other

SETPOINT EVENTS

2021 marks the return of audiences to the stadiums and the “blue heart” of the World Padel Tour.



RUMBO SPORT

Rumbo Sport celebrates the 25th anniversary of the Estrella Damm Padel Tour, with a special event featuring over 500 competitors. The various other projects to mark the anniversary include the launch of a virtual museum presenting the history of the tour, as well as the #EICircuitoYYo and #EICircuitoQueNosUne initiatives, placing the fans centre stage.

The Estrella Damm Padel Tour claims the accolade of best amateur padel tour in the 2021 World Padel Awards.

Meanwhile, Rumbo Sport is involved in the first University Padel Master's, “Methodology, performance analysis and entrepreneurship in Padel”, organised by the Universidad Francisco de Vitoria, in which the Estrella Damm Padel Tour shares its experience.



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Recognition for our communication

CHEFS (2021)

Eficacia Awards 2021

Gold for Best Tactical Action

Impacte Awards 2021

Bronze in the Commercial Impact category



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ACT III COMMITMENT (2020)

TOP5 Excellence

Marketing Strategies for Social Relevance 2020, awarded by the jury of the digital marketing portal IPMARK.

Dircom Ramón del Corral 2021 Awards

In the category "Environmental Commitment"



Jaume Alemany, Damm Director of Marketing, Exports and Communication, was appointed an honorary member of the Col·legi del Màrqueting i la Comunicació de Catalunya.

Estrella Damm, winner of a Best In Food Award in the Best Branded Content category for the campaign *Mediterranean Projects*.



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Always innovating, always advancing

At Damm we believe in innovation and the continuous improvement of our products. We see every new day as an opportunity to generate new ideas to drive and grow our company, while also fulfilling the needs and demands of our customers and consumers.

 **€7.8 M**
invested in R&D and technological innovation



Producing new beer recipes, researching new flavours

We are really proud of the beers we brew, but that does not stop us researching every day to create the new flavours and nuances that will make our catalogue even more complete. Our Brewing Research Area works and experiments with a host of different ingredients (special malts, non-malted grains, different varieties of hops), along with different strains of yeast, serving to create the distinctive volatile components in each style. They combine to generate new varieties of beer, such as those we launched in 2021: the sour ale Duet –produced together with the brothers Joan, Josep and Jordi Roca of the legendary, three-starred Girona restaurant El Cellar de Can Roca– and GOSE, a sharp and fruity beer with a saline touch –thanks to salt from the San Pedro del Pinatar salt flats used in the brewing process– from Estrella de Levante.

We have also worked on five new releases: Cervezas Victoria IPA, a new Damm Lemon for the Chinese market, Coffee Lager, an improvement to Free Damm Amber Lager, and the development of a new low alcohol beer. We have likewise conducted research to improve the properties of beer in bulk storage and extend its shelf life through changes to the yeast.



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BEERS

Adaptation of our packaging and labels in line with new regional, national and European packaging legislation.

Monitoring of new market styles and trends to evaluate possible implementation at Damm.

Preparation of the legal texts required to accompany new products.



PACKAGING AND DESIGN

Search for new packaging solutions to minimise environmental impact, and research to implement a cap attached to the container, as the European Union will require in 2024.

Restyling of Xibeca, Turia, Rosa Blanca, Keler and Estrella del Sur.

Restyling of the design of the brands Voll-Damm, Keler (barrel installations), Calatrava Pilsen, Estrella de Levante, Estrella de Levante 0.0 Amber Lager and Veri (glass and PET bottles).



DAIRY PRODUCE

Adaptation of the packaging of Agama and Laccas products in line with the new legislation in the Balearic Islands.

Review of the communication of percentages of recycled plastic in packaging.

Trial launch of new Cacaolat products: Lactose-free, Cookies & Vanilla, MG 0% and Letona UHT Carton.



COFFEE

Installation of a new coffee pilot plant to develop new products.

Implementation of the use of new coffee dispenser equipment with compostable capsule.

Research into instant coffee packaging made from compostable and biodegradable material.

Launch of Pure Arabica Organic Coffee

Study of speciality coffees.



AGRONOMY

Research work to ensure the proper growth of the Damm plantations in Prades, Tarragona.

Automation of tasks and processes both in the field and in the processing phase.

Research into the use of bio-stimulants on our crops, and application of precision agriculture.

Launch of a new barley purchasing and procurement strategy for forthcoming harvests, focused on achieving greater sustainability and digitalisation, fostering local supply.

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Certified food quality and safety

All our production and operational processes follow the most important international quality and food safety standards, and are all subject to external quality controls. Thanks to these evaluations, we hold the following certifications:

FOOD SAFETY

IFS Global Markets Food

At Compañía Cervecería Damm and at Estrella de Levante.



International Food Standard (IFS)

Version 6.1, for the highest level at all Font Salem plants, Hamburguesa Nostra (belonging to Grupo Rodilla) and Grupo Cacaolat, where we work on adaptation to the new requirements under IFS v7.



Hazard Analysis and Critical Control Points (HACCP)

At all food and drink production plants of all Damm companies.

PRODUCT CERTIFICATION



Certification under the European Licensing System (ELS)

Granted by the Federation of Associations of Coeliac-sufferers of Spain (FACE) and CoELIAC UK.

This authorises use of the symbol featuring an ear of wheat crossed out on our gluten-free products.

- Daura
- Daura Märzen
- Estrella Damm Non-Alcoholic
- Free Damm Lemon
- Free Damm Amber Lager
- Estrella de Levante 0.0



Halal certification

Granted by the Islamic Institute for our alcohol-free products.

- Estrella Damm Non-Alcoholic
- Cacaolat
- Estrella Damm NA Malt Beverage



Kosher certificate

Recognition of suitability for sale to the Jewish market.

- Estrella Damm
- Daura
- Inedit



Certification of beer suitable for vegans

- Daura
- Daura Märzen
- Estrella Damm
- Estrella Damm Barcelona
- Free Damm
- Free Damm Lemon
- Free Damm Amber Lager
- Complot
- Malquerida
- Inedit



Fair trade certificate

In accreditation that certain coffees, depending on their source, comply with fair trade criteria.

- Cafès Garriga



Certification for organic coffee production and marketing (CCPAE)

Accreditation of organic coffee production and marketing

- Cafès Garriga

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QUALITY

We prioritise offering our customers and consumers the guarantee that we fulfil the highest quality standards, which is why we continue our efforts to extend ISO 9001:2014 certification to all our companies. In 2021, the following companies were certified:



SA Damm
Compañía Cervecera Damm, SL
Damm Canarias, SL



Estrella de Levante
Fábrica de Cerveza, SAU



Cervezas Victoria 1928, SL



Font Salem, SL



Aguas de San Martín de Veri, SA



Gestión Fuente Liviana, SL



Artesanía de Alimentación, SL (part of Grupo Rodilla)



Maltería La Moravia, SL



Cafès Garriga 1850, SL*



Alfil Logistics, SA



Pall-Ex Iberia, SL

* Quality certificate obtained in 2021.



We care about animal welfare

In 2021, the six Agama farms and all their dairy produce received Welfair certification, which is also held by Grupo Cacaolat. This certificate provides consumers with the guarantee that the animals live in ethically responsible welfare conditions. The seal of quality evaluates four basic principles that guarantee good nutrition, good accommodation, a good state of health, and behaviour appropriate to the characteristics of the species.

Welfair is an independent certification managed by the Institute of Agrifood Research and Technology (IRTA), in partnership with the Basque Institute of Agrarian Research and Development (Neiker-Tecnalia), based on the European projects Welfare Quality and AWIN®, which have in turn developed systems to evaluate and monitor the quality of animal welfare at farms and abattoirs.

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Socio-economic impact

Impact of Covid-19

During 2021 the food and hospitality sector, one of the main drivers of the national economy, continued to suffer the impacts of the Covid-19 pandemic. Although normality was to a degree restored in 2021, severe restrictions nonetheless remained, in particular in the hospitality sector during the first half of the year, and once again at the end of the year with the arrival of the Omicron variant.

Aside from hospitality, the tourism sector was also very much affected by Covid-19 during 2021. Restrictions continued to apply, changing from one month to the next, generating considerable volatility in the demand for our products, both domestically and abroad.

The risk prevention areas at our companies found that their workload doubled, and had to reinvent protocols to address the new situation. To monitor the health of Damm's people, the selective planning of health monitoring examinations proved decisive, conducted by area or across the entire workforce, to avoid any community transmission.

We generate wealth

Beyond the activities derived from the production and sale of our companies' products and services, at Damm we generate substantial global economic value, lending greater dynamism and affecting numerous links in society, whatever their role in the social and productive fabric of the surrounding context. Every time a consumer purchases one of our products or services, this results in much more than the sale itself: we create direct and indirect employment, facilitate the growth of third-party companies, generate tax revenues to be invested in public expenditure, contribute to the progress of the communities within which we operate, and foster sustainable development and care for the environment



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In millions of euros	2020	2021	Variation	Constant annual growth rate (Last 5 years) 2021 over 2016
Balance sheet figures				
Fixed assets	1,451	1,578	127	9.8%
Current assets	549	635	86	1.9%
Total assets/liabilities	2,000	2,213	213	7.1%
Net equity	1,002	1,078	76	7.5%
Financial liabilities	443	506	63	0.6%
Other liabilities*	555	629	74	14.0%
Income statement figures				
Operating income	1,225	1,488	263	7.3%
EBIT (operating profit)	35	102	67	-3.2%
Result attributable to the parent company	40	121	81	3.7%
Earnings per share (€/share)	0.16	0.46	0.30	1.8%
Other data and indicators				
Accumulated industrial investments (since 2008)	1,273	1,317	44	11.0%
Level of net debt	21.27%	23.30%	2.0%	2.5%
Number of shares (thousands)	270,083	270,083	0	0.0%
Number of shares in treasury stock (thousands)	8,810	8,672	-138	

* In 2020-2021 this includes the balance of "Lease liabilities under IFRS 16".

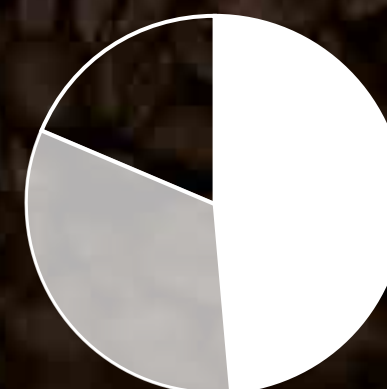
Asset structure



71.3%

Fixed assets
17.3% Current assets
11.4% Cash and cash equivalents

Liability structure



48.7%

Net equity
32.8% Non-current liabilities
18.5% Current liabilities

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Good governance

Values that steer our course

To maintain our identity as a company that undertakes its activities sustainably and responsibly, at Damm we base our goals, strategies and actions on four fundamental values that serve as the compass for our business venture. These are our **#LIVE Values**:

L

Loyalty, because working at Damm means forming part of the company and actively participating in its philosophy, goals and strategies, through a personal commitment.

I

Innovation, because at Damm the future is now, and innovation is what drives our progress, reinventing ourselves every day.

V

Customer Value, because our customers and their needs are an absolute priority, and their satisfaction and loyalty the guarantee of success in our operations.

E

Energy, because every business challenge spurs us on, tackling each issue through passion and professionalism, straining every sinew.

Governing bodies

The company is governed by the General Shareholders' Meeting, the Board of Directors and the Steering Committee.

BOARD OF DIRECTORS OF SA DAMM

Executive Chairman
Mr Demetrio Carceller Arce

Board Member and Secretary
Mr Ramón Agenjo Bosch

Board Members
Mr Ramon Armadàs Bosch, representing Hardman-Ceres, SL
Mr Raimundo Baroja, representing Disa Corporación Petrolífera, SA
Mr José Carceller, representing DISA Financiación SAU
Ms María Carceller Arce, representing Seegrund, BV
Dr August Oetker
Dr Ernst F. Schröder

DAMM STEERING COMMITTEE

Executive Chairman
Mr Demetrio Carceller Arce

Managing Director
Mr Jorge Villavecchia Barnach-Calbó

Director of Operations
Mr Pedro Marín Giménez

Director of Marketing, Exports and Communication
Mr Jaume Alemany Gas

Director of Corporate Finance
Mr Àngel Guarch López

Commercial Director
Mr Xavier Vila Vila

CEO of Rodilla
Ms Maria Carceller Arce

Human Resources Director
Mr Ricardo Lechuga Cisneros

Managing Director of Font Salem
Mr Antoni Folguera Ventura

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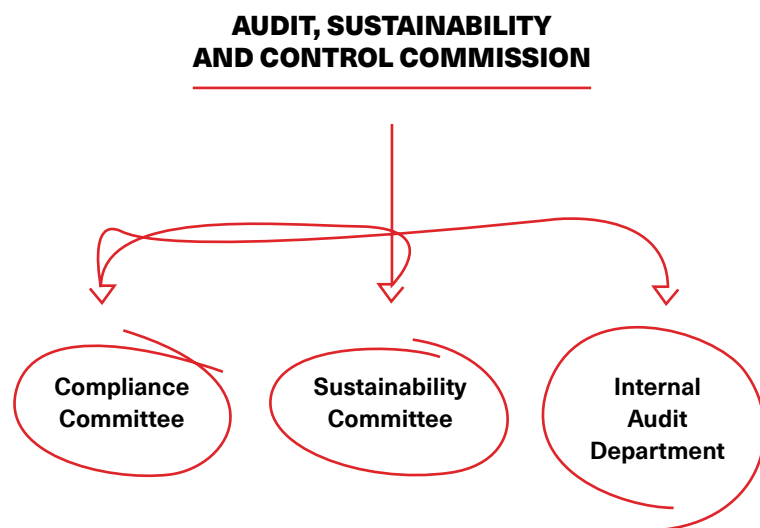
Ethical behaviour

Damm ensures regulatory compliance and operational performance in accordance with the legislation in force and our internal policies and procedures, guaranteeing that the company acts with integrity. Our internal regulations set out the company's commitment to applying ethical, responsible and excellent management, in line with the needs both of our business model and our surrounding context.

To improve risk management in all operational areas we have an Internal Audit Department in place, which is also specifically responsible for conducting control audits. The handling of criminal risks is specifically entrusted to the Compliance Committee.

The company reasserted its social and environmental commitment in 2020 with the creation of a Sustainability Committee, which continues to drive initiatives within the sustainable and responsible business model promoted by Damm, so as to achieve a positive contribution to our surroundings in the short and long term. The Sustainability Committee has the task of overseeing the continuous improvement of social and environmental indicators so as to meet the targets set in this sphere.

Both the Sustainability and Compliance Committees and the Internal Audit Department report to the Audit, Sustainability and Compliance Commission, which is made up of members of the Board of Directors.



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Committed to sustainability

For over 20 years, Damm has ceaselessly applied policies and actions to address sustainability. Our belief in growth is tied to our commitment to society and our contribution to make a better planet. In 2019 we subscribed to the UN Global Compact, committing ourselves to its 10 principles in the field of human rights, employment, environment and anti-corruption. We are likewise highly active in working towards the 2030 Agenda Sustainable Development Goals (SDGs), the roadmap steering all sustainability initiatives over the course of this decade.



RELEVANT SUSTAINABLE DEVELOPMENT GOALS (SDG) FOR DAMM



The health and well-being of the people who form part of Damm are a priority. Which is why we promote initiatives to encourage a safety culture and foster healthy lifestyles.



We encourage the efficient use of water resources over the course of our operations, monitoring and constantly improving consumption levels.



We aim for sustainable and secure economic growth by creating quality employment.



We strengthen and promote diversity and social inclusion, as well as equal opportunities, through active policies for our workforce and awareness-raising initiatives addressing the general public.



We encourage the efficient use of resources and energy and align our production with environmentally responsible parameters and the principles of the circular economy. We furthermore increase the sensitivity and awareness of stakeholders as to responsible use of resources.



We integrate the fight against climate change within our supply chain and our production processes, with environmental management systems and initiatives to reduce our carbon footprint.

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Our goal of achieving a positive impact on society in the short, medium and long term involves incorporating ESG (environmental, social and governance) criteria within our strategic vision, allowing us to guarantee sustainable performance in our business.

In 2020 we set up the Sustainability Committee, and over the course of 2021 continued to take major steps in the field of sustainability, by promoting initiatives in a number of areas. During the year we updated our materiality analysis in order to identify key areas and trends on which Damm needs to focus its efforts towards progress in its sustainable performance.

In 2021, Grupo Rodilla set up its Sustainability Committee, and updated and redefined its corporate social responsibility strategy, establishing operational approaches with regard to underprivileged groups, healthy nutrition, equality and the environment.

The efforts made over recent years within this sphere have been rewarded by climbing up the MERCO Responsibility and Corporate Governance rankings, rising 13 places from 54 to 41.

Within the context of Damm's commitment to continue reducing the environmental impact on its surroundings, we arranged 200 million euros of sustainable finance with a number of financial institutions. This finance will be tied to the achievement of a series of sustainability objectives, such as reducing the proportion of non-recoverable waste generated each year according to the hectolitres produced, along with the generation of more renewable energy for self-consumption at our production sites.





Permanent listening to our stakeholders

The development of our corporate operations impacts on a series of groups whose satisfaction levels are vital in planning our management and growth: they are our stakeholders. For Damm, the opinions or suggestions of each group provide the basis underpinning all our strategic decisions. Hence the huge importance of establishing communication channels with each of our stakeholders, so as to ascertain their perceptions and needs in detail, allowing us to integrate them within our development plans.



STAKEHOLDERS

Co-workers

Consumers

Customers

Distribution

Shareholders

Supplier companies

Franchises (restaurants)

Partners and external advisers

Media

Opinion formers

Public and private institutions

Third sector (foundations, charities and social bodies)

Society at large

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Social media represents one of the most significant channels of communication with our stakeholders. We generate valuable content for all of them, the aim being for our brands to enter into a conversation and provide optimal experiences

Social media followers of our brands and companies

							Followers
DAMM					133,455		133,455
BEER							
Estrella Damm	899,370	142,800	243,403	112,360			1,397,933
Voll-Damm	334,351	18,267	11,400	2,800			366,818
Free Damm	2,390	71	755	454			3,670
Inedit	56,218	5,736	5,463	40			67,457
Daura	106,790	2,256	7,001	3			116,050
Damm Lemon	8,460	141	316	225			9,142
Malquerida	3,124	277	2,722	25			6,148
Complot	913	433	1,611	51			3,008
Estrella de Levante	73,058	26,500	13,200		8,214		120,972
Keler	10,606	4,445	6,072	788			21,911
Oro	833	178	344				1,355
Calatrava	5,951	593	2,907				9,451
Victoria	38,148	18,426	18,020				74,594
Turia	52,434	17,394	14,113	57			83,998
Rosa Blanca	3,075	403	5,911				9,389
Xibeca	536	211	600	341			1,688
SHAKES							
Laccao	6,639		3,239			167	10,045
Cacaolat	133,117	6,295	23,010	4,410	9,959	10,700	187,491
Agama				110			110
Letona			762				762
WATER							
Veri	2,116	83	488	578			3,265
LOGISTICS							
Pall-Ex Iberia	596		254		1790		2,640
Alfil Logistics					5,845		5,845
Distribución Directa Integral			1,779		4,199		5,978
RESTAURANTS							
Grupo Rodilla	120,735		18,000		2,794		141,529
Hamburguesa Nostra	79,870		20,800				100,670

Source: Data drawn from each of the social media platforms as at 31 December 2021.

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Supplier companies

We share our best practices with suppliers and extend to them our values, standards and requirements. Many Damm suppliers have already adapted to comply with our requirements. This profile is vital for efficient and sustainable management of the supply chain.



Our commitment to sustainable development also involves our entire supply chain. In 2021 we defined a new barley purchasing strategy for the next five harvests, focused on achieving greater sustainability and digital transformation, while also supporting local supply.

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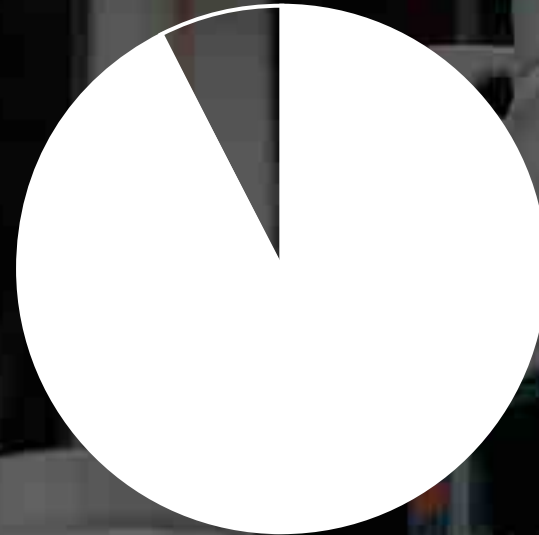
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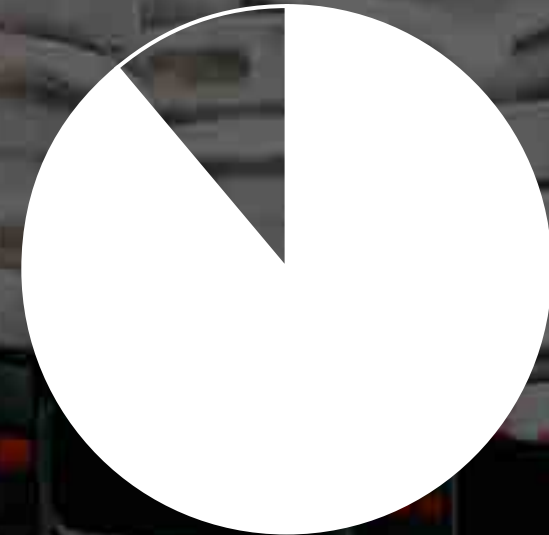
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Supplier companies 2021



Damm
(not including Grupo Rodilla, Alfil Logistics and Grupo Cacaolat)

92.6%
from the Iberian Peninsula
(Spain and Portugal)
4,341 active



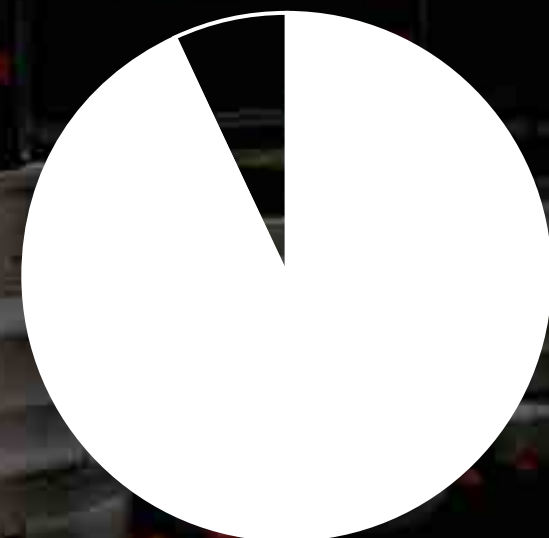
Grupo Rodilla

89.0%
Spain
860 active



Alfil Logistics

88.5%
Spain
6,219 active



Grupo Cacaolat

93.2%
Spain
457 active

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Responsible purchasing

We have a supplier company approval system in place, which establishes the fundamental points they must fulfil in order to form part of our supply chain. This system analyses aspects such as quality, service, logistics, technology, respect for the environment, employment commitment and financial statements. Furthermore, as a consequence of our adherence to the UN Global Compact, we have included within our approval system an obligation to comply with the ten principles established by the initiative. The Purchasing Department complies with the internal Code of Conduct in the management of all negotiations with

supplier companies and with internal interlocutors. For its part, Grupo Cacaolat, requires supplier companies to sign up to the Manual of Good Practice.

