

2022 ANNUAL REPORT



Damm

Damm

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FROM THE
EXECUTIVE
CHAIRMAN

2022 AT
A GLANCE

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Ladies and gentlemen,

Our lives run in parallel with the almanac, a true guide to social and climatic time for centuries. The word is derived from the Arabic 'al-manakh', "telling", and refers to the creation of a secure and certain inscription of the world. Which is in fact the sense of an annual report: a record or catalogue recounting the most relevant news, and giving a meaningful structure to the economic and social events of the year.

Almanacs are linked to the land. And our region provides us with products that enhances people's moments of enjoyment. That is Damm's specific passion: to oversee quality and the excellence of our products; make a connection with society and our surroundings; be innovative and creative; and commit to sustainability and caring for the environment. This painstaking effort in our daily operations has allowed us to prosper, building up a workforce totalling 5,577 people in 2022 (with 477 newcomers joining the company), achieving a turnover of €1,876 million (26% higher than the previous year), with a presence in over 130 countries and a record beverage output of 21.6 million hectolitres.

These results have been achieved during a year in which we began the definitive recovery from the Covid pandemic, but which was nonetheless marked by uncertainty as a result of the widescale rise in prices and production costs, aside from the difficulty in accessing supplies of certain raw materials. Thanks to the efforts made by everyone at Damm, and the investments previously made in order constantly to improve the efficiency and productivity of all our activity, that such strong figures were achieved.

Damm fulfilled various milestones during the year. One of these was the acquisition of the Eagle Brewery site in Bedford, United Kingdom, the first production plant outside Spain and Portugal, with an output capacity of 1 million hectolitres per year. Halfway between London and Birmingham, England's two most populous cities, the brewery underpins our presence in one of the main overseas markets, serving to promote the company's strategy of internationalisation, which now accounts for more than 30% of all business.



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Our production capacity has grown significantly thanks to the investment of 25 million euros in expanding the El Prat de Llobregat brewery in Barcelona, now consolidated as one of the largest and most modern facilities anywhere in Europe. The new premises occupy 11,600 m², including a new can-filling line, in response to the growing demand for this format. This new production line holds dual ASI Performance Standard and Chain of Custody Standard certification, guaranteeing the highest environmental, ethical and social standards throughout the aluminium chain, from production to the manufacturing of the cans, the brewing of the beer, and recycling.

For Damm it is essential to listen to people. Victoria, the official beer of the Spanish national football team, launched a new campaign: *“El discurso de todo un país”*, recording the opinions of more than 47 million people about the national team, thanks to Artificial Intelligence. This emotive assembly, voiced by the footballing figurehead Fernando Torres, was created by pooling more than 840,000 real opinions of football fans. Cervezas Victoria also launched an ad supporting the women's national football team: *“Victoria a Victoria”*, starring the pioneering Victoria Hernández, the first female footballer to sign a contract in Spain (1971). In turn, the Voll-Damm campaign *“El Arrepentido”* in the *“Doble o Nada”* saga, claimed Gold in the Brand Building category at the Eficacia 2022 Awards. Meanwhile, Turia released *“A mi manera”*, a tribute to its origins in Valencia. And Estrella Damm once again had a surprise in store with its summer campaign *“Here, now, like this”*.

In order to drive growth and technological transformation in the hospitality sector, Damm has consolidated its Bar Manager mobile application, which has become the direct channel of communication between the company and its more than 40,000 users. And for the second year running, the Horeca Challenge was launched, an open invitation to emerging companies with innovative business ideas in the hospitality trade.

In faithfulness to our commitment to continuous innovation and the constant development of new products to underpin our positioning as expert brewers, in 2022 our company launched three new varieties: Boco y and Vendeja (Cervezas Victoria) and a limited edition of wheat beer (Estrella de Levante). The new Boco y (a term derived from French, referring to large capacity barrels) is a limited edition paying tribute to the history of Cervezas Victoria. This new beer, aged in French oak barrels, recalls the barrel-making business of Eduardo Franquelo, the father of Cervezas Victoria's founder. Meanwhile, true to its slogan of *“Malagueña y exquisita”*, Victoria also launched Vendeja (the term referring to the female workers who brought in the harvest), a new India Pale Ale. For its part, Estrella de Levante presented its new wheat beer, made from 100% natural ingredients.

Sustainability and Corporate Social Responsibility are essential for Damm. In 2022 the company became the first Spanish brewer to join the global RE100 initiative, bringing together the leading companies in a commitment to renewable energy. It was also the first to be awarded Platinum category by EsAgua for its commitment to the responsible use of water. And as part of its dedication to reducing the carbon footprint, it launched the duo-trailer vehicle, serving to reduce CO₂ emissions by 25% per journey.

In 2022 we likewise maintained our firm commitment to the UN Global Compact and the 10 universal principles of human rights, labour, environment and anti-corruption.

This almanac, or annual report, is meant to explain how at Damm, true to our purpose, we combine a passion for our products and care for the surrounding region, to give greater and better consistency to the memorable moments in our lives.

Demetrio Carceller Arce

Executive Chairman

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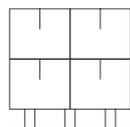
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BUSINESS



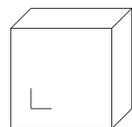
22.1 M

PACKAGED
HECTOLITRES
of beer, mineral water,
soft drinks and
dairy products



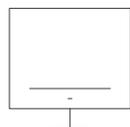
13.4 M

PALLETS MOVED
by Alfil Logistics



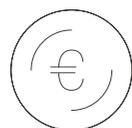
28.5 M

BOXES
DELIVERED
TO CUSTOMERS
by Distribución
Directa Integral
(DDI)



€8.2 M

INVESTMENT
IN R&D AND
TECHNOLOGICAL
INNOVATION



€101 M

NET
PROFIT

€0.39

EARNINGS
PER SHARE

€1,126 M

NET EQUITY

€2,345 M

TOTAL ASSETS/
LIABILITIES

€1,356 M

ACCUMULATED
INDUSTRIAL
INVESTMENTS
SINCE 2008

BEERS

Acquisition of Eagle Brewery (UK), reinforcing our presence in one of our main external markets.

€25 M investment in the expansion of El Prat de Llobregat brewery.

Launch of the Estrella Damm campaigns **Here, now and like this** and **Els Hamelins** (The Hamelins) and the Cervezas Victoria campaign **El discurso de todo un país** (An entire country's speech), paying tribute to the Spanish national football team through a speech created by artificial intelligence.

DAIRY PRODUCTS

Launch of the campaign **Letona, llet de la bona des de 1925** (Letona, real milk since 1925) which highlights the brand's authenticity.

Relaunching of historical plant-based drink brand **La Levantina**, founded in 1940.

SPORTING EVENTS

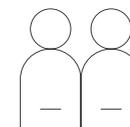
World Padel Tour consolidates its international expansion with presence in 12 countries.

LOGISTICS AND DISTRIBUTION

A new Distribución Directa Integral (DDI) network has been set up in **the Canary Islands**.

Alfil Logistics has expanded its facilities at Parc Logistic (Barcelona) and launched **Damm's first double trailer, which cuts each journey's carbon footprint by 25%**.

PEOPLE



5,577

TOTAL COMPANY
WORKFORCE
(includes SA Damm and
subsidiary companies)

5,441

WORKFORCE WITHIN THE
SCOPE OF THIS REPORT

90%

WORKFORCE ON
PERMANENT CONTRACTS

85%

WORKFORCE ON
FULL-TIME CONTRACTS

Second edition of LAB1876, Damm's open innovation programme, which promotes internal talent to find answers to the company's challenges.

Grupo Rodilla was awarded with the **Fundación Alares Award** to Excellence in labour inclusion and health and safety for differently-abled people.

First anniversary of corporate volunteering plan #LIVE TO BE PART OF THE CHANGE, which has become successfully consolidated across the company.

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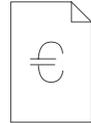
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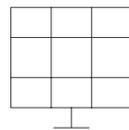


€7.1 M

INVESTMENT IN ENVIRONMENTAL
IMPROVEMENT ACTIONS AND
ACTIVITIES

€3.6 M

INVESTMENT TO INCREASE
ENERGY SELF-CONSUMPTION
CAPACITY



100%

ELECTRIC ENERGY
purchased at all production
and packaging centres, as well
as Damm warehouses and
Grupo Rodilla kitchens and
establishments, with a renewable
energy guarantee of origin.

Damm is the Spanish brewer with
the **largest surface of solar panels
in the Iberian Peninsula.**

Six Damm companies have a
Zero Waste Certification from
AENOR.

We promote **alliances and boost
initiatives for the protection
of biodiversity** in the areas where
we operate.



WATER CONSUMPTION

4.39 (hl/hl packaged)
Beer

1.85 (hl/hl packaged)
Water and soft drinks

64.85 (hl/t produced)
Malt

7.68 (hl/hl packaged)
Dairy products

0.0024 (m³/kg produced)
Grupo Rodilla and
Hamburguesa Nostra
kitchens



ENERGY CONSUMPTION

103.20 (MJ/hl packaged)
Beer

30.05 (MJ/hl packaged)
Water and soft drinks

3.50 (hl/t produced)
Malt

196.76 (MJ/hl packaged)
Dairy products

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

SUPPLIER COMPANIES

Barley purchase and procurement strategy for
upcoming harvests (2021-2025) based on four basic pillars:
varieties, supply chain, sustainability and digitisation.

94%

DAMM
Supplier companies
in Spain and Portugal

94%

GRUPO CACAOLAT
Supplier companies
in Spain

89%

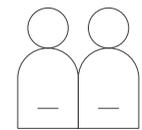
GRUPO RODILLA
Supplier companies
in Spain

86%

ALFIL LOGISTICS
Supplier companies
in Spain

SOCIETY

The Damm Foundation
begins **work on its
sports city.**



The Damm Foundation
joins efforts to **help refugees**
from the Ukrainian conflict.

119,207

ATTENDEES
AT EVENTS
AT OUR BREWERIES

In its second year, the
**Estrella de Levante
Foundation** extends its
support to cultural, social
and environmental projects.



Damm receives an award
as **a company which
supports culture.**

459

TOTAL EVENTS
AT OUR BREWERIES

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ABOUT DAMM

GROWING AROUND THE WORLD AND IN OUR COMMITMENT TO SOCIETY

At Damm we have spent over 150 years developing our business with an intrinsic style, distinctly Mediterranean and with a passion for authenticity. A style which stands out in each of our brands and products, and is reflected in all the initiatives we undertake. Aware and proud of our legacy, we project our future through innovation and the constant pursuit of new goals, allowing us to grow responsibly and sustainably, and to generate a positive impact on society.

OUR OPERATIONS

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SA Damm is our main company.
Different companies branch out from
around this core, conducting operations
in the following sectors:

- Production and bottling of beers,
waters, soft drinks, dairy produce and
other beverages.
- Logistics services and capillary
distribution.
- Restaurants.
- Production and sale of coffees.
- Organisation and management of
sports events.

BEERS



WATER AND OTHER DRINKS



DAIRY PRODUCE



RESTAURANTS AND COFFEES



LOGISTICS AND CAPILLARY DISTRIBUTION



EVENT ORGANISATION AND MANAGEMENT

FOUNDATIONS



OUR PRESENCE IN THE WORLD

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2022 was a year of substantial growth and consolidation in markets on all five continents, where we continue to present and showcase our Mediterranean culture and our lifestyle.

5,577

TOTAL COMPANY WORKFORCE
(INCLUDING SA DAMM AND
SUBSIDIARY COMPANIES)



EAGLE BREWERY, NEW DAMM BREWING FACILITY IN ENGLAND

The brewery, which had previously belonged to the Carlsberg Marston's Brewing Company, now becomes the second Damm brewery abroad and the first outside Spain and Portugal, underpinning our presence on one of our main overseas markets. Eagle Brewery was founded in 1976 in Bedford, a strategic location just over 90 kilometres from London and 120 kilometres from Birmingham, England's two most populous cities. The brewery has the capacity to produce 1 million hectolitres per year, and employs 67 people who have joined the Damm workforce.

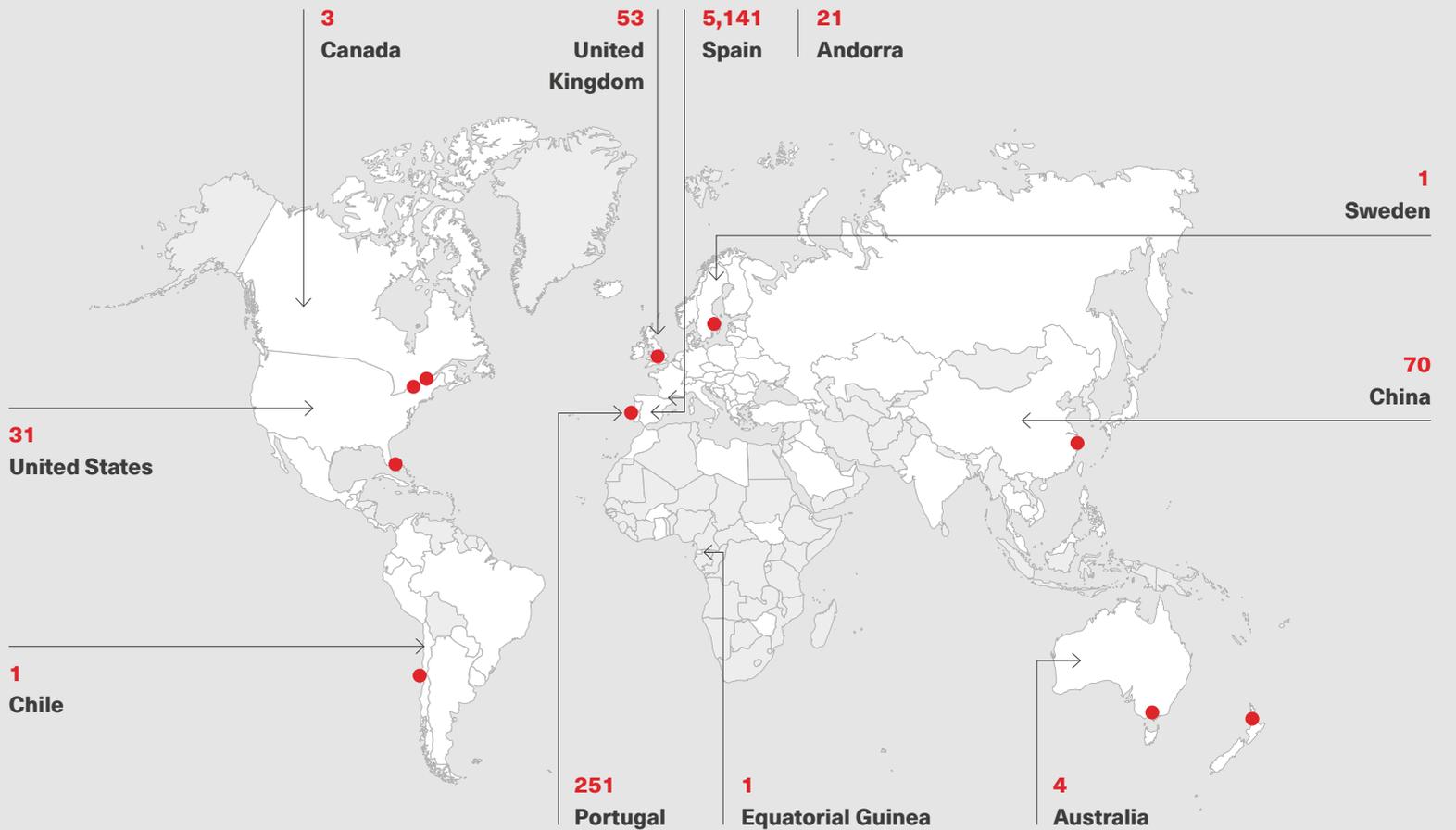
This acquisition represents a new milestone in Damm's robust internationalisation strategy, by providing our own production facilities on a market where the Damm beer portfolio continues to gain market share year after year.

Damm in the world

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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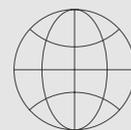
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Damm has opened up new markets in Albania, Azerbaijan, Iraq, Cambodia, Saudi Arabia, Vietnam, Zimbabwe and Macedonia.



Damm has a presence in over 130 countries, and exports its own brands to 92.



Grupo Cacaolat has consolidated its internationalisation plan, and now has a presence in 25 countries, above all in Asia.

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PLANTS PRODUCING BEER, WATER, SOFT DRINKS, DAIRY PRODUCE AND OTHER BEVERAGES

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Castile and León

- 2 Rodilla
- 1 Jamaica Coffee Experience
- 5 Jamaica Service Station
- 1 Hamburguesa Nostra

Asturias

- 1 Jamaica Service Station
- 1 Soft drink production plant
Font Salem. Meres.

Galicia

- 3 Rodilla
- 1 Jamaica Coffee Experience

Cantabria

- 1 Rodilla

Community of Madrid

- 6 Work centres
Grupo Rodilla. Madrid.
Pall-Ex Iberia. San Fernando de Henares
SetPoint Events. Madrid.
Plataforma Continental Madrid. Madrid.
Rumbo Sport. Madrid.
- 2 Distribución Directa Integral centres
- 2 Kitchens
Artesanía de Alimentación. Madrid.
El Obrador de Hamburguesa Nostra. Madrid.
- 127 Rodilla
- 16 Hamburguesa Nostra
- 1 Vaca Nostra
- 9 Jamaica Coffee Experience
- 23 Jamaica Service Station

Extremadura

- 1 Jamaica Service Station

Andalusia

- 1 Brewery
Cervezas Victoria. Málaga.
- 4 Distribución Directa Integral centres
- 2 Rodilla
- 1 Hamburguesa Nostra
- 1 Café de Indias Coffee Shop
- 33 Jamaica Service Station

Castile-La Mancha

- 1 Mineral water production plant
Fuente Liviana.
Huerta del Marquesado.
- 1 Distribución Directa Integral centre
- 3 Rodilla
- 6 Jamaica Service Station

Andorra

- 1 Distribución Directa Integral centre

Aragon

- 2 Mineral water production plants
Aguas de San Martín de Veri (Bisaurri and El Run – Castejón de Sos).
- 2 Rodilla

Navarre

- 1 Jamaica Service Station

Basque Country

- 3 Distribución Directa Integral centres
- 1 Rodilla
- 4 Jamaica Service Station

Catalonia

- 2 Work centres
SA Damm. Barcelona.
Corporación Económica Delta. Barcelona.
- 1 Brewery
Compañía Cervecera Damm. El Prat de Llobregat.
- 1 Malt house
La Moravia. Bell-lloc d'Urgell.
- 1 Logistics centre
Alfil Logistics. ZAL II. El Prat de Llobregat.
- 8 Distribución Directa Integral centres
- 1 Coffee roasting site
Cafés Garriga. Barberà del Vallès.
- 4 Rodilla
- 2 Hamburguesa Nostra
- 4 Jamaica Coffee Experience
- 9 Jamaica Service Station
- 1 Milk and milkshake production plant
Grupo Cacaolat. Santa Coloma de Gramenet.

Barcelona Headquarters

Balearic Islands

- 1 Milk and milkshake production plant
Agama. Palma.
- 3 Mineral water production plants
Font Major, Escorca.
Font de Sa Senyora, Deià.
Aguafonda, Palma de Mallorca.
- 4 Distribución Directa Integral centres
- 1 Logistics centre
Alfil Logistics
- 2 Jamaica Service Stations

Community of Valencia

- 2 Soft drink production plants and breweries
Font Salem (Salem and El Puig).
- 4 Distribución Directa Integral centres
- 2 Rodilla
- 1 Hamburguesa Nostra
- 4 Jamaica Coffee Experience
- 6 Jamaica Service Station

Murcia Region

- 1 Brewery
Estrella de Levante Brewery. Espinardo.
- 1 Malt house
Espinardo.
- 5 Distribución Directa Integral centres
- 1 Rodilla

Ceuta

- 2 Jamaica Service Stations

Portugal

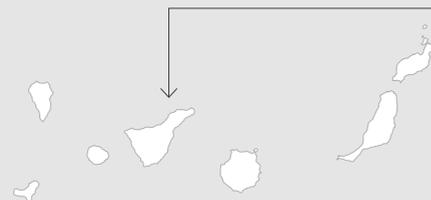
- 1 Soft drink production plant and brewery
Font Salem Portugal. Santarém.

United Kingdom

- 1 Brewery

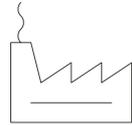
United States

- 3 Rodilla
Miami Florida.



Canary Islands

- 3 Rodilla
- 3 Hamburguesa Nostra
- 1 Café de Indias Coffee Shop
- 3 Jamaica Coffee Experience
- 22 Jamaica Service Station
- 5 Distribución Directa Integral centre (Intercervecera, SL)



Damm expands the El Prat de Llobregat brewery to include a new can-filling line.

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Damm has invested 25 million euros in the expansion of its El Prat de Llobregat brewery. The new premises cover an area of 11,600 m² and comprise an ancillary building, a can-filling line and a tanker loading and offloading system.

Thanks to this expansion, the brewery created around 50 new jobs during 2022.

The new production line comes in response to the growing demand for this format, canning the different styles of beer for all the company's brands.

In line with Damm's firm commitment to sustainability, this canning line is equipped with the most significant advances in

technology and energy efficiency. In this regard, all the cans leaving this new production line hold ASI (Aluminium Stewardship Initiative) Performance Standard and Chain of Custody Standard certification, a twofold approval which guarantees the highest environmental, ethical and social standards for the entire aluminium chain, from production to canned manufacturing, the brewing of the beer and recycling.

Meanwhile, continuing the company's commitment to eliminate single-use plastics, all packs of Damm brand cans leaving the new production line will be fitted with 100% biodegradable cardboard yokes, as well as cardboard packaging around the can pack.

The expansion comes after completion of an intensive cycle of investments which culminated in 2020, serving to increase the brewery's production capacity by 45%, from 5.3M hl to 7.2M hl per year, representing a total investment of 64 million euros.



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WE
CONSOLIDATE
OUR
PRODUCTION
SITE IN MERES
(ASTURIAS)

In 2021, Font Salem added a new production site located in Meres (Asturias) with two canning lines, capable of producing a wide variety of formats.

This addition has allowed Font Salem to take a significant step forward in its growth, in particular on international markets, serving in the short term to increase canning capacity and expand production at the Meres plant up to a figure of 500,000 hl in 2022. The 33 people who already worked at the plant have joined Font Salem, while 20 jobs have also been created.

BRANDS AND PRODUCTS

Damm beers



ESTRELLA DAMM

- **Superior Taste Awards**
Three stars
- **European Beer Challenge**
Gold medal
- **Australian International Beer Awards**
Silver medal
- **London Beer Competition**
Bronze medal
- **New York International Beer Competition**
Silver medal
- **Concours International de Lyon**
Silver medal
- **World Beer Challenge**
Gold medal
- **Great International Beer, Cider, Mead & Sake Competition**
Gold medal
- **Asia Beer Challenge**
Gold medal
- **Melbourne International Beer Competition**
Silver medal
- **Monde Selection**
Silver medal
- **Great Taste**
Two stars
- **Berlin International Beer Competition**
Double Gold

"Els Hamelins"

As global partner of FC Barcelona, the campaign invites Barça fans to continue celebrating their successes together.

Directed by Oriol Villar and starring David Menéndez, Júlia Lara, Javier Princep, Paula Guerra and Ferran Fernández, the campaign conveys values such as hard work, ambition, humility and a job well done.



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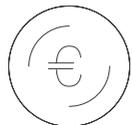
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“Here, now, like this”

The new ad invites us to enjoy the summer, fleeting stories, and life. In short, to live in the present, the here and now.

This original concept by Oriol Villar was produced by Nacho Gayán. The soundtrack is courtesy of Rigoberta Bandini, performed by Santi Balmes and Clara Viñals.



Estrella Damm is
recognised by Brand
Finance as one of the
50 most valuable beers
in the world.

DIGITAL CAMPAIGNS

During 2022, Estrella Damm launched various campaigns, most notably:

“Hallo Calçots”. It tells the story of Julià Delos from Mataró, who decides to export Catalonia's traditional meal of *calçots*, the *calçotada*, to the Dutch city of Eindhoven.

“Seguim brillant. Felicitats campiones”.

To mark the Barça women's team league title, Estrella Damm congratulated all the players.

Gold medal at the European Beer

Challenge. Campaign launched in Catalonia to mark the championship title.

“Here, now, like this” in Mallorca.

A campaign inviting reflections from five notable figures from the island as to the meaning of “Here, now, like this” via the Instagram account @estrelladammmallorca and outdoor media. The protagonists were: Joan Miquel Oliver, Maca de Castro, Albert Pinya, Agnès Llobet and Laura Gost.

100/100 points at the World Beer

Challenge. To mark the accolade, the campaign presents the personal stories of our producers and the ties that bind us. The first story, “Ordi” (barley), grown in the fields of Toni Parrot in Lleida, was viewed almost a million times. Stories were also shared about rice growing and the process of producing malt at the La Moravia malt house.

“Estrella Damm Primavera Sound”.

Commemorating 20 years of the festival with a compilation of the real-life stories of people who have attended the event over the years.



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COMPLOT IPA

— **Superior Taste Awards**
Three stars

Complot IPA launches its first two television campaigns. The first highlights the Nugget hops from Prades, with the slogan ***“Complot, la IPA amb llúpol de Prades”***. The second, ***“A Prades, després de la collita, fem una Complot”***, reflects the effort and hard work of the farmers.



DAMM LEMON

Damm Lemon returned this year with ***“Rutina”***, the campaign for Damm's Mediterranean shandy starring actor Isak Férriz.



MALQUERIDA

The digital campaign ***“San Valentín x Malquerida”*** reveals the best potion to overcome a broken heart.

The ***“La Roja Fresca”*** campaign reasserts the passionate nature of this beer, evoking its true essence.



INEDIT

— **Superior Taste Awards**
Two stars

Second limited edition to mark Chinese New Year.



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VOLL-DAMM

- **Superior Taste Awards**
Three stars
- **Great Taste**
One star
- **London Beer Competition**
Silver medal
- **New York International Beer Competition**
Bronze medal
- **Concours International de Lyon**
Gold medal
- **Frankfurt International Trophy**
Gold medal
- **World Beer Challenge**
Gold medal
- **International Beer Competition**
Silver medal
- **Melbourne International Beer Competition**
Gold medal
- **International Beer Challenge**
Bronze medal
- **Brussels Beer Challenge**
Gold medal

Voll-Damm launched two digital campaigns to coincide with the musical events **Rock Fest 2022** and **Voll-Damm Festival de Jazz de Barcelona**.

To mark the **100th anniversary of UE Santboiana**, the brand launched a digital campaign conveying the passion and effort that Spain's oldest rugby club puts into every match.

Voll-Damm presents **"El arrepentido"**, a new episode in the legendary **"Doble o nada"** saga, paying tribute to gastronomy and all those who work tirelessly to deliver the finest produce from field to fork.



FREE DAMM

- **Superior Taste Awards**
Two stars
- **European Beer Challenge**
Silver medal
- **Australian International Beer Awards**
Gold medal
- **London Beer Competition**
Silver medal
- **New York International Beer Competition**
Gold medal
- **Frankfurt International Trophy**
Silver medal
- **World Beer Challenge**
Gold medal
- **World Beer Awards**
Gold medal
- **Open Beer Championship**
Gold medal
- **Great International Beer Competition**
Silver medal
- **European Beer Star**
Gold medal
- **Asia Beer Challenge**
Gold medal
- **Melbourne International Beer Competition**
Silver medal
- **U.S Open Beer Competition**
Gold medal
- **Berlin International Beer Competition**
Gold medal
- **Great International Beer, Cider, Mead & Sake Competition**
Silver medal
- **Free From Food**
Gold medal



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FREE DAMM LIMÓN

0.0% alcohol-free beer with ripe lemons and tangy limes.