In 2021, Alfil Logistics promoted the creation of general procurement conditions, specifying standards in terms of quality management, occupational risk prevention and care for the environment. These conditions will be extended in 2022 with a supplier company portal to coordinate data.

The aim of the Damm barley purchasing and supply strategy is to increase the sustainability of this part of our supply

chain. Which means that at least 80% of barley must come from farms located within 200 km, and the remaining 20% from a maximum of 400 km from the production site.

The Km0 hop project in the town of Prades (located within 200 km of the El Prat de Llobregat brewery), already has some ten hectares planted with hops of three different varieties: Nugget, Centennial and Willamette.



At Grupo Rodilla we have set ourselves the aim of contributing to SDG 14, life below water, calling on our supplier companies to fulfil sustainable fishery requirements.





EVALUATION OF SUPPLIER COMPANIES

As well as requesting the aforementioned standards of our supplier companies, Damm monitors compliance with these requirements over time by means of annual audits in order to identify, adopt and accelerate environmental and social improvements throughout the supply chain. Supplier companies are evaluated by means of the EcoVadis solution, which includes 21 sustainability criteria.

In 2021, we had already evaluated more than 200 direct material supply companies by means of EcoVadis, accounting for 80% of our turnover. The results are positive, and the final data demonstrate above-average performance in the field of sustainability.

As for our role as a supplier of Walmart, at Damm, Font Salem and Alfil Logistics we comply with the requirements of the *Supply Chain Security and Responsible Sourcing* programmes, in the field of secure goods transportation and an ethical and responsible supply chain.

35%
of our evaluated supplier companies consumed 100% renewable energy in 2020

71%
have action plans in place to reduce energy consumption and pollutant gas emissions

36%
report their CO₂ emissions

32%
have documented action plans to reduce water consumption



In 2021 we harvested our first crop of 'Km0' locally produced hops for Estrella de Levante at Caravaca de la Cruz, Murcia.

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100% NATURAL AND LOCAL INGREDIENTS

We are committed to sustainable agriculture to foster local socio-economic development, while at the same time guaranteeing that 100% of our ingredients are natural, and most come from Mediterranean farmers, such as:



Rice

Of Mediterranean origin from the regions of Andalusia, Extremadura, Catalonia and Valencia.



Maize

From Huesca (Monzón), ensuring local and non-GM maize supply.



Hops

From regions where the crop has traditionally been grown, such as Leon, and other more recent additions such as Prades (Tarragona) and Caravaca (Murcia), to encourage local farming.



Barley and malt

The barley we use to produce the malt for Damm beers mainly comes from the regions of Huesca, and also Lleida, Zaragoza, Navarre and La Rioja. The malt is produced at our La Moravia malthouse in Bell-lloc d'Urgell (Lérida). Malt is also sourced from Navarre, Madrid and southern France. We have another malthouse in Espinardo, Murcia, for which most of the barley comes from the Albacete region. We thereby continue to promote the growing of barley using irrigation, and have implemented a traceability system for the barley called "Del Campo a la Mesa" (from the field to the table).



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Synergies with the sector and surrounding area

Protecting the sustainability and development of the sectors where we have a presence is not a simple task that we can undertake alone. The Damm companies therefore belong to various associations and organisations with which we share values and goals.

Since October 2021, Damm's Managing Director, Jorge Villavecchia, has been President of Ecovidrio. He had previously served as the vice-president of the organisation.



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2

People

OUR SUCCESS IS BASED ON THE TALENT OF A PROFESSIONAL AND COMMITTED TEAM

Equal opportunities, the integration of diversity and constant development of internal talent are the fundamental cornerstones in putting into practice our corporate values: #LIVE (Loyalty, Innovation, Customer Value and Energy). This commitment is reflected in the policies and actions we implement to promote the welfare of our people at Damm, while also ensuring a safe and healthy workplace, facilitating their professional and personal development.



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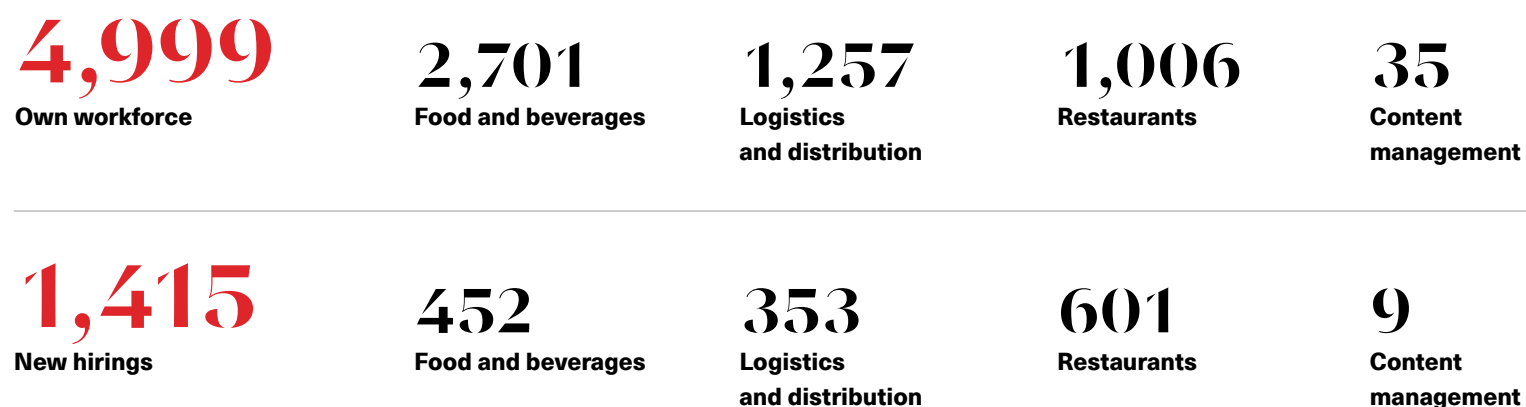
Damm People

2021 was as a year marked by the positive evolution of Covid-19, which served to restore a degree of normality in the various spheres. In this regard, the dedication shown by everyone proved vital in driving forward the company's operations.

Our commitment to training, the promotion of diversity and inclusion, and ensuring the well-being of our workers were all key aspects this year.



Workforce in the scope of the 2021 report¹



WELL-BEING OF CO-WORKERS

Our team benefit from training grants, access to product purchases on beneficial terms (BÈnefit Programme), and promotional discounts in service purchases. Psychological support is also provided for everyone at Damm and their relatives. Meanwhile, since 2020 all Damm companies, except for Grupo Rodilla, now give baby gift baskets to all co-workers who are parents of newborns. This year we distributed a total of 80 such baskets.

In 2021 an agreed action plan was developed as a result of the study into psycho-social risks at CC Damm. Achieving the goal of underpinning a culture based on flexibility, respect and mutual commitment.

At Grupo Cacaolat we conducted a working climate survey which, thanks to the 89% participation rate, allowed us to elicit the opinions of the workforce to evaluate their degree of satisfaction regarding four major areas: communication, people

management, work-life balance, and teamwork. As a result, we were able to launch engaging projects in various fields to improve the management of our co-workers.

Grupo Rodilla also for the first time this year launched its *Because your opinion matters* survey, with the aim of not only measuring the working climate, but also getting a feel for staff commitment in a broader sense. This will be followed up on a yearly basis.

1. The figures for 2021 include the following companies: Agama Manacor 249, SL; Aguas de San Martín de Verí, SA; Alada 1850, SL; Alfíl Logistics, SA; Artesanía de Alimentación, SL; Barnadís Logística 2000, SL; Bebidas Ugalde, SL; Bizkaiko Edari Komertzialak, SL; Cafès Garriga 1850, SL; Cafeteros desde 1933, SL; Cerbeleva, SL; Carbòniques Becdam, SL; Cervezas Calatrava, SL; Cervezas Victoria 1928, SL; Comercial Mallorca de Begudes, SL; Comercial Plomer Distribucions, SL; Comercializadora Distribuidora Cervezas Nordeste, SL; Compañía Cervecera Damm, SL; Corporación Económica Delta, SA; Damm Atlántica, SA; Damm Canarias, SL; Damm Restauración, SL; Dayrovell, SL; Dismenorca, SL; Distrialmo, SL; Distribuidora de Begudes Movi, SL; Distribuciones de Begudes de Marina Alta, SL; Distridamm, SL; El obrador de HN, SL; Envasadora Mallorquina de Begudes, SLU; Estrella de Levante Fábrica de Cerveza, SAU; Estrella del Sur Distribuciones Cerveceras, SL; Font Salem Portugal, SA; Font Salem, SL; Gasteiz Banaketa Integral, SL; Gestión Fuente Liviana, SL; Hamburguesa Nostra, SL; Licavisa Moralarzal, SL; Licavisa, SL; Maltería La Moravia, SL; Mascarell Comercial de Bebidas, SL; Minerva Global Services, SL; Nabrisa Distribuciones, SL; Nostra Restauración, SL; Pall-Ex Iberia, SL; Plataforma Continental, SL; Pumba Logística, SL; Representaciones Reunidas Ulbe, SL; Rodilla Sánchez, SL; Rumbosport, SL; Distribución Directa Integral, SL; SA Damm; SA Distribuidora Gaseosa; Setpoint Events, SA; Intercervecera, SL; The Wine List, SL; and Grupo Cacaolat, SL (new in 2021).
2. Countries covered: Spain, Portugal, China and Chile. In the case of the United States, the percentage of co-workers covered is 7%, as they are mostly hired under the "At-will employment" formula, which means that the parties acknowledge and agree that their employment is for a non-specified duration and constitutes "at-will employment".

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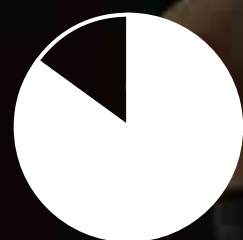
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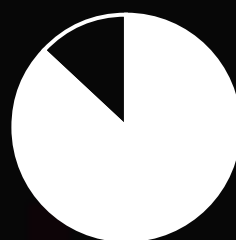
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85%

Workforce on permanent contracts

- 86% Food and beverages
- 91% Logistics and distribution
- 75% Restaurant
- 100% Content management



87%

Workforce on full-time contracts

- 99,6% Food and beverages
- 98% Logistics and distribution
- 41% Restaurant
- 100% Content management



32%

Female workforce

- 25% Food and beverages
- 18% Logistics and distribution
- 68% Restaurant
- 23% Content management

Workforce according to gender and age group

○ Men
● Women

Food and beverages

Logistics and distribution

Restaurants

Content management

<25 years



26-35 years



36-45 years



46-55 years



56-65 years



Total



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Training, professional and personal development

Constant training, digital transformation and innovation are the fundamental cornerstones of Damm operations. In 2021 we remained committed to the professional development of the members of our team, involving them in our processes and facilitating the continuous enhancement of talent at the company.

Compañía Cervecería Damm and Estrella de Levante delivered a leadership skills and team management development programme, known as BeManager, which includes individual and group coaching sessions, attended by a total of 70 participants.

Damm Academy

In 2021 Damm Academy, the online platform providing co-workers with personalised training to extend their knowledge and improve their abilities in a range of skills, continues to expand its content offering and the courses available (97), while also increasing the number of users (over 2,800) and participants (749). The main training initiatives were: Damm From Home, module Health and Safety, the Cybersecurity training course and the course in SharePoint Online content management.





Our training model comprises four strands (corporate, digital, skills and business) and is delivered in-person, digitally or as a blended format. Below we list the most notable training actions from 2021, corresponding to these strands.



CORPORATE STRAND

Training activities that enable employees to delve further into Damm's culture, processes and scope of action.

Training in gender perspective and prevention of harassment. The goal is to raise the awareness of participants as to the gender perspective, thereby avoiding conduct that would constitute bullying or harassment, while also explaining the prevention protocol in place at Damm. To this end we have shared good practice in the field of equality through various forums and courses. Specific gender perspective and harassment prevention training has also been delivered for equality officers.

Inclusive language. The sessions focus on the prevention of harassment and raising staff awareness as to the use of more inclusive language.

Code of Conduct. Training sessions or co-workers newly recruited to the staff, in order to strengthen their

understanding of the code. Lastly, the *Compliance* training process continued at Grupo Cacaolat.

Prepared for risks. We organised a range of courses addressing occupational health and safety, including in particular those connected with risks derived from the use of chemical agents, the offloading of hazardous goods, and measures to deal with emergencies and fires. For example, Delta Express (the CC Damm Initial Training Programme) organised a training event lasting five hours, to deliver theoretical and practical teaching about safe forklift truck driving.

Technical training. Training pathway at Grupo Cacaolat in accordance with requirements connected with quality and environmental certifications.



DIGITAL STRAND

Training to support and facilitate digital transformation at Damm, by developing the digital skills of co-workers.

Virtual Trainers programme, to assist in the transition from in-person to virtual formats.

Training in ERP/Salesforce, as an upgrade to the current model, in response to new business challenges.



COMPETENCE STRAND

Training to allow people to develop the skills required in order to perform their functions to the highest possible level.

Training in soft skills to facilitate individual development programmes and the abilities of the participants. In 2021, 208 hours were delivered.

Training in cross-functional skills.

Grupo Cacaolat has devised a standard pathway based on the needs detected in the working climate survey conducted this year.



BUSINESS STRAND

Training activities aimed at the pursuit of excellence in all business processes, providing value and improving results.

Master's in brewing technology and science. For more in-depth knowledge of specific operational techniques.

Training for senior management, a programme enhancing the skills required to be effective in business.

Training at Damm 2021¹

€536,921

invested²

22,462

hours

8.86

rating out of 10

805

training actions

5.03

average training hours per attendee¹

4,462

individual participants

Training at Grupo Rodilla and Hamburguesa Nostra

1,244

training hours

1,270

people trained

0.97

average training hours per attendee

Training at Grupo Cacaolat 2021

2,292

training hours

179

people trained

12.80

average training hours per attendee

In terms of performance, during 2021 Compañía Cervecera Damm implemented a production environment development management system. The aims are to build momentum for two-way communication and to convey concerns, areas for improvement and personal development. The system will enable greater proximity and objectivity in management, with the spotlight on the company's strategic needs.

1. Not including Grupo Rodilla, Hamburguesa Nostra and Grupo Cacaolat.
2. The figures do not include Distribución Directa Integral.



We promote open innovation

In 2021 we launched the first edition of LAB1876, and intrapreneurship programme focused on co-workers, with the aim of generating innovative solutions to the challenges we face. Almost 300 people from different Damm companies contributed ideas in response to the strategic challenges selected by the Management Committee.

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Employer branding

We are a company where people can develop and grow their talent. With the aim of attracting such talent to our organisation, we undertake a range of activities, and have alliances and various partnerships in place with educational organisations and public authorities.



ACTIONS TAKEN IN 2021

SA Damm

- Collaboration with a host of academic centres, in order to offer professional opportunities to young students or recent graduates from ESADE, IQS, ETSEIB and La Salle.
- Collaboration in final degree projects and IQS Employer Branding programs.
- Participation at various job fairs, such as UPF and UOC Fira Virtual d'Ocupació, La Salle – URL Talent Week, IQS Foro de empresas, Job Madrid, Job Barcelona, Jump2Digital and others.
- Participation in seminars. Demetrio Carceller Arce, Executive Chairman of Damm, took part in the 'Matins Esade', a series of morning talks organised by Esade Alumni in which he reflected on the lessons learned during the Covid-19 crisis.
- Involvement in the 'Business case competition 2021' organised by CUNEF (Colegio Universitario de Estudios Financieros), in which students analysed the proposal 'Estrella Damm Case: strategy in United States'.

Estrella de Levante

- Signature of a partnership agreement with the Universidad de Alicante and various vocational training restaurants in the Murcia region, offering work experience placements to a total of 22 students.
- Professorship involving three universities in the Murcia region (Universidad de Murcia, Universidad Politécnica de Cartagena and Universidad Católica San Antonio de Murcia).

Font Salem

- Active collaboration as a member of the EDEM enterprise, business and management school, firmly rooted in the Valencia region, attending the annual general meeting of members and trustees. EDEM likewise provides a source of young, educated talent.
- Continuation of the TNP ('Technicians for New Projects') programme, recruiting recent graduates without experience through a work experience contract, allowing them subsequently to take up jobs at the organisation with a degree of responsibility.



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Health and safety at work

The Damm Occupational Health and Safety Policy sets out our firm commitment to the health and safety of our co-workers, as well as our actions to promote comprehensive risk prevention across all areas of safety.

The management of occupational health and safety is governed by standard ISO 45001. Estrella de Levante in fact blazed the trail within the Damm group, having been certified since 2019. Following its success, the implementation of standard has been extended to other companies such as SA Damm, Compañía Cervecera Damm, Font Salem, Alfil Logistics, Font Major and Pall-Ex Iberia.

In 2021 we worked on the consolidation of the health and safety campaigns and initiatives that were already being implemented, including in particular:

- STOP programme fostering a risk prevention culture through preventive safety observations.
- Preventive activity coordination programme with external companies.
- Digitalisation of permits to work and inspections for technical staff.

Work also continued on the implementation of the Covid-19 protection measures established the previous year:

- Remote working
- Limited capacity.
- Disinfection of working areas.
- Antigen tests and others.

In 2021, Font Salem signed up to the European Network for Workplace Health Promotion and its Luxembourg Declaration.



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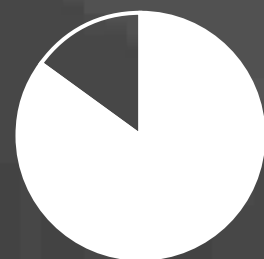
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Health and safety committees



85%
Workforce represented by health and safety committees at their respective workplaces



83.8%
Food and beverages



56.8%
Logistics and distribution



88.2%
Restaurants



0%
Content management

Accident statistics

○ Men
● Women

	Food and beverages	Logistics and distribution	Restaurants	Content management (SetPoint Events)	Grupo Cacaolat
Number of occupational accidents	45 ○ 37 ● 8	0 ○ 0 ● 0	34 ○ 10 ● 24	1 ○ 1 ● 0	5 ○ 4 ● 1
Frequency rate	10.1 ○ 11.3 ● 7.3	0.0 ○ 0 ● 0	26.5 ○ 24.6 ● 27.4	18.8 ○ 23.9 ● 0	15.0 ○ 15.0 ● 13.0
Severity rate	0.13 ○ 0.13 ● 0.8	0.0 ○ 0 ● 0	0.11 ○ 0.09 ● 0.12	2.12 ○ 0.11 ● 0.0	0.90 ○ 0.57 ● 0.42

Note: The companies included in each of the business activities are as follows: food and beverages (Compañía Cervecería Damm, SL; Estrella de Levante Fábrica de Cerveza, SAU; Font Salem, SL (El Puig and Salem); Aguas de San Martín de Verí, SA; Gestión Fuente Liviana, SL; Envasadora Mallorquina de Begudes, SLU; Agama Manacor 249, SL; Font Salem Portugal, SA; Cervezas Victoria 1928, SL; Cafés Garriga 1850, SL; Maltería La Moravia, SL; SA Damm; Damm Atlántica, SA; Damm Canarias, SL, and SA Distribuidora de Gaseosas), logistics and transport (Alfil Logistics, SA; Pall-Ex Iberia, SL; Minerva Global Services, SL; Distribución Directa Integral, SL, and Pumba Logística, SL), restaurants (Rodilla Sánchez, SL, and Hamburguesa Nostra, SL) and content management (SetPoint Events, SA).

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Equality and diversity

Equal opportunities and non-discrimination

When it comes to Damm's people, our cornerstones are diversity, equal opportunities, and non-discrimination. All expressed through the constant updating of our Equality Plans, in accordance with the regulations in force, to guarantee that women and men receive the same treatment, along with the promotion of measures to facilitate work-life balance.

In 2021 various meetings were held with the Equality Committee at SA Damm and CC Damm in order to address the new requirements imposed by Royal Decree 901/2020, and to sign the 3rd Equality Plan. A review was also conducted of the diagnosis, an audit document and remuneration register were drawn up, along with a review of the progress seen over recent years, and the existing benefits at the organisation.

The key aims of the equality plans include such initiatives as the pursuit of more balanced representation (60%/40%) at some departments, the implementation of inclusive selection processes, the promotion of neutral language, improved communication of measurements and instruments for work-life balance, the promotion of different awareness-raising initiatives and training in equal treatment and opportunities, and active participation by all co-workers at the organisation to achieve this goal, among others.

Our equality plans include specific actions to combat discrimination and to foster inclusiveness and options for work-life balance.

In 2021, Estrella de Levante and CC Damm signed their 2nd Equality Plan.



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These Codes of Conduct at the different companies promote respect for people, and compliance with human and labour rights. They likewise set out our commitment not to discriminate on grounds of nationality, social origin, age, gender, marital status, disability, sexual orientation, ideology, political beliefs, religion or any other personal, physical or social condition of our co-workers, alongside equal opportunities for all employees.

All the companies have an anti-harassment protocol in place, aiming to avoid any type of situation of sexual or gender harassment in an occupational context, including cases where the person affected is from outside the company but is performing a service there.



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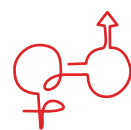
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MAIN ACTIONS IN THE FIELD OF EQUALITY IN 2021

GastroDona

The Estrella Damm Old Brewery was the venue for the first edition of this virtual event, which brought together 16 renowned female culinary professionals.

Forums

Estrella de Levante took part in forums including “Female talent and leadership”, and the “Specialist Equality Officer Course” delivered by the Faculty of Economics and Enterprise at the Universidad de Murcia.

Launch of *Historias Damm*

A platform recording the first-hand accounts of a number of women at the company, helping to provide female role models to serve as inspiration for others.

Second #DammTalksforEquality

The initiative brings together eight women from the company in an inspiring online talk in which they share their experiences, challenges and lessons learned throughout their professional careers.

Integration of transsexual people

Grupo Rodilla has developed protocols for the integration of transsexual people at work.



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In 2021, Estrella de Levante obtained efr certification, joining SA Damm, which was certified in 2019.

SA Damm and Estrella de Levante have efr family responsible company certification issued by the Másfamilia Foundation, with the support of the Ministry of Health, Consumption and Social Welfare. An accolade which recognises the efforts by both companies to promote measures to balance the working, family and personal lives of those who belong to the company.



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We have established the right to digital disconnection on the part of our co-workers in the collective agreements of SA Damm and Estrella de Levante.



To continue improving the work-life balance of all our staff, in 2021, Compañía Cervecera Damm facilitated changes to job conditions and/or adapted working hours, to allow parents at CC Damm to address the needs of their young children. Working shifts have also been adjusted so that the two parents (if they both work at CC Damm) are on different shifts, allowing them to care for their children. Aside from a range of other measures serving to strike a balance between personal, working and family life. SA Damm allows even greater flexibility in terms of starting and ending working hours in the case of parents with children who have special educational needs, and single-parent families. Grupo Cacaolat has developed measures for work-life balance and shared responsibility, such as paid leave, unpaid leave of absence to care for relatives, childcare vouchers and reduced working hours. And Grupo

Rodilla signed its 4th collective agreement this year, one of the most notable changes being the arrangement of working hours into time bands for part-time contracts of under 30 hours per week. This avoids the need for workers to be available for any of the shifts, making it easier to achieve work-life balance.

The right to digital disconnection on the part of co-workers is set out in the collective agreements at SA Damm and Estrella de Levante. This year Grupo Cacaolat established a smartworking policy for those jobs where the activity performed so allows. This offers the possibility of working remotely, provided that the specific risk prevention training is completed. Meanwhile, times have also been defined for when communications are sent out, along with restricted time bands for meetings, to ensure that teams are able to disconnect digitally.



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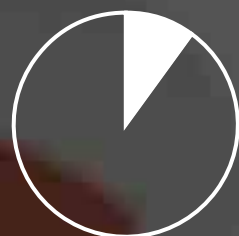
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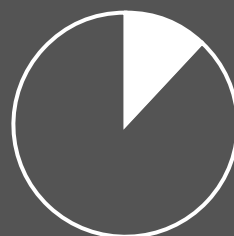
Women according to job category 2021



10%

Senior Management

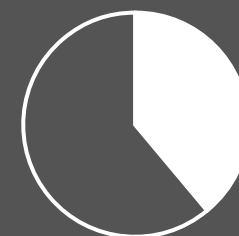
0%	Food and beverages
50%	Logistics and distribution
0%	Restaurants
0%	Content management



12%

Management

10%	Food and beverages
0%	Logistics and distribution
38%	Restaurants
0%	Content management



39%

Administrative and commercial staff use

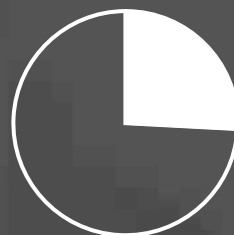
35%	Food and beverages
34%	Logistics and distribution
68%	Restaurants
75%	Content management



37%

Technical staff and middle management

39%	Food and beverages
25%	Logistics and distribution
60%	Restaurants
19%	Content management

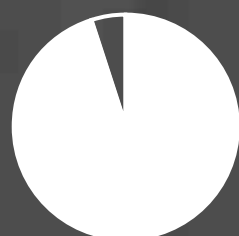


26%

Support staff

9%	Food and beverages
1%	Logistics and distribution
70%	Restaurants
0%	Content management

Retention rate after maternity and paternity leave



96%

100%	Food and beverages
100%	Logistics and distribution
76%	Restaurants
100%	Content management



99%
men



88%
women



Differently able people and those at risk of social exclusion

We are firmly committed to the effective occupational integration of differently able people. As well as fully complying with the Social Integration of Persons with Disability Act, by fulfilling the 2% quota at those companies where this requirement applies, we work to exceed and surpass this figure wherever possible. SA Damm has increased the number of contracts given to people within this group through partnership agreements with various organisations: SEPE, Feina Activa, Fundació Apip-Acam, Inserta, SaóPrat, CARES Social Group, Fundación Adecco, Fundación Sesé, Femarec, AECOC and Barcelona Activa.

Since 1999, Damm and CARES Social Group have had a partnership agreement in place to work together towards a shared goal: to create and promote occupational opportunities for differently able people and/or those at risk of exclusion. Ever since, Alfil Logistics has integrated people from CARES Foundation and CODEC in product handling work in its activity at the ZAL (Logistical Activities Zone) in El Prat de Llobregat, Barcelona. In 2021, within the context of collaboration between Alfil Logistics and CODEC, both operations for the distribution of advertising products to the hospitality channel, and transport operations from the central barrel installations warehouse to service and repair companies, were performed by staff trained under the Transcodec project.



47

co-workers who are differently abled (direct recruitment)

33

indirect jobs

€1,076,921

in services provided by special employment centres

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PROFESSIONAL OPPORTUNITIES FOR YOUNG PEOPLE

We work with different organisations to extend professional opportunities to young and vulnerable people, and those at risk of social exclusion. In this regard, Grupo Rodilla collaborates with the initiatives promoted by the ISOS Foundation (Option 3 programme) for the employment of young people in care, the Spanish Red Cross offering work experience for young people, the San Martín de Porres Foundation for the training and integration of people at risk of social exclusion, and the Madrid City Council through the Employment Agency for the recruitment and hiring of young people with no qualifications.

CC Damm also embarked on collaboration with SaóPrat, working with them on the distribution of roses to celebrate St George's Day. As part of the company's commitment to SaóPrat, it furthermore put on a tour of the brewery for young people at risk of exclusion, as well as a professional guidance session.



SOCIALLY RESPONSIBLE CONTRACTS

Meanwhile, Grupo Rodilla continues its fruitful collaboration with the A LA PAR Foundation for the occupational integration of people with intellectual disability, through direct hiring. Similarly, Font Salem works with the Grupo SIFU Special Employment Centre, specialising in providing socially responsible Facility Services for various jobs, such as manual container loading.

Likewise, in February 2021 CC Damm strengthened its commitment to the CARES Foundation by including a new internal transport service. This activity is aligned with the CARES training pathway, allowing its team to complete between two and four days a week of work experience at CC Damm. Towards the end of the year, the CARES team and the management of CC Damm staged a small ceremony to incentivise achievement of the target of "one year without accidents".



Award for integration as social entrepreneurship

In 2021, Grupo Rodilla received an Innovation Award from the European Association of Service Providers for Persons with Disabilities (EASPD) for its social economy initiative offering employment (through Fundación A LA PAR) to people with functional diversity, which aims to establish itself as a flagship social entrepreneurship project.

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Close communication

People are at the heart of the communication we undertake at Damm. Based on this principle, we aim to offer accurate, transparent information tailored to the different channels, platforms and audience. Internal communication underpins this meeting point, bringing together all the communication content covering our company and culture.

iDAMM

The corporate intranet is the main instrument for internal communication, and a tool for administrative processes and the distribution of content about the different company businesses.

+DAMM

Our in-house magazine available in Spanish, Catalan, English and Portuguese.

DAMM INFO

To distribute internal announcements containing corporate information about the companies (Damm Info, Estrella de Levante Info, Alfil Info, Rodilla Info and Font Salem Info).

DIGITAL SIGNAGE

Television screens located at the different workplaces present the latest news about the company, along with specific information of relevance to each site.

ASEGÚRATE DAMM

Magazine distributed at the El Prat de Llobregat brewery to raise awareness about health and safety at work.

DDI INFORMA

This weekly newsletter serves to distribute relevant and useful information for the co-workers of the company's different areas and sites, in a standardised and regular manner.

GRUPO CACAOLAT FORUMS

We encourage co-workers to speak up on forums, whether through the Workers' Legal Representatives, at meetings, or via email and WhatsApp. Fortnightly townhalls are also held, as well as breakfast meetings with senior management, quarterly newsletters, information screens and noticeboards.



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Corporate volunteering and social action

We continue to facilitate participation by our co-workers in a range of charitable and volunteering initiatives. In line with this proposal, at SA Damm we have set up the Volunteering Committee, comprising 15 people from different businesses and workplaces. In accordance with the company's new volunteering plan –#LIVE TO BE PART OF THE CHANGE– the goal is to extend our reach in order to fulfil the needs of each region, drawing on the diversity of our surroundings and companies in the annual planning of volunteering initiatives.

Our volunteers are involved in the following fields:

- Social action and support for groups at risk of exclusion.
- Environmental action to minimise negative impacts on the natural world.
- Action to make culture accessible to all.
- Outreach through sporting pursuits and values for all groups, in particular through the Damm Foundation.



MAIN VOLUNTEERING INITIATIVES IN 2021



Litter collection to mark World Recycling Day

Involving more than 30 people from the company, together with family and friends, with a total of 248 kg of litter collected. Meanwhile, within the context of the initiative we committed to plant one tree for every 2 kg of litter collected.



Tree planting

As part of our commitment to plant one tree for every 2 kg of litter collected, we planted a total of 300 trees across sites in Gea and Truyols (Murcia) and El Prat de Llobregat (Barcelona). In both cases local species were used, with the aim of caring for the environment, while also raising awareness about efforts to protect the natural world. In total more than 120 co-workers took part.

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Beach cleaning to mark World Beach Day

More than 80 Damm co-workers, together with family and friends, cleaned almost 7,000 m² of beach at Castelldefels and El Prat de Llobregat in Barcelona, collecting a total of 23 kg of litter. This initiative marked Damm's support for the "1 m² por la naturaleza" campaign promoted by the "Libera, unidos contra la basuraleza" initiative instigated by SEO/Birdlife in partnership with Ecoembes.



Magic Line

As many as 170 people from Damm, Font Salem, Alfil Logistics and Estrella de Levante took part in the Magic Line, a charitable movement in support of people in a vulnerable situation, organised each year by Obra Social Sant Joan de Déu. This time around more than 13,000 euros were raised, thanks to the efforts of the 44 bubble groups that were formed, covering more than 2,000 km.



Reyes Majos

We managed to collect more than 100 Christmas gifts thanks to the solidarity of Damm members who took part in the "Buscamos Reyes Majos" campaign, undertaken in both Murcia and Catalonia in partnership with Fundación Jesús Abandonado and Arrels Fundació, respectively. Both organisations support homeless people.



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Oxfam Intermón Trailwalker 2021

We took part in Girona in the 10th edition of this sporting and charitable challenge, the goal of which is to raise money to help those groups most vulnerable to climate change, with a total of three teams, raising nearly 5,000 euros.

Special charity beer

We contributed by giving away more than 500 bottles, one to each person who donated 5 euros to the Banc dels Aliments food bank, raising over 2,500 euros altogether.



Charity yoga class

The Estrella Damm Old Brewery staged a charity yoga masterclass. The initiative serves to raise funds for the the cancer charities AECC – Catalunya Contra el Càncer.



Online mentoring programme

The recruitment team at the Damm People Department delivered a number of training sessions in job search techniques for groups at risk of social exclusion, from young people to adult jobseekers. The initiative is a partnership with CARES Social Group and CODEC, the Training and Inclusion Programme of the Education Department of the Autonomous Government of Catalonia, and SaóPrat.

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Customers

SUPPORTING HOSPITALITY ON THIS NEW SCENARIO

Ever since the start of the Covid-19 pandemic, at Damm we have shown our firm commitment to our customers, both in the hospitality trade and end consumers, maintaining constant contact with them to convey our support and solidarity.

The situation of the sector has varied along with the changing restrictions established by the authorities. Bars and restaurants had to adapt to the new circumstances, and Damm was there by their side.



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Innovation and digital transformation for our customers

The Covid-19 pandemic accelerated the digital transformation of our customers. Bars and restaurants increased their automation processes in behind-the-scenes administration, to be more competitive in the marketplace. At Damm we are committed to supporting them and facilitating this transition. We therefore conducted a range of initiatives intended to promote technological innovation at such businesses.

Our ambition is to allow our customers to respond to what the market and society expect of them. And so we support them in their digital transformation processes, by providing them with tools such as the Bar Manager app, facilitating their access to the circular economy through the “Segunda Vida” project for furniture and advertising materials, along with innovation outreach through the Horeca Challenge solutions.



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Main actions in 2021

STRENGTHENING OF THE BAR MANAGER APP

Within the context of our process of digital transformation, and with the aim of helping the hospitality trade, we upgraded Bar Manager, our mobile application at the service of hospitality businesses, which has become a channel for direct communication with the sector.

One of the new features added to Bar Manager in 2021 was the information segmentation function, in order to offer more personalised content aligned to the needs and interests of each customer. We also continue to promote digital menus and the new e-commerce service for retailers.

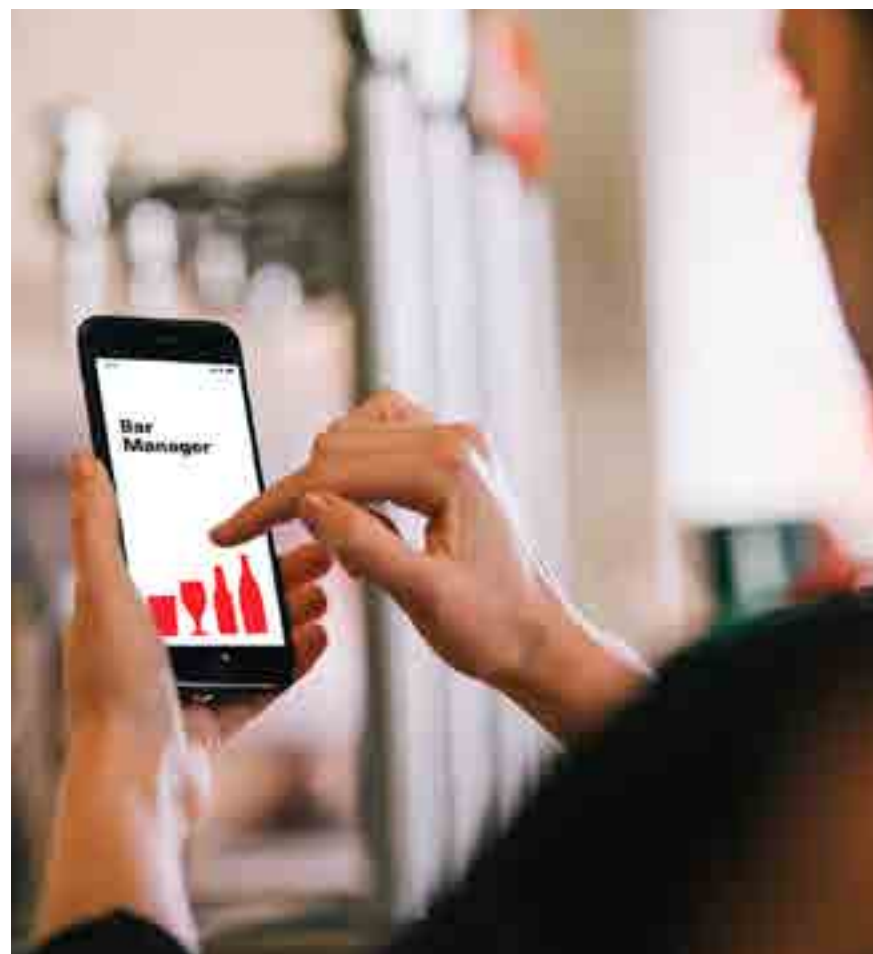
As part of the app, a participation platform has been launched, allowing competitions to be staged, such as beer pulling, as well as the presentation of products for bars, and other functionalities.



40,000
registered customers



10,500
users on average per month



We give bar furniture a second life

The initiative not only provides evidence of our firm commitment to sustainability, but also support for the hospitality sector in these difficult times. The Damm “Segunda Vida” project for the hospitality sector was developed in Murcia, and involves giving a second chance to furniture and other advertising materials that can no longer be used when a bar or restaurant closes. This represents a contribution by Alfil Logistics and Damm to sustainability, the green economy and reduced consumption of new materials when another establishment opens, by reusing the existing products.

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Hospitality channel start-ups in 2021

Together with MEDIAPRO and Familia Torres, Damm set up the Horeca Challenge 2021 initiative to support the restaurant sector. This comprises a competition for start-ups to detect and develop innovative solutions to help boost the bar and restaurant business in the medium term

This year, 200 companies presented their projects and solutions distributed across three categories (customer flow management, guarantee of health conditions and optimisation of profitability). The winning organisations were rewarded with co-funding for three projects in collaboration with bars and restaurants.



We attended the HIP Horeca Professional Expo 2021 hospitality and restaurant innovation trade fair, where we presented our latest technological innovations intended to facilitate processes of change and digital transformation of our customers' businesses.



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BEER SELF-SERVICE IN BARS

We continue to spring surprises with our technology devised for professional customers and for their consumers. In 2021, we presented the Move & Flow project for mobiles, a beer self-service application which allows consumers to enjoy the experience of serving their own beer at participating bars, simply by activating the beer pump from their phone, and paying for the amount they consume via their digital wallet.



Environment

GENERATING VALUE FOR THE PLANET THROUGH CIRCULARITY AND EFFICIENCY

One of the main planks of Damm's Environmental policy centres on a circular economy model. We are aware of the importance of recovering the life-cycle of the ingredients and materials we use, and of facilitating the use of renewable energy to reduce our carbon footprint.

The company's commitment to caring for the environment is our hallmark, which is why in 2021 we undertook a range of initiatives to reduce our impact on the environment, to combat climate change and protect biodiversity. These initiatives involve our supplier companies, customers, consumers, co-workers, and society at large.

For example, Estrella Damm has continued to evolve towards more sustainable packaging, by eliminating plastic pack rings and design elements from its cans. This achieves a reduction of more than 359 tonnes of plastic per year.

Meanwhile, Estrella Damm cans were the first in the world to receive certification from ASI (Aluminium Stewardship Initiative), Performance Standard and Chain of Custody Standard, guaranteeing compliance with all environmental requirements in the production process.



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Environmental management

Damm's commitment to the environment is reflected in each business area and in each phase of our processes.

The goal of our environmental management system is to identify the environmental impacts derived from our operations, and effectively implement the actions required to mitigate them. With this aim in mind, the company's Energy Optimisation and Environment Department works, not only within the legal framework in force, but also with the most advanced environmental standards at all production and packaging plants.

€6.3 M

Investment in environmental improvement actions and activities



STRANDS OF OUR ENVIRONMENTAL POLICY

Promote sustainability in all company activities.

Favour the use of local resources.

Minimise environmental impact and prevent pollution throughout the entire life cycle of products and services.

Promote actions aimed at reducing, reusing and recycling.

Promote the acquisition of energy efficient goods and products.



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ENVIRONMENTAL CERTIFICATIONS IN 2021



ISO 14001:2015 Environmental management system

- Compañía Cervecera Damm, SL
- Estrella de Levante Fábrica de Cerveza, SAU
- Font Salem, SL (El Puig and Salem production plants)
- Fuente Liviana, SL
- Aguas de San Martín de Veri, SA
- Maltería La Moravia, SL
- Grupo Cacaolat, SL



Water Footprint Network Verification compliance certificate

- Compañía Cervecera Damm, SL
- Estrella de Levante Fábrica de Cerveza, SAU
- Alfil Logistics, SA



ISO 14064-1:2019 Carbon footprint verification

- Compañía Cervecera Damm, SL
- Estrella de Levante Fábrica de Cerveza, SAU
- Alfil Logistics, SA
- There are plans for 2022 to certify Maltería La Moravia, SL.



ISO 50001 Energy management system

- Estrella de Levante Fábrica de Cerveza, SAU
- There are plans for 2022 to certify Maltería La Moravia, SL.



AENOR Zero Waste (New for 2021)

- Compañía Cervecera Damm, SL
- Maltería La Moravia, SL
- Font Salem, SL (El Puig and Salem production plants)
- Fuente Liviana, SL
- Aguas de San Martín de Veri, SA
- The plan for 2020 is to certify Estrella de Levante Fábrica de Cerveza, SAU and Cafès Garriga 1850, SL.



Aluminium Stewardship Initiative (ASI)

- Compañía Cervecera Damm, SL
- Estrella de Levante Fábrica de Cerveza, SAU



UTZ Rainforest Alliance

- Grupo Cacaolat, SL

Note: The environmental data presented in this chapter corresponds to the following companies: Compañía Cervecera Damm, SL; Estrella de Levante Fábrica de Cerveza, SAU; Cervezas Victoria 1928, SL; Aguas de San Martín de Veri, SA; Gestión Fuente Liviana, SL; Font Salem, SL and Font Salem Portugal, SA; Maltería La Moravia, SL; Alfil Logistics, SA; Grupo Rodilla (including Hamburguesa Nostra); corporate headquarters (Rosselló 515, 08025 Barcelona); and Grupo Cacaolat, SL (added in 2021).

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Circular economy

We have a firm commitment to promoting circularity in a range of spheres. Which is why we remain committed to a model based on resource recovery, including green waste-to-energy processes, the use of more sustainable materials and improved efficiency in production and distribution systems, and the recovery of the waste generated.