FREE DAMM AMBER LAGER

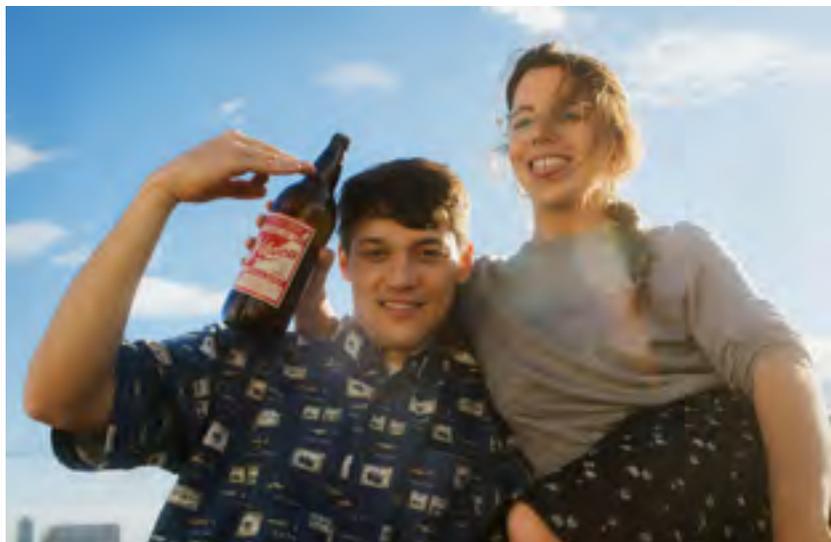
- **Superior Taste Awards**
Three stars
- **European Beer Challenge**
Gold medal
- **Australian International Beer Awards**
Silver medal
- **London Beer Competition**
Silver medal
- **World Beer Challenge**
Silver medal
- **International Beer challenge**
Silver medal
- **International Crafted Beer Awards**
Gold medal
- **Asia Beer Challenge**
Silver medal
- **Melbourne International Beer Competition**
Bronze medal
- **Monde Selection**
Silver medal



XIBECA

For the second year running, Xibeca launches "He estat a tot arreu", a campaign commemorating the moments experienced and shared with generations of followers since 1931.

The campaign "Encasillados" was again broadcast in 2022, directed by filmmaker David Vergés and starring the actors Julio Manrique and Pere Arquillué.



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DAURA

- **Superior Taste Awards**
Two stars
- **Great Taste**
Two stars
- **European Beer Challenge**
Gold medal
- **Australian International Beer Awards**
Silver medal
- **London Beer Competition**
Bronze medal
- **New York International Beer Competition**
Silver medal
- **International Beer Challenge**
Bronze medal
- **International Craft Beer Awards**
Silver medal
- **Asia Beer Challenge**
Gold medal
- **Melbourne International Beer Competition**
Gold medal
- **Berlin International Beer Competition**
Gold medal
- **World Beer Challenge**
Gold medal
- **Monde Selection**
Silver medal

Van Van Market and Daura organised **Van Van 100% Gluten-Free**, following the traditional Van Van formula, combining a meal, live music, DJs and workshops at the Estrella Damm Old Brewery in Barcelona. The event featured a culinary demonstration courtesy of influencers specialising in gluten-free cooking.

Daura takes part in Celiac Awareness Month.
Our gluten-free beer was also involved in this event to raise awareness of celiac disease at specific locations of particular significance for the brand: New York, Austin, Atlanta, and this year also Denver.



DAURA MÄRZEN

The first gluten-free double malt. A different, special beer, with more strength, more body and more flavour, but with the same Daura quality guaranteed, and less than 3 ppm of gluten.



BOCK DAMM

Munich-style stout made with three different types of malt: roast, caramel and pilsen.





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DUET

Duet and the Roca brothers launch their first campaign to explain the new style of beer: sour made with malt and white grenache grapes.



A. K. DAMM

Our 100% malt beer made only with water, barley malt, hops and yeast.

The brand sponsors the Castell Peralada Festival.



CERVEZA DE NAVIDAD
Limited edition

Presented with the same flavour as ever, this year marking its tenth anniversary with new packaging, including a special seal to commemorate the date.



EQUILATER

Beer produced by molecular pairing and developed jointly with François Chartier, one of the most influential sommeliers in the world, and creator of molecular harmonies.





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Estrella de Levante



ESTRELLA DE LEVANTE

A high-quality lager with a light and hugely refreshing style.



ESTRELLA DE LEVANTE 0.0 AMBER LAGER

High-quality 0.0 amber lager, brewed with a combination of pilsen malt and with all the subtleties of caramel and roasted malts.



PUNTA ESTE

Elegant amber lager made from painstakingly selected varieties of barley, malted at our malt house.



ESTRELLA DE LEVANTE 0.0

Standing out for its freshness and balanced bitterness, it retains all the originality of Estrella de Levante thanks to a unique de-alcoholisation and flavour recovery process.



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CERVEZA DE NAVIDAD
Limited edition

Beer aged with shavings of French oak, lending it sweet, warm notes, with hints of vanilla and spice. One new feature this year is that it is now available on tap to sample at a number of charity markets.



NEW
STOUT
Limited edition

New special lager made with five types of malt and different levels of roasting, making for a complex and balanced beer. It can only be sampled on draft at the Estrella de Levante brewery and at hospitality trade venues in Albacete, Alicante, Almería and the Murcia Region.



NEW
UNFILTERED BEER
Limited edition

In 30-litre keg format for the hospitality trade, this is a special lager beer, slightly cloudy because of the suspended yeast, inspired by traditional brewing processes and placing the emphasis on suspended yeast and unhurried ageing.



GOSE ESTRELLA DE LEVANTE
Limited edition

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



NEW
WHEAT BEER
Limited edition

New, highly aromatic and refreshing beer, made to the traditional German recipe, with 100% natural ingredients. It combines wheat malt with barley malt, revealing fruity hints of banana and slightly spicy nuances of cloves.



VERNA

“¡Este verano refréscate con Verna, la cerveza con limones de Murcia de Estrella de Levante!”, was the slogan for the Verna summer campaign.



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Victoria



VICTORIA

The campaign ***“El discurso de todo un país”*** pays tribute to the Spanish national football team, to mark the World Cup. Starring footballer Fernando Torres, who expresses the feelings of more than 47 million people through an emotive discourse created using artificial intelligence.

We underpin our support for the Spanish women's football team with ***“Victoria a Victoria”***, a campaign focused on Victoria Hernández, a pioneering figure in Spanish women's football, and the first female player to sign a contract in Spain, in 1971.



VICTORIA PASOS LARGOS

A shandy with 100% natural ingredients made with Victoria beer and lemons from southeast Spain.



VICTORIA SIN

A beer intended for those who want to enjoy the taste of Victoria, but with no alcohol and the fewest possible calories.



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VICTORIA MALACATÍ

Wheat beer based on traditional recipes. Highly aromatic and refreshing.



NEW VICTORIA VENDEJA

New IPA beer paying tribute to the “Vendejas”, the workers employed in their droves in the 19th century to get the local harvest produce ready for Málaga's port, one of Spain's most important.



VICTORIA MARENGO

100% malt stout inspired by traditional German recipes.



NEW VICTORIA BOCOY Limited edition

It pays tribute to the brand's history and the city of Málaga, in particular the barrel-making business of Eduardo Franquelo, father of the founder of Cervezas Victoria, Luis Franquelo. “Bocoy” is a term derived from the French, referring to large-capacity barrels typically used to store or transport wine.





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Other beers



TURIA

A challenge to the frenetic pace of modern living, inviting us to enjoy the present and discover the delights of the simple things in life, through the campaign *"A mi manera"*.



ORO

"Tostada. Sin filtrar", it emphasises the identity of the original 'Oro' beer from 1912, and its long-standing tradition. The brewing process gives it an authentic flavour, alongside the typically intense aromas of roasted malts.



CALATRAVA PILSEN

In tribute to the last Calatrava, it updates the original recipe to restore the authentic flavour of La Mancha brewing.



CALATRAVA PURA MALTA

A beer that stands out for its three-way balance between aroma, flavour and body. A clean bouquet and taste, with a generous and refreshing feel.





SKOL

3rd-biggest-selling brand in the world. The name is derived from the Swedish word SKÅL, meaning "Cheers".



KELER

- **Superior Taste Award**
Two Stars
- **Great Taste**
Two stars
- **European Beer Challenge**
Gold medal
- **Australian International Beer Awards**
Bronze medal
- **London Beer Competition**
Silver medal
- **Frankfurt International Trophy**
Gold medal
- **World Beer Challenge**
Silver medal
- **World Beer Awards**
Silver medal
- **International Craft Beer Awards**
Silver medal
- **Asia Beer Challenge**
Silver medal
- **Melbourne International Beer Competition**
Bronze medal
- **World Beer Championships**
Silver medal



BROOKLYN

A clear, golden beer with fine bubbles and a floral, hoppy aroma. With an intensely malty flavour, lending it a refreshing bitterness.

Keler, sponsor of *Jazzaldia*, launches a new graphical campaign reinterpreting the covers of old jazz records with the spirit of the brand and the festival.





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ROSA BLANCA

5th edition of *Tast de Rosa Blanca*, a gastronomic experience to discover all the nuances of Mallorca's Hoppy Lager. On this occasion the beer was paired with five dishes specially created by Jaume Vicens, one of the Balearics' most prominent young chefs.



ESTRELLA DEL SUR ESPECIAL

Premium beer focused on the Andalusia market.



ESTRELLA DEL SUR

A sparkling, light amber beer with a pale, lasting head, and hints of yeast and hops.



ESTRELLA DEL SUR 0.0

A highly refreshing beer, meant especially for the heat of the south. The painstaking selection of ingredients lends it a fine, subtle flavour.



TAGUS

Elegant, traditional premium Portuguese beer, created to make a lasting impression on consumers, identifying all the values of Portugal.



RADEBERGER

German Pilsner-style beer which stands out for its refreshing flavour, sparkling golden colour and highly persistent head. Malty aromas with hoppy hints, with a bitterness which stands out from the other notes of flavour.



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CALSBERG AND GRIMBERGEN

We have produced and bottled Carlsberg beer since 2021.



INNIS & GUNN

Scottish beer with fruity aromas of rum, chocolate and vanilla. A distinctive taste with hints of malt and a balance of spicy notes. A ruby-coloured beer aged for three months in rum barrels.



SCHOFFERHOFER GRAPEFRUIT

With a uniquely fruity flavour and a touch of bitterness, but a perfect blend for the taste buds. Made from 50% wheat beer and 50% natural grapefruit juice.





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Bottled natural mineral waters and other beverages



VERI

Three new pieces in the **“Pur Pirineu”** campaigns were released in 2018 and 2019, offering a few seconds of rest, relaxation and nature.



PIRINEA

Balanced water with low mineral content from the Pirinea spring in the heart of the Pyrenees.



FUENTE LIVIANA

An age-old water renowned for its low sodium and mineral content, and its great taste.



FONT MAJOR

— Superior Taste Award

Three stars (for second consecutive year)

Enriched over the years with minerals and trace elements from the subsoil of the Sierra de Tramuntana mountains in Mallorca, giving this water its unique and highly balanced composition.





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FONT MAJOR SPARKLING

— **Superior Taste Award**
Two stars

Natural mineral water with added carbon dioxide.



FEVER-TREE

- Indian Tonic Water
- Refreshingly Light Tonic Water
- Mediterranean Tonic Water
- Elderflower Tonic Water
- Ginger Ale
- Ginger Beer
- Sicilian Lemonade
- Distillers Cola
- Premium Soda Water

NEW

- Raspberry & Rhubarb Tonic Water
- Grapefruit

“Si ¾ de tu gin-tonic es la tónica, ¿no debería ser esta de la mejor variedad?” is the slogan of the campaign emphasising the source of each of the ingredients which give it the highest quality and taste.



SUREO

The first contemporary sangria: a drink with all the flavour, but much lighter and more refreshing.



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Dairy



LETONA New image 2023

HOSPITALITY

- Letona UHT Grand Crème
- Letona UHT special milk for hospitality
- Letona UHT 0% m.g.
- Letona UHT Lactose free
- Letona Returnable Glass

RETAIL

- Letona UHT Brik Whole
- Letona UHT Brik Semi-skimmed
- Letona UHT Brik Skimmed
- Letona Fresh Whole
- Letona Fresh Semi-skimmed

NEW

- Letona UHT Returnable Glass (Exclusive pilot scheme at 15 Ametller Origen stores)

New brand positioning based on the authenticity of the brand through the campaign ***“Letona, llet de la bona desde 1925”***. The campaign emphasises the provenance from 2nd and 3rd generation local and family farms.



CACAOLAT

- Cacaolat Original
- Cacaolat 0%
- Cacaolat Lactose Free
- Cacaolat Cookies & Vanilla
- Cacaolat Mocca

NEW

- Cacaolat Doble Cacao (formerly Cacaolat Noir)

Products in partnership with BIG

- CFM Iso Zero – Cacaolat
- Only Whey Zero – Cacaolat
- Micellar Casein – Cacaolat

Launch, in partnership with leading sports supplement brand BIG, of an exclusive edition of its protein range with the flavour of Cacaolat.

Relaunch of Cacaolat Mocca and Cacaolat Doble Cacao with a new image and format for the sale of a four-pack.

“El maravilloso cacao de cada día”, a campaign presenting the day-to-day life of families, with all their chaos, but also laughter and togetherness.

“La merienda”, an ode to making time for a snack as an oasis amid the daily chaos.



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LACCAO

- Laccaso glass bottle 200 ml
- Laccaso brick 1 l
- Laccaso plastic bottle 1 l
- Laccaso minibrick 200 ml
- Laccaso 0% lactose-free brik 1 l

Digital and outdoor campaign **“Pleníssim de moments per viure”**.



AGAMA

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

“Agama, la llet dels mallorquins” is the continuation of the communication conducted in 2021. The campaign is underpinned by the use of local ambassadors who promote buying milk with low food mileage.



NEW LA LEVANTINA

- Oat drink 1 l
- Soya drink 1 l

Relaunch of historic plant-based drink brand La Levantina, founded in 1940.



Restaurants and coffees



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GRUPO RODILLA

RODILLA



HAMBURGUESA NOSTRA



JAMAICA COFFEE EXPERIENCE



VACA NOSTRA



CAFÉ DE INDIAS



CAFÈS GARRIGA

- Pure Arabica Selection
- Pure Arabica Intense Selection
- Decaffeinated Selection
- Natural Crème Selection
- Natural Express Selection
- Natural Superior Selection
- Colombia Selection

- Selection Decaffeinated with water
- Pure Arabica Organic Coffee
- Cafès Garriga infusions
- Cafès Garriga capsules
- NEW**
- Café Xplicit
- Christmas Coffee (Special edition)

Study and development of **new coffee varieties**.

Logistics and capillary distribution



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DISTRIBUCIÓN DIRECTA INTEGRAL (DDI)

With the aim of continuing to expand its presence throughout Spain and position itself as a leading distributor in the sector, a new distribution operation was added in 2022 in the Canary Islands: DDI INTERCERVECERA. Central distribution is located in Tenerife, with company offices in Fuerteventura, Lanzarote, Gran Canaria, Tenerife North and Tenerife South, capable of serving customers throughout the islands.



ALFIL LOGISTICS

Alfil Logistics has expanded its facilities at Barcelona's Parc Logístic. It has also relocated its Valencia warehouse to a new hub in the municipality of Alaquàs, premises which fulfil the highest levels of energy certification. It has likewise launched the first duo-trailer for Damm, reducing the carbon footprint by 25% on each journey, and serving to link up the logistics platforms in Catalonia and Murcia.



PALL-EX IBERIA

Pall-Ex Iberia coordinates all its operations from the different hubs or consolidation centres located on the Iberian Peninsula, providing its services in Spain and Portugal, and operating with the other European networks of the Pall-Ex Group.



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Sports event organisation

SETPOINT EVENTS

Organisation of the World Padel Tour, the global padel tour staged in 12 countries, at which more than 322,000 people enjoyed first-class padel in the different tournaments.



RUMBO SPORT

166% increase in the customer portfolio, achieving 100% loyalty. Launch of a new business line, organising the 1st Golf Tournament of the Association of Quantity Surveyors of Madrid, and extending trademark registration to the production of sports goods.



SOCIAL MEDIA FOLLOWERS OF OUR BRANDS AND COMPANIES

Social media provides particularly important channels of communication for our brands. We dedicate considerable effort to the relationship and content we offer via such platforms, with the aim of establishing enriching experiences and creating communities within which we share our values.



Followers

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DAMM								147,063	147,063
BEER									
Estrella Damm	907,000	142,900	268,000	102,800					1,438,700
Voll-Damm	167,920	18,276	12,652	3,100					201,948
Free Damm	2,406	237	878	465					3,986
Inedit	28,069	5,669	5,757						39,495
Daura	52,868	20,413	9,065						82,346
Damm Lemon	8,435	155	375	843					9,942
Malquerida	3,187	496	3,343						7,026
Complot	977	430	1,734						3,141
Estrella de Levante	74,383	26,700	18,000	1,600	10,892				131,575
Keler	10,968	4,448	6,759	789	90				23,054
Gold	871	186	368						1,425
Calatrava	5,952	584	2,878						9,414
Victory	40,100		23,500		2,582				63,600
Turia	53,829	17,259	17,160	463	455				89,166
Rosa Blanca	3,208		7,487						10,695
Equilater	247	4	256	6					513
Duet	40	22	346	15					423
Cerveza de Navidad	138		347	49					534
Xibeca	540	599	644	365					2,148
SHAKES									
Laccao	6,500		3,600		468				10,568
Cacaolat	137,000	6,400	31,800	4,430	13,500	10,900			204,030
Agama			177						177
Letona			2,200						2,200
WATER									
Veri	2,119		543	579					3,241
OTHERS									
Fever-Tree	96,572		4,862	214					101,648
LOGISTICS									
Pall-Ex Iberia	701		287	34	2,071				3,093
Alfil Logistics					6,443				6,443
Distribución Directa Integral			4,335		4,843				9,178
RESTAURANTS									
Grupo Rodilla	119,816		20,542		4,017	14			144,389
Hamburguesa Nostra	79,936		23,350		1,484	526			105,296

Source: Data drawn from each of the social media platforms as at 31 December 2022.

Recognition for our communication



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IMPACTE 2022 AWARDS

Bar Manager claims bronze in the Technology category at the Impacte 2022 Awards of the Col·legi del Màrqueting i la Comunicació de Catalunya.

APCP 2022 AWARDS

Award in the Best Advertiser category for Estrella Damm.

BEST IN FOOD 2022 AWARDS

Silver in the Best Integrated category for the campaign "Chefs" (2021).

DIRCOM RAMÓN DEL CORRAL 2022 AWARDS

In the Purpose Communication category for the campaign "Chefs" (2021).

APCP 2022 AWARDS

Estrella Damm received the accolade for best advertiser from the Association of Advertising Film Producers.

EFICACIA 2022 AWARDS

Grupo Cacaolat claimed third prize in the category "Best brand launch campaign" for the campaign and repositioning "El maravilloso cacao de cada día".

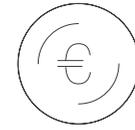


More innovation to make a difference

Since our earliest days, innovation has been part of what we are, being a fundamental element in our growth. We view this not only as the development and launch of new products, but also see the bigger picture, focused on the constant improvement of our processes and facilities to make them even more sustainable.

Our R&D+i activity increased considerably compared with the previous year thanks to the growth in the company's commercial activity at the national and international

level, with a special mention to the strong need to adapt our packaging and palletisation in line with legal requirements in each market. Meanwhile, in 2022 we reorganised the organisational structure of the product R&D+i department to continue improving efficiency in our processes and ultimately, to improve the service we provide to all our customers, both internal and external. It should be noted that management of projects connected with dairy produce was also transferred to the Cacaolat R&D+i team.



€8.2 M

INVESTED IN RESEARCH
AND DEVELOPMENT, AND IN
TECHNOLOGICAL INNOVATION

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INNOVATION IN THE CREATION OF NEW BEERS, FLAVOURS AND NUANCES

We continue our progress in creating new beers, flavours and nuances. We use 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.

We are likewise progressing in the development of increasingly circular processes in producing our beers. This year, one of the lines of research seeing the greatest expansion comprised studies into the recovery of our byproducts and waste, such as bagasse and yeast.

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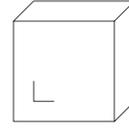
BEERS

- Creation of a new application and formulation laboratory for the beer development department.
- Development of new beers for national and international markets, such as our new Victoria Bocoy and IPA Victoria Vendeja, several limited editions such as our Estrella Levante limited editions of Wheat Beer and Stout, the Sour style Christmas Beer and unfiltered beer. We have also worked on reformulation projects in order to adapt our products to different markets, such as the reformulation of our Damm Lemon product for sale to the Chinese market and our Inedit beer, which has also been certified as 100% made with natural ingredients.



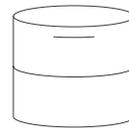
COFFEES

- Development of three varieties of Café Xplicit (Gourmet, Creamy and Decaffeinated), and a new Longo capsule coffee reference more intense.
- Study, location and development of specialty coffee for Christmas limited edition. Some improvements have been made in the organoleptic profile of some products, such as improving the intensity of Cafès Garriga's organic coffee.



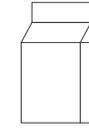
PACKAGING AND DESIGN

- Adaptation of our packaging in line with each market's legal requirements.
- Development of new tethered packaging optimisation proposals. Development of plastic caps at all companies, in particular the water segment, in line with Spain's Act 7/2022, on Waste and Contaminated Soil for a Circular Economy, and Royal Decree 1055/2022, on Packaging and Waste Packaging.
- Restyling of the brands Cacaolat Mocca and Cacaolat Doble Cacao and the Damm Limited edition Christmas Beer.



BARREL INSTALLATIONS AREA

- Development of new equipment and materials, with new technical and image requirements, to be able to dispense our beers in the different markets. For example, the development of columns for the British market, such as Victoria or Sunset.
- Progress in the digital transformation of the keg beer service process at the points of sale, with the integration of IoT technology in last mile vehicles in the Beer Drive process. Work has also been carried out on improving the energy efficiency of the machines installed at the points of sale, as well as in the search for more operationally efficient solutions to serve our customers in large events (concerts, etc.).



DAIRY

- New format and improvements to the nutritional profile of Cacaolat Original, with a 25% sugar reduction and launch of an exclusive edition of a protein range with the taste of Cacaolat (CFM Iso Zero – Cacaolat, Only Whey Zero – Cacaolat and Micellar Casein – Cacaolat), in partnership with the leading sports supplement brand BIG.
- Improvements to plant efficiency and operations for the products Cacaolat Lactose Free, Cacaolat 0% and the Letona Lactose Free range, through the implementation of a new lactose dosing system.



AGRONOMY

- Consolidation of hop growing in Prades and pilot trials in the Murcia Region.
- Continuous incorporation of good practices and technological improvements to manage hop growing, and test out a new drying technology, with results that have surpassed expectations.
- Implementation of satellite technology to control our crop fields (vigor, water stress, diseases) and use of biological and mycorrhizal products in a regenerative key to enhance and protect the hop cultivation.

COMMITTED TO THE QUALITY AND FOOD SAFETY OF OUR PRODUCTS

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At Damm we are committed to quality, which is why we hold certification under the main international regulations and standards in the field of quality and food safety.

We conduct monitoring and checks throughout the production process and supply chain, from suppliers of raw materials down to the product delivered to the end customer.

All our production and operational processes are subject to both external and internal quality controls.



Efforts have been made at all Damm plants to promote a culture of food safety, Regulations 2021/382 and 852/2004.

FOOD SAFETY

- **IFS Global Markets Food.** During 2022, the Veri (Bisaurri and Run) and Fuente Liviana production plants obtained this certification. Compañía Cervecera Damm and Estrella de Levante likewise consolidated their approval. The latter has been promoted from basic to intermediate level according to IFRS Global Markets.



- **International Food Standard (IFS) Version 7.** 2022 saw the update of the new version at the Font Salem (El Puig, Salem, Santarém and Meres), Hamburguesa Nostra and Grupo Cacaolat sites. As part of the new IFRS version 7 requirements, Grupo Cacaolat is working on the design, implementation and promotion of food safety and quality culture through an action plan covering the period 2022-2024.



- The Meres plant holds **BRC** (British Retail Consortium) certification, version 8.



- **Hazard Analysis and Critical Control Points (HACCP)** At all food and drink production plants of all Damm and Grupo Rodilla companies.

QUALITY

Quality is a priority. We work hard to ensure and guarantee that our products fulfil the highest quality standards. In 2022 we continued our efforts to achieve certification under the ISO 9001:2015 standard at each and every one of our companies.

In 2022, the following companies were certified under ISO 9001:

- **SA Damm**
- **Compañía Cervecera Damm, SL**
- **Damm Canarias, SL**
- **Estrella de Levante Fábrica de Cerveza, SA**
- **Cervezas Victoria 1928, SL**
- **Maltería La Moravia, SL**
- **Font Salem, SL (El Puig, Salem, Santarém and Meres)**
- **Aguas de San Martin de Veri, SA**
- **Gestión de Fuente Liviana, SL**
- **Cafès Garriga 1980, SL**
- **Alfil Logistics, SA**
- **Artesanía de la Alimentación, SL**
- **Pall-Ex Iberia, SL**

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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 within Europe of the symbol of an ear of wheat crossed out on our gluten-free products.

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



FAIRTRADE CERTIFICATE

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

- Cafès Garriga



KOSHER CERTIFICATE

Certifying the products as suitable for sale in the Jewish market.

- Estrella Damm
- Daura Damm
- Inedit
- Various Font Salem products (El Puig, Salem and Santarém) according to customer requests



HALAL CERTIFICATION

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

In late 2022, in order to extend the number of countries where this certificate is recognised and to expand the distribution of our halal products, we changed our certification body from the Halal Institute to HQC (Halal Quality Control).

- Estrella Damm Non Alcoholic Malt Beverage 0.00%
- Various Grupo Cacaolat products
- Various Font Salem products (El Puig, Salem and Santarém) according to customer requests



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



CERTIFICATION FOR ORGANIC COFFEE PRODUCTION AND MARKETING (CCPAE)

Accreditation of organic coffee production and marketing.

- Cafès Garriga



ECONOMIC RESULTS

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2022 was a year of growth for the Spanish economy, achieving figures similar to those prior to the pandemic, with a particular impact on the hospitality sector. This progress was constrained by the uncertainty generated by the warfare in Ukraine, which placed supply chains under strain and pushed up the cost of energy, raw materials and packaging materials.

Similarly, the last financial year was highly positive for the Spanish brewing sector, producing 41.1 million hectolitres, a figure serving to restore the country's second place in the European Union (EU) production rankings, according to

figures provided by the Spanish brewers' association Cerveceros de España.

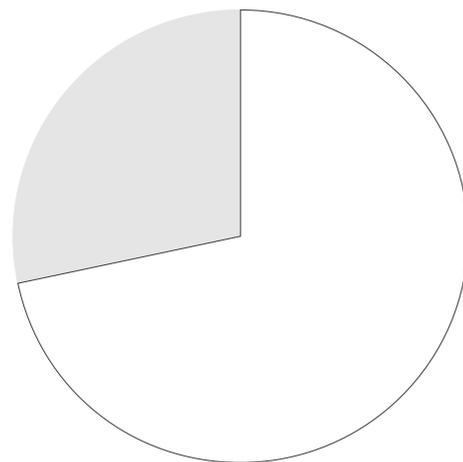
There are various factors behind this result, such as the recovery of the tourism sector, which doubled in comparison with 2021; the exponential recovery of the hospitality trade; the continuation of home beer-drinking habits acquired during the pandemic; and the substantial increase in exports.

Within this context, at Damm we closed the year with a turnover of 1,876 million euros, 26% higher than in 2021, achieving robust results with a net profit of 101 million. Meanwhile, turning to

production levels during 2022, the volumes of sales saw a significant increase in all product categories compared with the previous year. In this regard, the volume of beverages sold in 2022 reached a level of 21.6 million hectolitres.

Figures which confirm the positive progress of the business, overtaking pre-pandemic levels. It should be noted that beyond the beverages division, the other distribution, restaurants and logistics businesses also performed very strongly, in line with the increase in consolidated earnings.

ASSET STRUCTURE



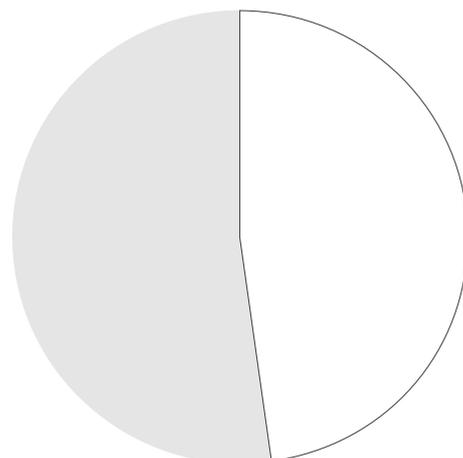
71.7%

FIXED ASSETS

21.6% Current assets

6.7% Cash and cash equivalents

LIABILITY STRUCTURE



48.0%

NET EQUITY

25.8% Non-current liabilities

26.1% Current liabilities

MAIN FINANCIAL FIGURES

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Constant annual growth rate

In millions of euros	2021	2022	Variation	(Last 5 years) 2022 vs 2017
Balance sheet figures				
Fixed assets	1,578	1,682	104	9.1%
Current assets	635	663	28	2.8%
Total assets/liabilities	2,213	2,345	132	7.1%
Net equity	1,078	1,126	48	6.1%
Financial liabilities	506	440	-66	-0.6%
Other liabilities*	629	779	150	15.7%
Income statement figures				
Operating income	1,488	1,876	388	5.1%
EBIT (operating profit)	102	115	13	-4.7%
Profit (loss) attributable to the parent company	121	101	-20	-2.1%
Earnings per share (€/share)	0.46	0.39	-0.07	-3.2%
Other data and indicators				
Accumulated industrial investments (since 2008)	1,317	1,356	39	8.6%
Level of net debt	23.30%	24.96%	1.7%	5.1%
Number of shares (thousands)	270,083	270,083	0	0.0%
Number of shares in treasury stock (thousands)	8,672	8,713	41	

* In 2022-2021 this includes the balance of "Lease liabilities under IFRS 16".

GOOD GOVERNANCE

Our values, our reason for being

Our activity and corporate strategy are aligned with our #LIVE values. They drive our advances, steer us down the path of sustainability, and make a profound imprint on the way we are and act.

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

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

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

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

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Ethical management

In addition to the Legal Risk Prevention System, and to review compliance with internal regulations, Damm also has an Internal Audit Department in place.

As with the Compliance Committee, the Internal Audit Department is dependent on and reports directly to the Audit, Sustainability and Control Committee, a delegated body of the Board of Directors, with senior supervisory functions in this area.

The carrying out of audits is a function specifically entrusted to the Internal Audit Department.

Damm has a specific anti-money laundering procedure in place.

In 2022, no cases of corruption were registered at the companies that make up Damm.

The main commercial contracts (regarding supply, distribution and construction works) signed by Damm companies include clauses focused on preventing corruption and money-laundering.

Governing bodies

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

SA DAMM BOARD OF DIRECTORS

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 S.A.U.

Ms María Carceller, representing Seegrund, B.V.

Dr August Oetker

Dr Ernst F. Schröder

DAMM MANAGEMENT COMMITTEE

Executive Chairman

Mr Demetrio Carceller Arce

General Manager

Mr Jorge Villavecchia Barnach-Calbó

Director of Operations

Mr Pedro Marín Giménez

Director of Marketing and Communication

Mr Jaume Alemany Gas

Director of Corporate Finance

Mr Àngel Guarch López

Director of the HORECA Business Unit

Mr Xavier Vila Vila

CEO of Rodilla

Ms Maria Carceller Arce

Director of People

Mr Ricardo Lechuga Cisneros

Director of the Food Business Unit

Mr Antoni Folguera Ventura

Director of the International Unit

Mr Juan González Gil

AUDIT, SUSTAINABILITY AND CONTROL COMMISSION

COMPLIANCE
COMMITTEE

SUSTAINABILITY
COMMITTEE

INTERNAL AUDIT
DEPARTMENT

Sustainability as a guide

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Sustainability is integrated within all Damm initiatives, and represents a cornerstone of our strategy. We therefore continue to make robust progress in establishing ourselves as an active and leading player in the sustainability of those sectors where we operate.

We are convinced that sustainability must be a cross-cutting element throughout the organisation, with a positive impact on all areas, serving as the driver of the company's long-term growth.

Leadership in sustainability management (environmental, social and governance aspects) is the responsibility of the Damm Sustainability Committee, set up in 2020, and the Grupo Rodilla Sustainability Committee, set up in 2021.

The efforts made over recent years within this sphere have been rewarded by climbing up the MERCO Responsibility and Corporate Governance rankings, rising from 40th to 37th in 2022.

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

RELEVANT SUSTAINABLE DEVELOPMENT GOALS (SDGS) FOR DAMM

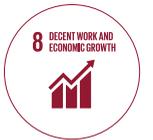
— The health and well-being of each and every person who forms part of Damm are a priority. We therefore strive to foster a culture of safety, and promote a healthy lifestyle.



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



— We are committed to generating quality employment and sustainable economic growth.



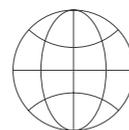
— We promote diversity and social inclusion, as well as equal opportunities, through active policies for our workforce and awareness-raising initiatives addressing the general public.



— We improve the efficient use of resources and energy day by day, 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 the responsible use of resources.



— We are committed to combating climate change, and promote measures within our supply chain and our production processes to ensure that we reduce our carbon footprint.



Since 2019, we have been signatories to the UN Global Compact and committed to its ten principles in the field of human rights, employment, environment and anti-corruption. We furthermore play an active role in helping to achieve the 2030 Agenda Sustainable Development Goals (SDGs).

WE MOVE FORWARD TOGETHER WITH OUR SUPPLIER COMPANIES

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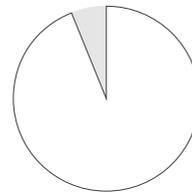
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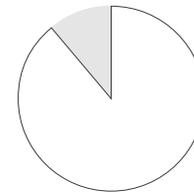
Collaboration with the supplier companies in our value chain is fundamental in achieving the sustainability of our organisation. Cooperation in projects and initiatives, and the relationships of trust we have with all of them, allow us to progress together, multiplying our positive impact.

SUPPLIER COMPANIES 2022



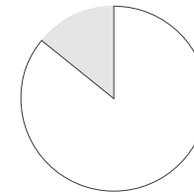
94%

DAMM
IBERIAN PENINSULA
(not including Grupo Rodilla, Alfil Logistics and Grupo Cacaolat)
5,017 active



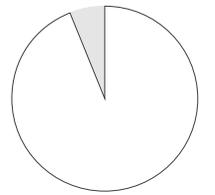
89%

GRUPO RODILLA
SPAIN
987 active



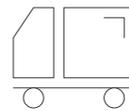
86%

ALFIL LOGISTICS
SPAIN
6,219 active



94%

GRUPO CACAOLAT
SPAIN
481 active



We prioritise the acquisition of local resources in order to promote the economic and social development of the regions where we operate, and help to reduce the environmental impact associated with goods transport.



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Responsible purchasing

We share our best practices with suppliers and extend to them our values, standards and requirements, to guarantee progress in a sustainable supply chain.

Damm has a Sustainable Purchasing strategy in place, in order to identify, adopt and accelerate environmental and social improvements throughout the supply chain, fulfilling the internal Code of Conduct in handling all negotiations with supplier companies. Having signed up to the UN Global Compact, Damm includes fulfilment of the 10 principles established by this initiative among its demands.

Grupo Cacaolat requires its supplier companies to sign the Good Practice

Manual and to accept content regarding standard ISO 14001:2015, and encourages contracts with local companies.

Grupo Rodilla has a purchasing policy and supplier company evaluation procedure in place in accordance with ISO 9001:2015 certification. During 2022 the promotion of a series of initiatives continued to foster a more sustainable supply chain.

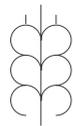
In 2022 Alfil Logistics implemented its Supplier Company Portal, a tool used for supplier approval and as a new channel of communication to exchange documentation and disseminate good practice in environmental or other sustainability matters.

As a supplier company, SA Damm, Font Salem (El Puig and Santarém) and Alfil Logistics comply with the requirements of the Walmart Supply Chain Security and Responsible Sourcing programmes. For its part, Compañía Cervecera Damm renewed its membership of the Sedex Advance "Ethical Trade Audit Report" obtained in 2021, guaranteeing greater transparency in connection with occupational standards, health and safety, and environmental management, throughout the supply chain.



OUR LOCAL HOP HARVESTS

In 2014 we initiated the zero mileage hops project in the town of Prades, which is located less than 200 km from the El Prat de Llobregat brewery. In 2022 we completed a new harvest of hops in Prades with a total of three varieties already being grown (6,042 kg of Nugget and more than 710 kg of Centennial and Willamette combined). The hops harvested are used to produce the Complot IPA beers. The project was also set up in 2020 in Caravaca de la Cruz (Murcia) to produce Estrella de Levante beers.



We have a purchase and procurement strategy for barley for upcoming harvests (2021-2025) based on four cornerstones: varieties, supply chain, sustainability and digitalisation. We aim to ensure 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. We are also working to strengthen certifications of our water footprint, SAI status and carbon footprint, among other aspects.

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EVALUATION OF SUPPLIER COMPANIES

Our supplier approval and monitoring system establishes the behavioural standards or requirements (quality, service, logistics, technical, environmental and financial aspects, among other factors) in accordance with the type of service or product required.

Supplier companies are evaluated under the EcoVadis methodology, which includes 21 sustainability criteria (environmental, occupational, human rights, ethics and sustainable purchasing). By the end of 2022, we have 225 supplier companies evaluated under this methodology. During the year we evaluated the main companies supplying direct materials (packaging materials and raw materials, accounting for 80% of expenditure). The results were positive, and the final data demonstrate above-average performance in the field of sustainability:

46%

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

40%

report their CO₂ emissions.

74%

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

35%

have documented action plans to reduce water consumption.

Alfil Logistics has extended its sustainability commitment to supplier management. In 2022 it conducted an environmental evaluation of 66 of its service provider companies, and only works with local transport firms.

NATURAL INGREDIENTS

We promote sustainable agriculture. Most of the ingredients we use are natural, and are sourced from the Mediterranean region.

- **Rice.** Of Mediterranean origin from the regions of Andalusia, Extremadura, Catalonia and Valencia.
- **Maize.** From Monzón (Huesca): we ensure a local and GM-free supply of maize.
- **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 comes mainly from the regions of Huesca, Lleida, Zaragoza and Albacete, as well as Navarra, Madrid and southern France. We produce malt at our 2 malt houses: La Moravia, in Bell-lloc d'Urgell (Lleida) and Espinardo (Murcia).

ALLIANCES THAT HELP US GROW



In 2022 Executive Chairman Demetrio Carceller Arce received the Business Leader of the Year Award in New York, an accolade bestowed by the Spain-USA Chamber of Commerce in recognition of his key role in transforming Damm and Grupo DISA through international growth, innovative leadership and a commitment to sustainable development.

Damm belongs to various associations and organisations with which we share values and goals. Together with them, we achieve progress towards our goal of sustainability, sharing knowledge and experience.

In 2022 we signed up to the global RE100 initiative, while Distribución Directa Integral joined the Food Service Institute (FSI), with the goal of sharing and developing knowledge about the sector.

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SPANISH
BREWER TO
SIGN UP TO THE
GLOBAL RE100
INITIATIVE**

Damm is the first brewer in Spain to join RE100, a global initiative bringing together the world's leading companies in setting out their commitment to use 100% renewable energy. So far, all the measures applied by Damm have served to reduce the energy used to produce each hectolitre of beer by 36% over the last 15 years.

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2 PEOPLE



WE CARE FOR WHAT REALLY MATTERS

We prioritise the quality of employment and the well-being of our co-workers. Our values and our commitment to everyone belonging to Damm drive each and every one of the policies and initiatives we implement to guarantee equal opportunities, respect for diversity, promotion of health and safety at work and talent development, as the cornerstones on which we build our company.

DAMM PEOPLE

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In 2022 we continued our progress in the development and implementation of initiatives to ensure that everyone at Damm enjoys a working climate based on equality, diversity and inclusion, nurturing professional growth and development.

WELL-BEING OF CO-WORKERS

At Damm we strive to contribute to the well-being of our co-workers. We undertake working climate surveys and psycho-social studies with the aim of ascertaining their opinion as to occupational aspects

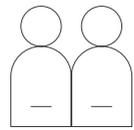
and possible effects of stress on their health, so as more appropriately to focus our improvement actions and plans. We likewise offer all members of the company and their relatives an anonymous psychological support service.

In 2022, Grupo Rodilla conducted ten psycho-social studies, and for the second year running undertook the "Because your opinion matters" satisfaction survey. For its part, Grupo Cacaolat undertook the second working climate survey, serving to identify three specific major working areas: customer focus, teamwork and

personal development. Lastly, Estrella de Levante launched an annual performance assessment for all its co-workers.

We likewise continue to offer social benefits, such as training grants or discounts, the opportunity to acquire products (BÉnefit Programme) and promotional discounts on service and product purchases. We have also since 2020 handed out gift baskets to all parents of newborn babies. In 2022, a total of 66 gift baskets were handed out.

2022 TOTAL WORKFORCE



5,577

Including SA Damm
and subsidiary companies



WORKFORCE IN THE SCOPE OF THE 2022 REPORT¹



2,569

NEW HIRES



100%

WORKFORCE COVERED
BY COLLECTIVE
AGREEMENTS²

2,887

Food and beverages

753

Food and beverages

1,419

Logistics and distribution

631

Logistics and distribution

1,095

Restaurants

1,175

Restaurants

40

Event management

10

Event management

1. The figures for 2022 include the following companies: Agama Manacor 249, SL; Aguas de San Martín de Veri, SA; Alfil Logistics, SA; Artesanía de Alimentación, SL; Bebidas Ugalde, SL; Bizkaiko Edari Komertzialak, SL; Cafés Garriga 1850, SL; Cerbeleva, SL; Carbóniques Beccdam, SL; Cervecera del Turia, SL; Cervezas Victoria 1928, SL; Cervezas Victoria Málaga, SL; Comercial Mallorquina de Begudes, SL; Comercializadora Distribuidora Cervezas Nordeste, SL; Compañía Cervecera Damm, SL; Corporación Económica Delta, SA; Damm Atlántica, SL; Damm Canarias, SL; Damm Restauración, SL; Damm UK; DDI Nexia, SL; DDI Provea, 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, SL; Estrella de Levante Fábrica de Cerveza, SAU; Estrella del Sur Distribuciones Cerveceras, SL; Font Salem Portugal, SA; Font Salem, SL; Gasteiz Banaketa Integrala, 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; Rumbo Sport, SL; Distribución Directa Integral, SL; SA Damm; SA Distribuidora Gaseosa; Setpoint Events, SA; Intercervecera, SL; The Wine List, SL, and Grupo Cacaolat, SL.

2. Countries covered: Spain, Portugal, United States, Andorra, China and United Kingdom. In the case of the United States, the percentage of co-workers covered is 10%, 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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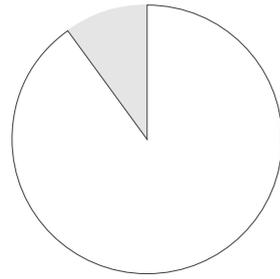
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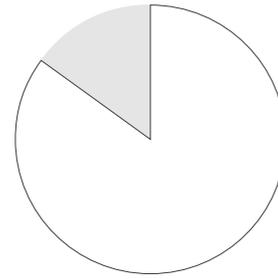
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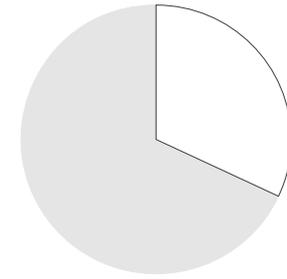
WORKFORCE BY CONTRACT TYPE, FULL-TIME CONTRACTS AND GENDER 2022



90%
 WORKFORCE ON A PERMANENT CONTRACT
91% Food and beverages
98% Logistics and distribution
75% Restaurants
88% Event management



85%
 WORKFORCE ON FULL-TIME CONTRACTS
98% Food and beverages
96% Logistics and distribution
37% Restaurants
100% Event management



32%
 FEMALE WORKFORCE
26% Food and beverages
18% Logistics and distribution
68% Restaurants
23% Event management

WORKFORCE BY GENDER AND AGE GROUP 2022

	♂ Men ♀ Women	Food and beverages	Logistics and distribution	Restaurants	Event management			
<25 YEARS		♂ 124 ♀ 47		♂ 43 ♀ 6		♂ 109 ♀ 235		♂ 3 ♀ 0
26-35 YEARS		♂ 370 ♀ 180		♂ 156 ♀ 32		♂ 135 ♀ 252		♂ 6 ♀ 5
36-45 YEARS		♂ 744 ♀ 271		♂ 342 ♀ 81		♂ 59 ♀ 135		♂ 10 ♀ 1
46-55 YEARS		♂ 636 ♀ 195		♂ 407 ♀ 107		♂ 31 ♀ 99		♂ 5 ♀ 2
56-65 YEARS		♂ 276 ♀ 44		♂ 214 ♀ 31		♂ 13 ♀ 27		♂ 7 ♀ 1
TOTAL		♂ 2,150 ♀ 737		♂ 1,162 ♀ 257		♂ 347 ♀ 748		♂ 31 ♀ 9

TRAINING, PROFESSIONAL AND PERSONAL DEVELOPMENT

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In 2022 we continued to promote the constant development of our talent. Digital training is a fundamental cornerstone in driving our people's professional and personal development.

This year we also undertook the 'VDD' development appraisal at Estrella de Levante, previously launched at Compañía Cervecería Damm, and linked to the essential skills for each job, and company values.

Damm Academy

Damm Academy is our training platform, with proposals focused on the development of our co-workers' professional careers. The platform offers training in digital, face-to-face and hybrid format, covering four main strands (corporate, digital, skills and business). In 2022, the platform saw a considerable expansion in the training on offer.

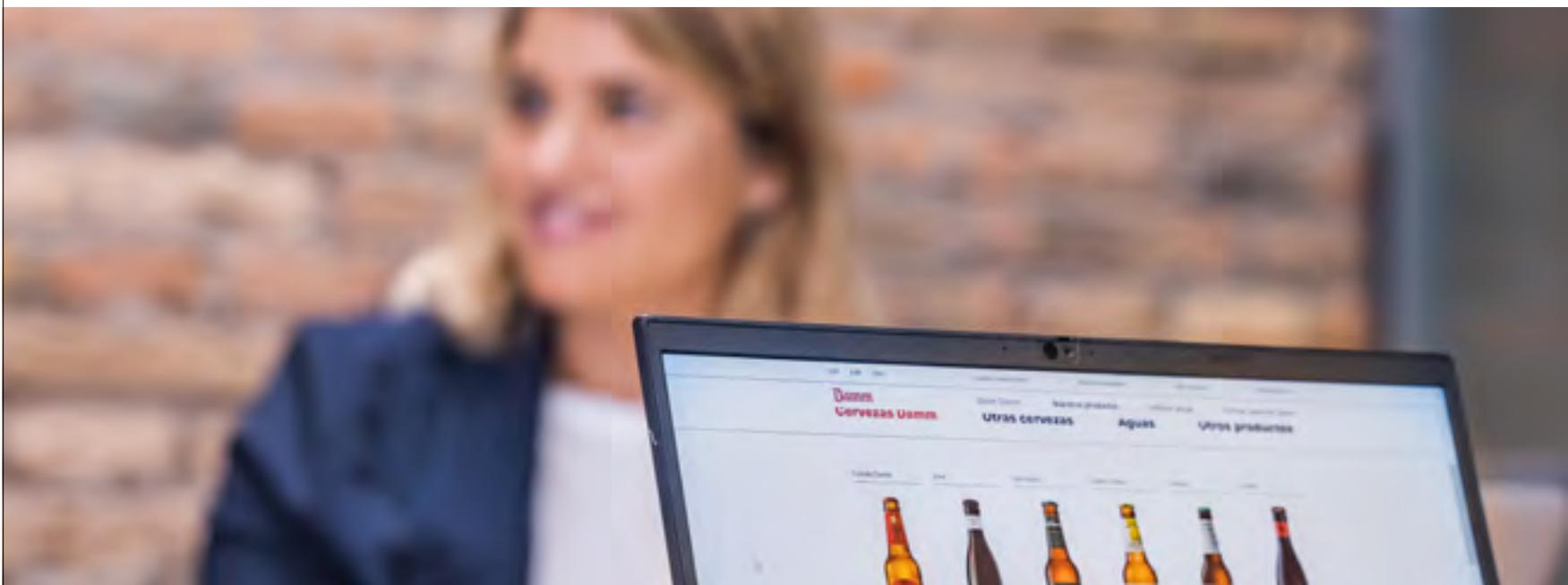
With regard to training at the production plants, access to Damm Academy represented a major advance, by allowing greater flexibility in training initiatives at the service of the business.

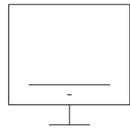


CORPORATE STRAND

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

- **Damm Beer Ambassador.** Theoretical-practical brewing training day, covering specific knowledge about the Damm beer portfolio.
- **English Programme.** The aim is to ensure that co-workers have the required level of English language skills to perform their current or future jobs.
- **Compliance.** Intended for all those whose job requires them to develop their skills so as to guarantee legal and regulatory compliance.
- **Food safety.** Training designed for those who need to understand the key aspects underpinning a robust food safety culture, to promote their development and improvement within the company.

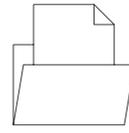




DIGITAL STRAND

Training programmes to improve digital skills.

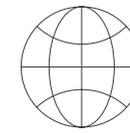
- **BDigital.** Plan focused on increasing and improving digital skills and knowledge among Damm co-workers, enhancing their performance and company competitiveness.
- **Damm ISDigital.** Programme to promote digital transformation at Damm.
- **New ICT and Communications Regulations.** The Information and Communications Technology Resource Usage Policy has been updated, so as to reinforce a culture guaranteeing information security at the organisation.
- **Virtual Training.** Training programmes offering support in the transition from face-to-face to virtual formats.



COMPETENCE STRAND

Tools to facilitate the development of the skills required for optimal performance in their functions.

- **Be Managers.** Leadership development and multidisciplinary team management programme tailored to each business, and intended for managers who handle teams of people.
- **Advancing Negotiation Skills.** Course providing the knowledge and skills to administer complex negotiations in a professional, ethical and competent manner.



BUSINESS STRAND

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

- **Support for the commercial relationship of pre-sales administrators.** Programme to improve negotiation skills and promote win-win relationships.
- **August Programme: Sales Force.** Programme intended to improve sales force team skills.
- **Training in industrial equipment** Intended for plant personnel, to provide them with the knowledge and skills needed in order effectively to manage the teams they lead.



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Other training initiatives not integrated within Damm Academy have been conducted at different group companies. There has also been continued support for the training of R&D+i teams as a fundamental element in the personal and collective growth of the organisation.

TRAINING INITIATIVES IN 2022

- **Font Salem.** Master's in Lifelong Training in Brewing Science and Technology, intended to provide knowledge about brewing science and technology, as well as practical application by producing and bottling beer at a pilot plant, and the design and development of a research activity project.
- **Grupo Cacaolat.** Design of a cross-cutting training plan focused on the strands of digitalisation, continuous improvement and customer focus.
- **Fuente Liviana.** Training in Hazard Analysis and Critical Control Points (HACCP).
- **Grupo Rodilla.** Creation of the "Tutor Trainer Training" course to ensure that co-workers receive training from an expert who can help them in performing their functions. With the goal of continuously improving its training processes, Grupo Rodilla has redesigned the training content for the 2023 Training Plan.

TRAINING AT DAMM 2022¹

€863,628

INVESTED
(+21% compared to 2021)

39,460

HOURS

643

TRAINING ACTIONS

8,793

INDIVIDUAL PARTICIPANTS

4.48

AVERAGE TRAINING HOURS
PER ATTENDEE¹

TRAINING AT GRUPO RODILLA AND HAMBURGUESA NOSTRA 2022

1,244

TRAINING HOURS

1,270

PEOPLE TRAINED

0.97

AVERAGE TRAINING HOURS
PER ATTENDEE

TRAINING AT GRUPO CACAOLAT 2022

1,670

TRAINING HOURS

139

PEOPLE TRAINED

12.01

AVERAGE TRAINING HOURS
PER ATTENDEE

¹. Not including Damm Distribución Integral, Grupo Rodilla, Hamburguesa Nostra and Grupo Cacaolat.



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SECOND EDITION OF LAB1876, THE DAMM OPEN INNOVATION PROGRAMME

PROMOTING INTERNAL TALENT IN RESPONSE TO COMPANY CHALLENGES

In 2022, the second edition of LAB1876 was held, the Damm intrapreneurship scheme with the goal of promoting the generation of creative, disruptive and innovative solutions. In this edition, 25 teams made up of individuals from different group companies presented their ideas in response to 5 strategic challenges set out by the LAB1876 Innovation Committee, which are linked to sustainability, growth and efficiency.

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Employer branding

Attracting talent is vital for the development of our company. Our programme to capture and integrate the leading profiles is expanded year-on-year, through initiatives, alliances and partnerships with educational organisations and public authorities.

ACTIONS TAKEN IN 2022

SA Damm

- Involvement at a range of job fairs, such as UPF – Fira d'Ocupació, UOC Fira Virtual d'Ocupació, Esade, ETSEIB, FIB Visiona, La Salle – Talent Week, IQS Foro de empresas, Job Barcelona, UNIR, and others.
- Launch of an enterprise challenge for students at the EAE Business School addressing talent capture and an onboarding process conducted at the organisation's sites abroad.

DDI

- Collaboration with the UPC challenge launch programme continued for a further year, in support of training and continuous improvement. The aim this year was to find solutions to improve stock control through image recognition technology. The initiative, which forms part of the UPC Innovation Ecosystem strategy, involves the students developing innovative solutions to real market challenges.

Estrella de Levante

- In 2022, 17 work experience placements were given to students from a range of undergraduate and dual vocational education and training courses. Estrella de Levante has a professorship in place with three universities: Universidad de Murcia, Universidad Politécnica de Cartagena and Universidad Católica San Antonio de Murcia. It has also signed a partnership agreement with Universidad de Alicante and with a number of vocational education and training establishments in the Murcia Region.

Grupo Rodilla

- Signature of a Study Agreement with Universidad de Burgos, Universitat Oberta de Catalunya (UOC) and Escuela Europea de Dirección de Empresa (EUDE) to incorporate students on the "Talent Management Bursary" training programme.
- "Enterprise Profile" contracted via the InfoJobs platform, to provide those applying for job offers with an understanding of all our brands, identifying them as belonging to Grupo Rodilla.

Font Salem

- Maintenance of the TNP (Technicians for New Projects) programme, with work experience contracts for more than 20 newly graduated youngsters without experience, and with prospects for career development at Font Salem.
- Launch of the project to bring Dual Vocational Education and Training students into the maintenance departments at the different plants.

Compañía Cervecería Damm

- Integration of measures to promote student employment through work experience agreements with various educational institutions. In 2022, Compañía Cervecería Damm added a total of 3 students to its warehouse and quality areas.

HEALTH AND SAFETY AT WORK

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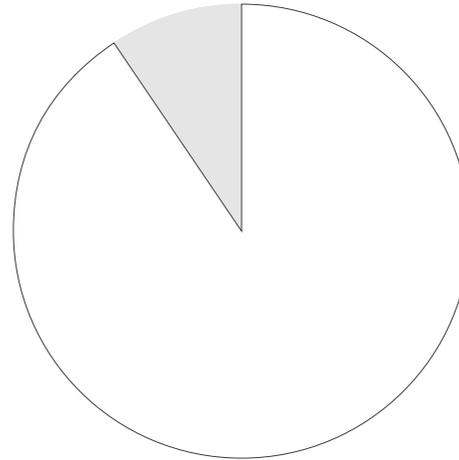
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The health and safety of our co-workers is an absolute priority, which is why we constantly work to achieve integrated risk prevention throughout all areas of the organisation. Our occupational health and safety management system is based on the principles of the ISO 45001 international standard. Certification is currently held by Estrella de Levante, Compañía Cervecera Damm and Alfil Logistics.

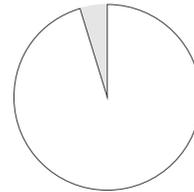
Thanks to its success, the scheme is being implemented at SA Damm, Font Salem, Font Major and Pall-Ex Iberia with the aim of obtaining certification in the short and medium term.

HEALTH AND SAFETY COMMITTEES 2022



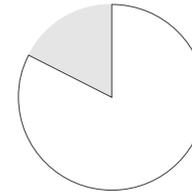
90.8%

STAFF REPRESENTED BY HEALTH AND SAFETY COMMITTEES IN THEIR RESPECTIVE WORK CENTRES



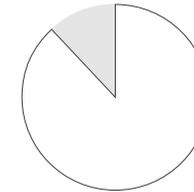
95.4%

Food and beverages



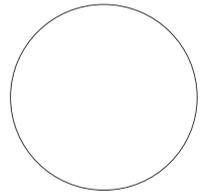
82.6%

Logistics and distribution (Regional health and safety committee for Catalonia)



88.2%

Restaurants



100%

Grupo Cacaolat



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MAIN INITIATIVES IN 2022

Within the context of the global certifiable healthy company programme, the following initiatives and actions took place in 2022:

- **“Asegúrate Damm”** information campaigns about cardiovascular health, exercise and road safety.
- **Refresher training in the field of health**, open to all those with an interest.
- **Relaunch of the dietary committees**, responsible for developing and disseminating nutritional information campaigns.