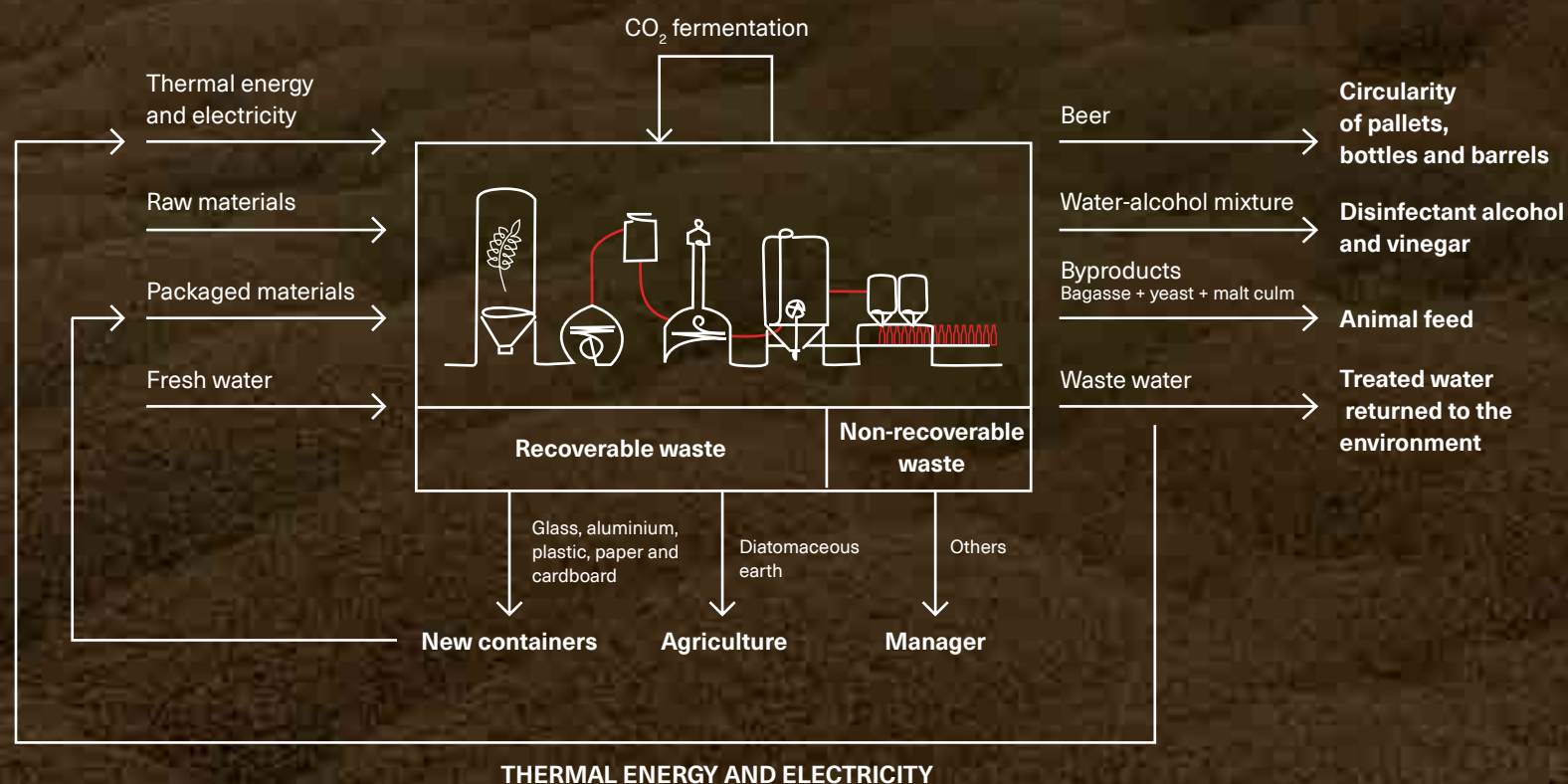
The circularity of packaging and promotion of eco-sustainable and efficient designs are among the key strategic operational approaches in the brewing sector within the context of environmental sustainability, working towards fulfilment by the deadline of 2025. More detailed information is available in the 2019 Sustainability Report on the brewing sector, produced by the association Cerveceros de España.

Along similar lines, in 2021 Grupo Rodilla signed up to the Ecoembes 2021-2023 Waste Reduction Business Plan, thereby facilitating such measures as the inclusion of recycling symbols on packaging to raise customer awareness, reduced use of ink, materials from certified renewable sources, and other aspects. Grupo Rodilla has also facilitated the reduction of cardboard packaging at both production plants and stores by combining pallets.



We form part of the Forética Circular Economy Action Group to promote the transformation of business towards circular models.

Circularity of materials and energy



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PACKAGING CIRCULARITY INITIATIVES

We have in place a returnable container management system which accounts for a very significant proportion of our sales, in terms of both bottles and barrels. This system includes operations for the transportation of full returnable bottles and barrels from our production plants to the establishments which receive the goods. The reverse logistics system likewise handles the subsequent return of the empty containers to the original production plant, where they undergo the corresponding treatment to be reused. The system allows containers to be used and reused, minimising their environmental footprint. In the case of Estrella Damm, 65% of containers are in fact returnable. Furthermore, for the major retail channel we send bulk beer tankers to refill the customer's storage tanks.

We have installed more than 500 can crushers along the Mediterranean coastline over the past 25 years.

We collaborate with entities that manage the systems for selective collection and recovery of used containers and packaging waste (Ecoembes and Ecovidrio).

80.7%

Recycling rate of the containers managed by Ecoembes

Source: 2020 Ecoembes executive summary



76.8%

Recycling rate of glass containers managed by Ecovidrio

Source: 2020 Ecovidrio sustainability report



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 **100%**
of Damm packaging is recyclable

 **+50%**
beer packaging is returnable
+65%
in the case of Estrella Damm

 **99%**
of materials and raw materials are recovered

In 2021, Cafès Garriga launched a new 100% compostable capsule, made from materials of organic origin.



Estrella Damm, supporting responsible and sustainable packaging

In 2021, we set a new milestone by eliminating plastic shrink-wrapping from all Estrella Damm can packs, replacing this with new packaging made from cardboard sourced from sustainably and responsibly managed woodland with PEFC certification. This initiative has served to avoid 99 tonnes of plastic, combined with more than 260 tonnes eliminated each year through the replacement of plastic pack rings with a 100% biodegradable cardboard alternative.

The contribution to sustainability through this new cardboard wrapping, produced by Graphic Packaging International Spain, received the accolade of “Best in Competition” in the Liderpack Awards organised by Asociación Española de Packaging and the Hispack trade fair held at Fira de Barcelona.

Meanwhile, the LatCub® system to replace plastic pack rings with 100% biodegradable cardboard alternatives, which had already claimed the European Excellence in Innovation Award from Pro-Carton, the European Association of Carton and Cartonboard Manufacturers, in 2021 claimed first prize in the “Most Sustainable Product” category of the Innofòrum awards at the Gastronomic Forum Barcelona.

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Raw materials and waste

One of the main aims pursued by innovation to improve production processes at Damm is not only efficiency, but also reduction in the use of materials and ingredients, and an increase in the proportion of recycled and recyclable materials. During 2021, work continued on the development of new solutions to minimise the environmental impact of packaging.

ACTIONS FOR THE CIRCULARITY OF RAW MATERIALS AND BREWING PROCESSES

The **bagasse** resulting from the grain boiling process during beer production is supplied to numerous farms as animal feed (mainly for cattle), thanks to its high protein content.

The **final residue from the beer filtration process** is used as a natural organic soil improver for crops.

We transform the **organic matter from wastewater** into energy that we use in the production process itself.

The **CO₂ from fermentation** is recovered to be used again, which allows us to be self-sufficient in carbon dioxide.

100% of the paper and cardboard used for the beer labels packaged at the El Prat de Llobregat, Estrella de Levante and Cervezas Victoria breweries comes from sustainably and responsibly managed forests (FSC certificate).



Damm, the first beverage producer worldwide to achieve ASI certification

In 2021, Compañía Cervecería Damm, SL and Estrella de Levante Fábrica de Cerveza, SAU achieved Aluminium Stewardship Initiative (ASI) certification, guaranteeing the highest environmental, social and ethical standards throughout the aluminium can life-cycle (production, manufacturing, brewing and recycling). Damm is specifically the first beverage producer in the world to achieve dual ASI Performance Standard and Chain of Custody Standard certification.

The ASI Performance Standard certification included an audit of the entire life-cycle of certain products: from design to emissions reduction and natural resource and waste management plans at the brewery. Meanwhile, Chain of Custody certification covers verified practices certified under the ASI Performance Standard, from mining and remelting to the casting of aluminium, lamination, can manufacturing and filling. ASI certification likewise recognises Damm's efforts to raise awareness as to aluminium recycling, through the 349 can crushers installed each year along the Mediterranean coastline.



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Consumption of materials and raw materials

BEER AND SOFT DRINKS (kg/hl packaged)

Raw materials for beer (malt, rice, maize, barley in process and hops)

15.18

Materials for beer and soft drinks

(glass, aluminium, steel, paper/cardboard and plastic)¹

7.85

WATER (kg/hl packaged)

Plastics (PE and PET), paper/cardboard

3.00

GRUPO RODILLA AND HAMBURGUESA NOSTRA (KITCHENS) (kg/kg produced)

Raw materials

0.93

Materials

0.017

GRUPO RODILLA (OWN RESTAURANTS)² (kg/no. of receipts)

Materials

0.04

GRUPO CACAOLAT (kg/hl packaged)

Raw materials

90.34

Materials

6.81

(1) The figures include: Compañía Cervecería Damm, SA; Estrella de Levante Fábrica de Cerveza, SAU; Cervezas Victoria 1928, SL, and Font Salem, SL (El Puig and Salem).

(2) Consumption of materials at Grupo Rodilla restaurants includes only its own sites, without including Hamburguesa Nostra, which amounts for 79% of the total.

Note: the Grupo Rodilla corporate headquarters consumed 0.847 tonnes of paper and cardboard, and 0.016 tonnes of plastic.

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In order to adapt to the new legal framework concerning the use of plastics, we no longer purchase EPS (expanded polystyrene) drinking cups, instead opting for other recycled materials, including plastics (PP or EPT), compostable materials (PLA, PHA or PHB) or paper/cardboard, and have replaced plastic sachets with paper.

As part of its commitment to the use of more sustainable materials and ingredients, Grupo Rodilla implemented the following improvement actions in 2021:

Switch to wooden cutlery and stirrers and paper straws (previously plastic) in the delivery sphere.

Use of materials with sustainable forestry certification, including the FSC or PEFC logos on boxes of packs, serving mats, and cardboard drinking cups.

Promotion of the use of fabric bags, refillable coffee cups and other aspects.



In 2021, Grupo Cacaolat began to include paper straws with all mini-carton formats, as well as shrink-wrapped film made from 100% recycled material and 50% recycled PET for 200 ml and 1 l bottles.





Maximum value for food without waste

Within the context of its sustainability policies, Grupo Rodilla strives to reduce leftover food so as to avoid waste. To this end, the measures implemented include the adjustment of recipe ingredients, monitoring of the shelf life of food, and storage in appropriate containers to make it keep for longer.

Grupo Rodilla has also signed up to the Fundación Altius project with the aim of combating food waste, by donating an average of 400 kg of food each week from the chain's 22 establishments. These donations were distributed thanks to the Fundación Altius to five social canteens in Madrid, by the Glovo distribution company which is also involved in the campaign.

Grupo Cacaolat likewise donates its surplus to various organisations, while Agama has collaborated with the Department of Agriculture, Fisheries and Food of the Government of the Balearic Islands to supply milk to social daycare services, thereby preventing ingredients from going unused.

Waste

All Damm production sites have new resources in place to improve the segregation and management of waste, thereby increasing subsequent recovery. The pursuit of circular production systems leads us to recover leftover materials, giving them a new lease of life.

WASTE CIRCULARITY INITIATIVES

Implementation of new waste management software covering all management phases at the Fuente Liviana, Aguas de San Martín de Veri and Font Salem production plants.

All our breweries recover and reuse the byproducts resulting from raw materials, which are used as animal feed (bagasse, yeast, malt culm, etc.).

At the Estrella de Levante Brewery, the waste generated in the brewing of beer is recycled by developing models that generate renewable energies, such as biogas to replace other fossil fuels.

Implementation of the recycling plan for offices and events, with the aim of giving continuity to all initiatives connected with proper waste management and reduction. One example is the replacement of water bottles with glasses and jugs in the meetings rooms at the Font Salem production plants.

AENOR ZERO WASTE CERTIFICATION

Within the context of our commitment to the circular economy and sound waste management, the companies Compañía Cervecera Damm, SL, Maltería La Moravia, SL, Font Salem, SL (El Puig and Salem production plants), Fuente Liviana, SL and Aguas de San Martín de Veri, SA achieved AENOR Zero Waste certification in 2021. This recognition is granted to organisations that recover the various fractions of waste that they generate, preventing them from ending up in landfill. The organised management of waste allows it to be reused and/or transformed into raw materials, to be fed back into the value chain.

This certification highlights the proper management of the waste generated at the different production plants, as well as waste reduction and recovery, since the certification requires recovery of more than 90% of all waste generated.



The El Prat de Llobregat brewery managed to feed 97% of the waste it generates back into the value chain.

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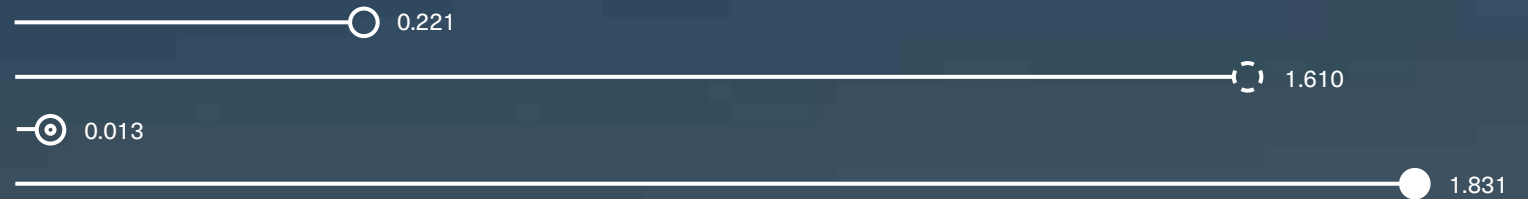
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Generation of solid waste

○ Non-recoverable waste ⊙ Toxic/Hazardous Waste
 □ Recoverable waste ● Total

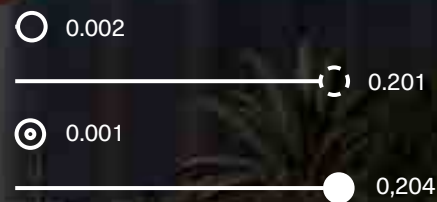
Beer (kg/hl packaged)



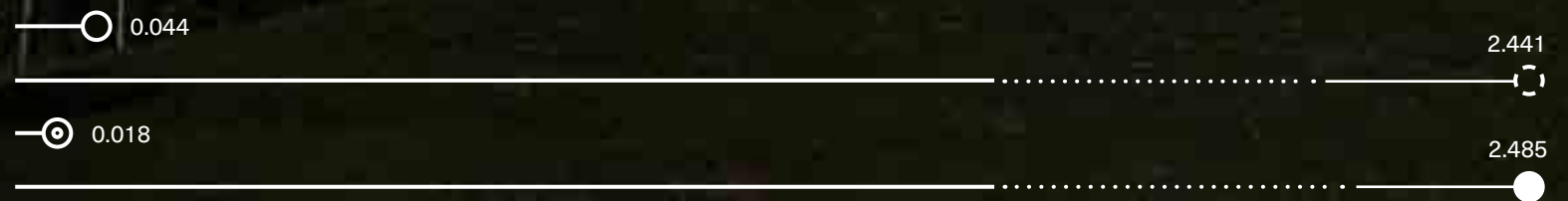
Soft drinks (kg/hl packaged)



Water (kg/hl packaged)



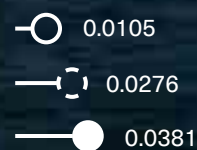
Grupo Cacaolat (kg/hl packaged)



Grupo Rodilla and Hamburguesa Nostra (kitchens) (kg/kg produced)



Grupo Rodilla and Hamburguesa Nostra (restaurants)¹ (kg/no. of receipts)



In 2021, we have generated 0.061 kg of non-recoverable waste per packaged hectoliter of beer, soft drinks and water, below the goal we had set ourselves of generating less than 0.15 kg.

Note: Beer includes Compañía Cervecería Damm, SL; Estrella de Levante Fábrica de Cerveza, SAU, and Cervezas Victoria 1928, SL. Soft drinks include Font Salem, SL, and Font Salem Portugal, SA. Water includes Aguas de San Martín de Veri, SA, and Gestión Fuente Liviana, SL. (1) The waste generated at Grupo Rodilla covers 98% of all its restaurants. No toxic/hazardous waste is generated.

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Water footprint

Against the backdrop of the climate emergency and water shortage, at Damm we are very much aware of the need to optimise consumption in production processes. We have therefore since 2019 calculated the hydrological and water footprint at all production sites, and promote research and development projects intended to reduce the quantity of water throughout our value chain per hectolitre of packaged product. This firm commitment to calculate and minimise water consumption per unit of product makes Damm a pioneering company in the sector.

In 2021 we underwent Water Footprint Network certification of both our water and hydrological footprints, in accordance with ISO 14046:2016 at the Estrella de Levante brewery and at Alfíl Logistics, following on from the prior certification of the El Prat de Llobregat brewery in 2020.

Damm is involved in the *Comunitat d'Usuaris d'Aigües de la Vall Baixa i Delta del Llobregat (CUADLL)*, the purpose of which is to make sustainable use of the water reserves stored in the deep aquifer of the River Llobregat, and to encourage users to implement new water saving and usage rationalisation mechanisms.

Beyond our breweries, we advise farmers to optimise water use on their crops. In this regard, in 2021 we developed an innovative project based on the digitalisation of crop-growing processes, serving to measure and reduce water consumption in the barley fields, accounting for some 95% of a brewery's water footprint.

The El Prat de Llobregat and Estrella de Levante breweries have achieved Es.Agua Platinum category, the highest level of recognition of the two companies' commitment to responsible water use in their operations.



ACTIONS TO REDUCE THE WATER FOOTPRINT AND IMPROVE THE QUALITY OF WASTE WATER

ESTRELLA DE LEVANTE BREWERY

Implementation of improvements to the pre-treatment system of the reverse osmosis units at the treatment plant.

ALFIL LOGISTICS

Installation of a wastewater treatment plant at the Port of Barcelona ZAL (Logistical Activities Zone) to improve the quality of discharge, obtaining initial analytical results with a 50% reduction in the pollutant load.

GRUPO CACAOLAT

Improved performance in water treatment processes at the Santa Coloma de Gramanet production plant, and 7% reduction in water consumption in the cooling tower.

GRUPO RODILLA

The different types of cleaning have been grouped together by allergenic product, to reduce water consumption by up to 50% compared with 2015.

VERI, FUENTE LIVIANA AND FONT MAJOR PRODUCTION PLANTS

Development of projects to reduce suspended solids and improve water discharges.

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At Damm we have managed to reduce water consumption at all our breweries by 36% since 2008.

In 2021, we have generated 4.6% of renewable energy regarding to the total of energy consumed, achieving the goal of exceeding 4.5%.

Water consumption

Beer (hl/hl packaged) **4.21**

Water and soft drinks (hl/hl packaged) **2.13**

Malt (hl/t produced) **71.17**

Grupo Rodilla and Hamburguesa Nostra (kitchens) (m³/kg produced) **0.0025**

Grupo Rodilla and Hamburguesa Nostra (restaurants)¹ (kg /no. of receipts) **0.0864**

Alfil Logistics (hl/pallets moved) **0.01**

Grupo Cacaolat (hl/hl packaged) **8.50**

179,890 m³

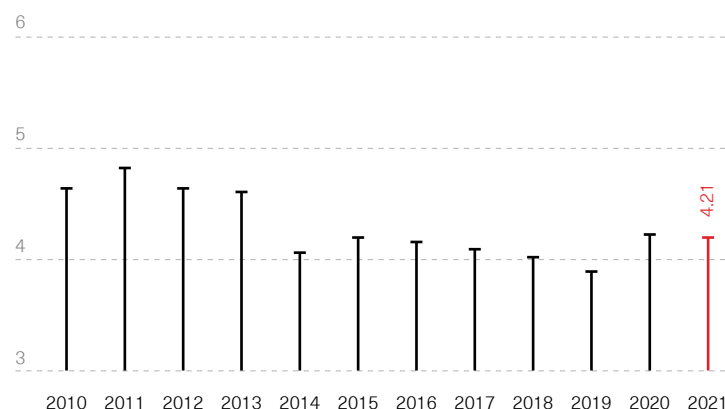
of water recycled at the El Prat de Llobregat and Estrella de Levante breweries

840 m³

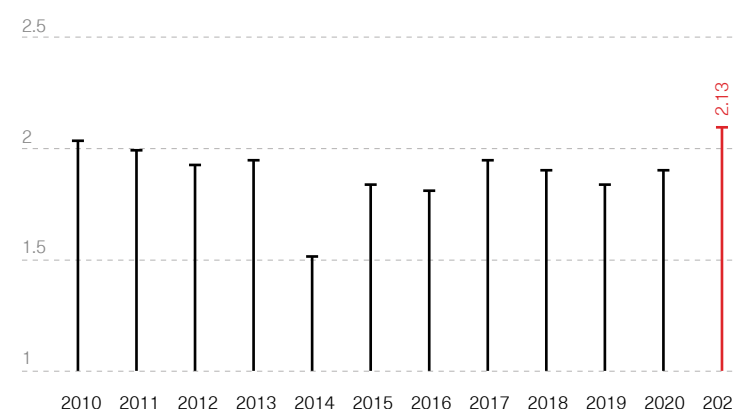
of water reused from pasteurisation treatment at Grupo Rodilla kitchens

Evolution of water consumption 2010-2021

Beer (hl/hl packaged)



Water and soft drinks (hl/hl packaged)



(1) Water consumption at Grupo Rodilla covers 22% of all restaurants. Note: The water consumed at headquarters (Calle Rosselló 515, 08025 Barcelona) amounted to 2,912 m³ in 2021 and 2,492 m³ in 2020.



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Fight against climate change

Helping to combat climate change is one of Damm's key commitments in the environmental field. A commitment which takes the form of actions implemented to achieve greater energy efficiency by minimising resource consumption, both energy and materials and water, increasing the use of renewable energies, while also reducing the carbon footprint in our supply chain and in our products.



In 2021 we installed 8,768 m² of photovoltaic panels at the Font Salem (El Puig), Aguas de San Martín de Veri and Fuente Liviana sites, with a maximum power capacity of 1,523 kW.

100%
of electrical energy purchased at all production and packaging centres, as well as Damm warehouses, with a renewable energy certificate of origin

212,631 MWh
of energy generated by Compañía de Explotaciones Energéticas (CEE)

Efficient and renewable energy

In order to reduce natural resource consumption at our production plants, we strive to increase energy efficiency and recover byproducts to generate renewable energy.

Electricity generation using biogas

Estrella de Levante brewery treatment plant.

Heat and electricity co-generation

Font Salem production plant (El Puig).

Tri-generation of electricity, heat and cold

El Prat de Llobregat brewery.

Solar-photovoltaic

El Prat de Llobregat and Estrella de Levante breweries, Font Salem (Salem and El Puig), Aguas de San Martín de Veri and Fuente Liviana production plants, Port of Barcelona ZAL logistics platform, and Maltería La Moravia. By late 2021, Damm had 26,532 m² of photovoltaic panels, with a peak installed power capacity of 4,146 kW.



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ACTIONS FOR ENERGY EFFICIENCY AND RENEWABLE ENERGY GENERATION

EL PRAT DE LLOBREGAT BREWERY

Replacement of the gasometer at the waste water treatment plant to double the biogas storage capacity (from 100 to 200 m³).

ESTRELLA DE LEVANTE BREWERY

Redesign of the osmosis plant to reduce energy consumption.

Remodelling of site perimeter lighting to improve efficiency.

Launch of the artificial intelligence project to identify energy inefficiencies.

PALL-EX IBERIA

Transferred to the new San Fernando de Henares hub in Madrid, a warehouse with A++ energy certification, consuming electricity from 100% renewable sources.

ALFIL LOGISTICS

Installation of LED lights at head office, where 85% of the total workforce are located.

Increase in the number of warehouses covered by operational control, consuming electrical energy with renewable source certification.

We form part of Grup de Gestors Energètics, an initiative intended to promote the exchange of experiences and information among professionals working in the energy and environmental fields, with one shared concern: Optimal energy management and the greatest possible respect for the environment.



Energy consumption

Beer (MJ/hl packaged) → **103.15**

Water and soft drinks (MJ/hl packaged) → **31.73**

Malt (MJ/t produced) → **3.40**

Grupo Rodilla and Hamburguesa Nostra (kitchens) (MJ/kg produced) → **2.15**

Grupo Rodilla and Hamburguesa Nostra (restaurants)¹ (MJ /no. of receipts) → **2.79**

Alfil Logistics (MJ/pallet moved) → **1.18**

Grupo Cacaolat (MJ/hl packaged) → **189.72**

⁽¹⁾ Energy consumption at Grupo Rodilla covers 77% of all restaurants.
Note: The electrical energy consumed at the corporate headquarters (Calle Rosselló 515, 08025 Barcelona) was 516,000 kWh in 2021 and 170,595 MWh in 2020.

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New project to generate clean energy at the Estrella de Levante brewery

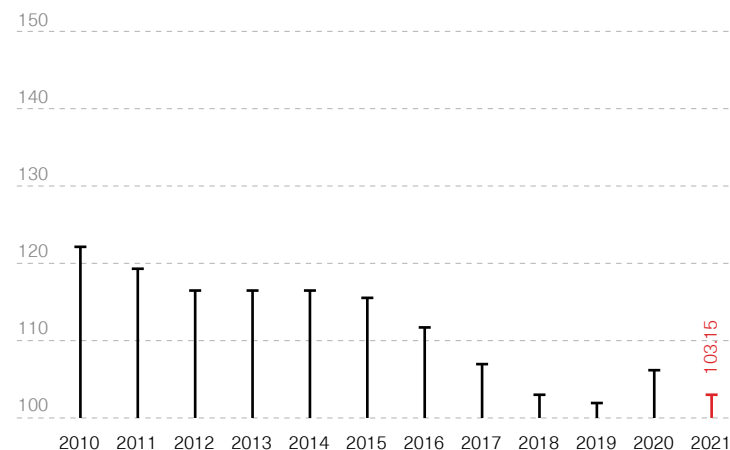
Estrella de Levante has launched a clean energy generation project, specifically using biomethane, the exact same fuel as natural gas, but of biological origin. The project was implemented by building two special plants using biogas obtained from water treatment and waste management to generate clean energy.

The biomethane produced can be used in various fields. It can be compressed and used to fuel vehicles as CNG (compressed natural gas), or supercooled and used to refuel long-distance trucks powered by LNG (liquefied natural gas), to facilitate sustainable logistics. It can also be injected directly into the natural gas network, as it has similar characteristics but is of renewable origin, allowing it subsequently to be used for the brewery boilers, in place of the original natural gas, thereby reducing the carbon footprint.

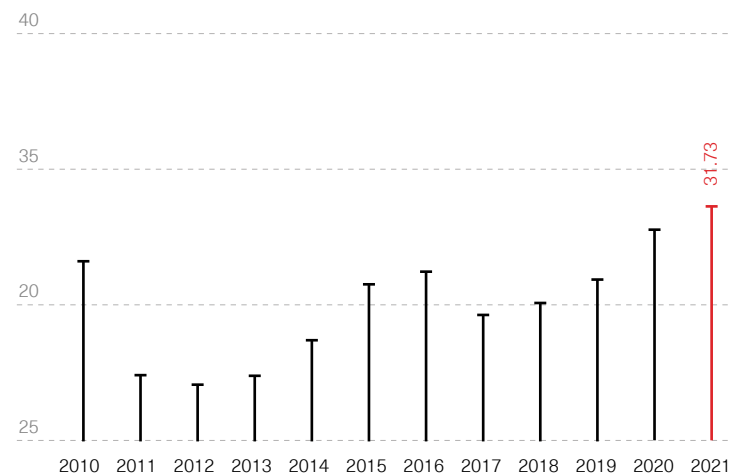
These plants will generate around 13,000 MWh of thermal energy through biomethane, equivalent to the annual natural gas consumption of more than 1,500 families, avoiding emissions of over 2,500 tonnes of CO₂. Meanwhile, the events rooms and offices have been refurbished, opting for efficient climate control systems. The actions undertaken include the replacement of enclosures to guarantee thermal and acoustic insulation; and a design which makes use of natural lighting.

Evolution of energy consumption 2010-2021

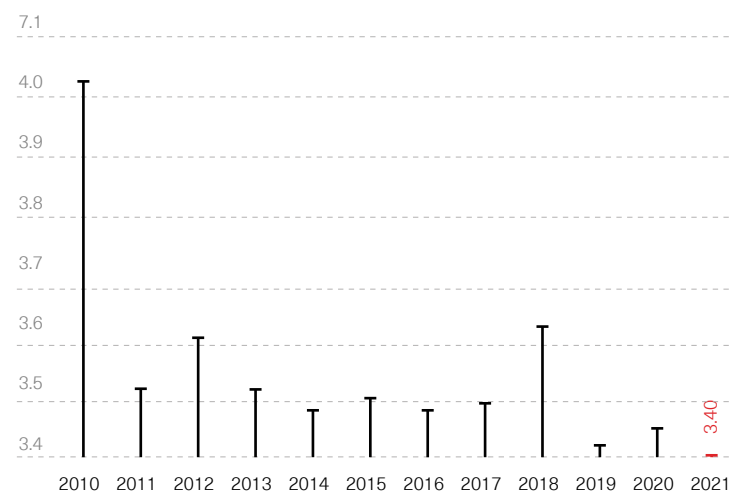
Beer (MJ/hl packaged)



Water and soft drinks (MJ/hl packaged)



Malt (MJ/kg produced)





Sustainable and low-carbon mobility

The Damm Sustainable Mobility Committee works to improve company mobility within the context of our commitment to reduce CO₂ emissions in the short and medium term.

Continued growth and extension of the BeerDrive project on the Spanish mainland. This electric truck distributes beer directly from the Cervezas Victoria Brewery in Malaga to retailers in a number of Andalusian city centres (Malaga, Granada and Cordoba), as well as Valladolid.



Alfil Logistics forms part of Asociación de Empresas por la Movilidad Sostenible with the goal of continuing to lead our commitment to more sustainable mobility, further contributing to the Agenda 2030 goals.

ACTIONS FOR ENERGY EFFICIENCY AND RENEWABLE ENERGY GENERATION

SA DAMM (CORPORATE HEADQUARTERS)

Mobility plan for co-workers travelling to the office site on Calle Rosselló, developed in 2020.

EL PRAT DE LLOBREGAT BREWERY

Mobility plan for co-workers travelling to the brewery, developed in 2021 in collaboration with the local city council.

FONT SALEM PRODUCTION PLANTS

Acquisition of electric and hybrid vehicles for the inter-plant fleet in Spain and Portugal.

DISTRIBUCIÓN DIRECTA INTEGRAL

Continued renewal of the fleet, adding new hybrid vehicles and replacing diesel models.

Main distribution routes in Barcelona covered by a 100% electric truck.

ALFIL LOGISTICS

Testing of 17 pure electric trucks for the Barcelona Metropolitan route, with satisfactory results.

Optimisation of distribution routes to avoid empty trips, making use of customer synergies, thereby reducing the CO₂ footprint by a further 10%.

GRUPO RODILLA

Freight consolidation in order to fill transport trucks completely at the production plant level, so as to achieve greater efficiency.

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Carbon footprint

The use of electricity with guaranteed green generation certification, and improved efficiency at our production and packaging plants, has allowed us to reduce annual CO₂ emissions by more than 2,600 tonnes, the equivalent of planting more than 1,000 Aleppo pine trees each year.

In 2021, our production plants received accolades for their efforts to reduce the consumption of natural resources:

Estrella de Levante Brewery

Dual accreditation of Carbon Footprint Calculation Reduction awarded by the OECC (Spanish Climate Change Office) of the MITECO (Ministry for Ecological Transition and Demographic Challenge) awarded to organisations that calculate their carbon footprint and manage to reduce their greenhouse gas emissions impact.

Pall-Ex Iberia

First Lean & Green Star from the AECOC (La Asociación de Fabricantes y Distribuidores), in accreditation of a 20% reduction in CO₂ emissions in its operations.

SA Damm

Plans to obtain its second Lean & Green Star from the AECOC (La Asociación de Fabricantes y Distribuidores) in 2022.

Alfil Logistics

Third Lean & Green Star from the AECOC (La Asociación de Fabricantes y Distribuidores), following a 35% reduction in the carbon footprint for its logistics and distribution activities.



€6.4 M

invested in the El Prat de Llobregat brewery to improve its energy efficiency, including a new CO₂ recovery plant to reduce carbon emissions.

Alfil Logistics is one of the five companies to obtain its third Lean & Green Star, and the first to do so in the logistics sector.



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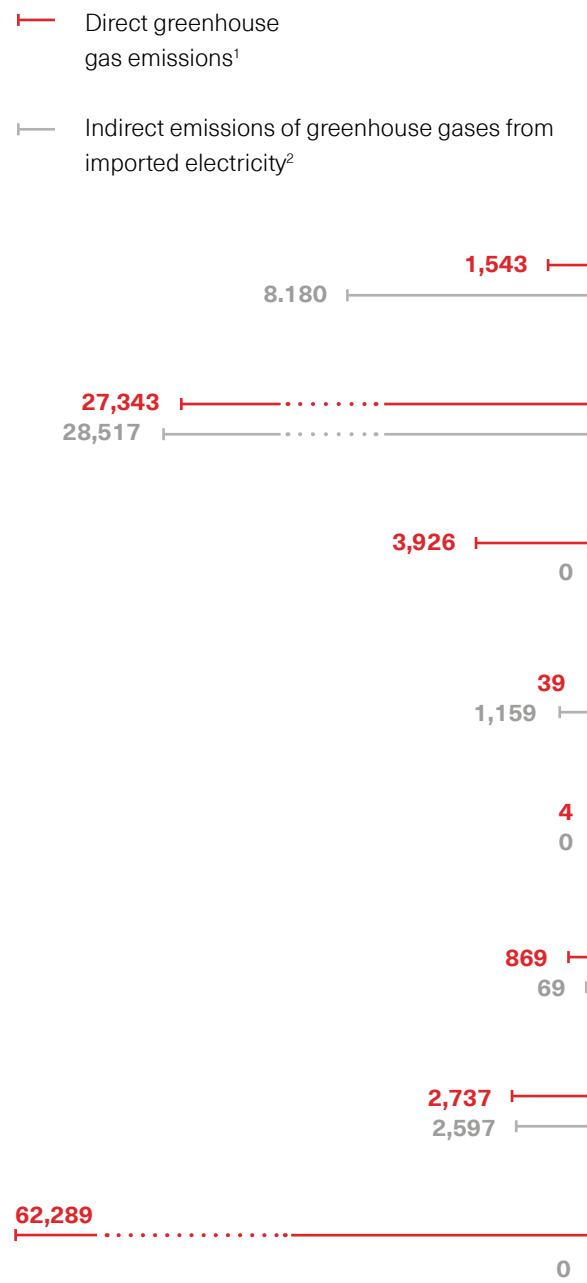
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Damm is, through Alfil Logistics, involved in the “Lean & Green” committee initiative headed in Spain by AECOC, which has become Europe’s largest collaboration platform to reduce emissions associated with the supply chain, to achieve carbon emissions neutrality by 2050.

Carbon footprint (tCO₂ eq.) 2021



Intensity of greenhouse gas emissions 2021



(1) Includes emissions derived from stationary combustion, mobile combustion, emissions connected with the production process (water treatment plant), fugitive emissions and emissions through land use, changes of land use and woodland.
 (2) Indirect emissions include imported electricity consumption emissions and imported energy consumption emissions via a physical network.
 (3) 100% of electrical energy consumed at the Grupo Rodilla kitchens comes from renewable sources.

Protection of biodiversity

The ingredients used in our products come directly from the natural world, and so protecting the biodiversity of our surroundings, and of the planet, is a core goal for Damm. In those locations where we have crop fields or production plants, we make sure we put measures in place to conserve species, habitats and ecosystems, and also take part in local alliances and initiatives to protect biodiversity.

AREAS OF INTEREST FOR BIODIVERSITY IN THE VICINITY OF OUR PRODUCTION PLANTS

FUENTE LIVIANA PRODUCTION PLANT (HUERTA DEL MARQUESADO)

Located within the birdlife high voltage power line electrocution and collision protection zone and a birdlife Special Protection Area (SPA).

endemic species listed as in danger of extinction on the Spanish Endangered Species Catalogue approved by Royal Decree 139/2011, with a recovery plan in place in the Balearic Islands, and is a species of priority Community importance under Annex II of the EU Habitats Directive.

VERI PRODUCTION PLANT (EL RUN AND BISAURRI)

Located within the birdlife high voltage power line electrocution and collision protection zone, as well as the scope of application of the Bearded Vulture Recovery Plan (*Gypaetus barbatus*).

EL PRAT DE LLOBREGAT BREWERY (EL PRAT DE LLOBREGAT)

Located within the protection area of Audouin's gull (*Larus audouinii*), a species declared at risk of extinction in Catalonia, and of the Kentish plover (*Charadrius alexandrinus*), a protected species of local wildlife.

FONT MAJOR PRODUCTION PLANT (ESCORCA)

Located in the Sierra de Tramuntana uplands in Mallorca, declared a UNESCO World Heritage Site in the natural landscape category, and therefore subject to the local Natural Resource Regulatory Plan. The area is home to the Majorcan midwife toad (*Alytes muletensis*). The Gorg Blau watercourse is home to some 50% of the population. This is an

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The Estrella de Levante Foundation, set up in 2021, has contributed to preserving and caring for the environment, with a particular focus on the Mar Menor, undertaking the following actions:

Cleaning of the seabed, together with the San Pedro del Pinatar Cofradía de Pescadores fishing association.

Reforestation, helping to reduce the drainage of sediment into the Mar Menor lagoon, preventing desertification and in turn promoting the survival of local birdlife.

Initial restoration of former salt flats, to be restored as birdlife ecosystems.

Initial creation of biological filters for the denitrification of the water discharged into the Mar Menor basin.



Damm joins forces with the conservation and protection of at-risk species

In 2021, Font Major signed up to the Majorcan midwife toad conservation and protection project, a species known as a water quality bioindicator, in partnership with the Department of Environment of the Autonomous Government of the Balearic Islands and Barcelona Zoo. The Midwife Toad Recovery and Breeding Centre on the Planícia public estate in Banyalbufar, Majorca, received 57 toads raised at Barcelona Zoo, which were subsequently released into the wild. One of the established goals of the Majorcan Midwife Toad Recovery Plan is to conserve and increase the populations, to maintain and/or improve survival in the species' natural habitats.

Particular mention should also be made of the loggerhead sea turtle (*Caretta caretta*) conservation project, this being a migratory species that fulfils a crucial function. To begin with, it carries a huge quantity of nutrients to those areas most in need, and allows the growth of epibionts, algae and crustaceans on its shell. Meanwhile, it balances out the environment, avoiding the overpopulation of fast-breeding species such as jellyfish and molluscs. It should in this regard be emphasised that the loggerhead sea turtle is classified as vulnerable on the IUCN global red list.

Damm has therefore signed a partnership agreement with Fundació CRAM (Conservación y Recuperación de Animales Marinos) in El Prat de Llobregat, Barcelona, to contribute to the recovery and reintroduction of sea turtles cared for by the organisation. As part of the Damm #LIVE TO BE PART OF THE CHANGE volunteering scheme, "Cetácea", the turtle sponsored by the company, was released on El Prat de Llobregat beach.

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Environmental awareness-raising

At Damm we not only aim to undertake actions intended to minimise environmental impact, but also to raise social consciousness and provide information about environmental issues, to make the general public more aware and join in with environmental protection initiatives. Examples of such efforts would include the information distributed about the protection of the environment and culture of the Mediterranean in our Estrella Damm Guides.

Let's try together, the most recent Estrella Damm campaign continues the thread of its predecessors, focusing on the ecological emergency faced by the Mediterranean, and our capacity to reverse the situation, with the idea of highlighting this environmental issue and increasing social awareness as to the need to protect our seas.



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Meanwhile, we also wish to raise awareness through our advertising campaigns, which highlight the importance of preserving natural resources, species and the environment.

At the internal level, we continue awareness-raising activities focused on our co-workers, as well as environmental volunteering schemes, such as litter collecting to mark World Recycling Day, beach cleaning and tree planting.



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Society

DEDICATED TO THE SOCIETY TO WHICH WE BELONG

We are actively committed to society. Every day we demonstrate this commitment through the patronage and sponsorship of leading social, cultural, culinary and sporting events. Meanwhile, the Damm Foundation and Estrella de Levante Foundation promote initiatives with a positive impact on our surroundings and society.

The Estrella Damm Old Brewery and our Estrella de Levante and Cervezas Victoria breweries have become flagship cultural and gastronomic venues at the local level, reaching out to those in our local vicinity.



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Damm Foundation: 20 years supporting culture, sport and society

The Damm Foundation has for more than 20 years been dedicated to people's training and comprehensive development, to help build a better society, promoting and supporting initiatives of cultural and social interests throughout Spain. During 2021, the Foundation continued to support and meet the needs arising in the second year marked by Covid-19.

The Damm Foundation received the Fuera de Serie magazine's Character of the Year Award in the Philanthropy and Patronage category, in recognition of its efforts in the cultural, social and sporting field, in the year of its 20th anniversary.

65
organisations involved in Damm Foundation collaborations

€3.32 M
dedicated to sporting, cultural and social projects

268
young sportspeople trained at the Damm Football Club and Damm Padel Club



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Main actions in 2021



SPORT

We encourage sporting pursuits through our football and padel clubs, and through collaboration with various sporting institutions and organisations. We also support the training of hundreds of young athletes in Catalonia and Spain.

The Damm Football Club has continued its task of training high-performance players with great results, as demonstrated by the first and second division debut of a number of footballers trained at our clubs, while several players from the youth level have been selected for the Spanish national junior teams. Meanwhile, Damm Padel Club has claimed major successes, such as the Spanish first category junior championship.

In early 2021, we announced the purchase of land to build the new Damm Football Club sports city. A major step which will represent exponential growth for the Club. The sports complex will be located in the Sants-Montjuïc district of Barcelona, and is scheduled to open in 2023. The Damm Football Club will own and use the facilities, but they will also be made available to Damm co-workers and their families. The new facilities will comply with energy and water sustainability and efficiency criteria, with the aim of in the future obtaining Nearly Zero Energy Building (NZEB) certification for the facilities.

In the first year that the Damm Historical Archive opened to external visitors, the Foundation conducted 134 sessions with 1,915 visitors.



CULTURE

Culture is a hugely important element of social bonding and growth, at both the personal and collective level. Museums, auditoriums, theatres, photography exhibitions, cinema and children's events are how we reach out to people through culture.

In 2021, we signed a partnership agreement with the Fundació Joan Miró in Barcelona, making the Damm Foundation a sponsor of the organisation. This new agreement will allow the Foundation to help in showcasing and publicising the artistic legacy of the Catalan painter, doctor and ceramicist.



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SOCIETY

One of the most important and gratifying tasks of the Damm Foundation is that of lending support to projects that contribute to personal development and growth, through social action, education and solidarity. With this aim in mind, we work with organisations throughout the country, placing our emphasis on initiatives that support early childhood and underprivileged groups, while also conveying knowledge and fostering talent

and altruism. The most significant actions in 2021 include in particular the donation of 22 laptops to vulnerable groups through Fundesplai, the delivery of 4,500 l of bottled water to Open Arms, and collaboration with the 'más IN Gala' organised by Fundación Grupo SIFU at the Teatro Real in Madrid, with the aim of raising the profile of the different skills of people with physical functional diversity, promoting their full inclusion.

Creation of the Estrella de Levante Foundation

In May 2021, we presented the Estrella de Levante Foundation, established with the aim of serving as a key social player in the region of Eastern Spain, and in particular in Murcia, Alicante, Albacete and Almeria. Its key goals are to preserve culture and traditions, social action on behalf of groups at risk of exclusion, and care for the environment, with a particular focus on the Mar Menor Lagoon and the Segura Basin. The Foundation's first project was to clean the seabed of the Mar Menor, together with the Cofradía de Pescadores de San Pedro del Pinatar fishing association.



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Sponsorship and partnerships



Cervezas Victoria once again sponsored the Malaga Cinema Festival, as it marked its 24th edition. The event aims to contribute to the development of cinema in Spanish, while also paying tribute to various figures from the cinematographic industry, promoting numerous film cycles, exhibitions and cultural activities.

The most direct way we have to reach out to our consumers and society at large is through collaboration and sponsorship initiatives connected with culture, cuisine and sport. They allow us to convey our values to the communities where we have a presence.

The situation caused by Covid-19, which continued to shape our lives throughout 2021, impacted but did not prevent the staging of events, which were at all times conducted in accordance with the full health protocols established by law at the time in question.



CULTURE

We sponsor and collaborate with cultural events.

Cruïlla Festival

Canet Rock

La Mercè Festival

Mallorca Live Summer

White Summer

Vida Festival

WARM UP Estrella de Levante

Brisa Festival

MWC Barcelona
(Mobile World Congress)

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GASTRONOMY

We bring people together to delight in fine food, exporting Mediterranean cuisine throughout the world.