ACCIDENT STATISTICS 2022

	♂ Men ♀ Women	Number of occupational accidents	Frequency index	Severity index
FOOD AND BEVERAGES		44 ♂ 34 ♀ 10	9.80 ♂ 9.80 ♀ 10.10	0.15 ♂ 0.15 ♀ 0.13
LOGISTICS AND TRANSPORT		1 ♂ 1 ♀ 0	2.59 ♂ 4.07 ♀ 0	0.02 ♂ 0.04 ♀ 0
RESTAURANTS		22 ♂ 7 ♀ 15	12.01 ♂ 9.88 ♀ 13.35	0.02 ♂ 0.12 ♀ 0.23
EVENT MANAGEMENT (SetPoint Events)		0 ♂ 0 ♀ 0	0 ♂ 0 ♀ 0	0 ♂ 0 ♀ 0
GRUPO CACAOLAT		4 ♂ 4 ♀ 0	17.20 ♂ 18.70 ♀ 0	0.62 ♂ 0.58 ♀ 0

EQUALITY AND DIVERSITY

Equal opportunities and non-discrimination

At Damm we promote a culture of equality, diversity and non-discrimination. By developing and implementing our companies' equality plans, we guarantee equal opportunities without any type of discrimination based on nationality, social origin, age, sex, marital status, disability, sexual orientation, ideology, political beliefs, religion or any other personal, physical or social status of our co-workers.

Notable progress in connection with our companies' Equality Plans in 2022 would include the following:

- **Compañía Cervecera Damm** established the Equality Committee as a delegated body, and achieved an agreement to approve its Equality Plan II, covering the period 2022-2023.
- **Estrella de Levante** published its Equality Plan II.
- **Grupo Rodilla** set up the Negotiation Committee to renew its forthcoming Equality Plan.
- **Distribución Directa Integral** signed the Equality Plan I with the Comercial Mallorquina de Begudes, SL company.

All the companies have an Anti-harassment protocol in place, along with an operational procedure intended to avoid any type of situation of sexual or gender-based harassment of any individual connected with the organisation, whether a co-worker or an external company service provider.

SA Damm this year defined a procedure for use of the Whistleblowing Channel open to all co-workers, allowing them to report their complaints, queries or suggestions as to the Occupational Risk Prevention System. This channel can also be used to report grievances concerning Damm partner companies.

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THE DAMM CAMPAIGN FOR INTERNATIONAL WOMEN'S DAY

"LA MIRADA QUE EL MUNDO NECESITA"

On March 8th, Damm launched "*La mirada que el mundo necesita*" to commemorate International Women's Day. Through the stories of three protagonists working in the logistics, packaging quality and commercial areas, Damm focuses on diversity and inclusion as the keynotes in creating value at the company. Meanwhile, during the early hours of March 8th the façades of a number of Damm plants were illuminated in purple to mark and lend greater visibility to the date.

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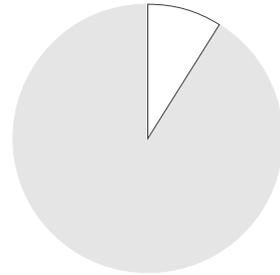
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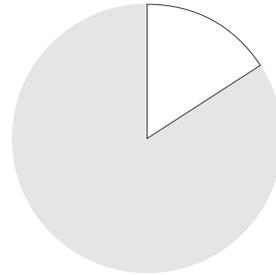
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WOMEN ACCORDING TO JOB CATEGORY 2022



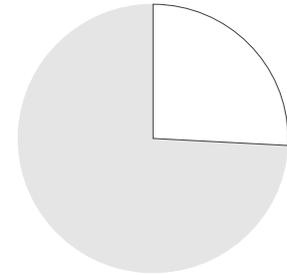
9%

SENIOR MANAGEMENT
0% Food and beverages
50% Logistics and distribution
-% Restaurants
-% Event management



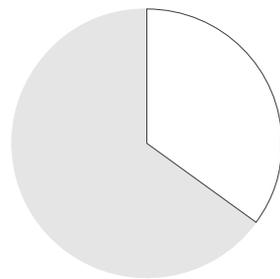
16%

MANAGEMENT
16% Food and beverages
0% Logistics and distribution
33% Restaurants
0% Event management



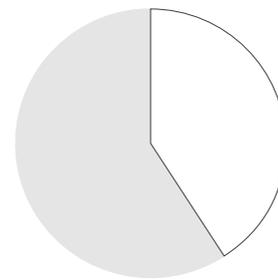
26%

SUPPORT STAFF
11% Food and beverages
1% Logistics and distribution
69% Restaurants
0% Event management



35%

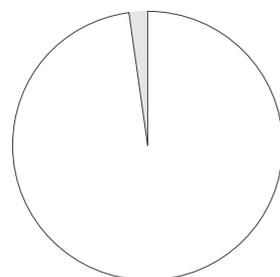
ADMINISTRATIVE AND COMMERCIAL STAFF
30% Food and beverages
39% Logistics and distribution
59% Restaurants
67% Event management



41%

TECHNICAL STAFF AND MIDDLE MANAGEMENT
41% Food and beverages
23% Logistics and distribution
69% Restaurants
21% Event management

RETENTION RATE AFTER MATERNITY AND PATERNITY LEAVE 2022



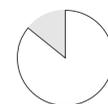
98%

100% Food and beverages
89% Logistics and distribution
100% Restaurants
50% Event management



96%

Men



86%

Women

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PROFESSIONAL/PERSONAL BALANCE

All the companies that make up Damm have measures in place intended to improve work-life balance needs and promote the well-being of all co-workers who make up the organisation.

Both Grupo Rodilla and Grupo Cacaolat undertake initiatives to facilitate flexible working hours: unpaid leave, leave of absence, family remuneration programmes, support for large families, support for children with special needs, healthcare funds, childcare vouchers, reduced working hours and other measures.

In 2022, Font Salem consolidated its remote working policy, with this option now available any day of the week, while Compañía Cervecería Damm agreed a Job Stability Policy to support work-life balance and equality.



ESTRELLA DE LEVANTE RECEIVES FAMILY- RESPONSIBLE ENTERPRISE CERTIFICATION

“efr” Family-Responsible Enterprise certification is awarded by the Fundación Másfamilia in partnership with the Spanish Ministry of Social Rights and 2030 Agenda.

Estrella de Levante is the first company in the agri-food sector from the Murcia Region to achieve this certification thanks to its commitment to the work-life balance of the more than 190 people who work at the company.

The brewer has developed an “efr” project with the aim of consolidating a new social, occupational and corporate culture based on flexibility, mutual respect and commitment, through the implementation of more than 38 work-life balance measures.

Differently abled people and those at risk of social exclusion

At Damm we are committed to the effective occupational integration of differently abled people and those at risk of social exclusion, and each of our companies therefore fosters their integration through strategic partnerships and cross-cutting action plans. We also work to adapt spaces and facilities so as to facilitate universal access by all, irrespective of their physical condition.

This year we continued to support the hiring of differently abled people and those at risk of social exclusion through partnerships with such organisations as Inserta, Apipacam, Saó Prat, Fundación CARES, Fundación Randstad, SEPE, Feina Activa, Fundación Adecco, Fundación Sesé, Femarec, AECOC, FEYCSA, Down's Association of Málaga, Fundación Inclusión y Apoyo Aprocor and Barcelona Activa.

DIFFERENTLY ABLED PEOPLE 2022

99

DIFFERENTLY ABLED PEOPLE ON THE WORKFORCE (direct recruitment)

20.32

INDIRECT JOBS CREATED

€888,210.95

IN SERVICES PROVIDED BY SPECIAL EMPLOYMENT CENTRES



Grupo Rodilla has received the Fundación Alares Award for Excellence in labour inclusion and health and safety for differently abled people.



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SOCIALLY RESPONSIBLE RECRUITMENT

- **Alfil Logistics** has integrated people from the Fundación CARES and CODEC in product handling work in its activity at the ZAL (Logistical Activities Zone) in El Prat de Llobregat. In 2022, the number of employees with a disability certificate rose from 6 to 8 people.
- **SA Damm** recruited 18 differently abled people thanks to partnership with a range of organisations, including Inserta, Apipacam, Saó Prat, Fundación CARES, Fundación Randstad, SEPE, Feina Activa, Fundación Adecco, Fundación Sesé, Femarec, AECOC and Barcelona Activa.
- **Estrella de Levante** and the special employment centre FEYCSA joined forces to allow differently abled co-workers to perform some of their auxiliary and ancillary tasks at the plant.
- **Cervezas Victoria** has signed a paid work experience agreement with the Down's Association of Málaga.
- **Rumbo Sport** has added to its team differently abled people trained in the hospitality sector by the Fundación Inclusión y Apoyo Aprocor.
- **Distribución Directa Integral** has begun direct recruitment of differently abled people.
- **Compañía Cervecería Damm** has continued its collaboration with Saó Prat in line with its commitment to facilitate the occupational inclusion and recruitment of youngsters at risk of social exclusion.
- **Compañía Cervecería Damm**, in collaboration with the Fundació Rubricatus, and **Font Salem**, in collaboration with the Eurofirms Foundation, have undertaken a campaign to bring to light disabilities among their workforces and their direct relatives, with the aim of resolving existing queries and helping them to process their disability certificate.
- **Font Salem** has been involved in the Fundación Randstad project "Empresas por la equidad, diversidad y la inclusión", to facilitate the occupational inclusion of differently abled people. It has also promoted the contracting of various services with Grupo Sifu, which focuses its efforts on the skills, training and social development of this group.

DIRECT COMMUNICATION

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We take care with our internal communication with all our people, establishing the best channels to ensure that the information we share is of high quality, and underpins our sense of belonging and corporate culture.

IDAMM

Through our corporate intranet, we share full information about the company and its subsidiaries, and facilitate the handling of administrative procedures.

+DAMM

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

ASEGÚRATE DAMM

Displays boards located at the El Prat de Llobregat brewery to raise awareness about health and safety at work.

DAMM INFO

To distribute internal announcements containing corporate information about the companies (Damm Info, Estrella de Levante Info, Alfíl 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.

+DAMM PODCAST

Podcast addressing a main theme and mentioning a number of the key company headlines.

DDI INFORMA

Weekly newsletter publicising relevant and useful business information from the different company areas and sites.

SOMOS DDI

Quarterly newsletter for DDI co-workers, which includes podcasts, interviews, training, etc.

GRUPO CACAOLAT

We encourage our co-workers to let their voice be heard via their managers, the People area, email channels, the suggestions box and WhatsApp. There are also quarterly town hall meetings, monthly breakfasts with general management, newsletters and information screens in the staff lounges.

CHANNELS FOR DIRECT CONTACT AT GRUPO RODILLA

We offer our workers three channels for direct contact (e-mail, telephone and WhatsApp) with the People Area in order to facilitate communication.

CORPORATE VOLUNTEERING AND SOCIAL ACTION

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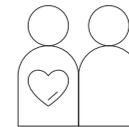
At Damm we aim to generate a positive impact on those communities where we have a presence. Through corporate volunteering, we are involved in various initiatives and offer skills development and/or financial support for a number of projects.

#LIVE TO BE PART OF THE CHANGE

is our corporate volunteering plan, which sets out all the initiatives promoted with the aim of generating a positive impact on the surrounding areas where we operate.

Our volunteers are involved in the following areas:

- Social action and support for groups at risk of exclusion.
- Environmental action to achieve a positive impact 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.



In 2022 our **#LIVE TO BE PART OF THE CHANGE** volunteering plan was recognised at the Respon.cat Awards.



DAMM MARKS THE FIRST ANNIVERSARY OF ITS VOLUNTEERING PLAN

Having been set up in 2021, the **#LIVE TO BE PART OF THE CHANGE** volunteering plan is now successfully bedded in throughout the company.

In 2022 the company collaborated with 25 institutions, clocking up a total of 1,540 hours of social action. The volunteering plan has involved more than 1,000 people at the company, undertaking activities for the benefit of society, the environment, culture and sport. Various initiatives have also been opened up to society at large, with the involvement of more than 1,500 people, achieving a total of 2,500 participants.

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ENVIRONMENTAL INITIATIVES IN 2022

— Litter collection to mark World Recycling Day

Participation in the Libera Project to collect litter to mark World Recycling Day. A total of 248 kg of litter was collected.

— Litter clear-up on Isla Grosa (Manga del Mar Menor)

Volunteers from Estrella de Levante helped to clear up this natural site which enjoys protection thanks to the wealth of its flora and fauna, in collaboration with ANSE (Association of Naturalists of the South-East).

— Beach cleaning

Organisation together with the Fundació CRAM of a mass cleaning campaign at El Prat de Llobregat beach, within the context of International Beach Day, in support of the Libera Project campaign "1 m² for beaches and seas". We also joined in a clear-up of the Santa Margarida beach in Sitges, organised by the Estrella Damm Ladies Open golf tournament.

— Reintroduction of the Spanish toothcarp

We collaborated with the Barcelona Zoo Foundation to reintroduce Spanish toothcarp into their natural habitat.

— Reforestation

We partnered with the Columbares Association in Murcia in planting 118 specimens of local flora on the Los Pelaos forestry estate. In El Prat de Llobregat, with the support of the Fundació Rubricatus, we planted 200 specimens of mastic trees, tamarinds and herb species.

— Release of loggerhead sea turtles

Damm and the Fundació CRAM renewed their partnership agreement to continue joint efforts for the recovery and reintroduction of sea turtles in the organisation's care.

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OF THE GLOBAL
COMPACT**SOCIAL INITIATIVES IN 2022**— **Magic Line**

Involvement in the Magic Line organised by the Sant Joan de Déu charitable institution. The teams covered more than 2,200 km along routes in Catalonia, Madrid, Valencia and Murcia, raising a total of 6,683 euros. Some of the funds raised were used to assist refugees from Ukraine.

— **“Buscamos Reyes Magos”**

Collaboration with the “Buscamos Reyes Magos” charity campaign promoted by the Fundació Mi Aportación. The volunteers handed out gifts to disadvantaged families supported by the Fundació Jesús Abandonado (Murcia), the Fundació San Martín de Porres (Madrid) and the Fundació Arrels (Catalonia).

— **Sale of roses and books for charity at Sant Jordi Musical**

Organisation of the sale of roses and books for charity at the Sant Jordi Musical event held at the Estrella Damm Old Brewery together with the Fundació Portolà, Solidaritat Sant Joan de Déu i Amics de la Gent Gran. All the funds raised were donated to the Red Cross to assist refugees and the civilian population in Ukraine. The books were sold within the framework of the

“Recicle Cultura” campaign, with all the funds raised being used for literacy programmes for people at risk of social exclusion.

— **Oxfam Intermón Trailwalker 2022**

Involvement in the Trailwalker initiative organised by Oxfam Intermón to combat poverty and facilitate access to drinking water in developing countries. Three teams from Damm covered 55 km between Olot and Girona, raising more than 5,000 euros.

— **Participation by Estrella de Levante in the 90K Camino de la Cruz race in Murcia**

Our co-workers covered a total of 574 km which the Estrella de Levante Foundation converted into 574 kg of food, donated to the Murcia Food Bank.

— **Charity padel tournaments**

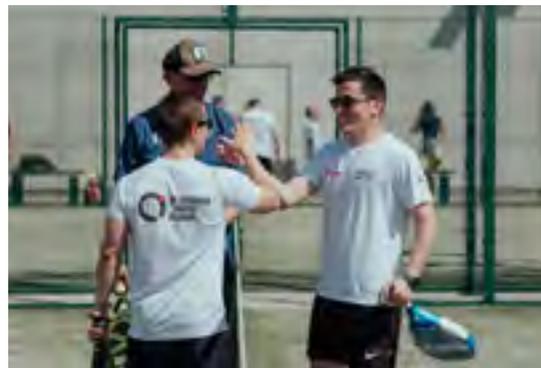
Fourth edition of the Damm Padel Tournament on the premises of the Barcelona Royal Polo Club. The competition once again achieved a record number of entries, with more than 160 co-workers taking part. All the funds raised were donated to the Red Cross. Font Salem also held its first Padel Tournament with more than 40 co-workers.

— **Christmas charity market**

Organisation of activities at the Estrella de Levante brewery and a Christmas market in partnership with ASTRAPACE (the association for the treatment of people with cerebral palsy, intellectual disability, developmental disorders, autism spectrum disorder and related conditions), FEYCSA, the Ronald McDonald Foundation and the Fundació Jesús Abandonado.

— **Damm in support of Ukrainian refugees**

Collection of a total of 4,620 kg of clothing, basic foodstuffs and hygiene products for refugees from Ukraine. All this material was collected and classified on the premises of Alfil Logistics in Barcelona. We also supported Ukrainian refugees at the Palau de la Música Catalana, in partnership with the Catalan Red Cross and Damm Foundation.



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3 CUSTOMERS



IN THE VANGUARD OF THE SECTOR

At Damm we aim at all times to be at the forefront as a leading player in the sector, offering our customers and consumers innovative and distinctive propositions that represent added value. In this regard, the development of novel technological and digital solutions offers valuable knowledge allowing us to evolve in the way we relate to our customers and consumers, while ensuring that we respond to their demands and work towards meeting their needs.

WE CONTINUE TO PROMOTE DIGITALISATION

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The digitalisation of bar and restaurant management is vital to improve competitiveness and efficacy in the hospitality sector. Year after year, we accompany our customers in their process of digitalisation, by promoting the development of new projects and the advancement of existing solutions.



Bar Manager received the bronze award in the technology category of the Impacte 2022 Awards from the Col·legi del Màrqueting i la Comunicació de Catalunya.

Main actions in 2022

BAR MANAGER: MORE FUNCTIONALITIES AND IMPROVED USABILITY

With the aim of assisting and remaining in touch with the hospitality trade, the Bar Manager mobile app facilitates communication and direct dialogue with customers, allowing them to handle their day-to-day business administration.

To continue adapting the app in line with customer needs, in 2022 we made changes to the architecture to improve usability, as well as performance and scalability. We have also updated its design, launching multi-establishment administration services and optimising the request for technical support for refrigeration equipment.

The Distribució Directa Integral section has been added to the app to communicate its own content. Meanwhile, at those distributors that have activated this option, customers can place their orders via Bar Manager.

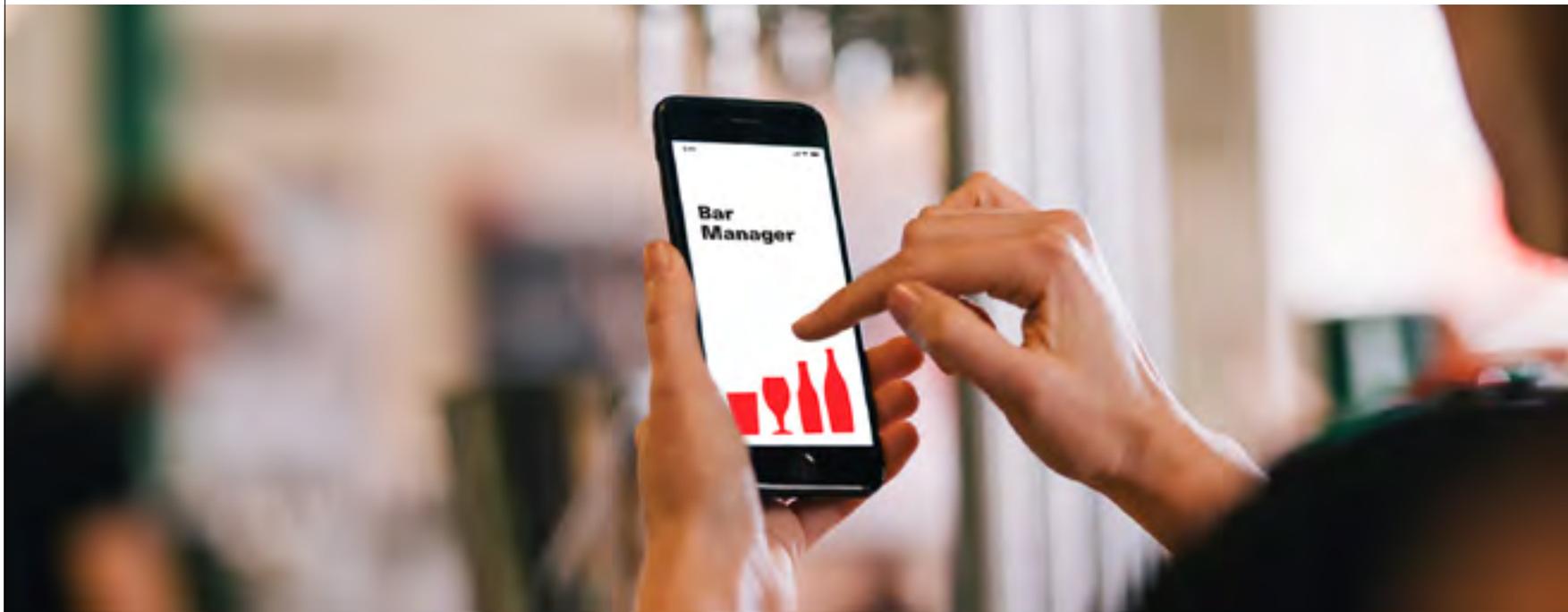
BAR MANAGER APP

39,000

CUSTOMERS REGISTERED

7,200

USERS ON AVERAGE
PER MONTH





BEER DRIVE: RESTAURANT BEER TANK CONTROL SYSTEM

The owners of restaurant premises that have Beer Drive tanks installed can monitor and measure beer consumption in real time from any device, thanks to the tank control system. The Beer Drive system also helps reduce transportation and cut CO₂ emissions, allowing for more sustainable distribution.

DIGITAL MENUS: MORE, BETTER SERVICE

Digital menus are another service offered by Bar Manager. This year we optimised access and security, and improved reports for usage control and availability of key performance indicators. We likewise began tests for possible deployment on the Portuguese market.

KEY DIGITAL MENU FIGURES IN 2022

+4,000

BARISTAS IN USE

+3,500

ACTIVE MENUS



SECOND EDITION OF HORECA CHALLENGE

The initiative launched by Damm, Grupo MEDIAPRO, Familia Torres and PepsiCo, with the support of ACCIÓ, Tech Barcelona and AECOC, aims to facilitate technological transformation in the hospitality sector.

This edition focused on innovation as a lever in transforming bars and restaurants. Projects were presented in response to 3 challenges: enrich delivery and takeaway channel services with digital content, strengthen HoReCa channel spaces by incorporating new uses, and improve efficiency in the channel's value chain.

Upwine, Grovy and Yumminn were the winning start-ups. They all had the chance to stage a pilot of their proposal in a real setting for six months, co-funded by the initiative's partners.

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THE INNOVATIVE DAMM BEER- SERVING ROBOT

At the HIP-Horeca Professional Expo and MWC Barcelona (Mobile World Congress Barcelona) we presented our latest innovation to drive the digitalisation of the major events sector. It comprises a robotic arm designed to work in collaboration with waiting staff, helping to speed up drinks service at peak times during major events such as festivals and conventions. This robotic arm can autonomously take a glass from a dispenser, place it at an angle just below the tap, pull the “perfect beer”, close the tap and lastly place it on the bar. It can also be automatically programmed, according to demand at any given time.

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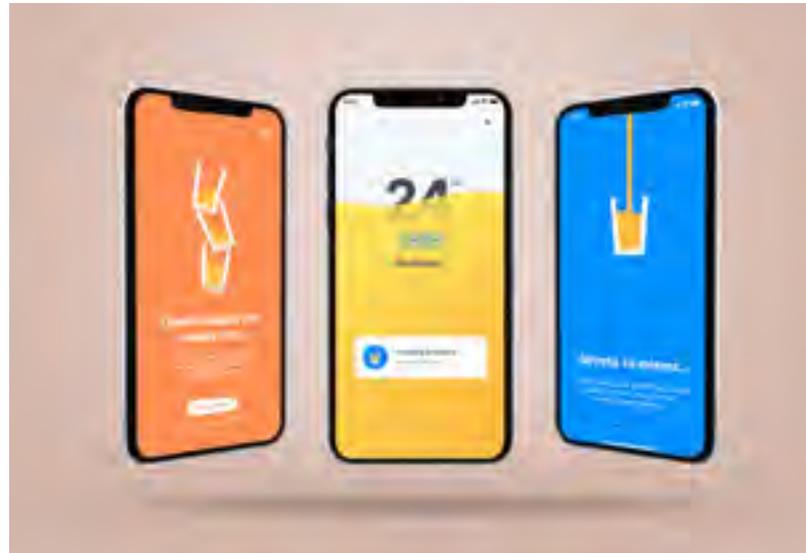
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E-COMMERCE DISTRIBUTOR

We have made improvements and developed new functionalities both for distribution baristas themselves and third parties, in the distribution e-commerce integrated within the Bar Manager app.

+2,600

ORDERS PROCESSED
BY THE PLATFORM
(96% with Damm products)

MOVE & FLOW: THE BEER SELF-SERVICE APP CONTINUES TO GROW

Launched in 2021, it allows beer self-service by activating the tap from a mobile phone, paying for the amount consumed via the app's wallet. In 2022 we optimised the app, and added in new forms of payment with Google Pay, Apple Pay and Bizum.

+15,000

PEOPLE REGISTERED

+50,000

PRODUCTS CONSUMED

INSTALLED AT 40 EVENTS AND
FESTIVALS AND 20 HORECA CHANNEL
CUSTOMERS

GASTRONOSFERA IMPROVES ITS SERVICES

This is a leading innovative blog promoting gastronomy and the hospitality sector, including trends, restaurants, recipes, tapas trails, seminars, competitions and promotions. 2022 saw a redefinition of digital services for baristas with the aim of making the bar more visible to consumers.

DIGITALISATION OF RUMBO SPORT PADEL TOURNAMENTS

We have digitalised sports management *in situ* at customers' tournaments, thereby improving service quality and achieving a positive impact on the environment by consuming fewer resources.



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ENVIRONMENT



CIRCULARITY AND EFFICIENCY FOR REDUCED ENVIRONMENTAL IMPACT

In the race to decarbonise our company, in 2022 we continued to increase our consumption and production of energy from renewable sources, while further pursuing the implementation of measures to achieve greater efficiency in our production plants and logistical activities. Production process circularity is the spearhead of our continuous improvement goals. We continue to achieve progress in reducing waste, to the extent that six of our companies now hold AENOR Zero Waste certification.

ENVIRONMENTAL MANAGEMENT

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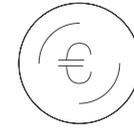
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We have an environmental management system in place, representing the framework steering all processes to identify the impacts generated over the course of the global value chain, and to incorporate the most appropriate mitigation and reduction actions. The Energy Optimisation and Environment Department works within the current legal framework and in line with the most advanced environmental standards at all production and packaging plants, as well as our logistics sites.

STRANDS OF OUR ENVIRONMENTAL POLICY

- Apply sustainability criteria 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.
- Protect and preserve biodiversity.



€7.1 M

INVESTMENT IN ENVIRONMENTAL
IMPROVEMENT ACTIONS
AND ACTIVITIES

SUSTAINABILITY INDICATORS AND SUSTAINABILITY INDICATOR GOALS

KPI 1: The waste recovery rate. Non-recoverable waste will be understood as any waste the management of which does not guarantee reuse, recycling or waste-to-energy use, and which ends up in landfill. The aim is in particular to reduce non-recoverable waste (in kg terms) per hectolitre (hl) of packaged beer, soft drinks and water product.

KPI 2: Green energy or energy produced from renewable sources (solar, wind, biogas). In particular, the percentage of green energy generated out of the total consumed at the Damm production plants: Compañía Cervecería Damm (El Prat de Llobregat); Maltería La Moravia (Bell-lloc d'Urgell); Estrella de Levante (Espinardo); Font Salem (El Puig);

Font Salem (Salem); Font Salem Portugal (Santarém, Portugal); Aguas de San Martín de Veri (Bisaurri); Aguas de San Martín de Veri (El Run, Castejón de Sos); and Gestión Fuente Liviana (Huerta del Marquesado).

DESCRIPTION	2020	2021	2022	2023	2024	2025
KPI 1:						
Waste recovery rate						
(kg non-recoverable waste per hl packaged)	0.1600	0.0597	0.0222	0.1300	0.1200	0.1100
KPI 2:						
Green energy or energy produced from renewable sources	3.74%	4.64%	4.82%	5.50%	6.00%	6.50%

DESCRIPTION	2020	2021	2022
Electricity consumed in production (kWh)	163,575,470	171,436,028	191,209,208
Renewable electricity generated (kWh)	6,113,772	7,951,860	9,220,496
Renewable electricity generated / total consumed (%)	3.74%	4.64%	4.82%

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ENVIRONMENTAL CERTIFICATIONS IN 2022



ISO 14001:2015

Environmental management system

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



ISO 50001

Energy management system

- Estrella de Levante Fábrica de Cerveza, SAU
- Maltería La Moravia, SL



AENOR Zero Waste

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



Water footprint verification certificate

of conformity in accordance with Water

Footprint Network and ISO 14064-1:2019

Carbon footprint verification

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



Aluminium Stewardship Initiative

(ASI) Performance Standard and

Chain of Custody Standard

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

Certifications applicable to the cans used in the production lines at both plants, provided that they come from certified supplier companies.



ISO 14064-1:2019

Carbon footprint verification

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



UTZ Rainforest Alliance

- Grupo Cacaolat, SL



BREEAM certification

- Southeastern Logistics Centre of Alfil Logistics, SA, located on the San Andrés industrial estate in Alcantarilla, Murcia.

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 y Font Salem Portugal, SA; Maltería La Moravia, SL; Alfil Logistics, SA; Grupo Rodilla (including Hamburguesa Nostra), Agama Manacor 249, SL and Grupo Cacaolat, SL.

CIRCULAR ECONOMY

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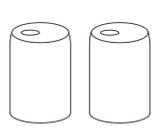
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100%

OF DAMM CONTAINERS ARE RECYCLABLE



+50%

BEER CONTAINERS ARE RETURNABLE



98%

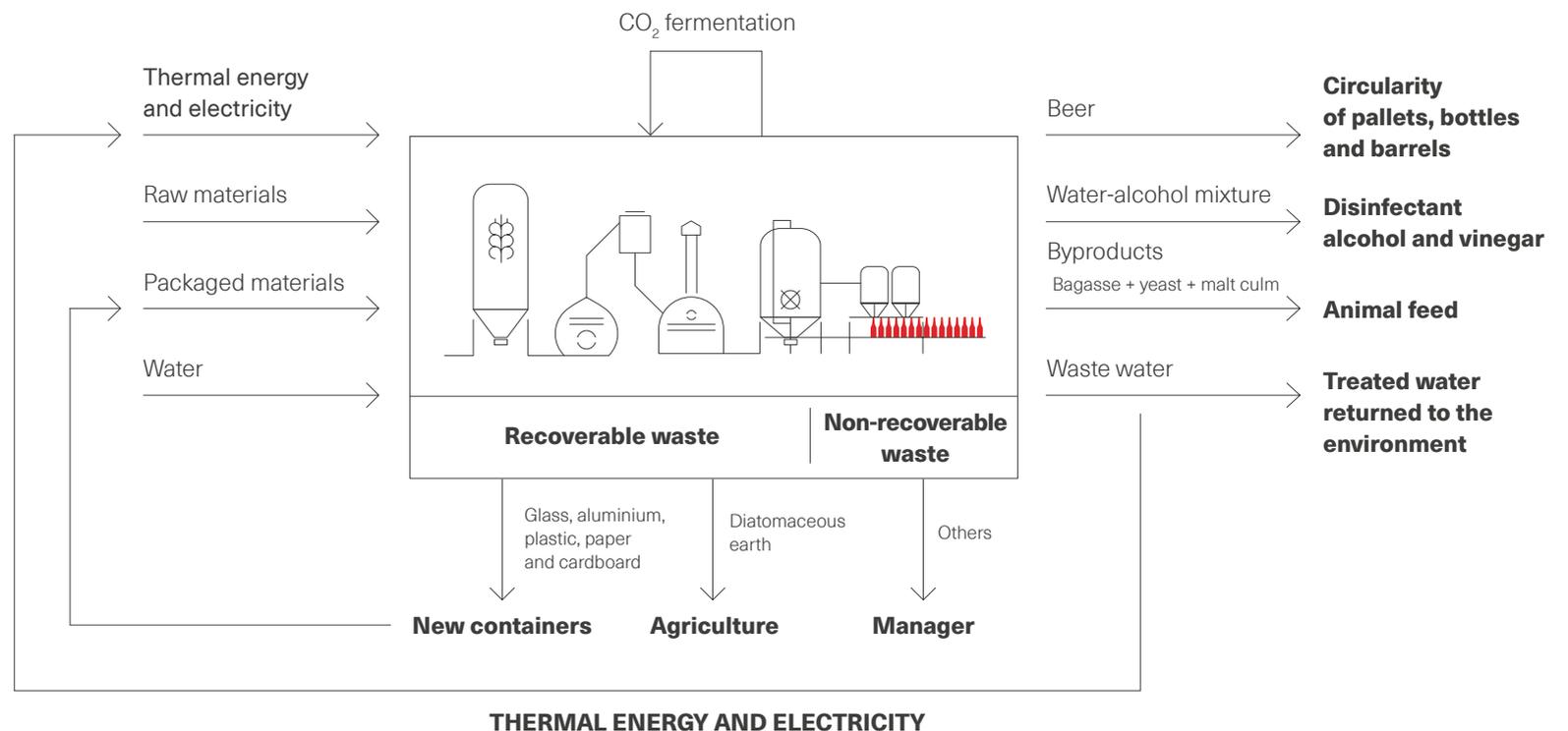
OF DAMM MATERIALS AND RAW MATERIALS ARE RECOVERED

At Dammm we integrate the circular economy into all processes and activities. We prioritise the implementation of measures allowing us to use more sustainable materials, to consume and produce green energy and improve the efficiency of our production and distribution processes, guaranteeing the recovery of resources and reuse of the waste we generate.

Packaging eco-design and circularity represents one of the key elements for action in our sector, with highly demanding standards in place. All Dammm companies implement measures to guarantee their alignment with the EU Action Plan for a Circular Economy, and we have signed up to various initiatives to promote the transformation of the sector and to encourage a circular economy.

Grupo Rodilla has signed up to the Ecoembes Waste Reduction Business Plan (2021-2023) and promotes measures such as the inclusion of recycling symbols on packaging to raise consumer awareness, reduced use of ink, and the use of materials from certified renewable sources, among others.

CIRCULARITY OF MATERIALS AND ENERGY IN BEER PRODUCTION



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PACKAGING CIRCULARITY INITIATIVES

— **Renewable container management initiative.** The management of returnable bottles and barrels includes transportation of the bottles and barrels from the production plants to the retail establishments and the reverse logistics, returning the empty containers to the original plant. Meanwhile, the Beer Drive system, designed for hospitality establishments with a high level of consumption, allows beer to be distributed in tankers, thereby minimising emissions of CO₂.

Letona has implemented a pioneering circular economy model based on returnable glass containers at 15 Ametller Origen shops. Under an exclusive pilot scheme, the establishments have been selling

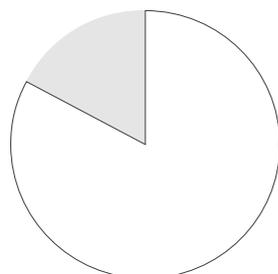
Letona UHT whole milk in a 1l returnable glass format, with the aim of extending the life-cycle of the containers, and helping to reduce the carbon footprint.

— **Can crushers.** A system ensuring proper separation of aluminium for subsequent recycling and reuse. We have for the past 28 years conducted this initiative to raise awareness of recycling by installing 500 can crushers along the Mediterranean coastline during the summer months. The cans are melted down to create new containers, giving the aluminium a second life, and thereby facilitating this production and consumption model. The initiative has allowed us to recover a total of 29 tonnes of aluminium over the past 5 years.

— **Recycling plan at production plants and offices.** The aim is to give continuity to all initiatives connected with proper waste management. One new feature in 2022 was the incorporation of waste separation points and plastic bottle crushers at the offices of the Estrella Damm Old Brewery in Barcelona and at the El Prat de Llobregat plant, to collect PET plastic from water bottles at source.

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

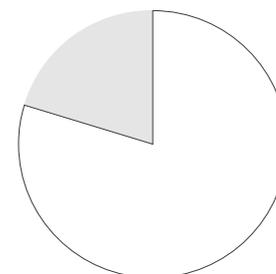
RECYCLING RATE OF CONTAINERS



82.8%

RECYCLING RATE OF
THE CONTAINERS MANAGED
BY ECOEMBES

Source: 2021 Ecoembes
executive summary



79.8%

RECYCLING RATE OF
GLASS CONTAINERS
MANAGED BY ECOVIDRIO

Source: 2021 Ecovidrio
sustainability report



Raw materials and waste

Process innovation and efficiency is essential in our aim of reducing the consumption of raw materials and other inputs, in response to the current market demands and regulations. We integrate the circular economy concept at every stage of production, from the phase of eco-design up to the development of more sustainable packaging, through reduced use of materials and the incorporation of recycled and recyclable materials. Meanwhile, in order to comply with current regulations such as Act 7/2022 on Waste and Contaminated Soil for a Circular Economy, and Royal Decree 1055/2022 on Packaging and Waste Packaging, our R&D+i Department is promoting projects to optimise plastic materials.

ACTIONS TO FOSTER THE CIRCULAR ECONOMY IN THE USE OF RAW MATERIALS AND IN MANUFACTURING PROCESSES

- After obtaining Aluminium Stewardship Initiative (ASI) certification in 2021, the performance standard guaranteeing the integration of environmental, social and ethical issues throughout the life-cycle of the aluminium used in cans, in 2022 the El Prat de Llobregat and Estrella de Levante breweries successfully completed their first follow-up audit with a favourable outcome, and continue their efforts to facilitate the eco-design of their packaging and containers.
- 100% of the paper and card 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 woodland (FSC or PEFC certificate). Suppliers must hold both certificates.
- Grupo Rodilla uses materials with sustainable forestry certification and continues to increase the use of SKUs with recycled materials. This year saw a continued reduction in packaging and the weight of containers, along with the supplier companies providing inputs and raw materials.
- Hamburguesa Nostra has managed to get 70% of its suppliers delivering in cardboard boxes, and has adopted a plastic basket exchange system for reuse.
- Grupo Cacaolat has facilitated reductions in plastic consumption in the wrappers of its Cacaolat 3x2 PET product, with the aim of fulfilling European single-use plastics regulations.

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DAMM RECEIVES AWARD FOR ITS PACKAGING

DAMM RECEIVES WORLDSTAR GLOBAL PACKAGING AWARD 2022 IN THE BEVERAGES CATEGORY

Damm received the WorldStar Global Packaging Award 2022 in the Beverages category, from the World Packaging Organisation. The organisation paid tribute to the sustainable packaging system of brands such as Estrella Damm, Voll-Damm and Free Damm, produced using paper and card from sustainably and responsibly managed woodlands holding PEFC (Programme for the Endorsement of Forest Certification) and FSC (Forest Stewardship Council) certification. This more sustainable packaging means reducing plastic by 99 tonnes per year.

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CONSUMPTION OF MATERIALS AND RAW MATERIALS 2022

Beers (kg/hl packaged) Raw materials

• 15.69

Beer and soft drinks (kg/hl packaged) Materials¹

• 9.24

Water (kg/hl packaged) Materials

• 2.64

Dairy (Cacaolat) (kg/hl packaged) Raw materials

• 89.41

Dairy (Cacaolat) (kg/hl packaged) Materials

• 1.91

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

• 0.90

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

• 0.01

Grupo Rodilla and Hamburguesa Nostra (restaurants)² (kg/no. receipts) Materials

• 0.03

(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 the Grupo Rodilla establishments only includes its own, without including Hamburguesa Nostra, which accounted for 79% of the total in 2021, and 82% in 2022.
Note: the Grupo Rodilla headquarters consumed 0.847 tonnes of paper and card in 2021, and 0.819 tonnes in 2022; 0.016 tonnes of plastic in 2021, 0.012 in 2022.

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Waste

All Dammm production sites have resources in place to improve the segregation and management of waste, thereby increasing subsequent recovery. Year after year we improve recovery rates for both waste raw materials used for animal feed (such as bagasse and yeast, among other elements), as well as other types of waste that we generate.

WASTE CIRCULARITY INITIATIVES IN 2022

- Circular economy projects are developed at all the breweries, and at Maltería La Moravia, such as the reuse of malt grain for animal feed, recovery of CO₂ from fermentation, and recycling of 99% of organic waste generated in beer production.
- Various initiatives are implemented at Grupo Rodilla to improve waste management, such as replacing cardboard boxes with returnable plastic boxes, collection of frying oil by an authorised manager, and training for co-workers in properly separating waste.



SIX DAMM COMPANIES HAVE ZERO WASTE CERTIFICATION FROM AENOR

The following plants hold this certification: El Prat de Llobregat, Estrella de Levante, Font Salem (El Puig and Salem), Fuente Liviana, Veri and the Maltería La Moravia. This insignia recognises the efforts of organisations that recover more than 90% of their waste, preventing it from ending up in landfill.

The Estrella de Levante brewery achieved a recovery rate higher than 98% of waste generated in its production operations. The brewer is currently developing various projects to recover different byproducts resulting from the brewing process, including in particular the reuse of bagasse (remnants of the malted grain husk with high protein value) for animal feed.

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GENERATION OF WASTE 2022

○ Non-recoverable waste ◉ Reusable waste ⊙ Toxic/Hazardous Waste ● Total

Beer (kg/hl packaged)



—⊙ 0.011

Soft drinks (kg/hl packaged)



—⊙ 0.007

● 0.291

1.829

Water (kg/hl packaged)



⊙ 0.001

● 0.117

Dairy (kg/hl packaged)



—⊙ 0.012

2.443

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

—○ 0.0051

—◉ 0.0143

⊙ 0.0007

● 0.0201

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

—○ 0.0118

—◉ 0.0201

⊙ 0.0000

● 0.0319

(1) The waste generated by Grupo Rodilla establishments covers 100% of the total.

Note: Beer includes Compañía Cervecería Damm, Estrella de Levante Fábrica de Cerveza, Font Salem (El Puig), Font Salem Portugal and Cervezas Victoria; Soft drinks include Font Salem (Salem); Water includes Aguas de San Martín de Veri (Bisaurri and El Run) and Gestión Fuente Liviana; Dairy includes Grupo Cacaolat.

Food waste

This year we continued our progress in adopting measures to combat food waste, through a number of initiatives.

GRUPO RODILLA

- Adaptation of the purchasing formats for raw materials in accordance with the quantities of ingredients required for each recipe.
- Application of new use-by dates both for prepared products and ingredients, taking into account more appropriate conservation methods and formats.
- Donation of surplus food fit for consumption from the chain's various establishments to a number of charitable organisations.

GRUPO CACAOLAT AND AGAMA

- Introduction of process improvements to minimise food waste.
- Donation of surplus fit for consumption to a number of charitable organisations.

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WATER FOOTPRINT



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Climate change has a direct impact on the availability of water resources. At Damm we adopt measures allowing us to reduce the consumption of water and make the most efficient possible use of water at every stage of production.

Since 2019 we have calculated the hydrological and water footprint at all production sites, and implement research and development projects to reduce the quantity of water needed per hectolitre of product.

The El Prat de Llobregat and Estrella de Levante breweries and the Alfil Logistics and Maltería La Moravia malt house received certification from the Water Footprint Network, along with certification of the water footprint under standard ISO 14046:2016.

At Damm we are 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 Llobregat river, and to encourage users to implement new water saving and usage rationalisation mechanisms.

ACTIONS TO REDUCE THE WATER FOOTPRINT AND IMPROVE THE QUALITY OF WASTE WATER 2022

Alfil Logistics

- Use of the wastewater treatment plant (WWTP) at the Port of Barcelona ZAL (Logistical Activities Zone), achieving a 70% reduction in pollutant parameters.

El Prat de Llobregat Brewery

- New well on an adjacent plot of land serving to improve the quality of water drawn from the deep aquifer, as it is positioned in an area with better conductivity. This initiative marks the completion of well use management, providing access to replacement wells in the event of faults.

Fuente Liviana

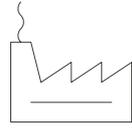
- Improvement in the automation of water extraction by installing a continuous monitoring system for the quality of the water extracted, and a filtering system to eliminate solids from discharges, serving to improve and guarantee the quality of the water discharge.

Agama

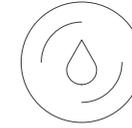
- Comprehensive work on the osmosis system to extend its useful life and improve how it functions. Launch of a new pumping system to supply water to the plant, significantly improving consumption and energy efficiency.

Grupo Rodilla (kitchens)

- Improvement in the ratios of water consumed per kilogram produced, by grouping together and increasing manufacturing batches per product.



Since 2021 the El Prat de Llobregat and Estrella de Levante breweries have held the EsAgua Platinum seal, in recognition of the efforts made by these companies to make responsible use of water.



331,608 m³

OF WATER RECYCLED WATER at the El Prat de Llobregat and Estrella de Levante breweries.

937 m³

OF WATER REUSED from pasteurisation treatment at Grupo Rodilla kitchens.

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WATER CONSUMPTION 2022

Beer (hl/hl packaged)

• 4.39

Water and soft drinks (hl/hl packaged)

• 1.85

Malt¹ (hl/t produced)

• 64.85

Dairy (Cacaolat and Agama) (hl/hl packaged)

• 7.68

Alfil Logistics (hl/pallets moved)

• 0.01

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

• 0.0024

Grupo Rodilla and Hamburguesa Nostra (restaurants)² (m³/no. of receipts)

• 0.0075

(1) Consumption of malt house water includes only Maltería la Moravia, SL.

(2) Water consumption at Grupo Rodilla covers 22% of all establishments.

Note: The water consumed at headquarters (Carrer Rosselló 515, 08025 Barcelona) amounted to 3,608 m³ in 2022.

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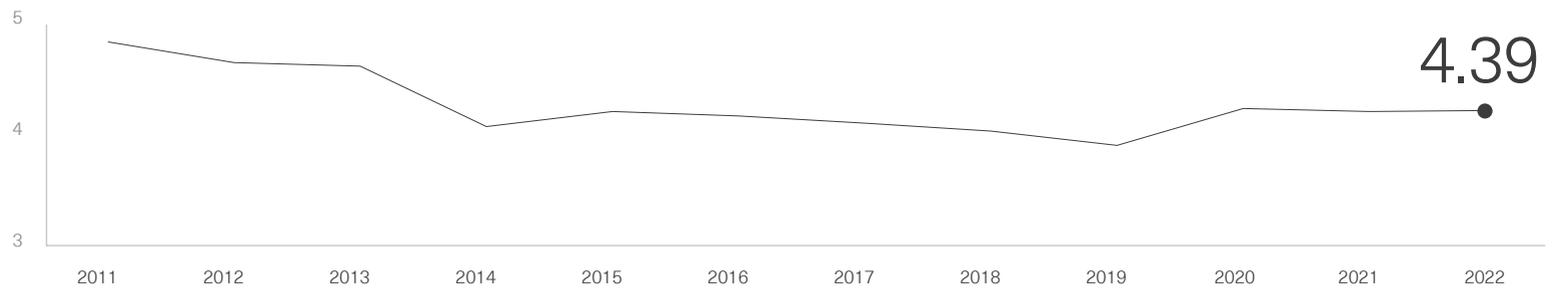
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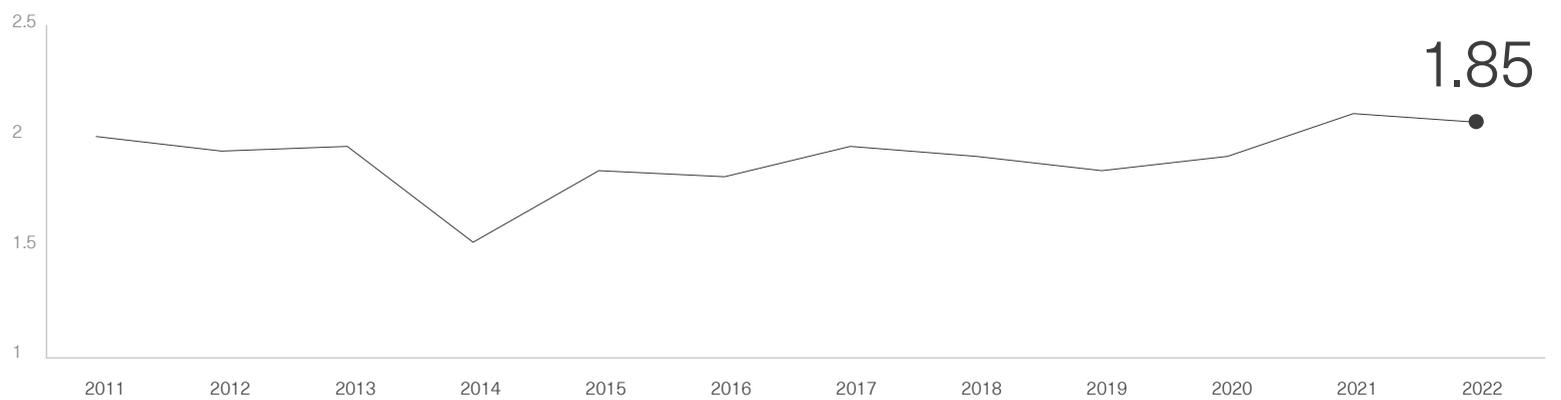


EVOLUTION OF WATER CONSUMPTION 2011-2022

Beer (hl/hl packaged)



Water and soft drinks (hl/hl packaged)



FIGHT AGAINST CLIMATE CHANGE

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We have firmly asserted our commitment to stop climate change. We implement actions intended to achieve greater energy efficiency, minimise the consumption of energy and water resources, increase the use of renewable energies and reduce the carbon footprint of our products and our whole supply chain.

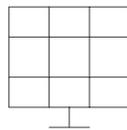
The measures to reduce greenhouse gas emissions take the form of carbon footprint calculations at all Damm plants, and the definition and development of actions intended to reduce it.

We regularly monitor the reports published by the Intergovernmental Panel on Climate Change (IPCC) and the future climate change scenarios published by the Spanish State Meteorology Agency (AEMET). This monitoring allows us to identify the main risks to which we are exposed, such as those connected with the supply and price of barley, and water supply in the event of drought.

Efficient and renewable energy

We optimise energy consumption and reduce emissions associated with electricity use at all our plants, thanks to the integration of renewable energy sources in all production processes.

Investment in efficient generation technologies, such as co-generation, tri-generation and photovoltaic solar energy has allowed us to reduce our energy consumption by 36% in the production of each hectolitre of beer, compared with the figure registered 15 years ago.



€3.6 M

OF INVESTMENT TO INCREASE OUR ENERGY SELF-CONSUMPTION CAPACITY at the El Prat de Llobregat, Estrella de Levante and Cervezas Victoria breweries, the Port of Barcelona ZAL (Logistical Activities Zone) and Malteria La Moravia.



Damm is the Spanish brewer with the largest surface of solar panels in the Iberian Peninsula. Self-generation now covers 60% of the electrical energy used in its activities.





Generation of electricity from biogas

- Treatment plants at the Estrella de Levante and Santarém plants (being implemented).

Heat and electricity co-generation.

- Font Salem plants at El Puig and Santarém (being implemented).

Electricity, heat and cold tri-generation

- 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. We currently have around 32,182 m² of photovoltaic installations and are in the process of expansion, by adding 23,500 m² of solar panels.

ACTIONS FOR ENERGY EFFICIENCY AND RENEWABLE ENERGY GENERATION 2022

Estrella de Levante brewery

- Use of a special solar lighting system in the packaging warehouses to reduce energy consumption.
- Replacement of the steam batteries used for the malt roasting process with a new more technologically efficient design focused on reducing final energy consumption. This project took advantage of the industrial sector SME and big business energy savings and efficiency grants scheme, co-financed by the European Regional Development Fund (ERDF), coordinated by the IDAE and managed by the Spanish autonomous regions, charged to the National Energy Efficiency Fund, with the aim of achieving a greener and more sustainable economy.

Font Salem (El Puig)

- Installation of thermal sleeves on the steam valves to avoid energy losses and comply with the instructions of the Regulation on Thermal Installations in Buildings.

Alfil Logistics

- Installation of a lighting system at the site in Murcia (CLS), controlled by means of a smart switch system to reduce electrical energy consumption.

Pall-Ex Iberia

- Opening of a new logistics centre in San Fernando de Henares (Madrid) with A++ energy efficiency certification.

Grupo Cacaolat

- 0.15% reduction in monthly natural gas consumption by improving the insulation of boiler pipelines.
- Replacement of mercury vapour lamps with LED to reduce electrical consumption and improve workplace comfort.
- Energy efficiency certification of the offices in fulfilment of Royal Decree 390/2021.



In 2022 we received the A3E (Association of Energy-Efficient Enterprises) Energy Efficiency and Sustainability Award for our commitment to renewable energy.



We form part of the Grup de Gestors Energètics (GGE, or Energy Managers Group), a leading group for professionals in the energy sector, aiming to promote sustainability and economic competitiveness by reducing energy intensity.

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ENERGY CONSUMPTION 2022

Beer (MJ/hl packaged)

• 103.20

Water and soft drinks (MJ/hl packaged)

• 30.05

Malt (MJ/t produced)

• 3.50

Dairy (Agama and Cacaolat) (MJ/hl packaged)

• 196.76

Alfil Logistics (MJ/pallet moved)

• 3.13

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

• 1.95

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

• 3.31

(1) Electricity consumption by Grupo Rodilla establishments covers 75%, while natural gas consumption corresponds to 3 premises, accounting for 100% of those which consume gas.
Note: The electrical energy consumed at the corporate headquarters (c/ Rosselló 515, 08025 Barcelona) was 1,512 MWh in 2022.



In 2022 we signed up to the RE100 initiative headed by Climate Group and associated with the Carbon Disclosure Project (CDP), within the context of our commitment to use 100% renewable energy.



100%

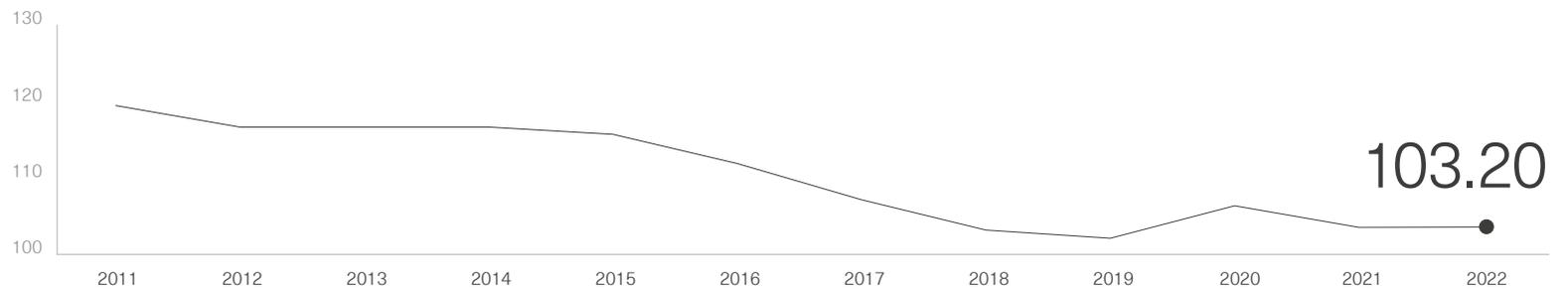
of electric energy purchased at all production and packaging centres, as well as Damm warehouses and Grupo Rodilla kitchens and establishments, has a certificate to prove it is from renewable sources.