National events

Alicante Gastronómica 2021

Murcia, Spanish Capital of Gastronomy

Tasty Trips

GastroDones

MACARFI A cuatro Manos

Seminar: "The management of the future. The new paths of the hotel and catering industry"

Radio programme "La Gastronomía Con Sabor a Málaga" at the Cervezas Victoria Brewery

Fórum Gastronómico de Barcelona

International events

Estrella Damm National Restaurant Awards (UK)

UK Top 50 Gastropub Awards (United Kingdom)

Asia's 50 Best Restaurants 2021 (digital event)

Inedit Damm Chefs' Choice Award 2021 (digital event)

Estrella Damm Culinary Journey in Miami and Toronto (USA and Canada)

World's 50 Best Restaurant Awards (Belgium)

Latin American 50 Best Restaurant Awards (Chile, Ecuador, Peru, Colombia, Mexico, Argentina and Brazil)



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SPORT

We support the staging of sports events, and work with leading clubs and teams in all manner of sports.

Padel

World Padel Tour

National Padel series

Estrella Damm Padel Tour

Basketball

Bàsquet Girona

Uni Girona Club de Bàsquet

FC Barcelona Baloncesto

Club Joventut de Badalona

BAXI Manresa

Hestia Menorca

Football

Fútbol Club Barcelona

Real Club Deportivo Espanyol

Real Sociedad de Fútbol

Real Club Deportivo Mallorca

Girona Fútbol Club

Club Deportivo Castellón

Unión Deportiva de Almería Club de Fútbol

Spanish national football team (men and women)

Fútbol Club Andorra

Club Esportiu Europa

Nàstic de Tarragona

Unión Deportiva Ibiza

CE Sabadell FC



Victoria, with “la Roja”

Cervezas Victoria and the RFEF (Spanish Royal Football Federation) signed an agreement to make the Malaga-based brewery the official beer of the Spanish men's and women's national football teams, nicknamed “la Roja”, up until the FIFA World Cup to be held in Qatar in 2022.

The “exquisite Malaga” brand has its own space among the companies sponsoring the Spanish Royal Football Federation, with a presence at all matches played by the national team.

At the presentation of the agreement, the Head of Institutional Relations at Cervezas Victoria, Sergio Ragel, indicated that the company and the national teams have shared values, “committed to passion, to a job well done, and to achieving Victory”.

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Rumbo Sport, at the cutting edge of sports management

The incorporation of technological developments within sports management forms part of Damm's commitment to digital transformation. In this regard, Rumbo Sport implements improvements to the user experience at the Estrella Damm 2021 Padel Tour express tournaments.

At these tournaments, participants can register the results of their matches via their mobile, receive notifications about their fixtures and follow the course of the tournament in real time, while enjoying the competition.

Tennis

Mutua Madrid Open

Barcelona Open Banc Sabadell -
Conde de Godó Trophy

ATP Mallorca Championship

Club de Tennis Murcia

Horseriding

Madrid Horse Week

Golf

Estrella Damm Mediterranean Ladies Open

Estrella Damm Andalucía Masters

Mujer Golfista women's tournament

Other

Extreme Barcelona

Murcia Challenge

MAPFRE King's Cup

UE Santboiana



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Lighting up our buildings

As each year, on a number of specific celebratory days the façades of the Estrella Damm Old Brewery (Barcelona), the Estrella Damm Brewery in El Prat de Llobregat (Barcelona), Plataforma Continental (Madrid), Cervezas Victoria (Malaga) and Estrella de Levante (Murcia) were lit up in support of various humanitarian causes:

World Autism Awareness Day

World Breast Cancer Day

Our breweries, our home

The Damm breweries are our home, and like any good host, we like to throw our doors open to show people at first hand how we brew our beer. The Estrella Damm Brewery in Prat de Llobregat (Barcelona) and the Old Brewery (Barcelona), Estrella de Levante (Espinardo) and Cervezas Victoria (Malaga) offer guided tours, which end in a delicious tasting. At the Estrella Damm Old Brewery we continue to offer a tour, which has now been revamped, around the different historical rooms, while also staging a great many events of all kinds open to the public.

The improvement in terms of the evolution of Covid-19 in 2021 allowed the public to return to our breweries, while we maintained all the protocols in force, including reduced visitor numbers, distancing, use of face masks, cleaning and disinfection tasks.

VISITS TO DAMM BREWERIES IN 2021

6,000

Estrella Damm Old Brewery (Barcelona) and El Prat de Llobregat brewery

2,533

Cervezas Victoria (Malaga)

1.923

Estrella de Levante (Espinardo)

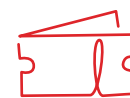
In 2021, a total of 10,456 people visited our breweries.





Estrella Damm Old Brewery

After a difficult 2020 in terms of organising social, sporting and cultural events, the Estrella Damm Old Brewery revived many of its in person activities, at all times complying with the health regulations in force to guarantee the well-being of both our visitors and our staff. The Estrella Damm Old Brewery was once again a social landmark for the city of Barcelona, hosting numerous corporate, cultural, charitable, culinary and sporting events. In parallel, guided tours of its rooms and historical archive continued to attract increasing numbers of visitors, establishing a position as one of Barcelona's major tourist attractions.



19,029

attendees in 2021



232

events staged

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MAIN EVENTS IN 2021

Sports

- Gala de les Estrelles Catalan Football Federation
- Woman Sport Awards Gala
- SportBiz Europe
- Mundo Deportivo Gala
- FC Barcelona presidency candidates debate
- Presentation of Ferrocarrils Generalitat de Catalunya winter season
- Sports Tomorrow Congress

Cultural

- Cruïlla XXS
- Sant Jordi de Nadal
- La Mercè
- Disc Català de l'Any
- Rac105 Confidencial concerts
- Delicatessen concerts
- RBF Awards

Gastronomic

- GastroDones
- MACARFI A cuatro manos
- Seminar: "Managing the Future: new pathways in hospitality"
- Bar Manager beer pulling competition
- Gastronomistas interview series

Charitable

- Movember
- NASCO Solidarity

Other

- BNEW (Barcelona New Economy Week)
- Mobile Week
- UPF Female Mentoring, Welcome Summer DIRCOM



Estrella Damm Old Brewery launches guided tours

The Estrella Damm Old Brewery has launched a new guided tour service, much more comprehensive than the previous visits, giving beer-lovers the chance to discover the history of Barcelona's landmark brewery, as well as its historical archive. Visitors end the day with a tasting of our beers. Opened in 1905 and dubbed "La Bohemia", it was a building ahead of its time, and a Europe-wide technological flagship.

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Cervezas Victoria brewery

The Cervezas Victoria brewery in Malaga saw a relaunch of visits and events in 2021, both in-person and via streaming.

MAIN EVENTS IN 2021

Sports

- Meeting of the Asociación de Periodistas Deportivos de Málaga (Malaga Sports Journalists' Association)
- Radio Sport programme
- Radio Marca programme
- 'Tarde Para Todos' with Berni R.
- Presentation of the Costa del Sol Málaga handball team
- Euro 2020 Preliminary Hospitality

Gastronomic

- "La gastronomía con sabor a Málaga" radio programme
- Aceites Sabor a Málaga Awards
- Quesos Sabor A Málaga Awards
- Launch of Victoria Malacatí
- International Beer Day
- El Delantal Awards
- Espetos Costa Del Sol competition

Cultural

- Teatro Soho auditions
- Signature of Malaga Carnival sponsorship
- Signature of Malaga Cinema Festival sponsorship
- Aula Cultura Sur
- Telmo Dice
- Malaga Filmmaker gatherings
- Malaga Type
- Book launches
- EA Málaga press conference
- Brisa Festival presentation and concert
- 'Irreconciliables' International Poetry Festival press conference
- Italian Cinema Festival press conference
- Open House

Other

- Ewoman
- Mujeres 360
- "Más de uno Málaga" radio programme (4 sessions)
- Club de Marketing Málaga
- "Hoy por Hoy" radio programme with Àngels Barceló
- Technological Gatherings
- Federación Española de Campings congress



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4,524
attendees in 2021


26
events staged

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Estrella de Levante brewery

The facilities in Murcia played host to numerous events, and in 2021 the new tasting room was opened.

MAIN EVENTS (2021)

Sports

- Vuelta a Murcia
- Titan Desert Series Almería
- GC32 World Sailing Championship Hydrofoiling catamaran
- Cartagena – Ibiza Regatta
- Estrella Levante Torrevieja XXI Regatta
- La Manga Club 21 Golf Tournament
- Non-Stop Murcia-Madrid
- Club de Tenis Murcia
- Crevillente Race

Gastronomic

- Club Gastronómico Rodados
- Te quiero saborear Archena
- Saborarte Cieza
- Sello 1001 Sabores
- Sabe a Murcia Zarangollo competition
- Huertos del Malecón tastings
- La Tapa del Año 2020
- Murcia Gastronómica presentation
- Murcia Gastronómica
- Pelotas de Patiño

Cultural

- Generación Estrella Award
- Microsonidos 21
- Primavera Teatro Circo concert
- Fiestas de Caravaca photo exhibition
- AGUS Agústicos concert
- Malecón Nights
- Reinas de la Huerta gala
- BSide Festival presentation
- Xtraordinary Nights Cartagena El Batel
- Slow Fashion Murcia
- Música y Estrellas Cehegín
- Huertos del Malecón
- Ex libris. Feria del Libro de Murcia book fair
- Cabo de Palos Tour Fest
- Film Meet & Greet: 'Últimas voluntades'

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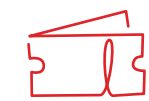
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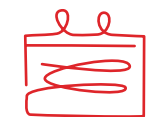
Other

- MDI Clean Energy project
- Live visit: Murcia Conecta 7TV
- Mujer de Élite Murcia congress
- Gala: 'Región de Murcia' on 7TV
- Programme: 'Gastro', Onda Cero Almería
- Green Hydrogen platform
- 25 years of Europa Press in Murcia
- AJE Region of Murcia visit
- National Congress of Young Businesspeople
- CEO Congress
- Columbares Awards gala
- UCAM Business Club
- LAUREL 21 Fundación Prensa Awards



1,716

attendees in 2021



77

events staged



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Technical data and materiality matrix

REPORTING PERIOD

2021
(from 1 January to 31 December)

REFERENCE STANDARDS

This report was prepared in accordance with the GRI Standards: essential option. Consideration was also given to the principles of the Global Compact and Sustainable Development Goals of the United Nations.

SCOPE

This information covers all the companies controlled and managed by Damm: Agama Manacor 249, SL; Aguas de San Martín de Veri, SA; Alada 1850, SL;

Alfil Logistics, SA; Artesanía de Alimentación, SL; Bebidas Ugalde, SL; Cafès Garriga 1850, SL; Cafeteros desde 1933, SL; Cerbeleva, SL; Carbòniques Beccdam, SL; Cervezas Victoria 1928, SL; Distribuidora Cervezas Victoria Málaga, SL; Comercial Mallorquina de Begudes, SL; Comercial Plomer Distribucions, SL; Comercializadora Distribuidora Cervezas Nordeste, SL; Compañía Cervecera Damm, SL; Corporación Económica Delta, SA; Damm Atlántica, SA; Damm Canarias, SL; Damm Restauración, SL; Dayroveli, SL; Dismenorca, SL; Distrialmo, SL; Distribuidora de Begudes Movi, SL; Distribucions de Begudes de Marina Alta, SL; Distridamm, SL; El obrador de HN, SL; Envasadora Mallorquina de Begudes, SLU; Estrella de Levante Fábrica de Cerveza, SAU; Estrella del Sur Distribuciones

Cerveceras, SL; Distribuidora Nexia, SL; Distribuidora Provea, SL; Font Salem Portugal, SA; Font Salem, SL; Gasteiz Banaketa Integrata, SL; Gestión Fuente Liviana, SL; Hamburguesa Nostra, SL; Maltería La Moravia, SL; Mascarell Comercial de Bebidas, SL; Minerva Global Services, SL; Nabrisa Distribuciones, SL; Nostra Restauración, SL; Pall-Ex Iberia, SL; Plataforma Continental, SL; Pumba Logística, SL; Rodilla Sánchez, SL; Rodilla Sánchez US LLC, SL; Rumbosport, SL; Distribución Directa Integral, SL; SA Damm; SA Distribuidora Gaseosa; Setpoint Events, SA; Intercervecera, SL; The Wine List, SL; and Grupo Cacaolat, SL (new in 2021).

CONTACT POINT

comunicacion@damm.es



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RELEVANT ISSUES FOR SUSTAINABILITY PERFORMANCE

In 2021, Damm reviewed and updated the materiality analysis conducted in 2019, in order to identify the company's sustainability impacts and priorities during this period.

Potentially relevant matters were first identified and selected, in accordance with two operational approaches:

- Update of the list of topics drawn up for the 2019 materiality analysis, in accordance with the review and evaluation of sustainability and sectoral trends over the past two years.
- Summary of the list of material topics from 2019, in order to facilitate a vote by the attendees.

The potentially relevant matters were structured on the basis of four strategic strands: people, environment, social commitment and governance, coinciding with those of the 2019 materiality analysis.

The relevant topics were subsequently prioritised, taking into account an internal analysis based on the impact on the business and the relevance for Damm in the general (corporate), beer, water and logistics areas. Meanwhile, external analysis was conducted, based on the expectations of Damm's key stakeholders, on the basis of two sources of information:

- Online questionnaires distributed to key stakeholders (supplier companies, customers, media, NGOs and institutions).
- Three focus groups, conducted virtually because of Covid-19, involving representatives of the media, supplier companies and hospitality trade customers, cultural and social organisations, and CSR professionals.

The materiality matrix was then drawn up in accordance with two axes:

- The horizontal axis corresponds to the impact on Damm's business, according to the replies obtained via the internal stakeholders.
- The vertical axis determines the expectations of external stakeholders with regard to the role of Damm.

Material matters were classified into three groups of relevance:

- High: obtaining a result of 85% or more. They represent key topics for the Damm sustainability and CSR strategy, where the organisation must position itself as a leader, prioritising such aspects in its action plan.
- Medium: obtaining an overall result of more than 82% but less than 85%. These are considered to be latent topics where Damm has the opportunity to stand out and underpin its commitment, by going the extra mile.
- Less relevant topics: obtaining a result of less than 82%



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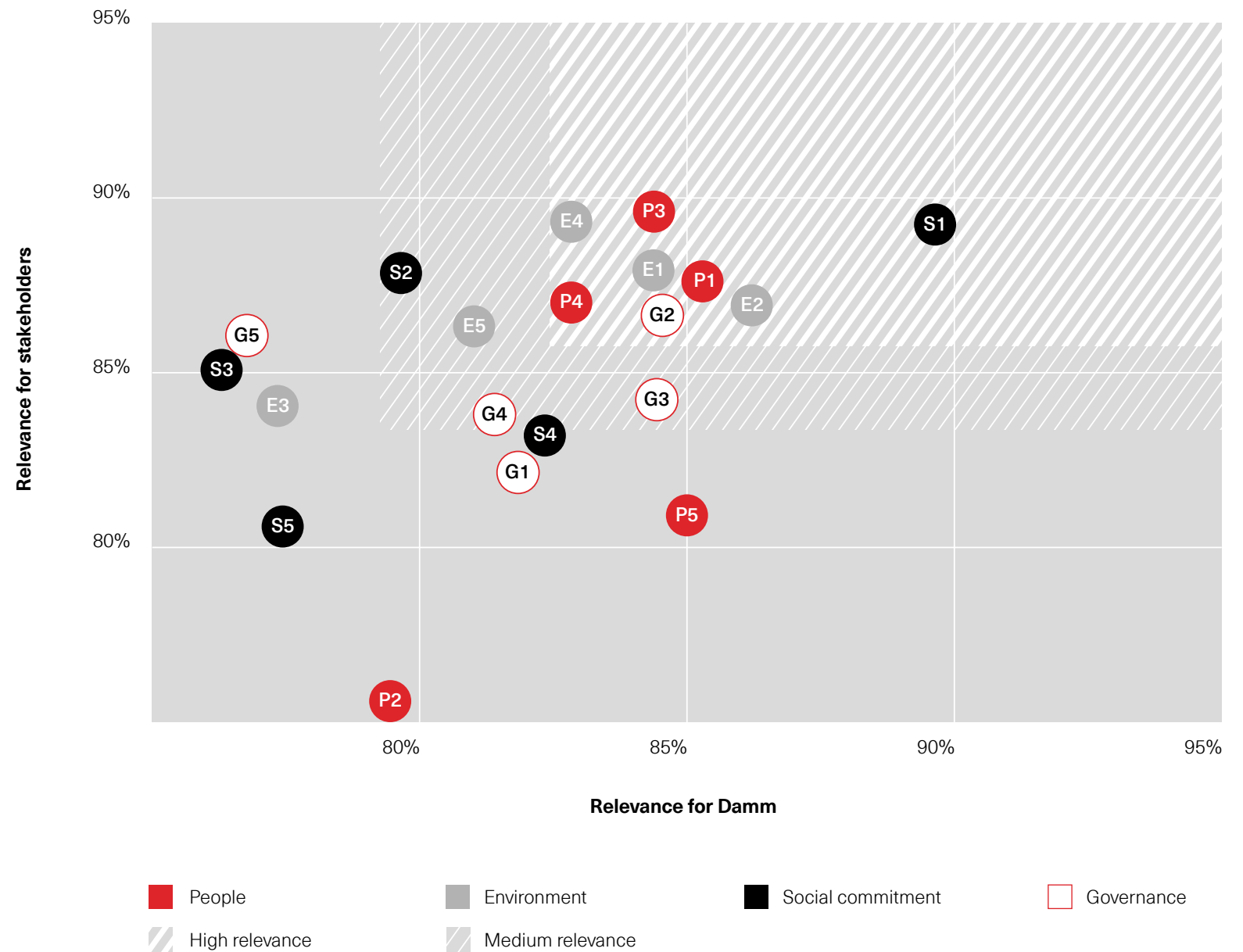
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MATERIALITY MATRIX



Material aspects

- S1** Product quality, safety and transparency
- P3** Diversity, equality, inclusion and non-discrimination
- E2** Protection of water resources
- P1** Comprehensive well-being of Damm people
- G3** Good governance and transparency
- S2** Responsible marketing and communication
- E5** Sustainable logistics
- E1** Climate change and decarbonisation (reduction of carbon emissions)

Aspects of high interest

- G1** Guarantee performance and economic solvency of the company
- G5** Integration of ESG sustainability criteria in business decisions
- S3** Promote sustainable and healthy consumption habits
- E3** Regenerative business
- S5** Brands with a cause
- P2** Employer Branding

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GRI Standard disclosure Page or direct answer

GRI 102 GENERAL DISCLOSURES (2016)

ORGANIZATION PROFILE

102-1 Name of the organisation	7
102-2 Activities, brands, products and services	7, 8, 10
102-3 Location of headquarters	9, 10, 11
102-4 Location of operations	8, 10
102-5 Ownership and legal form	8, 116
102-6 Markets served	8 Drinks (beers, waters and soft drinks) and food (dairy products and coffee) Customers According to the distribution channel: large hospitality accounts (organized restaurant chains and communities), traditional hospitality (distribution companies), large food accounts (hypermarkets and national and regional supermarkets, cash and wholesalers) and online sales (private person who buy your products through Damm Shop). According to the retail client: food for consumption outside the establishment and hospitality for consumption in the establishment itself: independent (most restaurants in Spain) and organized (customers of the large hospitality accounts channel). Consumers Final consumers of the products. Restaurants Franchises Natural or legal person who obtains the right to commercialize and exploit the brand. Consumers Final consumers of the products in the restaurants. Logistics and capillary distribution services Customers Companies from different sectors and other logistics operators. Organization of events Customers Companies or organizations that wish to organize competitions and sports or cultural events of any type.

102-7 Scale of the organization 2, 4, 38

102-8 Information on employees and other workers	52																											
	<table border="1"> <thead> <tr> <th colspan="2">Staff as at 31 December</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Own staff</td> <td>Beverages and food</td> <td>2,391</td> <td>2,410</td> <td>2,701</td> </tr> <tr> <td>Logistics and distribution</td> <td>225</td> <td>1,190</td> <td>1,257</td> </tr> <tr> <td>Restaurants</td> <td>1,227</td> <td>997</td> <td>1,006</td> </tr> <tr> <td>Content management¹</td> <td>27</td> <td>30</td> <td>35</td> </tr> <tr> <td></td> <td>Damm</td> <td>3,870</td> <td>4,627</td> <td>4,999</td> </tr> </tbody> </table>	Staff as at 31 December		2019	2020	2021	Own staff	Beverages and food	2,391	2,410	2,701	Logistics and distribution	225	1,190	1,257	Restaurants	1,227	997	1,006	Content management ¹	27	30	35		Damm	3,870	4,627	4,999
Staff as at 31 December		2019	2020	2021																								
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	Content management ¹	27	30	35																								
	Damm	3,870	4,627	4,999																								

	2019					2020					2021				
	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹
Staff by hire type and gender (as at 31 December)															
% Permanent	82%	82%	97%	80%	100%	90%	85%	96%	93%	100%	85%	86%	91%	75%	100%
Permanent	3,191	1,960	219	985	27	4,156	2,050	1,144	932	30	4,253	2,328	1,138	752	35
Men	1,942	1,466	145	310	21	2,774	1,534	933	284	23	2,929	1,741	927	234	27
Women	1,249	494	74	675	6	1,382	516	211	648	7	1,324	587	211	518	8
Temporary	679	431	6	242	0	471	360	46	65	0	746	373	119	254	0
Men	419	322	2	95	0	354	287	40	27	0	469	283	103	83	0
Women	260	109	4	147	0	117	73	6	38	0	277	90	16	171	0

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Staff by workday type and gender (as at 31st December)	2019					2020					2021				
	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹
% Full-time	81%	100%	99%	42%	100%	87%	100%	98%	45%	100%	87%	100%	98%	41%	100%
Full-time	3,153	2,386	222	518	27	4,042	2,406	1,161	445	30	4,368	2,692	1,232	409	35
Men	2,150	1,787	144	198	21	2,975	1,819	961	172	23	3,211	2,020	1,019	145	27
Women	1,003	599	78	320	6	1,067	587	200	273	7	1,157	672	213	264	8
Part-time	717	5	3	709	0	585	4	29	552	0	632	10	25	597	0
Men	211	1	3	207	0	153	2	12	139	0	188	5	11	172	0
Women	506	4	0	502	0	432	2	17	413	0	444	5	14	425	0

Staff by gender and age group (as at 31 December)	2019					2020					2021				
	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹
Men	2,361	1,788	147	405	21	3,128	1,821	973	311	23	3,370	2,023	1,003	317	27
< 25 years	218	97	4	116	1	181	85	14	81	1	207	86	17	100	4
26-35 years	609	384	29	192	4	586	331	113	139	3	618	363	123	130	2
36-45 years	857	742	55	53	7	1,103	720	324	50	9	1,126	753	319	43	11
46-55 years	504	420	42	34	8	863	498	329	30	6	971	577	359	30	5
56-65 years or more	173	145	17	10	1	395	187	193	11	4	448	244	185	14	5
Women	1,509	603	78	822	6	1,499	589	217	686	7	1,628	677	254	689	8
< 25 years	265	50	1	213	1	198	37	4	157	0	234	33	4	196	1
26-35 years	551	188	18	341	4	448	153	33	258	4	464	191	38	231	4
36-45 years	468	235	45	187	1	508	238	86	183	1	500	260	83	157	0
46-55 years	173	105	10	58	0	264	125	72	66	1	339	156	100	81	2
56-65 years or more	52	25	4	23	0	81	36	222	22	1	91	37	29	24	1

Women by professional category (as at 31st December)	2019					2020					2021				
	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹	Damm	Beverages and food	Logistics and distribution	Restaurants	Content management ¹
Board and senior management	3	1	1	1	0	1	0	1	0	0	1	0	1	0	0
Senior management	0	0	0	0	0	5	3	0	2	0	6	3	0	3	0
Technical staff and middle managers	610	363	58	187	2	592	339	70	178	4	475	331	77	62	5
Administrative and commercial staff	177	142	17	14	4	304	150	141	10	3	496	236	144	113	3
supporting staff	719	97	2	620	0	598	97	5	496	0	622	106	5	511	0

(1) For year 2019 the data includes only SetPoints Events. For 2020 and 2021, Rumbo Sport is also included.