200,874 MWh

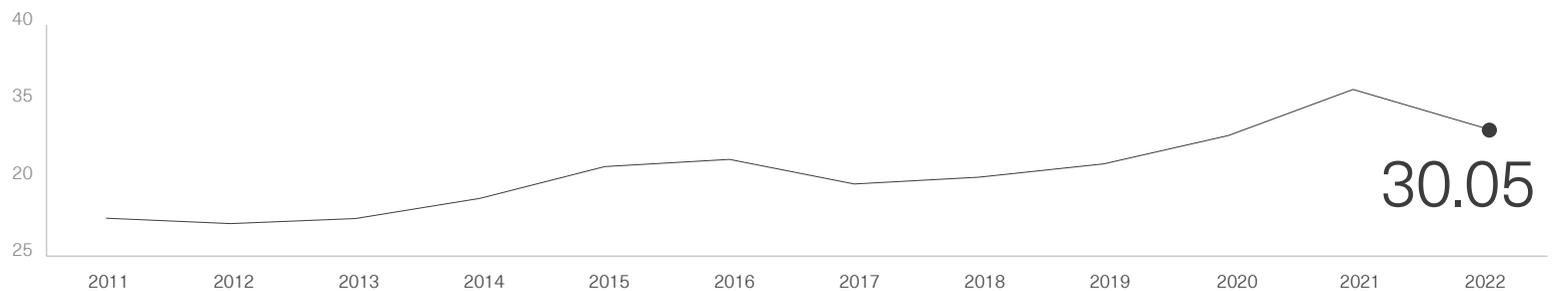
OF ENERGY GENERATED by Compañía de Explotaciones Energéticas (CEE)

EVOLUTION OF ENERGY CONSUMPTION 2011-2022

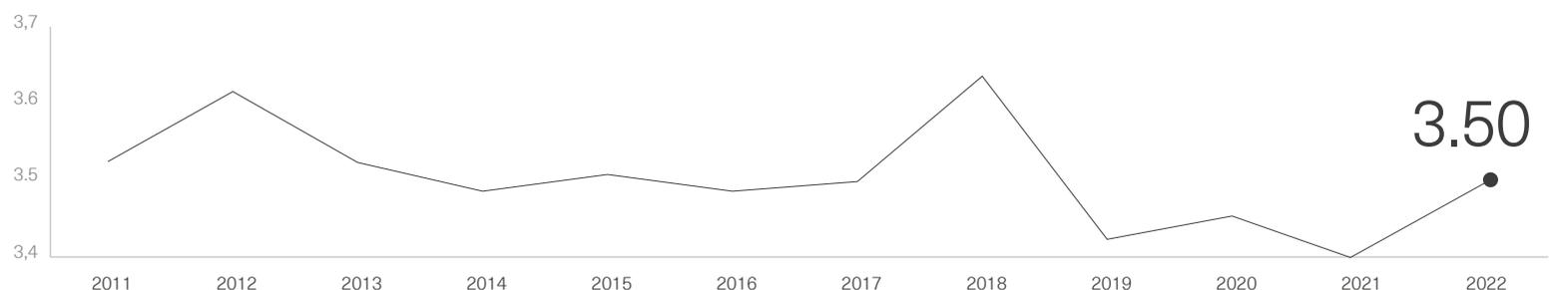
Beer (MJ/hl packaged)



Water and soft drinks (MJ/hl packaged)



Malt (MJ/kg produced)



Sustainable mobility

At Damm we continue to progress in our commitment to sustainable mobility, with the aim of contributing to a gradual reduction in our CO₂ emissions. We promote initiatives focused on improving the mobility of our operations.

SUSTAINABLE MOBILITY ACTIONS IN 2022

Distribución Directa Integral

- Pilot scheme using 100% electric vans in distribution operations at the Mollet and Barcelona sites.

Grupo Rodilla

- Addition of trucks with a range of capacities to transport goods from the plant to the logistics provider, allowing smaller and more agile trucks to be used in those cases where there is insufficient load, thereby reducing fuel consumption.

Grupo Cacaolat

- Installation of four charging points for electric vehicles in the car park at the plant.
- Replacement of the fleet of old trucks with new, more efficient vehicles.

Pall-Ex Iberia

- Use of 100% electric forklifts.

Alfil Logistics

- Launch of the first duo-trailer, serving to reduce CO₂ emissions by up to 25% on each trip. The vehicle will be covering the route between the Port of Barcelona ZAL (Logistical Activities Zone) and the CLS (South-eastern Logistical Centre) in Murcia twice per day, making a total of five weekly trips in each direction. As a result of Alfil Logistics' commitment to the environment, #greenattitude was born, a concept that encompasses essential values such as respect, care, commitment and the company's responsibility in the environmental, professional and personal spheres.
- Promotion of railway routes, mainly between Barcelona and Madrid, as this line is already electrified.

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Carbon footprint

In 2022 we reduced our CO₂ emissions by more than 23,000 tonnes per year, mainly thanks to the use of energy from renewable sources and the implementation of measures to improve efficiency at our plants.

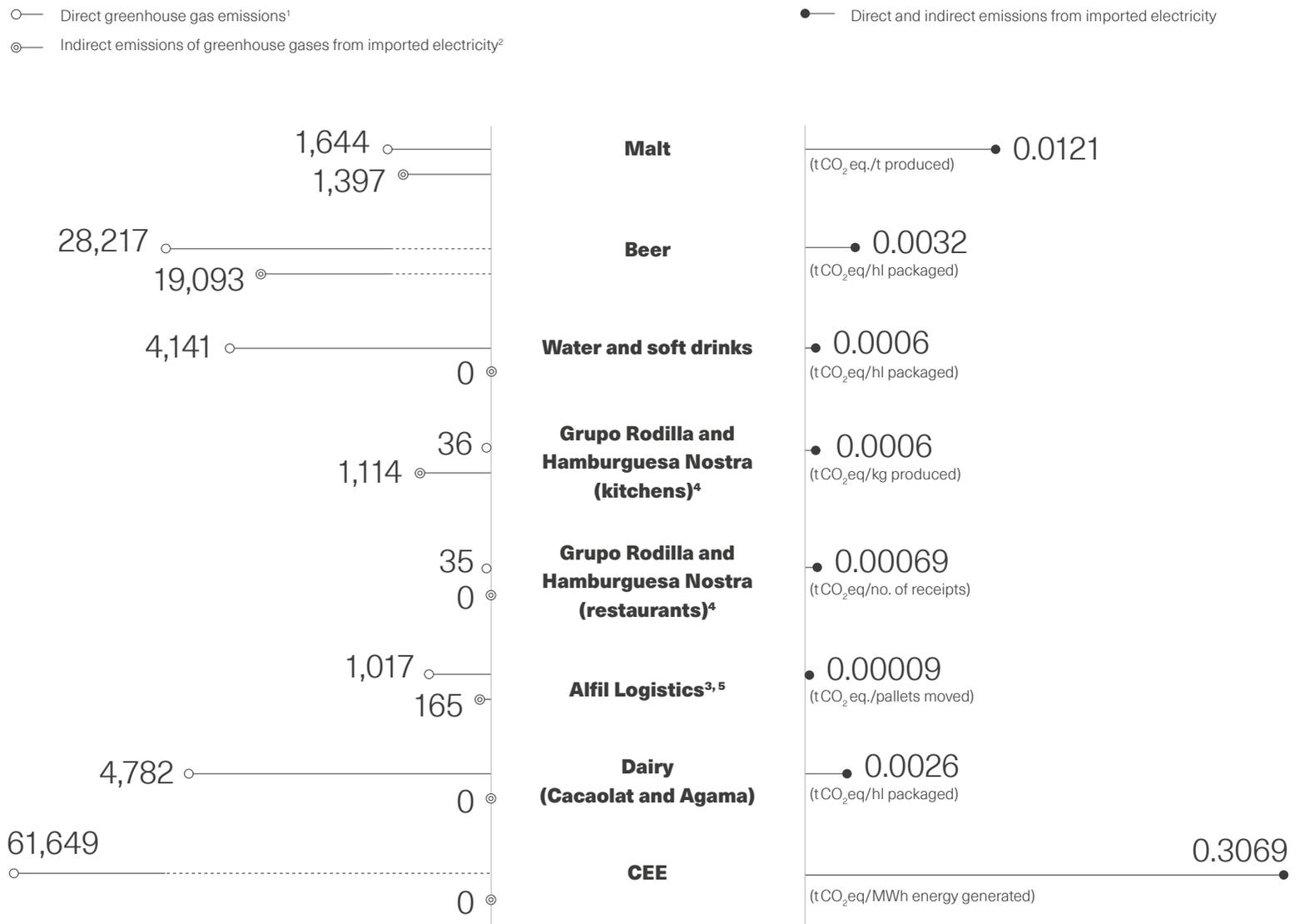
Once again last year we received recognition of our efforts to reduce the carbon footprint:

- **Lean & Green.** Third Lean & Green star for Alfil Logistics and Pall-Ex Iberia, and the first star for SA Damm.
- **MITECO seal.** Double seal "Reduction and Calculation" for Estrella de Levante brewery and, since 2019, "Reduction" seal for Alfil Logistics, awarded by the Spanish Climate Change Office (OECC) of the Ministry for Ecological

Transition and the Demographic Challenge (MITECO) awarded to organizations that calculate their carbon footprint and manage to reduce their impact on greenhouse gas emissions. The El Prat de Llobregat brewery has been registered with the Spanish Climate Change Office (OECC) to obtain the "Calculation" seal.

CARBON FOOTPRINT (tCO₂eq) 2022

INTENSITY OF GREENHOUSE GAS EMISSIONS 2022



(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) Includes emissions derived from the consumption of CNG, LPG and coolant gases (estimated) in cold stores.

(4) 100% of electrical energy consumed at the Grupo Rodilla kitchens and establishments comes from renewable sources.

(5) Includes emissions derived from consumption of electricity and coolant gases (estimated).

Note: The thermal energy consumed by Maltería La Moravia and Compañía Cervecería Damm is supplied by Compañía de Explotaciones Energética.

PROTECTION OF BIODIVERSITY

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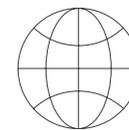
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Aware of the need to expand our spheres of operation within the context of our commitment to the planet, we develop initiatives in support of biodiversity, as set out in the Damm Biodiversity Plan.

We play an active role in numerous projects in cooperation with other organisations and bodies. Through our environmental volunteering initiatives, we likewise involve our co-workers in protecting biodiversity.

Furthermore, to help raise social awareness we also undertake our own initiatives, such as our Estrella Damm Guide, publicising information about protecting the environment and Mediterranean culture.

The Estrella de Levante Foundation undertakes major initiatives to support the preservation of biodiversity in those regions where it has a presence. These actions are set out in the chapter on Society.



We promote alliances for the protection of biodiversity in the areas where we have a presence.



NATURALISATION OF THE SURROUNDINGS OF THE DAMM OLD BREWERY

We have embarked on a project to naturalise urban spaces at the facilities of the Estrella Damm Old Brewery. The involvement of company volunteers allowed us to install feeders and nesting boxes for urban birdlife, nests for bats and an insect hotel. Various local species of shrubs and herbs have also been planted in the areas adjacent to the brewery. This project is being undertaken within the context of the #LIVE TO BE PART OF THE CHANGE volunteering plan and in partnership with the Galanthus Association.

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ACTIONS TO PRESERVE BIODIVERSITY IN 2022

- Partnership agreement with the Barcelona Zoo Foundation to protect biodiversity and local fauna in those areas where the company operates. As part of this collaboration, we were involved in the initiative to save the Spanish toothcarp, a threatened endemic Mediterranean species. We specifically took part in the reintroduction of 239 of the fish in the Llobregat Delta, with the involvement of the Consortium for the Protection and Management of Natural Areas of the Llobregat Delta.
- Renewal of the agreement with the Fundación CRAM (Conservation and Recovery of Marine Animals) to continue efforts for the recovery and reintroduction of sea turtles. Two turtles were released during 2022 on El Prat de Llobregat beach: Inedit on World Oceans Day, and Daura during the Festa de la Platja.
- For the second year running we took part in the project to protect the midwife toad, a species of amphibian which is in danger of extinction and lives in the natural pools of the Serra de Tramuntana mountains in Mallorca. In collaboration with the Environment and Territory Department of the Balearic Islands Government and Barcelona Zoo, the Mallorca-based mineral water brand Font Major took part in this initiative, which has succeeded in stabilising the populations of the species. The project managed to save a species which was considered extinct, and of which only fossil records remained. During 2022 the specimens released in 2021 were monitored.

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

Fuente Liviana production plant (Huerta del Marquesado)

- Located in birdlife high voltage power line electrocution and collision protection zone¹, and within the Special Protection Area (SPA) for birdlife.

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)².

El Prat de Llobregat Brewery (El Prat de Llobregat)

- The plant is located in a protected area for the Audouin's gull (*Larus audouinii*), a species in danger of extinction in Catalonia, as well as the Kentish plover (*Charadrius alexandrinus*), a local species of wildlife subject to protection measures.



(1) Royal Decree 1432/2008, of 29 August 2008, establishing measures to protect birdlife against collision and electrocution against high voltage powerlines.

(2) Decree 184/1994, of 31 August 1994, of the General Authority of Aragon, establishing the protection regime for the bearded vulture and approving the Recovery Plan.

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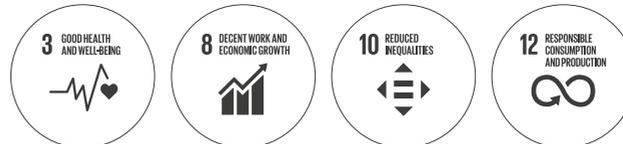
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5 SOCIETY



WE BELIEVE IN PROMOTING OUR SOCIAL COMMITMENT

We are actively engaged with society. We support and promote cultural, social, gastronomic, sporting and environmental activities with a positive impact on our environment. Thanks to our patronage and sponsorship efforts, and the activities undertaken by the Damm Foundation and the Estrella de Levante Foundation, we continue to promote social development.

The Estrella Damm Old Brewery, and the Estrella de Levante and Cervezas Victoria breweries, are leading cultural and culinary venues open to all, allowing us to offer the general public an insight into our business and history.

DAMM FOUNDATION: MORE THAN TWO DECADES SUPPORTING CULTURE, SPORT AND SOCIETY

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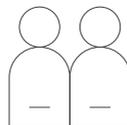
ALLOCATED TO PROJECTS

For more than 20 years now, the Damm Foundation has helped build a better society by promoting and supporting cultural, sporting and social initiatives focused on holistic personal development, in particular among children and underprivileged groups, throughout Spain.

The Damm Foundation website contains full information about its work, as well as the explanatory report on its activities.



68 organisations with which the Damm Foundation has collaborated (29 cultural and 39 social, educational and sporting).



261 young athletes trained at Damm Football Club (235) and Damm Padel Club (26).





Main actions in 2022

SPORT

Sport is one of the key cornerstones of Dammm Foundation activities. Its sports teams heighten the organisation's standing in two different sporting disciplines: football, represented by Dammm Football Club, and padel, through Dammm Padel Club.

Both clubs share the same goal: encourage sporting pursuits and sporting conduct by training young athletes.

In 2022, Dammm Football Club continued its efforts in achieving outstanding results, such as the Youth A team classifying for the King's Cup, while the Dammm Padel Club celebrated its 10th anniversary and handed out 28 training bursaries.



START OF CONSTRUCTION ON THE DAMM FOUNDATION'S NEW SPORTS COMPLEX

In 2022 has started the construction of the new Dammm Football Club sports city in Barcelona's Sants-Montjuïc district. The sports centre represents a significant expansion for the Club, providing access for more people, including Dammm co-workers and their families, who will be able to enjoy its facilities.

The Sports Complex is being built in line 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. The formal opening is scheduled for 2024.

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CULTURE

The Damm Foundation continues to provide all of society with access to culture through collaboration with cultural events and organisations throughout the country with which it shares values and goals. Art, music, drama, film and literature are just some of the spheres in which it plays an active role.

In 2022 the Damm Foundation lent its support to such cultural initiatives and institutions as the Montserrat Abbey, the Albéniz Foundation, the Amigos del Museo Nacional Centro de Arte Reina Sofía Foundation, the Palau de la Música, the Escuela Superior de Música Reina Sofía and the MACB (Barcelona Museum of Contemporary Art), with the aim of promoting training and knowledge of the arts.



The Damm has been awarded the Sello IMPULSA CULTURA (SIC) seal of the Fundació Catalunya Cultura.

SOCIETY

The Damm Foundation shows its dedication to society by promoting initiatives that contribute to personal development. We have to this end worked together with various organisations and institutions throughout the country, in particular those benefiting disadvantaged groups, and those fostering education, the promotion of talent and solidarity.

The most significant initiatives in 2022 include in particular the donation of bursaries for young cancer researchers at the FERRO Foundation, the bursary to cover an official training course at the Barcelona CETT (University Tourism Centre) and the creation of new Damm Foundation bursaries for students at the Universitat Internacional de Catalunya (UIC).

We also continue to partner the Universidad Carlos III Foundation in Madrid through the UC3M Alumni Bursaries, of which twelve are awarded, each worth €3,000 per academic year, in other words €12,000 for degree courses, and €18,000 for double degree courses. The aim of these bursaries is to assist in the education of youngsters with limited resources. In 2022 we also worked with the NASCO Feeding Minds charity, promoting education and access to information for people in Ghana.



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SOLIDARITY AND SUPPORT FOR UKRAINE

A substantial part of the Damm Foundation's efforts have focused on providing assistance for refugees fleeing the war in Ukraine, through:

- Donations of Food & Drink to World Central Kitchen (WCK) for refugees on the Polish border. WCK is a charitable organisation set up by the chef José Andrés, which supports local restaurants in preparing and distributing food. Donations of food and drink were administered through Damm's distributor in Ukraine.
- Collection and donation of a total of 4,620 kg of clothing, basic foodstuffs and hygiene products for the Red Cross, which handled the distribution of the material among those in need.
- Direct donation of 6,000 euros to World Central Kitchen.
- Involvement in the “Tapas por la paz” initiative set up at restaurants in Barcelona, which then spread throughout the country. Diners can add 1 euro to the bill for each meal, to be donated to World Central Kitchen.
- Organisation of cultural activities for refugees resident in Catalonia.

ESTRELLA DE LEVANTE FOUNDATION, COMMITTED TO ITS SURROUNDINGS

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Founded in 2021, the Estrella de Levante Foundation aims to play a leading role in its region in contributing to social and environmental development through initiatives with a positive impact on the natural world, culture, traditions and people in the region of Murcia, Alicante, Albacete and Almería.

The Damm Foundation website contains full information about its work, as well as the explanatory report on its activities.



In its second year, the Estrella de Levante Foundation has extended its support to cultural, social and environmental projects.



INVOLVEMENT IN THE LIFE MARBLED TEAL PROJECT

The Estrella de Levante Foundation partnered ANSE (Association of Naturalists of the Southeast), within the context of the LIFE Marbled Teal project, to improve the condition of more than 3,000 hectares of the wetlands of the Albufera in Valencia and the El Hondo Nature Park in Alicante, helping to improve the habitat of the marbled teal, a bird species at risk of extinction in Europe. Work was also performed at the latter site to restore the ecosystem and the park's birdlife watchtower, as well as to construct a natural lagoon for flamingos and other birds that use this habitat during their migratory journeys.



Main actions in 2022

SOCIETY

Its collaboration initiatives with social organisations this year included the signature of a partnership agreement with Cáritas and the Red Cross to improve the situation of people at risk of social exclusion. An agreement was likewise signed with the Ronald McDonald Children's Foundation to fund family stays in the Ronald McDonald Room at the Hospital Universitario Virgen de la Arrixaca.

Meanwhile, collaboration agreements were renewed with the organisations AIDEMAR and AFEMAC, focused on the occupational inclusion of people at risk of social exclusion. These associations are responsible for administering the functioning and maintenance of the can crushers that the Estrella de Levante Foundation installs on the beaches of the Murcia coastline to encourage recycling.

ENVIRONMENT

The Estrella de Levante Foundation has been dedicating efforts to the preservation and protection of water and biodiversity. Notable ventures include its participation in RemediOS, a project of the Spanish Oceanographic Institution to improve water quality in the Mar Menor, by using molluscs that eliminate nitrates thanks to their considerable filtering capacity.

It also worked together with ANSE (Association of Naturalists of the Southeast) to restore the wetlands of the Albufera in Valencia and the El Hondo Nature Park in Alicante, and continues its involvement with bodies focused on species recovery and the enhancement of natural sites in the regions of Eastern Spain. In 2022 it was involved in the otter tracking and conservation project run by the Thader Lutra Association in the Murcia

Region, the dredging of waste from the bottom of the Mar Menor, together with the Fishing Association of San Pedro del Pinatar and the Columbares Association, focused on environmental protection in the Murcia Region.

CULTURE

Support was continued this year in maintaining the most deeply rooted traditional folk customs and festivals, in collaboration with local councils and neighbourhood and grassroots associations. The partnership with the Museo Salzillo was also renewed, to promote research, conservation and presentation of the sculptor's works.



SPONSORSHIP AND PARTNERSHIPS

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The second edition of Gastrodona was held to mark International Women's Day, showcasing the role of women in gastronomy.

We strengthen our ties with our consumers and society at large through an extensive programme of sponsorship and partnership in the cultural, culinary and sporting spheres, allowing us to share our values. We here present a number of the events in which we have taken part.



ESTRELLA DAMM REVIVES THE SÓNAR INAUGURAL CONCERT

Estrella Damm was once again present this year as a sponsor of the 29th edition of Sónar Barcelona, the most internationally noteworthy festival of music, technology and creativity, with headline artists including C. Tangana, The Chemical Brothers, The Blaze, Moderat, Arca, Erick Prydz and Morad. At this year's festival, Estrella Damm invited 14,000 people to the Sónar Barcelona 2022 Inaugural Concert, featuring Nathy Peluso as the main act, along with performances by ODDLIQUOR and DEFENSA DJ SET. Tickets were available only to those who collected 30 neck labels from returnable bottles of Estrella Damm. Designer Mario Eskenazi designed the six rear and neck labels for the occasion.

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GASTRONOMY

We promote and export Mediterranean cuisine around the world.

NATIONAL EVENTS

- Academia Gastronómica de Málaga
- GastroDona
- Región de Murcia Gastronómica
- Fórum Gastronómico de Barcelona & Girona
- Gastromarketing
- Gastrohub Cycle

CULTURE

We promote culture through involvement in cultural activities and events.

- Primavera Sound
- Sónar (Barcelona and Lisbon)
- Cruïlla Festival
- Mallorca Live Festival

- La Mercè Festival
- Vida Festival
- Canet Rock
- Canet Rock Mallorca
- Brunch
- Reggaeton Beach Festival
- MMVV
- XXVIII Human Towers Competition
- REC
- Madblue
- Brisa Festival
- Málaga Cinema Festival
- Málaga Carnival
- Cala Mijas Festival
- Weekend Beach Festival
- Soho Caixabank Theatre
- Mobile Week Málaga
- Brunch in the Park (Barcelona, Madrid, Mallorca and Málaga)
- Murcia Spring Fiesta
- Carthagineses y Romanos
- Warm Up Estrella de Levante
- Rock Imperium
- Fan Futura
- Cooltural Fest
- La Mar de Músicas

INTERNATIONAL EVENTS

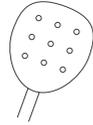
- Estrella Damm National Restaurant Awards 2022 (UK)
- UK Top 50 Gastropub Awards 2022 (UK)
- World's 50 Best Restaurant Awards 2022 (UK)
- Estrella Damm Gastronomy Congress 2022
- Estrella Damm Culinary Journey 2022 in Miami and Toronto (USA & Canada)
- Koch des Jahres Culinary Competition (Germany)
- Latin American 50 Best Restaurant Awards 2022 (Chile, Ecuador, Peru, Colombia, Mexico, Argentina and Brazil)
- Middle East and North Africa 50 Best Restaurant Awards 2022 (UAE)
- Asia 50 Best Restaurants Awards 2022
- Inedit Damm Chefs' Choice Award 2022 (digital event)
- Estrella Damm Chefs' Choice Awards 2022



ESTRELLA DAMM GASTRONOMY CONGRESS BRINGS TOGETHER THE LEADING CHEFS

Estrella Damm Gastronomy Congress, the event covering the key trends in contemporary cuisine and focusing on the future of the gastronomic sector, was once again held in London.

The special guests at the event were the chefs Pía León and Oriol Castro, who shared their focus on sustainability and future gastronomic trends. The staging of the congress also included the awards ceremony for the World's 50 Best Restaurants. Chef Rasmus Kofoed's Geranium restaurant in Denmark headed the list as the world's leading gastronomic establishment in 2022. The Estrella Damm Chefs' Choice Award 2022 was also handed out at the same ceremony, to the Mexican chef Jorge Vallejo.



The Estrella Damm Padel Circuit was named Best Amateur Padel Circuit 2022, at the World Padel Awards. Alongside its sports offering, the Circuit has launched “Padel Stars”, in recognition of initiatives to promote a more sustainable society. In 2022, the theme of the accolades was equality in sport.

SPORT

We have ties to leading clubs and a presence at all manner of international sporting events.

Padel

- World Padel Tour
- National padel series
- Estrella Damm Padel Tour

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2022: WORLD PADEL TOUR CONSOLIDATES ITS INTERNATIONAL EXPANSION WITH A RECORD YEAR

More tournaments than ever were held this season, with a total of 30 competitive events, 16% more than the previous year. The end of pandemic restrictions meant the tour was able to expand further internationally. The season accordingly saw more countries than ever host a WPT tournament, with a total of 11. Meanwhile, countries such as Denmark, Austria and the Netherlands staged the tournament for the first time.

One further development was that the professional padel tour became the first worldwide competition to award equal prizes to men and women in all competitions. This serves as World Padel Tour's recognition of the genuine professional level of the women, and aims to make up for the sacrifice of having previously competed on unequal terms.

In 2022, World Padel Tour reached an agreement with Movistar Plus+ for exclusive broadcasting rights to the tournaments on the professional tour in the men's and women's categories. The agreement places the tour among the leading competitions in the world.

In its first year in operation, the live and on-demand video platform World Padel Tour TV clocked up more than 600,000 users and received its first international recognition with a nomination at the SportsPro Media #OTTAwards in the Best New Platform category. The jury highlighted World Padel Tour TV as a crucial element in the tour's digital transformation.

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Basketball

- Club Joventut de Badalona
- BAXI Manresa
- Bàsquet Girona
- UCAM Murcia
- Uni Girona Club de Bàsquet
- Barça CBS
- Hestia Menorca

Tennis

- Davis Cup 2022
- Mutua Madrid Open
- Barcelona Open Banc Sabadell - Conde de Godó Trophy

Football

- Fútbol Club Barcelona
- Real Sociedad de Fútbol
- Real Club Deportivo Espanyol
- Real Club Deportivo Mallorca
- Girona Fútbol Club
- Elche Club de Fútbol
- Spanish national football team (men and women)
- Unión Deportiva de Almería Club de Fútbol
- Fútbol Club Cartagena
- Fútbol Club Andorra
- Unión Deportiva Ibiza
- Club Deportivo Castellón
- Nàstic de Tarragona
- Centre d'Esports Sabadell Futbol Club
- Club Esportiu Europa

Horsriding

- Madrid Horse Week 2022

Golf

- Estrella Damm Andalucía Masters 2022
- Estrella Damm Mediterranean Ladies Open 2022

Others

- Marca Sport Weekend – Multisports event
- Portuguese National Shorinji Kempo Championship

“THE BEST-
PULLED
ESTRELLA”:
THE LATEST
CHALLENGE
FROM ESTRELLA
DAMM AND
FC BARCELONA



Estrella Damm and FC Barcelona presented “The best-pulled Estrella”, a video challenge filmed during the visit by players from the men's first team to the Estrella Damm brewery in El Prat de Llobregat, in which they competed to claim the prize for the best-pulled Estrella. Four teams, headed by Frenkie de Jong, Marc ter Stegen, Robert Lewandowski and Pedri, showed off their skills with a beer tap to pour the perfect glass.

SOLIDARITY INITIATIVES

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Beyond the activities of the Damm Foundation and the Estrella de Levante Foundation, we also promote our own initiatives or take part in third-party ventures to maximise our social impact.

- **MadBlue 2022.** We were there at the second edition of MadBlue, a flagship event intended to boost the regional economy through sustainable development, innovation, circularity and proximity in business applications.
- **Donation of Cacaolat and Letona products to food banks.** Both companies make contributions each year in the form of product donations to the Barcelona and Girona Food Banks.
- **Charitable product donation.** Grupo Cacaolat and Grupo Rodilla made donations to social canteens of surplus produce that fulfils all food safety provisions.
- **The Rodilla “Charity Smoothie”.** Initiative in support of the Fundación Juegaterapia, which helps to combat child cancer.

- **Rodilla supporting the Fundación Querer.** The firm has launched a programme of initiatives drawing their inspiration from a fairer society, together with the Fundación Querer. When a customer pays by card, Rodilla gives them the option of rounding up the total cost of their order to help cover the special educational needs of children suffering a language disorder because of neurological disease.
- **Rodilla supporting the Fundación A LA PAR.** To foster the training, employment, independence and rights of people with functional diversity, Rodilla for the second year running launched the sale of the “Corazón de Roscón” at its establishments, with the profits donated to the Fundación A LA PAR.
- **Collaboration in the “Marea Rosa” charity race.** Cervezas Victoria collaborated in the latest edition of the “Marea Rosa” charity race, organised by the AECC in Marbella. This initiative has established itself as a flagship event in support of women diagnosed with breast cancer, and also raises awareness among the local population as to the importance of prevention through sport.

- **Charity Christmas Beer.** Estrella de Levante this year sold its charity “Christmas Beer” at market stalls in Murcia and Cartagena. The profits were donated to the El Segura Food Bank.
- **Fuente Liviana joins forces with various charitable initiatives.** Notable events including the fun run to mark World Down's Syndrome Day, the Red Cross Charity Race and blood donation.
- **Alfil Logistics supports Obra Social de Sant Joan de Déu charitable projects.** At Christmas it contributed to the charity rolled wafer initiative of the Obra Social de Sant Joan de Déu, by transporting the wafers produced at the Fundación Rosal to the premises of various supermarket chains.
- **World Padel Tour and Spanish Cancer Association produce a charity mug.** The official World Padel Tour store put a charity mug on sale to mark World Cancer Day. All the proceeds went to the Spanish Cancer Association, which funds research into the disease.



VISITS AND ACTIVITIES AT OUR BREWERIES

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Our landmark buildings, the Estrella Damm Old Brewery (Barcelona), the Estrella de Levante Brewery (Espinardo) and the Cervezas Victoria Brewery (Málaga) have become leading venues in their local areas, staging a host of events as well as being the perfect place to learn how we go about brewing our beer, on one of the guided tours that end with a tasting of the beers produced on the premises.

In 2022, some 130,000 people attended events held at our breweries.

During the year, we once again continued to light up our façades to lend visibility and support to a range of initiatives.

The façades of the Estrella Damm Old Brewery (Barcelona), the Estrella Damm Brewery in El Prat de Llobregat (Barcelona), Plataforma Continental (Madrid), Cervezas Victoria (Málaga) and Estrella de Levante (Espinardo) were all lit up to mark the following days: International Women's day, World Water Day, World Autism Day, World Recycling Day, World Environment Day, World Oceans Day, International Breast Cancer Awareness Day and World AIDS Day.

VISITS TO DAMM BREWERIES

13,000

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

6,338

Cervezas Victoria (Malaga)

9,176

Estrella De Levante (Espinardo)

2,200

Cacaolat production plant



REGIONAL BEER PULLING COMPETITIONS AT OUR FACTORIES

ESTRELLA DE LEVANTE, CERVEZAS VICTORIA AND KELER LAUNCH THE "1ST REGIONAL BEER PULLING COMPETITION" IN THEIR RESPECTIVE AREAS

These competitions allow Estrella de Levante, Cervezas Victoria and Keler to showcase and promote the hard work of hospitality trade staff, as well as fostering good beer service and a beer culture, a fundamental element in ensuring that patrons are able to enjoy all the subtleties of each brew. The competitions involved sending a video in which all the participating baristas showed off their skill in pulling a beer. In each edition, ten finalists proceeded to the final. The events were promoted through Bar Manager, the hospitality service app shared by all Damm customers. The jury for each competition was made up of gastronomy and brewing experts.



Estrella Damm Old Brewery

The Estrella Damm Old Brewery remains a landmark venue in the city of Barcelona, playing host to events linked to sport, culture, charities, cuisine, innovation and other fields. In 2022, guided tours of its rooms and historical archive continued to expand, consolidating what has become a star attraction for tourists in Barcelona.



VISITS TO OUR HISTORICAL ARCHIVE

In 2021 began the guided tours to the Damm Historical Archive, a service which proved highly popular, with 1,915 people discovering the thousands of articles that we hold in safekeeping at our archive, during the first year in operation. In 2022 the guided tours service consolidated its position, with 3,925 visitors learning about this unique heritage. The visitors not only discover the 146 years of Damm's history, but also have access to the main rooms at the Estrella Damm Old Brewery, to learn how beer was originally brewed there.

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MAIN EVENTS IN 2022

SPORT

- Gala de les Estrelles – Catalan Football Federation
- Woman Sport Awards Gala
- SportBiz Europe
- Women's Football Gala - Mundo Deportivo
- Golden Boot awards ceremony
- Culers Corner – Futbol Club Barcelona

CULTURAL

- Cruïlla XXS
- Sant Jordi Musical
- Human Towers Day
- MUTEK Festival
- The Society of Art
- Impulsa Cultura programme
- Radio Primavera Sound
- Sónar 2022 press conference
- La Mercè
- Rac105 Confidencial concerts

GASTRONOMY

- GastroDona
- Time to Eat Fest
- Presentation of Fòrum Gastronòmic
- “Se Me Antoja” gastronomy festival
- Afterworks with Nandu Jubany and Jordi Roca
- Opening event of the season at the Acadèmia Catalana de Gastronomia
- Van Van Spicy
- Van Van 100% Gluten-Free

SOLIDARITY

- Charity awards of the Fundació Catalana de Futbol
- NASCO Solidarity

OTHER

- Netcom Dircom Catalunya
- Top Women Talks
- Emprenedor Awards – Catalunya Ràdio
- Barcelona Deep Tech Summit
- Preview screening of the documentary “265 dies sense onades”
- Final presentation of the Sustainable Festival Challenge

ESTRELLA DAMM OLD BREWERY

105,000

ATTENDEES IN 2022

225

EVENTS HELD IN 2022



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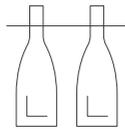
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Estrella de Levante brewery

During the tour of the Estrella de Levante Brewery, visitors have the chance to explore such installations as the malt house and the *brassage* room, discovering all their secrets. The Estrella de Levante “Sala de Catas”, located within the brewery itself, serves as the venue for a host of events of all kinds throughout the year. In 2023 it will be presenting new culinary events and tastings with musical pairings.



The Estrella de Levante “Sala de Catas” premieres the Growler: a bottle-filling machine capable of instantly filling two 0.75 l bottles at the same time, with keg beer drawn directly from its installations.

MAIN EVENTS IN 2022

SPORT

- Fan Zone of the UCAM Murcia Club de Baloncesto for the King's Cup in the Tasting Room
- Presentation of the Carnival Regatta
- Sports receptions with Estrella FCC Business
- Sports reception with Mariano García and Nico Almagro
- Murcia Sport Business presentation dinner



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GASTRONOMY

- Presentation and dinners in the Chefs Room
- Encuentro de Cuadrillas de Patiño
- 1st Regional Beer Pulling Competition
- Signature of the HoyTú Agreement
- JJ Albarracín event
- Madrid Fusión
- Hostemur Awards Ceremony
- Saborea Molina Gastro Fair
- Cartagena Puerto de Sabores
- Espacio 4 Moda y Gastro
- Show Cooking: Pablo González & Fran Martínez in Albacete (APRCU)
- SaborArte Cieza
- Presentation of Alicante Gastronómica
- Presentation of the Caravaca Hop Dinners
- Presentation of the Santomera Beer Fair
- Espacio 4 Arte y Gastro
- Presentation of Huerta y Mar Week
- Presentation of Paraíso Salado
- Presentation of Comersaciones 2022
- La Verdad Gastronomy Awards
- Presentation of Pelotas de Patiño

CULTURAL

- Presentation of Microsonidos 2022
- 5th Los Importantes Gala of La Opinión
- Presentation of La Bruja de Alcantarilla Poster
- Lorca Sant Patricio event
- Catafalco del Entierro de la Sardina fiesta
- Bando Huerta concert
- Secret Shows Warm up
- Presentation of the Warm up
- Sponsorship of Carthagineses y Romanos Fiestas
- Presentation of Animal Sound
- Espacio 4 Moda y Gastro
- Presentation of EVVE Video
- Presentation of BUM 2022 University Freshers' activities
- Presentation of the Rock Macisvenda Festival
- Generación Estrella awards ceremony
- Presentation of the Hay un Tigre Detrás de Ti Award
- Tasting Room podcasts

OTHER

- Magic Line
- Roundtable discussion about CSR: #EmpresasResponsables by the Murcia Region AJE
- Cheque from the 40 Years of CARM handed to the Food Bank
- Círculo de Economía breakfast
- Roundtable discussion about gender equality
- Fenix Promenade Awards
- "Tasting Room" promoters dinner
- City of Albacete APRECU International Knife-making Congress
- Círculo de Economía event
- CEO Congress Murcia
- La Verdad Agro 2022 Awards

ESTRELLA DE LEVANTE BREWERY

6,210

ATTENDEES IN 2022

140

EVENTS HELD IN 2022



Cervezas Victoria brewery

The brewery opens up its doors for a 100% beer-making experience: a tour giving visitors a first-hand insight into the secrets of Victoria's "exquisite beer from Málaga". It has also become a collective venue staging numerous cultural, sporting and culinary events.

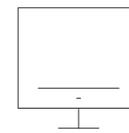
MAIN EVENTS IN 2022

SPORT

- Presentation of the new brand campaign tying in with the Spanish women's football team: "*Victoria a Victoria*"
- Meet&Greet with Fernando Hierro
- An aperitif with Siro López as sponsor of the MSW.
- Gathering of sponsors of the Spanish Royal Football Federation
- Presentation of the campaign "*El discurso de todo un país*"
- Radio Marca Málaga programmes
- Presentation of the EHF European Cup Final
- Events with the Sporting Press Association

GASTRONOMY

- 10th Anniversary of Gastromarketing
- Presentation of the Tapas Trails
- 1st Regional Beer Pulling Competition of Andalusia
- Presentation of El Delantal by La Opinión de Málaga
- Gastrohub and Olimpiadas Gastronómicas
- Sabor a Málaga – World Salchichón de Málaga Day
- 10th Anniversary of Club Gastronómico KM0
- "*Sabor a Málaga*" podcast with Onda Cero



GastroMarketing,
the leading congress
for gastronomic
communication and
marketing held its tenth
anniversary at the
Cervezas Victoria brewery.



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CULTURAL

- Presentation of the work *Oceanía*
- Aula Cultura – Diario Sur
- Technology Nights
- Málaga Type
- Brisa Festival presentation and concert
- Presentation of Brunch in The Park and live performance
- Rock&Beer series of concerts
- 2nd Victoria Stand-up Seasonz
- TEDxMálaga

OTHER

- Genius by Fundación El Pimpi
- eWoman
- Outstandings
- Down Málaga
- 1st edition of Talent Managers
- El Español technology gatherings
- Fuckup Nights of the Municipal Institute for Training and Employment of Málaga City Council
- DIRCOM internal business-focused communication seminar

CERVEZAS VICTORIA BREWERY

7,997

ATTENDEES IN 2022

92

EVENTS HELD IN 2022



Cacaolat production plant

This year we resumed school visits to show students around our production plant. An educational, dynamic, hands-on experience to teach the youngsters how we make Cacaolat.

During the tour they learn about the ingredients used and the origin of the produce (Letona milk from local, family farms, and cocoa from sustainable agriculture).

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TECHNICAL DATA AND MATERIALITY MATRIX

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PERIOD COVERED

2022
(from 1 January to 31 December)

REFERENCE STANDARDS

Damm has likewise presented the information referred to in this GRI content index for the period between 1 January 2022, and 31 December 2022, based on the GRI Standards. 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; Alfíl Logistics, SA; Artesanía de Alimentación, SL; Bebidas Ugalde, SL; Cafès Garriga 1850, SL; Cafeteros desde 1933, SL; Cerbeleva, SL; Carbòniques Becdamm, 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 Integrala, 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; Rumbo Sport, SL; Distribución Directa Integral, SL; SA Damm; SA Distribuidora Gaseosa; Setpoint Events, SA; Intercervecera, SL; The Wine List, SL, and Grupo Cacaoat, SL.

CONTACT POINT

comunicacion@damm.es

RELEVANT ISSUES FOR SUSTAINABILITY PERFORMANCE

In 2021 Damm revised and updated the materiality analysis conducted in 2019, in order to identify the company's sustainability impacts and priorities. This update steered the decisions and actions undertaken by Damm in 2022.

Material matters were classified into three groups of relevance as a result of this update:

- 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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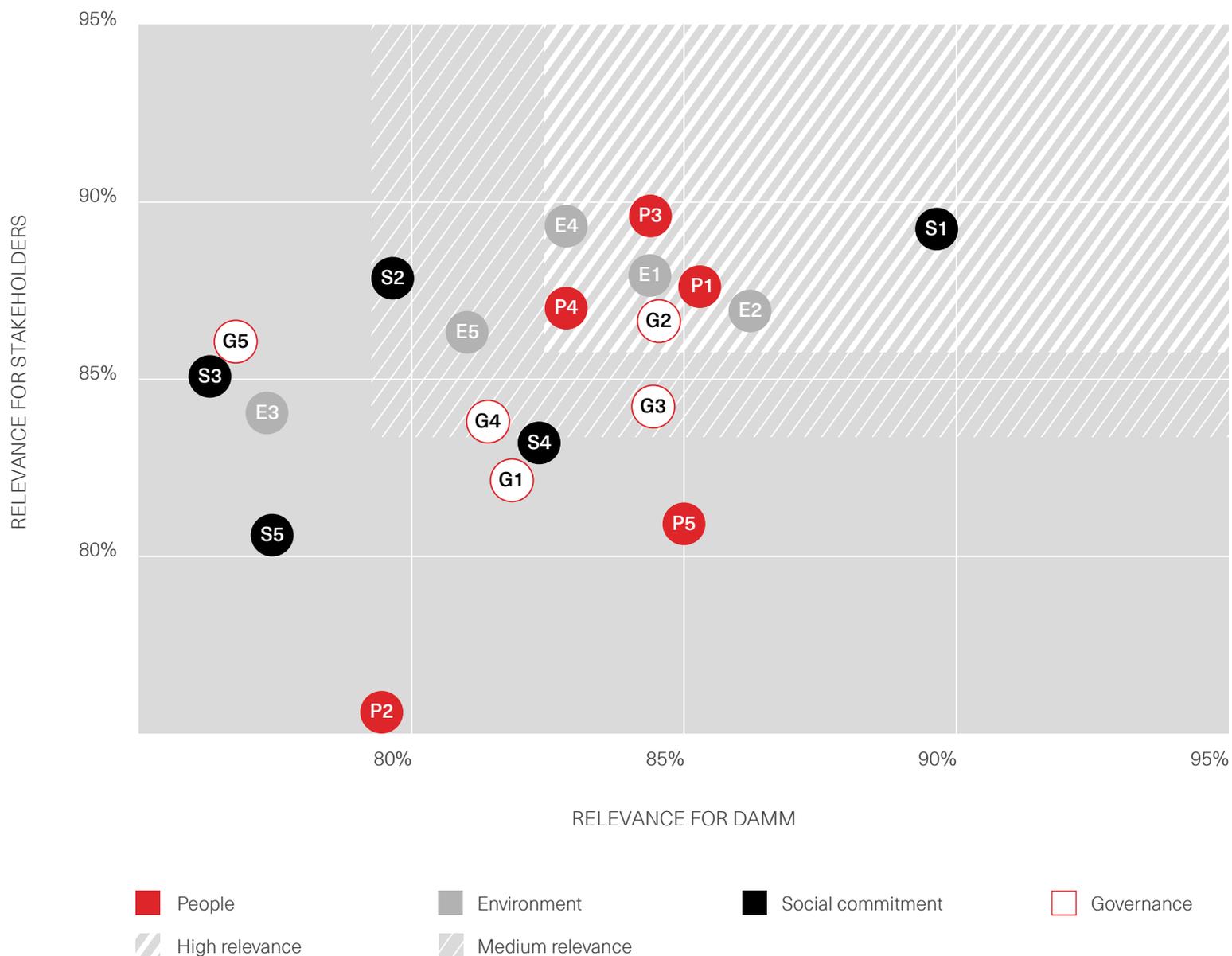
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Materiality matrix



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

- E4** Circular and local economy
- G2** Governance and business ethics
- P4** Corporate culture focused on sustainability
- P5** Digital transformation
- S4** Social commitment of Damm towards culture, sport, gastronomy and leisure
- G4** Responsible supply chain and purchasing management
- 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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COMPACT**GRI standard
indicator** **Page/Direct Answer****GRI 1 FOUNDATION 2021****GRI 2 GENERAL DISCLOSURES 2021****THE ORGANIZATION AND ITS REPORTING PRACTICES**

2-1 Organizational details	8-11
2-2 Entities included in the organization's sustainability reporting	117
2-3 Reporting period, frequency and contact point	117 Annual
2-4 Restatements of information	There were no restatements of the information provided in previous reports.
2-5 External assurance	This report has not been submitted for external assurance.

ACTIVITIES AND WORKERS

2-6 Activities, value chain and other business relationships	Drinks (beer, water and soft drinks) and food (dairy products and coffee)	Customers According to the distribution channel: large hotel accounts (organized restaurant chains and communities), traditional hotels (distribution companies), large food accounts (national and regional hypermarkets and supermarkets, cash and wholesalers) and online sales (private person who buy their products through Damm Shop). According to the retail customer: food for consumption outside the establishment and catering for consumption in the establishment itself: independent (most establishments in Spain) and organized (customers of the large account catering channel). Consumers Final consumers of the products.
	Restaurants	Franchises Natural or legal person who obtains the right to market 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 Support staff.
	Organization of events	Customers Companies or organizations that wish to organize competitions and sports or cultural events of any kind

2-7 Employees

Workforce as at 31 December		2020	2021	2022												
Own personal	Food and beverages	2,410	2,701	2,887												
	Logistics and distribution	1,190	1,257	1,419												
	Restaurants	997	1,006	1,095												
	Event management ¹	30	35	40												
	Damm	4,627	4,999	5,441												
Workforce by hire type and gender (as at 31 December)		2020					2021					2022				
		Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
	% Permanent	90 %	85 %	96 %	93 %	100 %	85 %	86 %	91 %	75 %	100 %	90 %	91 %	98 %	75 %	88 %
	Permanent	4,156	2,050	1,144	932	30	4,253	2,328	1,138	752	35	4,876	2,623	1,392	826	35
	Men	2,774	1,534	933	284	23	2,929	1,741	927	234	27	3,402	1,959	1,142	273	28
	Women	1,382	516	211	648	7	1,324	587	211	518	8	1,474	664	250	553	7
	Temporary	471	360	46	65	0	746	373	119	254	0	565	264	27	269	5
	Men	354	287	40	27	0	469	283	103	83	0	288	191	20	74	3
	Women	117	73	6	38	0	277	90	16	171	0	277	73	7	195	2

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Workforce by workday type and gender (as at 31 December)	2020					2021					2022				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
% Full-time	87%	100%	98%	45%	100%	87%	100%	98%	41%	100%	85%	98%	96%	37%	100%
Full-time	4,042	2,406	1,161	445	30	4,368	2,692	1,232	409	35	4,623	2,821	1,362	400	40
Men	2,975	1,819	961	172	23	3,211	2,020	1,019	145	27	3,450	2,133	1,144	142	31
Women	1,067	587	200	273	7	1,157	672	213	264	8	1,173	688	218	258	9
Part-time	585	4	29	552	0	632	10	25	597	0	818	66	57	695	0
Men	153	2	12	139	0	188	5	11	172	0	240	17	18	205	0
Women	432	2	17	413	0	444	5	14	425	0	578	49	39	490	0

Workforce by gender and age group (as at 31 December)	2020					2021					2022				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
Men	3,128	1,821	973	311	23	3,370	2,023	1,003	317	27	3,690	2,150	1,162	347	31
< 25 years	181	85	14	81	1	207	86	17	100	4	279	124	43	109	3
26-35 years	586	331	113	139	3	618	363	123	130	2	667	370	156	135	6
36-45 years	1,103	720	324	50	9	1,126	753	319	43	11	1,155	744	342	59	10
46-55 years	863	498	329	30	6	971	577	359	30	5	1,079	636	407	31	5
56-65 years or more	395	187	193	11	4	448	244	185	14	5	510	276	214	13	7
Women	1,499	589	217	686	7	1,628	677	254	689	8	1,751	737	257	748	9
< 25 years	198	37	4	157	0	234	33	4	196	1	288	47	6	235	0
26-35 years	448	153	33	258	4	464	191	38	231	4	469	180	32	252	5
36-45 years	508	238	86	183	1	500	260	83	157	0	488	271	81	135	1
46-55 years	264	125	72	66	1	339	156	100	81	2	403	195	107	99	2
56-65 years or more	81	36	222	22	1	91	37	29	24	1	103	44	31	27	1

Women by professional category (as at 31 December)	2020					2021					2022				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
Board and senior management	1	0	1	0	0	1	0	1	0	0	1	0	1	0	0
Senior management	5	3	0	2	0	6	3	0	3	0	9	6	0	3	0
Specialised staff and middle managers	592	339	70	178	4	475	331	77	62	5	646	417	75	147	7
Administrative staff and commercial	304	150	141	10	3	496	236	144	113	3	382	178	172	30	2
Supporting Workforce	598	97	5	496	0	622	106	5	511	0	713	136	9	568	0

GOVERNANCE2-9
Governance structure
and composition

45

2-10
Nomination and selection of
the highest governance body

45

2-11
Chair of the highest
governance body

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2-15
Conflict of interest

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2-22 Statement on sustainable development strategy	46
2-23 Policy commitments	4, 46
2-24 Embedding policy commitments	46
2-25 Processes to remediate negative impacts	77
2-26 Mechanisms for seeking advice and raising ethical concerns	62
2-28 Membership associations	50-51

STAKEHOLDER ENGAGEMENT

2-29 Approach to stakeholder engagement	The identification of Damm's interest groups has been carried out based on the following criteria: dependency (those who depend on the activities, products or services or on whom they depend to continue their activities), responsibility (either of the commercial, legal, operational, social, etc.), proximity (those who are in the most local environment) and influence (those who can generate an impact on the strategy or business).																												
2-30 Collective bargaining agreements	<table border="1"> <thead> <tr> <th>Employees covered by collective bargaining agreements by country</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Spain</td> <td>100 %</td> <td>100 %</td> <td>100 %</td> </tr> <tr> <td>Portugal</td> <td>100 %</td> <td>100 %</td> <td>100 %</td> </tr> <tr> <td>Andorra</td> <td>-</td> <td>100 %</td> <td>100 %</td> </tr> <tr> <td>United States¹</td> <td>7 %</td> <td>10 %</td> <td>10 %</td> </tr> <tr> <td>China</td> <td>100 %</td> <td>100 %</td> <td>100 %</td> </tr> <tr> <td>Chile</td> <td>100 %</td> <td>100 %</td> <td>100 %</td> </tr> </tbody> </table> <p><i>(1) In the United States, most male and female employees are hired on the "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.</i></p>	Employees covered by collective bargaining agreements by country	2020	2021	2022	Spain	100 %	100 %	100 %	Portugal	100 %	100 %	100 %	Andorra	-	100 %	100 %	United States ¹	7 %	10 %	10 %	China	100 %	100 %	100 %	Chile	100 %	100 %	100 %
Employees covered by collective bargaining agreements by country	2020	2021	2022																										
Spain	100 %	100 %	100 %																										
Portugal	100 %	100 %	100 %																										
Andorra	-	100 %	100 %																										
United States ¹	7 %	10 %	10 %																										
China	100 %	100 %	100 %																										
Chile	100 %	100 %	100 %																										

MATERIAL TOPICS 2021

3-1 Process to determine material topics	117
3-2 List of material topics	118 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 duly detailed at the bottom of the page or table.

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Material topics

GRI standard indicator Page/Direct Answer

ECONOMIC TOPICS

GRI 204: PROCUREMENT PRACTICES (2016)

GRI 3-3 Management of material topics 47

201-1 Proportion of spending on local suppliers 47

GRI 205: ANTI CORRUPTION (2016)

GRI 3-3 Management of material topics 45

205-3 Confirmed incidents of corruption and actions taken In the years 2020-2022, no confirmed case of corruption has been registered in the companies that make up Damm.

Q5. DIGITAL TRANSFORMATION

GRI 3-3 Management of material topics 72

ENVIRONMENTAL TOPICS

GRI 301: MATERIALS (2016)

GRI 3-3 Management of material topics 81

301-1 Materials used by weight or volume

Materials and raw materials used (t)		2020	2021	2022
Beer and soft drinks	Raw materials for beer (malt, rice, maize, barley in process and hops)	138,950	211,070	231,966
	Materials for beer and soft drinks (glass, aluminum, steel, paper/cardboard and plastic) ¹	151,150	134,245	174,261
Water	Plastics (PE and PET), paper/cardboard	4,845	4,053	4,838
Grupo Rodilla y Hamburguesa Nostra (kitchens)	Raw Materials	1,404	1,476	1,608
	Materials	25	27	19
Grupo Rodilla y Hamburguesa Nostra (restaurants)	Materials	ND	171 ²	221 ²
Dairy (Cacaolat)	Raw Materials	-	43,632	49,848
	Materials	-	902	1,067

(1) The data includes Compañía Cervecería Damm, SA; Estrella de Levante Beer Factory, SAU; Victoria 1928, SL, and Font Salem, SL beers (El Puig and Salem).

(2) The consumption of materials by Grupo Rodilla restaurants only includes their own, without including Hamburguesa Nostra, which represents 79% of the total in 2021, and 82% in 2022.

Note: at the Grupo Rodilla headquarters, 0.847 tons of paper and cardboard have been consumed in 2021, and 0.819 tons in 2022, 0.016 tons of plastic in 2021 and 0.012 in 2022.

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302-3 Energy intensity

Energy consumption		2020	2021	2022
Beer (MJ/hl packaged)	Electrical energy	35.34	34.65	35.44
	Thermal energy	70.37	69.47	67.76
	Total	105.71	104.12	103.20
Water and soft drinks (MJ /hl packaged)	Electrical energy	24.41	22.93	16.85
	Thermal energy	13.84	13.10	13.20
	Total	38.25	36.04	30.05
Malt (MJ /t produced)	Electrical energy	0.55	0.55	0.58
	Thermal energy	2.91	2.85	2.92
	Total	3.45	3.40	3.50
Alfil Logistics (MJ /pallet moved)	Electrical energy	1.46	1.52	1.69
	Thermal energy	1.41	1.18	1.44
	Total	2.87	2.70	3.13
Grupo Rodilla and Hamburguesa Nostra – Kitchens (MJ /kg produced)	Electrical energy	2.13	1.82	1.68
	Thermal energy ¹	0.30	0.33	0.27
	Total	2.43	2.15	1.95
Grupo Rodilla and Hamburguesa Nostra – Restaurants (MJ/number of tickets)	Electrical energy ²	-	2.80	3.22
	Thermal energy	-	11.27	13.61
	Total	-	14.07	16.83
Dairy (Cacaolat and Agama) (MJ /hl packaged)	Electrical energy	-	76.95	74.10
	Thermal energy	-	140.74	122.66
	Total	-	217.69	196.76

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

(2) The electricity consumption of Grupo Rodilla restaurants covers 75% of the total in 2022, and 77% in 2021.

Note: The electrical energy consumed at the registered office (c/ Rosselló, 515, 08025 Barcelona) amounted to 1,512 MWh in 2022 and 1,371 MWh in 2021.

302-4 Reduction of energy
consumption

89

GRI 303: WATER (2018)303-1 Interaction with water
as a shared resource

6, 86-88

303-3 Water withdrawal
by source

Water consumption by source (m³)	2020	2021	2022
Beer	5,694,700	5,913,932	6,622,715
Water from the municipal supply	91,428	112,739	71,829
Groundwater	5,603,272	5,801,193	6,550,886
Water and soft drinks	941,000	1,127,287	1,206,302
Water from the municipal supply	2,876	5,151	3,402
Groundwater and spring water	938,124	1,122,136	1,202,900
Malt houses¹	545,714	532,951	477,060
Surface waters (canal)	385,043	450,745	402,484
Groundwater	159,402	81,228	73,246
Water from the municipal supply	1,269	978	1,330
Alfil Logistics	10,695	10,926	17,983
Water from the municipal supply	10,695	10,926	17,983
Grupo Rodilla and Hamburguesa Nostra (kitchens)	ND	4,018	4,243
Water from the municipal supply	ND	4,018	4,243
Grupo Rodilla and Hamburguesa Nostra (restaurants)²	ND	10,872	13,263
Water from the municipal supply	ND	10,872	13,263
Dairy (Cacaolat and Agama)	53,081	476,025	492,646
Water from the municipal supply	ND	5,371	3,677
Groundwater	53,081	470,654	488,969

(1) Malting water consumption includes only Maltería la Moravia, SL.

(2) The water consumption of Grupo Rodilla restaurants accounts for 22% of the total.

Note: The water consumed at the head office (c/ Rosselló, 515, 08025 Barcelona) amounted to 2,912 m³ in 2021 and to 3,608 m³ in 2022.