102-9 Supply chain	45, 46
102-10 Significant changes to the organisation and its supply chain	2, 4, 31, 37, 47
102-11 Precautionary Principle or approach	76, 80, 88
102-12 External initiatives	39, 50
102-13 Membership of associations	50
STRATEGY	
102-14 Statement from senior decision-maker	39, 40

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ETHICS AND INTEGRITY

102-16 Values, principles, standards, and norms of behaviour	39, 40
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GOVERNANCE

102-18 Governance structure	39
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STAKEHOLDER ENGAGEMENT

102-40 List of stakeholder groups	43
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102-41 Collective bargaining agreements	52, 59			
	Employees covered by collective bargaining agreements by country	2019	2020	2021
	Spain	100%	100%	100%
	Portugal	100%	100%	100%
	Andorra	-	-	100%
	United States ¹	-	7%	10%
	China	-	100%	100%
	Chile	-	100%	100%

(1) In the United States, most employees are hired on an "Employment at Will" basis, which implies that the parties acknowledge and agree that the employment is for an unspecified duration and constitutes "at will" employment.

102-42 Identifying and selecting stakeholders	Damm has identified its stakeholders based on criteria such as: dependence (who depends on the activities, products or services or those on whom it depends to continue their activities), liability (whether commercial, legal, operational, social, etc.), proximity (those who are within the surrounding area) and influence (can have an impact on strategy or business).
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102-43 Approach to stakeholder engagement	44
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102-44 Key topics and concerns raised	116
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REPORTING PRACTICES

102-45 Entities included in the consolidated financial statements	116
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102-46 Defining report content and topic Boundaries	118
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102-47 List of material topics	117
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102-48 Restatements of information	There were no restatements of the information provided in previous reports.
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102-49 Changes in reporting	There have been no substantial changes in reporting. In those cases in which there has been a change in the scope of the information, it is detailed at the foot of the page or table.
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102-50 Reporting period	116
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102-51 Date of most recent report	2020
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102-52 Reporting cycle	Annually
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102-53 Contact point for questions regarding the report	116
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102-54 Claims of reporting in accordance with the GRI Standards	116
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102-55 GRI content index	120
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102-56 External assurance	This report has not been submitted for external assurance.
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Material Topics

GRI Standards disclosures

Page or direct answer

ECONOMIC TOPICS

GRI 103: MANAGEMENT APPROACH 2016 LINKED TO GRI 201: ECONOMIC PERFORMANCE, GRI 204: PROCUREMENT PRACTICES, GRI 205: ANTI-CORRUPTION AND P5. DIGITAL TRANSFORMATION

103-1 Explanation of the material topic and its Boundary	117, 118 Material topic		Boundary¹	Involvement²
	E4. Circular and proximity economy	GRI 204: Procurement practices	Within and outside the organisation	Direct and indirect
	G2. Governance and business ethics	GRI 205: Anti-corruption	Within and outside the organisation	Direct and indirect
	P5. Digital Transformation		Within and outside the organisation	Direct and indirect

(1) Indicate where the impact is produced: within the organisation, outside of the organisation, within and outside of the organisation.
(2) Indicate the organisation's involvement with the impacts: direct (the organisation has directly caused the impact) or indirect (the organisation is linked to the impact through its business relationships).

103-2 The management approach and its components	37, 39, 46, 74, 77
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103-3 Evaluation of the management approach	37, 39, 46, 74, 77
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GRI 204: PROCUREMENT PRACTICES (2016)

204-1 Proportion of spending on local suppliers	46
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GRI 205: ANTI-CORRUPTION (2016)

205-3 Confirmed incidents of corruption and actions taken	In 2020, no confirmed cases of corruption were recorded in the companies that make up Damm.
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P5. DIGITAL TRANSFORMATION

103-2 The management approach and its components	55, 74
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ENVIRONMENTAL TOPICS

GRI 103: MANAGEMENT APPROACH 2016 LINKED TO GRI 301: MATERIALS, GRI 302: ENERGY, GRI 303: WATER, GRI 305: EMISSIONS, GRI 306: WASTE, GRI 307: ENVIRONMENTAL COMPLIANCE, AND GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

103-1 Explanation of the material topic and its boundary	117, 118 Material topic		Boundary¹	Involvement²
	E4. Circular and proximity economy	GRI 301: Materials	Within and outside the organisation	Direct
	E5. Sustainable logistics	GRI 302: Energy	Within the organisation	Direct
	E1. Climate change and decarbonisation (reduction of carbon emissions)			
	E4. Circular and proximity economy			
	E2. Protection of water resources	GRI 303: Water	Within and outside the organisation	Direct and indirect
	E5. Sustainable logistics	GRI 305: Emissions	Within and outside the organisation	Direct
	E1. Climate change and decarbonisation (carbon emission reduction)			
	E4. Circular and proximity economy	GRI 306: Waste	Within and outside the organisation	Direct and indirect
	G3. Good governance and transparency	GRI 307: Environmental compliance	Within and outside the organisation	Direct
	G4. Responsible supply chain management and procurement	GRI 308: Supplier environmental assessment	Within and outside the organisation	Direct and indirect

(1) Indicate where the impact is produced: within the organisation, outside of the organisation, within and outside of the organisation.
(2) Indicate the organisation's involvement with the impacts: direct (the organisation has directly caused the impact) or indirect (the organisation is linked to the impact through its business relationships).

103-2 The management approach and its components	48, 77, 81, 86, 88, 90, 95, 96
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103-3 Evaluation of the management approach	48, 77, 81, 86, 88, 90, 95, 96
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GRI 301: MATERIALS (2016)

301-1 Materials employed by weight or volume	83		2019	2020	2021
	Materials and raw materials used (t)				
Beer and soft drinks	Raw materials for beer (malt, rice, maize, barley in process and hops)		233,125	138,950	211,070
	Materials for beer and soft drinks (glass, aluminum, steel, paper/cardboard and plastic)		189,243	151,150	134,245
Water	Plastics (PE and PET), paper and cardboard		6,243	4,845	5,012
Grupo Rodilla and Hamburguesa Nostra (kitchens)	Raw materials		2,775	1,404	1,476
	Materials		31	25	27
Grupo Rodilla and Hamburguesa Nostra (restaurants)	Materials		ND	ND	171 ²
Grupo Cacaolat	Raw materials		-	-	43,632
	Materials		-	-	3,288

(1) Data include: Compañía Cervecería Damm, SA, Estrella de Levante Fábrica de Cerveza, SAU, Cervezas Victoria 1928, SL, and Font Salem, SL (El Puig and Salem).

(2) The consumption of materials at Grupo Rodilla's restaurants only includes its own, not including Hamburguesa Nostra, which represents 79% of the total.

Note: 0.847 tons of paper and cardboard and 0.016 tons of plastic were consumed at Grupo Rodilla's headquarters.

GRI 302: ENERGY (2016)

302-3 Energy intensity	91		2019	2020	2021
	Energy consumption				
Beer factories (MJ/hl packaged)	Electrical energy		9.65	9.82	9.62
	Thermal energy		18.72	19.55	19.03
Water and soft drinks factories (MJ/hl packaged)	Electrical energy		4.60	4.59	4.79
	Thermal energy		3.73	3.84	4.02
Malt houses (MJ/t produced)	Electrical energy		153.35	152.13	151.93
	Thermal energy		797.00	807.52	792.03
Alfil Logistics (MJ/pallets moved)	Electrical energy		0.37	0.41	0.41
	Thermal energy		0.45	0.39	0.33
Grupo Rodilla and Hamburguesa Nostra - Kitchens (MJ/kg produced)	Electrical energy		1.58	2.13	1.82
	Thermal energy ¹		0.26	0.30	0.33
Grupo Rodilla and Hamburguesa Nostra - Restaurants (MJ/no. of receipts)	Electrical energy ²		-	-	2.80
	Thermal energy		-	-	2.12
Grupo Cacaolat (MJ/hl packaged)	Electrical energy		-	-	77.44
	Thermal energy		-	-	112.28

(1) There is no consumption of thermal energy in the El Obrador de Hamburguesa Nostra, SL.

(2) The electricity consumption of Grupo Rodilla's restaurants accounts for 77% of the total.

Note: The electrical energy consumed at the head office (c/ Rosselló, 515, 08025 Barcelona) amounted to 170,595 MWh in 2020 and 516,000 kWh in 2021.

302-4 Reduction of energy consumption	92
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GRI 303: WATER (2018)

303-1 Interactions with water as a shared resource	88			
303-2 Management of water discharge-related impacts	88			
303-3 Water withdrawal	89			
	Water consumption by source (m³)	2019	2020	2021
	Beer	5,892,641	5,686,755	5,862,860
	Water from municipal supply	83,588	83,483	105,125
	Groundwater	5,809,053	5,603,272	5,757,735
	Water and soft drinks factories	949,391	939,343	1,184,747
	Water from municipal supply	2,428	2,876	5,151
	Groundwater and spring water	946,963	936,758	1,179,596
	Malt	522,949	542,114	532,951
	Surface water (canal)	444,550	381,443	450,745
	Groundwater	76,895	159,402	81,228
	Water from municipal supply	1,504	1,269	978
	Alfil Logistics	13,071	10,680	9,717
	Water from municipal supply	13,071	10,680	9,717
	Grupo Rodilla and Hamburguesa Nostra (kitchens)	6,084	4,971	4,018
	Water from municipal supply	6,084	4,971	4,018
	Grupo Rodilla and Hamburguesa Nostra (restaurants)¹	ND	ND	10,872
	Water from municipal supply	ND	ND	10,872
	Grupo Cacaolat	ND	ND	410,449
	Groundwater	ND	ND	410,449

(1) Water consumption at Grupo Rodilla restaurants accounts for 22% of the total.

Note: Water consumed at the head office (c/ Rosselló, 515, 08025 Barcelona) amounted to 4,971 m³ in 2020 and 2,912 m³ in 2021.

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GRI 305: EMISSIONS (2016)

305-4 GHG emissions intensity	95				
	GHG emissions intensity (scope 1 and 2)	2019	2020	2021	
	Malt (t CO ₂ eq./t produced)	0.1630	0.1647	0.1149	
	Beer (t CO ₂ eq./hl packaged)	0.0044	0.0044	0.0040	
	Water and soft drinks (t CO ₂ eq./hl packaged)	0.0008	0.0009	0.0007	
	Alfil Logistics (t CO ₂ eq./moved pallet)		0.00009	0.00007	
	Grupo Rodilla and Hamburguesa Nostra – Kitchens (t CO ₂ eq./kg produced)	0.00206	0.00016	0.0008	
	Grupo Rodilla and Hamburguesa Nostra – Restaurants (t CO ₂ eq./no. of receipts)	ND	ND	0.00011	
	Grupo Cacaolat (t CO ₂ eq./hl packaged)	ND	ND	0.42975	
305-5 Reduction of GHG emissions	90, 94, 95				
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Other emissions into the atmosphere (NO2) (g/hl of product packaged)	2019	2020	2021
		Compañía Cervecería Damm (El Prat de Llobregat)	6.05	6.34	6.28
		Estrella de Levante (Espinardo)	4.13	4.45	4.44
		Font Salem (El Puig)	4.21	4.56	4.50
		Font Salem (Salem)	1.55	1.50	1.52
		Gestión Fuente Liviana (Huerta del Marquesado)	0.44	0.33	0.38
		Aguas de Veri (Bisaurri and El Run)	0.47	0.31	0.41
		Grupo Rodilla (kitchens) ¹	6.00	5.98	4.67
		<i>(1) Does not include Hamburguesa Nostra.</i>			

GRI 306: EFFLUENTS AND WASTE (2016)

306-1 Waste generation and significant waste-related impacts	86						
306-2 Management of significant waste-related impacts	87						
306-3 Waste generated	87						
306-4 Waste diverted from disposal		Waste generation (t)	Non-recoverable waste	Toxic and hazardous waste	Recoverable waste	Total	
306-5 Waste directed to disposal		2021	Beer	3,075	178	22,386	25,639
			Soft drinks	73	40	933	1,046
			Water	4	3	467	474
			Grupo Cacaolat	21	9	1,179	1,209
			Total	3,173	230	24,965	28,368
		2020	Beer	2,661	159	24,154	26,815
			Soft drinks	85	34	838	923
			Water	6	8	401	408
			Grupo Cacaolat	ND	ND	ND	ND
			Total	2,723	201	25,874	28,116
		2019	Beer	4,517	128	19,897	24,542
			Soft drinks	9	29	694	733
			Water	17	12	639	668
			Grupo Cacaolat	ND	ND	ND	ND
			Total	4,542	161	19,482	24,185
		<i>Note: Beer includes Compañía Cervecería Damm, SL, Estrella de Levante Fábrica de Cerveza, SAU, and Cervezas Victoria 1928, SL. Soft drinks include Font Salem, SL, and Font Salem Portugal, SA. Water includes Aguas de San Martín de Veri, SA, and Gestión Fuente Liviana, SL.</i>					
		Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (Kitchens)		2019	2020	2021	
		Toxic and hazardous waste		0.930	0.390	0.897	
		Non-recoverable waste		7.60	2.34	9.02	
		Recoverable waste (cardboard)		17.00	19.9	22.3	
		Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (Restaurants)				2021	
		Toxic and hazardous waste ¹				0.00	
		Non-recoverable waste				52.00	
		Recoverable waste				137.44	
		<i>(1) Waste generated by Grupo Rodilla's Restaurants accounts for 98% of the total.</i>					

GRI 307: ENVIRONMENTAL COMPLIANCE (2016)

307-1 Non-compliance with environmental laws and regulations	Damm's operations are carried out within the current legal framework, including applicable environmental legislation. The existing systems are constantly reviewed with the goal of adapting quickly and effectively to the regulations and changes thereof. In 2020, none of the companies that make up Damm were fined as the result of non-compliance with environmental legislation and regulations.
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GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)

308-1 New suppliers that were screened using environmental criteria	48
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SOCIAL TOPICS

GRI 103: MANAGEMENT APPROACH 2016

LINKED TO GRI 401: EMPLOYMENT, GRI 403: OCCUPATIONAL HEALTH AND SAFETY, GRI 404: TRAINING AND EDUCATION, GRI 405: DIVERSITY AND EQUAL OPPORTUNITY, GRI 406: NON-DISCRIMINATION, GRI 413: LOCAL COMMUNITIES, GRI 414: SUPPLIER SOCIAL ASSESSMENT, GRI 416: CUSTOMER HEALTH AND SAFETY, GRI 417: MARKETING AND LABELLING, GRI 419: SOCIOECONOMIC COMPLIANCE, AND P4. CORPORATE CULTURE FOCUSED ON SUSTAINABILITY

103-1 Explanation of the material topic and its Boundary	117, 118			
	Material topic		Boundary¹	Involvement²
	P1. Integral well-being of Damm's people	GRI 401: Employment	Within and outside of the organisation	Direct
		GRI 403: Occupational Health and Safety	Within the organisation	Direct
		GRI 404: Training and education	Within the organisation	Direct
	P3. Diversity, equality, inclusion and non-discrimination	GRI 405: Diversity and Equal opportunity	Within the organisation	Direct
		GRI 406: Non-discrimination	Within the organisation	Direct
	S4. Damm's social commitment to culture, sport, gastronomy and leisure	GRI 413: Local Communities	Within and outside of the organisation	Direct and indirect
	S1. Product quality, safety and transparency	GRI 416: Customer Health and safety	Within and outside of the organisation	Direct and indirect
	S2. Responsible marketing and communication	GRI 417: Marketing and Labelling	Within and outside of the organisation	Direct and indirect
	G3. Good governance and transparency	GRI 419: Socioeconomic Compliance	Within and outside of the organisation	Direct
	G4. Responsible supply chain management and purchasing	GRI 414: Supplier social Assessment	Within and outside of the organisation	Direct
	P4. Corporate Culture Focused on Sustainability		Within and outside of the organisation	Direct and indirect
	<p>(1) Indicate where the impact occurs: within the organisation, outside of the organisation or within and outside of the organisation. (2) Indicate the organisation's involvement with the impact: direct (the organisation has directly caused the impact) or indirect (the organisation is linked to the impact through its business relationships).</p>			
103-2 The management approach and its components	3, 4, 34, 35, 39, 47, 50, 53, 56, 58, 83, 97, 100, 118			
103-3 Evaluation of the management approach	3, 34, 35, 39, 47, 50, 53, 56, 58, 83, 97, 100, 118			

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GRI 401: EMPLOYMENT (2016)

401-1 New employee hires and employee turnover

	2019					2020					2021				
	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹
New employee by gender and age group (as at 31st December)															
Men	817	332	45	434	6	850	337	364	149	0	830	311	311	201	7
< 25 years	267	73	6	187	1	133	54	23	56	0	184	30	41	109	4
26-35 years	303	123	14	164	2	252	122	56	74	0	274	106	86	82	0
36-45 years	132	102	12	17	1	238	89	134	15	0	203	95	98	8	2
46-55 years	42	29	9	3	1	150	52	94	4	0	132	55	75	1	1
56-65 years	73	5	4	63	1	77	20	57	0	0	37	25	11	1	0
Women	1,038	137	20	878	3	398	105	50	242	1	585	141	42	400	2
< 25 years	437	29	0	408	0	101	16	3	82	0	260	22	4	233	1
26-35 years	391	68	6	315	2	188	43	18	127	0	190	51	6	132	1
36-45 years	113	30	13	69	1	60	23	12	25	0	82	41	16	25	0
46-55 years	41	10	1	30	0	44	23	15	6	0	43	25	13	5	0
56-65 years or more	56	0	0	56	0	5	0	2	2	1	10	2	3	5	0
Total	1,855	469	65	1,312	9	1,248	442	414	391	1	1,415	452	353	601	9
New employees hires index	48%	20%	29%	107%	33%	27%	18%	35%	39%	3%	28%	17%	28%	60%	26%

	2019					2020					2021				
	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹
Employee turnover by gender and age group (as at 31st December)															
Man	269	72	10	187	0	178	61	28	89	0	213	83	92	36	2
< 25 years	71	9	0	62	0	40	5	1	34	0	27	8	6	13	0
26-35 years	132	37	8	87	0	75	21	11	43	0	83	41	27	15	0
36-45 years	36	24	2	10	0	40	22	8	10	0	62	19	34	8	1
46-55 years	1	1	0	0	0	19	10	8	1	0	34	13	20	0	1
56-65 years or more	29	1	0	28	0	4	3	0	1	0	7	2	5	0	0
Women	471	39	6	423	3	173	29	9	135	0	313	28	12	273	0
< 25 years	208	8	1	199	0	53	4	0	49	0	120	1	1	118	0
26-35 years	186	20	1	163	2	89	16	6	67	0	151	19	5	127	0
36-45 years	33	8	1	23	1	22	6	2	14	0	34	6	4	24	0
46-55 years	16	3	3	10	0	8	3	1	4	0	6	2	2	2	0
56-65 years or more	28	0	0	28	0	1	0	0	1	0	2	0	0	2	0
Total	740	111	16	610	3	351	90	37	224	0	526	111	104	309	2
Employee turnover rate	19.1%	4.6%	7.1%	49.7%	11.1%	7.6%	3.7%	3.1%	22.5%	0%	10.50%	4.1%	8.3%	30.7%	5.7%

(1) For the financial year 2019 the data includes only SetPoints Events. For 2020 and 2021, Rumbo Sport is also included.

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401-3 Parental leave	65	2019					2020					2021				
		Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹
Retention rate																
Number of individuals that have taken parental leave		187	124	10	48	5	188	116	36	34	2	202	136	27	38	1
Men		11	90	6	11	4	129	88	26	13	2	146	110	23	12	1
Women		76	34	4	37	1	59	28	10	21	0	56	26	4	26	0
Number of people that returned to the same job post following leave		180	123	10	42	10	188	116	36	34	4	202	136	27	38	2
Men		111	91	6	10	4	129	88	26	13	2	146	110	23	12	1
Women		69	32	4	32	1	59	28	10	21	0	56	26	4	26	0
Number of people that, after returning to their job post, were still with the company after 12 months		172	123	10	34	5	181	114	33	32	2	193	136	27	29	1
Men		111	91	6	10	4	125	86	24	13	2	144	110	23	10	1
Women		61	32	4	24	1	56	28	9	19	0	49	26	4	19	0
Retention rate		92%	99%	100%	71%	100%	96%	98%	92%	94%	100%	96%	100%	100%	76%	100%
Men		100%	99%	100%	91%	100%	97%	100%	108%	100%	100%	99%	100%	100%	100%	100%
Women		80%	94%	100%	65%	100%	95%	100%	90%	90%	-	88%	100%	100%	73%	-

(1) For the financial year 2019 the data includes only SetPoints Events. For 2020 and 2021, Rumbo Sport is also included.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

403-1 Occupational health and safety management system

58

Damm is firmly committed to the health and safety of its employees, which is set out in the organisation's Occupational Health and Safety Policy, whose main objective is to preserve the health of people in their work and to assume preventive competencies at all levels and for all the organisation's processes. Damm promotes comprehensive prevention in all areas of safety. Thus, each company has its own prevention plan, which details the integrated organisational model on which the management and performance of Damm's occupational health and safety policy is based. The plan specifies the procedures, instructions and management practices for the prevention of occupational risks, and sets the specific objectives that each company sets itself in order to evolve towards total convergence and homogenisation of best practices and standards.