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GRI 305: EMISSIONS (2016)

305-4 GHG emissions intensity	GHG emissions intensity (direct and indirect emissions from imported electricity)			
		2020	2021	2022
	Malt (t CO ₂ eq./t produced)	0.1647	0.1149	0.0121
	Beer (t CO ₂ eq./hl packaged)	0.0044	0.0040	0.0032
	Water and soft drinks (t CO ₂ eq./hl packaged)	0.0009	0.0007	0.0006
	Alfil Logistics (t CO ₂ eq./moved pallet)	0.00009	0.00007	0.00009
	Grupo Rodilla and Hamburguesa Nostra – workshops (t CO ₂ eq./kg produced)	0.00016	0.0008	0.0006
	Grupo Rodilla and Hamburguesa Nostra – Restaurants (t CO ₂ eq./no. of tickets)	ND	0.00011	0.00069
	Dairy (Cacaolat and Agama) (t CO ₂ eq./hl packaged)	ND	0.42975	0.0026
305-5 Reduction of GHG emissions	89			
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Other emissions into the atmosphere (NO₂) (g/hl packaged)			
		2020	2021	2022
	Compañía Cervecera Damm (El Prat de Llobregat)	6.34	6.28	5.78
	Estrella de Levante (Espinardo)	4.45	4.44	5.76
	Font Salem (El Puig)	4.56	4.50	4.44
	Font Salem (Salem)	1.50	1.52	1.35
	Gestión Fuente Liviana (Huerta del Marquesado)	0.33	0.38	0.42
	Aguas de Veri (Bisaurri and El Run)	0.31	0.41	0.47
	Grup Rodilla (workshop) ¹	5.98	4.67	5.09
		<i>(1) Does not include Hamburguesa Nostra.</i>		

GRI 306: WASTE (2020)

306-1 Waste generation and significant waste-related impacts	77-84				
306-2 Management of significant waste-related impacts	77-84				
306-3 Waste generated	Waste generation (t)	Non-recoverable waste	Recoverable waste	Total	Toxic and hazardous waste
306-4 Waste diverted from disposal					
306-5 Waste directed to disposal					
	2022				
	Beer	430	26,885	27,315	159
	Soft drinks	60	1,127	1,187	28
	Water	0.3	780	780	5
	Dairy (Cacaolat)	22	1,535	1,557	7
	Total	512	30,326	30,838	199
	2021				
	Beer	3,075	22,386	25,639	178
	Soft drinks	73	933	1,046	40
	Water	4	467	474	3
	Dairy (Cacaolat)	21	1,179	1,209	9
	Total	3,173	24,965	28,368	230
	2020				
	Beer	2,661	24,154	26,815	159
	Soft drinks	85	838	923	34
	Water	6	401	408	8
	Dairy (Cacaolat)	ND	ND	ND	ND
	Total	2,723	25,874	28,116	201
	<i>Note: Beer includes Compañía Cervecera Damm, SL, Estrella de Levante Fábrica de Cerveza, SAU, and Cervezas Victoria 1928, SL. Soft drinks includes 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)				
		2020	2021	2022	
	Non-recoverable waste	2.34	9.02	9.02	
	Recoverable waste (cardboard)	19.9	22.3	25.3	
	Toxic and hazardous waste	0.390	0.897	1.329	
	Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (restaurants)¹				
		2021	2022		
	Non-recoverable waste	52.06	83.09		
	Recoverable waste	137.44	141.96		
	Toxic and hazardous waste	0.00	0.00		
	<i>(1) The waste generated by Grupo Rodilla's restaurants accounts for 100% of the total.</i>				

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)

308-1 New suppliers that were screened using environmental criteria	49
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SOCIAL TOPICS

GRI 401: EMPLOYMENT (2016)

401-1 New employee hires and employee turnover

	2020					2021					2022				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
New employee hires by gender and age group (as at 31 December)															
Men	850		364	149	0	830	311	311	201	7	460	0	67	393	0
< 25 years	133	54	23	56	0	184	30	41	109	4	237	0	6	231	0
26-35 years	252	122	56	74	0	274	106	86	82	0	151	0	19	132	0
36-45 years	238	89	134	15	0	203	95	98	8	2	49	0	24	25	0
46-55 years	150	52	94	4	0	132	55	75	1	1	21	0	16	5	0
56-65 years or more	77	20	57	0	0	37	25	11	1	0	2	0	2	0	0
Women	398	105	50	242	1	585	141	42	400	2	819	0	25	794	0
< 25 years	101	16	3	82	0	260	22	4	233	1	488	0	4	484	0
26-35 years	188	43	18	127	0	190	51	6	132	1	228	0	5	223	0
36-45 years	60	23	12	25	0	82	41	16	25	0	70	0	10	60	0
46-55 years	44	23	15	6	0	43	25	13	5	0	26	0	5	21	0
56-65 years or more	5	0	2	2	1	10	2	3	5	0	7	0	1	6	0
Total	1,248	442	414	391	1	1,415	452	353	601	9	1,279	0	92	1,187	0
New employee hires index	27%	18%	35%	39%	3%	28%	17%	28%	60%	26%	24%	0%	6%	108%	0%
Employee turnover by gender and age group (as at 31 December)															
Men	178	61	28	89	0	213	83	92	36	2	365	58	107	198	2
< 25 years	40	5	1	34	0	27	8	6	13	0	110	7	13	89	1
26-35 years	75	21	11	43	0	83	41	27	15	0	136	23	26	86	1
36-45 years	40	22	8	10	0	62	19	34	8	1	72	17	38	17	0
46-55 years	19	10	8	1	0	34	13	20	0	1	39	7	27	5	0
56-65 years or more	4	3	0	1	0	7	2	5	0	0	8	4	3	1	0
Women	173	29	9	135	0	313	28	12	273	0	517	50	33	434	0
< 25 years	53	4	0	49	0	120	1	1	118	0	246	5	2	239	0
26-35 years	89	16	6	67	0	151	19	5	127	0	188	28	10	150	0
36-45 years	22	6	2	14	0	34	6	4	24	0	49	8	12	29	0
46-55 years	8	3	1	4	0	6	2	2	2	0	28	8	7	13	0
56-65 years or more	1	0	0	1	0	2	0	0	2	0	6	1	2	3	0
Total	351	90	37	224	0	526	111	104	309	2	882	108	140	632	2
Employee turnover rate	7.6%	3.7%	3.1%	22.5%	0%	10.50%	4.1%	8.3%	30.7%	5.7%	16.2%	3.7%	9.9%	57.7%	5.0%

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401-3 Parental leave	2020					2021					2022				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
Retention rate															
Number of employees that took parental leave	188	116	36	34	2	202	136	27	38	1	251	154	65	29	3
Men	129	88	26	13	2	146	110	23	12	1	192	126	55	8	3
Women	59	28	10	21	0	56	26	4	26	0	59	28	10	21	0
Number of employees that returned to work after parental leave ended	188	116	36	34	4	202	136	27	38	2	241	154	65	19	6
Men	129	88	26	13	2	146	110	23	12	1	190	126	55	6	3
Women	59	28	10	21	0	56	26	4	26	0	51	28	10	13	0
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	181	114	33	32	2	193	136	27	29	1	235	154	59	19	3
Men	125	86	24	13	2	144	110	23	10	1	184	126	49	6	3
Women	56	28	9	19	0	49	26	4	19	0	51	28	10	13	0
Retention rate	96%	98%	92%	94%	100%	96%	100%	100%	76%	100%	98%	100%	89%	100%	50%
Men	97%	100%	108%	100%	100%	99%	100%	100%	100%	100%	96%	100%	100%	100%	100%
Women	95%	100%	90%	90%	-	88%	100%	100%	73%	-	86%	100%	2%	100%	-

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GRI 403: SALUD Y SEGURIDAD EN EL TRABAJO (2018)

<p>403-1 Occupational health and safety management system</p>	<p>Damm has an Occupational Health and Safety Policy that aims to promote comprehensive prevention in all areas of health and safety. The company regulates its competencies and processes at all levels of the organization to ensure the safety and health of its employees.</p> <p>Damm's occupational health and safety policy is based on the commitment to protect the physical, psychological and social integrity of all the people who work in the company. The policy includes measures for the identification, evaluation and control of occupational risks, as well as the promotion of a culture of prevention and the encouragement of the active participation of employees in the management of occupational health and safety.</p> <p>In addition, Damm complies with all legal regulations and requirements regarding occupational health and safety, and Compañía Cervecera Damm, Estrella de Levante and Alfíl Logistics have a health and safety management system certified in accordance with ISO 45001. The company also encourages the training and education of its employees in occupational health and safety to ensure their well-being and prevent accidents and occupational illnesses.</p> <p>It is important to note that although some preventive measures associated with the pandemic have been reduced with the decrease in COVID-19 cases and the implementation of health protocols, companies are still responsible for ensuring the occupational health and safety of their employees. This involves conducting risk assessments and adopting the necessary preventive measures to ensure workplace safety.</p> <p>In the course of 2022, Compañía Cervecera Damm and Alfíl Logistics obtained ISO 45001 certification, joining Estrella de Levante, which had already obtained it three years ago.</p> <p>During this period, work has been carried out to consolidate initiatives to promote health and safety within the framework of the global certifiable healthy company program. These initiatives include information campaigns in the "Asegúrate Damm" format, which focus on health and safety issues such as cardiovascular health, exercise and road safety. Training has also been offered to all those interested in the health field, as well as the reactivation of food committees that organize and execute information and nutrition campaigns.</p> <p>On the other hand, in Grupo Rodilla, the prevention service has fully integrated the discipline of health surveillance. This has led to the adaptation and improvement of rest areas in all plants, which facilitates a better physical and mental disconnection and recovery of workers. In addition, the variety of menus has been expanded with healthier options.</p> <p>Alfíl Logistics and Pall-Ex Iberia, as logistics operators, collaborate with supplier companies in raising awareness of safety measures, coordinating business activities and updating mobility programs related to internal circulation.</p> <p>During the previous year, several initiatives were implemented in relation to occupational health and safety, including Font Salem's adherence to the Luxembourg Declaration. Occupational health and safety measures have been taken at Aguas de San Martín de Veri, SA, Fuente Liviana and Grupo Cacaolat, including self-monitoring at facilities, the figure of the safety advisor, preventive and corrective maintenance, and the implementation of the safety advisor, preventive and corrective maintenance, and an occupational health and safety management plan.</p> <p>COVID-19's impact on occupational health and safety management</p> <p>During the course of the last year, the work of the Occupational Risk Prevention Area has prioritized the protection of the health and safety of the workforce, thus preventing the pandemic from affecting the productive and social aspects of the organization. They have implemented a strategic planning of health control examinations, which has prevented the group spread.</p>
<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>At Damm, risk analysis is carried out systematically and updated annually, but is also reviewed in the event that signs are observed that may affect people's health. In the event of any incident related to processes or facilities, the risk assessment and the necessary preventive measures are reviewed and adjusted.</p> <p>The company applies an evaluation and control methodology for occupational health and safety, which has been consulted with the representative bodies and is based on the principles of the Occupational Risk Prevention Law. Prevention delegates are actively involved and employees are consulted to establish the best corrective or preventive actions, control points and to ensure mental and physical health at work.</p> <p>A strategy to eliminate, reduce or control hazards is prioritized on the basis of the risk assessment, by acting on materials, products, processes, organization or protective equipment. In all companies there is a designated person for risk management and the hierarchical way is the most practical and used way to report hazards or undesirable situations and to co-responsibilize the whole organization for the response and/or resolution of the issue.</p> <p>Damm uses different means to report hazards, such as Health and Safety Committee communiqués and interdepartmental meetings, and encourages the participation of employees in proposing safety improvements. It also constantly monitors the health of its employees, allowing confidentiality in the event that they wish to report the impact of their work on their health, so that the prevention service can analyze the situation.</p> <p>In the ORP computer system, work-related incidents are recorded as direct notifications from the chain of command. Subsequently, the command line carries out a preliminary analysis of the causes of the incident and communicates the information to the designated prevention people. These persons are responsible for determining the necessary corrective or preventive actions.</p> <p>Damm's total number of absence hours is 702,320.84 hours in 2022 and 771,291.57 hours in 2021. 771,291.57 hours in 2021¹. <i>(1) Includes data from all companies within the scope of this report.</i></p>
<p>403-3 Occupational health services</p>	<p>The prevention service has fully integrated the discipline of health surveillance, which allows a synergic work with the technical prevention staff. It intervenes in the evaluation of critical work stations and proactively in the resolution of personal problems related mainly to ergonomics. The psychosocial evaluation is also developed by the prevention service, which carries out the program of measures and follow-up.</p>
<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>All Damm organizations promote a structure focused on prevention that includes labor representation through the Works Committee. Communication is carried out through the Prevention delegates and is channeled through the Health and Safety Committee.</p> <p>In the audited factories, the members of the Health and Safety Committee actively participate in the audit and are interviewed individually by an auditor, both in the internal processes and in the official audit carried out annually by an external entity. During the interview, Committee members point out any organizational or functional deficiencies they consider relevant and answer questions in a confidential dialogue with the audit team.</p> <p>As new in 2022, Alfíl Logistics has established a Works Council to represent its employees.</p>

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403-5 Worker training on occupational health and safety	<p>Damm develops a specific training plan for each business, considering the different activities and risks associated with each area. Training activities are assigned and prioritized with the appropriate periodicity, focusing on the risks and preventive measures inherent to each job. Safety and prevention measures are integrated into the learning processes for new procedures, machines and services, while the prevention service supervises the corresponding ends.</p> <p>In 2022, a series of training sessions adapted to the needs of each line of business has been carried out, focusing on aspects inherent to the jobs, such as risks, instructions and general or specific preventive measures. Some of the topics addressed include the updating of occupational risk prevention, the gender perspective and prevention of harassment and violence, risks derived from the use of chemical agents, emergency and fire prevention, and specific occupational risk prevention training in the workplace.</p>
403-6 Promotion of worker health	<p>Damm offers its employees voluntary access to non-work related medical and health care services and promotes annual health check-ups. It also has an internal psychological support service and offers assistance to retirees of the company for one year to accommodate the change of personal situation if necessary.</p> <p>Damm promotes voluntary services and programs to encourage health and healthy habits among its employees, and participates in recreational and sports activities to promote health and safety, within the framework of its social responsibility and internal cohesion.</p> <p>Estrella de Levante offers discounts on medical services to its employees, and Grupo Rodilla carries out information campaigns on physical, emotional and nutritional health.</p>
403-7 Prevention and mitigation of occupational health and safety impact directly linked by business relationships	<p>With regard to preventing or reducing negative effects on occupational health and safety related to business activities, the organization identifies risks and presents them to management for solution or they are discussed directly with the departments involved. In the case of chemicals, substances or raw materials, a study is carried out to find possible substitutes or improvements for safer use. In the case of work equipment, their safety conditions are evaluated to ensure that they comply with current legislation.</p>
403-8 Workers covered by an occupational health and safety management system	<p>In fiscal year 2022, 90.8 % of the workforce was represented by Health and Safety Committees in their respective work centers: 95.4 % food and beverages, 82.6 % logistics and distribution (Comité de Seguridad y Salud Regional de Cataluña), 88.2 % catering (0 % content management) and 100 % Grupo Cacaolat. The occupational risk prevention committees are responsible for complying with the provisions of Law 31/1995 and meet four times a year to discuss their tasks. However, they also maintain more frequent contact to follow up on projects and work in progress, approximately once a month.</p>

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403-9 Work-related injuries	Accident statistics		2020	2021	2022	
Number of occupational accidents	Food and beverages		50	45	44	
	Men		47	37	34	
	Women		3	8	10	
	Logistics and distribution		0	0	1	
	Men		0	0	1	
	Women		0	0	0	
	Restaurants		49	34	22	
	Men		13	10	7	
	Women		36	24	15	
	Event management (SetPoint Events)		1	1	0	
	Men		1	1	0	
	Women		0	0	0	
	Grupo Cacaolat		ND	5	4	
	Men		ND	4	4	
	Women		ND	1	0	
	Frequency index	Food and beverages		11.7	10.1	9.8
		Men		14.8	11.3	9.8
		Women		2.9	7.3	10.1
		Logistics and distribution		0.0	0.0	2.59
Men			0.0	0.0	4.07	
Women			0.0	0.0	0.0	
Restaurants			25.6	26.5	12.01	
Men			20.7	24.6	9.88	
Women			28	27.4	13.35	
Event management (SetPoint Events)			18.5	18.8	0.0	
Men			23.9	23.9	0.0	
Women			0.0	0.0	0.0	
Grupo Cacaolat			ND	15.0	17.2	
Men			ND	15.0	18.7	
Women			ND	13.0	0.0	
Severity index		Food and beverages		0.32	0.13	0.15
		Men		0.41	0.15	0.15
		Women		0.02	0.08	0.13
		Logistics and distribution		0.0	0.0	0.02
	Men		0.0	0.0	0.04	
	Women		0.0	0.0	0.0	
	Restaurants		0.17	0.11	0.019	
	Men		0.02	0.09	0.12	
	Women		0.25	0.12	0.23	
	Event management (SetPoint Events)		0.09	2.12	0.0	
	Men		0.11	0.11	0.0	
	Women		0.0	0.0	0.0	
	Grupo Cacaolat		ND	0.90	0.62	
	Men		ND	0.57	0.58	
	Women		ND	0.42	0.0	

Note: The companies included in each of the business activities are the following: Food and beverages (Compañía Cervecería Damm, SL, Estrella de Levante Fábrica de Cerveza, SAU, Font Salem, SL (Puig y Salem), Aguas de San Martín de Veri, 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), event management (SetPoint Events, SA) and Grupo Cacaolat, SL.

GRI 404: TRAINING AND EDUCATION (2016)

404-1 Average hours of training per year per employee	57
404-2 Programs for upgrading employee skills and transition assistance programs	56-57
404-3 Percentage of employees receiving regular performance and career development reviews	57

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bodies and employees

Women by job category (as at 31 December)	2020					2021					2022				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management ¹
Senior management	10%	0%	50%	0%	0%	10%	0%	50%	0%	0%	9%	0%	50%	0%	0%
Management	10%	10%	0%	22%	0%	13%	10%	0%	38%	0%	16%	16%	0%	33%	0%
Specialised staff and middle managers	41%	40%	23%	69%	19%	37%	39%	25%	60%	19%	41%	41%	23%	69%	21%
Administrative staff and commercial	32%	28%	36%	77%	75%	39%	35%	34%	68%	75%	35%	30%	39%	59%	67%
Support staff	27%	10%	1%	69%	0%	26%	9%	1%	70%	0%	26%	11%	1%	69%	0%

— Own Workforce with functional diversity according to employment category ¹	2020	2021	2022
Senior Management	0	0	0
Management	-	0	0
Specialised staff and middle managers	5	9	10
Administrative staff and commercial	12	12	18
Support staff	23	26	34
Total	40	47	62

GRI 406: NON-DISCRIMINATION (2016)406-1 Incidents of
discrimination and corrective
actions taken

In the financial years 2020-2022, there have been no cases of discrimination in the Damm companies.

GRI 413: LOCAL COMMUNITIES (2016)413-1 Operations with local
community engagement,
impact assessments and
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GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)414-1 New suppliers that
were screened using with
social criteria

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GRI 416: CUSTOMER HEALTH AND SAFETY (2016)416-1 Assessment of the
health and safety impacts
of product and service
categories

Damm ensures that it complies with the most relevant international norms and standards in terms of quality and food safety in all its production and operating processes, and regularly undergoes external quality controls. In this regard, it has obtained the following certifications:

- International Food Standard (IFS) version 7. Several companies, including Font Salem (El Puig, Salem, Santarém and Meres), Hamburguesa Nostra and Cacaolat, have been updated to the new version.
- IFS Global Market Food at Compañía Cervecera Damm and Estrella de Levante, Aguas de San Martín de Veri and Gestión Fuente Liviana.
- Hazard Analysis and Critical Control Points (HACCP) in all food and beverages production centers of Damm and Grupo Rodilla.

Grupo Cacaolat has obtained the renewal of its IFS Food version 7 certification, extending its scope to include the bulk pasteurized cream product. In addition, the organization has implemented an action plan for the period 2022-2024 with the aim of promoting a culture of food safety and quality, and has carried out reviews of the management system through internal and external audit control tools, as well as inspections by the health authorities (ACSA). Training and awareness-raising activities have also been carried out in this area.

In 2022, the milestones achieved in relation to quality management and food safety are:

- Improvement of the certification level from basic to intermediate according to IFS Global Market at Estrella de Levante Fábrica de Cerveza, SA.
- Performance of audits according to IFS Global Market at Aguas de San Martín de Veri, SA (Bisaurri and El Run) and Gestión de Fuente Liviana, SL.
- Maintenance of ISO 9001:2015, IFS Food version 7 and BRC version 8 certifications at the Font Salem production plant (Meres).

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GRI 417: MARKETING AND LABELING (2016)

417-1 Requirements for product and service information and labeling	<p>In accordance with the regulations on the labeling of marketed products, in 2022 Damm has the following certifications:</p> <ul style="list-style-type: none"> — European Licensing System (ELS) certification. The so-called Barred Herringbone, granted by the Federación de Asociaciones de Celíacos de España (FACE) and CoELIAC UK, which authorizes the use of the barred herringbone symbol on Damm gluten-free products (Daura Damm, Daura Märzen, Estrella Damm Non Alcoholic, Free Damm, Free Damm Limón, Free Damm Tostada and Estrella de Levante 0.0, and Victoria SIN). — Halal conformity certification. Granted by the Instituto Islámico, and extended in December by Halal Quality Control, to Damm products without alcohol (Estrella Damm Non Alcoholic Malt Beverage 0.00%), bottled by Compañía Cervecería Damm. All Cacaolat brand products have this certification granted by the Instituto Islámico. — Kosher Certificate. It grants the recognition that the beer is suitable to be sold in the Jewish market (Estrella Damm, Daura Damm and Inedit, manufactured at Compañía Cervecería Damm). — Fairtrade certificate for Cafès Garriga, which certifies that certain coffees, depending on their origin, comply with fair trade criteria. — Certification for the production and commercialization of organic coffee for Cafès Garriga. — Vegan Society certification for Daura, Daura Märzen, Estrella Damm, Estrella Damm Barcelona, Free Damm, Free Damm Limón, Free Damm Tostada, Complot, Malquerida and Inedit. Certification granted to Compañía Cervecería Damm.
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GRI 419: SOCIOECONOMIC COMPLIANCE (2016)

419-1 Non-compliance with laws and regulations in the social and economic area	In exercises 2020-2022 none of the companies that make up Damm have received fines as a result of non-compliance with laws and regulations in these areas.
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Q4. CORPORATE CULTURE FOCUSED ON SUSTAINABILITY

GRI 3-3 Management of material topics	67-70
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Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Damm has a Legal Risk Prevention System that has the following tools: Code of Conduct, Complaint Channel and Compliance Committee or Compliance Officers, which are the managing bodies of the Prevention System.

The purpose of the Code of Conduct is to establish the guidelines for action that all employees of the organization must respect, in order to guarantee a responsible and transparent way of operating in the development of their activity and in their relationships and interactions with others: employees, customers, suppliers, competitors in the market, consumers, and the environment in general.

The Code of Conduct also responds to the prevention needs 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 illegal acts in all its fields of action.

The Complaint Channel is an essential tool within Damm's Risk Prevention System that its collaborators must use correctly to report possible wrongdoing. Additionally, the Complaint Channel constitutes an open channel of communication between its collaborators and the SA Damm Compliance Committee, a permanent internal body with powers in the field of supervision and compliance with the Code of Conduct.

In this sense, through the Complaint Channel, Damm employees can consult the Compliance Committee with any doubts that may arise in relation to the content, interpretation or application of the Code of Conduct, and also send them suggestions regarding the prevention of legal risks.

The Compliance Committee depends on and reports directly to the Audit, Sustainability and Control Committee, a delegated body of the Board of Directors with senior supervision functions in this field.

The internal regulations comply with the provisions of the UNE: 19601 standard, which includes a Criminal Compliance Policy and the Procedure that develops it, having enabled a Complaint Channel for Suppliers.

Respect for human rights is contemplated in Damm's Code of Conduct. The company applies the principles of honest treatment and respect for human rights, so that relations between all collaborators and the companies with which it is related in the framework of its activity must be characterized by fair, polite and respectful.

Specifically, the Code of Conduct contemplates respect for the principles contained in the Universal Declaration of Human and Labor Rights aligned with the principles of the World Labor Organization.

Damm is also a participating company and signatory to the principles of the United Nations Global Compact, whose principles 1 and 2 make direct reference to respect for human rights:

- Principle 1. "Businesses should support and respect the protection of internationally proclaimed human rights."
- Principle 2. "Businesses should make sure that they are not complicit in human rights abuses."

Likewise, the Code of Conduct refers to the elimination of forced or compulsory labor and child labor.

Since 2022, all contracts signed with international distributors include clauses requiring respect for international standards to prevent slavery and human trafficking.

The main contracts of a commercial nature signed by group companies and particularly those signed with foreign counterparts include clauses requiring obligatory respect for human rights (with express reference to dignity at work and the prohibition of slavery).

In the 2020-2022 financial years, Damm has not registered any complaints for cases of violation of human rights.

GRI 3-3, GRI 2-12, GRI 2-14, GRI 2-22, GRI 2-25, 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 413, GRI 414

GRI 3-3, GRI 2-23, GRI 2-25, GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 414

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<p>Principle 3: Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>The legal representation of the collaborators, both union and unitary, is and has been a key partner to achieve business objectives. The dialogue is carried out from the People Department and is done in a close, fluid and constant manner, always trying to ensure that credibility and good faith persist. As a result of this good understanding, a good number of group companies have their own collective agreement. These collective agreements contemplate the creation of working commissions (groups) to delve into certain matters: Occupational Health Commission, Training Commission, Equality Commission, among others.</p> <p>In 2022, the companies with their own collective agreement are: SA Damm, Compañía Cervecera Damm, Maltería La Moravia, Font Salem (El Puig), Font Salem (Salem), Font Salem (Santarém), Rodilla, Grupo Rodilla, Fuente Liviana, Estrella de Levante and Cacaolat.</p> <p>In 2021, the collective agreement of Compañía Cervecera Damm was extended for the years 2021 and 2022, in which the text of the previous collective agreement is maintained and only the salary tables for the two years of extension are reviewed.</p> <p>In the specific case of SA Damm, on December 18, 2020, the IV Collective Agreement was signed, valid for two years (2021-2022). Likewise, SA Damm and Compañía Cervecera Damm have set up in 2022 the corresponding negotiating commissions for their own collective agreements that will enter into force in 2023.</p> <p>In the case of Fuente Liviana, in the month of September 2022, the Negotiating Commission for the new collective agreement was established, whose negotiation is underway.</p> <p>In the agreements of the Damm companies there is a specific section in which trade union rights are regulated, which in some cases extends the legal provisions.</p> <p>It should be noted that, in 2022, union election processes have been carried out at SA Damm and Compañía Cervecera Damm, and in both cases the representation of workers has been expanded.</p> <p>Specifically, at SA Damm a 21-member Works Council has been set up, and at Compañía Cervecera Damm the new Works Council is made up of 17 members.</p>	<p>GRI 2-23, GRI 2-30, GRI 402, GRI 407</p>
<p>Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor.</p>	<p>The Code of Conduct refers to the elimination of forced or compulsory labor.</p>	<p>GRI 2-13, GRI 409</p>
<p>Principle 5: Businesses should uphold the effective abolition of child labor.</p>	<p>The Code of Conduct refers to the elimination of child labour.</p>	<p>GRI 2-9, GRI 2-13, GRI 408</p>
<p>Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>Regarding discrimination, the new Damm Code of Conduct, updated in 2022, in its article 9 promotes respect for people. In this sense, it defends and promotes compliance with human and labor rights and is committed to the application of regulations and good practices regarding employment conditions, health and safety in the workplace.</p> <p>For this reason, it respects the principles of the United Nations Universal Declaration of Human Rights and the declarations of the International Labor Organization, and is committed to non-discrimination based on race, color, 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 collaborators, as well as equal opportunities among said people.</p> <p>In addition, any manifestation of violence, physical, sexual, psychological, moral or other harassment, abuse of authority at work and any other intimidating or offensive behavior for the personal rights of its collaborators is prohibited and rejected.</p> <p>The organization's Workforce must report any type of harassment or discrimination of which they are aware, through the complaints channel set up on the intranet, as well as facilitate respectful and collaborative treatment.</p> <p>In 2022, no cases of harassment or discrimination have been registered in Damm companies.</p>	<p>GRI 2-7, GRI 2-8, GRI 2-23, GRI 205, GRI 401, GRI 402, GRI 403, GRI 404, GRI 405, GRI 414, GRI 406</p>
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p>		<p>GRI 2-12, GRI 3-1, GRI 3-3, GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308</p>
<p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p>		<p>GRI 2-26, GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308</p>
<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>		<p>GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308</p>

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<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>In addition to the Legal Risk Prevention System and for reviewing compliance with internal regulations, Damm has an Internal Audit Department.</p> <p>Like the Compliance Committee, the Internal Audit Department depends on and reports directly to the Audit, Sustainability and Control Committee, a delegated body of the Board of Directors with senior supervision functions in this area.</p> <p>Auditing is a function specifically entrusted to the Internal Audit Department.</p> <p>Damm has a specific procedure for the prevention of money laundering.</p> <p>In the 2022 financial year, no cases of corruption have been registered in the companies that make up Damm.</p> <p>The main contracts of a commercial nature (in relation to supply, distribution and execution of works) signed by the Damm companies include clauses aimed at preventing corruption and money laundering.</p>	<p>GRI 2-19, GRI 205, GRI 415</p>
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