Likewise, in coherence with each prevention plan, the annual preventive action programme is drawn up with the legal perspective required for the protection of hazards and the reduction of occupational risks. The people responsible for safety and occupational risk prevention, together with the prevention service assigned to each company, are the ones who develop and provide the necessary support to the organisation to execute it, and in all cases they have an external health monitoring service that regularly verifies the state and aptitude of the personnel.

In the 2021 financial year, work has been carried out to consolidate the health and safety campaigns and initiatives that were already underway, including the following:

- STOP preventive culture programme through preventive safety observations.
- Programme for the coordination of preventive activities with external companies.
- Digitalisation of work permits and inspections for technical staff.

The occupational health and safety management system is structured in accordance with the premises of the ISO 45001 standard. Estrella de Levante has been certified to this standard since 2019 (in previous years the company was certified to OHSAS 18001). At the beginning of the 2021 financial year, the control audit was formalised.

Once the benefits of having an occupational health and safety management system in accordance with the ISO 45001 standard have been verified, Estrella Levante plans to extend the work carried out to other companies by 2022, including SA Damm, Compañía Cervecería Damm, Font Salem, Alfíl Logistics, Font Major and Pall-Ex Iberia.

The operational dynamics followed by the people responsible for prevention are described in different basic procedures, so that, in essence, the aspects and the management and recording system are similar in the different factories and are homogeneous with those of the audited management system. Alfíl Logistics and Pall-Ex Iberia, as logistics operators, work together with the supplier companies to raise awareness of mainly passive safety measures, coordination of business activities and health and COVID-19 protection aspects.

It is worth highlighting Font Salem's adherence to the Luxembourg Declaration, which demonstrates the organisation's commitment to the promotion of health at work. The Luxembourg Declaration represents a consensus promoted by the European Network for Health Promotion in the Workplace that establishes the basic principles of action for good management of people's health in the company.

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403-2 Hazard identification, risk assessment, and incident investigation	<p>Damm has systematised the dynamics of diagnosis and continuous risk assessment, the planning of measures and the monitoring of actions. Contractually, the prevention services must carry out this process. The company's Health and Safety Committee determines the systematics and evaluation, and only recognised methodologies are accepted, and preventive principles are followed in accordance with article 15 of Law 31/1995 on the prevention of occupational hazards.</p> <p>In order to guarantee the quality of these processes, including the competencies of the people who carry them out, the people responsible for occupational risk prevention have assigned objectives that are monitored internally by the management of the Corporate Area and the company's own health and safety committees. In addition, external audits are carried out at the centres with occupational health and safety management systems, and a constant and continuous training plan is maintained for the professional skills of its technical staff.</p> <p>Based on the assessments, one or more quantitative or qualitative actions are established for each identified hazard in order to reduce or control the risk. The Prevention Department carries out follow-up evaluations on the effectiveness of the prevention system and its integration into the production process. Damm enables direct and continuous communication with the Prevention Department so that anyone who appreciates a potential hazard can report it directly; the Health and Safety Committee also performs this liaison and management function to resolve hazards. On the other hand, to transmit suggestions for improvement, suggestion boxes are set up, which will be digitalised in the future, in addition to direct communication channels such as e-mail and improvement teams or circles.</p> <p>With regard to situations of serious and imminent risk, both preventive policy and legislation allow for the unilateral decision to stop work, and it is again the prevention service that determines the viability of this measure and/or preventive measures. In all cases, the hierarchical channel or the communication channel of the prevention service can be used to bring it to the attention of the organisation, which will verify the process to check functionality and ensure that it is studied and resolved, if necessary.</p> <p>Staff who are sensitive to situations that may cause risks (injuries, ailments, etc.) must report the situation to the health surveillance services. These generally carry out an objective assessment of the person's aptitude adjusted to the demands and risks of the job and a report is issued by the prevention service to the organisation, indicating the aspects and restrictions to be considered in the organisation of this person's work.</p>
403-3 Occupational health services	<p>58</p> <p>The prevention service has fully integrated the discipline of health surveillance, which allows for synergic work with the technical prevention staff. It intervenes in the evaluation of critical workplaces and proactively in the resolution of personal problems related mainly to ergonomics. The psychosocial assessment is also carried out by the prevention service, which carries out the programme of measures and follow-up.</p>
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>59</p> <p>Risk assessments are carried out physically throughout the plant, always in the presence and with the participation of the prevention delegations, and employees are attended to and consulted.</p> <p>In all the organisations, a structure focused on prevention with worker representation is promoted, and when the staff representation is constituted, prevention delegates are elected and a Health and Safety Committee is formalised, which meets officially every quarter. In addition, in all companies there is a person responsible for prevention, who coordinates the development of the annual plans and programmes, as well as informing the parties on the evolution and results achieved in the quarterly meetings.</p> <p>The control and actions against accidents at work take different forms. Thus, in Grupo Rodilla, a comprehensive methodology of analysis of causes and control of corrective actions has been established with a greater focus on individual awareness and sensitisation of shop personnel, while in the production centres of the beverage business line, the middle management structure is further reinforced.</p> <p>The health and safety issues addressed in formal agreements with trade unions are detailed below, and the extent to which they are addressed is specified as a percentage:</p> <ul style="list-style-type: none"> — Compañía Cervecera Damm (10% personal protective equipment, 15% joint employee-company health and safety committees, 20% participation of employee representatives in health and safety inspections, audits and accident investigations, 10% health and safety training and education, 15% complaints mechanisms, 5% right to refuse unsafe work and 25% regular inspections). — Font Salem (10% training programmes, 10% action protocols, 30% machinery and equipment, 20% roads, internal circulation and pedestrian walkways, 20% safety in installations and 10% personal protective equipment and protective elements). <p>In Grupo Rodilla there is daily contact with the delegates for occupational risk prevention, since two of the delegates of one of the companies are part of the People Department. In addition, quarterly meetings of the Health and Safety Committee and extraordinary meetings are held to deal with specific issues.</p>
403-5 Worker training on occupational health and safety	<p>58</p> <p>The training plan is proposed to the various businesses, taking into account the diversity of the activities inherent to each area. In this way, training activities are prioritised and assigned with the appropriate frequency so that they are continuous throughout the employee's working life and focus on the activities and aspects inherent to the job: risks, instructions and general or specific preventive measures.</p> <p>Generally speaking, safety and prevention measures are incorporated into the learning processes relating to new processes, machines, services, etc., so that the manufacturing companies or specialists carry out integrated and direct training, while the prevention service supervises the corresponding aspects.</p> <p>Some of the most important occupational health and safety training courses in 2021 were as follows:</p> <ul style="list-style-type: none"> — Updating of occupational risk prevention. — Gender perspective, prevention of harassment and violence in the workplace. — Risks arising from the use of chemical agents. — Action in the event of emergencies and fires. — Risks derived from ADR unloading. — Specific training in occupational risk prevention in the workplace.

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<p>403-6 Promotion of worker health</p>	<p>37, 54, 58</p> <p>Damm, through its prevention services, organises annual medical check-ups that go beyond the health surveillance inherent to occupational risks (complete blood tests, cholesterol, cancer markers, among others). These are voluntary check-ups, with the exception of positions in which the employee is exposed to risks, with specific medical protocols.</p> <p>In the 2021 financial year, SA Damm has signed an agreement for psychological care with a national network of support and personalised care. Due to the interest aroused by this initiative, it has been extended to various companies, and covers the groups of Estrella Levante, Damm Atlántica and Compañía Cervecera Damm. In this way, any employee can, in an autonomous and independent way, consult and attend to the orientation and treatment of different problems.</p> <p>Moreover, the organisation always facilitates the possibility of attending medical appointments required by the employee or the accompaniment of direct family members, with the consequent modification of shifts, reduction of working hours or other compensation.</p> <p>In companies that have more or less permanent health care services, employees have the possibility of extending their consultations to issues that are not strictly work-related. By way of example and in relation to the El Prat de Llobregat factory and SA Damm, 1,588 visits to the medical service were recorded in 2021, including 106 services to external companies (1,197 for common contingencies, 278 for health surveillance, 105 for accidents at work and 8 for accidents on the way to and from work).</p> <p>During 2021, specific tests related to prevention and health were carried out in internal company care services as a result of COVID-19. Throughout the year, and for the preventive control of the workforce and early diagnosis in the face of the different "waves" that have occurred, tests have been carried out on all staff, reaching a total of 2,210 antigen tests at the El Prat de Llobregat factory and 501 at the Estrella de Levante factory. In SA Damm, Damm Atlántica, Distribución Directa Integral and Alfíl Logistics, also in the internal service, a total of 2,340 tests have been carried out between antigen and PCR tests for the control of personnel contacts, as well as for protocol requirements of the work activity (events, meetings, trips, etc.). At the Estrella de Levante factory, staff rotation has also been strictly controlled throughout the year and a test has been carried out every week, with an average of 25 units/week.</p>
<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>58</p> <p>With regard to the prevention or mitigation of negative impacts on health and safety at work directly linked to the organisation's business relations, once the risks have been identified, they are presented to management for resolution (and the investment or improvement is processed in the case of facilities or equipment) or they are dealt with directly with the departments involved (quality, production, purchasing, among others). In the case of chemical products, substances or raw materials, a study is carried out to determine possible substitute substances or safety improvements that could lead to a safer use of these elements. In the case of work equipment, their safety conditions are assessed to ensure that they comply with current legislation.</p>
<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>59</p> <p>In financial year 2021, 85.0% of the workforce was represented by health and safety committees in their respective work centres (83.8% beverages and food, 56.8% logistics and distribution, 88.2% catering and 0.0% content management). The responsibilities of these committees are those determined by Law 31/1995 and they hold ordinary meetings four times a year, although the frequency and contact for monitoring projects and work in progress is higher, approximately once a month.</p>

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403-9 Work-related injuries		59			
			2019	2020	2021
Accident statistics					
Number of work accidents	Food and beverages		59	50	45
	Men		54	47	37
	Women		5	3	8
	Logistics and distribution		6	0	0
	Men		5	0	0
	Women		1	0	0
	Restaurants		88	49	34
	Men		33	13	10
	Women		55	36	24
	Content management (SetPoint Events)		0	1	1
	Men		0	1	1
	Women		0	0	0
	Grupo Cacaolat		ND	ND	5
	Men		ND	ND	4
	Women		ND	ND	1
Frequency rate	Food and beverages		13.53	11.7	10.1
	Men		16.83	14.8	11.3
	Women		4.47	2.9	7.3
	Logistics and distribution		16.03	0.0	0.0
	Men		20.48	0.0	0.0
	Women		7.65	0.0	0.0
	Restaurants		525.34	25.6	26.5
	Men		70.86	20.7	24.6
	Women		45.24	28	27.4
	Content management (SetPoint Events)		0	18.5	18.8
	Men		0	23.9	23.9
	Women		0	0.0	0.0
	Grupo Cacaolat		ND	ND	15.0
	Men		ND	ND	15.0
	Women		ND	ND	13.0
Severity rate	Food and beverages		0.26	0.32	0.13
	Men		0.31	0.41	0.15
	Women		0.13	0.02	0.08
	Logistics and distribution		0.20	0.0	0.0
	Men		0.21	0.0	0.0
	Women		0.17	0.0	0.0
	Restaurants		0.37	0.17	0.11
	Men		0.42	0.02	0.09
	Women		0.35	0.25	0.12
	Content management (SetPoint Events)		0	0.09	2.12
	Men		0	0.11	0.11
	Women		0	0.0	0.0
	Grupo Cacaolat		ND	ND	0.90
	Men		ND	ND	0.57
	Women		ND	ND	0.42

404: TRAINING AND EDUCATION (2016)

404-1 Average hours of training per year per employee	56
404-2 Programs for upgrading employee skills and transition assistance programs	54

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GRI 405 DIVERSITY AND EQUAL OPPORTUNITY (2016)

405-1 Diversity of governance bodies and employees	2019					2020					2021				
	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹	Damm	Food and drinks	Logistics and distribution	Restaurants	Content management ¹
Women by job category (as at 31 December)															
Senior Management	17%	10%	50%	17%	0%	10%	0%	50%	0%	0%	10%	0%	50%	0%	0%
Management	0	0	0	0	0	10%	10%	0%	22%	0%	13%	10%	0%	38%	0%
Technical staff and middle managers	44%	40%	35%	63%	9%	41%	40%	23%	69%	19%	37%	39%	25%	60%	19%
Administrative and commercial staff	32%	28%	71%	67%	80%	32%	28%	36%	77%	75%	39%	35%	34%	68%	75%
Support staff	38%	10%	6%	69%	0%	27%	10%	1%	69%	0%	26%	9%	1%	70%	0%

(1) For the financial year 2019 the data includes only SetPoints Events. For 2020 and 2021, Rumbo Sport is also included.

Differently abled own staff by job category	2019	2020	2021
Senior Management	0	0	0
Management	-	-	0
Technical staff and middle managers	5	5	9
Administrative and commercial staff	9	12	12
Support staff	17	23	26
Total	31	40	47

GRI 406: NON-DISCRIMINATION (2016)

406-1 Incidents of discrimination and corrective actions taken
 In the financial years 2019-2021 there have been no cases of discrimination in Damm companies.

GRI 413: LOCAL COMMUNITIES (2016)

413-1 Operations with local community engagement, impact assessments, and development programs
 3, 47, 50, 97, 100

GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)

414-1 New suppliers that were screened using social criteria
 48

GRI 416: CUSTOMER HEALTH AND SAFETY (2016)

416-1 Assessment of the health and safety impacts of the product and service categories
 35, 40

The quality and food safety standards in Damm are very important and are applied in all phases of the production process, from the development of the product concept, the purchase of raw material, the manufacturing phase to consumption. To do this, it invests resources for the implementation of procedures, standards and certifications that ensure strict compliance with legal criteria for health and safety.

Grupo Rodilla has its own laboratory for microbiological and physicochemical analysis, in which the specifications of the raw materials are checked, and the manufactured products and hygienic working conditions are analysed. The quality management system is complemented by another based on Hazard Analysis and Critical Control Points (HACCP) that it has implemented both in the factory and in all its stores.

In addition, all of the Rodilla Restaurants are subject to a monthly audit by operations supervisors, and a bimonthly quality and food safety audit. The Artesanía de la Alimentación factory has an annual internal audit plan in place, as well as a monthly verification of the production processes.

In beverage, food and restaurant companies, the health and safety impact of all products is evaluated throughout their entire life cycle to promote improvements, considering the following phases: product concept development, research and development, certification, manufacturing, marketing and promotion actions, storage, distribution, product consumption and disposal, reuse or recycling.

GRI 417: MARKETING AND LABELLING (2016)

417-1 Requirements for product and service information and labelling
 34, 83

From product packaging to the respective brand websites, customer service and through social networks, among others, Damm provides information about the characteristics of its products (nutritional components, whether they contain gluten, etc.) in strict compliance with legislation on the labelling of the various products sold. In addition to legal compliance, Damm is a member of the Brewers Committee of Spain.

Damm has procedures for the development of new references and for the review of legal texts in the approval of the image and labelling. All information about products and services can be consulted at www.damm.es and on the respective websites of the companies/brands.

Grupo Rodilla products provide information about product safety instructions and product end-of-life management.

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GRI 419: SOCIOECONOMIC COMPLIANCE (2016)

419-1 Non-compliance with laws and regulations in the social and economic area

In 2019 and 2020 any Damm company has received fines as a result of non-compliance with legislation and regulations in these areas.

P4. CORPORATE CULTURE FOCUSED ON SUSTAINABILITY

103-2 The management approach and its components

2, 4, 39

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<p>Principle 1: Businesses must support and respect the protection of internationally recognized fundamental human rights within their sphere of influence</p>	<p>3, 47, 48, 50, 97, 100</p> <p>Damm has a Legal Risk Prevention System with the following tools: Code of Conduct, Whistleblower Channel and Compliance Committee or Compliance Officers, which are the managing bodies of the Prevention System.</p> <p>The purpose of the Code of Conduct is to establish the guidelines to be followed by all employees of the organisation, in order to guarantee a responsible and transparent way of operating in the development of their activity and in their relations and interactions with other employees, customers, suppliers, competitors in the market, consumers and the environment in general.</p> <p>The Code of Conduct also responds to the needs of criminal prevention established in the field of criminal liability of legal persons and includes Damm's commitment to the principle of due diligence for the prevention and detection of unlawful acts in all its areas of activity.</p> <p>The Whistleblowing Channel is an essential tool within Damm's Risk Prevention System, which its employees must use correctly to report possible illicit acts. In addition, the Whistleblowing Channel is an open channel of communication between its employees and the SA Damm Compliance Committee, a permanent internal body with powers in the area of supervision and compliance with the Code of Conduct.</p> <p>In this sense, through the Whistleblowing Channel, Damm's employees can consult the Compliance Committee about any doubts they may have regarding the content, interpretation or application of the Code of Conduct, and also send it suggestions on the prevention of legal risks.</p> <p>The Compliance Committee reports directly to the Audit, Sustainability and Control Committee, which is made up of members of the Board of Directors.</p> <p>In November 2021, the existing regulations were updated in accordance with the provisions of the UNE: 19601 standard, approving the Criminal Compliance Policy, and the Supplier Whistleblowing Channel has recently been set up.</p> <p>Respect for human rights is included in Damm's Code of Conduct. The company applies the principles of honest treatment and respect for human rights, so that relations between all employees and the company's suppliers must be characterised by fair, polite and respectful treatment.</p> <p>Specifically, the Code of Conduct includes respect for the principles contained in the Universal Declaration of Human and Labour Rights, in line with the principles of the World Labour Organisation.</p> <p>Damm is also a participating company and signatory to the principles of the United Nations Global Compact, principles 1 and 2 of which make direct reference to respect for human rights:</p> <ul style="list-style-type: none"> — Principle 1. "Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence." — Principle 2. "Businesses should make sure that their companies are not complicit in human rights abuses." <p>The Code of Conduct also refers to the elimination of forced or compulsory labour and child labour.</p> <p>The main contracts of a commercial nature entered into by group companies, and in particular those signed with foreign counterparties, include clauses of obligatory respect for human rights (with express reference to dignity at work and the prohibition of slavery).</p> <p>In the 2019-2021 financial years, Damm has not registered any complaints for cases of human rights violations.</p>	<p>GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 412, GRI 414, GRI 413</p>
<p>Principle 2: Companies must ensure that their companies are not accomplice in the violation of human rights</p>	<p>GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 412, GRI 414</p>	
<p>Principle 3: Businesses must support freedom of association and the effective recognition of the collective bargaining right</p>	<p>52, 59</p> <p>The legal representation of employees, both union and unitary, is and has been a key partner in achieving the company's objectives. The dialogue is carried out from the People Department and is close, fluid and constant, always trying to maintain credibility and good faith. As a result of this good understanding, a good number of group companies have their own collective bargaining agreements.</p> <p>These collective bargaining agreements provide for the creation of working committees (groups) to work in depth on certain matters: Occupational Health and Absenteeism Committee, Training Committee, Equality Committee, among others.</p> <p>In the 2021 financial year, the companies with their own collective bargaining agreements are: SA Damm, Compañía Cervecera Damm, Maltería La Moravia, Font Salem (El Puig), Font Salem (Salem), Font Salem (Santarém), Rodilla, Grupo Rodilla, Fuente Liviana and Estrella de Levante.</p> <p>In 2021, the collective bargaining agreement of Compañía Cervecera Damm was extended for the years 2021 and 2023, maintaining the text of the previous collective bargaining agreement and only revising the wage tables for the two years of extension.</p> <p>In the specific case of SA Damm, on 18 December 2020, the IV Collective Bargaining Agreement was signed for 2 years (2021-2022), which was published on 14 October 2021 in the BOPB.</p> <p>In the case of Fuente Liviana, last December, the 2nd Collective Bargaining Agreement of the company was signed for the years 2020 and 2021.</p> <p>In the agreements of Damm's companies, there is a specific section regulating trade union rights, which in some cases extends the legal provisions.</p>	<p>102-41 GRI 402, GRI 407</p>
<p>Principle 4: Businesses should support the elimination of all forms of forced or coerced labour</p>	<p>The Code of Conduct refers to the elimination of forced or compulsory labour.</p>	<p>GRI 409</p>
<p>Principle 5: Businesses should support the elimination of child labour</p>	<p>The Code of Conduct refers to the elimination of child labour.</p>	<p>GRI 408</p>



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Principle 6: Businesses should support the abolition of discrimination practices in employment and occupation	52 Regarding discrimination, article 9 of Damm's Code of Conduct promotes respect for people. In this sense, it defends and promotes compliance with human and labour rights and is committed to the application of regulations and good practices in terms of employment conditions, health and safety in the workplace. It therefore respects the principles of the United Nations Universal Declaration of Human Rights and the declarations of the International Labour Organisation and is committed to non-discrimination on the grounds of race, colour, nationality, social origin, age, sex, marital status, different abilities, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its employees, as well as equal opportunities for these people. Furthermore, it prohibits and rejects any manifestation of violence, physical, sexual, psychological, moral or other harassment, abuse of authority at work and any other conduct that intimidates or offends the personal rights of its employees. The organisation's staff must report any type of harassment or discrimination of which they are aware, as well as facilitate respectful and cooperative treatment. No cases of harassment or discrimination were recorded in Damm companies in 2021.	102-8 GRI 401, GRI 402, GRI 403, GRI 404, GRI 405, GRI 414, GRI 103, GRI 406
Principle 7: Companies must maintain a preventive approach that favours the environment	48, 77, 81, 86, 88, 90, 95, 96	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
Principle 8: Businesses should encourage initiatives that promote greater environmental responsibility	48, 77, 81, 86, 88, 90, 95, 96	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
Principle 9: Businesses should promote the development and diffusion of environmentally friendly technologies	48, 77, 81, 86, 88, 90, 95, 96	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	2 In addition to the Legal Risk Prevention System and to review compliance with internal regulations, DAMM has an Internal Audit Department. Like the Compliance Committee, the Internal Audit Department reports directly to the Audit, Sustainability and Control Committee, which is made up of members of the Board of Directors. The performance of audits is a function specifically entrusted to the Internal Audit Department. With regard to money laundering, Damm has a Procedure for the Prevention of Money Laundering, with special emphasis on payments. In the 2021 financial year, no cases of corruption have been recorded in the companies that make up Damm. From the financial year 2022 onwards, the main commercial contracts (in relation to supply, distribution and execution of works) signed by Damm companies will include clauses aimed at preventing corruption and money laundering.	GRI 205, GRI 415

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